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Davos, 2024

CSO Awards /24

Honouring the Leadership of
European Chief Sustainability Officers



CSO Awards /24

Editorial Note

Welcome to the first edition of the Chief Sustainability Officer Awards, an esteemed recognition of leadership in sustainability, set against the backdrop of the breathtaking landscapes and visionary spirit of Davos, Switzerland.

In the heart of the Alpine region, where innovation converges with tradition, the CSO Awards /24 stand as a beacon for those shaping the future of sustainable business practices. This booklet serves as a window into the world of sustainability leaders, luminaries, and pioneers who have made extraordinary strides in steering global enterprises toward environmentally conscious and socially responsible paths.

As we gather in Davos, a nexus of global dialogue and transformative ideas, we celebrate the commitment of the CSOs who exemplify the ethos of responsible leadership.

This initiative is not just an acknowledgment of achievements; it is a tribute to those who navigate the intricate intersection of business, environment, and societal impact with wisdom, foresight, and unwavering dedication. Against the stunning backdrop of the Swiss Alps, we invite you to immerse yourself in the narratives of these sustainability leaders. Their stories echo the spirit of Davos itself – a commitment to progress, collaboration, and a shared responsibility for sustainable futures.

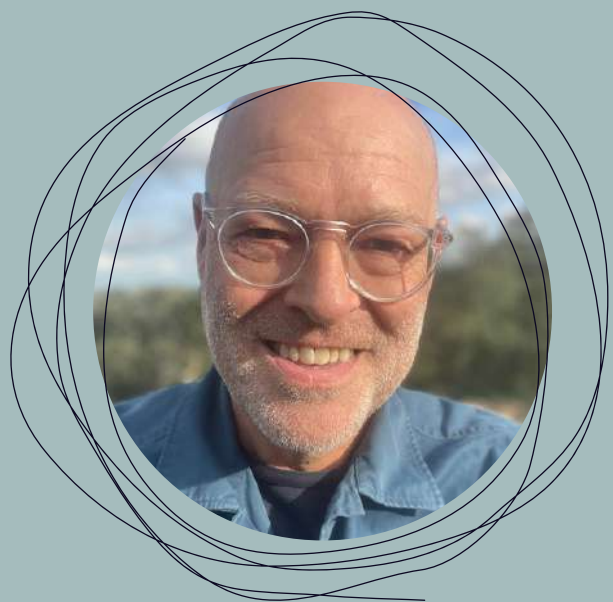
May their stories and commitment inspire you, as they have inspired us, to continue the collective journey towards a world where sustainability isn't just a buzzword, but a daily commitment.

Welcome to the CSO Awards /24 – where visionaries meet, ideas flourish, and sustainability takes center stage.



Harald Neidhardt
CEO & Curator, Futur/io Institute

Hamburg, January 2024



futur/io

Co-creating Desirable Futures

csoawards.eu



Futur/io Institute

We believe in a future where ideas, innovation and business drive a regenerative economy that benefits people and the planet. It is our mission to provide Sustainability Leaders and Innovators with the knowledge, tools and network to co-create desirable futures within planetary boundaries.

We emphasize the plural nature of "futures" because our vision encompasses a systemic approach that delves into the future of every field and sector. From education and work to technology, mobility, medicine, agriculture, and beyond, we believe in addressing the diverse futures that lie ahead by fostering radical collaboration and cross-pollination.

We work with the change-makers who are in business to challenge the status-quo and walk the talk of transformation. We work with the leaders whose imagination know no boundaries, the dreamers, believers and doers who are paving the way for a European-wide, future-proof paradigm that benefits people & planet.

20 Nominees

The coming pages are dedicated to the exceptional European CSOs who have made their way to the 20 Nominees, a distinguished cohort leading the charge in driving corporate sustainability across the European landscape. Within these pages, we delve into the essence of their roles, their strategic vision, and the pivotal contributions they make to foster sustainable practices within their organizations.

As torchbearers of responsible leadership, they embody the spirit of innovation, resilience, and commitment to more sustainable futures. In a time when environmental, social, and economic challenges intertwine, these visionary leaders stand at the forefront, navigating the complexities with insight, determination, and a shared responsibility for the well-being of our planet and society.

This chapter serves as a tribute to their endeavors, aiming to highlight the impact of their leadership on the broader corporate sustainability landscape in Europe. Through their stories, strategies, and achievements, we aim to inspire and catalyze a collective movement toward a more sustainable and responsible business ecosystem.

Join us on this journey as we explore the narratives of the 20 Nominees, acknowledging their indispensable role in shaping more sustainable and resilient futures for businesses, communities and the planet alike.

20
Nominees



Alexandra Palt

*Chief Corporate Responsibility Officer and CEO of the Fondation L'Oréal,
Member L'Oréal Executive Committee, L'Oréal*

As the Executive Vice-President Chief Corporate Responsibility Officer of L'Oréal and CEO of the Fondation L'Oréal, Alexandra Palt is on a mission to guide the transformation of the business model towards a more inclusive and sustainable world through "L'Oréal for the Future", the company's ambitious 2030 sustainability strategy. With a background in human rights law, her commitment to societal value began early, working with NGOs and being mentored by Amnesty International's Secretary General during the European "Preparing Young Women to Lead" program.

Her journey in France led her to focus on human rights, corporate responsibility, and environmental issues, culminating in roles such as Executive Vice-President for equal opportunity at France's High Commission against Discrimination and as an independent consultant. Joining L'Oréal in 2012 as Chief Sustainability Officer and later CEO of the Fondation L'Oréal, she has spearheaded the industry's exemplary transformation over the past decade. Now, with L'Oréal for the Future, the focus is on a more radical shift, aligning with planetary boundaries, involving the entire ecosystem, and empowering women through the initiatives of the Foundation to create a more inclusive world. The goal extends beyond the company – it's about contributing to global solutions for the challenges we face.

20
Nominees



Andreas Wade

Director Group Sustainability, Viessmann

Andreas Wade is Head of Sustainability at Viessmann since September 2021. Focus areas include the implementation and evolution of the companies sustainability strategy towards decarbonisation of heating and cooling, circularity and product stewardship as well as sector coupling at all scales to achieve a just transformation.

Andreas brings fifteen years of experience in the photovoltaic industry, where he has helped to enable a global sustainability framework in his roles as Global Sustainability Director for First Solar, president of PVthin and long standing chair of the sustainability workstream of SolarPower Europe. Leading the industry through the Product Environmental Footprint pilot phase, he helped to establish the industries first sustainability leadership standard. Prior to the photovoltaic industry, he made his first forays into the energy sector with Shell Exploration and Production in the UK and the Netherlands, where he worked on energy efficiency improvements, emissions reductions and carbon mitigation. Andreas began his professional career with UNESCO as an Associate Expert on Recycling in the cluster office for the GCC in Doha, Qatar. He has an environmental engineering background and holds a Master of Engineering degree from the Clausthal University of Technology, Germany.

20
Nominees



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Arthur Schneider

Head of Sustainability Management, Bechtle Group

Arthur Schneider has been with the Bechtle Group for seven years and is now heading the central sustainability team. He reports to the CEO and leads the sustainability strategy 2030 including all major projects and ambitions the company has set. With experience in Brussels and Public Procurement, he approaches social and environmental aspects with his network and partners.

20
Nominees



Catharina Belfrage Sahlstrand

Group Head of Sustainability, Handelsbanken

With a background in Financial Law, Catharina has dedicated the last five years to leadership roles in sustainability within Handelsbanken, where she has showcased an outstanding dedication. Beyond her corporate endeavours, she served as a Member of the Board of Directors for Optimizer Foundation, an impact investor committed to addressing extreme poverty through critical improvements in health and education services. Catharina is also the co-founder of OmPolitik, a non-profit organisation fostering engagement in politics and democratic functions. Additionally, she holds a role on the Advisory Committee at ClimateView, a Swedish climate tech company focused on accelerating cities' transition to zero-carbon economies.

Today, Catharina is Chief Sustainability and Climate Officer of Svenska Handelsbanken, prior to that she headed the Sustainable Finance team at the bank's Debt Capital Markets, providing the bank's large corporate borrowers sustainability advisory and green and sustainable bond and loans to support and accelerate their sustainable transition. As CSO, Catharina's mission was to develop and operationalize Handelsbanken's sustainability strategy through leveraging her experience of sustainability, finance, legal and leadership to create positive impact together with the bank's clients aiming to make sustainability the new normal for finance. Catharina's commitment extends to her role in the executive management team of Svenska Handelsbanken, where, in the spring of 2022, she became the first sustainability manager among major Swedish banks to take a seat. Her multifaceted engagement underscores her dedication to driving positive change in sustainability and beyond.

20
Nominees



Christelle Capdupuy

Chief Sustainability Officer, Louis Vuitton

Christelle Capdupuy holds a diploma in Chemistry and Physics of Materials Engineering and from Centrale Paris / ESCP in Sustainable Development. She began her career in Marketing at Unilever and Materis before joining the Bouygues group as Director of Sustainability. In 2018, she joined Louis Vuitton in order to shape the Sustainability strategy with two major stakes:

- Preserving Natural Resources through responsible sourcing, circular creativity and carbon footprint reduction,
- Positively impacting society through strong commitments for Diversity & Inclusion, transmission of know-how as well as working with local communities

Being deeply convinced that luxury has a major role to play in regenerating biodiversity and then acting on climate change, Christelle Capdupuy is leading the shift at Louis Vuitton of every single step of the product designing, from responsible raw materials sourcing to green supply-chain, from full renewable energy for production to upcycling and long-lasting processes through repairability.

She believes that beyond design to last, design can and must lead to regenerate.

20
Nominees



Constance Chalchat

Chief Sustainability Officer, Global Markets, BNP Paribas CIB

Endowed with an entrepreneurial spirit and a keen ability to discern early signals of mega trends, Constance Chalchat is convinced that strong vision nurtured by collective intelligence, digital & AI innovation, and solid expertise, coupled with a steadfast commitment to sustainability, will revolutionize the way people live, work, and think. In her current capacity as the Global Head of Company Engagement and Chief Sustainability Officer for BNP Paribas Corporate & Institutional Banking, her mission centers around fostering, shaping, and supporting an ambitious and forward-thinking transformation agenda for the bank's Corporate and Institutional business. This includes spearheading initiatives like digital transformation and the development of sustainable finance offerings, propelling the Group to become a global leader in Sustainable Finance.

Beyond the transformation of services and processes, Constance firmly believes that BNP Paribas can play a crucial role in driving progressive change and contributing to the creation of a better, fairer, and more sustainable world. Achieving such ambitious and strategic goals necessitates the positive energy and commitment of the exceptional teams she has the privilege to lead.

To strike a balance between her intensive professional life and a rewarding personal one, she optimizes her free time by spending moments with her active kids and engaging in the thrill of competition skiing. Additionally, she is a PADI divemaster and a passionate underwater photographer, sharing captivating sea life snapshots on Instagram under the handle: llovesealife..

20
Nominees



Daniella Vega

Global Senior Vice President Health & Sustainability, Ahold Delhaize

Daniella Vega, serving as the Global Senior Vice President of Health & Sustainability at Ahold Delhaize, is an accomplished sustainability professional with a proven track record in the media, fashion, and food retail sectors. Her extensive experience reflects her adeptness in navigating diverse industries, showcasing a rich history of contributing to sustainability initiatives across different domains. Daniella's skill set is finely honed in the development and implementation of comprehensive sustainability strategies, where she brings a nuanced understanding of the media, fashion, and food retail landscapes.

Armed with an MSc in Sustainability and Responsibility from Ashridge Business School, Daniella stands out as a seasoned expert in her field. Her educational background aligns seamlessly with her practical expertise, enabling her to not only conceptualize but also effectively execute sustainability strategies. Daniella excels not only in strategy formulation but also in the crucial aspects of communications and culture change, further solidifying her position as a versatile and impactful leader in the realm of health and sustainability.

20
Nominees



Gianluca Ansalone

Head of Public Affairs & Sustainability, Novartis

Gianluca Ansalone is currently the Head of Public Affairs and Sustainability for Novartis in Italy. Under his leadership, the Company has accelerated in less than three years on a variety of sustainability forefront initiatives. Among them, the publication of the first Sustainability Report and a distinctive project, in partnership with the Italian Government, inaugurating the first ever Digital Museum on the History of Science (www.mudimed.it). The project is aimed at associating unique masterpieces and arts crafts, hosted in paramount Italian museums, to the progress of science and science - based research. Young generations and their passion for science are the ultimate target audience of this project.

Gianluca has served in the past as Chief of staff to several Ministers and to the Italian President of the Republic. He is a Visiting Professor in Geopolitics at the Rome - Tor Vergata and Rome - Campus Biomedico University. He is the author of six books on strategy and international relations. His latest book "Geopolitics of contagion - Covid-19 and the new world order" has ranked #5 in Amazon books on International Relations category. Gianluca has been appointed as "Ufficiale - Knight of the Republic".

20
Nominees



Henri Bruxelles

Chief Sustainability and Strategic Business Development Officer, Danone

Henri Bruxelles is an accomplished Executive Vice President with a robust background in the food and beverages industry. With a demonstrated history of leadership, Henri brings to the table a wealth of experience and expertise in steering strategic initiatives for one of the leading global companies. His journey is characterised by a strong commitment to sustainability and strategic business development, underscoring his pivotal role in shaping Danone's trajectory in the ever-evolving landscape of the food and beverages sector.

As a member of the Danone Executive Committee, Henri holds a key position in driving the company's vision and mission. His strategic acumen is reflected in a diverse skill set encompassing Marketing Management, Business Planning, Fast-Moving Consumer Goods (FMCG), Advertising, and International Marketing. Henri's leadership extends beyond traditional business domains, as evidenced by his role as the Chief Sustainability Officer, highlighting his dedication to embedding sustainable practices within the core of Danone's operations. With a comprehensive understanding of the industry and a strategic mindset, Henri Bruxelles plays a pivotal role in steering Danone towards a future where sustainability and strategic business development converge for lasting impact.

20
Nominees



Inês Oom de Sousa

Head of ESG Europe, Santander Group

Inês Oom de Sousa is the President of the Santander Portugal Foundation and the Head of ESG for the Santander Group at the European level. With a longstanding connection to Santander since 1997, she has been an integral part of the Bank's Executive Committee from 2016 to 2021, leading various areas such as Retail and Business Products and Services, Payment Methods, Marketing, Daily Banking, Multichannel, Responsible Banking, and Universities. A graduate in Economics from NOVA SBE, Inês holds a Master's degree in the same field.

In her current capacity, Inês Oom de Sousa plays a dual role as the leader of the Santander Portugal Foundation and as the driving force behind the ESG initiatives for the Santander Group across Europe. Her extensive experience and strategic leadership have been instrumental in steering diverse areas within the bank, showcasing a comprehensive understanding of the financial landscape. With her academic background in Economics and a wealth of practical experience, Inês continues to contribute significantly to Santander's mission and values, both in Portugal and at the European level, emphasising the importance of responsible banking and sustainable practices.

20
Nominees



Jean-François Pascal

Vice President Sustainability, Beiersdorf

Jean-François Pascal is the Vice President Corporate Sustainability at Beiersdorf in 2020, marking a pivotal moment in his extensive career with the company since 1994. With a background encompassing various leadership positions across the globe, including Marketing Director roles in France and Brazil, as well as overseeing global NIVEA businesses in Hamburg, Buenos Aires, and Paris, Jean-François brought a wealth of experience to his current position.

Jean-François leads Beiersdorf's strategic transformation towards sustainability, anchored by the CARE BEYOND SKIN initiative. Recognizing sustainability as a paramount challenge of our time, he is dedicated to amplifying awareness of the initiative among Beiersdorf's global workforce. With a focus on innovation, he aims to position Beiersdorf ahead of market developments, leveraging the company's strong commitments and the passion of employees worldwide. Beyond his role in pushing the company's transformation forward, Jean-François is committed to enhancing Beiersdorf's sustainability image, both internally and externally, as part of the company's broader sustainability goals.

20
Nominees



Karen Pflug

CSO, Ingka Group (IKEA)

Karen Pflug is the Chief Sustainability Officer for Ingka Group and IKEA, leading transformative initiatives to achieve their ambitious goals of being climate positive by 2030 and net zero by 2050. Guided by the People and Planet Positive strategy, she addresses interconnected challenges such as climate, unsustainable consumption, and inequality. Her 25-year career, marked by innovative thinking and business acumen, positions her as a high-impact leader, striving to create a prosperous, thriving, and equitable future. In her role, she fosters transparency and trust, connecting with over 170,000 co-workers and external stakeholders. Her commitment extends beyond the professional realm; as an elite athlete in adventure racing and cycling/kayaking, she demonstrates resilience, constantly challenging boundaries, and fostering a deep appreciation for nature.

Committed to ensuring the world is a better place because of their existence, she collaborates with passionate colleagues to make a positive difference, one customer and one home at a time. Her multifaceted approach combines creative thinking, a passion for people, and strong business skills, driving transformative systems change. She emphasizes the importance of radical collaboration across ecosystems to navigate the complex challenges of today's VUCA (Volatility, Uncertainty, Complexity, Ambiguity) world. Through her leadership, she seeks to be a force for good, leaving an indelible mark on sustainability and positive impact.

20
Nominees



Linda Freiner

Group Head of Sustainability, Zurich Insurance

Since 2016, Ms. Freiner has been responsible for sustainability strategy development and integration across the Zurich Insurance Group. She also oversees management of the Z Zurich Foundation and is a member of the Zurich Leadership Team. Ms. Freiner joined Zurich in 2013 to set-up the Zurich Flood Resilience Program. Prior, she was a Global Leadership Fellow at the World Economic Forum from 2007-2013. Ms. Freiner sits on the Board of the UNEPFI Principles for Sustainable Insurance. She holds a M.Sc. in Economics from the Stockholm School of Economics.

20
Nominees



Lisa Malmquist Ekstrand

Vice President Sustainability, Vestas

Lisa Ekstrand holds the position of Vice President and Head of Sustainability at Vestas Wind Systems A/S, the world's largest manufacturer of wind turbine components. Here, she spearheaded the development of Vestas ambitious sustainability strategy, which pioneered the industry, and drives its implementation forward. At Vestas, Ekstrand leads the charge in not only creating renewable energy but also in ensuring it is done in the most environmentally friendly manner. Under her guidance, Vestas is committed to becoming a carbon neutral company by 2030, without the use of offsets and to producing zero-waste turbines by 2040. In a groundbreaking move in 2023, Vestas, under Ekstrand's leadership, announced a historic commercial partnership with Danish energy provider Ørsted. This partnership focuses on supplying low-carbon steel turbine towers and blades made with recycled content, showcasing Vestas' dedication to sustainable practices.

Furthermore, in 2023, Vestas, in collaboration with Aarhus University, Danish Technological Institute, and epoxy maker Olin, unveiled a groundbreaking achievement—the development of a new material for chemically recycling old turbine blades. Ekstrand believes this marks a significant milestone for the wind industry, ushering in a new era and propelling the company towards achieving circularity. Through these initiatives, Lisa Ekstrand is playing a pivotal role in Vestas' journey to revolutionize the wind industry and contribute to a more sustainable and circular future.

20
Nominees



Marie-Claire Daveu

Chief Sustainability and Institutional Affairs Officer, Kering

Marie-Claire Daveu began her career as a technical advisor to the cabinet of Prime Minister, Jean-Pierre Raffarin, before becoming Principal Private Secretary to Serge Lepeltier, Minister of Ecology and Sustainability. In 2005, she became Director of Sustainable Development for the Sanofi-Aventis Group. From 2007 to 2012, she served as Chief of Staff to French politician, Nathalie Kosciusko-Morizet, working in various secretaries of state and then at the Ministries of Ecology, Sustainability, Transport and Housing.

In 2012, she was appointed Kering's Chief Sustainability Officer and Head of International Institutional Affairs. She sets out the strategy and ambitious objectives as well as implementing a set of best practices within the Group and the Houses. Today, Kering is a pioneer and recognized leader in sustainability.

A French national, she is a graduate of the Paris Institute of Technology for Life, Food and Environmental Sciences (ENGREF). She also earned a postgraduate diploma (DESS) in public administration from Dauphine University, Paris.

20
Nominees



Petra Wicklandt

Head of Corporate Sustainability, Merck

As Chief Sustainability Officer at Merck, Petra Wicklandt embodies a deep passion for patients and customers. With a steadfast belief in the transformative power of highly engaged teams, Petra's leadership principles revolve around innovation, improvement, and inspiration. Her professional journey has been marked by diverse leadership positions in critical areas such as Drug Development, Manufacturing, Sustainability, Government & Public Affairs, Global Health, Animal Welfare, Security, Quality, Regulatory Compliance and Crisis Management. In each role, Petra has consistently demonstrated her commitment to driving positive change and fostering a culture of continuous improvement.

Guided by the principles of innovation and inspiration, Petra Wicklandt leverages her extensive experience to shape Merck's ambitious sustainability agenda and steer its implementation as chair of Merck's Sustainability Board and external Sustainability Advisory Board. Her multifaceted background uniquely positions her to integrate sustainability into the company's core values and operations. Petra's vision combines long term business success and societal value as two elements that are mutually dependent. To that end, she strives to contribute to a sustainable future by aligning Merck's operations with environmental, social, and governance considerations. Through her dynamic leadership, Petra aims to inspire both internal teams and external stakeholders, reinforcing Merck's commitment to making a meaningful impact on the world.

20
Nominees



Rebecca Marmot

CSO, Unilever

Rebecca Marmot holds the esteemed position of Chief Sustainability Officer at Unilever, where she plays a pivotal role in advancing the company's sustainability agenda. Tasked with driving advocacy and partnerships, Rebecca spearheads transformative initiatives across key focus areas of Unilever's Sustainable Living Plan. These priority areas encompass climate change and deforestation elimination, sustainable agriculture, support for smallholder farmers, water, sanitation, hygiene, opportunities for women, plastics and the circular economy, impact finance, and health and wellbeing. In her capacity as Chief Sustainability Officer, Rebecca not only oversees the ongoing commitments of the Sustainable Living Plan but also guides Unilever into the next phase of its sustainability journey beyond the USLP.

In the past, Rebecca served as the Global Vice President of Sustainability at Unilever, where she led the global advocacy, policy, and partnerships team. Under her guidance, Unilever played a significant role in key sustainability milestones, including contributing to the 2015 Paris Agreement and the establishment of the 17 UN Sustainable Development Goals. Prior to her tenure at Unilever, Rebecca held impactful positions, serving as the Global External Affairs Director at L'Oréal and contributing to External Affairs at the UK Department for Trade and Industry. During her time in these roles, she was responsible for stakeholder management on UK government projects. Rebecca also extends her commitment to sustainable causes as a Non-Executive Director at Water and Sanitation for the Urban Poor.

20
Nominees



Silke Jolowicz

Head of Sustainability, Munich Re

Since her academic studies in Agricultural Economics, Silke Jolowicz has been deeply engaged with various aspects of sustainability. For the past two years, she has been responsible for the sustainability strategy of Munich Re, the world's largest reinsurer. In this role, she is tasked with ensuring that the company achieves its decarbonisation goals, not only within the climate technology of its own office buildings but also in the risk coverage provided to clients. This involves recent exclusions, such as insurance for oil and gas exploration in the Arctic or the extraction of oil sands, demonstrating her commitment to aligning the company's strategy with environmentally conscious practices.

Silke Jolowicz's expertise extends beyond mere theoretical understanding, as she actively navigates the complexities of sustainable business practices within the global landscape. Her role at Munich Re involves addressing challenges and implementing strategies that go beyond the surface, reflecting a dedication to incorporating sustainability principles into the core operations of one of the most significant players in the reinsurance industry. Her outstanding contributions have awarded her Germany's 40 under 40 Mention by Capital Magazine.

20
Nominees



Ulrike Sapiro

CSO, Henkel

As Henkel's Chief Sustainability Officer, Ulrike Sapiro assumes a leadership role in shaping the global sustainability/ESG strategy, reporting, and engagement for the company. With an extensive career spanning over 15 years in the field, she brings a wealth of expertise and a visionary approach to connecting strategies for climate, water, circularity, and nature, with a focus on supporting social progress and enhancing business value.

Her journey at Henkel, which began in 2021, follows a distinguished career at The Coca-Cola Company, where she held various senior roles, contributing to the development and implementation of sustainability programs and partnerships across Europe and globally. Known for her strong track record in delivering results related to critical sustainability KPIs and targets, she is driven by a profound passion for driving transparency, governance, fostering collaboration and culture change, and empowering stakeholders to take meaningful action toward a more sustainable future.

20
Nominees



Vanessa Butani

VP Group Sustainability, Electrolux

Canadian Vanessa Butani has been VP Sustainability at Electrolux Group since 2021. She is passionate about driving sustainable business and integrating sustainability as a competitive edge in every aspect of the business, with the team of 50,000 employees. Prior to her current role, Vanessa was Head of Sustainability for Electrolux Europe and before that Director of Sustainable Business at ScandicHotels. She began her career in Strategy consulting with Accenture in Toronto and Stockholm.

Vanessa has held several senior managerial roles in connected appliances and sustainability. She was part of developing Electrolux Sustainability platform: For the Better 2030 and helping Electrolux to achieve its first Science Based Target ahead of plan. Vanessa has worked to introduce more data-driven ways of working with sustainability, to drive strategy and action.



TOP 100

European CSOs

Meet the TOP100 European CSOs, remarkable leaders who are steering the wheel of major European corporations towards more sustainable models in line with planetary boundaries.

Spearheading initiatives across diverse sectors facing substantial emission and biodiversity challenges, these visionary individuals exemplify that with courage, dedication, and innovation, transformative change is achievable.

Spanning a wide spectrum of industries, we emphasize the diversity of challenges on the path to building sustainable futures. Reflecting the varied landscapes of their respective sectors, these CSOs hail from all corners of Europe, showcasing distinct leadership styles, targets, and ambitions.



Alice k. Steenland
Signify



Bertrand Swiderski
Carrefour



Andreas Follér
Traton Group



Brune Poirson
Accor



Anisa Missaghi
Pladis Global



Carina Porot
IWC Schaffhausen



Anna Turrel
Decathlon



Carlotta Ventura
a2a



Anne Chassagnette
Johnson Matthey



Carrie Harris
British Airways



**Anne-Sophie
Castelnau**
ING



Catherine Dolton
InterContinental Hotels



Antonio Bravo Acín
BBVA



Celine Herweijer
HSBC



Ariane Reinhart
Continental



Claire Lund
GSK



Bérangère Ruchat
Richemont



Claire Pedini
Saint-Gobain



Bertrand Blaise
Stellantis



**Cordula
Meckenstock**
BayWa



Cori Petersen
FLSmidth



Elizabeth Tchoungui
Orange



Cristina Bifulco
Prysmian Group



Eva Ronhaar
HEMA



Daniel Broche
United.b



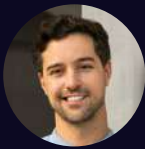
Ewan Andrew
Diageo



Daniel Schmid
SAP



Hannah Harrison
WPP



Daniel Vennard
Syngenta Group



Isabelle Spiegel
VINCI



Dirk Voeste
Volkswagen Group



Jonas Persson
Lloyds Bank



Dominique Debecker
Solvay



Jorg Eigendorf
Deutsche Bank



Dr. Antoine Sautenet
Michelin



Jose Francisco Vallejo Carrera
Sanofi



Elena Dimichino
EssilorLuxottica



Juan Gabriel Aguiriano Nalda
Kerry



Elena Valderrábano
Telefónica



Judith Wiese
Siemens



Julian Fieres
ZF Group



Lynette Chung
Covestro



Karin Lepasoon
ABB



Márcia Balisciano
RELX



Karin Reiter
The Adecco Group



Marcus W. Mauermann
Axel Springer



Kate Wylie
Chanel



Maria Cristina Papetti
Enel Group



Katja Schreiber
Adidas



Marie Jaroni
Thyssenkrupp Steel



Kia Haring
VR Group



Marisa Drew
Standard Chartered Bank



Lars Wagner
MTU Aero Engines



Matteo Battaini
Pirelli



Leyla Ertur
H&M



Melanie Kubin-Hardewig
Deutsche Telekom



Line Hestvik
Allianz



Michael Baldinger
UBS



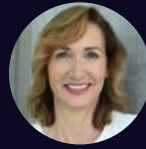
Lizzie Jones
Savills



Nathalie Stubler
Safran



Nathalie Wright
Rexel



**Renata Jungo
Brüngger**
Mercedes-Benz Group



Nicki Lyons
Vodafone



Rhian Kelly
National Grid



Nicola Kimm
Heidelberg Materials



Richard Haldimann
Clariant



Nigel Sullivan
Bupa



Robert Metzke
Philips



Nollaig Forrest
Holcim



Rossella Cardone
Nexi Group



Pascal Brun
Zalando



Sebastian Bartels
DEKRA Group



**Philippine
de T'serclaes**
Dassault Systèmes



Thomas Becker
BMW Group



**Pierre Alexandre
Bapst**
Hermès International



Tobias Wollermann
Otto Group



Prajna Khanna
Prosus Group



Tracy Nilsson
Novo Nordisk



Rajita D'Souza
ST Microelectronics



Vanessa Wright
Pernod Ricard

The Grand Jury

Bringing together a broad range of expertises and backgrounds, our Grand Jury members count on years of commitment and positive impact, having shaped the course of European action in sustainability. We want to honour their legacy and contributions, and share the gratitude for their contribution to this special occasion.



Horst von Buttlar
Editor-in-Chief, WirtschaftsWoche

Editor-in-Chief of "WirtschaftsWoche", Horst is an accomplished journalist and podcaster. Holding a rich journalistic career, he joined the "Financial Times Deutschland" in 2004, and in 2022 authored the book "The Green Decade", exploring the economic shift toward climate neutrality. Recognitions include Theodor Wolff Prize in 2005, Herbert Quandt Media Prize in 2008, and "Business Journalist of the Year" in 2019.



Helle Bank Jorgensen
CEO & Founder, Competent Boards

Helle, a globally acclaimed figure, has empowered board members and executives in 55+ countries through her Competent Boards ESG programs. As a visionary in sustainability education, her mission is to equip decision-makers with the knowledge needed for today and tomorrow's business challenges. Holding key roles at Nasdaq Center for Board Excellence, World Economic Forum (WEF), and Accounting for Sustainability (A4S), she is a world-wide respected authority and book author of Amazon bestseller book "Stewards of the Future".



Harald Neidhardt
CEO & Curator, Futur/io Institute

Harald is a passionate advocate for meaningful technology and envisions a future where business drives a regenerative economy within planetary boundaries. He collaborates with a diverse group of futurists, innovators, and creative minds to co-create desirable futures. As an advisor to the UNFCCC Resilient Frontiers initiative and an expert member of the World Economic Forum workgroup on digital platforms & ecosystems projects, Harald is deeply engaged in global sustainability efforts. He's a renowned keynote speaker and book author on sustainable innovation.



Sandrine Dixson-Declève
Co-President, The Club of Rome

Sandrine divides her time between leading the Club of Rome, advising, lecturing, and facilitating difficult conversations. She currently Chairs the European Commission, ESIR Group* and sits on the European Commission's Mission on Climate Change & Adaptation, as well as several renowned Non-Executives & Advisory Boards. She's a world-renowned leader, TED global speaker and book author.

*Expert Group on Economic and Societal Impact of Research & Innovation



John Elkington
Founder & Chief Pollinator, Volans

John Elkington, a pioneer in the global sustainability movement with over 50 years of strategic advisory experience, co-founded Volans and actively advises several clients across the globe and serves on over 70 boards. An esteemed keynote speaker and author of influential books, including "Green Swans," John is hailed as 'The Godfather of Sustainability.' His impact includes co-founding movements like the B Team, Dow Jones Sustainability Indexes, Global Reporting Initiative, and B Lab UK. In 2009, he ranked 4th in a survey of Top 100 CSR leaders. Originator of the "Triple Bottom Line" concept, John received the World Sustainability Award in September 2021.



Chris Luebke
Office of the President, ETH Zürich

Dr. Chris Luebke holds a diverse background in geology, civil engineering, entrepreneurship, and architecture, and is deeply committed to constructive dialogue and finding positive solutions to today's challenges. His career spans academia, including MIT, and leadership roles at Arup in London, where he founded innovation teams. Accused by The Guardian of having a mindset "in league with the future," he spent two decades sharing insights globally. A sought-after speaker at TED, WEF, and Aspen Design, he co-founded [y]our2040 and currently serves as a strategic advisor at ETH Zurich, leading the Strategic Foresight Hub.



Prof. Dr. Cordula Meckenstock
Chief People, Culture & ESG Officer, BayWa AG

Prof. Dr. Cordula Meckenstock, a lawyer specializing in business and human rights, holds an MBA from St. Gallen Executive School in Switzerland and serves as Chief People, Culture & ESG Officer at BayWa Group. With a background spanning the public sector, international law firms, and diverse private sector settings, Cordula excels in Compliance & Ethics, Governance & Anti-Corruption, Sustainability & ESG. Her current emphasis is on positioning ESG as a value driver in international corporations, advocating an entrepreneurial approach that prioritizes business-driven action over mere reporting, ensuring economic sustainability and a competitive edge.

Nomination Committee

A dedicated nomination committee, led by our dedicated Chairman Marc Buckley, a leading voice and advocate for the UN SDGs and regeneration, brought together twelve outstanding faculty members and partners to select the 20 nominees for the CSO Awards /24.

"It has been challenging to bring down to 20 Nominees a list of so many leaders who have showcased exemplary leadership and commitment to shifting the course of European business. We hope to highlight the diversity of these commitments, and inspire other leading companies to follow suit by talking courageously on the matters of sustainability and walking the talk. That's our only way forward."

Marc Buckley
UN Advisor & SDG Advocate,
ALOHAS Foundation

Chairman of the Nomination Committee





Heather Deeth
Chief Product Officer, Hollyhock



Nanda Bergstein
Chief Sustainability and Innovation
Officer, Camm solutions GmbH



Alan Moore
Co-Founder, The Beautiful Design
Project & Founder, Beautiful Business



Vaitea Cowan
Co-Founder & CCO, Enapter



Michael Winter
CEO, Pool Sparring mit der Zukunft
GmbH



Nadine Michalske
Co-Founder, Klima.Metrix



Ingmar Rentzhog
CEO & Founder, We Don't Have Time



Ida Faldbakken
CEO KatapultX &
Co-Founder Katapult Future Fest



Dijana Galijasevic
CEO & Co-Founder, Impact Hero



Raphael Gielgen
Trendscout Future of Work Life &
Learn, Vitra



Zoë Red
Strategic Partnership Director,
Creatives for Climate

Our partners



WirtschaftsWoche

As part of The Handelsblatt Media Group, WirtschaftsWoche is dedicated to independent, quality journalism. Its goal is to facilitate understanding of the economy and influence significant societal, corporate, and individual changes. They uphold a commitment to independent, critical journalism, based on the values of Community, Personal responsibility, Clarity, Curiosity, Courage, and Diversity.



Mazars

Mazars is dedicated to shaping a just and prosperous world for future generations. As a globally integrated partnership, the company excels in audit, accountancy, advisory, tax, and legal services for over 70 years, serving clients worldwide with a personalized and agile approach.

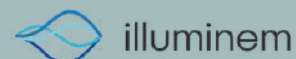
Centering collaboration and transparency, the company ensures top-notch, personalized services based on local insights, cultural awareness, and a global outlook, whilst upholding high ethical standards.

MADE IN SUSTAINABILITY

Made in Sustainability

Made in Sustainability is reshaping the way wealth is managed with a focus on sustainability. Its approach is simple but impactful: Holistic Sustainability, based on thinking, designing, producing, manufacturing, recycling.

Made in Sustainability has a transdisciplinary profile, we work closely with other family offices and asset managers, combining traditional financial experience with a strong commitment to the planet.



ACTUAL

Entire Network View

Attributes

2030 Goal Met? **YES**

Farms - Dairy **750**

Farms - Produce **1,636**

Landfills **196**

Financial Outcomes

System cost **\$8.9 B** USD

Net IRR **16%**

Profitability **5.2** Years

Performance Outcomes

Methane Emissions Reduction **32%**



Schedule a call to learn how we can support your transformation



actualhq.com/wef2024



Green Acres

Site Parameters

2030 Goal Met? **YES**

Site IRR **12%**

Net Methane Reduction **10.6** MT CO₂e

Net Cashflow **\$315,000** USD/y

CapEx - Biogas **\$1.7 M** USD

CapEx - Solar **\$162,000** USD

Parameters

Fugitive Methane Emissions Reduction Plan

RNG Production On-Site **On**

Amount **80 kW** **On**

Native Regrowth **On**



Capital Planning Technology for Sustainability and Resilience

csoawards.eu

Companies can be great multipliers for positive impact

Start 2024 by gifting positive impact to your **customers, partners & employees.**

Learn more: [impacthero.com](https://www.impacthero.com)



Futur/io kick-started impact gifting in 2024 by protecting 24 football fields of amazon rainforest & planting 4800 trees!



Shaping the future with stakeholder engagement

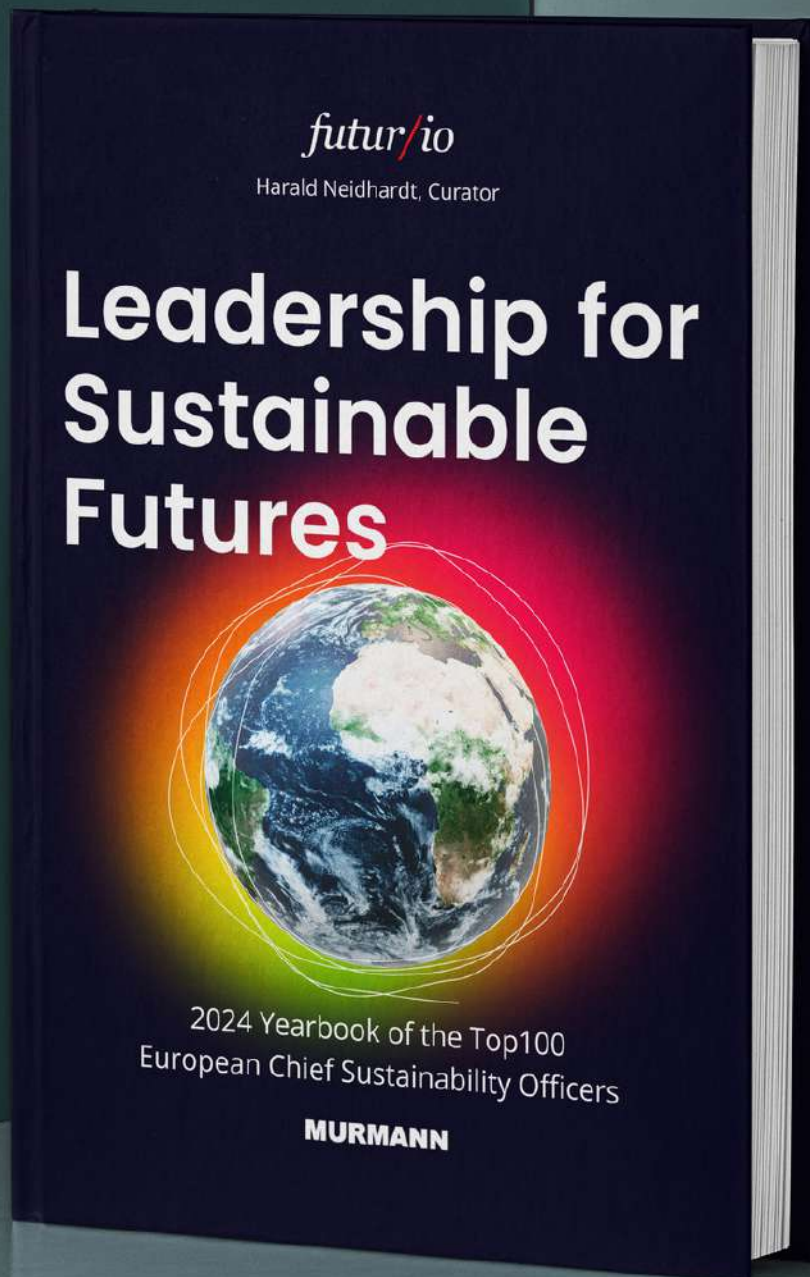
Driven by courage and a desire for new things as well as content competence, Pool is creating a new form of future consultancy in uncertain times.

www.pool-sparring.com



The networks of **Futur/io** and **Pool** complement each other in an ideal way: together, we bring together people from science, innovation labs, futures science and the craft of business design and management for impactful co-creations.

In Spring 2024, together with Murmann Publishers, the Futur/io Institute will release our upcoming book “Leadership for Sustainable Futures”, a compilation of essays by the Award winners and Top 100 European CSOs of the CSO Awards /24.



This inspiring collection reflects the diversity of thoughts, challenges and innovative solutions at the core of the European sustainable transition and our remarkable leadership. The book will be released at our Vitra Executive Programme, in Basel.

Date of Printing: *January 10, 2024*

Number of Copies: *200*

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Thank you for perusing this booklet dedicated to the CSO Awards /24. We extend our sincere gratitude to the individuals, organizations, and partners who have contributed to the success of this initiative. May the stories within these pages inspire a shared commitment to sustainability and responsible leadership.

For more information and updates, please visit **csoawards.eu**.

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To partner with us for the CSO Awards /25 please contact us via **davos@csoawards.eu**

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