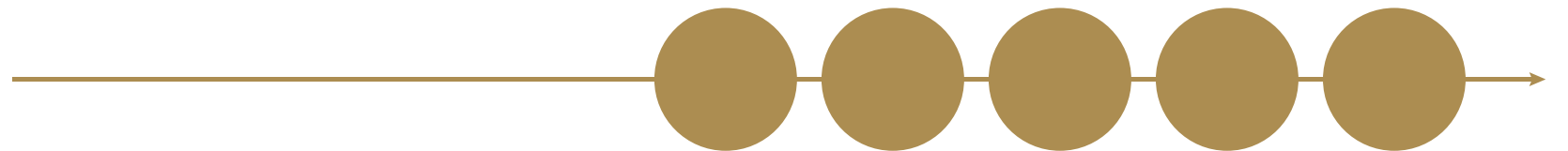


MILESTONES TIMELINE

2009 - 2024





2009

- BICG is created
- First Executive Education for Professional Board Members (later: Board member education)



2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

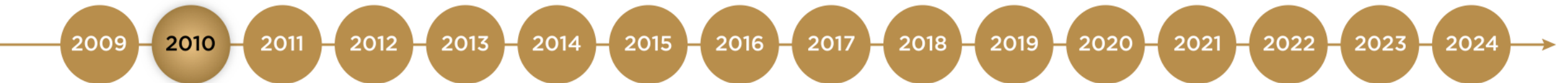
2022

2023

2024

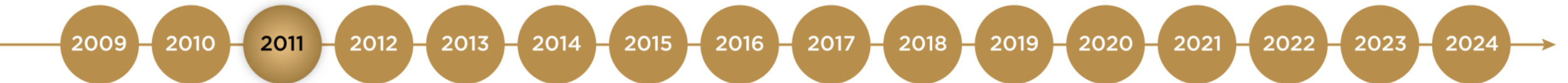
2010

- Baltic Guidance for the Governance of Government-Owned Enterprises



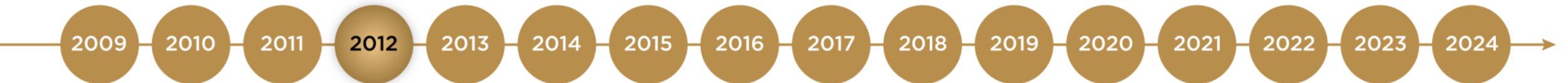
2011

- Corporate Governance Guidance and Principles for Unlisted Companies in the Baltics



2012

- Report on Governance of State-Owned Enterprises (SOEs) in the Baltic States



2013

- First Chairman's Certificate Program (later: Chair education)
- Guidance on Board Effectiveness, Handbook for SOEs (EE, LV, LT)
- LT Government resolution on the 1/3 of independent board members at SOEs

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

2014

- **BICG 5 Years.** BICG community - over 100 members and 300 BME graduates

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

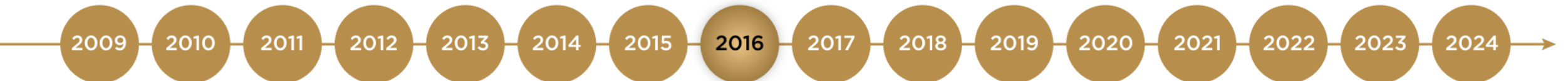
2015

- Start of operations in Latvia
- LT Government resolution on the 1/2 of independent board members at SOEs
- Ownership guidelines for Vilnius city municipality



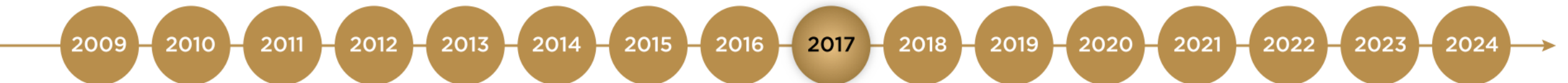
2016

- Recommendations for the re-organization of Lithuanian SOEs with a special status
- Guidelines for the selection process of supervisory board members in Latvian SOEs



2017

- Corporate Governance Assessment Tool
- New disclosure requirements and guidelines on remuneration for SOEs in Latvia



2018

- BICG joined the European Confederation of Directors' Associations (ecoDa)
- Strong contribution to improving LT Company Law during the final stages of the accession to the OECD



2019

- First corporate governance education program for civil servants in Lithuania and Latvia
- BICG proposals for how to improve governance of Latvian MOEs passed into law
- **BICG 10 Years.** BICG community - over 200 members and 700 BME graduates

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

2020

- Start of operations in Estonia
- New, comprehensive and binding ownership policy for MOEs in Riga
- New Latvian Corporate Governance Code (developed with the participation of BICG)
- First Program for Corporate Secretaries



2021

- Concept of shareholder expectation letter for SOEs and MOEs in Latvia
- Contribution to the improvement of the selection process of board members in Lithuanian SOEs



2022

- Guidelines for Baltic boards outlining good practices for effectively engaging with ESG



2023

- Recognition on EU level, as President of BICG elected to chair ecoDa
- BICG policy initiative to strengthen the strategic role of supervisory boards in privately held companies in Latvia fully comes into law
- Proposals for how to improve both supervisory board and management board member selection processes in the Latvian SOEs

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

2024

- New version of LT Company Law (developed together with partners) presented to the state institutions, we have joined the governmental working group to improve the current Company Law
- Memorandum on implementing good CG principles in both SOEs and privately held companies in Latvia was signed by the Latvian Government, BICG and other organizations

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

2024

- Reviewing the Estonian corporate governance code
- Finalising the CG Handbook for the companies in the Baltics
- **BICG 15 Years.** BICG community - 389 members, over 1200 BME graduates and over 100 Chair education graduates

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024