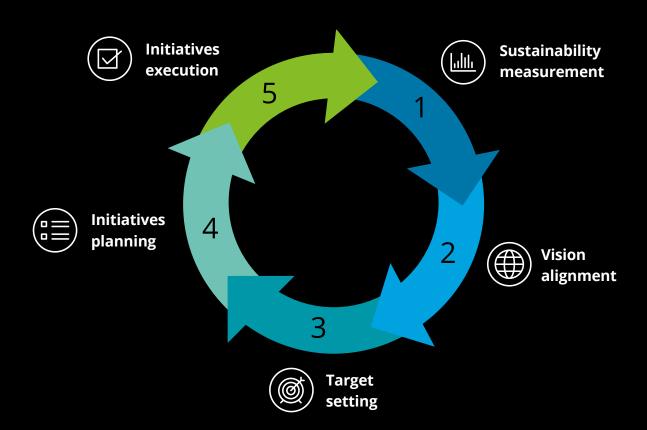
5 steps to managing sustainability reporting



- 1 Sustainability measurement
 - Set up/refresh ESG KPIs and metrics baseline
 - Track initial state/initiative progress
 - Disclose ESG metrics internally and externally
- 2 Vision alignment
 - Research on the industry trends
 - Identify the key focus areas
 - Document the ESG vision statement
- 3 Target setting
 - Set financial and non-financial goals for ESG metrics
 - Work collaboratively and assign responsibilities
- 4 Initiatives planning
 - Plan initiatives to align with vision
 - Set up data generation process
- 5 Initiatives execution
 - Leadership support on the agenda
 - Clear messaging across the organization
 - Monitor deviations and take corrective steps