

[client logo]

#### NOTE TO DESIGNER

1. Anywhere you see [something formatted like this], the actual copy/logo will be inserted dynamically. You can leave those placeholders in, but it's not necessary.
2. In some cases, I used yellow notes to indicate how many characters to expect, so you know what to design for. Obviously those yellow notes do not belong in the final deck.
3. Lastly, there are blue areas with placeholders that say something like [Paragraph of text between 0 and 1000 characters]. I would like to ask your help to come up with a design that works well when there is text, but also doesn't look weird when there is nothing in that space (for that reason, I didn't add headers)

Lastly: I know I'm a terrible designer myself so please do not take the placement of copy, tables, illustrations etc. as specific guidance. I'm very open to your suggestions.

[reporting period]

Environmental, Social, and Governance Report

[business name]

illustration

[client logo]

## Introduction

Dear reader,

We are pleased to present our annual ESG report, outlining our commitment and progress on key environmental, social and governance priorities. As a responsible business, we understand our obligation to consider our environmental and social impacts.

This annual ESG report summarises our commitment to sustainability across our operations. Through data-driven insights, we have focused our strategy on material issues from carbon emissions to ethical conduct. While progress has been made, opportunities to improve remain.

We will continue to embed responsible practices through collaboration with our stakeholders. Our aim is to drive long-term value creation by upholding the highest standards of integrity, championing diversity and inclusion, and supporting climate action. Though the road ahead is long, we are confident our collective efforts will build a resilient, equitable and sustainable future.

[full name]

[business name]

illustration

## Relevant reporting frameworks

This report has been prepared in accordance with the latest versions of key voluntary ESG disclosure standards, including the EU Corporate Sustainability Reporting Directive (CSRD), the GHG Protocol Corporate Standard and Corporate Value Chain Standard for greenhouse gas emissions, the Global Reporting Initiative (GRI) Standards, the Science Based Targets initiative (SBTi), and the Sustainability Accounting Standards Board (SASB) Standards.

By adhering to the newest versions of these major ESG frameworks, we aim to provide investors and stakeholders with consistent, comparable and reliable sustainability data based on the latest reporting requirements and recommendations.



Please see attachment for logos that are relevant for this slide

**EU Corporate Sustainability Reporting Directive (CSRD):** The CSRD is an EU regulation that expands sustainability reporting requirements to a wider range of companies, introducing standardized reporting on environmental, social, and governance (ESG) topics to enhance transparency and comparability of corporate sustainability information.

**GHG Protocol Corporate Standard and Corporate Value Chain Standard for greenhouse gas emissions:** The GHG Protocol standards are internationally recognized guidelines that help companies measure and report their greenhouse gas emissions, with the Corporate Value Chain Standard focusing on emissions throughout a company's entire value chain.

**Global Reporting Initiative (GRI) Standards:** The GRI Standards are widely used global guidelines for reporting on sustainability topics, offering a comprehensive framework for organizations to disclose their economic, environmental, social, and governance performance.

**Science Based Targets initiative (SBTi):** SBTi is a collaborative effort to assist companies in setting and achieving ambitious science-based targets to reduce their carbon emissions in line with the goals of the Paris Agreement, helping combat climate change.

**Sustainability Accounting Standards Board (SASB) Standards:** SASB Standards provide industry-specific sustainability reporting guidelines, enabling companies to disclose financially material ESG information to investors, promoting better decision-making and risk assessment.

illustration

Climate

Addressing our contribution to climate change is a critical sustainability priority. This section outlines our greenhouse gas (GHG) emissions footprint across Scopes 1, 2, and 3, as well as our overall energy usage. We report this data to transparently manage our impacts, track reduction progress, and identify opportunities to transition to low-carbon operations through energy efficiency, renewable power, and other decarbonization initiatives.

CO<sub>2</sub> emissions (metric tons)

Scope 1	[scope 1]
Scope 2	[scope 2]
Scope 3	[scope 3]

Scope 1 covers direct emissions from burning fuels in company assets like vehicles, generators, boilers, and air conditioners. Scope 2 accounts for indirect emissions from purchased energy for heating, cooling, steam, and electricity. I.e. everything that can be found on the electricity and gas bill. Scope 3 includes other indirect emissions not in Scope 2, such as those from purchased goods and services, capital goods, transportation, distribution, and business travel.

[Paragraph of text between 0 and 1000 characters]

Energy usage



Natural gas (MWh)

These are numbers between 0 and say 1.000.000



% of total energy usage from renewable sources

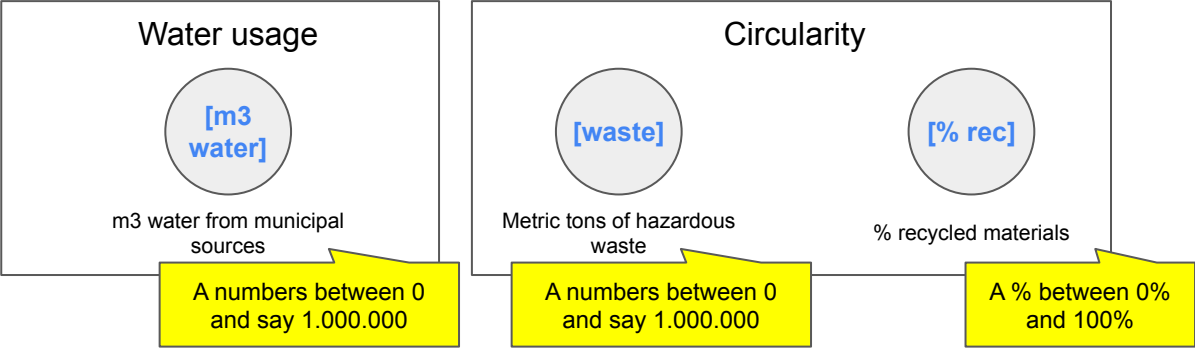
A number between 0 and say 999.999

A percentage between 0% and 100%

illustration

Resources

As a responsible business, we aim to sustainably manage our use of natural resources. This section details our water usage and circular economy efforts to minimize waste, increase recycling, and mitigate hazardous materials. We track this data to conserve resources, support circular systems, and reduce our environmental footprint across our operations and value chain. Our commitment to stewarding resources carefully considers relevant ecological impacts so we can uphold our social license to operate.



[Paragraph of text between 0 and 1000 characters]

illustration

People

Our employees are central to our identity and success as a business. This section outlines our commitment to foster a diverse, equitable workplace where all people feel valued, safe and empowered to reach their full potential. We report on demographics, inclusion initiatives, health and safety, training, and development programs. By tracking this data, we can cultivate talent, prevent risks, uphold ethical labor practices, and ensure our workforce thrives in an environment of belonging, care and purpose.

Key metrics

All of these are no more than 7 characters

% women and minorities on board and management team	[input]
Gender pay gap ratio (men:women)	[input]
Entry level wage to local living wage ratio	[input]
Average number of training hours per employee	[input]
Work-related fatalities / injuries at company sites	[input]
% employees covered by collective bargaining agreement	[input]

[Paragraph of text between 0 and 1000 characters]

illustration

Integrity

Upholding uncompromising integrity and ethics is foundational to our success. This section outlines our formal code of conduct governing anti-bribery, ethical business practices, corruption prevention, and responsible procurement through screening suppliers for ESG risks. Tracking this data reinforces our commitment to transparency, compliance, and acting ethically in all business dealings.

Ethical business practices

All of these are no more than 3 characters

Formal code of conduct in place	[input]
Total number of confirmed corruption or financial fraud cases	[input]
% of new suppliers screened for environmental, human rights, and labor standards compliance	[input]

[Paragraph of text between 0 and 1000 characters]

[Paragraph of text between 0 and 1000 characters]

illustration

# Integrity

Safeguarding data privacy and security is a top priority. This section summarizes our cyber risk assessments, audits, and tests to prevent data breaches, along with our commitment to responsibly participate in the political process through disclosed lobbying and contributions. Monitoring these metrics helps us continually strengthen our defenses and governance to uphold trust with stakeholders.

## Digital citizenship & the political process

All of these are no more than 3 characters

Cybersecurity risk assessments, audits and tests conducted	[input]
Confirmed data breaches involving customer information	[input]
Public disclosure of political lobbying and contributions	[input]

[Paragraph of text between 0 and 1000 characters]

[Paragraph of text between 0 and 1000 characters]

[Paragraph of text between 0 and 1000 characters]

illustration





[date]

As an independent advisory, TerraMark provided guidance in the preparation of this ESG report for [business name].

The company applied the recommendations of major reporting frameworks, adhered to best practices in ESG reporting and defined appropriate data collection procedures, all in line with TerraMark's recommended approach. While no specific details were verified, the overall assessment confirms the process reflects a genuine commitment to comprehensive, thoughtful, and transparent disclosure across key sustainability focus areas.

The report aims to deliver balanced, transparent representations of policies, programs, metrics, and results related to environmental, social, and governance topics. We view this as a valuable resource for stakeholders and encourage continuous progress towards ambitious, science-based sustainability goals guided by inclusiveness, accountability, and innovation.

signature

W.M. Vink, LLM  
TerraMark

Please note this slide has a slightly different design because it doesn't have the client logo. Instead, it has the TerraMark logo.

illustration

All of these are numbers between 0 and 9.999.999 with the exception of the 'countries of operation field'

Appendix  
CO<sub>2</sub> emission assessment

*These values are empty if the assessment was completed using different means.*

Fuel consumed by company-owned or company-leased vehicles

Fuel type	Liters
Petrol	[input]
Diesel	[input]
LPG	[input]
CNG	[input]

Air travel for business purposes

Transportation type	Metric tons of CO <sub>2</sub> e
Air	[input]

Public transportation kilometers driven for business purposes

Transportation type	Kilometers
Local or regional bus	[input]
Long distance bus	[input]
Local or regional train	[input]
Long distance train	[input]
Tram	[input]
Underground (subway)	[input]
Taxi	[input]

Other metrics:

Total number of employees (FTE)	[input]
Countries of operation	
[input]	

This field will be anywhere between 5 characters and 150 characters

illustration