Benchmarking & Gap Analysis Services



March 2020

How do we define benchmarking?

- For ESG disclosure purposes, benchmarking is the analysis of your ESG disclosures against:
 - Peers' public disclosures
 - Recommendations of rating agencies
 - Global standards (SASB, GRI, TCFD, UN SDGs, CDP, etc.)



Why do a benchmarking analysis?

- Most companies are realizing a need to disclose more ESG information
- By doing a benchmarking exercise, we can determine the "gaps" in your disclosure, compared to peers, rating agency criteria and ESG global standards
- Some major reporting frameworks expect a strategic approach to determining what to disclose (not just to check boxes)
- Looking internally and externally is a best practice when determining key performance metrics to disclose



What does this exercise do for you?

- Highlights ESG priorities as defined by peers, rating agencies and global standards for your industry
- Suggests areas for you to enhance disclosures
- Provides rationale for your ESG key performance indicators
- Clearly addresses rating agency concerns with answers



What is needed?

- An internal representative to provide:
 - One-hour for kickoff meeting to understand culture, goals, current programs
 - Additional time as needed to clarify questions
 - List of peers (as determined by analysts)-four (4) for this scope
 - Rating agency scores (up to 3)
 - Agreement on which ESG framework to benchmark against
 - Access to internal policies (Code of Conduct, D&I, Ethics & Compliance, etc.)
 - Any employee, customer or other stakeholder surveys
 - Questions from key investors

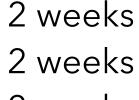


What do you get & how long does it take?

- Initial consultation and content gathering
- Set up of data skeleton (XLS) and population
- Index against reporting framework

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- Final analysis and recommendations (PPT)
 - Analysis shows priorities based on rating agencies, peers and global standards
 - Recommendations will be based on analysis and experience in reporting
 - Recommendations will be organized under environmental, social and governance headers



- 2 weeks
- 1-2 weeks

What comes next?

- Once the analysis and recommendations are complete, you can determine what to disclose
- Curran & Connors can offer solutions on **how** to disclose that address immediate needs as well as longer-term strategies to stay on top of evolving demands



How much will it cost?

- Assumptions:
 - 4 industry peers to be researched (key ESG topics reported & frameworks used)
 - One reporting framework to be used
 - Availability of internal documents (policies, surveys, etc.)
 - Up to 3 rating agencies' scores to be included
 - No interviews or stakeholder outreach
 - Travel expenses additional
- Price:

\$15,000 to \$20,000



THANK YOU.

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