



**Sustainable Growth**  
**NAVIGATOR**

# Example C-suite Deck

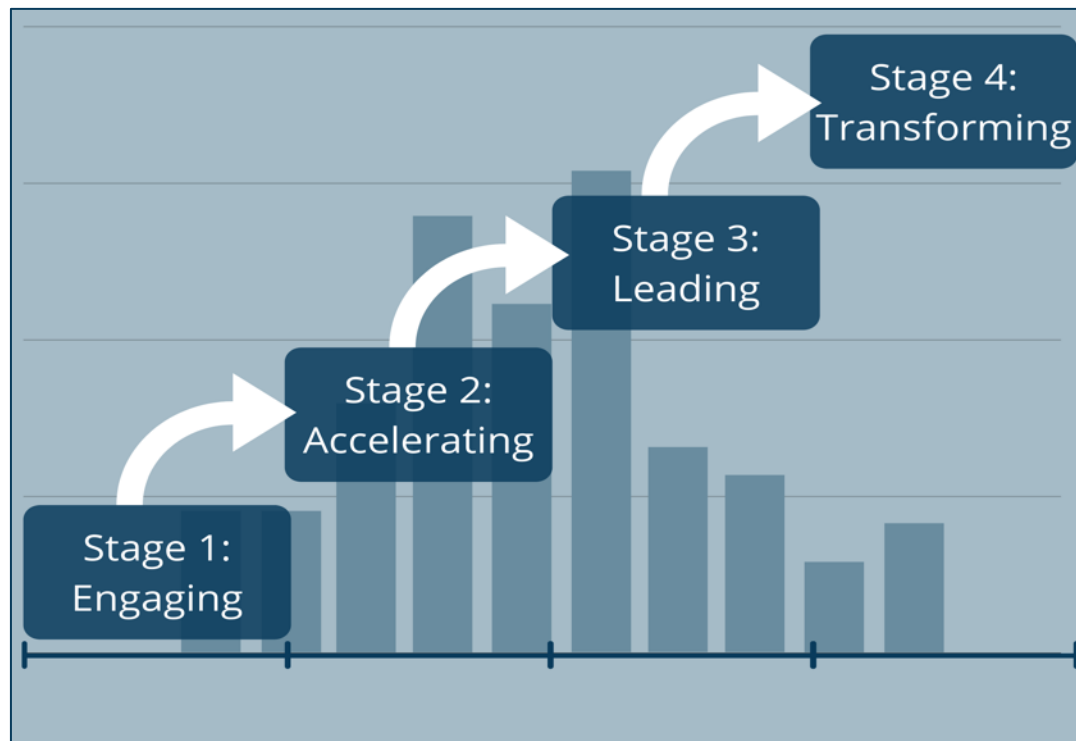
How does our company stack up  
strategically on sustainability?

January 2026



# The Navigator is your roadmap

DESIGNED FOR BUSINESS LEADERS – *BY INDUSTRY* – *FOR INDUSTRY*



## Four-stage roadmap (maturity path)

### Tough rating scale

- No company is Stage 4
- Stage 4 = “what’s expected of us”
- Many Stage 4 leading practices

### 100 KPIs:

- Cover E + S + G + Strategy
- 60% are Governance and Strategy
- Mapped across ESG reporting frameworks and ESG ratings
  - ~50% of KPIs = disclosed
  - ~50% of KPIs = confidential



Note: We refer to the 100 KPIs as Key Sustainability Indicators (KSIs)



# Purpose of this CEO Pitch Deck

- Your boss (and/or C-suite member) asks for an update on your company's ESG and sustainability (ESG/S) performance
- Imagine you have a deck like this...
  - On your company PPT templates
  - With your company (vs. ABC Co.) data
- Your team can create this quickly...
  - Log-in and create your company assessment on ESG Navigator
  - Sign up for Bronze – Silver – or Gold Membership
  - Download any of the graphics you like and create a report like this





# Is our company future-ready?



# Contents

## Quick Introduction

### Knowing Our Position

- HIGH-LEVEL SUMMARY
- ESG RATINGS POSITIONING
- DRILL-DOWN: E+S+G+STRATEGY

## Charting Our Course

- IDENTIFYING IMPROVEMENT PRIORITIES
- DRILL-DOWN: 12 IMPROVEMENT PRIORITIES

## Navigating Changes Ahead

- ESG NAVIGATOR MEMBERSHIP OPTIONS

# Designed for business leaders “by industry – for industry”

ALL THE OTHERS ARE DESIGNED BY OUTSIDERS TELLING YOU WHAT TO DO

## VALUE PROPOSITION

The Navigator helps companies capture value from sustainability.

Empowers C-Suite executives and teams to create a tailored, future-ready strategy –

- Know where your company *truly* stands today (vs. peers and ESG ratings)
- Build robust governance systems and strategy to create long-term value tomorrow

Capturing value from sustainability...

Reduce cost  
Reduce risk



Grow sales  
Create options



Enhance  
reputation



Access Talent  
Access Capital



Gain  
Competitive  
Advantage



# Participating Companies *(selected)*



# Endorsed by *The Conference Board*

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Respected author of “*Leading Economic Indicators*”

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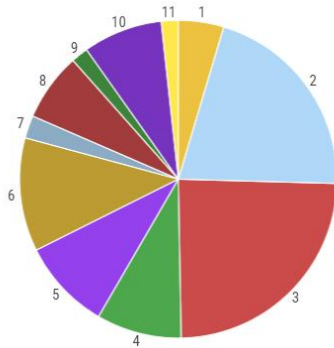
“The Conference Board’s **1,000+ corporate members globally** are benefiting from the **power** – and **elegant simplicity** – of ESG Navigator.”

**Paul Washington**, *Executive Director* | ESG Center



# Broad Industry Participation *[Data from 150+ major companies]*

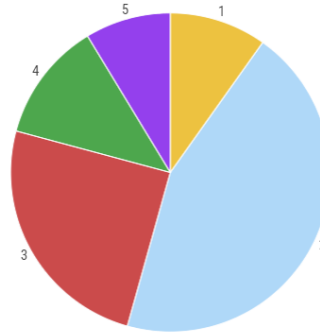
Participating Companies by Industry



Industry Sector

1. Energy (8)
2. Materials (36)
3. Industrials (42)
4. Consumer Discretionary (15)
5. Consumer Staples (16)
6. Health Care (20)
7. Financials, Insurance, RE (4)
8. Information Technology (12)
9. Telecommunications (2)
10. Utilities (14)

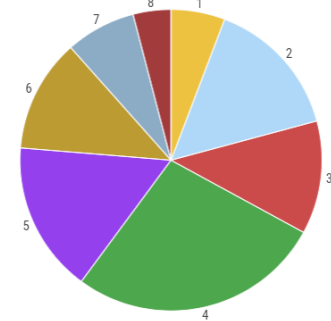
Participating Companies by Annual Revenue



Annual Revenue

1. Less than \$1B (17)
2. \$1-10B (77)
3. \$10-20B (43)
4. \$20-50B (21)
5. Greater than \$50B (15)

Participating Companies by Company Headcount



Headcount

1. Less than 1,000 (10)
2. 1,000-5,000 (26)
3. 5,000-10,000 (21)
4. 10,000-25,000 (47)
5. 25,000-50,000 (28)
6. 50,000-100,000 (21)
7. 100,000-200,000 (13)
8. Greater than 200,000 (7)



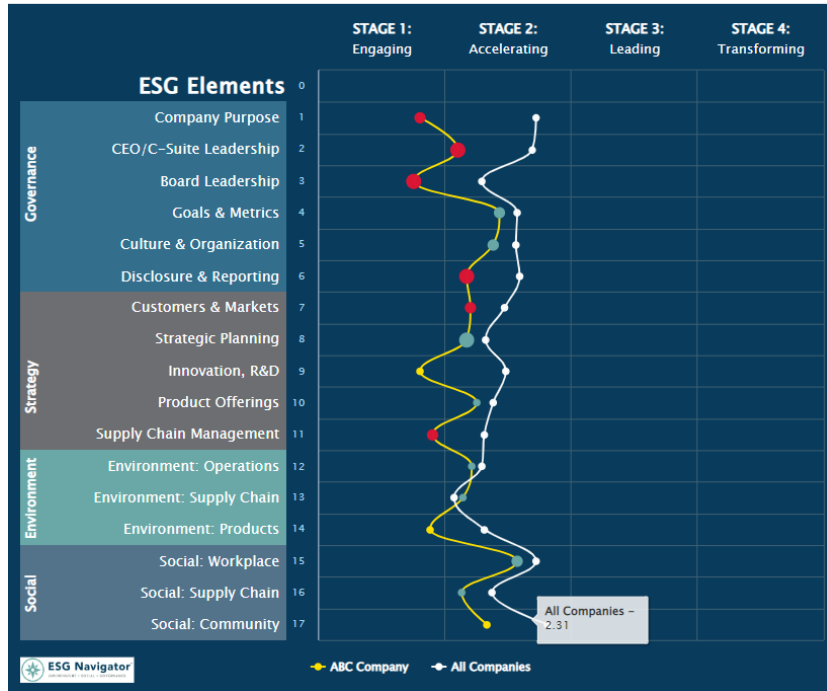


# Knowing Our Position

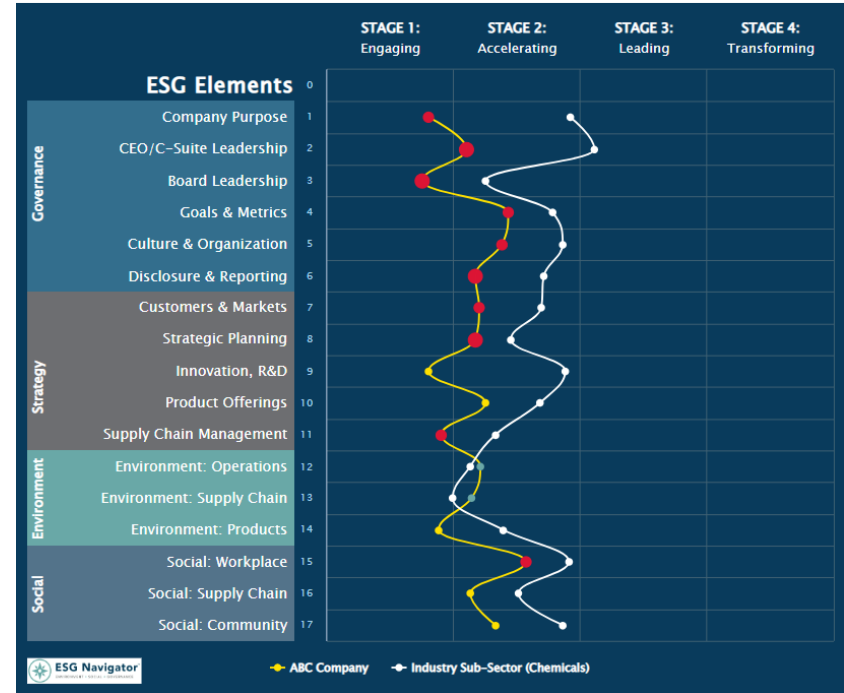
BENCHMARK vs. INDUSTRY PEERS

# Knowing Our Position | High-Level Summary

ABC Company vs. All Companies

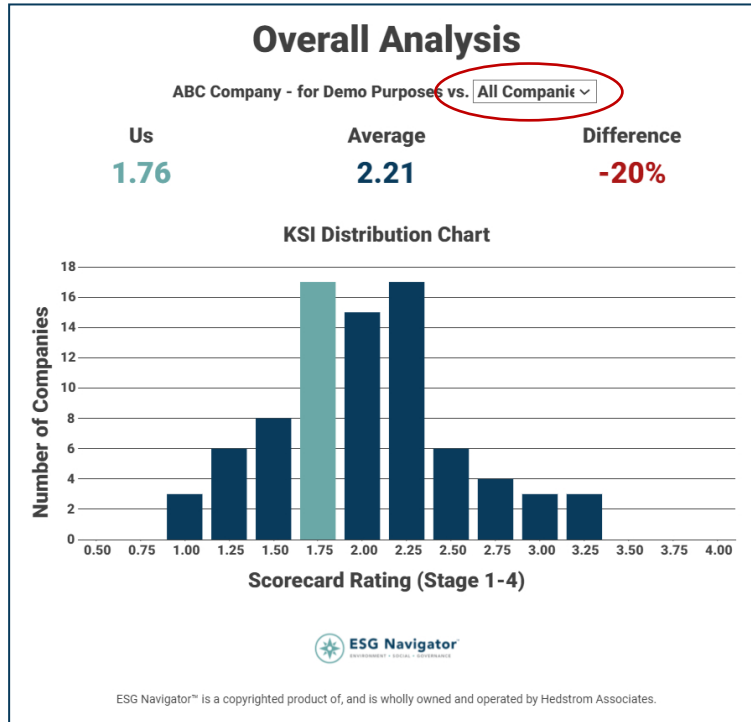


ABC Company vs. Industry Sub-Sector (Chemicals)

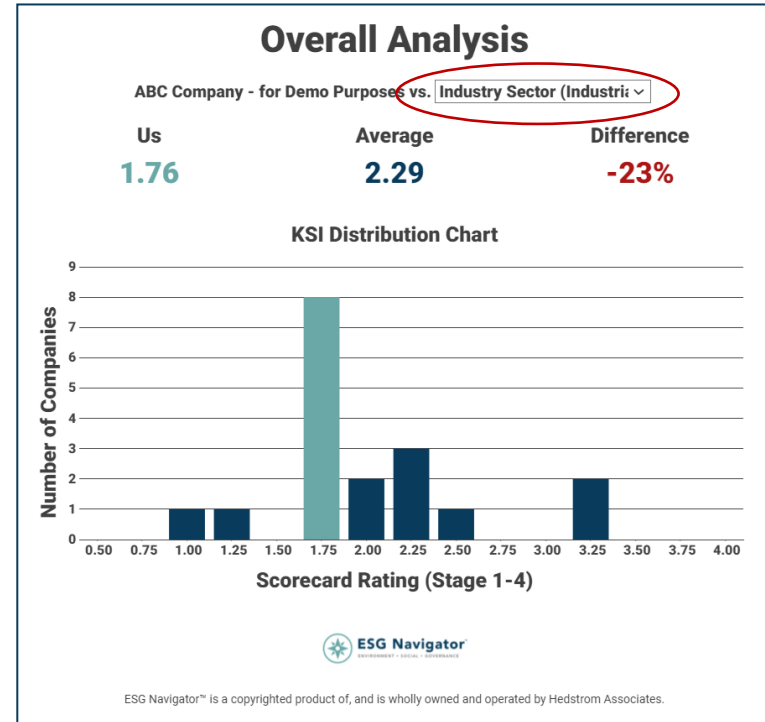


# Knowing Our Position | High-Level Summary

## Our Company vs. All Companies

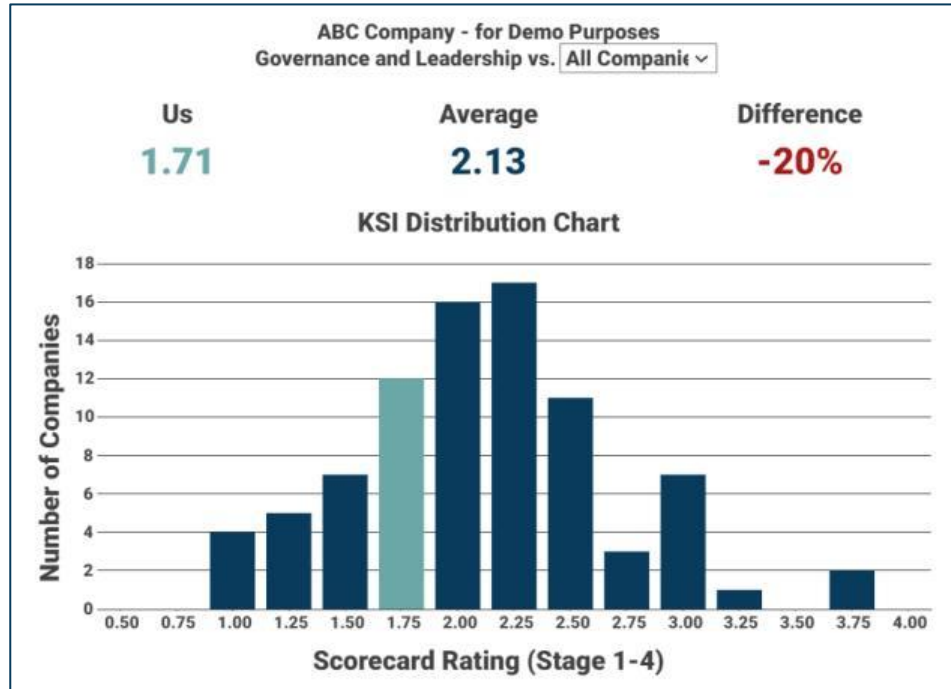


## Our Company vs. Our Industry Sector



# Knowing Our Position | Governance & Leadership

**Compared to:** All companies currently in ESG Navigator database



**Compared to:**  
Our industry  
sector peers

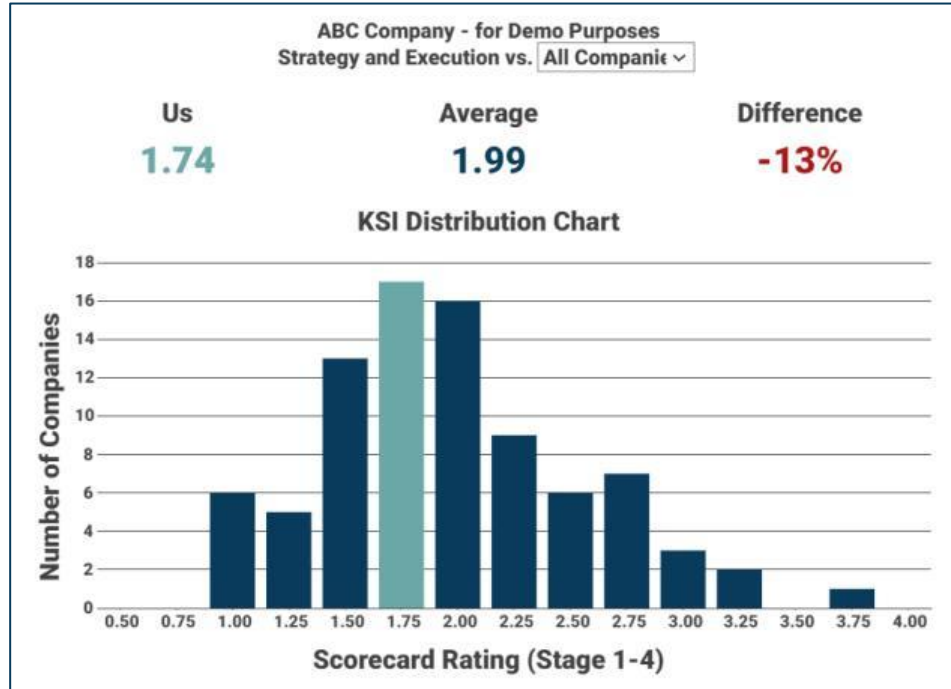


**Compared to:**  
Our industry sub-  
sector peers



# Knowing Our Position | Strategy & Execution

**Compared to:** All companies currently in ESG Navigator database



**Compared to:**  
Our industry  
sector peers

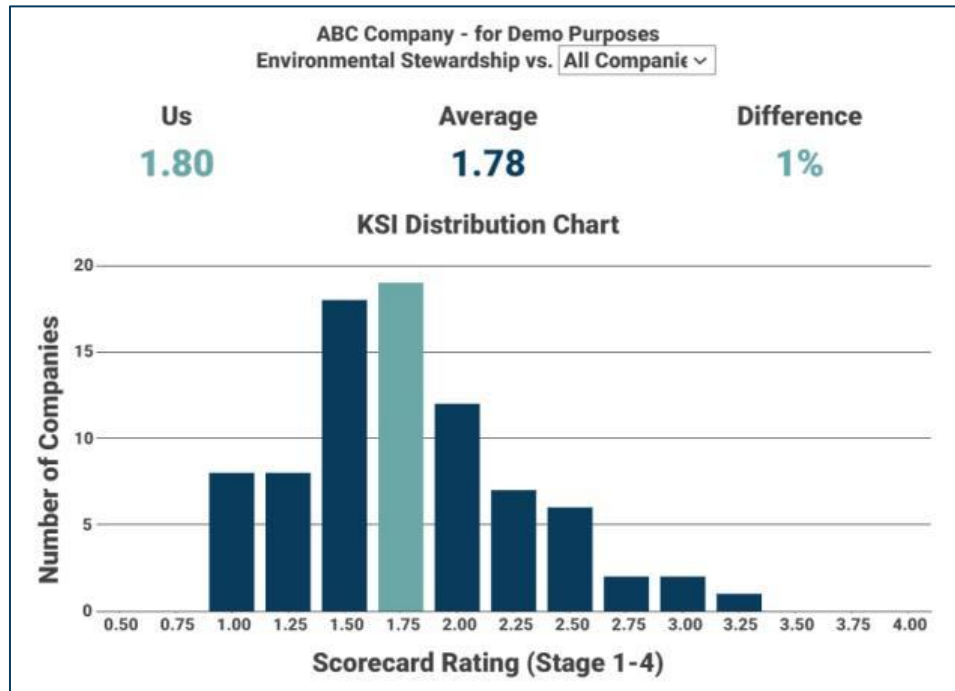


**Compared to:**  
Our industry sub-  
sector peers



# Knowing Our Position | Environmental Stewardship

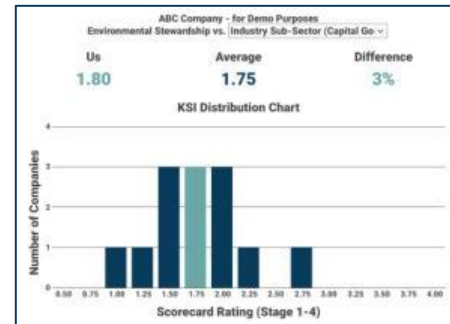
**Compared to:** All companies currently in ESG Navigator database



**Compared to:**  
Our industry  
sector peers

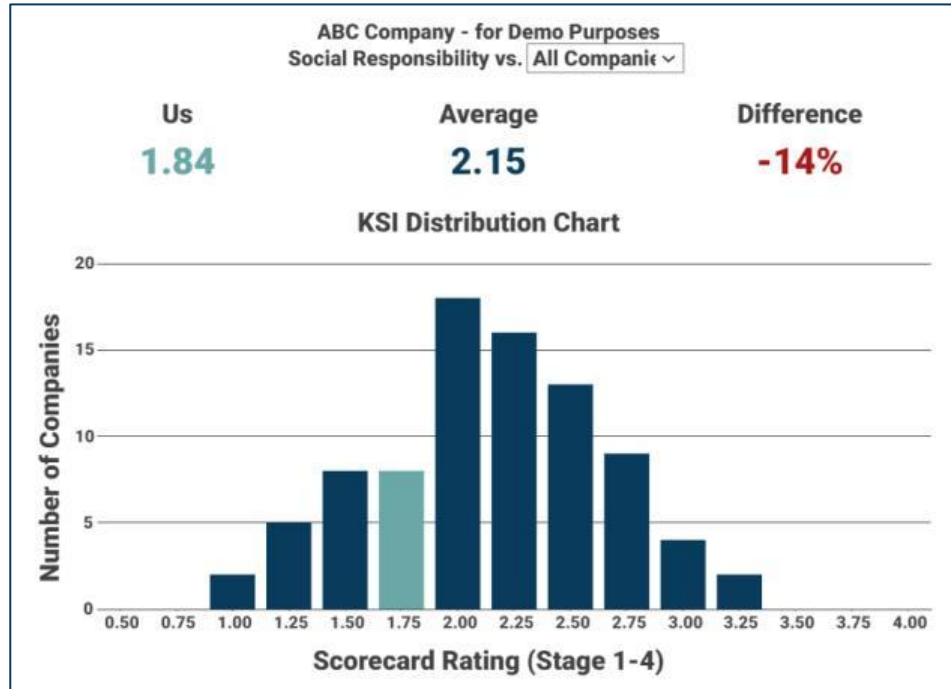


**Compared to:**  
Our industry sub-  
sector peers

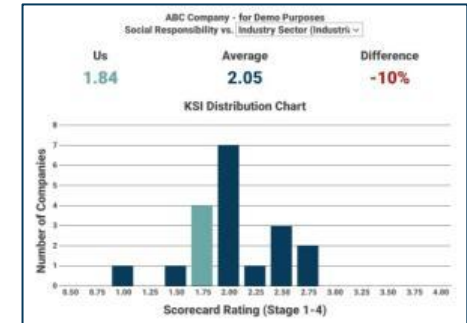


# Knowing Our Position | Social Responsibility

**Compared to:** All companies currently in ESG Navigator database



**Compared to:**  
Our industry  
sector peers



**Compared to:**  
Our industry sub-  
sector peers







# Knowing Our Position

BENCHMARK vs. ESG RATINGS



# What's our position?

ESG Navigator is mapped to 14 major ESG frameworks and ratings



London  
Stock Exchange



**SUSTAINALYTICS**

a Morningstar company

**ecovadis**  
Business Sustainability Ratings



Sustainable Growth  
NAVIGATOR

# Knowing Our Position | ESG Ratings Gaps

KSI	Section	KSI Name	BB	CDP	G100	EcoV	FTSE	GRI	ISS	JUST	MSCI	Refin	SASB	S&P	Susty	TCFD	VE	ERC
1.1	Gov	Company Purpose	○	○	○	○	●	●	○	●	○	●	○	○	○	○	○	27
1.2	Gov	ESG/S in Vision, Mission, Values, and Policies	●	●	○	○	○	●	○	○	●	○	○	○	○	○	○	53
1.3	Gov	ESG/S Commitments (by Board and/or C-Suite)	●	●	●	○	●	○	○	○	○	○	○	○	○	○	○	51
1.4	Gov	Managing Long-Term Viability of Core Business(es)	○	○	○	○	○	●	○	○	○	○	○	○	○	○	○	40
1.5	Gov	Key Business Decisions: ESG/S Risks & Opportunities	●	●	○	○	●	●	○	○	○	○	○	○	○	○	○	56
2.1	Gov	Company's Approach to ESG/S – by CEO and C-Suite	○	○	○	○	○	●	○	○	○	○	○	○	○	○	○	31
2.2	Gov	CEO/C-Suite Messages to Investors Regarding ESG/S	○	○	○	○	○	●	○	○	○	○	○	○	○	○	○	20
2.3	Gov	CEO/C-Suite Interaction with Customers Regarding ESG/S	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	7
2.4	Gov	CEO/C-Suite Messages to Employees Regarding ESG/S	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	13
2.5	Gov	CEO's and C-Suite's Sources of ESG/S Learning	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	18
2.6	Gov	Cross-functional ESG/S Leadership Group(s)	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	20
3.1	Gov	Board Oversight of ESG/S	●	●	○	○	○	○	○	○	○	○	○	○	○	○	○	69
3.2	Gov	Board Roles, Committees and Charters	●	●	○	○	○	○	○	○	○	○	○	○	○	○	○	64
3.3	Gov	Board Independence and Expertise in ESG/S	●	○	○	○	○	○	○	○	○	○	○	○	○	○	○	56

ERC =  
ESG  
Ratings  
Coverage

ERC  
number  
represents  
% of  
ratings that  
address  
the KSI  
topic

ESG ratings fail the 80/20 rule: they only address ~20% of governance and strategy topics related to ESG.



# Knowing Our Position | ESG Ratings Heat Maps

Section	E#	Element Name	Avg. Score	KSIs	BB	CDP	G100	EcoV	FTSE	GRI	ISS	JUST	MSCI	Refin	SASB	S&P	Susty	TCFD	VE	ERC
Gov	1	Company Purpose and Values	1.70	5																45
Gov	2	CEO and C-Suite Leadership	1.83	6																18
Gov	3	Board of Directors Leadership	1.00	7																50
Gov	4	Goals and Metrics	2.57	7																67
Gov	5	Culture and Organization	1.40	5																38
Gov	6	Stakeholder Engagement	2.17	6																48
Gov	7	Disclosure and Reporting	1.25	6																75
Str	8	Strategic Planning	1.29	7																68
Str	9	Innovation, R&D	1.67	6																67
Str	10	Customers and Markets	1.71	7																38
Str	11	Products, Services and Solutions	2.29	7																66
Env	12	Environment: Operations	2.56	8																92
Env	13	Environment: Supply Chain	1.00	7																88
Env	14	Environment: Products	1.75	8																54
Soc	15	Social: Workplace	2.57	7																63
Soc	16	Social: Supply Chain	1.13	8																70
Soc	17	Social: Community	1.93	7																49

## ESG Ratings Heat Maps

- “Stoplight” approach
- Multiple levels of detail:
  - By KSI (114)
  - By Element (17) *[shown here]*
  - By Section (4)

Avg. Score = Our Company's ESG Navigator Self-Assessment Score



# Charting Our Course

IDENTIFY IMPROVEMENT PRIORITIES

# Where do we focus on improving – *to drive value creation?*

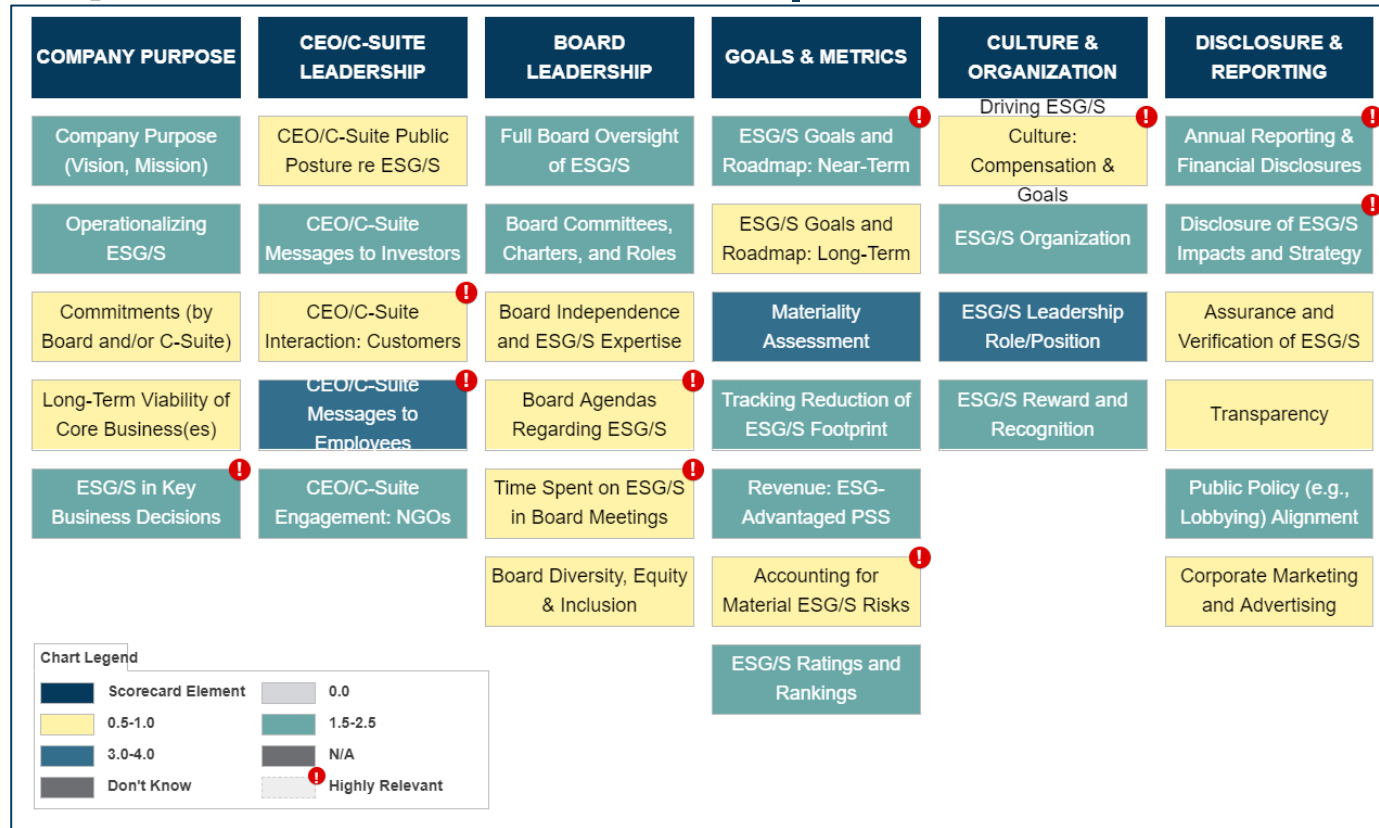
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## The Navigator – 100 Key Sustainability Indicators (KSIs)

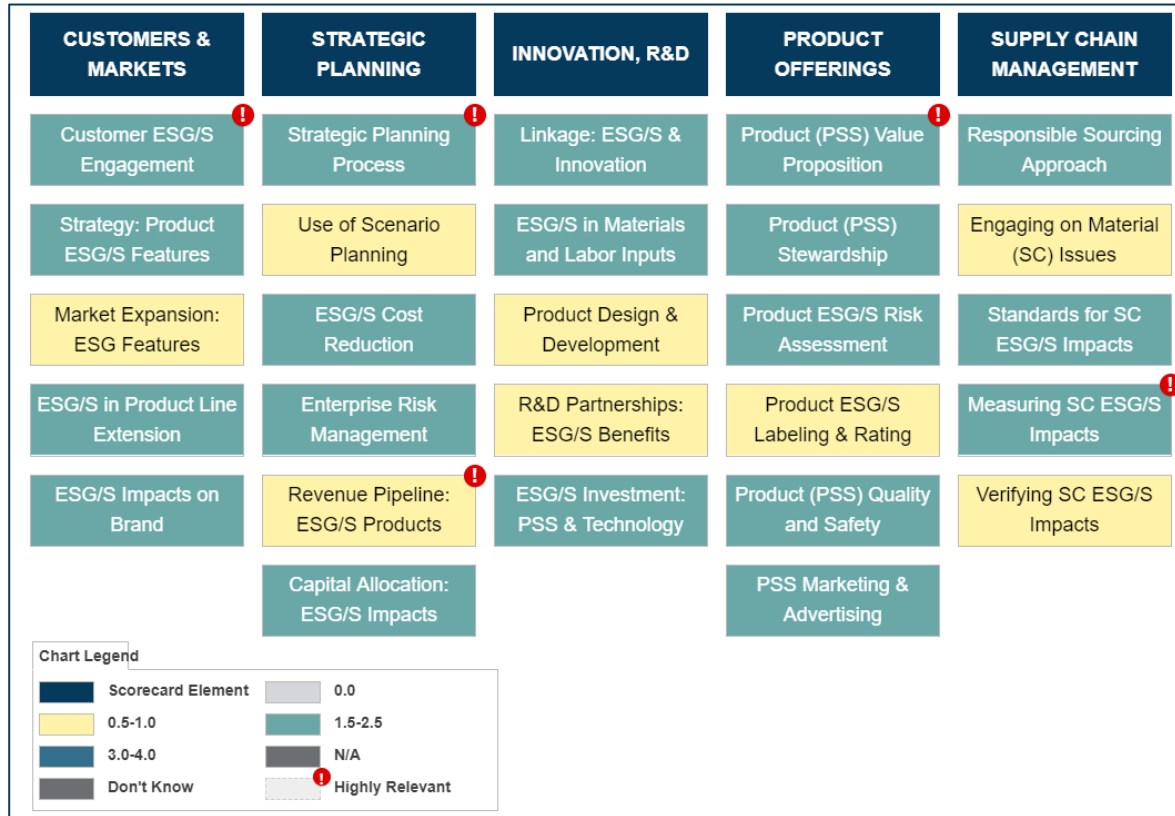
We selected “top 12” as “Most Important” to our company based on:

- Governance: Critical to how we run the company & integrate ESG/S into our business
- Strategy: Especially important to how we drive growth
- Environment and Social: Key material and top priority issues

# Improvement Priorities | Governance & Leadership

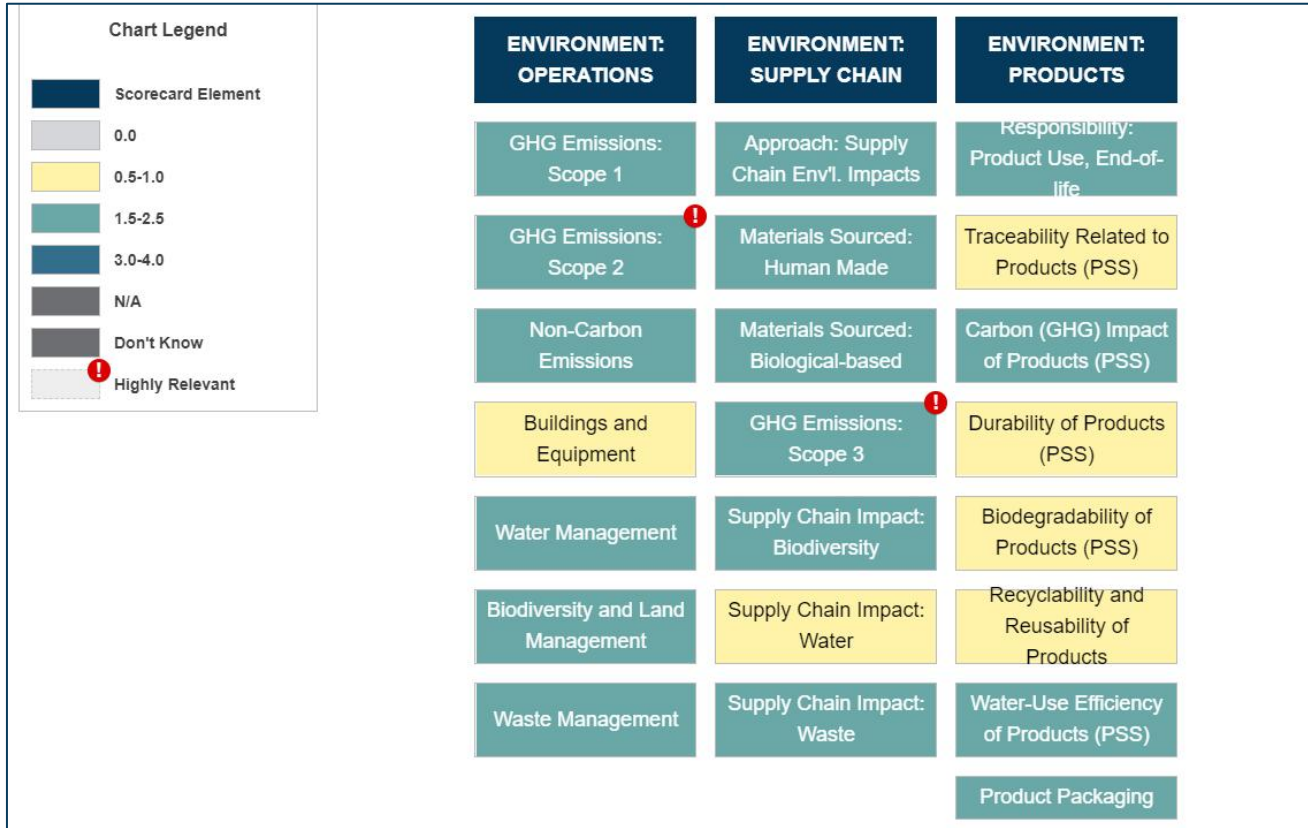


# Improvement Priorities | Strategy and Execution

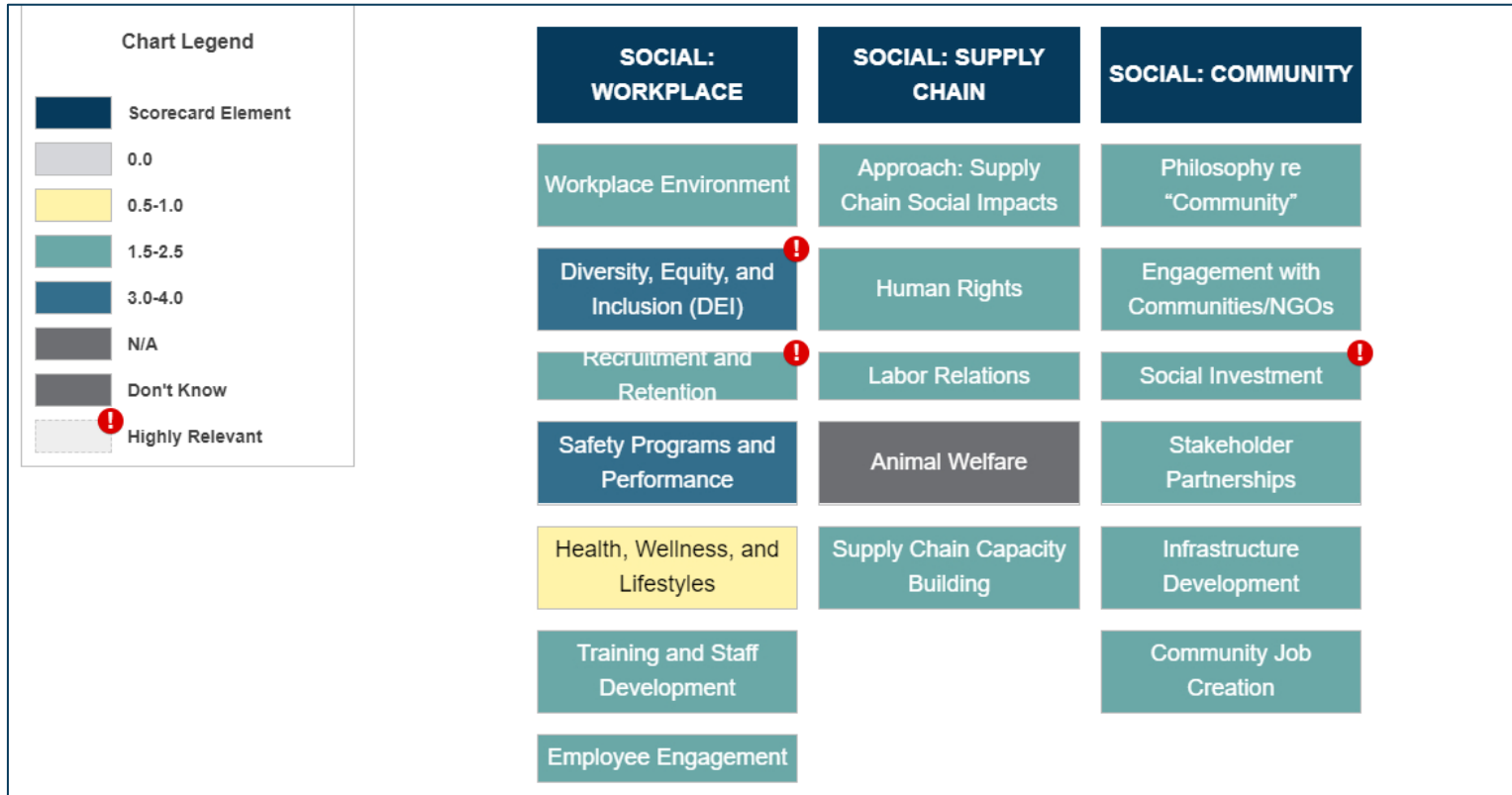




# Improvement Priorities | Environmental Stewardship



# Improvement Priorities | Social Responsibility





# Charting Our Course

DRILL-DOWN: 12 IMPROVEMENT PRIORITIES

# Priority KSIs | 12 Marked as Most Important

**4 Key  
Strengths to  
Leverage**

**8 Key  
Improvement  
Priorities**

## Areas we should find ways to better leverage

All KSIs you rated 2.5 or higher and "Highly relevant"

- Embedding ESG/S in Enterprise Risk Management
- Product (PSS) Value Proposition
- Energy Purchased
- ESG/S Benefits in Recruitment and Retention

## Our key improvement priorities

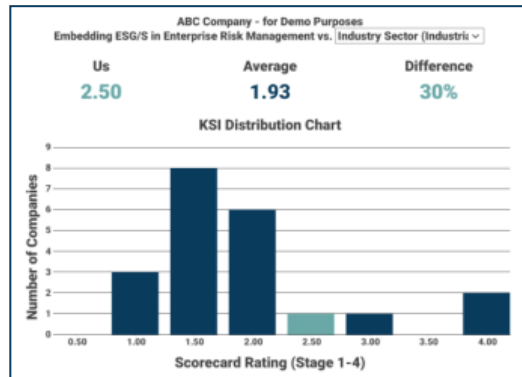
All KSIs you rated 0.5 to 2.0 and "Highly relevant"

- Key Business Decisions: ESG/S Risks & Opportunities
- Company's Approach to ESG/S – by CEO and C-Suite
- Board Agendas Regarding ESG/S
- Driving ESG/S Culture via Compensation and Goals
- Accounting for Material ESG/S Risks and Externalities
- Use of Scenario Planning
- Company's ESG/S Approach to Customers
- Approach to Supply Chain Environmental Footprint



# Key Strengths to Leverage | Compared vs. Industry Sector Peers

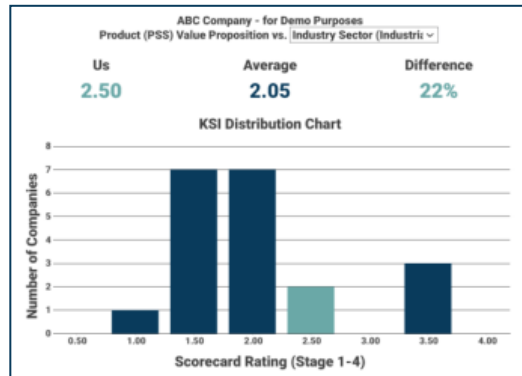
## Enterprise Risk Management



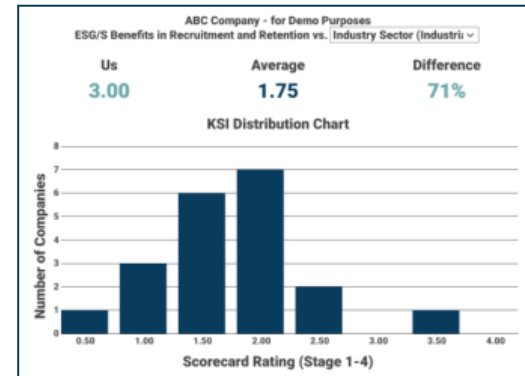
## Energy Purchased



## Product (PSS) Value Proposition

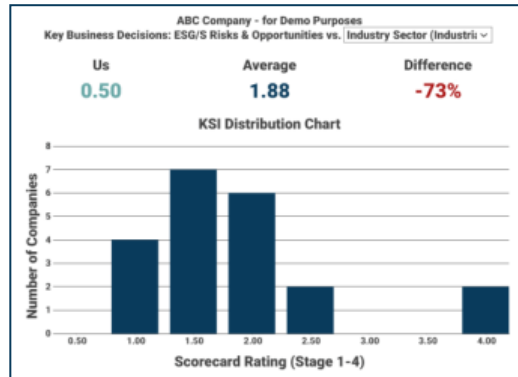


## Recruitment and Retention

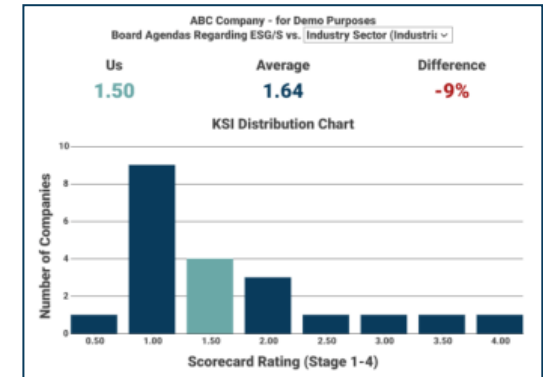


# Key Opportunities | Compared vs. Industry Sector Peers

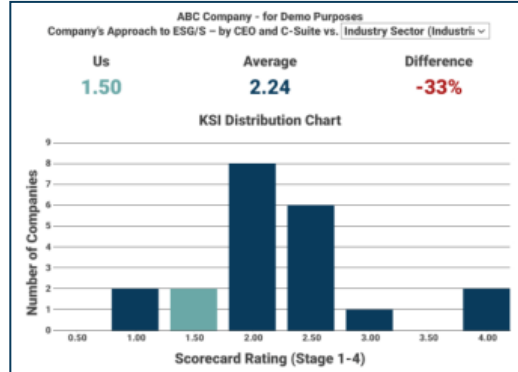
## ESG in Key Business Decisions



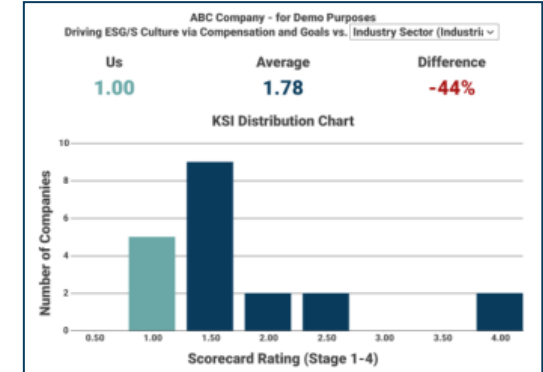
## Board Agendas



## Approach to ESG/S by CEO and C-Suite

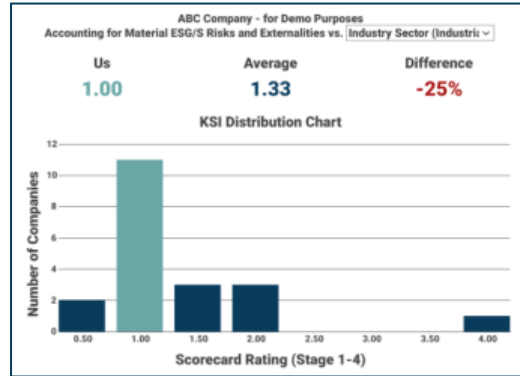


## Driving Culture via Compensation and Goals

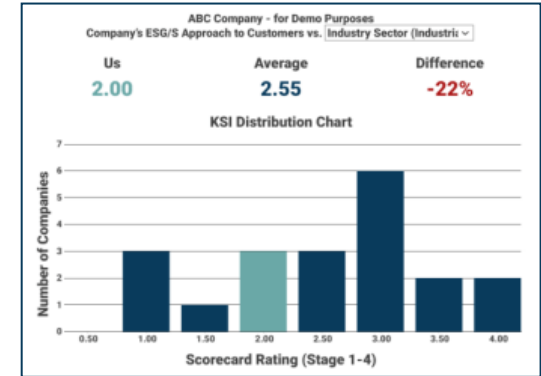


# Key Opportunities | Compared vs. Industry Sector Peers

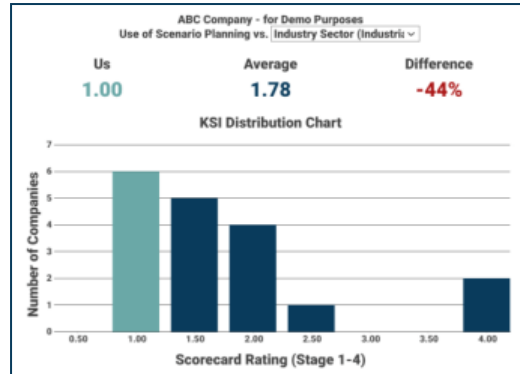
Accounting for  
Material ESG/S  
Risks and  
Externalities



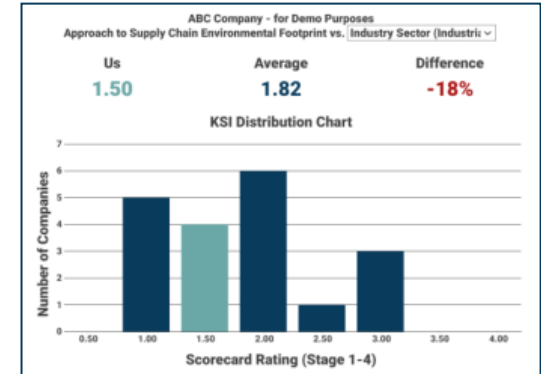
Company's  
ESG/S  
Approach to  
Customers



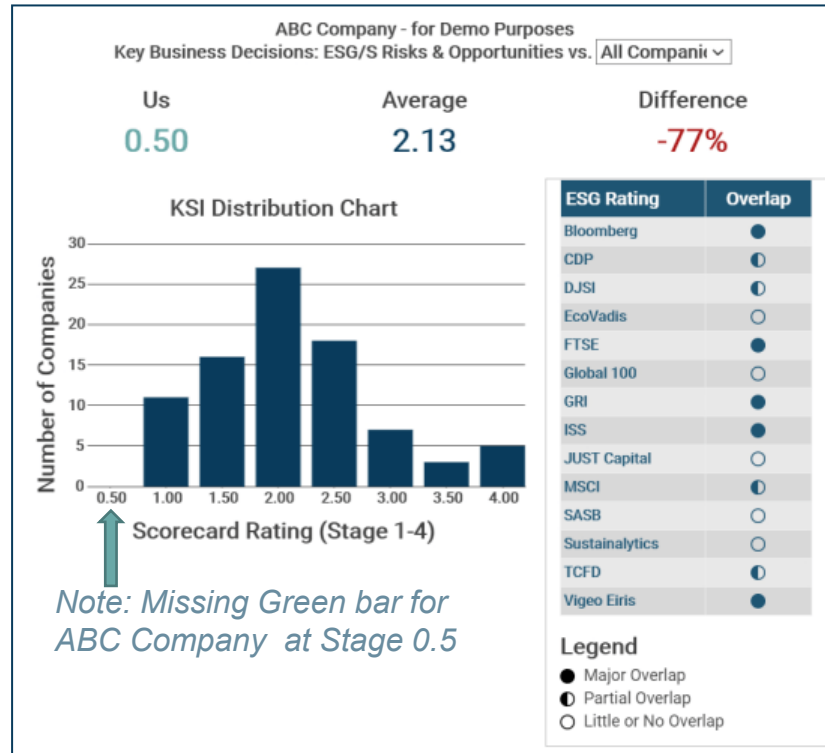
Use of Scenario  
Planning



Approach to  
Supply Chain  
Environmental  
Footprint



# KSI 1.5: Governance: Purpose and Values – Key Business Decisions tied to Sustainability



## Take-away messages [Illustrative]

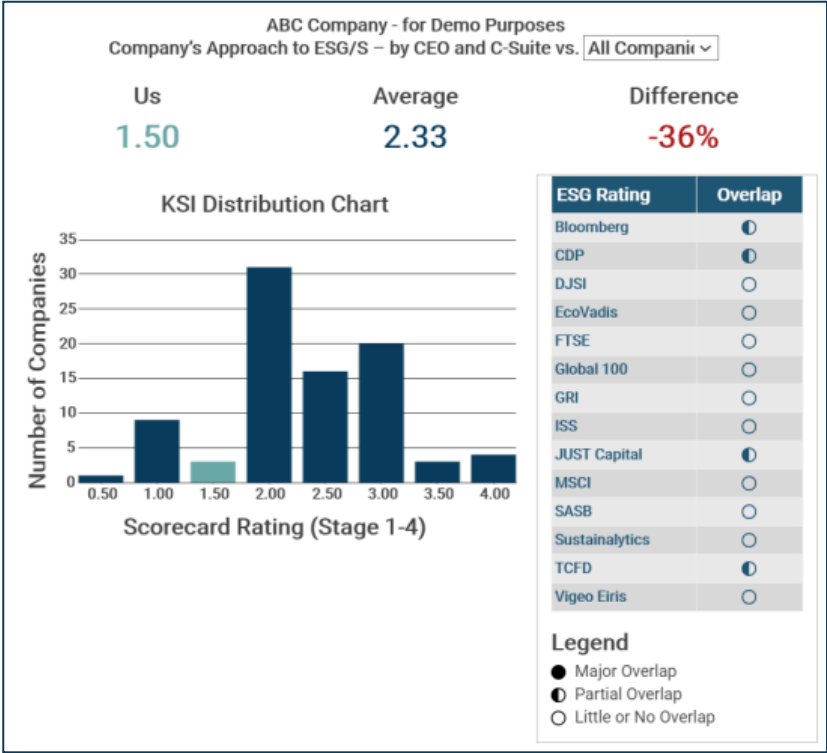
- Key Business Decisions (defined as ones made by CEO and Board) = vital to LT company success
- ESG raters try to measure – but cannot
- Opportunity to fully align all company staff

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 "Engaging"	Stage 2 "Accelerating"	Stage 3 "Leading"	Stage 4 "Transforming"
ESG/S elements are typically not factors in <b>key business decisions</b> made by C-Suite and <b>board</b> .	ESG/S elements are openly discussed and debated – and are major factors in <b>key business decisions</b> . ESG/S factors (e.g., product safety) are prioritized when in question or during crises.	Formal ESG/S criteria or "screens" (e.g., internal <b>carbon price</b> ) are applied to all <b>key business decisions</b> . ESG/S purpose and goals are clear enough that mid-managers are confident making trade-offs in daily decisions.	<b>Material</b> ESG/S issues guide strategic planning and capital allocation. Company demonstrates a track record of factoring <b>material</b> ESG/S risks into <b>key business decisions</b> .



# KSI 2.1 Governance: CEO and C-Suite Leadership – Public Positioning

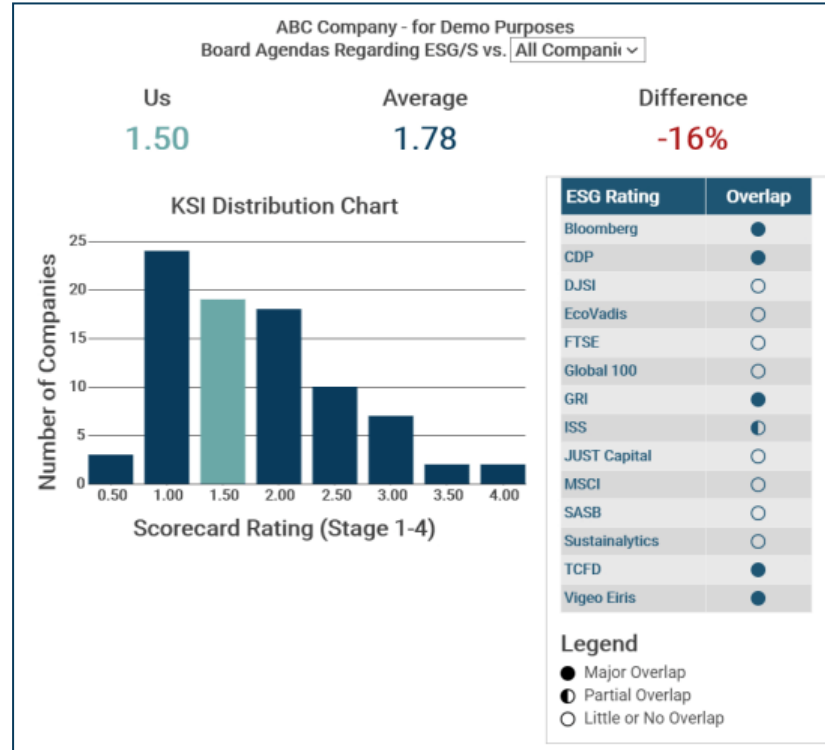


## Take-away messages [Illustrative]

- C-Suite’s visible leadership on ESG = key
- ESG raters cannot really measure this
- Opportunity to inspire, engage, and align our employees at little or no cost

ESG Navigator Maturity Map: Rating Criteria			
Stage 1 “Engaging”	Stage 2 “Accelerating”	Stage 3 “Leading”	Stage 4 “Transforming”
CEO/C-Suite rarely mentions issues relating to ESG/S, or the <b>material</b> environmental or social impacts of the company practices or industry overall.	CEO/C-Suite mentions ESG/S when it pertains to reduction of ESG/S risks, but only where ESG/S is <b>material</b> to industry or sector.	CEO/C-Suite makes ESG/S goals and policy stance clear when it is <b>material</b> to company and its industry sector – and ensures ESG/S is integral to growth strategy.	CEO often communicates <b>material</b> ESG/S risks and opportunities and discusses role of company and industry in addressing global ESG/S challenges.

# KSI 3.4 Governance: Board of Directors' Leadership – Board Agendas



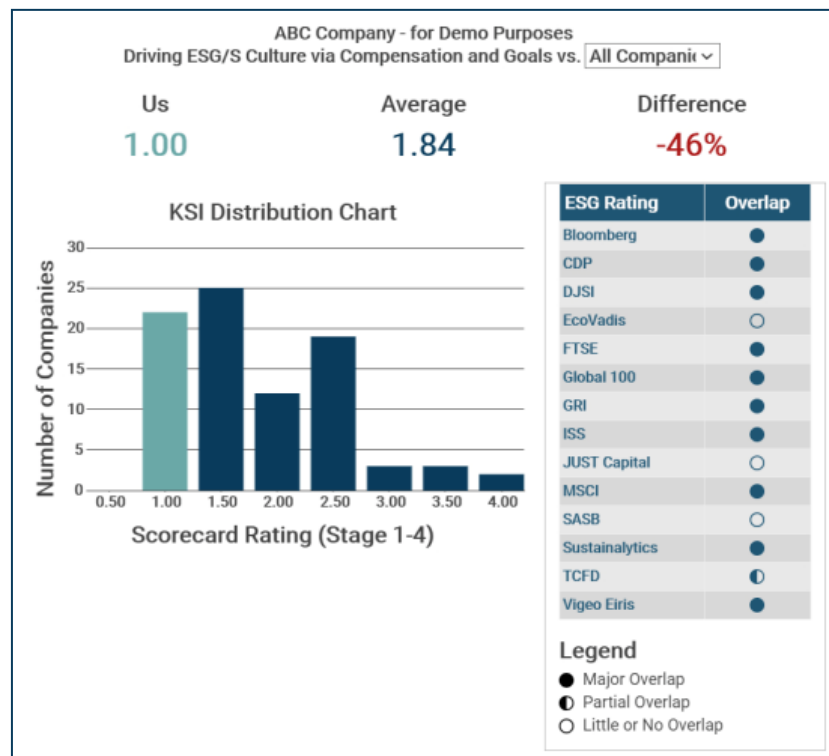
## Take-away messages *[Illustrative]*

- Board agendas = powerful leverage point
- ESG raters cannot measure the degree of board engagement and ESG activity
- Opportunity to leapfrog competitors

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 “Engaging”	Stage 2 “Accelerating”	Stage 3 “Leading”	Stage 4 “Transforming”
<b>Board</b> agendas typically cover: EHS, philanthropy, peer company ESG/S actions, ESG/S trends, and emerging issues. <b>CSO</b> reports goals and metrics (own operations).	<b>Board</b> discusses <b>material</b> ESG/S issues, benchmark data, trends, and performance vs. goals. <b>CSO</b> reports ESG/S risks in own operations and <b>value chain</b> .	<b>Board</b> actively engages in ESG/S dialog between meetings. <b>Board</b> discusses full <b>value chain</b> ESG/S risks.	<b>Board</b> meetings incorporate planned ESG/S learning (e.g., site visit). <b>Board</b> discusses implications of full <b>value chain</b> ESG/S risks and opportunities.

# KSI 5.1 Governance: Culture and Organization – Driving Culture via Compensation and Goals



## Take-away messages [Illustrative]

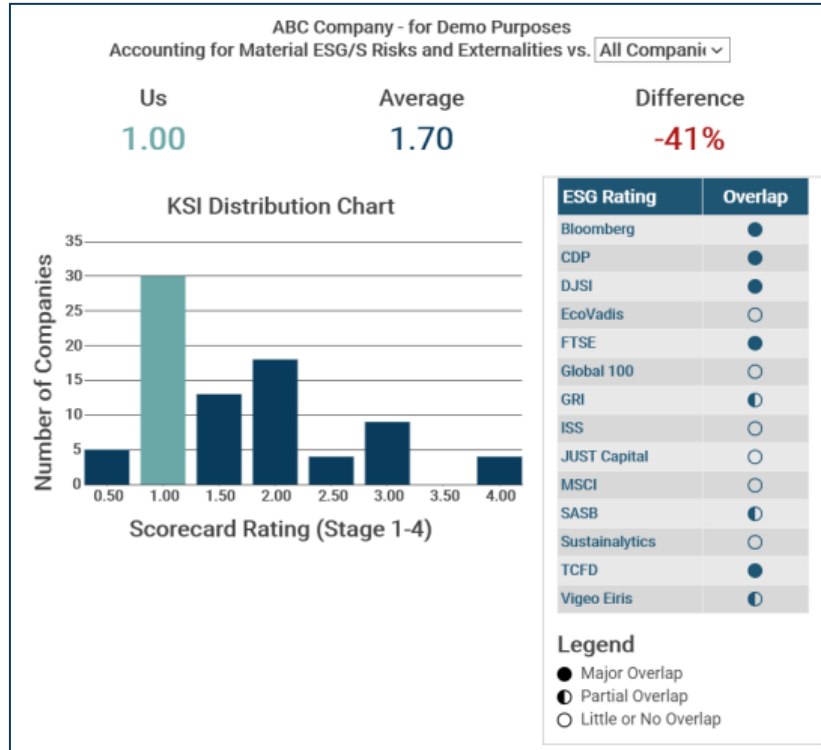
- Compensation = BlackRock priority
- Large, growing focus of ESG raters
- Opportunity to drive fast change

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 “Engaging”	Stage 2 “Accelerating”	Stage 3 “Leading”	Stage 4 “Transforming”
CEO and C-Suite compensation and <b>KPIs</b> <sup>1</sup> may include a few “traditional” ESG/S topics (e.g., safety; diversity, compliance). Annual ESG/S goals for individual employees are largely limited to ESG/S staff and teams.	CEO and C-Suite compensation and <b>KPIs</b> include measuring performance against key, <b>material</b> ESG/S metrics (including <b>GHG</b> for almost all sectors). Several C-Suite members have ESG/S goals as part of their personal annual performance goals.	CEO and C-Suite compensation (about 15-20%) is based on performance on <b>material</b> ESG/S issues. CEO/S-Suite ESG/S <b>annual goals</b> cascade down the chain of command.	CEO and C-Suite compensation (about 20%*) is based on performance on <b>material</b> ESG/S issues. CEO/S-Suite annual goals track performance against <b>material</b> ESG/S metrics. <b>GHG</b> target cascades to all relevant company staff and contractors.



# KSI 4.6 Governance: Goals and Metrics – Accounting for Material Risks and Externalities



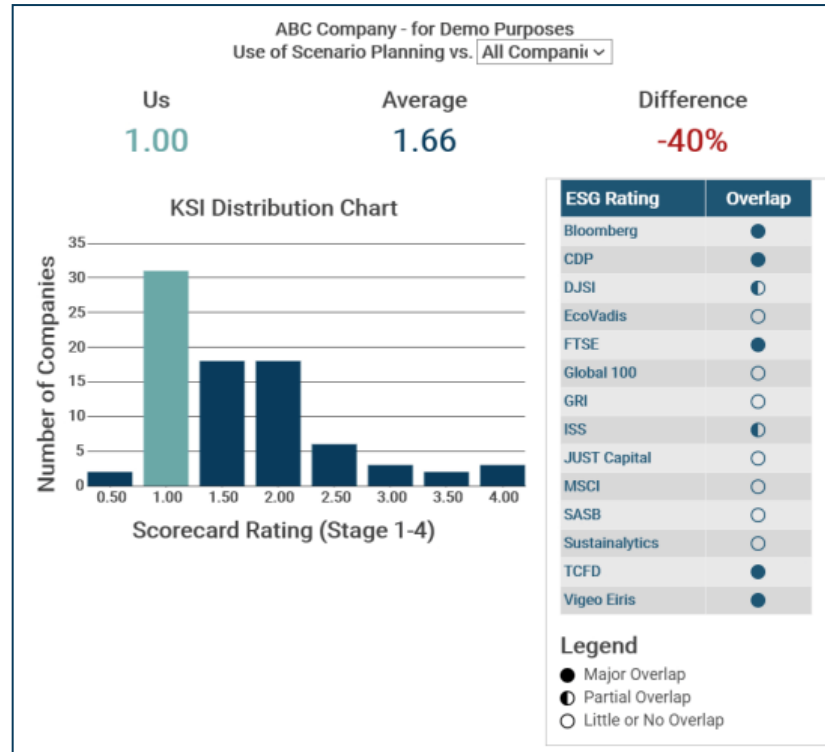
## Take-away messages [Illustrative]

- Accounting for externalities = new “table stakes” (e.g., price on carbon)
- An area of growing interest by ESG raters
- Opportunity to deeply integrate with existing business practices

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 “Engaging”	Stage 2 “Accelerating”	Stage 3 “Leading”	Stage 4 “Transforming”
View accounting for <b>material</b> ESG/S risks and <b>externalities</b> as a compliance requirement. May assign <b>carbon price</b> .	Assess magnitude and scale of <b>material</b> ESG/S risks & liabilities across <b>value chain</b> and factor into <b>key business decisions</b> .	Account for <b>externalities</b> . Assign <b>carbon price</b> equal to or greater than industry average; fully aligned with TCFD.	Account for <b>externalities</b> across the <b>value chain</b> in a formal way, consistent with the company’s financial controls.

# KSI 8.6 Strategy: Strategic Planning – Use of Scenario Planning



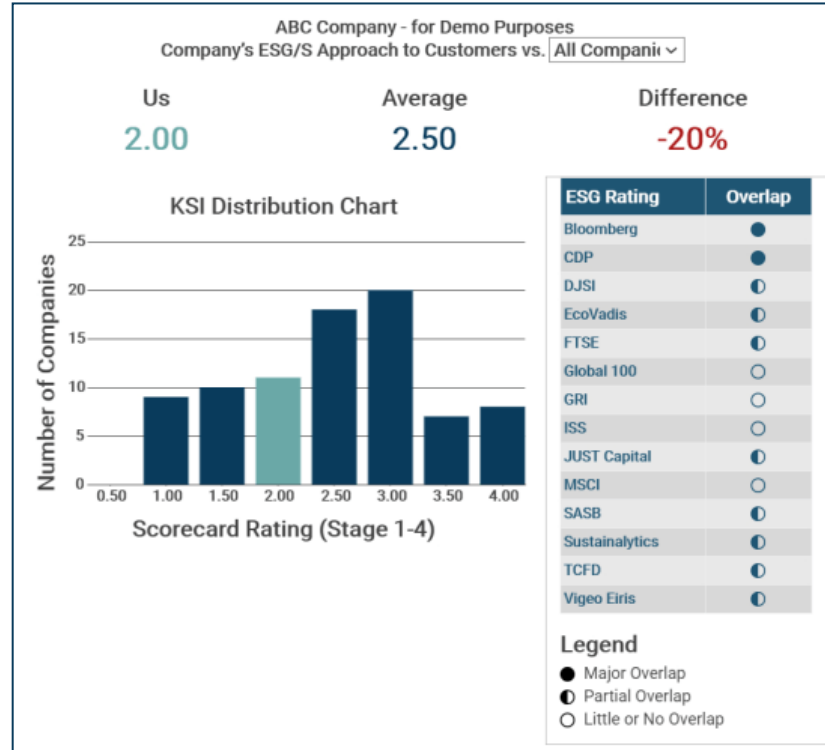
## Take-away messages *[Illustrative]*

- Scenario planning = core to TCFD
- Tough for ESG raters (little data)
- Opportunity to deeply focus on future linkage between ESG and strategy

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 "Engaging"	Stage 2 "Accelerating"	Stage 3 "Leading"	Stage 4 "Transforming"
Use informal processes to identify potential future ESG/S impacts on the business.	Use a formal <b>scenario</b> process, systematically identifying and assessing major ESG/S drivers in terms of impact and uncertainty.	Use best-in-class ESG/S <b>scenario</b> process, including a 1.5 °C <b>scenario</b> (perhaps also 2 °C <b>scenario</b> ), to be reviewed with C-Suite (but not <b>board</b> ).	Review robust <b>scenarios</b> with C-Suite and <b>board</b> to consistently shape business strategy and portfolio changes.

# KSI 10.1 Strategy: Customers and Markets – Customer Engagement



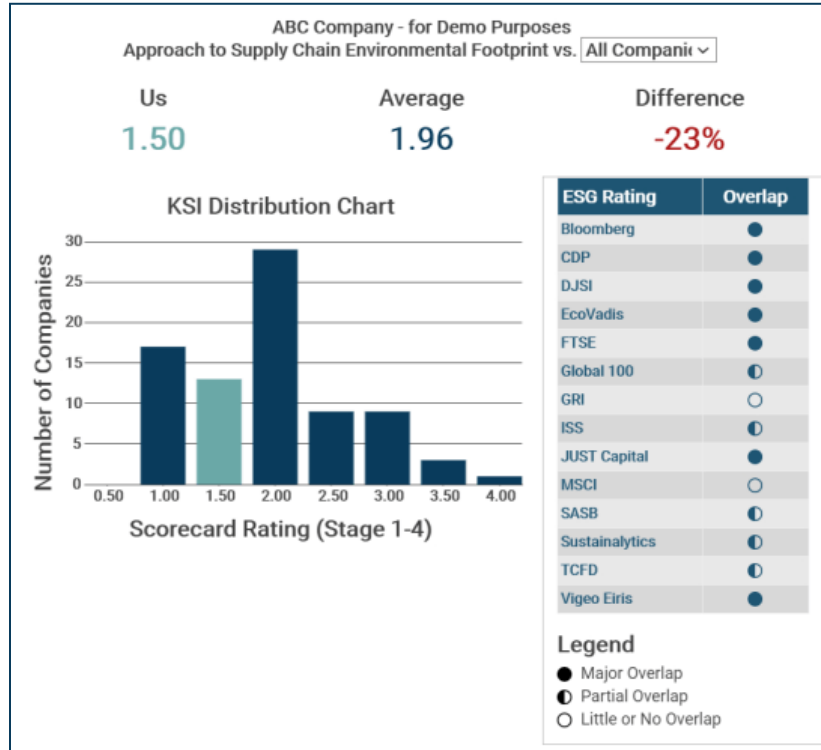
## Take-away messages [Illustrative]

- Customers = key leverage point
- Not a major focus of most ESG raters
- Opportunity to build for the future

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 "Engaging"	Stage 2 "Accelerating"	Stage 3 "Leading"	Stage 4 "Transforming"
Respond to customer ESG/S requests. Focus is: "Do our customers like our products?"	Understand ESG/S goals of key customers. Educate customers about ESG/S attributes. Focus is: "Can we help our customers achieve their ESG/S goals?"	Work with customers to meet their ESG/S goals. Promote responsible ESG/S consumption. Focus is: "Do our products benefit our customers and society?"	Work with customers to jointly create demand for ESG/S solutions while greatly reducing existing ESG/S impacts. Focus is: "Do our products, services, and solutions address the world's toughest challenges?"

# KSI 13.1 Environment: Supply Chain – Approach to Supply Chain Environmental Impacts



## Take-away messages [Illustrative]

- Supply chain = major footprint
- Large, growing focus for ESG raters
- Opportunity to learn from leaders

## ESG Navigator Maturity Map: Rating Criteria

Stage 1 “Engaging”	Stage 2 “Accelerating”	Stage 3 “Leading”	Stage 4 “Transforming”
Comply with industry standards regarding environmental <b>footprint</b> . <sup>1</sup> Focus on quality, cost, and dependability (over environmental impacts).	Engage with key suppliers to assess and actively reduce environmental impacts. Provide ESG/S training and incentives to suppliers.	Engage upstream supply tiers to aggressively cut <b>material</b> environmental impacts. Set joint impact reduction goals. Incorporate ESG/S in buyer performance.	Partner with most suppliers to drive down full <b>supply chain</b> environmental <b>footprint</b> toward zero. Monitor performance against joint customer-supplier goals. Collaborate around growth opportunities.



# Navigating Changes Ahead





# Navigating Changes Ahead | Resources

## Knowledge Hub (“Wiki”)

### Investors

- ABCs of ESG Frameworks and Ratings
- “Who Bought Who”
- “What Feeds What”

### ESG Ratings Survey Data – 2021

- Survey of 50+ global companies on ESG Ratings
- Results on the *benefits*, *importance*, and *ROI* of each

## Signposts & Best Practices Library

- Over 750+ best practice examples on ESG Navigator – each aligned to (and an example of) the 114 KSIs
  - Free online as a company creates its initial data entry – and for ongoing updates.
  - Downloadable Excel file (sortable) for Advanced Option subscribers
- Signposts: example ‘high-impact’ current news stories

## Peer Network

### Webinars

- Open to anyone who is a Registered User of ESG Navigator
- Frequent company presentations followed by Q&A
- Breakout groups, each with facilitator
- Forum for asking peers relevant ESG questions



# Annual membership/subscription service

<b>Starter Benchmark</b>	<b>Bronze Engage your C-Suite</b>	<b>Gold Full ESG Navigator Benefits</b>	<b>Gold PLUS Full ESG Navigator Benefits</b>
<ul style="list-style-type: none"> <li>✓ <b>Access via:</b> <ul style="list-style-type: none"> <li>▪ Esgnavigator.com</li> <li>▪ 1:1 support available</li> </ul> </li> <li>✓ <b>Rate your company:</b> <ul style="list-style-type: none"> <li>▪ 100% confidential</li> <li>▪ Update 24/7/365</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Download:</b> <ul style="list-style-type: none"> <li>▪ <i>Bronze PPT Report</i></li> <li>▪ <i>ESG Navigator Handbook</i></li> </ul> </li> <li>✓ <b>Benchmark:</b> <ul style="list-style-type: none"> <li>▪ Vs. ~150 companies</li> <li>▪ Analyze at Levels 1 &amp; 2</li> </ul> </li> <li>✓ <b>FREE</b> for companies that were founding members of the Navigator Collaborative in 2018</li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Map Regulations &amp; Ratings:</b> <ul style="list-style-type: none"> <li>▪ Select from 15 frameworks &amp; ratings</li> <li>▪ Map your performance</li> <li>▪ View "stoplight" positioning vs. ratings</li> </ul> </li> <li>✓ <b>Download:</b> <ul style="list-style-type: none"> <li>▪ <i>Gold PPT Report</i></li> <li>▪ <i>Best Practices Library</i></li> <li>▪ <i>Signposts</i></li> </ul> </li> <li>✓ <b>Benchmark:</b> <ul style="list-style-type: none"> <li>▪ Vs. custom peer group</li> <li>▪ Engage partners</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Full Gold Benefits:</b> <ul style="list-style-type: none"> <li>▪ All Gold benefits plus 1:1 advice and coaching throughout the year</li> <li>▪ Equivalent of 2+ hours every three months</li> </ul> </li> <li>✓ <b>Personal Coaching</b> <ul style="list-style-type: none"> <li>▪ Gib joins your ratings update</li> <li>▪ Or, as desired, joins a post-rating call</li> </ul> </li> <li>✓ <b>New in 2026:</b> <ul style="list-style-type: none"> <li>▪ Special internal webinars</li> <li>▪ Subject likely combination of                             <ul style="list-style-type: none"> <li>➢ The Climate Story</li> <li>➢ Navigating S. G. (book)</li> </ul> </li> </ul> </li> </ul>
<b>Free</b>	<b>Bronze – \$1,000/year</b>	<b>Gold – \$5,500/year</b>	<b>Gold Plus – \$8,500/year</b> <b>Personal Coaching</b>

Paid options are all-inclusive: no additional cost for multiple users in your company.





# Sustainable Growth NAVIGATOR

To Learn More

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Please visit <https://esgnavigator.com/>

or email [gib@hedstromassociates.com](mailto:gib@hedstromassociates.com)