



Key takeaways from COP27 (1/2)

The **world has dramatically changed** since COP26: energy supply reliability and affordability tops the agenda in many countries, forcing near-term compromises on established priorities. At the same time, 2022 is on track to be the highest emission year on record calling for drastic climate action.

COP27 has delivered **tangible progress**, while fundamental challenges remain especially around **transition financing** and the **appropriate pace of fossil fuels phase down**. Key takeaways from the final agreement and announcements during the conference include:

COMMITMENTS



Renewed **commitment** to 1.5 degree ambition. Marginal progress on **national targets** bringing global trajectory from 2.1 to 2.0 degrees. Majority of targets not yet translated into policy; IRA seen as bold example of aligning national policy in economically attractive way. UN spelled out for first time in prominently positioned report what embracing net zero for **non-state entities** entails, sharpening focus on **credible**, **net-zero aligned transition plans** for corporations, financial institutions, and local and regional governments

TRANSITION
TRANSITION

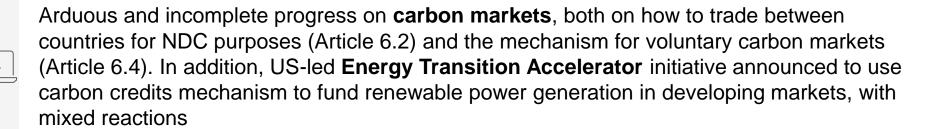
Emphasis on **financing just transition** through transfers from developed to developing countries: establishment of **loss & damage fund** after intense negotiations; developed countries urged to deliver \$100B p.a. **mitigation and adaption finance**, but limited progress in closing the gap



Key takeaways from COP27 (2/2)

GLOBAL INITIATIVE Global cooperation on decarbonization **initiatives** gathering pace: \$20B support for **coal phase out** in Indonesia in addition to already announced \$8.5B for South Africa and Vietnam under consideration; alignment on importance of **clean energy mix**, but no further commitment to **fossil fuels phase down**; UN global **methane** tracking complemented by local policy implementation; announced partnership on ending **deforestation** between Brazil, Indonesia and DRC; launch of **Food & Agriculture** for Sustainable Transformation Initiative; **Breakthrough Agenda** launched collaborative actions to decarbonize high-emitting sectors

CARBON MARKETS



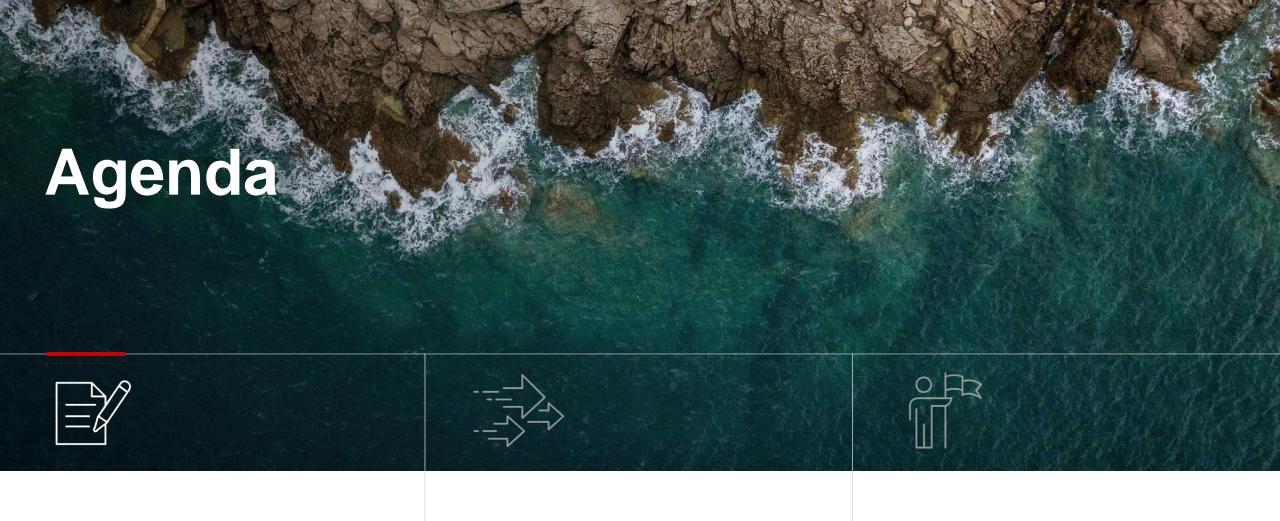
ALIGNMENT
ALIGNMENT

Strong progress on **capital markets** alignment: **International Sustainability Standard Board** (ISSB) to release standards for climate and carbon in March 2023; complemented by ISSB capacity building partnership across 20 organizations. **Glasgow Financial Alliance for Net Zero** now with 550 members and \$150T of assets; critically, guidance is evolving from a narrow focus on financed emissions reduction to a more expansive 'alignment' approach to portfolio transition allowing for support for brown-to-green initiatives

Implications for corporates

- Fully incorporate current and potential climate policies and regulations into strategy and capital allocation. Monitor key signposts to enable rapid strategic adaptation to changing policy environment
- **Shift rapidly from ambition setting to delivery** with net zero-aligned transition plans, specific near-term proof points of decarbonization and flexible pathways to net zero based on policy context and technological progress. Include 'just transition' plans to address social challenges of transition for workers and communities
- O3 Complement decarbonization strategy with clear understanding of climate physical risks for assets, supply chain and infrastructure; develop a future-proof resilience and adaptation strategy
- Understand role of carbon credits in support of your net zero strategy, if any. Where relevant, take proactive stance to ensure supply of quality credits and stay clear of greenwashing risks
- **Prepare for upcoming disclosure**, both local requirements (e.g. SEC, CSRD, TCFD) and global standards (e.g. ISSB). Use disclosure as a forcing function to sharpen strategy and carbon management capability rather than as accounting exercise
- **Strengthen dialogue with shareholders and lenders** around net zero transition plans with emphasis on timing and affordability; leverage green financing (e.g. green bonds, ESG-linked bonds) for credibility and improved cost of financing





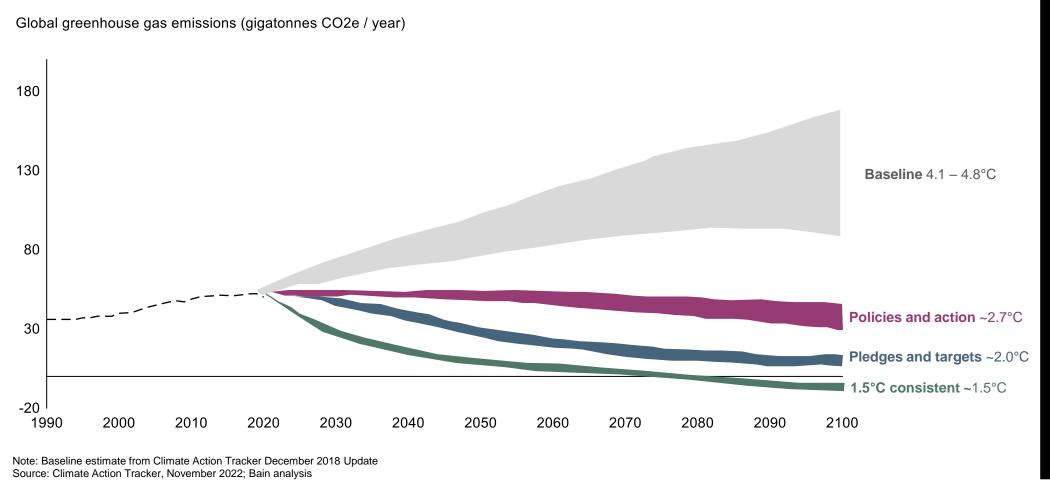
COP27: KEY TOPICS, ACHIEVEMENTS AND CHALLENGES IMPLICATIONS FOR KEY SECTORS

BEYOND COP27: AN ACTION PLAN FOR CEOS

Based on COP27 commitments, the world is facing a 2.0°C temperature rise by end of century based on pledges and targets (down from 2.1°C from COP26)

2100 Warming Projections -

Emissions and expected warming based on pledges and current policies



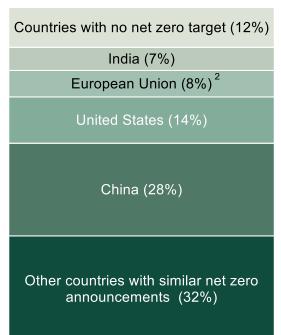
COP27 Pledges and targets changed the overall path FROM ~2.1°C ΤO

One of the biggest challenges is ensuring national net zero plans are credible; to date ~74% of targets set by countries fall somewhat short

~88% of global emissions covered by countries' net zero targets

Net zero emissions target announcements by region¹ (% covered by target in region of global emissions)

100%

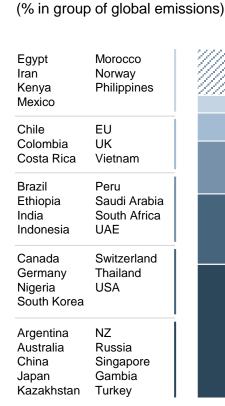


Global emissions covered by targets

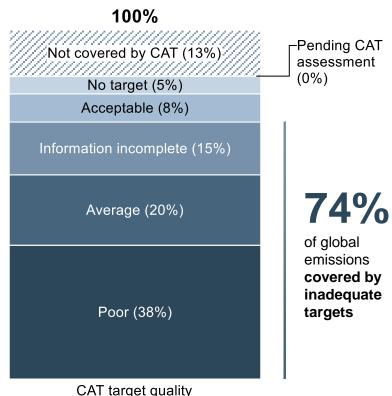
88% of global emission covered by

targets

However, nearly 3 in 4 of these targets are deemed inadequate



CAT³ target quality grouping



Overall, 12 key topics stand out with substantial achievements, yet with more challenges to be overcome (1/2)

Key	Key topic			Achievements	Challenges					
COMMITMENTS	1	Nationally Determined Contributions (NDCs)		 29 of 193 countries have updated NDCs, taking temperature rise down from 2.1C to 2.0C by end of century since COP26 – recommitment to keep 1.5C alive in final agreement Majority of NDCs not yet translated into policy, with some exceptions; IRA seen as bold example of aligning national policy in economically attractive way 	 Only 5 of 29 NDCs saw significant change in ambitions and impact Some countries argued to move away from 1.5C commitment 					
COMMI	2	Credible net zero commitments	0	 UN High-level Expert Group produced report advising non-state entities on how to set net zero plans, first time such a recommendation has been made Recommendations include: 1) Net zero pledges and targets, 2) Appropriate use of carbon credits, 3) Transition plans and fossil fuels phase down, 4) Transparency and accountability 	 UN has no authority to make recommendations mandatory Intense debate on fossil fuels phase down at a time where energy reliability and affordability are paramount 					
NG JUST	3	Loss and damage funds ¹	0	First time included as an official agenda item: UN lands historic deal on 'loss and damage' fund at the last hour; first 7 countries have announced pledges totaling ~\$250M Launch of Global Shield against Climate Risks by G7 and V20, a financial protection coop	 Who will pay and who will receive from the fund undecided, decision to be made by Nov-23 Global Shield receiving mixed reviews, with some fear of it being distraction to the UN fund 					
FINANCING	4	Mitigation ² and Adaptation ³ finance		 Developed countries urged to deliver \$100B+ p.a. for climate finance p.a. in COP26 by 2023, of which ~2/3 for mitigation and ~1/3 for adaptation; last known gap of ~\$17B in 2020 Countries made additional pledges of >\$230M for adaptation fund UN launched \$3.1B plan to have climate early warning systems for everyone by 2027 	 The target for \$100B in climate aid remains outstanding two years on (new target year of 2023), with no set methodology to track progress Public finance is predominantly loans (~58% in 2020) 					
INITIATIVES	5	Phase down of fossil fuels		 \$20B Just Energy Transition Partnership (JETP) deal to help Indonesia with coal phase out, similar to \$8.5B deal for South Africa last year. Similar deal in making for Vietnam with funds of up to \$11B (to be announced mid-Dec) Emphasis on importance of clean energy, incl. renewables and low-emission energy 	 Finance packages are more loans than grants, which has stalled South African progress Strong misalignment between regional blocks on appropriate pace of fossil fuels phase down and how to specifically tackle in final agreement (e.g. subsidies) 					
GLOBAL IN	6	Reducing methane emissions	0	 UN announced a public database of global methane leaks to encourage emissions curbing US announced proposal to cut emissions by 87%; China drafted new plan to control methane; Coalition of nations (EU, US, UK, SG, CA & NO) signed agreement to develop 'international market for fossil energy' to reduce emissions, esp. methane, across the value chain 	 China focused on 'preliminary goals' incl. monitoring capabilities rather than controlling mechanisms Majority of signatories of methane pledge have not turned their commitments from COP26 into implementation at COP27 					
				sed by climate change, 2) Tackle root cause of climate change by reducing emissions, Source: GFANZ, UN/COP27 website, News articles, Climate Action Tracker; Bain analysis	Degree of success vs. post COP26 expectations:					

Notes: 4) FAST = Food & Agriculture for Sustainable Transformation initiative, 5) AIM = Agriculture Innovation Mission

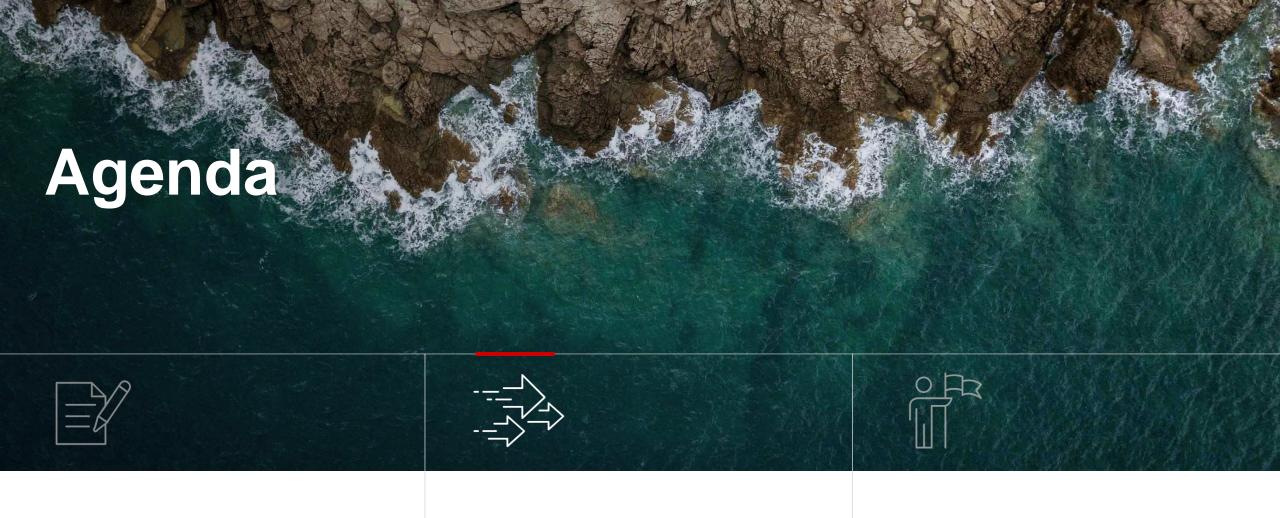
Source: GFANZ, UN/COP27 website, News articles, Climate Action Tracker; Bain analysis

Overall, 12 key topics stand out with substantial achievements, yet with more challenges to be overcome (2/2)

Key topic			Outcome	Achievements	Challenges				
INITIATIVES	7	Pledge to end deforestation		 Brazil, Indonesia and DR Congo (~52% of global rainforest) launched a partnership to cooperate on forest preservation EU plus 26 countries launched Forests and Climate Leaders' Partnership (FCLP) to help deliver COP26 commitment to end deforestation by 2030 	 Brazil, Indonesia and DR Congo partnership has not yet announced commitments Applauded COP26 pledge behind track at current pace (requires 10% less deforestation p.a. towards 2030; was at 6.3% in 2021) 				
GLOBAL INIT	8	Reducing the impact from agriculture	0	Food & Agriculture strongly on the agenda for the first time at a COP; select initiatives: FAST ⁴ launched, aiming to scale up private investment in sustainable agriculture systems Leading commodity traders published roadmap on how to achieve deforestation goals US and UAE doubled investment in AIM ⁵ to \$8B, to support adaptation & emissions reductions	 Roadmaps require further clarity and current funding levels too moderate Food security concerns are delaying decisive climate progress 				
Э	9	Breakthrough Agenda	0	 47 countries under the Breakthrough Agenda (representing >70% global GDP) launched package of 25 collaborative actions to accelerate decarbonization in hard-to-abate sectors, with delivery by COP28 	 Limited details announced on how finance will be mobilized 				
CARBON MARKETS	10	Carbon markets		 Article 6.2 (bilateral country-to-country cooperation) has not made significant advancements and most topics pushed to COP28. However, individual countries (e.g. JP, SK, SGP, CH) are creating facts by striking bi-lateral agreements to secure credit supply Article 6.4 (carbon credit market) also limited progress and push to COP28/29, with key issues on A) Registry operation, B) Use of pre-Paris credits, C) Authorization of carbon credits US-led public-private Energy Transition Accelerator (ETA) initiative to fund renewable energy projects in developing countries through carbon offsets 	 6.2: Decision to make disclosure of deals confidential is most contentious point of negotiation 6.4: Ability for making contributory claims based on non-authorized credits getting mixed response ETA met with divided response, with key aspects of the scheme still TBD (e.g. how it should be policed) 				
MARKETS MENT	11	Glasgow Financial Alliance for Net Zero (GFANZ)		 Increase to >550 financial institutions (\$150T+ in assets) aligning assets to net zero by 2050 Developed framework, Net-Zero Transition Plans (NZTP), to help financial institutions achieve net-zero by 2050 with a strong focus on scope 3 emissions APAC network to launch guidance on phasing out coal power generation in the region 	 Debate on how to minimize financed emissions while economy remains fossil fuel dependent. Recent guidance allows for more active role in transition finance (e.g. brown-to-green initiatives) 				
CAPITAL MAR ALIGNMEI	12	International Sustainability Standards Board (ISSB)	0	 ISSB made strong progress since COP26, with key announcements before/during COP27: First two standards (expected March 2023) to require companies to report on: A) Climate-related scenarios and B) Emissions across all scopes (incl. scope 3 emissions) Launch of partnership framework with 20 organizations for capacity building (incl. CDP) 	 ISSB still clarifying scope 3 requirements, expecting reliefs (e.g. 'safe harbor' provisions towards liability of disclosure towards capital markets & longer timelines to fo companies to provide scope 3 disclosures) 				

Degree of success vs.

post COP26 expectations:



COP27: KEY TOPICS, ACHIEVEMENTS AND CHALLENGES IMPLICATIONS FOR KEY SECTORS

BEYOND COP27: AN ACTION PLAN FOR CEOS

The 12 topics have clear individual sector implications, requiring management to stay close to on a select set of topics | Impact | Limited | Meaningful | Significant | Significant | Limited | Meaningful | Significant | Meaningful | Significant | Meaningful | Mean

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		E	ENERGY AND NATURAL RESOURCES			INDUSTRIAL AND TRANSPORTATION SECTORS					CONSUMER		CAPITAL MARKETS			
Key topic	:		Utilities & enewables	Oil & Gas	Mining	Chemicals	Agri- business		Construction & buildings		Airlines, logistics & transport	Auto- motive & mobility	Consumer Products	Retail	Financial services	Financial investors
1 Nation Contri	nally Determined (ributions (NDCs)	3														
2 Credit	ible net zero nitments	Ø														
3 Loss	& damage funds (\$														
4 Mitiga Adapt	ation & tation finance															
5 Phase fuels	e down of fossil															
6 Reduce	cing methane	\bigcirc														
7 Pledge	ge to end estation	(P)														
8 Reduce from a	cing the impact agriculture	***														
9 Break	through Agenda	o T														
10 Carbo	on markets															
11 GFAN	NZ	Å														
12 ISSB	ę															

Hard to abate industries will experience the largest impact of COP27 topics, while renewables will reap the benefits of accelerated decarbonization focus

UTILITIES & RENEWABLES **NDCs** Limited additional commitments at national level impacting utilities; policy implementation with strongest impact (e.g. IRA renewable component) **Credible Commitments** Sharpened emphasis on corporate net zero transition plans incl. fossil fuel power generation phase down Mitigation finance / Phase down fossil fuels Emphasis of phase down support on coal, esp. in Indonesia, South Africa and Vietnam **Breakthrough Agenda** Accelerates action for essential infrastructure projects including major cross-border power grids and at least 100 hydrogen valleys Carbon markets Slowly progressing acceptability from carbon credits as part of utilities net zero plans; ETA potentially accelerates move from fossil fuels to renewable power in developing market utilities **GFANZ** Increasingly coordinated approach from financial institution requesting net zero commitments from utilities; APAC network to launch guidance on coal phase-out ISSB

Strong disclosure emphasis on transition plans highly relevant for utilities

OIL & GAS

NDCs
Limited additional commits

Limited additional commitments at national level impacting oil & gas; policy implementation with strongest impact (e.g. IRA renewable component leading to shift away from oil & gas)



2 Credible Commitments

Sharpened emphasis on corporate net zero transition plans incl. oil & gas phase down



4 Mitigation finance / Phase down fossil fuels



5 Emphasis of shift to clean energy mix rather than targeting specific fossil fuels and associated subsidies



6 Reduce methane

Radically increased scrutiny on leaking, venting and flaring and strong regulation and financial incentives to address at national level in select geographies



9 Breakthrough Agenda

Power Breakthrough drives international cooperation to accelerate transition to clean energy, shifting away from oil & gas



10 Carbon markets

Slowly progressing acceptability from carbon credits as part of net zero plans relevant for oil & gas



11 GFANZ

Increasingly coordinated approach from financial institution requesting net zero commitments from oil & gas corporations; Race to Zero commitment removed



12 ISSB

Strong disclosure emphasis on scope 3 and transition plans highly relevant for oil & gas



Strong disclosure emphasis on scope 3 highly relevant

as constitutes core part of agribusinesses emissions

Strong disclosure emphasis on scope 3 and transition

plans highly relevant for mining

Hard to abate industries will experience the largest impact of COP27 topics, with significant focus on tackling effects of agriculture

MINING CHEMICALS AGRIBUSINESS **Credible Commitments** Credible Commitments **NDCs** Require players to make real impact in food value Increases focus on credible targets and transition plan Limited additional commitments at national level chains e.g. for dairy, proteins, grains etc. (e.g. SBTi chemicals guidance being finalized) impacting mining; policy implementation with strongest impact (e.g. IRA renewable component) Mitigation / Phase down fossil fuels Reduce methane **Credible Commitments** Further pressure on reducing coal Anticipate focus will be expanded from reducing methane Sharpened emphasis on corporate net zero transition in energy generation for chemicals production in oil & gas and mining to include dairy and protein plans and fossil fuels phase down and coal phase out Reduce agriculture impact **End deforestation** Mitigation finance / Phase down fossil fuels Emphasis on sustainable agriculture increasing with Increases scrutiny following DR Congo, Brazil and Emphasis of phase down support on coal, esp. Indonesia partnership, and commodity trader's attention expected to shift to chemicals/ fertilizers in Indonesia. South Africa and Vietnam with reduced environmental impact greater focus on supply chains Reduce methane **Breakthrough Agenda** Reduce agriculture impact Scrutiny on addressing leaking currently focused on Aims to improve credibility and transparency for low-Increases focus on need for sustainable agriculture. from oil & gas and also mining over time e.g. Food and Agriculture for Sustainable Transformation Initiative launch **End deforestation** Increases pressure to end deforestation activities, 10 Carbon markets **Breakthrough Agenda** esp. in Brazil, DRC and Indonesia increasing pressure Slowly progressing acceptability from carbon credits as Increases investment in R&D to tackle food systems on sustainable mining practices across geographies part of net zero plans relevant for chemicals degradation and insecurity; Agriculture Breakthrough encourages adoption of sustainable agriculture practices 10 Carbon markets Potential to significantly accelerate move from fossil fuels to renewable power in developing markets **GFANZ** Carbon markets Increasingly coordinated approach from financial Slowly progressing acceptability from carbon credits; **GFANZ** institutions requesting net zero commitments from opens avenues for monetization of carbon credits Increasingly coord. approach from financial institutions chemicals (carbon soil capture and sustainable agriculture) requesting net zero commitments from coal mining **12** ISSB **12** ISSB

Strong disclosure emphasis on scope 3 highly relevant

as constitutes majority of chemicals' emissions

plans relevant for airlines

value chain to reduce

emissions

fragmented value-chain

chain (product use, supply

chain)

Fossil fuel dependent sectors will see a great acceleration towards low carbon alternatives driven by technology and structural changes in incentives

METALS CONSTRUCTION **AEROSPACE** AIRLINES, LOGISTICS | AUTOMOTIVE & MACHINERY & BUILDINGS & DEFENSE & TRANSPORT & MOBILITY **NDCs NDCs NDCs NDCs NDCs** Limited additional Limited additional Limited additional Limited additional Limited additional commitments at national commitments at national commitments at national commitments at national level commitments at national level; policy implementation level; policy implementation level; policy implementation impacting utilities; policy level impacting utilities; with strongest impact with strongest impact with strongest impact (e.g. implementation with policy implementation with (e.g. electrolyzers and (e.g. building energy government procurement) strongest impact (e.g. IRA strongest impact (e.g. IRA green steel subsidies) efficiency standards) SAF component) EV and battery component) **Credible Commitments Credible Commitments Credible Commitments Credible Commitments Credible Commitments** Sharpens scrutiny on SAF Sharpens scrutiny on Sharpens scrutiny on Sharpens scrutiny on SAF Sharpens scrutiny beyond scaling and use of offsetting scaling and use of offsetting shift to EV (downstream scaling green metals, implementing green building as part of transition plans for efficiency in product use materials and decarbonize as part of transition plans scope 3) to supply chain and decarbonization of value-chain in addition to civil aviation decarbonization (upstream building energy efficiency value-chain in transition scope 3) plans **Breakthrough Agenda Carbon markets** 10 Carbon markets **Breakthrough Agenda** End deforestation Aims to improve credibility for Slowly progressing Slowly progressing Puts pressure on land use Increases pressure to low-emissions steel and acceptability from carbon acceptability from carbon (e.g. SAF crop use otherwise phase out polluting vehicles credits as part of net zero develop a common definition; credits as part of net zero required for food) by setting common target focuses public and private plans (e.g. net zero plans relevant for civil date (2035 for leading spend to incentivize demand countries, 2040 globally) concrete) aviation for green industrial goods **12** ISSB **12** ISSB ISSB 10 Carbon markets ISSB Need to obtain full Increases need to Slowly progressing Increases need to Increases need to acceptability from carbon understanding and understand emissions understand supply-chain understand supply-chain across complex and emissions and spell out credits as part of net zero disclosure across value emissions and work across

transition plans key in a

sector hard to abate

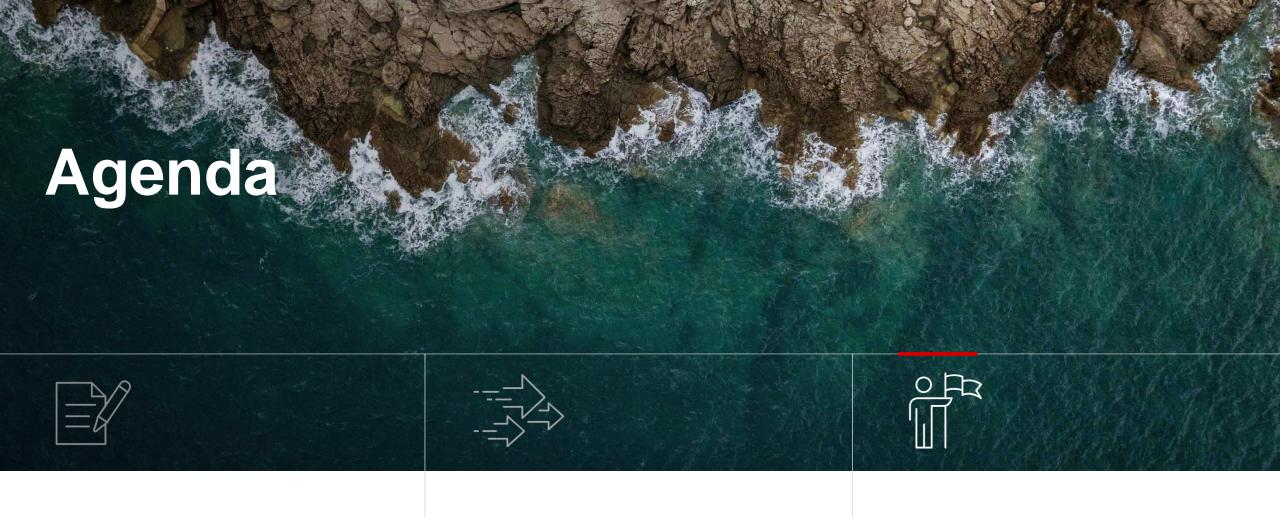
across portfolio companies

Retail and CP will need to put more focus on supply chains whilst financial-related industries will be required to invest more in green opportunities

RETAIL FINANCIAL SERVICES FINANCIAL INVESTORS **CONSUMER PRODUCTS NDCs Credible Commitments Credible Commitments** Credible Commitments / ISSB Opportunity to invest in companies Push for visibility Ensure strong action plans to back Transition plans under scrutiny, that align with / benefit from up net zero claims, incl. for actions of scope 3 emissions across balancing need to reduce financed governmental incentives for scope 3 emissions complex and fragmented emissions with the continued role in financing the transition value-chain **Credible Commitments End deforestation** Loss & damage Reduce methane Strong need to develop Focus accelerating beyond EU Increased pressure on dairy/meat Need to fully understand evolving capabilities and processes registrations on due diligence for asset exposures to climate-related products e.g. non-meat alt. & physical risks (and related impacts to drive decarbonization of deforestation free commodities low-methane cow feed on credit) portfolio companies Carbon markets **End deforestation** Mitigation & adaptation finance Mitigation / Phase down fossil fuels Increase acceptability for offsetting Food: Scrutiny on food origins Key role in mobilizing private funds to Potential shift to low carbon help developing countries deal with emissions to make low carbon Fashion: Traceability in leather energy sources across portfolio and demand for 'forest-friendly' climate change; increased pressure products on Multilateral Development Banks fibers to drive funding Carbon markets ISSB Reduce agriculture impact Ability to invest in players that will Phase down fossil fuels Importance of increased visibility Food: Opportunity to tap into future benefit from new market structures Potential for lucrative investments and traceability on the supply chain investments for increasing in renewable energy in developing scope 3 emissions sustainably-produced offerings Fashion: Traceability in leather countries **GFANZ** and demand for 'forest-friendly' (Potential) need to align portfolios 200 **GFANZ** towards net-zero Increasingly important role in ensuring accountability for NZ commitments, while enlisting more Push for clear visibility of emissions

members (incl. in emerging

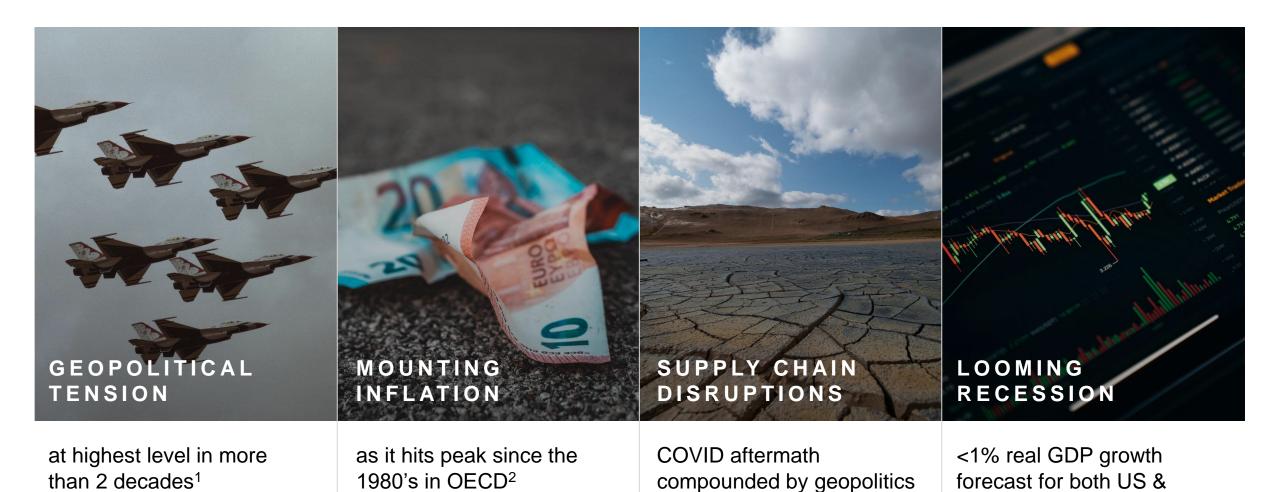
economies)



COP27: KEY TOPICS, ACHIEVEMENTS AND CHALLENGES IMPLICATIONS
FOR KEY SECTORS

BEYOND COP27: AN ACTION PLAN FOR CEOS

The world is in a different place from COP26

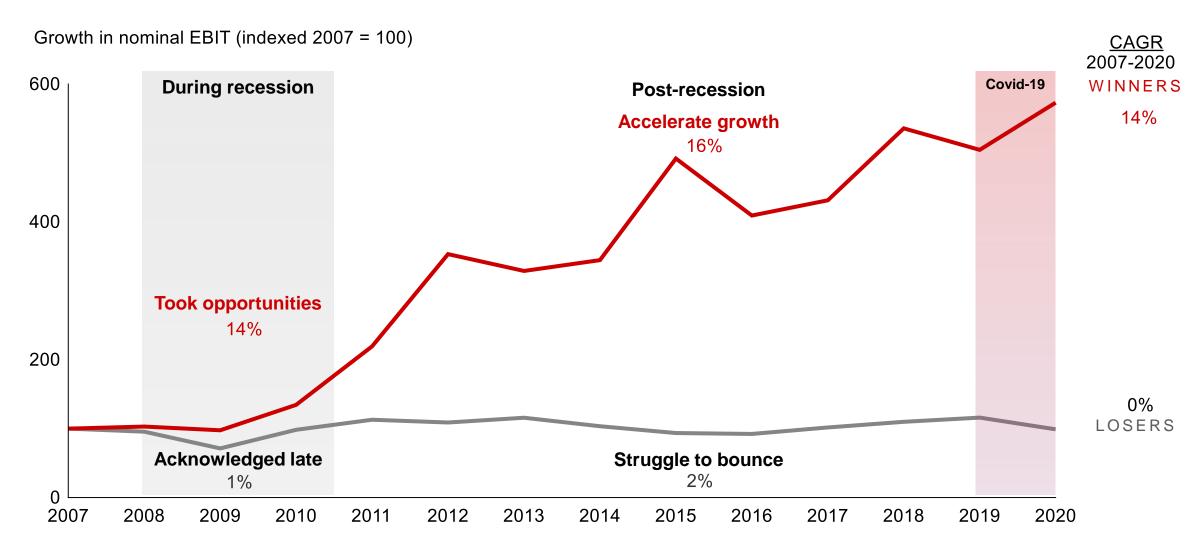


Notes: 1) Measured by fraction of news articles mentioning adverse events; 2) Measured by CPI as change in price of representative basket of goods; 3) FED's global supply chain pressure index continue to be well above historical average; 4) Real GDP growth forecasts in 2023 of only 1% in US and 0.5% in Euro Area Sources: OECD; Federal Reserve Bank; IMF; Bain analysis

and climate³

Europe in 2023⁴

Long-term research supports the benefits of making bold moves in times of disruption – This will be especially true when it comes to climate



For corporates, the downturn presents a challenge, but also an opportunity to accelerate on the decarbonization and climate journey

THREE THEMES WILL CHARACTERIZE DOWNTURN:

01

Addressing cost in an inflationary environment



02

Scrutinizing strategic investment in the face of uncertainty



03

Resetting supply chains for resilience



EACH CAN BE TACKLED WITH BOTH CARBON AND CLIMATE IN MIND

Address cost and carbon in tandem

Majority of scope 1 & 2 emissions can often be eliminated with a positive ROI, especially in period of high energy prices

Maintain investment in low-carbon product innovation and differentiation

Market share gains and price premiums appearing for low carbon products (e.g. green steel)

Embed climate resilience in the rewiring of your supply chain

Large intra-country differences exist in climate physical risks – in some cases >50%, and even larger across countries

Visionary Pragmatism

Companies that take an approach of visionary pragmatism will be on solid footing to navigate the changes – and outpace their less-nimble and less-prepared competitors



Strategic adaptation



Investor and lender resonance



Customer-back decarbonization



Partnership for results



Top-to-bottom green organization

Understand signposts that show the direction of travel and put a premium on strategic adaptation through a living strategy

Resolve dissonance between decarbonization and near-term profit through decarbonization proof points and flexible pathways to net-zero Start decarbonization
with the customer to
become the partner of
choice for going to net zero
and get value from your
low carbon offerings

Focus on the partnerships across value chain that will move the needle and engage policy makers to constructively help shape regulation

Embed decarbonization into how you run the business incl. performance management, while inspiring and upskilling the organization

CEO agenda for carbon transition



STRATEGIC ADAPTATION

Understand your climate transition and physical risks and signposts

Define your net-zero business strategy

Embrace a living strategy as you deliver



Strengthen shareholder and lender dialogue

Leverage green finance for value and credibility



CUSTOMER-BACK DECARBONIZATION

Monetize your low-carbon offering

and climate resilient

Make supply chain low carbon

Unleash green innovation inside and outside

Offset with intent



PARTNERSHIPS FOR RESULTS

Partner for results along the value chain

Become a policy shaper



Decarbonize

with customers

EMPOWERED GREEN ORGANIZATION FROM TOP TO BOTTOM

Manage your footprint like you manage cost

Address cost and carbon

in tandem in operations

Implement internal carbon pricing in the decisions that move the needle

Embed sustainability in your performance management system

Upskill your organization where it matters and in a practical way

Inspire and create clarity for your organization, including green middle management

