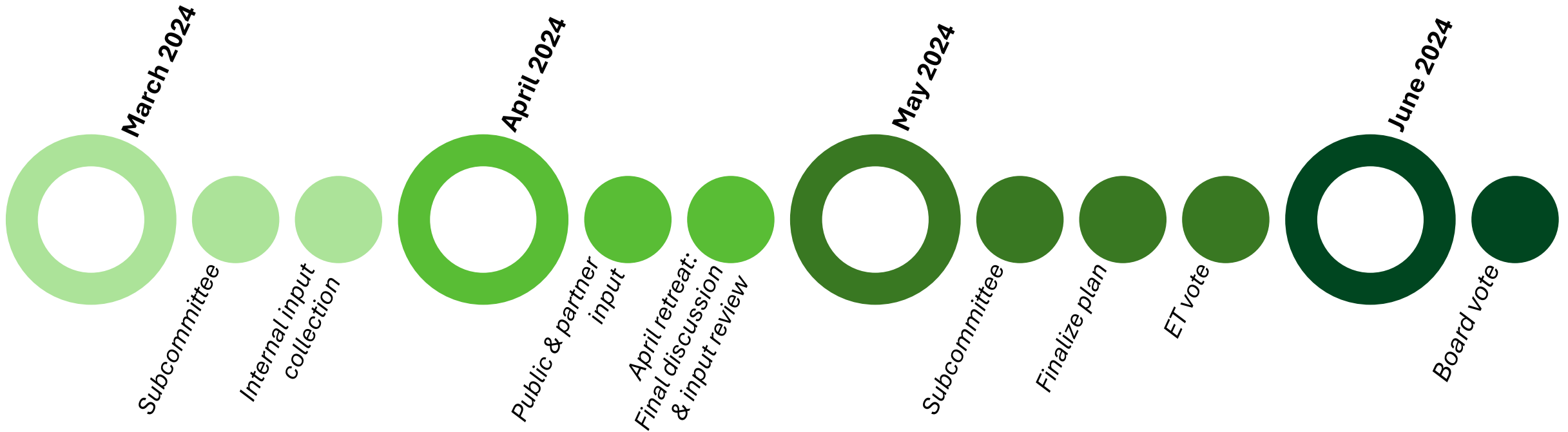


Roadmap to framework adoption/submission



Post-adoption: Continuing development & implementation

	2024	2025	2026	2027	2028	2029	2030
Q1		Adopt progress measures	First annual progress report to Board				Adopt updated plan
				Annual progress report to Board			
	ET quarterly progress check						
Q2	Adopt new plan						
			ET quarterly progress check				
		Complete fiscal year action plans & present to Board					
Q3	Begin development of progress measures						
	Begin FY26 action plan development		ET quarterly progress check				
	Implement fiscal year action plans						
Q4	Complete progress measures				Begin Board & ODF review of plan	Complete plan updates	
	ET quarterly progress check						