



## Reference letter

New Delhi, 05 April 2023

We are pleased to confirm that Azhar Santhubatcha, born on 22 August 1997, worked with Emission Reduction Services Private Ltd. with a workload of 100% from 07 December 2021 until 10 April 2023 as Junior Project Coordinator.

Emission Reduction Services Private Ltd. is a part of South Pole (southpole.com), a leading sustainability solution provider. The company headquartered in Zurich operates with 25 regional offices, 29 representatives, and spans 6 continents. Initially focused on the development of premium carbon emission reduction projects, the company now offers a wide spectrum of sustainability services, including climate policy and strategy advisory. Its expertise covers the areas of climate change, forests and land use, water, sustainable cities and buildings, as well as renewable energy and energy efficiency. The company is determined to help its clients grow their business with ground breaking solutions which positively impact the environment and the needs of society.

Azhar's tasks and responsibilities included:

- Facilitating in management of climate mitigation projects and entire carbon cycle project development/management, including implementation of all co-benefit certificates.
- Maintain a good relationship with the Team Head, other Senior Leads, project owners, clients, VVBs (DOEs or auditors) and other counterparts.
- Be aware of the process of project & monitoring report development under various mechanisms, as well as of all the internal procedures in the internal project management tool.
- Assisting Team lead in Preparing Proposal/deliverable and completion to the quality required by South Pole and the client.
- Align yourself & perform as per the defined plan and structure to support the certification of a project: work plans, work schedules, budgets, and deliverables.
- Assist the PDI team in providing technical reviews and quality Checks.
- Keep the team members (collaborators) informed of their progress in the project and ensure that they stay within the time and budget agreed.
- Draft invoices to be approved by the supervisor and sent to the accounting team for submission to clients.
- Assist in updating the proposal/project information in the project management tool and ensure all relevant documents are accessible on Google Drive at any time.
- Be the part of planning site visits and other types of business trips/training if required.
- Undertake research into possible partners and collaborators for upcoming

Mr. Azhar has decided to leave Emission Reduction Services Private Ltd. at his own wish as of 10 April 2023. We want to take this opportunity to thank him for his commendable work and commitment to Emission Reduction Services Private Ltd. We wish him all the best and every success for his future.

A handwritten signature in blue ink, appearing to read "V. Yadav".

Vikash Yadav  
Manager - Sustainable Technologies

A handwritten signature in black ink, appearing to read "Tiara Venesa".

Tiara Venesa Anggraeni  
People Services Manager, APAC