

REFERENCE

on the Thesis prepared by 4th year student of
St. Petersburg University Graduate School of Management

Student: Zhalubayeva Aidana

Topic: Impacts of carbon performance on financial performance: case of ICT sector
38.03.02 «Management» area of studies, International Management Bachelor program

Student manifestation of autonomy and initiative when working on the Thesis:	<ul style="list-style-type: none"> ▪ <u>The student has shown initiative in the formulation of the managerial problem, goal and objectives of the Thesis</u> <input type="checkbox"/> In total, the Thesis was performed by the student independently, with active consultation with the supervisor <input type="checkbox"/> The student did not provide the initiative while working on the Thesis
The intensity of interaction with the supervisor:	<ul style="list-style-type: none"> ▪ <u>Continuous interaction</u> <input type="checkbox"/> Irregular interaction <input type="checkbox"/> Interaction was close to absent <input type="checkbox"/> Other:
Respecting the schedule of the Thesis workflow:	<ul style="list-style-type: none"> ▪ <u>Fully compliant</u> <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Timeliness of the final submission of the Thesis to the supervisor:	<ul style="list-style-type: none"> <input type="checkbox"/> On the eve of the Thesis defense <input type="checkbox"/> On the day of the deadline for the Thesis submission <input type="checkbox"/> One day before the deadline for the Thesis submission ▪ <u>Two days before the deadline for the Thesis submission</u> <input type="checkbox"/> Three days or more before the deadline for the Thesis submission
The degree of achievement of the Thesis goal:	<ul style="list-style-type: none"> ▪ <u>Fully achieved</u> <input type="checkbox"/> Partially achieved <input type="checkbox"/> Not achieved
Compliance of the Thesis content with the requirements:	<ul style="list-style-type: none"> ▪ <u>Fully compliant</u> <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match
Compliance of the Thesis layout with the requirements:	<ul style="list-style-type: none"> ▪ <u>Fully compliant</u> <input type="checkbox"/> Partially compliant <input type="checkbox"/> Does not match

Special Comments:

During the thesis preparation, Aidana Zhalubayeva showed very high work commitment, high interest to the topic, and very good research and analytical competences. She succeeded to manage the work process through the whole academic year, in compliance with the program requirements. The thesis objectives are fully achieved.

The thesis does not contain elements of plagiarism (original text 98.52%).

General Conclusion: The work by student *Zhalubayeva Aidana* meets the requirements for Bachelor diploma thesis in the area of studies 38.03.02 “Management”, program International Management.

Scientific Advisor: PhD, Asc. prof. Olga Garanina

A handwritten signature in blue ink, appearing to read 'O. Garanina', is placed on a light gray rectangular background.

Date: 12.06.2021