

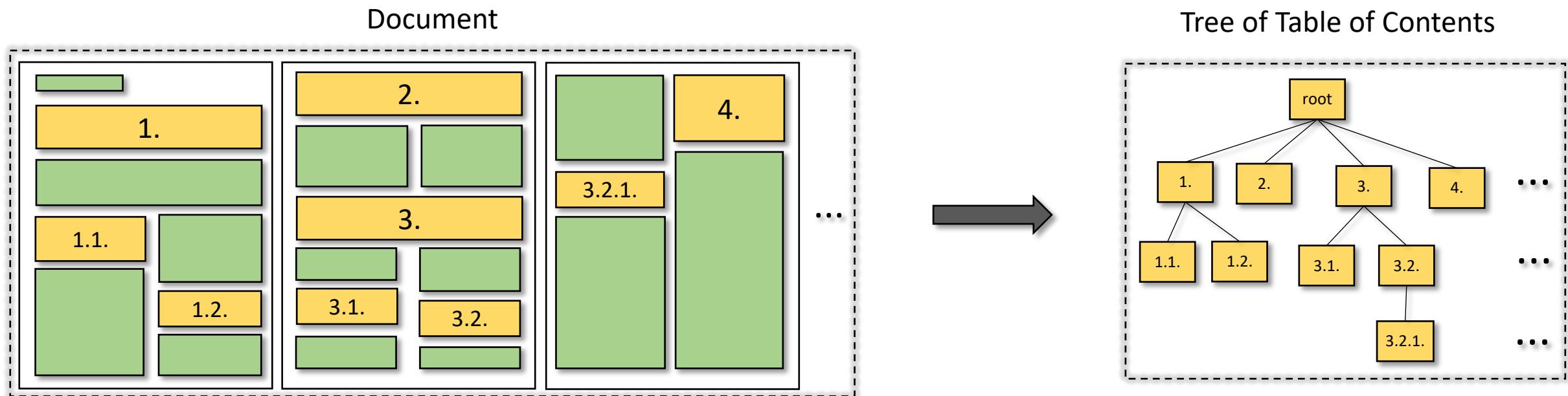


A Scalable Framework for Table of Contents Extraction from Complex ESG Annual Reports

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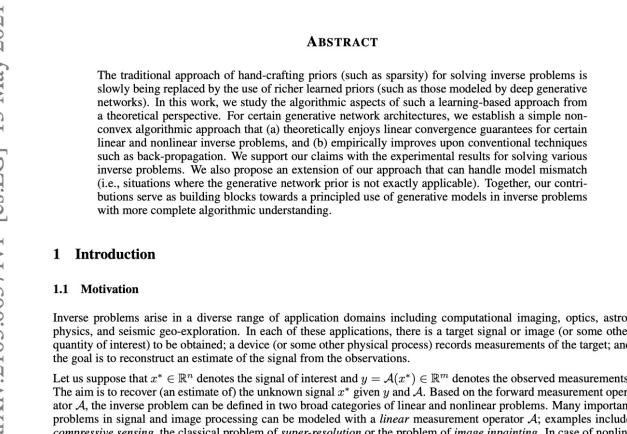
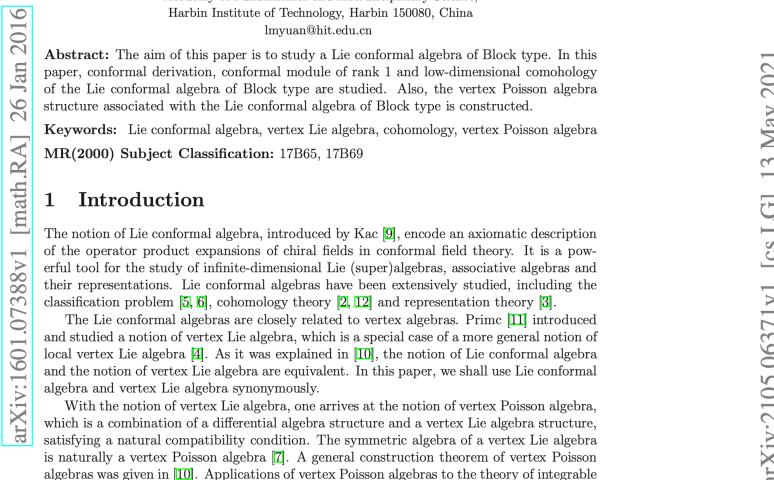


Table of Contents Extraction



Previous Dataset

- HierDoc: focus on scientific papers; well-structured and short.



achieve good cross-lingual performance. We take on a different approach by using the monolingual model itself instead of extracting knowledge from it.

Rust et al. (2020) compared multilingual and monolingual models on monolingual tasks (i.e., the tasks whose language is the same as the monolingual model). They found that both the size of pretraining data in the target language and vocabulary have a positive correlation with monolingual models' performance. Based on our results, we hypothesize that a model pretrained with MLM using a large monolingual corpus develops both language-specific and language-agnostic properties, being the latter predominant over the former.

3 Methodology

Our method consists of a pretrain-finetune approach that uses different languages for both. We call **source language** as the language used for pre-training our models. We refer to **target language** as a second language, different from the one used for pretraining our model. We apply the following steps:

1. Pretrain a monolingual model on the **source language** with masked language modeling (MLM) objective using a large, unlabeled dataset.

2. Finetune and evaluate the model on a downstream task with a labeled dataset in the **target language**.

The novelty of our approach is to perform a cross-lingual evaluation using *monolingual models* instead of bi-lingual or multi-lingual ones. We aim to assess if the model is able to rely on its masked language pretraining to achieve good representations for a task even when finetuned on a different language. If successful, this would suggest that MLM pretraining provides the model with representations for more abstract concepts rather than learning a specific language.

Pretraining data. Our monolingual models are pretrained on a large unlabeled corpus, using a source language's vocabulary. Some high-resource languages, such as English, have a high presence in many datasets from other languages, often created from data in their native language. We also select models that have been pretrained using the Masked Language Modeling (MLM) objective as described by Devlin et al. (2019).

pretraining. However, the corpora used to pretrain our models have a very small amount of sentences in other languages. For instance, Portuguese pre-training corpus has only 14,928 sentences (0.01%) in Vietnamese.

Control experiment. To discard the hypothesis that the monolingual model can learn patterns from the finetuning dataset, instead of relying on more general concepts from both finetuning and pretraining, we perform a control experiment. We train the models on the target language tasks without any pretraining. If models with monolingual pre-training have significantly better results, we may conclude that it uses knowledge from its pretraining instead of only learning patterns from finetuning data.

Evaluation tasks. We follow a similar selection as in Artetxe et al. (2020) and use two downstream types of tasks for evaluation: natural language inference (NLI) and question answering (QA). Even though a classification task highlights the model's ability to understand the relationship between sentences, it has been shown that the model may learn some superficial cues to perform well (Gururangan et al., 2018). Because of that, we also select question answering, which requires natural language understanding as well.

4 Experiments

In this section, we outline the models, datasets and tasks we use in our experiments.

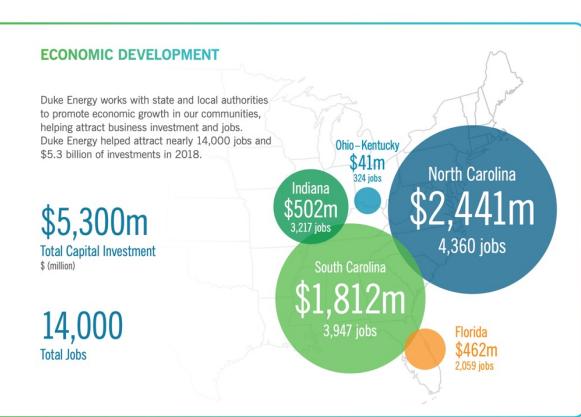
4.1 Models

We perform experiments with four base models, highlighted in Table 1. The experiments run on the Base versions of the BERT model (Devlin et al., 2019), with 12 layers, 768 hidden dimensions and 12 attention heads. We use models initialized with random weights. We also report the number of parameters (in millions) and the pretraining dataset sizes in Table 1.

4.2 Pretraining procedure

The selected models are pretrained from random weights using a monolingual tokenizer, created from data in their native language. We also select models that have been pretrained using the Masked Language Modeling (MLM) objective as described by Devlin et al. (2019).

Our Collected ESGDoc dataset



■ **Transforming the customer experience.** Duke Energy is working hard to further improve the customer experience. Technology is helping—and sometimes eliminating power outages. Smart meters are giving customers new ways to manage and reduce electricity usage, saving them money. Electric vehicle charging stations are giving customers new transportation fuel options.

■ **Engaging stakeholders.** Fortune magazine named Duke Energy to its 2019 "World's Most Admired Companies" list—an indication that Duke Energy's many diverse stakeholders recognize and value the company's significant progress on its future-focused journey. The company continues to work collaboratively with regulators, legislators, environmentalists, consumer advocates and many others on its multiple sustainability and modernization initiatives.

Economic Development: Jobs and Major Investment

Duke Energy's economic development team in 2018 helped bring nearly 14,000 new jobs and \$5.3 billion in private-sector investment—through 94 projects—to the six states served by the company's electric utilities.

Site Selection magazine named Duke Energy to its "Top Utilities in Economic Development" list for the 14th consecutive year.

Duke Energy's economic development specialists work to attract new industry to North Carolina, South Carolina, Florida, Indiana, Ohio and Kentucky. The team also encourages existing companies in those states to expand at home, rather than look elsewhere.

In 2018, the team evaluated 26 properties for potential business and industrial development through Duke Energy's Site Readiness Program. The program identifies potential business and industrial sites, then

Investing in People

Diverse, Engaged and Capable Workforce

We invest in people to strengthen organizational capability and develop a talented global workforce that gets results the right way. Our success in attracting, developing and retaining a diverse workforce comes from strategies, programs and processes based on The Chevron Way.

We are committed to building a workforce that represents the many countries where we operate. We believe that sustainable high performance is achieved by creating a culture that encourages and values people with a wide range of experiences and knowledge.



21,000 EMPLOYEES

In 2014, an estimated 21,000 employees—about one-third of our regular workforce—participated in Chevron's many employee networks that celebrate cultural and lifestyle differences.

16 Chevron.com/CR

2018 DUKE ENERGY SUSTAINABILITY REPORT 30



Chevron was honored to receive the prestigious 2015 Catalyst Award, the premier honor for companies committed to expanding opportunities for women.

Our application for the Catalyst Award, titled "The Chevron Way: Engineering Opportunities for Women"—details how The Chevron Way's focus on people over the past two decades established a culture that attracted and retained more diverse talent in our workforce.

The application also shows how The Chevron Way served as a primary driver for our diversity strategy that includes policies, processes and tools to facilitate gender diversity and help increase the number of women in leadership roles.

To be considered for the Catalyst Award, we participated in a rigorous, yearlong application and review process that included extensive documentation and interviews with more than 60 employees and leaders. We shared information and perspectives with Catalyst regarding our business model, senior leadership support, accountability, communication, employee engagement, innovation and measurable results.

16 Chevron.com/CR

OUR PEOPLE

OCCUPATIONAL HEALTH

As part of the Company's efforts to ensure a healthy workforce, Ferrexpo's medical department conducted 8,792 medical examinations in 2016, the equivalent of 98% of Ferrexpo's employees in Ukraine. In 2016, 9,222¹, 97% of employees,

occurred in conditions that exceed the exposure limits recommended on prophylactic treatment and undergo sanatorium-resort treatment in the specialised resorts of Ukraine. In 2016, a total of 450 Ferrexpo employees attended these sanatorium resorts (2015: 750).

Employees who have worked for ten years in conditions that exceed the exposure limits recommended on prophylactic treatment and undergo sanatorium-resort treatment in the specialised resorts of Ukraine. In 2016, a total of 450 Ferrexpo employees attended these sanatorium resorts (2015: 750).

None of the Company's operations are located in a geographical location where occupational activities would expose workers to a high risk of a location-specific disease, such as malaria.

16 2015 figure restated to include Feminaria employees.



16 FERREXPO PLC RESPONSIBLE BUSINESS REPORT 2016

OCCUPATIONAL HEALTH GOALS AND PERFORMANCE IN 2016

GOAL

Improve awareness of occupational health risks and increased reporting of instances of illness caused by occupational risk

PERFORMANCE

Efforts to increase awareness of occupational health issues and reporting of new conditions continue to be developed.

In 2016, the statutory annual review was carried out by representatives of the Scientific and Research Institute of Preventative Medicine, assessing individual health status, illnesses and injuries. If an occupational illness is identified or suspected, employees are referred to the Department of Occupational Health and Illness at the Kyivsky National Medical University. There were no occupational illnesses or diseases identified during the period.

Employees who have worked for ten years in conditions that exceed the exposure limits recommended on prophylactic treatment and undergo sanatorium-resort treatment in the specialised resorts of Ukraine. In 2016, a total of 450 Ferrexpo employees attended these sanatorium resorts (2015: 750).

None of the Company's operations are located in a geographical location where occupational activities would expose workers to a high risk of a location-specific disease, such as malaria.

16 2015 figure restated to include Feminaria employees.

16 Applied Materials CSR Report 2017



Ethics and Compliance

We are committed to upholding the highest ethical standards and ensuring compliance in the workplace and in our interactions with stakeholders. We believe that these values are foundational to our success. They are vital to creating a culture of mutual trust and respect in our interactions with stakeholders, including workforce, customers, suppliers and the public.

STANDARDS OF BUSINESS CONDUCT

To promote a strong and consistent culture of ethics, we have uniform Standards of Business Conduct (SBC) that apply to our global operations. All personnel must review and certify adherence to our SBC and must refresh their knowledge if every two years by completing an online training course. They are also required to verify annually that they read, understand and agree to the SBC by completing a self-assessment protocol. In 2016, we achieved a 97% SBC-recertification rate.

TRAINING

Each member of our workforce undergoes comprehensive web-based and/or classroom training in our Anticorruption, Conflict of Interest, Global Gift, Expense Reporting, Global Travel and Insider Trading policies. Personnel must refresh their knowledge of these policies at regular intervals.



2017
WORLD'S MOST
ETHICAL
COMPANIES
WWW.ETHISPHERE.COM

In 2017, for the sixth year running, we were ranked as one of the World's Most Ethical Companies[®]

16 Applied Materials CSR Report 2017

BOARD TENURE AND REFRESHMENT

7 of 11 Directors have served since 2010
Average Age: 59

BOARD INDEPENDENCE

10 of 11 Directors are independent
Chair is independent

BOARD DIVERSITY

27% directors are women

27% directors are racially and ethnically diverse



WINNEBAGO INDUSTRIES | Corporate Responsibility Report

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ESGDoc Dataset

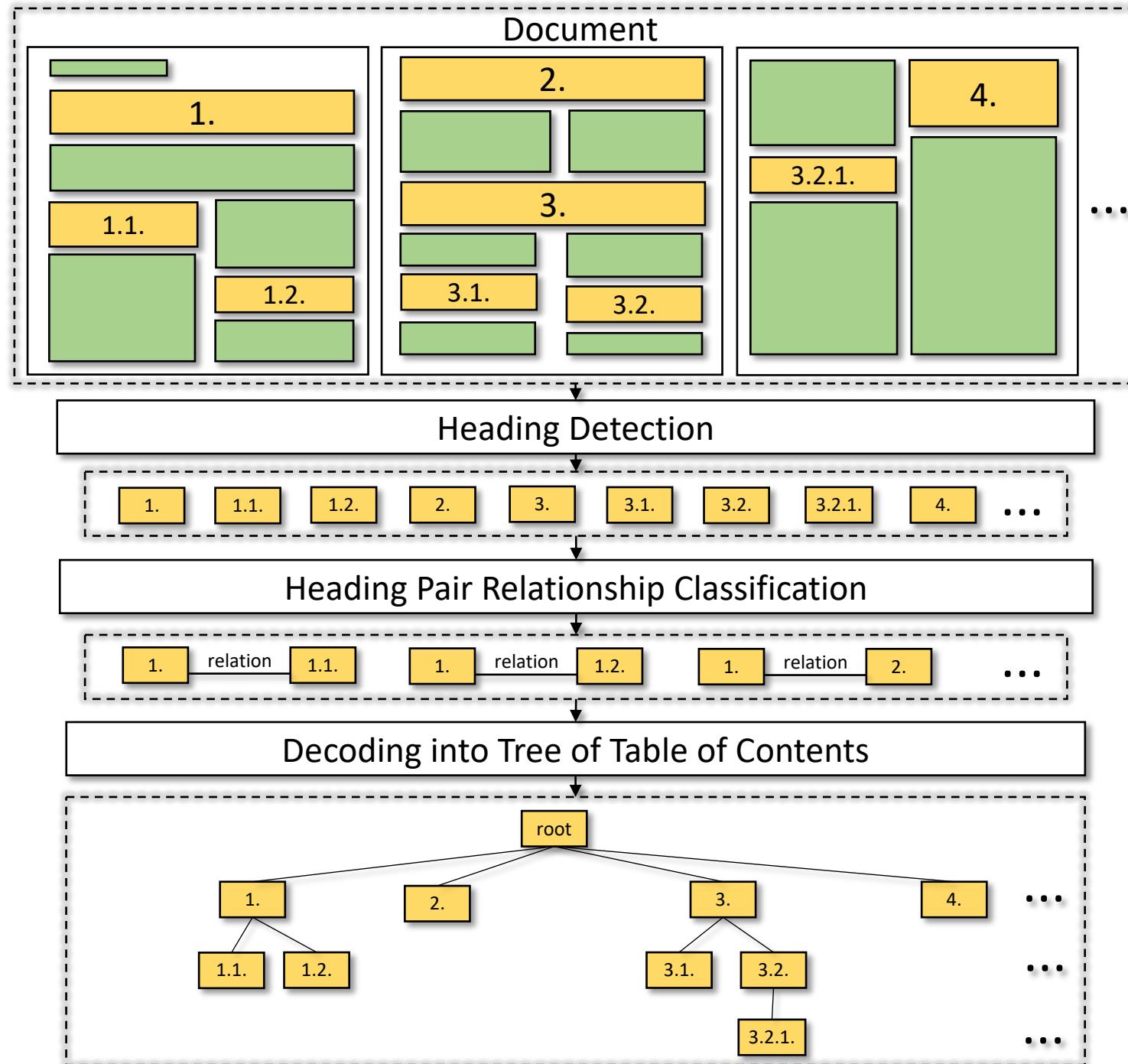
- ESGDoc comprises 1,093 publicly available ESG annual reports, sourced from 563 distinct companies, and spans the period from 2001 to 2022.

	HierDoc	ESGDoc
Total Document	650	1,093
Average pages per document	19	72

- Documents in ESGDoc are extensive, lengthy, diverse, and complex.

Previous Method

- Trained from scratch.
- Modelling relationships of heading pairs, consuming more GPU memory as document size increases, which is impractical for lengthy documents.



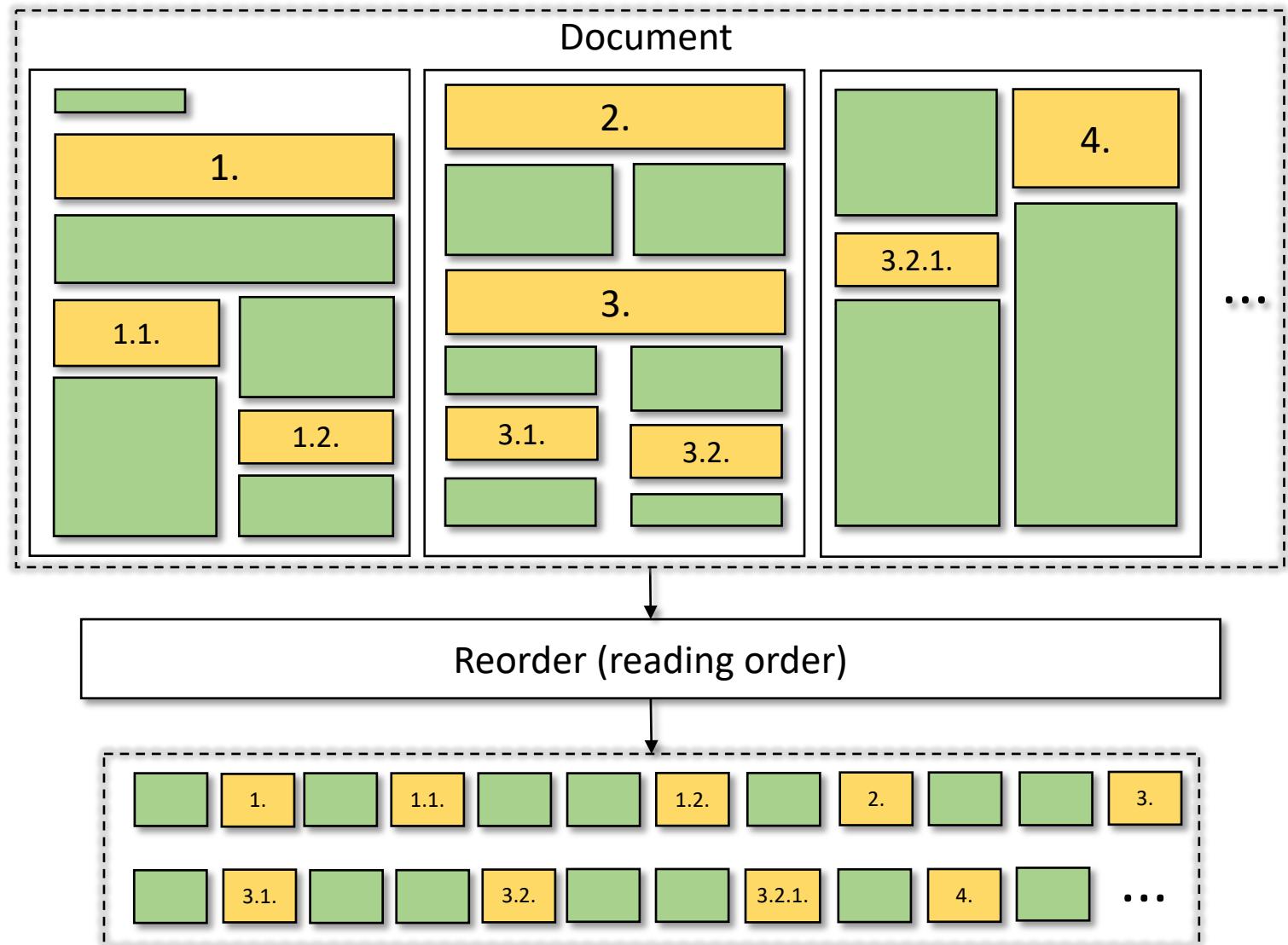
Our Method

Our method is based on the following assumptions:

- *Assumption 1:* Humans typically read documents in a left-to-right, top-to-bottom order, and a higher-level heading is read before its corresponding subheading and body text.
- *Assumption 2:* In a table of contents, the font size of a higher-level heading is no smaller than that of a lower-level heading or body text.
- *Assumption 3:* In a table of contents, headings of the same hierarchical level share the same font size.

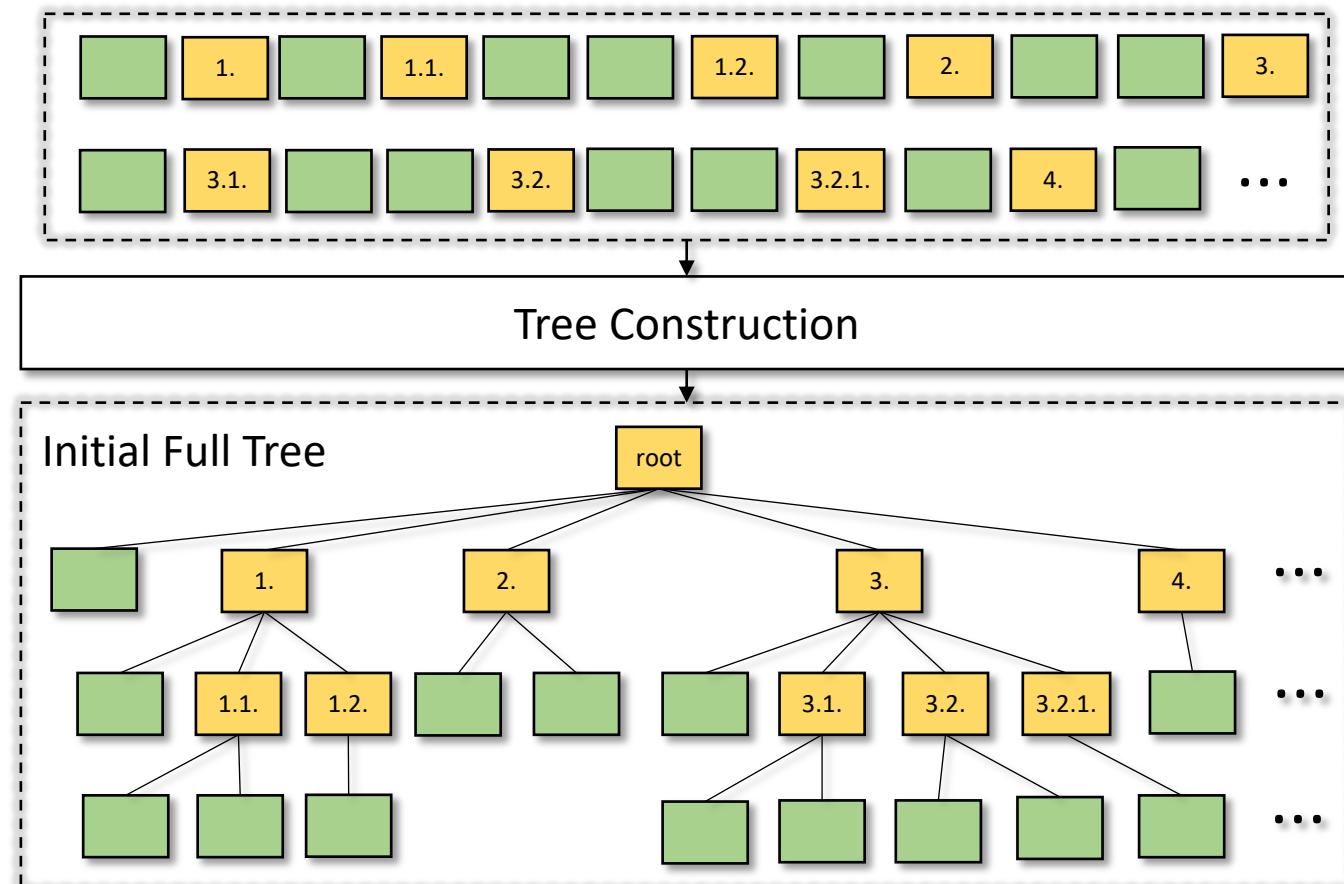
Our Method - Reorder

- Reorder the document based on reading order (from top-left to bottom-right) via xy-cut algorithm.



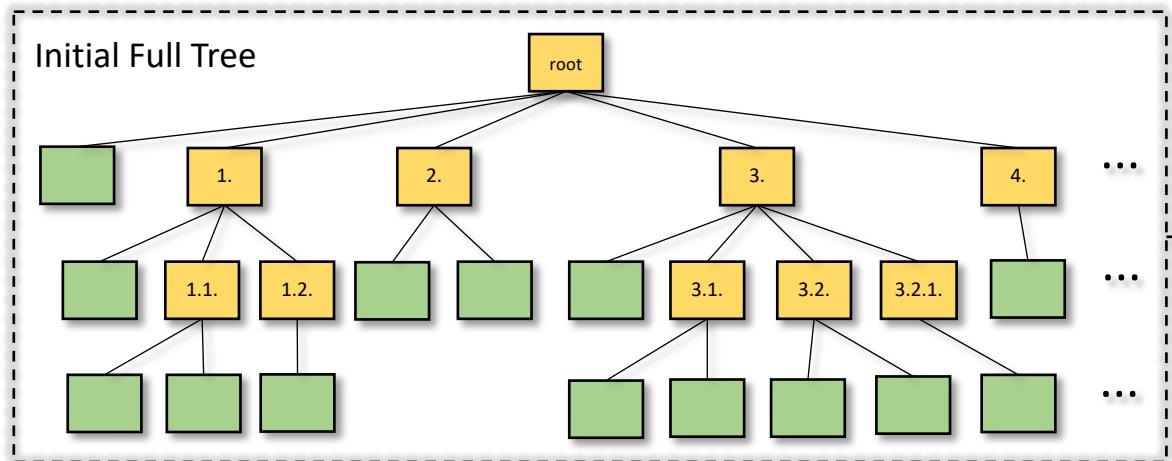
Our Method – Tree Construction

- Construct a tree based on the font size and reading order, wherein text with a larger font size is positioned at a higher level within the hierarchy.

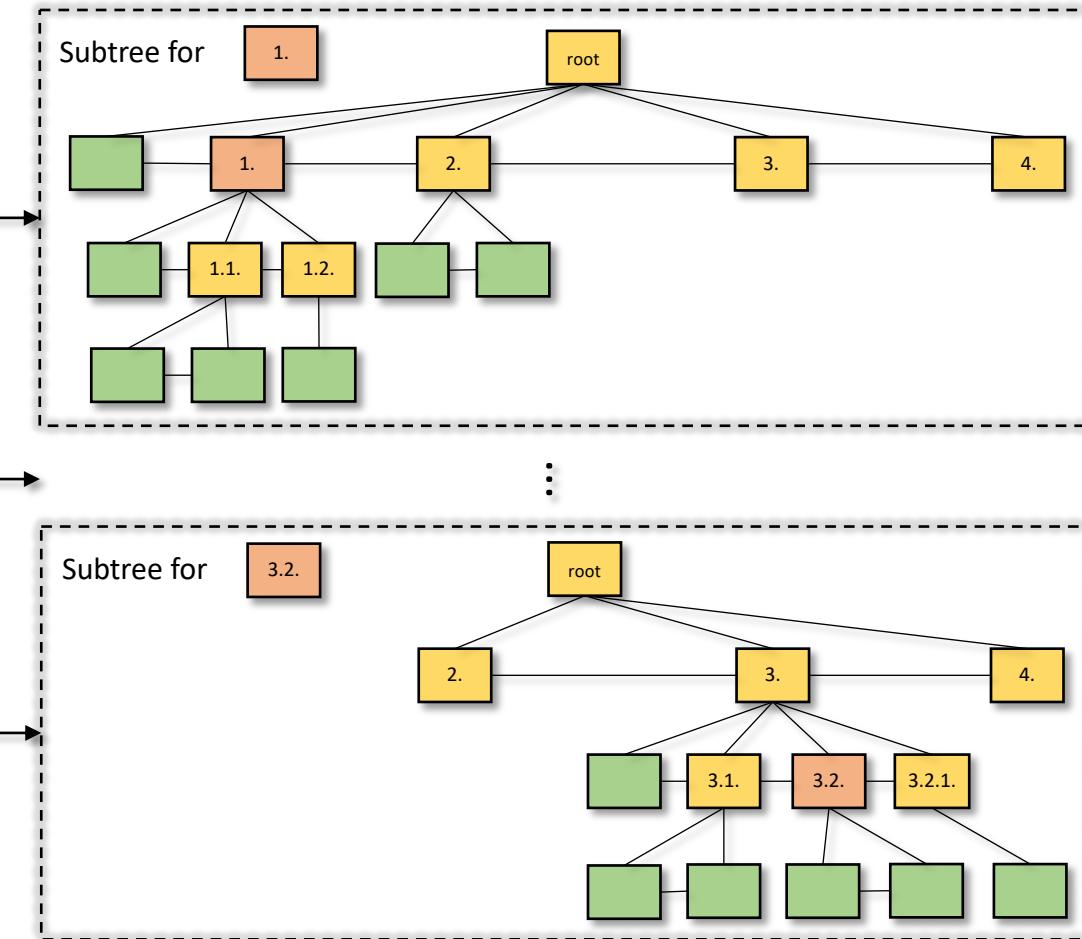


Our Method – Tree Segmentation

- Divide the document based on tree structure rather than by page, retaining both local and long-distance information within each segment.

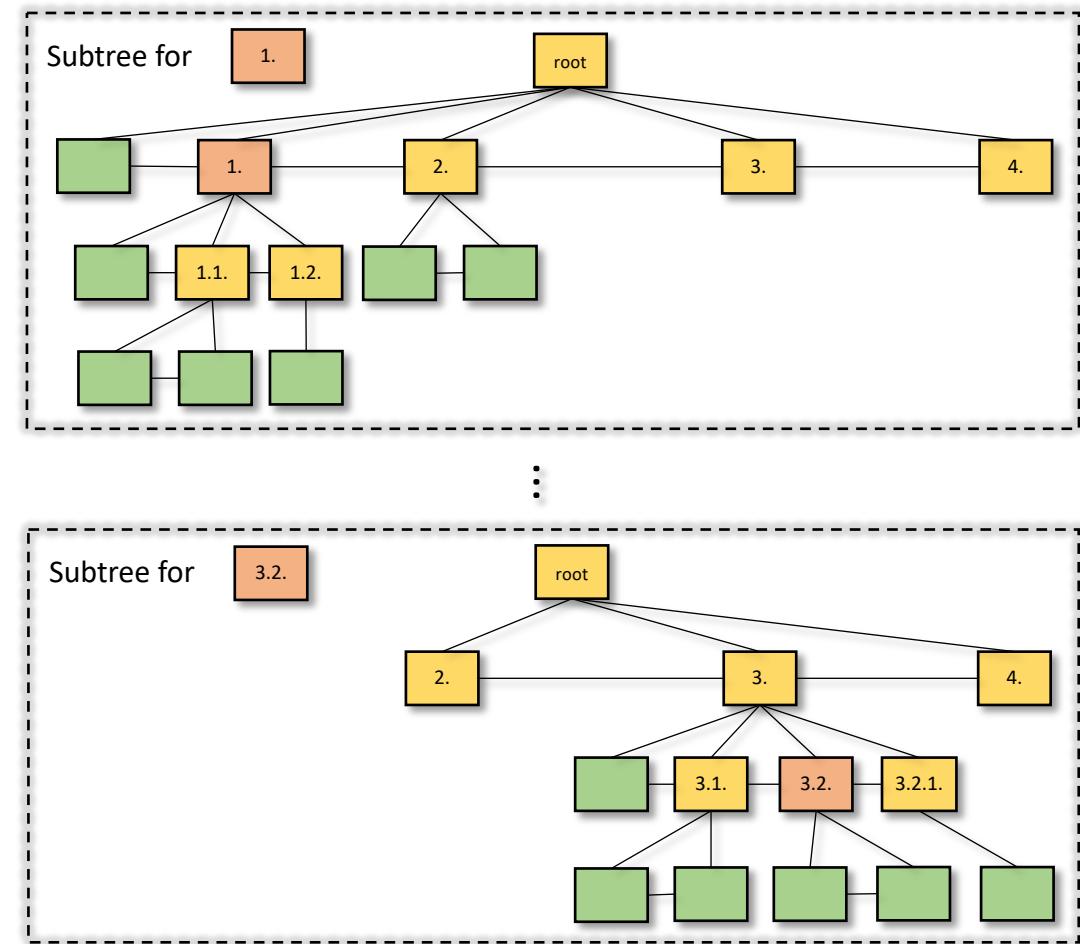


Subtree Segmentation



Our Method - Modelling

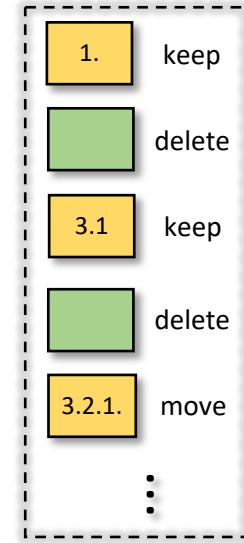
- Model each subtree separately via GNN, ensuring that GPU usage remains constant as the document lengthens.



Our Method – Modification Prediction

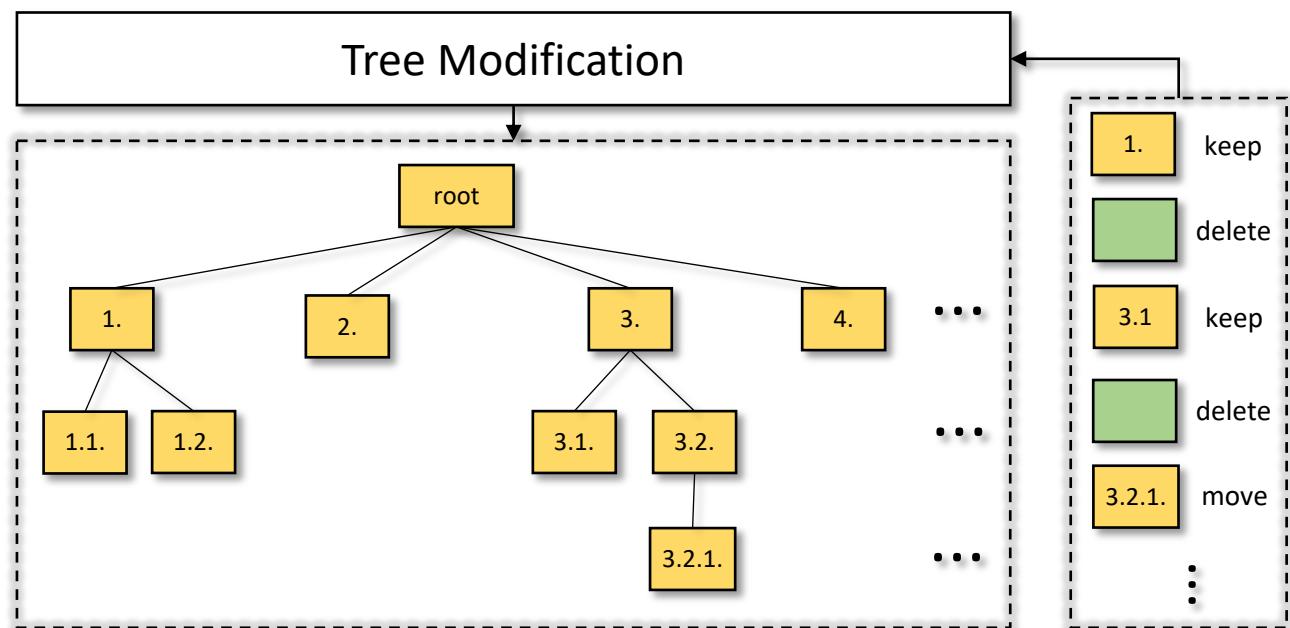
For each node, one of the following modifications is predicted:

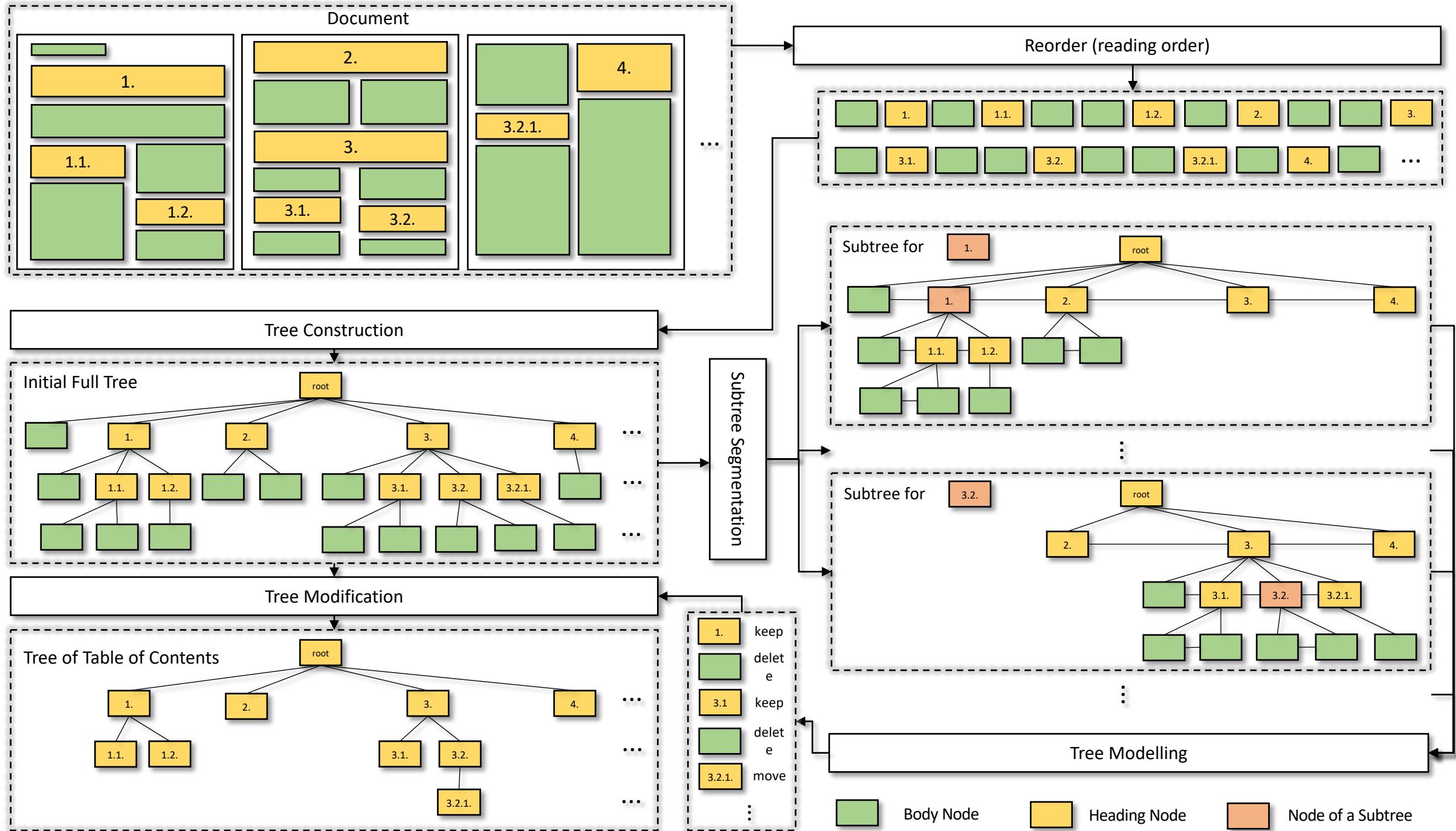
- Delete: This node is predicted as not a heading and will be deleted from the tree.
- Keep: This node is predicted as a heading and does not require any operations.
- Move: This node is predicted as a low-level heading that is a sibling of a high-level heading due to having the same font size in rare cases. This node will be relocated to be a child as its preceding sibling.



Our Method – Modification

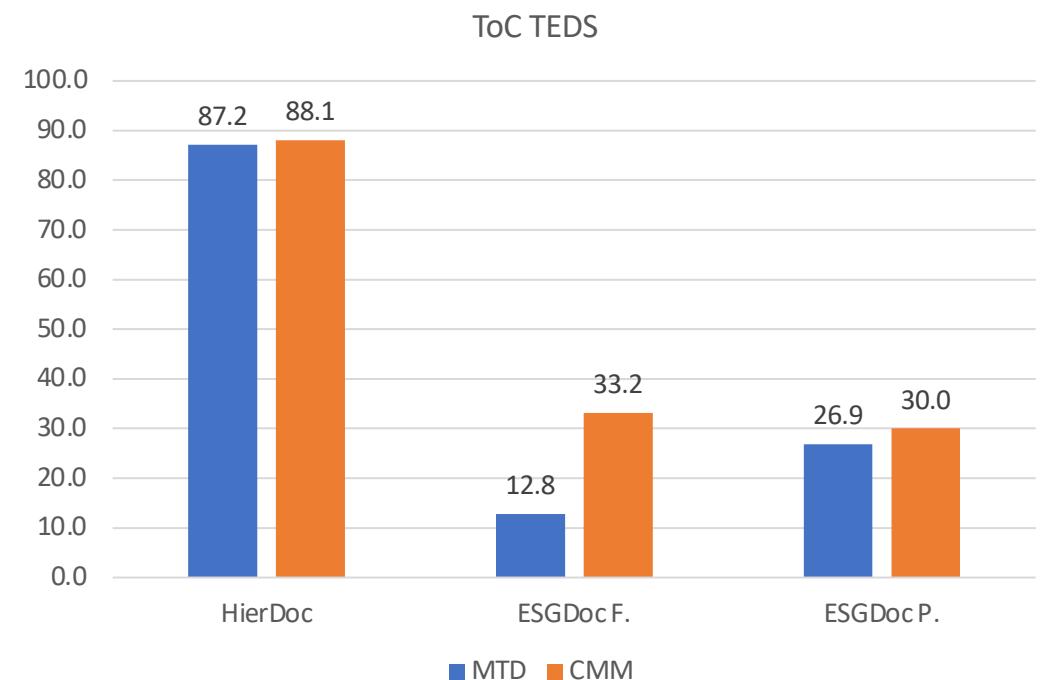
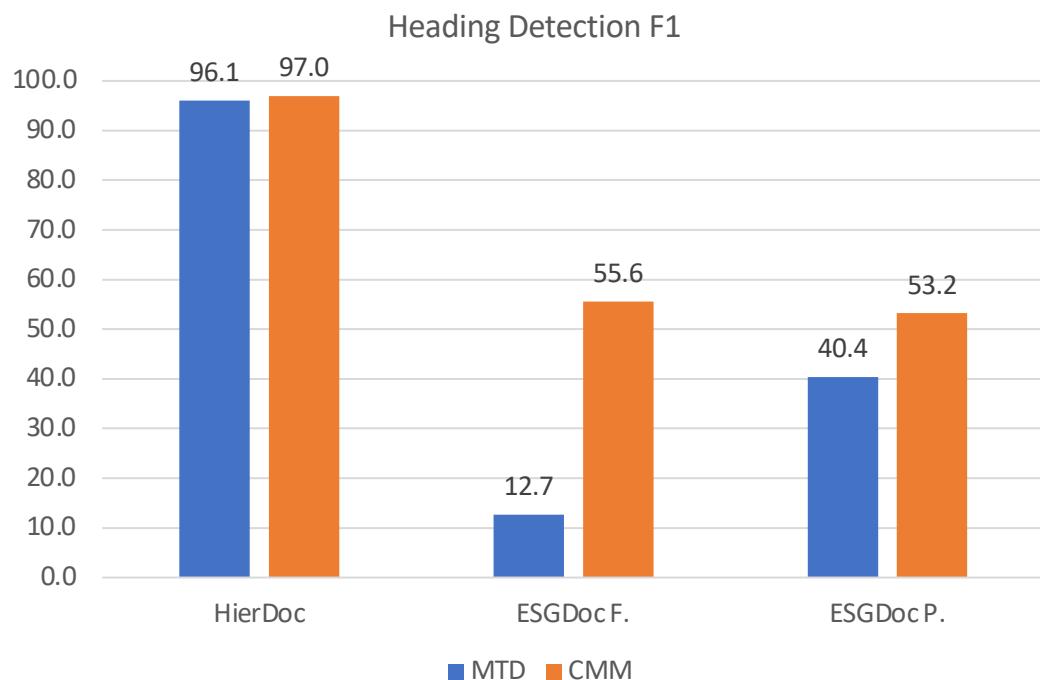
- Perform modification based on the prediction made for each node.





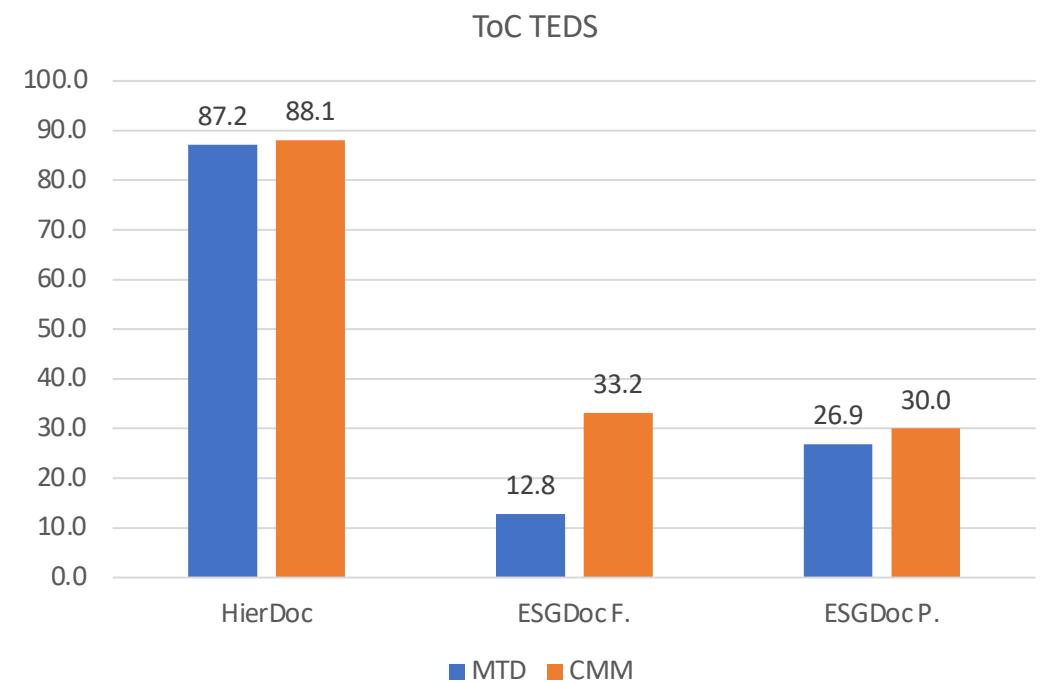
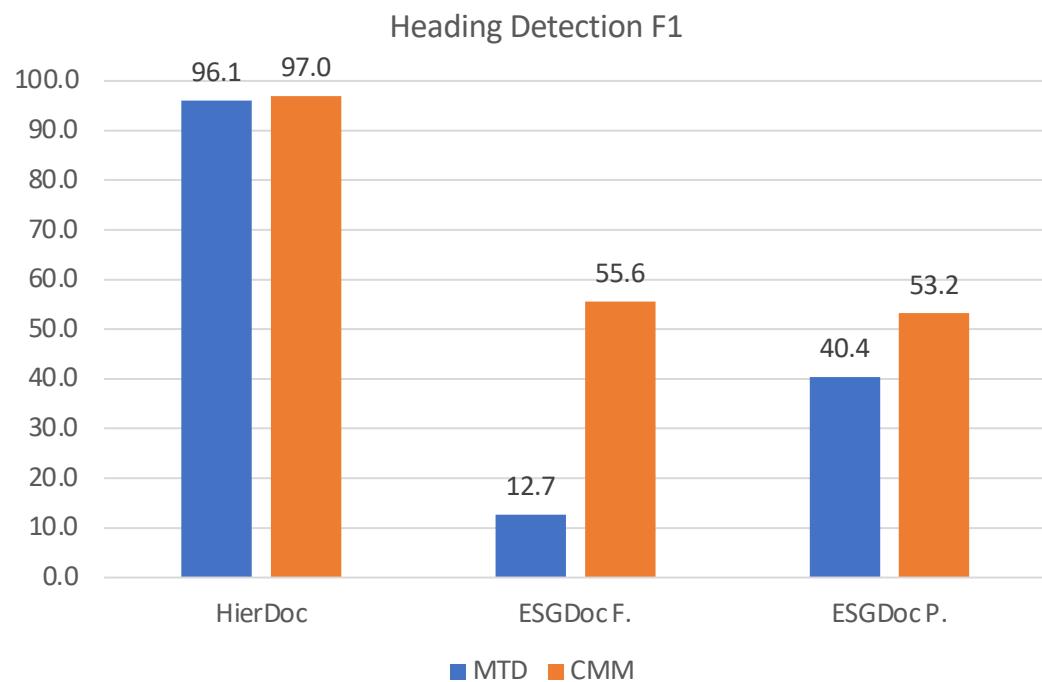
Experiments

- MTD exhibits a low score in ESGDoc F. (Full) due to the out-of-memory issue when processing lengthy documents.
- ESGDoc P. (Partial) exclude documents longer than 50 pages.



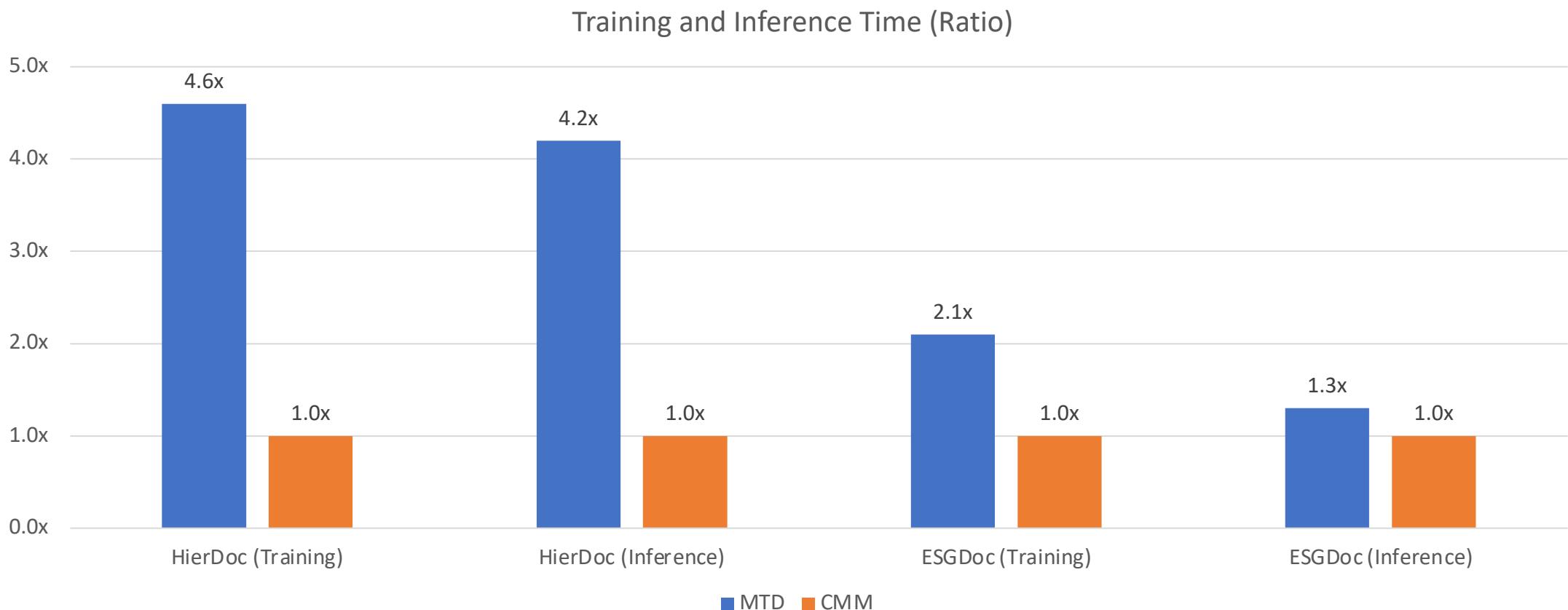
Experiments

- ESGDoc is more challenging than HierDoc.
- CMM outperforms MTD and can handle documents in any length.



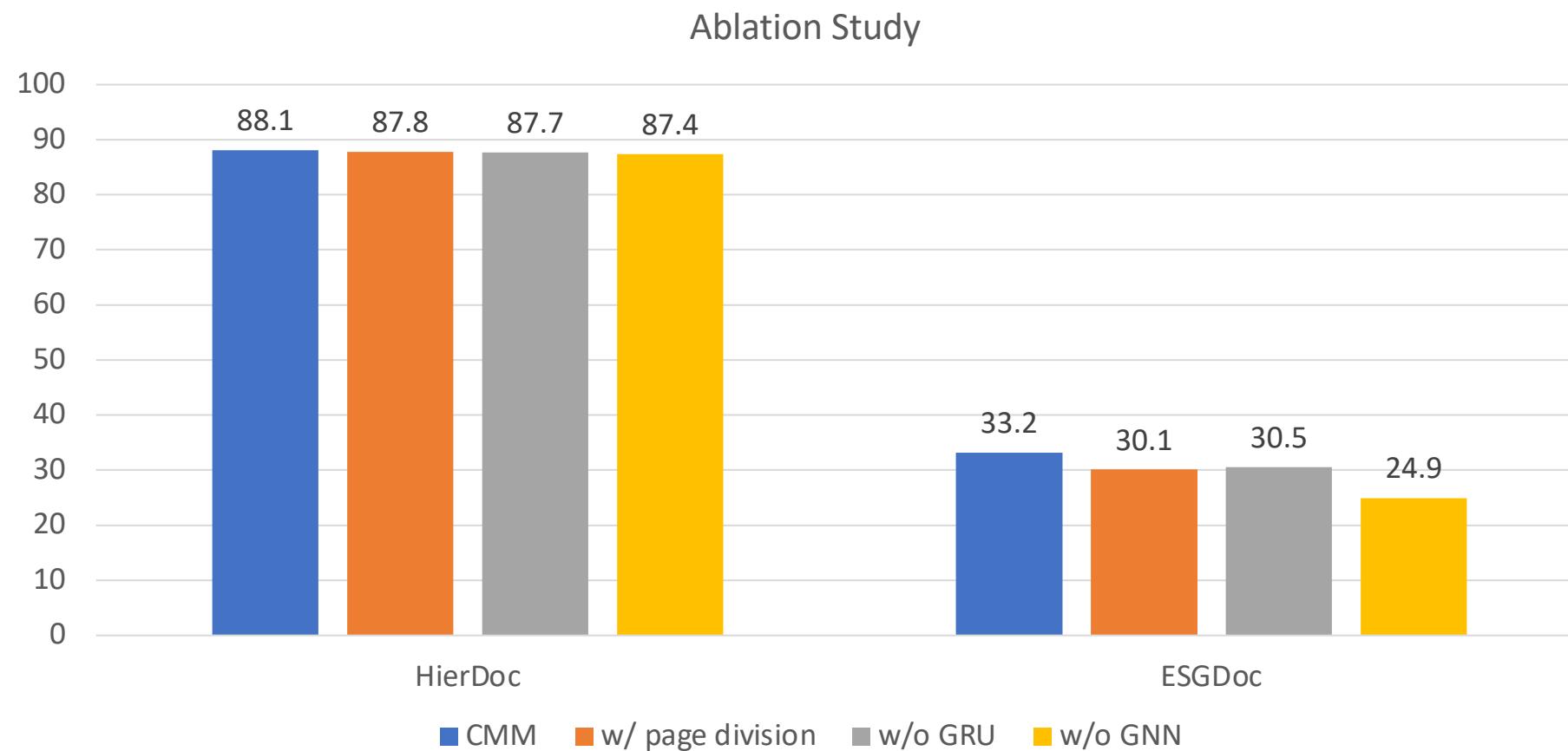
Experiments

- CMM is more computational efficient than MTD.



Experiments

- Ablation Study.





Scan to check the paper!

Thank You!