
C1 Governance

Board oversight

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

S&P Global Corporate Sustainability Assessment

TCFD Disclosure

Response options

Select one of the following options:

- Yes
 - No
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(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Question dependencies

This question only appears if you select “Yes” in response to C1.1.

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

S&P Global Corporate Sustainability Assessment

Response options

Please complete the following table. You are able to add rows by using the “Add Row” button at the bottom of the table.

Position of individual or committee	Responsibilities for climate-related issues
<div>Select from:</div> <div><ul style="list-style-type: none">Board ChairDirector on boardChief Executive Officer (CEO)Chief Financial Officer (CFO)Chief Operating Officer (COO)Chief Procurement Officer (CPO)Chief Risk Officer (CRO)Chief Sustainability Officer (CSO)Chief Investment Officer (CIO) [Financial services only]Chief Credit Officer (CCO) [Financial services only]Chief Underwriting Officer (CUO) [Financial services only]Chief Government Relations Officer (CGRO)Chief Technology Officer (CTO)Other C-Suite OfficerPresidentBoard-level committeeGeneral CounselOther, please specify</div>	<div>Text field [maximum 2,500 characters]</div>

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(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Question dependencies

This question only appears if you select “Yes” in response to C1.1.

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

TCFD

Governance recommended disclosure a) Describe the board’s oversight of climate related risks and opportunities.

S&P Global Corporate Sustainability Assessment

TCFD Disclosure

Response options

Please complete the following table. You are able to add rows by using the “Add Row” button at the bottom of the table.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	[FINANCIAL SERVICES ONLY] Scope of board-level oversight	Please explain
<p>Select from:</p> <ul style="list-style-type: none"> Scheduled - all meetings Scheduled - some meetings Sporadic - as important matters arise Other, please specify 	<p>Select all that apply from drop down options below:</p>	<p>Select all that apply:</p> <ul style="list-style-type: none"> Climate-related risks and opportunities to our own operations Climate-related risks and opportunities to our banking activities Climate-related risks and opportunities to our investment activities Climate-related risks and opportunities to our insurance underwriting activities The impact of our own operations on the climate The impact of our banking activities on the climate The impact of our investing activities 	<p>Text field [maximum 3,000 characters]</p>

		on the climate <ul style="list-style-type: none"> The impact of our insurance underwriting activities on the climate 	
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Governance mechanisms into which climate-related issues are integrated (column 2)

<ul style="list-style-type: none"> Reviewing and guiding annual budgets Overseeing major capital expenditures Overseeing acquisitions, mergers, and divestitures Reviewing innovation/R&D priorities Overseeing and guiding employee incentives Reviewing and guiding strategy Overseeing and guiding the development of a transition plan Monitoring the implementation of a transition plan Overseeing and guiding scenario analysis 	<ul style="list-style-type: none"> Overseeing the setting of corporate targets Monitoring progress towards corporate targets Overseeing and guiding public policy engagement Overseeing value chain engagement Reviewing and guiding the risk management process Other, please specify
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(C1.1c) Why is there no board-level oversight of climate-related issues and what are your plans to change this in the future?

Question dependencies

This question only appears if you select “No” in response to C1.1.

Response options

Please complete the following table:

Primary reason	Board-level oversight of climate-related issues will be introduced within the next two years.	Please explain
Text field [maximum 1,000 characters]	Select from: <ul style="list-style-type: none"> Yes, we plan to do so within the next two years No, we do not currently plan to do so 	Text field [maximum 2,400 characters]

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

Response options

Please complete the following table:

(*column/row appearance is dependent on selections in this or other questions)

Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues*	Primary reason for no board-level competence on climate-related issues*	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future*
Select from: <ul style="list-style-type: none">YesNo, but we plan to address this within the next two yearsNo, and we do not plan to address this within the next two yearsNot assessed	Text field [maximum 2,500 characters]	Select from: <ul style="list-style-type: none">Important but not an immediate priorityJudged to be unimportant, explanation providedOther, please specify	Text field [maximum 2,500 characters]

Management responsibility

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Connections to other frameworks

SDG

Goal 12: Responsible consumption and production

TCFD

Governance recommended disclosure b) Describe management's role in assessing and managing climate related risks and opportunities.

S&P Global Corporate Sustainability Assessment

TCFD Disclosure

Response options

Please complete the following table. You are able to add rows by using the “Add Row” button at the bottom of the table.

Position or committee	Climate-related responsibilities of this position	[FINANCIAL SERVICES ONLY] Coverage of responsibilities	Reporting line	Frequency of reporting to the board on climate-related issues via this reporting line	Please explain
<p>Select from:</p> <ul style="list-style-type: none"> Chief Executive Officer (CEO) Chief Financial Officer (CFO) Chief Operating Officer (COO) Chief Procurement Officer (CPO) Chief Risks Officer (CRO) Chief Sustainability Officer (CSO) Chief Government Relations Officer (CGRO) Chief Technology Officer (CTO) Chief Investment 	<p>Select all that apply from drop-down options below</p>	<p>Select all that apply:</p> <ul style="list-style-type: none"> Risks and opportunities related to our banking Risks and opportunities related to our investing activities Risks and opportunities related to our insurance underwriting activities Risks and opportunities related to our own operations 	<p>Select from:</p> <ul style="list-style-type: none"> Reports to the board directly CEO reporting line Risk - CRO reporting line Finance – CFO reporting line Investment – CIO reporting line [Financial services only] Operations – COO reporting line Corporate Sustainability/CSR – CSO reporting line Other, please specify 	<p>Select from:</p> <ul style="list-style-type: none"> More frequently than quarterly Quarterly Half-yearly Annually Less frequently than annually As important matters arise Not reported to the board 	<p>Text field [maximum 3,000 characters]</p>

<p>Officer (CIO) [Financial services only]</p> <ul style="list-style-type: none"> ● Chief Credit Officer (CCO) [Financial services only] ● Chief Underwriting Officer (CUO) [Financial services only] ● Other C-Suite Officer, please specify ● President ● General Counsel ● Risk committee ● Sustainability committee ● Safety, Health, Environment and Quality committee ● Corporate responsibility committee ● Credit committee [Financial services only] ● Investment committee [Financial services only] ● Responsible Investment committee [Financial services only] ● Audit committee [Financial services only] ● Other committee, 					
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<p>please specify</p> <ul style="list-style-type: none"> ● Business unit manager ● Energy manager ● Environmental, Health, and Safety manager ● Environment/Sustainability manager ● Facility manager ● Process operation manager ● Procurement manager ● Public affairs manager ● Risk manager ● Portfolio/Fund manager [Financial services only] ● ESG Portfolio/Fund manager [Financial services only] ● Investment/credit/insurance analyst [Financial services only] ● Dedicated responsible investment analyst [Financial services only] ● Investor relations manager [Financial services only] ● Risk analyst [Financial services only] 					
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<ul style="list-style-type: none"> There is no management level responsibility for climate-related issues Other, please specify 					
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Climate-related responsibilities of this position (column 2)

<ul style="list-style-type: none"> Managing annual budgets for climate mitigation activities Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D) Managing climate-related acquisitions, mergers, and divestitures Providing climate-related employee incentives Developing a climate transition plan Implementing a climate transition plan Integrating climate-related issues into the strategy Conducting climate-related scenario analysis 	<ul style="list-style-type: none"> Setting climate-related corporate targets Monitoring progress against climate-related corporate targets Managing public policy engagement that may impact the climate Managing value chain engagement on climate-related issues Assessing climate-related risks and opportunities Managing climate-related risks and opportunities Other, please specify
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Employee incentives

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

S&P Global Corporate Sustainability Assessment

Climate-Related Management Incentives

Response options

Please complete the following table:

Provide incentives for the management of climate-related issues	Comment
Select from: <ul style="list-style-type: none">• Yes• No, not currently but we plan to introduce them in the next two years• No, and we do not plan to introduce them in the next two years	Text field (maximum 1,000 characters)

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Question dependencies

This question only appears if you select “Yes” in response to C1.3.

Connection to other frameworks

SDG

Goal 12: Responsible consumption and production

S&P Global Corporate Sustainability Assessment

CEO Compensation - Long-Term Performance Alignment

CEO Compensation - Success Metrics

Climate-Related Management Incentives

Response options

Please complete the following table. You are able to add rows by using the “Add Row” button at the bottom of the table.

Entitled to incentive	Type of incentive	Incentive(s)	Performance indicator(s)	Incentive plan(s) this incentive is linked to	Further details of incentive(s)	Explain how this incentive contributes to the implementation of
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						your organization's climate commitments and/or climate transition plan
<p>Select from:</p> <ul style="list-style-type: none"> • Board Chair • Board/Executive board • Director on board • Corporate executive team • Chief Executive Officer (CEO) • Chief Financial Officer (CFO) • Chief Operating Officer (COO) • Chief Procurement Officer (CPO) • Chief Risk Officer (CRO) • Chief Sustainability Officer (CSO) • Chief Government Relations Officer (CGRO) • Chief Technology Officer (CTO) • Chief Investment Officer (CIO) 	<p>Select from:</p> <ul style="list-style-type: none"> • Monetary reward • Non-monetary reward 	<p>Select all that apply:</p> <p>Monetary reward</p> <ul style="list-style-type: none"> • Bonus - % of salary • Bonus – set figure • Promotion • Salary increase • Shares • Profit share • Retirement plan • Other, please specify <p>Non-monetary reward</p> <ul style="list-style-type: none"> • Internal company award • Internal team/employee of the month/quarter/year recognition • Public recognition • Other, please specify 	<p>Select all that apply from drop-down options below:</p>	<p>Select from:</p> <ul style="list-style-type: none"> • Short-Term Incentive Plan • Long-Term Incentive Plan • Both Short-Term and Long-Term Incentive Plan • Not part of an existing incentive plan • This position does not have an incentive plan 	<p>Text field [maximum 2,500 characters]</p>	<p>Text field [maximum 2,500 characters]</p>

[Financial services only] ● Chief Underwriting Officer (CUO) [Financial services only] ● Chief Credit Officer (CCO) [Financial services only] ● Other C-Suite Officer ● President ● General Counsel ● Executive officer ● Management group ● Business unit manager ● Energy manager ● Environmental, health, and safety manager ● Environment/Sustainability manager ● Facilities manager ● Process operation manager ● Procurement manager ● Public affairs						
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<ul style="list-style-type: none"> manager • Risk manager • Portfolio/Fund manager [Financial services only] • ESG Portfolio/Fund manager [Financial services only] • Investment analyst [Financial services only] • Dedicated Responsible Investment staff [Financial services only] • Investor Relations staff [Financial services only] • Risk management staff [Financial services only] • Buyers/purchasers • All employees • Other, please specify 						
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Performance indicator(s) (column 4)

<ul style="list-style-type: none"> Board approval of climate transition plan 	<ul style="list-style-type: none"> Increased engagement with suppliers on climate-related issues
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<ul style="list-style-type: none"> ● Shareholder approval of climate transition plan ● Achievement of climate transition plan KPI ● Progress towards a climate-related target ● Achievement of a climate-related target ● Implementation of an emissions reduction initiative ● Reduction in absolute emissions ● Reduction in emissions intensity ● Energy efficiency improvement ● Increased share of low-carbon energy in total energy consumption ● Increased share of renewable energy in total energy consumption ● Reduction in total energy consumption ● Increased investment in low-carbon R&D ● Increased share of revenue from low-carbon products or services in product or service portfolio 	<ul style="list-style-type: none"> ● Increased engagement with customers on climate-related issues ● Increased engagement with clients on climate-related issues [Financial Services only] ● Increased engagement with investee companies on climate-related issues [Financial Services only] ● Increased supplier compliance with a climate-related requirement ● Increased value chain visibility (traceability, mapping, transparency) ● Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.) ● Implementation of employee awareness campaign or training program on climate-related issues ● Increased alignment of portfolio/fund to climate-related objectives [Financial Services only] ● Other, please specify
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Retirement schemes

(C-FS1.4) Does your organization offer its employees an employment-based retirement scheme that incorporates ESG criteria, including climate change?

Response options

Please complete the following table:

(*column/row appearance is dependent on selections in this or other questions)

Employment-based retirement scheme that incorporates ESG criteria, including climate change	Describe how funds within the retirement scheme are selected and how your organization ensures that ESG criteria are incorporated*	Provide reasons for not incorporating ESG criteria into your organization's employment-based retirement scheme and your plans for the future*
<p>Select from:</p> <ul style="list-style-type: none"> ● Yes, as the default investment option for all plans offered 	Text field [maximum 2,500 characters]	Text field [maximum 2,500 characters]

<ul style="list-style-type: none"> • Yes, as an investment option • No, but we plan to in the next two years • No, and we do not plan to in the next two years • No, due to a compulsory national scheme 		
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