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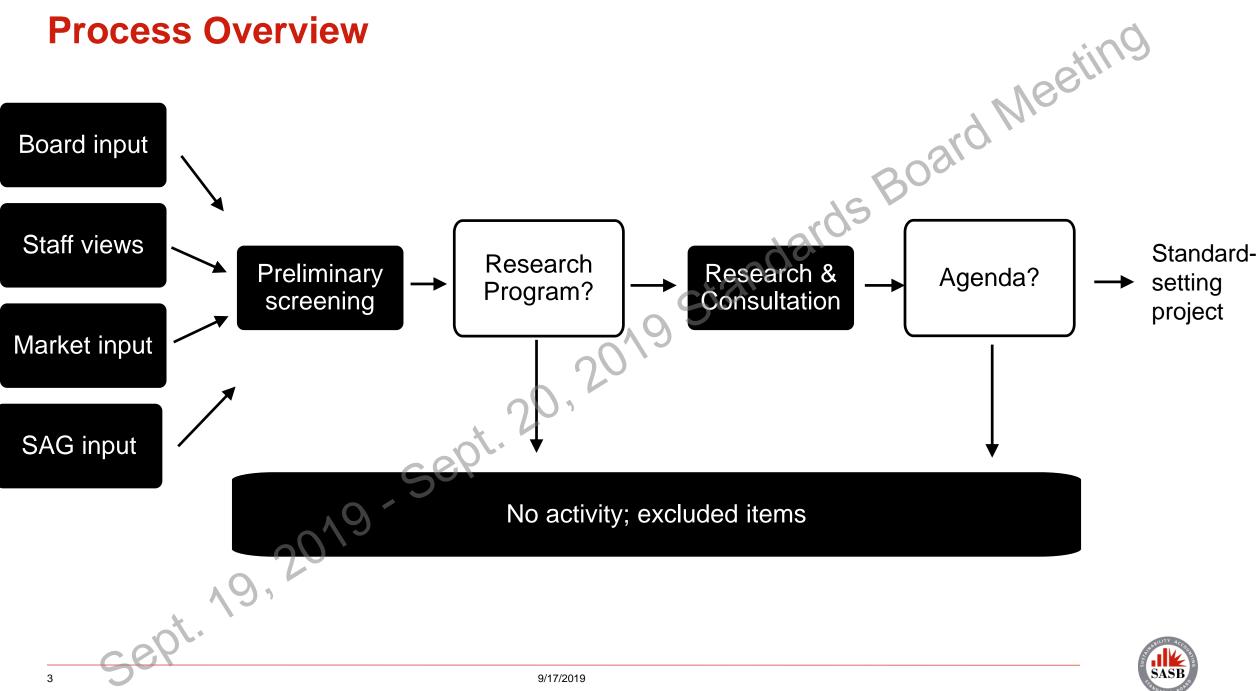
Thursday, September 19, 2019 Sept. 20^{19}

Staff Report Back



- Overview
- Implementation Status
- SAG Survey Feedback Report
- Global GAP Analysis
- Materiality Map Consistency Review
- Corporate Reporting Dialogue Report Back

Process Overview



Criteria for Agenda Items

Mission alignment

 Is there an opportunity to significantly improve communication by companies to investors of decision-useful sustainability information

Feasibility

 What is the likelihood that there would be a proposed solution to put to the Board in a timely fashion.

Scope/prevalence

 Is the issue pervasive, including scope of industries or geographies impacted.

Capacity

 Does Staff (and the Board) have sufficient capacity to formally address the issue; and does the issue warrant prioritization of resources over alternatives.



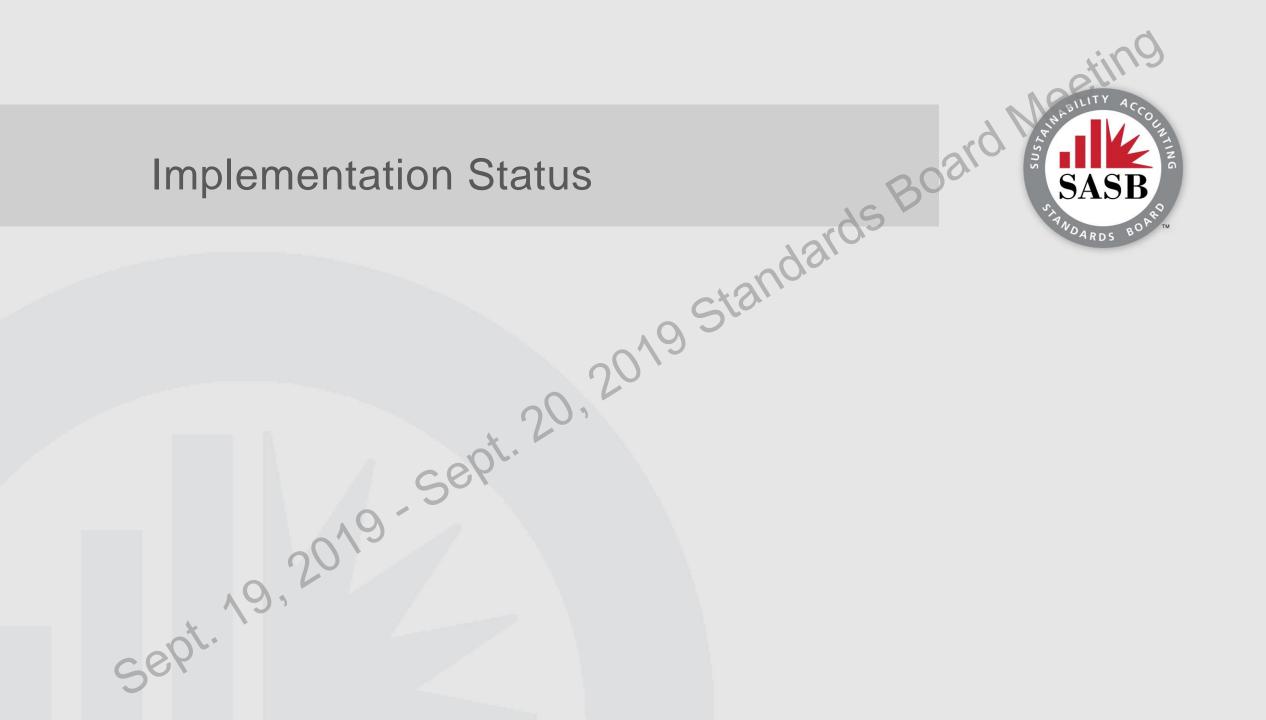
Possible Standards-Setting Project

The Research Project may suggest a need for a Standard-Setting Project covering the following categories:

- 1. Governance Documents
- 2. Thematic Issue materiality
- 3. Thematic Issue measurement
- 4. Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards
- 8. Globalization
- 9. Technical Protocol Issues
- 10. Standards Application Guidance
- 11. Alignment

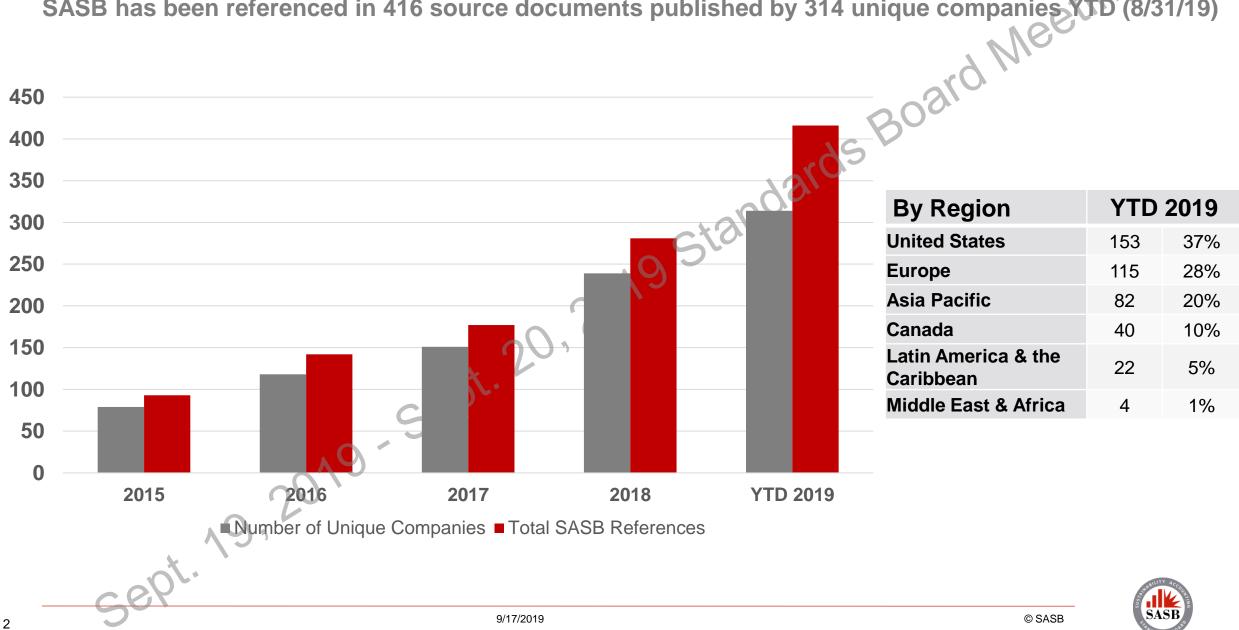


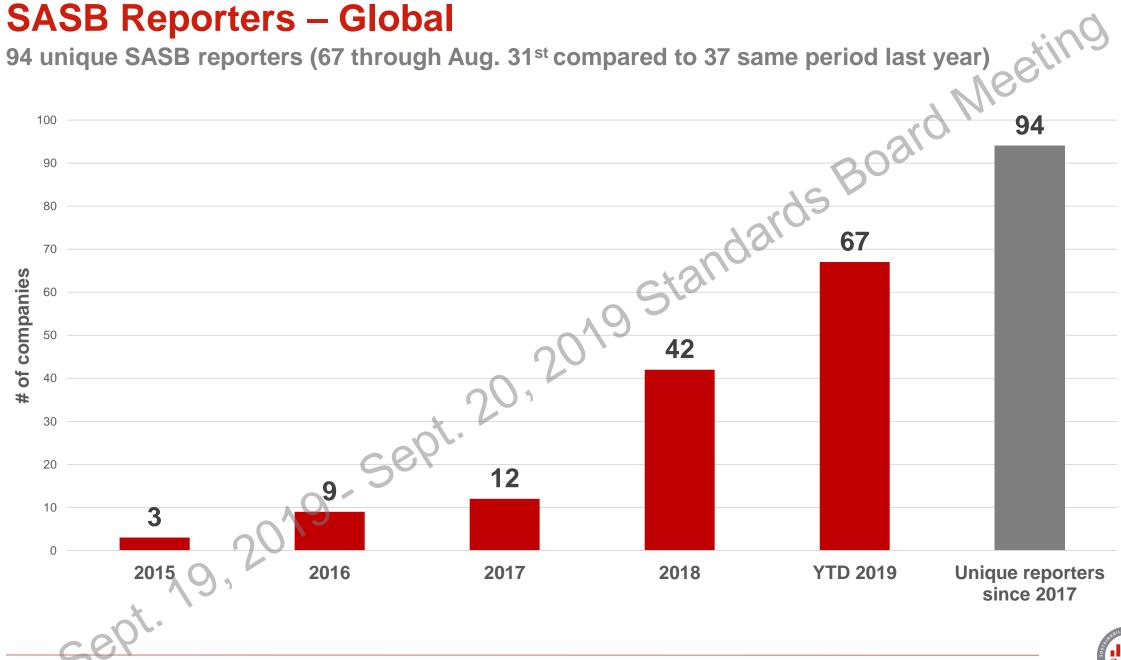
ards Boa



SASB References – Global

(8/31/19) SASB has been referenced in 416 source documents published by 314 unique companies XTD





Preliminary Observations on SASB Disclosures

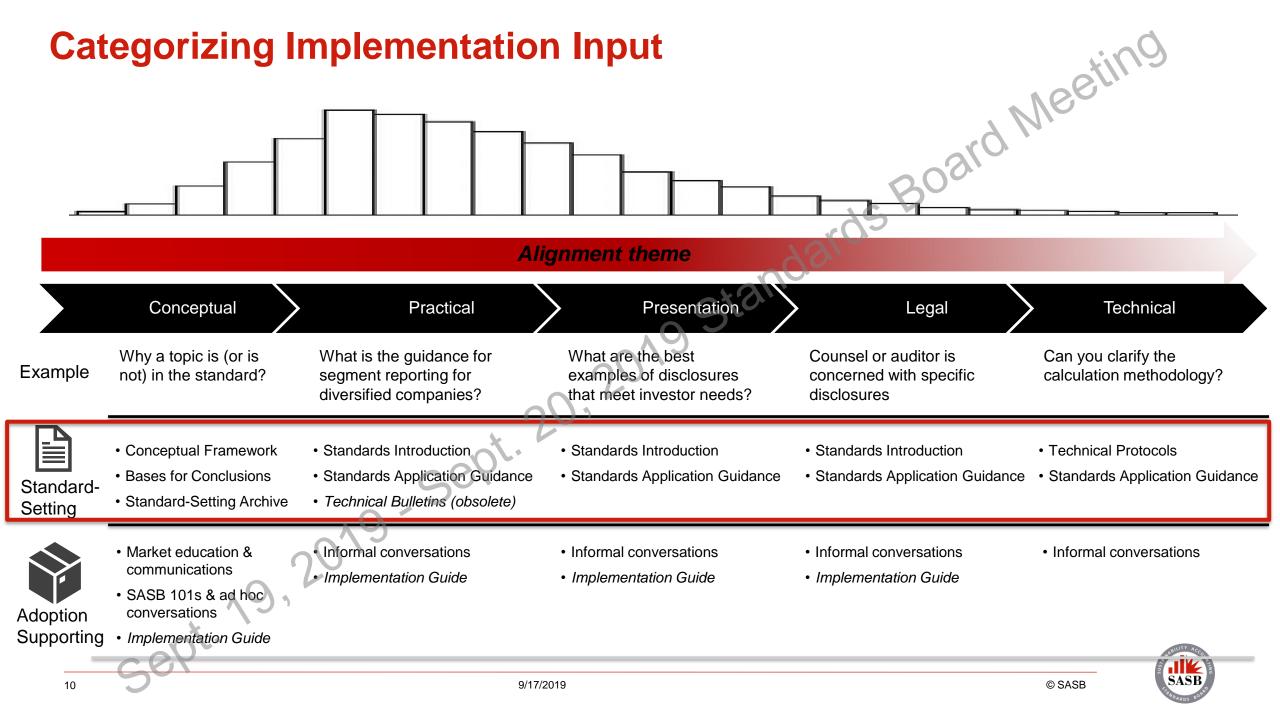
SASB will continue to monitor, analyze, and seek investor feedback on implementation of standards Board Mee

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- Meaningful range of quality
- Insufficient understanding of the standards, i.e., use of technical protocols
- Existing Standards Application Guidance addresses many issues, yet... 3.
 - General awareness of the guidance •
 - Use of multiple industry standards •
 - What is the best format of disclosure ٠
 - Global applicability of topics and metrics ٠
- Similar processes to financial reporting, including a 3rd party review, seem to indicate higher quality

Investor feedback is critical—both sharing feedback direct with companies and SASB as an intermediary (Investor Advisory Group, Standards Advisory Group)





Frequently Asked Implementation-related Questions Meetint

Conceptual – Practical – Presentation – Legal

- **1. Governance Documents**
- 2. Thematic Issue materiality
- Thematic Issue measurement
- Industry Standard: reevaluating existing content materiality 4.
- Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards
- 8. Globalization
- Technical Protocol Issue 9.
- **10. Standards Application Guidance**
- 11. Alignment

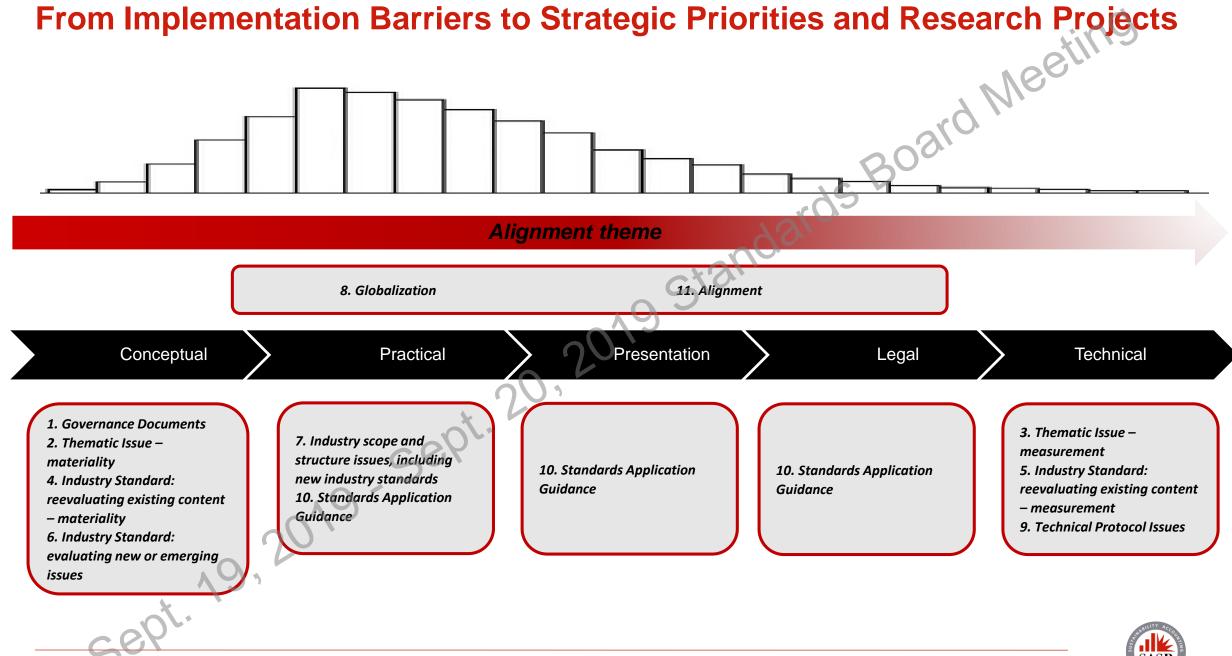


Technical Inquiries

- **Governance Documents**
- Thematic Issue materiality
- **Thematic Issue measurement**
- ards Board Meetino Industry Standard: reevaluating existing content - materiality 4.
- Industry Standard: reevaluating existing content measurement 5.
- Industry Standard: evaluating new or emerging issues 6
- Industry scope and structure issues, including new industry standards
- 8. Globalization
- 9. Technical Protocol Issue
- 10. Standards Application Guidance
- **11.** Alignment

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SAG Member Experiences Survey

An overview of the survey objectives and outcomes

Activity



Standards Advisory Group (SAG) survey to understand members' experiences using the SASB Standards.

Goal

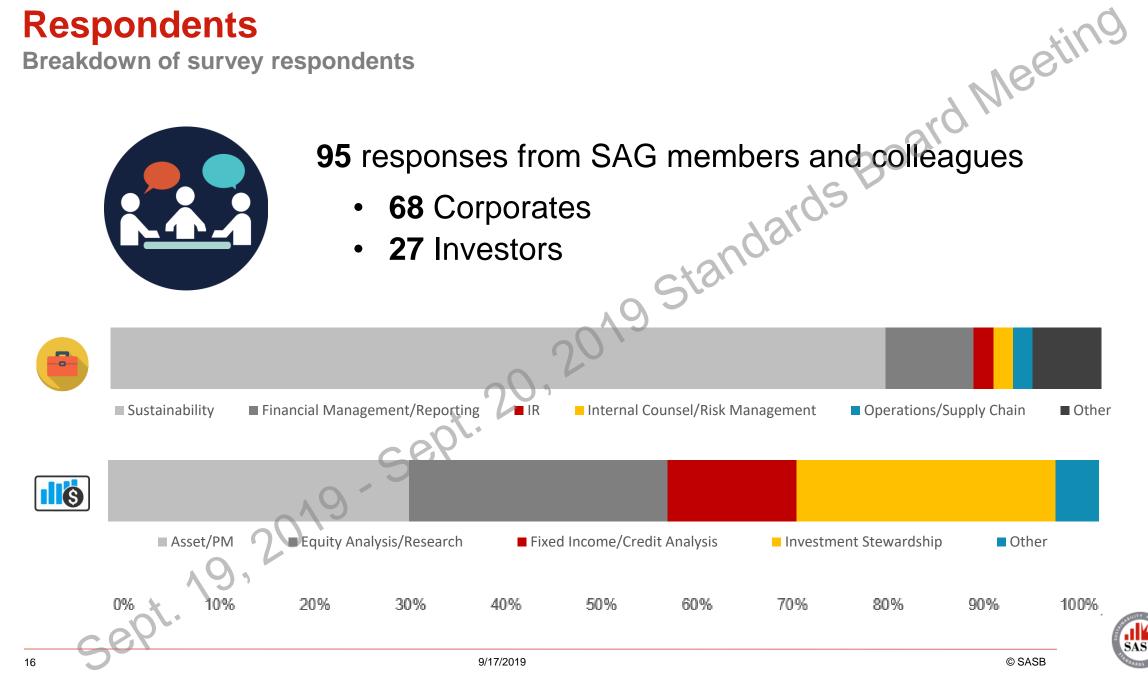
To leverage SAG member feedback to inform our agenda prioritization efforts.



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Respondents

Breakdown of survey respondents



Survey Scope

Results provided feedback across broad groupings of types of potential research agenda tards Board Me

- **Governance documents**
- Thematic issues (materiality)
- Thematic issues (measurement)
- Industry standard: reevaluating existing content (materiality
- Industry standard: reevaluating existing content (measurement)
- Industry standard: evaluating new or emerging issues ٠
- Industry scope & structure issues, including new industry standards
- Globalization ۲
- **Technical protocol issues**
- **Standards Application Guidance**
- Alignment /



Key Themes

Summary of the most relevant survey themes

- ard Meetinc **Application Guidance >>>** Corporate respondents found the guidance useful and would appreciate more.
- Topic and Metrics are Relevant, Financially-Material, and Decision-useful **>>>** Corporate and Investor respondents found value in the standards.

Technical Protocol Clarity >>>

Respondents were familiar with the Technical Protocol and would appreciate more clarity.

Climate and Human Capital >>>

Respondents were consistent in the issues they highlighted as being key thematic issues and rapidly evolving in industry context.

Industry Scope and Structure >>>

Respondents, particularly those operating across multiply industries, felt their were opportunities to improve industry descriptions.



Board Meetino **Application Guidance** Corporate SAG members found guidance helpful but asked for more standardst **87%** ► **94% Are Familiar Find it Helpful** 72% Asked for Additional Ω Guidance A Case Studies , evel of Disclosure OnissionMateriality siness Case aticitemciaity ntegration Note: 33 individual comments

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Application Guidance

Respondents had similar asks for additional guidance

Case Studies and Examples

"Example case studies, sector wise, demonstrating the implementation of the guidance will be extremely useful. Also, examples on value creation through use of SASB standards will be useful to influence the decision makers for adoption."

Integration

Note: 33 individual comments

"Additional feedback from corporate users on the data requested, calculation methodology, and alignment with existing reporting standards."

Level of Disclosure

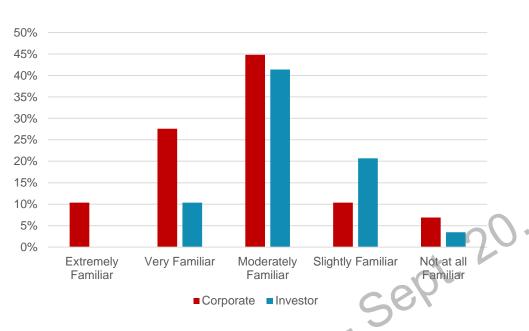
"For standards requiring more than a numerical value, guidance as to the level of detail and comparability among reporters."



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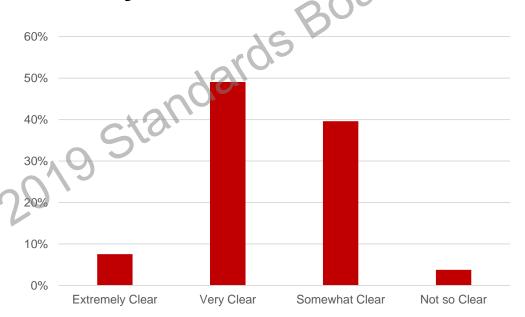
Technical Protocols

Respondents reported being familiar but reported needing more clarity



Reported Familiarity

Clarity of Technical Protocols



83% of Corporate respondents are familiar

76% of Investor respondents are familiar

Note: 58 Corporate SAG Members responded & 24 Investor Members responded

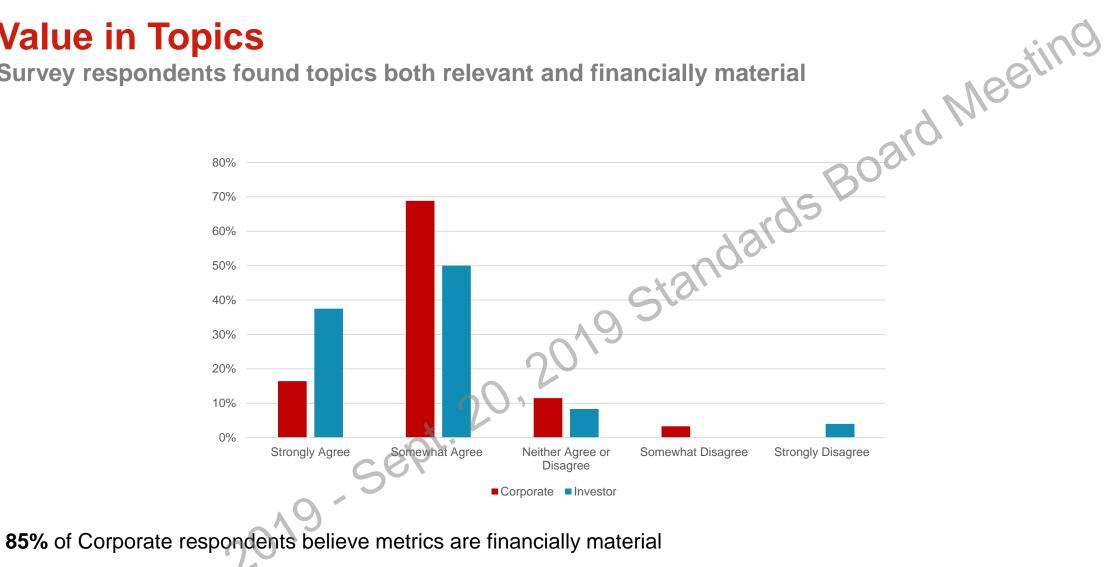
44% of corporate respondents believe technical protocols need more clarity



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Value in Topics

Survey respondents found topics both relevant and financially material



88% of Investor respondents believe metrics are financially material

Note: 61 Corporate SAG Members responded & 24 Investor Members responded



Value in Metrics

Respondents believe metrics are applicable, decision-useful and comparable

70% 60% 50% 40% 30% 20% 10% 0% Strongly Agree Somewhat Agree Neither Agree or Somewhat Strongly Disagree Disagree Disagree ■ Corporate ■ Investors

Decision-Usefulness Of Metrics

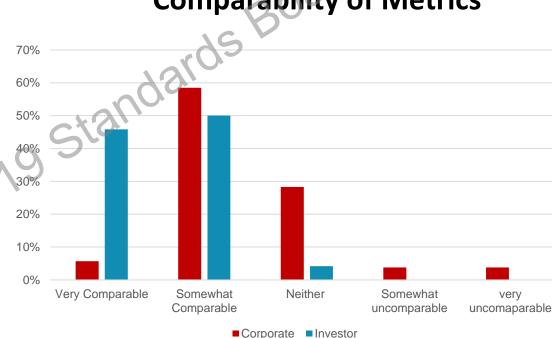
71% of Corporate respondents believe metrics are decision-useful 91% of Investor respondents believe metrics are decision-useful

Note: 61 Corporate SAG Members responded & 24 Investor Members responded

64% of Corporate respondents believe metrics are comparable **96%** of Investor respondents believe metrics are comparable

Note: 53 Corporate SAG Members responded & 24 Investor Members responded



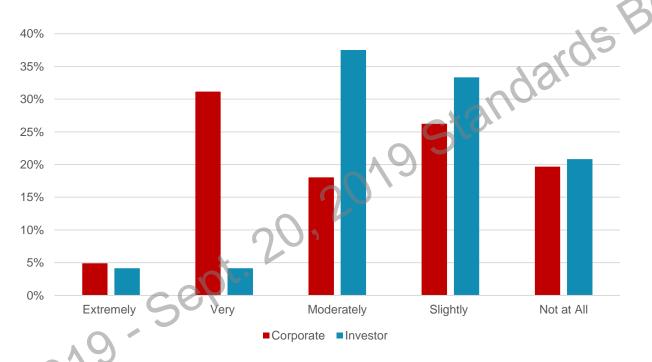


Comparability of Metrics

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Key Thematic Issues

Respondents reported there are emergent issues not currently addressed



rd Meetinc Belief in Existence of Emergent Issues Not in Topics

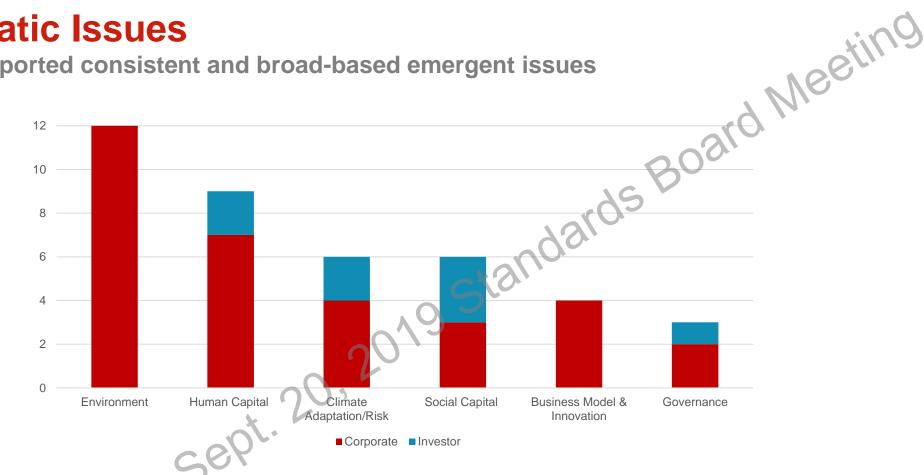
54% of Corporate respondents believe there are emergent issues that are not currently addressed in the topics 44% of Investor respondents believe there are emergent issues that are not currently addressed in the topics

Note: 61 Corporate SAG Members responded & 24 Investor Members responded



Key Thematic Issues

Respondents reported consistent and broad-based emergent issues



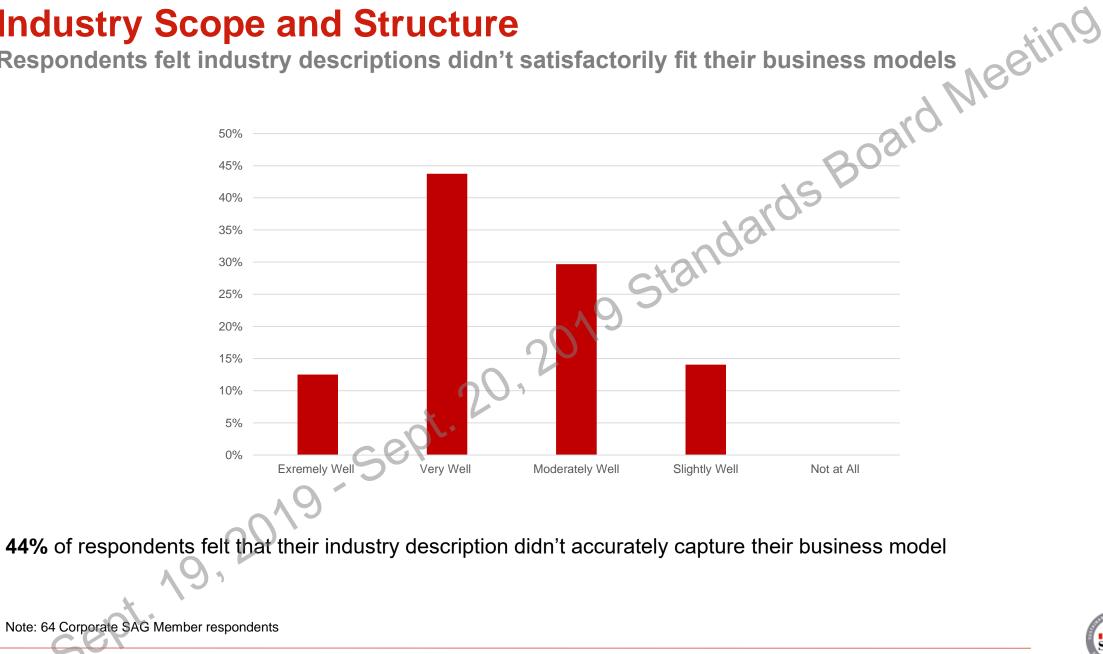
Environment: Lifecycle Management, Littering/Hazardous Waste, Microplastics Human Capital: Employee Engagement, Employee Retention, Diversity & Inclusion Climate Adaptation/Risk: Climate Change Resiliency, Risk, Opportunity, Adaptation Social Capital: Human Rights in the Supply Chain

Note: 33 Corporate SAG Members responded & 9 Investor Members responded



Industry Scope and Structure

Respondents felt industry descriptions didn't satisfactorily fit their business models





Industry Scope and Structure

Respondents felt industry descriptions didn't fit their business models

"We are a diverse corporate with at least 5 or 6 standards applying. SASB should have a transparent way for companies to report under multiple areas. Not everyone can have one primary."

"Even though we are a manufacturing company there is a big component of our business that is technology based."

"As a diversified bank, 3 of the industry descriptions could fit - it is unclear how to determine or if all of them need to be completed."

"We've several businesses, thus it's more about our set-up than your classification."

Note: 9 individual comments

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Key Themes

Summary of the most relevant survey themes

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- Topic and Metrics are Relevant, Financially-Material, and Decision-useful **>>>** Corporate and Investor respondents found value in the standards.

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Climate and Human Capital >>>

Respondents were consistent in the issues they highlighted as being key thematic issues and rapidly evolving in industry context.

Industry Scope and Structure >>>

Respondents, particularly those operating across multiply industries, felt their were opportunities to improve industry descriptions.



Next Steps

Continuing to examine survey results



ard Meetin Follow up with the 22 individuals who noted they would like to discuss their survey responses in further detail.

Identify response trends worthy of additional investigation.

Continue to host SAG engagements that enable us to dig deeper into key themes identified.





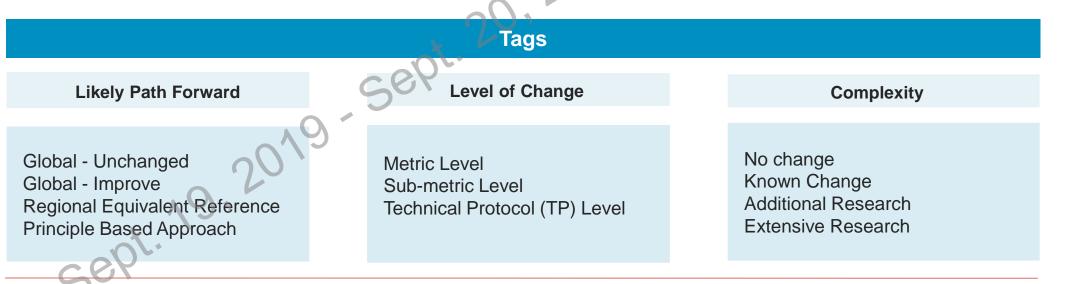
Global Gap Analysis

Understanding the global applicability of SASB standards

Methodology

Global Gap Analysis Spreadsheet

- ds Board Meetinc Leveraging frequently occurring metrics (FOM) categories to structure analysis
 - All 981 metrics are categorized: 222 unique and 759 grouped into 130 categories
- Identifying and categorizing external references (definition, scope, calculation; strict vs loose)
- Applicability assessment across major capital markets: Canada, EU, UK, Japan, China, Brazil, Australia
- Initial analysis of potential next steps, including their level of complexity





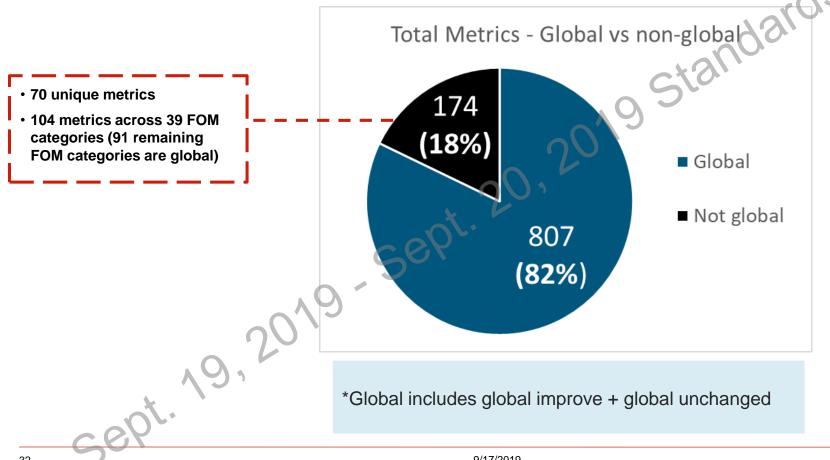
Global Gap Results

Total metrics analysis

**Preliminary results (subject to QC)



- 18% of Total Metrics are not Globally Applicable
- additional 20% might benefit from further improvement



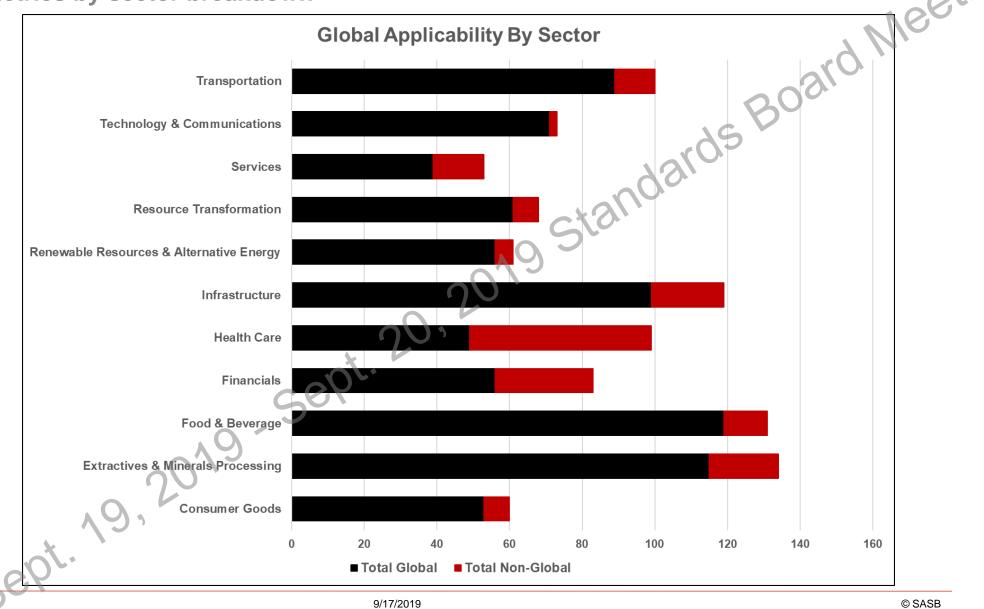


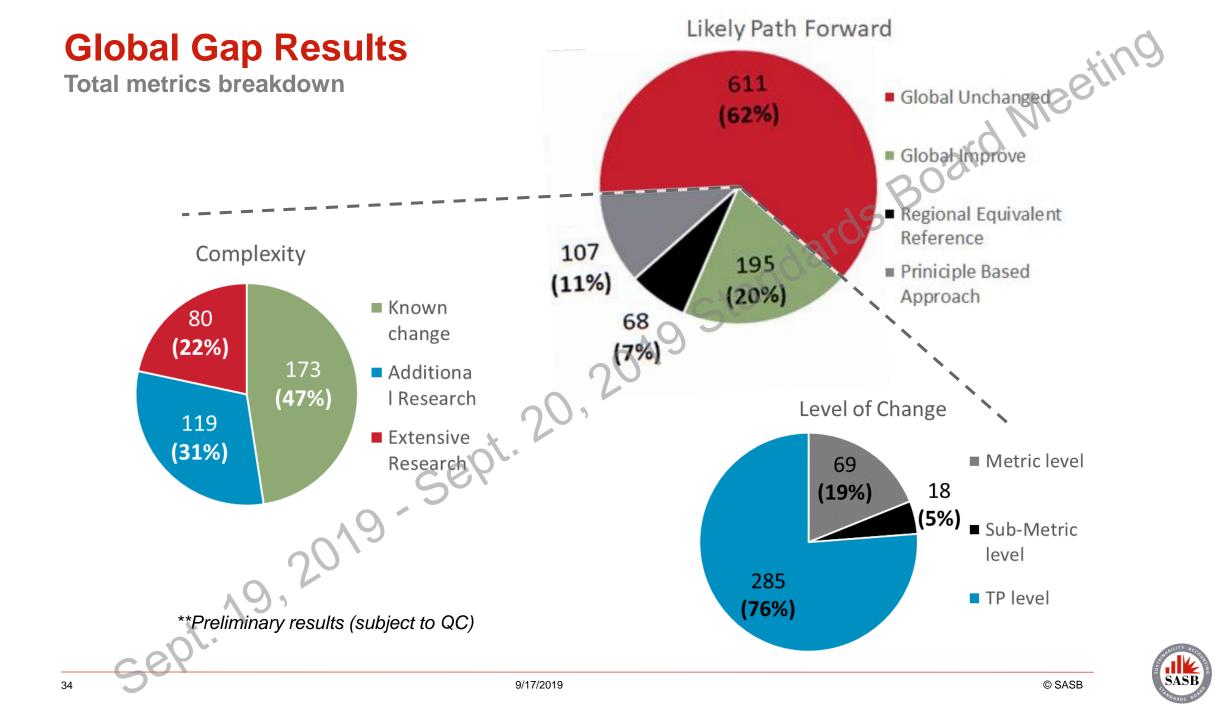
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Global Gap Results

Total metrics by sector breakdown

**Preliminary results (subject to QC)





Global Gap Analysis

ards Board Meetino **Consideration for Prioritization Categories: Globalization as a theme**

- **Governance Documents**
- Thematic Issue materiality
- 3. Thematic Issue – measurement
- Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- Industry Standard: evaluating new or emerging issues
- Industry scope and structure issues, including new industry standards
- 8. Globalization
- 9. Technical Protocol Issues
- 10. Standards Application Guidance
- **11**. Alignment

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Global Gap Results

Main themes, conclusions, and next steps

Themes:

- Majority of SASB metrics are Globally applicable
- Financials and Health Care least Globally applicable (significant geographic differences)
- Majority of non-Global metrics have relatively straight-forward improvement solutions

Conclusions:

- Globalization of the standards requires multi-faceted approach
- Globalization cannot be achieved through a dedicated project
- Order of operations to be considered in updating the standards
- Small updates are feasible in the short term

Next steps:

- Quality control of the Global Gap Analysis results
- Design projects to address high-priority issues (a.k.a. low hanging fruit)
- Globalization considerations in designing projects



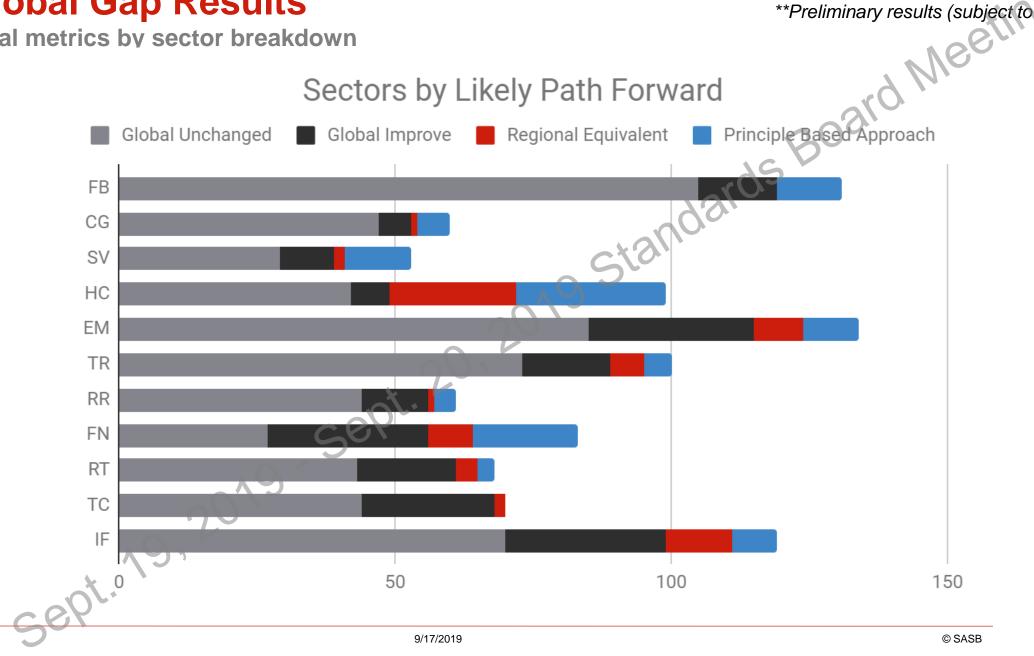
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Global Gap Results

**Preliminary results (subject to QC)

Total metrics by sector breakdown





Global Gap Results

**Preliminary results (subject to QC)

, subjec. Total metrics by sector breakdown Sectors by complexity Extensive Research Additional Research Known change standards L FB CG SV HC ΕM TR RR FN \smile RT TC IF ot.ot. 60 20 40



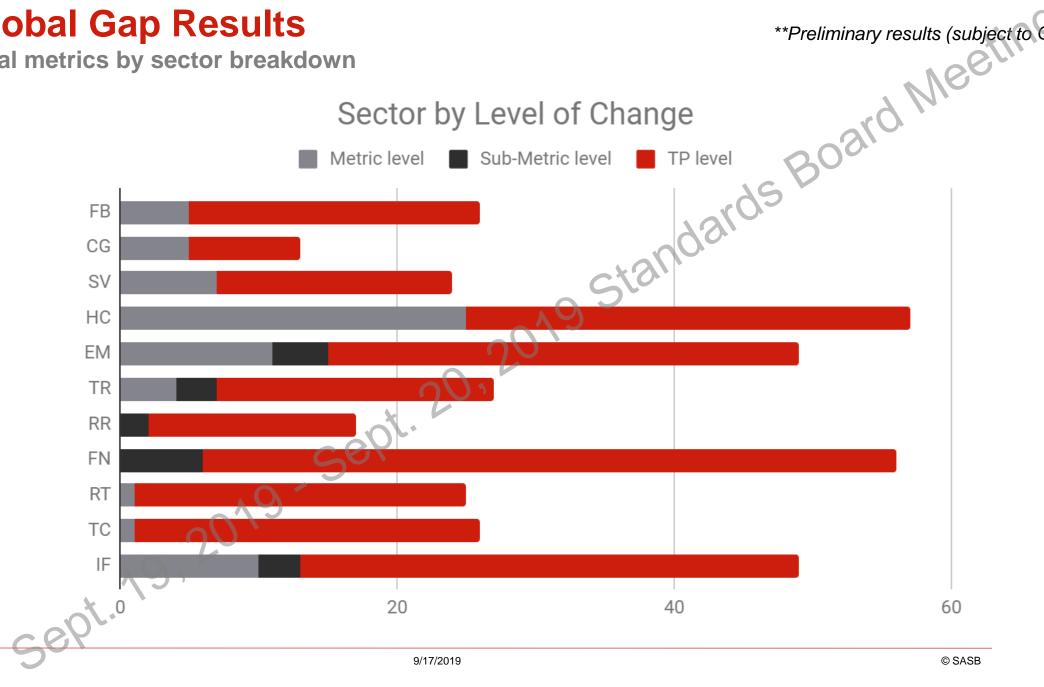
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Global Gap Results

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**Preliminary results (subject to QC)

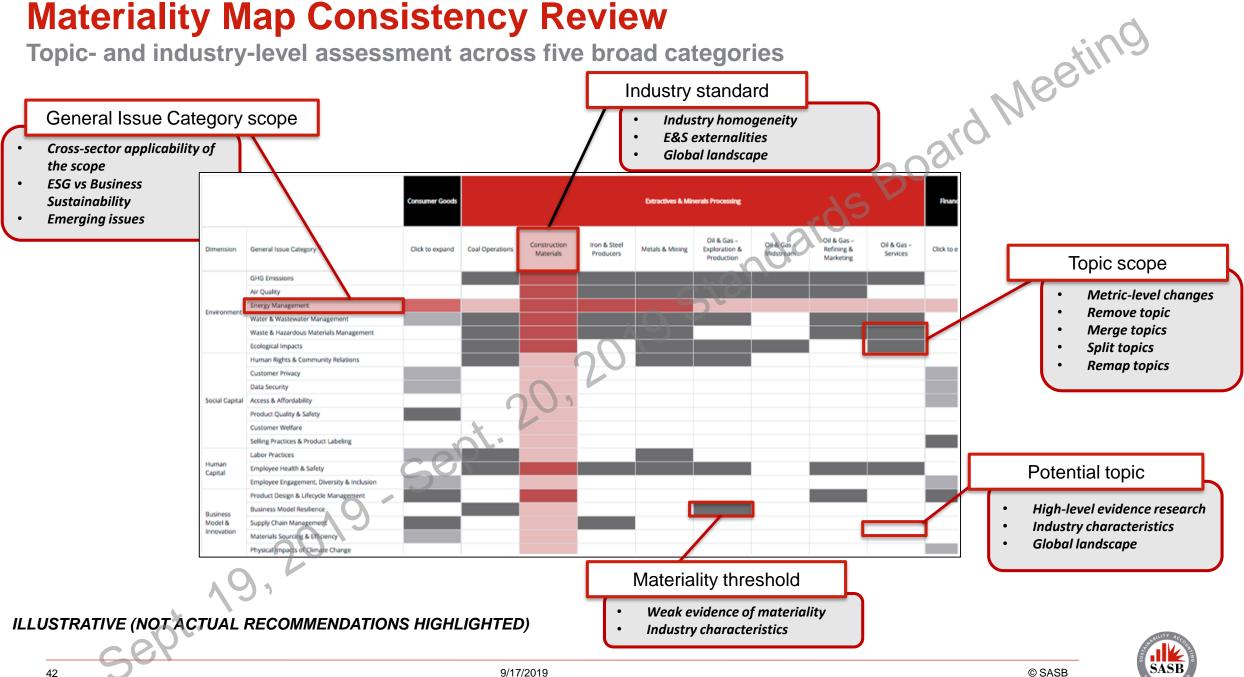
Total metrics by sector breakdown





Materiality Map Consistency Review Board N Sept. 19, 2019 - Sept. 20, 2019 Standards





Materiality Map Consistency Review

Summary of findings across five sectors

ity Map Cons findings across five		cy Re	view				Neeting
	Categories						1
Sectors	Topic scope	Materiality threshold	Potential topic	Industry standard	GIC scope	Total per sector	
Health Care	11	4	7	1		23	
Financials	0	0	7	3	.03	10	
Technology & Communications	2	5	6	0		13	
Infrastructure	4	2	9	0		15	
Transportation	3	4	9	0		16	
Total per category	20	15	38	4	3	<u>80</u>	

Themes:

More potentially missing topics than existent topics that merit further investigation / evidence

- Potential topics are predominantly in the Governance dimension
- Topics with weak evidence are predominantly in the Environment dimension

Relatively even distribution across sample sectors

Scope-related issues are predominantly in the Social and Business Model dimensions



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Materiality Map Consistency Review

Consideration for Prioritization Categories: Conceptual issues

- **1. Governance Documents**
- 2. Thematic Issue materiality
- 3. Thematic Issue measurement
- 4. Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards
- 8. Globalization
- 9. Technical Protocol Issues
- **10**. Standards Application Guidance

11. Alignment



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45 Board

Corporate Reporting Dialogue Report Backsoard N Sept. 19, 2019 - Sept. 20, 2019 Standards



Corporate Reporting Dialogue (CRD)

Overview of the CRD – purpose, aims, and participants

1eetin The Corporate Reporting Dialogue is a platform, convened by the International Reporting Council, to promote greater coherence, consistency and comparability between corporate reporting frameworks, standards and related requirements.

Purpose

The Corporate Reporting Dialogue strives to strengthen cooperation, coordination and alignment between key standards setters and framework developers that have significant international influence on the corporate reporting landscape.

Aims

- Communicate about the direction, content and ongoing developments of reporting frameworks, standards and related requirements
- Identify practical ways and means by which respective frameworks, standards and related requirements can be explained and aligned, notably to avoid potential conflict, inconsistency and duplication between them
- Clarify and resolve any emerging issues from their respective activities and other matters of common interest
- Share relevant and significant information of direct interest to each other
- Express a common voice on areas of mutual interest, where possible, to engage with interested parties, including regulators





Overview of the Better Alignment Project

The Better Alignment Project is a ground-breaking two-year project focused on driving better alignment in the corporate reporting landscape to make it easier for companies to prepare effective and coherent disclosures that meet the information needs of capital markets and society.

Project Participants: CDP, the Climate Disclosure Standards Board (CDSB), the Global Reporting Initiative (GRI), the International Integrated Reporting Council (IIRC) and the Sustainability Accounting Standards Board (SASB)

Project Scope: participants will map their respective sustainability standards and frameworks to identify the commonalities and differences between them, jointly refining and continuously improving overlapping disclosures and data points to achieve better alignment, taking into account the different focuses, audiences and governance procedures.

Work taking place in two phases:

- **Phase I (year 1)** aligning standards with the recommendations published by the Task Force for Climate-related Financial Disclosures. Initial results due to be published in Q32019.
- Phase II (year 2) extension of work beyond the TCFD

https://corporatereportingdialogue.com/better-alignment-project/



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Additional details regarding Phase I of the Better Alignment Project

In Phase I, Project participants mapped elements of their respective frameworks / standards to the following parts of the TCFD's Recommendations:

- 7 fundamental principles for effective disclosure
- 11 recommended disclosures
- 50 illustrative example metrics (part of TCFD Implementation Annex)

Project included stakeholder engagement including:

- Stakeholder survey
- Stakeholder roundtables

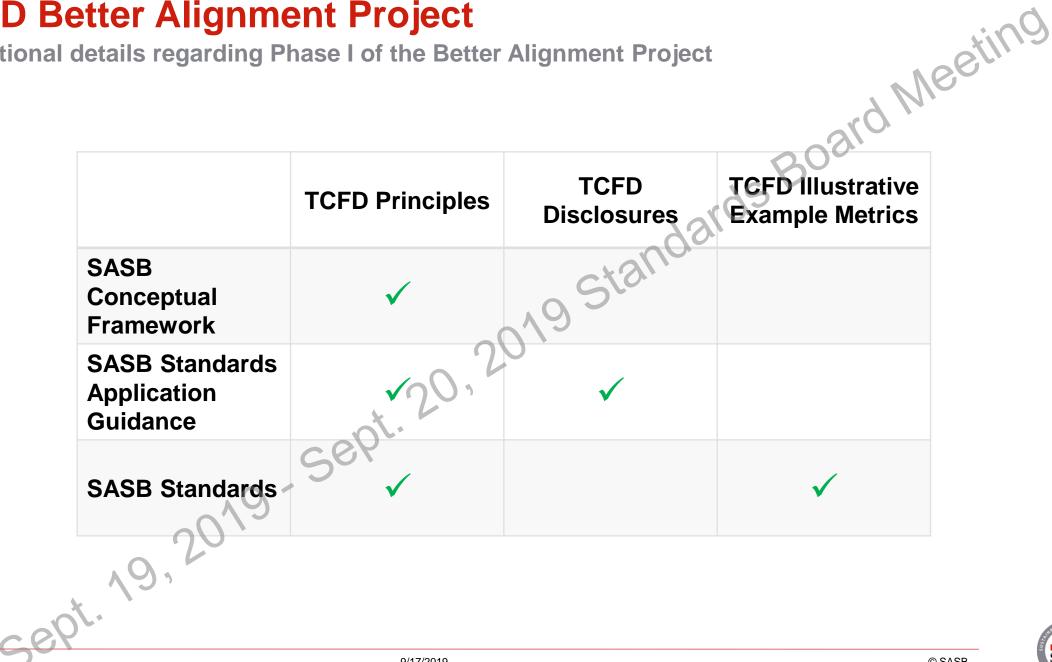
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Final Report Recommendations of the Task Force on Climate-related **Financial Disclosures**

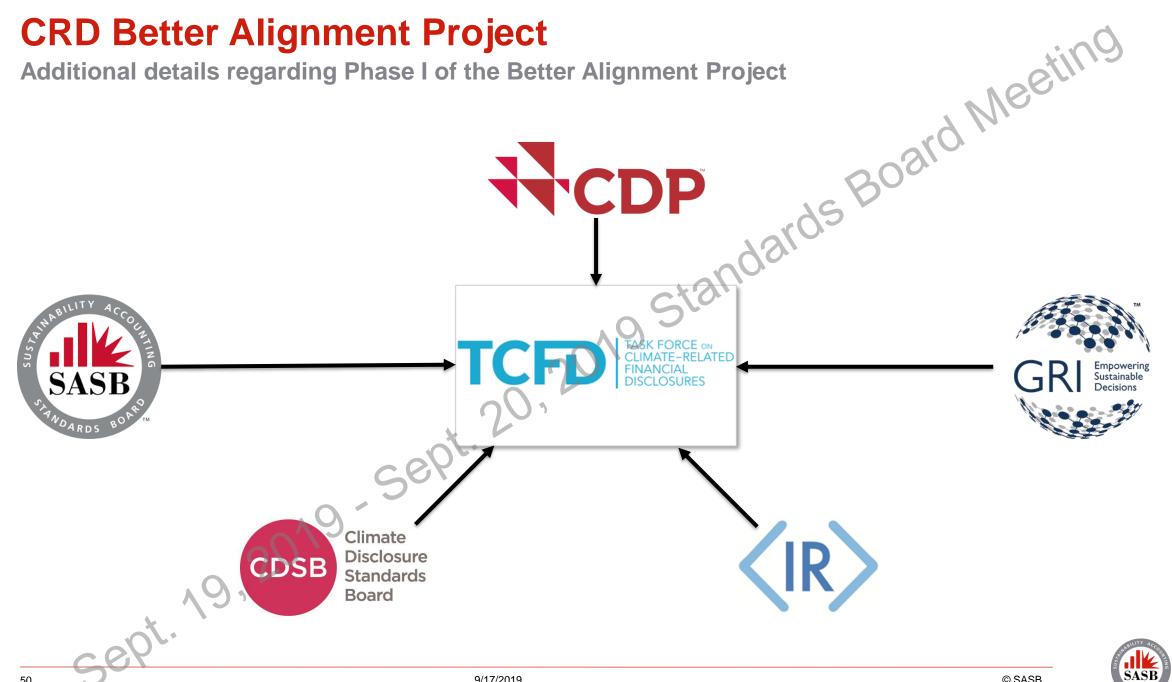




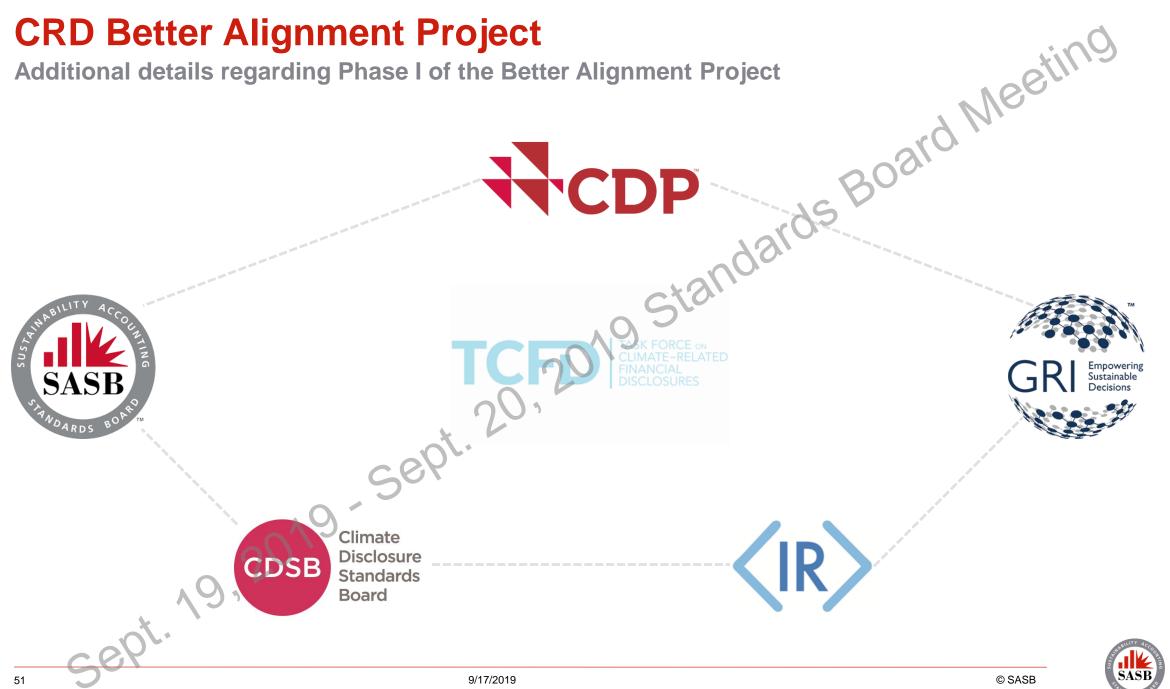
Additional details regarding Phase I of the Better Alignment Project



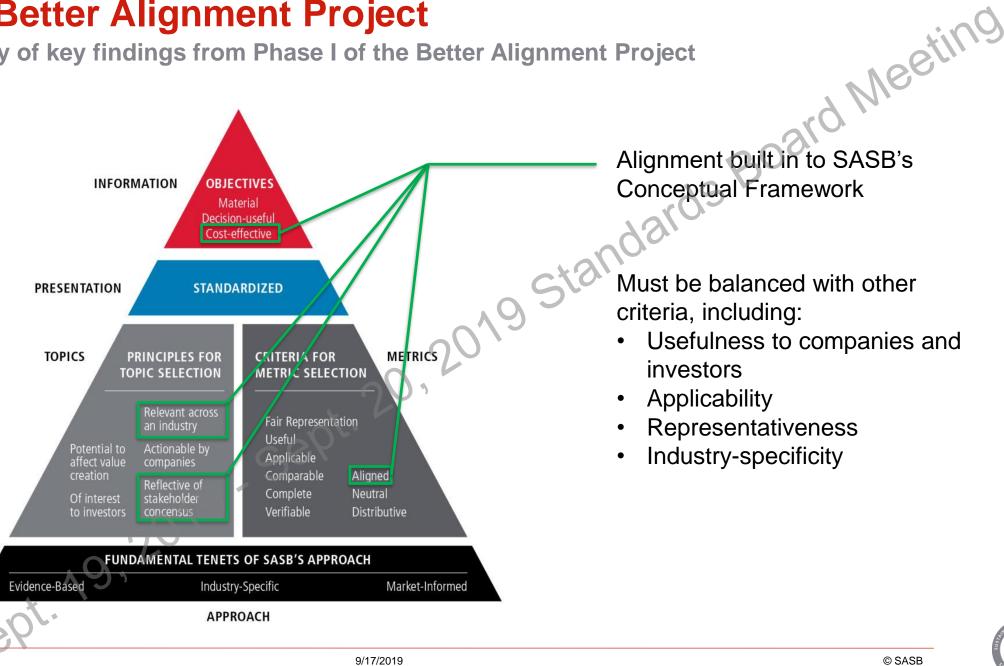




Additional details regarding Phase I of the Better Alignment Project

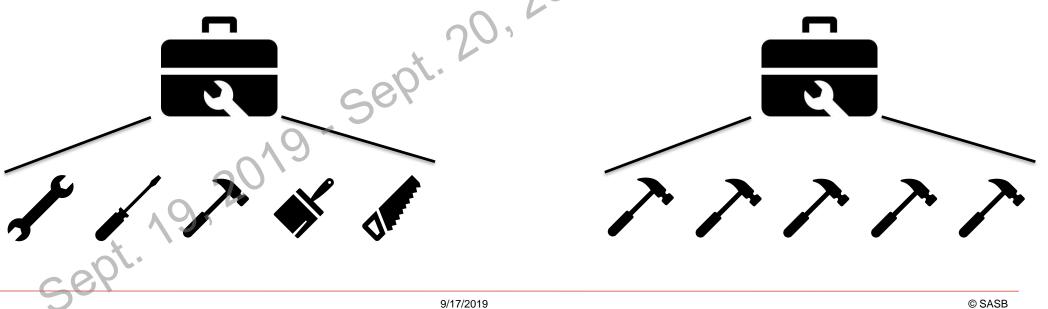


Summary of key findings from Phase I of the Better Alignment Project



Summary of key findings from Phase I of the Better Alignment Project

- Overall: Additional clarity would be helpful regarding the purpose and use of each framework, helping reporters better understand the "right tool for the job" with respect to accomplishing their reporting objectives.
 - Considerations for SASB:
 - SASB Implementation Guidance
 - Other guidance helping explain how SASB can be used in a complementary fashion with other frameworks (i.e., TCFD Implementation Guide)



Summary of key findings from Phase I of the Better Alignment Project

- > Principles: In general, all of the BAP Participant framework reporting principles are aligned with and/or not in conflict with the TCFD's Principles for Effective Disclosure
- Considerations for SASB:
 - SASB Principles, as defined in our Conceptual Framework, relate to standards development rather than principles for effective reporting. However, they do enable effective reporting through their incorporation into standardsept. 19,2019 - Sept. setting.

- SASB could consider developing principles for effective reporting to supplement our Application Guidance.
 - SASB, for example, does not include principlesbased guidance regarding how information should be presented
- SASB could consider clarifying its guidance with respect to timeliness of updates to reported information, to the extent such information does not align with the timeframe upon which financial data is reported



Summary of key findings from Phase I of the Better Alignment Project

- Disclosures: In general, all of the BAP Participant framework frameworks are aligned with and/or complementary to tards Boa. the TCFD's 11 recommended disclosures
- Considerations for SASB:
 - SASB is largely complementary to the TCFD's 11 Recommended disclosures:
 - For Governance, Strategy, and Risk Management, SASB includes general guidance in its Standards Application Guidance, and some industry and topic-specific qualitative metrics related to aspects of strategy and/or management of climate-related issues
 - > For Metrics & Targets, SASB provides a set of industry-specific metrics to facilitate targetsetting as well as to communicate performance

SASB could consider developing additional guidance related to governance, strategy, and/or risk management of material sustainability issues (i.e., not just climate, as covered by the TCFD)



Summary of key findings from Phase I of the Better Alignment Project

- **Illustrative Example Metrics**: In general, a high level of essential alignment was found. Some significant differences were found. Differences often related to the different purposes, function, use, and audience of the participating frameworks. standards,
- Considerations for SASB:

ept. 19, 201.

- Areas of significant difference frequently related to the different purpose, function, use, or audience of the participant frameworks (example: Scope 2 emissions versus energy usage).
- Some significant differences, and/or areas of relatively minor difference, could be assessed for the potential for enhanced alignment, where such changes would be aligned with SASB's Conceptual Framework

- SASB could consider reviewing and evaluating the mapping findings and incorporating into future standards-setting work
- SASB could consider broadening such a review beyond that completed in Phase I of the CRD work (i.e., extend beyond TCFD, and beyond CRD participants)



Key items for discussion with the Standards Board

Board Meetino nent Projec., 2019 Standard - Sept. 19,2019 - Sept. 20,2019 Standard > Does the Board wish to clarify any aspects of the Better Alignment Project, including its purpose, scope,



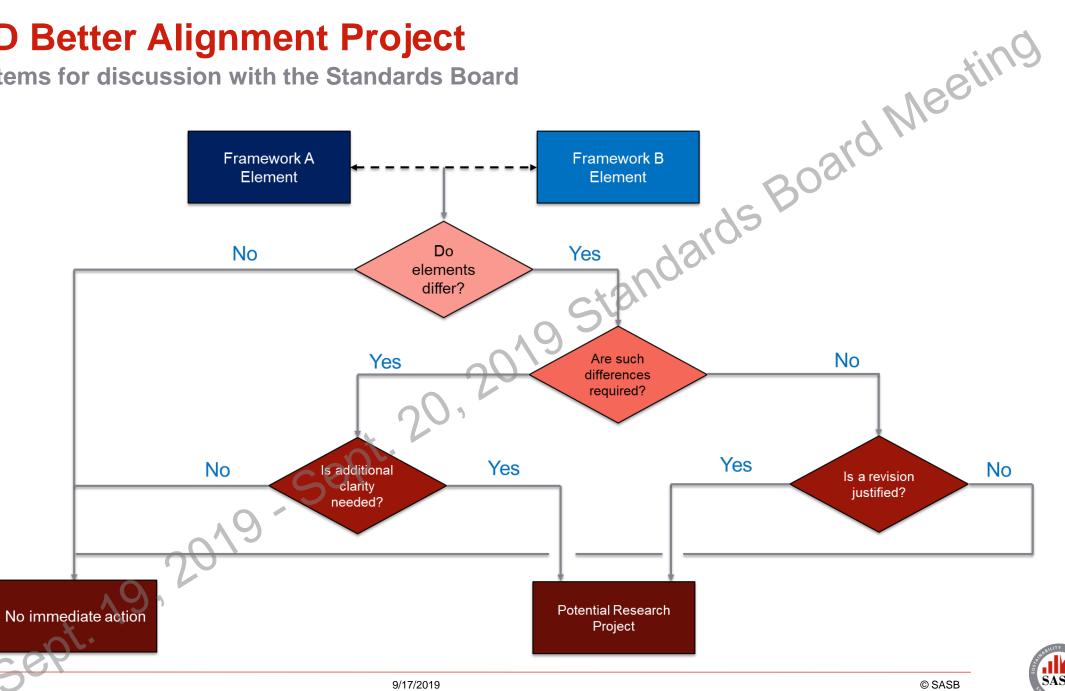
Key items for discussion with the Standards Board

- Neetin: > In general, we have a better understanding of commonalities and differences between the Better Alignment Project participants. What are the Board's views on the relative priority of the following?
 - > Where there is not overlap, providing better clarity regarding the ways in which the participant frameworks / standards were complementary.
 - Where there is overlap, further assessing the nature of such areas of overlap.
 - > If differences are necessary, given the different audiences, scope, function, and purposes of each framework, providing better clarity regarding the nature of these differences.
 - > If such alignment is not necessary given these differences, exploring possibility to enhance -x sept. 19,2019 - sept.



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Key items for discussion with the Standards Board



Key items for discussion with the Standards Board

- Board's views on Better Alignment Project findings and how they may impact prioritization of research areas and/or projects, including:
 - Governance Documents
 - Thematic issues (materiality)
 - Thematic issues (measurement)
 - Industry standards: reevaluating existing content (materiality)
 - Industry standard: reevaluating existing content (measurement)

- Industry standard: evaluating new or emerging issues
- Industry scope & structure issues
- Globalization
- Technical protocol issues
- Standards Application Guidance
- Alignment



> Any other items for discussion





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Friday, September 20, 2019

Project Proposals



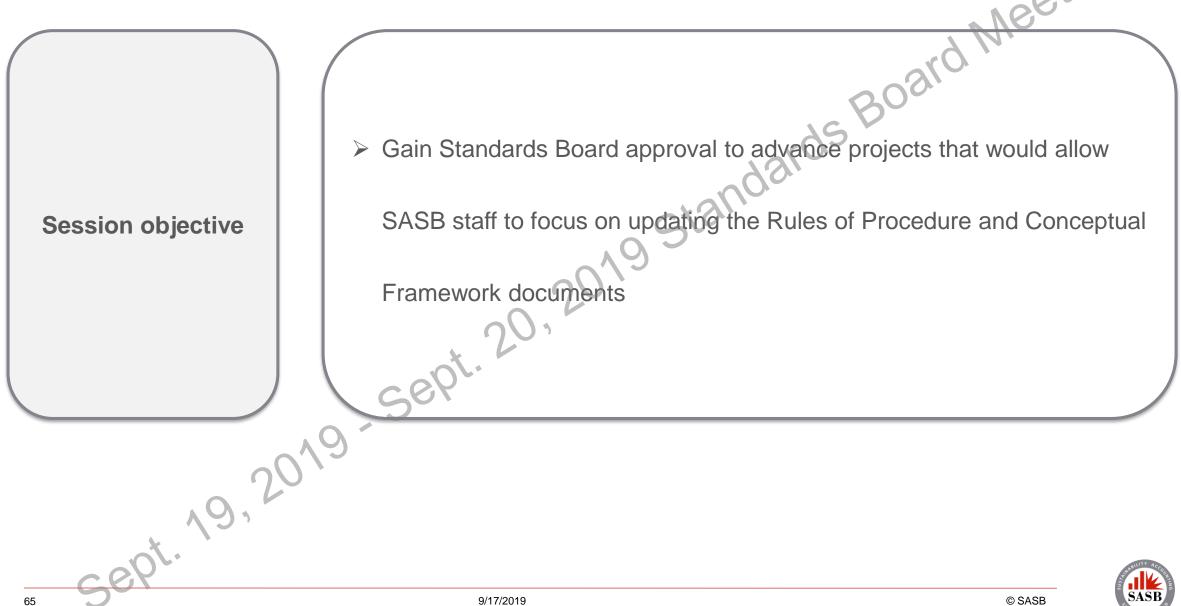
- Rules of Procedure
- Conceptual Framework
- Human Capital
- Consumer Goods
- Extractives & Minerals Processing

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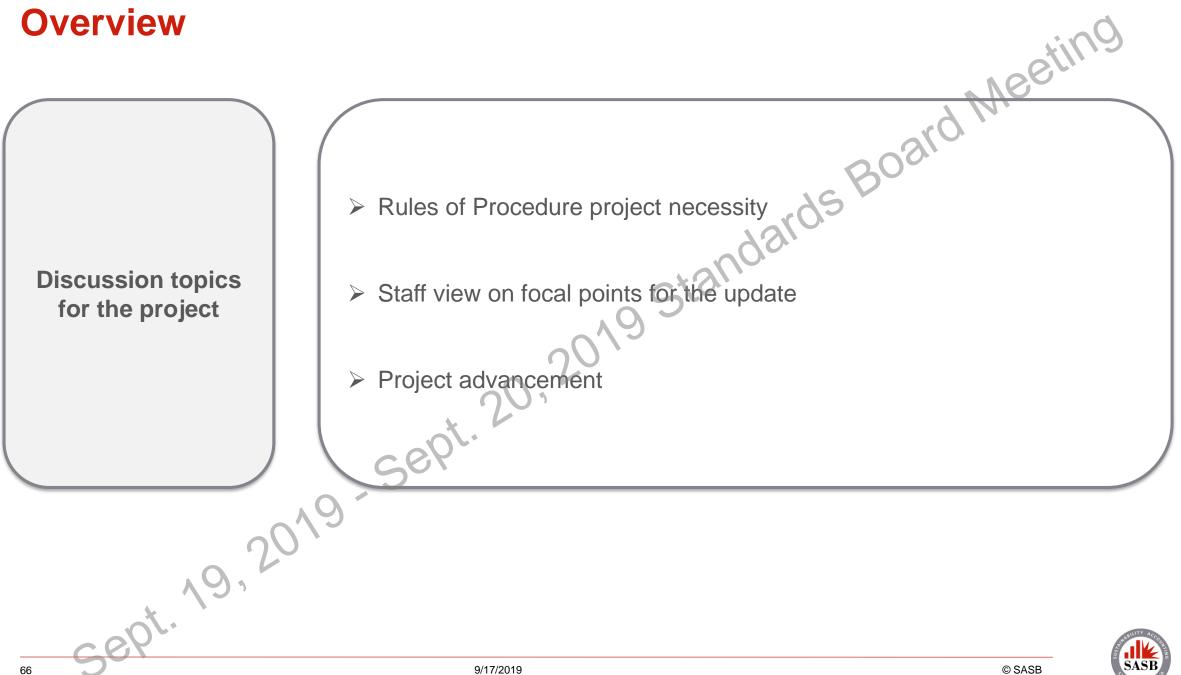
Resource Transformation



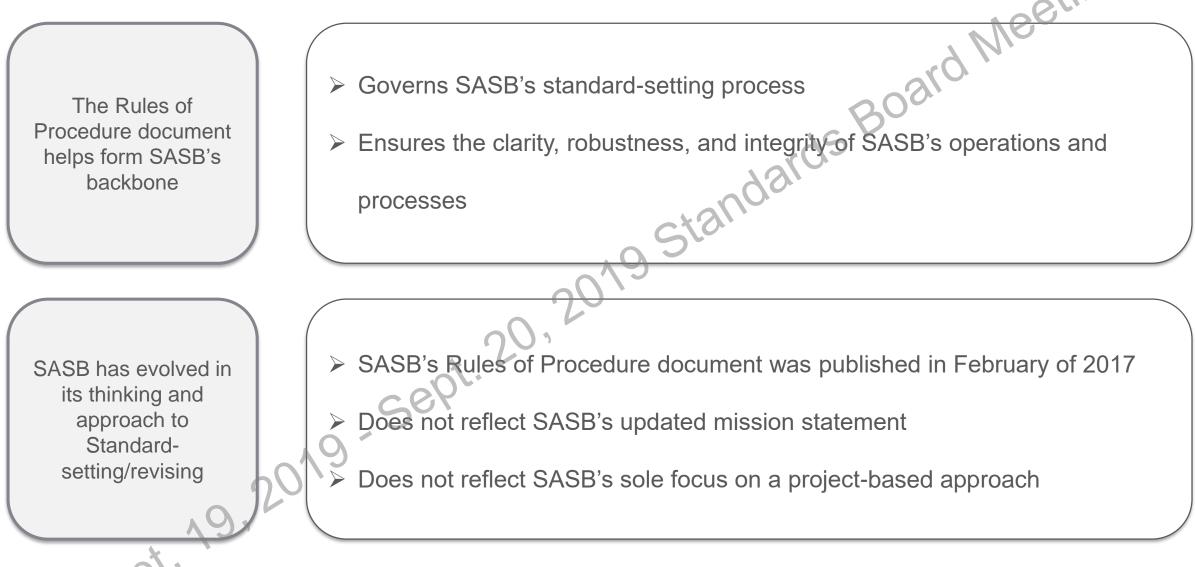
Session objective



Overview



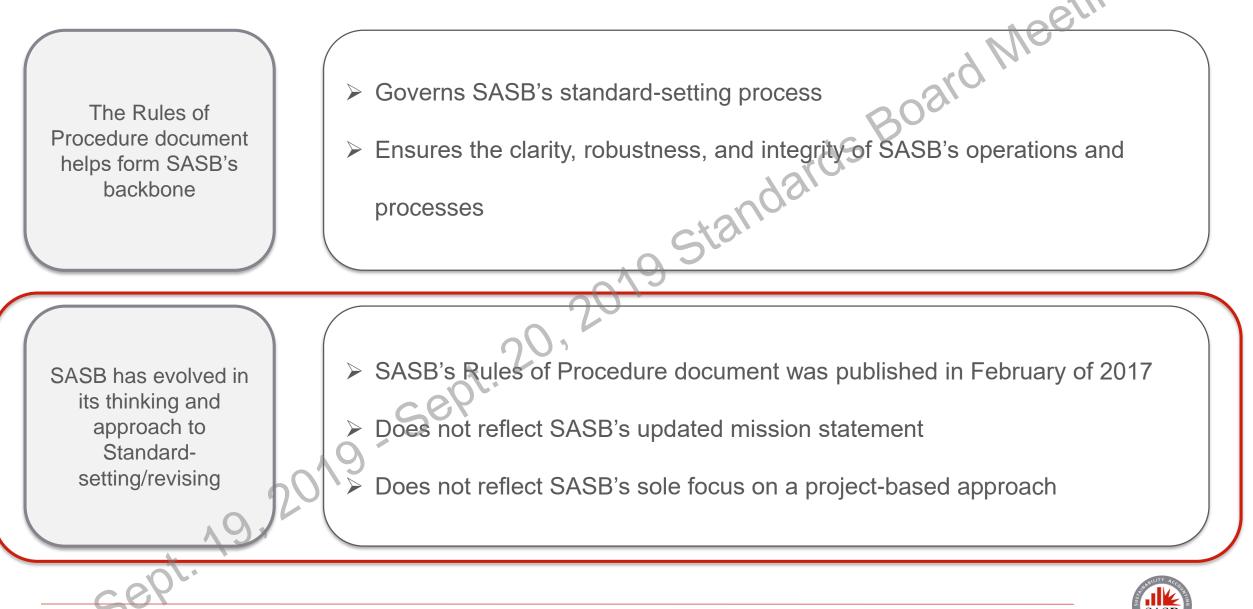
Why SASB should update the Rules of Procedure



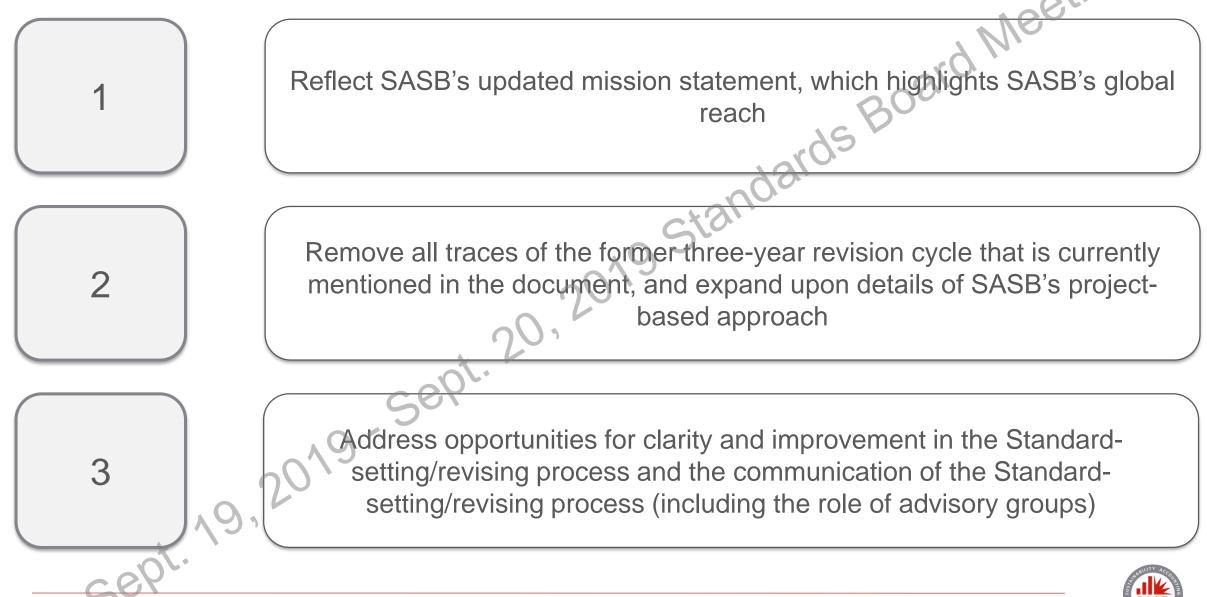


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What a Rules of Procedure update would look like



What a Rules of Procedure update would look like



What we have accomplished with the Rules of Procedure

1	Reviewed results of the codification debrief project
_	2021
2	Reviewed internal stakeholder comments on the Rules of Procedure
_	dal
3	Reviewed all relevant PCP comments and SASB's comments in response to the relevant PCPs to gain an understanding of where SASB's thinking was when we created the document
_	019
4	Commenced staff (and some Board-level) discussions on potential objectives and opportunities of the Rules of Procedure project
5	Created a strawman Project Plan
_	<u> </u>
6	Began to form a Project Team (The Project Team will be tasked with defining the project's objectives, scope, and plan)
	, Va.
70	9/17/2019 © SASB

Next steps

Ne	kt steps
1	Discuss the Rules of Procedure project proposal and seek Board approval for the project
2	Continue to define roles and responsibilities
3	Project Team to define the Project Plan and the document's objectives and scope
4	Project Team to create and/or delegate the creation of a revised and up-to-date Rules of Procedure document; Review Committee to review revised document
5	Project team to continue to plan and communicate around public transparency and stakeholder input
6	Project Team to seek approval of revised Rules of Procedure from Standards Board
71	9/17/2019 © SASB

Rules of Procedure project advancement

Project description:

The Rules of Procedure document ensures the clarity, robustness, and integrity of SASB's operations and processes. The Rules of Procedure project will ensure that the operations and Standard-setting/revising processes detailed in the document reflect SASB's procedures today.

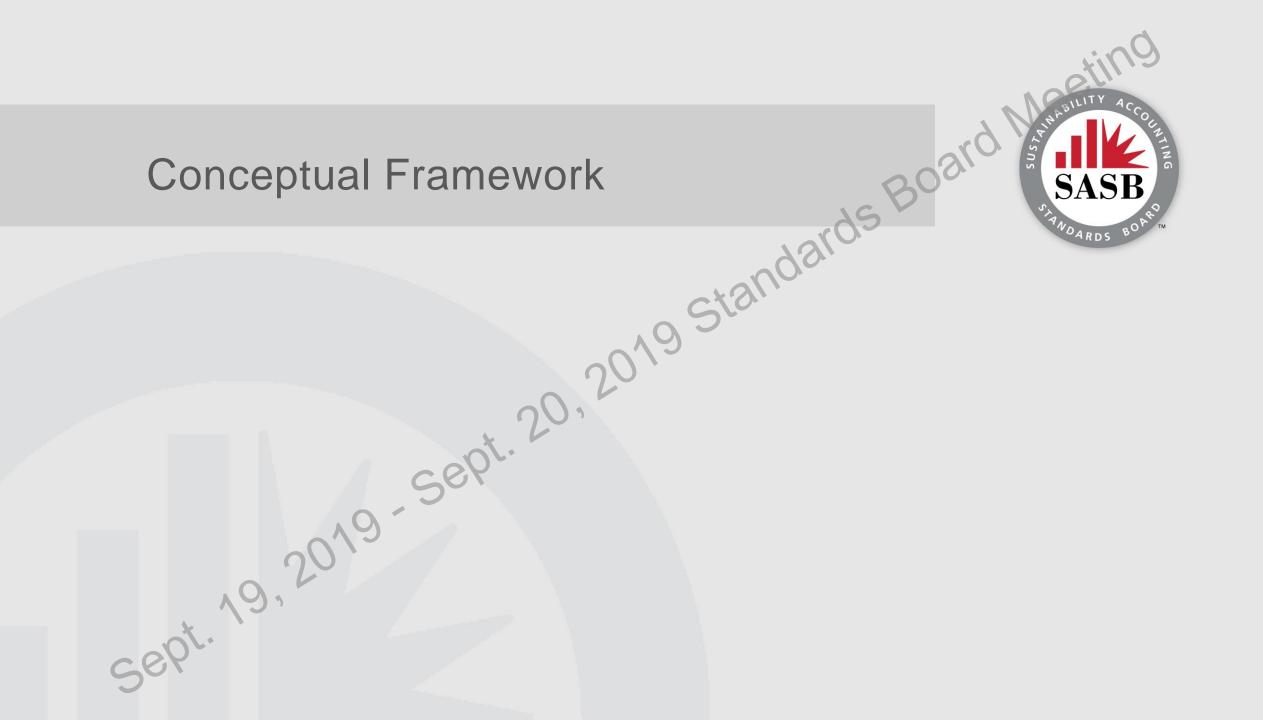
Staff recommendation:

Board to approve this project;

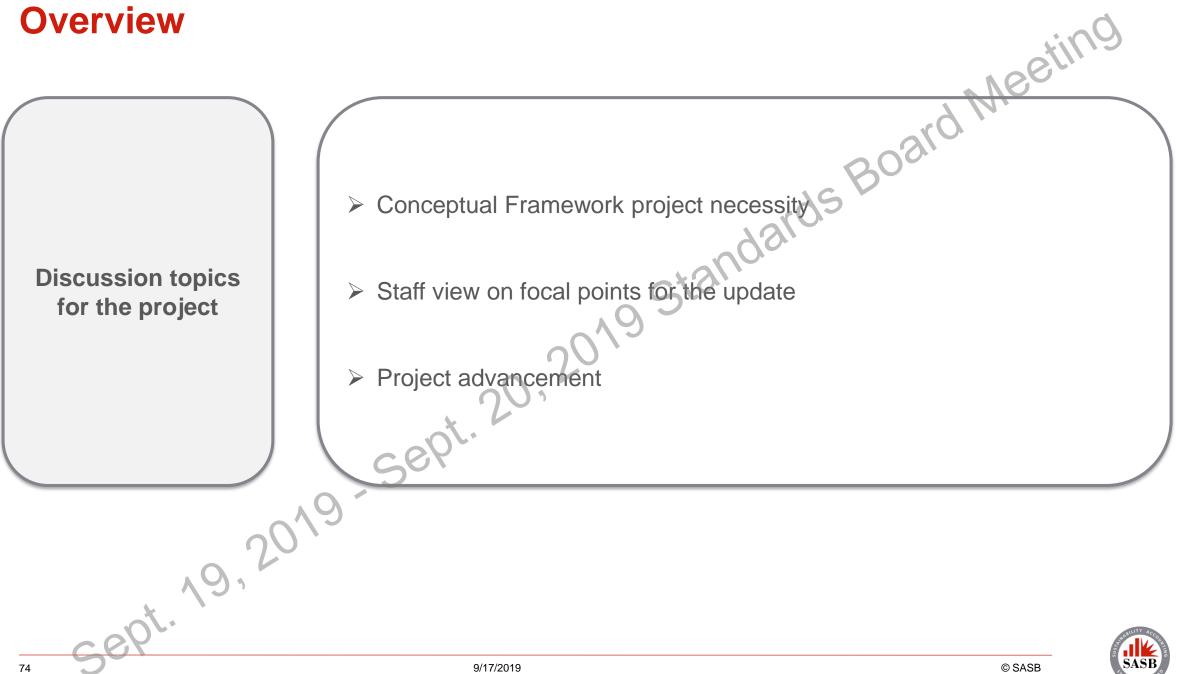
Staff to continue project planning







Overview



Why SASB should update the Conceptual Framework

The Conceptual Details the principles, objectives, assumptions, and definitions that guide Framework document helps form SASB's SASB's thinking and approach backbone > SASB's Conceptual Framework document was published in February of 2017 SASB has evolved its thinking and Does not reflect SASB's updated mission statement expanded its reach Does not reflect SASB's global reach Contains outdated assumptions, definitions, and data

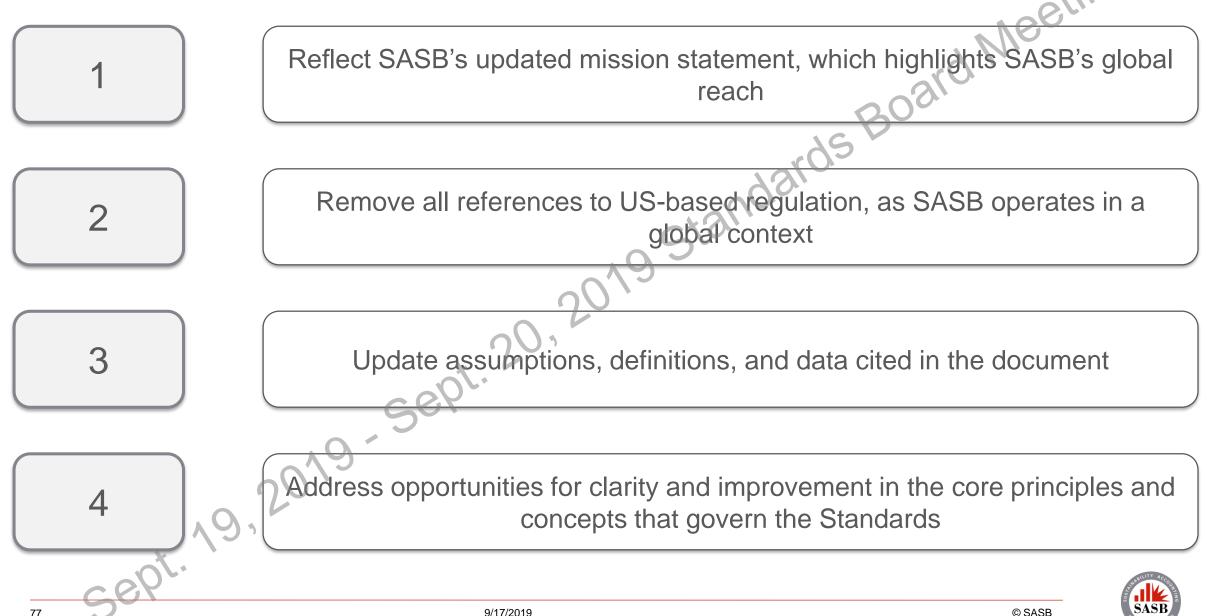


What a Conceptual Framework update would look like

9/17/2019

The Conceptual Details the principles, objectives, assumptions, and definitions that guide Framework document helps form SASB's SASB's thinking and approach backbone > SASB's Conceptual Framework document was published in February of 2017 SASB has evolved its thinking and Does not reflect SASB's updated mission statement expanded its reach Does not reflect SASB's global reach Contains outdated assumptions, definitions, and data

What a Conceptual Framework update would look like



Examples of high-level issues the Conceptual Framework project could cover

- Continued clarity on the role of sustainability accounting in the capital markets
- Continued clarity and refinement of the definition of financial materiality
- Consideration around improvements to Principles for Topic Selections
- Consideration around improvements to Criteria for Accounting Metric Selection
- Continued clarity on five sustainability dimensions
- Continued clarity on General Issue Categories



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What we have accomplished with the Conceptual Framework

1	Reviewed results of the codification debrief project
	2021
2	Reviewed internal stakeholder comments on the Conceptual Framework
	dal
3	Reviewed all relevant PCP comments and SASB's comments in response to the relevant PCPs to gain an understanding of where SASB's thinking was when we created the document
	~9
4	Commenced staff-level discussions on potential objectives and opportunities of the Conceptual Framework project
_	
5	Created a strawman Project Plan
_	
6	Began to form a Project Team (The Project Team will be tasked with defining the project's objectives, scope, and plan)
	191
	Cept.
79	9/17/2019 © SASB

Next steps

Ne	Liscuss the Conceptual Framework project proposal and seek Board approval for the project	
1	Discuss the Conceptual Framework project proposal and seek Board approval for the project	
2	Continue to define roles and responsibilities	
3	Project Team to define the Project Plan and the document's objectives and scope	
4	Project Team to create and/or delegate the creation of a revised and up-to-date Conceptual Framework document; Review Committee to review revised document.	
5	Project team to continue to plan and communicate around public transparency and stakeholder input	
6	Project Team to seek approval of revised Conceptual Framework from Standards Board	
80	9/17/2019 © SASB	UNTING OF

Conceptual Framework project advancement

Project description:

The Conceptual Framework document details the principles, objectives, assumptions, and definitions that guide SASB's thinking and approach to Standard-setting/revising. The Conceptual Framework project will clarify and strengthen these core principles and concepts that govern SASB's Standards.

Staff recommendation:

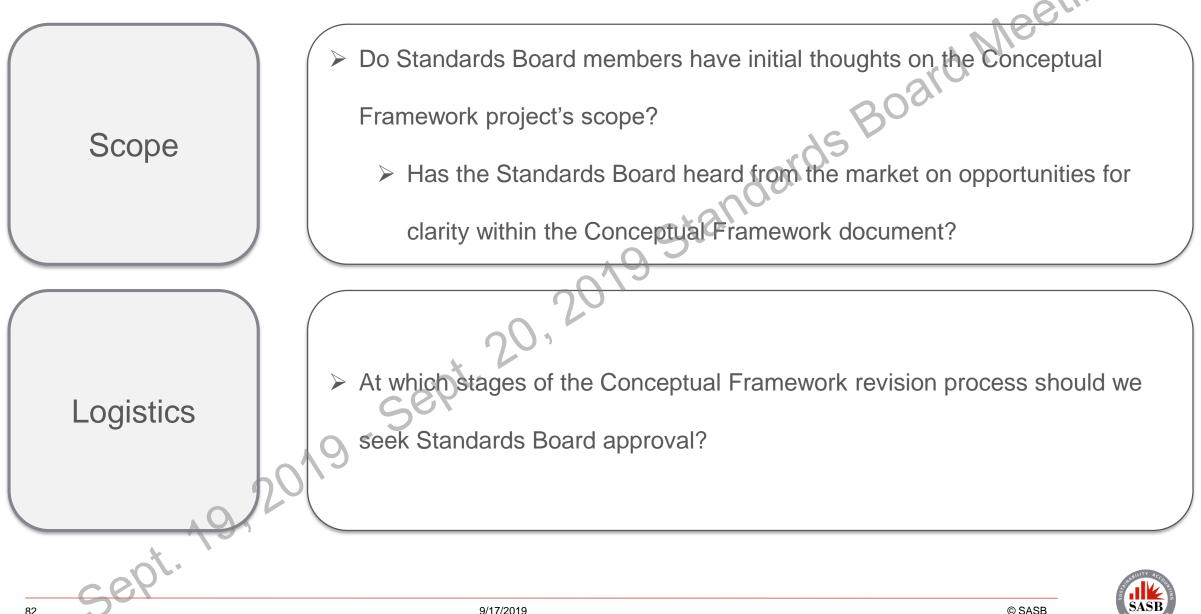
Board to approve this project;

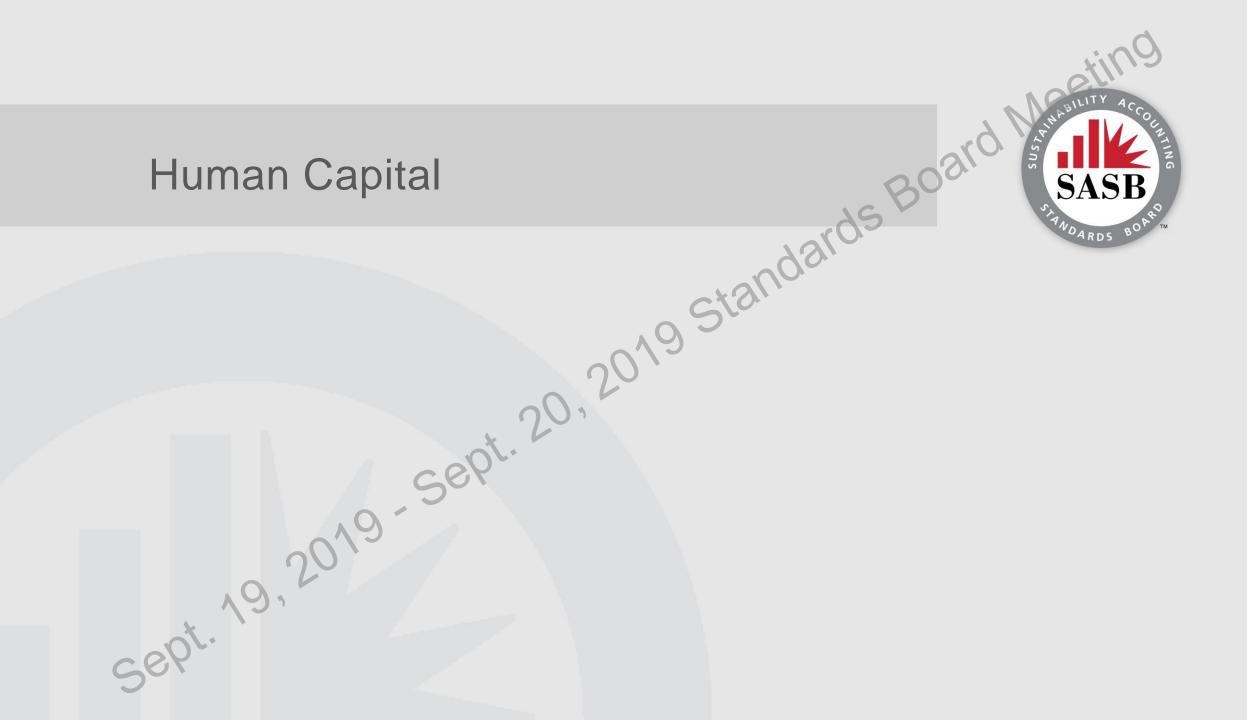
Staff to continue project planning

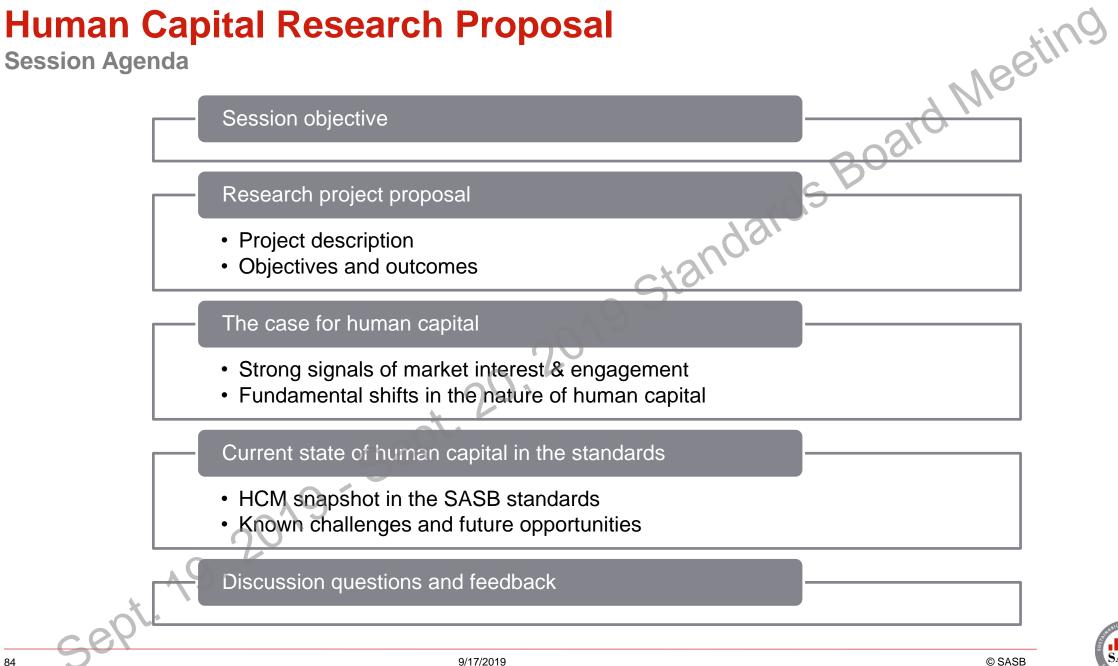




Conceptual Framework discussion questions











Project Description, Objectives, and Outcomes

Project description

 Formal research project to assess scope & prevalence of various HCM themes across sectors and industries and to determine feasibility to create an evidenced-based view on HCM in the SASB standards

Objectives

- Develop an evidencedbased view on HCM
- Design and implement systematic analysis to identify industry-specific HCM themes

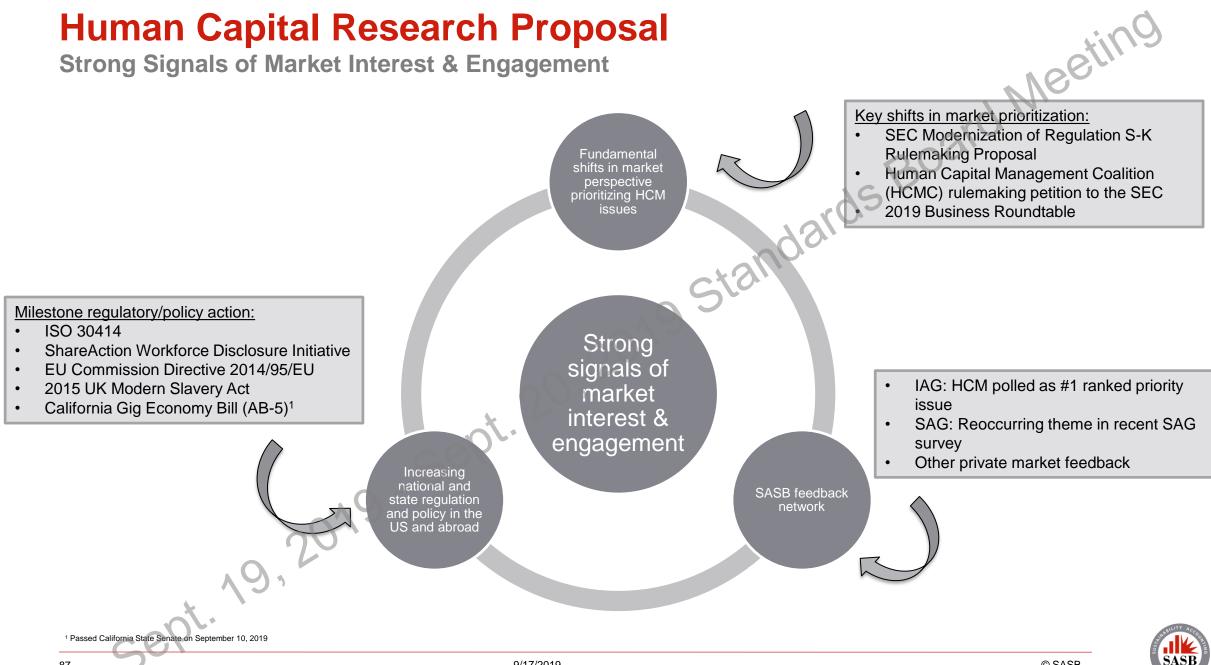
 Identify more comprehensive general issue categories (GICs) under the Conceptual Framework human capital pillar

Outcomes

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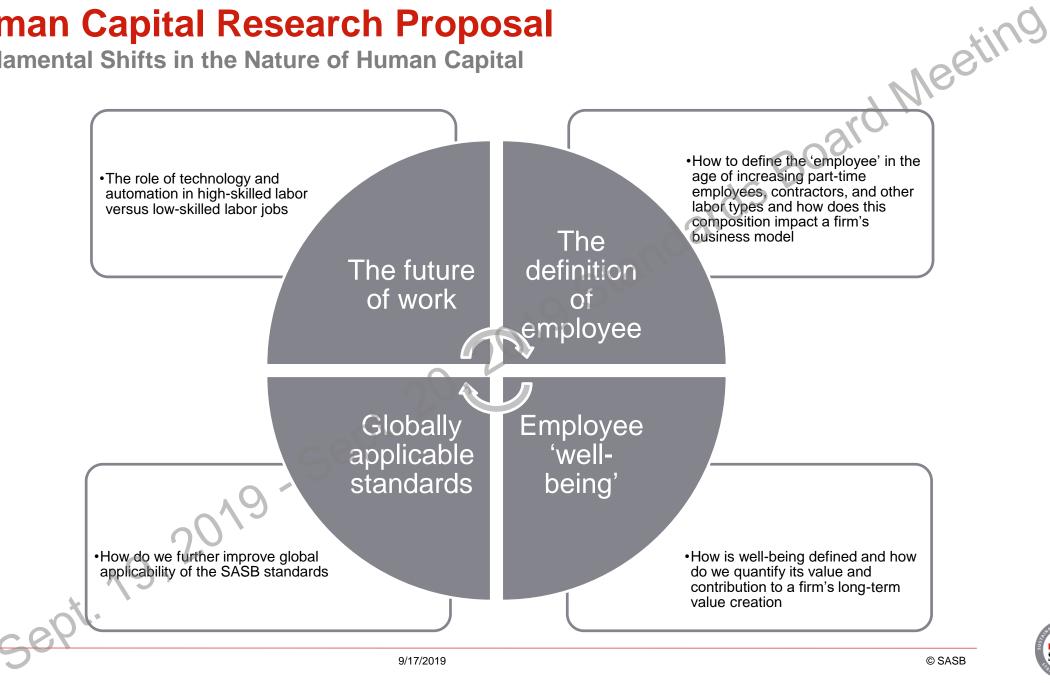
 Create a solid evidencebased view on HCM to serve as a decision-lever for the Board to approve standardsetting phase of project





Fundamental Shifts in the Nature of Human Capital

88



HCM Snapshot in the SASB Standards



Environment

- GHG emissions
- Air quality
- Energy management
- Water & wastewater managemen
- Waste & hazardous materials management
- Ecological impacts

Social capital

Human rights & community relations

- Customer privacy
- Data security
- Access & affordability
- Product quality & safety
- Customer welfare
- Selling practices & product labelling

Human capital

- Labor practices
- Employee health & safety
- Employee engagement, diversity & inclusion

Business model and innovation

- Product design & lifecycle
- management
- Business model resilience

Supply chain management

- Materials sourcing & efficiency
- Physical impacts of climate change

Leadership and governance

- Business ethics
- Competitive behavior
- Management of legal & regulatory environment
- Critical incident risk management
- Systemic risk management



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HCM Snapshot in the SASB standards – By the Numbers



The Current State of Human Capital: Preliminary Gap Analysis



SASB Sample Topics & Related Industry

Employee Health & Safety Coal Operations

Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract **Professional & Commercial Services**

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Workforce Diversity & Inclusion Multiline & Specialty Retailers & Distributors

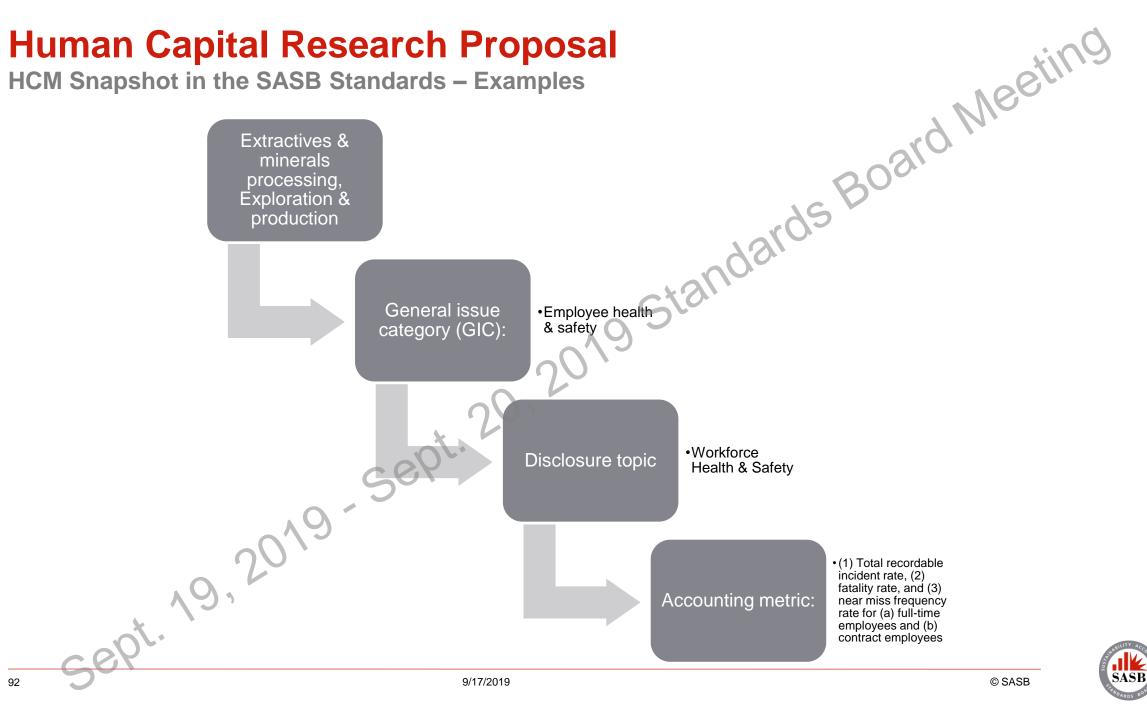
Labor Conditions in the Supply Chain Apparel, Accessories & Footwear

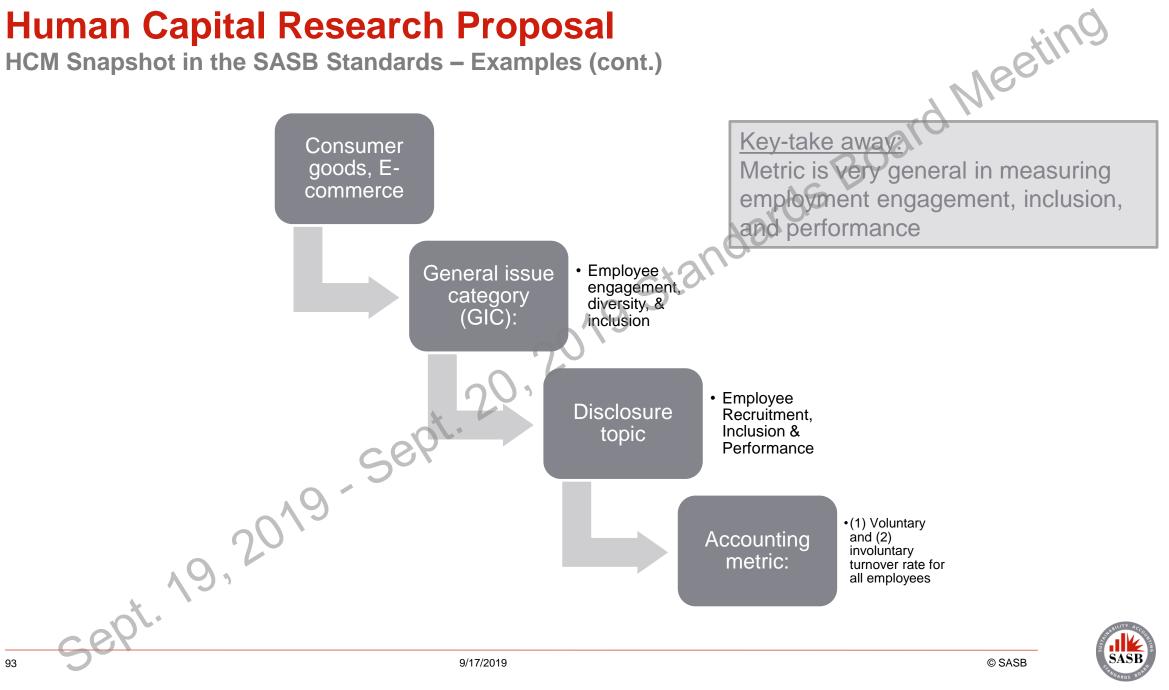
Labor Practices **Restaurants**

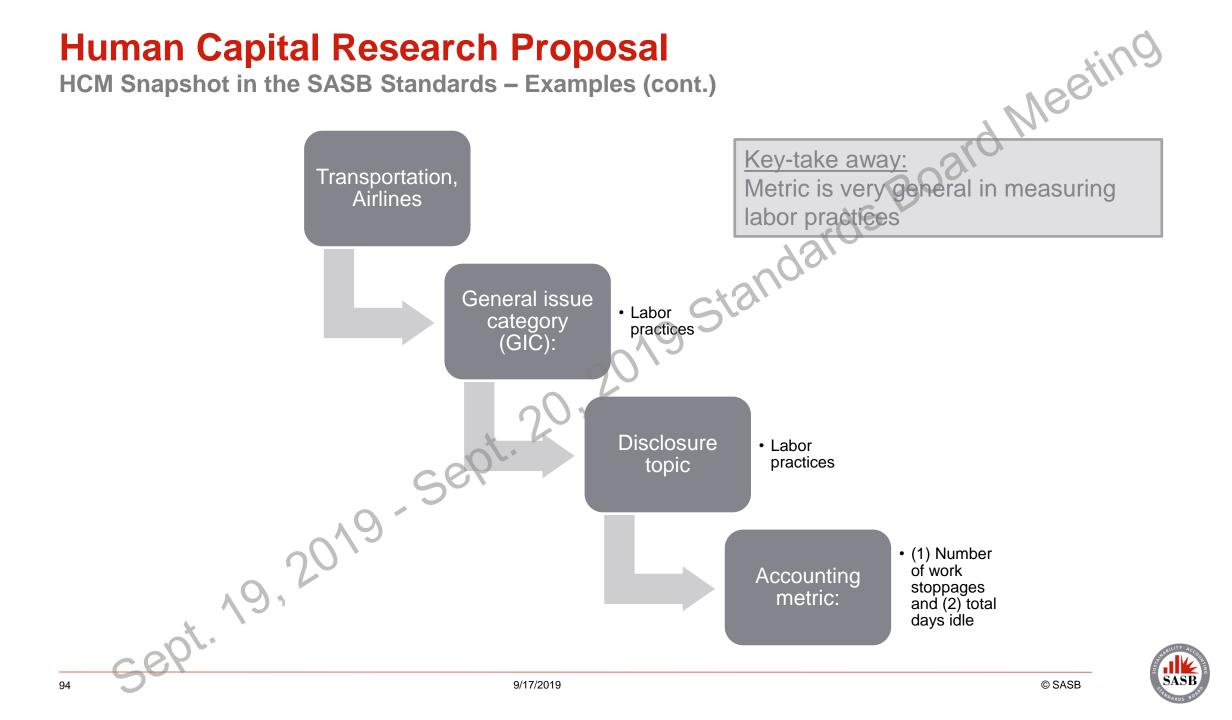
Key-take away:

Employee health & safety is strongly represented in the existing standards, but not necessarily other GICs/emerging themes

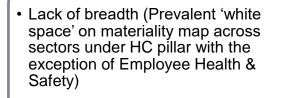
91







Known Challenges & Opportunities



 Lack of depth (Other issues not wellrepresented in existing industry standards)

> Market feedback exposes potential standard deficiences

oposal Market interest has presenting an opportunity

• While the SASB standards do not fully address all material HCM issues, market demand for HCM disclosure has gained momentum and presents an opportunity to improve the standards Post-codification, SASB has the advantage to assess cross-cutting issues and to assess & address HCM past challenges & emerging issues

> Opportunity to address industry-specific HCM issues



Key Questions & Feedback



Scope & prevalence

What are the main themes across our 77 industries related to human capital? How pervasive are they across industries? Alternatively, what is industry-specific?

Is there sufficient evidence to show materiality of these themes by industry? Secondly, what and, if applicable, are the financial impacts of these material themes on a firm's business model?

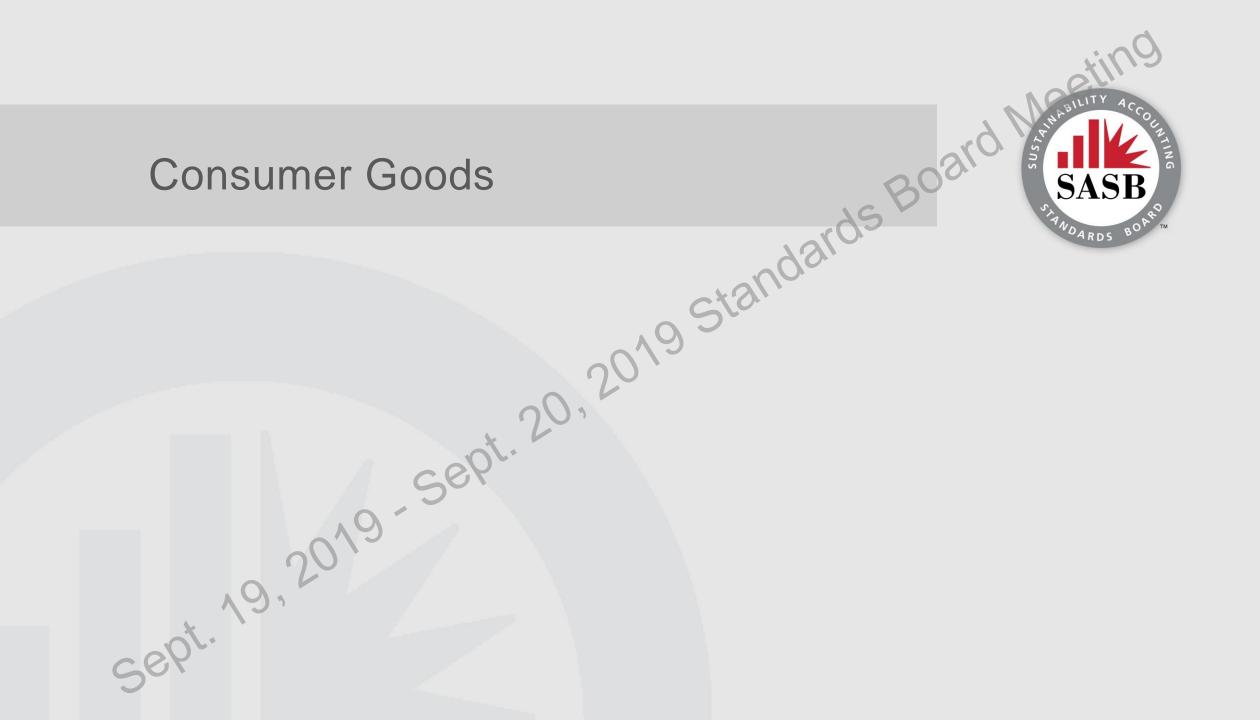
Feasibility

 Assuming these themes are relevant and material, how do we add maximum value to our existing framework to investors through their incorporation? Can we build out this framework to accommodate possible standard globalization?



Key Questions & Feedback (cont.)





Scope of the Apparel, Accessories & Footwear Industry

Industry scope currently includes business segments focused on a wide range of activities

Industry Description

The Apparel, Accessories & Footwear industry includes companies involved in the design, manufacturing, wholesaling, and retailing of various products, including men's, women's, and children's clothing, handbags, jewelry, watches, and footwear. Products are largely manufactured by vendors in emerging markets, thereby allowing companies in the industry to primarily focus on design, wholesaling, marketing, supply chain management, and retail activities.



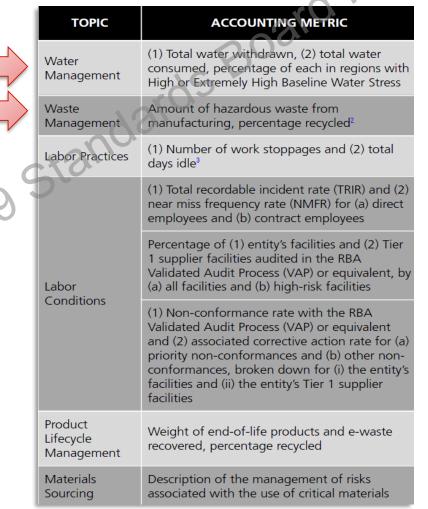


Similar Scenario in Technology & Communications Sector

Hardware Industry

ΤΟΡΙϹ	ACCOUNTING METRIC
Product Security	Description of approach to identifying and addressing data security risks in products
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ²
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances ³
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent ⁴
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria
	Weight of end-of-life products and e-waste recovered, percentage recycled
Supply Chain	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities
Supply Chain Management	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances
Materials Sourcing	Description of the management of risks associated with the use of critical materials

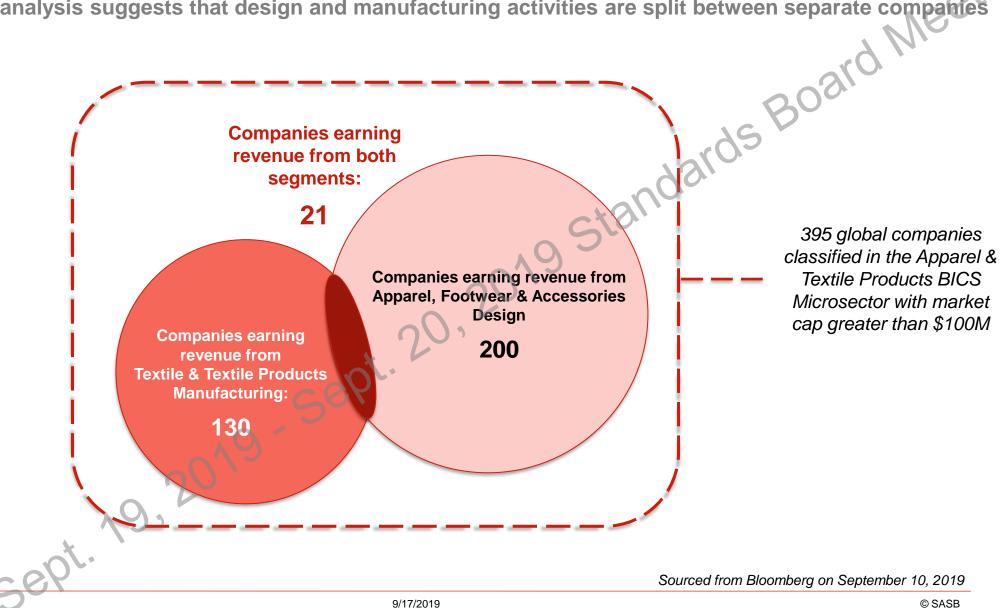
Electronic Manufacturing & Original Design Manufacturing Industry





Are companies vertically integrated across the apparel value chain?

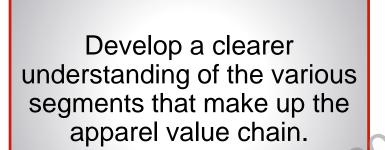
Initial analysis suggests that design and manufacturing activities are split between separate companies





Research Project Opportunity

This presents an opportunity for a research project to better understand some of the unknowns, primarily:



Determine if there is investor demand for financially material sustainability information for companies in different parts of the apparel value chain.



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Possible Standards-Setting Project

The Research Project may suggest a need for a Standard-Setting Project covering the following categories:

- 1. Governance Documents
- 2. Thematic Issue materiality
- 3. Thematic Issue measurement

4. Industry Standard: reevaluating existing content - materiality

- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards

8. Globalization

- 9. Technical Protocol Issues
- 10. Standards Application Guidance

11. Alignment



Discussion Questions

- Is this an important research project for the staff to pursue?
- Given that staff may propose this research project in a forthcoming meeting, what questions remain?

Is there specific information you would require in order to consider this as a formal research proposal?



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Agenda for Extractives & Mineral Processing Sector

Climate Driven Energy Transition and What It Means for the Standards
 Metals & Mining – Tailings Hazard Potential Issue



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Possible Standards-Setting Project #1

The Research Project may suggest a need for a Standard-Setting Project covering the following categories:

- 1. Governance Documents
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- 7. Industry scope and structure issues, including new industry standards

8. Globalization

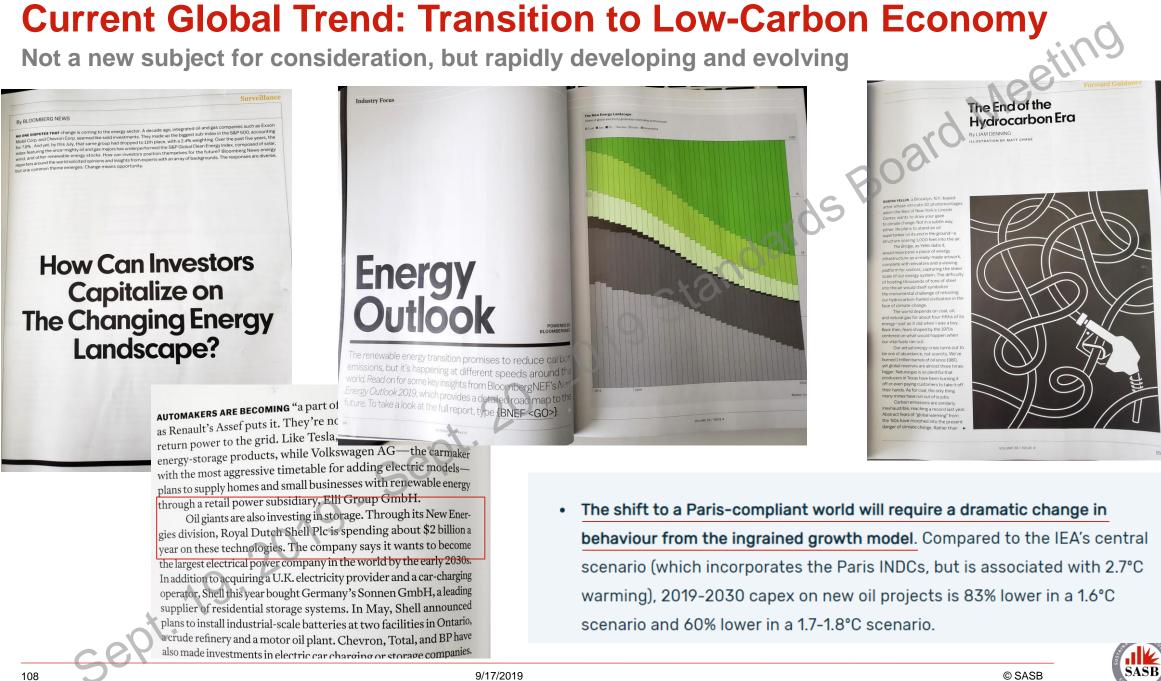
9. Technical Protocol Issues

10.Standards Application Guidance

11. Alignment



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How is This Issue Reflected in the Standards Currently?

Business Model Resilience Topic for 2 EM Sector Industries

Dimension General Issue Category® Coal Operations Construction Materials Iron & Steel Producers Metals & Mining Explorations Oil & Gas - Midstream Refining - Midstream Business Model & Innovation Product Design & Lifecycle Management Business Model Resilience Industry's capacity to manage risks and opportunities associated with incorporating social, environmental, and political transitions into long-term business model planning. This includes responsiveness to the transition to a low- carbon and climate-constrained economy, as well as growth and creation of new markets among unserved and underserved socio-economic populations. The category highlights industries in which evolving environmental and social realities may challenge EM-EP-420a.3: Amount invested in renewable energy, revenue plates				Extractives & Minerals Processing						
Business Model & Innovation Business Model Resilience Business Model Resilience The category addresses an industry's capacity to manage risks and opportunities associated with incorporating social, environmental, and political transitions into long-term business model planning. This includes responsiveness to the transition to a low- carbon and climate-constrained economy, as well as growth and creation of new markets among unserved and underserved socio-economic populations. The category highlights industries in which evolving environmental and social realities may challenge Industry: Oil & Gas - Exploration & Production EM-EP-420a.2: Estimated carbon dixide emissions Prev	Dimension	General Issue Category [©]	Coal Operations			Metals & Mining	Exploration & Oil & Gas – Midstream	Oil & Gas – Refining & Marketing	Oil & Gas – Services	
Business Model & Innovation The category addresses an industry's capacity to manage risks and opportunities associated with incorporating social, environmental, and political transitions into long-term business model planning. This includes responsiveness to the transition to a low- carbon and climate-constrained economy, as well as growth and creation of new markets among unserved and underserved socio economic populations. The category highlights industries in which evolving environmental and social realities may challenge Industry: Oil & Gas - Exploration & Production Prev General Issue Category: Business Model Resilience Prev Disclosure Topic: Reserves Valuation & Capital Expenditures Accounting Metric(s) • EM-EP-420a.1: Sensitivity of hydrocarbon reserve levels to futur scenarios that account for a price on carbon emissions • EM-EP-420a.2: Estimated carbon dioxide emissions embedded i reserves • EM-EP-420a.3: Amount invested in renewable energy, revenue and the energy, revenue and the energy rev		Product Design & Lifecycle Management				-	00			
InnovationThe category addresses an industry's capacity to manage risks and opportunities associated with incorporating social, environmental, and political transitions into long-term business model planning. This includes responsiveness to the transition to a low- carbon and climate-constrained economy, as well as growth and creation of new markets among unserved and underserved socio-economic populations. The category highlights industries in which evolving environmental and social realities may challengeIndustry: Oil & Gas - Exploration & ProductionPrevGeneral Issue Category: Business Model ResiliencePrevDisclosure Topic: Reserves Valuation & Capital ExpendituresAccounting Metric(s)• EM-EP-420a.1: Sensitivity of hydrocarbon reserve levels to futur scenarios that account for a price on carbon emissions • EM-EP-420a.2: Estimated carbon dioxide emissions embedded in reserves • EM-EP-420a.3: Amount invested in renewable energy, revenue and • EM-EP-420a.3: Amount invested in renewable energy, revenue and • EM-EP-420a.3: Amount invested in renewable energy, revenue and • EM-EP-420a.3: Amount invested in renewable energy, revenue and	Business	Business Model Resilience				*2				
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category highlights industries in which evolving environmental and social realities may challenge • EM-EP-420a.3: Amount invested in renewable energy, revenue g						Accounting Metric	c(s)			
• EM-EP-420a.4: Discussion of how price and demand for hydro					e	• EM-EP-420a.2: Estimated carbon dioxide emissions embedded in proved hydrocarbon				



What Could This Mean for the Future of the EM Sector? Meetint

Extractives & Mineral Processing Sector is affected directly in many different ways

Refining & Marketing might have less demand for petroleum production, some companies could shift into chemicals

Midstream. Contractual industries will be affected in a complicated way and investors will want to know how exactly

Services industries business model might need to change and shift completely over time

This energy transition will also affect other industries who support EM Sector or use EM Sector products



Business Model Resilience Expansion During Energy Transition Era

Preliminary signals, historical research and previous stakeholder feedback indicate an opportunity to further standards development related to transition risk

Question to the Board:

- 1. What information would the board need in order to assess if this needs to be a priority in terms of research projects
- 2. In considering this project, should the scope focus on sector or be cross cutting with consistency in climate related scenarios?
- 3. To what extent should be seek to align with existing mainstream investor focused climate related disclosure frameworks (TCFD)?
- 4. How do we account for business model shifts within our existing industry classification system?



Possible Standards-Setting Project #2

The Research Project may suggest a need for a Standard-Setting Project covering the following categories:

- 1. Governance Documents
- 2. Thematic Issue materiality
- 3. Thematic Issue measurement
- 4. Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards

8. Globalization

- 9. Technical Protocol Issues
- 10. Standards Application Guidance

11.Alignment



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Board Meetir. Metals & Mining Industry: Waste & Hazardous Material Management

Historically under disclosed SASB Standards topics of high importance

Disclosure Topic	Accounting Metric	Category	Unit of Measure
	Total weight of tailings waste, percentage recycled	Quantitative	Metric tons (t), Percentage (%)
Materials	Total weight of mineral processing waste, percentage recycled	Quantitative	Metric tons (t), Percentage (%)
Management	Number of tailings impoundments, broken down by MSHA hazard potential	Quantitative	Number

EM-MM-150a.3. Number of tailings impoundments, broken down by MSHA hazard potential

- The entity shall disclose the number of tailings impoundments according to the following U.S. Mine Safety and Health Administration (MSHA) hazard potential classification
- For locations under the auspices of the MSHA, the hazard potential shall be determined by Mine Safety and Health 2 enforcement personnel (Metal and Nonmetal) during regular (E01) inspections through verification that the mine operator has appropriately classified the dam or by assigning a hazard classification if the existing one does not appear reasonable or if no classification has been assigned.
- High hazard potential 1.1
- Significant hazard potential 1.2
- Low hazard potential 1.3



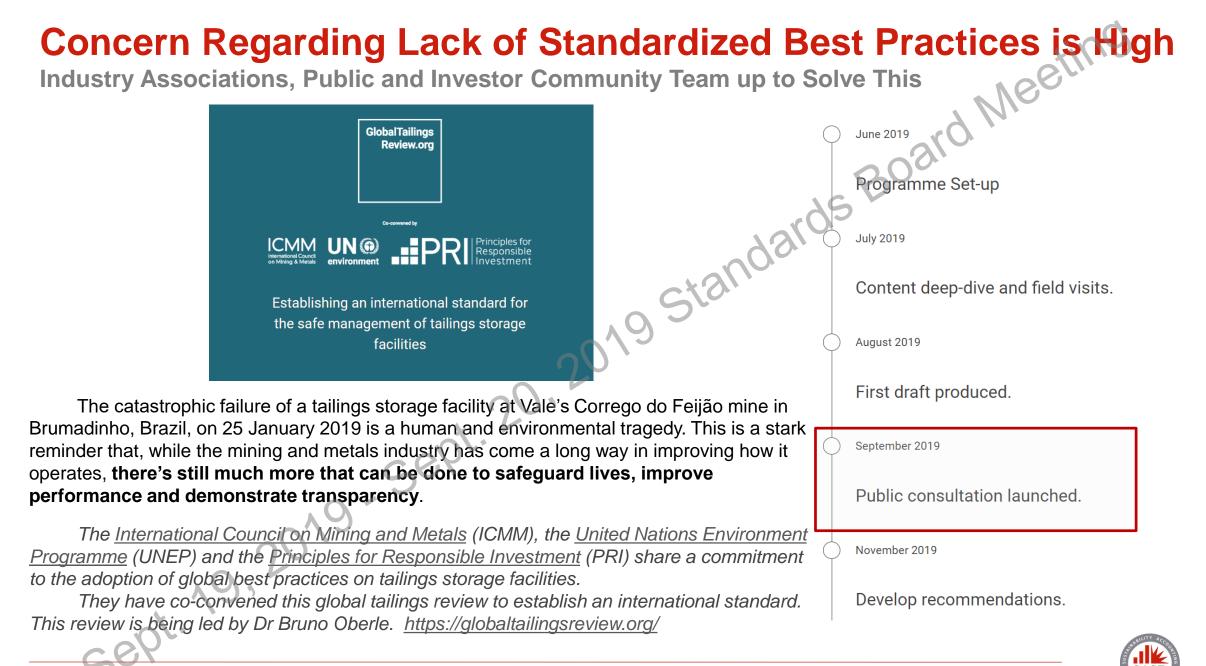
For locations not under the auspices of the MSHA, hazard potential shall be determined by a third party following 3 MSHA Procedure Instruction Letter No. 113-IV-01 guidance.

Increased Investor Interest to Tailings Storage Safety

Facilitated increased unstandardized disclosure as a response

- A series of tragic accidents in the recent years (2015-2019) promoted increased investor interest to trailing's storage facilities safety and hazard classification
- In April of 2019 a group of investors with US\$10.3 trillion in assets, including Church of England and four Sweden's national pension funds, demanded that 683 mining companies, including Brumadinho dam's operator Vale, provide details on every tailings facility under their control
 - What is your hazard categorization of this facility, based on consequences of failure/?
 - What guideline do you follow for the classification system?
 - whether each facility at any point in history had ever failed to be confirmed or certified as stable by independent engineer or experienced notable concerns
 - 7 Hazard potential classification depends solely on the consequences of failure of the dam and not on the condition of the dam.
 - 8 Hazard potential classification can change over time.





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Global Standardized Disclosure on Tailings Hazard Potential ards Board Meeth

High priority market driven issue but is it feasible and is there a single solution?

Question to the Board:

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- What additional information would be needed to assess prioritization of this project?
- 2. Does the board have a guidance on what should be the focus
 - looking for emergence of a true international tailing facilities management standard?
 - or assessing existing disclosure for alignment?
- 3. How does this align with globalization consideration?
 - is this much more industry specific type of project given market movement on this issue?



Resource Transformation

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Sept. 19,20



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- Potential Project: Renewable Resources Pulp & Paper Products
- Potential Project: Resource Transformation Chemicals

Sept. 19, 2019 - Sept. 20, 2019 Standards Board Mer. SASB DARDS

Possible Project

rds Board Meetino **Research staff idea: Renewable Resources, Pulp & Paper Products**

- **Governance Documents**
- Thematic Issue materiality
- Thematic Issue measurement 3.
- 4. Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards
- Globalization 8.
- 9. Technical Protocol Issues
- 10. Standards Application Guidance
- 11. Alignment



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Board Meetinc **Renewable Resources, Pulp & Paper Products**

Issue for Consideration: Bio-based Products Innovation

Issue for consideration:

With increasing scrutiny and regulation around single-use plastics, should the Pulp & Paper Products standard incorporate the topic:

Bio-Based Products Innovation



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Renewable Resources, Pulp & Paper Products

Issue for Consideration: Bio-based Products Innovation

Background information:

In the Provisional Brief (December 2015) this was flagged as a possible watchlist <u>item</u>, noting:

- Bio-based products could provide a diversified revenue stream and have significantly higher profit margins than traditional pulp and paper.
- Companies ... are exploring the use of biobased materials as feedstocks in the production of renewable chemical, fiber, and energy products.
- The use of wood fiber has the potential to offset environmental and social impacts associated with petroleum extraction and chemical refining. As increasingly stringent regulations shape the use of petroleum products, renewable wood fiber could become an important industrial raw material

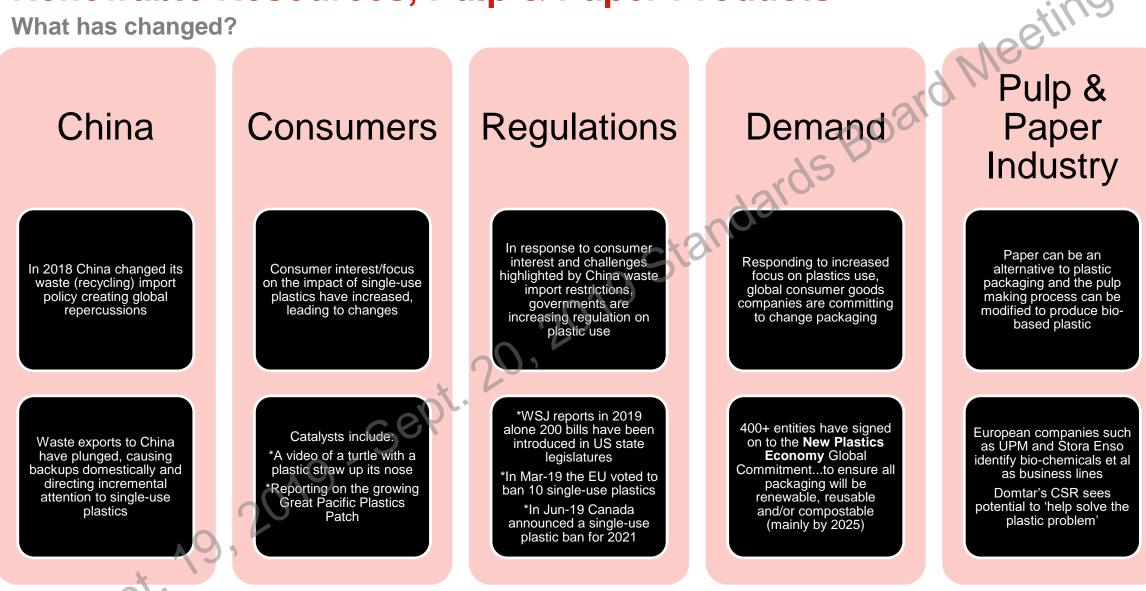
Ultimately the brief concluded: *The market remains small today; therefore it is unlikely that companies earn significant revenues from biobased products today.*



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Renewable Resources, Pulp & Paper Products

What has changed?





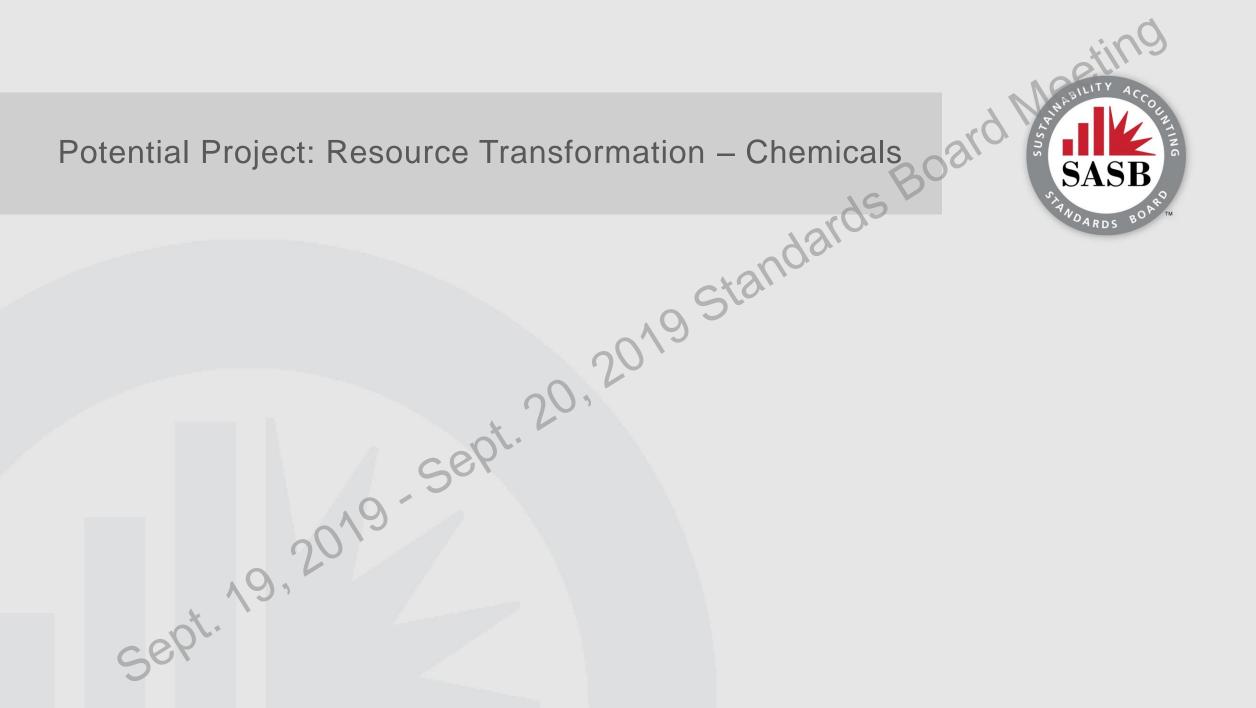
Renewable Resources, Pulp & Paper Products

Issue for Consideration: Bio-based Products Innovation

Questions to Consider:

oard Meetinc Has the Is there sufficient environment/scope investor interest? Would changed enough to the topic be decisionrender this topic useful? material? Can this information be Are the opportunities captured by the broad enough to be standards in a format pervasive throughout the that will enhance global industry? analysis/decision making?





Possible Project

Research staff idea: Resource Transformation, Chemicals

- **Governance Documents**
- Thematic Issue materiality
- Thematic Issue measurement 3.
- rds Board Meetino 4. Industry Standard: reevaluating existing content - materiality
- 5. Industry Standard: reevaluating existing content measurement

6. Industry Standard: evaluating new or emerging issues

- 7. Industry scope and structure issues, including new industry standards
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Issue for Consideration: Feedstock Management

Issue for consideration:

Given growing attention on the use of plastics, should the Chemicals Standard include a topic regarding:

Feedstock Management (percentage of raw materials from renewable resources)



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Board Meetino

Issue for Consideration: Feedstock Management

Background information:

During the development of the original codified standards, the topic of feedstock management (metric 'percentage of raw materials from renewable resources') was considered, but ultimately rejected

 Rejection appeared to be based primarily on the view that with increasing supply of natural gas, feedstock availability was unlikely to be a material issue for the chemicals industry.



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What has changed?

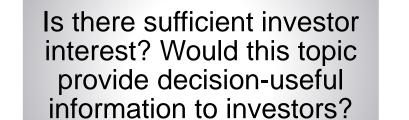
Resource Tra That has changed?		n, Chemicals		Meeting
China	Consumers	Regulations	Demand	Chemicals Industry
In 2018 China changed its waste import policy creating global repercussions	Consumer interest/focus on the impact of single-use plastics have increased, leading to changes	In response to consumer interest and challenges highlighted by China waste import restrictions, governments are increasing regulation on plastic use	Responding to increased focus on plastics use, global consumer goods companies are committing to change packaging	Issue seems to be an increasing focus for some chemical companies
Waste exports to China have plunged, causing backups domestically and directing incremental attention to single-use plastics	Catalysts include: *A video of a turtle with a plastic straw up its nose *The growing Great Pacific Plastics Patch	*WSJ reports in 2019 alone 200 bills have been introduced in US state legislatures *In Mar-19 the EU voted to ban 10 single-use plastics *In Jun-19 Canada announced a single-use plastic ban for 2021	400+ entities have signed on to the New Plastics Economy Global Commitmentto ensure all packaging will be renewable, reusable and/or compostable (mainly by 2025)	At a recent event Dow's CEO said he 'spends 25% of his time on sustainability issues.' Noting 'it's a purpose we have to tackle' Arguing that 'litter piling up on beaches and drifting in the ocean isn't really a problem with plastic: it's a problem with waste.''



Issue for Consideration: Feedstock Management

Questions to Consider:

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Is enough of this information already conveyed in the Standards though the topic 'usephase efficiency' or can that metric be modified?

What type of disclosures would be of the most use to investors? Is this information easily reported by companies?



Discussion on Paper and Chemicals

- Is this an important research project for the staff to pursue?
- Given that staff may propose this research project in a forthcoming meeting, what questions remain?

Is there specific information you would require in order to consider this as a formal research proposal?

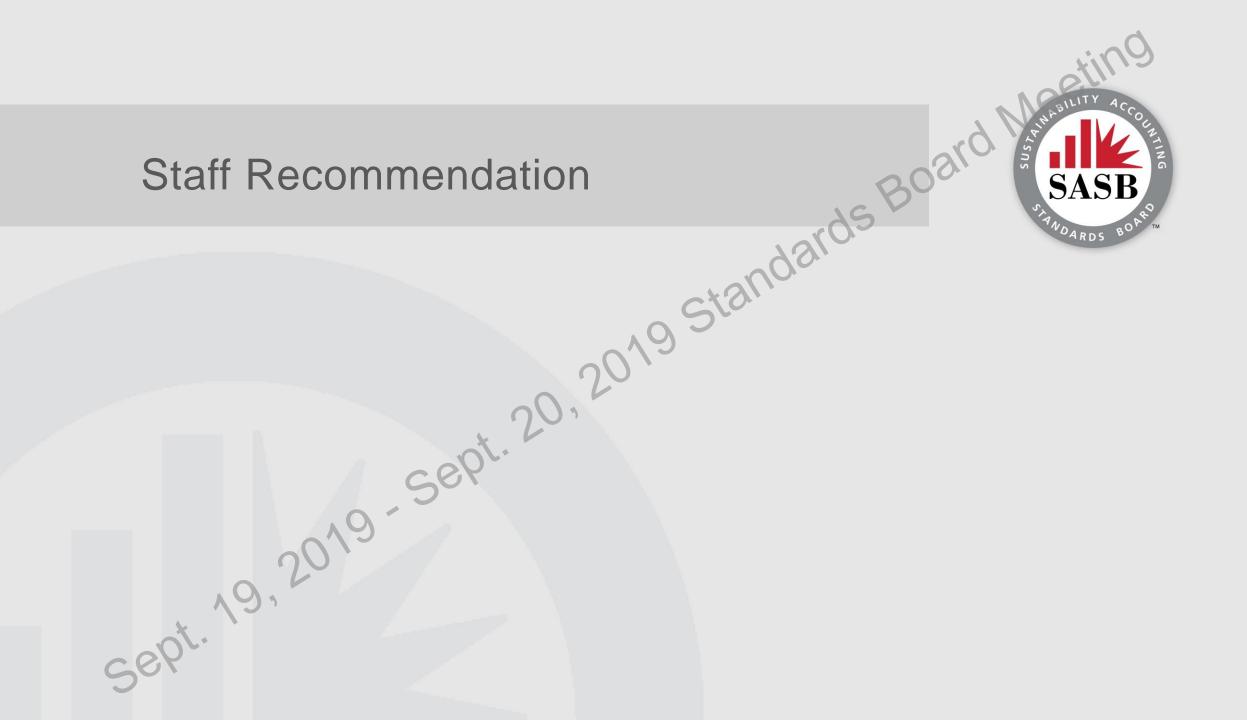


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Agenda Prioritization Discussion

- Staff Recommendation
- sept. 19, 2019 Sept. 20, 4 Standards Board Discussion



Staff Recommendation – Agenda Prioritization

Based on all previously discussed inputs, staff recommends the follow in terms of high/medium/low priorities

- 1. Governance Documents
- 2. Thematic Issue materiality
- 3. Thematic Issue measurement
- 4. Industry Standard: reevaluating existing content materiality
- 5. Industry Standard: reevaluating existing content measurement
- 6. Industry Standard: evaluating new or emerging issues
- 7. Industry scope and structure issues, including new industry standards
- 8. Globalization
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