World Economic Forum
ESG Metrics and Disclosures Consultation Process

Thank you for participating in this survey.

We have launched this survey to gather input and feedback on the proposed metrics/disclosures from corporates, investors, standard setters, and other relevant stakeholders. The aim is to integrate the results of this process into our current work and release an updated list of metrics in the coming months.

Please complete one survey per organization with input from all relevant leaders, functions and departments.

Please submit your responses by June 5, 2020 and allow 30 – 40 minutes to complete the survey.

Please note that all data collected in the survey will be anonymized and aggregated.

If you would like to know more about this work or face difficulties completing this survey, please write to us at ESGMetrics@weforum.org.
Privacy Notice

World Economic Forum, with registered offices at 91-93 route de la Capite, CH-1223 Cologny/Geneva, Switzerland, (hereafter the "Forum") is committed to complying with data protection laws and to the protection and confidentiality of the personal data.

In this Privacy Notice (the "Notice"), we explain how we collect, share and use personal data we obtain from you in connection with the ESG metrics and disclosures consultation process survey and how you can exercise your data privacy rights.

Identification of the controller
The Forum processes your personal data as a controller in accordance with applicable legislation with regard to the processing of personal data, namely Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (hereinafter "GDPR") and any applicable national data protection acts, including the Swiss Federal Act on Data Protection of 19 June 1992 (Status as of 1 January 2014)(together referred to as "Applicable Data Protection Laws").

The application we use for this survey is hosted by Qualtrics Software as our data processor. For further information concerning Qualtrics' privacy practices, please read Qualtrics' Privacy Statement here.

What are the purposes and the legal ground for processing?
The personal data we obtain from you will be used for the purposes of quality check, classifying responses by industries and geographies and conducting analysis of the feedback received. This feedback will serve as an important input into the updated iteration of the ESG metrics and disclosures.

We process your personal data on the basis of our legitimate business interest, in accordance with Applicable Data Protection Laws.

Who do we share your personal data with?
We may share your personal data with the Forum entities in other locations around the world and our project partners, namely Deloitte, Ernst & Young, KPMG and PwC for the purpose of analyzing feedback on the consultation paper to update our findings and the metrics/disclosures.

Where do we store your personal data?
All your personal data the Forum collects, and processes is stored and located in Switzerland, in European Economic Area and/or the USA. We put the appropriate safeguards in place with the entity receiving your personal data (e.g. the EU standard contractual clauses) to ensure that it remains protected while it is being processed outside the EU/EEA in accordance with Applicable Data Protection Laws.

How long do we keep your personal data?
We will retain your personal data for the period necessary to fulfil the purposes outlined in
Your data protection rights

You have the following data protection rights:
• You may request access to and obtain a copy of your personal data.
• You may also request that any personal data that is inaccurate or incomplete be rectified or completed.
• You may request that your personal data be erased under certain legal conditions (for example, where the personal data is no longer needed to achieve the purposes for which the information was initially collected).
• In addition, you may object to the processing of your personal data, ask us to restrict processing of your personal data or request portability of your personal data under certain legal conditions.
• You can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal data conducted in reliance on lawful processing grounds other than consent.
• You have the right to complain to a data protection authority about our collection and use of your personal data. For more information, please contact your local data protection authority. Contact details for data protection authorities in the European Economic Area, Switzerland and certain non-European countries (including the US and Canada) are available here.

You may exercise any of the rights above at any time by contacting us as described under the “How to contact us” section below. We will respond to your request in accordance with Applicable Data Protection Laws.

How to contact us

If you have any questions or concerns concerning this Notice or the way we process your personal data, or if you wish to exercise your data privacy rights as described above, please contact us by email at: Mydata@weforum.org
Q1.3 Respondent details

- First Name ________________________________________________
- Last Name ________________________________________________
- Position ________________________________________________
- Organization ______________________________________________
- Email ________________________________________________

Q1.4 Would you be willing to be contacted by the World Economic Forum to answer additional questions and potentially participate in a virtual consultation meeting?

- Yes
- No

Q1.5 How were you made aware of this survey?

________________________________________________________________

Q1.6 Please select the relevant option

- Corporate
- Investor
- Other

End of Block: Background Information

Start of Block: Investor
Q4.1 Please select the relevant option.

▼ Asset Manager (1) … Other (6)

Q4.2 Is reporting on a set of universal, industry agnostic ESG metrics/disclosures useful for investors?

○ Yes

○ No

Q4.3 Please explain why.

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Q4.4 Is reporting on a set of universal, industry agnostic ESG metrics/disclosures useful for the financial markets and the economy more generally?

○ Yes

○ No

Q4.5 Please explain why.

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Q4.6 The following 4 questions will ask you to rate each individual metric/disclosure. These metrics and disclosures have been selected based on their—contribution to long-term value creation, universality and consistency with existing frameworks/standards. This is against the backdrop that societal and commercial value are converging. Therefore, ESG factors will become increasingly relevant to demonstrating future value creation.

While rating the metrics/disclosures, please assess them based on their importance to your investment decision making bearing in mind that the exercise is focused on assessing long-term value creation.

Q4.7 Please rate the following “Principles of Governance” core metrics/disclosures from decision-critical to not applicable. A detailed description of these metrics/disclosures can be found on Page 8 of the consultation paper.

<table>
<thead>
<tr>
<th>Metric/Disclosure</th>
<th>Decision critical</th>
<th>Useful background information</th>
<th>Not relevant</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Setting purpose</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Board Composition</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Impact of material issues on stakeholders</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Anti-corruption</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Protected ethics advice and reporting mechanisms</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Integrating risk and opportunity into business process</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q4.8 Please rate the following "Planet" core metrics/disclosures from decision-critical to not applicable. A detailed description of these metrics/disclosures can be found on Page 8 of the consultation paper.

<table>
<thead>
<tr>
<th></th>
<th>Decision critical (1)</th>
<th>Useful background information (2)</th>
<th>Not relevant (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greenhouse Gas (GHG) emissions</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>TCFD-aligned reporting on material climate risks and opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Land use and ecological sensitivity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fresh water consumption in water stressed areas</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>
Q4.9 Please rate the following "People" core metrics/disclosures from decision-critical to not applicable. *A detailed description of these metrics/disclosures can be found on Page 9 of the consultation paper.*

<table>
<thead>
<tr>
<th></th>
<th>Decision critical (1)</th>
<th>Useful background information (2)</th>
<th>Not relevant (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender pay equality (%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diversity and inclusion (%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wage level (%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Risk for incidents of child, forces or compulsory labor (#, %)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health and safety (%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training provided (#)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q4.10 Please rate the following “Prosperity” core metrics/disclosures from decision-critical to not applicable. A detailed description of these metrics/disclosures can be found on Page 9 of the consultation paper.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Decision critical</th>
<th>Useful background information</th>
<th>Not relevant</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net number of jobs created</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Net Economic Contribution</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Net investment</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>R&amp;D spend ratio (%)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Community investment (%)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Country by country tax reporting</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q4.11 Are any high priority metrics/disclosures missing from the current set of metrics/disclosures?

- Yes
- No

Q4.12 Please list any missing high priority metrics/disclosures. To the extent possible, please provide a source or reference for the metric/disclosure.

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Q4.13 How important is it for the metrics/disclosures to be machine-readable?

- Extremely important (1)
- Moderately important (2)
- Not at all important (3)

Q4.14 To what extent will assured data elevate the quality of data used to report on these metrics/disclosures?

- To a great extent (1)
- To a moderate extent (2)
- Not at all (3)
Q4.15 Which one of the following do you prefer?

- Quantitative measures (1)
- Ratios (2)

Q4.16 Are there metrics/disclosures on this list that can be manipulated?

- Yes (1)
- No (2)

Q4.17 Please list the metrics/disclosures that can be manipulated.

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Q4.18 Would you require the companies you invest in to report on the core metrics/disclosures?

- Yes (1)
- No (2)

Q4.19 Over what time frame would you require such reporting?

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Q4.20 Please explain why not.

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Q4.21 Would you require the companies you invest in to report on the expanded metrics/disclosures?

○ Yes

○ No

Q4.22 Over what time frame would you require such reporting?

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Q4.23 Please explain why not.

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Q4.24 Do you have ideas for an appropriate framework to support adoption of the metrics/disclosures in the mainstream report and/or core communications to investors?

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Q4.25 Do you have any additional comments on the proposed set of core and expanded metrics/disclosures?

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You have reached the end of the survey. We thank you for your time. If there's anything else we should know please use the comment box below to tell us. Please press SUBMIT to finish.

End of Block: End