



Navigating the Corporate ESG Journey: Strategies and Lessons Learned Featuring FIS Global, IR Magazine's 2020 Best ESG Reporting Award Winner

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Speakers

Moderator



- **Kelly Ball**
Creative Manager, Corporate Governance Services, DFIN

Panelists



- **Andrew Ciafardini**
Chief Sustainability Officer & Head of Global Public Policy, FIS



- **Louis Coppola**
Executive Vice President & Co-Founder, G&A Institute



- **Frank Kelley**
Director, ESG & Compliance Services, DFIN

Agenda

- ESG Overview – important concepts, standards, players, and recent events
- Discuss our forward-thinking approach to ESG Strategy
- Best Practices and Lessons Learned from FIS' ESG Journey

What is ESG?



ESG → Environmental, Social, and Governance (“ESG”) refers to the three central factors for measuring the sustainability and societal impact of an investment. These criteria help to better determine the future financial performance of companies.

Implementing an ESG Program

The following are important items to consider before initiating a sustainability program:

- **Be Prepared:** The board's role in ESG-related matters is one of partnership with management, Subject Matter Experts ("SMEs"), and external consultants. ESG matters should be considered part of a company's annual strategy review and any new sustainability proxy disclosures should be on agenda(s) going forward
- **Determine Who, What, and When:** ESG has *reputational* impacts. A board must work with management to identify key ESG issues that are pertinent to the business, industry, and respective shareholders
- **Do Your Homework:** Both board and management should be prepared for third-party information requests from ESG ratings services and/or suppliers

Poll 1

Does your Board of Directors have oversight of ESG Matters?

- Yes – Our entire Board oversees
- Yes – An assigned board committee has oversight
- No
- Don't know

“Alphabet Soup”

GRI – Global Reporting Initiative

SASB – Sustainability Accounting Standards Board

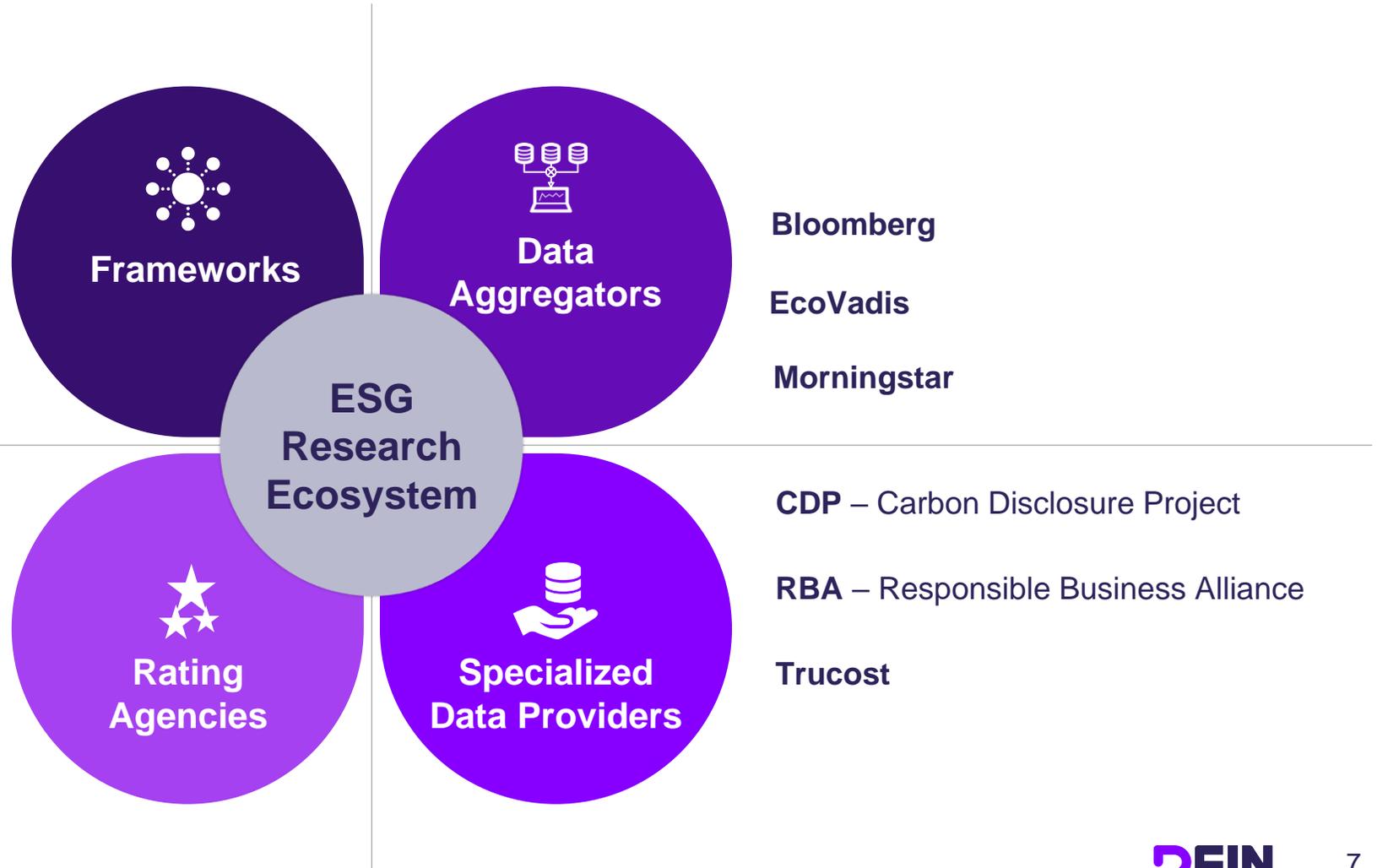
TCFD – Taskforce on Climate-related Financial Disclosures

U.N. SDG – United Nations Sustainability Development Goals

ISS – Institutional Shareholder Services Inc

MSCI – Morgan Stanley Capital International

Sustainalytics



What ESG Framework should a Company USE?

- Many frameworks exist to define ESG measures and report progress; **however, a uniform global standard has yet to emerge**
- Comparability across companies is difficult because ESG reporting is voluntary in the U.S. and a unified disclosure approach does not exist
- International securities regulators and influential investors such as Blackrock are advocating for a globally recognized framework for companies to adopt to create consistency and comparability



Poll 2

Does your company produce a CSR, ESG or Sustainability Report?

- Yes – No Standards Listed Here
- Yes – GRI Standards
- Yes – SASB
- Yes – Integrated report
- Yes - TCFD
- No – But we are planning to within the next 2 years
- No
- Don't know

Check all that apply

Poll 3

Has your company conducted an ESG materiality analysis?

- Yes – 1-2 years ago
- Yes – Longer than 2 years ago
- No
- Don't know

The Sustainability Journey

3 Stages of Maturity



FIS Global 2020 ESG Report

2020 Nominees



ESG Action Items

- Quarterly outreach to active and passive investors
- Leverage SASB, GRI, TCFD Frameworks for your company materiality mapping, KPI's and reporting
- Follow your ESG ratings and rankings
- Assess the importance of ESG to your audience and how it might evolve
- Understand your current ESG reporting, conduct a audit or gap analysis, review peer benchmarks
- Determine managements short- and long-term ESG communication plans, incorporating decision useful quantitate data, link to long-term value and business context
- Keep tabs on governance practice relative to industry and peers
- Keep the board informed, regular updates on issues and questions; prepare an independent director for investor engagement on ESG issue, before requested

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