



World Economic Forum International Business Council metrics alignment

World Economic Forum International Business Council (WEF IBC) announced defined Stakeholder Capitalism Metrics and recommended universal disclosures for sustainable value creation in line with the UN Sustainable Development Goals (SDGs). The disclosure requirements are organised into four pillars aligned with the SDGs and key ESG topics: Principles of governance, Planet, People and Prosperity

We see the WEF IBC common metrics as an important initiative in the drive towards a common standard and in supporting companies to raise the standard of their ESG reporting. As this is a convergence of existing guidance, we recognise this as a useful tool in supporting us developing our ESG disclosures and to the extent we are not already aligned with relevant requirements we will commit to working to develop our reporting in the future.

We have reviewed our reporting and currently we partially or fully report against 19 of the 21 core and 19 of the 34 extended disclosures.

For additional information, please refer to our GRI Index and 2022 Annual Reporting suite including this document, our 2022 Annual Report and Accounts, 2022 our Climate-related Disclosures Report and our 2022 Non-financial information datasheet.

Alison Rose DBE, NatWest Group Chief Executive Officer is a member the International Business Council for the World Economic Forum.

The following tables summarise the metrics against which we provide full or partial disclosure.

Core Metrics

Principles of Governance 6/6	Planet 3/4	People 6/6	Prosperity 4/5
Setting purpose		Pay equality	Absolute number and rate of employment
Governance body composition	Greenhouse Gas (GHG) Emissions	Diversity and inclusion	Total tax paid
Anti-corruption		Wage level	Financial investment contribution
Impact of material issues on stakeholders	TCFD Implementation	Risk for incidents of child, forced or compulsory labour	Economic contribution
Protected ethics advice and reporting mechanisms	Water consumption and withdrawal in water stressed areas	Health and safety	
Integrating risk and opportunity into business processes		Training provided	



Extended

Principles of Governance 5/6	Planet 3/12	People 5/9	Prosperity 6/7
Progress against strategic milestones	Paris-aligned GHG emissions targets	Freedom of association and collective bargaining at risk	Infrastructure, investments and services supported
Purpose-led management	Single use plastics	Living wage	Total social investment
Remuneration	Impact of solid waste disposal	Pay gap	Additional tax remitted
Alignment of strategy and policies to lobbying		Human rights review, grievance impact & modern slavery	Total tax paid by country for significant locations
Monetary losses from unethical behaviour		Employee well being	Significant indirect economic impacts
			Social value generated

(1) The SDGs illustrated are those identified in the WEF IBC white paper against each pillar. See <https://www.weforum.org/whitepapers/toward-common-metrics-and-consistent-reporting-of-sustainable-value-creation>