



# Climate, enterprise, learning and diversity equity and inclusion (DE&I) metrics

## Climate



### -50%

We have an ambition to at least halve the climate impact of our financing activity by 2030, against a 2019 baseline, and align with the 2015 Paris Agreement

### 50%

we plan to reduce the carbon intensity of our in-scope Assets under Management by 50% by 2030, against a 2019 baseline<sup>(1)</sup>

### 50%

reduction in emissions from our direct own operations<sup>(2)</sup> by 2025, against a 2019 baseline

### £100bn

we have a target to provide £100 billion climate and sustainable funding and financing between 1 July and the end of 2025. As part of this we aim to provide at least £10 billion in lending for EPC A and B rated residential properties between 1 January 2023 and the end of 2025

We plan to phase out of coal for UK and non-UK customers who have UK coal production, coal fired generation and coal related infrastructure by 1 October 2024, with a full global phase out by 1 January 2030

## Enterprise



### 250,000

interventions delivered to start, run, and grow a business

### 35,000

individuals and businesses supported by enterprise programmes

### 30,000

number of youth interventions<sup>(4)</sup>

### 75%

of those supported will be based in regions outside London & South East England<sup>(3)</sup>

### 60%

of supported provided will be to women<sup>(3)</sup>

### 20%

of support provided will be from an ethnic minority background<sup>(3)</sup>

### 20%

of those businesses supported will be purpose-led<sup>(3)</sup>

## Learning



### 15m

financial capability interactions delivered between 2021-2023.

### 2m

additional customers helped to start saving between 2021-2023.<sup>(5)</sup>

## DE&I



### Gender balance

in our CEO-3 and above global roles by 2030.<sup>(6)</sup>

### 14%

of colleagues from an ethnic minority background in our CEO-4 and above UK roles by 2025.<sup>(6)</sup>

(1) 89% of Assets under Management are considered to be in-scope to be managed in line with net zero. This includes all core managed funds and discretionary portfolios.

(2) Direct own operations is defined as Scope 1, Scope 2 and Scope 3 (paper, water, waste, business travel, commuting and work from home) emissions. It excludes upstream and downstream emissions from our value chain.

(3) Demographics cover uniquely supported individuals and young people supported.

(4) Youth interventions supported through enterprise and entrepreneurship is a new metric for 2022.

(5) Includes instances where customers had existing savings with other banks and transferred them into a NatWest Group account.

(6) To maintain integrity, we remove colleagues from our reporting that sit in CEO-3 and above that do not hold leadership or influential roles.