DFINESG Regulatory Report

April 22, 2021

DFIN provides real-time access to the rapidly changing disclosure landscape

Corporations are beginning to disclose Environmental, Social and Governance (ESG) data in their SEC compliance filings. The SEC recently introduced new disclosure requirements designed to provide stakeholders insight into human capital—from the operating model, to talent planning, learning and innovation, employee experience, and work environment.

EDGAR Pro is the research and benchmarking platform designed to help you uncover intelligence from the rapidly evolving SEC filing landscape.

To stay abreast of this rapidly evolving disclosure landscape, our ESG weekly report, created with EDGAR Pro, provides examples, showing who is currently reporting ESG data to the SEC and how they are incorporating the data into their SEC filings.

Focus on HCM – Human Capital Management disclosures are evolving in support of the SEC Reg S-K Modernization Rule. In this update, we highlight innovative disclosure on Employee Turnover and Talent Management.

HCM EXAMPLE # 1:

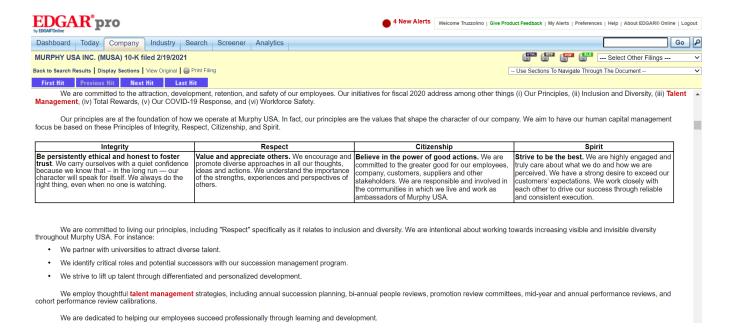
Registrant: Murphy USA Inc.

Ticker: MUSA

Topic: Human Capital Management - Talent Management - Board Oversight

Document: 10-K

FYE: 12/31/2020



Excerpt for the Murphy USA Inc. 2021 10-K

"Our principles are at the foundation of how we operate at Murphy USA. In fact, our principles are the values that shape the character of our company. We aim to have our human capital management focus be based on these Principles of Integrity, Respect, Citizenship, and Spirit."

HCM EXAMPLE # 2:

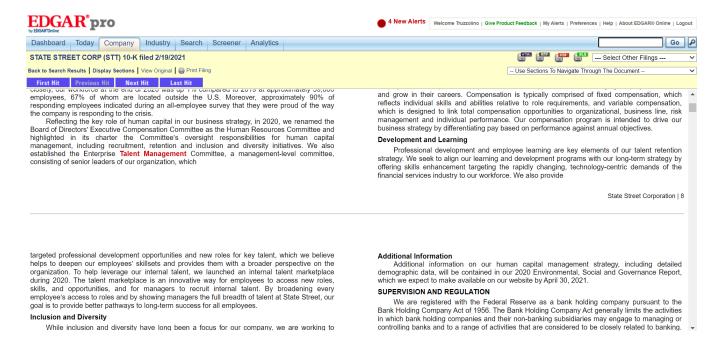
Registrant: State Street Corp.

Ticker: STT

Topic: Talent Management – Board Oversight

Document: 10-K

FYE: 12/31/2020



Excerpt for the State Street Corp. 2021 10-K

"Reflecting the key role of human capital in our business strategy, in 2020, we renamed the Board of Directors' Executive Compensation Committee as the Human Resources Committee and highlighted in its charter the Committee's oversight responsibilities for human capital management, including recruitment, retention and inclusion and diversity initiatives. We also established the Enterprise Talent Management Committee, a management-level committee, consisting of senior leaders of our organization, which oversees our global business activities. The Enterprise Talent Management Committee provides leadership, input and advisory oversight for all aspects of our global talent related initiatives that support achievement of our strategic priority to become a high-performing organization."

HCM EXAMPLE # 3:

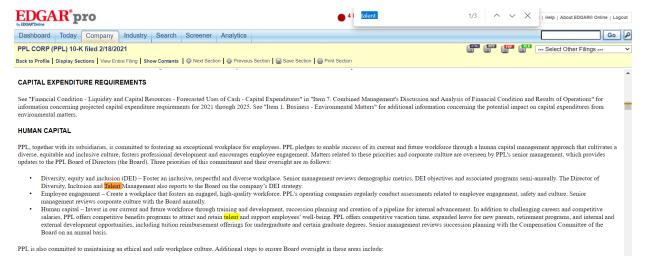
Registrant: PPL Corp.

Ticker: PPL

Topic: Human Capital and Talent Management – Board Oversight

Document: 10-K

FYE: 12/31/2020



Excerpt from PPL Corp. 2021 10-K

"PPL, together with its subsidiaries, is committed to fostering an exceptional workplace for employees. PPL pledges to enable success of its current and future workforce through a human capital management approach that cultivates a diverse, equitable and inclusive culture, fosters professional development and encourages employee engagement. Matters related to these priorities and corporate culture are overseen by PPL's senior management, which provides updates to the PPL Board of Directors (the Board). Three priorities of this commitment and their oversight are as follows:

- Diversity, equity and inclusion (DEI) Foster an inclusive, respectful and diverse workplace.
 Senior management reviews demographic metrics, DEI objectives and associated programs semi-annually. The Director of Diversity, Inclusion and Talent Management also reports to the Board on the company's DEI strategy.
- Employee engagement Create a workplace that fosters an engaged, high-quality workforce.
 PPL's operating companies regularly conduct assessments related to employee engagement, safety and culture. Senior management reviews corporate culture with the Board annually.
- Human capital Invest in our current and future workforce through training and development, succession planning and creation of a pipeline for internal advancement. In addition to challenging careers and competitive salaries, PPL offers competitive benefits programs to attract and retain talent and support employees' well-being. PPL offers competitive vacation time, expanded leave for new parents, retirement programs, and internal and external development opportunities, including tuition reimbursement offerings for undergraduate and certain graduate degrees. Senior management reviews succession planning with the Compensation Committee of the Board on an annual basis.

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Begin to customize your own search for emerging ESG disclosure trends, such as, Task-force on Climate Related Financial Disclosure [TCFD], Human Capital Resources [HCM] and Diversity and Inclusion [D&I] and much more.

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