

DFIN

ESG Regulatory Report

July 29, 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 Securities and Exchange Commission, (SEC) compliance filings. The SEC recently introduced several new programs to better understand the rapidly changing disclosure needs facing investors surrounding climate risk and ESG. This create an opportunity to analyse SEC disclosure on the evolving trends on climate and ESG reporting.

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 – Employee Engagement & Development

Research shows that finding and retaining talent at all levels of the organization are critical elements of an organization's ability to improve profitability, manage costs, innovate and succeed. Corporate cultures, leadership and management practices characterized by teamwork, flexible working practices, pleasant working conditions, considerate treatment of employees, growth opportunities, and open, two-way communications between different levels of the organization can foster individual and organizational success. While primarily focused within the organization, engagement with communities in which the organization operates is a related best practice.

EXAMPLE # 1:

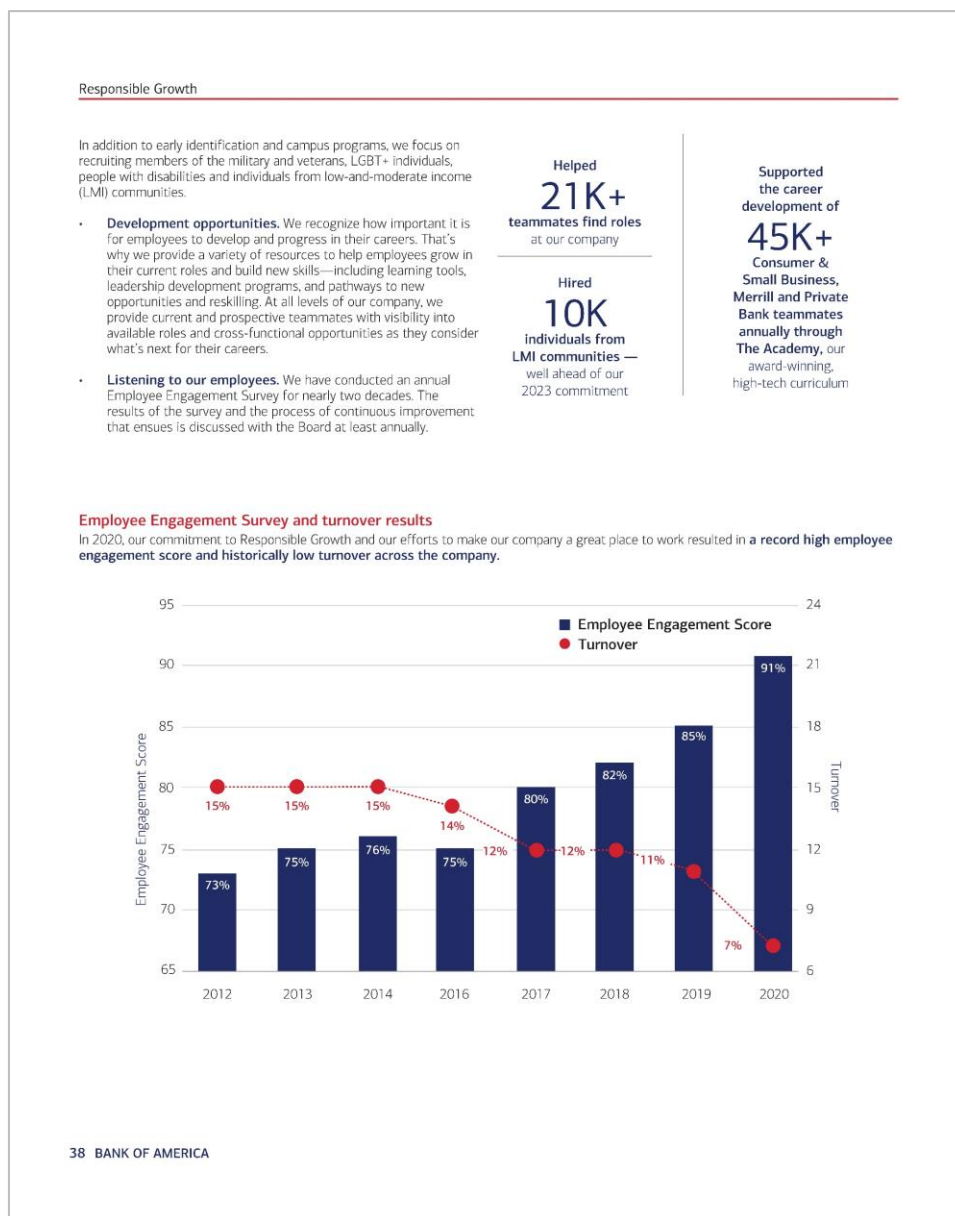
Registrant: Bank of America Corp

Ticker: BAC

Topic: ESG – Employee Engagement & Development

Document: Proxy Statement

FYE: 12/31/2020



EXAMPLE # 2:

Registrant: Visa Inc.

Ticker: V

Topic: ESG - Employee Engagement & Development

Document: Proxy Statement

FYE: 12/31/2020

Employee Development and Engagement

Visa understands that being an employer of choice requires providing best-in-class training and development opportunities, while creating innovative programs that enable a vibrant and engaged learning culture to flourish. We strive to achieve this through a number of forums, including Visa University, our signature global learning platform that houses more than 80,000 learning resources. Employee participation more than doubled in the last year, up to over 10 courses on average per employee. Classes are taught and facilitated by company leaders and external speakers who bring real-world context and ideas for practical application that are aligned with Visa's goals.

We recognize that building an inclusive and high-performance culture requires an engaged workforce, where employees are motivated to do their best work every day. Our engagement approach centers on communication and recognition. We communicate with our employees in a variety of ways, including weekly CEO video updates, company intranet, digital signage, email newsletters, live events in regional offices and quarterly all-staff meetings. Our recognition programs include our Go Beyond program, where managers and peers recognize employees who exemplify our leadership principles.

We assess employee engagement through a variety of channels, including employee pulse surveys, which provide feedback on a variety of topics, such as company direction and strategy, inclusion and diversity, individual growth and development, collaboration and confidence and trust. Given the extraordinary challenges of COVID-19 and the sudden transition to remote work arrangements, this year's surveys were tailored to understand and respond to employee needs. Through these special employee pulse surveys in fiscal year 2020, we learned that 94% of employee respondents feel that employee health and wellbeing is a top priority for Visa, and 96% are pleased with the cadence of communications they received from leadership during this challenging time.

Employee Benefits

We believe our employees are critical to the success of our business and we structure our total rewards and benefits package to attract and retain a talented and engaged workforce. We continue to evolve our programs to meet our employees' needs, providing comprehensive health, financial wellness and quality of life coverage. Our programs vary by location, but may include:



HEALTH

- onsite health center
- online wellness portal
- onsite fitness centers
- seminars on health topics
- ergonomic consultations
- annual flu immunizations
- Employee Assistance Program



FINANCIAL

- competitive base salary
- Visa Incentive Program (annual bonus)
- pre-tax contributions to eligible savings accounts
- Employee Stock Purchase Plan
- 2:1 401(k) match, up to 5% of base pay
- paid short-term and long-term disability, and life insurance



LIFE

- family emergency leave
- child and elder care services
- concierge and errand running
- auto and home insurance
- paid parental leave
- fertility, surrogacy and adoption benefits
- discounts program
- generous paid time off and holiday pay, paid volunteer time and enhanced time off for voting in elections

EXAMPLE # 3:

Registrant: Nasdaq, Inc.

Ticker: NDAQ

Topic: ESG – Employee Engagement & Development

Document: Proxy Statement

FYE: 12/31/2020

COVID-19 Response and Employee Safety

As the COVID-19 pandemic continues around the world, affecting all of our offices, we are committed to ensuring the safety and well-being of our employees and stakeholders, and complying with local government regulations in the locations in which we operate. In an effort to prevent further strain on our employees, we informed them in March 2020 that Nasdaq would not conduct any broad-based COVID-19 related layoffs throughout 2020.

When COVID-19 was first identified in Asia, Nasdaq quickly mobilized its resources to respond and support its employees in the region. We continued to proactively monitor the progression of COVID-19 throughout the world, and in March 2020, we closed all of our global offices and directed employees to work from home. Currently, Nasdaq continues to operate in a reduced office access environment. We have informed our employees that they may continue to work remotely through at least August 31, 2021. We will continue to evaluate local conditions and regulations before we fully transition back to our offices.

We launched a return-to-office strategy and plan to provide employees the opportunity to return to our offices as they re-open, which also will help support local businesses in these areas. The key priorities of this plan include continuing to safeguard the health of employees and stakeholders and ensuring the resiliency of our markets and global operations, while adhering to local regulations and health authorities' guidelines.

For our offices that have re-opened, additional safety measures were instituted, including enhanced cleaning and disinfection protocols, social distancing, use of face coverings, contact tracing and pre-entry health and travel screenings. Face coverings, canisters of disinfectant wipes and hand sanitizers are available to those entering the offices.

The majority of our employees have been consistently working from home since we closed our offices in March 2020. We delivered face masks to employees, provided a home office equipment allowance and increased certain health benefits. In an effort to help our employees with the additional stress in balancing their work and personal commitments in this COVID-19 environment, we provided "flex days" for additional time away from the office without requiring the usage of vacation or personal leave days, additional family care resources and benefits (including backup childcare and other caregiver support), wellness benefits and mental health resources.

In order to keep employees informed and connected, communication channels increased. Bi-weekly meetings are hosted by Nasdaq's President and CEO. Periodic town halls by location and by business unit are hosted by our senior leadership. Each month, we hold an information and training series for managers.

Talent Management and Development

Throughout 2020, we continued to increase our efforts in attracting and retaining our employees. Given the challenges posed by COVID-19 restrictions, we reinvented our internship program to welcome over 150 interns and our onboarding program to welcome over 1,000 new employees to Nasdaq remotely. Additionally, we introduced new hire and employee exit surveys to better understand why employees join, and leave, Nasdaq. We conducted annual performance management, succession planning and advancement exercises to ensure we are aligning our employees with the right opportunities across the Company.

We have invested in professional development for our employees, including offering access to more than 14,000 professional development programs; providing tuition assistance to employees enrolled in degree-granting academic programs; holding internal career fairs and career development programs; and providing one-on-one professional coaching opportunities.

Nasdaq continued to conduct employee sentiment surveys frequently during 2020, and realized significant improvements across many categories, including leadership, management, and culture, compared to average scores within the past two years. We attribute these gains primarily to the ways the Company quickly and robustly responded to COVID-19, taking prompt actions to prioritize its employees' safety and well-being.

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