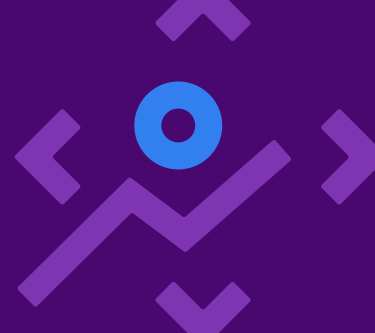


Climate Vista for HR

Driving climate action through
your people



Climate Vista help HR leaders better engage and lead on their organization's climate change-related efforts. The result: deeper awareness, stronger alignment and more coordinated programs and communication that drive meaningful and appropriate action on climate. Here's how it works:

Understanding your position

We start by reviewing relevant data and gathering insights. This includes pre-session surveys to:

- Assess the level of awareness and engagement related to climate change within HR
- Identify possible drivers and barriers to change
- Uncover your organization's strategic climate ambitions

Enhancing knowledge & awareness

Our tailored content addresses all of your key questions with expert information delivered by WTW experts on HR's role in:

- Achieving net zero targets and responding to climate-related risks, emerging regulations and disclosure requirements
- Designing total rewards to deliver on net zero targets and respond to climate-related risk
- Evolving your culture and engaging your people to build a climate resilient organization
- Identifying and developing climate skills and capabilities

Identifying needs & actions

We'll work with you to plan next steps for HR, including:

- Identifying specific human capital risks related to climate for your organization
- Developing strategies to increase engagement and climate resilience among employees
- Setting a path forward for short- and long-term climate actions to enhance organizational effectiveness, including steps related to compensation, benefits, training and other employee-related programs

Making sure we address your key climate concerns:



Rising investor pressure

What are science-based targets, and is **net zero** the way to go? What are the **business benefits**? What can **HR** do?



Aligning human capital strategy with organizational objectives

What are **others** doing? How do I know if we're **doing enough**?



Connecting to the employee experience

Will we be doing enough to meet employees' needs when it comes to climate efforts? How does climate connect to wellbeing and DE&I goals?



Increasing regulations

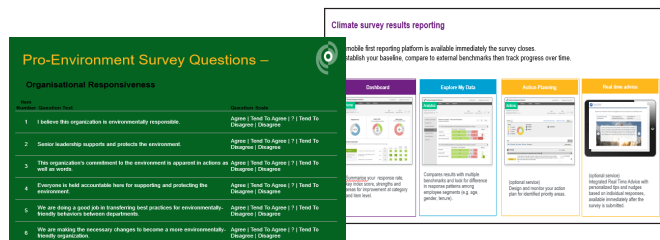
How will HR be involved in climate regulations? What does this mean for executive incentives and performance metrics?

Understanding your specific situation: HR survey examples

Our HR surveys help inform the tailoring of the workshop content by assessing the level of HR engagement, awareness and knowledge of climate risks. This enables us to make the sessions as relevant as possible to your specific organization and HR context.



To understand more about what your employees think, add an employee survey. Our employee survey gathers perceptions of your organization's focus on and commitment to climate issues as well as levels of individual and team/manager understanding and commitment.








Climate Vista three-step process: Creating shared awareness, alignment and agency

Pre-session	<ul style="list-style-type: none"> Pre-session planning call (~1hr) Surveys sent and analyzed Session content developed and tailored Pre-read material provided
Session delivery 2-4 hr session	<p>Potential agenda topics – will be selected and tailored based on survey feedback and organizational context and may include:</p> <ul style="list-style-type: none"> Introduction and context Climate change: industry and company impact Drivers for HR action on climate change Governance and organization design Compensation and rewards Employee engagement Building capacity Q&A
Post-session	<ul style="list-style-type: none"> Post-session survey and analysis Strategic debrief call (~1 hr) – areas for future consideration

After Climate Vista for HR

Equipped with a shared awareness, there are plenty of opportunities to explore potential next steps, for example:

 <p>Sector benchmarking</p>	 <p>Physical and transition climate risk assessments and scenario analysis</p>	 <p>Priority action planning</p>	 <p>HR strategy and process updates aligned with climate goals</p>	 <p>Employee insights and engagement in climate efforts</p>
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About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximize performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at wtwco.com.