Intergovernmental Working Group of Experts on International Standards of Accounting and Reporting (ISAR)

42nd SESSION
12 – 14 November 2025

Wednesday, 12 November 2025

Agenda item 3. Review of developments in harmonization of sustainability reporting requirements and their practical implementation

Presented by

Harold Pauwels
Director of Standards
Global Reporting Initiative (GRI)

Updates GRI

12 November 2025

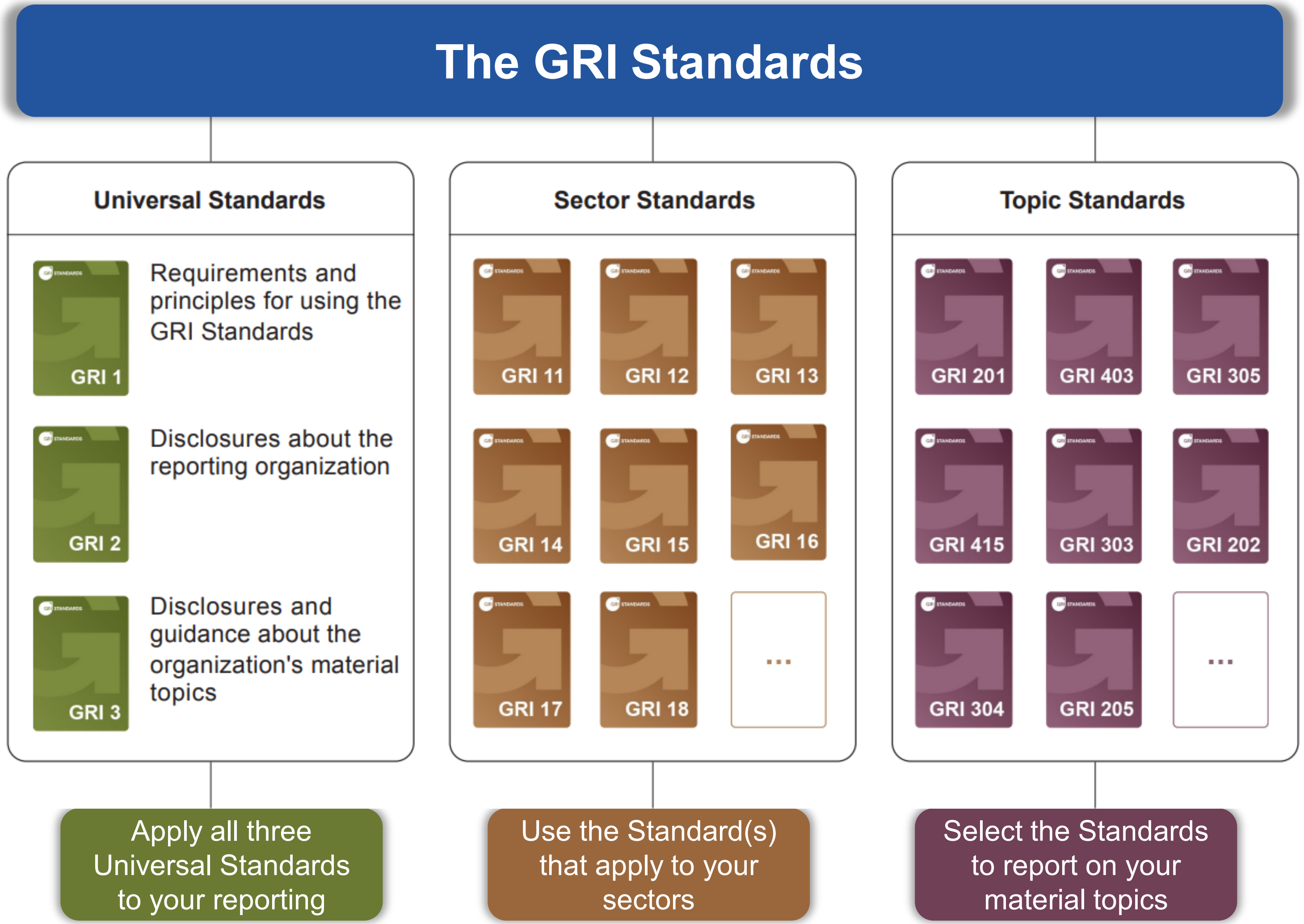
Harold Pauwels

Who we are

- GRI is an **independent, international** organization providing the **global common language** for corporate transparency.
- We help businesses and other organizations understand and communicate their **sustainability impacts**.
- We provide the **GRI Standards**, the world's most widely adopted sustainability reporting framework – which is **freely available** as a **public good**.
- GRI is a **not-for-profit** organization, and our activities are funded by services we deliver and by governmental and other funders that support our work.

The GRI Standards

- A **modular system** of three series: **Universal** Standards, **Sector** Standards and **Topic** Standards
- There are **32 Topic Standards** and a growing range of **Sector Standards**
- An organization selects the Standards for reporting based on their **material topics**
- The GRI Standards are **freely available**, in English plus 10 translations.



Our impact in numbers

90%
of **major companies** that report on sustainability use the **GRI Standards**

77%
of the world's **largest 250 companies** report with GRI

10,000+
learners from **150 countries** have completed **GRI Academy** courses

128
countries with **national or jurisdictional policies** that reference the **GRI Standards**

700,000+
unique **downloads every year of the GRI Standards since 2022**

450+
organizations from **85 countries** are members of the **GRI Community**

10
language **translations** of the **GRI Standards**

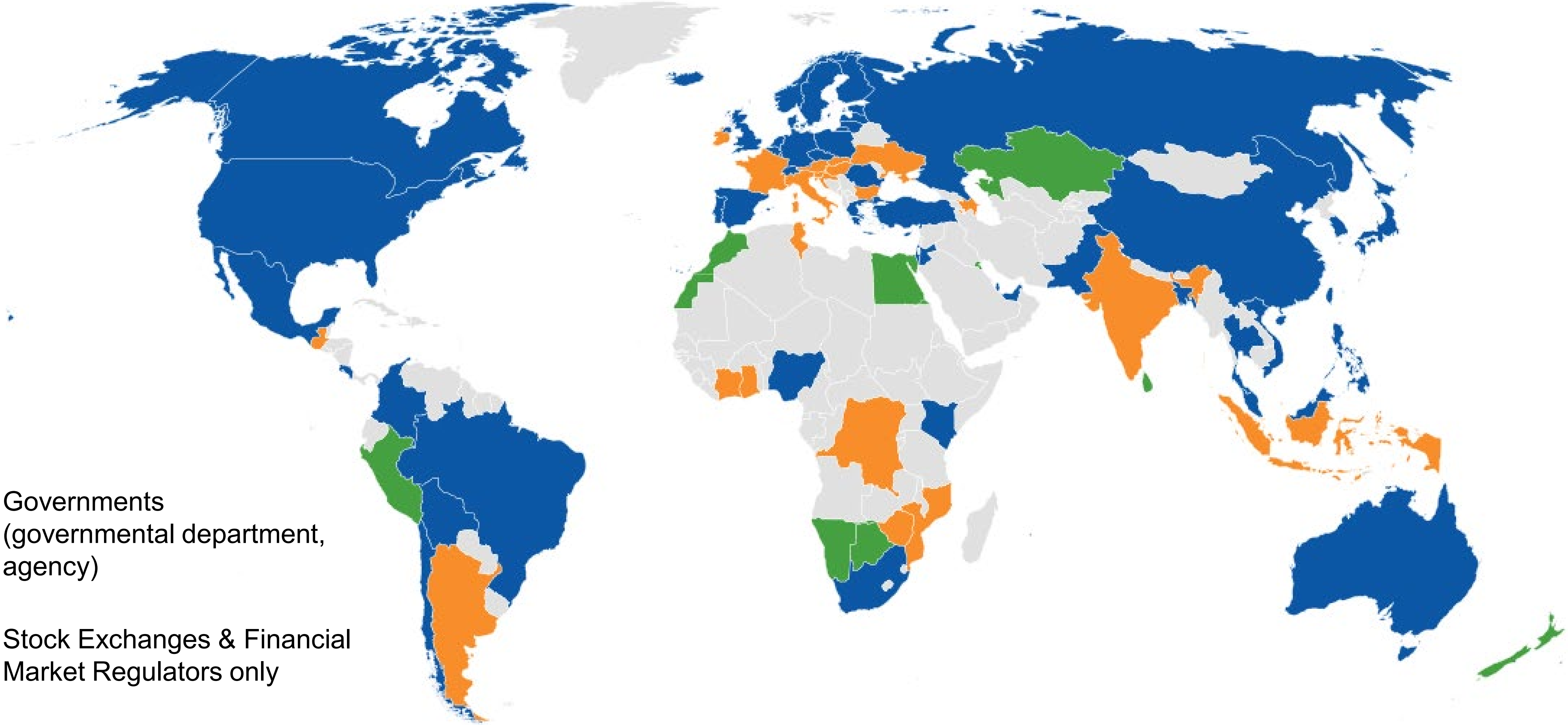
100+
GRI **Licensed Software & Tools** partner companies

100+
training partners in over **50 countries** offer GRI Certified Training

1,500+
GRI **Certified Sustainability Professionals**

GRI influencing global policies

261 national or **jurisdictional policies** that apply in **128 countries** reference or require the GRI Standards for reporting



- Governments (governmental department, agency)
- Stock Exchanges & Financial Market Regulators only
- Both

The GRI Standards in the reporting landscape

Sustainability-related disclosures

Financial materiality

Financial statements
Information about the reporting entity's assets, liabilities, equity, income, and expenses

Sustainability-related risks and opportunities
Information about sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects

useful to primary users of general-purpose financial reports for making decisions about providing resources to the reporting entity

IFRS Accounting Standards | IASB

US GAAP | FASB

IFRS Sustainability Disclosure Standards | ISSB

SASB Standards | ISSB

Impact materiality

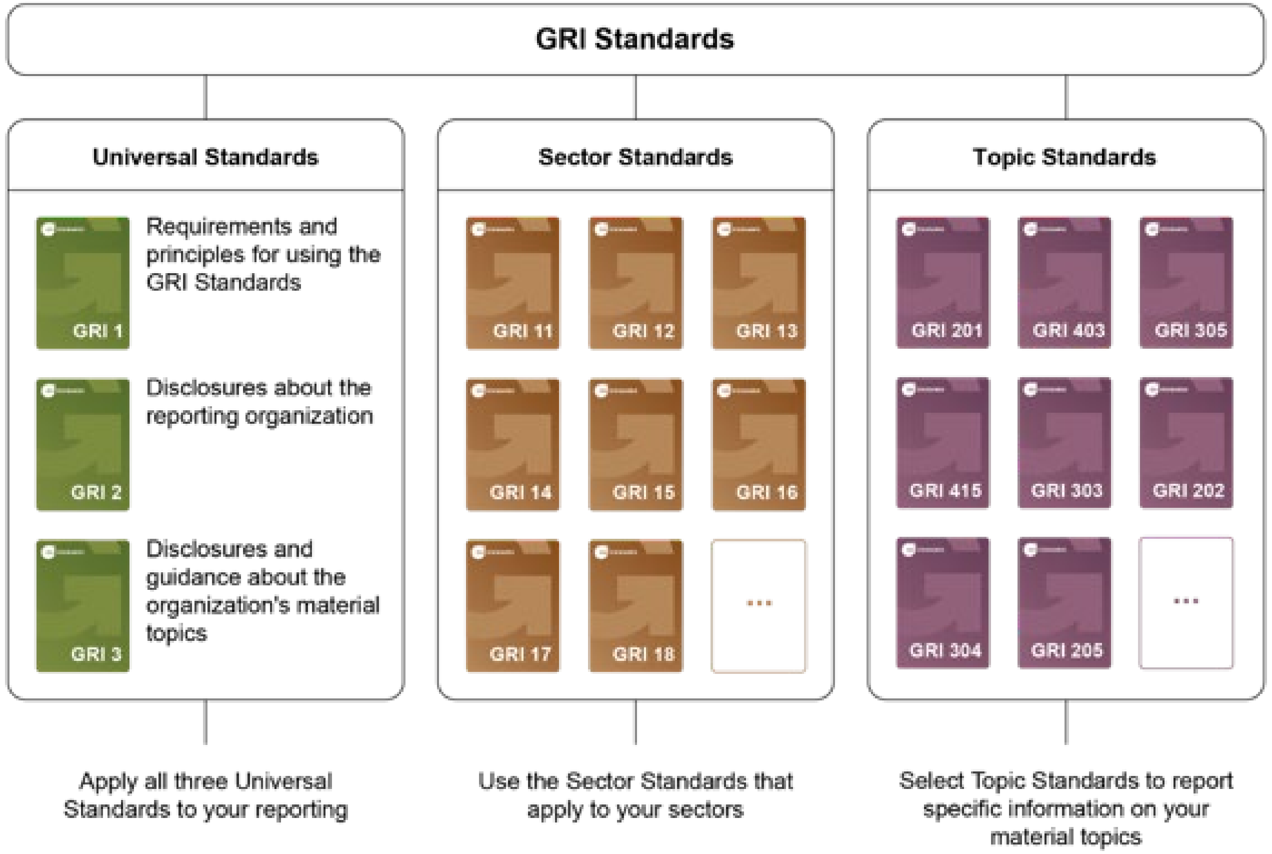
Sustainability-related impacts
Information about the organization's most significant impacts on the economy, environment, and people

useful to stakeholders in assessing the organization's contribution to sustainable development

GRI Sustainability Reporting Standards

European Sustainability Reporting Standards | EFRAG

GRI 101: making impacts visible



Key features

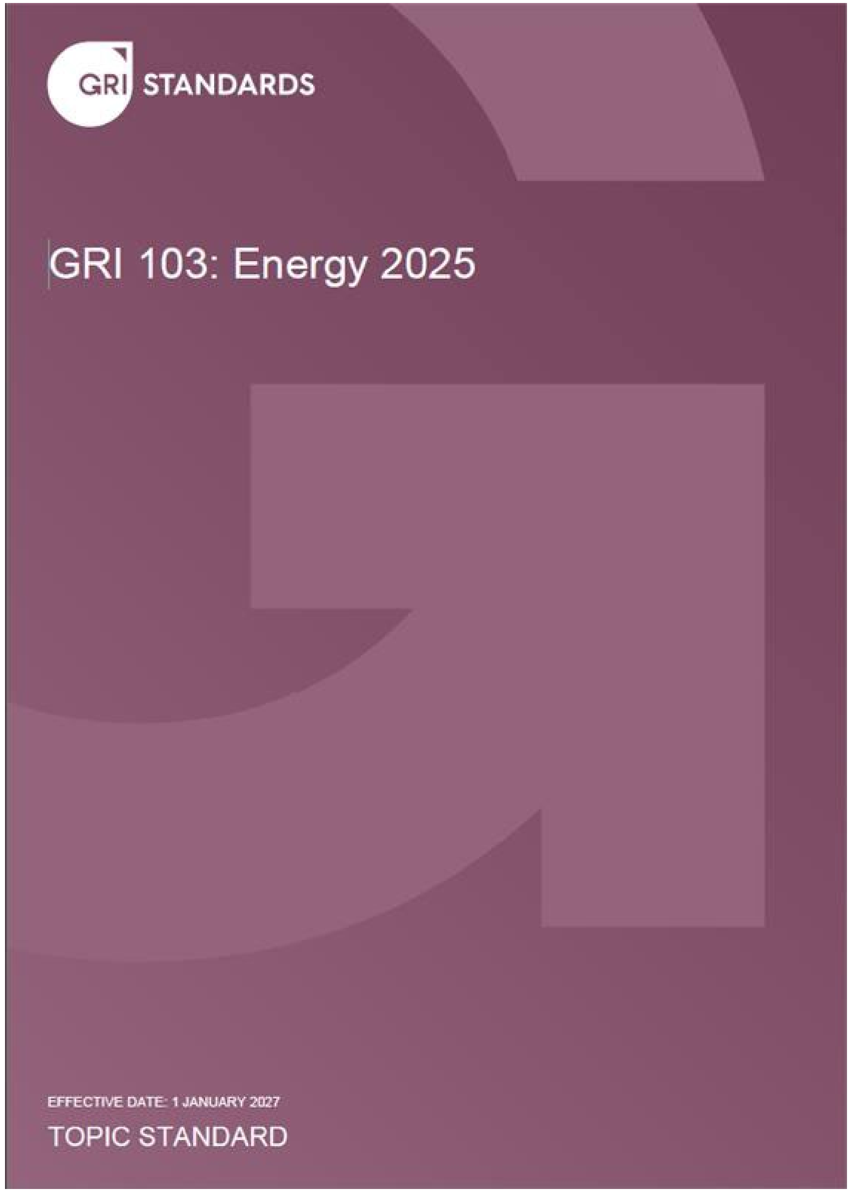
- Facilitate reporting impacts across the **supply chain**
- Focus on the **most significant impacts** on biodiversity
- Emphasis on providing **location-specific information** on impacts
- New disclosures and requirements to report on:
  - **direct drivers** of biodiversity loss
  - changes to the **state of biodiversity**
  - **impacts on people** resulting from an organization's impacts on biodiversity
- New biodiversity-specific **management** disclosures
- Consistent and aligned with expectations set in the Global Biodiversity Framework, TNFD and SBTN

Integrated and interconnected reporting

GRI

Identification of impacts	**Disclosure 101-4** How the organization determines which of its sites and which products and services in its supply chain have the most significant impacts
Location	**Disclosure 101-5** Location of sites, products and services with the most significant impacts
Direct drivers	**Disclosure 101-6** How the activities, products and services relate to land and sea use change, exploitation of natural resources, climate change, pollution and invasive alien species
Impacts	**Disclosure 101-7** How the activities affect the state of biodiversity **Disclosure 101-8** How the activities affect ecosystem services and beneficiaries
Management	**Disclosure 101-1** Policies and commitments **Disclosure 101-2** Actions to address impacts **Disclosure 101-3** Access and benefit-sharing

New GRI 102 Climate Change and GRI 103 Energy Standards



GRI 102: Climate Change 2025

Will enable organizations to:

Report on the **human dimension** of climate change through the lens of **just transition**

Focus on climate change and **biodiversity nexus**

Disclose on the urgent priority to **reduce GHG emissions**

GRI Topic Standard Project for Labor

Project phases

Phase 1 Employment Practices and Conditions

- Employment Topic Standard
- Remuneration and Working Time Topic Standard
- Significant Changes for Workers Topic Standard
- Control of work standard interpretation to GRI 2

Phase 2 Working life and Career development

- Training and Education Topic Standard
- Working Parents and Caregivers Topic Standard
- Diversity, Inclusion and Equal Opportunity Topic Standard

Phase 3 Workers' Rights and Protection

- Child Labor Topic Standard
- Modern Slavery and Forced Labor Topic Standard
- Non-discrimination Topic Standard
- Freedom of Association and Collective Bargaining Topic Standard
- Workers in Business Relationships Topic Standard

THANK YOU

www.globalreporting.org

global-reporting-initiative-gri

@GlobalReportingInitiative

@GRI_Secretariat