GRI Topic Standard Project for Economic Impact - Monetary Flows exposure draft

Comments to be received by 17 December 2025

This exposure draft of the GRI Monetary Flows Topic Standard is published for public comment by the Global Sustainability Standards Board (GSSB), the independent standard-setting body of GRI.

This exposure draft is intended to replace *GRI 201: Economic Performance 2016*. Any interested party can submit comments on this draft by 17 December 2025 via this online survey.

As required by the GSSB Due Process Protocol, only comments submitted in writing and in English will be considered. Comments will be anonymously published on the GRI website.

Instructions on how to submit comments are outlined on the first page of the online questionnaire. An explanatory memorandum preceding the exposure draft summarizes the objectives of the project and the significant proposals contained within this exposure draft.

This draft is published for comment only and may change before official publication. For more information, please visit the GRI Standards webpage. For questions regarding the exposure draft or the public comment period, please send an email to economicimpact@globalreporting.org

Explanatory memorandum

This explanatory memorandum sets out the objectives for the review of *GRI 201: Economic Performance 2016*, the significant proposals contained in the exposure draft, and a summary of the GSSB's involvement and views on the development of the draft.

Objectives for the project

The objective of the economic impact project is to review and revise all GRI economic impact-related Standards and incorporate new issues to reflect stakeholder expectations for reporting the organization's impact on the economy. The economic impact project is divided into three sets of thematic Standards to allow targeted messaging and stakeholder engagement during the public comment periods. This ensures the workload is manageable for stakeholders and GRI reporters worldwide can review the draft Standards during public inquiry, as well as the GSSB, the working group, the GRI Standards Team, and other GRI teams. Details for the GRI Topic Standard Project for Economic Impact can be found in the project proposal.

The review of *GRI 201: Economic Performance 2016,* under Phase 1 of the project, aims to represent internationally agreed best practice and align with authoritative intergovernmental instruments related to an organization's impact on the economy, environment, and people, such as the United Nations (UN) *Guiding Principles on Business and Human Rights* (Guiding Principles, UNGPs) and the Organization for Economic Co-operation and Development (OECD) *Guidelines for Multinational Enterprises*.

As part of the GSSB Work Program 2023-2025, the Global Sustainability Standards Board (GSSB) identified the review of *GRI 201: Economic Performance 2016* as a priority project for commencement in 2023. Since the GRI disclosures on economic performance were last revised, the issue of economic impacts has received significant attention in the global sustainable development agenda. In line with the GSSB Due Process Protocol, a multi-stakeholder working group was established in January 2024 to contribute to the review and content development.

The revised GRI Monetary Flows Topic Standard could address a key gap between conventional financial reporting and sustainability reporting by establishing a connection between the distribution of monetary flows and their impacts on the economy, environment, and people. In this way, it enhances the comparability of information, enabling stakeholders to assess how financial decisions contribute to impact.

For more information on the project, consult the project website and Terms of Reference of the Working Group.

Summary of the significant proposals

The exposure draft, a revision of *GRI 201: Economic Performance 2016*, includes both revised and new disclosures, aligning with the project objectives outlined above. Notable changes and inclusions in this exposure draft are summarized below.

Revised definitions. To address the inconsistent interpretation of terms like 'economic value' and 'value distributed', the revised Standard proposes the term 'monetary flows' as a replacement for value-related terminology to describe financial transactions by the organization. This shift is reflected in updated requirements and guidance.

Updated title. The exposure draft's title has been revised from 'Economic Performance' to 'Monetary Flows' to better reflect the updated definitions and terminology.

New management disclosure (MF-1) on an organization's monetary flow generation and distribution. Under this disclosure, organizations are expected to report the policies that guide how they generate and distribute monetary flows, as well as the role stakeholders play in shaping these policies and decisions.

Updated disclosure (MF-2) to report on monetary flows generated and distributed. This disclosure builds on requirements in the existing Disclosure 201-1. The structure of the disclosure is based on monetary flows generated equating to those distributed. This approach makes it possible to reconcile information reported under the disclosure with items from the organization's profit and loss statement, ensuring consistency with established financial reporting practices. Proposed revisions include:

- Reporting requirements now differentiate between providers of capital, specifically shareholders and external providers of financial capital.
- Reporting on expenditure on environmental protection.
- Updated guidance clarifying that reported information should draw directly from the organization's underlying accounting records, rather than relying solely on aggregated figures presented in formal financial statements.
- Updated requirements do not include the phrase 'if applicable' from the existing compilation requirements in Disclosure 201-1 (2.1) to remove ambiguity.
- Updated guidance distinguishes between capital investments (assets) and operational expenditures (profit and loss items), addressing previous conceptual inconsistencies.
- Updated guidance is based on the principles of the value-added statement (VAS) model.
- The reclassification of 'operating costs' as 'operating inputs' for greater conceptual accuracy.
- Updated guidance on facilitation payments, which aligns with authoritative intergovernmental sources, such as the OECD's *Recommendation of the Council for Further Combating Bribery of Foreign Public Officials in International Business Transactions.*

New topic disclosure (MF-3) to report on social financial indicators. Under this disclosure, organizations are expected to report a detailed breakdown of monetary flows, moving beyond aggregated data to show how these flows are distributed across different stakeholder groups, regions, and demographic characteristics.

More extensive guidance throughout the draft. This includes example templates for presenting the information required for Disclosures MF-2 to MF-4 (see Table 1, Table 2, and Table 3).

Transfer of climate-related disclosure to *GRI 102: Climate Change 2025*. Disclosure 201-2 on financial implications and other risks and opportunities due to climate change has been removed and is now covered in *GRI 102*. This change was proposed as its focus on climate-related risks and opportunities is more relevant within *GRI 102*, where it can be contextualized alongside other climate-related disclosures.

New requirements in Disclosure MF-4 to report on retirement plans and benefits. These requirements build upon the existing Disclosure 201-3 and place additional focus on the impacts on the organization's employees. Proposed revisions include:

- Reporting if the organization provides retirement plans and benefits, what types are offered, the percentage of employees covered, and the contribution levels of both the organization and employees. This highlights the organization's commitment to employee well-being and fairness in social benefits.
- Reporting on the organization's financial preparedness to meet its long-term commitments to employees, such as retirement plans and benefits, by disclosing information related to the types of investment funds used and the criteria for selecting them.

Updated requirements to Disclosure MF-5 to report on financial and in-kind assistance received by the organization. This disclosure builds on the existing Disclosure 201-4. Organizations are expected to report detailed information about the providers of government or government-linked financial and in-kind assistance, the monetary value of this assistance by country and type, the terms and conditions attached, and how the organization has used the assistance.

GSSB involvement and views on the development of this draft

The GSSB appointed one of its members as a sponsor for the revision of *GRI 201*. The GSSB sponsor observed the working group process and attended most of their meetings. The GSSB received updates on the project's progress from the project lead, a member of the GRI Standards Team, during a formal session of the GSSB in October 2024. The exposure draft was discussed during the July 2025 GSSB meeting, and final amendments were made based on the GSSB's feedback.

All GSSB meetings are recorded and made available on the GSSB GRI YouTube channel.

Note on reading this document

This document includes generic text used in all GRI Standards. This text is highlighted in grey and cannot be changed – please do not comment on this text.

Underlined terms in the draft Standard indicate terms for which definitions have been provided. Most of these terms are already defined in the GRI Standards Glossary 2021 – these definitions are highlighted in grey in the Glossary and cannot be changed. The proposed new definition is not highlighted in grey and is open for review.

GRI MF: Monetary Flows 202X

Content

Introduction

GRI MF: Monetary Flows 202X contains disclosures for organizations to report information about their monetary flows-related impacts, and how they manage these impacts.

The Standard is structured as follows:

- Section 1 contains one disclosure, which provides information about how the organization manages its monetary flows-related impacts.
- Section 2 contains four disclosures, which provide information about the organization's monetary flows-related impacts.
- The Glossary contains defined terms with a specific meaning when used in the GRI Standards. The terms are underlined in the text of the GRI Standards and linked to the definitions.
- The Bibliography lists authoritative intergovernmental instruments and additional references used in developing this Standard.
- The Appendix includes examples of templates for presenting information for Disclosures MF-2, MF-3 and MF-4
- The rest of the Introduction section provides a background on the topic, an overview of the system of GRI Standards and further information on using this Standard.

Background on the topic

This Standard addresses the topic of monetary flows.

Monetary flows refer to the movement of money and credit within an organization or across the economy. Reporting on monetary flows provides insight into how an organization fulfills its financial obligations and expectations while meeting the social, economic, and environmental needs of its stakeholders.

Monetary flows include non-cash items, where the organization reasonably expects a future movement of money, or where an allocation of costs or profits is set aside for future obligations. These items typically include depreciation, amortization, provisions, accruals, and high probability contingent liabilities. Monetary flows generated by an organization are the surplus amounts produced through its activities. Monetary flows distributed are the portions of this surplus allocated to stakeholders, invested in environmental protection, or retained by the organization.

The management, generation, and distribution of monetary flows contribute to the organization's impact on the economy, environment, and society. For example, wages paid to employees support livelihoods and economic inclusion, taxes to governments contribute to public services and infrastructure, and expenditure on environmental protection initiatives can reduce ecological harm.

See references [2], [4] and [20] in the Bibliography.

System of GRI Standards

This Standard is part of the GRI Sustainability Reporting Standards (GRI Standards). The GRI Standards enable an organization to report information about its most significant impacts on the economy, environment, and people, including impacts on their human rights, and how it manages these impacts.

The GRI Standards are structured as a system of interrelated standards that are organized into three series: GRI Universal Standards, GRI Sector Standards, and GRI Topic Standards (see Figure 1 in this Standard).

Universal Standards: GRI 1, GRI 2 and GRI 3

GRI 1: Foundation 2021 specifies the requirements that the organization must comply with to report in accordance with the GRI Standards. The organization begins using the GRI Standards by consulting *GRI 1*.

GRI 2: General Disclosures 2021 contains disclosures that the organization uses to provide information about its reporting practices and other organizational details, such as its activities, governance, and policies.

GRI 3: Material Topics 2021 provides guidance on how to determine material topics. It also contains disclosures that the organization uses to report information about its process of determining material topics, its list of material topics, and how it manages each topic.

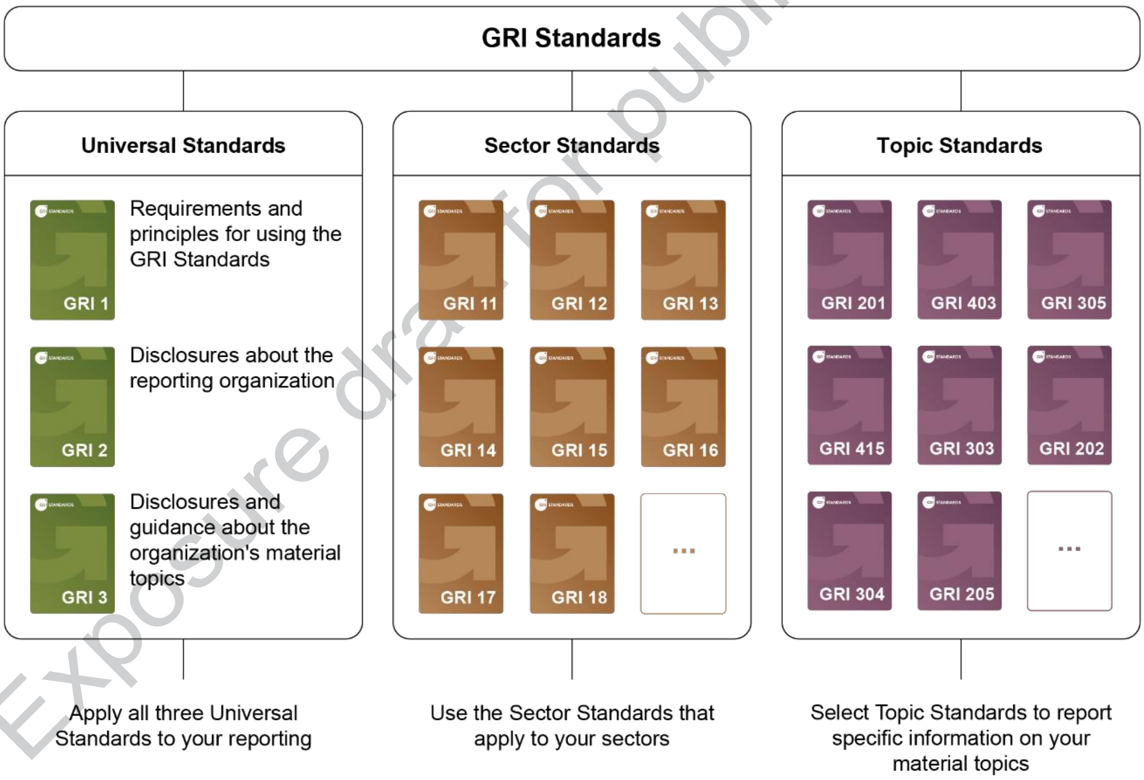
Sector Standards

The Sector Standards provide information for organizations about their likely material topics. The organization uses the Sector Standards that apply to its sectors when determining its material topics and when determining what to report for each material topic.

Topic Standards

The Topic Standards contain disclosures that the organization uses to report information about its impacts in relation to particular topics. The organization uses the Topic Standards according to the list of material topics it has determined using *GRI 3*.

Figure 1. GRI Standards: Universal, Sector and Topic Standards



Using this Standard

This Standard can be used by any organization – regardless of size, type, sector, geographic location, or reporting experience – to report information about its monetary flows-related impacts.

An organization reporting in accordance with the GRI Standards is required to report the following disclosures if it has determined monetary flows to be a material topic:

- Disclosure 3-3 in *GRI 3: Material Topics 2021*.
- Any disclosures from this Topic Standard that are relevant to the organization's monetary flows-related impacts (Disclosure MF-1 through Disclosure MF-5).

See Requirements 4 and 5 in *GRI 1: Foundation 2021*.

Reasons for omission are permitted for these disclosures.

If the organization cannot comply with a disclosure or with a requirement in a disclosure (e.g., because the required information is confidential or subject to legal prohibitions), the organization is required to specify the disclosure or the requirement it cannot comply with, and provide a reason for omission together with an explanation in the GRI content index. See Requirement 6 in *GRI 1* for more information on reasons for omission.

If the organization cannot report the required information about an item specified in a disclosure because the item (e.g., committee, policy, practice, process) does not exist, it can comply with the requirement by reporting this to be the case. The organization can explain the reasons for not having this item, or describe any plans to develop it. The disclosure does not require the organization to implement the item (e.g., developing a policy), but to report that the item does not exist.

If the organization intends to publish a standalone sustainability report, it does not need to repeat information that it has already reported publicly elsewhere, such as on web pages or in its annual report. In such a case, the organization can report a required disclosure by providing a reference in the GRI content index as to where this information can be found (e.g., by providing a link to the web page or citing the page in the annual report where the information has been published).

Requirements, guidance and defined terms

The following apply throughout this Standard:

Requirements are presented in **bold font** and indicated by the word 'shall'. An organization must comply with requirements to report in accordance with the GRI Standards.

Requirements may be accompanied by guidance.

Guidance includes background information, explanations, and examples to help the organization better understand the requirements. The organization is not required to comply with guidance.

The Standards may also include recommendations. These are cases where a particular course of action is encouraged but not required.

The word 'should' indicates a recommendation, and the word 'can' indicates a possibility or option.

Defined terms are underlined in the text of the GRI Standards and linked to their definitions in the Glossary. The organization is required to apply the definitions in the Glossary.

1. Topic management disclosures

An organization reporting in accordance with the GRI Standards is required to report how it manages each of its material topics.

An organization that has determined monetary flows to be a material topic is required to report how it manages the topic using Disclosure 3-3 in *GRI 3: Material Topics 2021*. The organization is also required to report any disclosure from this section (Disclosure MF-1) that is relevant to its monetary flows-related impacts.

This section is therefore designed to supplement – and not replace – Disclosure 3-3 in *GRI 3*.

Disclosure MF-1 Monetary flow generation and distribution

REQUIREMENTS

The organization shall:

a. describe its policies and commitments on generating monetary flows, including those for revenue and other income generation and operating inputs;

b. describe its policies and commitments on distributing monetary flows to each of the following:

- **i. employees and workers who are not employees;**
- **ii. environmental protection;**
- **iii. external providers of financial capital;**
- **iv. governments;**
- **v. local communities;**
- **vi. shareholders;**
- **vii. retained by the organization;**

c. describe how it ensures that decisions related to monetary flows do not result in negative impacts on the economy, environment, or people;

d. describe how the views of stakeholders on the policies and commitments for generating and distributing monetary flows are collected and taken into consideration.

GUIDANCE

This disclosure covers the organization's approach to generating and distributing monetary flows, including its policies and commitments regarding revenue and other income generation and payments to suppliers (operating inputs).

Monetary flows generated by an organization are the surplus amounts produced through its activities. Monetary flows distributed are the portions of this surplus allocated to stakeholders, invested in environmental protection, or retained by the organization.

An organization's approach to generating and distributing monetary flows refers to how it manages financial resources in line with its strategic priorities, sustainability commitments, and stakeholder expectations. This includes the way its policies and commitments on issues like pricing, procurement, wages, and dividends shape the generation and distribution of monetary flows, how the organization considers potential impacts, such as underpayment, environmental harm, or tax avoidance, in this process, and how it engages stakeholders in shaping financial decisions. An organization's approach to generating and distributing monetary flows may form part of its financial or sustainability strategies, internal policies, or codes of conduct.

Reporting this information provides insight into the consistency between the organization's financial decision-making, governance practices, and actual monetary flows.

Guidance to MF-1-a

The organization can report summary statements of its policies and commitments that explain its approach to generating monetary flows. For example, the organization can report that it has committed 10% of its annual procurement budget for local supplier development programs and that is encouraging participation.

The monetary flows generated by an organization consist of revenue and other income minus operating inputs (see guidance to MF-2-a). Revenue refers to income arising in the course of an organization's ordinary activities, such as the sale of products and services, or other activities that form part of the organization's primary operations [8]. Other income refers to all income not generated from the organization's ordinary activities. For example, interest income, dividend income, and income from the sale of assets. Operating inputs include cash payments and accruals for materials, product components, facilities, and services purchased, such as payments to suppliers.

See reference [8] in the Bibliography.

Guidance to MF-1-b

The organization can report summary statements of its policies and commitments that explain its approach to distributing monetary flows. For example, the organization can report a commitment under its environmental protection policy to distribute the equivalent of 1% of its annual revenue to related activities, such as soil erosion control, habitat preservation, and waste reduction.

Guidance to MF-1-b-i

Examples of policies related to the distribution of monetary flows to employees and workers who are not employees include those addressing fair compensation and pay equity, employee share ownership, profit sharing, and social security benefits.

Disclosure MF-1-b-i is related to Disclosure REWO-1 in *GRI REWO: Remuneration and Working Time*. If the information reported by the organization in REWO-1 covers the policies for distributing monetary flows to employees and workers who are not employees, the organization can provide a reference to this information.

Guidance to MF-1-b-ii

The environment refers to living organisms and non-living elements, including air, land, water, and ecosystems. Environmental protection refers to actions taken by an organization to avoid and minimize negative impacts on the environment, as well as measures to restore or rehabilitate environmental resources and ecosystems. Examples of policies on the distribution of monetary flows towards environmental protection include plastic-free and sustainable agriculture policies.

Guidance to MF-1-b-iii

External providers of financial capital refer to debt providers such as banks and bondholders. These stakeholders typically provide funding to organizations through loans, investments, and credit arrangements. In return, contractual agreements between the organization and external providers of financial capital typically impose financial obligations or charges in the form of repayment(s).

Examples of policies on the distribution of monetary flows to external providers of financial capital include policies for capital allocation and debt management.

Guidance to MF-1-b-iv

Governments refer to any public authority or state entity to which the organization distributes monetary flows.

Examples of policies on the distribution of monetary flows to the government include an organization's tax strategy and code of business conduct.

Disclosure MF-1-b-iv is related to Disclosure 207-1 in *GRI 207:Tax 2019*. If the information reported by the organization in Disclosure 207-1 covers policies on the distribution of monetary flows to governments, the organization can provide a reference to this information.

Guidance to MF-1-b-v

The organization can report summary statements from its policies and commitments that explain its approach to distributing monetary flows to local communities.

Examples of policies related to the distribution of monetary flows to local communities include those aimed at protecting their land rights and promoting local recruitment.

Guidance to MF-1-b-vi

Reporting on an organization's policies and commitments on monetary flows distributed to shareholders is relevant for understanding how it allocates profits and engages with its owners. Monetary flows distributed to shareholders include dividends and share buybacks.

Examples of policies on the distribution of monetary flows to shareholders include those addressing shareholder rights and shareholder engagement.

Guidance to MF-1-b-vii

Retained monetary flows are those that remain in the organization after fulfilling all external financial obligations and supporting its operational needs and strategic initiatives. These flows indicate the extent to which the organization allocates financial resources for internal purposes, such as maintaining or enhancing operational capacity, as opposed to distributing them to external stakeholders. Reporting on retained monetary flows enables stakeholders to assess how the organization balances reinvestment in its operations with the distribution of resources elsewhere.

Policies and commitments related to retained monetary flows can indicate the organization's long-term capacity for growth, which can affect its employees, shareholders, suppliers, and other stakeholders.

Examples of policies on retaining monetary flows within the organization include those addressing capital retention and reinvestment, financial risk management, and the governance of research and development initiatives.

Guidance to MF-1-c

When describing how an organization ensures that decisions related to monetary flows, such as profit generation and cost reduction, do not result in negative impacts on the economy, environment, or people, it should report how it identifies and addresses externalized costs. Where it adds transparency, it can report the identified externalized costs per country.

Externalized costs arise during an organization's operations and may not be accurately reflected in its financial reports due to limitations of market pricing mechanisms. Instead, these costs may be transferred to the environment and people, resulting in negative impacts, while enabling organizations to generate greater profits.

Examples of practices that may externalize costs include:

- Outsourcing production to countries where labor laws are weaker, allowing organizations to pay workers below a decent wage or a living wage;
- Transfer pricing and other practices that affect supplier margins to shift profits to certain regions or reduce payments to suppliers.

These practices may enable the organization to reduce its costs and increase profits, but can also create social and economic costs for workers and local communities.

See references [2], [4] and [5] in the Bibliography.

2. Topic disclosures

An organization reporting in accordance with the GRI Standards is required to report any disclosures from this section (Disclosure MF-2 through Disclosure MF-5) that are relevant to its monetary flows-related impacts.

Disclosure MF-2 Monetary flows generated and distributed

REQUIREMENTS

The organization shall:

a. report the total monetary flows generated on an accrual basis, and a breakdown of this total by:

   i. revenue and other income;
   ii. operating inputs;

b. report the total monetary flows distributed on an accrual basis, and a breakdown of this total by:

   i. employees and workers who are not employees;
   ii. environmental protection;
   iii. external providers of financial capital;
   iv. governments;
   v. local communities;
   vi. shareholders;
   vii. the amount retained within the organization;

c. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used, and include:

   i. the time period covered by MF-2-b-iv and whether it is different from the reporting period;
   ii. where the data reported does not reconcile with the audited consolidated financial statements, or the financial information filed on public record, an explanation for this difference.

GUIDANCE

Monetary flows occur within an organization and with its stakeholders, including employees, suppliers, shareholders, governments, and local communities.

Monetary flows are generated through the sale of an organization's products and services minus its operating inputs. The organization distributes monetary flows to its stakeholders and environmental protection, or retains them within its operations.

The composition of these monetary flows can provide an economic profile of an organization and information on the extent to which its practices contribute to broader social and economic impacts.

The organization can provide a breakdown of the information on monetary flows generated and distributed by country. This can provide a useful picture of the monetary flows added to local economies.

Guidance to MF-2-a

Monetary flows generated by an organization consist of revenue and other income minus operating inputs. Monetary flows generated by an organization are calculated using the following formula:

Total monetary flows generated	=	Revenue and other income – Operating inputs

Guidance to MF 2-a-i

Revenue refers to income arising in the course of an organization’s ordinary activities, such as the sale of products and services, or other activities that form part of its primary operations [8]. Other income refers to all other income that does not arise from the organization’s ordinary activities. For example, interest income, dividend income, and income from the sale of assets.

See reference [8] in the Bibliography.

Guidance to MF-2-a-ii

Operating inputs include cash payments and accruals for materials, product components, facilities, and services purchased, such as payments to suppliers. Operating inputs can also include payments for property rental, license fees, and royalties.

Operating inputs do not include facilitation payments. Facilitation payments, which can be made to secure or expedite the performance of a routine or necessary action to which the payer has legal or other entitlement, are discouraged by the International Chamber of Commerce (ICC)[12] and the OECD [15].

See references [12] and [15] in the Bibliography.

Guidance to MF-2-b

Reporting how monetary flows are distributed can indicate how the organization prioritizes and values its stakeholders, the environment, and itself. For example, an organization may increase monetary flows distributed to employees at a higher rate than those distributed to its shareholders, suggesting a strategic focus on employee retention over maximizing shareholder dividends.

Guidance to MF-2-b-i

Monetary flows distributed to employees refer to basic pay plus additional amounts paid in cash or in-kind. This includes employee salaries and contributions made to government institutions on behalf of employees and where the employee is the ultimate beneficiary, as well as total benefits and other benefits. Additional amounts paid include benefits such as training, protective equipment, and other costs related to the employee’s job function.

Amounts paid to government institutions on behalf of employees include employee taxes, levies, and unemployment funds. Total benefits include regular contributions to current and retired employees, covering pensions, insurance, company vehicles, and private health care. Other employee benefits include housing, interest-free loans, public transport assistance, and educational grants.

Monetary flows distributed to workers who are not employees and whose work is controlled by the organization cover basic pay, overtime pay, additional payments in cash and in-kind, and deductions.

Guidance to MF-2-b-ii

Monetary flows distributed for environmental protection are actual expenses incurred to avoid and minimize negative impacts, as well as to restore or rehabilitate environmental resources and ecosystems [19].

Examples of monetary flows distributed for environmental protection include those for:

- ecosystem restoration, reforestation, and biodiversity conservation projects;
- climate change adaptation initiatives, renewable energy projects, and pollution reduction programs;
- protecting natural resources, such as watershed management and land rehabilitation;
- environmental education and awareness programs;
- environmental impact assessments.

See reference [19] in the Bibliography.

Guidance to MF-2-b-iii

External providers of financial capital refer to debt providers such as banks and bondholders. These stakeholders typically fund organizations through loans, investments, and credit arrangements. In return, contractual agreements between the organization and external providers of financial capital typically impose financial obligations or charges in the form of repayments.

Monetary flows distributed to external providers of financial capital are calculated as interest payments and accruals made to them, such as interest on all forms of debt and borrowings (i.e., both short- and long-term debt).

Guidance to MF-2-b-iv

Monetary flows distributed to governments comprise license fees, duties, taxes, and related penalties paid at the international, national, and local levels. Organization taxes can include corporate income tax, property tax, and tariffs.

Information on taxes reported with *GRI 207: Tax 2019* can be used as an input for calculating the total monetary flows distributed to governments.

Guidance to MF-2-b-v

Monetary flows distributed to local communities are incurred during the reporting period.

Examples of monetary flows distributed to the local community include those to:

- charities, NGOs, and research institutes (unrelated to the organization’s commercial research and development);
- support local community infrastructure, such as recreational facilities;
- social programs, including training for local community members, and educational events.

Guidance to MF-2-b-vi

Shareholders are individuals or entities that own organizational equity (shares or stock). Shareholders may be entitled to a share of the organization’s profits (in the form of dividends) and can influence certain decisions through voting rights.

Monetary flows distributed to shareholders are calculated as dividend payments plus any interest payments on arrears of dividends. Monetary flows distributed to shareholders are calculated using the following formula:

Monetary flows to shareholders	=	Dividend payments + Interest on arrears

Guidance to MF-2-b-vii

Retained monetary flows include research and development expenditures, depreciation, and deferred taxes as recorded in the organization’s financial reporting. Deferred taxes are not considered monetary flows distributed to the government because they represent financial obligations that have not yet resulted in monetary flows being distributed.

These retained monetary flows can also be referred to as ‘reinvestment’ as the organization uses them for research and development or retains earnings in the present or plans to use them in the future.

Guidance to MF-2-c

This requirement covers the basis of preparation and refers to specific conventions, assumptions, and accounting methods chosen to determine the presentation of monetary flows generated and distributed within financial statements, including policies for measurement and classification.

The organization should specify the scope of the information reported under MF-2-a and MF-2-b, including whether it covers the parent entity, subsidiaries, joint ventures, and affiliates.

The organization should also report the accounting standards and policies applied, such as the International Financial Reporting Standards (IFRS) or Generally Accepted Accounting Principles (GAAP), as well as the methods used to calculate monetary flows generated and distributed.

The organization should report any changes made to the standards, methodologies, and assumptions used to compile monetary flows compared to the previous reporting period.

The organization should state whether information reported in MF-2-a and MF-2-b is prepared on an accruals basis upon sales realizations (revenue recognized when products are sold) or upon production (monetary value assigned when products are produced). If it is prepared upon production, the organization should report the difference between this approach and the accruals based upon sales realizations. When reporting the difference, the organization should provide an explanation for this and can also include relevant metrics, such as volume of sales compared to production, the average sales price versus estimated production value, and any adjustments for inventory changes or deferred revenue.

If the organization has already reported its basis of preparation in its audited consolidated financial statements or financial information filed on public record, it can provide a reference to this information.

See references [6], [7], [8], [9] and [10] in the Bibliography.

Guidance to MF-2-c-i

The organization is required to report information on a regular schedule and make it available in time for information users to make decisions (see the Timeliness principle in *GRI 1: Foundation 2021* for more information). The organization is also recommended to report the information for the same reporting period and publish it at the same time as its financial reporting, where possible (see section 5.1 in *GRI 1* for more information). However, the information required in requirement MF-2-b-iv might not be available for reporting until a later point in time.

If the information for requirement MF-2-b-iv is not available for the time period covered by the most recent audited consolidated financial statements or financial information filed on public record, the organization may report information for an earlier period instead. This should be the time period covered by the audited consolidated financial statements or the financial information filed on public record immediately preceding the most recent ones.

Where this time period differs from the reporting period, the organization can specify the reason why.

Disclosure MF-3 Social financial indicators

REQUIREMENTS

The organization shall:

a. report the total monetary flows received as revenue, and a breakdown by:

- **i. type of customers;**
- **ii. region of customers;**
- **iii. type of product or service sold;**

b. report the total monetary flows to suppliers, and a breakdown by:

- **i. region of suppliers;**
- **ii. size of suppliers;**

c. report the total monetary flows distributed to employees, and a breakdown by:

- **i. employee type;**
- **ii. employee category;**
- **iii. gender;**
- **iv. age group;**
- **v. region;**

d. report the total monetary flows distributed to workers who are not employees, and a breakdown by:

- **i. type of worker;**
- **ii. gender;**
- **iii. age group;**
- **iv. region;**

e. report the total monetary flows distributed as contributions to retirement plans and benefits for employees and for workers who are not employees;

f. for each employee type reported in MF-3-c-i, report the ratio of total annual variable compensation relative to the total annual fixed compensation;

g. for each worker type reported in MF-3-d-i, report the ratio of total annual variable compensation relative to the total annual fixed compensation;

h. report the following information about monetary flows distributed to governments:

- **i. the total monetary value of indirect taxes;**
- **ii. the timing strategy for the settlement of its tax obligations;**

i. report the total number of shareholders by region;

j. report a breakdown of monetary flows distributed to external providers of financial capital by:

- **i. region;**
- **ii. type of financial instrument;**

k. report the total monetary flows retained in the organization for research and development;

l. report a breakdown of monetary flows distributed to local communities by purpose;

m. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

GUIDANCE

Social financial indicators (SFIs) provide a structured breakdown of key financial information drawn from an organization’s financial statements and other sources. SFIs go beyond profitability measures by leveraging financial and contextual information to help understand monetary flows through a social lens. This information shows how the monetary flows generated and distributed by the organization affect the economy, environment, and people. For example, SFIs can illustrate how monetary flows are distributed among employees, workers who are not employees, and governments across regions.

A region can refer to a country or other geographic locations, such as a city or a world region.

Guidance to MF-3-a

Information on monetary flows received as revenue by customer type, region, and product or service explains who the organization serves, where its economic activities are concentrated, and which offerings drive its revenue generation.

Guidance to MF-3-a-i

Examples of types of customers are end-customers (consumers), business-to-business customers, government agencies, and non-profit organizations.

Guidance to MF-3-b

Monetary flows to suppliers form part of an organization's operating inputs. For example, an organization may make payments to suppliers for raw materials used in production or contracted services.

Reporting total monetary flows to suppliers, disaggregated by region, indicates where suppliers are located and which regions receive these funds. Reporting total monetary flows by supplier size provides insight into the level of financial support given to smaller versus larger suppliers.

Guidance to MF-3-b-ii

The size of suppliers refers to the following classification based on the number of employees:

- Micro enterprises: 1 to 9 employees
- Small enterprises: 10 to 49 employees
- Medium-sized enterprises: 50 to 249 employees
- Large enterprises: 250 or more employees

See references [13] in the Bibliography.

Guidance to MF-3-c

Disaggregating monetary flows to employees by type, category, gender, age, and region helps explain how the organization allocates financial resources within its workforce.

Guidance to MF-3-c-i

Employee type refers to those reported under requirement 2-7-b in *GRI 2: General Disclosures 2021*: permanent employees, temporary employees, non-guaranteed hours employees, full-time employees, and part-time employees.

Guidance to MF-3-c-ii

The organization should report the employee category breakdown by level (e.g., senior management) and function (e.g., technical, administrative, and production). This information is derived from the organization's human resources system.

Guidance to MF-3-c-iii and MF-3-d-ii

The organization is free to choose how to report the breakdown by gender. It is suggested, but not required, to include the following categories: men, women, other (gender as specified by the workers), not disclosed (gender is not disclosed by the workers).

Guidance to MF-3-c-iv and MF-3-d-iii

The organization should use the following age groups:

- Under 20 years old;
- 20-30 years old;

- 31-50 years old;
- Over 50 years old.

Guidance to MF-3-c-v

The organization can also report the monetary flows distributed per employee by region, using the information on the total number of employees by region reported in Disclosure 2-7 *in GRI 2: General Disclosures 2021*. For example, if an organization distributes USD 10 million to 2,000 employees in Region A and USD 10 million to 1,000 employees in Region B, it will report monetary flows of USD 5,000 per employee in Region A and of USD 10,000 per employee in Region B.

Guidance to MF-3-d

Disaggregating monetary flows to workers who are not employees and whose work is controlled by the organization by type of worker, gender, age, and region, helps explain how the organization allocates financial resources beyond its own employees.

Guidance to MF-3-d-i

The types of workers who are not employees and whose work is controlled by the organization include agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, and volunteers.

The organization can also include the level (e.g., senior management) and function (e.g., technical, administrative, and production) of workers who are not employees.

See *Guidance to 2-8-a in GRI 2: General Disclosures 2021* for more information on workers who are not employees.

Guidance to MF-3-e

Information on contributions to retirement plans and other benefits for employees and non-employee workers helps to explain how monetary flows for non-wage social benefits are distributed across the organization's workforce.

Guidance to MF-3-f and MF-3-g

The ratio of total annual variable compensation to total annual fixed compensation measures whether the annual total compensation of employees and workers who are not employees, is performance-based (variable) versus guaranteed (fixed). Fixed compensation covers basic pay and other guaranteed payments, while variable compensation includes bonuses, commissions, stock options, and performance-based incentives.

This information helps explain how the organization balances performance incentives with financial security when structuring its workers' compensation packages.

Guidance to MF-3-h-i

Indirect taxes refer to taxes and duties charged on and collected from customers on the sales of certain products and services. These are paid by the organization to the tax authorities. Monetary flows distributed as indirect tax form part of the total monetary flows distributed by the organization to the government as reported in MF-2-b-iv.

Guidance to MF-3-h-ii

The organization should describe whether payments are made quarterly, annually, or in instalments. The organization can also report any specific tax filing deadlines it adheres to, as well as the frequency of its tax reporting periods.

Requirement MF-3-h-ii is related to Disclosure 207-1 in *GRI 207: Tax 2019*. If the information reported by the organization in Disclosure 207-1 describes the timing strategy for settling its tax obligations, the organization can provide a reference to this information.

Guidance to MF-3-j-i

Information on the number of shareholders by region shows where ownership is concentrated and can indicate which regions may benefit from share returns or dividends. For example, a concentration of shareholders in regions away from the organization’s operations may indicate that local communities are affected without corresponding ownership rights. In contrast, higher local or regional ownership indicates local communities hold a direct stake in the organization’s operations.

Guidance to MF-3-j-ii

Financial instruments are used by an organization to obtain capital based on distinct terms, costs, and implications for ownership, repayment, and risk. They include loans, bonds, and revolving credit.

Guidance to MF-3-k

The organization should report the types of research and development it undertakes, such as basic research, applied research, or experimental development, and specify the focus areas (e.g., environmental science, social science, or technology).

Reporting the total monetary flows retained for research and development helps explain the amount the organization invests internally in developing new products, processes, or services. Comparing these flows with the organization’s other monetary flows, such as monetary flows distributed to suppliers or shareholders, helps explain how it balances investment in its future capabilities against fulfilling its current financial obligations.

Guidance to MF-3-l

The purpose refers to the use case or expenditure item for which the organization distributes monetary flows to local communities. Examples of purposes include donations to promote education, livelihood development, disaster relief, and poverty alleviation.

Disclosure MF-4 Retirement plans and benefits

REQUIREMENTS

The organization shall:

a. for each <u>employee</u> type reported in GRI 2-7-b, report:

- **i. the types of retirement plans or benefits available;**
- **ii. the percentage that are beneficiaries of retirement plans or benefits reported in MF-4-a-i;**
- **iii. the percentage of salary contributed by the organization to the retirement plans or benefits reported in MF-4-a-i;**
- **iv. the percentage of salary contributed by employees to the retirement plans or benefits reported in MF-4-a-i;**

b. for each retirement plan and benefit reported in MF-4-a-i, report:

- **i. the estimated total monetary value of the retirement plan or benefit's liabilities,**
- **ii. whether those liabilities are funded through its general assets, cash flows, a separate investment fund, or a combination of both;**

c. for each retirement plan and benefit reported in MF-4-a-I with a separate investment fund, report:

- **i. the investment fund type;**
- **ii. the percentage of the retirement plan's or benefit's total liabilities that is covered by the fund;**
- **iii. the criteria to select the fund;**

d. when general assets, cash flows, and the separate investment funds do not fully cover a retirement plan or benefit's liabilities, report:

- **i. the strategy to reach full coverage;**
- **ii. the timeframe to achieve full coverage;**

e. describe the training and education on retirement plans provided to employees;

f. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used, and include:

- **i. an explanation when the data reported does not reconcile with the audited consolidated financial statements, or the financial information filed on public record.**

GUIDANCE

Retirement plans and benefits are important in ensuring employees' long-term financial security and well-being. For organizations, maintaining a well-funded retirement plan supports employees' future needs, enhances employee retention, and helps the organization achieve its long-term financial and strategic goals.

Guidance to MF-4-a

Organizations may offer different retirement plans and benefits based on the type of employee. Employee type refers to the different types of employees reported under requirement 2-7-b in *GRI 2: General Disclosures 2021*: <u>permanent employees</u>, <u>temporary employees</u>, <u>non-guaranteed hours employees</u>, <u>full-time employees</u>, and <u>part-time employees.</u>

Guidance to MF-4-a-i

Types of retirement plans include defined contribution (DC) and defined benefit (DB) occupational pension plans. A DC plan is a pension plan where an organization makes fixed contributions into a separate fund and has no obligation to pay more if the fund does not hold enough assets to cover all employee benefits for current and past service. A DB plan is any occupational pension plan that is not a DC plan, and where an organization guarantees eligible employees a fixed annual pension after retirement. This amount is calculated using a formula based on salary and years of service and does not depend on the performance of the plan's investments. DB plans can be classified into one of three main types: traditional, mixed, and hybrid plans. For further information on the differences among DB plans, see OECD's *Private pensions: OECD classification and glossary* [3].

Retirement benefits include any financial support provided to employees in anticipation of, or upon retirement, regardless of whether it is part of a formal plan. For example, an organization may make one-time or regular payments that represent retirement-related contributions without establishing a structured or regulated retirement plan.

When reporting the types of plans, the organization can also describe any differences in the plans offered to employees in different jurisdictions.

If no retirement plans are made available to employees, the organization should explain why.

See references [1], [3], [14], [15], [17] and [21] in the Bibliography.

Guidance to MF-4-a-ii

The percentage of employees who are beneficiaries of a retirement plan or benefits is calculated as the proportion of employees within each employee type who receive contributions to a retirement plan or benefits from the organization. For example, if the organization has 50 employees in total, including 25 permanent employees, and 20 of those permanent employees receive such contributions or benefits, the enrolment rate for permanent employees is 80% (20 out of 25).

The organization should provide an explanation for any disparities in enrollment, particularly where retirement plans are voluntary. For example, a disparity is observed if 90% of permanent employees are enrolled in a retirement plan while only 10% of temporary employees are enrolled. In addition, the organization should report any actions it has implemented or plans it has developed to address disparities.

Guidance to MF-4-a-iii

An organization's contribution refers to the amount it pays into an employee's retirement plan or towards retirement benefits. This contribution can be made to both public and private retirement funds. For example, an organization may agree to contribute the equivalent of 5% of the salary of permanent employees towards a specific retirement plan or benefit.

If the organization applies uniform retirement plan and benefit contribution rates for different employee types, a brief statement of this fact, along with the contribution rate, is sufficient to comply with the requirement.

Guidance to MF-4-a-iv

Employee contribution is the portion of an employee's salary that is deducted and deposited into the retirement plan or retirement benefit. For example, permanent employees may also agree to contribute 5% of their salary towards a specific type of retirement plan or benefit.

If the organization applies uniform retirement plan and benefit contribution rates for different employee types, a brief statement of this fact, along with the contribution rate, is sufficient to comply with the requirement.

Guidance to MF-4-b-i

The organization can use the International Accounting Standards Board (IASB) IAS 19 [9] to estimate the total monetary value of each retirement plan or benefit's liabilities.

See references [9] in the Bibliography.

Guidance to MF-4-c-i

Investment fund type refers to both the structure and investment strategy of the fund. Common structures include mutual funds, exchange-traded funds (ETFs), and endowment funds. Within these structures, funds may follow various investment strategies or objectives, such as active or passive management, target-date allocation, sustainability-focused mandates, income generation, capital growth, or capital preservation.

Guidance to MF-4-c-ii

The following example illustrates how to calculate and present the funding level of a retirement plan or benefit with a separate investment fund. If the retirement liabilities for the organization's retirement plan 'Plan A' are USD 10 million and the fund has USD 8 million in assets, the organization should disclose that the liabilities are 80% funded.

Guidance to MF-4-c-iii

Examples of criteria used to select retirement investment funds include financial performance, risk tolerance, employee input, and alignment with the organization's sustainability goals.

Guidance to MF-4-d-i

The strategy can include additional employee or organizational contributions, changes to its investment strategy, revising actuarial assumptions, and cost reductions.

Guidance to MF-4-d-ii

Full coverage of retirement plan and benefits liabilities is achieved when the organization's general and cash flows, or the investment fund assets, meet or exceed retirement plan and benefits liabilities.

Guidance to MF-4-e

The organization should report whether training and education are available for all types of retirement plans and benefits, and if not, explain why. The organization should also report whether employee training and education are mandatory or voluntary. Additionally, the organization should report the source of information used in the training and education offered to employees, such as the name or provider of standards, guidance, or resources referenced.

Guidance to MF-4-f

If the organization's publicly available audited consolidated financial statements and their accompanying notes, or the financial information filed on public record, include information required by Disclosure MF 4, the organization can provide a reference to this information.

Disclosure MF-5 Government or government-linked financial or in-kind assistance

REQUIREMENTS

The organization shall:

a. list the government or government-linked third parties that provided financial or in-kind assistance;

b. for each entity reported in MF-5-a, report the monetary value of financial and in-kind assistance received, and a breakdown by:

  i. country;
  ii. type of financial or in-kind assistance;

c. for each type of financial or in-kind assistance received in MF-5-b-ii, report the terms and conditions and whether they were met;

d. for each entity reported in MF-5-a, report the percentage of total shares owned in the organization;

e. report how it used received financial or in-kind assistance;

f. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used, including:

  i. how the monetary value of the in-kind assistance was estimated;
  ii. an explanation when the data reported does not reconcile with the audited consolidated financial statements, or the financial information filed on public record.

GUIDANCE

This disclosure provides a measure of the contributions made by governments or government-linked third parties to an organization. When compared to taxes paid, this information can be useful for developing a balanced picture of the transactions between the organization and the government or government-linked third parties.

Financial assistance from a government or government-linked third party refers to direct or indirect financial benefits that do not involve the exchange of products and services, but rather serve as an incentive or compensation for specific actions taken, the cost of an asset, or expenses incurred. The provider of financial assistance does not expect a direct financial return from the assistance offered. In-kind assistance from a government or government-linked third party refers to non-monetary support provided to an organization, including offering products or services to beneficiaries without a cash transaction.

Guidance to MF-5-a

The organization can list the department or ministry of the government and the legal name of the government-linked third party that has provided financial or in-kind assistance.

Examples of government-linked third parties are:

- state-owned enterprises (SOEs);
- sovereign wealth funds (SWFs);
- development banks;
- export credit agencies (ECAs).

See reference [11] in the Bibliography.

Guidance to MF-5-b-ii

Examples of types of financial assistance received include:

- tax relief;
- subsidies;
- grants (e.g., investment, research and development, donor funding).

Examples of types of in-kind assistance received include:

- pro-bono work, such as advisory services or recommending the organization's work to others;
- free or subsidized utilities (e.g., electricity, water);
- donated equipment or materials;
- access to publicly funded research or data;
- training programs or consultancy services.

Guidance to MF-5-c

Governments or government-linked third parties may attach terms and conditions to the financial or in-kind assistance provided to organizations to ensure that funds are used effectively, responsibly, and in alignment with public policy objectives. The organization can report the duration of the assistance, performance targets, and any other obligations linked to the financial or in-kind assistance.

If the financial or in-kind assistance received from a government or government-linked third party has no attached terms or conditions, a brief statement of this fact is sufficient to comply with the requirement.

Guidance to MF-5-d

The organization can also describe the nature of government or government-linked third parties' involvement, including whether they have a strategic or financial interest in the organization.

Guidance to MF-5-e

If the organization has not used the financial or in-kind assistance received during the reporting period, it should explain the reason for this.

In cases where the organization distributes the financial assistance to its stakeholders (see MF-2-a), it should report the stakeholder categories that received the assistance and the proportion each category received from the total amount. For example, an organization can report that it received USD 1 million in financial assistance during the reporting period to boost local employment. Of this, 50% was spent on compensation for existing employees, and 50% was invested in local training and development institutions to enhance skills that make individuals more employable.

Guidance to MF-5-f-i

Estimation methods include market value comparisons, standard cost assumptions, and expert valuations.

Glossary

This glossary provides definitions for terms used in this Standard. The organization is required to apply these definitions when using the GRI Standards.

The definitions included in this glossary may contain terms that are further defined in the complete *GRI Standards Glossary*. All defined terms are underlined. If a term is not defined in this glossary or in the complete *GRI Standards Glossary*, definitions that are commonly used and understood apply.

business partner

entity with which the organization has some form of direct and formal engagement for the purpose of meeting its business objectives

Source: Shift and Mazars LLP, *UN Guiding Principles Reporting Framework*, 2015; modified

Examples: affiliates, business-to-business customers, clients, first-tier suppliers, franchisees, joint venture partners, investee companies in which the organization has a shareholding position

Note: Business partners do not include subsidiaries and affiliates that the organization controls.

business relationships

relationships that the organization has with business partners, with entities in its value chain including those beyond the first tier, and with any other entities directly linked to its operations, products, or services

Source: United Nations (UN), *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework*, 2011; modified

Note: Examples of other entities directly linked to the organization's operations, products, or services are a non-governmental organization with which the organization delivers support to a local community or state security forces that protect the organization's facilities.

employee

individual who is in an employment relationship with the organization according to national law or practice

human rights

rights inherent to all human beings, which include, at a minimum, the rights set out in the *United Nations (UN) International Bill of Human Rights* and the principles concerning fundamental rights set out in the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*

Source: United Nations (UN), *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework*, 2011; modified

Note: See Guidance to 2-23-b-i in *GRI 2: General Disclosures 2021* for more information on 'human rights'.

impact

effect the organization has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development

Note 1: Impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible.

Note 2: See section 2.1 in *GRI 1: Foundation 2021* for more information on 'impact'.

material topics

topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights

Note: See section 2.2 in *GRI 1: Foundation 2021* and section 1 in *GRI 3: Material Topics 2021* for more information on 'material topics'.

reporting period

specific time period covered by the reported information

Examples: Fiscal year, calendar year

supplier

entity upstream from the organization (i.e., in the organization's supply chain), which provides a product or service that is used in the development of the organization's own products or services

Examples: brokers, consultants, contractors, distributors, franchisees, home workers, independent contractors, licensees, manufacturers, primary producers, sub-contractors, wholesalers

Note: A supplier can have a direct business relationship with the organization (often referred to as a first-tier supplier) or an indirect business relationship.

supply chain

range of activities carried out by entities upstream from the organization, which provide products or services that are used in the development of the organization's own products or services

sustainable development / sustainability

development that meets the needs of the present without compromising the ability of future generations to meet their own needs

Source: World Commission on Environment and Development, *Our Common Future*, 1987

Note: The terms 'sustainability' and 'sustainable development' are used interchangeably in the GRI Standards.

value chain

range of activities carried out by the organization, and by entities upstream and downstream from the organization, to bring the organization's products or services from their conception to their end use

Note 1: Entities upstream from the organization (e.g., suppliers) provide products or services that are used in the development of the organization's own products or services. Entities downstream from the organization (e.g., distributors, customers) receive products or services from the organization.

Note 2: The value chain includes the supply chain.

worker

person that performs work for the organization

Examples: employees, agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, volunteers, and persons working for organizations other than the reporting organization, such as for suppliers

Note: In the GRI Standards, in some cases, it is specified whether a particular subset of workers is required to be used.

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This section lists authoritative intergovernmental instruments and additional references used in developing this Standard.

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Appendix

Table 1. Example template for presenting information related to an organization’s monetary flows for Disclosure MF-2

Table 1 offers an example of how to present information related to an organization’s monetary flows generated and distributed for Disclosure MF-2.

		Total
Total monetary flows generated on an accrual basis (MF-2-a)	**Revenue and other income (MF-2-a-i)**	
	Less: Operating inputs (MF-2-a-ii)	
	Total monetary flows generated (MF-2-a)	
Total monetary flows distributed on an accrual basis (MF-2-b)	**Employees and workers who are not employees (MF-2-b-i)**	
	Environmental protection (MF-2-b-ii)	
	External providers of financial capital (MF-2-b-iii)	
	Governments (MF-2-b-iv)	
	Local communities (MF-2-b-v)	
	Shareholders (MF-2-b-vi)	
	Monetary flows retained by the organization (MF-2-b-vii)	
	Total monetary flows distributed on an accrual basis (MF-2-b)	

Table 2. Example template for presenting information related to an organization’s monetary flows to its employees and workers who are not employees for Disclosure MF-3-c and MF-3-d

		Monetary flows distributed to employees (MF-3-c)	Ratio of total annual variable compensation relative to the total annual fixed compensation (MF-3-f)	Monetary flows distributed as contributions to retirement plans and benefits (MF-3-e)
Total				
Employee type (MF-3-c-i)	**Employee type 1 [insert type]**			N.A.
	Employee type 2 [insert type]			N.A.
Employee category (MF-3-c-ii)	**Employee category 1 [insert type]**		N.A.	N.A.
	Employee category 2 [insert type]		N.A.	N.A.
Gender (MF-3-c-iii)	**Gender 1 [insert type]**		N.A.	N.A.
	Gender 2 [insert type]		N.A.	N.A.
Age group (MF-3-c-iv)	**Age group 1 [insert type]**		N.A.	N.A.
	Age group 2 [insert type]		N.A.	N.A.
Region (MF-3-c-v)	**Region 1 [insert type]**		N.A.	N.A.
	Region 2 [insert type]		N.A.	N.A.
		Monetary flows distributed to workers who are not	**Ratio of total annual variable compensation relative to the total annual fixed**	**Monetary flows distributed as contributions to retirement plans and benefits (MF-3-e)**

<table>
<tr><th colspan="2"></th><th>employees (MF-3-d)</th><th>compensation (MF-3-g)</th><th></th></tr>
<tr><td colspan="2">Total</td><td></td><td></td><td></td></tr>
<tr><td rowspan="2">Type of worker
(MF-3-d-i)</td><td>Worker type 1
[insert type]</td><td></td><td></td><td rowspan="10">N.A.</td></tr>
<tr><td>Worker type 2
[insert type]</td><td></td><td></td></tr>
<tr><td rowspan="2">Gender
(MF-3-d-ii)</td><td>Gender 1
[insert type]</td><td></td><td rowspan="8">N.A.</td></tr>
<tr><td>Gender 2
[insert type]</td><td></td></tr>
<tr><td rowspan="2">Age group
(MF-3-d-iii)</td><td>Age group 1
[insert type]</td><td></td></tr>
<tr><td>Age group 2
[insert type]</td><td></td></tr>
<tr><td rowspan="2">Region
(MF-3-d-iv)</td><td>Region 1
[insert type]</td><td></td></tr>
<tr><td>Region 2
[insert type]</td><td></td></tr>
</table>

Table 3. Example template for presenting information related to an organization’s retirement plans and benefit for Disclosure MF-4-a

Employee type 1 (MF-4-a)		Percentage of employees who are beneficiaries of retirement plans or benefits (MF-4-a-ii)	Percentage of employee salary contributed by organization to retirement plans or benefits (MF-4-a-iii)	Percentage of employee salary contributed by employees to retirement plans or benefits (MF-4-a-iv)
Type of retirement plan or benefit (MF-4-a-i)	Retirement plan or benefit type 1 [insert type]			
	Retirement plan or benefit type 2 [insert type]			

Employee type 2 (MF-4-a)		Percentage of employees who are beneficiaries of retirement plans or benefits (MF-4-a-ii)	Percentage of employee salary contributed by organization to retirement plans or benefits (MF-4-a-iii)	Percentage of employee salary contributed by employees to retirement plans or benefits (MF-4-a-iv)
Type of retirement plan or benefit (MF-4-a-i)	Retirement plan or benefit type 1 [insert type]			
	Retirement plan or benefit type 2 [insert type]			