



EFRAG SUSTAINABILITY REPORTING TEG – TWO ADDITIONAL SEATS

CALL FOR CANDIDATES FOR EFRAG SUSTAINABILITY REPORTING TEG FOCUSED ON SME AND SOCIAL EXPERTISE

Deadline 20 June 2022

23 May 2022

Dear Madam, Dear Sir,

Additional appointments to EFRAG’s Sustainability Reporting Technical Expert Group

In its meeting of 13 April 2022, the EFRAG Sustainability Reporting Board (SRB) appointed 22 members of the EFRAG Sustainability Reporting TEG (SR TEG). This composition includes a wide range of expertise and specialisations in the ESG domain. To have well-balanced expertise, experience and knowledge, it has been decided to have two additional seats to enhance the social (with deep technical expertise on international standards) and direct practical SME sustainability-reporting expertise in EFRAG SR TEG. This is, in particular, relevant in this first term of EFRAG SR TEG in which the two sets of draft European Sustainability Reporting Standards need to be developed for the European Commission.

EFRAG SR TEG

The EFRAG SR TEG will provide technical advice, on the draft EU Sustainability Reporting Standards, to the EFRAG SRB based on its own professional judgment, arguments, technical analysis resulting from its technical expertise and on EFRAG’s due process. The EFRAG SR TEG operates based on an open and transparent due process including a public consultation process with European constituents as laid down in the [EFRAG Due Process Procedures for EU Sustainability Standard Setting](#).

The EFRAG SR TEG is responsible for the development of these draft standards with input from EFRAG Expert Working Groups and Advisory Panels. The EFRAG Sustainability Reporting TEG together with the EFRAG Financial Reporting TEG also ensures connectivity between financial reporting and sustainability reporting.

EFRAG is calling for additional candidates for the EFRAG Sustainability Reporting TEG with a specific expertise and experience in social (with deep technical expertise on international standards) and direct practical sustainability-reporting experience and expertise in an SME.



Candidates are chosen primarily on the basis of their technical sustainability-reporting competences, subject matter knowledge and practical experience. A high priority will be given to achieving a broad geographical spread and a proper balance in gender and professional background.

We are looking for candidates with a specific SME and social profile that should, in addition to the general profile characteristic below, meet one of the two of the following profiles:

- **SME:** Candidates should have direct practical sustainability-reporting experience and expertise in an SME or directly supporting SMEs¹. A good knowledge of reporting in non-listed SMEs would be helpful. Candidates who have this background from B-corp companies² are also encouraged to apply.
- **Social:** Candidates should have deep technical expertise on international standards relevant for reporting on people-related matters, in particular the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the other standards referenced in article 1, para. (4), 2 (b) (iii) in the draft CSRD. Candidates should have demonstrated experience in supporting the development of these standards and/or closely working with them on their technical application in a variety of standard-setting contexts. They should also be able to demonstrate expertise on how these standards interact with and apply to other relevant areas of sustainability reporting. Experience with practical application of the standards is highly recommended.

Nominations should be submitted to the attention of Jean-Paul Gauzès, EFRAG Administrative Board President, at the following email address: nominations@efrag.org. Appointments will commence on the day of appointment and will be for one or two years (i.e., expiring on 31 March 2023 or 31 March 2024) in order to have a staggered rotation of EFRAG Sustainability Reporting TEG members.

Profile

EFRAG Sustainability Reporting TEG members should meet the following profile:

- **Technical Competence:** EFRAG Sustainability Reporting TEG members should be among the best technical experts in their field in Europe in sustainability reporting and be competent and qualified within their professional or business background and have relevant knowledge and experience.

¹ As per the size criteria in the proposal for a CSRD/Accounting Directive

² B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. <https://www.bcorporation.net/en-us/certification>

- **Practical experience and expertise:** EFRAG Sustainability Reporting TEG members should be active practitioners or demonstrate relevant practical experience in the past. Members should have demonstrated knowledge, practical experience and high-profile expertise in the field of sustainability reporting standard-setting, preparing, reviewing or using sustainability information; or matters within the scope of standard-setting including digitisation of corporate reporting. This experience must have been acquired at a relevant and senior level of responsibility.
- **Knowledge and experience with standard-setting:** EFRAG Sustainability Reporting TEG members should have a good understanding of the work of national standard-setting and/or regulatory bodies with an interest in sustainability reporting in their country. Experience with interconnectivity between financial reporting and sustainability reporting brings added value.
- **Thought leadership:** EFRAG Sustainability Reporting TEG members should have a demonstrated interest in improving reporting of sustainability reporting both at a European and at an international level.
- **Commitment to act in the European public interest and to EFRAG's mission:** EFRAG Sustainability Reporting TEG members are required to commit themselves to acting in the European public interest. They should support EFRAG's objectives and main functions as set out in the EFRAG Statutes and the EFRAG Internal Rules and demonstrate a willingness to communicate and represent this mission to the outside world.
- **Ability to act in a personal capacity with the necessary degree of independence and objectivity:** EFRAG Sustainability Reporting TEG members will have a certain professional background but will not be representing their current or former organisation/employer (if any), European or national organisations. They should act independently of their professional or sectoral affiliation, act in the public interest and have no conflict of interest. All EFRAG TEG members are expected to have a good knowledge and understanding of views and issues being considered and developed in their jurisdiction, as well as debates taking place in Europe.
- **Ability to meet time commitments:** EFRAG Sustainability Reporting TEG members should have sufficient time available to work on issues and subjects debated in EFRAG Sustainability Reporting TEG meetings and to contribute effectively and constructively. EFRAG Sustainability Reporting TEG holds at least ten meetings annually, normally of 2 days per meeting but could be up to 3 days. Some of these meetings are envisaged to take place in person. These may be organised differently when working virtually or in hybrid mode. In addition, shorter (webcast) meetings are organised on an ad hoc basis. Preparation time and participation in EFRAG Expert Working Groups

and virtual meetings on individual issues will also be required. EFRAG Sustainability Reporting TEG members are expected to spend at least 20% of their working time on EFRAG-related work. This demand may be higher in the initial phase with an expected average time of two days a week. EFRAG Sustainability Reporting TEG members are appointed in a personal capacity and thus may not be represented by alternates.

- **Ability to contribute to the meetings:** EFRAG Sustainability Reporting TEG members should provide an active contribution to the meetings also on issues they are not directly familiar with. They should familiarise themselves with those topics, with help of their colleagues and stakeholders, to be able to express views in the meeting. EFRAG Sustainability Reporting TEG members should take ownership of EFRAG Sustainability Reporting TEG's work.
- **Collegiality:** EFRAG Sustainability Reporting TEG members are expected to cooperate in a collegial atmosphere. EFRAG Sustainability Reporting TEG members are expected to have the ability to engage diplomatically and constructively and be able to uphold the highest standards of integrity, objectivity and discipline. They should also demonstrate an ability to communicate their views effectively and clearly for an effective dialogue with fellow EFRAG Sustainability Reporting TEG members.
- **Developed network of contacts:** EFRAG Sustainability Reporting TEG members are expected to have good contacts with sustainability reporting stakeholders and with the constituency representing their background at national and European (and international) level.
- **Good command of the English language and communication skills:** EFRAG Sustainability Reporting TEG members should have a good command of the English language, which is needed to participate in, and actively contribute to, the activities in the EFRAG Sustainability Reporting TEG.
- **Candidate nationality:** EFRAG Sustainability Reporting TEG members shall have a nationality from the European Economic Area.

All members of the EFRAG Sustainability Reporting TEG should meet the above profile.

Selection process

The selection of candidates will be based on the following criteria:

- **Meeting the profile:** The extent to which a candidate meets the above **specialised** profile notably in terms of expertise and experience.
- **Background:** A candidate should have spent a reasonable period of time in his or her current professional role in order to have sufficient knowledge and experience to

qualify as having a certain professional background. The aim is to secure a reasonable balance in backgrounds and skills needed for the work and to ensure a collective coverage of relevant and broad-based experience in the different matters covered in the proposal for a CSRD (including environment; social and employee matters; human rights; bribery and corruption) and digitisation.

- **Geographical spread and gender balance:** EFRAG Sustainability Reporting TEG benefits from the input of views from members with background experience from different countries. The need for geographical diversity will therefore be taken into account in the selection process. The aim is to secure a reasonable balance and to ensure that the EFRAG Sustainability Reporting TEG is recognised as representing views from within the whole of Europe. In addition, the need for gender diversity will also be taken into account in the selection process. The aim is to secure a reasonable geographical and gender balance. Both the aims will be considered in the selection.

EFRAG SR TEG members are required to commit themselves formally to acting in the European public interest in all matters in their EFRAG Sustainability Reporting TEG member role.

A person cannot be at the same time an EFRAG SRB member and an EFRAG SR TEG member.

EFRAG SR TEG members bear their own expenses and the appointed members (other than the EFRAG SR TEG Chair) are not remunerated. We have a small budget available when in exceptional circumstances successful candidates cannot bear their own travel costs.

EFRAG SR TEG members are appointed by the EFRAG SRB following the recommendations of the EFRAG Administrative Board supported by its Nominating Committee extended with EFRAG SRB members. Appendix C provides further information on the appointment and working rules of the EFRAG Technical Expert Groups.

Further information about EFRAG can be found on the EFRAG website: www.efrag.org and in Appendix B. In particular, the [EFRAG 2020 Annual Review](#) and recent EFRAG PTF-ESRS publications may be of interest. It is anticipated that candidates have reviewed the content of our website.



Submissions, setting out the name, CV and motivation should be sent, by 20 June 2022, by email to EFRAG to the attention of Jean-Paul Gauzès, EFRAG Administrative Board President, using the email address: nominations@efrag.org. Early applications are encouraged.

With the objective of streamlining the contents of the CVs of applicants, we enclose a standard CV format (Appendix A) for use to ensure that the elements mentioned therein are at least covered. However, candidates can also submit CVs in another format.

The interviews will take place in the form of a webcast meeting and may be scheduled when relevant applications are received already before the deadline of 20 June. All candidates will be informed about their appointment or outcome of their application within a month after the EFRAG SRB has made the decision on appointment of the two additional EFRAG SR TEG members.

Yours sincerely,



Jean-Paul Gauzès
EFRAG Administrative Board President





APPENDIX A

Expected content to be addressed in CVs of applicants for EFRAG Sustainability Reporting TEG Membership³

Personal information

First Name:

Last Name:

Nationality:

Date of birth:

Gender:

Employer (if any):

Country of professional life:

Languages (express on a scale of 1(basic) through 5 (very good) how well developed)

English language:

Other languages:

Familiarity with EFRAG:

Please describe your level of familiarity and previous interactions with EFRAG, if applicable.

Sustainability reporting interest

Description of added value you can bring as EFRAG Sustainability Reporting TEG member:

- Experience with sustainability reporting standards and standard-setting:
- Specialist knowledge:
- Experience with interconnectivity between financial and sustainability reporting:
- Ability to provide independent views on sustainability reporting issues:
- Thought leadership skills:
- Relation with National Standard Setter or any other authority in the sustainability reporting domain:
- Involvement of sustainability reporting through your professional or stakeholder organisation:
- Involvement in the European and international sustainability reporting scene:
- Publications that you have undertaken:

Professional career

Current function and description of function:

Professional career (please describe starting from your present function to earlier entrance into professional life):

Membership of professional organisation(s):

Other relevant experience:

Support of candidature

EFRAG Sustainability Reporting TEG candidature is supported by the following organisations/company (to the extent applicable):

³ Applicants are free to use this standard CV format or to use their own CV ensuring that at least the issues listed in the expected content format are addressed.



APPENDIX B – BACKGROUND

On 21 April 2021, the European Commission adopted a [legislative proposal for a Corporate Sustainability Reporting Directive \(CSRD\)](#) which will require companies within its scope to report in compliance with European sustainability reporting standards, adopted by the European Commission as delegated acts. Under the proposed CSRD, EFRAG would be the technical advisor to the EC developing draft standards and conducting impact analyses, using proper due process, public oversight and transparency, and the expertise of relevant stakeholders.

At the [request of the European Commission](#) and in parallel to the elaboration and adoption of the legislative proposal, EFRAG has already carried out extensive work on key changes to its governance, funding and standard-setting matters related to sustainability reporting based on the recommendations by Jean-Paul Gauzès in his report [Potential need for changes to the governance and funding of EFRAG](#) which were fully supported by Commissioner McGuinness in [a letter dated 12 May 2021](#).

At the EFRAG General Assembly held on 21 January 2022, the revised EFRAG Statutes and EFRAG Internal Rules were approved and form the legal basis for EFRAG's new governance structure which includes a sustainability reporting pillar alongside the financial reporting pillar, mirroring its governance.

At its December 2021 and January/February 2022 General Assembly meetings, fourteen new organisations joined EFRAG as members in the sustainability reporting pillar (three in the European Stakeholders Organisations Chapter and eleven in the Civil Society Organisations Chapter - see [EFRAG website](#)).

The [EFRAG Sustainability Reporting Board](#) (EFRAG SRB) was appointed on 1 March 2022 by the EFRAG General Assembly. The technical sessions of its meetings take place in public. So far the EFRAG SRB held four meetings. In its second meeting on 13 April the EFRAG [Sustainability Reporting TEG](#) (EFRAG SR TEG) was appointed.

The project work on the development of draft EU sustainability reporting standards conducted by the EFRAG Project Task Force on European Sustainability Reporting Standards (PTF-ESRS), is in the process of being handed over to the permanent structure (EFRAG SRB and the EFRAG SR TEG).

[The public consultation](#) on the Exposure Drafts on the first set of draft European Sustainability Reporting Standards (ESRS) was launched on 29 April with a deadline of 8 August.

APPENDIX C – Relevant articles of EFRAG’s Internal Rules

This Appendix presents the relevant articles of EFRAG’s Internal Rules describing the appointment and working rules of the EFRAG Technical Expert Groups.

SECTION 5 -WORKING RULES OF THE EFRAG REPORTING TEGS

ARTICLE 37 Appointment of Technical Experts

1. On the recommendation of the EFRAG Administrative Board, supported by its Nominating Committee, the EFRAG Reporting Boards appoint the members of EFRAG Reporting TEGs for terms of up to two (2) years, renewable to the extent that the total term as a member of the EFRAG Reporting TEGs does not exceed six (6) years. Where an ad hoc vacancy arises from a member resignation or for any other reason, the incoming candidate will initially be appointed to complete the term of the outgoing member.
2. For the members appointed on the nomination of National Standard Setters or National Organisations in accordance with Article 38.2, the EFRAG Reporting Board can decide to make an exception to the maximum term of six (6) years for those members if the EFRAG Reporting TEG member is the technical director⁴ of the National Standard Setter given the nature of the country liaison function. The maximum period that such an EFRAG Reporting TEG member can serve is twelve (12) years.
3. Former EFRAG Reporting TEG members and former EFRAG Reporting TEG Country Liaison members may reapply for EFRAG Reporting TEG membership after a cooling-off period of at least three years from the end of their membership. The maximum number of years that anybody can be an EFRAG Reporting TEG member is twelve years.
4. A member of the EFRAG Reporting TEGs cannot be a member of the EFRAG Reporting Boards.
5. The EFRAG Administrative Board appoints the EFRAG Reporting TEG Chairs for a term of up to three (3) years, renewable to the extent that the total period of service as EFRAG Reporting TEG Chair does not exceed six (6) years (i.e., not including any period as an ordinary member of EFRAG Reporting TEG). The maximum period that the EFRAG Reporting TEG Chair can serve in any capacity on EFRAG Reporting TEG is twelve (12) years.

⁴ Or equivalent at national level



6. The EFRAG Reporting Board may appoint a Vice-Chair of the EFRAG Reporting TEG who will substitute the EFRAG Reporting TEG Chair when necessary.
7. When a suitable candidate has been identified in the nominating process, but for any good reason cannot be appointed, the EFRAG Reporting Board, on the recommendation of the EFRAG Administrative Board may ask whether he/she would agree to be registered on a list of qualified candidates for a maximum period of two years. When a member of the EFRAG Reporting TEG resigns or is no longer able to fulfil his responsibilities, the EFRAG Reporting Board, on the proposal of the EFRAG Administrative Board, may decide to appoint a suitable candidate who is on the list of qualified candidates, without a public call for applications as set out in Art 24.

ARTICLE 38 Composition of EFRAG Reporting TEGs

1. EFRAG Reporting TEG consists of a minimum of nine (9) and a maximum of twenty-two (22) voting members if required for the subject matter and a balanced composition representative of all relevant stakeholders. The EFRAG Reporting Board can decide to extend the maximum size of EFRAG Reporting TEG with one member provided that this member has a user background or if relevant a civil society background.
2. The EFRAG Reporting Board will appoint a maximum of four (4) members who are nominated by National Standard Setters or National Organisations as members of the EFRAG Reporting TEG, provided they meet the criteria. There will be at least EFRAG Reporting TEG members nominated by the National Standard Setters or National Organisations that provide the maximum financial contribution as laid down in the tables in Art 2.4 and 2.6 for the National Organisations Chapter in respectively the Financial reporting pillar and the Sustainability reporting pillar.. These members have in addition a country liaison function.
3. The EFRAG FR TEG Chair is an observer on the EFRAG SR TEG and vice-versa.
4. The European Commission has the right to appoint an observer with speaking rights to attend EFRAG Reporting TEG meetings. The EFRAG Reporting Board Chair and the EFRAG Reporting TEG Chair may invite additional permanent observers with speaking rights to attend EFRAG Reporting TEG meetings. The following organisations are each invited to appoint an observer with speaking rights to attend EFRAG Reporting TEG meetings:
 - The European Securities and Markets Authority (ESMA),
 - The European Banking Authority (EBA),
 - The European Insurance and Occupational Pensions Authority (EIOPA), and
 - The European Central Bank (ECB).

For the EFRAG FR TEG:

- The International Accounting Standards Board (IASB).

For the EFRAG SR TEG:

- The European Environmental Authority (EEA);

- The European Union's Agency for Fundamental Rights (FRA),
- The Committee of European Auditing Oversight Bodies (CEAOB);
- The EC Platform on Sustainable Finance; and
- Possibly relevant corporate reporting global standard setters and initiatives.

The EFRAG Reporting TEG Chair can however decide that certain sessions are for EFRAG Reporting TEG members only without observers.

5. A delegation of the relevant EFRAG Working Groups participates in the EFRAG Reporting TEG meetings as observers with speaking rights when specific topics on which a Working Group(s) advise(s) EFRAG Reporting TEG are discussed.
6. When the observer organisations mentioned in Art 38.4 and National Standard Setters send staff in addition to their nominated observers to attend meetings, they are granted speaking rights at the discretion of the EFRAG Reporting TEG Chair.
7. EFRAG Reporting TEG members are required to be guided by the need to act in an independent manner in the European public interest and therefore do not regard themselves as representing a sector, industry or national interests. EFRAG Reporting TEG members that have been nominated by National Standard Setters are expected in addition, to the extent possible, to inform the EFRAG Reporting TEG of the views and supporting arguments of their national constituency.
8. EFRAG Reporting TEG members are appointed in their personal capacity and may not be represented by alternates.
9. EFRAG Reporting TEG members are required to commit themselves formally to acting in the European public interest in all matters in their role as members.
10. EFRAG Reporting TEG members are expected to devote at least 15% to 20% of their available working time to EFRAG and to commit to attend the EFRAG Reporting TEG meetings.
11. EFRAG Reporting TEG members who have not attended the last three (3) consecutive regularly convened meetings of the EFRAG Reporting TEG for whatever reason are assumed to have resigned. They can be replaced by the EFRAG Reporting Board and the replacement member will complete the period for which the resigning member had initially been appointed.

ARTICLE 39 Role of the EFRAG REPORTING Technical Expert Group

1. EFRAG Reporting TEG provides technical advice to the EFRAG Reporting Board, which has the responsibility for all the EFRAG positions and technical advice to the European Commission. In doing so, the EFRAG Reporting TEG exercises its own professional judgment, provides arguments and technical analysis based on its technical expertise and EFRAG's due process. The EFRAG Reporting TEG's advice to the EFRAG Reporting Board forms part of the EFRAG Reporting Board agenda papers that are publicly available unless the EFRAG Reporting Board has decided not to make related selected agenda papers publicly available (Art 35.3). All draft and final documents including technical advice to the European Commission are issued under the EFRAG Reporting

Board's authority. The EFRAG Reporting Board may decide to delegate part of the work to EFRAG Reporting TEG, assisted by the EFRAG Secretariat. When that is the case, the EFRAG Reporting Board determines whether publication of the draft or final documents including technical advice to the European Commission should go through a process of approval, high-level clearance or delegation. The EFRAG Secretariat provides feedback statements that are reviewed by the EFRAG Reporting TEG explaining how its conclusions have been reached. The EFRAG Reporting Boards and EFRAG Reporting TEGs are assisted by the EFRAG Secretariat in all stages of their proceedings.

2. In the case of financial reporting, when the EFRAG FRB decides not to follow the technical advice of the EFRAG FR TEG, the EFRAG FR TEG is informed as to why the technical advice was not followed.
3. In the case of sustainability reporting standard setting, if the EFRAG SRB substantially disagrees with the technical advice of the EFRAG SR TEG, it sets out its considerations and asks the EFRAG SR TEG to reconsider its technical advice. If after deliberation of the EFRAG SR TEG's technical advice, the EFRAG SRB decides not to follow the EFRAG SR TEG's technical advice, the EFRAG SRB provides an explanation to the EFRAG SR TEG as to why the technical advice was not followed.
4. In the preparation of its technical advice provided to the EFRAG Reporting Board for the EFRAG Reporting Board's finalisation and approval, the EFRAG Reporting TEG includes the input of the EFRAG Working Groups (Art 44). The EFRAG Consultative Forum of Standard Setters and the EFRAG Consultative Forum of National Authorities, Sustainability reporting standard setters and initiatives also provide input for EFRAG's technical work for consideration by EFRAG Reporting TEG (Art 47).
5. EFRAG Reporting TEG will provide input for the EFRAG research activities in the corporate reporting area for active projects launched by the EFRAG Reporting Board.
6. The membership of EFRAG Reporting TEG is structured so that no sector, group or country has a majority and can determine the EFRAG Reporting TEG views. The EFRAG Reporting TEG aims to deliver sound technical judgments supported by reasoned opinions without regard to the particular interests of the member or nominating organisation.