

Based on WBA's 2025 published methodology and data extracted from publicly available disclosures from 1,600 real economy companies and 400 financial institutions, using disclosures available as of 31 August 2025.

Just planning and targets

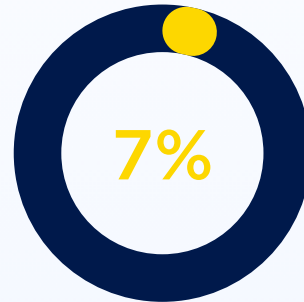
Most companies have not yet developed just transition plans that identify the social risks of the climate transition and manage them with measurable targets.

5% of companies integrate impacts on workers and communities into climate transition plans.

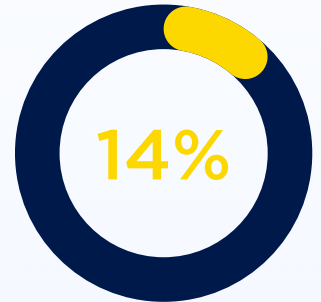
4% of companies have time-bound, measurable targets to mitigate transition impacts on workers, communities, or business relationships.

Just transition engagement

Social dialogue and engagement remains limited, with companies not yet consistently including key affected stakeholder groups



of real economy companies engage their own workforce on just transition



of financial institutions engage investee companies / clients on just transition

Just transition support for jobs

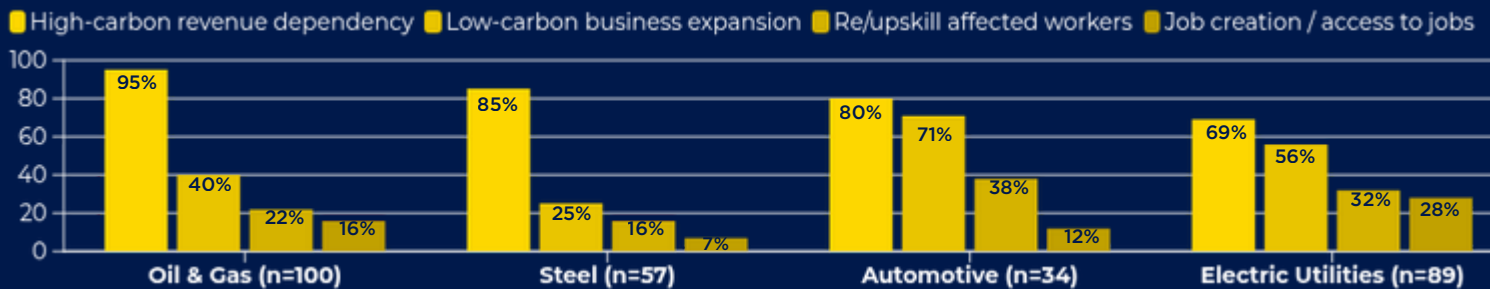
Few companies commit to reskilling, upskilling or job creation for people affected by the transition.

10% of companies commit to reskilling / upskilling

6% of companies commit to job creation

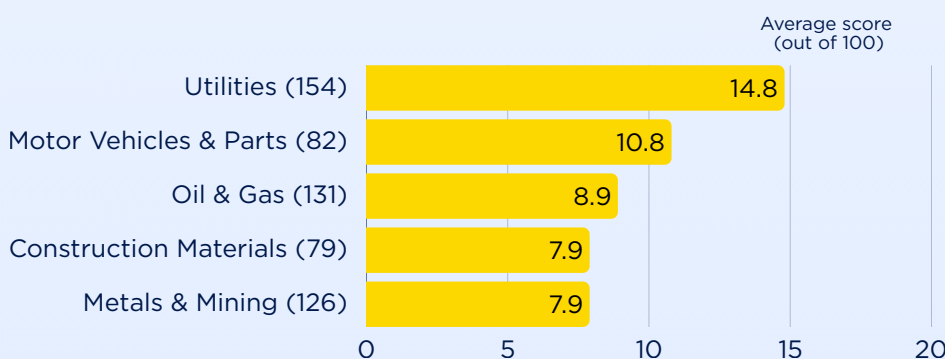
Selected high-emission sector examples

In selected high-emitting sectors, low-carbon business expansion is more visible than workforce planning, reskilling, upskilling or job creation.



Just transition scores by company sector

Higher-emitting sectors show relatively stronger just transition performance than other sectors, but scores remain low overall.



Just transition scores by headquarter region



Overall average: **5.5/100**