

# Report At-A-Glance

## Net Zero Targets

Net zero GHG emissions (Scopes 1, 2 and 3) by

# 2045

with a science-based aligned approach

Net zero operations Scopes 1 and 2 GHG emissions and 25% reduction of Scope 3 GHG emissions by

# 2030

to achieve net zero operations compared to 2021 baseline

## Environment

Achieved **17% decrease in emissions intensity** since 2018    Completed first full **Scope 3 emissions footprint**

**New collaborations to drive global sustainability efforts:** Business Ambition for 1.5°C, RE100, Race to Zero, Clean Energy Buyers Association (CEBA)

Goal to source **100%** renewable electricity by 2030

Improved **CDP Climate Change** rating to B

Near-term GHG targets have been approved by the **Science Based Targets initiative**



**Mike Train**, Emerson's first Chief Sustainability Officer, appointed in 2021

## Social

**DIVERSITY GOALS** 40% of global leadership targeted to be women and 30% of U.S. leadership targeted to be minorities by 2030



**Elizabeth Adefioye**, Emerson's first Chief People Officer, appointed in 2021

**COMMUNITY SUPPORT** \$200M pledged to address education inequity needs over next 10 years

### EMPLOYEE RESOURCE GROUPS

Black Employee Alliance, LGBTQ + Allies, Somos, Veterans Resource Group, Women's Impact Network

#### Added in 2021:

Asian & Pacific Islander Alliance, Mosaic, Diverse Abilities

## Governance

**ESG targets** integrated in compensation programs for leadership



**James Turley**, Independent Board Chair, appointed in 2021

**Two of three** required Board committees are led by women



**Lisa Flavin**, Chief Compliance Officer, appointed to Office of the Chief Executive in 2021

**45%** of Directors are women or persons of color