

Environmental Sustainability

GOAL

Reduce our operational greenhouse gas (GHG) emissions (i.e., Scopes 1 & 2) **46%** by 2030, from a 2019 baseline.¹⁰

Achieve **carbon neutrality** across our operations by 2025 (Scopes 1 & 2 emissions).¹⁰

Source **100%** of our purchased electricity from renewables by 2025.¹¹

Reduce our value chain (Scope 3) GHG emissions by **30%** by 2030, from a 2019 baseline.¹²

PROGRESS

9% reduction in Scope 1 and 2 emissions from 2019 baseline

In progress. Any remaining emissions will be offset with **high-quality offsets** in 2025.

41% of purchased electricity sourced from renewables in 2021

9% increase in Scope 3 emissions from 2019 baseline

▶▶▶ Read more about our environmental sustainability progress and results on [pages 21-22](#).

Ethics & Values

GOAL

Foster a “Speak Up” culture by maintaining or exceeding our current percentage of employees responding favorably to the “Willingness to Report” question in the Pulse survey as an annual average.¹³

Maintain **100%** compliance to regulatory requirements for active incident monitoring, risk/harm analysis and on-time notification of data breaches.¹⁴

PROGRESS

On track

100% compliance maintained

▶▶▶ Read more about our ethics and values progress and results on [pages 23-24](#).