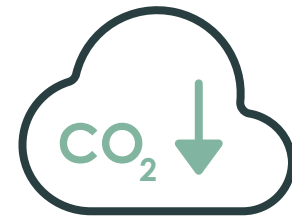


Committed to driving decarbonization

We'll work toward a better world by addressing climate change, empowering our employees and communities to create more inclusive opportunities for everyone, and building trust and partnership with our stakeholders. We set the following goals:



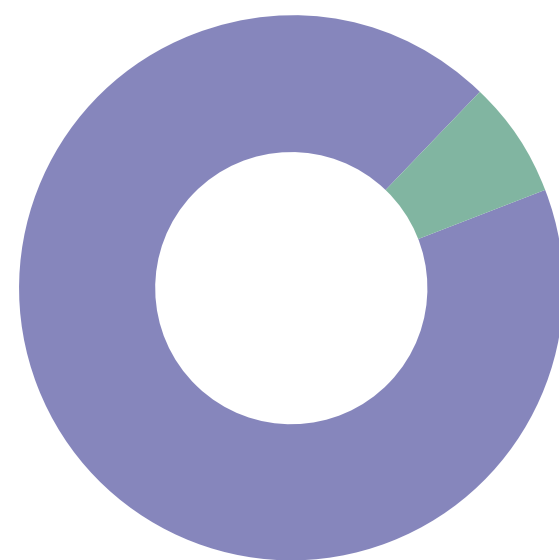
Set science-based targets



Net Zero by 2030

Our footprint in scopes*

With only 7% of our GHG emissions coming from direct operations at our offices and data centers (scope 1 & 2), 93% of our footprint is from our scope 3 emissions (purchased goods and services, capital goods, business travel, employee commuting, fuel and energy related activities, and waste).

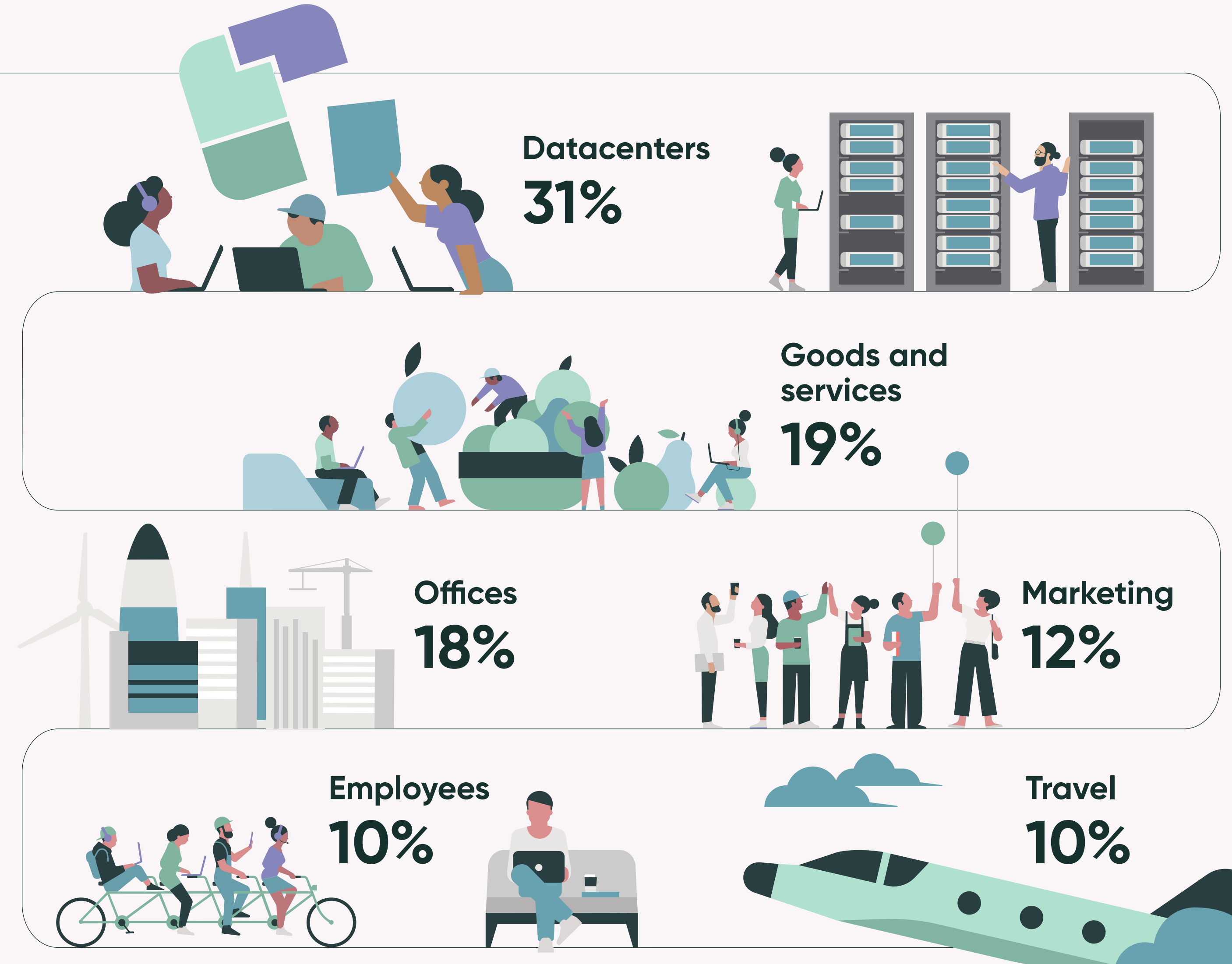


7% Scope 1 & 2

93% Scope 3

Our corporate carbon footprint*

Understanding our carbon footprint (total of scope 1, 2 & 3) is the first important step on our journey to Net Zero and setting ambitious science-based reduction targets.



*All data for 2019 baseline year