

Sustainability at Work: Our Goals and Progress

Climate-Related Targets

Goal	Target Year	2021 Performance
100% Carbon Neutral Achieve carbon neutrality in our global energy, direct emissions, and corporate travel carbon footprint	2022	13%
100% Renewable Electricity Combine a multifaceted approach for renewable energy sources connected to the grid, renewable electricity direct to the meter and renewable energy certificates	2022	17%
25% Energy Reduction Reduce consumption of all energies and advance renewable energy generation installed locally on-site	2025	10%

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Resource Management Targets

Goal	Target Year	2021 Performance
<p>100% Reduction of Single-Use Plastics</p> <p>Reduce single-use plastics and avoid lost plastics on land and in the ocean by combining the use of alternative disposables with durable reusable products</p>	2024	93%
<p>30% Paper Reduction</p> <p>Use technology to reduce printed paper consumption and paper records for archive</p>	2023	76%
<p>15% Water Reduction</p> <p>Reduce water consumption through efficiencies, reclamation, and conservation</p>	2025	43%
<p>100% Landfill Diversion</p> <p>Manage and transform office waste into an efficient corporate recycling and composting program</p>	2025	69%
<p>50% LEED Certified</p> <p>Create a high-performance built environment recognized by third-party certifications, including LEED</p>	2025	25%
<p>50% Green Leases</p> <p>Obtain green lease rights and services, which align landlord and tenant incentives, to progress efficiency enhancements and conservation measures, supported with transparent performance reporting</p>	2025	14%

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Supply Chain Targets

Goal	Target Year	2021 Performance
90% Supplier Agreement Enhance ESG supply chain by partnering with suppliers who share our environmental, social and governance values	2025	51%

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