

## Environmental

## Social

## Governance

### Reduce our clients' carbon footprint (kt CO<sub>2</sub> eq.)

Order intake linked to lower carbon intensity

Target: 33%  
Actual: 22%

### Fair representation

Female graduate recruitment

Target: 45%  
Actual: 47%

### Underrepresented populations in senior management

**Gender**  
Target: 26%  
Actual: 21%

**Nationality/race\***  
Target: 20%  
Actual: 20%

### Leadership in HSE

SIF Prevention Projects (cumulative)

Target: 400  
Actual: 244

### Water consumption

Target: 10%  
Actual: 9%

### Awareness and culture

Inclusive leadership training

Target: 100%  
Actual: 54%

### Human rights due diligence

Audits on high-risk suppliers

Target: 100%  
Actual: 33%

### Recycled and reused waste

Target: 53%  
Actual: 46%  
Baseline: 48%

### Community

Volunteering initiatives

Target: 800  
Actual: 136

STEM initiatives

Target: 150  
Actual: 68

### Ethics and compliance

Annual training for all managerial levels

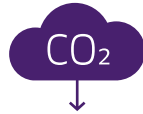
Target: 100%  
Actual: 100%

\* race refers to US minorities



# Year 1 result against 2030 Target

## Environmental



Reduce our carbon footprint by 50% by 2030 (kt CO<sub>2</sub> eq.)



2017 Baseline: 677  
Target: 338  
Actual: 279



2017 Re- Baseline: 312  
Target: 156  
Actual: 279