ESG | Environmental Social Governance

ESG scorecard 2021-2023

Year 2 results against 2021-2023 targets

Environmental
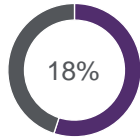
Reduce our clients' carbon footprint (kt CO_2 eq.)[1]

Order intake linked to lower carbon intensity

Target: 33%
Actual: 18%

18%

Water consumption[1]

Target: 10%
Actual: 6%

6%

Recycled and reused waste[2]

Target: 53%
Actual: 61%

61%

Social

Fair representation

Female graduate recruitment[1]

Target: 45%
Actual: 43%

43%

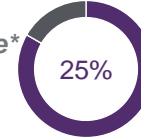**Underrepresented populations in senior management[2]**

Gender
Target: 26%
Actual: 21%

21%
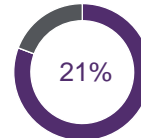
Nationality/race*
Target: 23%
Actual: 25%

25%
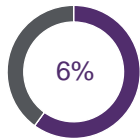
Awareness and culture[1]

Inclusive leadership training

Target: 100%
Actual: 90%

90%
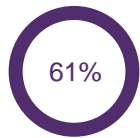
Community[1]

Volunteering initiatives
Target: 800
Actual: 574

72%
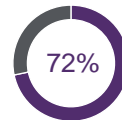
STEM initiatives
Target:150
Actual: 119

79%

Governance

Leadership in HSE[1]

SIF Prevention Projects

Target: 400
Actual: 650

100%

Human rights due diligence[1]

Audits on high-risk suppliers[1]

Target: 100%
Actual: 75%

75%
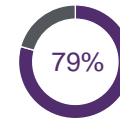
Ethics and compliance[2]

Annual training for all managerial levels

Target: 100%
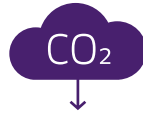Actual: 100%

100%

* race refers to US minorities

[1] Metric shows against target and is cumulative
[2] Metric shows against target and is annual

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Year 2 result against 2030 Target

Environmental

CO_2

Reduce our carbon footprint by 50% by 2030 (kt CO_2 eq.)[2]

2017 Baseline: 677
Target: 338
Actual: 289

2017 Re- Baseline: 312
Target: 156
Actual: 289

[1] Metric shows against target and is cumulative
[2] Metric shows against target and is annual