

Ambitious and Achievable Commitments



Environmental

- Achieve **net-zero** emissions by 2050¹
- Reduce emissions intensity **35%** by 2030¹
- Introduced new metrics to track **Scope 3** performance
- Striving for **zero** safety incidents



Social

- Achieve new **diversity and inclusion** goals by 2025

	Today	2025 Goal
Women	31%	40%
Ethnic & racial groups	19%	28%
People with disabilities	3%	6%
Veterans (US)	5%	7%

- Enhance **supplier** diversity



Governance

- Representation on the Board of **40%** women and **20%** ethnic and racial groups by 2025
- Increased ESG **transparency** and reporting
- ESG performance tied to enterprise-wide **compensation**

New goals set in 2020 further integrate ESG into our strategy, operations and decision-making

(1) Includes Scope 1 & Scope 2 emissions