

Enterprise Level Environmental Policy

Our Enterprise Level Environmental Policy describes our commitment to conducting business in a manner that is as environmentally responsible as practicable, which includes understanding and managing our environmental impacts and risks. As we proceed with measuring and understanding how our operations interact with the environment, we remain committed to considering how we can reduce our impact over time. The full policy can be read [here](#).

To date, we have implemented various programs and initiatives to reduce our environmental impact and will continue to implement environmentally responsible business practices in our operations. Examples include converting our headquarters to energy efficient LED lighting, annual estimations of our Scope 1, Scope 2, and Scope 3 emissions, and associate-led recycling programs. As we continue to improve our understanding of our enterprise-wide environmental impact, we are coordinating with partners and vendors to improve our energy use, waste and water management, and sharpen our estimates.

Measuring our Footprint

Our approach to measuring and managing our environmental footprint has continued to evolve, with significant improvements in both our data and methodology to ensure that we accurately capture our impact and progress.

Two years ago, we developed our first greenhouse gas (GHG) emissions inventory for our U.S. operations. Last year, we expanded this effort to encompass our global operations, providing greater transparency into our operational impacts. Building on this, in FY24, we enhanced our assessment by adding three new Scope 3 emissions categories: Category 1 (Purchased Goods & Services), Category 2 (Capital Goods), and Category 11 (Use of Sold Products).

Our global energy consumption and GHG emissions have been calculated and reported in accordance with The Greenhouse Gas Protocol Corporate Standard. To understand our footprint, we look at the scopes they have defined. Scope 1 encompasses direct GHG emissions from stationary fuel combustion, and Scope 2 covers indirect emissions from purchased energy at our offices which are generated through our daily operations. Scope 3 includes all other indirect emissions in our value chain. In FY24, we reported on seven relevant Scope 3 Categories, including:

- **Category 1*** – Purchased Goods & Services
- **Category 2*** – Capital Goods
- **Category 3** – Fuel and Energy-related Activities
- **Category 6** – Business Travel
- **Category 11*** – Use of Sold Products
- **Category 13** – Downstream Leased Assets
- **Category 14** – Franchises

**Additional Scope 3 emissions categories for FY24*

We intend to continue expanding our inventory in FY25 to include additional Scope 3 categories.

Our total measured FY24 GHG emissions were:

302,700 metric tons of CO₂e

This includes estimated amounts of:

Scope 1	Scope 2 ¹	Scope 3
22,993 metric tons of CO ₂ e	50,730 metric tons of CO ₂ e	228,977 metric tons of CO ₂ e

By analyzing our emissions, we can identify key areas for improvement and implement effective measures to reduce our environmental impact. We intend to integrate this data into our carbon reduction strategies as we evaluate the feasibility of net-zero carbon operations in the future.



We remain committed to transparent environmental reporting and will be submitting our response to the 2024 CDP (formerly known as the Carbon Disclosure Project) Climate Change

Questionnaire, demonstrating our commitment to disclosing our environmental impacts.

¹ Location based