






ESG TARGETS

UN Sustainable Development Goal	Initiative	Goal	Progress
<div>13</div> <div>CLIMATE ACTION</div> <div></div>	Energy Consumption	20% reduction in like-for-like energy consumption intensity by 2025 using 2018 as a baseline year	<div><div>IN PROGRESS</div><div>10.4% reduction from baseline</div></div>
<div>6</div> <div>CLEAN WATER AND SANITATION</div> <div></div>	Water Consumption	20% reduction in like-for-like water consumption intensity by 2025 using 2018 as a baseline year	<div><div>ACHIEVED!</div><div>20.7% reduction from baseline</div></div>
<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>	Non-recyclable Waste	50% decrease in like-for-like non-recyclable waste intensity by 2025 using 2018 as a baseline year	<div><div>IN PROGRESS</div><div>37.0% decrease from baseline</div></div>
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div></div>	Renewable Energy Generation	100% increase in renewable energy generation across the portfolio by 2025 using 2018 as a baseline	<div><div>IN PROGRESS</div><div>84.6% increase over baseline</div></div>
<div>13</div> <div>CLIMATE ACTION</div> <div></div>	GhG Emissions (Scope 1 & 2)	26% reduction in like-for-like GhG Emissions by 2025 using 2019 as a baseline.*	<div><div>IN PROGRESS</div><div>22.8% reduction from baseline</div></div>

*GhG emissions target is based on SBTi 1.5C scenario criteria. The company has not submitted a target for validation as of the date of this report.

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<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>	Employee Health & Wellness	Maintain Health and Wellness Benefits above peer average	<div>ONGOING</div>
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	Gender Diversity & Inclusion	Employee Gender Balance with over 20% of senior leadership identifying as women	<div><div>IN PROGRESS</div><div>16% In-progress</div></div>
<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div>	Learning & Development Opportunities	Create opportunities internally and externally for employees to gain additional education	<div>ONGOING</div> <div>Robust internal L&D programming is available</div>
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	Employee Satisfaction	Maintain over 80% Employee Satisfaction Rating	<div>ACHIEVED!</div> <div>82% Achieved</div>
<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div></div>	Diversity, Equity,	Improve reporting on Diversity and Inclusion metrics for ethnicity, nationality, sexual orientation, gender identification, age, veteran status, religion, physical ability and gender	<div>ONGOING</div>