Fiserv Climate-Related Risk Disclosure

February 2026

About this report

Fiserv, Inc. and its consolidated subsidiaries ("Fiserv," "we," "us" and "our") believe that it is important that we operate with environmental sustainability in mind. We understand the importance of protecting our environment and managing our footprint, and the impact climate change may have on our business and our communities. To provide transparency and help drive improvement, we report data using the Greenhouse Gas (GHG) Protocol and have aligned this Climate-Related Risk Disclosure Report (this "report") with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

We recognize the importance of having the appropriate processes in place to effectively identify, assess and manage climate-related risks and opportunities, and to evaluate the actual and potential impacts of such risks and opportunities on our operations and business continuity, as well as financial planning impacts. For a discussion of these processes, as well as the governance structure we have in place to oversee actual or potential climate-related risks and opportunities, this report is structured in four sections: Governance, Strategy, Risk Management, and Metrics and Targets.

About Fiserv

Fiserv (NASDAQ: FISV) is a leading global provider of payments and financial services technology solutions. We serve clients around the globe, including merchants, banks, credit unions, other financial institutions, corporate and public sector clients by working among our geographic teams across regions, including the United States of America (U.S.) and Canada; Europe, Middle East and Africa (EMEA); Latin America (LATAM); and Asia-Pacific (APAC).

Forward-looking statements

This report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, such as statements related to our Corporate Social Responsibility (CSR) priority areas, commitments and efforts, including goals, targets, metrics, aspirations and related strategies. Statements can generally be identified as forward-looking because they include words such as "believes," "anticipates," "expects," "could," "should," "confident," "likely," "plan" or words of similar meaning. Statements that describe our future plans, outlooks, objectives or goals are also forward-looking statements.

These statements are based on our current expectations, and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially. Factors that could cause our actual results to differ materially include, among others, changes in the macroeconomic and geopolitical environment; technology; weather patterns and climate; regulation and legislation; engagement with stakeholders; energy prices; and other factors included in "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2024, and in other documents that we file with the Securities and Exchange Commission (SEC), which are available at https://www.sec.gov. You should consider these factors carefully in evaluating forward-looking statements and are cautioned not to place undue reliance on such statements, which speak only as of the date of this report. We undertake no obligation to update forward-looking statements to reflect events or circumstances occurring after the date of this report.

Information regarding our financial performance can be found on our corporate website and in our public filings available through the SEC. Materiality and its relevant definition as used in this report is different from the definition used in the context of filings with the SEC. Issues deemed material for the purposes of this report and for purposes of determining our CSR strategies may not be considered material for SEC reporting purposes.

Further, while we set targets to do our part in seeking a sustainable future using our own independent assessment of what we determine is reasonable, achievable and will serve the best interest of our business and our clients, we note that our targets are subject to other prerequisites and critical considerations, both within and outside our control, that may affect our ability to meet them. These may include items such as the necessity of continued technologic advancements; data quality and availability; the evolution of consumer behavior and demand; the business decisions of our clients, who are responsive to their own stakeholders; public policy; the potential impact of legal and regulatory obligations; market conditions; climate science; commercial considerations; and the challenge of balancing near-term targets with the need to facilitate an orderly transition and energy security and affordability. We continually evaluate our targets and our approach and may make any adjustments we deem necessary. In light of the aforementioned considerations, our approach to targets continues to prioritize near-term targets, tracking of progress and setting of new near-term targets at the expiration of previous targets.

This report includes analysis based on available projections for 2025, 2030 and 2035 which represent key intervals available in climate modelling. While these time horizons are based on the scientific community's authoritative climate models, they do not align perfectly with our identified short-, medium- and long-term time horizons. To bridge this gap, we have interpolated trends to estimate longer-term impacts. This approach assumes linear progression and may not fully capture non-linear climate effects or unforeseen regulatory and technological changes. These limitations should be considered when reviewing this report.

Governance

Our existing risk management and decision-making processes include the management of climate-related risks and opportunities.

Board oversight

The Fiserv Board of Directors is responsible for maximizing long-term shareholder value, ensuring the company conducts its business in a highly ethical manner and creating an environment that respects and values all employees and promotes corporate responsibility. The board is responsible for reviewing management's strategic and financial plans and monitoring company performance against those plans. The board is also regularly informed about relevant company risks, evaluates actual and potential risks, and oversees management in addressing such risks.

The board has four standing committees, all comprised of solely independent directors: an Audit Committee; a Nominating and Corporate Governance Committee; a Talent and Compensation Committee; and a Risk Committee. With respect to oversight of corporate social responsibility:

- The Nominating and Corporate Governance Committee provides oversight of the company's corporate social responsibility programs, policies, disclosures, stakeholder engagement and reporting; and identifies, evaluates and monitors corporate social responsibility related trends, opportunities and risks that may materially affect the company
- The Audit Committee discusses with management disclosures, such as our corporate social responsibility report
- The Risk Committee reviews and discusses with management the risk appetite relating to key risks, as well as the guidelines, policies and processes for monitoring and mitigating such risks, including if appropriate, identification of any climate-related risks as top risks
- The Talent and Compensation Committee, in consultation with management, establishes and reviews annually the company's general compensation philosophy and oversees the structure and implementation of compensation programs for senior management, including whether performance-based compensation should be tied to achievement of sustainability-related targets

To read more about the capabilities and skills of the board and the structure of its committees, please visit our website and read our latest proxy statement.

Management oversight

Our executive leadership team is responsible for developing our corporate strategy and managing risk, including those related to sustainability. Within the executive leadership team, the Head of Corporate Social Responsibility (Head of CSR), who reports directly to the CEO, is responsible for the oversight and management of our sustainability-related programs and strategies and provides the CEO, senior leaders and the board with updates related to our corporate sustainability efforts, programs and progress or updates to our sustainability-related targets as needed and as appropriate.

The Chief Administrative Officer and Chief Legal Officer (CAO and CLO) oversees our global real estate function which supports the implementation and tracking of sustainability-related metrics. Further, the Chief Risk Officer (CRO) oversees our risk management and oversight frameworks and programs, including Enterprise Risk Management which helps risk owners and subject matter experts identify, assess and manage risks relevant to Fiserv.

To support our sustainability-related policies, practices and activities, Fiserv maintains a Corporate Social Responsibility Committee – chaired by the Head of CSR and comprised of cross-functional senior leadership across the organization, including the CRO and CAO and CLO. The CSR Committee provides guidance and promotes the development and implementation of our corporate sustainability strategy, including review of progress on sustainability-related goals and targets. To promote the development and implementation of our corporate sustainability strategy, the CSR committee has established an Operational Sustainability Working Group to review emerging trends and developments and discuss issues and next steps as they relate to sustainability and our operations, technology, vendors and supply chain, and climate-related impacts, risks and opportunities. The Operational Sustainability Working Group provides the CSR Committee with updates and recommendations as needed.

In addition to management-level committees, we also have two functional roles – the VP of CSR and VP Global Head of Facilities, Energy and Sustainability – within the CSR and Global Real Estate teams that are responsible for developing our overall environmental sustainability vision and strategy; monitoring and developing sustainability-related metrics, goals and targets; assessing sustainability trends and requirements for reporting; enhancing sustainability-related governance; and implementing and executing on our sustainability-related programming. These roles co-lead our Operational Sustainability Working Group and the VP Global Head of Facilities, Energy and Sustainability manages a team that works on sustainability-related real-estate initiatives and oversees associate engagement on sustainability.

Strategy

Fiserv is committed to acting as responsible stewards of our environment and operating our business in a sustainable manner and we understand the importance of protecting our environment and managing our footprint, and the significance of climate change and its impact on our global operations and communities.

In 2025, we conducted our first climate-related scenario analysis to help identify and assess potential climate-related risks and opportunities. We performed this scenario analysis exercise across three distinct time horizons: short-term (0-1 years), medium-term (1-5 years) and long-term (greater than 5 years).[1] As part of our scenario analysis, we considered acute and chronic physical risks, including those associated with temperature extremes, water stress, hail, precipitation, wind, drought, wildfire and flooding. We also considered a range of risks associated with a transition to a low-carbon economy, including current and emerging regulations and policies, markets, new technologies, and legal risks. In addition to risks, we also considered potential climate-related opportunities.

To inform our analysis, we used internationally recognized scenarios from the Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSP) as part of a qualitative and quantitative review of potential impacts to Fiserv from climate risks:

IPCC SSP1-2.6	This scenario represents a low-emissions pathway where societal, economic, and technological trends shift strongly toward sustainability: global institutions make significant progress on sustainable development goals and the intensity of resource and energy use declines sharply. This scenario assumes the global mean temperature rise is limited to between 1.5-2.0°C by 2100.
IPCC SSP2-4.5	This scenario represents a middle-of-the-road scenario where societal, economic and technological trends do not markedly shift from historical patterns: global institutions make slow progress toward sustainable development goals and the intensity of resource and energy use declines. This scenario assumes the global mean temperature rises to 2.7°C by 2100.
IPCC SSP5-8.5	This scenario represents a high-emissions pathway where societal, economic and technological trends remain heavily reliant on fossil fuels: global institutions make little progress on sustainable development goals and the intensity of resource and energy use continues to rise. This scenario assumes the global mean temperature rises to 4.4°C or higher by 2100.

[1] While scenario analysis is not a prediction of the future, it is a tool that can help identify potential global and geographic impacts to clients, operations, vendors, operations and strategies across a range of plausible future states.

Our analysis in this report focuses on the SSP2-4.5 scenario as the central case for assessing potential exposure to physical risk. By using SSP2-4.5 as our primary reference scenario, we evaluated the resilience of our strategy under a pathway widely regarded as a plausible "business-as-usual" trajectory, while considering the implications of more ambitious and more extreme climate outcomes.

Climate-related physical risks

In assessing the impacts of climate change, we evaluated acute and chronic physical climate risks across global locations, which arise from the increasing severity of extreme weather events, utilizing Jupiter Intelligence's ClimateScore Global.

Risk category	Risk description	Examples of how we seek to manage or mitigate the risk
Physical risks		
Acute	Acute physical impacts, such as hail, precipitation and flooding, could cause disruptions to operations and/or the upstream and downstream value chain over the short-, medium, and long-term. These events could cause direct damage to facilities, customers and suppliers which could result in direct and indirect impacts, including costs related to recovery and business interruption.	→ Evaluating assets and sites for climate-related physical risk exposure through our location-based risk assessment programming, using external data and tools, and determining or revising appropriate design parameters and risk levels → Maintaining business continuity and disaster response programs where risks and mitigation procedures are considered to help ensure operational stability and safety of employees in the event of climate-related weather impacts → Monitoring client and vendor impacts
Chronic	Chronic physical impacts, such as extreme heat, cold, drought, wind and wildfire are projected to increase in both frequency and intensity. We continue to evaluate these potential impacts across our global locations and currently assess these hazards as manageable.	

Climate-related transition risks

To evaluate the potential impacts of climate-related transition risks, Fiserv conducted a qualitative assessment of climate-related transition risks across short-, medium- and long-term time horizons utilizing the three IPCC SSPs scenarios listed in this report. Our assessment identified potential considerations of impacts across the categories of regulatory and legal, market dynamics and reputation, and technology.

Risk category	Risk description	Examples of how we seek to manage or mitigate the risk
Transition risks		
Regulatory and legal	Regulatory and legal impacts, including evolving climate policies, disclosure requirements and litigation, could increase compliance costs across all time horizons reviewed. Stricter environmental standards and disclosure obligations may also affect competitiveness and access to markets.	→ We monitor for global legislative and regulatory proposals, including climate-related proposals, that may affect Fiserv products and services or our industry. As regulations are finalized, affected teams work with relevant internal stakeholders to assess and comply with applicable provisions
Market dynamics and reputation	Market impacts, such as shifts to a lower-carbon economy, shifting consumer preferences, changing input costs and evolving stakeholder expectations on climate strategy, performance, and transparency could alter demand for products and services over the medium- to long-term.	→ Our teams review market information and interact with stakeholders throughout the year through business reviews, meetings, requests for information and more to better understand demands and expectations. Where appropriate and consistent with our strategy, we may incorporate findings relevant to sustainability into our sustainability strategy
Technology	Technological transition risks related to rising energy costs or shifts toward lower-carbon technologies or materials, could impact our operations over all time horizons.	→ We monitor our supply chain and seek to work with strong partners to enhance our operational efficiency and support ongoing initiative to allow us to adapt to changing markets and demands → Within our data centers, we assess our operations and capacity management practices to optimize utilization of our hardware equipment → We continue to assess the movement of targeted applications to more efficient cloud technology

Climate-related opportunities

As part of our ongoing strategy, we look for climate-related opportunities across short-, medium- and long-term horizons. Internally, we continue to focus on awareness and preparedness using existing governance structures and associate engagement events and opportunities. We also continue to assess our contracts, data transparency and processes for opportunities to enhance and support our sustainability initiatives, adaptability and resilience.

Externally, we will continue to assess our solutions and partnerships across all time horizons to help support resilience for customers and communities like our partnership with the U.S. Chamber of Commerce Readiness for Resiliency program, which has used Fiserv Small Business Index® data to help support disaster preparedness and recovery efforts for small businesses after extreme weather events.

Risk management

We recognize the importance of a strong risk management and oversight framework. As part of our risk management and oversight framework, we maintain an Enterprise Risk Management (ERM) program overseen by the Risk Committee of the board, with annual reviews by both the Risk Committee and the Audit Committee. The structured risk assessment process within ERM supports strategic planning and decision making. This framework includes global coverage, ensuring the ERM function maintains the company's risk profile across different areas and business units of Fiserv, and processes are designed to identify, control, assess and measure, treat, and govern risks across all areas of Fiserv and across all our businesses. Climate risks are evaluated within these existing risk categories, and quarterly reviews with leadership and the Risk Committee are conducted to keep the risk profile current.

Risk identification and assessment

Our risk management approach is designed to foster a culture of accountability and oversight. The global risk coverage model incorporates senior risk officers assigned to each line of business to support the consistent execution of policy requirements, along with risk-domain subject matter experts who provide firm-wide guidance for specific risk categories. Risks are evaluated independently based on their impact, likelihood of occurrence and our ability to manage those risks through mitigating controls. In assessing these risks, we evaluate the various ways these risks may affect our business, including the potential impact to financial performance, operations, client and consumer disruption, regulatory compliance and reputation. For emerging and developing risks, such as climate-related risks, our risk framework is designed to track these as either discrete risks or within the scope of existing risks as appropriate. This flexibility enables us to consider climate-related risks within our overall risk framework and evaluate, record, rate and manage them like other risks.

As part of our scenario analysis exercise, we gathered cross-functional stakeholders to support the identification and evaluation of climate-related risks and opportunities. This collaborative process involved assessments of the potential significance, likelihood and impact of climate-related risks and opportunities across the three SSP scenarios. This assessment helped identify the short-, medium- and long-term risks and opportunities highlighted in this report.

Risk management and mitigation

Acute and Chronic physical climate-related risks are incorporated into our Location-Based Risk Assessments (LBRAs).[2] These assessments are performed at a site level across geographic locations and examine the likelihood of occurrence and potential impact of disruptive scenarios – environmental, physical and technological – to a facility. Impact and likelihood ratings are determined through LBRA meetings held with the appropriate subject matter experts with knowledge of the facility or relevant risk domains. LBRAs assess the effectiveness of certain controls

[2] For 2025, we used Jupiter Intelligence ClimateScore Global to evaluate climate scenarios and hazards across sites. This analysis was used to help support risk identification in this report.

that may be in place to prepare and protect the facility with regards to the in-scope scenarios. The outcome of the LBRA informs the Business Resiliency and Disaster Recovery programs.

Climate-related transition risks – such as regulatory changes, market risks and others – are assessed across the enterprise by line managers and leadership, using a combination of top-down and bottom-up approaches.

Metrics and targets

We review and assess a variety of sustainability-related metrics as part of our environmental sustainability programming. To help inform stakeholders, we seek to provide annual updates and reporting on our progress.[3] We continue to evaluate sustainability-related metrics to help measure and manage our environmental sustainability strategy and we have established near-term carbon emissions reduction and supply chain engagement goals. We continue to evaluate our goals in light of internal and external factors and over time may evolve our reporting, metrics and targets and may include additional metrics not currently considered today.

Currently, this section provides metrics and targets related to greenhouse gas emissions and energy consumption.[4] We currently measure and report on Scope 1, Scope 2 and Scope 3 Categories 1, 2, 3, 4, 5, 6, 7 and 13 and follow the Greenhouse Gas Protocol methodology for calculating our greenhouse gas inventory.

Greenhouse gas emissions: Scopes 1 and 2[5]

In 2024, our total Scope 1 and Scope 2 location-based (LB) GHG emissions were 118,723 metric tons of carbon dioxide equivalent (MT CO_2e) and Scope 1 and Scope 2 market-based (MB) GHG emissions were 112,365 MT CO_2e. Year-over-year, we saw:

- An 11% increase in Scope 1 emissions – attributable to an increase in refrigerant consumption[6]
- A 5% decrease in Scope 2 LB GHG emissions – attributable to decreased electricity consumption across the portfolio
- A 17% decrease in Scope 2 MB GHG emissions – attributable to renewable energy procurement and decreased electricity consumption across the portfolio[7]

[3] We currently provide annual disclosures of our GHG emissions data through CDP and our CSR Report. As part of our emissions calculation process, we work with a third party to collect, gather and calculate our GHG inventory in alignment with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Our GHG data has not been externally assured or verified by an independent third party and at this time, the data, statistics and metrics presented in this report are unaudited estimates and may be based on assumptions believed to be reasonable at the time of preparation but may be subject to revision.

[4] Progress towards climate-related goals and targets is subject to a number of conditions, including market conditions, technological innovation and public policy changes; as such, progress may not be linear.

[5] Scope 1 and Scope 2 GHG emissions are calculated based on electricity, fuel and refrigerant consumption during the reporting year. Where actual data is not available, estimations are made based on prior year energy, fuel and refrigerant consumption or knowledge of energy, fuel and refrigerant consumption if prior year data is not available.

[6] For Scope 1 emissions, Fiserv uses factors from the U.S. EPA Emissions Factors Hub (2025), Table 1 and Table 2 and the IPCC AR6 report. Scope 1 refrigerant emissions estimations are performed in the event actual consumption is not available even if refrigerant usage at the site is unknown. Building area (sf) is multiplied by tons of cooling per sf (per the National Renewable Energy Lab, 2011), by average pounds of refrigerant per ton of cooling (per AirFixture.com, 2020), and by the average operating emissions as a percentage of equipment capacity for domestic refrigeration equipment (per the UN IPCC, 2006, Guidelines for National Greenhouse Gas Inventories, Volume 3 Industrial Processes).

[7] For location-based Scope 2 emissions, Fiserv uses the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID, 2023) for U.S. locations and the International Energy Agency (IEA, 2024) electricity emissions factors by country for international locations. For market-based Scope 2 emissions, Fiserv calculates using Green-e Residual Mix Emissions Rates in the U.S. (Green-e.org, 2025) for CO_2 coupled with eGRID 2025 for CH_4 and N_2O factors, the Association of Issuing Bodies European Residual Mixes 2024 (AIB 2025) in the EU and U.K. for CO_2 coupled with IEA 2023 for CH_4 and N_2O factors, and Carbon Database Initiative Residual Mix Factors (CaDI, 2025) for all other countries.

Total Scope 1 and Scope 2 LB GHG emissions were down 3% and total Scope 1 and Scope 2 MB GHG emissions were down 12%. For Scope 1 and Scope 2 MB GHG, 80% of our emissions was from purchased electricity, 11% was from mobile combustion (vehicle and jet), 5% was from natural gas consumption and 4% was from refrigerants.

Since 2019, company-wide Scope 1 and Scope 2 LB emissions have decreased by 24% and Scope 1 and Scope 2 MB emissions have decreased by 28%. From 2019 to 2023, our efforts primarily focused on site strategy, green building design and organic reduction efforts. Since 2023, our focus has started to shift more towards energy consumption, energy efficiency and energy types. The tables below summarizes our operational (Scope 1 and Scope 2) GHG emissions since 2019 and energy consumption.[8]

Scope 1 and Scope 2 GHG emissions

Scope 1 and 2 GHG emissions	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Gross Scope 1	MT CO_2e	24,668	21,711	22,303	17,637	21,367	23,809
Gross Scope 2 Location-Based (LB)	MT CO_2e	131,544	121,968	105,773	109,870	100,207	94,914
Gross Scope 2 Market-Based (MB)	MT CO_2e	132,368	122,670	108,970	113,928	106,879	88,555
Total Scope 1 + 2 (LB)	MT CO_2e	156,212	143,679	128,076	127,507	121,574	118,723
Total Scope 1 + 2 (MB)	MT CO_2e	157,036	144,381	131,273	131,565	128,246	112,365

Historical energy consumption

Energy usage	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Energy management							
Energy Consumption	MWh	350,736	319,953	305,381	315,154	299,729	293,886
Electricity	MWh	291,883	270,978	252,043	269,044	246,564	241,579
Natural Gas	MWh	43,715	36,394	31,387	27,361	27,726	31,043
Diesel, gasoline fuel and LPG	MWh	12,826	10,060	21,951	18,749	25,439	20,773
Steam	MWh	2,312	2,521	-	-	-	491
Renewable Energy Consumption	MWh	385	541	165	-	2,400	37,264[9]

[8] For Scope 1 and Scope 2 emissions, publicly available building energy intensity data is used in conjunction with site square footage to estimate electricity and gas consumption. U.S. Commercial Building Energy Consumption Survey (CBECS, 2018) energy intensities by census division are applied to U.S. locations after matching each location to its applicable census division. For international locations, Partnership for Carbon Accounting Financials' European Building Emissions Factor Database for Commercial Real Estate (PCAF, 2024) and the Global Real Estate Standards Board's Real Estate Assessment Results for Asia-Pacific, South America and Oceania locations (GRESB, 2024), and Africa locations (GRESB 2023), energy intensities couples with UK Better Building Partnership's Real Estate Environment Benchmark (BBP, 2023) electricity versus gas consumption ratios for office type spaces are used.

[9] This number is a subset of the electricity consumption number. This Renewable Energy Certificate was retired on our behalf in the North American Renewables Registry (NAR-REC_2513-NE-01-2024-152714-18093 to 55356).

Greenhouse gas emissions: Scope 3

Scope 3 GHG emissions represent an estimate of the emissions produced in our upstream and downstream value chain and we currently report on Scope 3 Categories 1, 2, 3, 4, 5, 6, 7 and 13. We review and calculate additional categories of Scope 3 but based on either emissions materiality or data collection and availability we do not currently report on them.

In 2024, our reported Scope 3 GHG emissions were 670,929 MT CO_2e – 14% lower than 2023. This decrease is attributable to improvements in data collection across reportable categories and our vendor engagement efforts. In 2024, we conducted outreach to collect GHG information from our top vendors covering categories 1, 2 and 4. This outreach resulted in responses from approximately 18% of our vendor spend. We were also able to use publicly available information for another subset of our top vendors to improve calculations. This type of outreach and engagement continues to help us improve our emissions calculation efforts.

The table below provides an overview of Scope 3 emissions since 2021.

Scope 3 GHG emissions

Scope 3 GHG emissions	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Scope 3					
Gross Scope 3	**MT CO_2e**	**964,113**	**1,090,796**	**782,146**	**670,929**
Purchased goods and services (category 1)	MT CO_2e	288,207	307,706	350,864	287,768
Capital goods (category 2)	MT CO_2e	476,209	549,800	260,843	250,199
Fuel and energy-related activities (category 3)	MT CO_2e	25,151	37,526	24,574	22,401
Upstream transportation and distribution (category 4)	MT CO_2e	80,412	111,709	35,716	15,738
Waste generated in operations (category 5)	MT CO_2e	716	518	1,022	1,261
Business travel (category 6)	MT CO_2e	13,977	10,659	11,231	11,518
Employee commuting (category 7)	MT CO_2e	75,856	70,474	86,155	78,602
Downstream leased assets (category 13)	MT CO_2e	3,585	2,406	11,741	3,443
Total Scope 1 + 2 (LB) + 3	MT CO_2e	1,092,189	1,218,303	903,720	789,652

Goals and targets

As of 2024, our Scope 1 and Scope 2 MB emissions are 28% below our 2019 baseline. This is slightly ahead of our forecast based on our 2030 Scope 1 and Scope 2 50% reduction target from our 2019 baseline. To continue to align with stakeholder expectations and best practices from the GHG Protocol and science-based targets, we plan to conduct an evaluation of our baseline and target in 2026 to make sure they account for and reflect methodology, data collection improvements, and structural changes, including acquisitions and divestitures, that have occurred over the past few years.

Our GHG strategy and decarbonization efforts continue to consider, among other factors:

- Green building design principles for new and renovated offices
- Energy efficiency and optimization across building types
- Energy reduction efforts across building types
- Footprint optimization in data centers
- Renewable and clean energy procurement

From a Scope 3 perspective, we are still targeting to have 25% of our vendor spend engage and provide us with GHG data by 2030. In 2024, our outreach resulted in responses from approximately 18% of our vendor spend.

TCFD index

Disclosure focus area	Recommended disclosure	Section
Governance Disclose the organization's governance around climate-related risks and opportunities	(a) Describe the board's oversight of climate-related risks and opportunities.	Board Oversight
	(b) Describe management's role in assessing and managing climate-related risks and opportunities	Management Oversight
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Strategy
	(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Strategy Climate-Related Physical Risks Climate-Related Transition Risks Climate-Related Opportunities
	(c) Describe the resilience of the organization's strategy, taking into consideration difference climate-related scenarios, including a 2°C or lower scenario	Strategy Climate-Related Physical Risks Climate-Related Transition Risks Climate-Related Opportunities
Risk management Disclose how the organization identifies, assesses and manages climate-related risks	(a) Describe the organization's processes for identifying and assessing climate-related risks	Risk Management Risk Identification and Assessment
	(b) Describe the organization's processes for managing climate-related risks	Risk Management and Mitigation Climate-Related Physical Risks Climate-Related Transition Risks
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Risk Management Risk Identification and Assessment Risk Management and Mitigation
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Metrics and Targets
	(b) Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the related risks	Greenhouse Gas Emissions: Scope 1 and 2 Greenhouse Gas Emissions: Scope 3
	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Goals and Targets

California AB 1305 compliance statement

AB 1305 claims	Disclosure
Scope 1 and Scope 2 GHG Emissions from 2019 to 2024	→ As part of our emissions calculation process, we work with a third party to collect, gather and calculate our GHG inventory in alignment with the GHG Protocol. At this time, the data, statistics and metrics are unaudited estimates and may be based on assumptions believed to be reasonable at the time of preparation but may be subject to revision. This data has not been externally assured or verified by an independent third party
In 2024, our total Scope 1 and Scope 2 location-based (LB) GHG emissions were 118,723 metric tons of carbon dioxide equivalent (MT CO_2e) and Scope 1 and Scope 2 market-based (MB) GHG emissions were 112,365 MT CO_2e. Year-over-year, we saw: → a 5% decrease in Scope 2 LB GHG emissions → a 17% decrease in Scope 2 MB GHG emissions	→ An overview of our GHG strategy and considerations can be found in this disclosure and our 2024 CSR Report. Footnote 9 provides additional information about our renewable energy certificate purchases, which have contributed to our reduction efforts
Since 2019, company-wide Scope 1 and Scope 2 LB emissions have decreased by 24% and Scope 1 and Scope 2 MB emissions have decreased by 28%.	→ We provide annual disclosures of our GHG emissions data through CDP and our CSR Report. We do not currently report or align to SBTi or other similar frameworks or organizations. Current and historical measurements of our emissions and progress can be found in the tables provided in this disclosure