



Our ESG Scorecard commitments 2024-2026

Environmental

New Energy

- Introduce **three new fully qualified products** across the **New Energy technology portfolio** by end of 2026.

Our carbon footprint

- Increase the **usage of our renewable energy** to **60 percent** from the baseline (2023) by end of 2026.
- Target to **reduce our Scope 1 and Scope 2 GHG emissions** by **50 percent** by 2030.

Social

Fair representation

- Attract a diverse workforce whereby at least **50 percent of roles** filled have a minimum of **one diverse candidate** in the candidate pool in 2024, **60 percent of roles** in 2025, and **70 percent of roles** in 2026.

Community

- At least **80 percent of countries** in which we operate participate in **STEM** education and engagement activities **annually**.
- **120,000 hours** of **volunteering** by end of 2026.

Governance

Leadership in HSE

- Roll-out of waves I, II and III of **Safe Choice** (our behavioural based training program) plan, including **training and coaching**, by end of 2026.

Ethical business behavior

- Initiate **on-site human rights audit** of at least **50 percent of suppliers** identified for assessments each year.
- **100 percent** completion of **annual advanced integrity curriculum training** of managerial personnel.

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- ▶ We show progress in two ways: (1) Annual as a percentage of the corresponding year and (2) Cumulative as a percentage of the 2026 commitment.
- ▶ Updates provided in the Company's UK Annual Report and Proxy Statement.
- ▶ While the Scorecard measures specific achievements in ESG, our activities are not limited to those that are measured on our Scorecard, or to actions and monitoring required by law.