

# **World Economic Forum Core Metrics Index**



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This disclosure index reference outlines where we have alignment of our external reporting for our 2024 fiscal reporting period (October 1st 2023 - September 28th 2024) with the World Economic Forum's Core Metrics. The 21 core metrics are focused on four themes: people, planet, prosperity, and principles of governance.

## People Metrics

Category	Metric	Response/Comment
Dignity and equality	Diversity and Inclusion (%)	2024 Sustainability Report page 48-60 <a href="#">Website &gt; Key Issues &gt; Employee Experience.</a>
Dignity and equality	Pay equality	<a href="#">Website &gt; Key Issues &gt; Employee Experience.</a>
Dignity and equality	Wage level (%)	2024 Sustainability Report page 65 <a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
Dignity and equality	Risk for incidents of child, forced or compulsory labor	2024 Sustainability Report page 63 <a href="#">Website &gt; Key Issues &gt; Human Rights and Labor Conditions</a> <a href="#">Global Human Rights Policy</a>
Health & wellbeing	Health and Safety (%)	2024 Sustainability Report page 26-27, 60-62 <a href="#">Website &gt; Key Issues &gt; Employee Relations and Wellbeing</a>
Skills for the future	Training provided (#)	2024 Sustainability Report page 55-56, 60, 63-65 <a href="#">Website &gt; Key Issues &gt; Employee Relations and Wellbeing</a>



## Planet Metrics

Category	Metric	Response/Comment
Climate change	Greenhouse Gas (GHG) emissions	2024 Sustainability Report page 18-21, 41-43 <a href="#">Website &gt; Key Issues &gt; Climate Change</a> 2024 CDP Corporate Questionnaire 2024
Climate change	TCFD implementation	2024 Sustainability Report page 19 <a href="#">Website &gt; Sustainability Strategy &gt; How We Perform</a>
Nature loss	Land use and ecological sensitivity	2024 Sustainability Report page 24, 47 <a href="#">Website &gt; Key Issues &gt; Biodiversity</a> 2024 CDP Corporate Questionnaire 2024
Fresh water availability	Water consumption and withdrawal in water-stressed areas	2024 Sustainability Report page 46-47 <a href="#">Website &gt; Key Issues &gt; Water and Wastewater Management</a> 2024 CDP Corporate Questionnaire 2024

## Prosperity Metrics

Category	Metric	Response/Comment
Employment and wealth generation	Absolute number and rate of employment	2024 Sustainability Report page 56-60 <a href="#">Website &gt; Key Issues &gt; Employee Relations and Wellbeing</a>
Employment and wealth generation	Economic Contribution	2024 Sustainability Report page 26-30 2024 <a href="#">Form 10-K</a>
Wealth creation and employment	Financial investment contribution disclosure	2024 <a href="#">Form 10-K</a>
Innovation in better products and services	Total R&D expenses (\$)	2024 <a href="#">Form 10-K</a>
Community and social vitality	Total tax paid	2024 <a href="#">Form 10-K</a>



## Principles of Governance Metrics

Category	Metric	Response/Comment
Governing Purpose	Setting purpose	2024 Sustainability Report page 5, 7-9 <a href="#">Website &gt; Sustainability Strategy &gt; Approach</a>
Quality of Governing Body	Governance body composition	2024 Sustainability Report page 62 <a href="#">2024 Proxy</a> <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a>
Stakeholder Engagement	Material issues impacting stakeholders	<a href="#">Website &gt; Sustainability Strategy &gt; Stakeholder Engagement</a>
Ethical Behavior	Anti-corruption	2024 Sustainability Report page 63 <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a> <a href="#">Global Anti-Bribery and Corruption Policy</a>
Ethical Behavior	Protected ethics advice and reporting mechanisms	2024 Sustainability Report page 33, 63-64 <a href="#">Website &gt; Key Issues &gt; Ethics and Compliance</a>
Risk and Opportunity Oversight	Integrating risk and opportunity into business process	2024 Sustainability Report page 32 <a href="#">Website &gt; Key Issues &gt; Corporate Governance</a> 2024 <a href="#">Form 10-K</a>