

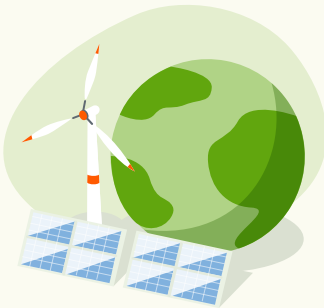
Environmental and social factors

E S G

Environment

Social

Governance



Before 2040

Carbon neutral in Scopes
1, 2 and 3

12,000

New hires until 2025

Separation of the functions
of Executive Chairman and
Chief Executive Officer