

Fidelity's Environmental Sustainability Journey

Good Resource Steward

Another good long-term investment

LEADING UP TO 2005

- Fidelity has always sought to minimize the impact of our own properties on the environment by choosing to harmonize with our natural surroundings and make smart investments in leading edge building systems, green roofs, rainwater reclamation systems and native landscapes.
- Application of kaizen principles to minimize resource consumption and continuously improve the efficiency of operations.

Formal Programs

Building Momentum

2008 - 2010

- Fidelity formalizes our environmental efforts including our first environmental sustainability policy, staffing a Chief Sustainability Officer position and establishing a cross-enterprise steering committee to provide guidance.
- Fidelity begins tracking annual resource consumption metrics and progress while achieving U.S. Green Building Council LEED certifications.

Core Business Big Plays

Scaling our efforts to meet a global imperative

2014 - 2017

- Fidelity becomes signatory to the United Nations Principles for Responsible Investing and supports the Task Force on Climate-related Financial Disclosures recommendations.
- Fidelity's global resource reduction efforts eliminate styrofoam, minimize paper consumption, promote electric vehicle/low emission vehicle use and embrace renewable energy.

Market Demand

Sustainability is good business

2006 - 2007

- Fidelity begins to share our environmental and social efforts with clients and customers as ESG factors play a greater role in business and investing decisions.
- Fidelity leverages associate interest driving innovation with our "Green Ideas" contest.

Commitment and Coordination

Strategic positioning and planning

2011 - 2013

- Fidelity establishes formal environmental goals to drive cross-enterprise engagement
- Fidelity achieves ISO 14001 and Green Globes certifications

Business Integration and Outreach

Full integration of sustainability into enterprise strategy and daily operations

2018 - 2020

- Associates are empowered to take action through the expansion of regional sustainability teams to 15 global sites
- Fidelity launches enterprise climate resilience strategy pertaining to all core business functions, workforce and physical assets.

