

# Fidelity's Environmental Sustainability Strategy and Focus Areas



## DELIVER

Efficiency and Conservation

## ALIGN

Business Strategy

## STRENGTHEN

Stakeholder Engagement

### FOCUS AREAS

### 2020

### 2025



#### OPERATIONS

- Locally sourced food
- Ride sharing app pilot
- Green supply chain
- Onsite organic farm scaling
- New transit benefits
- Electric Vehicle expansion



#### RESOURCE EFFICIENCY

- Centralized trash
- Roadmap to global 2030 targets
- Renewable energy
- Smart building systems
- Grey water infrastructure
- Ecosystem projects



#### CLIMATE CHANGE

- Climate resilience strategy
- Climate metrics establishment
- Real Estate strategy integration
- External engagement
- Climate-related disclosure
- Live/Work/Play applicability



#### ASSOCIATE ENGAGEMENT

- Regional Sustainability teams
- Onboarding training
- Engagement survey
- Innovation challenge
- Regional projects
- Associate actions at home



#### COMMUNICATIONS AND EDUCATION

- Awareness campaign
- ESG transparency
- #FidelitySustainability
- External disclosures
- Expanded programming
- Gamification



#### PARTNERSHIPS

- Community engagement
- Public policy engagement
- Industry participation
- Innovation partnerships
- Academic partnerships
- Global pledges/commitments



#### STRATEGY AND GOVERNANCE

- Materiality analysis
- ESG steering committee
- Shared value creation
- Circular economy engagement
- ESG products/services integration
- Increased client choice

