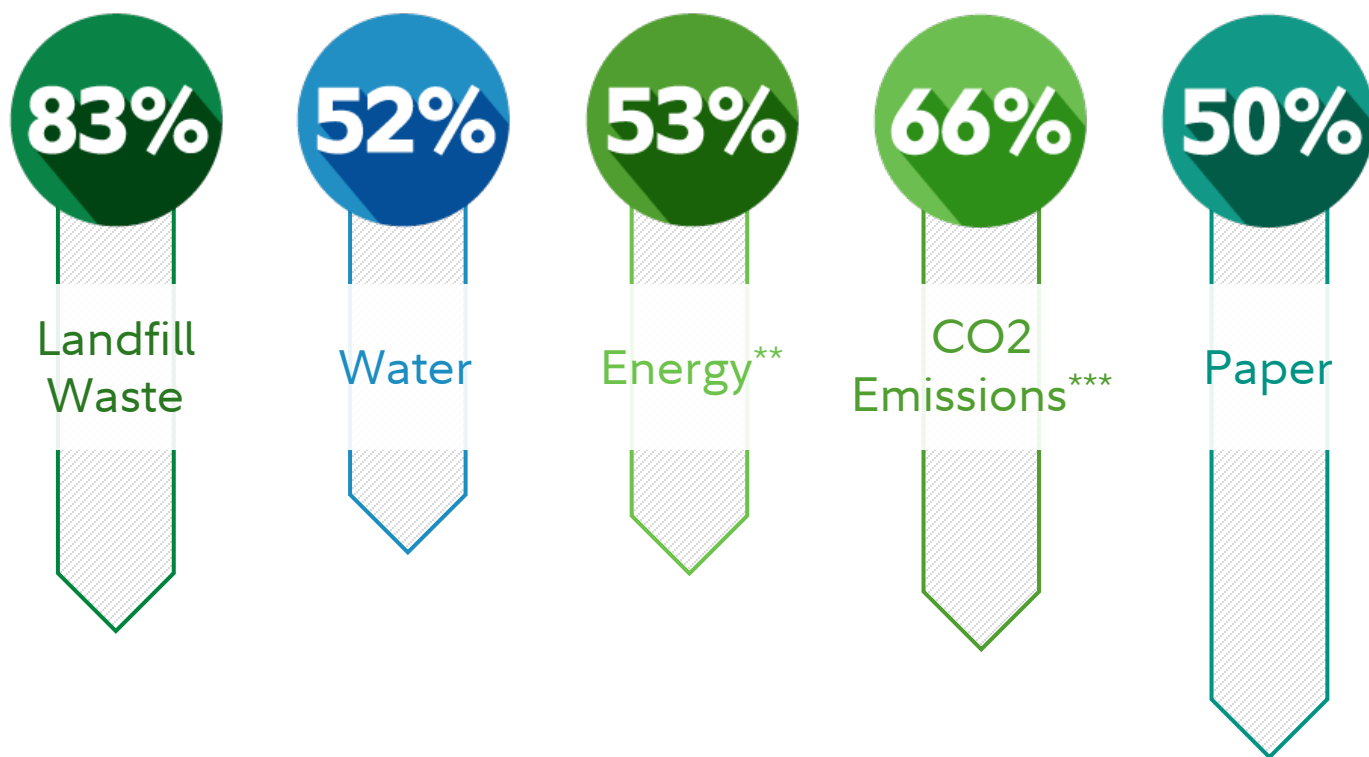


Baseline Fidelity Sustainability Program Focus Areas and Goals



RESOURCE REDUCTIONS 2007 - 2020*



2020 GOALS

40% **32%** **37%** **44%** **53%**

2025 GOALS

60% **40%** **45%** **50%** **70%**

*Fidelity's resource use was dramatically reduced in 2020 as the company's associates shifted to work-from-home after mid-March. Consequently, Fidelity experienced an out-sized reduction in GHG emissions from its real estate operations as compared with business-as-usual. Resource use at Fidelity facilities was counterbalanced by increased usage at home as associates worked remotely.

Methodologies to quantify these effects are still in development, but a preliminary assessment suggests that about 87% of the observed reduction in Fidelity's Scope 1 and 2 emissions was offset by incrementally higher emissions from associate home heating and electricity consumption. Additional work is needed to more accurately account for these effects, which are expected to remain relevant as the future of how we work evolves.**Scope does not include solar energy production offset.

**Accounts for renewable energy produced at Fidelity-owned solar PV assets in NH, RI and NC.

***Includes CO2 emissions reductions attributable to Fidelity-owned solar PV assets in NH, RI and NC.

