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Environment <sup>1,9</sup>	FY19	FY20	FY21
<b>Percentage Change in Total Carbon Emissions Compared to FY16 Baseline</b>	-7%	-32%	-65%
<b>Core Carbon Emissions per Employee (metric tons of CO<sub>2</sub>)<sup>8</sup></b>	1.57	0.87	0.83
<b>Core Carbon Emissions by Source<sup>8</sup></b>	Metric Tons of CO <sub>2</sub>		
Air Travel	370,028	176,482	16,798
Other Business Travel	157,097	104,586	37,235
Office Electricity <sup>10</sup>	210,934	159,522	66,811
Other Energy (Natural Gas, Diesel)	4,426	3,896	4,154
<b>Total Core Carbon Emissions</b>	<b>742,485</b>	<b>444,486</b>	<b>124,998</b>
<b>Core Carbon Emissions by Region<sup>6</sup></b>	Metric Tons of CO <sub>2</sub>		
North America	233,664	136,342	26,370
Europe	130,125	67,283	26,113
Growth Markets	378,696	239,931	71,762
Cross-Region	0	930	753
<b>Total Core Carbon Emissions</b>	<b>742,485</b>	<b>444,486</b>	<b>124,998</b>
Carbon Emissions from Other Purchased Goods and Services	423,771	410,436	317,473
<b>Total Carbon Emissions</b>	<b>1,166,256</b>	<b>854,922</b>	<b>442,471</b>

Environment <sup>1,9</sup>	FY19	FY20	FY21
<b>Carbon Emissions by Scope<sup>9</sup></b>	Metric Tons of CO <sub>2</sub>		
Scope 1	18,923	13,945	9,250
Scope 2 <sup>10</sup>	214,680	162,983	70,659
Scope 3	932,653	677,994	362,562
<b>Total Carbon Emissions</b>	<b>1,166,256</b>	<b>854,922</b>	<b>442,471</b>
Office Electricity Efficiency (kWh/square meter)	159	124	93
% Electricity from Renewable Sources	26%	30%	53%
<b>Energy Usage by Source</b>	MWh		
Non-Renewable Electricity	351,414	272,485	132,311
Renewable Electricity	121,101	115,149	147,260
Natural Gas	13,596	14,171	16,854
Diesel	6,709	4,130	2,994
<b>Total Energy Usage</b>	<b>492,820</b>	<b>405,935</b>	<b>299,418</b>
<b>Electronic Waste by Disposal Method<sup>11,12</sup></b>	Metric Tons		
Avoided Landfill	423	278	320
Landfill	<1	<1	<1
<b>Total</b>	<b>423</b>	<b>278</b>	<b>320</b>
Total Water Consumption (cubic meters)	2,639,436	1,997,036	1,019,067
Water Consumption per Employee (cubic meters)	5.57	3.93	1.92

