

Environmental Summary

Snapshot of Environmental Performance

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
CO2e Emissions (Metric Tons)												
Scope 1 – Direct Emissions from Operations ¹	7,823	8,158	7,909	10,645	8,244	9,680	9,814	8,943	7,420	6,709	6,831	7,559
Scope 2 – Indirect Emissions from Operations (Location Based Method)	105,811	109,364	108,877	100,861	92,344	90,185	78,678	75,728	67,049	56,987	57,135	50,878
Scope 2 – Indirect Emissions from Operations (Market Based Method)	40,476	38,639	39,681	44,038	46,108	47,182	32,821	30,979	0	0	0	180
Scope 1 + 2 – Emissions per Square Meter (Location Based Method) ¹				0.17	0.15	0.15	0.13	0.12	0.12	0.12	0.13	0.11
Scope 1 + 2 – Emissions per Square Meter (Market Based Method) ¹				0.09	0.08	0.08	0.06	0.06	0.01	0.01	0.01	0.01
Scope 1 + 2 – Emissions per Person (Location Based Method) ¹	3.61	3.75	3.59	3.24	2.69	2.64	2.21	2.02	1.85	2.08	1.59	1.34
Scope 1 + 2 – Emissions per Person (Market Based Method) ¹	1.53	1.49	1.46	1.59	1.46	1.50	1.07	0.95	0.18	0.22	0.17	0.18
Energy + Water Consumption												
Direct Energy Consumption (gigawatt-hours) ¹	41.86	43.56	42.20	41.21	36.26	34.83	38.52	34.55	26.13	22.99	25.75	31.00
Direct Energy Consumption per Square Meter (MMBtu/Sq.M)				0.22	0.19	0.17	0.19	0.17	0.14	0.15	0.18	0.20
Direct Energy Consumption per Person (MMBtu)	4.16	4.32	4.19	4.09	3.60	3.14	3.29	2.81	2.22	2.57	2.18	2.43
Indirect Energy Consumption (gigawatt-hours)	271.06	275.74	275.23	268.50	260.14	252.96	237.05	236.46	218.12	198.83	195.12	172.98
Indirect Energy Consumption per Square Meter (kWh/Sq.M)				418	390	368	348	348	340	380	406	333
Indirect Energy Consumption per Person (kWh)	8,606	8,795	8,465	7,806	6,965	6,684	5,927	5,630	5,426	6,508	4,841	3,975
Water Consumption – Office Only (million cubic feet)	18.58	16.77	17.04	16.49	17.35	16.51	16.84	16.10	10.19	7.62	8.77	7.47
Water Consumption per Person – Office Only (cubic feet)	591	535	524	480	465	436	421	384	254	250	218	172
Water Consumption – Office + Data Center (million cubic feet)	20.75	18.92	19.59	19.11	20.17	18.93	19.19	18.54	12.74	10.29	11.07	10.29
Water Consumption per Person – Office + Data Center (cubic feet)	659	604	603	556	540	500	480	441	317	337	275	236

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Waste												
Total Wastestream (tons)	5,296	5,422	5,864	5,995	5,472	5,163	4,853	4,695	2,026	1,974	2,264	1,873
Landfill Waste (tons)	2,126	1,968	1,667	1,005	975	1,053	865	664	262	175	233	182
Energy Recovery (tons)	261	457	397	1,121	1,010	793	749	641	258	103	337	393
Total Recycled (tons) (excluded Energy Recovery)	2,909	2,997	3,801	3,869	3,488	3,317	3,239	3,389	1,506	1,696	1,694	1,298
Landfill Waste per Person (pounds) (using row30 FTE number starting '17)	129	119	102	58	52	56	43	32	13	11	12	8
Diverted Waste per Person (pounds) (using row30 FTE number starting '17) (excluded Energy Recovery starting 2017)	192	208	258	290	241	175	162	161	75	111	84	60
Diversion from Landfill Rate	60%	64%	72%	83%	82%	64%	67%	72%	74%	86%	75%	69%
Operational Control Footprint												
Employees	31,497	31,351	32,516	34,394	37,350	37,846	39,996	42,001	40,200	30,552	40,306	43,516

¹ Only 2015 and beyond years include diesel generator consumption

Total Real Estate Portfolio Reporting Coverage

% of square footage under operational control that has each utility / wastestream.

	NA	APAC	EMEA	Global
Electricity – Total	55%	24%	21%	100%
Actual	52%	21%	21%	94%
Estimated	3%	3%	0%	6%
Natural Gas – Total	45%	1%	6%	52%
Actual	32%	1%	6%	38%
Estimated	13%	0%	0%	13%
District Heating – Total	0%	0%	11%	11%
Actual	0%	0%	6%	6%
Estimated	0%	0%	5%	5%
District Cooling – Total	0%	2%	5%	7%
Actual	0%	1%	4%	6%
Estimated	0%	1%	0%	1%
Water – Total	54%	24%	12%	99%
Actual	32%	18%	6%	65%
Estimated	23%	6%	6%	34%
Waste – Total	24%	23%	9%	56%
Actual	11%	23%	7%	41%
Estimated	13%	0%	2%	15%

	NA	APAC	EMEA	Global
Energy Recovery – Total	42%	1%	12%	54%
Actual	24%	1%	11%	36%
Estimated	17%	0%	1%	18%
Single Stream – Total	54%	24%	18%	96%
Actual	24%	13%	14%	52%
Estimated	30%	11%	4%	45%
Confidential Paper/Shredding – Total	54%	22%	21%	97%
Actual	43%	19%	11%	72%
Estimated	11%	3%	10%	25%
Paper/Cardboard – Total	12%	11%	14%	37%
Actual	0%	11%	12%	23%
Estimated	12%	0%	2%	14%
Composting – Total	39%	23%	10%	72%
Actual	28%	23%	9%	60%
Estimated	11%	0%	1%	11%

Carbon Emissions¹

Breakdown of carbon emissions and REC / carbon offset purchases

	Total Scope 1	Total Scope 2 Location Based Method	Total Scope 2 Market Based Method	Total Scope 1 & 2 Location Based Method	Total Scope 1 + 2 REC Market Based Method	Scope 3					Total Location Based Method	Total Market Based Method	Total Scope 1+ 2 Per Sq. Meter Location Based Method	Total Scope 1+ 2 Per Sq. Meter Market Based Method	Scope 3 Per Sq. Meter	Total Scope 1+ 2 Per Person Location Based Method	Total Scope 1+ 2 Per Person Market Based Method	Scope 3 Per Person
						Business Travel	Employee Commute	Waste	Grid Loss	Total CO2e Scope 3								
2012	7,823	105,811	40,476	113,634	48,299	23,654	54,354	649	7,007	85,663	199,297	133,962				3.61	1.53	2.72
2013	8,158	109,364	38,639	117,522	46,797	23,791	54,354	568	7,342	86,054	203,577	132,851				3.75	1.49	2.74
2014	7,909	108,877	39,681	116,787	47,590	25,325	54,354	1,352	7,214	88,245	205,031	135,835				3.59	1.46	2.71
2015	10,645	100,861	44,038	111,506	54,683	29,767	59,629	505	8,540	98,441	209,947	153,124	0.17	0.09	0.15	3.24	1.59	2.86
2016	8,244	92,344	46,108	100,588	54,353	15,631	64,754	450	6,196	87,031	187,619	141,384	0.15	0.08	0.13	2.69	1.46	2.33
2017	9,680	90,185	47,182	99,865	56,862	23,870	65,613	637	6,162	96,283	196,148	153,145	0.15	0.08	0.14	2.64	1.50	2.54
2018	9,814	78,678	32,821	88,492	42,635	21,245	69,341	538	4,764	95,888	184,380	138,523	0.13	0.06	0.14	2.21	1.07	2.40
2019	8,943	75,728	30,979	84,671	39,922	12,886	72,817	434	4,738	90,874	175,545	130,796	0.12	0.06	0.13	2.02	0.95	2.16
2020	7,420	67,049	0	74,468	7,420	2,863	30,331	145	4,149	37,488	111,956	44,908	0.12	0.01	0.06	1.85	0.18	0.93
2021	6,709	56,987	0	63,696	6,709	1,248	6,356	109	3,451	11,164	74,860	17,873	0.12	0.01	0.02	2.08	0.22	0.37
2022	6,831	57,135	0	63,966	6,831	8,385	19,566	141	3,667	31,759	95,725	38,590	0.13	0.01	0.07	1.59	0.17	0.79
2023	7,559	50,878	180	58,437	7,739	11,034	62,441	117	5,264	91,025	137,293	98,764	0.11	0.01	0.18	1.34	0.18	2.09

	Wind REC Purchase (kWh)	Non-Wind REC Purchase (kWh)	Total REC Purchases (kWh)	Carbon Offset Purchase (metric tons)
2012	200,057,000	1,057,000	201,114,000	24,396
2013	207,108,500	2,108,500	209,217,000	30,043
2014	213,187,000	2,167,000	215,354,000	33,000
2015	203,417,000	3,167,000	206,584,200	26,000
2016	219,665,000	2,135,000	221,800,000	29,767
2017	191,165,000	2,060,000	193,225,000	15,631
2018	183,257,000	7,359,000	190,616,000	26,039
2019	178,155,000	4,076,000	182,231,000	31,643
2020	38,344,000	179,829,168	218,173,168	10,285
2021	30,725,000	171,897,488	202,622,488	8,248
2022	26,399,000	169,300,535	195,699,535	15,217
2023	26,240,000	181,266,094	155,026,094	18,778

	Air		Car		Rail		Total	
	Miles	Emissions	Miles	Emissions	Miles	Miles	Miles	Emissions
2012	87,580,436	23,159	616,452	243	1,361,924	252	89,558,812	23,654
2013	87,855,451	23,317	623,614	245	1,235,160	229	89,714,225	23,791
2014	94,817,150	24,811	625,478	246	1,500,598	268	96,943,226	25,325
2015	106,474,227	29,208	642,586	253	1,730,812	306	108,847,625	29,767
2016	61,580,164	15,186	611,357	210	1,335,670	235	63,527,191	15,631
2017	93,884,193	23,352	547,126	215	1,709,857	303	96,141,176	23,870
2018	80,332,809	20,731	639,646	246	1,509,434	268	82,481,889	21,245
2019	50,251,196	12,450	568,180	223	1,144,634	212	51,964,010	12,886
2020	11,484,807	2,768	145,398	57	213,237	38	11,843,442	2,863
2021	5,014,128	1,145	225,772	89	74,889	14	5,314,789	1,248
2022	32,866,838	8,237	340,074	134	95,119	15	33,302,031	8,385
2023	40,385,726	10,576	947,894	371	495,934	87	41,829,554	11,034

Utility Consumption

Breakdown of utility consumption between office and data center locations

Electricity		Data Center kWh	Data Center GWh	Office kWh	Office GWh	Total GWh	Office kWh per Person	D.C. kWh per Person	Total per Person
	2012	43,030,033	43	222,671,649	223	266	7,080	893,357	8,436
2013	46,749,318	47	223,229,972	223	270	7,123	3,690,736	8,611	
2014	49,129,569	49	219,969,756	220	269	6,767	4,754,474	8,276	
2015	50,667,501	51	206,943,592	207	258	6,019	5,066,750	7,490	
2016	54,366,283	54	195,371,708	195	250	5,232	6,396,033	6,686	
2017	54,945,884	55	188,133,936	188	243	4,972	5,887,059	6,423	
2018	54,793,313	55	171,678,065	172	226	4,294	2,821,973	5,662	
2019	59,654,112	60	164,556,045	165	224	3,920	2,763,897	5,338	
2020	62,411,549	62	146,995,695	147	209	3,658	3,358,469	5,209	
2021	62,426,420	62	127,769,796	128	190	4,184	3,901,651	6,225	
2022	62,578,773	63	124,707,621	125	187	3,095	5,214,898	4,647	
2023	62,057,753	62	103,688,030	104	166	2,383	5,357,504	3,809	

District Heating		Data Center Usage kWh	Data Center Usage GWh	Office Usage kWh	Office Usage GWh	Total GWh	Office kWh per Person	D.C. kWh per Person	Total kWh per Person
	2012	0	0	5,106,522	5.11	5.11	2,048	0	2,048
2013	0	0	5,382,943	5.38	5.38	1,859	0	1,859	
2014	0	0	5,308,191	5.31	5.31	1,564	0	1,564	
2015	0	0	9,145,111	9.15	9.15	2,348	0	2,348	
2016	0	0	9,478,285	9.48	9.48	2,239	0	2,239	
2017	0	0	8,986,563	8.99	8.99	2,013	0	2,013	
2018	0	0	9,613,462	9.61	9.61	2,046	0	2,046	
2019	0	0	10,894,883	10.89	10.89	2,036	0	2,036	
2020	0	0	7,253,651	7.25	7.25	1,357	0	1,357	
2021	0	0	6,471,797	6.47	6.47	1,129	0	1,129	
2022	0	0	5,631,323	5.63	5.63	691	0	691	
2023	0	0	5,241,455	5.24	5.24	622	0	622	

		Data Center Usage kWh	Data Center Usage GWh	Office Usage kWh	Office Usage GWh	Total GWh	Office kWh per Person	D.C. kWh per Person	Total per Person
District Cooling	2012	0	0	249,352	0.25	0.25	162	0	162
	2013	0	0	377,980	0.38	0.38	209	0	209
	2014	0	0	823,235	0.82	0.82	667	0	667
	2015	0	0	1,741,409	1.74	1.74	1,290	0	1,290
	2016	0	0	928,033	0.93	0.93	637	0	637
	2017	0	0	891,591	0.89	0.89	608	0	608
	2018	0	0	960,881	0.96	0.96	634	0	634
	2019	0	0	1,351,495	1.35	1.35	651	0	651
	2020	0	0	1,461,350	1.46	1.46	668	0	668
	2021	0	0	2,160,367	2.16	2.16	561	0	561
	2022	0	0	2,205,390	2.21	2.21	453	0	453
	2023	0	0	1,990,206	1.99	1.99	400	0	400

		Office MMBtu	Data Center MMBtu	Total Usage MMBtu	Total MMBtu per Person
Natural Gas	2012	140,181	2,650	142,831	7.06
	2013	145,475	3,144	148,619	7.59
	2014	140,967	3,036	144,003	7.28
	2015	134,191	2,633	136,823	6.91
	2016	114,230	2,548	116,778	5.57
	2017	112,257	2,849	115,106	5.76
	2018	121,672	4,128	125,801	6.72
	2019	109,409	3,460	112,868	6.83
	2020	80,808	3,820	84,628	5.90
	2021	69,977	3,471	73,448	6.90
	2022	77,065	4,097	81,162	6.43
	2023	99,438	3,392	102,831	7.79

		Office Usage CF	Data Center Usage CF	Total Usage CF	Total Usage 1M CF	Total Usage Cubic Meters	Office CF per Person	Data Center CF per Person	Total CF per Person	Office CF per Sq Ft	Data Center CF per Sq FT	Total CF per Sq Ft
Water	2012	18,581,969	2,165,891	20,747,860	20.75	587,496	591	44,967	659	2.64	9.41	2.85
	2013	16,766,103	2,158,775	18,924,878	18.92	535,877	535	170,430	604	2.39	9.38	2.61
	2014	17,039,199	2,555,250	19,594,449	19.59	554,836	524	247,282	603	2.42	11.11	2.69
	2015	16,494,686	2,616,924	19,111,610	19.11	541,164	480	261,692	556	2.48	10.28	2.77
	2016	17,348,667	2,817,285	20,165,952	20.17	571,019	465	331,445	540	2.54	10.49	2.84
	2017	16,513,522	2,420,723	18,934,245	18.93	536,142	436	259,363	500	2.31	10.52	2.57
	2018	16,839,982	2,352,732	19,192,714	19.19	543,461	421	121,171	480	2.38	10.22	2.63
	2019	16,102,876	2,436,764	18,539,640	18.54	524,968	384	112,900	441	2.28	10.59	2.55
	2020	10,194,608	2,548,582	12,743,190	12.74	360,836	254	137,143	317	1.54	11.08	1.86
	2021	7,622,007	2,668,026	10,290,032	10.29	291,373	250	166,752	337	1.56	11.60	2.01
	2022	8,771,341	2,296,986	11,068,327	11.07	313,411	218	191,415	275	2.25	9.98	2.68
	2023	7,469,040	2,816,076	10,285,116	10.29	291,233	172	243,114	236	1.94	12.24	2.52

Waste Stream / Composting / Paper Consumption

Breakdown of corporate waste and paper consumption

Waste – Total Tonnage (US Short Tons)

	Landfill Waste	Waste to Energy	Composting	Shredding	Single Stream	Paper & Cardboard	Universal Recycling	IT Recycling	Total Diverted from Landfill	Total Waste Stream	Diversion Rate
2012	2,126	261	349	1,352	954	254	N/A	N/A	3,169	5,296	59.85%
2013	1,968	457	328	1,257	1,141	148	5	117	3,454	5,422	63.70%
2014	1,667	397	526	1,889	842	205	11	327	4,197	5,864	71.57%
2015	1,005	1,121	634	1,661	911	213	4	447	4,990	5,995	83.23%
2016	975	1,010	576	1,496	720	272	4	421	4,498	5,472	82.19%
2017	1,053	793	486	1,426	916	270	11	207	3,317	5,163	64.24%
2018	865	749	484	1,354	884	226	291		3,239	4,853	66.74%
2019	664	641	482	1,299	986	173	449		3,389	4,695	72.19%
2020	262	258	157	639	447	49	215		1,506	2,026	74.35%
2021	175	103	78	538	632	34	414		1,696	1,974	85.94%
2022	233	337	93	401	678	36	486		1,694	2,264	74.81%
2023	182	393	147	385	168	44	554		1,298	1,873	69.30%

Composting

	Tons Compost	Total Diversion w/o Compost	Composting per Person (tons)	Composting per Person (lbs)	Composting per Sq Ft (lbs)
2012	349	2,821	0.0256	51.2178	0.2074
2013	328	3,126	0.0250	50.0115	0.1955
2014	526	3,672	0.0338	67.6303	0.2860
2015	634	4,356	0.0366	73.1300	0.3523
2016	576	3,922	0.0275	55.0878	0.2881
2017	486	3,624	0.0222	44.3409	0.2183
2018	484	3,505	0.0179	35.8268	0.2003
2019	482	3,548	0.0168	33.6604	0.2067
2020	157	1,607	0.0056	11.1805	0.0688
2021	78	1,720	0.0036	7.2115	0.0428
2022	93	1,938	0.0031	6.2446	0.0538
2023	147	1,544	0.0045	9.0274	0.0733

Paper Consumption

	US			Canada			Europe			Asia Pacific
	Total Tonnage	% Virgin Paper	% Recycled Paper	Total Tonnage	% Virgin Paper	% Recycled Paper	Total Tonnage	% Virgin Paper	% Recycled Paper	Total Tonnage
2012	947	33%	67%	83	6%	94%	195	29%	71%	123
2013	738	19%	81%	62	36%	64%	345	45%	55%	142
2014	606	24%	76%	41	10%	90%	307	44%	56%	138
2015	491	29%	31%	31	99%	1%	237	33%	67%	136
2016	325	28%	72%	24	44%	56%	75	2%	98%	N/A
2017	311	28%	72%	16	14%	86%	61	31%	69%	136
2018	219	28%	72%	13	1%	99%	25	33%	67%	112
2019	132	29%	71%	3	0%	100%	0.3	0%	100%	65
2020	51	46%	54%	2	99%	1%	20	42%	58%	17
2021	22	51%	49%	0	100%	0%	9	63%	37%	
2022	19	51%	49%	2	100%	0%	11	67%	33%	11
2023	20	46%	54%	14	0%	100%	22	31%	69%	9