

TechNova International ESG Performance Report – Fiscal Year 2024

1. Executive Summary

TechNova International, a global technology company operating in 38 countries with 72,000 employees, generated \$24.6 billion in revenue during Fiscal Year 2024. Listed on the New York Stock Exchange, Dow Jones Sustainability Index, and FTSE4Good, the company made significant progress across its Environmental, Social, and Governance (ESG) performance. Key achievements include substantial reductions in greenhouse gas emissions, increased renewable energy utilization, enhanced workforce diversity, and improvements across various social and governance metrics. Strategic priorities remain focused on further reducing Scope 3 emissions, achieving net-zero emissions by 2040, and expanding social impact initiatives. This report details TechNova's ESG performance and future outlook.

2. Organizational Profile

TechNova International is a global technology company operating in 38 countries, employing 72,000 individuals. The company is publicly traded on the New York Stock Exchange and is included in leading sustainability indices such as the Dow Jones Sustainability Index and FTSE4Good. TechNova's operations span diverse technological sectors and its global presence presents both opportunities and challenges in managing its ESG footprint effectively.

3. Stakeholder Engagement

[This section requires additional information. The report currently lacks details on stakeholder engagement activities. Please provide information on how TechNova engages with its stakeholders (e.g., employees, customers, investors, communities, governments) to understand their ESG expectations and priorities. This could include descriptions of surveys, consultations, dialogue platforms, etc.]

4. Material Topics

Based on materiality assessment [explain methodology used for materiality assessment], the following topics have been identified as most significant to TechNova's ESG performance and stakeholder interests:

- **Climate Change (Environmental):** Reduction of greenhouse gas emissions (Scopes 1, 2, and 3), transition to renewable energy, and achievement of net-zero targets.
- **Human Capital (Social):** Workforce development, employee well-being, diversity, equity, and inclusion, and community engagement.
- **Corporate Governance:** Board diversity and oversight, ethical conduct, risk management, and transparency.

5. Management Approach

TechNova's ESG strategy is integrated into its overall business strategy and is overseen by the Board of Directors. A dedicated ESG team is responsible for setting targets, implementing programs, monitoring progress, and reporting on performance. Key performance indicators (KPIs) are aligned with the material topics identified above and regularly reviewed by senior management. The company utilizes a variety of frameworks and standards to guide its ESG efforts, including [mention relevant frameworks like GRI, SASB, etc.].

6. Environmental Performance

- **Greenhouse Gas Emissions:** Scope 1 and 2 greenhouse gas (GHG) emissions were reduced by 17%, reaching 410,000 metric tons of CO₂e. Scope 3 emissions decreased by 6%, totaling 1.85 million metric tons. [Include targets and reduction trajectory].
- **Renewable Energy:** The company achieved 61% renewable electricity utilization globally (up from 47%), with 100% renewable energy utilization at select facilities in the U.S., Germany, and Japan. [Include renewable energy sourcing strategies].
- **Waste Management:** 74% of operational waste was diverted from landfills. [Provide details about waste management practices and future goals].
- **Water Conservation:** Water consumption decreased by 9%, resulting in a reduction of 2.8 million cubic meters. [Include information on water usage and conservation strategies].

7. Social Performance

- **Workforce Development:** \$62 million was invested in employee training, averaging 42 hours per employee. Employee engagement scores reached 81%, a 3-point increase year-over-year. 68% of employees work in hybrid or remote arrangements.
- **Workplace Safety:** The injury rate improved by 15%, reaching 0.23 incidents per 100 full-time equivalents. [Include details on safety programs and initiatives].
- **Community Engagement:** TechNova reached 1.2 million individuals through nonprofit partnerships and 420,000 through digital inclusion programs. Employee volunteer hours totaled 138,000. [Include specific examples of community initiatives].
- **Supply Chain Sustainability:** 97% of Tier 1 suppliers underwent human rights vetting. Spending with women- and minority-owned businesses increased by 21%. [Include details on supplier sustainability programs and targets].

8. Governance

- **Board Composition and Oversight:** The 11-member board maintained 45% female representation and 36% diverse ethnic representation. Board meetings achieved 98% attendance, with 11 meetings convened. [Include details on board committees and their responsibilities].
- **ESG-Linked Compensation:** 22% of executive bonuses were tied to the achievement of sustainability goals. [Provide details on the specific ESG metrics used for compensation].
- **Ethics and Compliance:** 100% of employees and 96% of suppliers completed ethics training. The whistleblower hotline received 138 reports, resulting in 17 disciplinary actions and 4 terminations. [Provide further information on compliance program].

effectiveness].

- **Cybersecurity:** \$136 million was invested in cybersecurity initiatives, resulting in zero major breaches. All major data centers maintain ISO 27001 certification.

9. Conclusions and Future Outlook

TechNova remains committed to integrating ESG principles into its core business strategy. While significant progress has been made in FY2024, the company acknowledges the need for continuous improvement and is actively pursuing ambitious goals to enhance its environmental and social impact while maintaining the highest standards of corporate governance. Key priorities for the future include further reductions in Scope 3 emissions, achieving net-zero emissions by 2040, expanding social impact initiatives, and enhancing transparency and stakeholder engagement.

Appendices

[Include any supplementary data, charts, or technical notes as needed. For example, you might include details on the methodology used for calculating Scope 3 emissions, information on the company's renewable energy portfolio, or data on employee diversity statistics.]