**Gen’s Sustainable Home Improvement Program**

**Program Overview**

A key component of our sustainability program is empowering employees to take an active role in caring for the environment.

In addition to TERRA, a popular employee Community dedicated to leading sustainability initiatives at Gen offices, as well as multiple earth-focused volunteering opportunities both during our Global Volunteer Week and throughout the year, we offer a unique benefit called the Sustainable Home Improvement Program (SHIP), which provides funding for Gen employees looking to make their homes more environmentally friendly.

Through reimbursements of up to $500 for projects in a range of home sustainability categories, SHIP has enabled Gen employees to install home solar systems, upgrade their appliances to more efficient models, install water harvesting systems and EV chargers, replace windows and doors with new models that more effectively regulate the home temperature, purchase cool roof technology, install smart controls for lights, institute composting systems in home gardens, and more.

The program has seen widespread participation since its launch in 2022, not only enabling energy savings and reducing our carbon footprint but also contributing to the culture of sustainability we seek to create and maintain at Gen offices around the world.

**Purpose**

SHIP was born out of the understanding that although Gen has focused for years on reducing the company’s global emissions footprint, a sizable portion of our workforce now spends some or most of their time working from home. This shift toward remote work affects not only energy use at our offices and data centers but also our Scope 3 GHG emissions, as employees’ homes now largely qualify as producers of upstream emissions.

SHIP offers concrete, tangible methods for employees to prioritize energy efficiency in ways that make sense to them and their unique living spaces—projects that often seem small but have significant impacts over time. Take, for example, the proposals to upgrade employees’ windows and doors to better-insulated models. The U.S. Department of Energy estimates that 30% of home energy is lost through windows, which vastly increases the amount of energy needed to regulate the temperature inside the home.

Therefore, thanks to SHIP, many of our employees are now generating savings both on their utility bills and in our overall emissions. In other words, SHIP empowers employees to implement home sustainability projects that in most cases end up paying for themselves.

**Results**

In fiscal 2024, its second year, SHIP has continued to help our employees make a positive environmental impact. We have:

* Spent roughly **$428,000** funding more than **1,000 home sustainability projects** (the Corporate Responsibility team reviews each application),
* Experienced a **29% global employee participation rate**, and
* Received project submissions from **every territory** where we operate.

Our offices in India and EMEA have been particularly interested in SHIP this year, with 46% and 45% of requests coming from these territories, respectively. Additionally, 8% originated in the Americas and 1% in APJ.

SHIP reimbursements have enabled employees to upgrade to energy efficient appliances, install PV panels and EV chargers, upgrade their home, window, or roof insulation, build vegetable gardens, install water harvesting systems, and so much more. Gen is still in the process of calculating SHIP’s impact on our Scope 3 emissions in 2024, but we expect to attribute a portion of the reduction in emissions to this program’s success.

To sustain this participation in employee sustainability initiatives, we regularly publicize SHIP on both internal and external channels, celebrating employees’ achievements and sparking continued interest. Employees have often called SHIP one of the company’s best benefits, and we fully expect to continue funding it in future years.

Since the program began in April 2022, **49% of Gen employees have participated.**