

Mozilla | 

**2025
Social &
Environmental
Impact (SEI)
Fact Sheet**



Introduction



At Mozilla, we build products, technologies, and movements to ensure the internet remains open, accessible, and a force for good. We also believe that how we operate as an organization matters just as much as what we build.



This Fact Sheet offers a snapshot of Mozilla's Social and Environmental Impact in 2024, highlighting how we're working to reduce our environmental footprint and foster a culture of belonging across our global teams. We've identified these areas as most material to our Social and Environmental Impact Program and where we believe our actions can drive meaningful, measurable progress aligned with our mission and values.



You'll notice a shift in format this year; rather than a long-form narrative report, we've created a more concise and accessible Fact Sheet to share key updates. The goal is to make it easier for our community, partners, and stakeholders to understand where we're focusing our efforts and how we're making progress. We hope this Fact Sheet gives you a clear look at how Mozilla is showing up in the world and where we're headed next.

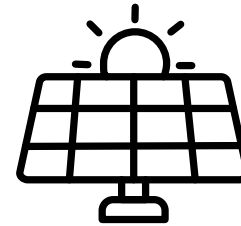


Sustainability

Sustainability Achievements and Commitment

Renewable Energy

In 2024, Mozilla sourced 100% renewable energy for all of our global leased office and data center spaces. This milestone was achieved by procuring renewable energy directly through utility programs and purchasing Energy Attribute Certificates (EACs).



Carbon Neutral

Mozilla has achieved CarbonNeutral® company certification since 2019 in accordance with [The CarbonNeutral Protocol](#), the clear, credible, and transparent framework for carbon neutral programs. To achieve CarbonNeutral®

company certification, Mozilla worked with [Climate Impact Partners](#) to assess and account for the greenhouse gas emissions from our operations.

Over the past five years, we have supported a portfolio of high quality carbon reduction projects, including initiatives such as the [Madre de Dios REDD project](#) in Peru and the [Crow Lake Wind Emissions Reduction project](#) in the United States, that delivered measurable climate benefits and co-benefits for communities and ecosystems. These projects were selected with key criteria in mind, including additionality, durability, independent verification, and contributions to social impact and resilience.

When Mozilla first announced our commitment to be carbon neutral, we shared our intention to support carbon avoidance projects as a short-term step to deliver immediate impact while we worked toward longer-term emissions reductions. We are proud of both the climate and community benefits these projects have enabled.

2024 marks the final year that Mozilla will pursue CarbonNeutral® company certification. Starting in 2025, we are evolving our approach to focus more heavily on decarbonization opportunities and partnerships that align with our updated, Science-Based Target initiative (SBTi)-aligned net zero targets, which are outlined in the next section.



Sustainability

SBTi-Aligned Net Zero Target

In 2021, Mozilla announced our initial commitment to achieve net zero emissions. Over the past year, we partnered with the Carbon Trust, a global climate consultancy, to refine this commitment and ensure alignment with the Science Based Targets initiative (SBTi). Mozilla's updated targets have been modeled in line with the current SBTi criteria however have not been validated by the SBTi since they do not currently assess targets for cities, local governments, public sector institutions, and non-profit organizations.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Mozilla commits to reach net-zero GHG emissions across the value chain by 2045. Our near-term and long-term targets include:

	Near-term	Long-term
Scope 1 & 2	93.8% by 2030 from a 2020 base year.	95% by 2045 from a 2020 base year. ¹
Scope 3	37.5% by 2035 from a 2023 base year.	90% by 2045 from a 2023 base year.

Mozilla has already reduced our scope 1 and 2 emissions by 94% compared to a 2020 baseline, which is significant progress on our path to net zero. Mozilla has achieved this by closing or downsizing a number of our leased office spaces over the past few years due to an increasing shift to remote work and investing in renewable energy, which has further contributed to reductions in our scope 2 emissions.

Looking ahead, our focus will turn to scope 3 emissions, which represent the majority of our footprint and have increased over the past few years due to operational shifts. We will begin by targeting our two largest categories, purchased goods and services and business travel, where we see the greatest potential for meaningful reductions and systemic impact.

Footnote:

1. This target of 95% exceeds the minimum 93.8% reduction that Mozilla would need to achieve to align with the SBTi framework.

Sustainability

Greenhouse Gas Emissions: Operational Data Summary

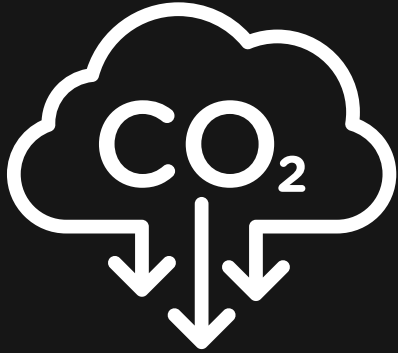


Table 1: Total Annual Emissions by Scope
Market-Based (in Metric Tons CO₂e)

	2020	2021	2022	2023	2024
Scope 1	582	53	39	35	42
<i>Percent of Total GHG Emissions (Scopes 1-3)</i>	<i>4.3%</i>	<i>0.7%</i>	<i>0.3%</i>	<i>0.1%</i>	<i>0.2%</i>
Scope 2	120	382	178	9	0
<i>Percent of Total GHG Emissions (Scopes 1-3)</i>	<i>0.9%</i>	<i>5.2%</i>	<i>1.2%</i>	<i>0.0%</i>	<i>0.0%</i>
Scope 3	12,903	6,914	15,064	24,317	22,473
<i>Percent of Total GHG Emissions (Scopes 1-3)</i>	<i>94.8%</i>	<i>94.1%</i>	<i>98.6%</i>	<i>99.8%</i>	<i>99.8%</i>
Total	13,604	7,350	15,281	24,361	22,515

Footnotes:

1. Totals may not add to 100% due to rounding to one decimal place. Values are rounded and totals are calculated before rounding.
2. Scope 1, 2, and 3 emissions are calculated using the Greenhouse Gas Protocol. Mozilla partnered with Watershed to conduct our 2020-2024 GHG inventories.
3. See the Appendix for additional information on methodology.

Sustainability

Greenhouse Gas Emissions: Operational Data Summary

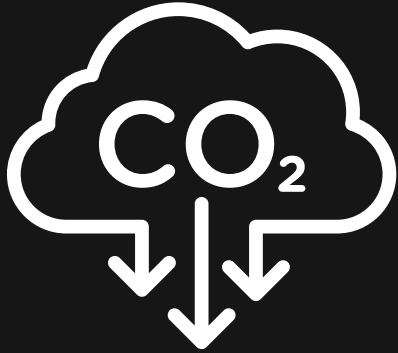


Table 2: Emissions Breakdown by Scope
 Scope 1, 2, and 3 Emissions (in Metric Tons CO₂e)

	2020	2021	2022	2023	2024
Scope 1	582	53	39	35	42
<i>Stationary Fuel/Heating</i>	558	31	29	34	36
<i>Refrigerants</i>	23	22	10	1	6
Scope 2	120	382	178	9	0
<i>Purchased Electricity: Location-Based (grid average)</i>	648	448	193	100	118
<i>Purchased Electricity: Market-Based (incl. renewables)</i>	120	382	178	9	0
Scope 3	12,903	6,914	15,064	24,317	22,473
<i>Category 1: Purchased Goods and Services</i>	7,666	5,896	8,908	13,939	11,193
<i>Category 2: Capital Goods</i>	61	99	126	3,095	3,039
<i>Category 3: Fuel and Energy-Related Activities</i>	381	177	98	44	39
<i>Category 5: Waste Generated in Operations</i>	20	0	5	8	10
<i>Category 6: Business Travel</i>	3,857	44	5,099	6,265	7,180
<i>Category 7: Employee Commuting</i>	862	649	781	901	952
<i>Category 8: Upstream Leased Assets</i>	10	3	6	19	30
<i>Category 11: Product Use</i>	47	45	40	45	31
Total	13,604	7,350	15,281	24,361	22,515

Footnotes:

1. Values are rounded and totals are calculated before rounding.
2. Scope 1, 2, and 3 emissions are calculated using the Greenhouse Gas Protocol. Mozilla partnered with Watershed to conduct our 2020-2024 GHG inventories.
3. Data for Scope 3 Category 15 (Investments) is currently not reported for Mozilla Ventures based on data availability however this will be reassessed on an annual basis.
4. Scope 3 Category 11 (Use of Products) includes emissions from data transfer. We report additional optional emissions from product use in Table 3.
5. See Appendix for additional information on methodology.

Sustainability

Greenhouse Gas Emissions: Product Use Summary

Anytime you browse the internet using Firefox, the device you use (such as a phone or laptop) to access these Mozilla products requires power to function. The process of generating that power creates greenhouse gas emissions, with the exact amount depending on a number of factors such as the type of device and its energy efficiency. Companies are not required

to calculate or report these optional product use emissions, but Mozilla has done so since 2019 and encourages our peers in the technology industry to do the same.

Our product use data is calculated in partnership with Watershed using a methodology that accounts for device

emissions that can be reasonably attributed to Mozilla when our products are used. Additional details on the methodology can be found in the Appendix.

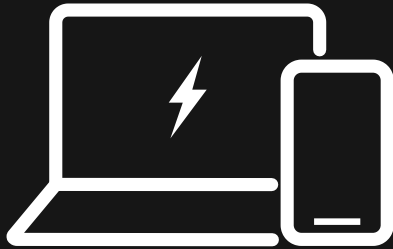


Table 3: Optional Reporting on Product Use Emissions
Scope 3 Category 11 Optional Emissions (in Metric Tons CO₂e)

	2020	2021	2022	2023	2024
Total	<i>data not reported</i>	<i>data not reported</i>	533,463	722,322	689,118

Footnotes:

1. Values are rounded and totals are calculated before rounding.
2. Per the Greenhouse Gas Protocol, it is optional to calculate and report indirect use-phase emissions.
3. Mozilla worked with Watershed to develop a custom methodology for our 2022-2024 inventories.
4. See the Appendix for additional information on methodology.

Sustainability

Membership and Grants

Memberships and Coalitions

Mozilla Foundation is a founding member of the [Green Screen Coalition](#), a group of funders and practitioners looking to build bridges across the digital rights and climate movements. In 2024, Mozilla hosted the [Catalyst Fund](#) on behalf of the coalition to bring a diversity of voices, especially from the Global Majority, into the local and global debates and enact change in terms of policy, research, and community building. This fund is one of the first explicit attempts to invest in and support practitioners at the intersection of climate and digital rights.

The 18 awardees (from a pool of over 350 applications), include organizations, collectives, and individuals from different regions across the globe, and each received between \$10,000-\$40,000 to carry out their work.

Mozilla Corporation is also a member of BSR and the Business Council on Climate Change (BC3) and seeks to amplify our impact through these coalitions and member groups.

\$500k

[Mozilla Technology Fund](#) distributed \$500,000 across a cohort of 10 open-source projects.

The Mozilla Technology Fund

In 2024, the [Mozilla Technology Fund](#) focused on a theme related to AI and the Environment and distributed \$500,000 across a cohort of 10 open-source projects. The projects spanned six countries (India, France, Kenya, Paraguay, Uganda, and the U.S.) and made a positive impact in ecosystems and human communities using open-source AI tools to track methane Emissions (MethaneMapper), expose energy consumption of running code (CodeCarbon), monitor air quality (Airqo of Uganda and Proyecto Respira of Paraguay), and more.

Events and Community-Building

At MozFest House Amsterdam in June 2024, 25% of the programming was dedicated to environmental topics. Highlights included the panel, [Revealing the Internet's Invisible Carbon Footprint](#), where Mozilla Foundation grantees and Green Screen Coalition representatives discussed unearthing the hidden climate cost to everything we do online, as well as the Dialogues and Debates session, titled [We are Planet: A Conversation About Ecology & AI](#).

MozFest

25% of MozFest 2024 programming was dedicated to environmental topics.

Culture & Belonging



Culture & Belonging at Mozilla

Belonging is our competitive advantage. Cultivating a culture of inclusivity, connection, and respect at Mozilla strengthens our teams, our communities, and the health of the internet as a whole. In 2024, Mozilla continued our efforts of fostering equitable systems and a culture that enables creativity and community for all “Mozillians” to thrive. From Mozilla Resource Groups to amplifying the voices of innovators in tech, inclusion and belonging is core to who we are and what we do. We continue to endeavor to ensure our organization and work are strategically rooted in inclusion and equity and is a place where people want to join, grow, and stay.



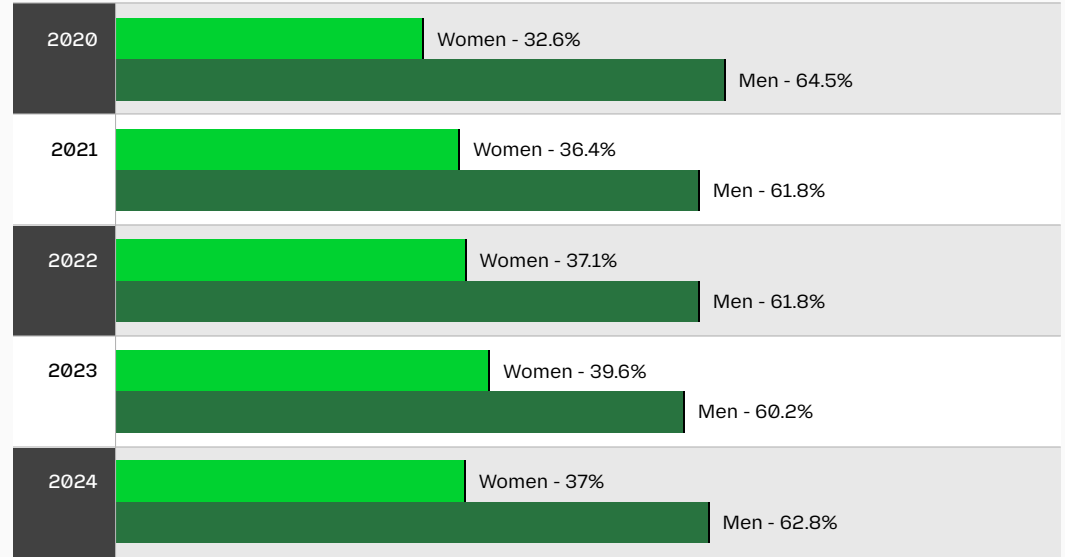
Culture & Belonging

Employee Demographic Data

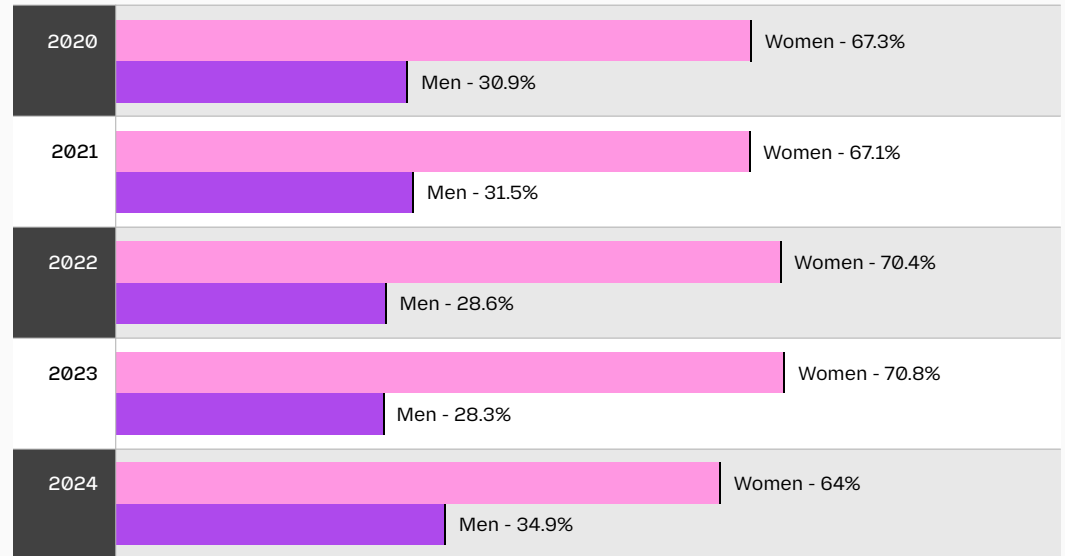
This section summarizes the demographic data of our workforce across both Mozilla Corporation (947 total employees as of December 31, 2024) and Mozilla Foundation (85 total employees as of December 31, 2024).

The racial and ethnic representation data we are disclosing is specific to employees based in the United States (for contextual reference, at Mozilla Corporation 63% of our employee population is based in the U.S., while only 47% of our Mozilla Foundation employees are based in the U.S.). More information about our methodology is available in the Appendix.

Mozilla Corporation Global Gender Representation, 2020-2024



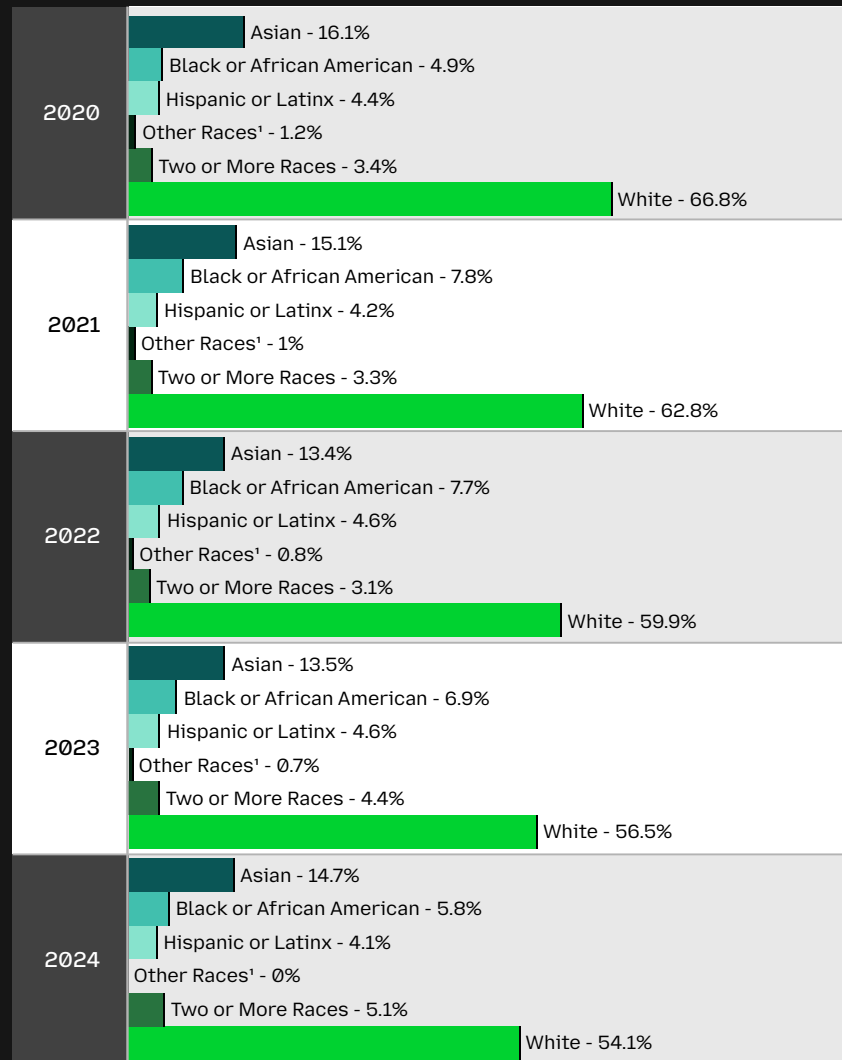
Mozilla Foundation Global Gender Representation, 2020-2024



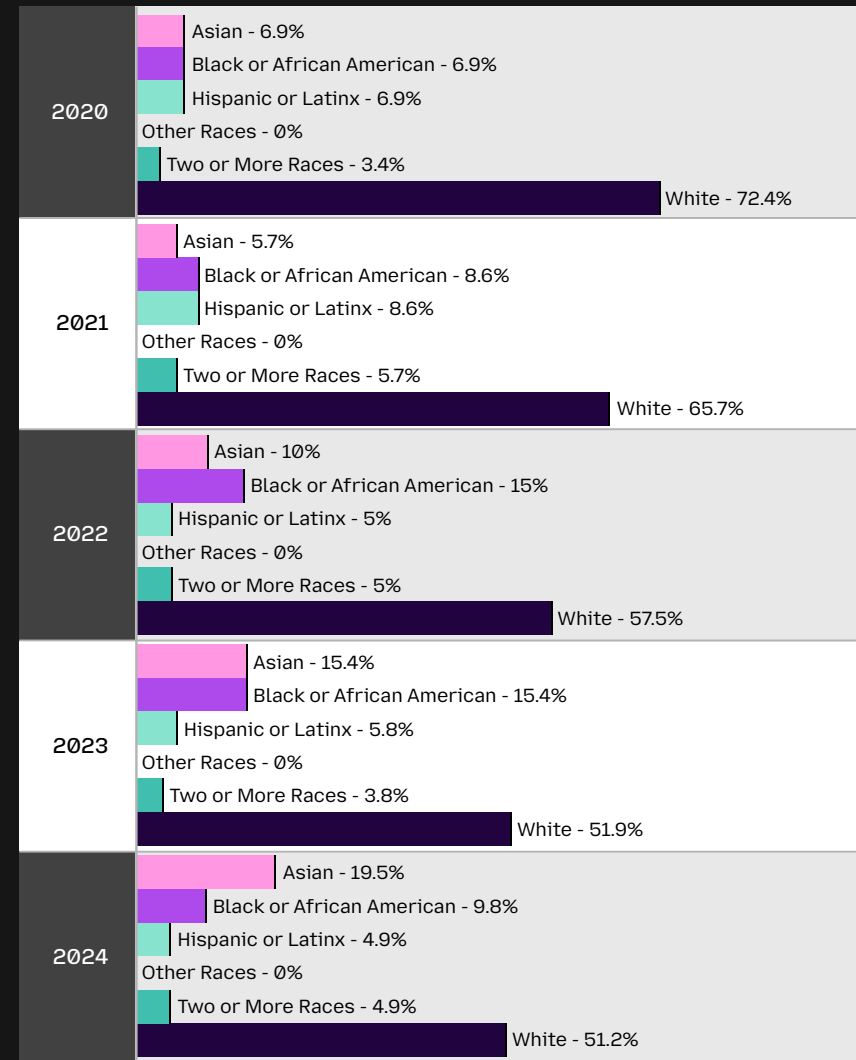
Culture & Belonging

Employee Demographic Data

Mozilla Corporation Racial and Ethnic Representation (U.S. Only, %), 2020-2024



Mozilla Foundation Racial and Ethnic Representation (U.S. Only, %), 2020-2024



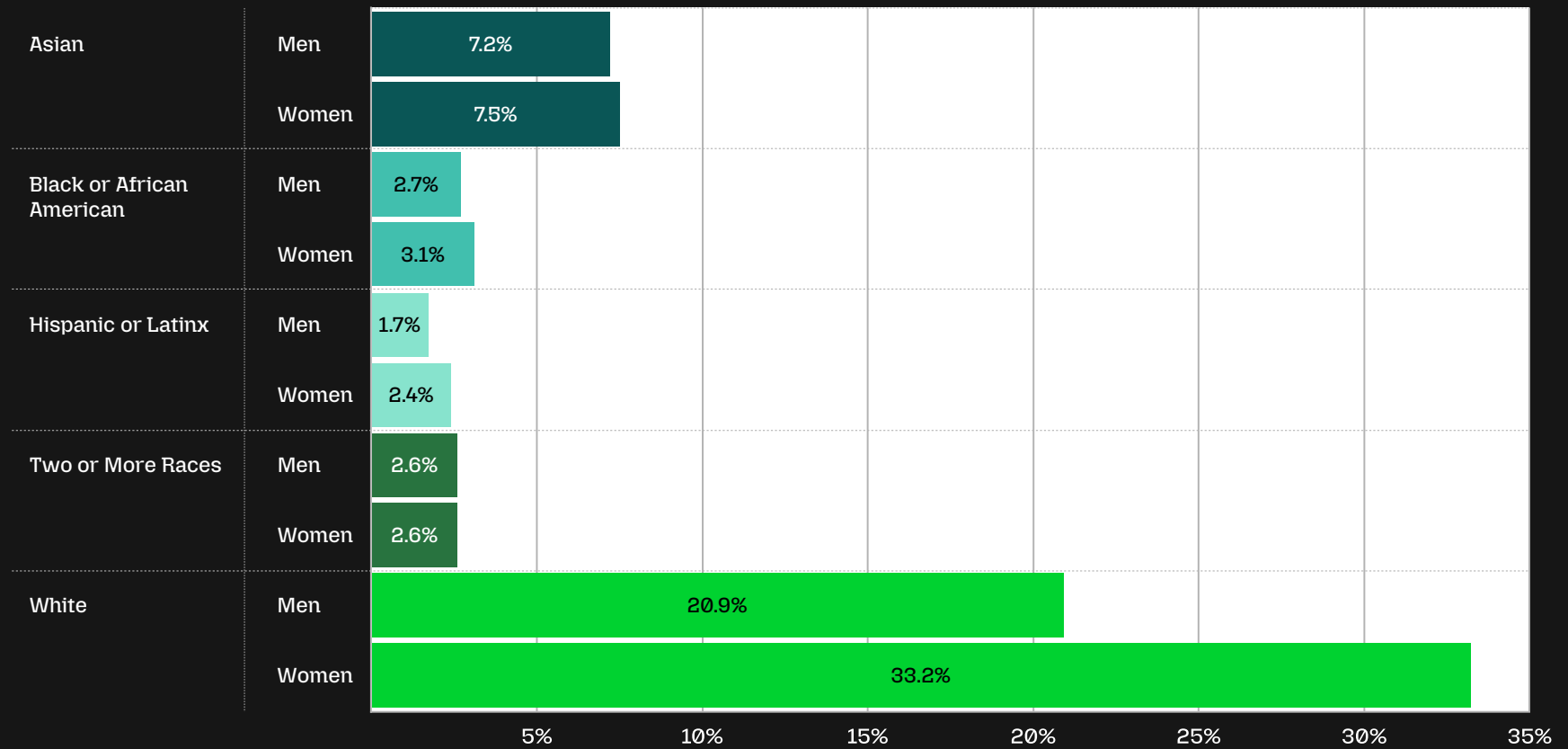
Footnotes:

1. "Other Races" includes the following ethnic representations: American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Other Races as selected by employees.

Culture & Belonging

Employee Demographic Data

Mozilla Corporation Breakdown of Race and Ethnicity by Gender in 2024 (U.S. Only, %)



Appendix

Sustainability data scope and methodology

For our 2020-2024 greenhouse gas inventories, Mozilla partnered with Watershed to conduct the analysis in accordance with the applicable standards from the Greenhouse Gas Protocol. Watershed offers a third-party software platform that allows us to measure, analyze, and share the results of our greenhouse gas emissions. As a result, our greenhouse gas inventory is comprehensive, including scope 1, scope 2, and relevant scope 3 emissions for Mozilla Foundation, Mozilla Corporation, and our subsidiaries.

Watershed's methodologies and emission factors undergo updates and third-party review that results in a statement of limited assurance at least annually. These updates keep measurements as accurate as possible and in line with the relevancy and completeness principles of the Greenhouse Gas Protocol. Watershed typically applies three different types of methodology updates, in order to 1) incorporate the latest climate science, 2) include all relevant emissions that were previously not considered material, not

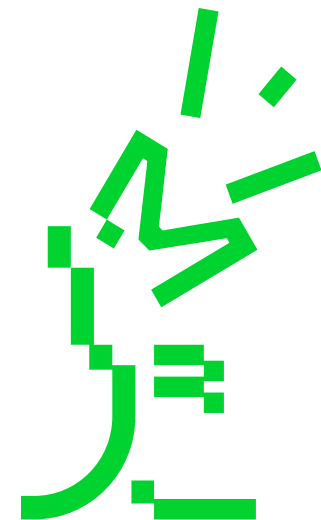
reported by peers, and/or not quantifiable, and 3) improve granularity and specificity to enable action.

For the optional product use emissions (scope 3, category 11), Watershed developed an innovative custom methodology in partnership with Mozilla to calculate these emissions since a standardized methodology does not yet exist. We used a bottoms-up approach to evaluate the impact of Firefox, Hubs, and Pocket upon electricity consumption. For Firefox mobile, Hubs, and Pocket, input data included total time of active use by device type and country location. For Firefox desktop, input data also included CPU hours by device type and country location and Average Thermal Design Power (TDP) by country location.

This new methodology more accurately accounts for device emissions that can be reasonably attributed to Mozilla when our products are used, as opposed to over-attributing 100% of device emissions to Mozilla whenever a product is used. Since calculating digital and software product

emissions is both optional and a newer space with no standard methodology, we aim to continuously improve our approach where possible and will continue to explore opportunities for improvement going forward.

For our 2019 greenhouse gas inventory, Mozilla partnered with POINT380 to conduct the analysis, which was also developed in accordance with the applicable standards from the Greenhouse Gas Protocol. Additional information on the methodology can be found in [Mozilla's report on our 2019 GHG inventory results](#).



Appendix

Additional Details: Carbon Offsets (California AB 1305)

As part of our approach to achieving CarbonNeutral® company certification, Mozilla partnered with international climate consultancy and project developer EcoAct to support the carbon reduction projects listed below. When selecting projects, we prioritized criteria including additionality, durability, independent verification (through Verified Carbon Standard certification), and co-benefits such as social impact and community resilience.

Project Name	<u>Madre de Dios Amazon REDD Project</u>	<u>Darkwoods Carbon Forestry Project</u>	<u>Rimba Raya Biodiversity Reserve Project</u>	<u>Crow Lake Wind Emissions Reduction Project</u>
Project Identification Number	VCS 844	VCS 607	VCS 674	VCS 756
Description	A Reduced Emissions from deforestation and Forest Degradation (REDD) project designed around the impending effects of a new trans-Amazonian, inter-oceanic road.	A 135,394 acre property in British Columbia managed for ecological conservation objectives.	An initiative that aims to reduce Indonesia's emissions by preserving some 64,000 hectares of tropical peat swamp forest.	A wind farm located near Chamberlain, South Dakota. The project generates emissions reductions by displacing grid connected sources.
Project Type	Agriculture Forestry and Other Land Use; Reduced Emissions from Deforestation and Degradation	Agriculture Forestry and Other Land Use; Improved Forest Management	Agriculture Forestry and Other Land Use; Reduced Emissions from Deforestation and Degradation	Energy industries (renewable/non-renewable sources)
Project Category	Carbon avoidance	Carbon avoidance	Carbon avoidance	Carbon avoidance
Site Location	Peru	Canada	Indonesia	United States
Amount of Offsets Purchased¹	19,000	18,500	7,500	11,000
Offset Seller	EcoAct	EcoAct	EcoAct	EcoAct
Offset Registry	Verra	Verra	Verra	Verra
Independent Standard that Project Meets	VCS, CCB-Gold	VCS, CCB-Gold, CCB-Biodiversity Gold	VCS, CCB-Gold	VCS

Footnote:

1. These figures reflect the total quantity of offsets Mozilla has purchased, in some cases over a multi-year period. For the Madre de Dios Amazon REDD and Darkwoods Carbon Forestry Projects, Mozilla purchased offsets in 2020 and 2021; for the Rimba Raya Biodiversity Reserve Project, all purchases were made in 2020; for the Crow Lake Wind Emissions Reduction Project, all purchases were made in 2021.

Appendix

Culture & Belonging Representation Methodology

- All diversity data are self-reported and come from the Mozilla Corporation and Foundation's human resources information system for regular U.S. employees as of December 31, 2024. Staff at the Mozilla Corporation includes only regular, full-time employees. Staff at the Mozilla Foundation includes regular, full-time employees and fixed-term employees, as some fixed-term staff are tied to grants or specific funding sources.
- Currently, fewer than 1% of Mozilla Corporation employees select "other gender identities." We recognize that gender identities exist on a spectrum.
- In order to be in compliance with global laws, we do not track race and ethnicity outside of the United States at this time. All race and ethnicity data are for employees in the United States only, and categories are driven by United States government requirements for disclosure.
- Leadership representation excludes executive-ranked technical fellows and only includes all levels of directors, vice presidents and the executive team.
- Technical workers are defined as staff working on our products and within IT.
- Only voluntary departures are included in attrition calculations.
- Employees who opted to decline to provide demographic data are not included in the metrics provided.
- Employees who left fields blank were included in the calculations to build metrics.
- Some categories may not add up to 100% if fields were left blank or listed as "other."
- Calculations (and the methodology applied towards calculations) to build the metrics in this year's report align directly with the calculations used for previous reports.
- In the event of comparison to historical reports: Any differences in values of historical data are due to data corrections and/or updates. (e.g. if an employee made a change to their demographic information, we are using their most recent data for all past years).
- Data disclosed excludes employees of other Mozilla Foundation subsidiaries due to the risk of re-identifiability.
- In order to protect employees' identities, and reduce the chance for re-identifiability, we aim to not disclose data where there are less than five (5) data points. There are cases where there is a high risk of indirect identification, but the risk from re-identifiability may be low. In these cases, those specific categories might still be included in data calculations and in graph visualizations for external reporting.