

Mozilla |

2026 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 provides a snapshot of Mozilla's Social and Environmental Impact in 2025, including select workforce representation data and environmental metrics. These areas reflect where we focus our efforts and how we track progress in alignment with our mission and values.



Building on last year's shift to a more concise format, this Fact Sheet is designed to provide clear, accessible information for our community, partners, and stakeholders. We hope it offers a transparent view into how Mozilla is operating and evolving over time.

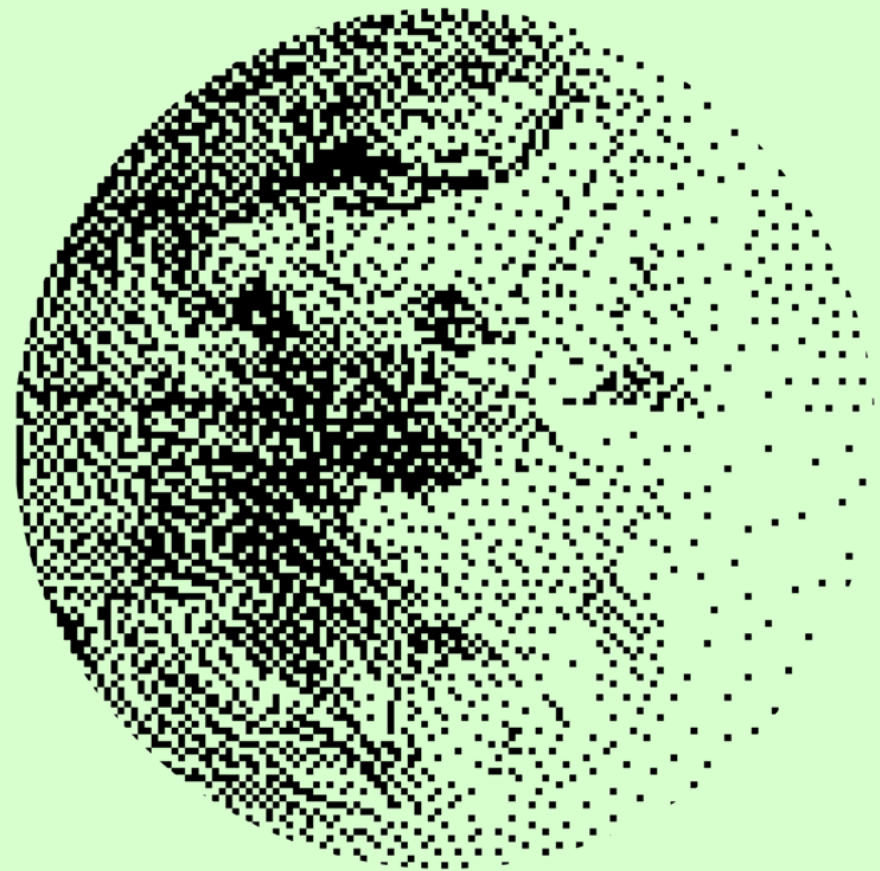
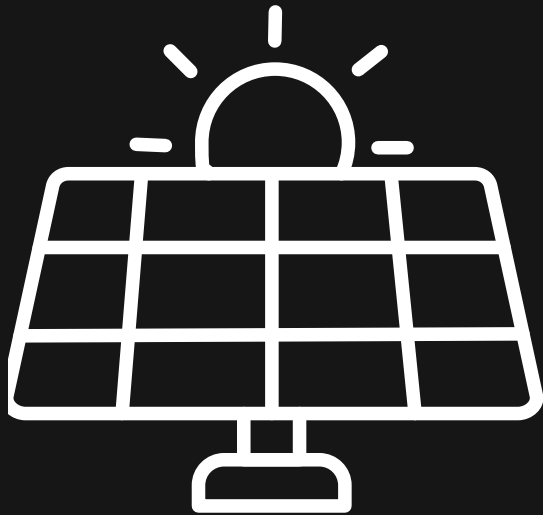


Sustainability

Sustainability Achievements and Commitment

Renewable Energy

In 2025, 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).



Sustainability

SBTi-Aligned Net Zero Target

In 2021, Mozilla announced our commitment to achieve net zero emissions. We partnered with the Carbon Trust, a global climate consultancy, to refine this commitment and ensure alignment with the Science-Based Targets initiative (SBTi), which we updated in 2025. While Mozilla’s updated targets have been modeled in line with the current SBTi criteria, they 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

As of 2025, Mozilla has already achieved a 96% reduction in scope 1 and 2 emissions compared to our 2020 baseline, a major milestone 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.

Mozilla has reduced its Scope 3 emissions by 29% compared to our 2023 base year. This decrease in emissions was driven by temporary reductions in business travel and in purchased goods and services in 2025. Looking ahead, we will continue to focus on reducing our scope 3 emissions in our two largest categories, purchased goods and services and business travel, where we see the greatest potential for meaningful reductions and systemic impact. For example, in 2025, we started to explore opportunities for supplier engagement. We also updated our internal travel policies to incentivize train travel and other lower emissions transportation options where available and cost effective, as well as providing sustainable travel guidance for employees.

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

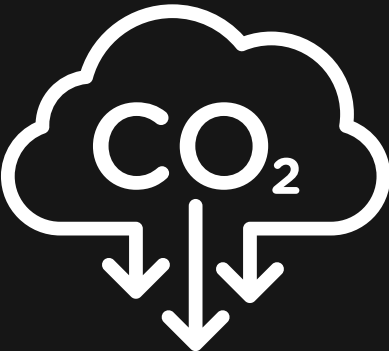


Table 1: Total Annual Emissions by Scope
Market-Based (in Metric Tons CO₂e)

	2020	2021	2022	2023	2024	2025
Scope 1	582	53	39	35	42	30
Percent of Total GHG Emissions (Scopes 1-3)	4.3%	0.7%	0.3%	0.1%	0.2%	0.2%
Scope 2	120	382	178	9	0	0
Percent of Total GHG Emissions (Scopes 1-3)	0.9%	5.2%	1.2%	0.0%	0.0%	0.0%
Scope 3	12,903	6,914	15,064	24,317	22,473	17,288
Percent of Total GHG Emissions (Scopes 1-3)	94.8%	94.1%	98.6%	99.8%	99.8%	99.8%
Total	13,604	7,350	15,281	24,361	22,515	17,318

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 2020-2025 GHG inventories.
3. See the Appendix for additional information on methodology.

Sustainability

Greenhouse Gas Emissions: Operational Data Summary

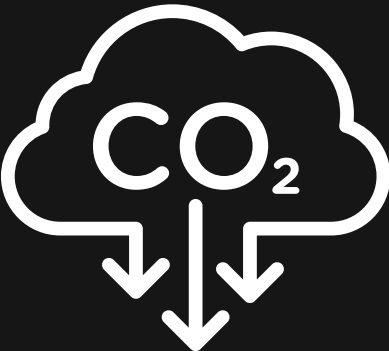


Table 2: Emissions Breakdown by Scope
Scope 1, 2, and 3 Emissions (in Metric Tons CO₂e)

	2020	2021	2022	2023	2024	2025
Scope 1	582	53	39	35	42	30
Stationary Fuel/Heating	558	31	29	34	36	30
Refrigerants	23	22	10	1	6	0
Scope 2	120	382	178	9	0	0
Purchased Electricity: Location-Based (grid average)	648	448	193	100	118	91
Purchased Electricity: Market-Based (incl. renewables)	120	382	178	9	0	0
Scope 3	12,903	6,914	15,064	24,317	22,473	17,288
Category 1: Purchased Goods and Services	7,666	5,896	8,908	13,939	11,193	9,635
Category 2: Capital Goods	61	99	126	3,095	3,039	2,276
Category 3: Fuel and Energy-Related Activities	381	177	98	44	39	34
Category 5: Waste Generated in Operations	20	0	5	8	10	11
Category 6: Business Travel	3,857	44	5,099	6,265	7,180	4,475
Category 7: Employee Commuting	862	649	781	901	952	851
Category 8: Upstream Leased Assets	10	3	6	19	30	6
Category 11: Product Use	47	45	40	45	31	0
Total	13,604	7,350	15,281	24,361	22,515	17,318

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 2020-2025 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. In 2025, we did not have relevant product data to report. 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 (such as a phone or laptop) on which you use 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 (e.g., laptop, tablet, etc.) 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.

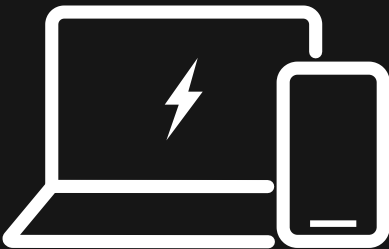


Table 3: Optional Reporting on Product Use Emissions
Scope 3 Category 11 Optional Emissions (in Metric Tons CO₂e)

	2021	2022	2023	2024	2025
Total	<i>data not reported</i>	533,463	722,322	689,118	704,404

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 2022-2025 inventories.
4. See the Appendix for additional information on methodology.

Sustainability

Memberships, Grants, and Community-Building

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 2025, Mozilla Foundation continued to host the [Catalyst Fund](#) on behalf of the coalition to bring diverse voices, especially from the Global Majority, into the local and global debates and enact change in terms of policy, research, and community-building. In 2025, the initial cohort of 18 grantees finished out their projects, resulting in a more [integrated and strengthened network](#) at the intersection of climate and digital rights.

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.

\$300k

Three [Mozilla Foundation Incubator](#) projects received grants of \$100,000 each.

The Mozilla Foundation Incubator

In 2025, the [Mozilla Foundation Incubator](#) launched with three of the four pilot cohort members being graduates from the previous year's Mozilla Technology Fund cohort with the theme of AI and the Environment. The projects 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) and monitor air quality (Proyecto Respira of Paraguay). Each project received a grant of \$100,000, in addition to support including workshops, coaching and access to expert advisors. In just six months of the program, we've seen these teams secure additional funding, secure new partnerships and refine their models.

MozFest

One of the main tracks was dedicated to exposing the physical and environmental costs of AI.

Events and Community-Building

At Mozilla Festival 2025 one of the main tracks included [Unlearning Tech Immateriality](#), which focused on exposing the physical and environmental costs of AI, and exploring a future where technology drives sustainability and shared responsibility. Artists, developers, innovators, and others ran 16 sessions, including workshops such as *An AI data center is set to be built in my town. How should we respond?*, led by Senior Fellow Paz Peña, as well as *Small, Local, Just: Reimagining AI for People and Planet*, led by the Mozilla Foundation Incubator Team and close collaborators.

Culture & Belonging



Introduction

Belonging is an important part of how we support our people and our mission. Cultivating a culture of inclusion, connection, and respect at Mozilla strengthens our teams, our communities, and the health of the internet as a whole. In 2025, Mozilla continued to focus on fostering consistent practices and a work environment that supports collaboration, creativity, and engagement across our global workforce. From Mozilla Resource Groups to employee development programs, these efforts reflect how we approach building a workplace where people can contribute and grow.



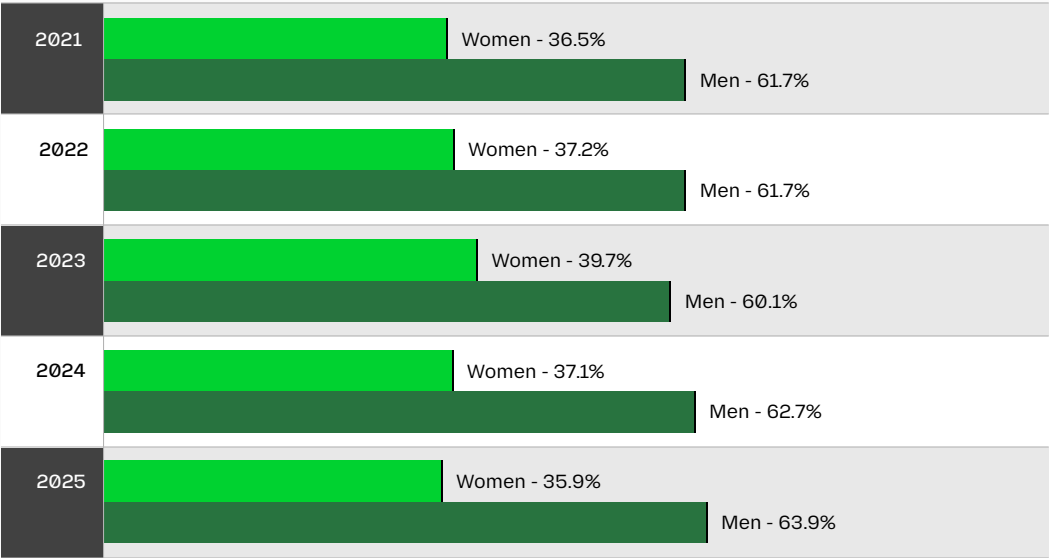
Culture & Belonging

Workforce Composition Data

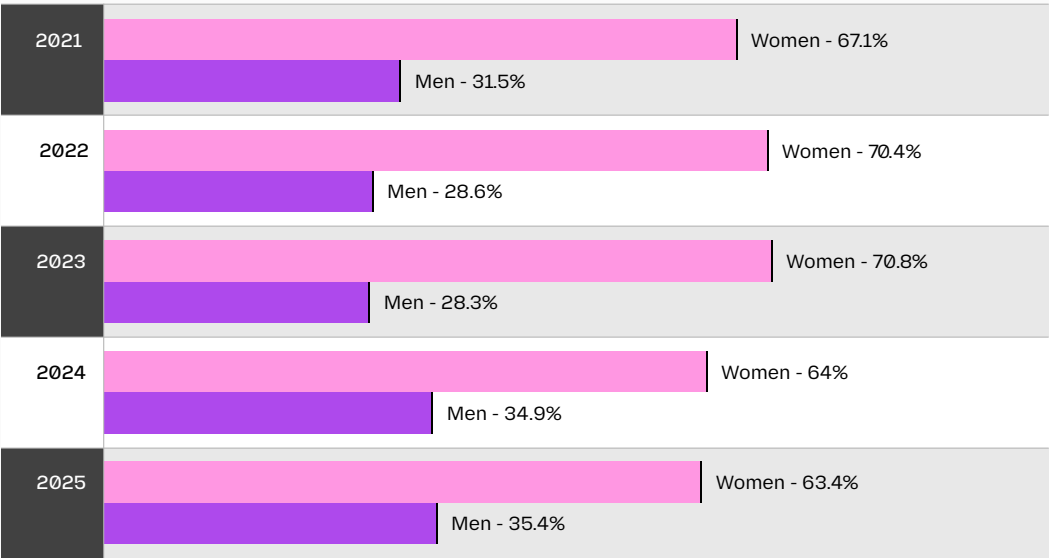
This section summarizes the demographic data of our workforce across both Mozilla Corporation (906 total employees as of December 31, 2025) and Mozilla Foundation (81 total employees as of December 31, 2025).

The racial and ethnic representation data we are disclosing is specific to employees based in the United States (for contextual reference at Mozilla Corporation 62% of our employee population is based in the U.S., while only 50% 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, 2021 to 2025



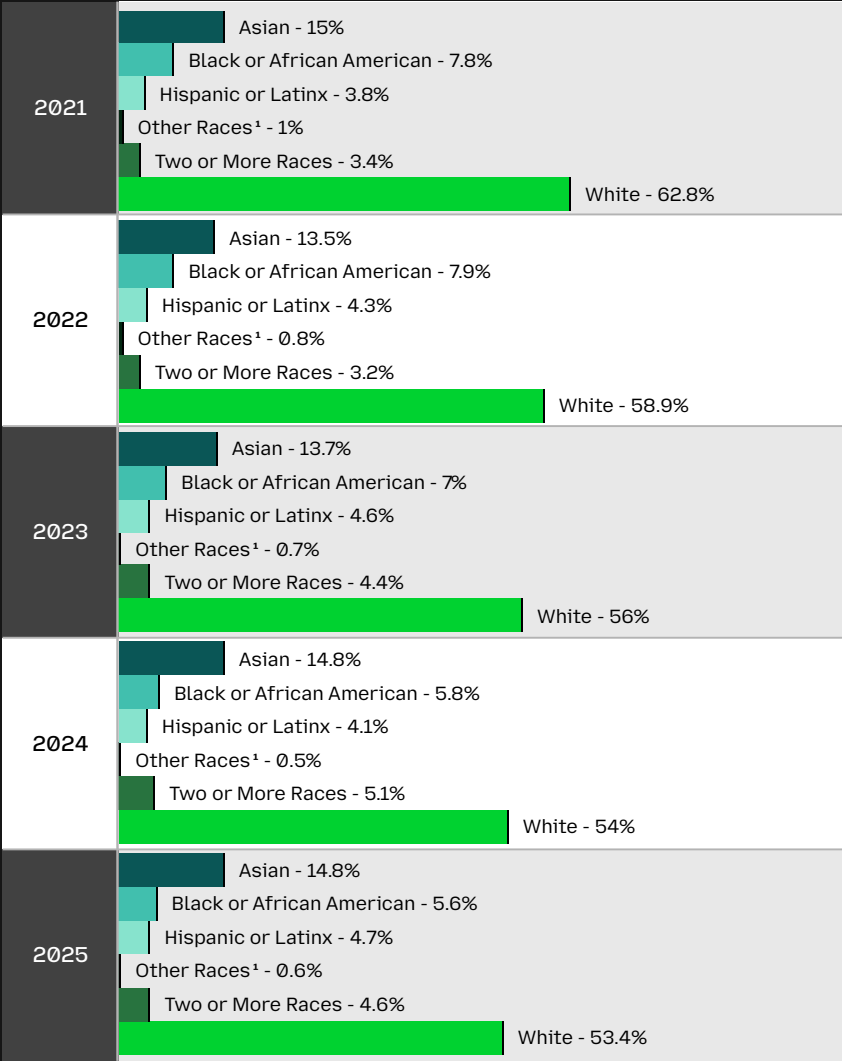
Mozilla Foundation Global Gender Representation, 2021 to 2025



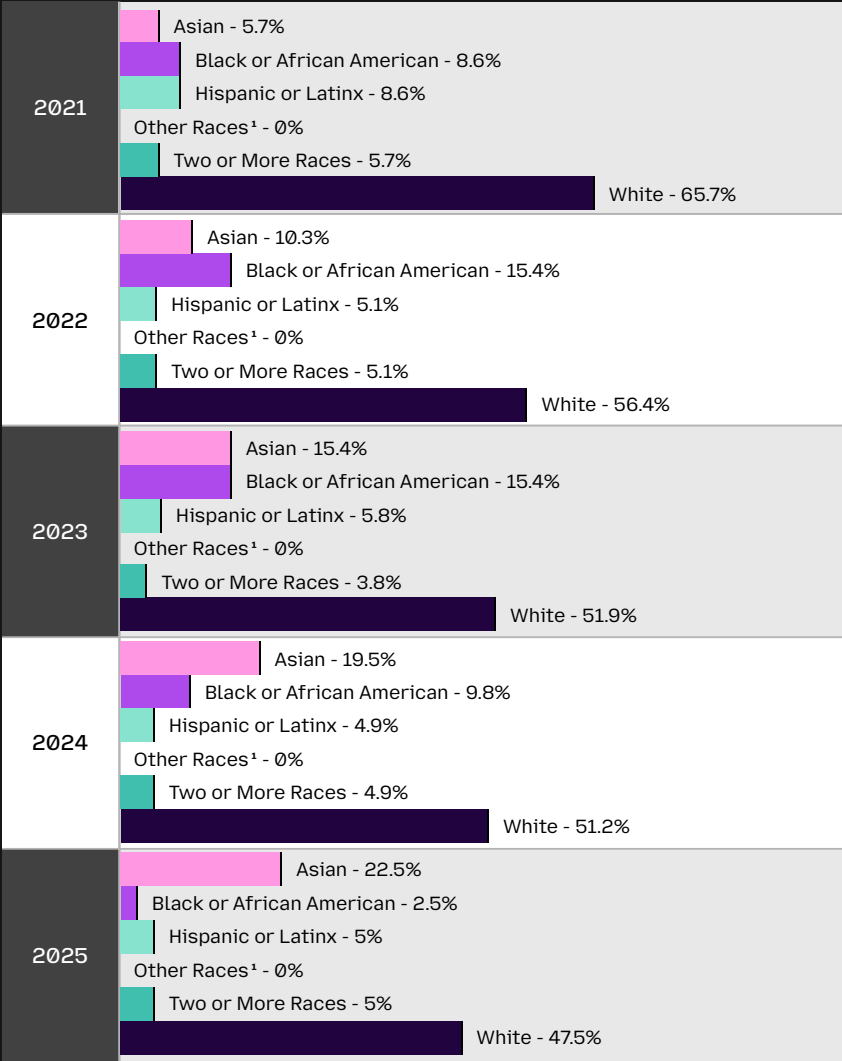
Culture & Belonging

Workforce Composition Data

Mozilla Corporation Racial and Ethnic Representation (U.S. Only, %), 2021 to 2025



Mozilla Foundation Racial and Ethnic Representation (U.S. Only, %), 2021 to 2025

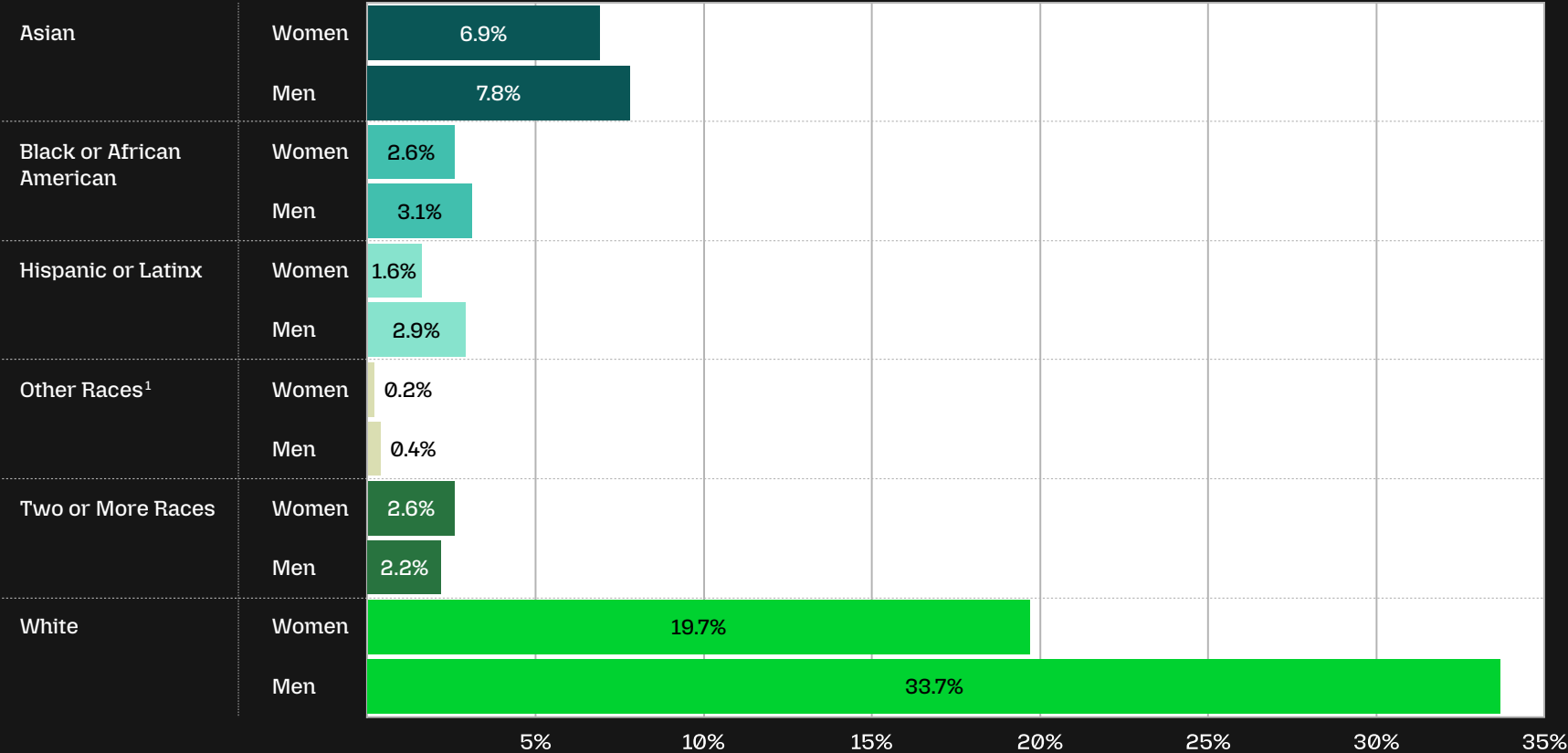


Footnote:
1. "Other Races" includes the following ethnic representations: American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Other Races as selected by employees.

Culture & Belonging

Workforce Composition Data

Mozilla Corporation Intersection of Gender and Race and Ethnicity in 2025 (U.S. Only, %)



Footnote:
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

Workforce Programs & Practices

Mozilla is committed to fostering a workplace grounded in continuous learning, employee well-being, and responsible practices. Through Mozilla's learning and development offerings, employees have access to professional development benefits and Intercultural Development Inventory (IDI) assessments designed to strengthen

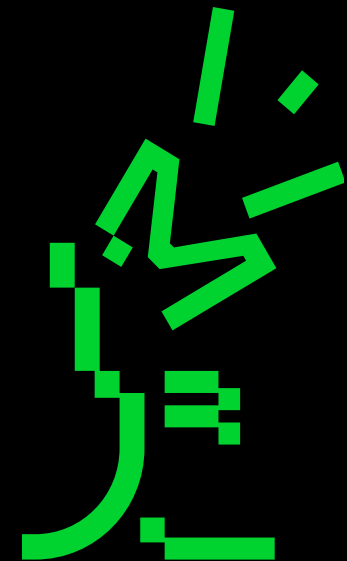
core competencies and build cross-cultural awareness across our global teams. Employees also participate in required privacy and security compliance training that support consistent and effective workplace practices. Mozilla is additionally developing responsible AI learning offerings to support employees as AI capabilities continue to evolve.

We also support the health, safety, and well-being of our workforce through inclusive, human-centered benefits, including gender-inclusive parental leave, global family-forming support, and mental health services tailored to diverse needs. Together, these efforts contribute to a consistent, supportive environment where employees can grow and thrive.

Responsible Technology

Accessibility remains a core part of Mozilla's vision for an open and inclusive internet. Mozilla works to ensure its products and technologies are usable by people of all abilities, including through the Firefox accessibility engine, which supports screen readers and other assistive technologies. This commitment is part of Mozilla's broader approach to

responsible technology, which integrates accessibility, privacy, and responsible AI practices into product development and future employee training. Together, these efforts reflect a focus on building technology that is inclusive, usable, and designed with a wide range of user needs in mind.



Conclusion



Mozilla puts people before profit, creating products, technologies, and programs that support a healthier internet for everyone. As a mission-driven organization, we continue to monitor our social and environmental impact—including workforce representation and broader operational practices—and evolve our approach in alignment with our values of transparency, accountability, and responsible innovation. We invite you to learn more through the [Mozilla Manifesto](#), [Mozilla's Community Participation Guidelines](#), [Mozilla's Operating Values](#), and latest [State of Mozilla report](#), and to join us in advancing an internet that is open, accessible, and designed for the benefit of all.



Appendix

Governance & Accountability

Social & Environmental Impact reporting at Mozilla is developed & executed through a cross-functional process including Legal, HR, and Communications to ensure accuracy, consistency, and alignment with company policies.

Sustainability data scope and methodology

For our 2020-2025 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 a 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. Starting in 2025, this data set no longer includes Pocket or Hubs data because the products were discontinued in 2025 and 2024, respectively.

This 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 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

Workforce Composition 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, 2025. 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 of employees 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.
- 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.
- Mozilla aims to limit disclosure of demographic categories with very small population sizes in order to reduce the potential for employee identifiability. In certain cases, categories with small data counts may still be included in aggregate calculations or visualizations following an internal or established review process.

