

90
Environment

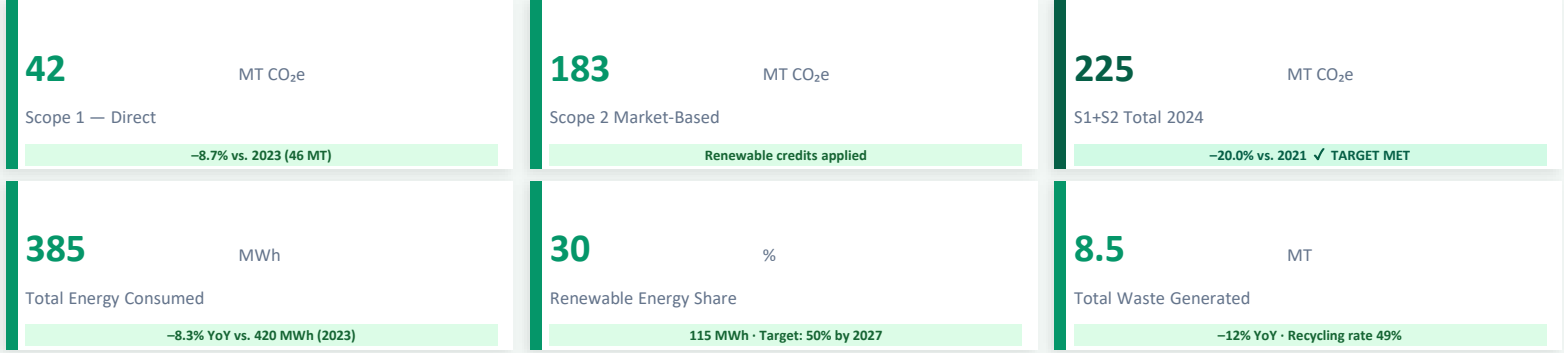
71
Social

82
Governance

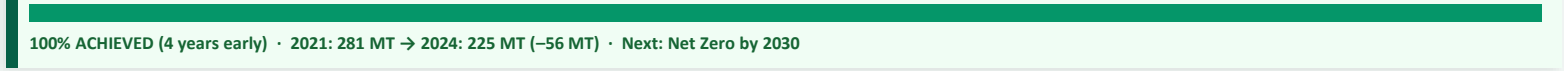
☑ GHG -20.0% vs. 2021 — Target achieved 4 YEARS ahead of schedule!

☑ Social 50→71 pts · Diverse supplier spend \$5M+ · 100% ESG training

ENVIRONMENTAL PERFORMANCE · GRI 302 / 305 / 306



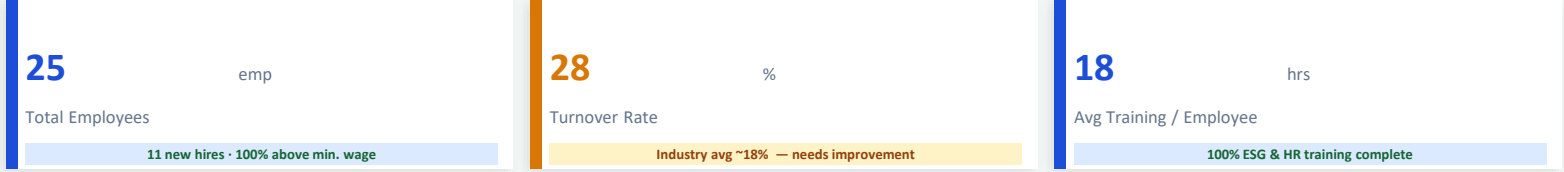
Net Zero 2030 Progress — S1+S2 Target: -20% vs. 2021 Baseline (281 MT CO₂e)



SUPPLY CHAIN · GRI 308 / 414

Total active suppliers	45 companies
Sustainability assessment coverage	12/45 (27%)
High-risk suppliers reassessed	4/4 (100%) ✓
ESG platform training provided to suppliers	12 suppliers

SOCIAL PERFORMANCE · GRI 401 / 404 / 405 / 413



SOCIAL KEY METRICS

Diverse supplier spend	\$5M+ achieved ✓
Schools built / funded (Global Vision MOU)	2 schools
Human Rights Policy publication	In development · Q2 2025 target
Data breaches (customer sensitive data)	0 incidents

WORKFORCE BREAKDOWN

Full-time employees	18 (72%)
Part-time employees	3 (12%)
Contract employees	4 (16%)
Gender split (Female / Male)	57% / 43%
New hires FY2024	11 employees

DEI & COMMUNITY

DEI leadership partnerships	Active (external)
Diverse supplier spend growth	\$5M+ (+10% vs. 2023)
Social impact allocation	1% of annual sales
Female manager target (by 2026)	50% — in progress
School building initiative	2 schools funded

GOVERNANCE · GRI 2 / 205 · TCFD

GOVERNANCE PERFORMANCE

ESG vision & ethics at founding	100/100 ✓
Code of ethics / whistleblowing	100/100 ✓
Anti-corruption policy	100/100 ✓
ESG Board Committee (formal)	Targeted 2026
Legal sanctions / violations	Zero since founding
CDP / EcoVadis external rating	2025 first submission

TCFD CLIMATE TARGETS

S1+S2 -20% by 2030 (vs. 2021)	100% ✓ 4 yrs early
50% Renewable Energy by 2027	30% achieved
Scope 3 baseline (by 2025)	Methodology active
GHG Intensity (per \$M revenue)	12.5 MT CO ₂ e (2024)
Scope 2 Location-Based	195 MT CO ₂ e
Scope 3 (estimated)	~2,800 MT CO ₂ e