

✔ 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

42

MT CO<sub>2</sub>e

Scope 1 — Direct

−8.7% vs. 2023 (46 MT)

183

MT CO<sub>2</sub>e

Scope 2 Market-Based

Renewable credits applied

225

MT CO<sub>2</sub>e

S1+S2 Total 2024

−20.0% vs. 2021 ✔ TARGET MET

385

MWh

Total Energy Consumed

−8.3% YoY vs. 420 MWh (2023)

30

%

Renewable Energy Share

115 MWh · Target: 50% by 2027

8.5

MT

Total Waste Generated

−12% YoY · Recycling rate 49%

Net Zero 2030 Progress — S1+S2 Target: −20% vs. 2021 Baseline (281 MT CO<sub>2</sub>e)

100% ACHIEVED (4 years early) · 2021: 281 MT → 2024: 225 MT (−56 MT) · Next: Net Zero by 2030

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

25

emp

Total Employees

11 new hires · 100% above min. wage

28

%

Turnover Rate

Industry avg ~18% — needs improvement

18

hrs

Avg Training / Employee

100% ESG & HR training complete

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%)

Employment Contract Type Permanent 4 (16%) / Temporary (freelance, ≤6mo): 21 (84%)

Gender split (Female / Male)

57% / 43%

New hires FY2024

11 employees

DEI & COMMUNITY

DEI leadership partnerships

Active (external)

Diverse supplier spend growth

\$5M+

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

− Established

Code of ethics / whistleblowing

− In place

Anti-corruption policy

− Embedded

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<sub>2</sub>e (2024)

Scope 2 Location-Based

195 MT CO<sub>2</sub>e

Scope 3 (estimated)

~2,800 MT CO<sub>2</sub>e