

🏠 CDP: A (Leadership) · EcoVadis: Gold (Top 25th Pctl) · GHG −29.3% vs. 2021

✅ Human Rights Policy Q1 2025 · 50% female managers · 10 social enterprises

ENVIRONMENTAL PERFORMANCE · GRI 302 / 305 / 306

37

MT CO₂e

Scope 1 — Direct

−11.9% vs. 2024 (42 MT)

161

MT CO₂e

Scope 2 Market-Based

−12.0% vs. 2024 (183 MT)

198

MT CO₂e

S1+S2 Total 2025

−29.3% vs. 2021 ✓ Exceeds target

340

MWh

Total Energy Consumed

−11.7% YoY vs. 385 MWh (2024)

38

%

Renewable Energy Share

129 MWh · Target: 50% by 2027

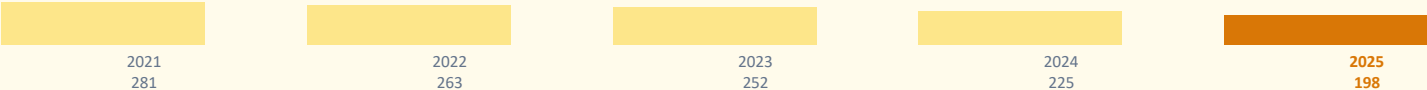
7.5

MT

Total Waste Generated

−11.8% YoY · Recycling rate 55%

S1+S2 GHG 5-Year Trend (MT CO₂e) — Net Zero 2030 Pathway



2030 Net Zero Target: 0 MT · GHG Intensity 2025: 11.0 MT CO₂e / \$M revenue (−12% vs. 2024)

SUPPLY CHAIN · GRI 308 / 414 · Tier 1 Expansion 2025

Tier 1: China (3 mfg) + India (2 logistics)

5 partners · ~\$7.7M annual scale

Total supplier sustainability assessments

28/60 suppliers (46.7%)

Eco-products with sustainability claims

42% of SKUs

Packaging recycled content

48%

SOCIAL PERFORMANCE · GRI 401 / 404 / 405 / 413

28

emp

Total Employees

8 new hires · 100% above min. wage

22

%

Turnover Rate

Improved from 28% (2024)

20

hrs

Avg Training / Employee

L&D formal program launched ✓

SOCIAL KEY METRICS 2025

Diverse supplier spend

\$5.6M (+12% YoY) ✓

Human Rights Policy published

Q1 2025 ✓

Social enterprise partners (women- & disability-led)

10 companies (new in 2025)

Schools built / funded (Global Vision)

3 schools ✓

WORKFORCE & DEI

Female / Male split

57% / 43%

Female representation at manager level

50% — 2026 target early ✓

Employment Contract Type

Permanent 5 (18%) / Temporary (freelance, ≤6mo): 23 (82%)

ESG + security training completion

100% (28/28)

Gender split at Executive level

33% Female / 67% Male

PARTNER REGULATORY CONSULTING (NEW)

CSRD (EU) — ESRS data packages

3 partners · Active

EU Taxonomy — activity mapping & DNSH

3 partners · In progress

SB253 (California) — Scope 3 data

5 partners · Active

Total partners receiving ESG data

8 partners supported

SB253 Scope 3 readiness (2027 deadline)

On track

GOVERNANCE · GRI 2 / 205 · CDP · EcoVadis

EXTERNAL RATINGS & GOVERNANCE

CDP Climate Score (Leadership Level)

A — First submission

EcoVadis Sustainability Rating

Gold · Top 25th pctl

ESG vision & ethics at founding

- Established

Anti-corruption / whistleblowing

- In Place

ESG Board Committee (formal)

Targeted 2026

Legal sanctions / violations

Zero since founding

TCFD CLIMATE TARGETS 2025

S1+S2 Net Zero by 2030

−29.3% ✓ Exceeds −20% interim

50% Renewable Energy by 2027

38% achieved · on track

Scope 3 baseline (refined 2025)

~2,470 MT CO₂e ✓

GHG Intensity (per \$M revenue)

11.0 MT CO₂e (2025)

Supply chain partner Scope 3 data

8 partners covered

Third-party GHG verification

Planned 2026