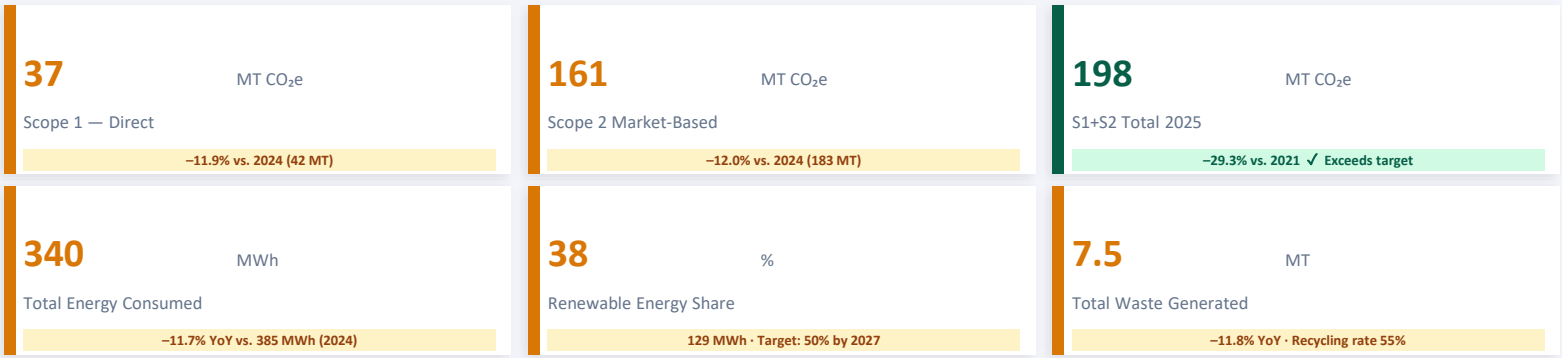


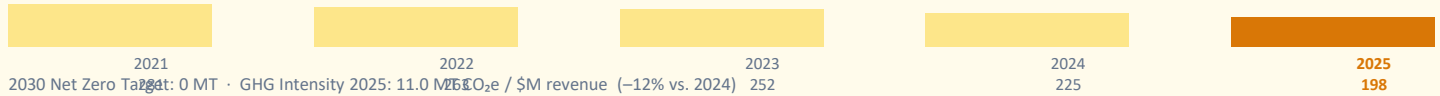
CDP: A (Leadership) · EcoVadis: Gold (Top 25th Pctl) · GHG –29.3% vs. 2021

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

ENVIRONMENTAL PERFORMANCE · GRI 302 / 305 / 306



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



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



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 ✓
Data breaches (customer sensitive data)	0 incidents
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	100/100 ✓
Anti-corruption / whistleblowing	100/100 ✓
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 (established 2025)	~2,470 MT CO ₂ e ✓
GHG Intensity (per \$M revenue)	11.0 MT CO ₂ e (2025)
Supply chain partner Scope 3 data	8 partners covered
Third-party GHG verification	Planned 2026