Environmental Impacts

Environmental Impacts

Our Approach 15

Our Approach 15

Looking Ahead:

2026-2030 Priorities 35

Looking Ahead:

2026-2030 Priorities 35

Environmental Impacts

About Overture Promotions

Founded in 2001 and headquartered in Waukegan, Illinois, Overture Promotions is a full-service branded merchandise agency delivering creative, scalable promotional solutions for organizations of all sizes, including many of the world's most recognizable brands. Our vertically integrated platform spans product sourcing, creative design, webstore development, decoration, warehousing, kitting, and global fulfillment, enabling us to support complex programs with consistency, operational rigor, and transparency. In 2025, we generated $157.6 million in revenue and employed 253 people. We also advanced to #13 on the PPAI Top 100 list, reflecting continued growth and our position within the industry.

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Sustainability, responsible business practices, and ethical sourcing are part of how we operate every day, and how we plan for the long term. We continue to expand what we measure, improve data quality, and use these insights to inform decisions across the organization. Progress comes from consistent measurement, clear accountability, and embedding sustainability into everyday work.

Title Text Goes Here

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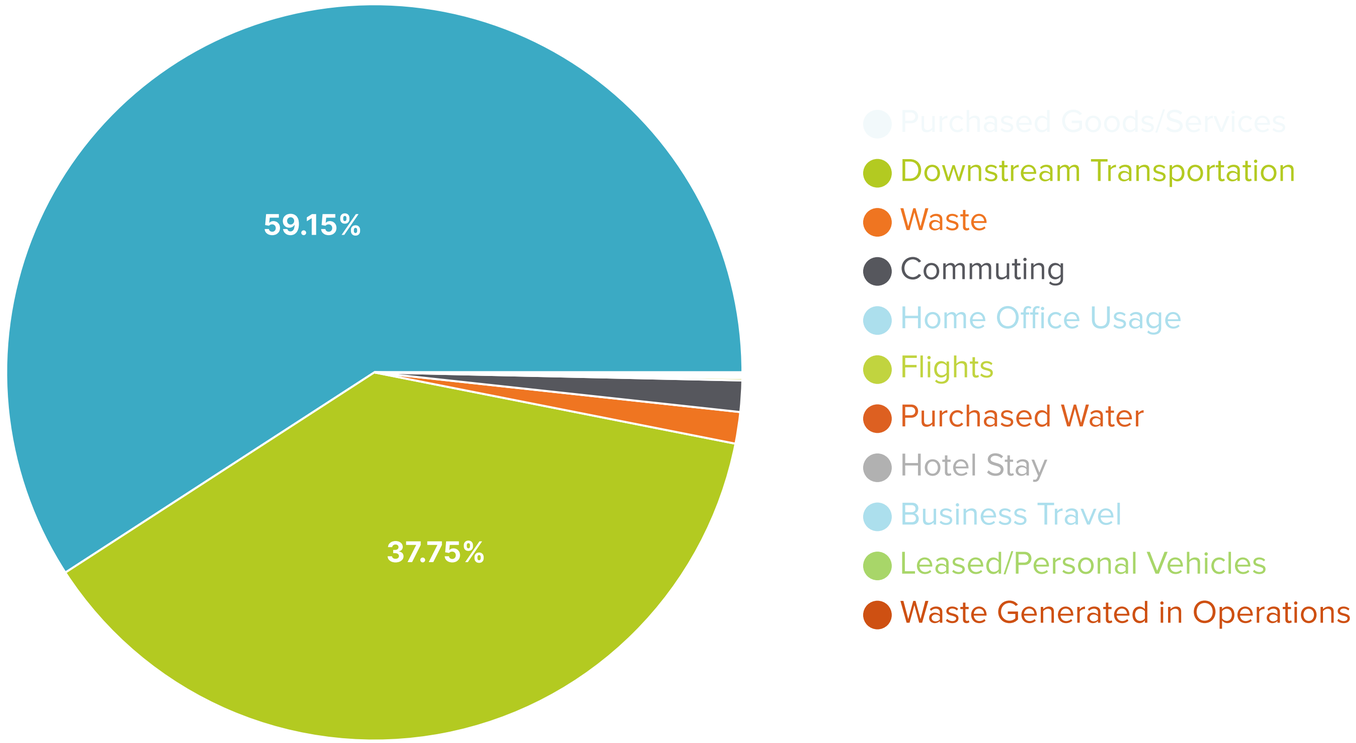
Scope 3 Emissions

We continue to strengthen how we measure Scope 3 emissions to better understand the broader impacts of our value chain. With enhanced data structure and automated categorization through Aclymate, we expanded our ability to quantify emissions across purchased goods and services, transportation, business travel, and other indirect activities.

In 2024, total Scope 3 emissions were 24,161 tons CO2e. The largest contributors were purchased goods and services at 16,274 tons CO2e (67% of total) and downstream transportation at 7,191 tons CO2e (30%), with smaller contributions from commuting, waste, and other indirect activities.

In 2025, total Scope 3 emissions increased to 27,883 tons CO2e. Purchased goods and services accounted for 16,522 tons CO2e (59% of total), while downstream transportation accounted for 10,515 tons CO2e (38% of total). The remaining 3%, approximately 846 tons CO2e, comprised commuting, business travel, waste, and other indirect activities. We also expanded reporting to include leased and personal vehicles, flights, and waste generated in operations, improving overall coverage and visibility into value chain emissions. Understanding where emissions are most concentrated across our value chain allows us to direct efforts where they can have the greatest impact, particularly in transportation and logistics, which is addressed in the following section.

Total Scope 3 Emissions by Category



Water & Effluents

We track water consumption across our operations to better understand usage and identify opportunities for improvement. In 2025, total water consumption was 1,962,000 gallons, compared to 1,465,332 gallons in 2024. Normalized to business activity, water intensity increased from approximately 11,196 gallons per $1 million in revenue in 2024 to 2,453 gallons per $1 million in 2025. We will continue to monitor consumption trends and evaluate practical opportunities to improve efficiency over time.

Biodiversity & Environmental Stewardship

Chicago Botanic Garden

We continue to support the Chicago Botanic Garden as a corporate sponsor, aligning with its mission to promote ecological health and community engagement in the Chicagoland region. Beyond financial support, we participate in two annual volunteer events, engaging employees directly in local conservation efforts, and take part in the Garden's Corporate Roundtable on Sustainability, a biannual forum for organizations to share best practices and advance environmental initiatives.

“Stylized Pull Quote Can Go Here”

DEI & Fair Employment

We are committed to a workplace that is fair, inclusive, and supportive of equal opportunity. This is reflected in our hiring practices, workplace policies, and ongoing investment in employee development and training.

We support employee-led resource groups that bring people together around shared interests and help strengthen our culture of inclusion. Our active groups include the Green Team, which identifies and promotes environmental initiatives and organizes sustainability-focused volunteer engagement; the Culture Crew, which strengthens internal communication, recognition, and employee engagement; and the Diversity and Inclusion Advisory Council (DIAC), which champions equity through policy input, awareness-building activities, and representation across the organization. Participation in these groups is voluntary and open to all employees, and their work regularly connects to broader ESG initiatives across the business.

In 2025, employee and leadership demographics remained generally consistent with the prior year. Leadership representation continues to reflect a relatively balanced gender mix, with broader workforce composition aligned with prior reporting. We continue to monitor these trends as part of our approach to equitable hiring and workplace practices.

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CEO Letter to Stakeholders

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We operate at the intersection of global supply chains, manufacturing, sourcing, logistics, and brand accountability. Our clients trust us to source products that represent their values and their standards. Many of those clients are under increasing scrutiny for the decisions made across their supply chains. Our CSR and ESG work are some of the ways we help reduce that risk, bring greater visibility to the process, and hold ourselves and our partners accountable.

In 2025, our focus was measurement. Not because measurement looks good in a report, but because it gives us a clearer view of where we actually stand and where we need to improve. One of the most important steps we took was establishing a Scope 3 greenhouse gas emissions inventory covering both 2024 and 2025.

That work gave us a more complete picture of Overture's environmental footprint and confirmed something important: much of our impact lives outside our own walls, across the broader supply chain. That insight is shaping how we think about progress. We are not interested in vague goals or performative commitments. We want the data, the accountability, and the operational discipline to make better decisions year over year.

We saw progress in 2025. Carbon intensity per $1 million in revenue declined 4%, even as the business grew significantly. Our waste diversion rate improved by 6%, keeping us on track toward our goal of a 90% diversion rate by 2030. And through the acquisition of Eco Promotional Products, we strengthened our sustainable sourcing expertise, expanded our product options, and added deeper knowledge to our team.

We are also continuing to prioritize supply chain responsibility. That means improving how we evaluate suppliers, how we document compliance, how we support client sustainability priorities, and how we create more transparency across the work we do. This is especially important in our industry, where the final product may be simple, but the sourcing, production, decoration, packaging, and fulfillment behind it are anything but.

We are not perfect, and we do not pretend to be. But we are serious about continuous improvement. Each year, our goal is to measure more accurately, manage more responsibly, and make decisions that strengthen the business while reducing unnecessary risk and impact.

Overture creates branded merchandise for some of the world's most recognizable brands. The responsibility that comes with that is real. This work is how we take that responsibility seriously, become a better business, and remain a trustworthy partner to our clients.

"Pull Quote Go Here"

-Tej Shah, CEO at Overture

sharp edges, more images, maybe changes title slides so they are less sparse, break up text alot more, motion is less important,

Need to haves: emphasize data and data visualizes, updating materiality, more images and image changes (need polished and professional photos. OPP stock photos added to folder), tone change from fun to dark and corporate, appendix layout is good. Overall font could be smaller

60-75% orange. Dark blue and dark grey. Light grey is ok to

engaging cover image is key. Not far off

come up with 4 page layout options
Section opener, data hero, left panel and data, Right panel and data

add pull quote or data callout on some pages

Add closing page

Training & Employee Development (continued)

We also expanded sustainability-focused education in 2025. The ESG team delivered a series of training sessions to the sales organization covering responsible material use, circularity, product certifications, and greenwashing awareness. These sessions build practical knowledge and support more informed, responsible decision-making in client-facing roles. Sustainability training has also been incorporated into new sales employee onboarding, establishing a consistent baseline understanding of key topics.

Our training approach is supported by structured practices that guide how programs are developed, delivered, and refined over time. Training priorities are informed by business needs, compliance requirements, and employee feedback, enabling us to identify skill gaps and continuously improve program effectiveness.

We are continuing to strengthen how training is measured and managed, including clearer KPI frameworks, more consistent performance targets, and stronger alignment between training outcomes and business performance. Insights from external benchmarks, including EcoVadis, also help inform our priorities as we evolve our employee development programs.

HUMAN RIGHTS

ENVIRONMENT

2024 TRAINING HIGHLIGHTS:

14.8 hr
Overture employees completed an average of 14.8 hours of training per employee.

71%
71% of employees participated in at least one role-based or advancement-focused training.

60+
Employees engaged with 60+ unique topics across online and live training sessions.

100%
100% of employees completed assigned Harassment Prevention and DEI courses.

WORKPLACE HEALTH & SAFETY

We prioritize a safe working environment by implementing strong safety standards, regular training, and learning opportunities into practice. Our approach is to strengthen our safety culture by increasing the accessibility of resources to everyone, ensuring that all employees have the knowledge and confidence to protect their health and well-being. Health & Safety management is conducted collaboratively by Overture's Safety Squad and Human Resources Department (HR).

The Safety Squad conducts monthly safety inspections, annual CPR training, emergency drills, and annual Emergency Action Plan reviews. In 2024 the team orchestrated 2 emergency drills and the training of 23 employees in CPR and AED certification. The team also works with HR to monitor workplace accident rates and introduce initiatives to improve worker safety company wide. In 2024, Overture employees reported 9 workplace accidents and 5 incidents, compared to 15 accidents and 2 incidents in 2023.

TRAINING & ENGAGEMENT

By investing in continuous education, Overture builds a stronger and more empowered team. Each year, all employees complete core training on key topics like workplace harassment prevention, diversity and inclusion, and IT security, ensuring that we maintain a safe, respectful, and secure culture at Overture. We also offer a range of supplementary learning opportunities, such as Overture Women Leaders (OWL) and specialized sales presentations. In 2024, our employees participated in 3559.70 total training hours.

ll completed
ptions identified.

Training Highlights

We believe learning drives both performance and purpose. Every hour invested in developing our people strengthens our culture, supports operational excellence, and contributes to a more resilient workforce.

5,886 total training hours delivered

23.27 average hours per employee

96.8% participation in role-based or advancement training

92% increase in live and external training hours from 2024

27% increase in digital learning hours through the Percipio LMS

Training & Employee Development

We believe investing in our people is fundamental to building a resilient, capable organization. Our approach to training supports both individual development and operational performance while reinforcing a culture of continuous learning.

Training is delivered through a blended model combining centralized coordination with department-level expertise. Programs are offered through live sessions, external training, and digital learning via our Learning Management System (Percipio), ensuring employees have access to relevant, role-specific development opportunities. The LMS supports onboarding, enrollment, and company-wide tracking, improving visibility into participation, completion, and training activity.

In 2025, we expanded both our investment in employee development and participation across the organization. Participation in role-based or advancement-focused training reached 96.8%, up from 76% in 2024, reflecting continued progress in aligning training with employee development pathways and organizational needs.

Training activity spanned a wide range of topics, including leadership development, compliance, DEI, technology, and role-specific learning, with employees engaging across thousands of course topics and sessions. These increases reflect broader program adoption, expanded access to learning, and improved visibility into training activity.

2025

Environmental, Social, & Governance Report

OVERTURE

Table Of Contents

About Overture Promotions 3

About This Report 4

CEO Letter to Stakeholders 5

Strategic Expansion:
Acquisition of Eco Promotional Products 6

Governance, Ethics & Accountability

Our Approach 8

Business Ethics and Compliance 9

Data Privacy & Information Security 9

Stakeholder Engagement 10

Materiality 11

Reporting Frameworks & Commitments

EcoVadis 12

United Nations Frameworks 12

Overture's Priority SDGs 12

Environmental Impacts

Our Approach 14

Energy & Emissions 15

Scope 1 & 2 Emissions 16

Scope 3 Emissions 17

Shipping & Transportation 18

Waste, Recycling & Circularity 19

Water & Effluents 20

Biodiversity & Environmental Stewardship

- Chicago Botanic Gardens 20
- CleanHub 21
- Global Reforestation Efforts 22

Sustainable Procurement

Our Approach 24

Preferred Supplier Program
& Supplier Coverage 24

Supplier Due Diligence, Audits
& Corrective Actions 25

Information Security & ESG
Suppliers Assessments 25

Preventing Greenwashing &
Strengthening Product Integrity 26

Progress & 2025 Program Improvements 26

Social Impacts

Our Approach 28

Workplace Health & Safety 29

Training & Employee Development 30

Diversity, Equity & Inclusion 31

Community Engagement 31

Workforce & Employment 32

Partnerships for the Goals 33

Looking Ahead:
2026-2030 Priorities 34

Appendix

Company Metrics 36

Governance Metrics 36

Environmental Metrics 37

Social Metrics 40

Materiality 44

Sustainable Development
Goal Alignment 46

Closing/contact 47

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About This Report

This report covers our Environmental, Social, and Governance (ESG) priorities, initiatives, and performance for the 2025 calendar year, offering a practical view of how ESG considerations are integrated into our operations and decision-making.

The content reflects topics most relevant to our business and industry, combining qualitative context with quantitative disclosures where available. We publish this report annually to track progress, refine our approach, and expand the depth and accuracy of our reporting over time.

Statement of Transparency

This report summarizes our ESG strategy, policies, initiatives, and performance for the reporting period indicated. The information presented reflects our best available data and a good-faith effort to report accurately and consistently across our operations, supply chain, and stakeholder engagements.

Where complete primary data is not yet available, metrics may include estimates based on established methodologies. As our ESG program matures, we are strengthening data collection, validation processes, and internal controls to improve accuracy and coverage over time.

This report may include forward-looking statements, including goals, targets, and priorities, based on current information and expectations. Actual outcomes may differ due to changes in business conditions, data availability, stakeholder participation, or regulatory requirements. Nothing in this report is intended to create legal, financial, or contractual obligations.

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-Tej Shah, CEO at Overture

Strategic Expansion:
Acquisition of Eco Promotional Products

In February 2025, we acquired Eco Promotional Products (EPP), a distributor and e-commerce merchandise company specializing in environmentally and socially responsible promotional products. This acquisition expands our internal sustainability expertise and strengthens how we incorporate ESG considerations into product selection, supplier evaluation, and client program design.

EPP brings a proprietary supplier and product evaluation approach designed to assess and track environmental, social, and corporate responsibility performance across the supply chain. As these tools are integrated into our operations, including procurement and customer webstores, they provide more structure to how we evaluate options, support more consistent decision-making, and help scale responsible sourcing practices across client programs.

eco™ promotional products

Governance, Ethics & Accountability

Our Approach to Governance

Governance is the foundation for how we operate responsibly, manage risk, and improve over time. It ensures that ethical practices, compliance expectations, and ESG priorities are embedded in both day-to-day operations and long-term decision-making.

Our ESG program is led by the ESG Compliance Manager, who oversees strategy, reporting, and policy development, with direct alignment to the CEO through regular check-ins and an annual program review. This structure keeps ESG priorities closely connected to business objectives while maintaining clear accountability.

Our approach is grounded in a defined set of policies and standards covering ethical conduct, responsible sourcing, and information security. These are reviewed regularly and updated as needed to reflect evolving risks, regulatory expectations, and business priorities.

ESG initiatives are implemented in collaboration with the teams most directly responsible for outcomes, including Operations, HR, Marketing, Procurement, Sales, Facilities, and IT. Insights from supplier assessments, client requirements, and internal performance tracking are shared across these teams to drive practical improvements.

Performance is monitored through internal tracking and external benchmarking, including our annual EcoVadis assessment and UN Global Compact Communication on Progress. These insights help identify gaps and refine priorities. Governance oversight sits at the Board level, while execution is driven by leadership and operational teams across the business.

Board of Directors

Oversight of strategy, risk, and long-term priorities

Senior Leadership Team

Accountability for integrating ESG into business strategy, operations, and decision-making

Operational Execution

Operations | Supply Chain | HR | IT | Sales | Finance

ESG Program

Supports policy development, reporting, data management, and continuous improvement of ESG practices

Business Ethics & Compliance

We are committed to high standards of ethical conduct across our operations. Expectations for employee behavior are defined in our Employee Handbook, which includes our Code of Conduct, anti-corruption policy, and guidelines on workplace behavior, confidentiality, and responsible business practices.

We prohibit all forms of bribery, corruption, and conflicts of interest, and expect every employee to operate in compliance with applicable laws and internal policies. These expectations are reinforced through onboarding and day-to-day management practices across all roles.

Employees are encouraged to raise concerns through their manager or Human Resources. Reported issues are reviewed and investigated as appropriate, and we do not tolerate retaliation against anyone who raises a concern in good faith. Disciplinary action is taken in cases of confirmed violations. During the reporting period, we did not identify any confirmed incidents of bribery, corruption, or related compliance violations.

As our ESG program continues to develop, we evaluate opportunities to strengthen ethics and compliance processes, including formalizing reporting mechanisms and expanding employee awareness and training.

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Data Privacy & Information Security

We protect client and company data through strong technical controls, documented policies, and continuous monitoring. Our information security program safeguards data throughout its lifecycle, including collection, processing, transmission, and storage, using role-based access controls, encryption, and multi-factor authentication.

Our systems and controls are independently audited annually as part of our SOC 2 Type II certification. The 2025 audit confirmed that controls were suitably designed and operating effectively throughout the review period, with no exceptions identified. We maintain consistent monitoring and testing processes, including quarterly vulnerability scans and annual penetration testing.

We maintain formal processes to identify and address risks, supported by defined incident response procedures that enable timely identification, escalation, and remediation. During the reporting period, we did not identify any information security incidents, reflecting continued improvement from the prior year.

All employees complete information security training as part of onboarding and on an ongoing basis, reinforcing awareness and responsible data handling across the organization.

To support transparency, we maintain a centralized Trust Center through Whistic, where customers can access relevant audits, policies, and security documentation upon request. Our ESG and IT teams work closely together on customer security assessments and extend these expectations to our vendor base through ongoing due diligence.

Stakeholder Engagement

Our ESG approach is informed by ongoing engagement with employees, customers, suppliers, and community partners. We maintain structured channels to understand expectations, identify risks, and align our practices with evolving business and sustainability priorities.

Engagement is integrated into our day-to-day operations through both formal and ongoing processes. We conduct ESG and information security assessments with preferred suppliers representing a majority of our procurement spend, and review supplier audit documentation to evaluate performance against our standards. Where gaps are identified, we work with suppliers on corrective actions and monitor progress. For higher-risk suppliers, we require additional oversight, including recent third-party audit documentation.

We maintain regular communication with suppliers to support sustainability inquiries, gather updates, and stay informed on product and operational developments. We also engage customers through satisfaction surveys, ongoing account management, and review of publicly stated ESG priorities to ensure our program aligns with their expectations.

In 2025, we expanded internal engagement by introducing employee engagement surveys and continuing annual surveys to gather input on community giving, volunteer initiatives, and donation programs.

We use stakeholder feedback to strengthen policies and refine our broader ESG approach. Insights gathered through these channels inform decision-making across the program, including supplier expectations, customer alignment, and ongoing improvements to our reporting. As the program develops, we are focused on further formalizing how stakeholder input is captured and applied to drive continuous improvement.

Impact Materiality

High Impact Materiality

Low Impact Materiality

Emerging Impact Areas:

Materials & Waste Impacts
Sustainable Materials Sourcing

Priority Focus Areas:

Responsible Sourcing
Supply Chain Labor & Human Rights
Climate Change & GHG Emissions
Waste Management & Circularity
Sustainable Packaging
Product Lifecycle Impacts
Biodiversity & Natural Resource Use
Product Safety & Compliance
Data Privacy & Cybersecurity

Monitoring & Supporting Topics:

Energy Management
Water Management
Employee Health & Safety
Diversity, Equity, & Inclusion
Employee Training & Development
Community Engagement & Impact
Business Ethics & Anti-Corruption
Fair Competition Practices
Tax Transparency

Strategic Business Drivers:

Supply Chain Traceability
Product Sustainability & Certifications
ESG Reporting & Transparency

Low Financial Impact

High Financial Impact

Materiality

We continue to refine how we identify, prioritize, and manage the ESG topics that matter most to our business and our impacts. Over time, we have strengthened our approach by expanding the inputs we consider and improving how priorities are reflected across our ESG program and reporting.

Our assessment evaluates each topic based on its potential impact on the environment and society, and its relevance to our operations, client expectations, and long-term strategy. This dual lens helps us understand where our activities create meaningful impact and where ESG considerations most directly influence business performance.

This year's prioritization was informed by internal stakeholder input, operational priorities, insights from our EcoVadis assessment, and our ongoing reporting practices, enabling us to continuously improve how we measure performance and ensure our ESG efforts stay aligned with both business needs and evolving external expectations.

The matrix below reflects our current prioritization of ESG topics. Additional detail on our methodology, topic definitions, and framework alignment is provided in the appendix.

Reporting Frameworks & Commitments

We use recognized sustainability frameworks and external benchmarks to guide our ESG reporting, strengthen transparency, and evaluate our performance over time. These provide structure to our program and help ensure alignment with evolving stakeholder expectations and industry standards.

EcoVadis

We participate in the EcoVadis assessment as a core benchmark for evaluating our ESG performance across environment, labor and human rights, ethics, and sustainable procurement. In 2025, we achieved a score of 65 out of 100, placing in the 77th percentile and earning a Bronze medal.

Our overall score remained largely consistent with prior years. Because EcoVadis medals are determined by relative percentile ranking, our focus remains on continuous improvement, particularly in strengthening the documentation and reporting that underpin our program. We have set a goal to achieve a Silver rating by the end of 2026.

United Nations Frameworks

We are a participant in the United Nations Global Compact and remain committed to aligning our operations and strategy with its Ten Principles, which address human rights, labor, environment, and anti-corruption. Our annual Communication on Progress supports transparency by outlining how these principles are reflected in our operations and decision-making.

We also align our ESG priorities with the United Nations Sustainable Development Goals (SDGs), connecting our efforts to broader global outcomes. Based on our current activities, we focus on goals related to responsible consumption and production, climate action, strong institutions, partnerships, quality education, and reduced inequalities. These alignments guide how we prioritize initiatives and measure progress.

Overture's Priority SDGs

Environmental Impacts

Our Approach to Environmental Management

We focus on understanding and reducing our environmental impact through consistent measurement, operational improvements, and supplier engagement. By tracking energy use, emissions, and waste data, we identify practical opportunities to improve efficiency and inform decision-making.

Our approach is supported by ongoing data collection and improved reporting capabilities that provide greater visibility into environmental performance. As the business grows, we continue to refine how we measure and manage these impacts, expanding coverage and turning insights into actionable improvements.

Energy & Emissions

Energy use is a key driver of our greenhouse gas emissions and an important input in understanding our overall environmental footprint. We monitor electricity, natural gas, propane, and diesel usage monthly to track operational trends and inform decision-making.

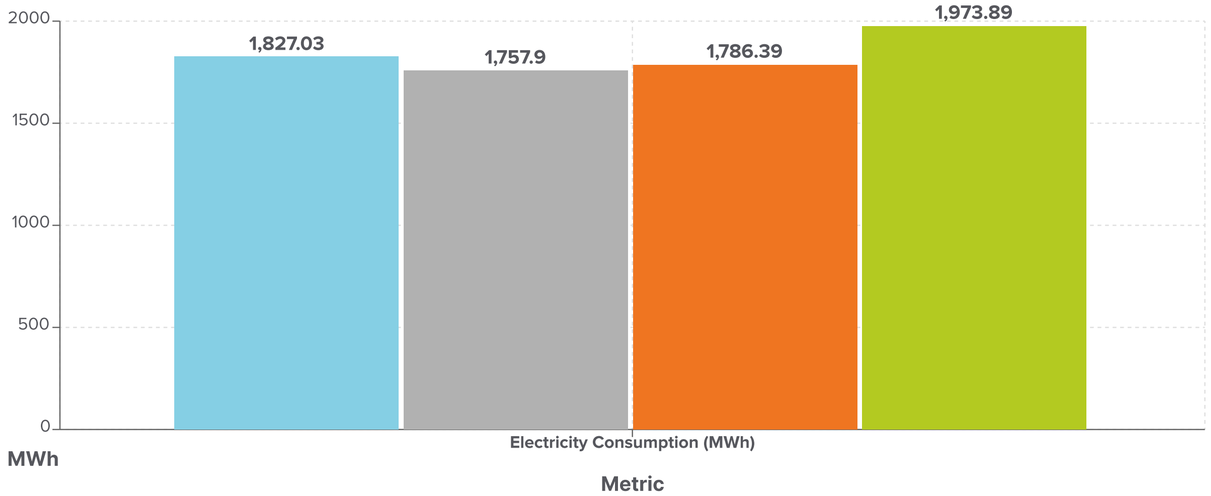
In 2025, total energy use increased as a result of business growth and expanded warehouse operations, including higher screen-printing volumes that require natural gas-powered heating and drying equipment. Natural gas consumption and Scope 1 emissions grew broadly in proportion to revenue, with natural gas intensity increasing just 2.8% and Scope 1 intensity declining 1.8%, reflecting demand-driven growth rather than a decline in operational efficiency. We evaluate these trends over time to identify efficiency opportunities as we scale.

We also strengthened how we measure and analyze greenhouse gas emissions, improving data accuracy and consistency across Scope 1, Scope 2, and key Scope 3 categories, providing a clearer view of our footprint and supporting more informed decision-making.

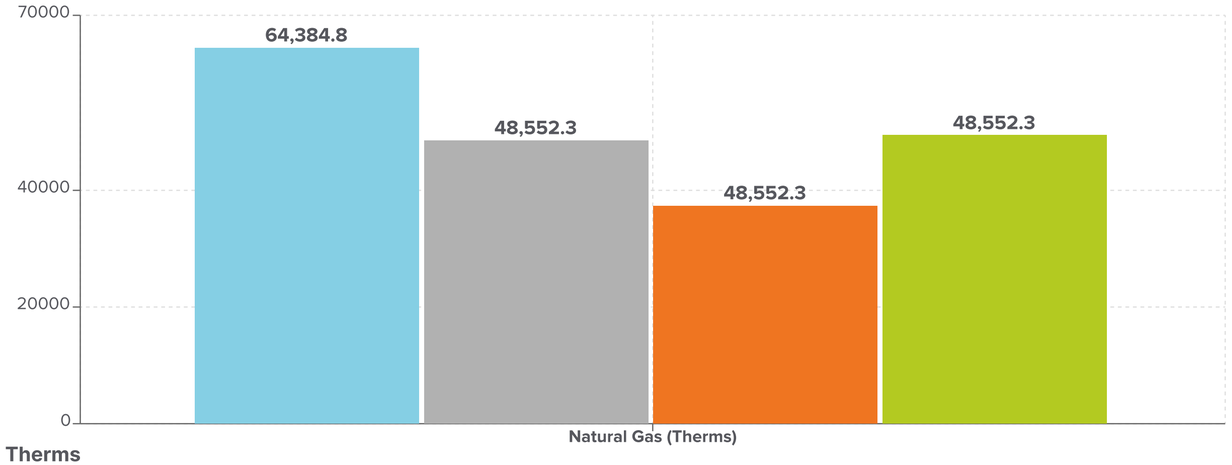
Carbon intensity per $1 million in revenue decreased approximately 6% from 2024 to 2025, reflecting more efficient growth as increased revenue was achieved without proportional increases in operational energy use. Emissions per employee increased approximately 8%, as revenue growth outpaced hiring.

To support our Scope 2 emissions strategy, we secured Green-e Certified renewable energy certificates totaling 990,000 kWh (50% of our 2025 electricity consumption), directly reducing our reported Scope 2 emissions and helping balance operational growth with longer-term emissions reduction goals.

Overture Electricity Consumption: Year to Year Comparison

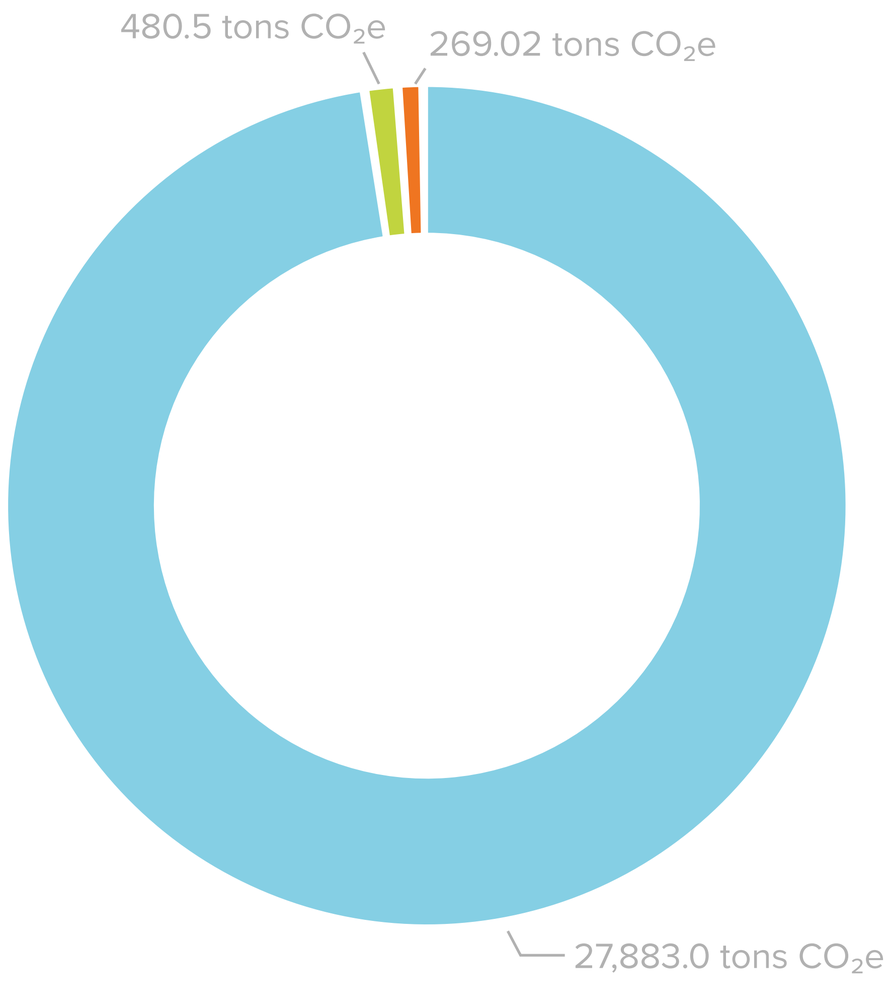


Overture Natural Gas Consumption: Year to Year Comparison



By Year: 2022 2023 2024 2025

2025 Emission Summary by Scope



Scope Emission

- Scope 3
- Scope 2
- Scope 1

Scope 1 & 2 Emissions

Prior to 2025, Scope 1 and Scope 2 emissions were estimated using standard emission factors and internal spreadsheets. In 2025, we enhanced our reporting by partnering with Aclymate, a carbon accounting platform that improves data accuracy, automation, and transparency. Emissions are calculated in alignment with GHG Protocol standards, supporting consistency and comparability across reporting periods.

Using this approach, we established 2024 as our baseline year for Scope 1, Scope 2, and Scope 3 emissions, strengthening our ability to analyze emissions data, better understand key drivers, and identify opportunities for improvement over time.

For 2025, we recorded 269.02 tons CO_2e in Scope 1 emissions and 480.47 tons CO_2e in Scope 2 emissions, for a combined total of 749.49 tons CO_2e. This compares to a combined 2024 baseline of 981.87 tons CO_2e, a reduction of 23.7% year over year. The decrease in Scope 2 emissions reflects the retirement of 990,000 kWh (50% of our 2025 electricity consumption) in Green-e Certified renewable energy certificates, partially offsetting emissions from our Waukegan headquarters.

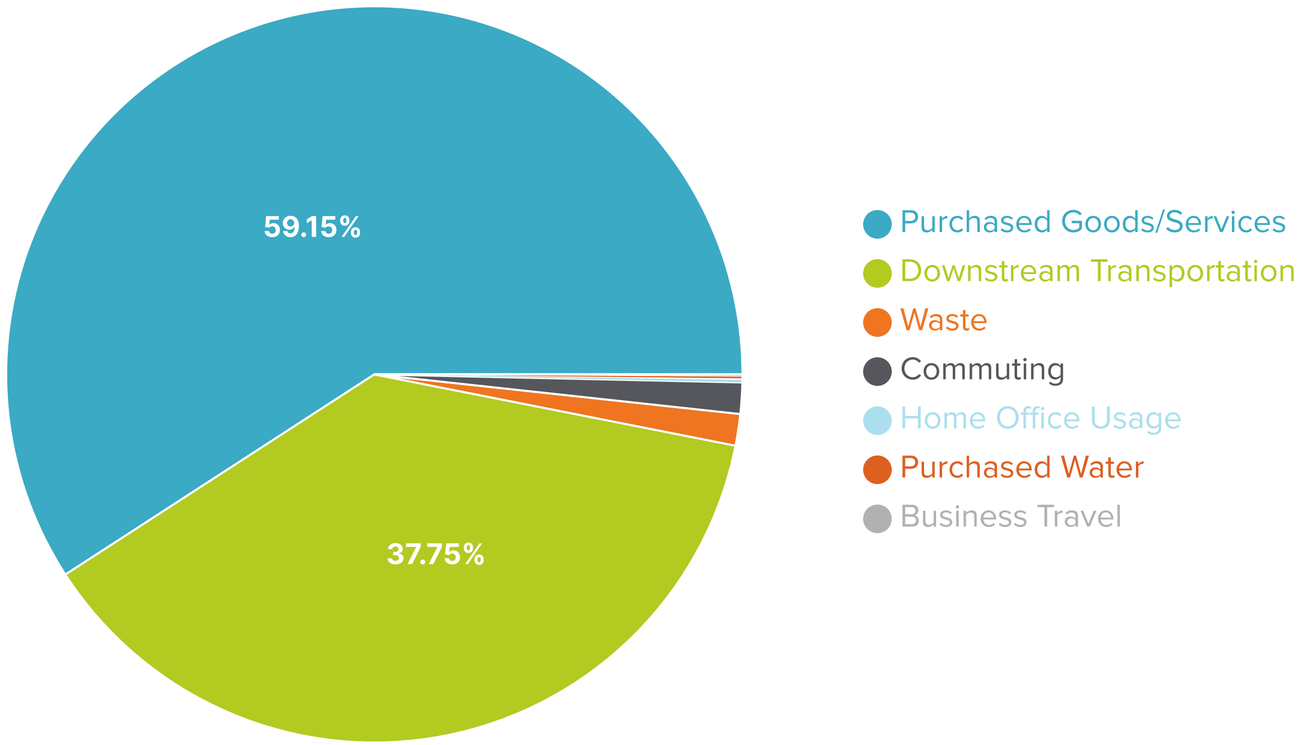
Scope 3 Emissions

We continue to strengthen how we measure Scope 3 emissions to better understand the broader impacts of our value chain. With enhanced data structure and automated categorization through Aclymate, we expanded our ability to quantify emissions across purchased goods and services, transportation, business travel, and other indirect activities.

In 2024, total Scope 3 emissions were 24,161 tons CO_2e. The largest contributors were purchased goods and services at 16,274 tons CO_2e (67% of total) and downstream transportation at 7,191 tons CO_2e (30%), with smaller contributions from commuting, waste, and other indirect activities.

In 2025, total Scope 3 emissions increased to 27,883 tons CO_2e. Purchased goods and services accounted for 16,522 tons CO_2e (59% of total), while downstream transportation accounted for 10,515 tons CO_2e (38% of total). The remaining 3%, approximately 846 tons CO_2e, comprised commuting, business travel, waste, and other indirect activities. We also expanded reporting to include leased and personal vehicles, flights, and waste generated in operations, improving overall coverage and visibility into value chain emissions. Understanding where emissions are most concentrated across our value chain allows us to direct efforts where they can have the greatest impact, particularly in transportation and logistics, which is addressed in the following section.

Total Scope 3 Emissions by Category



Shipping & Transportation

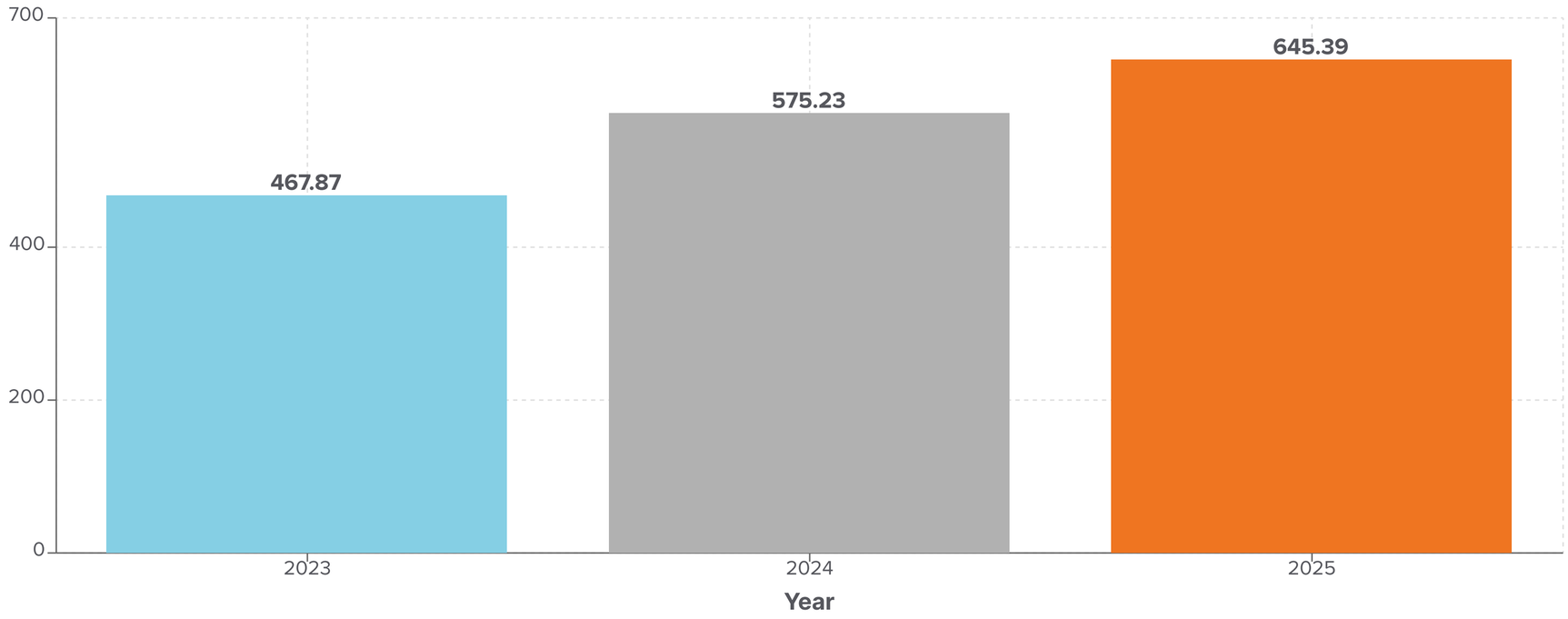
Shipping and transportation represent a significant portion of our Scope 3 emissions, particularly through downstream distribution. We evaluate how logistics and fulfillment decisions affect our environmental footprint and look for opportunities to improve efficiency across our operations.

To address transportation-related emissions, we participate in the UPS Carbon Neutral program, which offsets emissions associated with downstream shipping. This is part of our broader effort to manage emissions tied to order fulfillment and distribution.

We also continue to assess packaging and shipping practices to reduce material use and improve efficiency while maintaining product integrity.

Overture continues to refine its packaging choices to reduce waste while ensuring product safety. Emissions neutralized through the UPS Carbon Neutral program grew from 467.87 tons CO_2e in 2023 to 575.23 tons CO_2e in 2024, a 23% increase. In 2025, we neutralized 645.39 metric tons, a further 12% increase. This upward trend reflects our commitment to expanding carbon neutral shipping options and prioritizing lower-emission solutions across our logistics operations.

Total Tons CO_2e Neutralized by Year



Waste, Recycling & Circularity

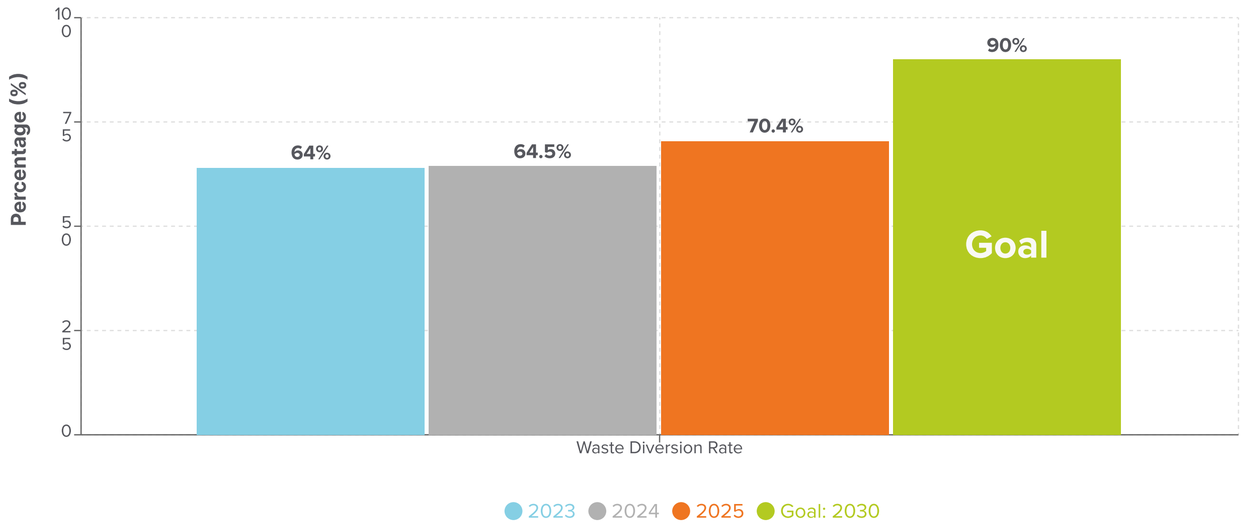
We continue to strengthen how we measure and manage waste, focusing on improving diversion rates and reducing landfill impact. Waste data is tracked across landfill, recycling, and diversion streams, with oversight from the ESG team and operational stakeholders, providing clearer visibility into waste trends and supporting increased material recovery through recycling, reuse, and donation.

In 2025, we generated 224.37 tons of total waste. Of that, 158.03 tons were diverted and 66.34 tons were sent to landfill, resulting in a diversion rate of 70.43%. This reflects continued progress from prior years, driven by expanded measurement practices, increased electronics recycling, improved excess inventory management, and growth in donation-based diversion programs.

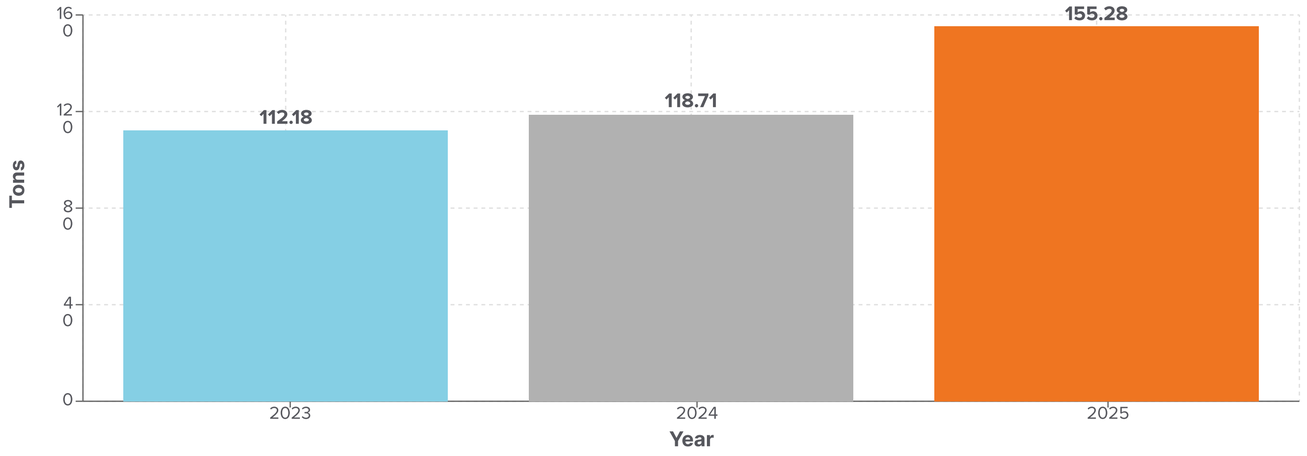
We have set a goal to reduce waste intensity by 15% from our 2023 baseline of 1.429 tons per $1 million in revenue by 2030, alongside a target of achieving a 90% waste diversion rate over the same period. To support these targets, we are focused on expanding donation pathways, increasing recycling capabilities, and introducing additional solutions such as specialty recycling and commercial composting.

We are also beginning to strengthen our approach to circularity, identifying opportunities to extend the lifecycle of products and materials through donation, reuse, and other recovery pathways. As these efforts develop, we are improving data quality, expanding tracking across waste streams, and identifying practical ways to reduce waste and support a more circular operating model.

Waste Diversion Rate Progress Chart



Total Diverted Waste Impact by Year



Water & Effluents

We track water consumption across our operations to better understand usage and identify opportunities for improvement. In 2025, total water consumption was 1,962,000 gallons, compared to 1,465,332 gallons in 2024. Normalized to business activity, water intensity increased from approximately 11,196 gallons per $1 million in revenue in 2024 to 2,453 gallons per $1 million in 2025. We will continue to monitor consumption trends and evaluate practical opportunities to improve efficiency over time.

Biodiversity & Environmental Stewardship

Chicago Botanic Garden

We continue to support the Chicago Botanic Garden as a corporate sponsor, aligning with its mission to promote ecological health and community engagement in the Chicagoland region. Beyond financial support, we participate in two annual volunteer events, engaging employees directly in local conservation efforts, and take part in the Garden's Corporate Roundtable on Sustainability, a biannual forum for organizations to share best practices and advance environmental initiatives.

> We continue to support the Chicago Botanic Garden, aligning with its mission to promote ecological health and community engagement.

CleanHub

As part of our broader approach to reducing environmental impact across our value chain, we partner with CleanHub to support the development of formal waste collection systems in communities lacking access to waste infrastructure. This model focuses on intercepting non-recyclable, ocean-bound plastic at the source, particularly in coastal and river regions where leakage into the environment is most likely.

In late 2025, we launched this partnership with a commitment to recover 12,000 pounds of plastic waste, equivalent to approximately 272,155 plastic bottles. CleanHub uses a digital track-and-trace system to monitor the full lifecycle of collected material, from collection through processing, providing audit-ready verification of environmental impact. The system is independently verified, reinforcing transparency and accountability in how plastic recovery is measured and reported. Progress against this commitment will be reported in our 2026 ESG Report.

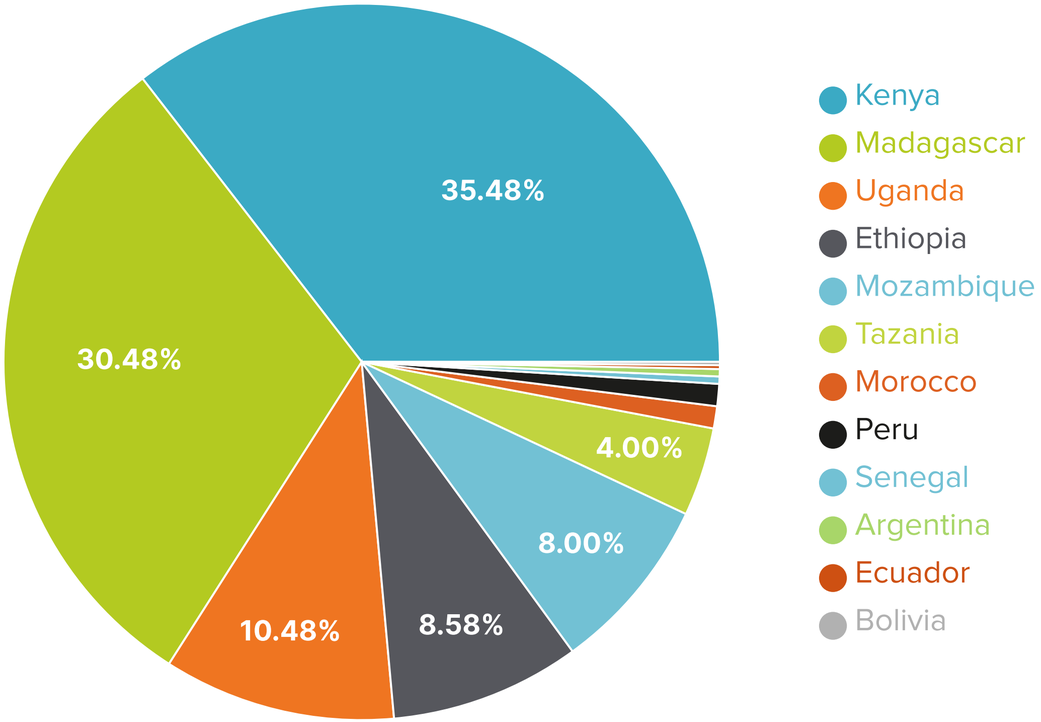
In addition to reducing plastic pollution, this work contributes to the development of more formalized waste management systems and supports local communities through stable employment and safer working conditions.

Global Reforestation Efforts

We partner with Ecologi, a certified B Corporation, to support reforestation and other nature-based climate projects. For eligible client orders, we fund tree-planting initiatives that contribute to ecosystem restoration, biodiversity support, and broader environmental benefits.

In 2025, we planted 82,676 trees across 12 countries, bringing our cumulative total to 260,147 trees planted to date. Annual volume decreased from 2024 as we refined our program model. In 2026, we are transitioning to an expanded reforestation approach with a commitment to plant 100,000 trees annually, and we will report on this updated program in our next report.

Reforestation by Country



Sustainable Procurement

Our Approach to Procurement

We are committed to sourcing products and services in ways that respect worker rights, safety, and dignity while reducing environmental and ethical risks across our supply base. Our approach is guided by our Sustainable Procurement Policy and Supplier Code of Conduct, which set expectations related to labor and human rights, environmental responsibility, business ethics, information security, and substantiation of product-level claims.

We implement these standards primarily through our Preferred Supplier Program, supported by ongoing supplier engagement and participation in third-party platforms that strengthen supply chain transparency and accountability.

Preferred Supplier Program and Supplier Coverage

In 2025, we increased procurement spend with Preferred Suppliers from 62.5% to 70.6%, strengthening our ability to manage ESG expectations through a more consistent supplier base. This approach supports risk-based engagement and allows us to focus due diligence efforts where they can drive the most meaningful outcomes.

Preferred Suppliers are expected to sign our Supplier Code of Conduct and meet enhanced requirements related to responsible sourcing, audit transparency, and information security where applicable.

We have established measurable targets to strengthen supplier alignment over time: achieving 75% Supplier Code of Conduct adoption by the end of 2026, and increasing Preferred Supplier spend to 90% by 2030. We are also working to expand supplier diversity, with a goal to increase certified diverse-owned suppliers in our Preferred Supplier Program by 25% by the end of 2027. In 2025, we established a baseline of 9% and are developing strategies to support progress toward this target.

> We're strengthening supplier alignment with clear goals: 75% Code of Conduct adoption by 2026 and 90% Preferred Supplier spend by 2030.

Supplier Due Diligence, Audits, and Corrective Actions

We take a risk-based approach to supplier due diligence, grounded in the principles of the Fair Labor Association (FLA) Workplace Code of Conduct, which guides our supplier expectations and human rights due diligence framework. As an FLA affiliate, we use these standards to evaluate labor practices, working conditions, and ethical conduct across our supply base, with increased focus on suppliers representing higher spend, higher-risk categories, or greater relevance to customer programs and data exposure. In 2025, approximately 23% of our suppliers were connected through Sedex, enabling ongoing visibility into self-assessments, audit results, and corrective action status.

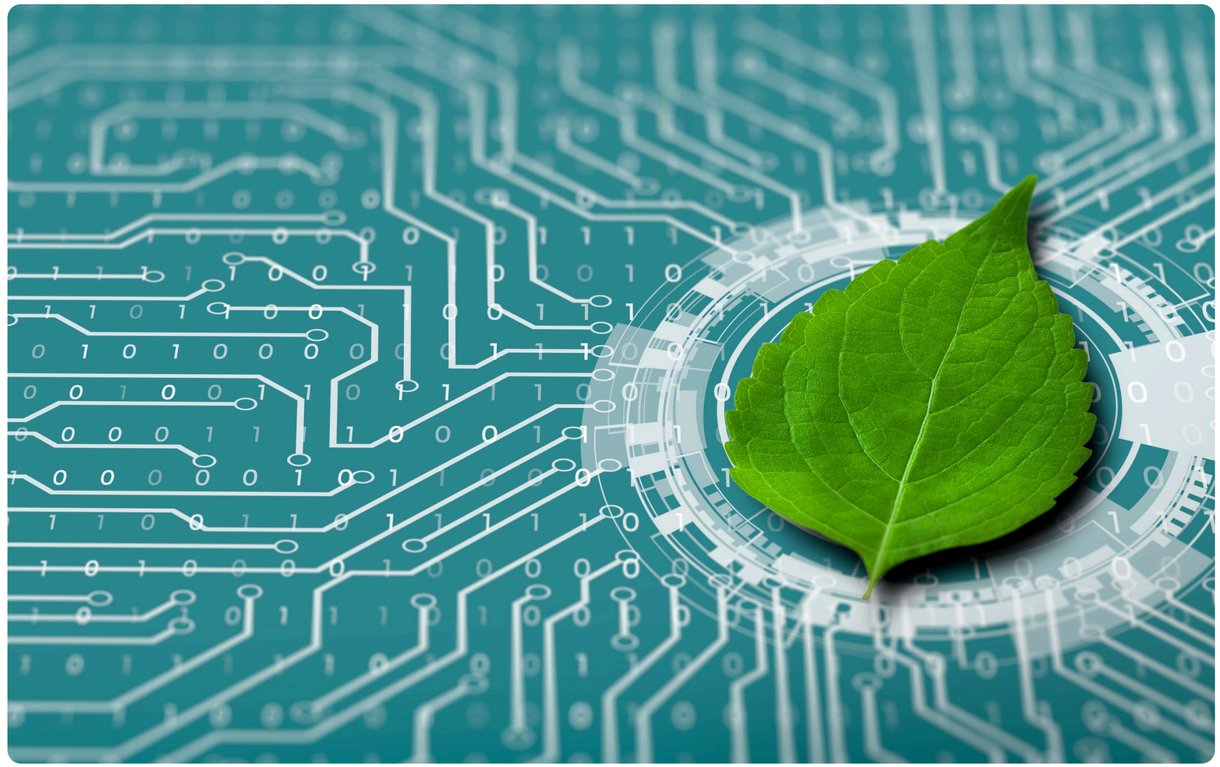
We actively review audit outcomes and monitor corrective actions, following up with suppliers to ensure remediation is addressed in a timely manner. For suppliers outside Sedex, we request recent audit documentation as part of our assessment process, prioritizing high-risk and high-criticality suppliers, with a focus on audits conducted within the past 12 months where available.

This approach supports continuous monitoring rather than one-time review, strengthening our ability to identify risks, improve transparency, and drive corrective action through structured engagement.

Information Security and ESG Supplier Assessments

We integrate ESG and information security expectations into supplier engagement to support responsible sourcing and meet customer requirements. All IT and technology providers are assessed annually, and in 2025 we began expanding this approach to high-criticality suppliers based on spend and operational relevance.

This process evaluates supplier practices related to data protection, cybersecurity, and ESG performance, strengthening alignment with our standards and client expectations while expanding visibility into supplier risk across our value chain.



Progress and 2025 Program Improvements

In 2025, we strengthened sustainable procurement by formalizing program governance, improving documentation, and expanding how we measure and track supplier engagement. We updated our Supplier Code of Conduct, streamlined the signature process, and increased adoption to a 53% signature rate by year end, progress toward our 75% adoption target.

We also enhanced our Sustainable Procurement Policy to better reflect how we engage suppliers, incorporating clearer guidance, defined KPIs, and measurable targets aligned with responsible sourcing and supplier accountability. We expanded and refined our supplier assessment process by integrating ESG, human rights due diligence, and sustainability metrics, while also strengthening the information security component to better reflect supplier relevance, data exposure, and customer expectations.

As part of this effort, we began building greater visibility into our packaging procurement. Our packaging included a mix of conventional materials alongside options with recycled content, including corrugate produced from recovered fiber streams and air cushioning made with 80% post-consumer recycled plastic. This also marked a shift in how we approach supplier selection in this category, with increased alignment around material inputs, certifications, and manufacturing practices such as recycled fiber use and water reuse systems.

In parallel, we reinforced sustainable procurement principles through sales and cross-functional training, supporting more informed supplier selection and product decision-making. We will continue building on this progress by expanding assessment coverage, increasing Code of Conduct adoption, improving packaging data quality, and strengthening audit visibility and corrective action follow-up.

Preventing Greenwashing and Strengthening Product Integrity

We require suppliers to substantiate environmental and social claims with credible documentation, including third-party certifications, audit reports, or chain-of-custody records where applicable. Our Supplier Code of Conduct prohibits misleading or unsubstantiated claims, and our Sustainable Procurement Policy outlines clear expectations for verifying product- and material-level claims. This approach supports more accurate client-facing product communication and reduces the risk of greenwashing across our supply chain.

We updated our Supplier Code of Conduct, streamlined the signature process, and increased adoption to a 53% signature rate by year end, progress toward our 75% adoption target.

Social Impacts

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

17 PARTNERSHIPS FOR THE GOALS

Our Approach to People and Community

We focus on creating a workplace that supports employee well-being, development, and safety, while contributing to the communities where we operate. Our approach is grounded in practical initiatives that improve workplace conditions, expand access to training and development, and strengthen community engagement.

In 2025, we continued to build on these priorities, investing in employee safety and preparedness, enhancing learning and development opportunities, and maintaining partnerships that support local environmental and community programs. These efforts reflect our broader commitment to supporting our people and the communities connected to our business.

Workplace Health & Safety

We prioritize workplace safety through structured training, ongoing monitoring, and regular review of our health and safety practices. Our Safety Squad leads these efforts, meeting monthly and conducting routine walk-throughs to identify potential hazards and maintain a safe working environment.

Emergency preparedness is a key focus. We review and update our Emergency Action Plan annually and conduct regular drills to ensure employees are familiar with response procedures and shelter locations. In 2025, we carried out two drills including a severe weather drill and fire drill, with coordination from local emergency services.

We expanded our emergency response capabilities, bringing the number of employees certified in CPR, AED, and First Aid to 29, up from 23 in 2024, approximately 11% of our workforce. We aim to maintain at least two certified individuals available in each working area and trained 10 additional employees in 2025.

In 2025, we recorded 6 incidents and 2 accidents, compared to 9 incidents and 5 accidents in 2024, a reduction of 33% and 60%, respectively. While we're encouraged by this progress, we remain focused on ongoing risk reduction through training, awareness, and proactive safety management.

Training & Employee Development

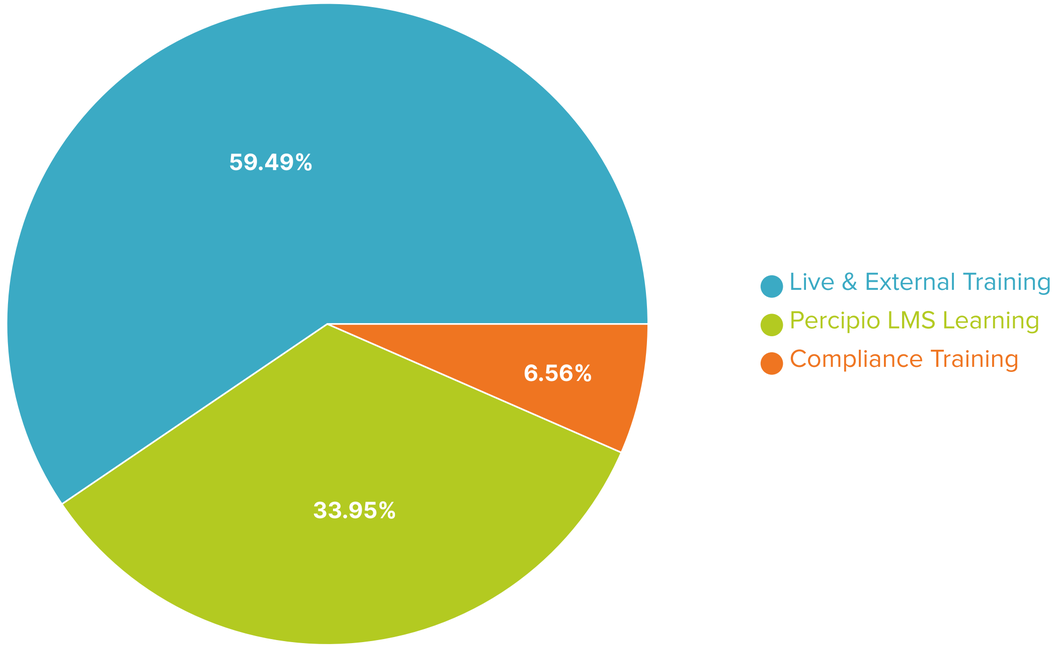
We invest in employee development because a knowledgeable, supported workforce is essential to long-term resilience and performance. Our training approach supports individual growth, operational effectiveness, and a culture of continuous learning.

Training is delivered through a blended model that combines centralized coordination with department-level expertise. Employees can access live sessions, external training, and digital learning through Percipio, our Learning Management System, which supports onboarding, enrollment, and company-wide tracking of participation and completion.

In 2025, we expanded access to learning and improved visibility into training activity, contributing to stronger participation across the organization. Participation in role-based or advancement-focused training reached 96.8%, up from 76% in 2024, reflecting meaningful progress in aligning employee development with organizational needs. Training covered leadership development, compliance, DEI, technology, and role-specific learning across thousands of course topics and sessions.

5,886 hr	Total training hours delivered
23.27 hr	Average hours per employee
96.8%	Participation inrole-based or advancement training
92%	Increase in live and external training hours from 2024
27%	Increase in digital learning hours through the Percipio LMS

2025 Training Hours by Type



We also expanded sustainability-focused education in 2025. The ESG team delivered training to the sales organization on responsible material use, circularity, product certifications, and greenwashing awareness. These sessions build practical knowledge and support more informed, responsible decision-making in client-facing roles. Sustainability training has also been incorporated into new sales employee onboarding to establish a consistent baseline understanding of key topics.

Our training priorities are shaped by business needs, compliance requirements, employee feedback, and external benchmarks such as EcoVadis, helping us identify skill gaps and refine programs over time. As the program matures, we are strengthening KPI frameworks, performance targets, and the link between training outcomes and business performance.

Community Engagement

We support the communities connected to our business through employee volunteering, in-kind donations, and targeted sponsorships. Our approach focuses on locally grounded partnerships and ongoing engagement with organizations where our time, skills, and resources can have meaningful impact.

In 2025, our team contributed through skills-based volunteering, hands-on service projects, and event participation, including supporting students through LinkedIn profile development, participating in
volunteer initiatives at the Chicago Botanic Garden, and completing service projects with local community organizations. We also maintain an ongoing partnership with the Chicago Botanic Garden, providing annual financial support alongside employee volunteer engagement.

We further supported community organizations through sponsorships, donations, and event participation, including local cultural events and partnerships addressing community needs. In total, our community investment in 2025 was approximately $30,000, including recurring support for key partners, event sponsorships, and in-kind contributions, complemented by direct employee involvement across multiple initiatives throughout the year.

Diversity, Equity & Inclusion

We are committed to a workplace that is fair, inclusive, and supportive of equal opportunity. This is reflected in our hiring practices, workplace policies, and ongoing investment in employee development and training.

We support employee-led resource groups that bring people together around shared interests and help strengthen our culture of inclusion. Our active groups include the Green Team, which identifies and promotes environmental initiatives and organizes sustainability-focused volunteer engagement; the Culture Crew, which strengthens internal communication, recognition, and employee engagement; and the Diversity and Inclusion Advisory Council (DIAC), which champions equity through policy input, awareness-building activities, and representation across the organization. Participation in these groups is voluntary and open to all employees, and their work regularly connects to broader ESG initiatives across the business.

In 2025, employee and leadership demographics remained generally consistent with the prior year. Leadership representation continues to reflect a relatively balanced gender mix, with broader workforce composition aligned with prior reporting. We continue to monitor these trends as part of our approach to equitable hiring and workplace practices. Our focus remains on maintaining an inclusive environment where employees feel supported in their roles and have access to opportunities for development and advancement.

Workforce & Employment

We monitor workforce trends to better understand hiring, retention, and employee distribution, informing how we support development, maintain operational stability, and align workforce planning with business needs.

In 2025, we hired 43 new employees, with 23 (53%) located in Lake County, Illinois, and 14 in remote roles, reflecting a broader approach to workforce planning that supports both local hiring and access to talent across different regions. Of total hires in 2025, 79.1% were from the regional area encompassing Lake, McHenry, and Cook counties in Illinois and Kenosha County in Wisconsin, compared to 93.18% in 2024. As we have expanded workforce planning to include remote roles and access talent across a broader geography, our regional hiring percentage has shifted accordingly, though local community hiring remains a priority. We continued our partnership with Cristo Rey St. Martin, supporting four work-study participants as part of our commitment to early career development and local talent engagement.

Total employee turnover increased to 19.7% in 2025, compared to 14.4% in 2024. Turnover varied across employee groups, with lower turnover in warehouse and distribution roles and higher turnover in administrative positions relative to the prior year. We monitor these trends to identify opportunities to strengthen retention and employee support over time.

In 2025, we were recognized for the 10th consecutive year as one of the Best Places to Work by Counselor Magazine, based on employee feedback evaluating workplace culture, leadership, and overall employee experience. This recognition reflects the importance we place on creating an environment where employees feel supported and engaged as we continue to grow.

> Recognized for the 10th consecutive year as one of the Best Places to Work by Counselor Magazine

Partnerships for the Goals

We recognize that our ESG efforts are strengthened through collaboration. We work with a range of organizations that support our approach to environmental management, responsible sourcing, and community engagement.

We're grateful for the partners who contribute to this work and help us continue to build and improve our ESG program over time.

Partners: Aclymate, Ecologi, CleanHub, Chicago Botanic Garden, Sedex, Whistic, A Safe Place, Cristo Rey St. Martin

Looking Ahead: 2026–2030 Priorities

Our ESG program continues to grow in both depth and precision. In the year ahead and through 2030, we are focused on translating the foundation we have built into measurable outcomes across every pillar of our program.

On the environmental front, we will work toward our 90% waste diversion goal by expanding donation pathways, introducing specialty recycling and commercial composting, and continuing to improve how we track and categorize waste streams. We are targeting a 15% reduction in waste intensity from our 2023 baseline of 1.429 tons per $1 million in revenue by 2030. We will also expand our reforestation commitment, transitioning to a new program model with a target of planting 100,000 trees annually beginning in 2026, and continue building our Scope 3 emissions picture as our carbon accounting capabilities mature.

In sustainable procurement, we will push Supplier Code of Conduct adoption from 53% toward our 75% target by the end of 2026, increase Preferred Supplier spend from 70.6% toward 90% by 2030, and grow certified diverse-owned supplier participation from our 9% baseline by 25% by the end of 2027. We will also deepen audit visibility and corrective action follow-up, and expand ESG assessment coverage beyond our current 23% Sedex participation.

For our people, we will continue building on the training growth achieved in 2025, with a focus on sustaining participation above 90%, expanding sustainability education across the organization, and improving how we measure the connection between training investment and business outcomes. We are also committed to maintaining zero incidents of bribery, corruption, or data breaches, renewing our SOC 2 Type II certification, and continuing to develop the governance processes that hold our program accountable.

Looking further ahead, we are beginning to build a circularity approach that extends beyond waste diversion, identifying opportunities to reuse, upcycle, and recover materials across our operations and client programs. We are also strengthening how we report, pursuing greater data consistency, expanding our GRI-aligned disclosures, and evaluating the role of third-party assurance as our program continues to mature.

Appendix

Company Metrics

Metric	2021	2022	2023	2024	2025
Employee Count (#)	170	201	230	241	253
Revenue (Calendar Year)	$113,986,929.93	$121,110,010.29	$122,025,222.16	$130,878,932.27	$157,558,515.13

Governance Metrics

Topic	KPI	2024	2025	2026 Target
Ethical Conduct	Incidents of corruption, bribery, conflicts of interest, etc.	0	0	Maintain 0 incidents
Data Security	Reportable Data breaches	0 (one contained security incident, no reportable data exposure)	0	Maintain 0 incidents
Incident Response	Detection-to-resolution time	<2 hours	<2 hours	Maintain rapid response
SOC 2 Certification	Annual Type 2 Audit	Completed	Completed with 0 exceptions	Maintain/Renew Audit with 0 exceptions
Employee Training	Cybersecurity Training Completion Rate	100%	100%	Maintain 100%
Vendor Information Security	Annual risk assessment of cloud, software, and IT service providers	100%	100%	Maintain 100%

Environmental Metrics

Carbon Intensity

Metric	2024	2025
Tons of CO_2e /$1M revenue	191.1	183.72
Tons of CO_2e /Employee	103.78	114.42
Tons of CO_2e /sq. Ft.	0.1	0.11

GHG Emissions

Metric	2022	2023	2024	2025
Scope 1 Emissions (tons CO_2e)	357	265.39	123.61	268.88
Scope 2 Emissions (tons CO_2e)	821	839.35	771.07	842.51
Scope 3 Emissions (tons CO_2e)	-	-	24,116	27,836
Total Emissions (tons CO_2e)	-	-	25,010.68	28,947.39

Shipping Emissions Neutralized: UPS Carbon Neutral Program

Metric	2022	2023	2024	2025
Tons of CO_2e Neutralized	228.68	467.87	575.23	645.39

Environmental Metrics

Energy Use & Utilities

Metric	2022	2023	2024	2025
Electricity Consumption (MWh)	1827.03	1757.90	1786.39	1,973.89
Renewable Energy Certificates (MWh)	0	0	0	990
Diesel (MWh)	-	14.45	34.55	8.45
Natural Gas (Therms)	64,384.80	48,552.30	37,289.50	49,491.4
Propane (mmBTU)	-	61.425	81.145	78.779

Waste and Water Consumption

Metric	2023	2024	2025
Landfill Waste (Tons)	62.17	65.36	66.34
Recycling Impact (Tons)	112.18	118.71	158.03
Waste Diversion Rate (%)	64.34	64.49	70.43
Waste Intensity (tons / $1M Revenue)	1.429	1.406	1.424
Water Consumption (Gallons)	2,043,000	1,465,322	1,962,000
Water Intensity (gallons / $1M Revenue)	16,742	11,196	12,453

Environmental Metrics

Trees Planted with Ecologi

Metric	2022	2023	2024	2025
Tree Count (#)	22,677	63,477	91,317	82,676

Sustainable Procurement Metrics

Metric	2024	2025
Spend with Preferred Suppliers (%)	62.5%	70.6%
Supplier Code of Conduct Adoption (%)	20%	53%
Suppliers Assessed via Sedex (%)	—	23%
Diverse Supplier Participation (%)	—	9%

Social Metrics

Leadership Metrics

Leadership Gender (%)	2024	2025
Female	47.06%	44.74%
Male	52.94%	52.63%
Not Reported	-	2.63%

Leadership Ethnicity (%)	2024	2025
Not Reported	23.53%	28.95%
White (Not Hispanic or Latino)	64.71%	63.16%
Hispanic or Latino	8.82%	5.26%
Two or More Races	2.94%	2.63%

Social Metrics

General Population Metrics

General Population Gender (%)	2024	2025
Female	55.17%	56.13%
Male	36.02%	35.18%
Not Reported	8.81%	8.70%

General Population Ethnicity (%)	2024	2025
Not Reported	39.46%	36.76%
White (Not Hispanic or Latino)	32.18%	35.97%
Hispanic or Latino	21.07%	20.55%
Black or African American	3.45%	2.37%
Two or More Races	1.92%	2.77%
Asian	1.53%	1.58%
Native Hawaiian or Other Pacific Islander	.38%	-

Social Metrics

Workplace Accidents and Incidents

Type	2022	2023	2024	2025
Accidents (#)	0	2	5	2
Incidents (#)	12	15	9	6

CPR Certified Employees

Metric	2024	2025
CPR Certified Employees (#)	23	29

Training & Employee Participation Summary

Metric	2024	2025
Total Training Hours (#)	3559.7	5886.3
Average Training Hours Per Employee (#)	14.77	23.27
Employees with role-based or advancement training (%)	76%	96.8%
Harassment Prevention & DEI Training Completion Rate	100%	100%

Social Metrics

Training Hours by Type

Training Type	2024	2025
Live & External Training	51.2%	59.5%
Percipio Training	44.4%	34%
Compliance Training	4.4%	6.5%

Hiring Metrics

Metric	2024	2025
Total New Hires	46	43
Lake County, IL Hires	80%	53%
Regional Local Hires	93.18%	79.1%
Remote Hires	-	32.6%

Turnover Rates

Metric	2024	2025
Administrative Roles	10.66%	22.5%
Warehouse and Distribution Roles	21.94%	14.01%
Total Turnover	14.35%	19.71%

Materiality Methodology

We assess ESG topics based on two dimensions: their potential impact on the environment and society, and their relevance to our business.

Our evaluation draws on internal stakeholder input, operational priorities, insights from our EcoVadis assessment, and our ongoing ESG reporting practices. Topics are assessed across:

Impact materiality: the scale and severity of environmental and social impacts.

Financial and business impact: relevance to operations, client expectations, regulatory considerations, and long-term strategy.

Based on these assessments, topics are prioritized and grouped into four areas: Priority Focus Areas, Emerging Impact Areas, Strategic Business Drivers, and Monitoring & Supporting Topics.

To support consistency in our disclosures, topics are aligned with relevant external frameworks, including GRI Topic Standards, and select SASB topics applicable to our business.

Materiality Results

Topic	Category	Impact Score (1-5)	Financial Score (1-5)	Priority Tier
Responsible Sourcing	Supply Chain	5	5	High
Supply Chain Labor & Human Rights	Supply Chain	5	5	High
Climate Change & GHG Emissions	Environmental	5	5	High
Waste Management & Circularity	Environmental	5	5	High
Sustainable Packaging	Environmental	5	5	High
Product Lifecycle Impacts	Product & Supply Chain	5	5	High
Biodiversity & Natural Resource Use	Environmental	5	5	High
Product Safety & Compliance	Governance	4	5	High
Data Privacy & Cybersecurity	Governance	4	5	High
Materials & Waste Impacts	Environmental	5	3	Medium
Sustainable Materials Sourcing	Supply Chain	4	3	Medium
Supply Chain Traceability	Supply Chain	3	5	Medium
Product Sustainability & Certifications	Product & Supply Chain	3	5	Medium
ESG Reporting & Transparency	Governance	3	5	Medium
Energy Management	Environmental	3	3	Monitor

Sustainable Development Goal Alignment

We align our ESG priorities with the United Nations Sustainable Development Goals (SDGs) to connect our efforts to broader global outcomes. The table below reflects how key impact areas across our ESG program contribute to these goals.

Sustainable Development Goal Alignment

Impact Area	Relevant SDGs	Alignment Summary
Climate & Emissions	13	Greenhouse gas tracking, carbon accounting, renewable energy certificates, and emissions analysis
Materials, Waste & Circularity	12, 14, 15	Waste diversion, recycling programs, packaging improvements, circularity initiatives, and plastic recovery through CleanHub
Transportation & Logistics	13	Shipping emissions management, participation in carbon-neutral shipping programs, and logistics efficiency improvements
Responsible Sourcing & Supply Chain	8, 12, 17	Supplier Code of Conduct, human rights due diligence, supplier audits, and ESG supplier engagement
Product Integrity & Certifications	12	Verification of environmental and social claims, supplier documentation review, and prevention of greenwashing
Workplace Health & Safety	3, 8	Workplace safety programs, incident tracking, emergency preparedness, and employee certification programs
Employee Development & Training	4, 8	Employee training programs, LMS participation, leadership development, and sustainability education
Diversity, Equity & Inclusion	5, 8, 10	Inclusive workplace practices, equitable hiring, and workforce diversity monitoring
Workforce & Employment	8, 10	Hiring practices, workforce planning, retention analysis, and employee engagement efforts
Community Engagement & Partnerships	17	Employee volunteering, charitable giving, local partnerships, and community investment initiatives
Environmental Stewardship & Biodiversity	13, 14, 15	Reforestation initiatives through Ecologi, environmental partnerships, and conservation support
Governance, Ethics & Compliance	16, 17	Ethical business practices, compliance programs, data security, and governance oversight

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LOOKING FOR MORE INFORMATION ON OUR ESG PROGRAM AND PRACTICES?

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