

# 2024

## Environmental, Social, and Governance Report

### OVERTURE



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“At Overture Promotions,  
we believe branded  
merchandise can do  
more than make an  
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make a difference.”

## ABOUT OVERTURE

At Overture Promotions, we believe branded merchandise can do more than make an impression, it can make a difference. From screen printing and embroidery to warehousing, fulfillment, web development, and design, every part of what we do happens under our own roof, giving us the power to produce smarter, cleaner, and faster. Our 240,000 sq. ft. Waukegan headquarters serves as the hub for a global network built on transparency, ethical sourcing, and sustainability.

As a founding member of the Brand Unbound global network of supplier partners, and through our acquisition of Brandon, a Sweden-based promotional marketing leader, we've expanded our reach to deliver inspired, responsible merchandise programs that connect people to purpose, one brand story at a time. In 2024, we achieved USD \$121.8 million in revenue; growth driven by a shared commitment to innovation, quality, and sustainability across our teams and global partnerships.



# ABOUT THIS REPORT

This 2024 Annual Environmental, Social, and Governance (ESG) Report provides an overview of Overture’s ongoing efforts to integrate ESG principles into our business operations, supplier partnerships, and company culture.

The report covers activities and data for the period of January 1, 2024, to December 31, 2024, unless otherwise stated, and includes highlights from our facilities and teams globally. It has been prepared to provide transparency to our stakeholders, including employees, customers, suppliers, and community partners, about our progress and performance across key ESG areas.

Our approach is guided by recognized sustainability frameworks and initiatives, including the UN Global Compact Ten Principles, the UN Sustainable Development Goals (SDGs), the EcoVadis assessment framework, and elements of the Global Reporting Initiative (GRI) Standards.

This report reflects the collaborative work of teams across Overture and is part of our ongoing commitment to responsible business practices and continuous improvement. As our measurement systems evolve, future reports will include expanded data coverage and deeper insights into our supply chain, environmental performance, and social impact.

## STATEMENT OF TRANSPARENCY

This Report summarizes Overture’s ESG initiatives, policies, and performance for the aforementioned reporting period. The data and narratives presented reflect our best understanding and verified information available at the time of publication. Certain figures may include estimates derived from available data and established methodologies as we continue to refine our measurement and tracking systems.

This report is not intended to create legal obligations or financial guarantees. Any forward-looking statements, including goals and targets, represent our current expectations and may evolve as our business, data quality, and regulations advance.

Overture remains committed to transparency, continuous improvement, and accountability in sustainability reporting. We will continue to share updates as our methodologies mature, and new progress is achieved.



## TO OUR STAKEHOLDERS

At Overture Promotions, we believe growth and responsibility go hand in hand. Sustainability is not a side initiative; it's a core part of how we operate, innovate, and serve our customers. As we continue expanding our global platform and strengthening our in-house capabilities, our commitment to reducing environmental impact, supporting our people, and improving supply chain transparency remains central to our strategy.

In 2024, we made meaningful progress: improving energy efficiency, expanding our carbon-neutral shipping efforts, deepening our partnership with Ecologi, and increasing visibility into our supply chain through enhanced supplier screening. These steps reflect our culture of continuous improvement and our belief that responsible practices make us a stronger, more resilient business.

ESG will continue to guide how we invest, how we engage with partners, and how we prepare for the future; this is integral to our business as a whole, including our strategies for technology adoption, product manufacturing, operational innovation, and acquisitions. Our goal is simple: lead our industry with creative excellence and operational strength while building a more sustainable, accountable organization.

**Tej Shah | CEO, Overture Promotions**



**“ Sustainability is not a side initiative; it’s a core part of how we operate, innovate, and serve our customers. ”**



## STRATEGIC EXPANSION: AQUISITION OF BRANDON

In September 2024, Overture Promotions acquired Brandon AB, a Sweden-based brand-merchandise agency with operations in Gothenburg and Shanghai. The acquisition represents a significant step in Overture's long-term strategy to expand its global reach, strengthen client service capabilities, and deepen responsible sourcing coverage across Europe and Asia. Brandon will continue operating under its established name as part of the newly formed Overture Marketing Group, ensuring continuity of service while aligning with Overture's values and long-term vision.

Brandon brings more than two decades of experience in designing and delivering premium branded merchandise programs for European and global organizations. Its team's deep sourcing expertise, market knowledge, and creative capabilities complement Overture's existing in-house production and end-to-end fulfillment model. Together, this integrated platform creates a more resilient and transparent supply chain, improves regional responsiveness, and increases Overture's ability to support multinational clients with localized service while maintaining consistent global quality and sustainability expectations.

From an ESG perspective, the addition of Brandon strengthens Overture's ability to monitor, verify, and influence sustainability performance across a broader supply base. The increased presence in Europe and Asia enables closer collaboration with manufacturing partners, clearer visibility into working conditions and material traceability, and expanded opportunities to embed environmental and ethical considerations into procurement decisions. Brandon's experienced leadership team remains in place, ensuring operational continuity while actively participating in Overture's efforts to align global processes with recognized standards, including the UN Global Compact and EcoVadis.

The integration of Brandon reflects Overture's commitment to growing responsibly. Rather than pursuing scale for its own sake, this acquisition enables deeper engagement with customers, communities, and suppliers around the world, while reinforcing Overture's focus on transparency, innovation, and continuous improvement across its sustainability program.



# OVERTURE ESG PILLARS



## Planet *Be responsible.*

We commit to reducing our environmental impact by embedding sustainability into every part of our business, from product sourcing to operations and logistics. Overture will continually seek innovative solutions, set measurable goals, and transparently report on progress as we work towards a lower carbon and more circular future.



## Community *Do good.*

We commit to supporting and uplifting the communities where we live, work, and serve. By fostering partnerships, encouraging employee volunteerism, and contributing resources to causes that matter, Overture will continue to strengthen community well-being and expand our positive impact.



## People *Be good.*

We commit to creating a space where our employees are valued, respected, and supported in their growth. Overture prioritizes health, safety, diversity, equity, and inclusion across our global operations, and we will always endeavor to improve our practices to ensure that our people thrive both personally and professionally.



# GOVERNANCE, ETHICS, & ACCOUNTABILITY

## Our Approach

Strong governance is the foundation of sustainable development at Overture. We are committed to conducting business with integrity, transparency, and accountability, ensuring that our ESG principles are reflected in every decision we make. Our governance structure integrates ethical leadership, sound oversight, and a culture of compliance to uphold the trust placed in us by our employees, customers, and partners.

## Governance Overview

Overture is owned by Westbridge Capital Ltd., a Saskatoon-based private equity firm focused on acquiring and growing mature companies with strong management. In March 2021, Westbridge acquired Overture Promotions, establishing the company as a strategic platform for expansion via internal growth and future acquisitions. At the helm of Westbridge and Overture’s Board of Directors is Mike Meekins, whose leadership and long-standing experience in private equity guide the firm’s investment approach and oversight of its portfolio.



## BOARD OF DIRECTORS

Provides strategic direction and ensures alignment with Westbridge Capital’s governance principles

## OVERTURE SENIOR LEADERSHIP TEAM

Provides strategic oversight of ESG performance, ensuring that sustainability, ethical governance, and compliance considerations are integrated into business strategy, operational planning, and decision-making across all departments

## ESG COMPLIANCE & CORPORATE SOCIAL RESPONSIBILITY

Leads sustainability initiatives, and the development and implementation of Overture’s ESG policies, reporting frameworks, and stakeholder engagement; ensures alignment with recognized global standards such as the UN Global Compact and EcoVadis while tracking performance metrics and driving cross-functional collaboration

## EMPLOYEE RESOURCE GROUPS

### Green Team

Identifies and implements environmental initiatives, promotes sustainable practices, and organizes volunteer engagement for environmental partnerships

### Culture Crew

Strengthens internal communication, recognition, and engagement, ensuring employee feedback informs company culture and organizational priorities

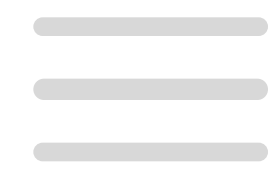
### Safety Team

Oversees workplace safety compliance, conducts regular inspections, and ensures a proactive approach to risk prevention and employee well-being

### Diversity and Inclusion Advisory Council (DIAC)

Champions equity and inclusion through policy input, employee engagement, and awareness-building activities





# BUSINESS ETHICS & COMPLIANCE

Overture is committed to maintaining the highest standards of ethical conduct and professional integrity in everything we do. Our culture is guided by our values of accountability, fairness, and respect, shaping our relationships with employees, customers, suppliers, and community partners.

All employees are expected to uphold the company’s policies as outlined in our Employee Handbook and Code of Conduct, which form the foundation of our ethics and compliance framework. These documents clearly define our standards for behavior, anti-corruption, fair competition, and the protection of confidential information. Every employee acknowledges these expectations upon hire and completes ongoing training to reinforce awareness of ethical practices, workplace rights, and responsible decision-making.

Overture maintains a zero-tolerance policy for bribery, corruption, and unethical behavior in any form. We are equally committed to providing safe, accessible channels for employees to raise concerns or report suspected violations in good faith, free from fear of retaliation. These practices are reinforced through leadership accountability, transparent communication, and a culture that values integrity as essential to long-term success.

In 2024, Overture recorded zero incidents of corruption, bribery, or other ethical violations. Our continued goal is to uphold the trust of our stakeholders through proactive compliance, consistent policy enforcement and review, and a shared commitment to doing what’s right.

# DATA PRIVACY & INFORMATION SECURITY

Overture safeguards the privacy of our customers, employees, and partners through a robust information security program aligned with SOC 2 Type 2 standards. Our Information Security Policy governs all aspects of data protection, including access control, encryption, employee training, and incident response. All users are required to complete quarterly cybersecurity awareness training, and multi-factor authentication is enforced across all systems.

## Incident Response and Continuous Improvement

In 2024, Overture experienced a limited data security incident involving an employee’s Microsoft 365 account that was compromised through a targeted phishing attack originating from a third-party vendor. The employee promptly reported the issue, and the IT team contained the breach within hours. No sensitive financial data was accessed, and no customer systems were affected.

The incident triggered an immediate review of our security protocols and a company-wide reminder on phishing awareness. Overture also confirmed compliance with all contractual and legal notification requirements. As part of our continuous improvement, we have enhanced email link scanning, expanded phishing simulations, and increased user monitoring for external file-sharing activity.

Our security systems and training programs proved effective in containing the incident. The response time from detection to full resolution was under two hours, demonstrating the strength of Overture’s information security framework and employee vigilance. In addition, 100% of employees completed cybersecurity awareness training, and the company maintained its SOC 2 Type 2 certification with zero exceptions. No reportable data breaches occurred during the year, underscoring our commitment to maintaining a secure and resilient digital environment.

## Risk Management & Oversight

Risk assessment is embedded throughout Overture’s ESG and operational processes. Our approach includes annual supplier ESG and information security assessments via Sedex and Whistic, quarterly internal risk reviews by the Senior Leadership Team, and continuous monitoring of regulatory developments related to privacy, labor, and environmental compliance.



# STAKEHOLDER ENGAGEMENT & COMMUNICATION

Overture’s success depends on consistent and meaningful engagement with the individuals and organizations who influence or are affected by our operations. We maintain structured and transparent communication to understand expectations, respond to emerging needs, and advance shared sustainability goals. Our approach balances formal mechanisms such as audits, surveys, and performance reviews, with ongoing dialogue through collaboration and community partnerships.

**Board of Directors & Senior Leadership**

Our Board of Directors and Senior Leadership Team provide strategic oversight and governance. Engagement occurs through regular reporting and performance review mechanisms. Senior Leaders are responsible for execution of Overture’s overarching strategy and working closely with the ESG team and operational departments to ensure our efforts are guided by our core values and aligned with sustainability, ethical business practices, and continuous improvement.

**Customers**

Our customers remain central to our mission and long-term success. We collaborate closely to understand their evolving needs related to sustainability, product integrity, and supply chain transparency. Through proactive communication, responsible product sourcing, and robust ESG reporting, we help customers meet their own environmental and social goals while delivering exceptional brand experiences.

**Employees**

Employees are the driving force behind our progress. Overture invests in employee well-being, development, and engagement through training, open communication, and continuous feedback channels. We foster an inclusive culture supported by Employee Resource Groups to enhance belonging, health, and safety across our organization.

## PRIMARY STAKEHOLDERS

**Community**

Overture is committed to creating positive social impact through volunteerism, financial support, and long-standing relationships with local organizations. We partner with nonprofits in Lake County and beyond to support community resilience, education, and well-being, including partnerships with A Safe Place, the Chicago Botanic Garden, Cristo Rey St. Martin College Prep, and more.

**Strategic Partners**

We collaborate with industry peers, technology partners, assessment platforms, and global networks to strengthen our performance and capabilities. These partnerships support shared learning, responsible sourcing, client service delivery, and market access. Examples include Brand Unbound, EcoVadis, Sedex, and Whistic, which help validate supply chain practices and information security controls.

**Suppliers**

As an organization deeply connected to global supply chains, we maintain close relationships with suppliers to ensure responsible sourcing, product quality, ethical labor practices, and material transparency. We engage suppliers through onboarding, contractual expectations, Sedex participation, third-party ESG assessments, and ongoing performance evaluations to promote continuous improvement.

**Governments**

We maintain proactive communication with federal, state, and local authorities to ensure compliance with labor standards, workplace safety regulations, environmental reporting requirements, and data privacy expectations. Engagement includes periodic reporting, site inspections, and staying informed of evolving policy developments influencing our operations and supply chain.



# MATERIALITY

While Overture is still early in the process of matrixing material topics, we've identified the topics we believe to be most relevant to our ESG posture. As part of our materiality assessment process, topics were identified through stakeholder engagement, market research, and evaluating alignment with industry standards.

*Overture's ESG Material Topics:*



## Governance

- Supply Chain Risk Management
- Green Claims Substantiation & Anti-Greenwashing
- Data Privacy & Cybersecurity
- Ethics & Anti-Corruption
- Sustainable Procurement Governance



## Environmental (Planet)

- Greenhouse Gas Emissions
- Energy Consumption
- Sustainable Procurement
- Climate Risk & Resilience Planning
- Waste Management & Recycling
- Water & Effluents
- Sustainable Packaging
- Biodiversity Protection



## Social (People & Community)

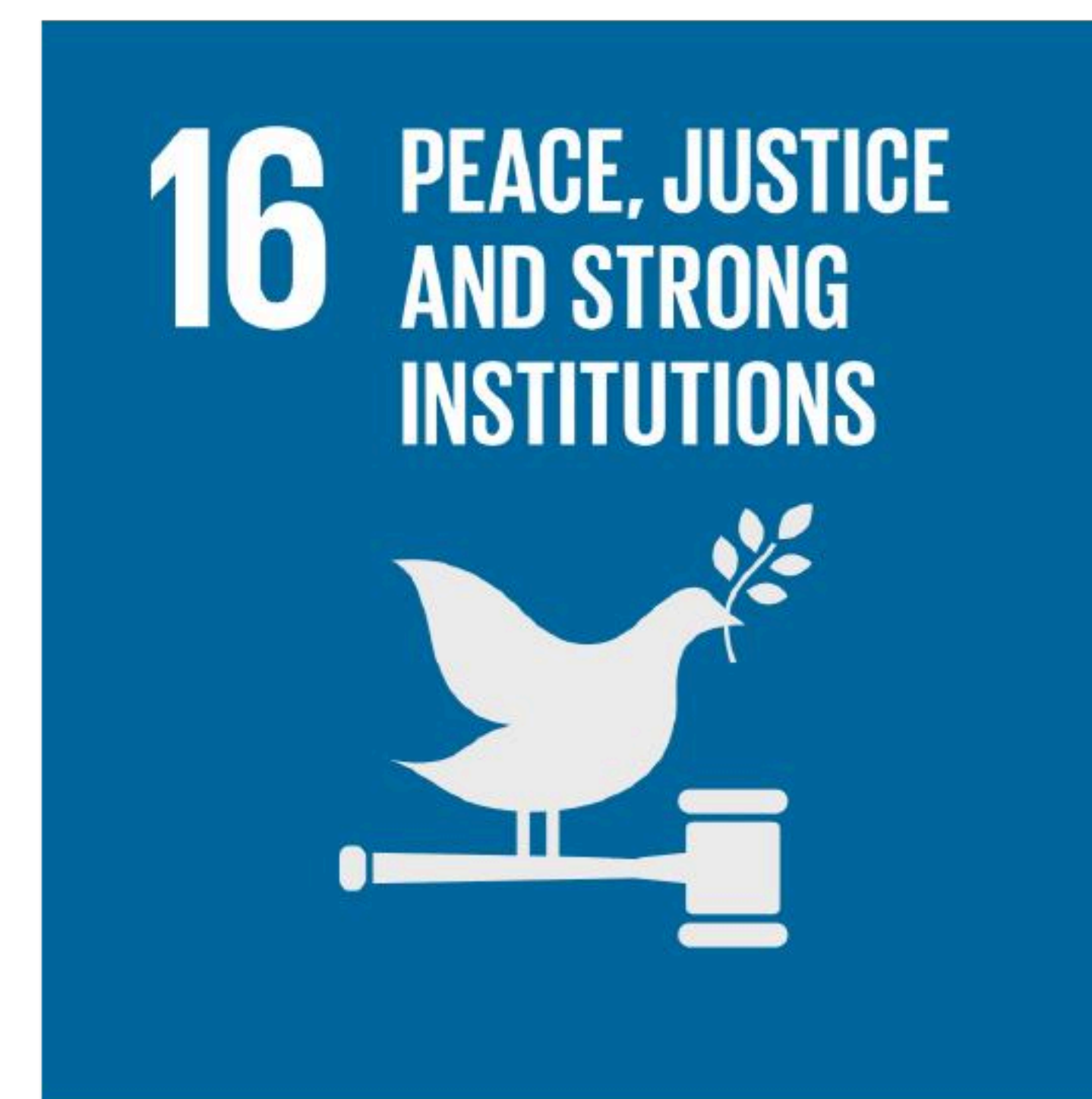
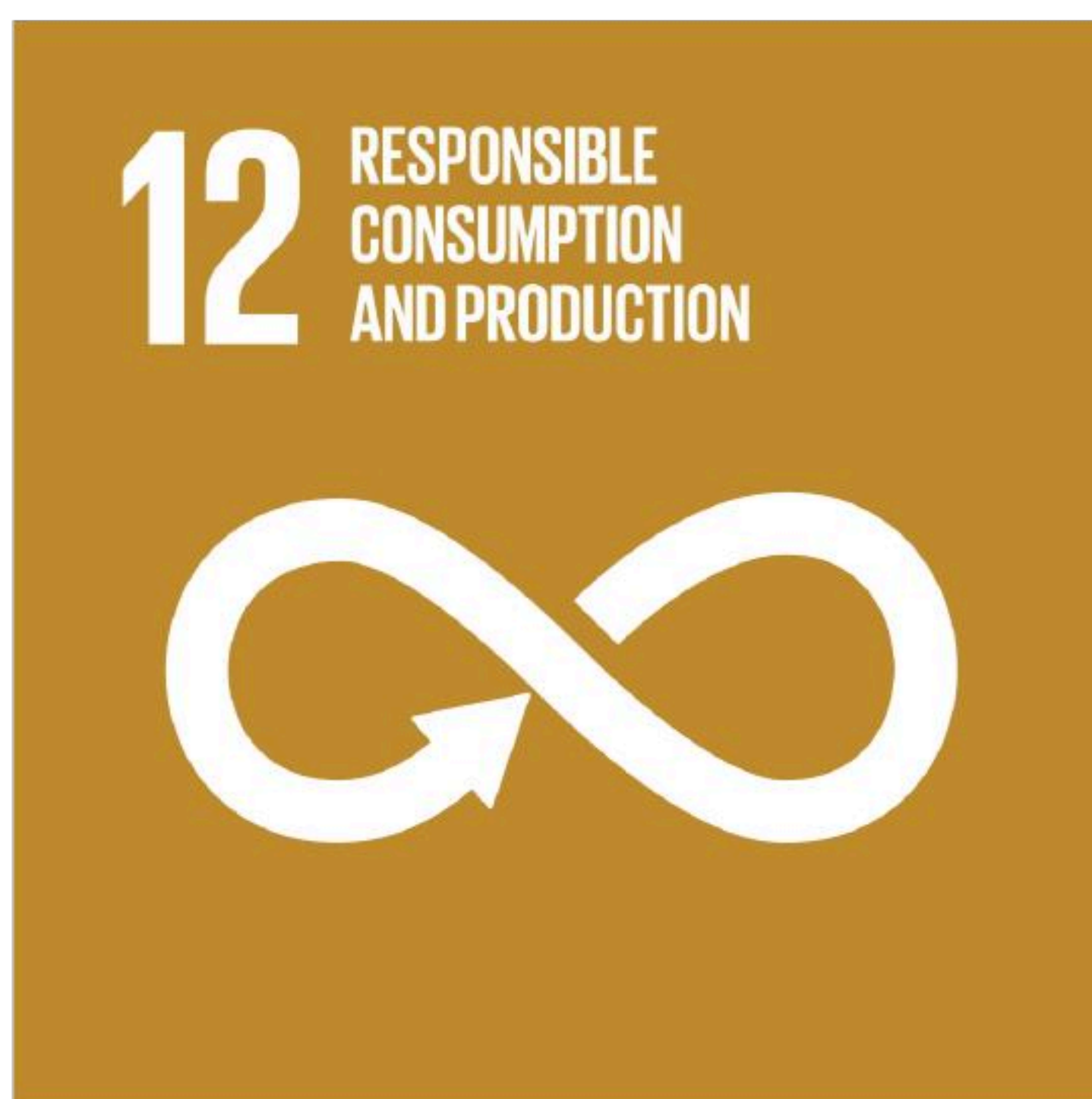
- Supply Chain Human Rights
- Diversity Equity & Inclusion (DEI)
- Occupational Health & Safety
- Fair Labor and Workers' Rights
- Community Investment & Local Hiring



# REPORTING FRAMEWORKS & COMMITMENTS:

## United Nations Sustainable Development Goals:

Overture supports the United Nations Sustainable Development Goals (SDGs) and ensures our operations and ESG strategy remain aligned where we can have the greatest impact. We use the SDGs as a framework for prioritizing initiatives across our operations, supply chain, and community efforts, helping ensure that our progress contributes to global challenges such as responsible production, climate action, and equitable labor practices. The SDGs below reflect the most relevant areas to our business and where we are actively focused on driving positive outcomes.



# UNITED NATIONS GLOBAL COMPACT:

Overture Promotions is proud to participate in the United Nations Global Compact (UNGC), the world’s largest corporate sustainability initiative. Our involvement reflects our commitment to aligning business practices with the Compact’s Ten Principles in the areas of human rights, labor, environment, and anti-corruption.

Participation in the UNGC helps guide our approach to responsible business conduct by providing a globally recognized framework for evaluating and improving how we operate. We use the Ten Principles as a reference point when developing policies, engaging stakeholders, and setting priorities within our ESG strategy.

Each year, we communicate our progress through our annual ESG reporting and by sharing updates directly with UNGC stakeholders. Our commitment to the Compact reinforces our belief that long-term business success is rooted in ethical conduct, respect for people and the planet, and continuous improvement across our value chain.



EcoVadis is a core component of Overture’s ESG benchmarking and continuous improvement process. The annual assessment provides an independent analysis of our environmental, social, ethical, and sustainable procurement practices, offering clear insights into where we are performing well and where further progress is needed. We use these results to guide policy enhancements, strengthen supplier engagement, and improve our reporting practices, ensuring our program evolves along with rising global expectations and EcoVadis’ continually updated standards.

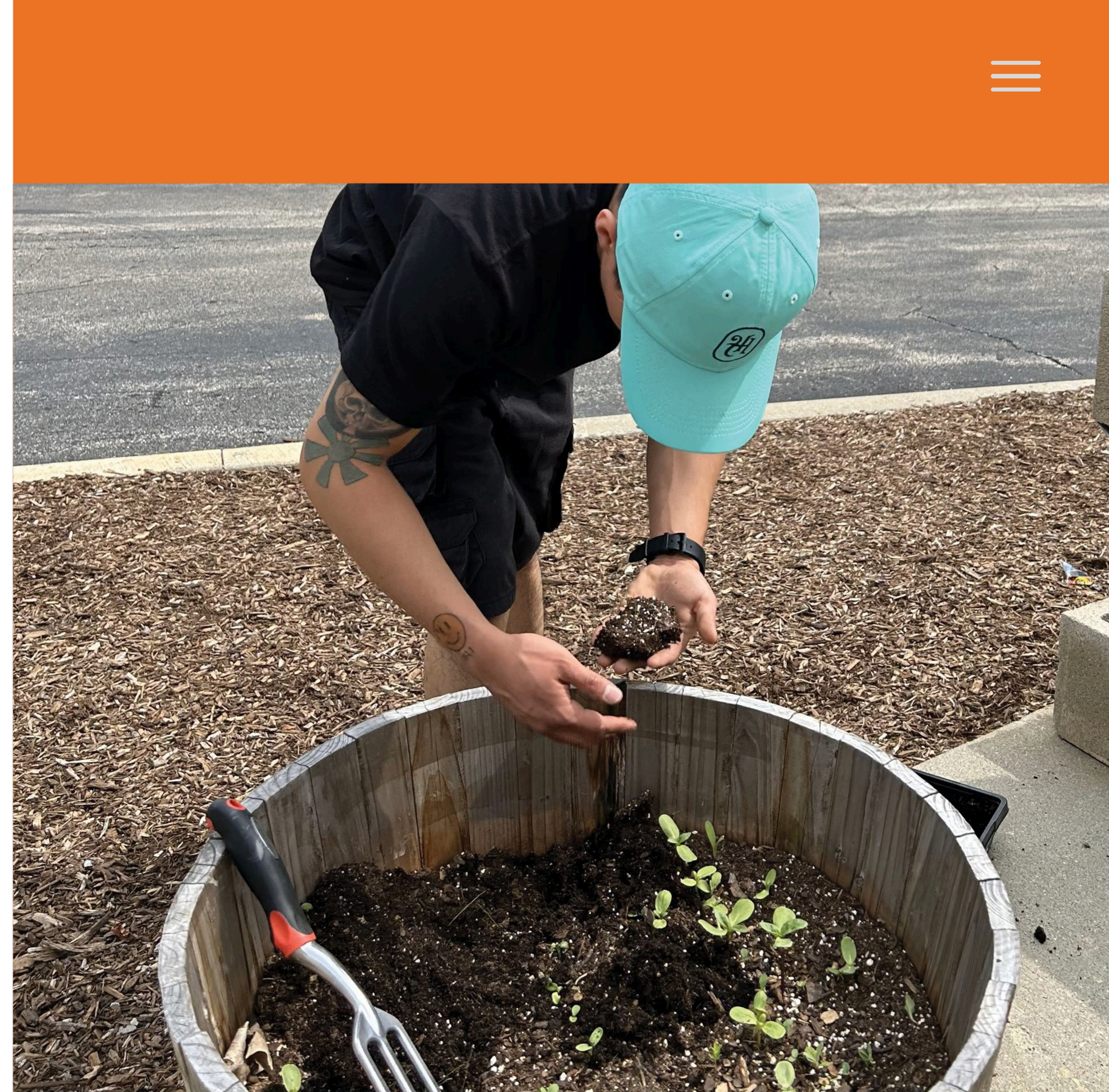


## ENVIRONMENTAL IMPACTS



### Our Approach

At Overture, we are constantly assessing our operations to ensure more conscious choices are being made to reduce our environmental impact. We are committed to adopting innovative solutions that minimize waste and lower greenhouse gas emissions while setting measurable targets to boost accountability. Learn how Overture drives progress year after year, building a more sustainable future for our clients, our communities and our planet.



# ENERGY USE & GREENHOUSE GAS EMISSIONS

Overture actively tracks its energy consumption and GHG emissions to better strategize toward a more conscious future and industry as a whole. We use data as a resource for innovation and to review our progress.

In 2024, Overture enhanced its energy efficient lighting system to respond directly to the needs of our workers based on where they move throughout our warehouse, preventing unnecessary energy expenditure and improving safety. We also continued updating our HVAC system to introduce more energy-efficient air-conditioning solutions. These adjustments resulted in a 9% reduction in energy consumption and a 7% reduction in GHG emissions from 2023. We continue to find ways to minimize our environmental impact and improve energy performance across our operations.

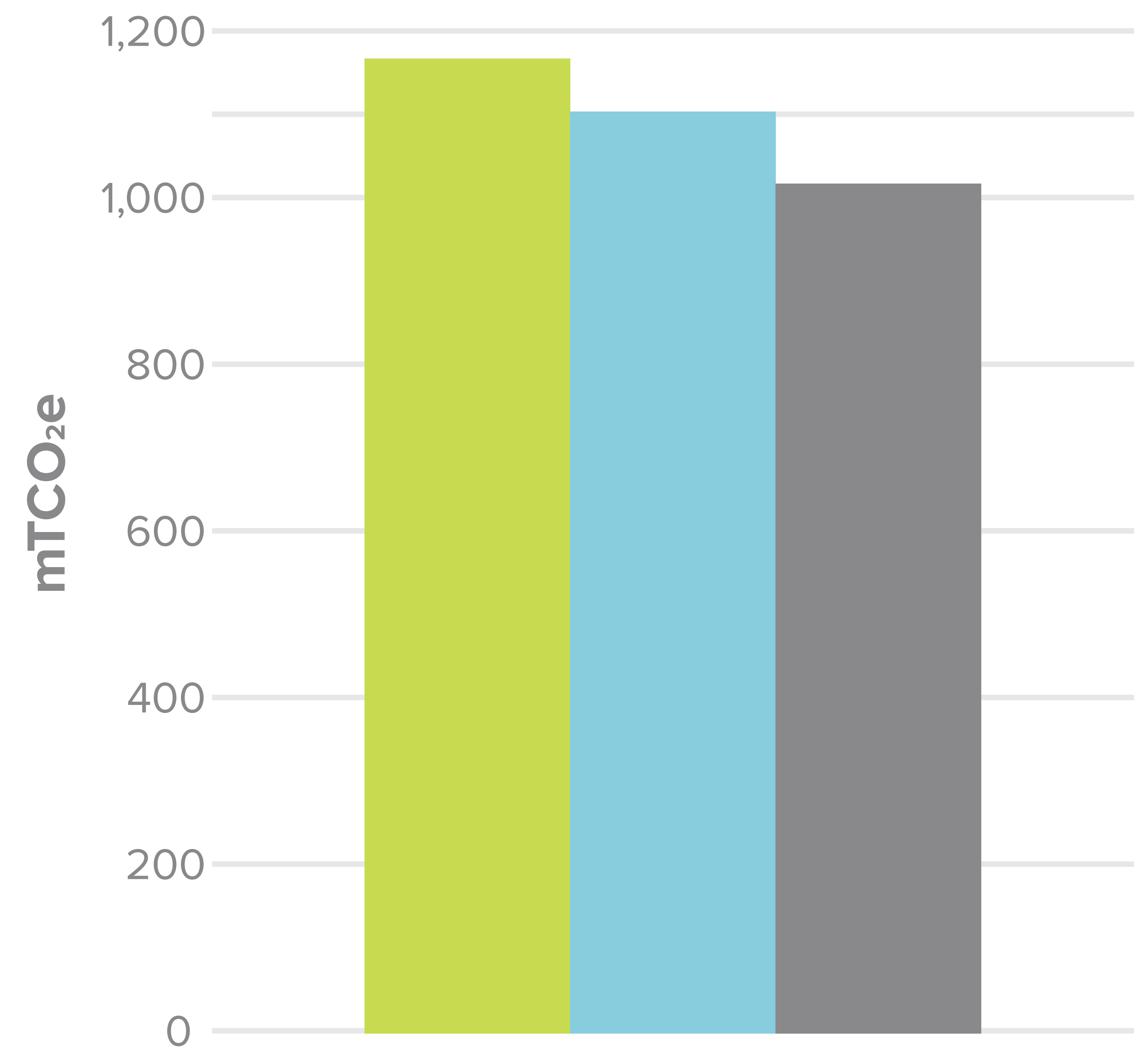
## Scope 3 Emissions

While Overture currently measures and reports Scope 1 and Scope 2 greenhouse gas (GHG) emissions, we recognize that the majority of our climate impact lies within our value chain. In 2025, Overture will begin formally mapping and estimating its Scope 3 emissions in alignment with the GHG Protocol.

This process will include identifying the most relevant value-chain categories, assessing available data sources, and establishing a baseline calculation methodology. As data quality improves, we aim to expand transparency and incorporate Scope 3 emissions more fully into our long-term climate strategy.

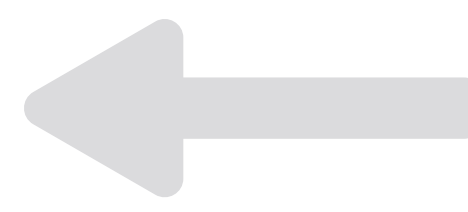


### Total mTCO<sub>2</sub>e Year-to-Year



GHG Emissions (TCO<sub>2</sub>e):

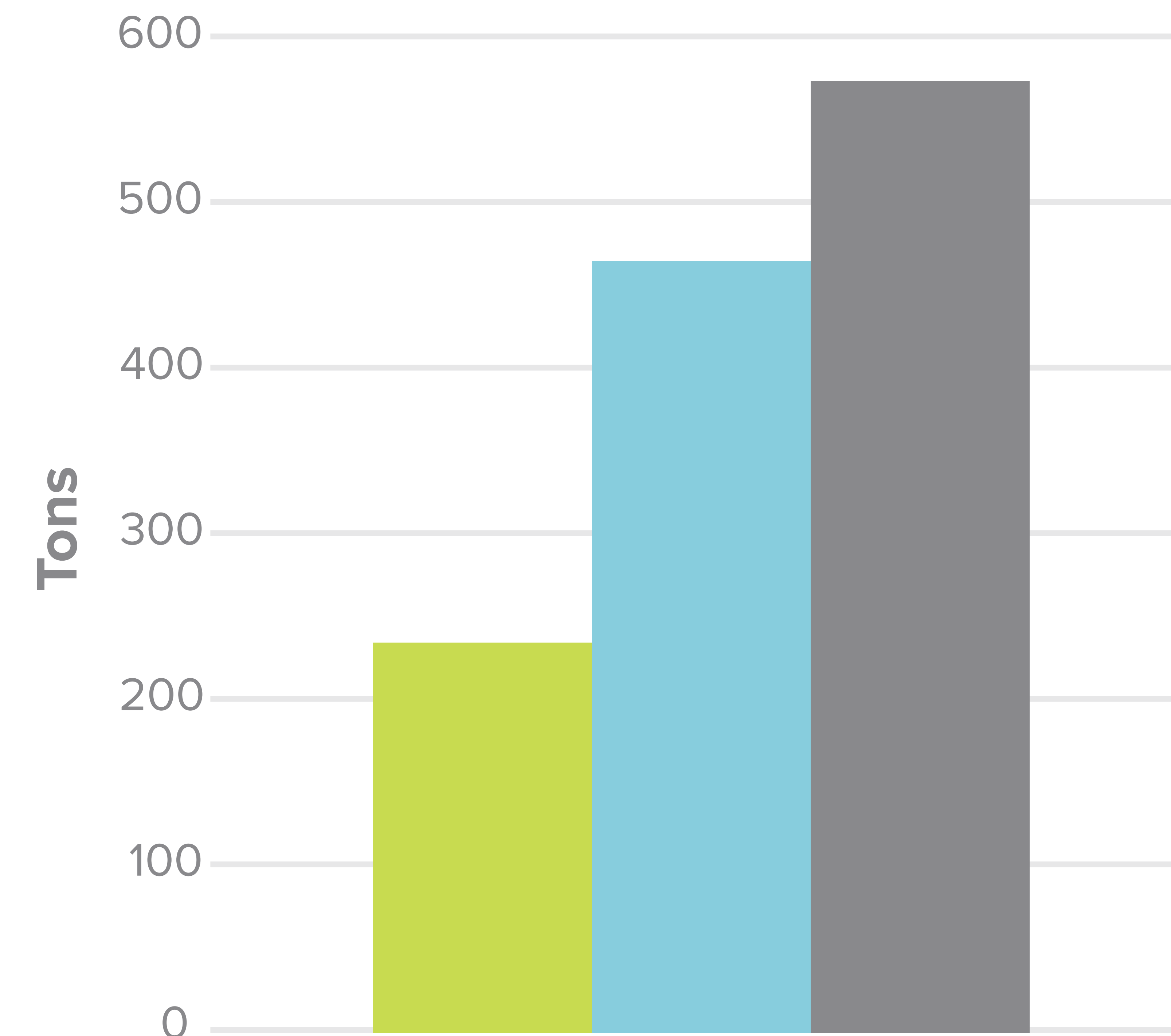
Year ● 2022 ● 2023 ● 2024



# SHIPPING AND TRANSPORTATION

We recognize the impact of every shipment. Overture continuously seeks to improve its packaging choices while keeping each item safe. Additionally, our involvement in the UPS Carbon Neutral Shipping program helps offset emissions. The number of emissions neutralized increased from 228.68 metric tons in 2022 to 467.87 metrics tons in 2023 – a 104.5% improvement – and rose to 575.23 metric tons in 2024, resulting in an additional 23% increase. These results reflect our ongoing efforts to expand carbon-neutral shipping options and to prioritize lower-emission solutions.

## UPS Carbon Neutral Program



Total TCO<sub>2</sub>e Neutralized (Tons): 1.27K

Year ● 2022 ● 2023 ● 2024



# WASTE, RECYCLING, & CIRCULARITY

Overture remains focused on reducing its ecological footprint through smarter material use and responsible waste management. Our efforts center on minimizing landfill contributions, increasing recycling, and improving the way materials flow through our operations. In 2024, we continued building the foundation for long-term improvement by investing in recycling infrastructure, expanding employee education, and strengthening the accuracy of our waste tracking practices. These actions support our long-term goal of achieving a 90% waste diversion rate by 2030, a target that will require continued collaboration with suppliers, operational improvements, and a stronger integration of circularity principles across the business.

While circularity efforts were still in the early stages during 2024, we began evaluating opportunities to reduce waste more proactively and keep materials in use longer. This included assessing the reuse potential of certain shipping materials, reviewing areas where recycling processes could be expanded or improved, exploring supplier partnerships that offer recycled or more circular packaging options, and identifying places where unnecessary packaging could be eliminated. These early steps, paired with planned enhancements in 2025, lay important groundwork for a broader circularity strategy that Overture plans to introduce more fully by 2026 and beyond.

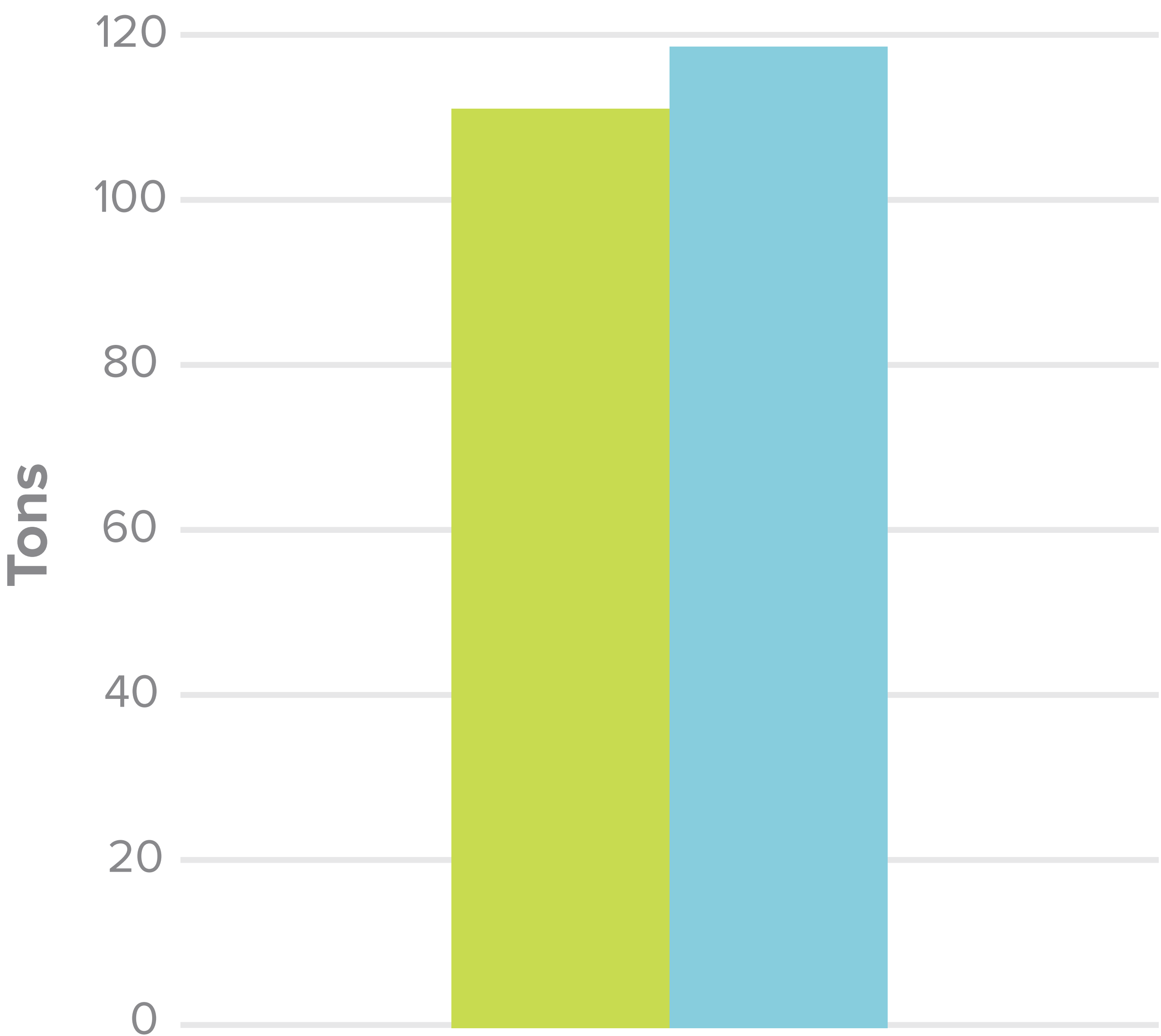
Our waste performance remained relatively consistent year-over-year. In 2023, Overture recorded 62.17 tons of waste sent to landfill and 112.18 tons of material recycled, resulting in a 64% diversion rate. In 2024, landfill waste increased slightly to 65.36 tons, while recycled material rose to 118.71 tons, reflecting a 5.82% increase in recycling and a diversion rate of 64.5% overall. As we look ahead, Overture will continue advancing waste prevention, reuse, and recycling initiatives while more deeply embedding circularity considerations into procurement decisions, operational processes, and long-term environmental planning.

# WATER & EFFLUENTS

Overture continues to monitor and optimize water consumption across operations to support resource conservation. In 2023, Overture invested in an automated screen-reclamation system, which significantly improved cleaning efficiency and reduced manual rinsing. As a result, in 2024, Overture consumed approximately 1.5 million gallons of water, a 28% reduction compared to over 2 million gallons in 2023.



## Total Recycling Impact by Year



Total Recycling Impact (Tons): 127.53

Year ● 2023 ● 2024



# BIODIVERSITY IMPACT

Protecting and enhancing natural ecosystems is an important part of Overture’s environmental commitment. We support local and global efforts that restore habitats, promote ecological health, and strengthen community engagement in conservation. Through partnerships such as the Chicago Botanic Garden and Ecologi, we help advance meaningful initiatives that protect biodiversity and contribute to a more resilient planet.



Overture is proud to support the Chicago Botanic Garden as a corporate sponsor. This partnership reflects our commitment to environmental stewardship and community engagement in the Chicagoland region.

In 2024, Overture employees volunteered with the Garden to help advance its conservation and education mission. We also participate annually in the Garden’s Corporate Sustainability Roundtable series, which brings together regional leaders to exchange best practices and strengthen climate action. Through this collaboration, we continue to learn from experts, support local biodiversity, and contribute to a healthier natural environment.

### Planting Trees with Ecologi

Overture partners with Ecologi, a certified B-Corp climate platform, to support global reforestation and nature-based climate projects. For every order over \$50, we fund the planting of one tree, helping restore ecosystems and support community-driven environmental efforts. This partnership turns everyday business activity into meaningful climate action.

In 2024, Overture planted 91,317 trees across Madagascar, Kenya, Uganda, and many other countries, marking a 44% increase from 2023, and leading to a total of 177,471 trees since beginning the partnership.

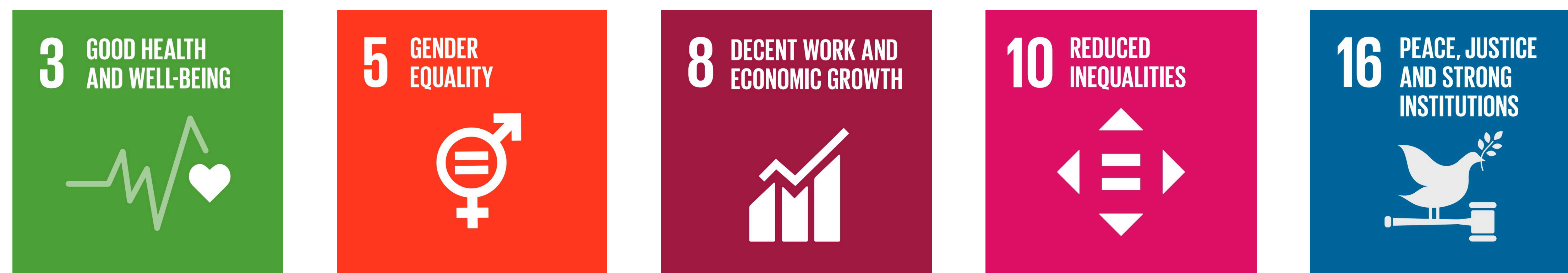


“ In 2024, Overture planted 91,317 trees... ”





## LABOR, HEALTH & SAFETY, AND HUMAN RIGHTS IMPACTS



### Our Approach

People are the heart of everything we do. Overture is committed to creating a workplace where all employees, locally and globally, are respected, protected, and empowered.



# 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.



# LABOR RIGHTS & SUPPLY CHAIN ETHICS

Overture is committed to ensuring that the products and services we deliver are sourced in a manner that protects the rights, safety, and dignity of workers across our value chain. Our approach to ethical sourcing is grounded in clear expectations for suppliers, reinforced through our Preferred Supplier Program, and supported by globally recognized initiatives that strengthen transparency and accountability. By prioritizing trusted partners who demonstrate responsible labor practices, Overture works to uphold fair working conditions and reduce the risk of human rights abuses throughout our supply chain.

## HUMAN RIGHTS DUE DILIGENCE

In 2024, Overture made progress toward formalizing our human rights due-diligence program. As an affiliate of the Fair Labor Association (FLA), we support the FLA Workplace Code of Conduct and use these principles to guide supplier expectations and engagement.

Through our Preferred Supplier Program, the majority of Overture’s procurement spend is directed to trusted supplier partners who are required to comply with Overture’s Supplier Code of Conduct and uphold responsible labor, health and safety, and ethical business practices.

Overture also expanded its partnership with Sedex in 2024 to increase transparency across Preferred Suppliers and better understand risk across our value chain. We recognize the importance of strengthening human-rights oversight and will continue enhancing our supplier screening, assessment, and monitoring capabilities in 2025 and beyond.

To promote transparency and ethical conduct through our Preferred Supplier Program, Overture has set several long-term goals to be completed by the end of 2027. These include increasing the number of certified diverse-owned suppliers within our network by 25%, achieving a 75% signature rate for Overture’s Supplier Code of Conduct among our active supplier base, and ensuring that all suppliers identified as high risk complete a full human-rights and ESG assessment. Together, these targets reflect Overture’s commitment to expanding accountability, supporting supplier diversity, and strengthening oversight across our value chain as our program continues to mature.

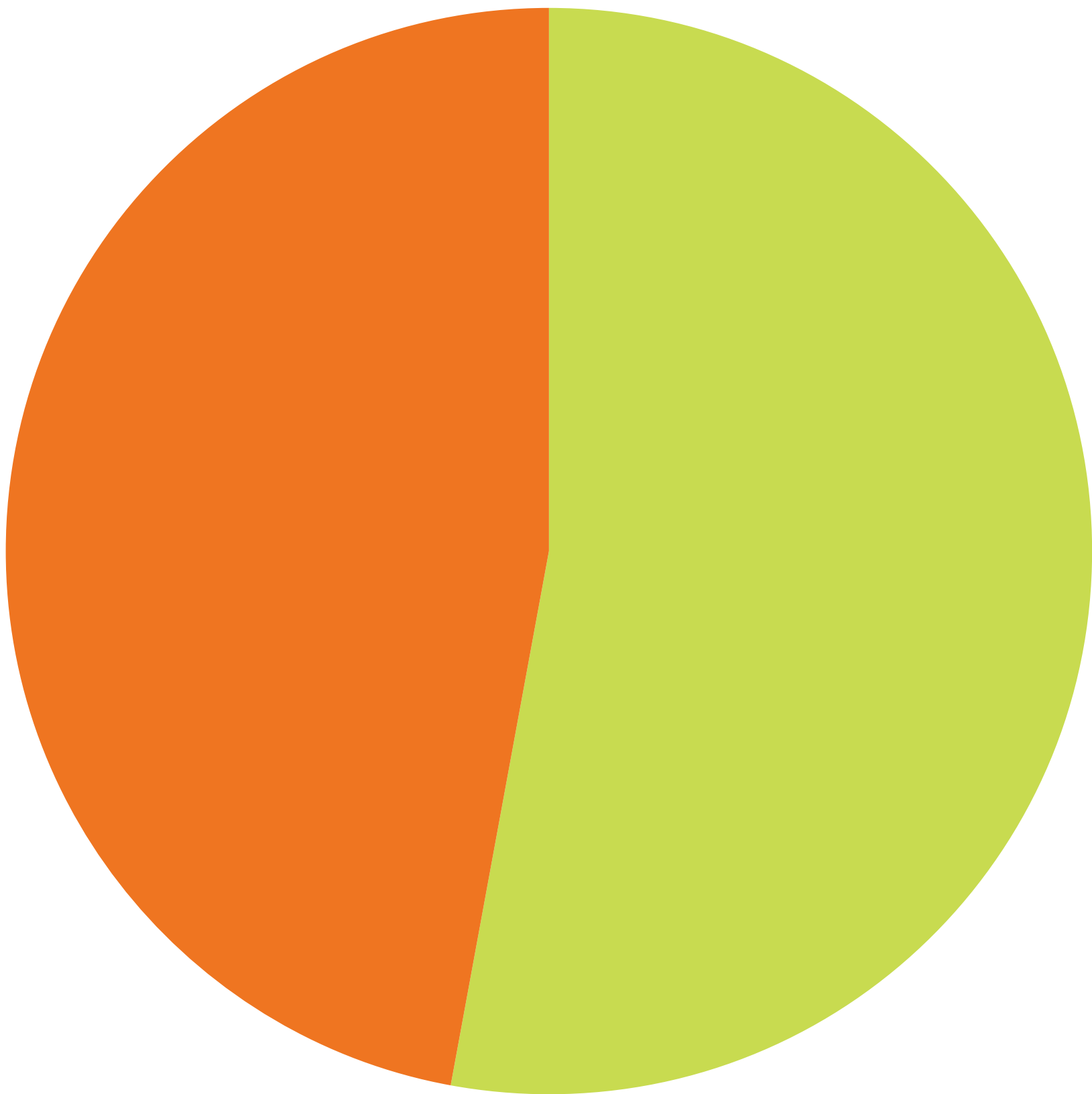


# DEI & FAIR EMPLOYMENT

Diversity, equity, and inclusion (DEI) sparks innovation, belonging, and lasting impact. Overture continues to build a culture where people of all backgrounds can grow and lead. We advance our DEI initiatives through equitable hiring, professional development programs, and inclusive workplace policies. In 2024, there was a 5% increase for women in leadership roles compared to 2023. Overture is committed to having inclusive representation at all levels of the organization.

Overture’s Diversity & Inclusion Advisory Council (DIAC) continued to champion meaningful DEI progress in 2024 by celebrating the diverse heritages of our team and expanding initiatives that strengthen equity across the organization. This included advancing diverse-owned business spending, broadening DEI training, and increasing minority representation in both leadership and hiring pipelines. As we look to 2025, we remain committed to year-over-year improvement and plan to set more ambitious goals that further accelerate our impact.

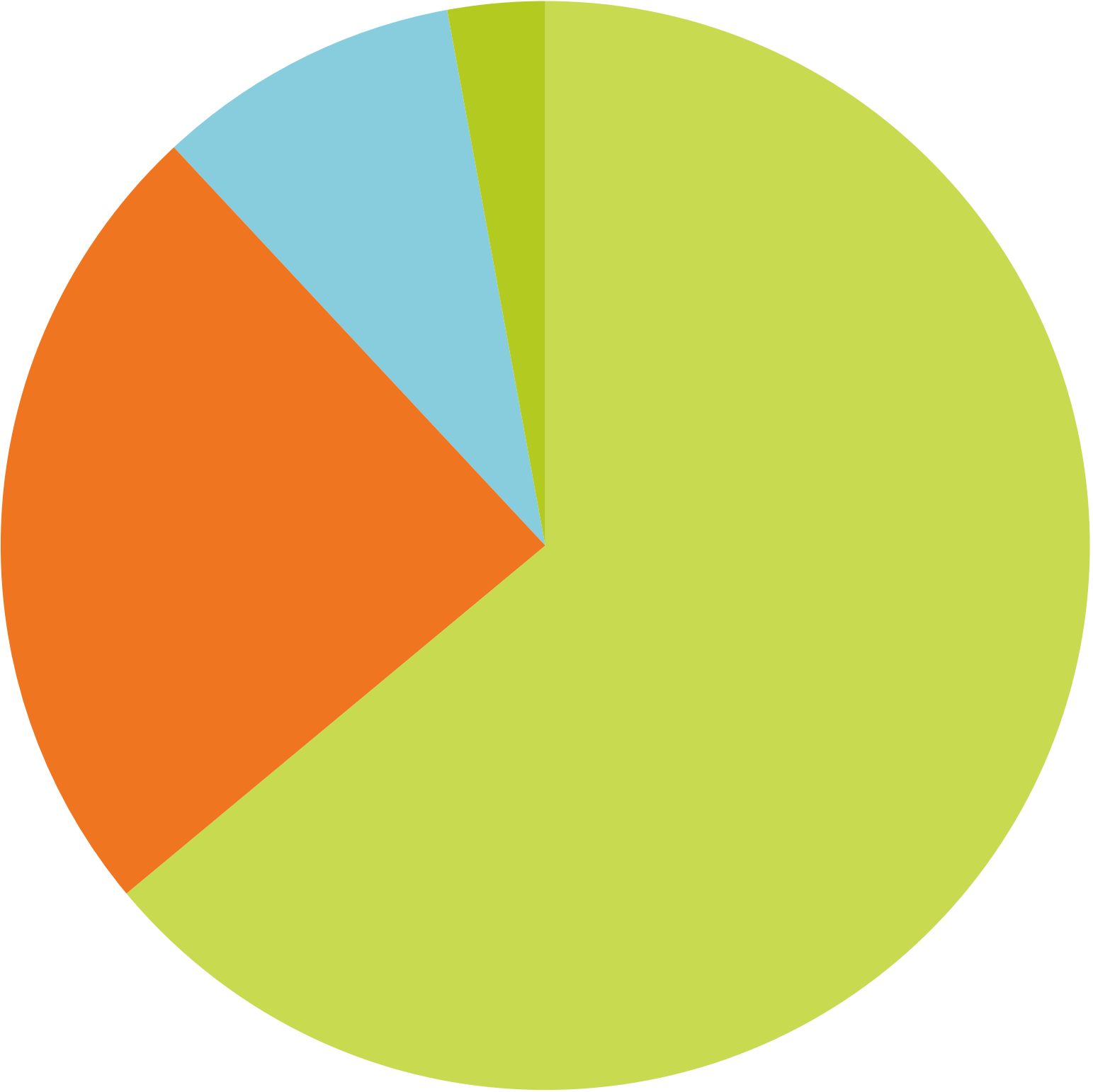
Leadership Gender Summary



Breakdown:

- Diversity/Gender**
- Female
  - Male

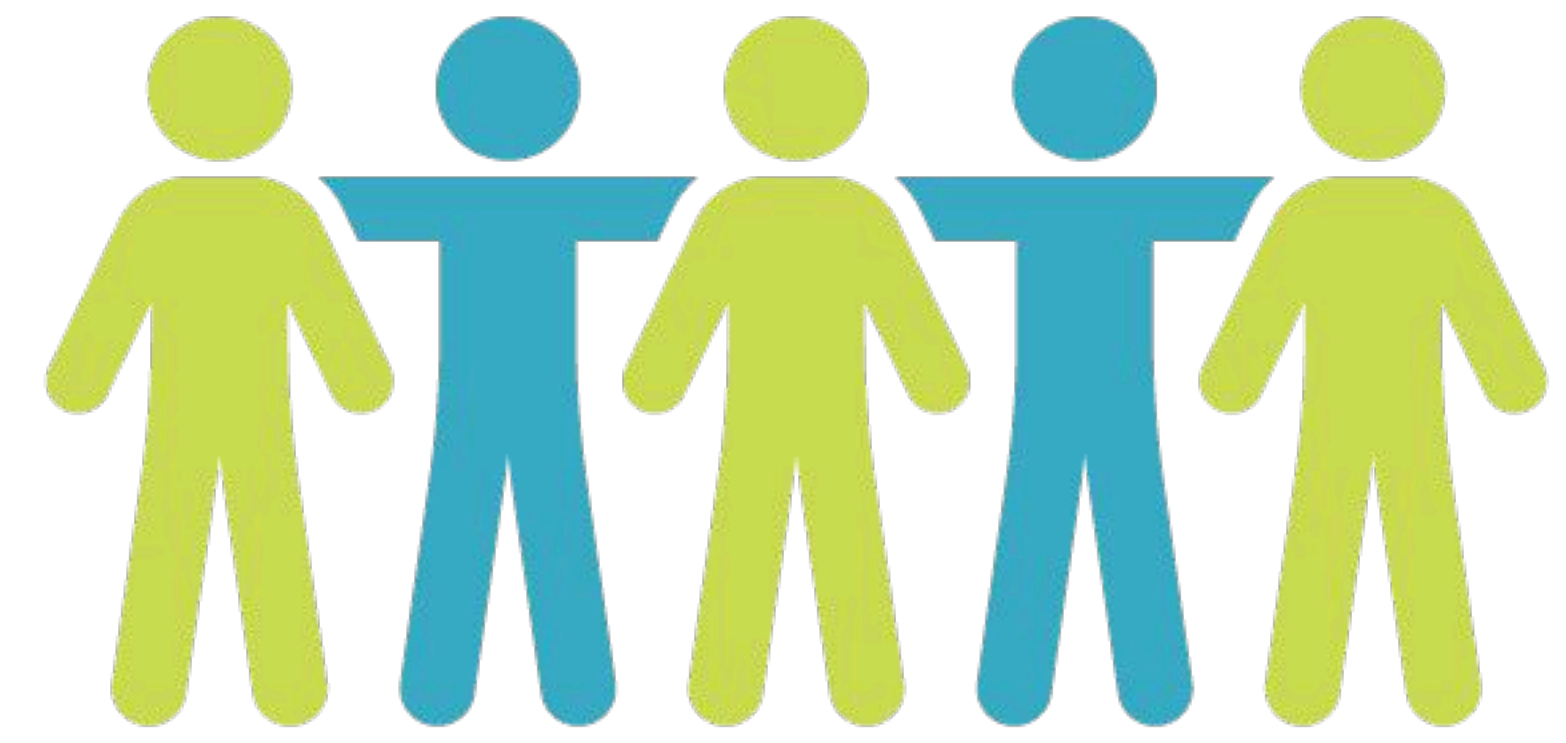
Leadership Diversity Summary



Breakdown:

- Diversity**
- Unreported
  - White
  - Hispanic or Latino
  - NHOL
  - Black or African American
  - Asian
  - Two or More Races





# Community *Do good.*

## GIVING, VOLUNTEERING, AND LOCAL ENGAGEMENT IMPACTS

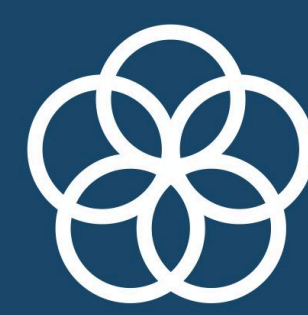
3 GOOD HEALTH  
AND WELL-BEING



8 DECENT WORK AND  
ECONOMIC GROWTH



17 PARTNERSHIPS  
FOR THE GOALS



### Our Approach

Partnerships fuel our mission and the impact we strive to create within our communities. By collaborating with local and global organizations, Overture drives meaningful change where it matters most.



# COMMUNITY PRACTICES

## Charitable Giving:

Giving back is woven into who we are at Overture, and we remain committed to supporting both our local and global communities. Through our charitable giving programs, we partner with institutions that make a lasting impact on areas like education, environmental protection, and community development. In 2024, we partnered with a range of local organizations, such as A Safe Place, Cristo Rey St. Martin, and the Chicago Botanic Gardens, while globally, team members traveled to Honduras to support the community connected to our sustainability-driven supplier partners. We strive to uplift charities that reflect the diversity of our community, champion sustainability, and create meaningful, lasting impact.

## Employee Volunteering:

When it comes to making a difference, count on our employees to make it happen. From local cleanups to community advocacy, employee volunteering gives our team the chance to bring their passions to life while supporting important causes, sparking connection and purpose across Overture. Our volunteers remain deeply committed to organizations that have become staples of our CSR program, including our 7+ year partnership with A Safe Place, our expanding engagement with the Chicago Botanic Garden, and the ongoing support we provide Cristo Rey St. Martin, reflecting our dedication to showing up for our community, year after year.





## LOCAL SOURCING & HIRING

Overture takes action to empower people and the planet at the local scale. Through our partnership with Cristo Rey, we provide hands-on corporate work study experience that equips the younger generation for future careers. Eight Cristo Rey students have participated in the Corporate Work-study program since starting the program in 2023.

Additionally, Overtures prioritizes hiring locals from the Waukegan community to keep opportunities close to home. In 2024, 93.18% of new hires were from the local region with approximately 80% from Lake County, Illinois and 48% from the city of Waukegan.

We also have measurable goals to boost engagement with suppliers within a 150-mile radius of our headquarters. Prioritizing and growing our partnerships with nearby vendors drives local economic growth and reduces environmental impacts.



## LOOKING AHEAD: OVERTURE'S ESG PRIORITIES FOR 2025-2030

Looking ahead, Overture is committed to strengthening its sustainability impact through stronger supply chain auditing and greater transparency. We strive to work more closely with partners to ensure environmental and social wellness is embedded at every stage of production. We are also actively exploring innovative ways to reduce the environmental footprint of our packaging and to equip our employee-led resource group, The Green Team, to drive awareness and foster education across the organization.

Also, our ESG Team will lead presentations with our sales team to boost their sustainability knowledge to fulfill customer needs. We plan to implement a platform that strengthens how we collect, manage, and report on our Scope 3 emissions, leveraging technology to drive greater accountability and inspire goal setting.



Additionally, Overture took a significant step forward in our sustainability journey with the acquisition of Eco Promotional Products in February of 2025, a leader in environmentally and socially responsible branded merchandise. The Eco Promotional Products team brings expertise when it comes to eco-conscious sourcing and upholding ethical supply chain standards. This acquisition is a meaningful addition to our efforts to offer more responsible solutions to our customers while driving positive environmental and social impact. Together, these efforts reflect our vision for a more sustainable, accountable, and resilient future.



MASTER LIST OF METRICS

2024 Governance KPIs

| Topic                       | KPI                                                                 | 2024 Results                                                     | 2025 Target             |
|-----------------------------|---------------------------------------------------------------------|------------------------------------------------------------------|-------------------------|
| Ethical Conduct             | Incidents of Corruption/Bribery                                     | 0                                                                | Maintain 0              |
| Data Security               | Reportable Data Breaches                                            | 0 (one contained security incident, no reportable data exposure) | Maintain 0              |
| Incident Response           | Detection-To-Resolution Time                                        | <2 hours                                                         | Maintain rapid response |
| SOC 2 Certification         | Annual Type 2 Audit                                                 | Completed                                                        | Maintain/Renew Audit    |
| Employee Training           | Cybersecurity Training Completion Rate                              | 100%                                                             | Maintain 100%           |
| Vendor Information Security | Annual Risk Assessment of Cloud, Software, and IT Service Providers | 100%                                                             | Maintain 100%           |

# APPENDIX



## 2024 Environmental KPIs

| Metric                                  | 2022      | 2023      | 2024      |
|-----------------------------------------|-----------|-----------|-----------|
| Electricity Consumption (MWh)           | 1827.03   | 1757.90   | 1786.39   |
| Total Energy Consumption (MWh)          | 3,778     | 3,212     | 2,938     |
| Scope 1 Emissions (mTCO <sub>2</sub> e) | 357       | 265.39    | 211.86    |
| Scope 2 Emissions (mTCO <sub>2</sub> e) | 821       | 839.35    | 814.93    |
| Landfill Waste (Tons)                   | -         | 62.17     | 65.36     |
| Recycling Impact (Tons)                 | 135.65    | 112.18    | 118.71    |
| Water Consumption (Gallons)             | -         | 2,043,000 | 1,465,322 |
| Diesel (MWh)                            | -         | 14.45     | 34.55     |
| Natural Gas (Therms)                    | 64,384.80 | 48,552.30 | 37,289.50 |
| Trees Planted Through Ecologi           | 22,677    | 63,477    | 91,317    |



# APPENDIX



## Company Metrics

| Metric             | 2020       | 2021        | 2022        | 2023        | 2024        |
|--------------------|------------|-------------|-------------|-------------|-------------|
| Employee Count (#) | 148        | 170         | 201         | 230         | 241         |
| Revenue (\$)       | 83,837,000 | 138,120,000 | 126,990,000 | 122,867,000 | 121,829,000 |

## Gender Metrics (%)

| Population | Female | Male  | Other |
|------------|--------|-------|-------|
| General    | 58.92  | 38.17 | 2.91  |
| Leadership | 47.06  | 52.94 | 0.00  |

## Diversity Metrics (%)

| Population | Unreported | White | Hispanic or Latino | Black or African American | Asian | NHOL |
|------------|------------|-------|--------------------|---------------------------|-------|------|
| General    | 36         | 33    | 23                 | 4                         | 2     | 0    |
| Leadership | 24         | 64    | 9                  | 0                         | 0     | 0    |





## LOOKING FOR MORE INFORMATION ON OUR ESG PROGRAM AND PRACTICES?

### Get in touch!

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