



2025 Corporate Social Responsibility Report

Inspiring People. Delivering Results.



“I remember the first Earth Day [in 1970]; we thought we were going to change the world.”

-Larry Schoenecker



Letter to our Stakeholders

As I reflect on the incredible journey of the past 75 years and look toward the future, I come back to our mission of inspiring people and delivering results.

Our U.S.-based and global teams are committed to increasing and investing in Environmental, Social, and Governance efforts, capturing the data needed for growth, and continuously evaluating success.

Each day, we strive to inspire our clients, associates, and partners by sparking innovation, delivering excellence, and fostering meaningful connections — all driven by our shared passion and unwavering commitment to progress.

Our mission is clear and resolute. We are dedicated to:

- **Advancing environmental stewardship** by actively reducing our ecological footprint and embracing sustainable practices.
- **Fostering an inclusive culture** by creating a creating a sense of belonging where every voice is valued.
- **Maintaining the highest ethical standards** by continuously refining our ideologies to align with best practices and promote integrity in all we do.

I'm deeply inspired by the passion of our associates, the trust of our customers, and the collaboration of our partners, all of which drive us to aim higher every day.

As we approach our milestone 75th anniversary in 2025, we embrace the challenges that lie ahead with optimism, determination, and purpose. With every step, we turn inspiration into action, driving change not just for today, but for the generations to come.

Together, we'll continue to inspire, innovate, and thrive. Thank you for being an integral part of this journey to change the world.



Join us on our Journey

Welcome, and thank you for your interest in BI WORLDWIDE's journey to become a catalyst for change — within our organization and across the world.

In 2025 we are celebrating our 75th anniversary as an organization. Founded by a visionary entrepreneur, one of his persistent values was “we abhor waste.” He didn’t waste time, and he didn’t want to see anyone waste resources. He truly understood the dynamic of change in our organization and across the globe.

Now in the second generation of ownership by the same family, BI WORLDWIDE is a global organization that has updated the language around our values, but in essence we are still the dynamic organization that was founded in 1950.

We are entering our fourth year of publishing a CSR Report, and we feel that our progress is gaining momentum. We have senior leadership support, customer engagement in our efforts, and a proven track record of setting our mind to a goal and achieving it.

Shortly after this report is published, we will be submitting our letter to SBTi to join the many other organizations worldwide who are setting clear and achievable carbon-cutting goals.

At the end of this report is our data through June 30 of 2025. Based on multiple surveys and stakeholder feedback opportunities, we’ve updated our reporting to be on a fiscal year basis.

Thanks for being a part of our journey, and we look forward to continued achievements and updates in the coming year.





2025 Highlights

EMPLOYEE & HUMAN RELATIONS

Based on our materiality studies and stakeholder feedback, this is the key area for our organization. We achieved many highlights this last year:

- BI WORLDWIDE was named a Best Place to Work (by state) in 2024 by Forbes magazine. Criteria for earning this award is “**how likely are you to recommend this as a place to work?**”
- For 2025, BI WORLDWIDE landed at #6 on Forbes’s list of Best Places to Work in America.
- Our 2024 Employee Survey drove multiple initiatives, including continued support of our four Associate Resource Groups and learning.
- Diversity and Inclusion training efforts continued, with a focus on our managers and leaders, with the goal of creating a more inclusive culture.
- Our Upturns for 2024 worked tirelessly to update our Sustainability Resources across the organization.
- Our Environmental, Human Resources, and Supplier Code of Conduct policies were updated and published on our website, here: [Corporate Social Responsibility | BI WORLDWIDE](#)

ENVIRONMENT

Our journey will reach a key point, when in 2025 we finalize baselines for all Scope 3 emissions globally and submit our letter to SBTi, formally committing to carbon reduction goals.

- BI WORLDWIDE earned a letter grade of C (Awareness) from CDP — the Carbon Disclosure Project. While this score tells us that we still have a journey ahead of us, it provides a great baseline to build on.
- Our CDP Disclosure included, for the first time, all 19 of our global offices sharing their Scope 1 and Scope 2 Emissions.
- Near the end of calendar year 2024, we began our journey to register with SBTi, the recognized global authority on establishing Net Zero emissions goals. Much of the work will be done during 2025 with the goal of submitting our letter sometime during calendar year 2025.
- Our Sustainability Team continued to add recycling options to our headquarters operations, as well as multiple global successes.

TRADING PARTNERS

- BI WORLDWIDE continues to challenge our suppliers to support our goals of transparency in reporting in the areas of:
 - Fair & ethical employment practices
 - Environmentally friendly manufacturing
 - Philanthropy in their local communities
 - Safeguarding against terrorist activities
 - Investment in women and minority-owned suppliers
- We published an updated Supplier Code of Conduct
- In mid-2024, we embarked on a review of all vendors, in preparation for our submission to SBTi



What We Do/About Us

Our Mission:

We are in the inspiration business.

We apply our talent to get people to change their beliefs and behaviors to produce results for our clients.

We work with great companies who value their employees, customers and partners.

Our Vision:

Innovation:

- Be a recognized thought and market leader. Apply the science of behavioral economics to our client solutions. Partner with leading organizations and academics.
- Create new markets and applications for our services. Impress our clients with creativity and ingenuity.

Growth:

- Exceed twice the economic growth in each headquarters country with a healthy product and margin mix.

Culture:

- Be a “best company to work for” in each headquarters location. Make it easier for all of us to do our jobs through simplification and technology. Celebrate success and learn from failure. Help our people realize their dreams and ambitions. Always be grateful.



Our Values:

We are in the inspiration business.

- Service well done.
- Innovate or perish.
- Fast is better than slow.
Action is better than talk.
- Never give up.
- In it for the long haul.
- Play nice in the sandbox.
- Change is inevitable – so get on with it.
- Lead, follow or get out of the way.
- Help each other.
- It's not all about us.
- Work hard, play hard, celebrate!
- Be An Ally.





Goals for 2025 and Beyond

BI WORLDWIDE: Our Vision for Corporate Social Responsibility (2025–2030)

Our commitment to corporate social responsibility is rooted in our mission to inspire people and deliver results. As we look ahead to 2030, we are building on our strong foundation to create a more sustainable, inclusive, and ethically driven global organization.

Environmental Leadership

By 2030, we aim to be a recognized leader in environmental sustainability across all our global operations. Our goals include:

- Setting a science-based target aligned with SBTi criteria in 2025.
- Expanding our renewable energy usage to our international locations where it is available.
- Scaling up our eco-conscious rewards catalog and integrating sustainability metrics into all client solutions.
- Partnering with clients to co-create carbon-neutral engagement programs.

Inclusive and Empowered Workforce

We envision a workplace where every associate feels seen, heard, and embraced. Our five-year goals include:

- Continue to expand our Associate Resource Groups (ARGs) to engage associates and support our business objectives.
- Increase representation of underrepresented associates and in management.
- Embedding inclusive leadership training to all associates.

Community and Client Impact

We will deepen our role as a force for good in the communities we serve:

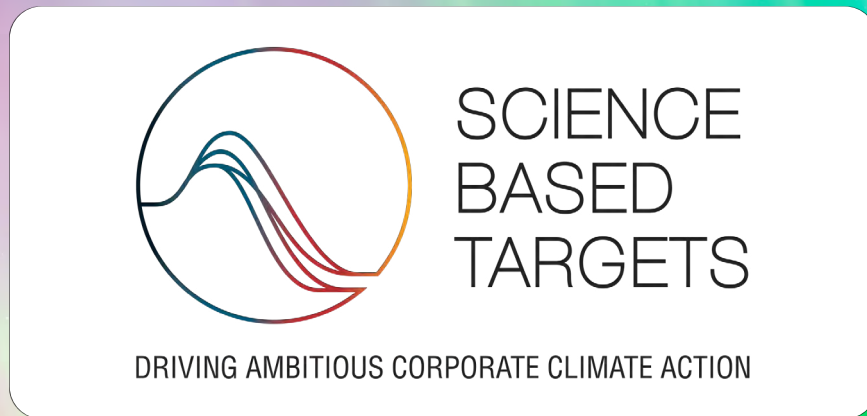
- Launching a Global Day of Impact, encouraging all employees to volunteer annually.
- Partnering with clients to co-sponsor community development initiatives aligned with shared values.
- Expanding events at our Design Center to include innovation labs focused on social impact and sustainability.

Ethical Governance and Transparency

We are committed to leading with integrity and transparency:

- Publishing an annual ESG Impact Scorecard with third-party verification.
- Expanding our Supplier Code of Conduct to include climate and DEI benchmarks

This vision reflects our belief that doing good is good business—and that our future success depends on how well we care for our people, our planet, and our partners.



Strategic Priorities & Roadmap for the Future

Strategic Priority #1: Our Associates

At our U.S. headquarters, we follow the process for Top Workplaces, driven by the Energage Workplace Survey. (www.topworkplaces.com) This process gathers employee-driven feedback that is used by our human resources and other leadership teams to set strategic priorities for the coming year.

We use similar in-country benchmark surveys to gather employee feedback, such as Top Workplaces in Singapore and India.

We are in the process of completing global employee commuting research to set a baseline for Scope 3, Category 7 data.

Regular customer interviews and roundtables gather feedback that help us set priorities for product development and program development.

Strategic Priority #2: Our Environment

We have set a date of October 1, 2025, to submit our Commitment Letter to SBTi. We don't take this commitment lightly. This is why we have been working with an outside consultant as well as an internal sustainability committee to thoroughly understand the data behind all Scope 3 categories.

In 2025 we will again submit Scope 1 and 2 Emissions to CDP for U.S.-headquarters and our 14 global offices. In our first year of formally disclosing our emissions, combining our U.S. and UK operations, we achieved the Awareness Level: C. We continued that in 2023 and 2024.

Strategic Priority #3: Our Trading Partners

We have published and updated our Supplier Code of Conduct to guide all of our efforts throughout our supply chain, both upstream and downstream.

In addition to asking our suppliers to follow our Code of Conduct, Supplier Contracts include language that asks suppliers to commit to these four key areas:

- Maintaining business operations that demonstrate fair and ethical employment practices
- Environmentally friendly manufacturing and services
- Philanthropy through support of local community charities, social causes or nonprofit organizations
- Safeguard against any terrorist activity or funding

Governance

As a privately-held company, we consider ourselves fortunate that our owner is actively involved in all of our efforts. In 2025, we expanded our CSR Steering team to include:

- CHRO
- COO
- VP of Finance
- VP of Marketing

These areas have added executive line of sight and reporting responsibility to our activities. Here is how we manage all of our efforts:

Executive Committee

Champions CSR at the highest level, ensuring alignment with corporate strategy and securing necessary resources.

Sustainability Lead

Oversees the development and execution of the CSR strategy, ensuring initiatives are impactful, measurable, and aligned with company values. Leads the CSR Steering Committee. This person is currently also our Customer Sustainability Lead, ensuring alignment of CSR efforts with customer expectations.

CHRO & Director of HR

Integrates CSR goals into employee engagement, diversity and inclusion, and workplace well-being programs. All Associate Resource Groups report in to this area, ensuring inclusivity in CSR planning.

Facilities Manager

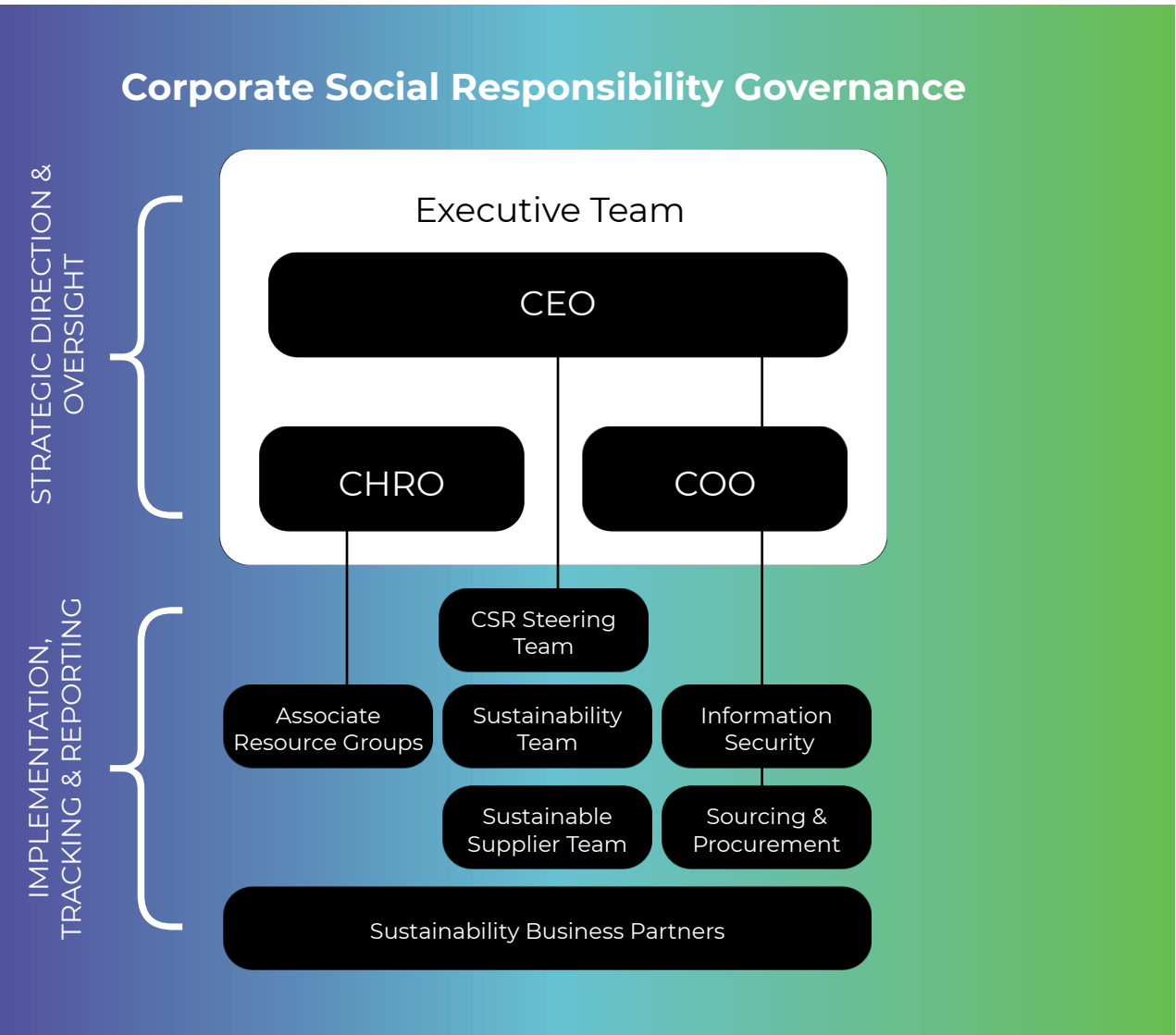
Implements sustainable practices across physical operations, including energy use, waste reduction, and supply chain ethics.

Finance Representative

Evaluates the financial impact of CSR initiatives and ensures responsible budgeting and reporting.

Communications Lead

Communicates CSR efforts internally and externally, enhancing brand reputation and stakeholder engagement.



Diversity

Diversity and Inclusion

We continued to focus on awareness — how can we spread awareness and inspire people to act every day.

Our goals:

- Improve racial diversity
- Continue to advocate for diversity, equity and inclusion
- Focus on retention and keep the turnover rates low
- Create more intentional programming to create a sense of belonging for all

Foundational elements that lead our strategy include:

- Regular activities by our empowered Associate Resource Groups
- Focus on diverse hiring practices by an experienced Talent Acquisition Manager in our HR department
- Focus on inclusive hiring practices by the Talent Acquisition Manager

Associate Resource Groups (ARGs):

ARGs were introduced in 2022 and have continued to thrive. We have four ARGs that are meant to be a resource for associates to find spaces with like-minded individuals, foster community, and build a more diverse and inclusive workforce.



Mosaic ARG: This is a space for Black, Indigenous, People of Color and their allies to build new connections and create a sense of belonging.



Pride@BIW ARG: This is a space for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) associates and their allies.



Amplify ARG: This is a learning space for all associates seeking to learn about diversity and inclusion topics and to understand how they can become allies.



Inspiring Women ARG: This space is for women-identifying associates and their allies to cultivate a culture where women thrive at all levels, build community, and give back.

Mentorship programs were launched within both Inspiring Women and Mosaic ARGs to address the growing need for connection, knowledge-sharing, and professional growth among associates. These initiatives were designed to foster meaningful relationships, empower participants, and create pathways for advancing skills and opportunities for both mentors and mentees.



In FY 2024, our Associate Resource Groups accomplished the following:



MOSAIC

Held monthly meetings, including various guest speakers. Mosaic also hosted a few events including:

- June 2024:** Mosaic BBQ Potluck
- Summer 2024:** Back to School Drive supporting Neighborhood House
- Winter 2024:** Twins Cities Toy Drive | Mosaic Holiday Potluck
- Summer 2025:** Back to School Drive supporting Neighborhood House | BBQ Potluck



PRIDE@BIW

Hosted events and monthly meetings including:

- September 2024:** Minnesota Queer History Jeopardy Game (Virtual) — Encouraged larger participation amongst the entire group and saw members who had not spoken up before engage in the game.
- December 2024:** Holiday Potluck Breakfast (In-Person) with Team Trivia — Fostering connection in person and allowed ARG Leads to connect more directly with ARG members with each of us being on different trivia teams.
- March 2025:** Service Event: Serving lunch to members at Aliveness Project (Off-Site) — Served lunch and packed "Dine Out for Life" restaurant kits at Aliveness Project HQ, a local non-profit that serves people living with HIV and community health support to the Twin Cities LGBTQ+ community. We helped prepare and serve hot lunch to members directly and helped promote their Minnesota "Dine Out For Life" campaign which is an event community-organizations participate in nationwide. Aliveness Project coordinates the Twin Cities event and this year, Minnesota ended up ranking third in the nation for funds raised.
- June 2025:** Service Event: Hosted card writing campaign for trans youth on behalf of Point of Pride (On-Campus). Hosted event over food truck lunchtime for associates to write cards of support and affirmation in their own words on behalf of Point of Pride a national non-profit that serves trans youth in accessing health and wellness care.



Amplify

Held monthly informational meetings with topics covering the following:

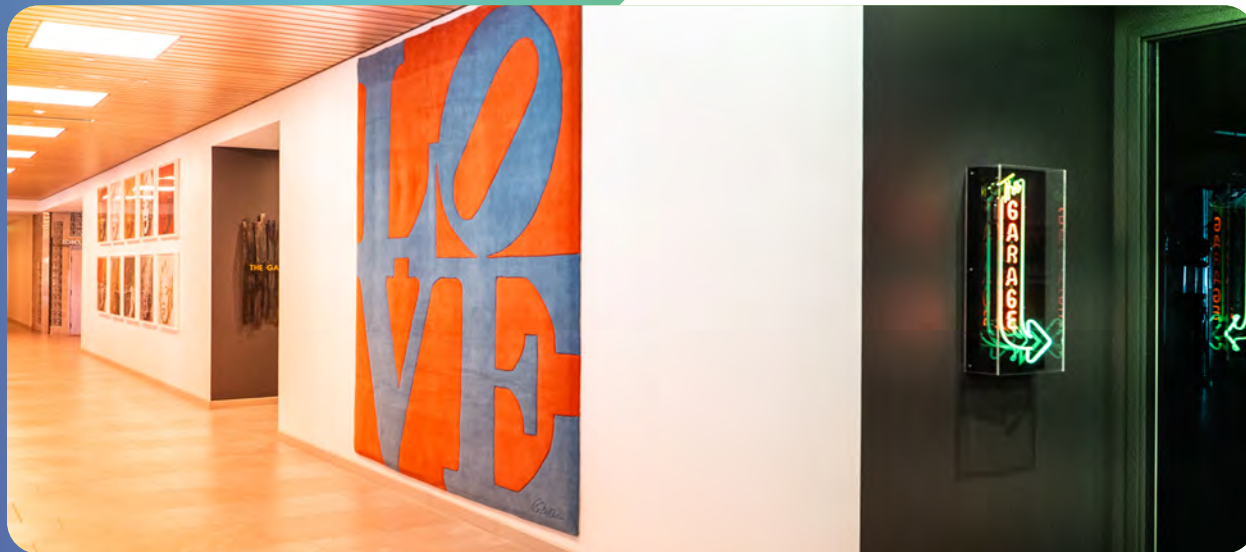
- June 2024:** Stand-in Family in the LGBTQ+ community
- July 2024:** Recognizing and combating microaggressions
- August 2024:** How to raise anti-racist kids
- September 2024:** Safely navigating politics at election time
- October 2024:** Doctrine of Discovery
- November-December 2024:** Toy Drive 2024: Giving back/Native American Month
- January 2025:** How to be an ally with intent
- February 2025:** Spread the Love 2025: Ways to be an Awesome Ally
- March 2025:** DEI & Violence
- April 2025:** Autism Awareness
- May 2025:** Mental Health across different cultures
- June 2025:** Bias and your brain
- July 2025:** Multi-Generational Living and in the workplace



Inspiring Women

Hosted community events and held monthly meetings with topics including:

- August 2024:** Inspiring Women celebrated One Year
- September 2024:** Ovarian Cancer Awareness Month: Inspiring Women held a Q&A with a BIW employee and ovarian cancer survivor.
- October 2024:** Mental Health Awareness Month with a conversation around parenting and caregiving and the mental load it requires. Inspiring Women hosted a Therapy Dog event, allowing employees access to therapy dogs through a MN non-profit, Canine Inspired Change.
- November 2024:** Veteran Panel with BIW Veteran Employees
- January 2025:** Invited LeeAnn Rasachak, CEO Women Venture to share the mission of empowering women to achieve their economic goals.
- February 2025:** Invited Drinal Foster to share her leadership story and hosted a Hygiene Drive for teenage mothers and their children.
- March 2025:** Women's History Month and panel discussion about DEI
- April 2025:** Held Next Steps Summit for MN school for teenage mothers to provide mock interviews and job seeking skills.
- May 2025:** Mental health discussion and affirmations exercise
- June 2025:** Focus on Trans rights are Women's rights
- July 2025:** Group yoga practice and self-care discussion



Around BIW

During the summer, we celebrate Summer of Love; during that time, we invite food trucks for lunch and artists to perform. We also hosted a Black is Beautiful Market, Asian American Art Market, and Juneteenth event. The annual BIW Holiday Party featured 100% reusable décor items. The BIW All-Associate Sales Meeting party showcased an upcycled art installation. During a BIW company event, we gave out seed paper gifts. These events focused on being inclusive, educating our associates, and empowering our local communities.

In April 2025, BIW hosted the Twin Cities Diversity, Equity & Inclusion Roundtable. This is a monthly meeting where DEI practitioners across the Twin Cities come together to talk about best practices. The April meeting centered around evolving DEI language, avoiding burnout, learning and development, and actionable advocacy.

BIW added gender-neutral bathrooms to our Party Room/Town Hall during the FY 2024 renovation. Wellness Rooms and Mother's Rooms can also be found around the Edina campus.

Summer Internship Program

For the fourth consecutive year, BIW has collaborated with UpTurnships to recruit college students of color, low socio economic, and/or first generation students for summer internships, aiming to transition them into long-term positions at our headquarters location in Edina. This initiative has gotten enthusiastic feedback from both hiring managers and the Upturn participants themselves.

Intern support includes:

- Career mapping, adaptability training, emotional intelligence training
- Communication tools (mind mapping, communication style assessment, etc.)
- Mentoring with the Director of Diversity and Inclusion, Nikhil Enugula
- Meeting with the executive team





Our Key Resource: Our Employees

Cultivating Inclusive Hiring Practices:

- We utilize equity audits
- Recruiting from forums and events focused on traditionally marginalized communities
- Each job description at BIW starts with an inclusion statement:

Onboarding and Career Management Training

We continued our strong tradition of Career Management Training for all leaders and associates. Our HR department and Training Manager work with each hiring manager to formulate a unique onboarding experience for new associates. This includes:

- Communication Touchpoints starting before the associate's first day
- Assignment of a Buddy (Mentor) on their new team to provide informal onboarding
- Manager and Buddy Checklist to ensure all steps are completed in a timely manner
- HR follow-up and support for questions or concerns that may arise

In 2024, this process was used with 100% of new associates who started at BIW.

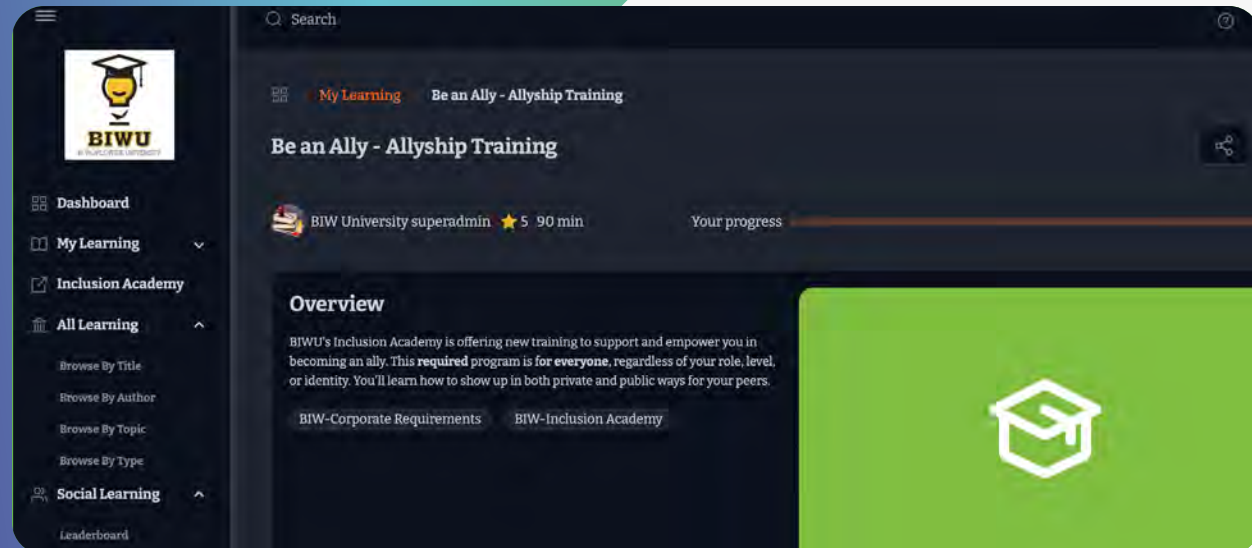
New Associate Training:

All new associates are enrolled in 18 essential courses at BIW University, designed to provide a strong foundation for their roles. These courses cover the following key areas:

1. Introduction to Behavioral Economics
2. BIW Mutual Respect Policy - Introduction
3. Mutual Respect: Workplace Harassment Prevention
4. Information Security - Spear Phishing
5. Information Security- Advanced Spear Phishing
6. Customer Service - Signature Service
7. Customer Service - CX3 Process
8. Introduction to BRAVO (Our Employee Recognition and Rewards System)
9. True Colors (Communication Styles)
10. Collaboration
11. BIW University Reference Guide
12. Meeting Management
13. Creating a Timesheet
14. BIW Brand
15. New World, New Rules (Engagement Training)
16. Information Security - Privacy and Security
17. Be an Ally: Allyship Training
18. Sustainability@ BIW

New for 2025:

Organics Recycling at BIW



Educating our workforce:

- What's the Right Term learning session
- A Guide to Inclusive Language (book discussion about "35 Dumb Things Well-Intended People Say")
- Be an Ally: This required training supports and empowers all employees, regardless of their role, level, or identity, as they learn to show up in both private and public ways for their peers. It was introduced in 2023 and as of June 2025, an estimated 92% of employees have taken the training.

Our internal learning center, BIW University, includes a section called Inclusion Academy that features over 55 hours of learning and awareness around topics such as:

- How to be an inclusive co-worker
- Cross-cultural communication
- Resources for an inclusive workplace

New for FY 2025:

Organics training was brought to BIW in January of 2025. A representative from Hennepin County came to BIW headquarters to educate associates in person. This mandatory training was also added to BIW University where all associates could be educated about organics recycling.



Educating Leadership:

Catalyst is a mandatory six-course training program designed to advance our goals of achieving belongingness within the associate base and enhancing retention efforts for diverse team members.

The training program is designed to enhance our capabilities in attracting, interviewing, and hiring diverse candidates who can bring exceptional value to BIW. Additionally, it focuses on equipping managers with the skills necessary to manage and support these new hires, thereby aiding in the achievement of BIW's retention goals. These courses also serve as a platform for exchanging best practices and learning from others to successfully reach these objectives.

Course #1: Introduction to Diversity and Inclusion

Course #2: Inclusive Leadership for Supervisors

Course #3: Inclusive Hiring Practices

Course #4: Hiring Practices: Interviewing

Course #5: Unconscious Bias in Daily Life

Course #6: Building Sense of Belonging in the Workplace

Customer Experience Training and Leadership

BIW introduced a companywide Customer Experience Process (CX3) at the start of 2020, just when the pandemic took us out of the office and into remote work. The CX3 Process is a Project Management Framework that allows us to remain flexible to customer needs while designing and implementing the most strategic solutions for customer satisfaction.

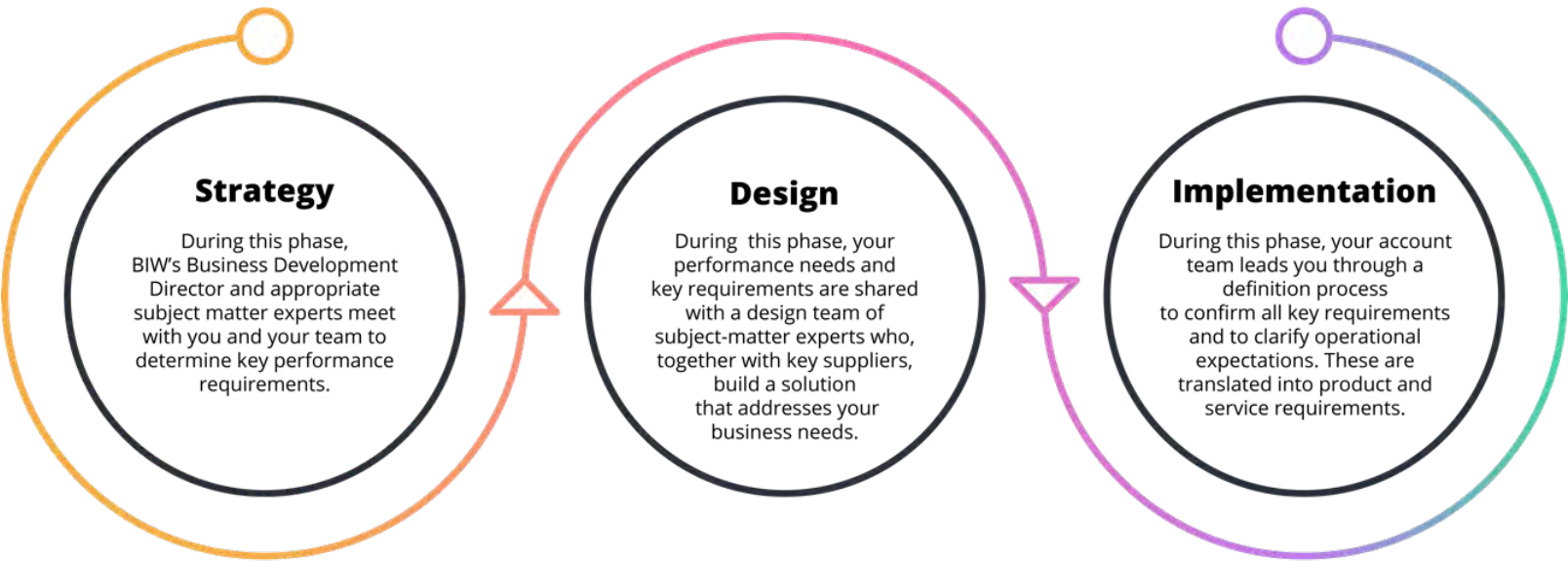
The three key areas of the process include:

Strategy – ensuring we are bringing forward solutions that meet our customer’s needs.

Design – integrating all aspects of the solution in a manner that produces measurable results.

Implementation – standardizing the process for delivering on-time, on-target and on-budget solutions for our customers.

Overseeing the process is a Vice-President level manager as well as a team of support individuals and auditors.



Working Conditions

We are committed to continuously enhancing our working conditions, with our facilities team convening monthly to identify and implement specific initiatives. Each major improvement is guided not only by a focus on sustainability at our headquarters but also by a steadfast commitment to employee health and safety.

To ensure a safe working environment, we monitor two key metrics:

- 1. Occupational Safety and Health Administration (OSHA) recordable incidents
- 2. Worker's compensation experience modification rate (EMR or Experience Mod).

Our annual objectives are ambitious yet essential: zero OSHA-recordable incidents and maintaining an EMR below one (1).

Health and Wellness

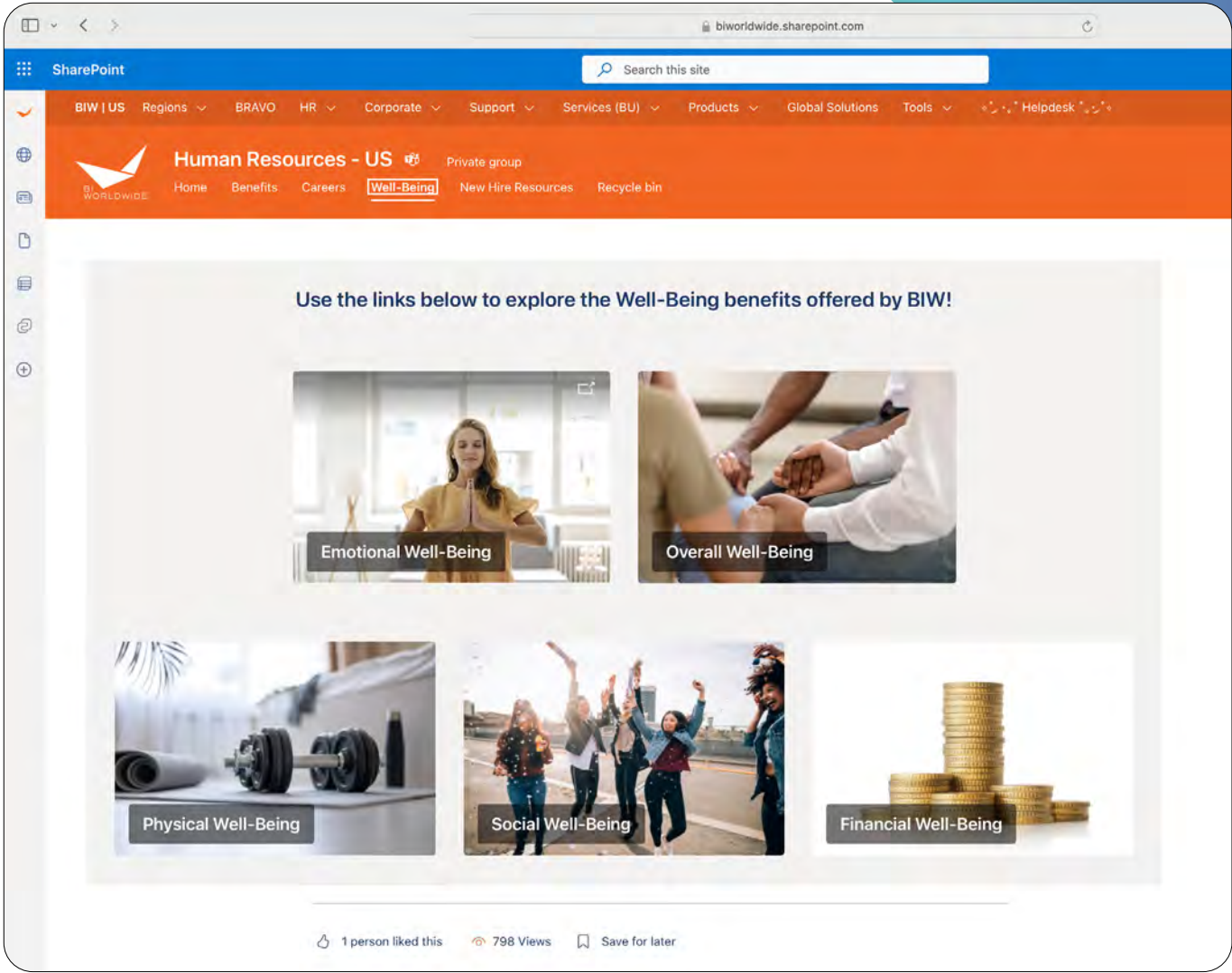
The past five years have posed significant challenges to everyone’s physical and mental well-being worldwide. In 2023, most of our global employees transitioned to a balanced hybrid work schedule, with remote work on Mondays and Fridays and in-office collaboration from Tuesday to Thursday. This approach fosters a healthy equilibrium between personal flexibility and opportunities for teamwork and face-to-face problem-solving.

We maintain a library of tools for all associates to ensure their health and well-being, including:

- New-Hire Workstation Assessment
- Risk Assessment for Laptop Users
- Checklist for Workstation Ergonomics
- Health care (medical, dental, disability, STD, LTD, life insurance)
- Employee Assistance Program (EAP) for mental health and other assistance
- 401k plan and company match
- Six weeks paid parental leave
- Gym membership reimbursement and rewards
- Healthy savings program (i.e., fresh produce discounts)
- Walking treadmill desks and Roman back chairs
- College Scholarships for children of associates

Our organization also provides multiple resources around well-being in these key areas:

- Emotional Well-being
- Physical Well-being
- Financial Well-being
- Social Well-being



Social Dialogue and Associate Feedback Opportunities

Social dialogue between employees and management is vital to improving our efforts in areas of working conditions and benefits. There are multiple ways that our organization creates social change while listening to our employees:

- Associate Resource Groups
- Associate Resource Group Events
- Social Dialogue Events: Our Director of Diversity and Inclusion holds virtual and live events targeted at social dialogue. Examples of these sessions include:
 - Diversity Book Discussions
 - Watch and Learn Diversity Events
 - Focus Groups for Young BIPOC, Women in Tech and others



2025 Employee Survey Results

BIW surveys associates annually to measure our Workplace Experience. With a 76.1% response rate, BIW's Workplace Experience Score is 77%, down 1 point from the previous year, and on par with other Top Workplaces. Strength areas for BIW are Values, Inclusion and Appreciation. Areas for improvement are Interdepartmental Cooperation, Meetings and Formal Training.

What three words best describe our culture?



Workplace Experience Themes

(what the survey measures)

- Closely Aligned
- Empowered to Execute
- Enabled to Grow
- Engaged
- Fairly Valued
- Respected and Supported

Net Promoter Score (NPS) = 91%

I would highly recommend working at BI WORLDWIDE to others

OTHER STRENGTHS FROM THE SURVEY:

BI WORLDWIDE encourages different points of view
14 points above the benchmark

BI WORLDWIDE operates by strong values
11 points above the benchmark

I feel genuinely appreciated at BI WORLDWIDE
12 points above the benchmark



We are also recognized globally as a great place to work in Canada, China, India, Mexico, and Singapore.

Commitment to the Environment

At the end of 2024 we received our first global feedback from CDP, again achieving a C Level for Awareness. To set priorities for the future, we looked at those categories that had the most materiality to our business, where we were ahead or behind our category peers, and the areas that we feel we can have the most immediate impact on.

The categories where we scored at or above the industry average are:

- Business Strategy
- Scope 1 & 2 Emissions
- Emission Reduction Initiatives and Low Carbon Products
- Dependencies, Impacts, Risks and Opportunities Process
- Opportunity Disclosure
- Risk Disclosure
- Value Chain Engagement
- Energy

Our areas of opportunity include:

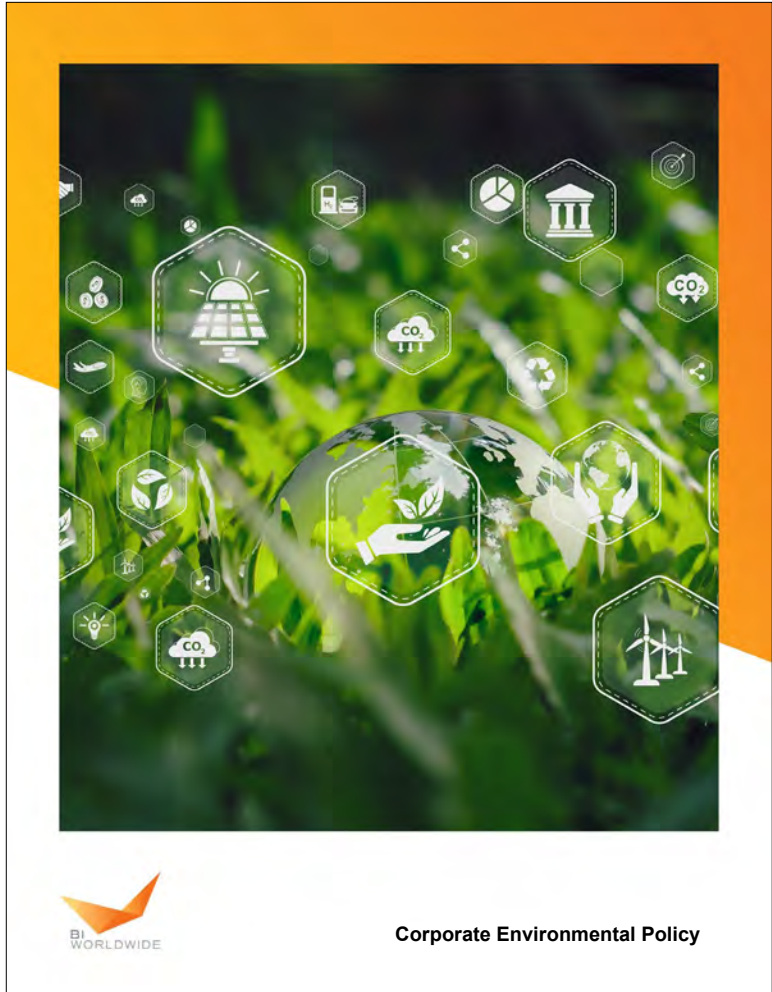
- Scope 3 Emissions
- Governance
- Verification

By the end of 2025, we will have set baselines for our Scope 3 Emissions based on Reporting Year 2024, and will be starting the process of setting science-based targets with SBTi criteria.

We have also added an outside verification agency to join our journey and will be verifying all 2025 data, including this report.

Environmental Policy

Our Environmental Policy was updated for 2025 to address our policies toward our customer, supplier, contractor, and employee stakeholders. It is available on our website.





Sustainability Solutions for our Customers

EMPOWERING OUR CLIENTS

Collective Uniqueness

BIW utilizes this campaign to amplify DE&I efforts with our clients who struggle to get buy-in from their organization. Using the Actify™ framework, BIW provides a simple, actionable experience for individuals to:

- **Learn** about inclusive action in the workplace, broaden their understanding of inclusivity, and understand why DEI is important
- **Advocate** for colleagues and make a commitment to support others in meaningful ways
- **Act** to accomplish change in the workplace and communities, and to live out being the employer of choice
- **Celebrate** what makes everyone unique by capturing and sharing stories

This campaign raises awareness and provides education regarding the importance of inclusion and the individual responsibility we all have in promoting it.

Case Study

Problem:

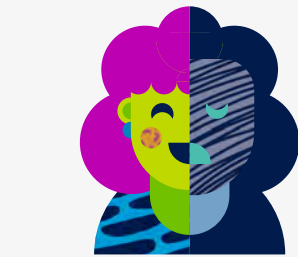
A Fortune 500 pharmaceutical client had multiple resources but no clear direction or priority for individuals to take regarding DE&I efforts. A portion of leaders were hesitant or reluctant to incorporate DE&I efforts, not fully understanding the impact to their business.

Solution:

Individuals were asked to take a pledge and choose an area of focus to make the most impact in the next four to six months:

- **Learn:** I commit to learning about my colleagues and their collective uniqueness.
- **Advocate:** I commit to advocating for my colleagues who are different from me, amplifying their voices, and supporting their work.
- **Act:** I commit to taking small, daily actions to improve the culture of inclusion and belonging at the company.
- **Celebrate:** I commit to finding and celebrating collective uniqueness and inclusive behaviors at the company.

Collective Uniqueness Behavior Change Results



People whose managers registered were

2.1x

more likely to register, than if their manager didn't log in!

2,372

Total Commitment Pledges



"I belong," "Working here is inspiring," & "I can make a difference in helping others feel included"

56-69%

Positive increase in survey responses from participants who initially rated Disagree/Strongly Disagree!

ESG

In early 2025, Event Solutions Group (ESG) partnered with **event:decision** to give clients a report that reviews how their event has impacted the environment. The ESG proposal decks were updated to include a slide that highlights our sustainability initiatives and actions so clients can get a better grasp on the big picture and how sustainability impacts their events.

In addition to getting the report, clients can choose to purchase a carbon offset. This enables our clients to access real-time environmental impact analysis for their events and for their contributions to support initiatives like forest conservation and clean energy projects that combat climate change.

MORE SUSTAINABLE TRAVEL + YOU

STRIVE TO MINIMIZE the footprint of your adventures and give back to the places and communities that fuel your explorations.

Sustainable tourism aims to balance economic growth, human well-being and environmental health, focusing on minimizing the negative impacts of tourism while maximizing its positive benefits for communities, cultures, ecosystems and the planet.

According to recent studies, 76% of travelers say they want to travel more sustainably. While this shifting mindset is a promising sign many travelers don't know where to begin.

You can be part of the solution by embracing more responsible travel habits and supporting companies that are taking action. BI WORLDWIDE offers guidance on what sustainable travel looks like in practice. By rethinking the way we travel, we can realize a brighter future where tourism protects and respects our planet and its cultures.

PRE-TRAVEL (planning + design)

- + CHOOSE LOWER CARBON TRANSPORT**
Book direct flights. Take a train or bus for trips closer to home. Walk, bike or use public transit within destination. Choose transport providers that prioritize energy efficiency and sustainable fuel.
- + TRAVEL SLOWLY, BUT EFFICIENTLY**
Spend more time in fewer places and plan itineraries that minimize travel distances to reduce transport emissions. Immerse yourself in the destination to deeply connect with the culture.
- + CHOOSE LOWER IMPACT ACCOMMODATIONS**
Select a higher-end property that utilizes energy efficiency, renewable energy and water-saving measures.
- + CHOOSE A DIGITAL COMMUNICATIONS CAMPAIGN**
Engage, Inform and Ignite your audience through a robust BIW digital communications campaign and a gamification platform.

TRAVEL (exploring in destination)

- + SUPPORT THE LOCAL ECONOMY**
Ensure your dollars stay in the community by dining at local eateries, hiring local guides, engaging in community-based tourism and choosing providers that employ local people.
- + RESPECT COMMUNITIES AND CULTURES**
Learn about local traditions, adhere to cultural norms and participate in authentic cultural experiences.
- + CONSERVE WATER AND ENERGY**
Turn down the heat/AC. Decline daily housekeeping, take shorter showers and turn off lights and electronics when not in use.
- + TRY LOCAL, SUSTAINABLE DISHES**
Order dishes made with seasonal, organic local ingredients to lessen your footprint, support local producers and savor the destination's culinary heritage.
- + ENGAGE IN LOW-IMPACT ACTIVITIES**
Opt for low-carbon activities such as hiking, cycling, walking tours or non-motorized water sports. Stay in designated areas; don't touch, feed or disturb wildlife and avoid unethical experiences that exploit communities or animals.
- + ENGAGE LOCAL ARTISANS**
Choose local gift experiences to learn about the culture and history of the area. Purchase goods from local artisans for room drops. Also, food tours, cooking classes and wine tastings.

POST-TRAVEL (offsetting + recap)

- + OFFSET YOUR CARBON FOOTPRINT**
Consider buying carbon offsets to compensate for unavoidable travel emissions. Initiatives vary in size, price, location, goal, etc.

BI WORLDWIDE can provide real-time environmental impact analysis for your events. By doing so, you will contribute to projects like forest conservation and clean energy that counter climate change.

Example: **TOTAL BREAKDOWN OF EMISSIONS**
(total tons CO₂e calculated: 570 tCO₂e)





Client Visits

During client visits, we make it a priority to reduce waste by:

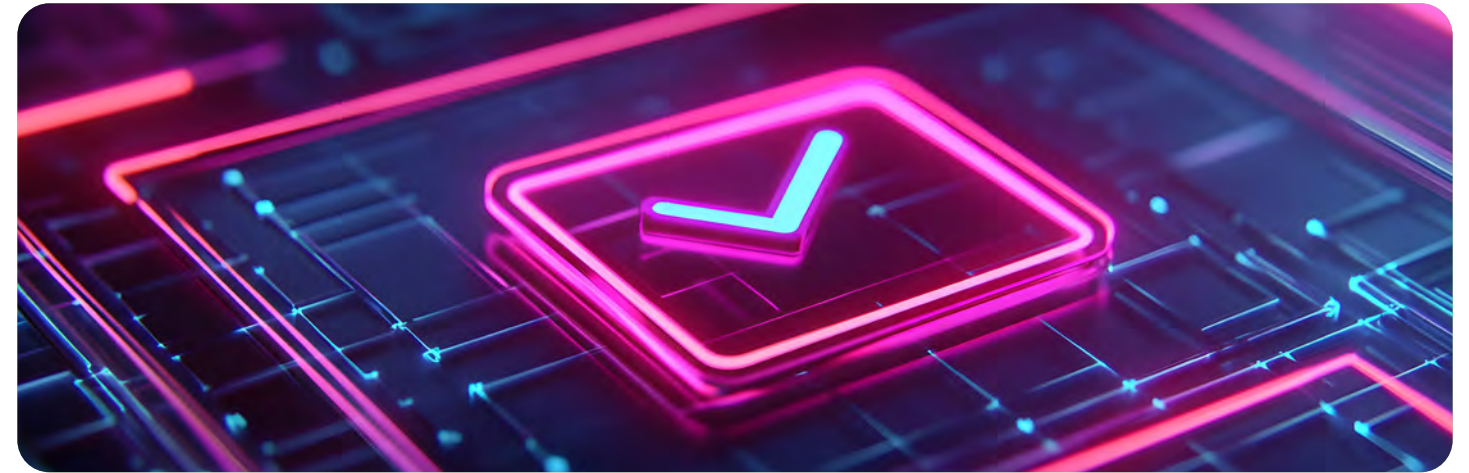
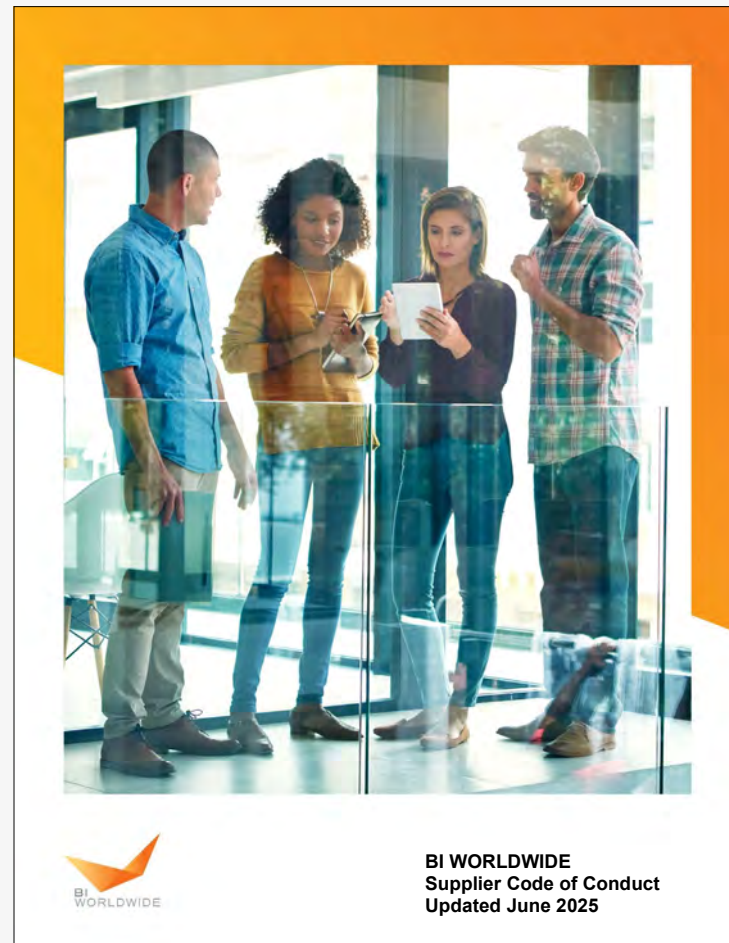
- Reusing coffee mugs
- Repurposing décor and gift bags
- Utilizing digital welcome signs
- Using sustainable notebooks (created from apples)

With every client visit, we continue to think about sustainable solutions and how to implement them.

Supply Chain / Procurement

In late 2024, we looked into every customer relationship to begin gathering baselines for Scope 3 reporting. As of the publication date of this report, we are about 75% of the way through the data-gathering phase, and are working with an outside agency to quantify and report our findings.

In 2025 we updated our Supplier Code of Conduct, a foundational element for our sourcing and procurement efforts. It can be found on our website.



The following are key areas of our Supplier Code of Conduct:

- Ethics and integrity
- Data privacy and security
- Inclusion, diversity and working conditions
- Environment

This policy was also shared internally with our employees and published on our company intranet.

We continued tracking our suppliers in four area that are important to our organization and our customers:

- Maintain business operations that demonstrate fair and ethical employment practices.
- Environment-friendly manufacturing and services.
- Demonstrate philanthropy through support of social causes, nonprofit organizations, local community programs and charities.
- Safeguard against any terrorist activity or funding



Brands We Represent

Most of BIW's supply chain is associated with sourcing name-brand merchandise and individual and group travel (e.g., flights, hotels) as rewards for program participants. BIW's goal is to source as many awards as possible from suppliers committed to sustainability. The Top 40 merchandise name brands, representing 50% of our volume, airlines and hotels made significant strides in their social responsibility and sustainability efforts over the past 12-18 months.



Sustainability Reporting

Since 2023, the percent of our top merchandise name brands (e.g., Apple, Dyson, Yeti), airlines (e.g., American, Delta, United) and hotels (e.g., Hyatt, Marriott, Loews) that publish a publicly available Corporate Social Responsibility (CSR) or Environmental, Social and Governance (ESG) report increased from 50% to 81.8%. Of the 81.8% that publish a formal report, 54.5% are aligned with or fully compliant with GRI and/or SASB reporting standards, up from 42%.



Sustainability Commitments

Similarly, these companies have also made strong formal sustainability commitments:

- 60% have made a formal carbon neutral and/or Net Zero commitment with specific target dates and actions, up from 45%.
- 50.9% have set science-based emission reduction target dates through SBTi, up from 42%
- 52.7% are CDP Respondents, up from 47%.



- Data Privacy and Information Security
- Ethical Policies and Practices
- Responsible Sourcing and Procurement
- Sustainable Products and Solutions

Data Privacy & Information Security

Our information security team consists of a Director of Information Security and an Information Security Analyst. They track and report on 31 policies and procedures relevant to privacy, security, and employee training.

- Business Continuity Plan
- Privacy Policy
- Malware and Antivirus Policy
- Data Protection Policy

- Piloted Microsoft CoPilot with test users from a variety of our business units, including client services, decision-sciences, technology solutions, training, events, and accounting.
- Rolled out additional functionality for all project managers to increase productivity with our customers.
- Created a partnership with IBM to build AI-tools into our customer solutions.

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Global Initiatives & Impact

The following section shares some of the incredible work our global teams are doing to impact human rights, responsible business practices, and the environment.

Commitment to the Environment

EARLY CAREERS FOUNDATION

In partnership with The Early Careers Foundation (ECF), BIW is working to improve social mobility and bring about real and lasting improvement to the lives of young people in the UK. The ECF is a social mobility charity that works with young people from low-income backgrounds across the country to ensure that talent and hard work are what determine their career success – not background. Our volunteer Mentors help to Inspire Greatness.

IMPACT

This initiative has allowed our Associates to develop their leadership and coaching skills through an inspiring and impactful programme, while driving our value of Reaching Beyond Our Four Walls.

It's an opportunity that falls within the 70% in the 70-20-10 model for individuals who don't have line manager responsibility but wish to gain line manager skills.

“Being an Early Careers Foundation mentor has been a profoundly rewarding experience. It's given me the chance to share my knowledge, support aspiring professionals, and see their growth firsthand. The programme not only creates confidence and development in mentees but has also sharpened my own skills in leadership, communication, and empathy. For our Associates, this opportunity is a two-way street—empowering the next generation while enriching our own personal and professional journeys.”

Emma Burgess



WELLBEING TEAM

The BIW Wellbeing Team is a collection of like-minded Associates who believe in the importance of wellbeing and want to make a positive impact on our BIW community.

Through communication, its aim is to connect Associates with helpful tools to improve their wellbeing, both inside and outside the office. They also run initiatives and events to develop a sense of community and inclusion when it comes to prioritising wellbeing.

IMPACT

By having an Associate-led wellbeing committee, Associates have been empowered to drive their own wellbeing initiatives. These initiatives have allowed for signposting and supportive information to be shared around a range of wellbeing challenges while encouraging healthy living.

CLIMATE CONTROL SYSTEM

The introduction of the climate control system across the office building, and air ventilation units in the washrooms, is an exciting development in enhancing our office environment with a much more efficient system, positively impacting our environment.

The new system allows us to maintain a consistent temperature across the whole building, or in pre-set zones and turn the Gas Boiler off during the summer months. By keeping a consistent temperature in the occupied areas of the building, we'll improve comfort for Associates as well as saving energy, which supports our ESG goals.

RENEWABLE ENERGY

We have moved to a green renewable energy supplier for the first time in BIW EMEA's history!

BIW EMEA uses approximately 100,000 kWh of electricity per year and by moving to green energy we will be reducing our carbon footprint by 20 tonnes!!

Our new supplier is Ecotricity.

Ecotricity are Britain's greenest energy company. All the electricity is certified green and also certified Vegan. Ecotricity state that by BIW joining Ecotricity we have done one of the biggest things you can do to help fight climate change.



AWARENESS DAYS AND MONTHS

The People & Culture Team have created a page on Insider to highlight upcoming Awareness Days, such as Employee Appreciation Day, International Women’s Day, and Black History Month.

Awareness Days are important at BIW because it’s helped our Associates learn about important causes, illnesses, and events. This has resulted in a stronger understanding of each other’s differences and a more inclusive workforce. They have also encouraged conversations, sparked engagement, and inspired change. As well as educating, we’ve used Awareness Days as a supportive measure to signpost relevant wellbeing resources and supportive bodies.

Awareness Days are a natural fit for reward and recognition programmes, for example, guessing the person based on their achievements during Black History Month.

Some of the Awareness days we are proud to have celebrated;

- Black History Month
- Pride Month
- International Women’s Day
- Men’s Health Day
- World Values Day

IMPACT

Awareness Days has created a sense of belonging for all Associates and a more inclusive organisation because they’ve given Associates a better understanding of the challenges and barriers people face. The days have also encouraged allyship and peer to peer support through education.

RENEWABLE WASTE

Absolutely NONE of it goes to landfill!

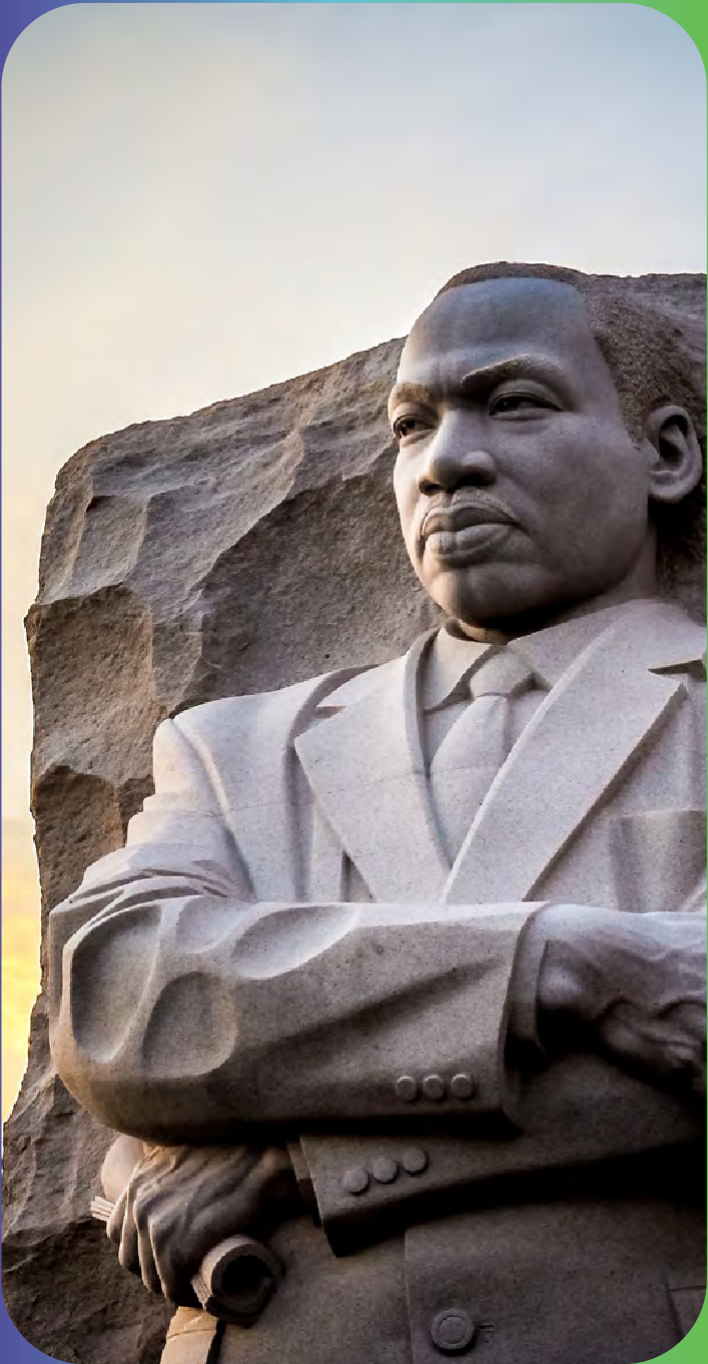
From recyclables to food and sanitary waste, our waste partner, diverts everything away from landfill to recycle or convert it into renewable energy sources and fertiliser.

Our partners fleet of lorries is entirely carbon neutral, further reducing the impact on the environment.

Our Associates take responsibility to reduce waste we produce and re-use anything possible first. We then make sure we recycle by segregating our waste!

Our waste doesn’t end up in landfill; it’s sent to Energy from Waste (EfW) facilities, where it’s processed to generate renewable electricity for export to the National Grid.

0% of our waste ends up in landfill!





Results for 2025

Thank you for your interest in BI WORLDWIDE’s journey to ensure sustainable operations across our global organization. A key step in our journey over the last two years was to begin the process of standardizing our reporting across all of our global offices and operations.

All data reported is from Fiscal Year 2025, ending on June 30, 2025. For comparison, we have included the most recent “Reporting Year” data, most often reported from Fiscal Year 2024. Some of the employee data may include calendar year information. We have attempted to call out any differences in this report.

Moving forward, all data will be reported on an annual basis and will be reflective of our fiscal year.

Labor & Human Relations

Associate Resource Group Data

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY2026 Target |
|----------------------------|--------|--------|--------|---------------|---------|----------------|---------|---------------|
| Mosaic Membership | | | | | 305 | 305 | 305 | 305 |
| Mosaic Events | | 14 | 18 | 18 | 15 | 15 | 15 | 15 |
| Pride Membership | | 52 | 80 | 100 | 305 | 305 | 305 | 305 |
| Pride Events | | 16 | 18 | 20 | 14 | 14 | 14 | 14 |
| Amplify Membership | | 115 | 121 | 125 | 305 | 305 | 305 | 305 |
| Amplify Events | | 12 | 12 | 12 | 14 | 14 | 14 | 14 |
| Inspiring Women Membership | | N/A | 137 | 150 | 305 | 305 | 305 | 305 |
| Inspiring Women Events | | N/A | 5 | 12 | 17 | 14 | 14 | 14 |

Diversity & Inclusion Performance

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY2026 Target |
|--|--------|--------|--------|---------------|---------|----------------|---------|---------------|
| Percent of workers from minority groups | 12.6% | 14.6% | 15.7% | 20.0% | 15.5% | 20.0% | 15.2% | 20.0% |
| Percent of women employed | 52.0% | 52.0% | 52.4% | 50.0% | 53.4% | 54.0% | 53.3% | 54.0% |
| Percent of workers in top leadership positions | 6.9% | 6.2% | 5.7% | 6.0% | 5.9% | 6.0% | 6.5% | 6.0% |
| Percent of women in leadership positions (Mgr., Dir., VP) | 36.0% | 41.0% | 43.2% | 45.0% | 44.2% | 45.0% | 44.9% | 45.0% |
| Percent of internal associates receiving performance reviews | 99% | 100% | 99.48% | 100% | 98% | 100% | 99.5% | 100% |

Social Dialogue Opportunities

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|---|--------|--------|--------|---------------|---------|----------------|---------|----------------|
| Total Associate Resource Group Events | N/A | 42 | 53 | 45 | 48 | 48 | 48 | 48 |
| Social Dialogue Events | 42 | 54 | 60 | 20 | 25 | 25 | 25 | 25 |
| Human Resource Onboarding Surveys (30 days) | | 47 | 65 | 70 | 42 | 20 | 17 | 20 |
| Human Resource Onboarding Surveys (90 days) | | 31 | 72 | 75 | 52 | 30 | 25 | 30 |

Health & Wellness Performance

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|---|--------|--------|--------|---------------|---------|----------------|---------|----------------|
| Company-Paid Short-Term Disability (Non-Elective) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Company-Paid Long-Term Disability (Non-Elective) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Company-Paid Life Insurance (Non-Elective) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Employee Assistance Plan (Non-Elective) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Medical Insurance (Elective) | 74% | 71% | 73% | N/A | 75% | 75% | 76% | 75% |
| Dental Insurance (Elective) | 68% | 68% | 69% | N/A | 73% | 75% | 73% | 75% |
| Vision Insurance (Elective) | 50% | 52% | 53% | N/A | 57% | 55% | 58% | 55% |

Employee Training & Process Measures

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|--|--|--------|--------|---------------|---------|----------------|---------|----------------|
| Percent of the total workforce across all locations who received career or skills-related training | Career and skills-based training is available to 100% of associates and is assigned by their manager or taken on an as-needed basis. | | | | | | | |
| Average hours of training per associate (U.S.) | 27 | 28 | 29.5 | 30 | 10.5 | 11 | 15 | 11 |
| CX3 audits performed | 19 | 20 | 20 | 20 | 0 | 0 | 0 | 0 |
| Percent of business units audited | 100% | 100% | 100% | 100% | 0 | 0 | 0 | 0 |
| Percent of Managers Completing Catalyst Training | | | 100% | 100% | 0 | 0 | N/A | 0 |
| Environment & Sustainability Training | | | 31.8% | 100% | 100% | 100% | 100% | 100% |
| Hours of Training in the Inclusion Academy | 25 | 37 | 55 | 75 | 60 | 60 | 65 | 60 |

Working Conditions Performance Measures

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|--|--------|--------|--------|---------------|---------|----------------|---------|----------------|
| Percent of workforce represented by formal collective agreements | <1% | <1% | <1% | 1% | <1% | <1% | <1% | <1% |
| OSHA Reportable Incidents | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| EMR | 0.74 | 0.64 | 0.67 | <1 | 0.65 | <1 | 0.65 | <1 |
| Facilities Team Meetings | 24 | 24 | 24 | 24 | 24 | 24 | 24 | |

Labor Metrics

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|--------------------------------|--------|--------|-----------|---------------|-----------|----------------|-----------|----------------|
| Number of Hours Worked | | | 2,123,763 | N/A | 2,212,476 | 2,200,000 | 2,200,000 | 2,200,000 |
| Work Related Ill-Health (OSHA) | | | 6 | 0 | 1 | 0 | 0 | 0 |

Community Collaboration

| | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|---------------------------|--------|--------|--------|---------------|---------|----------------|---------|----------------|
| Feed My Starving Children | 415 | 418 | 420 | 420 | 400 | 350 | 354 | 350 |

Environment

Sustainability Performance - U.S. ONLY

| Metric | CY2019 - Baseline | CY2022 | CY2023 | CY2024 Target | CY2030 Target | FY 2024 | FY 2024 Target | FY 2025 | FY 2026 Target |
|---|-------------------|--------|---------|---------------|-----------------|---------|-----------------|---------|-----------------|
| Energy Star Certification (score 75 or higher) Building 1 | 77 | 82 | 82 | 75 | | 84 | | 82 | |
| Energy Star Certification (score 75 or higher) Building 2 | 93 | 99 | 99 | 75 | | 99 | | 99 | |
| Energy Star Certification (score 75 or higher) Building 3 | 39 | 50 | 48 | 50 | | 54 | | 54 | |
| Energy Star Certification (score 75 or higher) Building 4 | 78 | 70 | 95 | 75 | | 97 | | 97 | |
| Energy Star Certification (score 75 or higher) Building 5 | 90 | 96 | 98 | 75 | | 91 | | 91 | |
| Scope 1 (direct) GHG emissions (metric tons)2,3 | 519 | 494 | 377.7 | 300 | 50% Reduction | 378.71 | 50% Reduction | 408.12 | 50% Reduction |
| Scope 2 (indirect) GHG emissions (metric tons)2,3 | 918 | 720 | 1086.9 | 1000 | 50% Reduction | 612.37 | 50% Reduction | 601 | 50% Reduction |
| Electric Energy consumption (MWh)2,3 | 2,118 | 1,608 | 1558.84 | 1400 | 50% Reduction | 1431 | 50% Reduction | 1404 | 50% Reduction |
| Electric Energy consumption from wind power (renewable) | 0 | 30% | 100.00% | 100% | 100% Wind Power | 100% | 100% Wind Power | 100% | 100% Wind Power |
| Intensity Metric (US ONLY) expressed in kBtu/sf | N/A | 50.66 | 42.61 | N/A | | 42.67 | | 41.72 | |
| % of renewable energy out of total energy mix – | 0 | 11% | 42.70% | 1 | | 38% | | 38% | |

Other Environmental Metrics

| Metric | CY2019 - Baseline | CY2022 | CY2023 | CY2024 Target | CY2030 Target | FY 2024 | FY 2024 Target | FY 2025 |
|--|-------------------|--------------|--------------|---------------|---------------|--------------|----------------|--------------|
| % of renewable energy out of total energy mix | 0 | 11.13% | 42.70% | 1 | | 38% | | 38% |
| % of total waste diverted from landfills, e.g. through recycling, reusing or WTE | not measured | not measured | not measured | | | not measured | | not measured |
| % of all operational sites for which an environmental risk assessment has been conducted | N/A | N/A | N/A | | | N/A | | N/A |
| % of all operational sites for which a formal environmental management system (EMS) has been implemented | none | none | none | | | none | | none |

Ethics

Responsible Business Practices

| Metric | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY2026 Target |
|---|----------|--------|--------|---------------|---------|----------------|---------|---------------|
| Ethics Policy Training | Optional | 100% | 99.20% | 100% | 100% | * | * | |
| Code of Ethics Breaches | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incidents Reported through Whistleblower Procedure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of legal actions for anti-competitive behavior, anti-trust or monopoly practices | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of security breaches | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other reportable violations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Ethics Policy Training Moved to bi-annual training.

Sourcing & Procurement

Responsible Sourcing/Purchasing Performance

| Metric | FY2021 | FY2022 | FY2023 | FY2024 Target | FY 2024 | FY 2025 Target | FY 2025 | FY 2026 Target |
|---|--------|--------|--------|---------------|---------|----------------|---------|----------------|
| Percent of dollars spent associated with at least one of the four CSR elements | 24.5% | 45.3% | 54.5% | 57.0% | 72.0% | 75.0% | 74.0% | 76.0% |
| Maintaining business operations that demonstrate fair & ethical employment practices | | 45.1% | 54.0% | 56.0% | 66.0% | 70.0% | 70.0% | 72.0% |
| Environmentally-friendly manufacturing & services | | 26.6% | 30.0% | 32.0% | 29.2% | 35.0% | 31.0% | 35.0% |
| Demonstrate philanthropy through support of local community charities, social causes, nonprofit organizations | | 42.9% | 51.1% | 54.0% | 64.0% | 65.0% | 67.0% | 68.0% |
| Safeguard against any terrorist activity/funding | | 27.1% | 25.2% | 28.0% | 46.2% | 50.0% | 48.0% | 50.0% |
| Percent of spend with minority & women-owned suppliers (MWOB)† | | 8.2% | 8.1% | 10.0% | 8.0% | 10.0% | 8.0% | 9.0% |

Brands We Represent

| Metric | FY2023 | FY2025 Target | FY25 | FY26 Target |
|--|--------|---------------|-------|-------------|
| 81.8% of suppliers with formal CSR/ESG strategies and a published report | 50.0% | 52.0% | 81.8% | 83.0% |
| % of suppliers with formal CSR/ESG strategies and a GRI/SASB compliant or aligned published report | 40.0% | 42.0% | 54.5% | 56.0% |
| % of suppliers that are a CDP Respondent | 45.0% | 47.0% | 52.7% | 54.0% |
| % of suppliers that set science-based emission reduction targets through SBTi | 40.0% | 42.0% | 50.9% | 53.0% |
| % of suppliers that have a made a formal carbon neutral and/or Net Zero commitment | 43.0% | 45.0% | 60.0% | 62%% |