

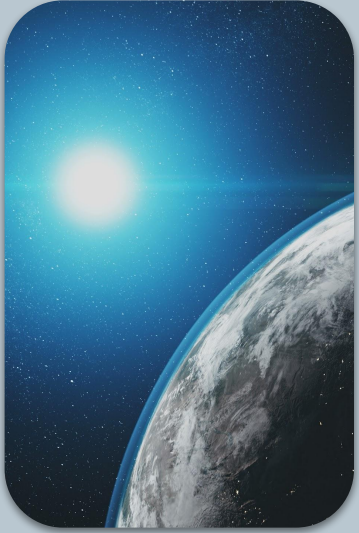
Impact Report

2024



IMPACT LABS.earth
Nature Positive Business

Engineering Business for Nature Positive Impact



COMPANY OVERVIEW

- Vision and Mission
- Our Consulting Offer
- Our Added Value
- Clients
- Team

1



GOVERNANCE

- Environmental & Social Impact
- Stakeholder engagement
- Advisory board
- Impact KPIs

2



WORKERS

- Our benefits
- Financial security
- Health, wellness & safety
- Workers empowerment

3



COMMUNITY

- Our community-oriented business models
- Diversity & inclusion
- Supply chain
- Independent contractors

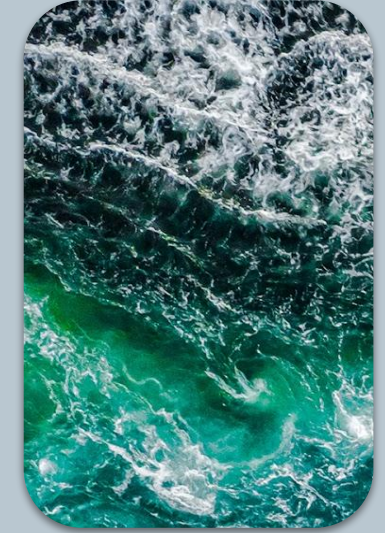
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ENVIRONMENT

- Our environmental business model
- Environmental education
- Our Carbon Footprint

5



CLIENTS

- Client Process
- Customer stewardship
- KPI Dashboard

6



Company Overview

As we reflect on the past year, we are proud to share the progress we've made in advancing our mission and purpose. Throughout 2024, we have remained steadfast in our commitment to driving meaningful change through sustainable practices and innovative solutions.

This year, we've continued to help our clients navigate challenges and uncover opportunities, ensuring that sustainability is not just a goal but a core driver of success. From supporting impactful initiatives to fostering measurable positive outcomes, our journey has been guided by a shared vision of a more sustainable future.

In this report, we invite you to explore the impact we've achieved together, the lessons we've learned, and the goals we've set for the years ahead. Thank you for being part of this journey as we remain dedicated to building a better, more sustainable tomorrow.



Vincent Stuhlen



Thibauld Berly

Partners' Letter

As we enter our second full year of activity, we're proud to share this 2024 edition of our Impact Report—a reflection of the work we've done, the progress we've made, and the road that lies ahead.

From the beginning, we founded this company with the ambition to be more than a consultancy. **We are a mission-driven organization, fully committed to accelerating ecological and social transformation—not only for our clients but within our own operations.** Our goal remains clear: to act within planetary boundaries while generating meaningful value for all stakeholders.

In 2024 we continued to support a diverse group of companies—large corporations, fast-growing impact startups, and mid-sized businesses—each at a different stage of their transition. Through tailored interventions, we helped them rethink their products, services, and strategies to align with a low-carbon, regenerative economy.

In a world facing accelerating environmental and social challenges, the role of businesses in driving the change we need is more critical than ever. We believe that companies—not just governments or NGOs—must lead with courage, creativity, and accountability. The opportunity to act is now.

We are committed to building a team that embodies these values—curious, purpose-driven, and bold. Together, we will keep pushing boundaries, learning from the ecosystem, and supporting our clients in becoming the transformational leaders this decade demands.

With purpose and momentum,

Vincent Stuhlen

Thibauld Berly

About the Report

The enclosed information represents Impact Labs second Impact Report. All metrics are based on 2024 data, and they cover our performance during the period of 01 January 2024 to 31 December 2024. We address topics that are of most significant interest to our stakeholders based on the results of the Double Materiality Assessment conducted in 2023, following the guidelines of the European Sustainability Reporting Standards (ESRS).

This integrated impact report showcases our efforts to integrate sustainability throughout our company, processes, and the services we offer. Transparency and accountability are crucial building blocks to achieving progress.

This report is in accordance with GRI Universal Standards for the period 01.01.2024 to 31.12.2024: GRI Universal Standards 2021 (Core Option). The GRI context table is by the end of the report. Furthermore, the content of this report is the consolidation of all our sustainability-related efforts during 2024, where we take as a reference and report according to:

- United Nations Global Compact
- SDGs
- ISO 26000
- GHG Protocol
- CDP
- BCorp



United Nations
Global Compact



We invite stakeholders to learn more about our approach to sustainability by visiting our website at www.impactlabs.earth.

Should you require further information, please contact: elisa@impactlabs.earth



IMPACT LABS.earth
Nature Positive Business

ABOUT US

OUR CLIENTS

IMPACT



REAL ESTATE



FOOD



COSMETICS



TECH



Ekimetrics.

FASHION & LUXE

.DelicateLove.

edenly



Impact Labs is present in three countries, Portugal, France and Germany, with headquarters in Portugal.

STARTUPS IN OUR ECOSYSTEM

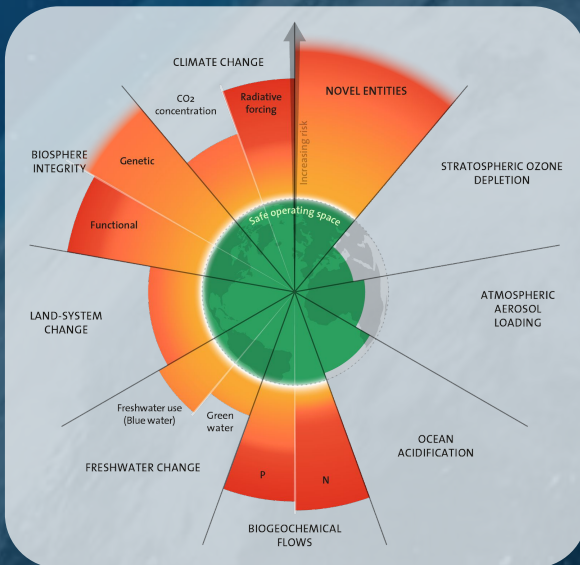


IMPACT LABS **earth**
Nature Positive Business

IMPACT LABS MANIFESTO

“Our Economic Model has reached its limits and Business as Usual is now putting our Planet and Society at risk”

We are **depleting Earth** much faster than she can regenerate by crossing several of its **Planetary Boundaries** and **critical Reduction Targets** are missed for way too long



We need to rethink our **Economy & Business Models** to operate within safe **Societal Foundations and Planetary boundaries.**



WE ARE

Business Transformers and a Network of Impact Specialists on a mission to challenge the Status Quo



WE RESEARCH

the Pioneers & Innovators of this new Sustainable Economy and the tangible Solutions that drive Positive Impact in each Industry



WE RE-ENGINEER

Business Models, Supply Chains & Demand to enable Resilience & Impact at Scale

ABOUT US

Eco-Systemic Transformation via...

Business model transformation

Eco-systemic change across value chains

Arbitrage between Technology and Frugality

Fulfilling needs rather than creating wants

Equitable transition

...based on...

Planetary Boundaries
Regeneration

- Consciousness & commitment
- Scientific knowledge
- Regenerating life

Positive Impact @Scale

- Absolute reduction in negative impact
- Creation of positive impact
- Beyond Sustainability Consulting

OUR VALUES



Creativity



Integrity



Excellence



Courage



Co-creation



Transparency



Congruence



Positivity

VISION

“Humans need to re-invent a new Sustainable World and Economy where **Business is used as a Force for Good**, with strong Social Foundations and within **Planetary Boundaries**, to drive **Positive Impact** on **People, Society & Planet.**”

MISSION

We engineer Business for
Nature Positive Impact @ Scale



TEAM

PARTNERS



Vincent Stuhlen
Digital & Business
Transformation



Thibauld Berly
Innovation Management
& Digital Marketing

ASSOCIATES



Elisa Gomez
Sustainability Strategist



Grégoire Lepault
Senior Carbon Expert



Amélie Boudon
Senior Innovation Lead



Mariana Pinto
Senior Sustainability Engineer



Pauline Rocher
Innovation Consultant



Laima Barros
Junior Sustainability Engineer



Amy Qian
Junior Impact Analyst



Helena Couto
Executive & Marketing Assistant



Rita Martins
Junior Sustainability Engineer

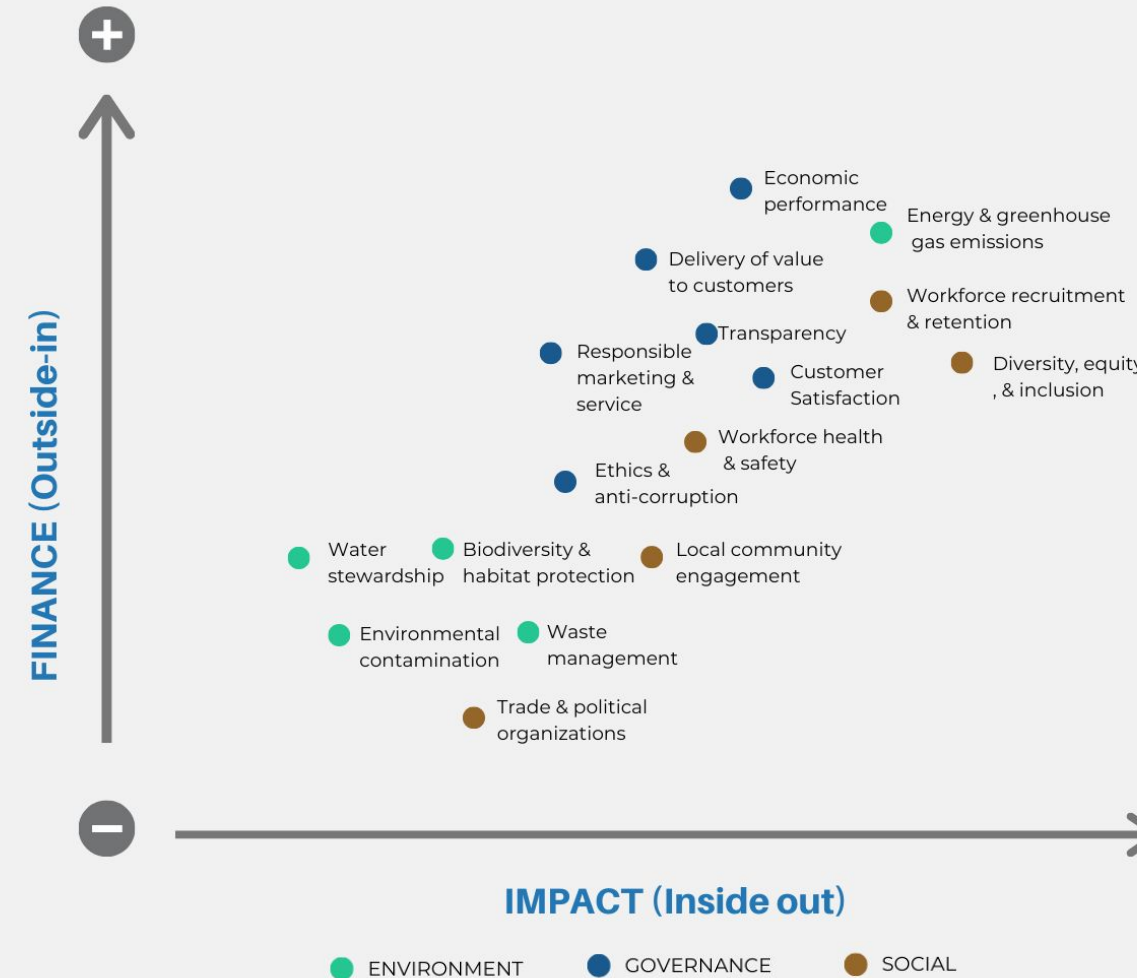
2023 DOUBLE MATERIALITY & STAKEHOLDERS ANALYSIS

The essence of our work is to facilitate organisational' transformation from business as usual to a state where the usual business meets the needs of the present without compromising the ability of future generations to meet their own needs. Therefore, we are driven and empowered by pragmatism and best practice to walk the talk. This year, we have fully integrated our sustainability strategy with our business strategy making all team members co-creators in our company's future.

During 2023, we conducted a comprehensive Environmental, Social, and Governance double materiality assessment based on extensive research, benchmarking, and engagement with key stakeholder groups. The goal of this analysis was to reveal opportunities for improvement. Using this process, we refined Impact Labs strategy with stakeholder expectations.

We undertook the following four steps to ensure the validity of our assessment:

1. We identified the Material issues applicable to Impact Labs based on current stakeholder engagement, research, and benchmarking (GRI standards, SASB, MSCI materiality maps, and requirements).
2. We calculated the Impacts, Risks and Opportunities both from an Impact perspective (Inside Out) and a Financial perspective (Outside In).
3. We engaged with our key stakeholder groups and advisory board to check their perspectives and input on the topics and IROs.
4. We mapped the material topics into a Matrix to define the topics which have the most relevance and importance for us to shape our Strategy.



OUR IMPACT STRATEGY

As a result of our Materiality Analysis we have defined our companies Sustainability and Impact Strategy:



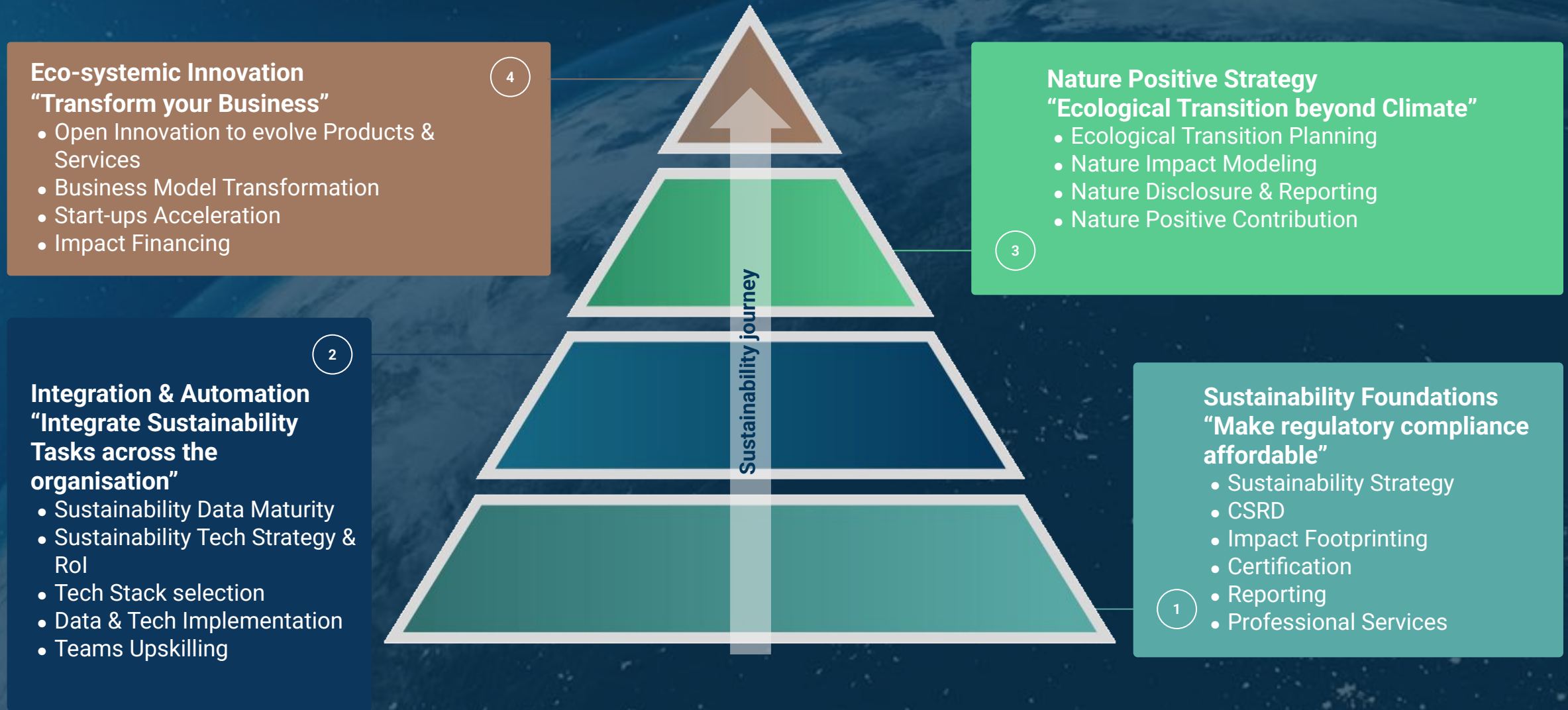
OUR IMPACT STRATEGY

As a result of our Materiality Analysis we have defined our companies Sustainability and Impact Strategy:

Stakeholders	Strategic Pillars	Initiatives	Targets	
Clients	Inspire, challenge, and empower customers to become a force for good with quantified impact output and outcomes	Client Process: All our projects involve a Handprint Plan to establish the impact output and outcomes and sustainability of our co-engineering	By 2030: ->100 Impact Pure Players Accelerated ->100 Companies Transformed ->100M tons CO2e avoided + 10M ha regenerated	<div>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
Earth/Community	Decarbonise our operations while minimising waste and water usage	We calculate our company carbon footprint yearly and have set reduction plan	By 2030 -> 40% reduction Scope 1 & 2 -> 25% Reduction target for Business Travel, by 2030 from a 2024 baseline	<div>13 CLIMATE ACTION</div>
Employees	Build an environment in which people utilise their full potential and find joy each day.	Employees have flexible working conditions, plenty of training, performance reviews and adapted career plans .	90-100:Employee Engagement Score, 90-100:Satisfaction Surveys 100% of employees with a performance reviews & career plans annually conducted +45 hrs of training a year/employee	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Community/Government	Adhere to the highest ethical standards and operate responsibly and with accountability.	We have set in place policies and procedures backed by KPIs to ensure we continuously monitor performance and compliance: Impact Assessment Process, Code of Conduct, Sustainability Policy, Handbooks	0 incidents with ethics 0 whistleblower / grievance activations found to be proved 0 data privacy breaches	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Suppliers	Multiply our impact by partnering with strong solution providers that complement our services.	We have set in place a supplier/partner code of conduct which includes impact conditions. With partner operations we have a handprint plan to determine impact output and outcome.	100% of suppliers/partners aligned with our mission and vision 100% of partner/suppliers with an impact plan/certification	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</div> <div>13 CLIMATE ACTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>

CONSULTING OFFER

Our consulting practice consists of 7 pillars that enable us to take clients on any Maturity level



IMPACT LABS ADDED VALUE

Our unique added value lies on our Triangle Approach where we leverage: **360° environmental engineering, Technology Acceleration and Business Transformation**

Business Strategy

We believe 'Business as Usual' is not compatible with a full sustainable transformation. Based on economic analysis and modelling, we are designing ambitious strategy to reinvent the way we do business.



360° Environmental Engineering

We go beyond the focus on carbon alone and thrive to have an holistic approach. We quantify and set ambitious targets for our clients to aim at nature positivity.



Integrating
4 key expertise
to unleash
**Sustainable
Business
Transformation**
at scale

Eco-systemic Innovation

We get our inspiration and deep understanding of the issues at stake from the strong relationships we've built with Impact startups. We make the link with the big corporation, favoring open innovation, to develop new sustainable offers and business models.



Technology Acceleration

We leverage data to automate impact measurement, and technology and AI solutions to accelerate our clients sustainable transformation by providing the right tools. We developed our own tech radar to map relevant sustainable solutions.



IMPACT CASES – OUR TRACK RECORD



BUILDING BIOMANITY'S IMPACT ROADMAP TO POSITION THEM AS A FUTURE GREEN CHEMISTRY LEADER

OUR SOLUTION

1. Impact Roadmap: Vision and long term strategy definition through individual interviews and workshop with the founders
2. Key recommendations to maximize impact
3. Audit of the existing impact model and Impact plan and projections, definition of KPIs and tools to assess and monitor them.

IMPACT

We helped them to structure their impact strategy, better measure and monitor their impact and better valorize it to prepare their next investment round.



ENGINEERING THE FUTURE OF POSITIVE CONSTRUCTION & LIFESTYLE

OUR SOLUTION

The project aims to be an example of best practice in sustainable real estate development. Implement BREEAM certification as guidance and external sustainability expert partners covering the entire real estate value chain. Leverage digital tools to enhance sustainability efforts. Translate sustainability into the user experience. Contribute to the creation of more nature-positive cities.

IMPACT

Development of sustainable real estate leveraging low-carbon construction, architecture and digital tools



DEVELOPING A REFERENCE TAXONOMY FOR THE NATURE TECH MARKET

OUR SOLUTION

We helped design a first Nature Tech Taxonomy with 3 lenses to look at the market (Transition lens, Nature lens, and Tech lens), developed through a collaborative process including expert interviews, workshops with the Nature Tech Collective community, and extensive market research

IMPACT

The objective of the Taxonomy is to scale Nature Tech to enable and accelerate the implementation of Nature-based solutions, which can contribute to up to 30% of necessary carbon capture to maintain reduction trajectories in line with latest science





Governance

We recognize that ethical leadership and sound governance are essential pillars for driving sustainable outcomes in today's rapidly evolving business landscape. This section highlights the crucial role that governance structures play in shaping ethical decision-making, risk management, and accountability. From transparent leadership structures to robust policies that promote integrity and compliance, fostering trust among stakeholders. Our team has been engaged right from the start in developing the mission, vision and values of our company. These are instrumental for us as they guide us in all we do to operate and achieve maximum positive impact and performance from both an environmental and social perspective. The company has set-up processes and mechanisms, presented in this chapter, to assure we fully embed environment and social impact in all we do.

ENVIRONMENT & SOCIAL IMPACT **CORE IN OUR DECISION MAKING**

CORE OFFER

We have created our core offering of services striving to enable our clients to increase their sustainability, digital, data and innovation maturity. The ultimate goal of all our work is to reduce environmental and social footprint and increase the social and environmental handprint of our clients.



SUPPLIER AND PARTNER SELECTION AND SCREENING

We have set in place a Supplier and Partner Code of conduct which covers environmental and social topics to ensure our partners and suppliers are completely aligned to our expectations in regards to sustainability management.

PROJECT MANAGEMENT

We have an impact assessment methodology and process to assess the impact achieved as output and outcome of our work.

CLIENT SELECTION AND SCREENING:

We only work with clients who have successfully passed our environmental and social risk analysis (client due diligence process). We have blacklisted selected sectors as we commit to operating sustainably without contributing to further environmental and social damage. All our clients have to sign a commitment letter to work as much as possible to achieve maximum positive impact, we also define an Impact Assessment (output and outcome Impact KPIs) before the project starts, when the project ends and 2 years after. We are fully committed towards achieving maximum impact and measuring is a big part of making sure we are aligned and performant.



MANAGEMENT COMMITTEE & ADVISORY BOARD

The management committee review social and environmental performance of the company regularly during bi-monthly management meetings and annually with the Advisory Board through closing of year meeting.



ENVIRONMENT & SOCIAL IMPACT CORE IN OUR DECISION MAKING

EMPLOYEE TRAINING

Our employees have an onboarding training plan where we cover all necessary environmental and social issues training to ensure we all have the same foundational knowledge base. Moreover, each employee has a specific training plan according to their practice, role and responsibilities which is defined at the start of every year and evaluated within the performance review process

SHARING SESSIONS/COMPANY CULTURE

We also provide training to all employees every Thursday morning during what we call the sharing session where each employee will train the team on a specific topic of interest to all. We hold every month one full day of bringing the team together which includes a training session. More than 80% of the training sessions provided have an environmental or social impact component.

MANAGER ROLES

Manager roles have job descriptions that explicitly incorporate social and environmental performance within their responsibilities. During the performance reviews we evaluate the environmental and social performance of the project in which they have been involved.

PERFORMANCE BONUS COMPENSATION

Performance Bonus Compensation: Aligned with the results from the performance reviews the team also has a component of Compensation that includes social and environmental performance.

PERFORMANCE REVIEWS

All employees regardless of their position have 2 annual performance reviews (June and December) that formally incorporate social and environmental achievements based on the projects they have been involved in.



STAKEHOLDER ENGAGEMENT

WE HAVE SET-UP INTERNALLY A **STAKEHOLDER ENGAGEMENT PROCESS, and DOUBLE MATERIALITY TOOL WHERE OUR HEAD OF SUSTAINABILITY PRACTICE, ANNUALLY:**

Identifies the relevant stakeholder groups and the relationship to develop with each based on our operations, our sector, our value chain and the regulations/frameworks applicable to us.

Based on the results we adapt our internal strategy, processes and procedures

The Advisory Board has a wide stakeholder group representation.



Conducts a Materiality Analysis every year, using our double materiality methodology and tool: we analyse the impacts, risks and opportunities both from an impact and financial perspective, we conduct stakeholder interviews/surveys to gather their insights and we produce the materiality matrix from the analysis.

The results of the stakeholder engagement process are presented to the Board of Directors every year during Q1 management Meeting and to the Advisory Board during the Advisory Board Annual Meeting.



ADVISORY BOARD LEADERS IN IMPACT & TECH



Tristan Lecomte
Founder Alter Eco
PUR Projet & Second Life
Insetting Leader

Representing Client



Thomas Schroeder
Head of Climate Solution
South Pole
Climate Leader

Representing Impact Specialist



Charlotte Weill
CEO & Founder Equancy

Representing Partner



Mathieu Gerardin
CEO Egeo Group
& Mindfulness Leader

Representing Investors



1% for the Planet
NGO
Planetary Boundaries

Representing Earth



Tanguy Robert
Founder of Sami
Climate Tech Leader

Representing Partner



Vincent Piche
Founder of Kimpa Ventures
Sustainable Finance Leader

Representing Impact Specialist



Caroline Milliotte
Global Sustainability
Ekimetrics

Representing Client



Sophie Chambon
Founder & CEO
Terra Matters

Representing Impact Community



Eric Duverger
Founder Convention des
Entreprises pour le Climat

Representing Impact Community



Pauline Rocher
Innovation Consultant

Representing Employees

COMPANY OPERATIONS **IMPACT KPIS**



ENVIRONMENT

We conduct an annual carbon footprint where we calculate scope 1, 2 and 3 emissions. Based on the results we trigger a reduction plan and adapt our processes and procedures to ensure we achieve it.

0,2 tCO₂e
SCOPE 1

0,2 tCO₂e
SCOPE 2

13,1 tCO₂e
SCOPE 3



SOCIAL

We track annually KPIs related to training, diversity & inclusion, working conditions, performance reviews to assure we are consistent with our policies and have the maximum performance and ethical practices.

100% employees with
performance reviews &
career plans

4 is the Average
employee satisfaction
score (1- low-5 high)

+45 hrs per
employee/year of
training

100% Full time
employees with
permanent contract

27% male
73% woman

100% employees
covered by company
benefits



ECONOMIC

We track our financial data (profit and loss accounts) through our Accounting supplier, with whom we meet regularly to check all is aligned. The CEO/Board produces a quarterly financial report, shared with the entire team with full transparency.

0 Activations of
whistleblower

0 incidents of
ethics

+15 management
reviews/full team
reviews/ year



COMPANY **IMPACT BUSINESS MODELS** KPIS

We have created an **IMPACT ASSESSMENT METHODOLOGY** where we establish output KPIs (measured upon project completion) and outcome KPIs (measured 2 years after project completion through surveys).

Our KPIs are divided into three Categories:

1. **Environmental KPIs** to check our impact and attribution on Planetary Boundaries,
2. **Project Performance KPIs** to check the efficiency of our processes towards acceleration for impact
3. **Maturity Assessment Indexes** based on secondary research on maturity levels of impact implementation on business management.

The impact assessment and specific KPIs tracked per project are defined at project Proposal stage within the Handprint Plan we set for the client. The Client agrees together with the contract conditions on the Handprint KPIs (output & outcome) that will be tracked.

Business Impact Models:

Environmental Education, Training or Research:

- > These are all the projects related with services that offer access to highly specialized information on environmental science topics or pursue rigorous scientific inquiry
- > Our Core offer focused on this Impact Model is Training.

Impact Model:

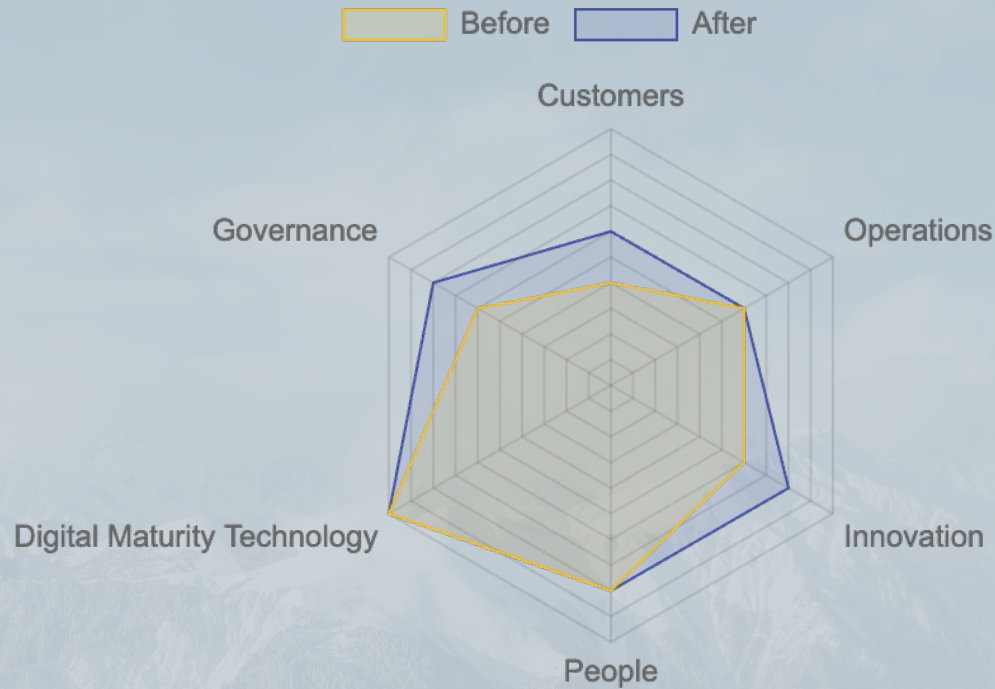
- > These are all the projects related with providing a service that contributes to research, measurement, data collection, or reporting that supports impactful decision-making
- > Our core offer focused on this Impact Model are ALL except for Training.

Design to Give:

- > Our donations/contributions (monetary)/in kind to community / environmental causes: 20% of profits annually

MATURITY ASSESSMENT RESULTS 2024

DIGITAL TRANSFORMATION MATURITY INDEX

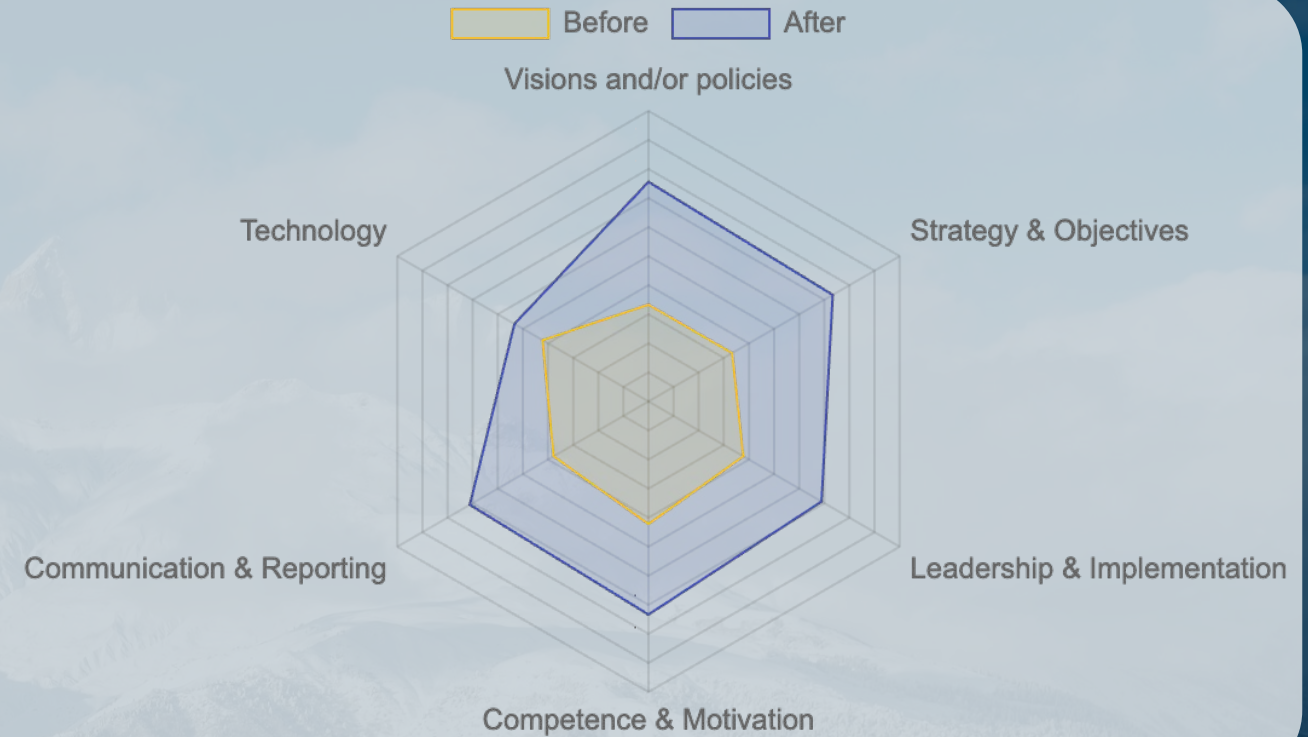


Digital Transformation

Avg. after project: **3.8** ▲

Avg. before project: 2.5

SUSTAINABILITY MATURITY INDEX



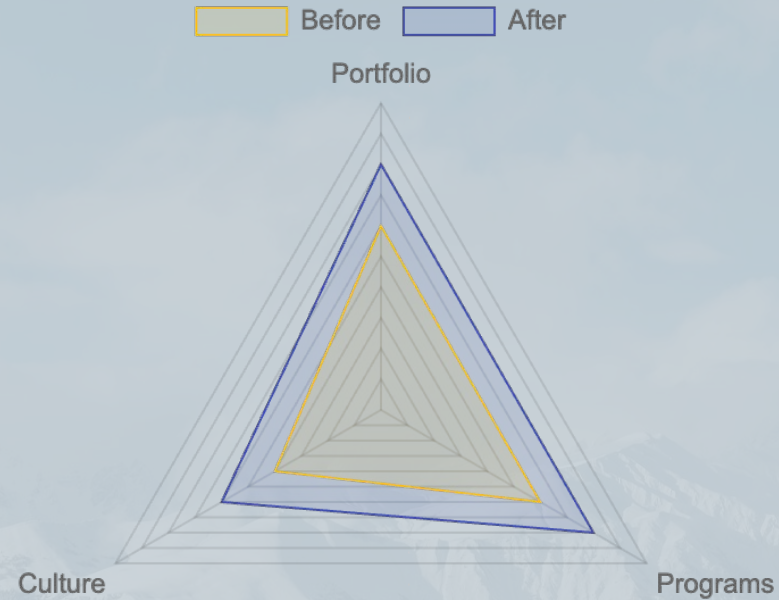
Sustainability

Avg. after project: **3.3** ▲

Avg. before project: 1.7

MATURITY ASSESSMENT RESULTS 2024

INNOVATION MATURITY INDEX

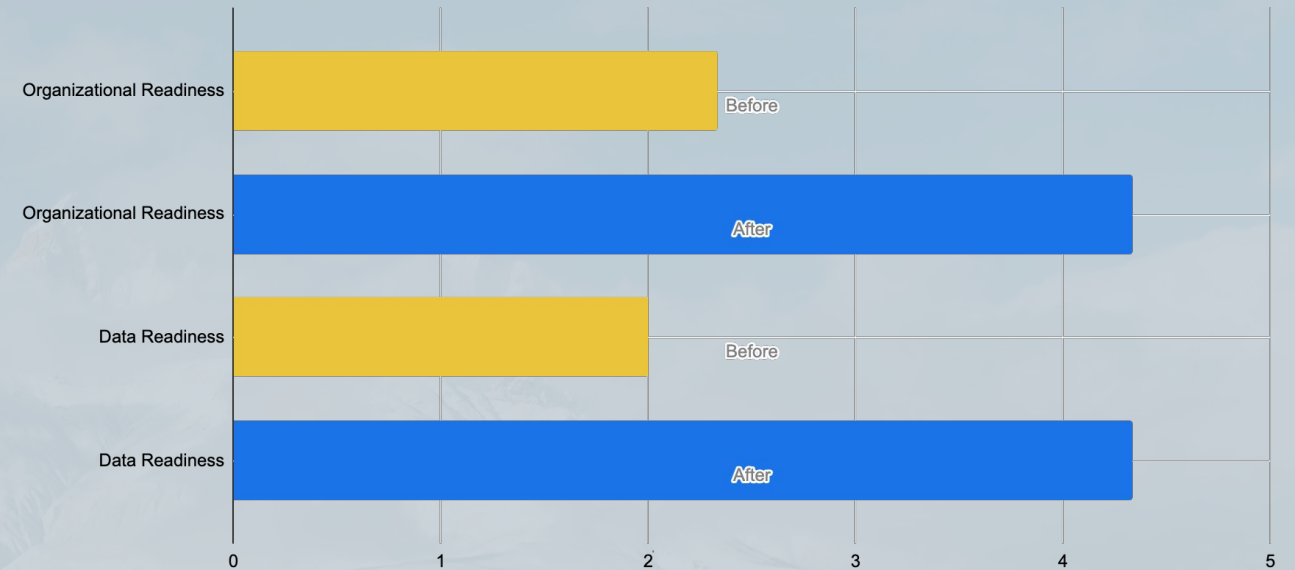


Innovation

Avg. after project: **3.8** ▲

Avg. before project: 2.1

IMPACT DATA & ANALYTICS MATURITY INDEX



Impact data & analytics

Avg. after project: **4.4** ▲

Avg. before project: 2.0

OUR TRANSPARENCY

PUBLICLY AVAILABLE INFORMATION:

- We provide publicly the information on beneficial ownership of the company.
- Financial performance is transparent to all employees, advisory board and investors.
- End of year visibility on turnover cost and profit to all employees, advisory board and investors.
- Social and environmental performance are publicly available for all as we publish the sustainability report with our results.
- Membership of the Board of Directors- Impact Advisory board is publicly available within our sustainability report.

FINANCIAL INFORMATION SHARED WITH FULL TIME EMPLOYEES:

- Our company discloses all financial information (except salary info) during the monthly full team gathering. Moreover annually the CEO provides all employees with a close of the year meeting where all financial information is covered.
- Shareholders and employees with shares receive annual financial information.

ANNUAL REPORT:

Within our annual sustainability report we cover the following:

- We provide descriptions of our social and environmental programs and performance
- We voluntarily share social or environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- We set public targets and share progress to those targets
- We present information in a formal report that allows comparison to previous time periods
- The Reporting information / structure is based on a comprehensive third party standard (GRI, UNGC & B Impact Assessment)

OUR ETHICS

INTERNAL CONTROLS

- We are committed to maintaining robust internal controls and fostering a culture of ethical conduct and accountability. As part of this, we enforce a specific approval procedure for sensitive transactions to ensure transparency and reduce the risk of misconduct. These procedures include multi-level reviews, documented justifications, and clearly defined thresholds that require senior management or board-level oversight. This framework helps mitigate financial and reputational risks and ensures that all high-impact decisions align with legal and ethical standards.

TRAINING ETHICS

- To further support ethical business conduct, we provide regular training for employees on corruption and bribery prevention, equipping them with the knowledge to recognize, avoid, and report unethical behavior. In addition, we have implemented a confidential whistleblower mechanism for stakeholders—including employees, suppliers, and partners—to report any suspicions of corruption, bribery, or related misconduct. This mechanism ensures reports are addressed seriously and investigated fairly, while safeguarding whistleblowers from retaliation.

DATA PROTECTION

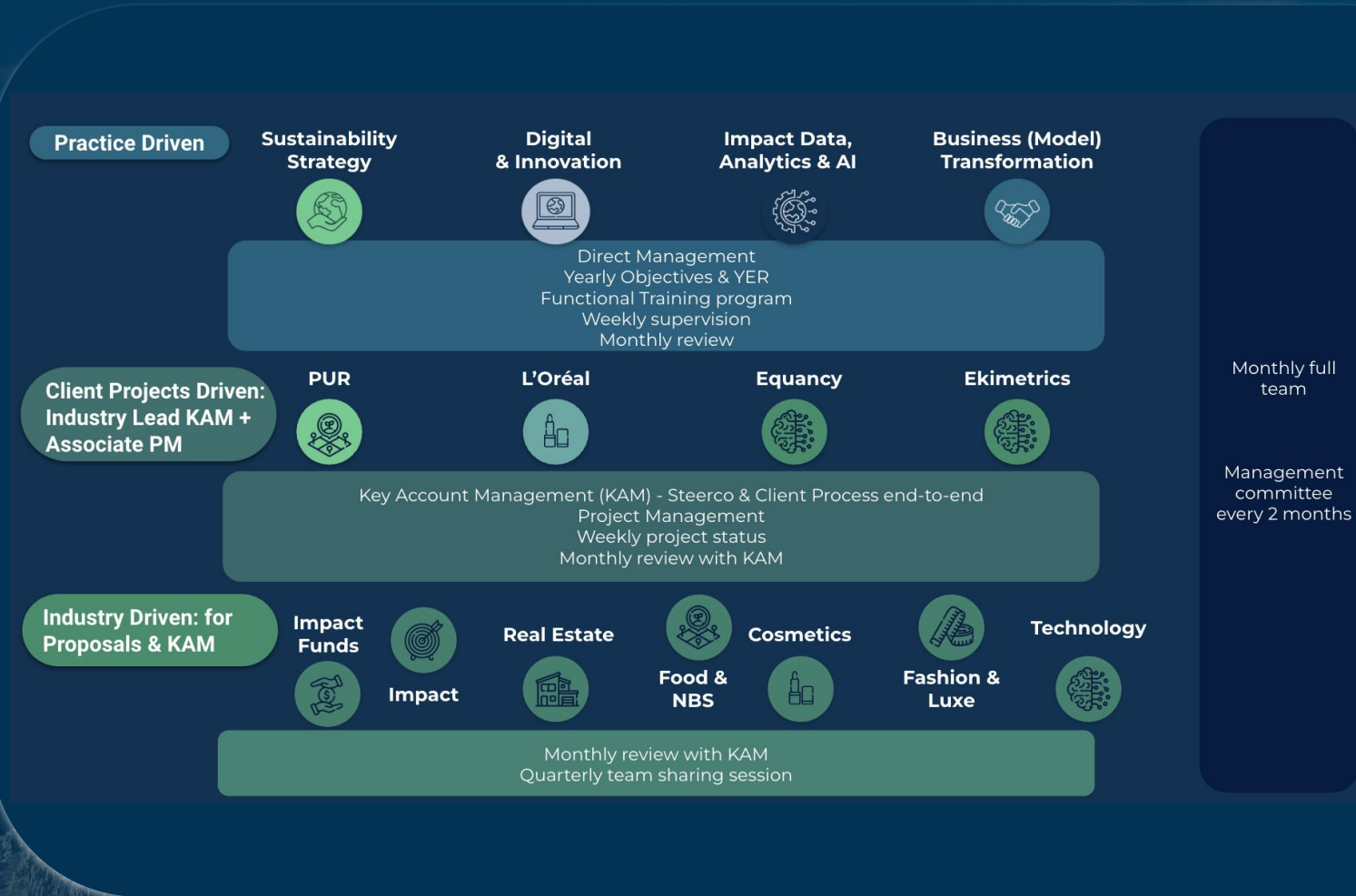
- In the realm of data protection and cybersecurity, we prioritize the integrity and confidentiality of all information entrusted to us. We apply rigorous measures to protect third-party data from unauthorized access or disclosure, including encryption, role-based access controls, secure storage, and regular audits. Employees receive ongoing training on information security practices, ensuring they are equipped to uphold digital hygiene and respond to threats effectively. In parallel, a dedicated whistleblower channel is available to stakeholders to report concerns specifically related to information security, helping us identify and respond to risks swiftly and responsibly.



OUR INTERNAL MANAGEMENT

Ensuring we have internal management and good governance:

- We have a formal organizational chart outlining the management and reporting structure of the company.
- We have a Double Line Organization: Functional + Project led
- We have written job descriptions for all employees outlining responsibilities and decision-making authority
- We have 6 management team meetings a year to plan strategy or make operational decisions
- We have a full team meeting every month to go over important company aspects and do training sessions together
- We have a weekly full team meeting to cover important topics for the week and ensure everybody is supported
- Managers with a team reporting directly to them have a weekly check-up point with each member of the team
- Project Leaders hold weekly meetings with the employees that are working on the project
- Practice Leads hold weekly meetings with their teams.





Workers

We recognize the profound impact that the treatment and well-being of workers have on the overall sustainability performance of organizations. Our commitment to driving positive change extends to every aspect of business operations, including the treatment of employees. In this section of our sustainability report, we delve into the pivotal role that workforce management plays in achieving sustainable business practices. From promoting diversity and inclusion to ensuring fair wages and safe working conditions, we believe that investing in the welfare of employees not only aligns with ethical principles but also drives long-term success for businesses and the communities they serve.

OUR BENEFITS

All employees receive our **HR Handbook** where they can see all that is set in place for them within the company on a wide range of topics, including but not limited to:

- A non-discrimination statement
- An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- A statement on work hours
- Policies on pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution process
- Disciplinary procedures and possible sanctions
- A neutrality statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced or compulsory labor
- Health and Safety Policy



FINANCIAL SECURITY

THE LIVING WAGE FORMULA


$$\text{Living Wage} = \text{Basic Needs Budget} + (\text{Basic Needs Budget} \times \text{Tax Rate})$$

Food / Child Care / Medical / Housing / Transportation /
Civic / Other Necessities / Taxes

[Living Wage | calculator](#)

We have calculated the Living Wage within our country of operation and within our Salary Policy/Procedure we have committed to paying above Living Wage as our employees are our biggest asset.

Compensation

- The company offers all employees a competitive compensation package:
- The gross salary is above living wage
- All employees have meal allowance
- All employees have bonuses on their contract conditions
- Associates and above have % ownership of the company ESOP plans
- The company has a policy of profit-sharing when relevant

Financial Services

For hourly employees and FT employees if they need paychecks to be issued off-schedule we do it on a need basis and after analyzing track -record of the employee and deliveries. The company also provides Direct deposit when necessary.



HEALTH, WELLNESS, & SAFETY

Within our HR Handbook, all employees can see all that is set in place for them within the company on health, safety and wellness.

- **Health & Safety**

We have internal guidelines on health and safety procedures to follow related to the nature of the work. We ensure all of coworking spaces/offices guarantee health and safety measures, have an emergency action plan and assure all legal requirements are met.

- **Health Care Coverage: Private Health Insurance Plan**

All our employees are under the private health insurance plan of the company, benefiting from a wide range of health-care services. Also there is an annual health check up for all employees as stated by H&S legislation

- **Holidays**

All employees start of with 25 days of holiday (3 days more than mandated by local legislation), with every year in the company the total holidays increases up to 30 days after.

- **Remote Working**

We provide employees the possibility of doing remote work for upto 4 weeks depending on the time they have been working in the company and their role.

- **Leaves**

We adhere to local legislation for maternity, paternity, and sick leaves, and we adapt to the personal circumstances of employees when it comes to conciliating work and family life (location and working hours)

- **Office Attendance**

We have a 2 day a week office day the rest can be done from home-office.

- **Wellness**

We engaged all employees during 2024 in outdoor activities, promoting well-being and contact with nature.

“Integrating the human dimension into regenerative transformation strategies”



CAREER DEVELOPMENT

TRAINING

- We have a formal onboarding process for new employees where they are guided into the processes, procedures of the company and integrated within the team. Every new employee also receives an onboarding training plan and access to the Notion page where they will find all the trainings he or she needs to fulfill and the necessary materials.
- Core training covers all policies and thus the following topics are covered: Environment: energy efficiency, and waste reduction) Health & safety, diversity, equity, inclusion, human rights, IT security, Ethics (bribery, fraud, corruption...)
- We offer ongoing training on core job responsibilities to all employees by establishing an annual training program for all employees.
- We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- We facilitate or have an allocated budget for external professional development opportunities for every employee/practice team.

**+45 hrs per
employee/year of
training**

PERFORMANCE REVIEWS

- We have a formal process for performance reviews which we conduct biannually (June & December) for all employees.
- The performance reviews have peer and subordinate input too at least annually.
- The social and environmental goals of the company are integrated into the performance review of management and evaluated in performance of all employees.
- Every employee receives at the beginning of the year a written guidance for career development and has quarterly feedback sessions with their direct responsible to check for alignment.
- Every employee has clearly identified and achievable goals set at the beginning of every year.
- All employees receive feedback biannually
- We have in place a 360 feedback process: we conduct client satisfaction surveys where they evaluate the team.

**100% employees with
performance reviews
& career plans**



WORKER EMPOWERMENT

WORKER EMPOWERMENT

- We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
- Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- We have adopted open book management or self-management principles within the workplace

**4 is the Average
employee
satisfaction score
(1- low-5 high)**

**100% employees
covered by company
benefits**

SURVEYING ENGAGEMENT & ATTRITION

- We calculate employee attrition rate
- We benchmark employee attrition rate to relevant benchmarks
- We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- We benchmark employee satisfaction to relevant industry benchmarks

SUPPLEMENTARY BENEFITS

- Free or Subsidized meals
- Relocation Policy
- No micromanaging and no Time accounting
- Hybrid working model (2 days office, 3 home office)
- Flexible and remote working options
- Business travel & personal travel
- Upto + 5 days of holidays (total 30)
- Time off for dependants
- Paternity/Maternity leave policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both





Community

We believe that a company's success is intricately linked to the well-being of the communities it serves, and as such, it is our responsibility to prioritize community investment and collaboration. Through partnerships, philanthropy, and community development initiatives, we aim to create positive social, economic, and environmental outcomes that benefit all stakeholders.

OUR COMMUNITY ORIENTED BUSINESS MODELS

COMMUNITY CONTRIBUTIONS, GIVING POLICIES, CIVIC ENGAGEMENT & CITIZENSHIP PROGRAM

- Within our Sustainability Policy we have a Community Chapter where we state that: we are committed to accelerate and improve the ecosystem towards nature-positive solutions. In order to ensure we do all that we can, besides our service offering we commit to donate annually 20% of profits, into boosting environmental positive handprint related projects and community awareness initiatives on environment and social challenges and planetary boundaries.
- We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- Our entire team is informed and participates in the selection of the projects and pro bono work we do. It's a collaborative decision-making process to ensure we are all aligned and pursue our values and business mission. We hold end of year meetings to check how much the 20% of profits accounts for and where we want to invest it and in which form.
- We take part in civic engagement by providing both financial or in-kind donations
- We surveyed beneficiaries to understand outcomes created; We used non-randomized control groups to compare performance; We used aggregated third-party data to benchmark and compare impact performance
- Our selected methods determined that our charitable contributions contributed to the outcome



We are part of 1% for the Planet since 2023

One Percent for the Planet is an international organization whose members contribute at least one percent of their annual revenue to environmental causes to protect the environment.

OUR DIVERSITY & INCLUSION

DIVERSITY & INCLUSION IN OUR WORKFORCE ENGAGEMENT

In order to ensure embedded diversity, equity, and inclusion in all we do we have done the following;

- We have included within our Sustainability Policy, HR Handbook and Salary Policy chapters on diversity, equity and inclusion.
- We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- We offer trainings for all employees on topics related to diversity, equity, and inclusion
- We have set specific, measurable diversity improvement goals
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies

27% male
73% woman

DIVERSITY WITHIN OUR SUPPLIERS/PARTNERS

We have set up within our Sustainability Policy clear policies where we detail the commitments we have when engaging with partners and suppliers, moreover we have a Supplier/Partner Code of conduct which needs to be signed before we enter in a collaboration where we detail the social and environmental criteria we expect and want from them.

Moreover we try to: track the diversity of ownership among our suppliers, to give preferences to suppliers with ownership from underrepresented populations And to purchase and provide support to suppliers with diverse ownership.

ADVANCING OUR ENVIRONMENTAL PERFORMANCE

ADVANCING IMPACT

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance



4+
Webinars

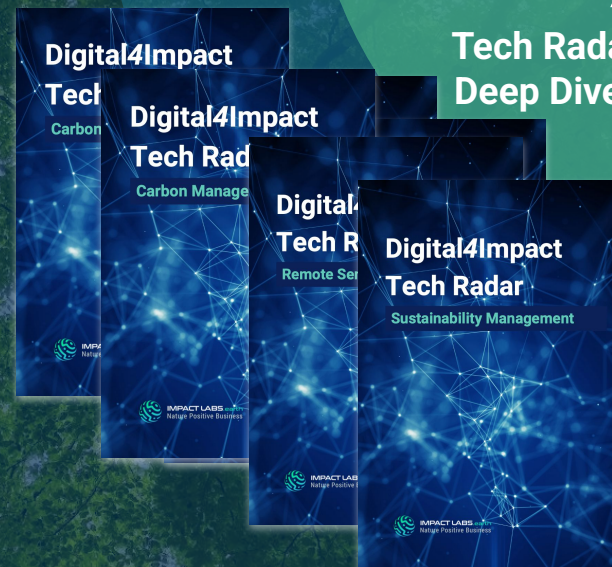


Monthly
Insights, Client
Cases

7

Tech Radar
Deep Dives

> 20k
Podcast
streams



**#REBOOT
BUSINESS**
by IMPACT LABS.earth



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OUR SUPPLY CHAIN

SUPPLIER & PARTNER SCREENING, SELECTION & EVALUATION

We formally screen and have made it mandatory to sign the supplier code of conduct and agreement partnerships where they commit to the following purpose and values:

- **Congruence:** being willing to challenge traditional business models to promote a collective reduction of negative environmental impact;
- **Excellency:** delivering high quality work, reflected in supports as well as content, guided by Science and sharp analysis
- **Loyalty:** operating in a transparent manner and maintaining a united front with the Company when interacting with other stakeholders, in particular with the clients
- **Empathy** with all shareholders, in particular collaborators and clients.

Moreover the suppliers and partners need to also sign the Supplier Code of conduct where we specify the following from their social or environmental practices and performance:

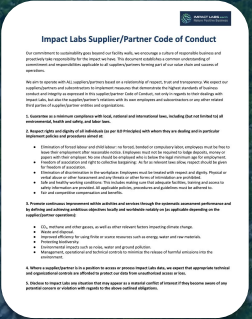
- Guarantee as a minimum compliance with local, national and international laws, including (but not limited to) all environmental, health and safety, and labor laws.
- Respect rights and dignity of all individuals (as per ILO Principles) with whom they are dealing and in particular implement policies and procedures
- They have a good governance, including policies related to ethics and corruption

To evaluate the social or environmental impact of our suppliers we:

- Require suppliers and partners to sign our code of conduct
- Conduct routine audits or reviews of suppliers at least every two years

We provide special attention to the following criteria when screening suppliers:

- High quality products/services;
- Environmentally efficiency;
- Compliance to Health and Safety industry best practices and regulatory requirements;
- Reliability;
- Specific Certifications on Corporate Responsibility or Environmental Management.



Type of Suppliers/Partners	Needs to sign Supplier code of Conduct	Supplier Assessment Questionnaire/audit annually	Supplier Risk Assessment	Data needed by supplier annually
TOP Suppliers/Partners: -Strategic Supplier (>50.000€)	YES	YES	YES	Service Agreement Carbon Footprint
MEDIUM Suppliers/Partners: (>25.000€)	YES	YES	YES	OPT: Service Agreement Carbon Footprint
SMALL Suppliers/Partners (>5.000€)	YES	If long-term (biannual assessment)		

OUR INDEPENDENT CONTRACTORS

INDEPENDENT CONTRACTORS

- We have a formal routine process for independent contractors to receive post-project or -contract performance feedback
- We have a formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- Our independent contractors are verified to either work on a time-bound basis, split their time with work for other clients, or have been offered employment
- Independent contractors are paid a living wage (calculated as hourly wage when living wage data is available)





Environment

We recognize the paramount importance of environmental stewardship in shaping a more sustainable future. From carbon footprint reduction initiatives to waste management strategies, we demonstrate how organizations can align their operations with ecological principles to drive positive environmental outcomes. Join us as we delve into the innovative solutions and best practices that enable businesses to thrive while nurturing the health and resilience of our planet, exemplifying our firm commitment to sustainable development and environmental responsibility.

OUR ENVIRONMENTAL BUSINESS MODEL

ENVIRONMENTAL BUSINESS MODEL

- Our service offering is aimed at providing our client with the necessary strategies, technological tools, implementation and capacity building to ensure that they preserve, conserves, or restores the environment or resources within their business model and operations.
- Our services have a reduced negative environmental and social impact for our clients, increased positive environmental impact through regenerative practices or nature driven business models.
- Our services provide the necessary tools and capabilities for our clients to accelerate their positive impact at scale.
- We have an impact assessment model where we track the output and outcome KPIs of all of our services.

OUTCOME MEASUREMENT

Based on our Services we have 7 Practices which have within them different deliverable components, however we have created an Impact Assessment Process where we establish output and outcome environmental KPIs, Project Performance KPIs and Maturity Assessment KPIs all related to environmental or social performance:

ENVIRONMENTAL PRODUCT BENEFITS

- Our education, training and research specific offer Educates, measures, researches, or provides information to solve environmental problems of our clients.
- Our training offer includes; Carbon footprint training, sustainability management implementation, double materiality training, CSRD Training, Impact KPI training, Data Optimization for Sustainability, Climate Fresk
- Our research involves calculating and quantifying the environmental and social impact on a specific service/product of our clients which can then serve them to take strategic decisions.

OUR OFFICES

HYBRID WORKING CONDITIONS OFFICE

Our company encourages good environmental stewardship in how employees work both at home and the coworking space.

- We have a sustainability policy and handbook in place to ensure employees operate as sustainably as possible on water consumption and waste generation within the 2 days of office work and 3 days of home office. The policy and handbook also covers business travels where we encourage towards sustainable transports options and compensate the travel emissions.
- Within our HR Handbook we have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- Our company shares resources with employees regarding environmental stewardship in home offices to ensure best environmental practices
- Employees are provided with a list of environmentally-preferred vendors for office supplies

ENERGY USAGE

- We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- We monitor usage and have set absolute reduction targets regardless of company growth
- Improvement of energy efficiency through technology or equipment upgrades: as part of our HR Handbook we have established the need for employees to select tech providers according to energy and carbon footprint of the provider.
- Actions to reduce emissions from transportation: we only encourage 2 days at the office, promoting reduced commuting, also our office is located in city centre where our employees can always opt on using public transport and total distance of commuted is less than 1 hour.
- The coworking spaces we select all run on Renewable energy.

WASTE

- Actions to reuse or recycle office waste: within our HR Handbook and Sustainability policy we have a dedicated section for Waste, where we have established no use of single use plastic components, to bring from home food packaging and to reduce as much as possible the waste generation.
- Actions to reduce paper consumption: we have a paperless office policy, where printing is limited exclusively to legal documentation and we do not purchase paper/own printers.
- Internal sorting and disposal of waste according to waste streams: all our coworking spaces have segregation bins and recycle waste.

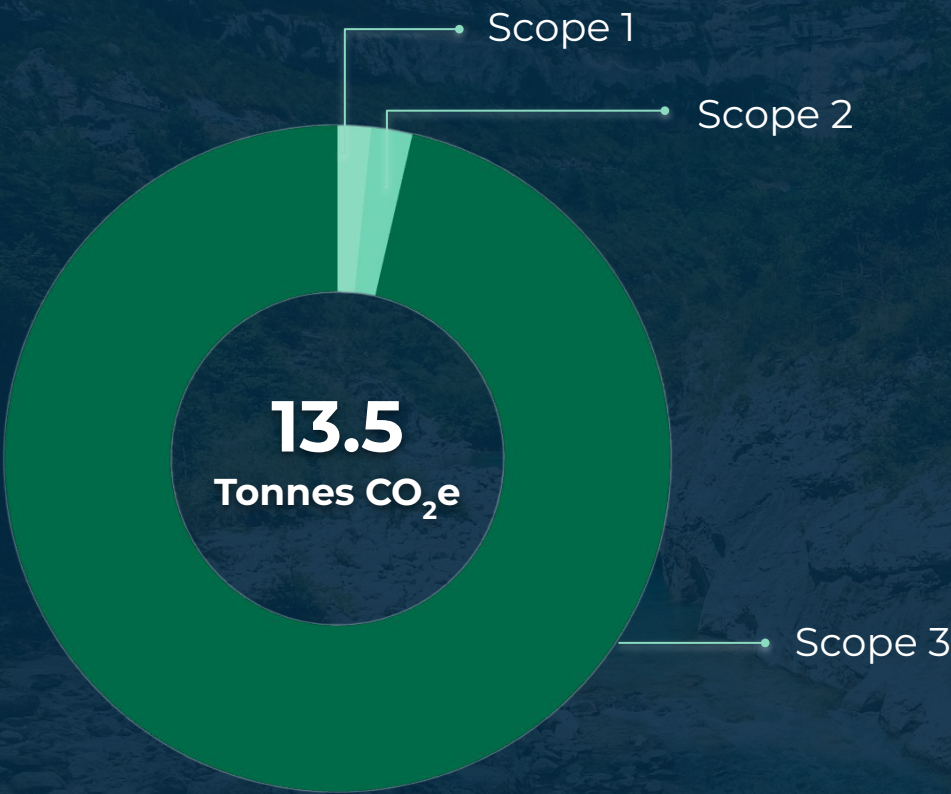
OUR ENVIRONMENTAL EDUCATION

MANAGEMENT

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

- We have formally defined the outcomes sought by our product or service and have developed a theory of change for them through our Impact Assessment Methodology
- We have based our impactful product or service business model on established secondary research that demonstrates potential impact (maturity indices)
- We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services (project management process)
- We are verified to meet third-party standards for impact: our team has the necessary credentials to perform: carbon footprint assessments, internal audits of ISO management systems, Data assessments, Submissions to CDP, SBTi, ECOVADIS, UNGG.
- We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries through our Impact Assessment Methodology
- We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries through our Impact Assessment Methodology (after 2 years of project completion through a survey)
- We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects (project management process)
- We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects (project management process)

OUR CARBON FOOTPRINT 2024



We based ourselves on the GHG Protocol to establish the carbon accounting methodology. The results allowed us to update our policy to encourage a decrease in our most significant GHG emissions category – Business Travel.



25%

Reduction target for Business Travel, by 2030 from a 2024 baseline



-75%

Achieved a reduction in Scope 1 & 2 Emissions from a 2023 baseline

Scope	Category	Emissions (t CO ₂ e)	% of total
1	Direct Fugitive Emissions from Refrigeration & Air Conditioning	0.2	2%
2	Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling (location-based)	0.2	2%
3	Purchased Goods & Services	1.4	11%
3	Capital Goods	0.3	2%
3	Fuel- and Energy-Related Activities	1.0	<1%
3	Business Travel	8.7	70%
3	Employee Commuting	1.7	13%



Clients

We view our clients not merely as consumers of our products or services, but as essential partners in our shared mission to drive positive change. This section is dedicated to highlighting the collaborative efforts and initiatives undertaken in partnership with our clients. Together, we strive to integrate sustainability principles into every aspect of our interactions, fostering innovation, transparency, and mutual growth.

OVERVIEW OF CLIENT PROCESS



OUR CUSTOMER PROCESS & BUSINESS MODEL

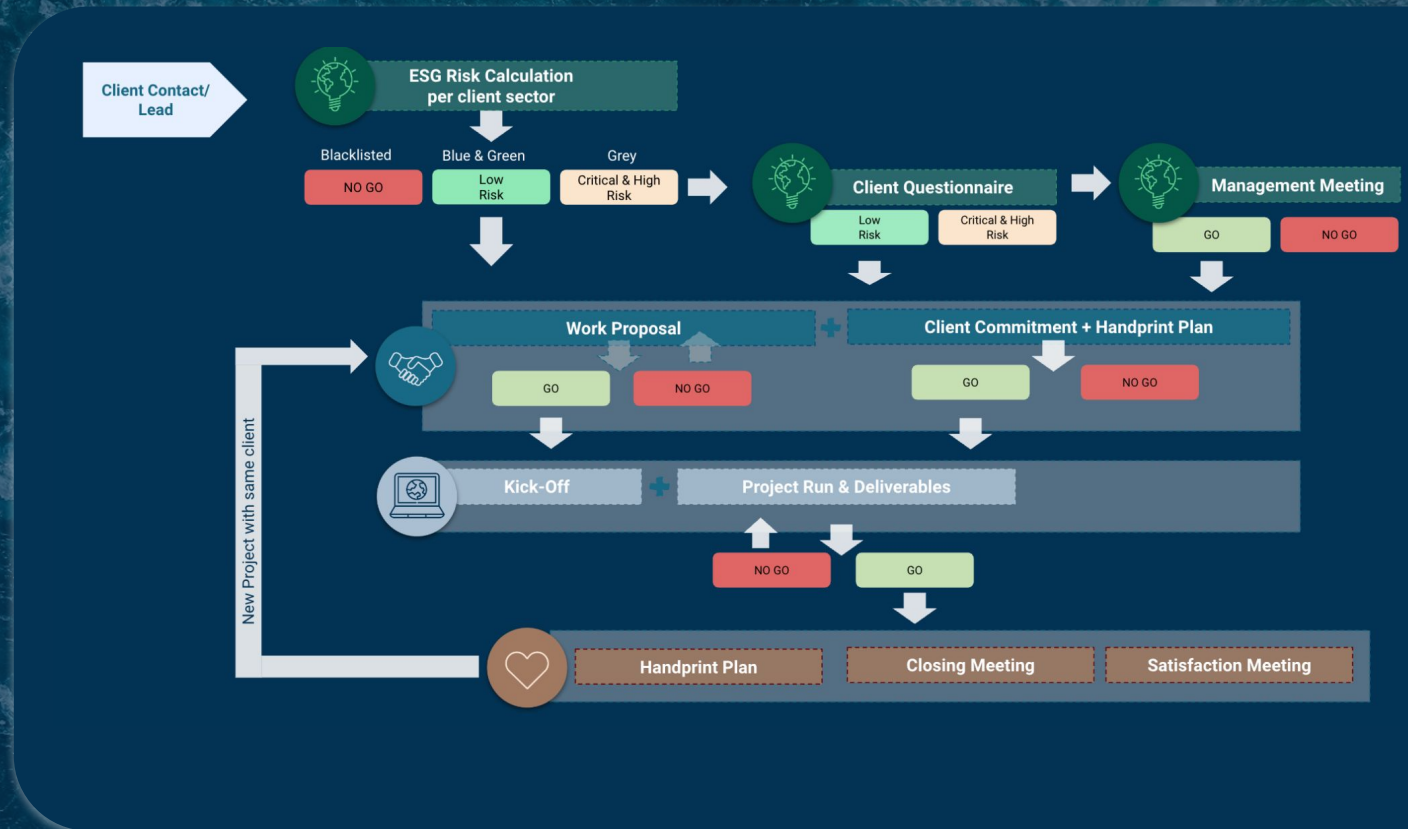
CUSTOMER SELECTION, PROJECT MANAGEMENT & SERVICE IMPACT

With regards to client selection and project management we have set in place the following:

- We have a thorough client due diligence/screening process that is based on our ESG Risk Sector Matrix to assess potential risks. Some sectors such as fossil fuels extractions, weapons, and tobacco are classified as blacklisted in the matrix.
- We assess key topics through a comprehensive client questionnaire when in doubt to engage with a client.
- All of our client proposals include a mandatory alignment with the ImpactLabs' Code of Conduct.
- Additionally, the proposals also include a Handprint Plan with sustainability objectives and KPIs.
- Each project kicks off with a dedicated meeting, followed by regular check-ins to ensure progress and alignment with client expectations. Through these rigorous processes, we strive to cultivate meaningful partnerships and drive positive change.

With regards to managing the potential impact of our service upon our customers / beneficiaries we:

- Regularly monitors customer outcomes and well-being
- We have a formal program to incorporate customer testing and feedback into product design when the project involves product/service new offer creation.
- We have a formal program in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)



OUR CUSTOMER STEWARDSHIP

SATISFACTION & RETENTION

With regards to customer or client satisfaction and/or retention we:

- Monitors customer satisfaction every 6 months for long projects and upon mission completion.
- We share customer satisfaction internally with all employees
- We shares customer satisfaction publicly through our annual report
- We have specified targets for customer / client satisfaction: above 4 (scale from 1-5)
- In the last year, we have achieved the specified targets for satisfaction

With regards to managing the potential impact of our service upon our customers / beneficiaries we:

- Regularly monitors customer outcomes and well-being
- We have a formal program to incorporate customer testing and feedback into product design when the project involves product/service new offer creation.
- We have a formal program in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)

MANAGING CUSTOMER STEWARDSHIP

In order to manage the impact and value creation of our customers we have set in place the following:

- We have third party quality certifications or accreditations (in process of B Corp Certification, GRI reporting)
- We monitor customer or consumer satisfaction after project completion by sending them a satisfaction survey
- We assess the outcomes produced for our customers through the use of our product or service by setting in place and tracking the Impact Assessment Process
- We have written policies in place for ethical marketing, advertisement, or customer engagement within our Sustainability Policy & HR handbook.

CLIENT SATISFACTION SURVEY RESULTS

100%

of ImpactLabs' clients are likely to recommend our service to others

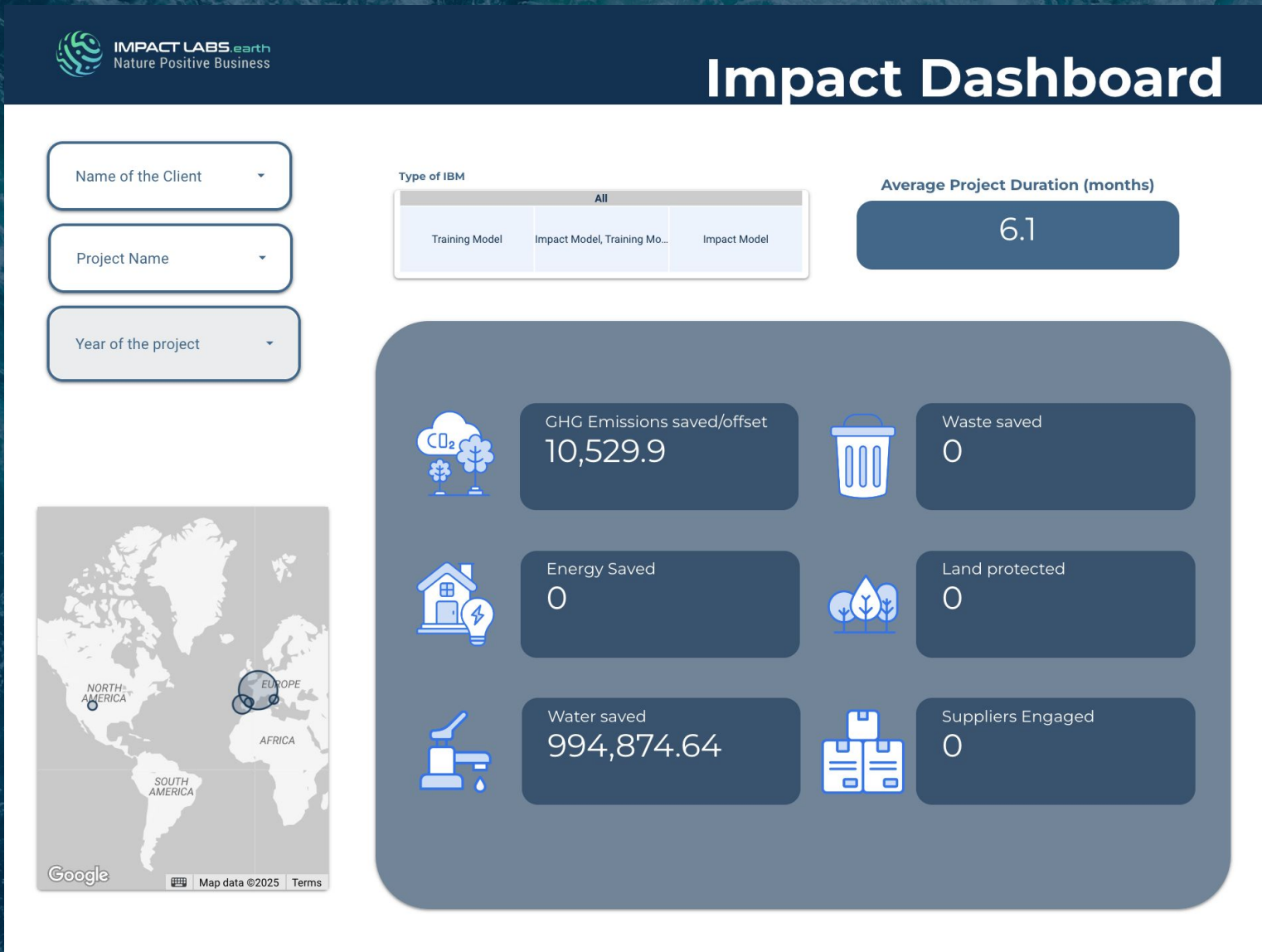
75%

of ImpactLabs' clients classified their satisfaction equal and above 4 out of 5 stars

100%

of ImpactLabs' clients stated the missions helped them better understand their negative and positive impact and meet their objectives

KPI DASHBOARD



- At Impact Labs, we use a Looker dashboard to track the influence of our client engagements.
- This tracking involves comprehensive surveys conducted both at the mission's outset and conclusion.
- These surveys enable the quantitative and qualitative assessment of our work's impact.
- The Looker dashboard compiles and visualizes data from the surveys for insightful analysis.
- Through this process, we measure and report tangible outcomes and client progress.

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Thank you

Thanks for your listening and support.
With your help, we can have a
Positive Impact @ Scale

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