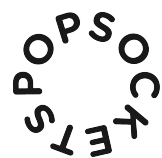




# 2024

## IMPACT REPORT

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From the desk of Jiayu Lin

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1426 Pearl St, Boulder, CO 80302



# CEO LETTER



*From the desk of Jiayu Lin*

Taking on the role of CEO has been both humbling and energizing. As I write my first letter for our 2024 Impact Report, I'm struck by how much PopSockets has accomplished—and how much more we can do together.

When I think about what makes PopSockets special, it always comes back to our belief that business should make the world a little brighter. We've called ourselves an Eternal Positivity Machine since the beginning, and that's truly who we are. Every day, I see our team living this out, whether they're designing products that bring joy to people's daily routines or finding new ways to lighten our environmental footprint.

I'm genuinely proud of what we achieved in 2024. We didn't just meet our carbon reduction goals—we blew past them, hitting targets we'd set for 2030. Our supply chain team worked tirelessly to make our sourcing more transparent, responsible, and ethical. These were meaningful steps toward the kind of company we want to be.

But here's what excites me most: we're only getting started. The world around us is changing fast, and I believe PopSockets needs to change with it—staying true to our positive, playful spirit while being even bolder about our impact. In 2025, you'll see us take a more holistic approach, one that's as vibrant and forward-thinking as the communities we serve.

I didn't expect to feel this energized about sustainability and social responsibility when I stepped into this role, but working with this team has shown me how fun and creative doing good can be. That's very PopSockets. Thank you for being part of this journey with us.

*Jiayu Lin*

Jiayu Lin, CEO



## IMPACT OVERVIEW

Since our founding, PopSockets' mission has gone beyond the economic bottom line, to become an Eternal Positivity Machine—an enduring global brand that makes an increasingly positive impact on the health and happiness of the planet.

In the last decade we have grown into a dynamic mobile accessory brand that enables creative self-expression and easier use of the devices we carry every day. The momentum that drives this evolution has also allowed us to expand our social and environmental impact, and that work continued in 2024 as we welcomed new leadership and continued to pursue our goals across the responsible sourcing, social impact, and climate footprint pillars of our strategy.

We continued our commitment to fair labor and responsible sourcing in the PopSockets supply chain with the addition of a new Corporate Social Responsibility Lead on our China team and addressed the challenge of mitigating risk by expanding sourcing to new countries. We invested deeply in mission-aligned social impact partnerships and continued to pursue climate reduction measures across our entire company footprint.

We are proud of the strides we've made towards making a robust positive impact on both people and the planet, but the work is not done yet! We continue to iterate on how we can use PopSockets' core strengths to support our corporate citizenship philosophy in 2025 and beyond, and we remain committed to transparency in reporting across our stakeholder platforms.

### SME B for Climate

highest score available for companies in 2024

### Top 35%

of companies that report to EcoVadis

### Giga-Guru

status achieved for Walmart's Project Gigaton

### Accreditation

status maintained with the Fair Labor Association

# PRODUCT



## PRODUCT DEVELOPMENT

As a consumer product brand, we recognize that sustainability starts at home—with the materials we use in the products we make. A core benefit of PopSockets products is prolonging the life of a phone, one of the most environmentally impactful possessions the average person owns. Since the launch of the PopGrip Plant in 2021, we have built on and expanded the scope of our product development philosophy to incorporate sustainable materials that are easier on the planet.

PopSockets leaned into our alternative leather products in 2024 with an expansion of our Softgoods MagSafe® wallet colors and the launch of our faux leather phone straps and wristlets. We also increased our use of PlantCore™ across numerous product lines. PlantCore™ is a unique mix of plant-based and fully recyclable materials, which we have integrated into a wide variety of our most popular product lines including our MagSafe grips, MagSafe wallets, and iPhone cases. Our traditional resin usage went down by 7.6%, while use of our PlantCore™ plant-based plastics went up by 16.7%.

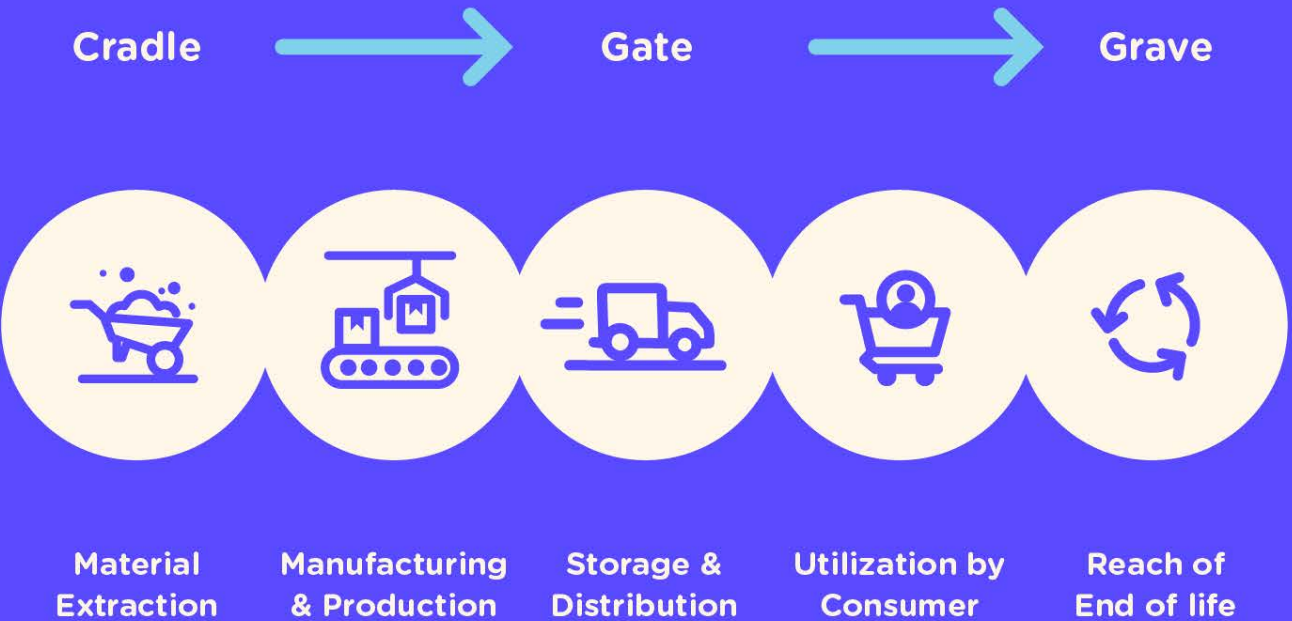
The integration of more sustainable materials across our core product lines provides the opportunity for customers to engage directly with our sustainability efforts. The development of PlantCore™ and our alternative leather materials were the result of extensive research by our product team to find materials that held up to the durability and creative design standards on which we pride ourselves, while decreasing the environmental footprint of our products. As we have expanded the product categories that include PlantCore™, we have felt the effect of high materials cost per unit of reduced impact and encountered challenges with inelastic prices for more sustainable products, a risk that will need to be addressed in the future. PopSockets will continue to explore new sustainable materials to minimize our impact on the environment as we innovate and expand to new product lines.

# LIFE CYCLE ASSESSMENTS

Life Cycle Assessments are important tools we use for understanding the environmental footprint of our product and effectiveness of overall sustainability efforts. PopSockets’ LCAs cover over 90% of products sold annually and are conducted by SCS Global Services in accordance with ISO 14040 and 14044 standards. They allow us to understand the holistic picture of PopSockets’ environmental footprint, accounting not only for our product carbon footprint, but also smog formation, ozone depletion, acidification, eutrophication, and fossil fuel depletion.

In 2024 we expanded our LCAs from cradle-to-gate (raw material extraction to manufacture of product and packaging at the factory) to cradle-to-grave (raw material extraction through to end-of-life disposal) across all 52 assessed product lines. This expansion gives us a more comprehensive understanding of the impact of our products and better informs our footprint reduction plans, including carbon footprint reduction, sustainable materials, and integration of new types of resins and other materials across product lines. Continuing to conduct LCAs allows us to refine our understanding of how our sustainable materials integration affects our carbon footprint and accommodate for the challenges and cost of integrating new types of resins and other materials across product lines.

## Lifecycle Assessment



# PLANET





## CLIMATE SUMMARY

We have made significant strides towards our carbon management goals since we first certified through Climate Neutral (now The Climate Label) and SCS Carbon Neutral in 2022. 2024 was our third year of maintaining these certifications, which have further validated our already low carbon footprint, while providing transparency and validity of our footprint, reduction goals, and investment in carbon reduction in our own value chain and beyond. Based on our annual analysis, we can make strategic decisions about the use of sustainable materials, shipment of products, and end-of-life circularity solutions. We continued to partner with Brightly to offset the balance of our footprint.

In addition to our voluntary carbon certifications, PopSockets uses this annual impact report to communicate our progress and future sustainability goals to all stakeholders. In addition to participating in third-party reporting frameworks, the United Nations Sustainable Development Goals and SASB table are used to help us benchmark against other companies in our industry. In 2024 we continued reporting to CDP (formerly the Carbon Disclosure Project), EcoVadis, and Walmart's Project Gigaton. CDP is an industry gold standard reporting framework that tracks climate footprint measurement, risks, opportunities, and company policies, and allows submitting companies to allocate emissions to business partners, creating better visibility of the carbon footprint makeup of supply chains. EcoVadis provides an in-depth assessment of company sustainability across four impact categories and provides actionable recommendations for improvement. Walmart's Project Gigaton is unique to Walmart, and requests environmental impact metrics from suppliers to understand their supply chain impact and encourage 1 gigaton of emissions avoidance—a goal they reached in 2023.

# POPSOCKETS

2024 CARBON FOOTPRINT CERTIFIED BY



7,962 tCO²e

-23% from 2023

100% OFFSET WITH Brightly

## CARBON CERTIFICATIONS

PopSockets achieved several important climate impact goals through our continued certification process with The Climate Label and SCS Carbon Neutral. Both certifications require detailed measurement of our carbon footprint, annual updating of our emissions reduction plan, and \$705,073 investment in carbon reduction initiatives. 2024 was our lowest overall emissions year since our first certification in 2022, with a 23% reduction in company footprint year over year from 2023. We started measuring emissions intensity this year, landing at 0.07 kgCO<sub>2</sub>e per dollar of revenue, a data point that will be tracked over time to measure progress. In 2024, we signed contract causes with our core Tier 1 suppliers to set science-aligned targets for their scope 1 and 2 emissions—an important reduction achievement. All such reduction goals are publicly available and updated annually on our Climate Label company profile.

**1854 spring submissions,  
plus 815 fall submissions,  
for a total of 2,669**

new products covered by the Amazon Climate Pledge Friendly badge

**3**

**key suppliers agreed to set  
science-aligned climate goals**

### Scopes as defined by the Greenhouse Gas Protocol:

Scope 1 - Direct GHG emissions occur from sources that are owned or controlled by the company

Scope 2 - GHG emissions from the generation of purchased electricity consumed by the company

Scope 3 - All other indirect emissions that are a consequence of the activities of the company, but occur from sources not owned or controlled by the company

# CARBON CERTIFICATIONS

SCS Carbon Neutral is our product-level carbon certification, which measures the impact of all products manufactured annually using results of our LCAs, also produced by SCS. This certification qualifies us for Amazon's Climate Pledge Friendly badge. In 2024, we met our goal of reducing our Scope 3 factory energy footprint by 50% from a 2021 baseline, well ahead of our 2030 deadline. We will continue to update our reduction action plan to push beyond our original goal, while offsetting emissions we cannot reduce through Brightly, an organization pursuing the first-ever food waste reduction and avoidance carbon credits. Offsets for our 2023 product emissions, purchased in 2024, were brokered through Brightly and correspond to the locations in which our products were manufactured. We purchased credits from Chinese wind farm and landfill gas projects, as well as from a wind farm project in the US.

The Climate Label is our company-level certification, reflecting not only our individual product footprint but all of Scopes 1-3, but also indirect emissions like electricity used at our office and retail locations, employee commuting and business travel, upstream and downstream shipping, and capital spend. We use the Business Emissions Estimator from The Climate Label to calculate each individual subscope, and were happy to have Shift Advantage as our third-party data verification partner again this year. We met our goal of reducing Scope 1 and 2 emissions by 50% from a 2021 baseline in 2023, and continue to pursue further reductions during our annual strategy review process.

In addition to pursuing continued emissions reductions, The Climate Label also introduced the Climate Transition Budget (CTB) as a requirement for the 2024 footprint certification process. The CTB goes beyond investment in carbon credits as compensation for annual emissions to require that companies invest directly in emissions reduction in their own value chain. PopSockets ultimately invested \$705,000 in value chain reduction in 2024, beyond the \$15 per tonne CO<sup>2</sup> produced requirement set forth by The Climate Label.

## COMPLETED FOOTPRINT REDUCTION GOALS

- **Reduced** scope 1 & 2 emissions by using 100% renewables in our HQ & sales office locations.
- **Explored** renewables for retail locations acquired in 2023 and 2024.
- **Reduced** emissions from materials in our core product lines.
- **Updated** our Responsible Sourcing Standards on the Environment to be aligned with the Higg Facility Environment Module (FEM).
- **Reduced** emissions from energy used in the manufacturing of our products by encouraging the installation or use of renewable energy and managing our production mix to drive increased efficiency.
- **Reduced** the usage of air freight to lower our upstream transportation emissions by 10%.
- **Reduced** food consumption related emissions, one of the biggest drivers of climate change.



# PACKAGING AND CIRCULARITY

PopSockets' product sustainability strategy extends to packaging, which we work to make as eco-friendly as possible. The environmental footprint of our packaging is included in our LCAs, and by using recycled FSC-certified paperboard and minimal plastic we reduce that footprint. All packaging is curbside recyclable, and in 2024 we updated package labeling to reflect our participation in How2Recycle®.

We've taken steps towards a more circular supply chain for our products. Our standard black PopGrip is made with a minimum of 25% recycled content. We enabled consumers to recycle—for free—all PopSockets products, and phone cases from any brand, through our partnership with TerraCycle. We included a pre-paid, pre-addressed shipping label with recycling instructions in the recyclable mailer for each product sold through PopSockets.com, and successfully processed almost 30,000 lbs. of product through TerraCycle this year. We continue to explore options for increased circularity into the future, including initiatives like recycling PopSockets products into new PopSockets products directly within our supply chain.



# RESPONSIBLE SOURCING



# LABOR SUMMARY

Making a positive impact on people and the planet means ensuring the dignity and wellbeing of those that work within our supply chain. We have an in-depth responsible sourcing strategy and fair labor program, including participation in the Fair Labor Association (FLA) beginning in 2018, full accreditation achieved in 2022, and annual renewal. We are proud of our progress in developing a world-class program, and we are committed to the challenging and important goal of continuous improvement. FLA Accreditation provides guidance on the development and refinement of our fair labor program and includes us among a select group of companies who have made rigorous and forward-thinking commitments to sustainable and fair supply chains. PopSockets continues to monitor our Fair Compensation Plan goals while making continuous progress towards the standard indicated in the Global Living Wage Coalition (GLWC). We have surpassed our original goal of 35% of workers hitting the fair wage benchmark, to 43% this year. We commissioned a survey to understand workers' feelings about overtime levels and in 2024, we donated \$5,000 to the Anker Institute to support their efforts at maintaining the living wage standards for the GLWC.





## FAIR LABOR PROGRAM

To ensure that we progress towards our fair labor and responsible sourcing goals, we maintain a series of interconnecting resources, policies, and assessment procedures. We ask all suppliers to sign and display our Code of Conduct and related Labor, Health & Safety, Environmental, and Anti-Corruption Standards. Suppliers' adherence to these standards is monitored through an annual audit procedure, and we track and implement a prompt remediation process for any findings from those audits which do not meet our standards. We monitor performance and progress for a variety of labor metrics through several third-party organizations, platforms, and reporting frameworks. Ulula is an organization that helps us track worker voice by hosting a channel for communicating grievances directly to PopSockets if they feel they are not being heard by factory leadership and deploying experience surveys to help us better understand worker experiences. We partner with the Better Buying Institute to conduct an annual survey tracking factories' perception of our responsible purchasing practices. For our Mexico operations, we work with The Americas Group to understand worker conditions and paths to improvement in that geographical area. We place priority on building long-standing relationships and direct communications with suppliers, which helps us understand wage trends, working hours, and other issues relevant to the worker experience to help us meet our supply chain goals.

Full accreditation with FLA requires us to not only continually improve these worker engagement policies, supplier communications and incentives, and grievance and remediation processes, but also to ensure all PopSockets staff are familiar with our sustainability and fair labor standards. PopSockets trains all new employees on our climate, fair labor, and social impact programs, with annual fair labor program specific trainings for every employee in the company. Additional annual responsible purchasing practices trainings are held for employees involved directly in buying from our factories.

# PEOPLE





## PEOPLE SUMMARY

PopSockets' Eternal Positivity Machine runs on the commitment and engagement of its employees, who work every day to help create an enduring global brand that makes an increasingly positive impact on the health and happiness of the planet. These efforts start with the creative and technical efforts that go into making fun, useful products that bring tiny moments of joy into our customers' lives, make it easier for people to interact with their devices, and extend the life of one of the most personal possessions we own. Each PopSockets employee gets 16 hours of paid time off annually to invest time in the community volunteering cause of their choice. Employees can use these hours to volunteer on their own, but PopSockets also organizes opportunities for groups to contribute to their community together. Our employees volunteered a total of 215 hours in 2024. Additionally, to help our PopSockets employees thrive, all employees are offered a permanent work from home option, along with tuition/education reimbursement, sabbatical opportunities, robust healthcare, retirement plans, parental leave, and paid time off.



## SOCIAL IMPACT SUMMARY

Social impact has been a major pillar at the core of our business since the original Poptivism program launch in 2019. The impact program has evolved over time, moving from celebrity-designed collections supporting their cause of choice to a wider range of organizations and designs suggested by our customers, to a more curated array of partners falling into the categories of Environment, Equity, and Wellness. Under the current model, 50% of the purchase price of nonprofit-linked grips is sent to the linked organization via a grant by the PopSockets Positivity Fund (PPF). The PPF is a donor-advised fund managed by Impact Assets, Inc., a 501(c)(3) charitable organization that acts as the social impact engine for PopSockets initiatives.

In 2024 we continued donating product to organizations for people with mobility issues and to schools to create tactile walls for students with sensory issues. We donated branded product to a wide variety of our nonprofit partners for conferences and community engagement events, including the Plant Futures Initiative, Lowr, The New Roots Institute, the Breast Cancer Research Foundation, She Should Run, and the NHS, as well as 3,500 PopWallet+s to Action for the Climate Emergency for voter engagement efforts around local election issues.

PopSockets will continue to innovate around supporting our customers and our customers' interests in a way that is rooted in what we value and what we can give as a brand. Looking forward, we will continue to assess how we apply these values to our overall social impact philosophy.



## KEY PARTNERS: MERCY FOR ANIMALS

Mercy for Animals (MFA) has been a PopSockets partner since 2022, and we were thrilled to sponsor their 25-year anniversary gala this year as part of our Earth Month impact campaign. MFA's mission is to prevent cruelty to farmed animals and promote compassionate food choices and policies, and the gala provided an opportunity to show up in support of cruelty-free and sustainable food systems and products. PopSockets was represented by Founder David Barnett, CFO Sandeep Patel, and current CEO Jiayu Lin, who joined 600 other sponsors, celebrities, and supporters at the event (all of whom received a Softgoods PopWallet+ and a code to order our MFA 25th anniversary edition PopGrip or design from their new collection in their gift bag). PopSockets was proud to provide a PopGrip photo backdrop for the Blue Carpet (pictured) as well as a mirror station next to the makeup touchup area so attendees could look their best, then grab a grip and snap a pic!




PopSockets Founder David Barnett swearing that the delicious chicken tender that he had eaten moments earlier was grown in a vat (true!)



## KEY PARTNERS: LEGACY YOUTH LEADERSHIP

2024 was our first year partnering with Legacy Youth Leadership (Legacy) for our Earth Month impact campaign. Legacy provides free youth leadership and mentoring programs in low-income school communities that teach students how to use their time, their money, their voice, and their vote to make an impact on the world, and we helped enable young leaders to take direct action around climate change through a plant-forward meal pledge and donation.

During Earth Week, PopSockets sponsored the Cut it Out! Pledge, asking participating students to answer a call to action on climate impact by eliminating meat from their diet for one week. This campaign, aimed at ~5,000 students through Legacy's network, aimed to purchase, protect, and title a minimum of 2,000 acres of rainforest in Peru over to indigenous people. Because of PopSockets' sponsorship, each student pledge "unlocked" \$10 from a fund directed to Legacy's on-the-ground partners in Peru, who work to facilitate the purchase and protection of land with the requirement that it cannot be resold or deforested upon transfer of the title. The first 100 students to make the pledge also received a custom Legacy PopWallet+ (design pictured), as thanks for making the pledge and taking a measurable step towards a more sustainable future.



**YOUNG  
PEOPLE ARE  
THE ~~FUTURE~~  
PRESENT.**



## KEY PARTNERS: SUPPORT AND FEED

PopSockets launched its largest sponsorship ever this year, with a \$500,000 donation to Support and Feed, an organization committed to mitigating climate change and increasing food equity by driving global demand, acceptance, and accessibility of plant-based food. PopSockets' contribution went to support operational expenses, including Support + Feed, a customized meal delivery program that supports local businesses and food rescue programs to provide culturally relevant plant-based meals and produce.

Support and Feed was founded in 2020 by Maggie Baird, mother of Grammy Award-winning artists Billie Eilish and Finneas, and has hosted plant-based pledge tables at all Hit Me Hard and Soft tour locations. In addition to our monetary sponsorship, PopSockets also provided over 18,000 custom branded Support and Feed MagSafe® PopGrips as a gift to those who signed the 30-day pledge. PopSockets employees also volunteered for concert pledge tables in Denver

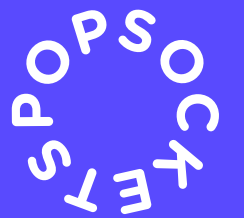
(pictured) and for a Free Farmers Market and Meal Distribution event hosted by Support and Feed in NYC.



PopSockets employees and guests volunteered at Support and Feed tables for concerts in Denver and NYC.



# APPENDIX



# ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

TOPIC	DESCRIPTION	SDGs
OVERALL EMISSIONS	Our market-based emissions were: Scope 1: 20.3 tCO <sup>2</sup> e; Scope 2: 7.8 tCO <sup>2</sup> e; Scope 3: 7,932 tCO <sub>2</sub> e	13
SHIPPING RELATED EMISSIONS	124.9 tCO <sup>2</sup> e of our total shipping-related emissions were offset by DHL’s offerings.	13
CARBON DISCLOSURE	We continued reporting to CDP, EcoVadis, and Walmart’s Project Gigaton.	13
CARBON CERTIFICATIONS	We continued our company-wide carbon certification through Climate Neutral, and on a product level through SCS Carbon Neutral, using 2021 data as a baseline for reducing carbon emissions by 50% by 2030.	13
CARBON OFFSET PARTNERSHIPS	We partnered with Brightly for our carbon offsets, continuing our support for innovative partners pursuing food diversion offsets.	13 15
PLANT-BASED MATERIALS	We continue to integrate plant-based resins into our MagSafe® PopGrips, MagSafe PopWallet+ (including the Softgoods collection), and phone cases.	9 12
PAPERBOARD IN OUR PACKAGING	We have maintained our recycled and sustainably forested paperboard packaging at 99% of our total portfolio.	12
PLASTICS IN OUR PACKAGING	We maintained our practice of having less than 1% of our packaging made of plastic, with all plastic that is used being recycled PET.	14
NONPROFIT PARTNERSHIP PROGRAM	We donated \$31,799.73 to our nonprofit partners through our eCommerce collections.	2 3 4 5 6 7 8 10 12 13 14 15

TOPIC

CHANGEUP DONATIONS

PRODUCT DONATIONS

FLA

FAIR COMPENSATION

DESCRIPTION

Via the ChangeUp option at checkout on our website, we facilitated \$10,415 in donations to a range of nonprofits.

We continued to donate product to the Rocky Mountain chapters of the ALS Association and Parkinson’s Foundation to support people with mobility disorders, and to school programs for students with sensory issues.

We maintained full FLA accreditation, and continue to work towards improving our fair labor outcomes throughout our supply chain

We continued to work toward our public commitment to fair compensation and living wages by raising average net wages to 56% of our suppliers’ workforce to Global Living Wage Coalition levels.

SDGs



## SASB TABLE

### MANAGEMENT OF CHEMICALS IN PRODUCTS

CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-250A.1	Discussion of processes to maintain compliance with restricted substances regulations.	PopSockets tests all of our products to strict standards to ensure they comply with restricted substances regulations. All manufacturers are required to conduct testing both proactively on newly developed and existing products with their preferred local third party provider in accordance with our restricted substances list, which factories are expected to meet at all times. Our list is built upon U.S. Consumer Product Safety Commission, Restriction of Hazardous Substances Directive (RoHS), EU REACH, and California Proposition 65 regulations. We also test for several additional substances of concern relevant to the materials used in our products and any emerging materials of concern. After this initial round of testing, PopSockets conducts a second round of testing for restricted substances on an as-needed basis with Intertek, per the requirements of our retail partners. PopSockets' partnership with Intertek extends to conducting restricted substance list retesting of active materials on an annual basis. We also audit SDS/TDS sheets from material suppliers to verify that there are no SHVCs in use (per the list of 267 substances published by the European Chemicals Agency (ECHA) published on 6/27/2024). We enforce corrective actions on suppliers by requiring 8D documentation of the corrective actions for any non-conformance. Any goods suspected of non-conformance are scrapped. We do not allow shipments from suppliers of any products with non-conformance issues until they provide proof of remediation (through 8D report) and retesting of material after corrective action.
CG-AA-250A.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	In addition to the processes we maintain to ensure compliance with restricted substances regulations, we also include chemical safety for workers as part of our annual Supplier Code of Conduct audit process. Our Health and Safety Standards, available on our website, contain language regarding chemical safety in Section HS.16.

### ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

CG-AA-430A.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	TIER 1: 100%	BEYOND TIER 1: 100%
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CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-430A.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	TIER 1: 66.7% BEYOND TIER 1: 0%
LABOR CONDITIONS IN THE SUPPLY CHAIN		
CG-AA-430B.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	TIER 1: 78% BEYOND TIER 1: 11.4% TOTAL AUDITS (THIRD PARTY): 16.3% <div>But, these comprise 90% + of business. We evaluate environmental performance through our Supplier Code of Conduct (COC) audits (see description under CGAA-430b.1), which leverage our publicly available Labor and Health &amp; Safety Standards.</div> <div>PopSockets published the first iteration of our public-facing <a href="#">Supplier Code of Conduct</a> in 2016. Since then, we have conducted annual audits for all our Tier 1 and our most business-critical Tier 2 facilities. Our audit protocols are aligned with internationally accepted standards such as the <a href="#">International Labour Organization (ILO)</a>, the <a href="#">Fair Labor Association (FLA)</a>, and business partner requirements. Following the issuance of audit reports, PopSockets collaborates with suppliers on root cause analysis to ensure sustainable remediation of issues found.</div>
CG-AA-430B.2	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers’ labor code of conduct audits	In 2024, 2.7% of findings were Critical Prioritiy findings. 74.4 of findings were fully corrected, 12.8% partially corrected, and 12.8% not corrected (within 120 days or less).



CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-430B.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<p><b>LABOR RISKS</b></p> <p><b>Process for evaluating risk:</b></p> <p>Evaluating labor rights risks utilizes a combination of our own COC audit results data and our affiliation with the Fair Labor Association (FLA). Our audit results analysis points to topical areas where PopSockets needs to make the most progress in improving working conditions. Our affiliation with the FLA keeps us informed about other ongoing topics in labor rights, allowing us to proactively integrate these issues into our labor rights program through audits, training, and improving our own COC and Standards. As an example, a major change we made to our COC in 2020 was to create a dedicated section for worker voice &amp; protections. This highlighted the industry trend towards worker voice as a significant “beyond compliance” topic that PopSockets felt empowered to take a firm stance on through our COC.</p> <p><b>Risks to PopSockets as a brand:</b></p> <p>One of the greatest risks to PopSockets as a brand is scrutiny of our purchasing practices by external stakeholders and how they may impact workers in ways we do not anticipate. We have a purchasing practices policy jointly managed by Costing, Supply Chain, and Responsible Sourcing functions to mitigate this. We also conduct supplier surveys to understand their views on how our purchasing practices may impact their business and, by extension, their workforce.</p> <p>We also face risks related to the non-vertical parts of our supply chain, such as our Tier 2 supplier base. Our lack of a direct contractual sourcing relationship with Tier 2 suppliers means we have less leverage to influence how workers in these facilities are treated. We address this by including clauses in our contracts with our Tier 1 suppliers obligating and training them to engage meaningfully with Tier 2 suppliers on labor rights. Major Tier 2 suppliers are also included in our labor rights audit program so we can monitor, collect data, and gain insights into working conditions at these facilities.</p> <p>Another area of risk is our understanding of our supply chain beyond Tier 3. Tier 4 and beyond for us are plastic resin manufacturers. We understand who these facilities are in terms of their names and addresses through purchase orders, but as commodities have not yet engaged directly with these manufacturers on labor rights. Many are orders of magnitude larger than PopSockets, and likely require a concerted effort by several brands to gain insights into working conditions.</p> <p><b>Risks to workers:</b></p> <p>We know from our 2024 COC audit cycle findings that working hours (at 18%) posed the highest risk to workers, social insurance (at 5.1%) were the second, and delay payment for resigned workers issue and labor contract maintenance (at 2.6% each) were tied for the third most common labor rights issues. We continue to engage with suppliers on these topics.</p>

CODE

ACCOUNTING METRIC

RESPONSE

**CG-AA-430B.3  
CONTINUED**

Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain

**ENVIRONMENTAL, HEALTH, AND SAFETY RISKS**

**Process for evaluating risk:**

Evaluating environmental, health, and safety risks relies on our COC audits and our relationship with the Fair Labor Association (FLA). Our audit results point to specific topical areas within HSE where PopSockets can partner with suppliers to improve working conditions. We also leverage resources from the FLA to keep informed about emerging Health & Safety issues. Because the FLA has been at the forefront of issues of worker concerns such as at Foxconn in 2012, we rely on their expertise in this area to build stronger HSE Standards.

**Risks to PopSockets as a brand:**

The largest risk to PopSockets as a brand is a potential factory disaster. Even though PopSockets was not directly impacted by factory disasters such as Rana Plaza in 2013, the reverberation of these events continue to be felt as we build our Health & Safety Standards to be their most stringent. For example, blocked exits are a Zero Tolerance issue in our COC audits and during our pre-sourcing assessments.

**Risks to workers:**

We know through our 2024 COC audit cycle that Fire Safety was our top HSE issue at 12.8%, Machinery Safety and Electric Safety issue at 10.3% each were tied for second highest, and Personal Protective Equipment issue at 7.7% as the third highest, demonstrating that workers in our supply chain face a variety of health, safety, and environmental risks. More about our risks and how we manage them can be found in our modern slavery disclosure.

RAW MATERIALS SOURCING		
CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-440A.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	<p>PopSockets has two main categories of priority raw materials: plastic resins made from traditional fossil fuel sources, and plastic resins from plant-based sources.</p> <p><b>TRADITIONAL FOSSIL FUEL-BASED PLASTIC RESINS</b> In 2024, PopSockets purchased 207.4 metric tons of traditional plastic resins.</p> <p><b>Environmental &amp; Social Factors:</b></p> <p>For traditional plastics, our environmental and social factors that threaten sourcing are aligned with the general use of fossil fuels as an input source for our resins. We rely on an increasingly finite resource whose extraction is strongly linked to elevated greenhouse gas emissions. The energy consumption required for converting fossil fuel raw materials into plastic resins also poses a risk to our sourcing as energy becomes more expensive. The end-of-life of traditional plastic resins presents a problem for PopSockets in that these products are not easily recyclable. On the social side, there is much documented evidence regarding the working conditions in the extractives sector. Social impacts and the backlash against them may cause sourcing difficulties for resin manufacturers and therefore for PopSockets.</p> <p><b>Business Risks &amp; Opportunities:</b></p> <p>Our main risk to the business from these factors is the relationship between the cost of our resins and the cost of oil. We have already felt the effects of higher oil costs on our traditional resins costing. PopSockets also sees many of the factors related to traditional plastic resins as opportunities to adjust our manufacturing processes and sourcing decisions. One opportunity is to use high cavity molding practices to minimize our overall plastics usage in the injection molding process, leading to less waste and less overall consumption of traditional resins. We also can develop progressive recycling options that solve our recycling challenges, including our ongoing relationship with TerraCycle and developing products using our own waste. On social risks, we can manage our priority materials suppliers as Tier 3 suppliers under our monitoring policy, which requires annual human rights due diligence for all Tier 3 suppliers on an annual basis.</p> <p><b>Management Strategy:</b></p> <p>Our management strategy to seize the opportunities and mitigate the risks related to sourcing traditional plastic resins includes training employees on best practices for efficient molding and encouraging continuous improvement in finding efficiencies in our manufacturing processes. PopSockets also aims to address risks and opportunities by setting baselines and future targets for traditional plastic resin used in our products. To address the risk related to costing, we will develop relationships with our core resin suppliers to mitigate the impact of cost fluctuations. We will also extend our monitoring policy to include resin suppliers as Tier 3 suppliers for human rights due diligence considerations. Where possible, we are also working with our existing suppliers to define backup options for priority materials.</p>

CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-440A.3 CONTINUED	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	<p><b>SUSTAINABLE MATERIALS</b></p> <p>PopSockets has identified four plant-based plastic resins as part of our efforts to reduce the carbon footprint of our materials inputs. All four resins are USDA Certified BioPreferred. In 2024, we purchased 76.7 metric tons of plant-based resins, and (re-)used 3.45 metric tons of waste from our own production.</p> <p><b>Environmental &amp; Social Factors:</b></p> <p>The factors that threaten sourcing of plant-based plastic resins deal largely with the intersection between resin development and the agricultural inputs used for it. One major factor is land use; land use change, deforestation, or the displacement of local communities that could happen in the production of plant-based resin run counter to our sustainability goals. Any instance where land used to produce our plant-based resins competes with land for food growth is also a threat to our overall sourcing goals. Related to specific agricultural practices at the farm level, water consumption and access to sufficient sources of water that are not competing with sources for other uses, such as for personal use, is a threat to our sourcing at the systemic level as water becomes an increasingly scarce resource. Inadequate information regarding agricultural practices such as pesticide use and labor practices prevents us from making informed decisions about relationships with plant-based resin suppliers.</p> <p><b>Business Risks &amp; Opportunities:</b></p> <p>PopSockets’ primary risk from sourcing plant-based resins is the currently unknown impact climate change will have on resin pricing. As water and land become scarcer, we anticipate these wider global issues will impact resin costing. With the rapid evolution in sophistication and use case abilities of plant-based plastic resins, PopSockets sees an important opportunity to integrate plant-based resins across our portfolio as part of our efforts to reduce our carbon footprint. We began selling products with plant-based resins in late 2021 and have since expanded the use of these resins across more product categories. Continuing our relationships with our plant-based resin suppliers gives us increased leverage to gather more information from them regarding land use threats and future improvements to agricultural practices. We can also incorporate plant-based resin suppliers into our human rights due diligence efforts as Tier 3 suppliers, requiring due diligence activities annually.</p> <p><b>Management Strategy:</b></p> <p>Our management strategy for integrating plant-based plastic resins into our products is to highlight the use of these resins in our marketing materials by explaining to the public how using these materials shrinks our carbon footprint. We are actively monitoring global trends for potential impacts to feedstocks to prepare for any costing impacts. We regularly engage with our suppliers to understand their work on sustainable land management practices and have made our sustainability goals an important pillar in our sourcing discussions. However, at this time we must rely on the resin manufacturers to implement responsible purchasing practices, collaboration between suppliers and stakeholders, and ensuring ethical feedstock production. PopSockets also plans to roll out our monitoring policy and human rights due diligence requirements to plant-based resin suppliers.</p>

CODE	ACCOUNTING METRIC	RESPONSE
CG-AA-440A.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Of our ten priority raw materials, five are USDA Certified BioPreferred.
ACTIVITY METRICS		
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	TIER 1: 10BEYOND TIER 1: 19

# THANKS TO OUR PARTNERS

## NONPROFIT PARTNERS

## SUSTAINABILITY + CLIMATE

## LABOR

Action for the Climate Emergency  
American Camp Association American  
Foundation for Suicide Prevention  
American Shark Conservancy Arthritis  
Foundation Breast Cancer Research  
Foundation Emergency Nurses  
Association Foundation Girls Inc.  
Good Food Institute  
Greener by Default  
GRID Alternatives  
Hate is a Virus  
It Gets Better  
Know your Rights Camp  
Living Lands and Waters  
Malala Fund

Legacy Youth Leadership Mercy for  
Animals  
New Roots Institute  
NHS  
Plant Futures Institute Protect Our  
Winters Rainforest Trust  
She is More Than  
She Should Run  
She's the First  
Support + Feed  
The Farmlink Project  
Trees for the Future  
Vegan Outreach  
Wildlife Conservation Network  
Youth Ocean Conservation Summit

Brightly Climate Refarm The  
Change Climate Project  
SCS Global Services  
Shift Advantage TerraCycle  
EcoEnclose

Fair Labor Association  
Better Buying Initiative  
Ulula  
The Americas Group  
Sumarra





2024

**IMPACT REPORT**