



2023 **IMPACT REPORT**

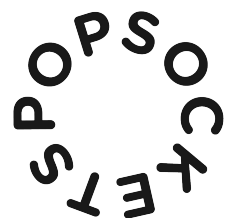


TABLE OF CONTENTS

INTRODUCTION

- 1 Impact Overview

PLANTS

- 3 Plants Summary
- 4 Sustainability Partners
- 5 Product Development
- 6 MagSafe Footprint

PLANET

- 8 Climate Summary
- 9 Company Footprint
- 10 Life Cycle Assessments
- 11 Carbon Certifications
- 12 Emissions Offsetting and Reduction
- 13 Footprint Reduction Goals
- 14 Packaging and Circularity

PEOPLE

- 16 People Summary
- 17 Social Impact Initiatives

RESPONSIBLE SOURCING

- 19 Labor Summary
- 20 Fair Labor

APPENDIX

- 22 Alignment with United Nations SDGs
- 24 SASB Table
- 31 Thanks to Our Partners

GLOBAL HEADQUARTERS

1426 Pearl St Suite 400 Boulder, CO 80302
United States



IMPACT OVERVIEW

2023 was marked by advancement across several key pillars of our social and environmental impact strategy. We continued to integrate climate-friendly materials across our product lines, while addressing the gaps in our operational emissions with groundbreaking new partnerships. We pursued a deeper understanding of our product footprint with new life cycle assessments. We also refined our social impact strategy to focus more intentionally on in-depth partnerships, which will allow us to pursue innovative initiatives that align with our corporate citizenship philosophy.

We continue to pursue a transparent and meaningful reporting process that provides insight into our goals and progress including:

- Expanding PlantCore integration into four new key product groups and completing life cycle assessments for ten new products.
- Continuing our **Climate Neutral** (entire company footprint) and **SCS Carbon Neutral** (product footprint) certifications and expanding our reduction action goals towards our 2030 climate commitment.
- Recycling over 173,600 lbs. of product through our partnership with TerraCycle.
- Donating almost \$44,000 to the PopSockets Positivity Fund to benefit 44 nonprofit partners across three impact categories and facilitating over \$17,500 in donations through ChangeUp at checkout.
- Pursuing our rigorous labor goals and transparent supplier relationships through our FLA accreditation.
- Providing 16 hours paid volunteer time to employees to support causes they are passionate about, and partnering with Lowr, our plant-forward employee resource portal.
- Continuing to report via the United Nations Sustainable Development Goals, CDP, EcoVadis, Project Gigaton and SASB.

"Our mission is to become an

eternal positivity machine

--an enduring global brand that makes an increasingly positive impact on the health and happiness of the planet."

PLANTS



Alignment with UN Sustainable Development Goals



PLANTS SUMMARY

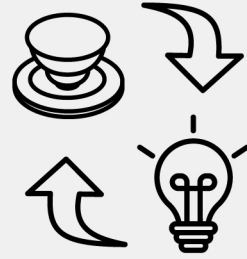
Plant-forward products, lifestyles, and partnerships continue to be one of the major lenses through which PopSockets views the work of the Eternal Positivity Machine. Promoting and contributing to the development of plant-based living as a core part of our impact strategy maximizes the impact we have as a company and pushes us one step closer to a just and livable future. This is encapsulated in the Future is Plant-Based framework, our multi-year impact program to mitigate climate change and inequality through the power of plants. According to Project Drawdown, reducing food waste and facilitating the transition to plant-rich diets are two of the top strategies integral to addressing climate change and inequality, and we believe addressing gaps in operational emissions and funding social impact initiatives around sustainable food systems is an under-addressed solution in the world of corporate sustainability. Our hope is that our focus on these solutions will draw attention to the urgency of leveraging corporate engagement with these issues to meet climate goals and feed a growing population sustainably; And it aligns with our commitment to expand the use of plant-based plastics across our product lines, pursue impactful nonprofit partnerships and address gaps in our operational emissions by partnering with plant-forward food rescue organizations. PopSockets seeks to continuously explore the potential for corporate engagement and innovation to take action towards a more just and sustainable planet for all.





Climate Partners

the
farmlink
project



Product Innovation

plantcore



Certifications



Plant-Forward Lifestyles

Lowr

PRODUCT DEVELOPMENT

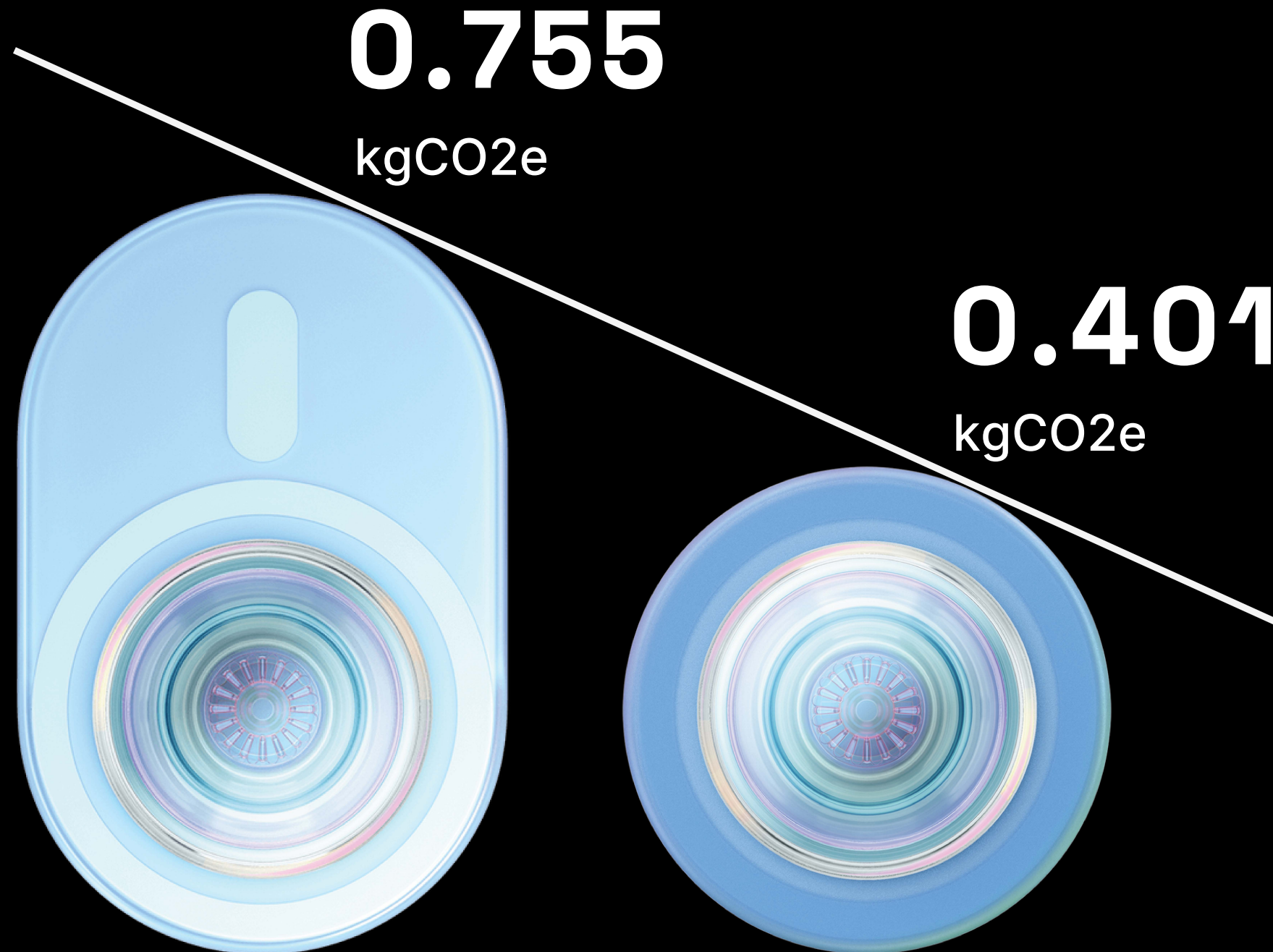
Sustainable product development remains central to our overall impact philosophy, building on the benefits of a product already designed to prolong the life of one of the most carbon-intensive personal possessions most people own – their smart phone. 2023 saw several developments in our key product lines. Our traditional plastic resin usage went down by 31%, while our usage of plant-based plastics rose by 107%. We also expanded our original PlantCore™ line, the PopGrip Plant, to include several more designs, and reduced the price to match that of our standard grips. PlantCore™ is a unique mix of plant-based and fully recyclable materials, which we have continued to expand across an array of our most popular product lines, including the MagSafe circular PopGrip, MagSafe PopWallet and PopWallet+, MagSafe Softgoods PopWallet and PopWallet+, and our iPhone 15 cases. PlantCore™ is the result of a long research process that has allowed us to decrease the environmental impact of a product while maintaining the durability, performance and creative design on which we pride ourselves. The continued integration of plant-based materials across an ever-wider array of products gives customers the chance to engage with our climate efforts directly. It also reduces our reliance on fossil fuels, reduces end-of-life emissions, and aligns with our commitment to our climate and social impact goals.

107%

increase in plant-based resins

6

new product lines
integrated PlantCore™

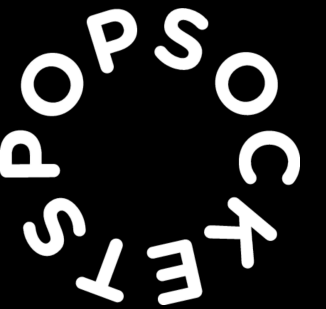


MAGSAFE GRIP FOOTPRINT

The launch of our first MagSafe grips in 2022 represented an exciting evolution of our product lines towards a more streamlined user experience. The grips do not require our traditional adhesive bases, leaving the back of the phone flat when the grip is not attached. In 2023 we evolved our MagSafe line even further by reducing the grip from its original "pill" shape to the MagSafe circular PopGrip. We also committed to using recycled magnets. These innovations reduced the footprint of the grip by about 52%. Given that our MagSafe lines take up a significant percent of our overall product carbon footprint, this was a major step towards a more sustainable line.

*see our [LCA summary](#) for further details

PLANET



Alignment with UN Sustainable
Development Goals

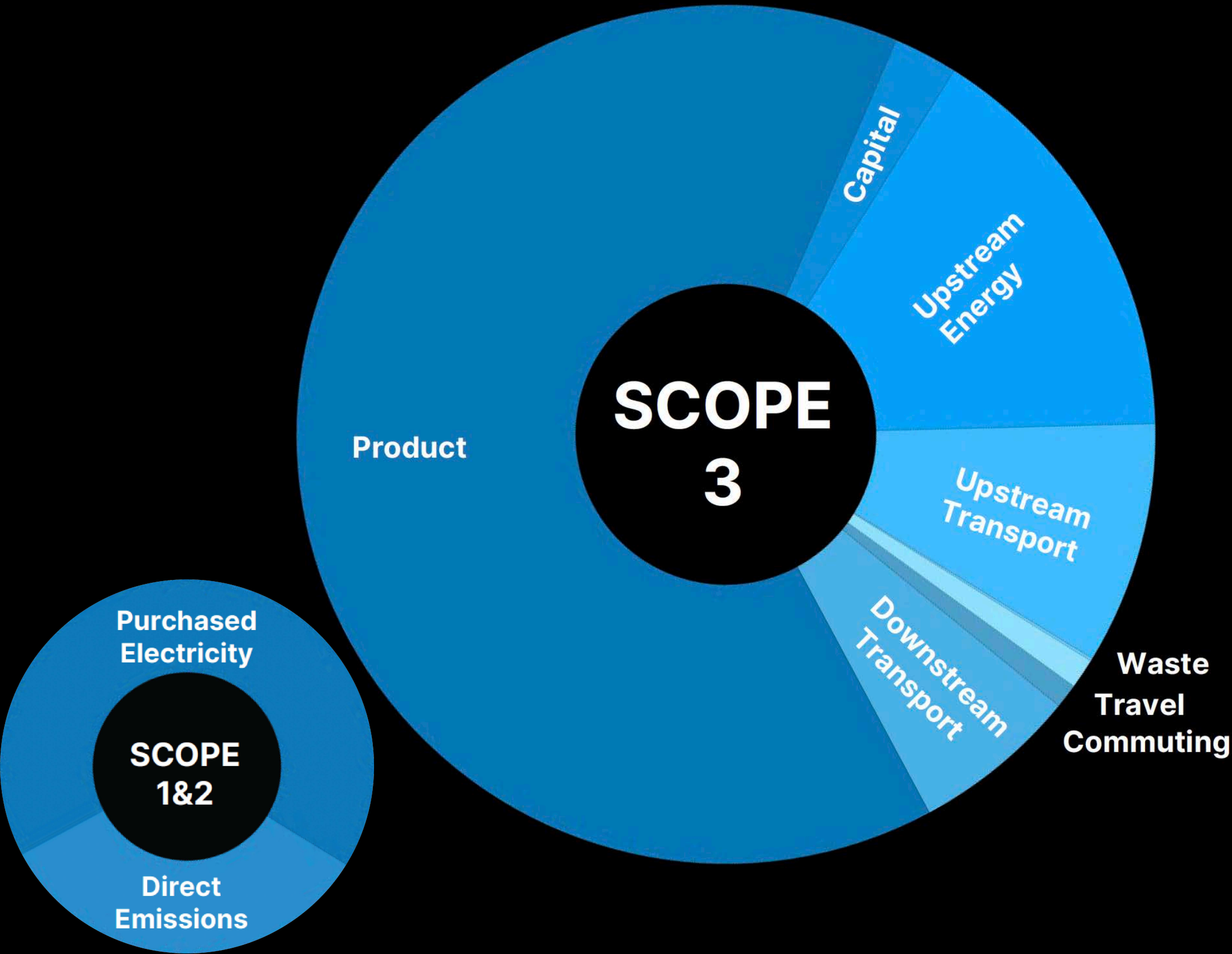


CLIMATE SUMMARY

2023 marked continued progress towards the carbon management goals set forward in our climate commitments through our Climate Neutral and SCS Carbon Neutral Certifications. This is our second year of maintaining these certifications which provide refined insight into our already low company- and product-level environmental impacts. They enable us to make long-term strategic decisions towards our 2030 emissions reductions goals. 130 tonnes of our 10,404 tonne footprint were offset by DHL's default carbon neutral shipping option directly through their GOGREEN program for purchases made on popsockets.com. This year we also pursued a partnership with a new and exciting climate solutions partner, Brightly, which will allow us to continue supporting impactful food systems solutions alongside our own emissions reductions and product strategy.

In addition to our voluntary carbon certification process, we also continued our participation in several important third-party reporting frameworks, including CDP (formerly the Carbon Disclosure Project), EcoVadis, and Walmart's Project Gigaton. CDP is an industry gold standard reporting framework, with over 23,000 companies using it to report climate progress to major buyers or the public in 2023. EcoVadis rates companies across the categories of environmental impact, labor/human rights, ethics, and sustainable procurement. It provides actionable corrective measures to improve the sustainable management systems of participating companies. Walmart's Project Gigaton asks all of Walmart's suppliers to report on energy use, waste, packaging, impacts on nature, product use and design, and transportation, and has achieved the avoidance of 1 gigaton of emissions as of 2023. Participating in the broader ecosystem of reporting frameworks allows us to understand where we sit in the landscape of corporate impact initiatives. For additional voluntary reporting on our corporate impact, please see the United Nations Sustainable Development Goals and SASB tables in the Appendix.

SCOPE	2023 tCO2e
1 COMBUSTION	25
2 ELECTRICITY	13
3.1 PRODUCT	6668
3.2 CAPITAL	252
3.3 UPSTREAM ENERGY	1626
3.4 UPSTREAM TRANSPORT	947
3.5 WASTE	11
3.6 BUSINESS TRAVEL	118
3.7 COMMUTING	94
3.9 DOWNSTREAM TRANSPORT	650



LIFE CYCLE ASSESSMENTS

Life Cycle Assessments across new and developing product lines have become a priority for understanding the environmental impact of our products and the role they play in our overall footprint as a company. In 2023 we conducted LCAs for 11 new products, expanding the total number of product lines for which we have conducted such an in-depth assessment to 52. These assessments cover over 90% of the total number of products sold annually by PopSockets. We have continued to partner with SCS Global Services in accordance with ISO 14040 and 14044 standards for our LCAs, which examine not only the carbon footprint of each product, but also smog formation, and ozone depletion, acidification, eutrophication, and fossil fuel depletion. These studies inform a more complete understanding of our overall environmental impact. Our products are analyzed from raw material extraction to the factory gate, with plans to expand the scope of these assessments to product end-of-life in 2024. With the exception of our power banks, they do not have use-phase emissions, and all popsockets.com shipments* to customers include carbon neutral shipping by default and frictionless return for recycling at the end of their life. Continuing to conduct LCAs as our product lines develop allows us to develop and refine our materials strategies in line with our product innovation to create the most creative products with the lowest environmental impact. For example, our MagSafe items that use recycled magnets significantly reduce the toxic environmental and health impacts associated with the extraction of raw materials for those parts, in addition to lowering the carbon footprint.

*US market only



CARBON CERTIFICATIONS

PopSockets' Climate Neutral and SCS Carbon Neutral certifications are a key part of our comprehensive carbon reduction strategy. Both certifications incorporate not only detailed measurement of our carbon footprint, but also annual updates of our emissions reductions plan, and a requirement to offset the emissions we cannot reduce with high quality carbon offsets. SCS Global is an international leader in third-party certification, validation, and verification of environmental product performance claims. SCS Carbon Neutral takes the results of the product LCAs (see page 10), also produced by SCS, as a basis for verification of each product's carbon footprint. This certification qualifies us for Amazon's Climate Pledge Friendly badge as one of 53 possible certifications that support **Amazon's goal of reaching net-zero emissions by 2040**. The Climate Neutral certification (now under the umbrella of The Change Climate Project) includes us in a community of over 330 other certified brands. It allows us to analyze our climate impact in a more holistic way by considering the footprint of the entire company, including scopes 1 and 2, as well as scope 3 beyond the footprint of the products themselves. We use the Climate Neutral Business Emissions Evaluator as our measurement tool for our company-wide footprint, incorporating the results of our product lifecycle assessments. We were happy to have Shift Advantage as our third-party data verification partner again this year.

91%

reduction in scope 1
and 2 emissions
between 2021 and 2022

1,542

new products covered by
Amazon Climate Pledge
Friendly

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

EMISSIONS OFFSETTING AND REDUCTIONS

Through our Climate Neutral and SCS Carbon Neutral certifications, PopSockets has committed to reducing carbon emissions for scope 1 and 2 by 50% by 2030. However, because we partner with suppliers for the fabrication of our products, the vast majority of our footprint actually falls under scope 3. As a result, we continue to pursue and achieve goals related to reducing our scope 3 emissions. In 2023, we updated our emissions reduction plan by committing to update our contracts with core manufacturers to require the setting of science-aligned targets for their Scope 1 and 2 emissions and updating our Responsible Sourcing Standards on the Environment to be aligned with the Worldly Higg Facility Environment Module (FEM). All our reduction goals, including progress rates, are publicly available on our Climate Neutral company profile.

Addressing the gaps in our operational emissions in a way that aligns with our overall impact strategy and The Future is Plant-Based is a major priority for our climate strategy. For the past two years, we have proudly supported our climate solutions partner: Farmlink, which has facilitated the purchase of our carbon credits in a way that supports their work on food waste reduction, migration to plant-rich diets, and support of underserved communities. 2023 was a pivotal year in our offset strategy as we became the first partner of Brightly, an organization pursuing minting of the first ever food diversion carbon credits, which will account for the emissions avoided when would-be food waste is able to be diverted from landfills to instead feed communities in need. Brightly is working to mint these credits on behalf of a wide variety of food diversion projects, including Farmlink, so we are excited to be able to maintain our support of Farmlink while also supporting the overarching effort to recognize the intersectional impact between environmental stewardship and global food inequality through high quality carbon credits. Offsets for our 2022 emissions, purchased in 2023, were brokered through both Brightly and Farmlink directly, and were generated by plant-adjacent portfolios, including a renewable energy project in China that uses agricultural waste to displace fossil-fuel based energy, and a landfill gas recovery project in Florida that reduces methane emissions.

FOOTPRINT REDUCTION GOALS

IN PROGRESS

Explore renewables for retail locations acquired in 2023 and 2024, and implement opt-in renewable energy purchase plans where they are available.

Expand the use of our PlantCore bioplastic in our MagSafe Grip and MagSafe Wallet+ products.

Reduce the usage of air freight to lower our upstream transportation emissions by 10%.

Reduce emissions from energy used in the manufacturing of our products by encouraging the installation or use of renewable energy at certain facilities and managing our production mix to drive increased efficiency across facilities as needed.

Reduce food consumption related emissions, one of the biggest drivers of climate change.

Update our contracts with our contract manufacturers to require the setting of science-aligned targets for their Scope 1 and 2 emissions.

COMPLETED

- ✓ **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** scope 1 & 2 emissions by using 100% renewables in our HQ & sales office locations.

PACKAGING AND CIRCULARITY

Sustainable packaging and product circularity continue to be important aspects of our sustainability strategy. We also use recycled FSC-certified paperboard and strive to minimize the amount of plastic used in our packaging to the extent possible. We ensure that all packaging is recyclable, and we furthered this commitment in 2023 by joining How2Recycle. As part of this program, we have added clear recycling instructions to each new packaging component, and will have a rolling update to existing packaging designs over the next several years. In an effort to streamline our support for product circularity, we underwent some changes to our TerraCycle program this year. We continue to offer free recycling on all of our own products and phone cases of any brand. Customers now send all products directly to PopSockets, which we aggregate and send to TerraCycle on a regular basis. We include a pre-paid, pre-addressed shipping label and recycling instructions in the recyclable and reusable mailer for each product we send out. We were able to process over 173,600 lbs. of product through TerraCycle in 2023. In addition, over 52,000 lbs. of obsolete products were responsibly scrapped via waste-to-energy process. *Our black standard PopGrip, which makes up about 5% of all individual products sold by PopSockets, is now made with a minimum of 25% recycled content.*



PEOPLE



Alignment with UN Sustainable Development Goals



PEOPLE SUMMARY

PopSockets employees have always been critical to driving the engine of the Eternal Positivity Machine. These range from the pursuit of creative new products that work for people and the planet, to the 100+ paid volunteer hours employees use every year to devote to the causes they care about. We strive to create a corporate culture that nurtures the passion and innovation needed to create a positive impact on the health and happiness of the planet. In addition to our company-wide sustainability goals, we provide support and resources for employees to explore how they can reduce their personal environmental footprint and pursue healthier lifestyles. We are proud to continue our partnership with Lowr, our plant-forward employee perks program, for the second year in a row. We continue to support our employees in healthier lives and lifestyles through our ThrivePass stipends, tuition/education reimbursement, sabbatical opportunities, robust healthcare, retirement plans, parental leave and paid time off. We also offer a permanent work from home option that allows for a healthy work-life balance while also reducing our commuting-related carbon emissions.



SOCIAL IMPACT SUMMARY

PopSockets' social impact initiatives are an important extension of our sustainability strategy, and we have prioritized supporting causes important to our customers since the launch of the original Poptivism program in 2019. Our nonprofit partnerships have undergone several evolutions since then, from focusing celebrity-endorsed organizations to a more focused set of partners across the categories of Environment, Equity & Inclusion, and Wellness. In 2023 we facilitated the donation of over \$17,500 through ChangeUp, which allows customers to round up their purchases on popsockets.com in support of featured causes. We also donated over 34,000 products to the Rocky Mountain chapters of the ALS Association and Parkinson's Association of the Rockies to aid people with mobility issues, and to schools to create tactile walls for students with sensory issues. In 2022, we created the PopSockets Positivity Fund, to help us continue the mission of creating an Eternal Positivity Machine. The PPF is a donor-advised fund managed by Impact Assets, Inc., a 501(c)(3) charitable organization that acts as the nonprofit engine for driving PopSockets' social impact initiatives. In 2023 we used the PPF to support 41 US-based nonprofit partners through almost \$44,000 in direct grants and product-linked donations, in addition to direct donations to (RED), Doctors Without Borders, and the Best Buy Teen Tech Centers. We were also proud to sponsor the Vegan Women's Summit and Reducetarian Summit and add two new, plant-forward nonprofit partners, The New Roots Institute and Greener by Default, in 2023. Another key refinement in our plant-forward social impact strategy was the overhaul of our donations structure in Europe and the UK. As of July 2023, a percentage of every PopGrip Plant is donated to the European Foodbanks Federation (FEBA) to celebrate the power of plants and support families struggling to put food on the table.

"The students have talked about how it helps them focus and also helps reduce anxiety... PopSockets are much more than just a way to hold your phone, but rather a tool that can be used for mental health purposes, which is so vital to today's society. I cannot express how much I appreciate the donation"

RESPONSIBLE SOURCING



Alignment with UN Sustainable Development Goals



LABOR SUMMARY

2023 was an important year in the continued advancement of our responsible sourcing strategy. We had worked consistently toward our goal of improving the welfare of workers throughout our supply chain, leading to our full accreditation through the Fair Labor Association in 2022. Our accreditation was a milestone achievement in our goal to create and maintain a world-class labor program, but it was really the beginning of a new and challenging path of constant improvement. In 2023 we updated our Code of Conduct, and related standards, breaking these standards up to cover a) Labor, b) Health & Safety, c) Environmental, and d) Anti-corruption topics. We updated our public facing supplier list and continued to monitor supplier's adherence to our standards via annual audits (~90% of Tier 1 audited, as well as our major Tier 2 & 3 suppliers) we also place a priority on effective remediation of findings.

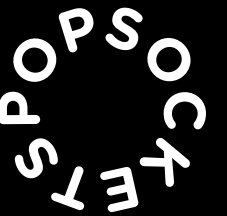
As audit scores have risen over the years, we continue to track any remaining consistent findings. We monitor our progress and relevant labor metrics through a wide variety of third-party organizations, platforms, and reporting frameworks. Ulula remains a valuable partner in stakeholder engagement, deploying worker experience surveys and hosting a valuable grievance mechanism available to workers at our largest factories. We continue to partner with the Better Buying Initiative for an annual survey which serves as a feedback loop on our responsible purchasing practices. And as always, we continue to engage our suppliers directly - facilitating direct communication between suppliers and the PopSockets operations team to allow us to address concerns should there not be another avenue for remediation of issues. They help us understand wage slips, curb excessive working hours, and work to understand other issues that may face workers throughout our supply chain. We have also continued to work with the Americas Group, a collaborative group of brands and civil society organizations, which informs our understanding of worker conditions and potential avenues to improvement for our Mexico operations.

FAIR LABOR

PopSockets recognizes the importance of guaranteeing the dignity and wellbeing of every worker within our supply chain, and fair labor practices remain critical to our responsible sourcing strategy. In 2023 we have **recommitted** to build on the progress that resulted in our full accreditation with the **Fair Labor Association** in 2022, joining a select group of forward-thinking companies committed to maintaining and improving the standard for world-class labor programs. Full accreditation status requires us to continually develop and improve our worker engagement policies and procedures, incentivize suppliers towards improved working conditions for their employees, ensure a robust system of grievance monitoring and remediation, and ensure that PopSockets staff are universally familiar with our labor and sustainability standards. PopSockets continued to monitor progress towards the goals set forth in our **Fair Compensation Plan** to ensure an increasing percentage of our global workforce is being compensated in line with the Global Living Wage Coalition. In 2023, we increased from 14% to 56% of Tier 1 workers earning a living wage, but we still have work to do to ensure reduction of excessive overtime levels.



APPENDIX



ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

TOPIC	DESCRIPTION	SDGs
OVERALL EMISSIONS	In 2023 our scope 1 emissions were 25.25 metric tons of CO2, our scope 2 emissions were 12.68 metric tons of CO2, and our scope 3 emissions were 10,365.65 metric tons of CO2.	13
SHIPPING RELATED EMISSIONS	In 2023 129.86 metric tons CO2 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	In 2023 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% to 2030.	13
CARBON OFFSET PARTNERSHIPS	We partnered with Farmlink and Brightly for our carbon offsets, continuing our support for innovative partners pursuing food diversion offsets via Verra.	13 15
PLANT-BASED MATERIALS	Our original PlantCore PopGrip collection continued to grow, and we expanded plant-based resin usage into our MagSafe PopGrip Circle, MagSafe PopWallet and PopWallet+, MagSafe PopWallet Softgoods collection, and our iPhone 15 cases.	9 12
PAPERBOARD IN OUR PACKAGING	We have increased our recycled and sustainably forested paperboard packaging to 99% of our total portfolio.	12
PLASTICS IN OUR PACKAGING	In 2023 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
DONATIONS GENERATED THROUGH NONPROFIT PARTNERSHIP PROGRAM	In 2023 we donated \$43,964 to our nonprofit partners through our eCommerce collections.	2 3 4 5 6 7 8 10 12 13 14 15

TOPIC	DESCRIPTION	SDGs
DONATIONS FACILITATED THROUGH CHANGEUP AT CHECKOUT	Via the ChangeUp option at checkout on our website, we facilitated \$17,546 in donations to a range of nonprofits.	<div><div>2</div><div>3</div><div>4</div><div>5</div><div>6</div><div>7</div><div>8</div><div>10</div><div>12</div><div>13</div><div>14</div><div>15</div></div>
PRODUCT DONATIONS	We donated 34,000 products 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.	<div><div>3</div></div>
EMPOWERMENT IN OUR GLOBAL SUPPLY CHAINS	We partnered with several nonprofit organizations to empower global supply chain workers, including BSR's HERproject HERhealth in China, a program that ensures that female workers in our supply chain have appropriate access to healthcare, and PSYDEH (Psicologia y Derechos Humanos), a Mexico-based nonprofit that specializes in women's empowerment.	<div><div>3</div><div>5</div><div>8</div></div>
FLA	In 2023 we maintained full FLA accreditation after several years of working towards this goal while maintaining Participating Company status.	<div><div>1</div><div>8</div><div>17</div></div>
FAIR COMPENSATION	In 2023, 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.	<div><div>1</div><div>2</div><div>8</div><div>10</div></div>

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%
--------------	---	--------------	---------------------

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:	50%	BEYOND TIER 1: 2%
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:	89%	BEYOND TIER 1: 10% 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 & Safety Standards.
		TOTAL AUDITS (THIRD PARTY): 100% PopSockets published the first iteration of our publicly-facing Supplier Code of Conduct 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 International Labour Organization (ILO) , the Fair Labor Association (FLA) , 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.		
CG-AA-430B.2	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers’ labor code of conduct audits	In 2023, 0% of findings were Critical Priority findings. 69% of findings were fully corrected, 11.5% partially corrected, and 19% 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>LABOR RISKS</p> <p>Process for evaluating risk:</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 & 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>Risks to PopSockets as a brand:</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>Risks to workers:</p> <p>We know from our 2023 COC audit cycle findings that working hours at 31% posed the highest risk to workers, wages/benefits 12%, and Business Ethics 4% were the second and 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 2023 COC audit cycle that ergonomics was our top HSE issue at 15%, personal protective equipment 8%, then 9 others other tied at 4% each were the most common HSE issues, 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>TRADITIONAL FOSSIL FUEL-BASED PLASTIC RESINS In 2023, PopSockets purchased 161.2 metric tons of traditional plastic resins.</p> <p>Environmental & Social Factors:</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>Business Risks & Opportunities:</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>Management Strategy:</p> <p>Our management strategy to seize the opportunities and mitigate the risks related to sourcing traditional plastic resins include 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 where possible.</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>PLANT-BASED PLASTIC RESINS</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 2023, we purchased 53.8 metric tons of plant-based resins.</p> <p>Environmental & Social Factors:</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 them. 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>Business Risks & Opportunities:</p> <p>PopSockets’s 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>Management Strategy:</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 lowers 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 nine priority raw materials, 4 are USDA Certified BioPreferred.
ACTIVITY METRICS		
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	<div>TIER 1: 9</div> <div>BEYOND TIER 1: 69</div>

THANKS TO OUR PARTNERS

SUSTAINABILITY	CLIMATE	LABOR
TERRACYCLE	BRIGHTLY	FAIR LABOR ASSOCIATION
ECOENCLOSE	FARMLINK	BETTER BUYING INITIATIVE
BRIGHTTEST	CLIMATE REFARM	ULULA
	THE CHANGE CLIMATE PROJECT	AMERICAS GROUP
	SCS GLOBAL SERVICES	SUMERRA

NONPROFIT PARTNERS

ACTION FOR THE CLIMATE EMERGENCY	FAWCETT SOCIETY	PROTECT OUR WINTERS
AMERICAN CAMP ASSOCIATION	GIRLS INC.	RAINFOREST TRUST
AMERICAN FOUNDATION FOR SUICIDE PREVENTION	GLSEN	RAINN
AMERICAN SHARK CONSERVANCY	GREENER BY DEFAULT	(RED)
AMERICARES	GRID ALTERNATIVES	SHE IS MORE THAN
ARTHRITIS FOUNDATION	HATE IS A VIRUS	SHE SHOULD RUN
ASPCA	IRRSINNIG MENSCHLICH	SHE’S THE FIRST
BARNARDO’S	ITGETSBETTER	STEPHEN LAWRENCE
BCRF	KNOW YOUR RIGHTS CAMP	STONEWALL COMMUNITY FOUNDATION
BERLINER TAFELE.V.	LE REFUGE	THE FARMLNK PROJECT
BEST BUY TEEN TECH CENTERS	LIVING LANDS AND WATERS	THE GOOD FOOD INSTITUTE
BEYOND DIFFERENCES	MALALA FUND	THE JED FOUNDATION
BCRF	MARCH FOR OUR LIVES FOUNDATION	THE TREVOR PROJECT
CHARITY:WATER	MERCY FOR ANIMALS	TO WRITE LOVE ON HER ARMS
DAVID SHELDRIK WILDLIFE TRUST	MIND	TREES FOR THE FUTURE
DOCTORS WITHOUT BORDERS	NEW ROOTS INSTITUTE	VEGAN OUTREACH
DOGSTRUST	NHS	WILDLIFE CONSERVATION NETWORK
ECOLIFE CONSERVATION	OHHH!	YOUTH OCEAN CONSERVATION SUMMIT
ENA FOUNDATION	PROTECT OUR WINTERS	



2023

IMPACT REPORT