



Environmental, Social & Governance Report 2024

Jacquard Group Limited

The 2024 Environmental, Social, and Governance (ESG) report for Jacquard Group Limited (“Jacquard”), a software-as-a-service company committed to sustainability and social responsibility, encompasses the following content:

1. **Environmental Impact:** Comprehensive information on Jacquard’s environmental initiatives, such as energy usage, waste management, and carbon emissions. Specific details about Jacquard’s efforts to reduce its carbon footprint.
2. **Social Impact:** Overview of Jacquard’s efforts to create a positive social impact through its professional and personal development investments, contributions to local communities, and commitment to equal opportunities, diversity, and inclusion.
3. **Governance:** Jacquard’s commitment to ethical business practices and corporate governance. The company’s adherence to transparency and accountability standards and commitment to conducting its business ethically and responsibly.
4. **Risk Management:** Jacquard’s risk management process, including the steps taken to identify, assess, and mitigate risks. Jacquard’s risk management policies and procedures provide an overview of the business’s potential risks.
5. **Opportunities for Improvements:** Overview of potential areas for improvement in which Jacquard could reduce its environmental or social impact. Actionable recommendations that Jacquard plans to implement to further enhance its sustainability and social responsibility.

7 March 2025

Dear stakeholders,

As of 12th June 2024, Phrasee rebranded as Jacquard! Much more on this later, but like Phrasee, Jacquard remains committed to creating a sustainable and responsible business and providing stakeholders with a clear and transparent view of its sustainability and social responsibility efforts.

As Jacquard continues to expand globally, we recognize the increasing importance of our responsibility to society, our employees, and our customers. Therefore, we strive for a better future through various initiatives and programs that internally and externally promote environmental, social, and governance ('ESG') practices.

This report is Jacquard's second Sustainability Report, covering the calendar year 2024. This report details our efforts in our key focus areas and the policies and practices that support our ESG commitments.

Once again in 2024, we used Greenly's carbon accounting platform, which provides the necessary tools and insights to monitor and reduce our carbon footprint. In addition, it enables us to meet our sustainability goals, enhance our brand reputation and comply with relevant regulations.

2024 is the second year in which we measured our ESG initiatives with the participation of representatives from departments across the company. This group creates an ESG framework with KPIs and sets annual objectives and activities.

The framework will serve as our baseline for measuring progress, determining what information goes into our sustainability reports, and aligning with the UN's Sustainable Development Goals (SDGs).

At Jacquard, we remain committed to our ESG goals and will continue to work towards a sustainable future for all.

Dan Head
CEO



1 Environmental impact

Greenhouse gas emissions report

As part of our commitment to transparency and accountability, we have analyzed our greenhouse gas (GHG) emissions for 2024. This analysis provides valuable insights into our emissions per employee, broken down by three scopes, and underscores our efforts to assess and manage our environmental impact.

We are proud to state that in 2024, we once again had **no Scope 1 emissions**, which are direct emissions from sources owned or controlled by our company.

Our **Scope 2 emissions**, which are indirect emissions from the generation of purchased electricity and heat consumed by our company, totaled ten (10) tCO₂e (metric tons of carbon dioxide equivalent).

These emissions are associated with the electricity and heat we purchase from external sources to power our operations. We are actively working to reduce our Scope 2 emissions by implementing energy conservation measures throughout the company, such as implementing screen timeouts on our computers and monitors, and as we have no permanent facilities for which we pay for electricity or heat, encouraging our remote workers to be mindful of their electricity and heating.

Our **Scope 3 emissions**, which are indirect emissions in our value chain outside of our operational boundaries, totaled six hundred and sixty-one (661) tCO₂e.

These emissions largely result from marketing, advertising and freelance work surrounding our company rebrand, purchased goods and services (notably hosting our customer platform and processing our data on cloud servers), and our employees' business travel and meals. We recognize the importance of addressing Scope 3 emissions as part of our commitment to sustainability. As a result, we continue to actively work with our suppliers (including Amazon Web Services, our cloud hosting provider), customers, and other stakeholders to identify and implement strategies to reduce these emissions.

Overall, our total GHG emissions for 2024 were six hundred and seventy-one (671) tCO₂e. We commit to continually improving our environmental performance by implementing sustainable practices, investing in renewable energy when available, optimizing our operations, and collaborating with stakeholders to collectively address climate change's challenges.

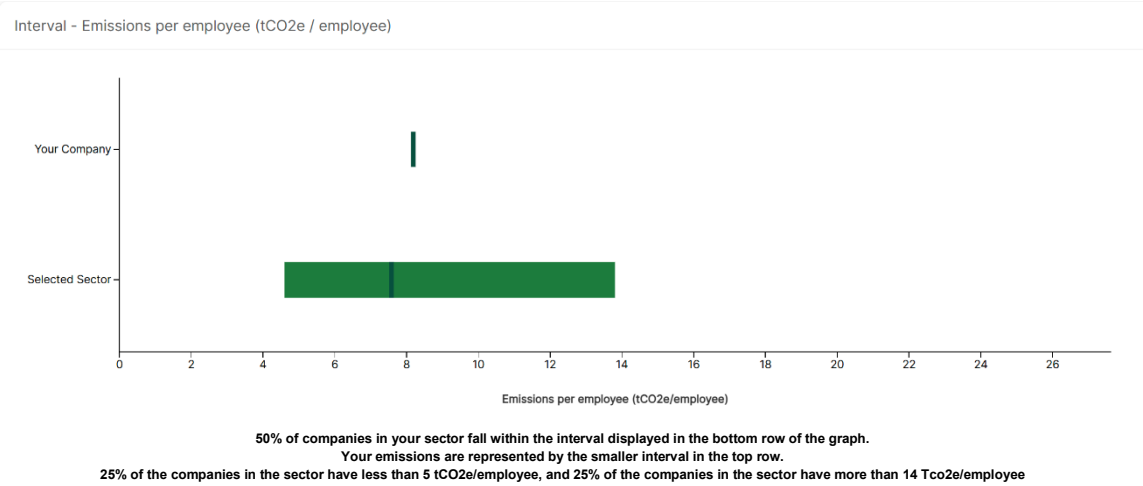
These results provide valuable insights into the distribution of our emissions across different scopes and allow us to identify areas where we can further reduce our environmental impact. We recognize that addressing GHG emissions is a collective effort that requires ongoing collaboration among our employees, suppliers, customers, and other stakeholders.

Sector Benchmark Comparison

As a company operating in the platforms, software, and applications sector, we are dedicated to measuring and managing our environmental impact to drive sustainability and performance.

In line with this commitment, we have compared our greenhouse gas (GHG) emissions per employee with the sector benchmark for 2024, which for 2024 stands at an average of 7.3 tCO₂e per employee.

2024:



We are pleased to report that our company’s GHG emissions per employee remain less than 45% of the sector benchmark, with no Scope 1 emissions, Scope 2 emissions at 0.12 tCO₂e per employee, and Scope 3 at 8.06 tCO₂e per employee, for a total of less than 8.2 tCO₂e per employee. These results reflect our ongoing efforts to minimize emissions by investing in energy-efficient technologies, optimizing our operations, and promoting sustainable practices across our value chain.

We take pride in our environmental performance and are committed to continuous improvement. We recognize that addressing climate change and reducing our environmental impact is critical to ensuring a sustainable future for our planet and future generations. As a responsible company, we will continue to work towards further reducing our emissions and contributing to the transition towards a low-carbon economy.

Our carbon footprint target for 2030

Our company’s reduction target on the total tCO₂e indicator aligns with the Paris Agreement 2.0, which aims to reduce greenhouse gas (GHG) emissions.

We aim to reduce -40% from the reference year (2023) to 2030+. This indicates our commitment to significantly reducing GHG emissions and contributing to global efforts to mitigate climate change.

We recognize the urgent need to address GHG emissions, prioritize monitoring, and reduce our total tCO₂e indicator as a critical performance metric in our sustainability and environmental initiatives.

Sustainable Workplace

We believe that fostering a sense of community among our employees is crucial to building a sustainable and inclusive workplace. We continue to organize company-subsidized Friday lunches at local farmers’ and food artisans’ markets. These initiatives aim to bring our teams together, promote conversations about sustainability, and encourage the growth of our business in a socially responsible manner.

In addition to promoting well-being and sustainability, we also supported our teams with healthy food (i.e. low and no sugar snacks, and healthy fruits and nuts) and zero-waste products (including a ban on single-serve water bottles), creating a healthy working environment. Both of our offices have refillable filtered water stations to help promote the use of reusable water bottles. We believe that providing access to healthy food options and promoting sustainable practices can contribute to our employees’ overall well-being and productivity.

2 Social impacts

At Jacquard, we're dedicated to making a positive social impact through our professional and personal development investments. We believe that fostering a culture of sustainability and well-being among our employees can create a ripple effect extending to our communities and beyond.

As part of our commitment to social responsibility, we endeavour to implement initiatives that support education, diversity and inclusion, and environmental sustainability. We aim to create a more equitable and sustainable future for all.

To amplify a holistic, practical, and lasting social impact, our focus is to take action in the following areas:

- Our People
- Employee Benefits
- Professional and Personal Development Nominations and Awards
- Donations & Voluntary Work

Our People

At Jacquard, we strive to Resonate Everywhere, and that starts with our people. We believe that our people are at the heart of everything we do. It is their passion, dedication, and unique perspectives that enable us to best serve ourselves and our customers. Jacquard's success is a direct reflection of the hard work, creativity, and commitment of our employees, and we strive to foster a workplace where they can thrive personally and professionally. We recognize that our success directly results from our employees' hard work, creativity, and dedication.

Our employees come from diverse backgrounds and experiences, each bringing unique strengths and perspectives. This diversity is a source of our innovation and allows us to effectively connect with and serve our customers.



We are committed to providing opportunities for growth, development, and advancement to all our employees. We are dedicated to cultivating an environment where every team member feels empowered, engaged, and inspired to contribute their best work and live our mission of resonating everywhere.

Engagement & Satisfaction

The Jacquard Culture Club drives our employee engagement. In 2024, we hosted a variety of events, both in-person and remote, to foster connections, celebrate our team, and embrace collaboration. Events included International Women's Day, Holiday Festive Quiz, Teamsgiving, Summer and Holiday Parties, among others. These events allowed employees to develop cross-functional relationships. Beyond these larger events, our Culture Club supports smaller, employee-led clubs like the Book Club, Music Club, Science Club and Walking Club, allowing team members to bond over shared passions. We are planning on expanding these clubs to foster these connections and provide a range of engagement opportunities to help create a workplace where employees feel valued, supported, and inspired.

At Jacquard, we think that employee experience is crucial to achieving excellence at work. We understand that a happy employee is a motivated and productive employee, and this is reflected in our interactions with customers and suppliers. To ensure we are consistently nurturing a supportive and engaging environment, we implemented biannual staff surveys. These short pulse surveys help us measure and increase our understanding of our employees' satisfaction and overall experience.

We are thrilled to share that in 2024, we saw an increase in employee participation in our surveys, jumping from 84% to 92%! Industry standards state that a 70-80% participation rate is good but anything above 90% is considered exceptional. This high level of participation tells us several important things such as our survey results being highly representative of our team's overall sentiment, our employees feeling comfortable sharing their feedback with us, and that we have a fantastic opportunity to act on the valuable input and enhance the Jacquard experience.



Employee retention rate

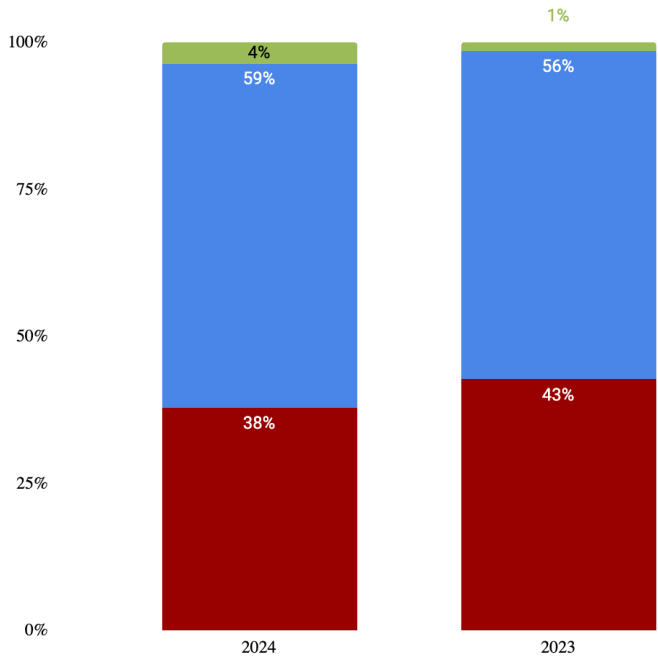
Although our employee retention rate decreased from 75.5% in 2023 to 70.6% in 2024, Jacquard is committed to improving our employee satisfaction, engagement, and retention.

As a result of our latest employee engagement survey mentioned above, we implemented employee listening sessions to drive direct communication and foster collaboration with employees to ensure they are getting the most at work. We firmly believe that our employees are our greatest asset, and their well-being and success are crucial to our long-term success as a company. We welcomed 34 new faces to the team in 2024.

Gender Equality and Representation

At Jacquard, we recognize the importance of promoting diversity and inclusion in the workplace and are committed to ensuring equal opportunities for all employees, regardless of gender or other protected characteristics applicable by local, state, federal, country or region-specific law.

Our gender makeup at the beginning of 2024 consisted of 68 employees, with 29 females (43%) and 38 males (56%), with 1 employee opting out of identification. By the end of 2024, with 82 employees, the gender distribution was 31 females (38%) and 48 males (59%), with 3 employees preferring not to say.



At the executive level, we welcomed two women to the Executive Leadership Team in 2024 as Chief Financial Officer and fractional Chief Marketing Officer, increasing female representation to 33%, compared to 25% in 2023. Among managers (excluding executive leadership), the gender breakdown at the end of December 2024 was 29% female and 71% male.

We will continue implementing strategies to improve gender representation across all levels of our organization and foster a culture of inclusion and equity.

Pay Gaps

We continue to recognize the importance of reducing pay gaps in the workplace.

Our standard compensation process includes a thorough analysis of employee salaries and benchmarking roles to the local market for each role.

We are also committed to promoting gender equality and ensuring that all our employees are compensated fairly and equitably for their work. We regularly review our pay policies and practices to identify any areas for improvement and take action to reduce any identified pay gaps.

Employee benefits

At Jacquard, we understand the importance of providing our employees with competitive and comprehensive benefits packages. We believe that supporting our employees' well-being and financial security can help them focus on their work better and contribute to our shared success.

In 2024, we implemented private medical insurance in the United Kingdom. This new benefit was widely well-received, with an 87% enrollment rate.

Starting in March 2024, Jacquard switched to an unlimited paid time off policy, designed to provide significant flexibility to employees and reward their productive use of work hours. We want our employees to feel free to take the time off they need without worrying about counting the days. Employees can take time off to recharge and care for themselves if their performance meets company expectations.

With Jacquard's transition back to the office in 2024, we implemented a new Work Away Policy that allows employees flexibility to work remotely for a week each quarter to help maintain work-life balance.

We continue to offer company-subsidized Friday lunches where teams can get together, collaborate, and try new foods at local farmers markets, restaurants and food halls in the area.

We also launched a well-received commuter benefit program in December 2024 for our US team. This benefit becomes effective in 2025.

We took on expanded office space in both New York and London to accommodate our growing teams:



Professional and personal development

At Jacquard, we believe that investing in our employees is key to our continued success. We are committed to providing a supportive and rewarding workplace culture that enables our team members to thrive both personally and professionally.

Manager Training

As part of our commitment to continuous learning and leadership excellence, we hosted **four virtual management training sessions** in collaboration with key stakeholders. These sessions focused on equipping managers with the necessary skills to lead effectively, foster collaboration, and drive strategic alignment across teams.

By providing structured training and practical tools, we aim to strengthen our management capabilities, enhance employee engagement, and create a cohesive leadership approach that supports Jacquard's long-term growth and success.

Performance Management Cycles

At Jacquard, we are committed to creating a culture of continuous feedback and professional growth for our employees. Our redeveloped biannual performance review process continued into 2024 which provided employees with the opportunity to reflect on their performance, request feedback from managers, and talk through career goals.

We aim to build the highest-performing teams by ensuring that employees are in roles they enjoy and that we attract talent in all areas of our business. We strive to establish an equal and rewarding employee pay system through transparent year-end evaluations.



Together We Learn

In 2024, we launched "Together We Learn" on a monthly basis to foster knowledge sharing, skill development, and team cohesion globally. These sessions, led by internal experts, are an opportunity to share insights, best practices and enhance overall productivity, innovation, and collaboration at Jacquard.

Internship Program

Jacquard is committed to providing valuable experiences and opportunities for growth to the next generation of professionals through the offering of an Internship Program.

We are pleased to share that in 2024, Jacquard provided internship opportunities for 3 college students. We saw a 100% retention rate of our 2023 interns as they rejoined us for another summer. Previously our internship program was focused on the United Kingdom, but we were pleased to expand the program into the United States.

Donations & voluntary work

As part of our ongoing commitment to social responsibility, we were proud to support Save the Children through our Christmas Jumper Day event and holiday quiz. These initiatives not only brought our employees together in the spirit of giving but also contributed to a meaningful cause.

We remain dedicated to fostering a culture of sustainability, well-being, and community engagement. By actively supporting charitable organizations and encouraging employee participation in social impact initiatives, we strive to create lasting, positive change for our people and the wider society.

3 Governance

This section discusses Jacquard's governance practices and structures, focusing on how the company is managed, overseen, and held accountable.

Rebrand to Jacquard

The rebrand of Phrasee to Jacquard is a key step on the journey of positioning Jacquard as the force that redefines the use of generative AI in marketing, and as the category architect enabling enterprise brands to speak their "customer's language".

The name was influenced by a pivotal invention in the industrial revolution: the Jacquard loom. This innovation fueled the transition from manual to automated production of complex patterns, amplified the efficiency of weaving, and inspired the first programmable computers. It parallels the Jacquard proposition – with its purpose-built architecture to harness the power of AI, emulating craft at scale.

The central idea of the brand, to resonate everywhere, underscores Jacquard's relevance to global enterprise and speaks to its ability to help the world's biggest brands meet customers where they are, in a more meaningful way.

The rebrand came with the unveiling of new branding – developed in partnership with London-based technology brand specialists, MultiAdaptor. The brand's identity is high-tech, high-quality, and deliberately distinctive in an industry of software sameness.

Launch of Personalised Campaigns

The launch of Personalised Campaigns is set to redefine the application of personalisation in customer marketing forever. Our Personalisation Engine understands our customers' products and services. It can articulate urgency, formality and different brand tones and sentiments. It generates language at a massive scale, many orders of magnitude above what's been done before. And with tens of thousands of language permutations per campaign, it's more effective and accurate than an army of copywriters and delivers higher engagement rates across more channels than human-led equivalents.

Organisation Changes – Leadership Augmentation

In April 2024, the company was thrilled to have welcomed a new Chief Financial Officer. This individual will draw on her 25 years of experience as a commercially focused finance executive to double down on Jacquard's potential for financial growth and investor returns. With a long track record leading financial operations, strategy, M&A, and driving profitable growth, our new CFO brings significant expertise from across the economic ecosystem.

In October 2024, the company was excited to have welcomed to the team a dedicated U.S.-based Senior Human Resources manager. With many years of experience managing complex HR functions, including recruitment, employee relations, benefits administration, performance management, compliance with employment laws, and policy development, this professional will advise leadership on strategic HR decisions while ensuring a positive work environment for employees within the company.

Board Composition and Structure

In the fall of 2024, the company was pleased to have welcomed to its Board of Directors the aforementioned CFO. She will partner with the rest of the Board to drive strategic and commercial growth through the business and oversee all aspects of planning, reporting, and financial operations.

Legal Information and Resources

We continue to maintain our webpage for legal resources, including information to our prospects and clients regarding our Website Terms of Use, Privacy Policy, Cookie Policies, Employment Privacy Notice and Data Processing Addendum. Taken together, these documents demonstrate our class-leading regulatory and compliance measures. The page also allows us to streamline the contracting process by providing our prospective clients with frequently requested information on our Service Levels, Support Services and Planned Maintenance, Minimum Insurance Levels, and Information Security provisions. New this year on the webpage is our Master Services Agreement and the terms and conditions of our Mutual Referral Agreement.

In addition, the company's legal team continues to refine its contract lifecycle management ('CLM') programme that automates and streamlines our contract processes during key stages, reduces risk to the organisation and ensures that Jacquard remains compliant with document retention and destruction laws and regulations.

Finally, in 2024 our General Counsel continued to stay abreast of cutting-edge developments at the intersection of AI and the law by attending numerous industry conferences, including Law.com's General Counsel Conference East, the American Conference Institute's AI Law, Ethics, Safety and Compliance Conference, the International Association of Privacy Professionals' Global Privacy Summit, and Law.com's Legalweek 2024.

Onboarding and Offboarding Processes

With the valuable input of the company's new dedicated U.S.-based Senior Human Resources manager, the company has refined and innovated on its onboarding and offboarding playbooks. These ensure consistency during these crucial parts of the employee lifecycle and reduce the risk of errors and oversight which could jeopardize the company's mission.

Jacquard also utilises an Employee Background Screening Policy as part of its hiring process. Background checks help us gain insight into candidate backgrounds, verify candidates, and ensure that we hire reliable employees.

Ethics and Integrity

In 2024, the company experienced no material disputes or substantial litigation. This reflects the company's high standards of compliance, ethics, and operational integrity across all business activities. We are also pleased to report the absence of any whistleblowing reports in 2024.

Labor and Human Rights

We have established policies that align with international labor standards, such as non-discriminatory treatment, anti-harassment, workplace health and safety, anti-slavery and human trafficking, no child labor, freedom of association, and minimum wages. Respect for human rights is essential to our core values, how we run our business, and how we interact with our internal and external community.

At Jacquard, we are committed to creating and maintaining an inclusive work environment that values diversity, dignity, and respect for all employees. Our anti-discrimination and harassment policies and practices are in place to ensure that everyone feels welcome and safe, free from any kind of discrimination, harassment, or intimidation.

Equal Opportunities and Diversity Policy

At Jacquard, we are committed to creating and maintaining an inclusive work environment that values diversity, dignity, and respect for all employees. Our Equal Opportunities and Diversity Policy encourages equality and diversity among our workforce and eliminates unlawful discrimination. We

are committed to treating all employees fairly and providing equal opportunities for career advancement. Please see the 'Social' section of this report for additional information.

Jacquard also maintains an Employee Background Screening Policy as part of our hiring process. Background checks help us gain insight into candidate backgrounds, verify candidates, and ensure that we hire reliable employees.

Environmental Awareness

We recognize the importance of protecting the planet and work with our partners at Greenly to implement measures that our employees can take to reduce the environmental impact of our corporate activities. We share a responsibility to protect the planet and reduce our carbon footprint. Please see the 'Environmental' section of this report for additional information.

Code of Conduct

Our Code of Conduct encourages ethical conduct and promotes compliance with applicable laws, rules, and regulations. We expect our employees to conduct themselves honestly and honestly, avoiding any actual or apparent conflicts of interest and protecting confidential information.

Prompt internal reporting of any violations of law or the Code of Conduct is expected to protect the Company's legitimate business interests, including its assets and corporate opportunities.

Information security

At Jacquard, we prioritize protecting confidential customer information and data. To ensure this, in May 2024 we successfully passed our first annual surveillance audit for ISO 27001 certification, a gold-standard Information Security ('InfoSec') global framework used to identify and maintain the assets, technologies, and processes needed for safeguarding sensitive data and services.

Also in 2024, Jacquard upgraded from the 2013 to the 2022 version of the ISO 27001 standard, which adds to the requirements almost a decade's worth of information security best practices. The 2022 version added 11 new controls, mostly ones that respond to digital transformation and the evolving landscape of privacy regulations. In addition, the standard highlights that organisations need to focus their attention on risk mitigation and management.

Our cross-departmental InfoSec Committee continues to promote best practices in policies and standards and facilitate transparent decision-making processes, and now includes additional knowledgeable stakeholders from across the organization.

The company once again performed its annual tabletop tests of its Incident Response Plan, Disaster Recovery Plan and Business Continuity Plan, involving information security scenarios ripped from the 2024 headlines.

We understand the risks and concerns related to security and privacy of data, and maintain GDPR compliance by implementing solid measures to prevent its unauthorized access or disclosure, including signing Data Protection Agreements with customers and partners and documenting and updating our Technical and Organizational Measures.

Transparency and Reporting Practices

In 2024, the company continued to conduct monthly all-hands town hall meetings designed to communicate important updates, initiatives, and strategic goals directly to all employees. These meetings provide a platform for leadership to share key information, align teams on the company's vision and objectives, and foster open dialogue between management and staff. They typically include presentations on business performance, upcoming product developments, human resources developments, and any significant changes or challenges. This transparent approach helps ensure that everyone in the organization is informed, engaged, and aligned with the company's direction.

As in 2023, the company compiled this annual ESG report for 2024, and published it in March 2025.

Regulatory Compliance and Legal Framework

Although the company does not operate in a traditionally 'regulated' industry, its general counsel has analyzed current and pending AI laws and regulations. The company's products incorporate generative AI in a way that puts the company into the 'limited risk' category, which means that certain regulations may one day apply to them. These include training, designing and developing the generative AI system in such a way that there are state-of-the-art safeguards against the generation of illegal content; documenting and providing a publicly available detailed summary of the use of copyrighted data in model training; and complying with stronger transparency obligations. The general counsel is monitoring the state of the industry and, when necessary, will advocate for additional internal work product to meet the needs of this fast-growing area of the law.

4 Risk Management

Jacquard's risk assessment process applies to all business processes, information, information systems, networks, devices, and information processing facilities owned or used by Jacquard applicants, employees, contractors, consultants, vendors, partners, and other users affiliated with Jacquard or others using or accessing Jacquard networks and/or information systems.

Jacquard has developed processes to identify and analyze the strategic and operational risks it faces using this risk management policy based on best practices. Our General Counsel regularly reviews the risk management strategy and policy, ensuring its application to relevant areas and annual review of its operational application. Any non-compliance is reported to appropriate company officers and authorities.

We evaluate security risks at various stages of the software design and development lifecycle, as needed. Identified risks are assessed for their likelihood and impact and then ranked accordingly. Risks are prioritized and mapped using our risk management policy, and we employ different risk response strategies depending on their severity, including mitigation, acceptance, transfer, or elimination.

Jacquard maintains a Risk Register and Treatment Plan, ranking risks by likelihood and severity/impact as critical, high, medium, or low. We respond to risks in a prioritized fashion, considering cost, work effort, and availability of resources. Periodic reports are made to senior leadership to ensure risks are being mitigated appropriately and in accordance with business priorities and objectives.

Our CEO is accountable for the acceptance and/or treatment of critical or high business risks to the organization. The CEO and CFO can approve the avoidance, remediation, transference, or acceptance of any risk cited in the Risk Register. The General Counsel is responsible for the company's adherence to this policy.

5 Opportunities for Improvement

This section includes an overview of potential areas for improvement in which Jacquard could reduce its environmental impact. Also included are actionable recommendations that Jacquard plans to implement to further enhance its sustainability and social responsibility.

Environmental Sustainability

Our planned carbon footprint reduction activities in 2025 demonstrate a commitment to sustainability and environmental responsibility across various aspects of the organization's operations. These include waste management, travel and commuting, service purchasing, digital practices, asset management, food and beverage choices, energy conservation, and event planning.

Waste

- Implementation of an easy-to-understand waste sorting system.
- Training of teams to identify and minimize waste generation.

Travel & Commute

- Replacement of some business travel with video conferencing to reduce carbon emissions.
- Shifting from air travel to rail travel wherever feasible (defined as less than a 4-hour rail trip).
- Detailed expense reporting to track and minimize travel-related costs.
- Encouragement of taking public transit by employees to reduce individual commuting impact.
- Implementation of US commuter benefit program in 2025 to encourage Jacquard's employees to use public transport, carpooling, cycling, or walking to work, which can help reduce the company's carbon footprint.

Service Purchases

- Prioritizing vendors and suppliers that choose environmentally friendly products and services when possible.
- Deployment of a supplier engagement questionnaire to assess and engage suppliers on sustainability practices.
- Consideration of environmental aspects in the contract granting process to ensure sustainability commitments from vendors.

Digital-related

- Recycling end-of-life computer equipment to minimize electronic waste.
- Whenever possible, encouraging the use of WiFi instead of mobile data, which has a higher environmental impact compared to WiFi.
- Employee awareness on the environmental impact of IT.
- Removal of unnecessary software from computers and limiting updates to minimize energy consumption.
- We recognize that IT security is an ongoing process and will continue to test and improve upon our Information Security Management System to maintain our ISO 27001 certification in 2025.

Assets

- Inclusion of more vegetation in the office environment for enhanced sustainability.
- Measures to extend the life of laptops and smartphones through repair and refurbishment.
- Employee awareness and training on eco-gestures to promote responsible asset management.

Food and Drinks

- Launching training questionnaires to educate employees on sustainable food and beverage choices.

Energy

- Turning off company equipment such as WiFi, printers, screens, and lights at night and on weekends to conserve energy.

Social Responsibility

Jacquard will continue to create a diverse and inclusive workplace by promoting equal opportunities for all, supporting employee resource groups (including the recent establishment of a women's resource group), and fostering a culture of respect and inclusivity.

Employee Well-being

Jacquard continues prioritizing employee well-being by promoting work-life balance, offering flexible work arrangements, and providing mental health support services.

Jacquard will enhance its commitment to social responsibility by engaging in community service, supporting local charities and initiatives, and promoting employee volunteerism.

By implementing these recommendations, Jacquard can reduce its environmental and social impact, enhance its sustainability and social responsibility, and demonstrate its commitment to creating a better world for all.