



2025
Corporate Social
Responsibility Report



Message from our President & CEO

At Stephen Gould, we have always believed that how we do business is equally important as the work we do. This Corporate Social Responsibility report is our opportunity to reflect on that belief and share the progress we have made in living it out.

This past year, we made meaningful progress across every dimension of our responsibility as an organization. On the environmental side, we achieved third party validation of our Scope 1 and Scope 2 greenhouse gas emissions and established a concrete reduction target of a 25% decrease by 2030. We also began developing a Scope 3 emissions strategy in collaboration with our suppliers and customers, with an initial focus on measuring and managing transportation-related emissions across our network. Investments in digital enablement, including OCR invoice processing, automated workflows, and digital reporting, further supported these efforts by reducing paper consumption and driving resource efficiencies across our operations.

The investments we have made in our people this past year reflect the same level of intentionality. We strengthened our leadership development programs, piloted a mentorship initiative, and continued our ongoing commitment to ensuring every member of our community is compensated fairly and has a clear pathway to grow. We also expanded our early talent programs, and completed Health, Safety, and Environment audits across all our U.S. warehouse and design center locations.

Beyond our own walls, our relationships with suppliers and customers remain central to our mission. Advancing our sustainability objectives requires genuine collaboration across the entire supply chain, and that is precisely how we approach it.

Through our Supplier Social Responsibility Guide and the ongoing partnerships we maintain with our customers, we are building a supply chain that upholds the same standards governing our own operations. The case studies within this report illustrate what that commitment looks like in practice, and they are a tremendous source of pride for our organization.

In addition to these efforts, in 2025 we formalized our ESG work through a dedicated Social Responsibility Committee. Having the right structure in place ensures this work gets the attention and accountability it deserves as we move forward.

The progress documented in this report is meaningful, but it represents a point along a longer journey. Stephen Gould's commitment to environmental responsibility, to our people, and to the communities we serve is not something we revisit annually. It is embedded in how we operate every day. I am deeply grateful to everyone across our organization who contributes to this work, and I am confident that our most impactful contributions are still ahead of us.

With purpose,

Justin Golden
President and Chief Executive Officer



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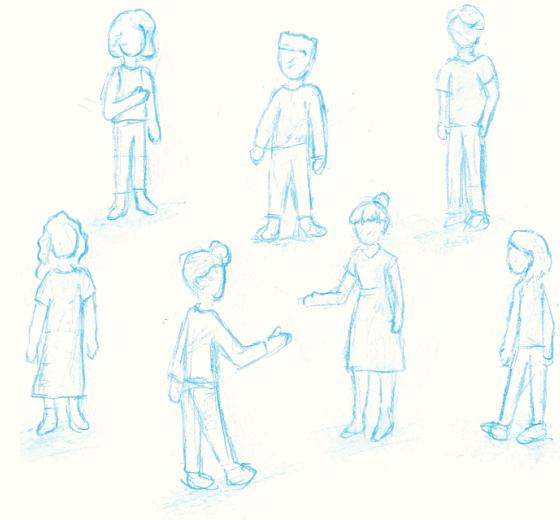
About Stephen Gould



Stephen Gould is the largest independent supply chain solutions provider in the United States.

With more than 40 locations spanning the globe, we utilize our vast network and expertise to develop customized supply chain support to help clients quickly bring their ideas to life and their products to market. From design, prototype, and product and packaging production, to supply chain management, warehousing and local and global logistics services, it's all within reach at Stephen Gould.





1. People First

Behind every great product is a team of dedicated people. Stephen Gould exists for them. We are here to make their lives better.

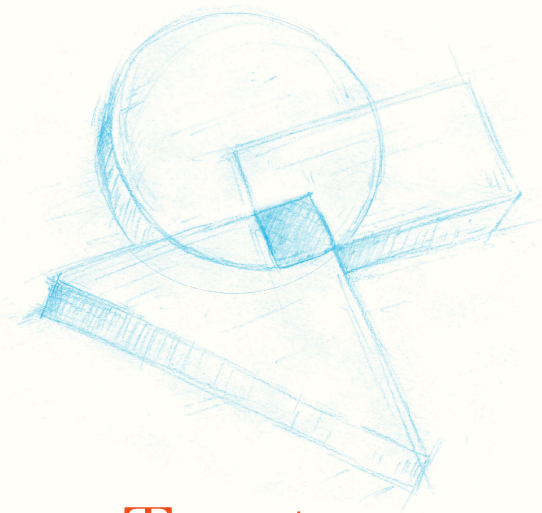
2. Attitude Matters

How we deliver is just as important as what we deliver. Seeing the opportunity in every challenge, we are relentless in our commitment to each client.



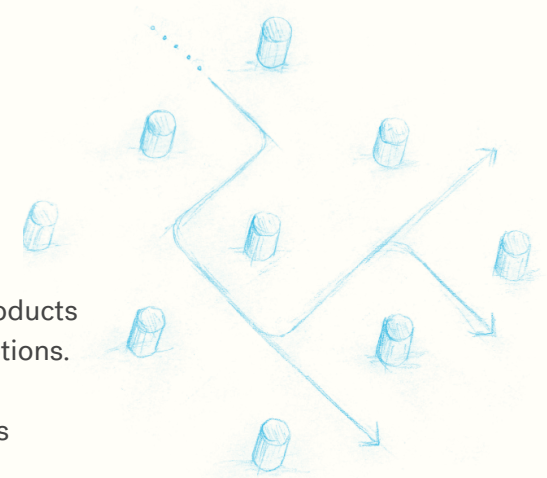
3. Deepen Trust With Every Engagement

We recognize that our services can make or break whether a product makes it to market. We don't take that responsibility lightly.



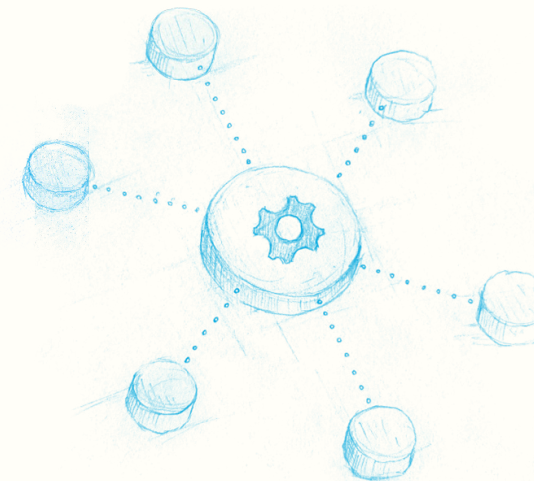
4. Consistent & Flexible

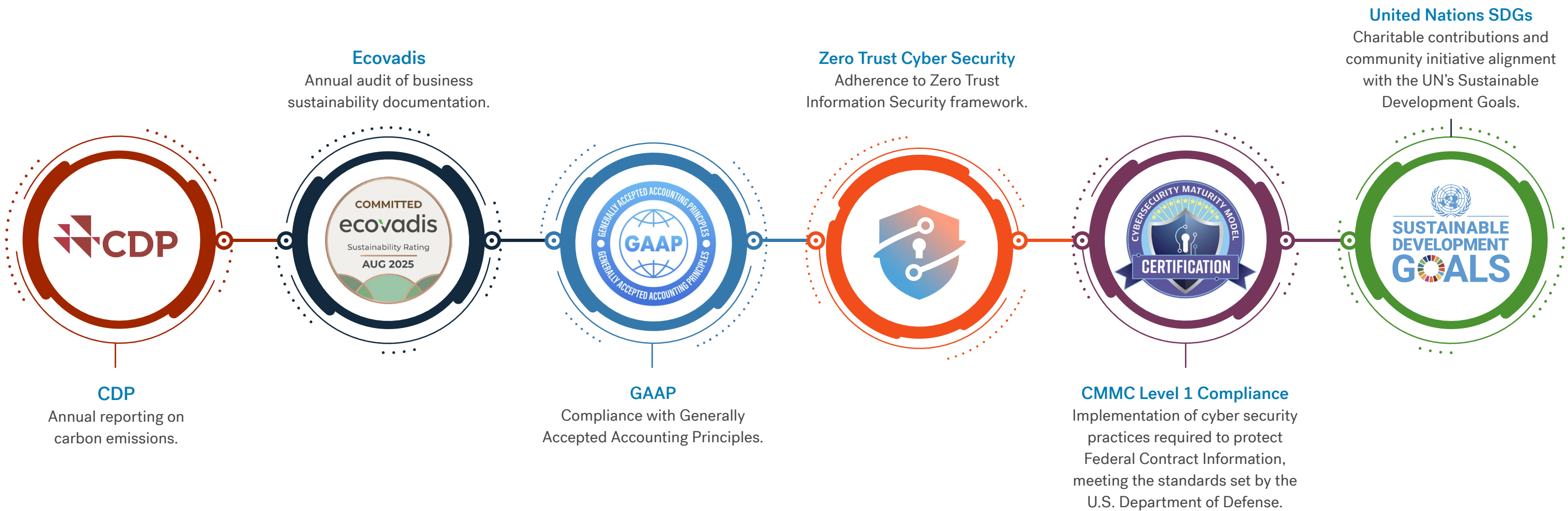
Designing, finalizing, and shipping products is wrought with complexities and emotions. We offer solutions that are flexible, adaptive and empathetic to our clients fluctuating circumstances.



5. Leverage Our Vast Network & Experience

We straddle various sectors operating in both mature markets, and rapidly changing and evolving markets. We see this complexity as an opportunity to pioneer change.





Alignment with UNSDGs



Guided by the UN's Sustainable Development Goals (SDGs) and our think globally, act locally approach, Stephen Gould is committed to making the world a better place for generations to come.

Each year, we support organizations whose missions align with the SDGs while creating meaningful opportunities for our people to give back — from on-site and virtual volunteering initiatives to holiday giving — across all 40+ of our locations. In 2026, we will launch a new philanthropic arm of Stephen Gould, Supply Good.

Born from a belief that our responsibilities extend far beyond our business operations, Supply Good is our commitment to address environmental challenges, invest in local communities, and ensure our giving is as intentional and strategic as our business.

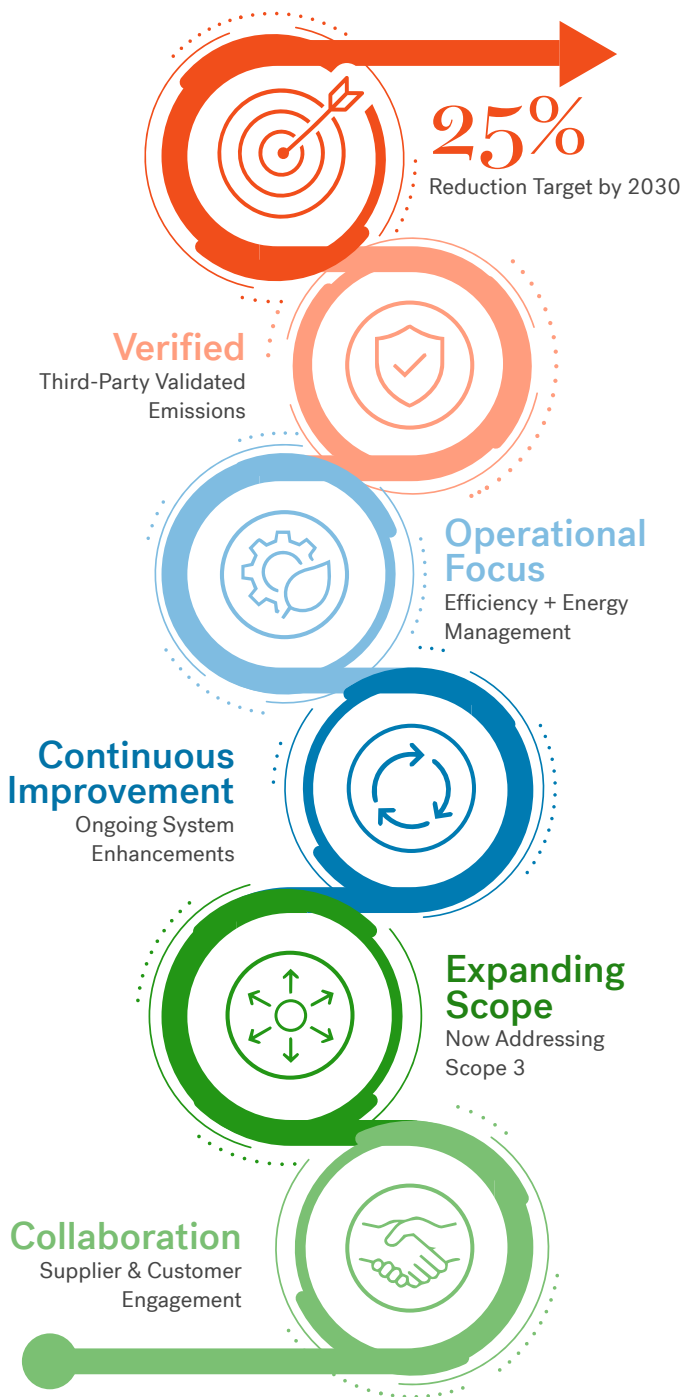


	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK A ECONOMIC GRO	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
River Fund	✓	-	-	✓	-	-	-	-	-	-	-
Meal Train	-	✓	-	-	-	-	-	-	-	-	-
World Central Kitchen	-	✓	-	-	-	-	-	-	-	-	-
One Tree Planted	-	-	-	-	-	-	-	-	✓	-	-
Sunrise Senior Living	-	-	✓	-	-	-	-	✓	-	-	-
Jersey Battered Womens Services	✓	-	✓	-	✓	-	-	-	-	✓	-
Hoving Home	✓	-	✓	-	-	-	-	-	-	-	-
Visions and Pathways	✓	-	-	-	-	-	-	-	-	✓	-
Evangel Chapel Street Outreach	-	-	-	-	-	-	✓	-	-	-	-
Fremont Toys for Tots	✓	-	-	-	-	-	✓	-	-	-	✓
Spectrum Autism Support	-	-	✓	✓	-	✓	-	-	-	-	✓
Garden of Dreams Foundation	✓	-	-	✓	-	✓	-	-	-	-	-

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States <https://www.un.org/sustainabledevelopment>



Environmental Focus



Sustainability remains a core priority at Stephen Gould as we continue to strengthen our approach to environmental responsibility across our operations and value chain.

Over the past year, we’ve made meaningful progress in strengthening how we measure, report on, and reduce our environmental impact. Highlights include achieving third-party validation of our Scope 1 and Scope 2 greenhouse gas emissions and establishing a near-term reduction target: a 25% decrease in Scope 1 and Scope 2 emissions by 2030, using 2023 as our baseline. This target reflects our focus on operational efficiency, energy management, and continuous improvement across our facilities and processes. We’re also expanding our lens to include Scope 3 emissions and are deepening collaboration with our suppliers and customers to tackle broader value chain impacts.



Our Environmental Policies

Our environmental policies establish the framework through which we manage environmental risks, drive operational improvements, and deliver sustainable outcomes across our business. We embed sustainability into day-to-day decision-making rather than treating it as a standalone initiative.

Key principles guiding our environmental approach

- **Operational Efficiency** – Continuously improving how we use energy and resources across our facilities to reduce environmental impact
- **Emissions Management** – Strengthening GHG measurement, validation, and reduction efforts in support of our defined targets
- **Waste Reduction** – Prioritizing recycling, reuse, and material optimization to minimize landfill contribution
- **Responsible Sourcing** – Partnering with suppliers that meet our environmental standards
- **Compliance and Product Stewardship** – Ensuring all products and packaging solutions meet applicable environmental and safety regulations

These principles are applied across our global operations and supported by internal governance structures, including our Social Responsibility Committee, which oversees implementation and continuous improvement.

Social Responsibility Committee

Recognizing the growing importance of environmental, social, and governance considerations to our stakeholders and business continuity, we formalized our ESG commitment by establishing a dedicated Social Responsibility Committee in 2025.

Led by our Chief Strategy Officer, this cross-functional governance body develops policies, identifies ESG-related risks, and ensures we’re reporting transparently on our progress.

Through regular engagement with internal and external stakeholders, the committee shapes our corporate responsibility strategy to reflect both stakeholder expectations and operational realities, positioning our organization to meet emerging challenges and opportunities in this evolving landscape.



PETER LYNCH
Chief Strategy Officer

“Formalizing this committee was about making sure our ESG commitments are backed by real structure. When sustainability matters to our customers, it needs to matter throughout our operations too.”

Managing energy well is a key component of Stephen Gould’s environmental strategy and a primary lever for reducing our greenhouse gas emissions. With our 2023 baseline now established, we’re focused on understanding how our energy is consumed and identifying opportunities to improve.

Our approach centers on three priorities:

- **Improving facility efficiency** through operational and equipment optimizations
- **Increasing visibility** into energy consumption for smarter decision-making
- **Reducing energy** intensity across our warehousing and logistics activities

These efforts are directly aligned with our broader goal of reducing Scope 1 and Scope 2 emissions and support our 2030 reduction target.

As our data capabilities evolve, we’ll be able to benchmark performance more precisely and prioritize the highest-impact initiatives.

Scope 1 and 2 Emissions

We’ve built a structured approach to Scope 1 and Scope 2 emissions modeling that gives us better visibility into both direct and indirect emissions. This includes emissions from fuel consumption, heating, and other operational activities (Scope 1), as well as emissions associated with purchased electricity (Scope 2).

Our framework integrates data from across our facilities and has allowed us to:

- Quantify emissions across our operational footprint
- Identify key drivers of energy use and emissions
- Track trends and performance over time
- Make better decisions around reduction initiatives

In 2023 and 2024, our Scope 1 and 2 emissions underwent third-party verification by SGS, an independent validation that our methodology aligns with recognized standards. Our 2025 emissions are currently under review by SGS as well, reflecting our ongoing commitment to accuracy and transparency.

BRONZE PARTNERSHIP



Proud partner in ensuring our tree planting efforts have maximum impact on the environment and on the communities we serve.



GHG EMISSIONS IN METRIC TONS OF CO ₂				
GHG SCOPE	DESCRIPTION	2023 (BASELINE)	2024	2025*
Scope 1 Emissions <i>Market and Locations Based</i>	Direct GHG emissions <i>Stationary and mobile combustion</i>	1,426	1,435	1,653
Scope 2 Emissions <i>Market and Locations Based</i>	Indirect Emissions associated with electricity <i>Emissions from imported energy Purchased electricity, steam, heat and cooling</i>	2,110	1,743	1,825
Total (Market Based)		3,536	3,178	3,478

* Calculations of our 2025 Scope 1 and Scope 2 emissions are currently undergoing third-party verification.

Scope 3 Emissions

We recognize that a significant portion of our overall environmental impact extends beyond our own operations and into our value chain. That’s why we are actively developing a comprehensive Scope 3 emissions strategy in collaboration with our suppliers and customers, with the goal of improving data visibility, reporting accuracy, and emissions reduction opportunities across our network.

As an initial priority, we are focused on implementing a solution to measure and manage transportation-related emissions. Given the significance of global

logistics within our operations, this effort will establish a foundational framework for capturing emissions data, enhancing transparency, and identifying opportunities for efficiency improvements. Over time, we intend to expand our Scope 3 approach to include additional value chain categories, guided by data availability, stakeholder engagement, and evolving best practices.



Recycling is foundational to our operations. All Stephen Gould fulfillment locations run active recycling programs, with standardized processes to collect and recycle corrugated materials. These materials are primarily secondary packaging used in the distribution of customer products.

Across our main fulfillment centers, we use corrugated compactors to consolidate recyclable waste, reduce transportation frequency, and improve efficiency. Whenever possible, we reuse corrugated packaging before sending it to be recycled. Products received in suitable condition are repackaged using existing materials, reducing the need for new packaging and minimizing overall waste generation.

We track recycling performance across facilities to monitor trends and operational performance, and to identify opportunities to reduce secondary packaging waste for both our operations and for our customers.



FULFILLMENT CENTER RECYCLING DATA (IN TONS)					
	Duluth, GA	Indianapolis, IN	Cherry Hill, NJ	Chicago, IL	Charlotte, NC
2025	298	211	131	128	46
2024	245	208	69	120	62
2023	64	445	75	107	32



Digital Enablement & Paper Reduction
Reducing paper consumption is another dimension of our broader commitment to minimizing waste across our operations. By digitizing core business processes including OCR-based invoice processing, automated workflows, and digital reporting, we've meaningfully reduced our reliance on paper-based systems.



These improvements deliver dual benefits: greater operational efficiency and a smaller environmental footprint. As we continue to expand our digital capabilities, we expect further reductions in paper use, printing-related resource consumption, and the administrative overhead that comes with manual, document-heavy processes.



Given the range of industries we serve, Stephen Gould takes a proactive, structured approach to material selection, testing, and regulatory compliance.

We maintain alignment with key global regulations — including, but not limited to PFAS, REACH, RoHS, EU DR, California Proposition 65, and other customer specific regulatory requirements — through supplier engagement, documentation review, and third-party testing where needed.

For primary packaging (where materials contact the product directly), we partner closely with customers on testing and validation to ensure compatibility, performance, and full regulatory compliance. For secondary packaging, our focus is on durability and protection through structural design, material

selection, and performance testing to ensure products are safeguarded throughout transit and handling.

To further strengthen our approach, Stephen Gould has engaged external expertise to support ongoing compliance and validation. Combined with our internal quality and design teams, this ensures a robust and evolving framework for delivering safe, compliant, and high-performing packaging solutions.

Committed to the Health and Safety of Our Customers

At Stephen Gould, the health and safety of our customers and end users is a fundamental priority that extends beyond product compliance and into how our solutions are designed, produced, and delivered.

While our Product Health and Safety approach focuses on materials, testing, and regulatory alignment, our broader commitment is centered on supporting safe handling, distribution, and end-use across the supply chain.

We work closely with customers to understand their specific requirements and risk considerations, enabling us to design packaging and supply chain solutions that support safety throughout each stage of the product lifecycle.

This includes:

- Designing packaging that protects products during transportation and handling
- Incorporating customer-provided artwork, labeling, and instructions into packaging solutions
- Advising customers on material selection, structural design, and potential safety considerations
- Maintaining quality control processes that support consistency and reliability across production and fulfillment

While labeling, artwork, and regulatory disclosures are defined and approved by our customers, we collaborate closely to help ensure packaging solutions are aligned with their intended use and performance requirements.

Through this collaborative approach, Stephen Gould supports its customers in meeting their safety objectives while maintaining the integrity of their products and brands.

Packaging Strength Testing

Select Stephen Gould design centers and fulfillment facilities are equipped with drop testing capabilities — allowing us to simulate real-world handling and transit conditions to evaluate structural integrity, material performance, and durability.

By testing in-house, we catch potential issues early in the development process and refine designs before they reach the supply chain, helping customers protect product integrity and reduce damage.



Design Centers

Our network of design centers across the U.S. serves as the hub for packaging development. These centers bring together material expertise and structural design capabilities, working closely with customers to develop solutions that balance protection, functionality, and efficiency.

Design centers operate in close coordination with our fulfillment locations, creating a continuous feedback loop between design intent and real-world application. This integrated model helps us consistently deliver high-quality, safe, and scalable packaging solutions.





Quality

At Stephen Gould, quality and compliance are operational imperatives embedded in how we work every day. As part of our continued growth, we are developing a strategic vision for quality and compliance that spans every branch in our network. This vision is built on the foundational principle that every customer, regardless of where they engage with us, deserves the same standard of quality and reliability. To deliver on that promise, where appropriate, we are establishing standard procedures, and processes that govern our operations, ensuring consistent execution from design and sourcing through manufacturing, packaging, and delivery.

Our approach is both systemic and customer centric. We align our quality framework with internationally recognized standards and applicable regulatory requirements, while accommodating the unique specifications that individual customers bring to their programs. This commitment reflects our belief that long-term partnerships are built on trust, earned through consistent, transparent, and high-quality performance.



ISO CERTIFICATIONS ACHIEVED ACROSS STEPHEN GOULD	
AS9100:D	
Gould Southern (Georgia)	
ISO 9001:2015	
Alabama California - Fremont California - Los Angeles (El Segundo) California - San Diego Georgia Gould Southern (Georgia) Illinois - Chicago Indiana - Fort Wayne Massachusetts - Tewksbury (New England) Michigan	Minnesota New Jersey New York - Rye Brook North Carolina - Charlotte Ohio - Cincinnati Ohio - Cleveland Pennsylvania - Wexford (Pittsburgh) Tennessee - Franklin (Nashville) Texas - Addison (Dallas)
ISO 14001:2015	
Illinois - Chicago	Michigan
ISO 22716:2007	
Indiana - Indianapolis	



Promoting sustainable consumption

We equip our teams with the tools and knowledge needed to guide customers toward more environmentally responsible choices.

Internal resources include:

- A centralized platform for sharing success stories, case studies, and recorded webinars
- 24/7 access to an evolving database of sustainable materials and manufacturing processes

We also host ongoing sustainability training sessions covering material selection, regulatory trends, and strategies for presenting sustainable alternatives to customers. Our Learning Management System makes these resources accessible company-wide, reinforcing a culture of environmental awareness and responsibility.



Our People



At Stephen Gould, our people, our relationships, and our commitment to excellence are at the core of everything we do.

We draw on the breadth of our network, bringing together diverse talent, fresh perspectives, and proven expertise to create outstanding results for the clients and partners who count on us. This means building a workplace where different viewpoints don't just exist, they actively shape how we work, creating teams that genuinely reflect the communities we serve so that innovation and responsiveness become capabilities everyone can access. We continuously review our progress, ensuring our culture stays

inclusive and that every team member's perspective contributes meaningfully. We are proud of our ongoing commitment to fostering a diverse and inclusive workforce and have seen growth in applications from diverse candidates year over year. To continue expanding our reach, we actively post all open roles across a wide range of diversity focused professional association websites, ensuring our opportunities are visible to the broadest possible talent pool. Our hiring process is designed to



identify and select the most qualified candidate from a strong and diverse field of applicants. Beyond recruitment metrics, we work to ensure our diverse community feels safe, valued, and respected. Members of our Stephen Gould community understand that they have an obligation to foster and promote an atmosphere that aligns with our culture and values. To reinforce this responsibility, we engage all staff in annual Respect in the Workplace training. We maintain a formal, multi-tiered investigation process to review all workplace complaints and concerns, including those raised through whistleblower channels. Multiple reporting options—

such as an anonymous hotline and online form—allow our community and partners to raise concerns about unethical behavior, policy violations, or other misconduct. All reports are handled quickly, confidentially, investigated thoroughly, and protected under our strict non-retaliation policy. In addition to companywide training, we also engage People Managers across our community in specific leader-based educational sessions around workplace respect, discrimination, pay equity and transparency, and share open and honest communication best practices.



We provide a full suite of medical, dental, and vision benefits for eligible employees and their dependents, along with comprehensive mental health support through our Employee Assistance Program.

In addition, our community has access to a healthcare concierge service to help them navigate care, understand their benefits, and resolve billing issues.

These resources ensure our team members and their families have what they need to thrive both professionally and personally.

We recognize the importance of work-life balance and offer our team members flexible schedules to ensure they can focus on both professional responsibilities and family obligations. We also have several policies in place to allow employees paid time off to care for themselves and their loved ones.

Our employees' peace of mind is a priority for us. We fully fund a host of benefits to assist them during difficult times and hardships. These include reasonable workplace accommodations, and Company-sponsored short- and long-term disability, accidental death and dismemberment and life insurance.

STEPHEN GOULD'S TOTAL EMPLOYEE REWARDS



Health & Protection

Supporting your well-being

Medical Coverage

- Medical, dental, vision, life, disability, AD&D

Supplemental Coverage

- Cancer, hospital, accident, supplemental life

Savings Accounts

- HSA and FSA options



Financial Benefits

Planning for today and tomorrow

Competitive Compensation

- Market-aligned wages

Retirement Planning

- 401K with company match



Time & Flexibility

Balancing work and life

Paid Time Off

- PTO, sick, holidays, paid parental leave for the birth or adoption of a child, military leave, bereavement and bereavement for pregnancy loss

Flexible Work Model

- Hybrid work environment



Growth & Support

Investing in your success

Professional Development

- Performance reviews, LMS access, mentoring

Employee Assistance Program

- 24/7 mental health support



We are committed to investing in the growth and development of every team member, because when individuals thrive, the entire organization is stronger.

Through targeted programs designed to support development at every level, we continue to foster a workplace culture where colleagues feel valued, engaged, and empowered to grow. These efforts reflect directly in our results: reduced turnover, higher colleague satisfaction, and increased productivity across the organization.

We continue to strengthen our leadership pipeline through ongoing investments in our top



NIQUI FIDONE

Regional Branch
Operations Manager

“Stepping into this position has pushed me to think differently about my impact. It’s one thing to do your own work well. It’s another to help the people around you do theirs even better. That’s the opportunity Stephen Gould gave me, and I don’t take it lightly.”

talent to ensure they receive feedback and engage in development opportunities. Some examples include our Shaping Our Culture Management series and a pilot of Simon Sinek’s Optimism Company Leadership Development course database within our Order Operations leadership team. In addition, we are piloting a mentorship program that pairs up-and-coming talent with leadership potential with experienced leaders to support growth, broaden exposure, and build future-ready capabilities.

To support equitable growth and career progression, we make a concerted effort to ensure that every individual joining the organization has an opportunity for upward mobility. As a part of career mobility efforts, we invest in our talent through ongoing training and development opportunities that enable them to take on more challenging roles and grow their careers at Stephen Gould.

In an effort to maintain high levels of colleague satisfaction, Stephen Gould leverages a 30- day and 90-day onboarding survey for new staff, providing a channel for feedback to overcome potential challenges early on in an individual’s career. We also utilize exit interviews to identify shortcomings and receive feedback on the workplace experience at Stephen Gould.



Cultivating and Nurturing Early Talent



We believe in investing in the next generation of industry leaders. Our early talent development programs provide meaningful experiences, mentorship, and clear pathways to long-term career growth. As a result of these early talent programs, nearly 100 individuals have established successful careers with Stephen Gould, demonstrating the strength of our talent pipeline.

Internship Program

Our paid internship program provides rising college graduates with an immersive introduction to the packaging and supply chain solutions industry. Interns collaborate on meaningful project-based assignments that contribute real value to our business while developing professional skills and industry



DAHNA BAISLEY

Chief Human
Resources Officer

“The organizations that thrive are the ones that never stop investing in their people at every level and at every stage. That’s the culture we’re building here; one where development is not a perk, but a fundamental part of how we operate.”

knowledge. At the conclusion of the program, interns present their work to members of the executive management team — an experience that builds confidence, strengthens communication skills, and provides meaningful exposure to senior leadership. Beyond project work, interns benefit from networking opportunities with professionals at all levels across Stephen Gould, gaining a comprehensive understanding of our operations, culture, and the diverse career paths available within our organization.

Sales Agent in Training (SIT) Program

For individuals passionate about launching a career in sales, our Sales Agent in Training Program offers a structured, three-year development pathway combining hands-on learning with real-world sales experience. The program is ideal for recent college graduates with sales and entrepreneurial aspirations, professionals with previous sales experience seeking growth in the packaging sector, or entrepreneurial individuals looking to transition into a dynamic sales career.

The SIT program is designed to prepare graduates for Sales Agent roles within Stephen Gould. Program participants are paired with an experienced sales mentor who guides them through all aspects of the sales and production cycle, from initial client engagement to relationship management and account development. In addition to providing participants with hands-on experience, it also offers them networking opportunities across our organization and our vast network of partners. We continually invest in this program and learn how to make it more impactful by collaborating with graduates.





Safety isn’t something we treat as a checkbox. It’s foundational to how we operate. We’re committed to creating an injury-free workplace by identifying and addressing hazards before they become problems, learning from any incidents that do occur, and continuously improving our processes to keep our team protected.

At Stephen Gould, the safety and wellbeing of our people is a foundational priority. We are committed to maintaining a workplace that is free from preventable injury and illness, and we track our performance rigorously through annual OSHA recordkeeping and internal incident review processes.

To strengthen our safety culture and ensure regulatory compliance, we recently conducted Health, Safety & Environment (HSE) audits with a third party expert across all U.S. sites with attached warehouses and/

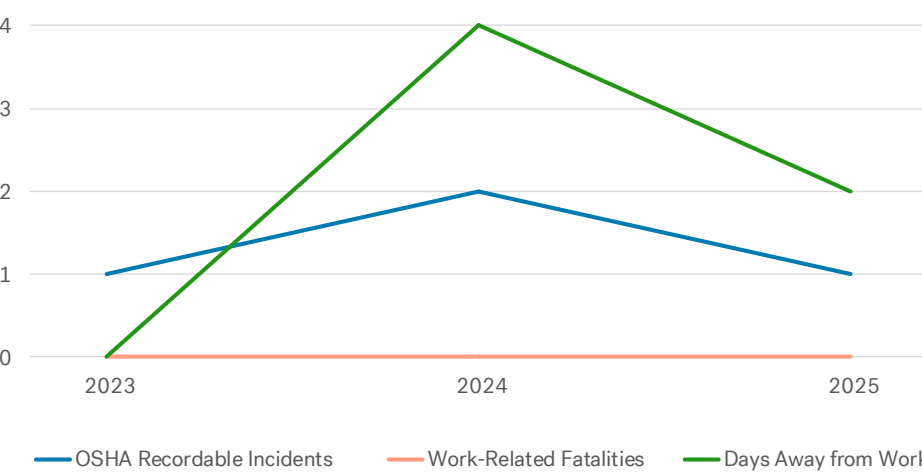


or design centers. These audits helped confirm alignment with OSHA requirements as well as applicable state and federal safety regulations. Following the audits, we prioritized immediate corrective actions and established divisional HSE committees to share best practices across our U.S. divisions and develop policy templates for required safety programs. These committees are intended to meet quarterly and review and debrief on safety incidents, update policies, monitor changing regulations, and other related topics.

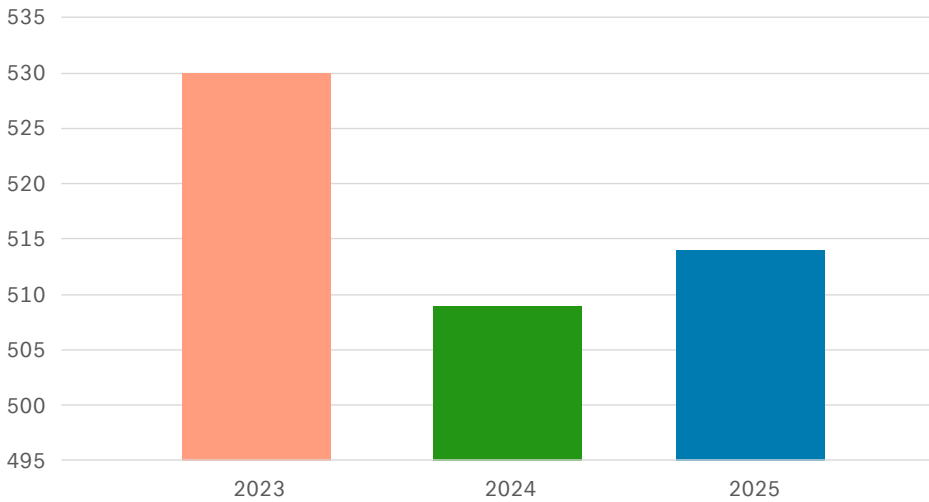
OSHA Safety Trends

Since 2023, Stephen Gould recorded a total of eight OSHA recordable incidents. Across all three years, we are proud to report zero work-related fatalities. The majority of recorded incidents were minor in nature, with total days away from work remaining low across the entire period, peaking at four days in 2024 and returning to two days in 2025.

We continue to invest in proactive safety practices, including emergency preparedness planning, occupational injury tracking, and corrective action processes designed to address root causes and prevent recurrence. We remain committed to continuous improvement in workplace safety and to fostering a culture in which every employee feels empowered to identify and report potential hazards.



Total Employees



Commitment to Human Rights

Stephen Gould maintains the highest standard of integrity and ethical performance within every level of our organization. We comply with the laws and regulations of the states and countries in which we operate. We also conduct our business operations in ways that seek to respect, protect, and promote the full range of human rights. Our policies, standards, and practices, including our Employee Code of Ethics align with our guiding principles and our commitment to human rights.





Our Partners



At Stephen Gould, sustainability is a collaborative effort that extends across our entire supply chain. We work closely with both suppliers and customers to develop solutions that reduce environmental impact without sacrificing quality, performance, or efficiency.

Our position within the supply chain allows us to serve as a connector between material innovation, manufacturing capabilities, and customer needs. By leveraging our global supplier network and deep operational expertise, we help align all stakeholders around more sustainable outcomes.

With suppliers, we focus on material selection, manufacturing processes, and responsible sourcing

strategies. With customers, we co-design packaging and supply chain solutions that meet functional and sustainability goals, including packaging optimization, material reduction, and logistics efficiency. Together, we drive practical, scalable solutions across the full product lifecycle.





We advance sustainability by helping customers reduce environmental impact and by promoting responsible sourcing practices throughout our supplier network.

Sustainability Stewardship

We play an active role in helping customers to better understand and reduce the environmental impact of their products and packaging solutions. We do this by leveraging data from materials, manufacturing, and transportation to surface where emissions are generated and where improvements can be made.



Using these insights, we partner with customers to develop more sustainable solutions, which may include:

- Optimizing packaging design to reduce material use and weight
- Identifying alternative materials with a lower environmental profile
- Evaluating sourcing and manufacturing options for greater efficiency
- Exploring localized production to reduce transportation emissions

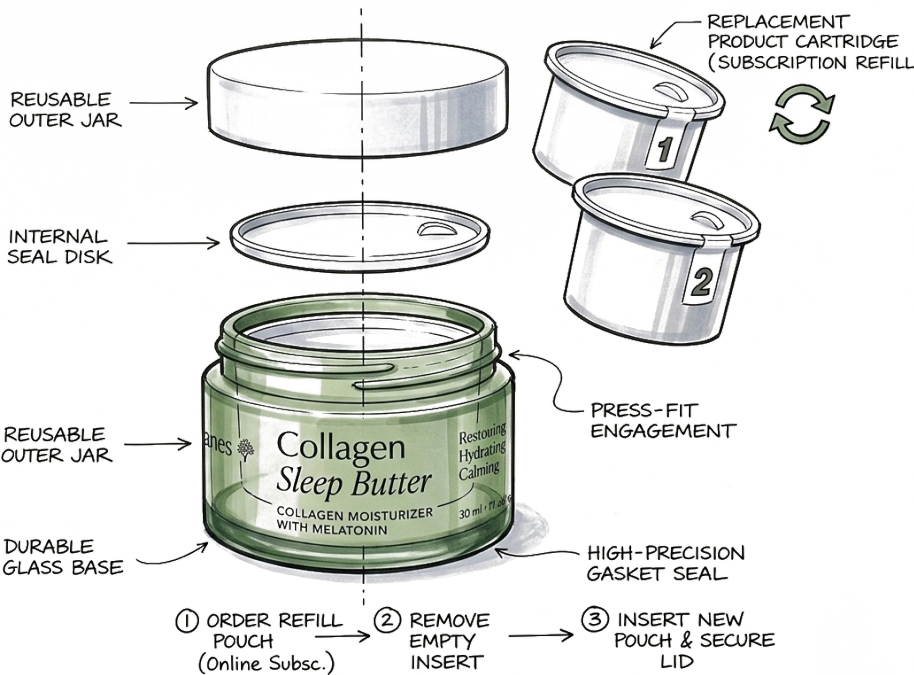
Our approach is both practical and flexible, allowing us to tailor solutions based on each customer’s goals, operational requirements, and sustainability priorities.

By combining data-driven insights with design and supply chain expertise, we help customers make informed decisions that balance performance, cost, and environmental impact. This supports measurable progress toward their sustainability objectives.

Promoting Sustainable Procurement

We are committed to promoting responsible sourcing practices across our global supplier network, recognizing that procurement decisions play a critical role in driving environmental and social impact throughout the supply chain.

Our approach to sustainable procurement is guided by our Supplier Social Responsibility Guide, which outlines expectations related to environmental stewardship, ethical labor practices, and regulatory compliance. We work with suppliers that align with these standards and continuously engage our network to reinforce accountability and transparency.



We actively collaborate with suppliers to identify opportunities to improve sustainability performance, including:



Sourcing materials with lower environmental impact



Evaluating manufacturing processes for efficiency and waste reduction



Encouraging responsible resource use and environmental compliance

As part of our ongoing efforts, we are expanding our supplier engagement initiatives to better assess sustainability performance across our network. This includes the development of tools and surveys to evaluate suppliers against ESG-related criteria, helping us identify opportunities for improvement and strengthen partnerships with suppliers that demonstrate strong sustainability practices.

Through these efforts, we aim to build a more resilient and responsible supply chain that supports both our business objectives and the evolving expectations of our customers and stakeholders.



Sustainable Packaging at Scale for eBay Authentication

Stephen Gould worked alongside eBay and Manual Creative to develop a packaging system for its Authentication division, rooted in responsible material selection and efficient global production. Corrugated mailers and boxes were designed using recycled and recyclable materials, with a target of at least 50 percent recycled content across most formats. Where textile components were required, such as dust bags for sneakers and handbags, cotton was selected as a more sustainable alternative to synthetic materials.

The team also balanced sustainability with product integrity. For select keepsake elements, such as watch pouches, premium materials were used intentionally to support long-term reuse and enhance the customer experience. This approach ensured that sustainability did not come at the expense of quality or brand perception.



Production was strategically distributed across the United States, China, Vietnam, and Thailand to support regional demand and reduce unnecessary transportation. By aligning manufacturing locations with end markets and incorporating just-in-time delivery where needed, the program minimized excess inventory and improved overall supply chain efficiency.

The result is a scalable, global packaging system that supports eBay’s authentication process while advancing more responsible material use. This program demonstrates how thoughtful design and supply chain strategy can deliver both environmental and operational value.

Expertise Enables an Eco-Conscious Expansion

Viv is an innovative company, owned and operated by women, for women with a focus on sustainable period care products. Armed with the knowledge of how harmful period care is on the environment, Viv has made it their mission to design eco-conscious and toxin-free products.

Stephen Gould supported Viv by developing a packaging program that balanced sustainability with scalability. The team worked closely with the client to evaluate materials, structure, and production methods, ensuring each component met both functional and environmental goals. This included selecting responsibly sourced materials and optimizing packaging designs to reduce excess waste while maintaining durability and product protection.



Beyond materials, the program focused on improving overall efficiency. By streamlining production and consolidating processes, the team minimized unnecessary handling and reduced the environmental impact associated with transportation and manufacturing. Thoughtful design and engineering decisions allowed for a more efficient use of space, helping to lower shipping volume and associated emissions.

As Viv continues to gain notoriety in the period care space, Stephen Gould remains an integral part of their supply chain, helping to bring the company’s aspirations to life..

Sustainable Packaging and Product Innovation at Goodjanes

Stephen Gould supported Goodjanes, a growing health and beauty brand, in transforming its product line through a focus on sustainability, performance, and scalability. As the brand prepared for expansion into larger retail channels, it required cleaner formulations, improved production

capabilities, and packaging that aligned with evolving environmental expectations.

Stephen Gould worked with Goodjanes to transition their products toward cleaner, more market-ready formulations. This moved production away from limited, small-scale facilities to ones that could support improved ingredient sourcing, consistency, and scalability. On the packaging side, solutions incorporated recycled resin for caps and jars, all designed to be recyclable without compromising visual appeal. Collaboration with Goodjanes’ agency ensured the final packaging aligned with brand identity while supporting environmental objectives.

The result was a stronger, more sustainable product line ready for national retail. Goodjanes increased production capacity, improved product quality, and reduced reliance on less sustainable materials. This work reflects Stephen Gould’s commitment to helping brands scale responsibly, balancing performance, compliance, and environmental impact.





As a global company operating across complex and far-reaching supply chains, we recognize that our responsibility to ethical and sustainable business practices must extend throughout our entire supply chain, not just within our own walls.

The products we bring to market are the result of countless partnerships, and the values we hold ourselves to must be reflected in the partners we choose. Our [Supplier Social Responsibility Guide](#) was created to formalize that expectation, ensuring that every supplier in our network understands and commits to the same standards of human rights, environmental stewardship, and business integrity that guide our own operations. In an era of increasing transparency and accountability, this guide represents our commitment to our customers, employees, and the broader communities we touch. It reinforces that doing business the right way is never optional, regardless of where that business takes place.



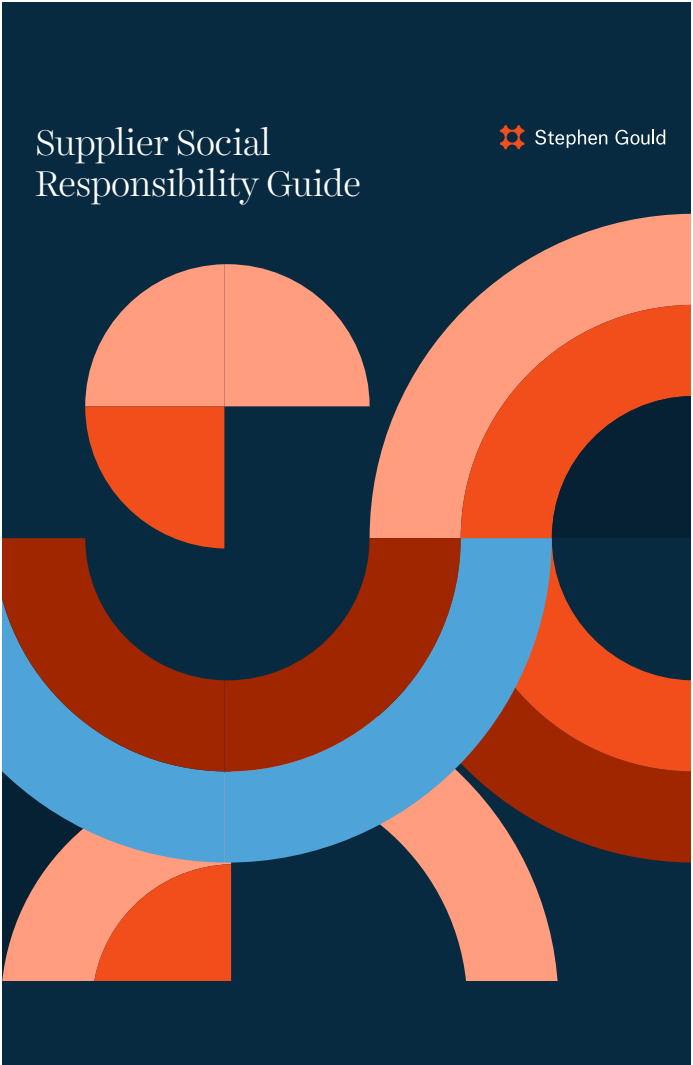
The guide covers four core areas:

- **Labor and Human Rights** — freely chosen employment, prohibition of child labor, fair wages, humane treatment, and non-discrimination
- **Health and Safety** — workplace safety, injury reporting, and environmental compliance
- **Business Ethics** — anti-corruption standards, conflicts of interest, and intellectual property protection
- **Management Systems** — training, auditing, risk assessment, and worker feedback mechanisms

Commitment to Biodiversity

We are committed to working with suppliers that support environmentally responsible practices, including the protection of natural resources and biodiversity.

We collaborate with our supplier network to promote sustainable material sourcing and responsible manufacturing processes, with a focus on reducing environmental impact across the lifecycle of our products. This includes encouraging the use of renewable and responsibly sourced materials, as well as supporting suppliers that demonstrate strong environmental stewardship.



As part of this commitment, we support the use of Forest Stewardship Council (FSC®) certified materials, which help ensure that paper-based products are sourced from responsibly managed forests that protect biodiversity, ecosystems, and local communities. We work with suppliers to

offer FSC-certified options to our customers and integrate these materials into packaging solutions where appropriate.

Through ongoing engagement and collaboration, we continue to identify opportunities to strengthen sustainability practices across our supply chain. By aligning with suppliers that prioritize environmental responsibility and biodiversity protection, Stephen Gould is helping to drive more sustainable outcomes for our customers and the broader ecosystem.



KIMBERLY INGS
Executive
Vice President

“With a presence that spans industries, communities, and continents, we occupy a unique position in global commerce. That position carries profound responsibility. When we hold our partners to ethical sourcing standards, invest in the resilience of local economies, and drive transparency from the first mile to the last, we don’t just move goods; we move the needle on what responsible business looks like.”



Conducting Ethical Practices



At Stephen Gould, how we show up, how we engage with others, and how we conduct ourselves is just as important as what we do. Our Employee Code of Conduct, Social Media, and Information Security policies establish clear expectations for how we conduct business and represent our company. These are grounded in Stephen Gould’s Five Guiding Principles - the foundation of the value we deliver to our people and clients.

In 2025, we rolled out a Generative AI policy that outlines approved guidelines and procedures for the responsible use of Generative Artificial



Intelligence (AI) tools by employees and independent contractors at Stephen Gould. The policy provides direction on acceptable use, confidentiality and data protection, intellectual property and copyright considerations, and requires human review to help validate accuracy and appropriateness of AI-assisted work. It also clarifies prohibited uses (including the entry of sensitive or proprietary information into unapproved tools), expectations for using approved platforms and vendors, and compliance with applicable laws, contractual commitments, and internal records and governance requirements.

MICHAEL GOLDEN

Chairman & Strategic Advisor



“Good governance starts with culture. We’ve put the systems, education, and protections in place, but what truly drives ethical behavior at Stephen Gould is our people’s shared commitment to doing business the right way, every day.”

Business Ethics

Prior to joining Stephen Gould, all new hires must participate in pre-employment screening. Upon joining, and periodically throughout their employment with Stephen Gould, we require all individuals within our organization to review and sign off on our employee handbook and key policies. To reinforce their importance, individuals participate in

mandatory training and re-education sessions.

We are committed to fostering a culture of accountability and transparency. We regularly administer pay equity and transparency education sessions and respect in the workplace training companywide. In addition, our formal investigation process addresses all workplace concerns,

whether submitted directly, through whistleblower protections, or via anonymous reporting tools. These complementary pathways ensure every voice can be heard safely without fear of retaliation, and every concern receives appropriate attention.

To ensure we have a clear understanding of our workplace environment, we frequently request



feedback from our community through meetings with groups of cross-functional company influencers, new-hire 30-day and 90-day check-ins as well as exit interviews. We strongly believe in our policies and values, have zero tolerance against retaliation and take action to ensure that our culture is not negatively affected by misconduct.



Information Security is a core priority at Stephen Gould. We maintain a layered security framework to protect company, client, and supplier data across all systems and workflows.

Our environment follows a Zero Trust model.

Access is managed through Single Sign-On with 100% multi-factor authentication adoption across all accounts, enforced through role-based controls, and validated continuously across internal users and external partners. We augment our security framework with expert external security partners to monitor our environment, perform risk assessments, and validate controls through ongoing reviews.



GAGAN SINGH.
Head of Business Technology

“Our people are as much a part of our security strategy as any technology we deploy. Through ongoing training and awareness programs, we make sure every employee is equipped to recognize risk and act on it.”

We continue to strengthen protection across the most common attack surface, email, using AI-driven threat detection to identify and mitigate phishing, impersonation, and social engineering attempts. We are expanding security operations capabilities to provide continuous monitoring, including detection of suspicious activity and account takeover attempts.

Stephen Gould maintains and tests an incident response program to ensure rapid containment and recovery in the event of a security event. We conduct tabletop exercises with our security partners and continue to explore infrastructure hardening informed by modern threat scenarios. Our infrastructure is failover-ready to support business continuity.

All employees participate in ongoing security awareness programs, including phishing simulations

and role-based training, alongside mandatory data privacy training that ensures staff understand their responsibilities in handling sensitive information.

Certifications & Compliance

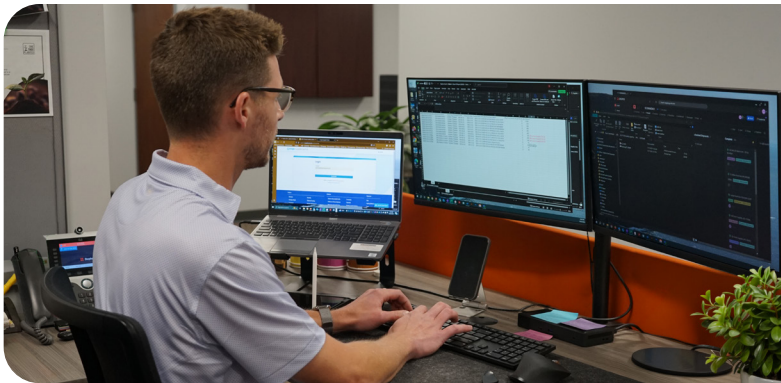
We are progressing toward ISO 27001 certification by Q1 2027 and completing third-party assessments aligned with CMMC Level 1 requirements. Select branches supporting government-related business are advancing toward CMMC Level 2 readiness, with dedicated controls and infrastructure aligned to the requirements of that work, including the handling of sensitive and regulated information.

Artificial Intelligence (AI) Governance & Use

We take a controlled, business-focused approach to Artificial Intelligence. Current AI capabilities are deployed within our Microsoft 365 environment through Microsoft Copilot, enhancing productivity while keeping interactions within our secured data environment.

All AI usage is governed by a formal company policy covering protection of proprietary and sensitive information, restrictions on entering business data into public AI tools, and expectations for responsible use of AI-generated content.

An AI Governance Committee evaluates, prioritizes, and oversees AI initiatives—ensuring new use cases



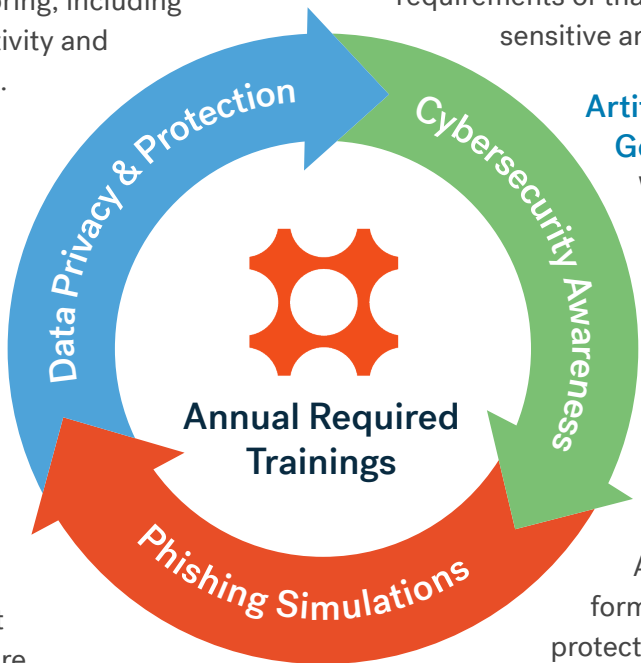
are reviewed with appropriate attention to risk, data handling, and business relevance. Our focus is on applying AI where it delivers practical value: sales support, research, communication, and operational workflows.

Looking Ahead

Stephen Gould is focused on strengthening how we operate—ensuring our systems, data, and processes remain secure, reliable, and scalable as the business evolves.

Current and near-term priorities include:

- Advancing cybersecurity through improved monitoring, access controls, and threat detection
- Expanding AI adoption in a controlled manner, focused on internal efficiency with strict data protection standards
- Improving data quality, structure, and governance to support better visibility and decision-making
- Increasing automation across core operational processes





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