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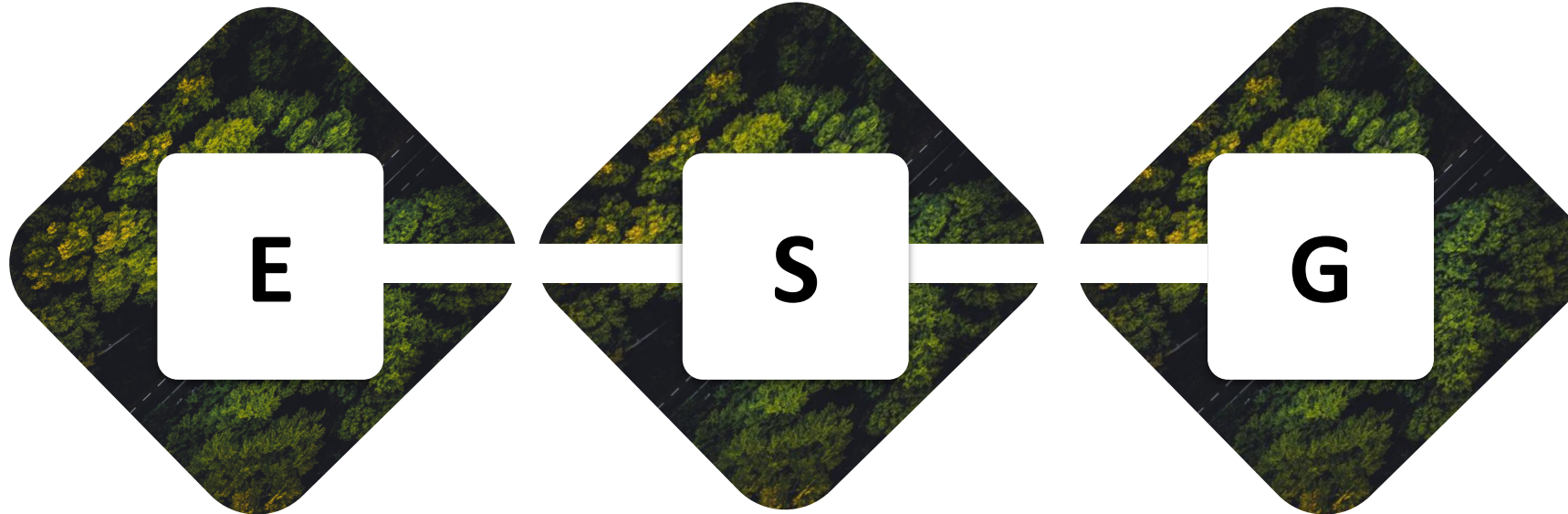
ESG Roadmap

Navigating towards Sustainable Success



RMJ
SUPPLY™

Outline



Preserving ecological diversity
Enhancing air and water purity
Mitigating CO₂ emissions
Sustainable resource utilization
Conscientious waste disposal

People and workplace culture
Inclusivity Genders, BIPOC, LGBTQ+
Responsible Supply Chains
Active community engagement
Human rights and labor norms

Audit committee structure
Operational oversight
Contributions to political causes
Senior management compensation
Whistleblowing Policy

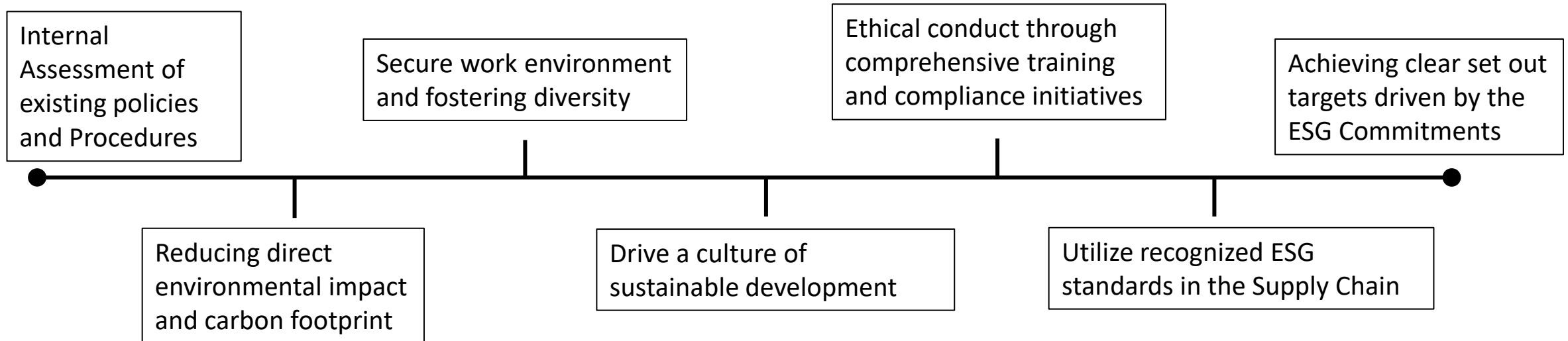


3 Year Roadmap



The 3 Year roadmap for achieving a company's sustainable development aspirations provides a clear framework of targets. These targets are in harmony with the UN Sustainable Development Goals (SDGs). To gauge the progress in attaining these goals, the roadmap utilizes metrics as a measurement tool.

ESG Commitments



Environment

ESG Commitment: Consistently strive to decrease the direct environmental impact and carbon footprint

ESG Impact Areas: Ecological Footprint (Waste, Energy, CO₂), Product Portfolio – ESG performance, and Certifications

CY Target: Design waste management SOP, Reduce scope 1 and 2 emissions by 15%; Identify scope 3 emissions, Identify existing renewable resources requirement, Identify product specific hazardous discharge levels, ISO LCA/LCI Certification

3 Year Target: Improve waste management systems, Reduce scope 1 and 2 emissions by 45%; Reduce scope 3 GHG emissions by 25%, Renewable resources on all floors, Reduce product specific hazardous discharge levels, ISO LCA/LCI Certification

Performance Metrics: Kgs of Waste Generated per floor/office, Absolute CO₂ emissions scope 1 and 2, % Energy generated via renewable sources, Identify zero hazard discharge conformance for products, and ISO LCA/LCI Certification

UN SDGs:



Social

ESG Commitment: Ensure secure work environment and fostering diversity in our organizational culture for our employees

ESG Target Areas: Human Rights, Health and Safety, and Human Capital

CY Target: Train employees trained in diversity, equity & inclusion, Zero Accidents, Train employees in safety & health behavior and policies, ISO Certifications, Launch Employee engagement index

3 Year Target: Train employees in diversity, equity & inclusion, Zero Accidents, Train employees in safety & health behavior and policies, ISO Certifications, Employee engagement index

Performance Metrics: % of Employees trained annually, Total recordable injury frequency rate, Lost time injury frequency rate, severity rate, % of Employees trained annually, No. of sites with ISO certification

UN SDGs:



Governance

ESG Commitment: Promote ethical conduct through comprehensive training and strong compliance initiatives, Drive a culture of sustainable development to inspire and energize employees across our organization, Utilize recognized ESG standards to select and engage with suppliers

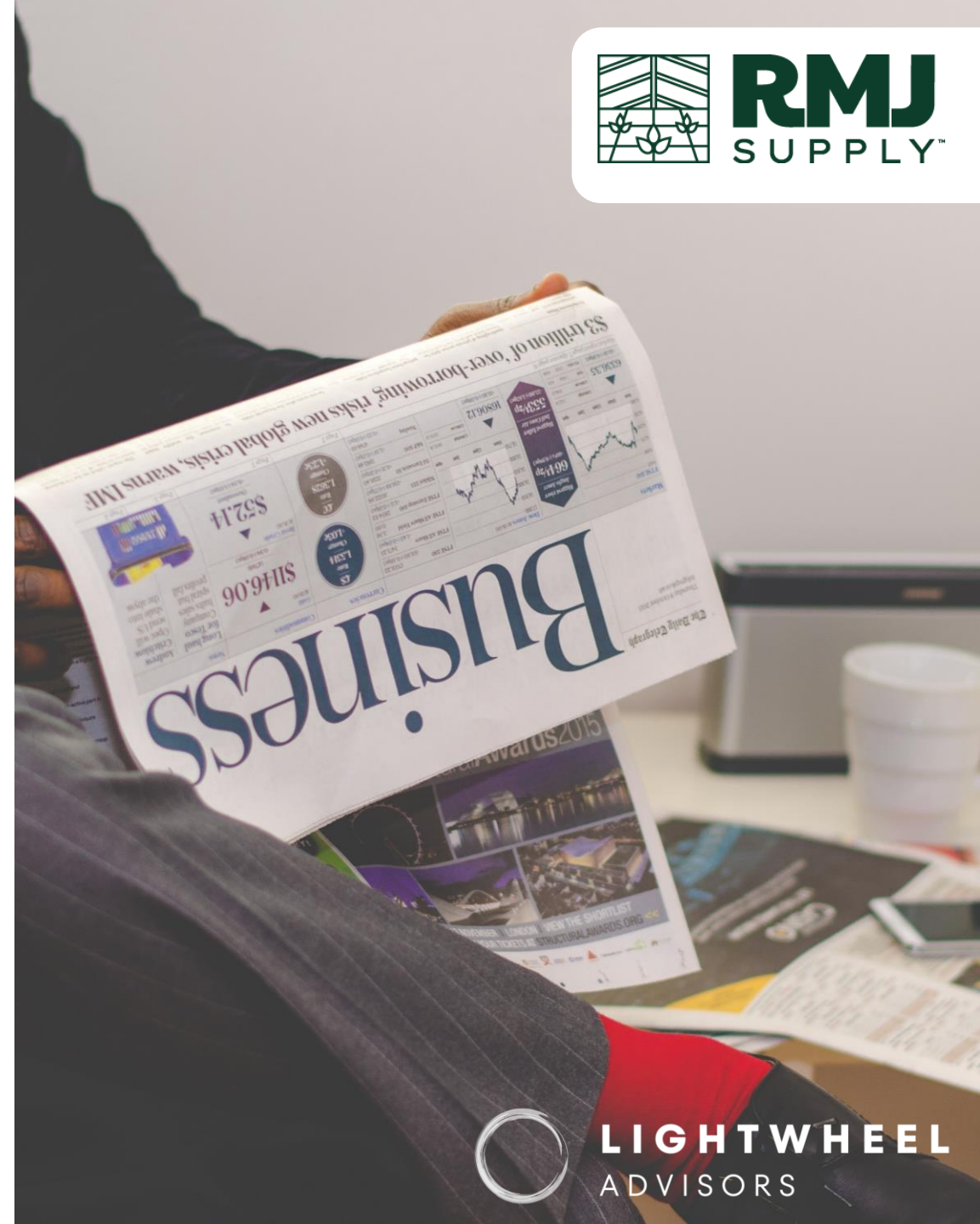
ESG Target Areas: Bribery and Corruption, Health and Safety, ESG performance of the supply chain

CY Target: 100% of whistleblower cases addressed and resolved, 100% of employees attend anti-corruption, Employee Bonus plans to include ESG Targets, Review ratings received by suppliers from external agencies at least abide minimum level

3 Year Target: 100% of whistleblower cases addressed and resolved, 100% of employees attend anti-corruption, Employee Bonus plans to include ESG Targets, Review ratings received by suppliers from external agencies at least abide minimum level

Performance Metrics: % of whistleblower cases addressed and resolved, % of employees trained, ESG Targets included and achieved in employee bonus plans, and Review ratings received by suppliers from external agencies

UN SDGs: All SDGs



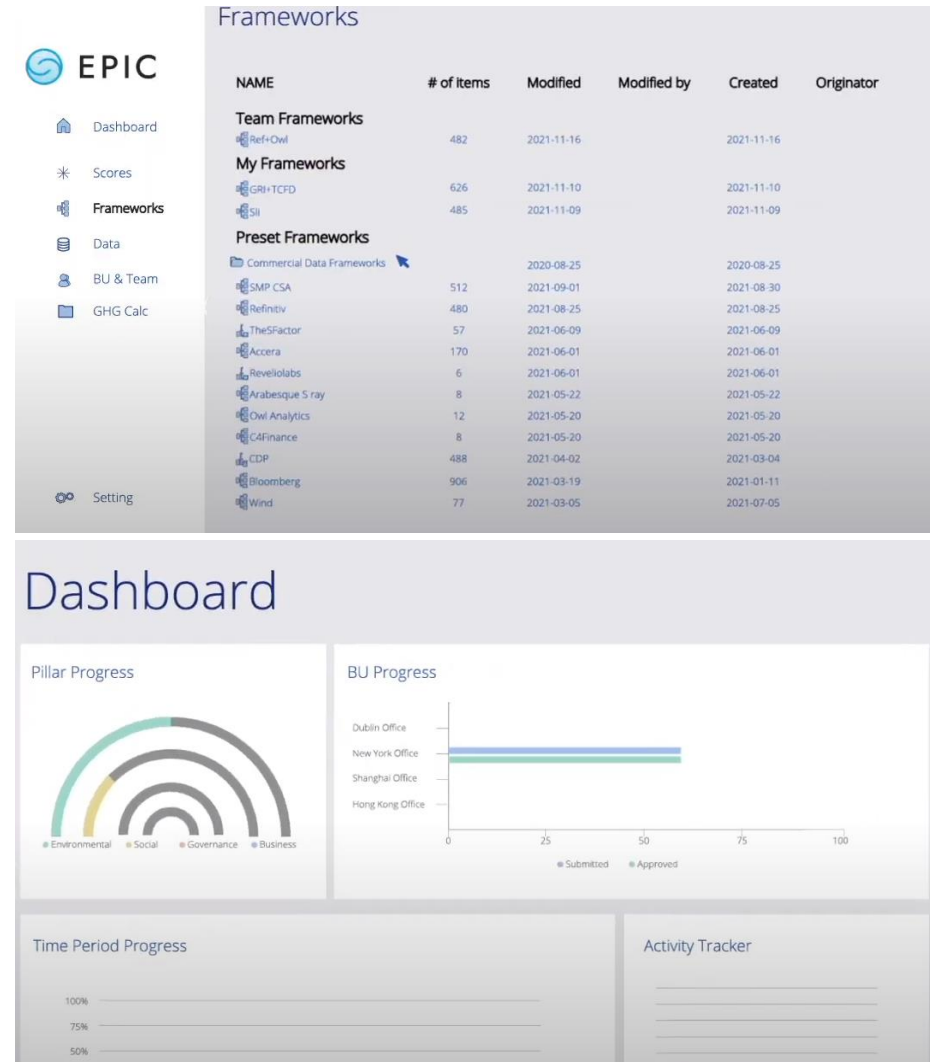
ESG Dashboard



RMJ leverages Seneca ESG, a partner of Lightwheel's Dashboard, to create its ESG Dashboard.

With the EPIC software, RMJ benefits from reporting, regulatory compliance support, and ESG improvement. It empowers RMJ to establish a customized ESG assessment framework, enabling goal setting and centralized monitoring of ESG Metrics across all business units.

The real-time data visibility offered by the dashboard enables RMJ to consistently evaluate performance and address deviations promptly. Thanks to the EPIC dashboard's functionalities, RMJ can take proactive measures to tackle ESG issues.



UN SDG Alignment



With a firm belief in its responsibility to address global challenges, the Company is committed to making a positive impact on the communities it serves. As it looks towards the future, the Company aims to strengthen its business while embracing sustainability as a core principle. Guided by the United Nations (UN) Sustainable Development Goals (SDGs), which serve as a universal framework for achieving 17 global outcomes by 2030, the Company integrates sustainability into its operations.

By aligning its actions with these ESG Commitments, the Company demonstrates its dedication to creating a better future and making a meaningful difference in the world. With a clear focus on the UN SDGs and a commitment to ongoing progress, the Company strives to be a force for positive change and a catalyst for sustainable development in the communities it serves.



Global Reporting Initiative



RMJ uses the Global Reporting Initiative (GRI) to strengthen its ESG performance monitoring. By adopting the GRI framework, RMJ:

- **Achieved Consistent Reporting:** Implemented GRI guidelines to structure its reports consistently, facilitating analysis and benchmarking against industry peers
- **Assess Materiality:** Conducted materiality assessment to identify the most relevant ESG issues for RMJ and its stakeholders. RMJ prioritizes its monitoring and improvement efforts, effectively allocating resources
- **Track Performance Indicators:** RMJ selected relevant indicators across various ESG areas such as energy consumption, waste management, diversity, community engagement, and governance practices.
- **Enhance Transparency:** RMJ shared comprehensive and accurate details about its sustainability initiatives, progress, impacts, and targets. Transparent reporting helped the company build trust with stakeholders and allows for external assessment of the company's ESG performance.
- **Engage Stakeholders:** By involving key stakeholders, seeking their input, and incorporating their feedback, RMJ gained valuable insights and ensured that its ESG performance aligned with stakeholder expectations.



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Next Steps



The reality of climate change cannot be ignored, and although its impacts cannot be reversed, they can be mitigated. In light of this urgency, the company aims to not delay any further and take immediate action. It is crucial for the company to move away from the conventional profit-centric approach and prioritize environmental considerations in its decision-making processes to ensure long-term business sustainability.

RMJ's ongoing monitoring efforts involve leveraging the Global Reporting Initiative (GRI) and aligning with the United Nations Sustainable Development Goals (SDGs) to track progress towards its 3-year targets. Using GRI, RMJ will regularly assess and report on its ESG performance indicators, such as waste management systems, emissions reduction, renewable resource adoption, hazardous discharge levels, employee training, safety measures, and governance practices. Additionally, RMJ's alignment with the UN SDGs helps to contextualize its targets within a broader global sustainability framework, allowing them to contribute towards key social and environmental goals.

Building on the monitoring efforts, RMJ's next steps involve continuous improvement and proactive actions. The company will regularly review its ESG metrics and targets. RMJ should strengthen its waste management systems by implementing innovative solutions and waste reduction strategies. To address emissions, it will focus on transitioning to renewable energy sources and optimizing energy efficiency. The company will invest in diversity, equity, and inclusion training programs, while prioritizing employee health and safety through ongoing training and certifications. RMJ plans to enhance their governance practices by effectively addressing whistleblower cases, reinforcing anti-corruption measures, and considering ESG targets in employee bonus plans. By regularly reviewing supplier ratings and enforcing minimum standards, the company will encourage responsible practices throughout their supply chain.

While this roadmap provides a framework for next 5 years, it is important to note that decarbonization is an ongoing and continuous journey. RMJ plans to continually challenge itself and periodically revisit the initial stages of the process loop. This iterative approach will drive further progress and reinforce their commitment to reducing carbon emissions and achieving sustainability goals.

An aerial photograph of a two-lane road with white dashed lines, cutting through a dense forest. The trees are mostly green, with some yellowing on the left side, suggesting early autumn. The lighting is soft, creating a serene atmosphere.

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