



2021

IMPACT REPORT

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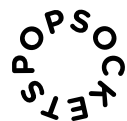
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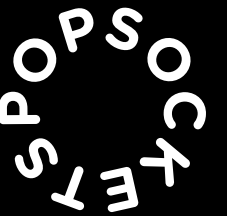
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GLOBAL HEADQUARTERS

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Boulder, CO 80301 United States

INTRODUCTION



From the Desk of David Barnett, Founder and CEO

2021 was a year of evolution and enhancement of PopSockets' social and environmental impact strategy. As the world continued to navigate complex and devastating challenges—from a multi-year pandemic to the increasingly visible and unsettling realities of the climate crisis—we were confronted with the undeniable interconnectedness of our lives, communities and companies.

PopSockets' commitment to being an impactful, purposeful company came to the forefront this year as we honed our impact strategy to focus on the interconnected challenges of climate change and inequality and embraced the power of plants to make a difference on both fronts. For example, we launched our first plant-based product line, PlantCore™, to begin a migration away from petroleum-based materials towards bio-based materials that have a lower carbon and environmental footprint. We amplified the impact of this product launch through a cross-industry initiative that combined sales of PlantCore™ products with donations of fruits and vegetables to communities in need and consumer education of the benefits of a more plant-forward lifestyle.

Such intersectional approaches will be the key to our impact work at PopSockets in the future, as we strive to minimize the footprint of our business and maximize the positive change we can catalyze.

We also invested in gaining a data-driven understanding of our corporate and product footprints, launched a new consumer-facing recycling program with promising initial results, and formed the PopSockets Positivity Fund, a donor advised fund to support impactful organizations and initiatives.

We are proud of our progress to date and even more excited that this is only the beginning of our journey to transform our company into an eternal positivity machine--an enduring global brand that has an increasingly positive impact on the health and happiness of the planet.



David Barnett, Founder and CEO



IMPACT OVERVIEW

2021 was a year of progress on many important fronts.

We launched new, plant-based products that reduce our climate impact, while beginning our first set of comprehensive product life cycle assessments (LCAs). Together with our partners and our engaged consumers, we generated \$307,598 in product-linked donations and recycled 3,279 pounds of product through our consumer facing recycling program. Our employees devoted hundreds of hours volunteering to further causes they believe in.

We have also been taking steps over the course of the last year toward creating an ever more transparent and comprehensive reporting process. Building on the foundation of our 2020 report, we have included here our key environmental, social, internal, and labor initiatives and goals. We are using a number of frameworks to guide our goals and report on our progress, including the United Nations Sustainable Development Goals, CDP, and SASB. In an effort to streamline and expand our data collection for carbon emissions and beyond, we are excited to have partnered with a new ESG software provider to develop a system that will allow us to track our impact more precisely across a wide range of initiatives.



While this report is meant to offer a thorough overview of our impact initiatives in 2021, we plan to continue building these programs, investing more of our efforts and resources in addressing the most pressing issues of our time, and sharing as much detail as possible with our stakeholders in 2022 and beyond. We look forward to sharing the results of our LCAs, our science-based climate targets and more details about our evolving work with our stakeholders soon.

A sincere thank you to the many thought partners, third party experts and internal change makers throughout PopSockets for helping to make this critical work a reality.

POLICIES

Sustainable Packaging: PopSockets is committed to minimizing the environmental footprint of our packaging. We use Recycled FSC-certified paperboard as much as possible and require that all of our packaging is recyclable. We are also committed to phasing out single use plastic in our packaging, and have made significant progress towards this goal. Our materials guidelines also ensure that we never use acrylic, polystyrene, PVC or EVA.

Supplier Code of Conduct and Labor Rights Monitoring Program: Labor rights has been an important pillar of our impact work dating back to 2016. PopSockets has maintained a public-facing Supplier Code of Conduct (COC) on our website since then. Our COC is aligned with International Labour Organization (ILO) Core Conventions and the Fair Labor Association (FLA)'s Workplace Code of Conduct and Benchmarks. In some cases, our COC is stricter than internationally accepted labor rights standards, including on child labor, non-discrimination, and worker voice. We audit all Tier 1 suppliers, third-party logistics partners, our most important Tier 2 suppliers, and our gel and packaging manufacturers against our rigorous standards on an annual basis. Audits are followed by a 120-day remediation period focused on addressing the root causes of issues rather than a check-the-box approach. Our labor rights program is built around the FLA's Principles of Fair Labor & Responsible Sourcing, against which we have been evaluated, with accreditation granted at time of publishing. The Principles set forth the gold standard for building worker-centric labor rights programs, and accreditation is awarded to companies that meet these standards. We also publish our full factory list down to Tier 3 on our website to provide visibility to our stakeholders on our supply chain.

Fair Compensation: PopSockets is committed to the gradual realization of living wages for workers in our supply chain. We have been analyzing wage data and working with our supplier on fair compensation goals since 2019, and have continued our work through our recently-published commitment to fair compensation. The commitment details our research so far, our goals through 2025, and how we aim to implement fair compensation over time.



We continue to use the **United Nations Sustainable Development Goals** as a useful lens through which to understand our alignment with a variety of the most pressing international sustainability goals. We have indicated the SDGs most relevant to each of our impact initiatives in 2021 at the beginning of each section of this report, and a full table of all of our initiatives and the corresponding SDGs is in the appendix.

Purchasing Practices: Emerging labor rights research indicates that purchasing practices, such as purchase order placement and order lead times, may impact workers in the supply chain in unintended ways. For example, if a brand places a purchase order late to its supplier, but does not give an extension of time for the work to be completed, workers could face excessive overtime to meet the brand's turnaround times. Recognition of these impacts and undertaking active efforts to mitigate them are commonly referred to as responsible purchasing practices. PopSockets commits to engaging in responsible purchasing practices, and supports this commitment through cross-departmental policies and standard operating procedures.

Modern Slavery Disclosure: PopSockets does business in many different countries, including ones with laws regarding the public disclosure of programs and efforts designed to address modern slavery. This type of legislation is becoming more common globally, particularly in Europe, as well as California and New York. We have published a modern slavery report aligned with laws in California, the UK, and Australia since 2019. Our 2021 report will expand to incorporate Dutch reporting requirements on child labor and forced labor.

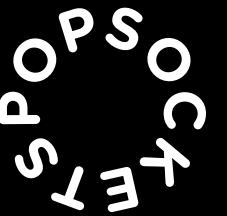
Animal Welfare: PopSockets does not permit animal testing in our supply chain and has never used animal products such as leather, wool or down feathers in products. Toward the goal of having 100% vegan products, we are phasing out grips that use responsibly-sourced ocean shells, evaluating alternatives to the beeswax in our lip balms, and pushing all our materials suppliers to disclose and find ways to eliminate over time even trace amounts of animal-derived compounds.

Corporate Meals: In 2019, we implemented a company-wide food purchasing policy requiring all meals served at corporate facilities to be 100% plant-based, and use of corporate funds on meals outside the office to be limited to vegetarian items wherever possible. In doing so, we ensure that our business practices align with our values and sustainability goals, facilitate our employees' trial of plant-based food options, and encourage other businesses to adopt similar practices.

PVC: Polyvinyl chloride, commonly known as PVC, is a plastic polymer widely used in many consumer products. However, it poses significant risks to worker wellbeing and to environmental health during production and disposal. Though not legally required, PopSockets has consistently rejected PVC use in our products due to these risks, and maintains a zero-acceptance policy. PopSockets will always specify other safer materials, even at higher product costs, to prevent its use in our products and supply chain.

Recycled Magnets: Rare earth metals, such as neodymium, are commonly used in strong magnets in household electronics. Unfortunately, the mining and extraction process for these metals can have toxic and dangerous environmental and health impacts. Recycled alternatives are available at higher cost and reduce the need to mine for new materials. PopSockets advocates for the use of recycled rare earth metals whenever available and launched the MagSafe PopCase product using recycled materials. Other products, if not originally designed with recycled materials, should be converted to recycled within the first year of production. More sustainable alternatives are continuously explored as they become available.

ENVIRONMENT



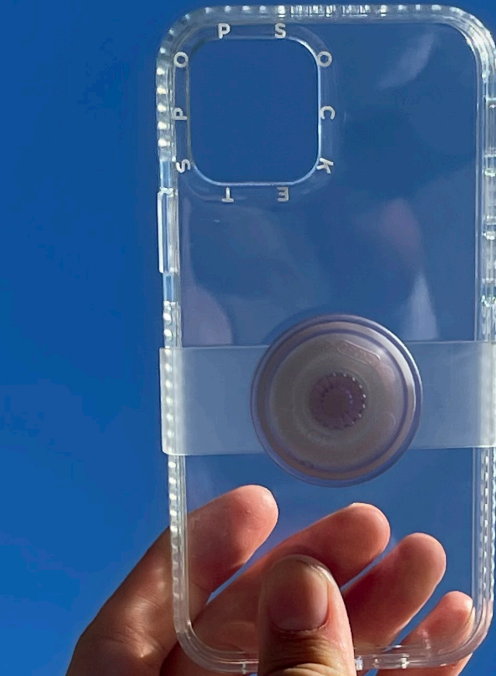
Alignment with UN Sustainable Development Goals

9 12 13 14

PRODUCT EVOLUTION

Over the course of the past three years, we undertook a cross-functional research and development process in pursuit of alternative materials that would substantially lessen our environmental impact.

We tested a number of prototypes, including ocean-bound plastic, post-consumer recycled plastic, and fully compostable designs. Our requirements were maintenance of the high quality and durability PopSockets is known for, while ensuring a better sustainability profile than our original offering. While initially promising, these options proved unsatisfactory. An additional reason that fully compostable materials did not meet our sustainability requirements was our conclusion that the vast majority of products would end up in conventional landfills vs high quality industrial composting facilities, resulting in the release of methane upon decomposition, a greenhouse gas 50 times more potent than CO₂.



PLANTCORE GRIP



MATERIALS AND PLANTS

Through this process, we ultimately created the PlantCore Grip collection: a product line that utilizes 35% plant-based materials, including castor beans, cornstarch and canola oil. The collection is also fully recyclable through TerraCycle, a service which we make available to our customer base.



5

Plant-based products launched in 2021.



35%

Plant-based material used throughout our collection.

On Earth Day 2021, we introduced the first two iterations of the PlantCore Grip in ice blue and light jade.

In September of the same year, we expanded the line to include dusty lavender and faded stone offerings as well. Now that we have identified a set of plant-based material that works for our products, our team is constantly exploring how to expand its usage across the portfolio. We are doing so in order to keep reducing our footprint and shifting away from fossil fuels. We expect to see much more of this innovation in 2022 and the years to come.

Perhaps our most exciting plant-based innovation to date, PlantCore Grip Custom was debuted in December 2021. Our design and development teams went through a rigorous process to ensure the most consistent and highest print quality was upheld - no small feat given these materials are brand new to our supply chain. In order to magnify the impact of the product line, we accompanied its release with the launch of the Plant Positive initiative, a cross-industry effort that harnesses the power of plants to address climate change, health, and inequality. For every PlantCore Grip purchase, we donate \$5 to Partnership for a Healthier America (PHA) to help provide 14 servings of fresh fruits and veggies to families facing food insecurity (changed to 5 servings for every \$2 donated at time of publication). In the first month, we donated more than 20,000 servings through PHA. PlantCore Grip customers also receive discounts from plant-based food companies, plus additional information and calls to action to help further PHA's mission to reduce inequality by providing better access to fruits, vegetables, and legumes.



The Plant Positive initiative continues to grow in 2022 and expand to international markets. At the outset, our goal was to donate at least 150,000 servings of fruits and vegetables in the first year. Due to the initial success of the program, we restructured the program in August 2022 to apply to a broader set of products with a new, much higher goal of up to one million servings by the end of 2022.

CLIMATE AND CARBON

In 2021 PopSockets created a long-term strategy for improved environmental performance across multiple areas, including a science-based plan for reducing our emissions further.

We researched, discussed, and vetted many carbon reduction and offsetting strategies, and made the ultimate decision to pursue company-wide Climate Neutral certification as well as product-level carbon neutrality certifications on 90% of our products through SCS. In doing so, we are thrilled to be partnering with leading sustainability measurement firms to measure our footprint, set science-aligned targets, implement holistic reduction strategies, and offset our existing emissions with verified and impactful offsetting projects.

In 2021, we also began participating in Project Gigaton, Walmart's program to reduce their supply chain emissions by one gigaton by 2030. Walmart collects data from suppliers such as PopSockets on energy use, waste, packaging, impacts on nature, and product design. So far, Walmart has avoided approximately 416 million metric tons of CO₂ emissions through Project Gigaton, and PopSockets is proud to contribute to this reduction through our own efforts.

2021 EMISSIONS



- SCOPE 1
 - A. 2020 EMISSIONS • 132 METRIC TONS CO₂
 - B. 2021 EMISSIONS • 0 METRIC TONS CO₂
- SCOPE 2
 - C. 2021 EMISSIONS • 999.76 METRIC TONS CO₂
- SCOPE 3
 - D. 2021 EMISSIONS • 11,399.03 METRIC TONS CO₂

Scopes 1-3 as defined by the [Greenhouse Gas Protocol](#).

132 Metric Tons CO₂

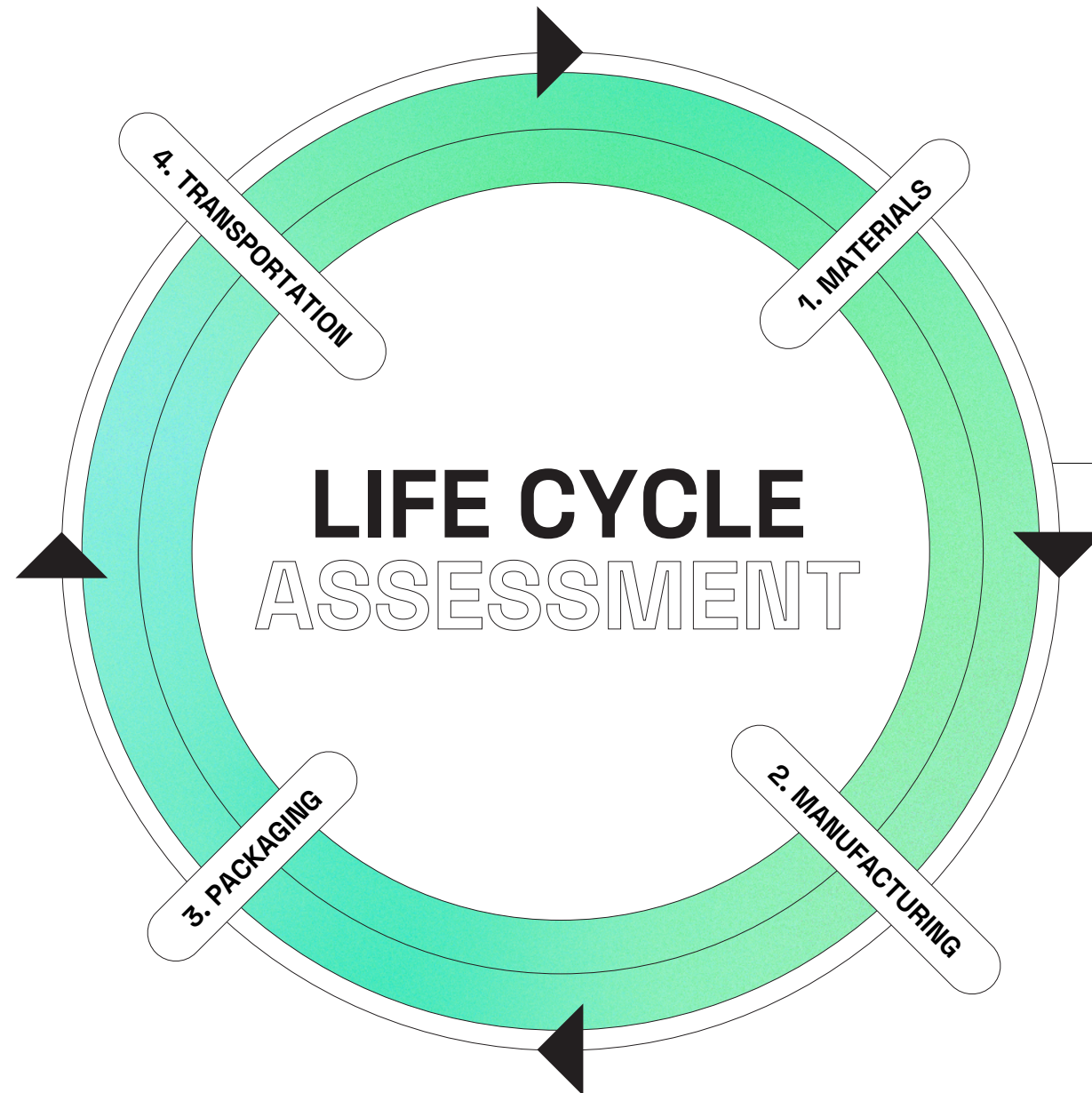
Reduction in scope 1 emissions compared to 2020.

737 Metric Tons CO₂

of our total 1,682 metric tons CO₂ freight emissions were offset by DHL's default carbon neutral shipping option directly through their GOGREEN program for purchases made on www.popsockets.com.

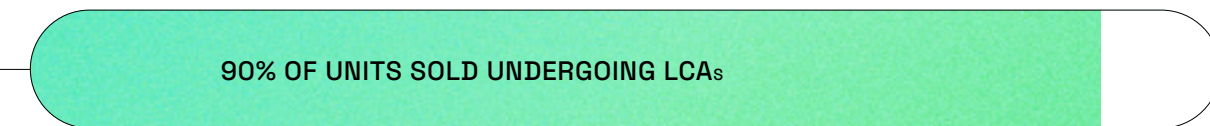
Scope 3

Measured for the first time in 2021, and will be a main focus for reducing our carbon footprint.



UNDERSTANDING OUR LIFE CYCLE

In addition to the continuous improvement and innovation involved in our plant-based collections, we are pursuing an in-depth analysis of the environmental impact of many of our existing product lines. We are always looking for opportunities to improve our products' environmental performance.



In December 2021, we began our life cycle assessments (LCAs) for the majority of our products. SCS Global Services is conducting the assessments in adherence to ISO standards. The LCA results will provide granular insight into the environmental impact categories most affected by our products. Our materials science and innovation teams are leading this charge while continuing to explore best-in-class, animal-free material innovations coming to market around the world.



PACKAGING AND CIRCULARITY

Circularity continues to be a central focus for PopSockets' impact efforts. Nearly all PopSockets products remain fully recyclable through TerraCycle® (aside from power and nail products) and all paperboard packaging is curbside recyclable in the United States.

We continue to make significant strides in reducing our packaging's environmental footprint. For instance, 99% of our packaging utilizes paperboard that is both recycled and FSC-certified for responsible sourcing. We are also making continuous progress in our efforts to phase out single-use plastics wherever possible. To reduce friction for our consumers and encourage circularity, we are excited to offer free recycling for all of our products and any phone case, including those from other brands, via TerraCycle® throughout the United States.



99%

FSC certified & recycled paperboard.

3,279lbs

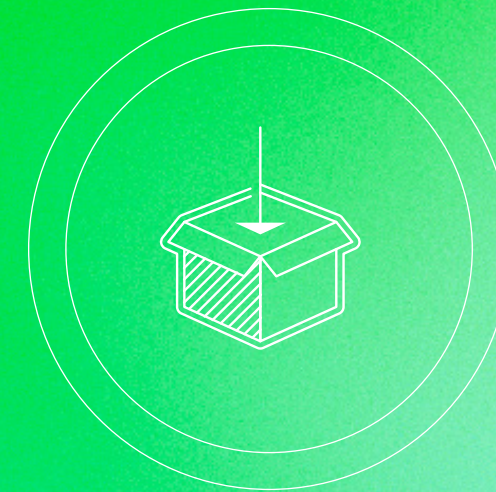
of product and packaging recycled through TerraCycle.

In order to improve sustainability and boost recycling rates in our U.S. direct-to-consumer business, we transitioned all of our mailers to reusable pouches made with recycled material.

We also made it easier to send products back for recycling, especially for the growing number of people that do not have home printers, by including a pre-paid, pre-addressed shipping label and recycling instructions in each package. The labels can be affixed directly to the mailer that was received and sent back to our Boulder headquarters and then shipped to TerraCycle in bulk. We have seen a noticeable increase in participation since launching this circularity effort.

In an additional effort to make recycling more convenient in retail stores, we launched our first retail recycling partnership with Tricked Out Accessories in December. Twenty-one stores in Hawaii, Idaho, and Utah now have custom collection boxes for customers to recycle their PopSockets products, packaging, and phone cases.

Thanks to our engaged consumers and these operational innovations, we have now recycled more than 150,000 pounds of material since the program's inception.

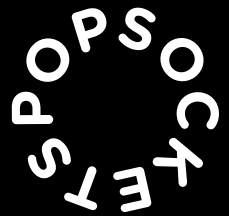


21

Retail Collection Points



SOCIAL IMPACT



Alignment with UN Sustainable Development Goals

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SOCIAL IMPACT SUMMARY

PopSockets has a longstanding history of partnering with nonprofits and our fans to give back. Through the Poptivism program we launched in 2018, PopSockets has partnered with nearly 400 nonprofit organizations globally and supported dozens of causes through bespoke PopGrip designs sourced from artists, influencers, and customers. For each Poptivism grip purchased online, PopSockets donates 20% to 50% of the net purchase price to the associated nonprofit, resulting in over \$4 million in donations to date.

In mid-2021, we came to the realization that the program could have even greater impact if we focused on a smaller, core set of issues and organizations. We therefore decided to form deeper partnerships with approximately 40 nonprofits addressing critical issues in three intersectional areas: Environment, Food & Animals; Expression, Equity & Inclusion; and Global Health & Wellness. Over the course of the year we also donated more than \$56,000 worth of PopSockets products to nonprofit organizations near our Boulder headquarters, including the Rocky Mountain chapters of the ALS Association and Parkinson's Association of the Rockies. Our PopGrips help tens of millions of people hold their phones more securely and they can be especially helpful to people with mobility challenges. In addition, we continue to offer our consumers the chance to round up their purchases on popsockets.com and make donations to a host of nonprofit partners via our investee company ChangeUp. In 2021, these microdonations from our online customers totaled nearly \$50,000.



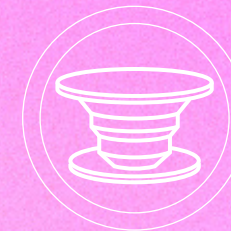
\$4,000,000

Donated to nonprofit organizations to date.



40

Nonprofit partners on popsockets.com.



\$56,000

of product donated to local mobility organizations.

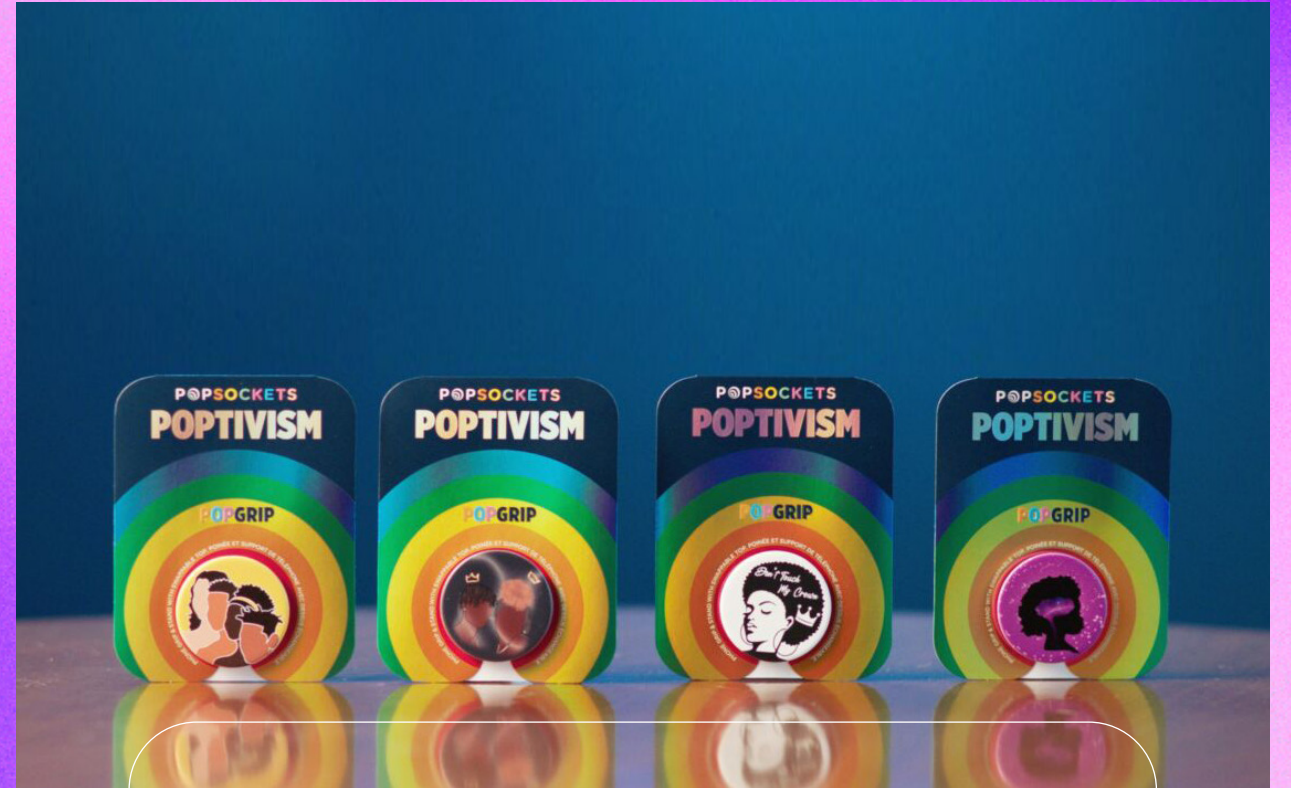


\$48,868

Donated via ChangeUp microdonations from customers at checkout.

BEST BUY TEEN TECH CENTER MENTORSHIP PROGRAM

PopSockets worked closely with Best Buy's Teen Tech Centers to develop a mentorship program that aims to cultivate a diverse pipeline of designers and build equity in the consumer goods space. The Teen Tech Centers are safe after-school spaces where teens can gain hands-on experience with cutting edge technology under the guidance of experienced mentors. In 2021, PopSockets employees directly mentored Black, LGBTQ+, and Latinx youth from the Teen Tech Centers and helped them design their own PopGrips to be sold on the PopSockets and Best Buy websites and in Best Buy stores nationwide. In total, their designs raised over \$60,000 to support the Teen Tech Centers. The partnership was awarded the 2021 Silver Halo Award in the Justice, Equity, Diversity and Inclusion category. In 2022, we are proud to continue working with Best Buy to expand and enhance the program to reach more teens, offer more professional skill-building, and engage more PopSockets team members.



\$60,000 Donated to Teen Tech Centers.

12 Teen Designers Participated



Awarded the 2021 Silver Halo Award for Justice, Equity, Diversity and Inclusion

PARTNER IMPACT HIGHLIGHTS

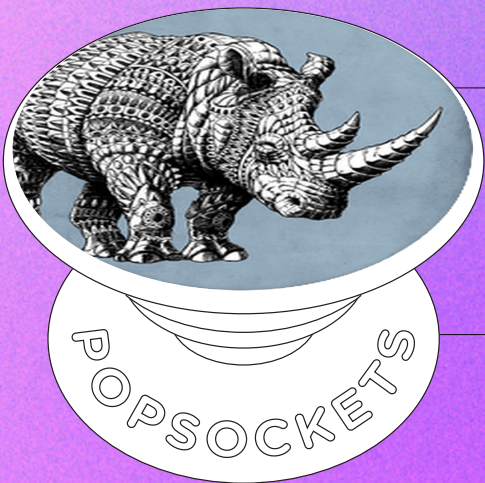
Below is a snapshot of some of the tangible impacts generated through our product collaborations with our nonprofit partners:



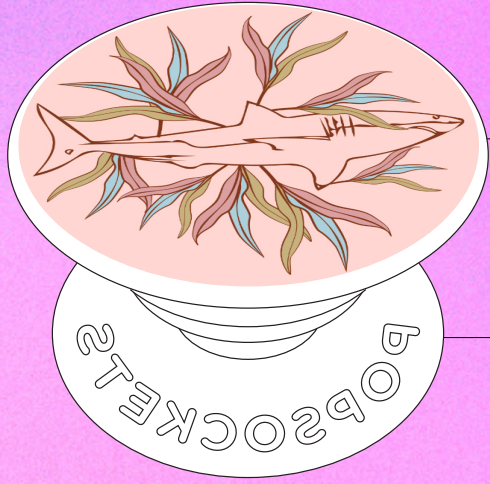
Planted 29,930 trees via Trees for the Future.



Protected 415 acres of land that provides critical habitat for the survival of endangered species and kept 61,212 metric tons of carbon safely stored through Rainforest Trust.



Supported the Wildlife Conservation Network's monitoring of 56 penguin nests, which allowed one colony to grow from 6,454 adult penguins in 2020 to 7,158 penguins in 2021.



Allowed the American Shark Conservancy to capture more than 160 hours of underwater video of threatened shark species.



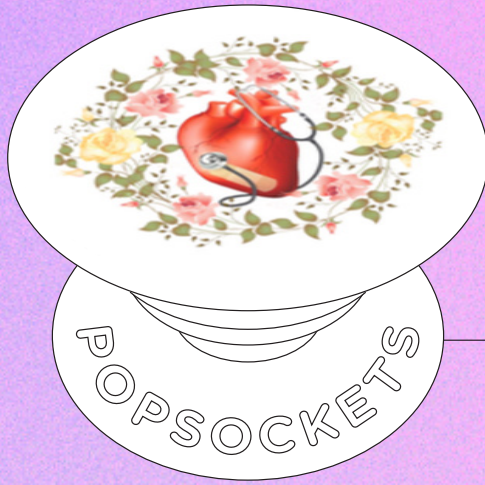
Funded Youth Ocean Conservation Summit mini-grants for 19 youth-driven conservation projects.



Enabled Know Your Rights Camp to provide 761 meals to youth and their families who are facing housing insecurity.



Helped She Should Run educate 642 women on the crisis of gender equity in the US and the opportunity to run for and lead in public office in the future.



Financed vaccines for MSF/Doctors Without Borders to immunize 17,040 children against measles during a deadly outbreak.



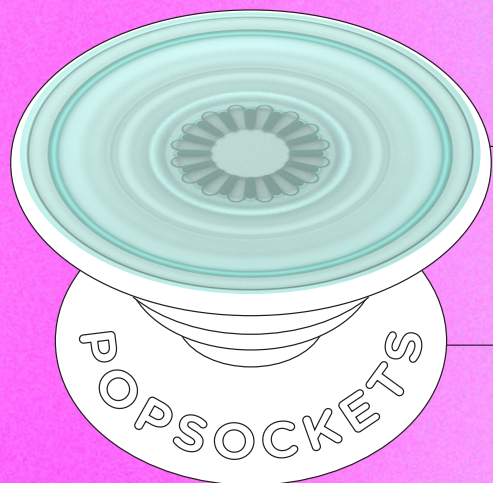
Funded 44 hours of research through the Breast Cancer Research Foundation.



Allowed the ENA Foundation to provide 10 continuing education opportunities for nurses to advance their careers and stay at the forefront of developments in patient care.

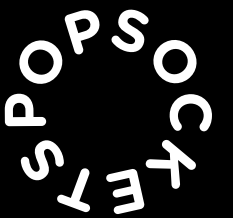


Underwrote 1 Teen Tech Center staff salary for a year.



Funded 20,000 servings of fruits and vegetables via Partnership for a Healthier America in the first month of the program.

PEOPLE



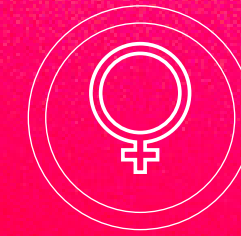
Alignment with UN Sustainable Development Goals



PEOPLE SUMMARY

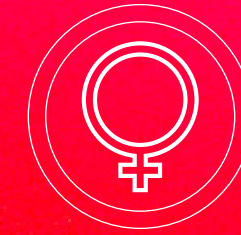
Throughout every department, PopSockets' employees are key drivers of our impact work. Our teams continue to seek out innovative ways to minimize our environmental footprint, to utilize our products and brand for good and to show up authentically for the communities and causes we seek to support.

Our team is truly global, with staff living and working throughout the United States, Latin America, Asia and Europe. We welcomed 88 new employees to the team during 2021. Based on voluntary employee-reported data, 46% of employees identify as women and 54% identify as men. Our supply chain partners are also global, namely in Guangdong Province in China and the greater Ho Chi Minh City area in Vietnam. This diversity allows for a special blend of perspectives, ideas and experiences that make our company the collaborative and creative force behind our products. Through the digital working realities made necessary by the COVID-19 pandemic, we continue to seek out genuine connection to our colleagues and aim to ensure that our impact work is infused into as much of the PopSockets employee experience as possible.



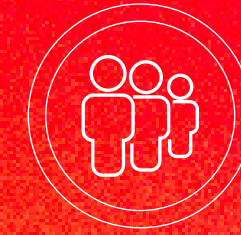
46%

Employees identify as women.



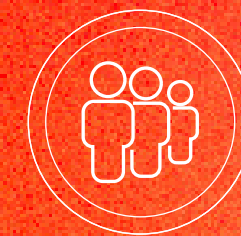
39%

Employees at the director level and above identify as women.



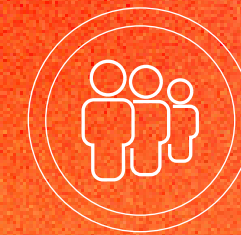
300+

Employee hours spent volunteering.



88

New employees joined the team in 2021.



50%

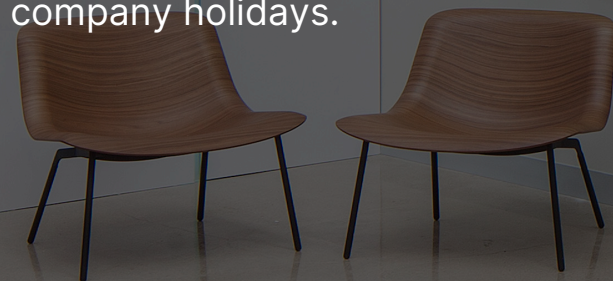
C-suite executives are Latinx or Asian American

One key initiative that speaks to this commitment is the launch of our Impact Chat series; a bi-weekly educational program seeking to increase shared understanding of critical social and environmental issues.

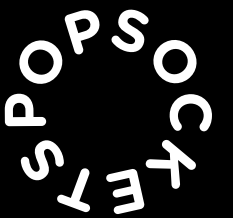
The Impact Chats were designed in efforts to create a safe space for questions and learning, as well as to empower PopSockets team members with knowledge and tools to live their values in their own lives. Past topics have included climate change, bioplastics/circularity, and labor rights. We've also been fortunate to host speakers from some of our key partner nonprofit organizations.

In addition, PopSockets continues to offer paid time off for employees to volunteer for any cause of their choosing, be it for a nonprofit organization or supporting a mission-driven company in a pro bono capacity. In 2021, our team logged more than 300 hours in service of their communities.

2021 was the second year of our Women in Leadership Employee Resource Group (ERG), an employee-created and -led group for women throughout PopSockets that focuses on leadership, learning, and networking. PopSockets also offers perks for employees to help prioritize their wellness. This includes monthly ThrivePass stipends, tuition/education reimbursement and sabbatical opportunities in addition to a robust suite of healthcare, retirement plans, parental leave, paid time off, and company holidays.



LABOR



Alignment with UN Sustainable Development Goals



LABOR SUMMARY

We are constantly working on ways to maintain and improve the welfare of workers throughout our global supply chain. In addition to maintaining our relationship with the Fair Labor Association (FLA), we have continued to develop additional external partnerships over the course of 2021 to better support the diverse needs and perspectives of workers across the globe.

As of publishing, PopSockets is an accredited member of the FLA, an organization dedicated to improving workers' rights worldwide. We are a Participating Company affiliate pursuing accreditation of our labor rights program. Accreditation from the FLA is a multi-year process involving in-depth evaluation of our labor rights program including policies and procedures and the positive impact our program has on workers in our supply chain. It is the gold standard for labor rights programs; only 32 companies worldwide have achieved accreditation so far. As of time of writing, we are scheduled to be accredited in July 2022, after which time we aim to maintain our accreditation status for years to come.

In early 2021, PopSockets began a relationship with Ulula, a leading worker voice technology services company, to better understand how workers in our supply chain feel about their working conditions. Through Ulula's innovative worker-centric survey platform and grievance hotline, we collected feedback from over one thousand workers across five factories in China on topics ranging from working hours to living wages.



Workers pose together at the most recent deployment of Ulula's survey in China.

We collaborated with our factories to address issues brought up by workers, including canteen conditions and the quality of payslips. We plan to continue this successful relationship into 2022.

PopSockets recognizes that meaningful improvements to conditions for workers in our supply chain cannot be made without understanding the issues workers face and collaborating with the local community. We engage with civil society organizations (CSOs) to address this recognition. In 2021, we engaged with multiple CSOs to understand local working conditions and train workers with the goal of improving working conditions. We collaborated with one of our strategic Chinese factories to finalize our multi-year engagement with BSR's HERproject, HERhealth, a program that emphasizes women's health in the workplace. Over 200 workers were positively impacted by the program, which led to a better overall understanding of women's health, nutrition, communicable disease, and other health-related topics.

We also engaged with PSYDEH (Psicologia y Derechos Humanos), a Mexico-based nonprofit that specializes in women's empowerment. We worked alongside PSYDEH to deliver leadership skills training to line leaders at our distribution partner in Tijuana. Trainees overwhelmingly agreed the training improved their ability to lead their workers and improved their understanding of how to implement the PopSockets Supplier Code of Conduct on the warehouse floor.

In early 2021, PopSockets also joined the Americas Group, a multi-stakeholder organization that includes brands, nonprofits, and unions based in the Western hemisphere. The Americas Group provides PopSockets with vital information about local legal and cultural

issues happening in Mexico that can be leveraged during meaningful conversations with our Tijuana-based distribution partner to improve working conditions.

Each year, PopSockets hosts a supplier summit for our manufacturing partners in China. The popular event attracts attendees from all across our supply chain, including beyond Tier 1. This year, our theme was worker engagement and included sessions on effective worker-management communication, health & safety, climate change, and living wages. Over 50 people attended the 3-day event.



A woman in a denim jacket and white gloves is working on a table in a factory setting. She is focused on her task, and there are other workers in the background. The scene is dimly lit, with the text overlaid on the right side of the image.

PopSockets recognizes that our purchasing practices, or the way we traditionally interact with our suppliers through activities such as purchase order placement and production lead times, may lead to negative conditions for workers in ways we do not intend.

We therefore aim to engage in responsible purchasing practices to mitigate those negative impacts. In 2021, we participated in the Better Buying Institute's Partnership Index, a survey deployed to our factories asking them to rate us on eleven questions about our purchasing practices. Overall, we received largely positive feedback, with a few areas to improve. We are integrating the survey findings into our business operations and plan to deploy the survey again in 2022 to measure our progress.

From the Desk of Sandeep Patel, President and CFO

In just a few short years we have evolved and enhanced our ESG reporting to align with international frameworks, made significant improvements in our supply chain to lower our environmental impact, worked with our suppliers to maintain world-class labor rights practices throughout our business, and formed meaningful partnerships with a group of highly effective nonprofits to help address some of the world's most pressing challenges.

Looking forward, we are very excited about the new impact framework we announced in late 2022, The Future is Plant Based. This multi-year plan will harness the power of plants to address climate change and inequality, building on some of the early successes with plant-based product and social impact innovation detailed in this report. Product innovation will focus on expanding the breadth and reach of our PlantCore™ line. Social impact innovation will center on partnerships with non-profits and impact entrepreneurs who are working to facilitate a migration to plant-rich diets and reduce food waste, the #1 and #3 most impactful strategies to mitigate global climate change according to Project Drawdown.¹

Based on these commitments and investments in innovative climate solutions, PopSockets became a Climate Neutral Certified Company in August 2022 and received SCS Global Carbon Neutral certifications on approximately 90% of its products. We will elaborate on this and other key milestones in our 2022 report next year.

Our ultimate aim with The Future is Plant Based is to serve as a model for plant-based innovation that facilitates collaboration and action. Just as tree planting has captured the imagination of the corporate world, our hope is that reducing food waste and migrating to plant-rich diets will garner a similar level of attention and resources, as the world will not be able to achieve its climate goals and feed a growing population sustainably without addressing these two issues urgently.



Sandeep Patel, President and CFO









APPENDIX



ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

TOPIC	DESCRIPTION	SDGs
OVERALL EMISSIONS	In 2021, our scope 1 emissions were 0 metric tons of CO ₂ , our scope 2 emissions were 999.76 metric tons of CO ₂ , and our scope 3 emissions were 11,399.03 metric tons of CO ₂ .	13
SHIPPING RELATED EMISSIONS	In 2021 we significantly reduced our shipping related emissions to 1681.78T of CO ₂ , surpassing our original 2022 goal. 737.21T of our total tonnage was offset by DHL's offerings.	13
CARBON DISCLOSURE	We continued reporting to CDP, EcoVadis, and Walmart's Project Gigaton	13
PLANT-BASED MATERIALS	In 2021 we brought to market our long-anticipated 35% plant-based collection, which utilizes castor beans, canola oil, and cornstarch. This was a critical first step in transitioning our portfolio to plant-centric materials wherever possible.	9 12
PAPERBOARD IN OUR PACKAGING	We have increased our recycled and sustainably forested paperboard packaging to 99% of our total portfolio.	12
PLASTICS IN OUR PACKAGING	As of 2021, less than 1% of our packaging is made of plastic, exceeding our goal of reducing the plastic content of our packaging to 15% by 2022.	14
OFFICE WASTE STREAMS (HQ)	Our Boulder HQ waste diversion was 60% upon reopening to the company in May of 2021, compared to our 2020 waste diversion, which was 75%. This difference due to the pandemic, where office closures in 2020 affected the overall waste diversion rate. We are happy to report that, using a month-to-month comparison, 2021 waste diversion rates actually improved compared to the same months the office was open in 2020.	12
DONATIONS GENERATED THROUGH NONPROFIT PARTNERSHIP PROGRAM	In 2021 we donated \$202,375 to our nonprofit partners through our eCommerce collections.	2 3 4 5 6 7 8 10 12 13 14 15

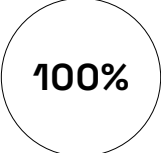

TOPIC	DESCRIPTION	SDGs
DONATIONS FACILITATED THROUGH CHANGEUP AT CHECKOUT	Via the ChangeUp option at checkout on our website, we facilitated \$48,868 in donations to a range of nonprofits.	
PRODUCT DONATIONS	We donated \$56,000 worth of products to the Rocky Mountain chapters of the ALS Association and Parkinson’s Foundation to support people with mobility disorders.	
PLANT POSITIVE	In December of 2021, we launched the Plant Positive initiative with Partnership for a Healthier America (PHA) to help fight the climate crisis and food inequity. With a goal of facilitating 150000 donated servings of fresh produce to communities in need by the end of 2022. In the first month of the program, 19,800 servings were donated.	
BEST BUY TEEN TECH CENTER MENTORSHIP PROGRAM	PopSockets’ Best Buy mentorship program aims to cultivate a pipeline of diverse designers, and in 2021, PopSockets mentees designed a series of grips that raised over \$60,000 for Best Buy’s Teen Tech Centers.	
GLOBAL PEOPLE-FIRST PROGRAMS	We partnered with several nonprofit organizations to empower global supply chain workers, including BSR’s HERproject HERhealth in China, and PSYDEH (Psicologia y Derechos Humanos), a Mexico-based nonprofit that specializes in women’s empowerment.	
FLA	In 2021 we maintained FLA Participating Company status and made great strides towards achieving full FLA accreditation. We have achieved accreditation at time of publication.	

SASB ACCOMPLISHMENTS

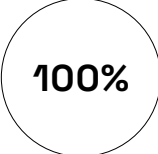
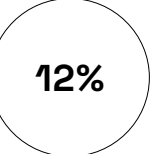
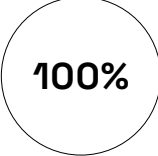
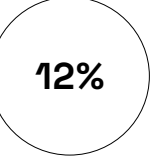
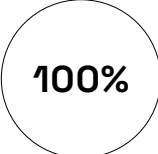
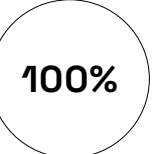
MANAGEMENT OF CHEMICALS IN PRODUCTS

CODE	DESCRIPTION	RESPONSE
CG-AA-250A.1	Discussion of processes to maintain compliance with restricted substances regulations.	<p>PopSockets tests all of our products to strict standards to ensure they comply with restricted substances regulations. All manufacturers are required to conduct testing both proactively on newly developed and existing products with their preferred local third party provider in accordance with our restricted substances list, which factories are expected to meet at all times. Our list is built upon U.S. Consumer Product Safety Commission, Restriction of Hazardous Substances Directive (RoHS), EU REACH, and California Proposition 65 regulations. We also test for several additional substances of concern relevant to the materials used in our products and any emerging materials of concern. After this initial round of testing, PopSockets conducts a second round of testing for restricted substances on an as-needed basis with Intertek, per the requirements of our retail partners. PopSockets' partnership with Intertek extends to conducting restricted substance list retesting of active materials on an annual basis. We also audit SDS/TDS sheets from material suppliers to verify that there are no SHVCs in use.</p>
CG-AA-250A.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	In addition to the processes we maintain to ensure compliance with restricted substances regulations, we also include chemical safety for workers as part of our annual Supplier Code of Conduct audit process. Our HSE Standards, available on our website here, contain language regarding chemical safety in Section HS.16 (page 14).

MANAGEMENT OF CHEMICALS IN PRODUCTS

CG-AA-430A.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement(s).	TIER 1: 	BEYOND TIER 1: 
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MANAGEMENT OF CHEMICALS IN PRODUCTS

CODE	DESCRIPTION	RESPONSE	
CG-AA-430A.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	TIER 1: 	BEYOND TIER 1:  But, these comprise 91% of business. We evaluate environmental performance through our <u>Supplier Code of Conduct (COC) audits</u> (see description under CG-AA-430b.1), which leverage our publicly available <u>HSE Standards</u> .
CG-AA-430B.1	PopSockets published the first iteration of our publicly-facing Supplier Code of Conduct in 2016. Since then, we have conducted annual audits for all our Tier 1 and Tier 3 facilities, and our most business-critical Tier 2 facilities. Our audit protocols are aligned with internationally-accepted standards such as the International Labour Organization (ILO), the Fair Labor Association (FLA), and business partner requirements. Following the issuance of audit reports, PopSockets collaborates with suppliers on root cause analysis to ensure sustainable remediation of issues found.	TIER 1: 	BEYOND TIER 1:  But, these comprise 91% of business. We evaluate environmental performance through our COC audits, which leverage our publicly available <u>Labor Standards</u> .
CG-AA-430B.1-2	Percentage of total audits of Tier 1 supplier facilities and supplier facilities beyond Tier 1 conducted by a third-party auditor.	TIER 1: 	BEYOND TIER 1: 

WHAT ARE THE DETERMINANTS OF LABOUR SUPPLY

CODE	DESCRIPTION	RESPONSE
CG-AA-430B.2	Priority non-conformance rate for suppliers' labor code of conduct audits.	9.1% of findings were of "major" or "zero tolerance" prioritization. 100% of zero tolerance issues were resolved in 30 days, and 68% of major issues were resolved in 120 days.
CG-AA-430B.2-2	Corrective action rate for suppliers' labor code of conduct audits.	71% of all findings were Corrected or Partially Corrected by 120 days.

RAW MATERIALS SOURCING

CODE	DESCRIPTION	RESPONSE
CG-AA-430B.3	Description of the greatest labor risks in the supply chain.	<p>Process for evaluating risk: Evaluating labor rights risks utilizes a combination of our own COC audit results data and our affiliation with the Fair Labor Association (FLA). Our audit results analysis points to topical areas where PopSockets needs to make the most progress in improving working conditions. Our affiliation with the FLA keeps us informed about other ongoing topics in labor rights, allowing us to proactively integrate these issues into our labor rights program through audits, training, and improving our own COC and Standards. As an example, a major change we made to our COC in 2020 was to create a dedicated section for worker voice & protections. This highlighted the industry trend towards worker voice as a significant “beyond compliance” topic that PopSockets felt empowered to take a firm stance on through our COC.</p> <p>In 2022 we are conducting a formal materiality assessment and stakeholder engagement to prepare for reporting to GRI. We look forward to the results and refining our views on labor rights risks through this process.</p> <p>Risks to PopSockets as a brand: One of the greatest risks to PopSockets as a brand is scrutiny of our purchasing practices by external stakeholders and how they may impact workers in ways we do not anticipate. We have a purchasing practices policy jointly managed by Costing, Supply Chain, and Social Compliance functions to mitigate this. We also conduct supplier surveys to understand their views on how our purchasing practices may impact their business and, by extension, their workforce.</p> <p>We also face risks related to the non-vertical parts of our supply chain, such as our Tier 2 supplier base. Our lack of a direct contractual sourcing relationship with Tier 2 suppliers means we have less leverage to influence how workers in these facilities are treated. We address this by including clauses in our contracts with our Tier 1 suppliers obligating and training them to engage meaningfully with Tier 2 suppliers on labor rights. Major Tier 2 suppliers are also included in our labor rights audit program so we can monitor, collect data and gain insights into working conditions at these facilities.</p> <p>Another area of risk is our understanding of our supply chain beyond Tier 3. Tier 4 and beyond for us are plastic resin manufacturers. We understand who these facilities are in terms of their names and addresses through purchase orders, but as commodities have not yet engaged directly with these manufacturers on labor rights. Many are orders of magnitude larger than PopSockets, and likely require a concerted effort by several brands to gain insights into working conditions.</p> <p>Risks to workers: We know from our 2021 COC audit cycle that findings related to working hours posed the most risk to workers, at 11% of findings. Wages & benefits (6%) and freedom of association (4%) were the second and third most numerous.</p>

RAW MATERIALS SOURCING

CODE	DESCRIPTION	RESPONSE
CG-AA-430B.3-2	Description of the greatest environmental, health, and safety risks in the supply chain.	<p>Process for evaluating risk: Evaluating environmental, health, and safety risks relies on our COC audits and our relationship with the Fair Labor Association (FLA). Our audit results point to specific topical areas within HSE where PopSockets can partner with suppliers to improve working conditions. We also leverage resources from the FLA to keep informed about emerging HSE issues. Because the FLA has been at the forefront of disasters such as at Foxconn in 2012, we rely on their expertise in this area to build stronger HSE Standards.</p> <p>In 2022 we are conducting a formal materiality assessment and stakeholder engagement to prepare for reporting to GRI. We look forward to the results and refining our views on labor rights risks through this process.</p>

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

Risks to workers:
We know through our 2021 COC audit cycle that emergency preparedness was our top HSE issue at 10% of findings. Ergonomics (9%) and hazardous materials & electrical safety (7% each) rounded out our top three risks to workers.

ACTIVITY METRICS

CG-AA-440A.1	Description of environmental and social risks associated with sourcing priority raw materials.	<p>As a producer of mobile phone accessories, plastic resins are vital to our business, making risks associated with raw materials sourcing equally vital.</p> <p>PopSockets generally has excellent traceability of its supply chain. We know down to Tier 3, which comprises our gel and packaging, and have a robust pre-approval process for our Tier 2 manufacturers. Visibility beyond Tier 3 poses challenges, including supplier fear we will go direct to the resin supplier. Many</p>	<p>resin suppliers are large multinational companies against whom PopSockets would have little leverage to get information related to working conditions. Relatedly, because we have little visibility into resin suppliers, we equally have little visibility into the working conditions or emissions data at those facilities. Resin formulation can be hazardous to human health, including how the resin supplier mitigates risks for workers around hazardous chemicals.</p>
CG-AA-440A.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard. The entity shall calculate the percentage as the weight of raw materials that are certified to each respective third-party environmental and/or social standard divided by the total weight of raw materials that compose the entity's finished products.	0%, we do not currently have any certifications for our raw materials.	

THANKS TO OUR PARTNERS

SUSTAINABILITY

[BRIGHTEST](#) ↗

[CLIMATE NEUTRAL](#) ↗

[SCS GLOBAL SERVICES](#) ↗

[TRICKED OUT ACCESSORIES](#) ↗

[CHANGEUP](#) ↗

[ECOENCLOSE](#) ↗

[TERRACYCLE](#) ↗

LABOR

[FAIR LABOR ASSOCIATION](#) ↗ [ULULA](#) ↗

[PSYDEH](#) ↗

THANKS TO OUR PARTNERS

SOCIAL EQUITY AND INCLUSION

[BEYOND DIFFERENCES](#) ↗
[GIRLS INC](#) ↗
[GLSEN](#) ↗
[HATE IS A VIRUS](#) ↗
[IT GETS BETTER PROJECT](#) ↗
[KNOW YOUR RIGHTS CAMP](#) ↗
[MALALA FUND](#) ↗
[SHE SHOULD RUN](#) ↗
[SHE'S THE FIRST](#) ↗
[STONEWALL COMMUNITY FOUNDATION](#) ↗
[TEEN TECH CENTERS](#) ↗

ENVIRONMENT, FOOD, AND ANIMALS

[ACTION FOR THE CLIMATE EMERGENCY](#) ↗
[AMERICAN SHARK CONSERVANCY](#) ↗
[ASPCA](#) ↗
[ECOLIFE CONSERVATION](#) ↗
[GRID ALTERNATIVES](#) ↗
[LIVING LANDS & WATERS](#) ↗
[MERCY FOR ANIMALS](#) ↗
[PARTNERSHIP FOR A HEALTHIER AMERICA](#) ↗
[PROTECT OUR WINTERS](#) ↗
[RAINFOREST TRUST](#) ↗
[SHELDRIK WILDLIFE TRUST](#) ↗
[THE FARMLINK PROJECT](#) ↗
[THE GOOD FOOD INSTITUTE](#) ↗
[TREES FOR THE FUTURE](#) ↗
[VEGAN OUTREACH](#) ↗
[WILDLIFE CONSERVATION NETWORK](#) ↗
[YOUTH OCEAN CONSERVATION SUMMIT](#) ↗

HEALTH & WELLNESS

[ALS ASSOCIATION](#) ↗
[AMERICAN CAMP ASSOCIATION](#) ↗
[AMERICAN FOUNDATION FOR SUICIDE PREVENTION](#) ↗
[AMERICARES](#) ↗
[ARTHRITIS FOUNDATION](#) ↗
[BREAST CANCER RESEARCH FOUNDATION](#) ↗
[CHARITY: WATER](#) ↗
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[DOCTORS WITHOUT BORDERS](#) ↗
[ENA FOUNDATION](#) ↗
[MARCH FOR OUR LIVES](#) ↗
[PARKINSON'S ASSOCIATION OF THE ROCKIES](#) ↗
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2024

IMPACT REPORT