



A MESSAGE FROM OUR CEO

Last year, we released our first-ever Impact Report, where we shared HAVI's Better Future Blueprint—our enterprise-wide approach to environmental and social responsibility. We also detailed our bold Enterprise Commitments and highlighted the progress our people were already making in the critical areas of Climate; Waste, Recycling & Circularity; Community Impact; and Diversity, Equity & Inclusion (DE&I).

Our inaugural Impact Report was an opportunity to affirm publicly that HAVI has both the responsibility to act and the opportunity to inspire a better future. It also served as a source of pride and inspiration for the entire HAVI organization, and we've received positive feedback from many of our customers who share our commitment to sustainability and DE&I.

For our 2022-23 Impact Report, we're again pleased to share inspiring stories of innovation and collaboration from across the globe that demonstrate our progress-both internally and alongside our customers, suppliers and partners. You'll also see an increased emphasis on data collection and reporting, which underscores our commitment to hold ourselves accountable and deliver meaningful, quantifiable results.

Additionally, I'd like to acknowledge the challenges we faced throughout 2022-everything from lingering COVID-19 impacts and supply chain disruptions to geopolitical turmoil, inflation and other economic risks. Likewise, the increasing sense of urgency around reducing global greenhouse emissions is an important reminder that we must continue to take bigger and bolder climate action.

Looking back, I'm inspired by the many ways our people have overcome hurdles and advanced our Better Future Blueprint, but we know the journey has just begun. Together with our customers, partners, suppliers and peers, I challenge everyone at HAVI to keep harnessing our collective power to create a better future for our people, communities and the planet.



WHO WE ARE

HAVI is a global, privately owned company that connects people with ideas, data with insights, supply with demand, restaurants with deliveries and, ultimately, people with the products they love.

Founded in 1974 to respond to the supply needs of McDonald's restaurants in Chicago, HAVI has grown in size, global reach, breadth of services and customers served. Today – through our Supply Chain, tms and Stanley business units – HAVI offers best-in-class sourcing and supply chain capabilities, brand-defining marketing and promotion services and innovative consumer products.

OUR BUSINESS UNITS



HAVI Supply Chain offers integrated digital and operational capabilities including analytics, planning, distribution, freight management and logistics, helping foodservice and high-care brands get the most out of their supply chains.



tms unites technology, marketing and sourcing to drive transformational change for the world's leading brands—offering an impressive range of solutions from inspiration and innovation to category management and delivery. tms connects people with the brands they love and engages with over 110 million customers every single day for clients including McDonald's, Starbucks, adidas, T-Mobile and VirginMedia/O₂.



Stanley* leverages invention and originality to create a more sustainable, less disposable life and world. As a heritage and lifestyle brand known for its iconic Hammertone Green, vacuum-insulated technology and durable stainless-steel designs, Stanley has been a leader in reusability since its founding in 1913. Over the years, Stanley has revolutionized the way people enjoy food and beverage through innovation, imagination and consumer-centric design.

140 OFFICES OR LOGISTICS CENTERS IN NEARLY 50 COUNTRIES



IN BUSINESS FOR NEARLY 5 YEARS

NEARLY

10K

EMPLOYEES

SERVING CUSTOMERS IN

COUNTRIES

SERVING

300+

BRANDS

OUR PURPOSE

We reimagine
the connections
between people and
products to create
a better future.

OUR VALUES

Do What's Right

Respect and Value All

Elevate Customers and People

Think Big Together











People & Communities Help people and communities thrive Future BLUEPRINT Collaboration Partner to drive systemic change Planet Protect the environment Invention Inspire, design & deliver solutions

OUR PURPOSE & VALUES

Throughout our nearly five decades in business, HAVI has been a team of dedicated individuals united in our aim to deliver world-class services to our customers and give back to our communities. Although we've evolved and grown significantly over the years, our underlying principles have remained consistent. That's why we have reaffirmed our Purpose and shared a set of Values that express our past, present and future as a business and as corporate citizens.

More than just words on a page, HAVI's Purpose and Values are driving real change across our global organization. And nothing illustrates that better than our **Better Future Blueprint**. This holistic, enterprise-wide environmental and social framework is designed to fuel the **collaboration** and **invention** that we believe are necessary to create a better future for **people, communities and the planet**.

Through the Better Future Blueprint, we're leveraging our unique business model to take action within our own organization, while also inspiring our customers and suppliers to join us on our journey.

LEADERSHIP FOR ACTION, COLLABORATION AND ACCOUNTABILITY

We know that creating a better future for people, communities and the planet requires action, collaboration and accountability from everyone at HAVI, as well as our customers, suppliers and partners.

To better align our environmental, social and governance (ESG) efforts and help bring our Better Future Blueprint to life in every part of the organization, we formed our Better Future Blueprint Steering Committee. This expert team of advisors from across our business units and functions has helped us define a set of Enterprise Commitments that are ambitious but attainable. They've also been working diligently to create the structures and processes needed to advance our ESG strategy, measure our progress over time and identify the additional resources, actions and partnerships that will be critical to our long-term success. Chaired by HAVI's Senior Vice President of Corporate Strategy, the Better Future Blueprint Steering Committee reports regularly to our Enterprise Leadership Team and our CEO*.

ENTERPRISE COMMITMENTS: PRIORITIZING FOR THE FUTURE

As a company and as individual citizens, we envision a future filled with thriving, inclusive communities on a planet whose natural resources are preserved and celebrated, not squandered. And we hope our customers, suppliers and peers will join us in taking the steps necessary to build this better future together.

PLANET

Climate

Waste, Recycling & Circularity



PEOPLE & COMMUNITIES

Community Impact

Diversity, Equity & Inclusion





In support of our Better Future Blueprint, we've made bold Enterprise Commitments that we believe will have a significant impact on our planet, as well as our people and communities.



Achieve net zero carbon emissions by 2050

CLIMATE

Achieve zero waste to landfill in our owned/direct operations by 2025

WASTE, RECYCLING & CIRCULARITY

Contribute at least 50K hours of community service every year to strengthen the

COMMUNITY IMPACT

communities where

we live, work and learn*



PEOPLE & COMMUNITIES

Donate one percent of the prior year's pretax income to charitable organizations each year

COMMUNITY IMPACT

Achieve 35% female talent in global leadership roles by 2026**

DE&I

Achieve 30% racially and ethnically underrepresented talent in U.S. leadership roles by 2026**

DE&I



COLLABORATION & INVENTION

These commitments grew out of a materiality assessment aimed at helping us understand what matters most to our business, our stakeholders and society, as well as how these issues translate into risks and opportunities for HAVI today and in the future. Conducted by our Better Future Blueprint Steering Committee in partnership with an independent insights and advisory consultant, the materiality assessment allowed us to prioritize a set of material issues leading to the development of our Enterprise Commitments.

Our Enterprise Commitments are aligned under two critical pillars of the Better Future Blueprint: Planet and People & Communities. But how will we achieve them? Through Collaboration and Invention, we must shift how we think and behave-from reimagining our business in ways we haven't before to challenging ourselves to think bigger to engaging differently with customers, suppliers and each other.

^{*}HAVI's community service commitment is an aspirational target set in 2021. Throughout 2022, we made numerous foundational steps toward achieving our goal, including the US pilot of a new tech platform to facilitate and track community involvement that rolled out globally in 2023. Additionally, we launched a global volunteer network in 2023 that we believe will further support our target of 50,000 hours of community service per year.

^{**}For purposes of HAVI reporting, "racially and ethnically underrepresented" is defined as employees who identify as Asian/Asian American, Hispanic/Latinx, Black, Indigenous People, Alaskan Native or two or more races. "Female talent" is defined as employees who identify as female. "Leadership roles" are roles held by HAVI employees who are Senior Director level and above.



At HAVI, we recognize that climate change, resource scarcity and threats to biodiversity are serious global issues demanding changes in the way we operate. Addressing climate change requires that we set long-term, science-aligned goals, prioritize innovation and emphasize behavior change in our strategies and with our stakeholders. We know that the road to net zero emissions will be challenging for all of us. We also know that it is critical to our planet and can lead to important benefits for our business.

SCIENCE-BASED TARGETS

In 2018, we set our first science-based target for HAVI, which called for a 40% reduction in emissions intensity by 2030. While we have made important progress on this target, we recognize that changes to our business composition and our operating environment, alongside a deepening understanding of climate science, require that we redefine our goals.

In 2022, we set our current Enterprise Commitment to achieve net zero greenhouse gas (GHG) emissions across the value chain by 2050 from a 2018 baseline. This long-term goal is supported by several near-term targets as outlined below.

Our updated goals are currently under review by the Science Based Targets initiative (SBTi).

HAVI's emissions reduction strategy prioritizes the maximum possible reduction in the amount of energy we require for our operations. We will mitigate the remaining emissions by using lower-carbon resources and renewable energy sources. Another key element in our strategy is collaboration with partners and suppliers to drive additional innovation around emissions reduction.









HAVI commits to reduce GHG emissions by 2030 from a 2018 baseline including the following:

50.4%
ABSOLUTE REDUCTION IN

SCOPE 1 AND 2 EMISSIONS

53%
INTENSITY REDUCTIO

INTENSITY REDUCTION IN HAVI SUPPLY CHAIN BUSINESS UNIT SCOPE 1, 2 AND 3 EMISSIONS PER METRIC TON OF GOODS DELIVERED 50.4%
ABSOLUTE REDUCTION IN

ABSOLUTE REDUCTION IN STANLEY AND tms BUSINESS UNIT SCOPE 3 EMISSIONS

CLIMATE PROGRESS

Our global emissions reduction targets and our business unit roadmaps are intended to drive innovation and ambition within our business, support development and implementation of low-carbon solutions, and align with and inspire our customers. These efforts include our **Operations**, our **Value Chain** and our **Partnerships** and are focused on our most meaningful emissions categories.

OUR FOOTPRINT

As a diversified global company, we recognize that HAVI's three business units have different activities and, therefore, different emissions impacts. While we have set enterprise-wide targets, each business unit is responsible for setting emissions reduction roadmaps that account for their most meaningful areas of impact.



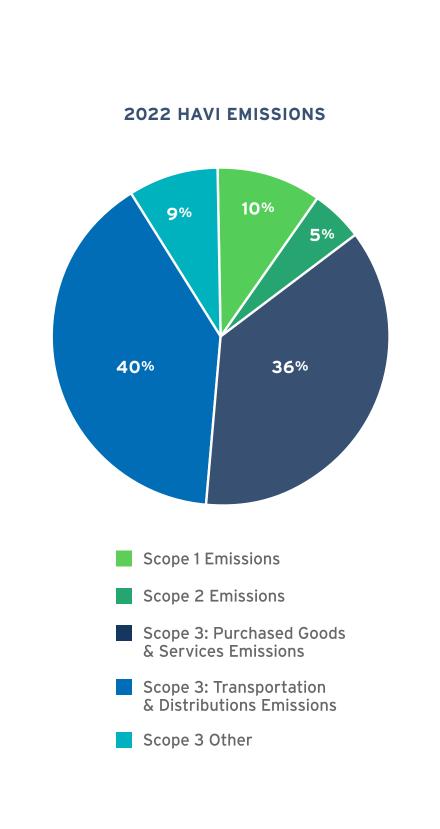
Our Supply Chain business unit coordinates and directs the flow of customers' goods around the world, which results in emissions generated by the fuel consumed by our owned and subcontracted upstream and downstream trucks, the electricity used by our distribution centers and offices, and the emissions generated by the leakages of our cooling equipment.



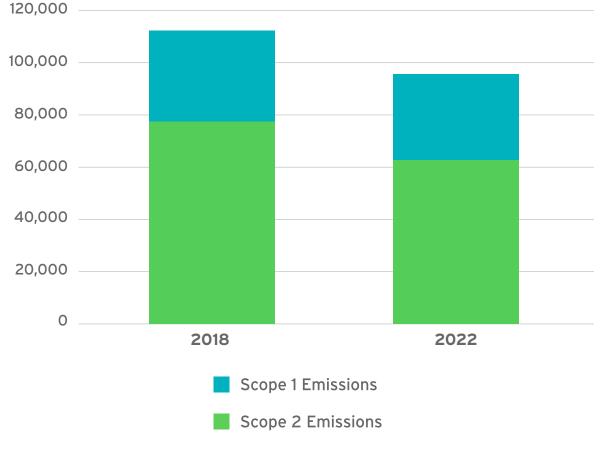
Our Stanley business unit designs and sells durable consumer products, resulting primarily in scope 3 emissions associated with raw materials and manufacturing.



Our tms business unit largely provides professional services, resulting in emissions hotspots associated with office operations and business travel.



2018 (BASELINE) vs. 2022 HAVI SCOPE 1 AND 2 EMISSIONS







OPERATIONS

Our operational emissions, known as scope 1 and 2, refer to direct emissions that occur from sources controlled or owned by HAVI. This includes our offices across the globe, trucks and distribution centers owned by our Supply Chain business unit and two HAVI-operated manufacturing and assembly facilities. In 2022, HAVI reduced our scope 1 and 2 emissions by 15% from our baseline year of 2018 primarily through investments in alternative fuel sources.

HAVI Supply Chain has implemented several measures to reduce fuel consumption and emissions intensity, the primary metric for the transportation industry. As of the end of 2022, our Supply Chain business unit had achieved a reduction of our emissions intensity (kg of CO2 per ton delivered) by 21% versus a 2015 baseline.



INVENTION

LEADING WITH LOGISTICS

We continue to optimize our logistics network by identifying the most efficient locations for our distribution centers. We also optimize our route plans to reduce distance traveled and, consequently, fuel usage.



INVENTION

TRANSFORMING OUR FLEET

Recently, we have introduced more advanced power trains that have decreased our fuel usage by 8%. We are continuing to transition our fleet of trucks to more efficient options such as electric, hybrid and biofuel. For example, we've replaced a portion of our diesel-cooled refrigerated fleet with engineless cooling trucks with battery units that further reduce reliance on fuel. As a result, we have already reduced fuel consumption by 5L/hour, cut total cost of ownership and GHG emissions, and lowered noise levels in city centers.



INVENTION

FUEL TRANSITION

We have also implemented numerous innovations to transition our Supply Chain business unit toward zero-emissions fuels, including hybrid, full battery-electric and hydrogen vehicles in various markets across Europe. Thanks to these efforts – including circular economy innovation partnerships with our customers – 20% of the fuel we use in our trucks is now bio-derived, approximately 60% of our fleet in Europe is running with either alternative fuel or renewable electricity, and we have an aggressive plan to continue that trajectory in Europe and Asia.



DISTRIBUTION CENTERS

In our distribution centers, we are gradually replacing legacy lighting systems with more energy-efficient LED alternatives and upgrading our cooling equipment with newer models that generate less pollution. By doing so, we have already achieved a significant reduction in energy consumption. To further minimize our environmental impact, we have prioritized the use of refrigerants that are freon-free and have a much lower global warming potential (GWP). In most of our distribution centers, we have also already transitioned to 100% renewable energy.



Our value chain emissions, known as scope 3, refer to indirect emissions that occur from the operations of our business. This is largely comprised of purchased goods and services, in particular the raw materials and manufacturing required to make durable consumer products, as well as upstream and downstream transportation. Scope 3 also includes emissions associated with employee commuting, business travel and other categories. In 2022, HAVI's scope 3 emissions increased by 27%, in large part due to growth in our consumer product businesses and the increased volume of raw materials required for production. We have implemented multiple strategies to reduce the impact of growth on scope 3 emissions.



STANLEY EARNS CDP RECOGNITION



Stanley was named to CDP's annual Supplier Engagement Rating Leaderboard. The 2022 list recognized only the top 8% of companies for their efforts to measure and reduce climate risk within their supply chains. CDP is a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.









REDUCING MANUFACTURING-RELATED EMISSIONS

Our Stanley and tms business units have implemented several programs to reduce emissions associated with the manufacturing of durable food storage and beverageware. Both business units partner with third-party manufacturing suppliers to reduce energy usage onsite and to identify sustainable design alternatives. These efforts resulted in a 10% reduction in manufacturing emissions in 2022 as compared to the prior year, despite increased production at most facilities. These factories combined to generate more than 6.8 million kilowatt hours of solar electricity in 2022.



SHIFTING TO RECYCLED RAW MATERIALS

The emissions associated with raw materials used to make durable consumer products are one of HAVI's largest sources of scope 3 GHG emissions. Our best tool to reduce emissions in this category is using more sustainable materials. In 2022, Stanley became one of the first drinkware companies to deliver bottles made of recycled stainless steel. Launched in August of last year, our popular Stanley Quencher H2.0 FlowState™ is made of 90% certified recycled stainless steel, an innovation that significantly reduces the emissions embedded in each bottle. As of the end of 2022, 23% of Stanley's stainless steel units produced were made with recycled stainless steel, an important step toward ensuring that, by 2025, the majority of products Stanley creates include recycled content.



SETTING SUSTAINABILITY EXPECTATIONS

Stanley and tms added a Sustainability Score to third-party manufacturing suppliers' quarterly business reviews, starting in 2022. This new scoring system places sustainability alongside other business-critical metrics, including quality, lead time, innovation and labor compliance. It also sets clear sustainability expectations and rewards suppliers for managing compliance, investing in improvements, setting targets and reducing emissions intensity and absolute emissions.

PARTNERSHIPS

We know that tackling climate change is a global challenge that requires collaboration with our suppliers, customers and communities to drive improvements and change behavior. To that end, we are building partnerships with innovative thinkers across industries, both competitive and collaborative, to advance our shared sustainability goals.



HAVI WINS McDONALD'S GLOBAL SUSTAINABILITY AWARD



HAVI was recognized in April 2022 with the McDonald's Global Sustainability Award for helping McDonald's establish sustainability goals, develop strategies and drive transformation in these areas:

PACKAGING: Developed 2025 packaging and waste reduction commitments and helped McDonald's with substantial achievement of its 2020 goal to source 100% of fiber packaging from Chain of Custody certified sources.

HAPPY MEAL®: Supported the development and announcement of the first sustainability goal for the McDonald's Happy Meal category.

SUPPLY CHAIN: Helped McDonald's improve its sustainable footprint by collecting used cooking oil, cardboard, plastics, organics and cups from restaurants; generating biodiesel from waste in Europe; optimizing the use of empty truck space in Spain; and eliminating plastic shrink wrap in HAVI distribution centers.





DECARBONIZING TRANSPORT SYSTEMS

HAVI is focused on decarbonizing transport systems by exploring solutions to improve the sustainability of commercial transport operations. We share this commitment with our partners at Scania, a Swedish-based manufacturer of commercial vehicles. Together with Scania, we have introduced the second-generation plug-in electric truck and battery electric vehicles running with quieter green electricity to permit off-peak delivery schedules.

EMBRACING RENEWABLE FUELS

HAVI is working with Neste, the world's largest producer of renewable diesel and sustainable aviation fuel, to change the way we power our vehicles. Neste has developed a technology to transform renewable fats and oils, such as used cooking oil from McDonald's restaurants, into Neste MY Renewable Diesel. This innovative fuel-which we use to power HAVI's fleet of delivery trucks, while also helping McDonald's adopt circular economy practices-reduces GHG emissions up to 90% compared to fossil diesel and requires no modifications to our existing diesel-powered engines.

EFFICIENCY UP, GHG EMISSIONS DOWN

HAVI Supply Chain has partnered with Addvolt, a global leader in truck cooling electrification, to deploy an eco-friendly solution that combines Addvolt's plug-in battery systems with additional electronics for brake regeneration charging. As a result, our trucks can now produce electrical energy while in motion, thereby feeding the battery that powers the cooling unit for the truck's refrigerated transport box. This solution eliminates the need for a diesel engine, reducing carbon footprint and lowering noise levels.



COLLABORATION

CERTIFYING tms's CARBON FOOTPRINT

Our tms business unit is proud to continue its multi-year partnership with the global sustainability certification program Planet Mark. tms has committed to reporting environmental data annually and demonstrating leadership, with the aim to reduce the impact to the planet. In 2022, we certified 11 offices, including our largest sites in Chicago, London and Duisburg. We also partnered with Planet Mark to bring educational opportunities to our employees to drive knowledge and awareness of climate change and the path to net zero GHG emissions.

DRIVING INDUSTRY PROGRESS TOWARD EMISSIONS REDUCTIONS

Stanley is a proud member of the Outdoor Industry Association (OIA) Climate Action Corps. As part of this climate-positive initiative, Stanley is a founding member of the OIA Drinkware CoLab partnership alongside other brands in the industry. This collaboration will identify and implement actions to reduce carbon emissions among our shared suppliers, including decarbonization roadmaps for one of our largest areas of climate impact—the manufacture of durable products.















One of the most visible environmental impacts we have as a company and as individuals is the waste generated by our daily operations and our value chain, so it's up to us to invest in a healthy, sustainable future for people, communities and the planet. Building on HAVI's strong history of sustainability, our zero waste commitment will allow us to drive behavioral change across our customers, suppliers and supply chain partners and reinforce our own business commitments to circular solutions.

REDUCE, REUSE, RECYCLE

In alignment with internationally accepted principles of zero waste, we intend to divert 90% of our cumulative waste from landfills and incinerators (without energy recovery) by reducing, reusing and recycling materials at our owned and operated facilities around the world.

We have been working behind the scenes across our own offices, distribution centers and manufacturing facilities worldwide to create processes and systems that allow us to track and report accurate waste data, as well as establish a baseline from which we will make waste reduction progress in the years to come. Our Zero Waste Working Group, comprised of members from across our business units, has created key performance indicators (KPIs) to clarify what data should be collected and to help us measure our progress. Shared across HAVI in January 2023, the KPIs, which include a combination of materials data, diversion rates and intensity targets, will be documented monthly and reported quarterly to enable ongoing understanding of our progress.







IMPLEMENTING OFFICE BEST PRACTICES

In 2022, many of HAVI's offices were preparing for more activity as employees around the world began opting to return to the office environment. We used this opportunity to reset and share best practices for our offices. For example, HAVI's Seattle team first conducted a waste audit to understand its biggest sources of waste and identified new outlets for harder-to-recycle waste such as plastic film or the stainless steel used in samples of many of our durable products. The Seattle team also held an all-staff meeting in the fall to welcome back employees, announce goals for waste reduction and direct behaviors around waste. Employees set individual goals to transform at least one part of their personal waste footprint.



WASTE, RECYCLING & CIRCULARITY PROGRESS

We're proud of the progress we have made in the areas of waste, recycling and circularity. We successfully partnered with customers on broad-reaching recycling and circularity initiatives while cleaning up our communities and piloting waste-reduction best practices in Seattle.



ADVANCING WASTE MANAGEMENT IN MANUFACTURING FACILITIES

HAVI's operational footprint includes two manufacturing and assembly facilities in Brazil, including one in the Amazon region. This facility in Manaus has less access to waste diversion infrastructure than our operations in many other parts of the world. Despite the unique challenges of this location, we have developed an extensive and disciplined waste management system that resulted in an 87% waste diversion rate from landfills in 2022 alone, a significant improvement from a 24% diversion rate in 2020. The Manaus team also reduced the absolute total waste generated at the site by 26%, resulting in part from a decrease in construction scrap and outdoor waste.





IDENTIFYING CIRCULAR OPPORTUNITIES

Many of our businesses are pursuing more sustainable materials and, where possible, identifying circular opportunities. For example, in Germany, HAVI and McDonald's have taken our recycling partnership to a new level by turning paper cups for drinks and ice cream into Happy Meal books made from 40% packaging remains and 60% virgin fiber from certified forestry sources (FSC). McDonald's launched this Happy Meal promotion in January 2022 with seven different books, each covering a topic related to the environment and nature. With this innovative recycling pilot project in Germany, both HAVI and McDonald's are taking another step forward in our sustainability journeys and advancing our efforts to promote and support the circular economy.





TRANSFORMING FUELS

HAVI and McDonald's continue to partner on a program to convert used cooking oil (UCO) from McDonald's restaurants across many markets into a sustainable biofuel. UCO is picked up from McDonald's restaurants by HAVI trucks and stored at our distribution centers. Our biofuel experts then collect, clean and convert the UCO to hydrotreated vegetable oil, an advanced biofuel that can be used by HAVI trucks. HAVI also supplies innovative UCO storage tanks to McDonald's restaurants, along with digital tools to help them track how much oil is collected. Our latest pilot launched in 2022 with 67 McDonald's restaurants in Finland, providing local insights and additional proof of concept. Building on our success in Finland, we are expanding the UCO conversion program to the other Nordic countries in 2023 and 2024.

TACKLING DISPOSABLE PLASTICS

HAVI is helping drive material innovation that will allow our customers to dramatically reduce their use of virgin fossil-based plastics while addressing evolving regulatory requirements.

- Our efforts to deploy fiber-based alternatives—including paper straws and cutlery, wooden stirrers, and molded-fiber cups and lids—have helped McDonald's cut plastic usage.
- We've teamed with McDonald's to develop and test circular clear cups sourced from recycled and biobased materials, including used cooking oil.

Our ongoing collaboration with McDonald's has garnered industry recognition:

 Graphic Packaging International took home the 2022 European Carton Excellence Award for its recyclable, fiber-based salad box – developed in partnership with tms and McDonald's and introduced into the French market in 2021.





HAVI is well-positioned to connect people, products and systems around the globe. In that context, our employees – 10,000 strong worldwide – strive to make meaningful contributions in the communities in which we live and operate. Social impact takes on many forms at HAVI, including bringing care, support and opportunities to people in need. Through our donations of time and money, we strive to build and maintain meaningful relationships with local community partners around the world.

ENABLING COMMUNITY INVOLVEMENT

In connection with our goal of contributing at least 50,000 hours of volunteer service annually, HAVI encourages our employees to donate their time and financial resources to causes of their choice. In fact, in many regions, we provide paid time off for volunteering and often organize or support community events.

Volunteer service is one of the most important ways our employees connect with one another and with their communities. In 2022, we launched a new tech platform to facilitate community involvement. This tool provides an easy way for our teams to find and register for volunteer events and log volunteer hours. We also began laying the foundation for a global volunteer network that will not only allow our employees to take action on causes they care deeply about but also create a strong sense of inclusion and belonging. This network will include volunteering leads and teams for each of our business units and regions whose passion and dedication will help ensure meaningful, localized engagement across the global organization.



GIVING BACK

To bring greater meaning to our corporate giving commitment, we empower our business units and functions to help us identify the greatest needs in their communities. In 2022, for example, we piloted a donation matching program in the United States that we hope to expand across HAVI's global operations over time. Additionally, in times of crisis such as the war in Ukraine, we contribute and match employee donations to critical organizations that provide disaster relief.













Whether it's conducting a beach cleanup, hosting a disaster relief drive or teaching underserved youth how to raise a community garden, we're proud of the impact our employee volunteers had in 2022 and are pleased to highlight a few examples from across our global teams.



WORLD CLEANUP DAY

In partnership with World Cleanup Day, an annual social action program initiated by Let's Do It World, HAVI organized a series of volunteer cleanup events in 2022 aimed at combating the global solid waste problem. This massive effort not only helped bring our volunteer service commitment to life but also gave our people around the world a powerful and inspirational way to support our zero waste journey. For example, 30 HAVI volunteers in Germany collected 80 kilograms of waste in 20 garbage bags, while teams in the Netherlands from our Amersfoort distribution center and our Stanley facility in Amsterdam gathered 20 kilograms of trash in just one hour.



RONALD McDONALD HOUSE CHARITIES

HAVI's longtime relationship with Ronald McDonald House Charities (RMHC) helps drive both of our community-focused Enterprise Commitments. Whether it's organizing a raffle to help fund the Family Room at Madrid's La Paz Hospital, spending quality time at Ospedale Metropolitano Niguardal in Milan or attending fundraising galas from Munich to Sweden to Singapore, our employees across the globe frequently donate their time and financial resources to support RMHC's mission to improve the health and well-being of children and their families. Additionally, as part of our corporate giving commitment, HAVI matched employee contributions in 2022 to RMHC of Chicagoland & Northwest Indiana.























DISASTER RELIEF IN UKRAINE

The war in Ukraine has had a significant impact on HAVI's employees in Eastern Europe. In response, we created a multi-pronged support program aimed at keeping our people safe and continuing to run a healthy business in the region. Through the HAVI Helpline, for example, a volunteer team of colleagues working from nearby Poland quickly assembled to offer 24/7 assistance, including providing practical information, addressing emergency shelter needs and finding support for our Ukraine colleagues and their families in neighboring countries where possible. Additionally, we established an Employee Fund that generated more than \$66,000 in donations from our people, along with a \$150,000 contribution from HAVI.



SHARE OUR STRENGTH'S NO KID HUNGRY CAMPAIGN

For generations, Stanley has helped families stay fueled, through its innovative products and its commitment to funding organizations working to address hunger in communities around the world. In 2022, Stanley partnered with Share Our Strength's No Kid Hungry campaign to help get students the nutrition they need to succeed. During the back-to-school season in the United States, Stanley donated \$5 of every product sold on Stanley's website between September 1 and September 10. The campaign resulted in a \$50,000 contribution, in addition to Stanley's annual corporate contribution.





POWER THE FIGHT

When Power the Fight founder Ben Lindsay approached tms London for help with the UK charity's fundraising efforts, we were happy to lend our creative chops. The goal was to deliver an impactful short film that communicates the organization's mission – to empower communities to end youth violence – in a way that would resonate with potential donors from the tech, business and banking/finance sectors. The video premiered during the organization's 2022 fundraising event at the House of Lords, where Power the Fight was able to raise more than £100,000. The project was conceived and executed in a very tight time frame by a team of seven tms professionals from Client Services, Creative and Production—all pro bono.



At HAVI, we believe that we achieve the best outcomes when people from different backgrounds collaborate and share diverse views, enabling us to challenge the status quo, find more creative solutions and propel change. We also know that our customers and our employees care deeply about how we approach inclusion.

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HAVI is deeply committed to being an inclusive community and creating a sense of belonging across our organization. Guided by our Enterprise Commitments, our broader DE&I strategy aims to equip our people with the knowledge and skills necessary to exhibit inclusive behavior and add value to our culture.

It also makes good business sense. By embracing diversity and positioning our people to thrive in a welcoming workplace, we will enhance our ability to retain valuable talent and achieve the best possible business outcomes. We are also committed to ensuring that our customers—many of whom are similarly focused on inclusion and belonging—are aware of our DE&I strategy and our progress.

HAVI's cross-functional Diversity & Equity Commitment Team, a subcommittee of the Better Future Blueprint Steering Committee, is charged with developing and implementing best practices that enable our business units to achieve our DE&I-related Enterprise Commitments.



DIVERSITY, EQUITY & INCLUSION PROGRESS AT THE END OF 2022

OUR FEMALE TALENT IN GLOBAL LEADERSHIP ROLES INCREASED FROM

32.5%

34.1%

10% OF OUR FEMALE TALENT WERE PROMOTED

OUR RACIALLY AND ETHNICALLY UNDERREPRESENTED TALENT IN U.S. LEADERSHIP ROLES ROSE FROM

14.4%

%19.1%

This progress is due in part to our efforts to implement a balanced approach across our search and interview processes and to strongly encourage the use of our global inclusive hiring guidelines.



BOLD RACKGRANGATION FOR LEADINGSHIP AND DOVESTITY

DIVERSITY, EQUITY & INCLUSION PROGRESS



DRIVING INCLUSION THROUGH EDUCATION AND TRAINING

HAVI continues to implement training opportunities to expand our employees' competencies around inclusion. Through our Lead for a Better Future educational program, which was launched in 2022, our business leaders are learning to consider different perspectives to inform their decision-making and collaborate more effectively with others. Additional training and development opportunities focused on self-awareness, leadership essentials, equity and other DE&I topics are available to all employees on HAVI's LinkedIn Learning digital platform.



IMPROVING EMPLOYEE ENGAGEMENT WITH LOCALIZED COMMUNICATIONS

As a global company with offices in nearly 50 countries around the world, HAVI recognizes the need to enhance our internal communications strategy to better serve our employees, regardless of their location or native language. In 2022, we began translating training materials and other content into nearly 30 languages. As we continue along this important path in 2023, these localized communications will help increase employee engagement and create a more equitable and inclusive workplace.



FOSTERING SUPPORT AND CONNECTION THROUGH EMPLOYEE RESOURCE GROUPS AND EMPLOYEE NETWORKS

Long an important part of the HAVI culture, our employee groups continue to be a driving force in our inclusion and belonging efforts. These groups cut across our business units and functions to empower our people to be their best authentic selves and foster a culture that promotes respect, growth and inclusion. Organized around culture, ethnicity, gender, race and sexual orientation, they create safe spaces where our employees can come together to share life experiences, support one another and enhance their personal and professional development. In 2022, HAVI further invested in inclusion and belonging by introducing and expanding several employee groups.



TAKING ACTION ON INCLUSION AND BELONGING

We formed our Inclusion & Belonging Network in 2022 to help make inclusion and belonging a reality across the HAVI organization. This group of diversity stewards, which meets quarterly to share best practices and identify actionable steps to drive our DE&I strategy, includes more than 200 business unit leads, country ambassadors, diversity champions and members of our employee groups and inclusion teams who are committed to building a more inclusive workplace.

GOVERNANCE

Governance is of the utmost importance at HAVI.

In addition to our Better Future Blueprint Steering

Committee described on page 4, we have the necessary
policies and initiatives that guide us as a global company
and reinforce our longstanding commitment to acting
with honesty, integrity and in accordance with the
moral, ethical and legal standards in the countries in
which we conduct business.



HAVI NAMED A US BEST MANAGED COMPANY

For the third year in a row, HAVI has been named a US Best Managed Company. Sponsored by Deloitte and *The Wall Street Journal*, the program recognizes private companies in the United States that have demonstrated excellence in strategic planning and execution, as well as a commitment to their people and to fostering a dynamic, resilient culture. They lead with purpose and the vision to make significant contributions to their industries, communities, workforces and the economy. An external panel of independent judges conducted the applicant review and selection process for the US Best Managed Companies program, naming 51 honorees out of more than 500 applicants in 2022.

ETHICS AT THE CORNERSTONE

HAVI was built on a foundation of strong ethics, and our commitment to ethical business conduct continues to be a cornerstone of our operations. Our mission statement and values (one of which is "Do What's Right"), our Policy on Ethical Business Conduct and our Better Future Blueprint are all expressions of that commitment. We expect our people at all levels to bring these concepts to life in their daily decisions and interactions with each other, our customers and our suppliers.

ESG STANDARDS FOR OUR SUPPLIERS

At HAVI, we recognize the enormous responsibility we bear toward our customers, partners, employees and the communities in which we work. HAVI's Supplier Code of Conduct sets standards for doing business with our company that are aligned with our own values and our enterprise-wide commitment to respecting all human rights, including in the areas of

Laws and ethical standards

- Child labor
- Compensation and working hours

- Forced labor
- Discrimination and equal opportunities
- Health and safety

Employment status

Environment

Through our workplace accountability program, we are committed to ensuring that all HAVI business partners meet or exceed the minimum requirements in the Supplier Code of Conduct, which is based on the Ethical Trading Initiative's internationally recognized code of labor practice.

INTERNAL AUDIT TEAM

To ensure our governance standards are upheld, we have a dedicated internal audit team. Their aim is to provide objective assurance to HAVI's owners and senior leadership on the effectiveness of internal controls that address risk management and compliance, as well as the accuracy of financial reporting and disclosures. The work of the global internal audit team also complements the audit activities performed by our external auditors, PwC.

SPEAK UP REPORTING PROCESS

To ensure ongoing alignment with our values, policies and the law, HAVI encourages open communication and feedback from our employees whenever there is any concern of potential misconduct. HAVI's Compliance team maintains a reporting process that we call Speak Up, which provides employees and anyone else who interacts with our company the ability to share their concerns confidentially and, if they wish, anonymously. We also adhere to a strict anti-retaliation policy to protect our employees and others who bring forward their concerns.

Speak Up is governed by an interdisciplinary group of leaders from our Legal, Compliance, Audit and People teams. Together, they ensure that all reports are investigated fully, fairly and impartially, and are resolved in accordance with our values, including corrective action if appropriate.

ABOUT THIS REPORT

HAVI is pleased to provide an annual account of our activities in the areas of sustainability, social impact and DE&I and to share our progress on this journey with key stakeholders, including our people, customers, partners, suppliers and peers. To that end, we are committed to the ongoing enhancement, accuracy and completeness of our reporting against our Enterprise Commitments.

We are proud of the progress we have made to date and are confident that, as a community of innovative thinkers and optimistic collaborators, our Better Future Blueprint can make a difference for HAVI and our people, as well as our partners and the planet.

Our reporting is informed by the various frameworks commonly used to guide and evaluate company performance. These include the Global Reporting Initiative (GRI), IFRS Foundation's International Sustainability Standards Board (ISSB), CDP, Taskforce on Climate-related Financial Disclosure (TCFD), United Nations Sustainable Development Goals (SDGs) and others.

Unless otherwise stated, data in this report represents HAVI's fiscal year 2022, which equates to the calendar year 2022. HAVI data represents the collective activities of our three business units: HAVI Supply Chain, tms and Stanley. When data represents one business unit, it has been noted.

HAVI EMISSIONS DATA

	2018 (Baseline)	2021	2022	% Change YOY 2022 v 2021	% Change Baseline 2022 v 2018
SCOPE 1 AND 2 EMISSIONS					
Scope 1 Emissions (metric tons CO2e)	77,106	60,526	63,035	4%	-18%
Scope 2 Emissions Location-based (metric tons CO2e)	47,552	60,982	65,131	7%	37%
Scope 2 Emissions Market-based (metric tons CO2e)	34,977	36,720	32,674	-11%	-7%
TOTAL SCOPE 1 AND 2 (MARKET-BASED) EMISSIONS	112,084	97,246	95,708	-2%	-15%
SCOPE 3 EMISSIONS					
Purchased Goods and Services	108,207	174,578	234,487	34%	117%
Capital Goods	2,842	4,592	3,352	-27%	18%
Fuel- and Energy-related Activities	29,491	29,018	31,439	8%	7%
Upstream Transportation and Distribution	270,105	244,533	256,190	5%	-5%
Waste	4,016	3,554	2,499	-30%	-38%
Business Travel	3,246	1,558	3,757	141%	16%
Commuting	14,709	14,436	16,761	16%	14%
Upstream Leased Assets	-	33	61	86%	0%
Downstream Transportation and Distribution	1,561	1,482	1,186	-20%	-24%
TOTAL SCOPE 3 EMISSIONS	434,175	473,785	549,734	16%	27%
TOTAL HAVI EMISSIONS					
SCOPE 1, SCOPE 2 AND SCOPE 3 EMISSIONS	546,259	571,031	645,442	13%	18%

