

An aerial photograph of a white wind turbine with three blades, each featuring a red stripe near the tip. The turbine stands in a rural landscape with rolling green hills, a dense forest, and agricultural fields. The sky is filled with large, white, fluffy clouds, and the overall lighting is warm and golden, suggesting a sunrise or sunset. The 'brightest' logo is in the top left corner, and the text '2024 Sustainability Report' is in the bottom right corner.

**brightest**

2024

# **Sustainability Report**

## Our mission, values, and materiality

---

Letter from the CEO	<a href="#"><u>3</u></a>
Who we are	<a href="#"><u>4</u></a>
Our value pillars	<a href="#"><u>5</u></a>
Impact materiality	<a href="#"><u>6</u></a>

## Sustainability at Brightest

---

UN Sustainable Development Goals (SDG)	<a href="#"><u>7</u></a>
Overview of our goals and progress	<a href="#"><u>8</u></a>

## Environmental performance

---

Our environmental performance	<a href="#"><u>9</u></a>
Highlight: how we used our software to measure CO2 Emissions	<a href="#"><u>10</u></a>
Our commitment to sustainable technology	<a href="#"><u>11</u></a>
The road to net-zero	<a href="#"><u>12</u></a>
Environmental Education	<a href="#"><u>13</u></a>

## Social stewardship

---

DE&I: our top social impact priority	<a href="#"><u>15</u></a>
Mental Health at Brightest	<a href="#"><u>16</u></a>
Highlight: Team volunteering in Paris	<a href="#"><u>17</u></a>

## Our ESG governance approach

---

Empowering ESG leadership	<a href="#"><u>19</u></a>
Brightest's data security approach	<a href="#"><u>20</u></a>
Our policies	<a href="#"><u>21</u></a>
Looking forward	<a href="#"><u>22</u></a>

## Appendix

---

Data tables and disclosures	<a href="#"><u>24</u></a>
Carbon accounting	<a href="#"><u>25</u></a>
Materiality analysis and findings	<a href="#"><u>27</u></a>

# Letter from the CEO



Dear Brightest stakeholders,

On behalf of our entire global team, I'm delighted to share our inaugural sustainability report.

As a certified B Corporation focused on empowering and illuminating sustainability progress for our clients around the world, it's important that we hold ourselves to the same best practices and standards we encourage our partners to achieve. At Brightest, we want to provide expert advice and education around sustainability – but also take it a step further by integrating environmental responsibility, social impact, and sound governance and risk management across everything we do.

Ultimately, our mission is to not only support organizations along their sustainability journey, but also to 'walk the walk' ourselves, consistently striving to do the right thing, and work towards getting better.

This past year, some of our key achievements included:

- Earning a **Platinum EcoVadis rating**, positioning us among the top companies for sustainability management and performance from an internationally-recognized, independent third party.
- Being recognized as a "**Friend of EFRAG**" as we continue our contributions to the development of European sustainability reporting.
- Completing our first internal materiality assessment, which we're using to guide our overall sustainability strategy and roadmap.

As we continue on this journey, we look forward to further progress in the coming months and years, as well as the opportunity to work alongside and support our clients in navigating the complexities of sustainability, global compliance, and business transformation. Thank you for your ongoing trust and partnership as we work together to build a better, more sustainable world.

Sincerely,

**Chris Bolman**  
Co-Founder & CEO



## Who we are

Brightest is a global leader in sustainability solutions, dedicated to helping organizations manage their environmental, social, and governance compliance, data, and performance. Dually-headquartered in New York City and Amsterdam, our diverse team spans eight nationalities and serves clients around the world in 40+ different countries.

Our technology platform offers an AI-enabled, all-in-one solution for sustainability measurement, data and performance management, and reporting, allowing organizations to track their carbon emissions, manage supply chain due diligence, and ensure compliance with dozens of global laws and frameworks such as the EU's Corporate Sustainability Reporting Directive (CSRD), the International Sustainability Standards Board (ISSB), California Climate Disclosure Laws (SB 253 and SB 261), and more.

In addition to technology innovation, our consulting and advisory practice assists organizations in navigating the strategic complexities of sustainability to improve their corporate performance, effectively manage risk, and accelerate positive business transformation. Amidst an era of historic climate risk, political turbulence, and social imbalances, we remain committed to guiding and supporting our clients, while demonstrating that sustainable, economic growth is possible, profitable, and vital to our collective future.

We are proud to be members of the B Corp community, IFRS Sustainability Alliance, and other movements that reflect and reinforce our commitment to transparency, accountability, and high standards of social and environmental performance. Our dedication to sustainability also earned us an EcoVadis Platinum rating in 2024, placing us among the top companies worldwide for sustainability performance under their criteria.





# Our core sustainability values and principles

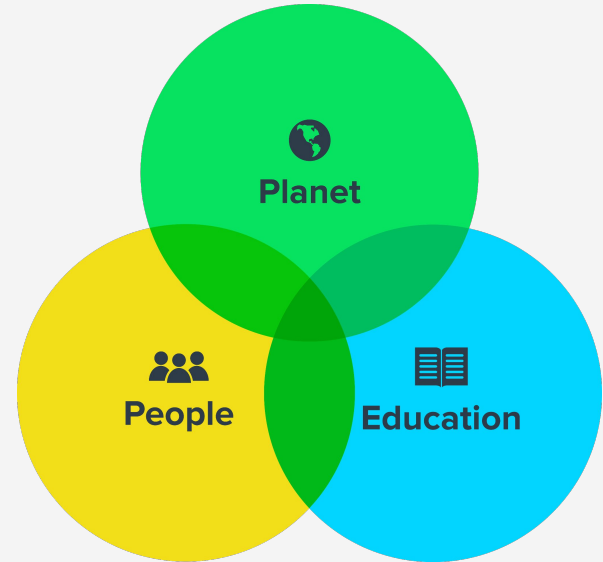
At Brightest, our work and mission is guided by three thematic pillars: **People**, **Planet**, and **Education**.

These pillars shape our efforts to create a positive and lasting impact around sustainability and corporate responsibility.

**Planet:** Our goal is to thoughtfully monitor and aim to reduce our operational and environmental impacts, while also assisting our clients in achieving the same for their business. This involves ongoing energy tracking, sustainable travel strategies, and emissions measurement, as well as assessment of other key indicators like biodiversity, circularity, and waste diversion.

**People:** We promote and foster high-performing, inclusive communities and teams. This includes championing a diverse, multi-cultural workforce, employee physical and mental health, work-life balance, community volunteering, strong team collaboration, and overall respect for others. We also prioritize a responsible supply chain, emphasizing and ensuring ethical practices, sustainability, and fair treatment for all involved in our purchasing and procurement processes.

**Education:** We offer sustainability insights via our events, newsletter, webinars, and other communication channels. Additionally, by partnering with other organizations and universities, we increase our reach and reputation, while raising public awareness on important sustainability topics.



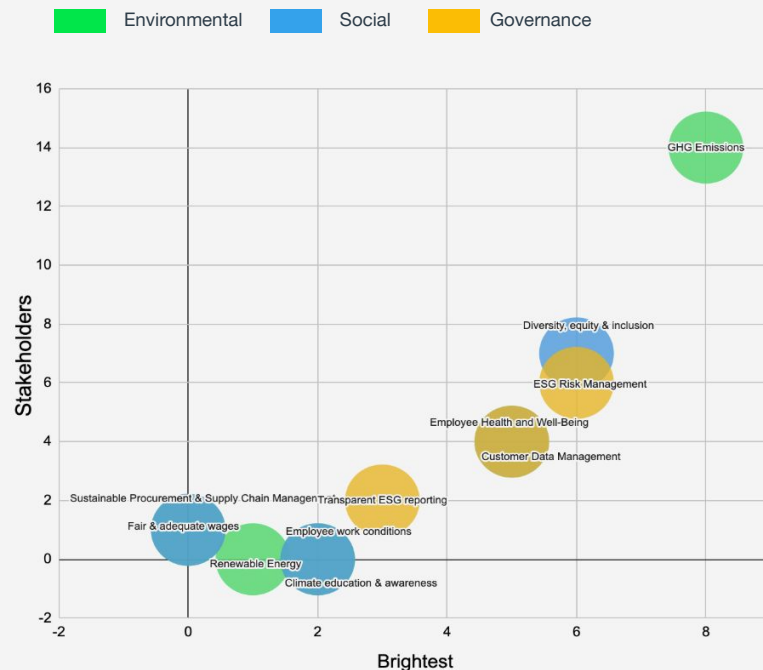
# Impact materiality

In 2024, Brightest conducted its first internal **impact materiality assessment** with our stakeholders to determine which sustainability impacts, risks, and opportunities (IROs) are most material to our business. Respondents included employees, clients, partners, and investors. For our initial materiality assessment, we focused on impact materiality, and plan to incorporate financial (double) materiality in future iterations.

Most respondents were very familiar or extremely familiar with sustainability and environmental, social, governance (ESG) and perceived Brightest as a **strong performer** or a top performer.

As shown in this matrix, **GHG emissions** are considered our most material topic from an environmental perspective. Additional high-materiality topics assessed are **Diversity, Equity & Inclusion (DE&I)**, followed by **ESG Risk Management**, **Employee Health & Well-Being**, and **Customer Data Management**.

These results were key to drafting this report, guiding our overall corporate priorities and programs, and will help guide our sustainability strategy and resource allocation moving forward.



# UN Sustainable Development Goals (SDG)

At Brightest, our work, mission, and daily operations are closely aligned with United Nations Sustainable Development Goals (SDGs). While we recognize that global progress toward many of the goals has faltered in recent years, we continue to view them as a north star – closely aligned with our organization values and vision for a sustainable economic transition and shared prosperity.

**Affordable and Clean Energy (SDG 7)**, **Decent Work and Economic Growth (SDG 8)**, and **Climate Action (SDG 13)** are central to our own operations, as well as our unified carbon accounting, sustainability management, and ESG reporting platform, which enables clients to track and reduce emissions effectively, while monitoring and minimizing their use of resources.







Our commitments to **Good Health and Well-Being (SDG 3)** and **Gender Equality (SDG 5)** are reflected in our initiatives supporting DE&I, mental health, and equal pay, all aimed at promoting a resilient, inclusive workplace.

In alignment with **Partnerships for the Goals (SDG 17)**, we collaborate with corporate partners, educational institutions, non-governmental organizations (NGOs), and other stakeholders to amplify our impact, continuously enhancing our platform and services to drive meaningful change across all the sectors we serve.





# Overview of our goals and progress

Goal	Key SDG Indicators	2024 Progress
	<b>3.8</b> - Brightest is committed to ensuring universal health coverage and access to health care.	All Brightest employees have access to healthcare coverage and an annual wellness stipend. Additionally, all employees have access to mental health resources and benefits.
	<b>5.1, 5.5</b> – Brightest is committed to fostering and cultivating a culture of diversity and inclusion.	Half of our leadership team is female. Employees come from diverse backgrounds, spanning 8+ different nationalities. In 2024, 100% of the Brightest team completed DE&I training, reflecting our commitment to fostering a diverse and inclusive workplace.
	<b>7.2, 7.3</b> – Brightest utilizes cloud hosting services which are predominantly powered by renewable energy.	The AWS data centers which house Brightest cloud hosting services and power the majority of our technology products and services are 100% powered by renewable energy, allowing us to decrease our carbon footprint.
	<b>8.2, 8.4, 8.7</b> – Brightest promotes higher levels of productivity, resource efficiency, and responsible sourcing and production through our ESG tool, consulting services and educational content on the circular economy.	Our software contributes to higher levels of productivity, and helps to promote operational resource efficiency. We are also recognized as a leading Supply Chain & Scope 3 Sustainability Solution, contributing to the promotion of human rights throughout organizations' supply chains.
	<b>13.1, 13.2, 13.3</b> – Brightest has taken significant steps on the path to carbon neutrality, and has actively worked to expand our outreach efforts on topics related to necessary climate action.	Brightest now completes annual GHG inventory measurement, utilizing our own carbon accounting tools, while striving to reduce our absolute and net (intensity-based) emissions. Additionally, we continue to take steps to educate others on the importance of climate action.
	<b>17.16</b> – Brightest participates in a variety of multi-stakeholder partnerships for climate action (B Corp Certified, EcoVadis). We also partner with corporate partners and educational institutions to further our reach and impact.	We have maintained our B Corp certification, in addition to achieving an EcoVadis Platinum rating in 2024, and joining the EU Business and Biodiversity Platform. We have also continued our outreach and educational efforts through newsletters, social media posts, and webinars.



**brightest**

**Environmental  
performance**

# Our commitment to sustainable technology

At Brightest, we understand the importance of minimizing our environmental impact in every aspect of our operations. Our approach to sustainable technology and product delivery is exemplified by an infrastructure focus on Amazon Web Services (AWS) for computing and server usage, with all data centers hosting our software powered by 100% renewable energy since 2023<sup>1</sup>. Leveraging AWS's global data center footprint provides us with significant flexibility, resiliency, and cost-effective, high-performance computing to deliver Brightest to customers worldwide.

This sustainability commitment extends to our internal operations and IT infrastructure where we utilize Google Workspace for document storage, emails, and meetings. This allows us to maintain an estimated, internal IT carbon footprint from Google services of 2.62 kg of CO<sub>2</sub>e per month (average)<sup>2</sup>. In recent years, Google has also made significant strides in its environmental sustainability, including achieving 100% global renewable energy usage for its operations, doubling water replenishment projects, expanding flood forecasting to cover 460 million people, and creating or restoring 67 acres of habitat<sup>3</sup>.

These initiatives, alongside their efforts in reducing greenhouse gas emissions through fuel-efficient routing, align with our corporate technology strategy and vision, reinforcing our commitment to delivering you sustainability technology as sustainably as we can.

Sources:

1. <https://sustainability.aboutamazon.com/2023-amazon-sustainability-report.pdf>
2. <https://admin.google.com/ac/insights/carbonfootprint>
3. <https://www.gstatic.com/gumdrop/sustainability/google-2024-environmental-report.pdf>





# An overview of our GHG emissions inventory

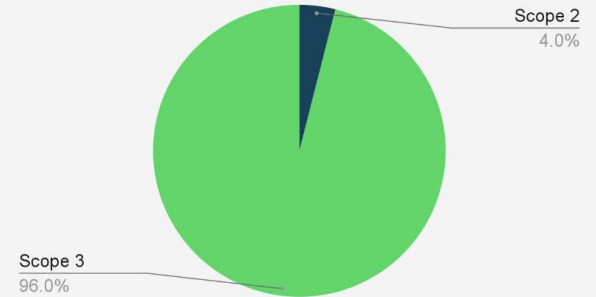
2024 was the first year we baselined and measured our operational greenhouse gas (GHG) emissions at Brightest, consistent with Greenhouse Gas Protocol Corporate Standard (<https://ghgprotocol.org>). All emissions are measured and reported in metric tonnes of carbon equivalents, or CO<sub>2</sub>e.

Our inventory analysis assessed no Scope 1 emissions for 2024 due to our international remote work staffing model and lack of any fossil fuel energy-usage in our day-to-day operations. For Scope 2, we calculated and assessed a total of 2.3 metric tonnes, equal to 4% of our total emissions. These Scope 2 emissions are composed of 10.33% from electricity and 89.67% for heating allocated to co-working spaces and flex office usage.

The majority of our emissions come from Scope 3 (96%), with an estimated total inventory of 30.4 tonnes of CO<sub>2</sub>e emissions. These emissions largely stem from business travel (44% of total emissions) related to servicing and meeting with our clients and partners, attending events, and internal team collaboration and togetherness. Purchased goods and services (PGS) represented 37% of our total emissions, and, collectively, travel and PGS represent over 80% of Brightest’s annual emissions.

To operate as sustainably as possible and address this trend, we took steps this year to establish a Sustainable Business Travel Policy, incentivizing our employees to pick sustainable modes of transports over air travel, and only travel when deemed operationally necessary and aligned with our mission.

Scope breakdown



**96%**

Scope 3 emissions in 2024

**2.3**

Scope 2 emissions (mtCO<sub>2</sub>e) in 2024

**30.4**

Scope 3 emissions (mtCO<sub>2</sub>e) in 2024

**44%**

Scope 3 emissions coming from business travel

## Highlight: how we used our own software to calculate our GHG emissions

We calculate our GHG emissions using the [carbon accounting module](#) within our sustainability management software platform. While we might be slightly biased, we find the process transparent, efficient, and straightforward.

Coordinated by our Director of Sustainability, various employees access the platform throughout the year to collaborate and log or upload data, which our system then classifies and calculates emissions for. Every member of our sales team was assigned a task to log into Brightest and add or import data related to their business travel.

Once all this data was gathered, we also imported our financial general ledger and expenses and assigned built-in emission factors to our purchased goods and services. Our employees found the process clear and low-effort in terms of time commitment.

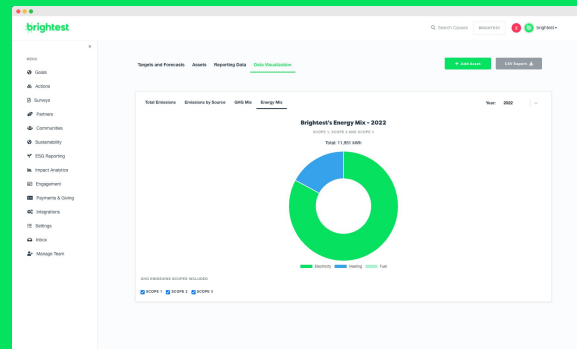


*“Uploading my data into Brightest was quite easy and only took me a few minutes. Happy to do it to support our team’s important sustainability work.”*

**Davis Belilty**  
Global Account Executive



brightest



# Environmental education

Brightest has a weekly [sustainability newsletter](#) which focuses on multiple sustainability related topics. Thanks to the newsletter, events, social media, and other education initiatives, we reach thousands of people with the goal of engaging and educating them on topics such as carbon neutrality, biodiversity, circular economy, green transportation, and sustainable housing.

Our newsletter also provides valuable, practical tips such as how to reduce your carbon footprint, eat more sustainably, or travel with a lower impact.

In addition to our newsletter, we actively communicate about sustainability through LinkedIn and share insightful, informative, and thought provoking content. Brightest also engages with universities and other partners to further our reach and spread our message and educational materials to a wider audience.

## Some of the great sustainability innovators and practitioners we interviewed in 2024



**Carlos Terol,**  
Founder at Good Ripple



**Elena Doms,**  
CEO at +EARTH+



**Frank Holleman,**  
Founder at Fork Ranger





A close-up photograph showing a stack of approximately ten hands of various skin tones, from light to dark, resting on a rough, textured tree trunk. The hands are positioned in a line, with each hand placed on top of the one below it, symbolizing unity and support. The background is a blurred green forest. In the top left corner, the word "brightest" is written in white lowercase letters with a small star icon to its left. In the bottom right corner, the words "Social" and "stewardship" are written in white, with "Social" on the top line and "stewardship" on the bottom line in a larger font.

brightest

**Social  
stewardship**

# Social sustainability and stewardship at Brightest

Our talented, dedicated, global team is one of our foundational strengths. As an organization, we prioritize employee-centric pillars, principles, and programs like employee training and development, workplace safety, social inclusion, economic opportunity, and giving back to the community.

Diversity, equity, and inclusion (DEI) is also central to our mission, and was identified as our company's most material social topic in our Materiality Assessment. Our team is 58% women and represents 8+ nationalities. We strive to create an inclusive culture through diverse hiring practices, equitable opportunities, and partnerships with inclusive suppliers, including women- and minority-owned and operated organizations. Overall, we view DEI as a driving force behind our innovation, culture, and commitment to social impact.

This year, we conducted comprehensive employee DEI training covering unconscious bias, LGBTQIA+ awareness, disability inclusion, and cultural tolerance and sensitivity. We also reviewed and evaluated our recruiting and hiring processes to ensure Brightest is a fully equal-opportunity employer.

## 100%

Employee completion rate for DE&I training

## 58%

Women representation at Brightest





# Health and wellness at Brightest

At Brightest, the physical wellness and mental health of our team represent top organizational priorities. This is one of the primary reasons why we offer all employees a flexible, remote work structure to help them maximize their productivity, satisfaction, and work-life balance. After conducting a Mental Health & Wellness Survey this year, we recognized the need for even more targeted support for our employees in specific areas.

As a result, we introduced free Headspace subscriptions to help employees meditate and manage stress on their own schedule. We also partnered with Spill, an on-demand therapy platform offering access to therapists anytime in multiple languages.

Brightest also recognizes that physical and mental health are closely intertwined. To this end, we offer our team an annual wellness stipend to be used for any desired wellness support, as well as schedule flexibility options to support exercise and outdoor activities.

## Our mental health partners





## Highlight: urban farm volunteering in Paris

In June, our European team came together in Paris for an off-site. As part of the event, we organized our first international volunteering session, aimed at fostering team spirit while supporting meaningful causes like sustainable agriculture, public green spaces, economic development, and access to healthy, nutritious foods.

We visited Terre Terre, a thriving community garden created by the NGO La Sauge, dedicated to promoting urban gardening and sustainability.

Rolling up our sleeves, we spent the day gardening, learning about sustainable practices, and contributing to this inspiring local project. It was a memorable experience that strengthened our bonds as a team while giving back to the community and support La Sauge's important work.





**Our ESG  
governance  
approach**



## Empowering inclusive, effective leadership

As a company, we work diligently to build and maintain strong operational governance practices, controls, and quality standards, particularly in the areas of cybersecurity, risk management, and business resilience, while also providing transparent reporting designed to build trust with our stakeholders.

At Brightest, our leadership team exemplifies our dedication to gender equity, with women making up 50% of our executive leadership board. This commitment to diversity enhances our ability to tackle sustainability challenges from varied viewpoints, enriching our approach to managing a global company.

To further support our diverse team, we conduct weekly individual meetings and offer structured feedback sessions semi-annually. These initiatives are designed to understand and enhance employee satisfaction and promote professional development within the company, ensuring that our inclusive leadership model fosters effective governance, management oversight, and accountability.

# 50%

Women part of our executive leadership board

# 100%

Brightest team members receive semi-annual professional evaluations and career development support





# Brightest's data and cybersecurity approach

At Brightest, we take the security and safeguarding of client data incredibly seriously. All data is encrypted in transit and at rest, and securely stored in SOC 2 and ISO 27001-certified Amazon Web Services (AWS) cloud database instances, with rolling, multi-availability zone backups and tight access controls.

Our application is built on modern, secure architecture with comprehensive measures to mitigate, monitor, and prevent threats. This year, we upgrading our application's core web framework version to further strengthen and access the latest security releases, while also updating aspects of our Brightest Security Management Program (BSMP) protocols, policies, and controls. In addition to our own internal efforts, use a variety of third-party monitoring and security systems and partners, including Intruder (intruder.io) for rigorous, monthly penetration testing, maintaining an A+ security rating.

We consistently and rigorously review our IT management processes against ISO 27001, CSA (Cloud Security Alliance), GDPR (General Data Protection Regulation), UK Cyber Essentials, and other standards and local data regulations on an annual basis. This enables us to ensure the highest standards of data protection, privacy, and safeguards for our clients.

To learn more, visit: <https://www.brightest.io/security>



## Corporate policies

At Brightest, we integrate performance, sustainability, risk management, and governance into our core operations through clear policies with defined objectives, accountable ownership, and measurable targets. This past year, we expanded our employee handbook, internal company documentation and knowledge repository, and operational controls, while introducing and updated company policies related to:

- Business ethics
- Energy consumption & GHG emissions
- Employee travel
- Health, wellness, and well-being
- IT controls, application development & cybersecurity
- Waste management and diversion

For example, our energy consumption & GHG emissions policy focuses on monitoring and reducing energy use and emissions through qualitative goals and quantitative tracking. To further reduce our environmental impact, our sustainability-oriented employee travel policy encourages low-carbon travel choices, promoting responsible business mobility.

Our revised ethics policy now addresses a broader range of conduct matters, including corruption, conflicts of interest, corporate gifts, and whistleblowing to promote better accountability, ethical conduct, and compliance. To protect data and operational resilience, our Brightest Security Management Policy (BSMP) enforces stringent protocols and controls, reinforcing our commitment to trust and compliance in all aspects of our business.



# Looking forward

Guided by our pillars, Planet, People, and Education, we're using insights from our 2024 materiality assessment, stakeholder dialogue and feedback, and our own strategic forecasting process to inform and guide next year's sustainability initiatives. Key priorities include advancing DE&I programs, strengthening ESG risk management, and enhancing our biodiversity performance as an active member of the EU Business and Biodiversity Platform.

These efforts will complement our commitment to maintaining net-zero emissions and fostering environmental education. Looking ahead, we aim to expand our impact, refine our software in order to help our clients lower their impact, and deepen collaboration across stakeholders. By continuing to emphasize innovation, accountability, transparency, and collective action, Brightest is building a future that prioritizes our people and our planet.



*"As we enter 2025, our focus remains on delivering innovative, resilient solutions and services that empower businesses to improve their sustainability and business performance. By continuously improving our software, strengthening the global capabilities of our teams, and deepening stakeholder engagement, we're positioned to help our clients address today's challenges, while also shaping and contributing to a more sustainable, fair, and equitable future for all."*

**Chris Bolman**  
Co-Founder & CEO

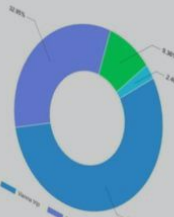






### GHG Emissions from Transit, Travel & Transportation

More levels of GHG (eCO2e) by percentage (%)



Solve the following equations. Some answers will have negative, fraction or decimal answers.

**Section A**

$3x + 4 = 10 - 3x$	$4) 0 + 4x = 15$	$7) 5 - 10x = 15$	$10) 4 - 12 - 2x$
$2x + 8 = 20$	$5) 14 - 6x = 2$	$8) 10 - 7 + x$	$13) 25 - 40 - 3x$
$3) 9 - 2x = 0.5$	$6) 2x - 3 = -2$	$9) -3 - 16 = x$	$12) 8 - 9 - 5x$

**Section B**

$1) x - 11 = 19$	$4) 3 = 7 + 3$	$7) 1 - 6 = 4$	$10) x - 5 = 12$
$2) 7 = 6 - 1$	$5) 7 = 2 + 4$	$8) 14 = x - 2$	$11) x + 4 = 8$
$3) 10 = 5 - 20$	$6) -2 = 6 - 5$	$9) 5 = 0 - 1$	$12) x + 2 = 2$

**Section C**

$1) 31x - 23 = 10$	$5) 21.8x - 31 = 11$	$8) 21.7x - 11 = 9 - 23$
$2) 27x - 23 = 24$	$6) 21.2x - 11 = 14$	$11) 22.4x - 12 = 20$
$3) 14x - 9 = 12$	$7) 11.5x - 13 = 24$	$10) 24.4x - 12 = 20$
$4) 21.3x - 9 = -44$	$8) 7.1x - 11.9 = 46$	$13) 34.4x - 11 = 20$

**Section D**

$1) x + 9 = 2x$	$5) 8x - 7 = 6x$	$8) 21.7x - 11 = 9 - 23$
$2) 10 = 2x + 5x$	$6) 11x - 13 = 7x$	$11) 22.4x - 12 = 20$
$3) 2x = 9x$	$7) 1.8x - 13 = 24$	$10) 24.4x - 12 = 20$
$4) 23 = 2x + 5x$	$8) 7.1x - 11.9 = 46$	$13) 34.4x - 11 = 20$

**Section E**

$1) 8x - 2 = 4x + 12$	$5) 8x - 7 = 6x$	$8) 21.7x - 11 = 9 - 23$
$2) 10 = 2x + 5x$	$6) 11x - 13 = 7x$	$11) 22.4x - 12 = 20$
$3) 12 = 2x + 9x$	$7) 1.8x - 13 = 24$	$10) 24.4x - 12 = 20$
$4) 23 = 2x + 5x$	$8) 7.1x - 11.9 = 46$	$13) 34.4x - 11 = 20$



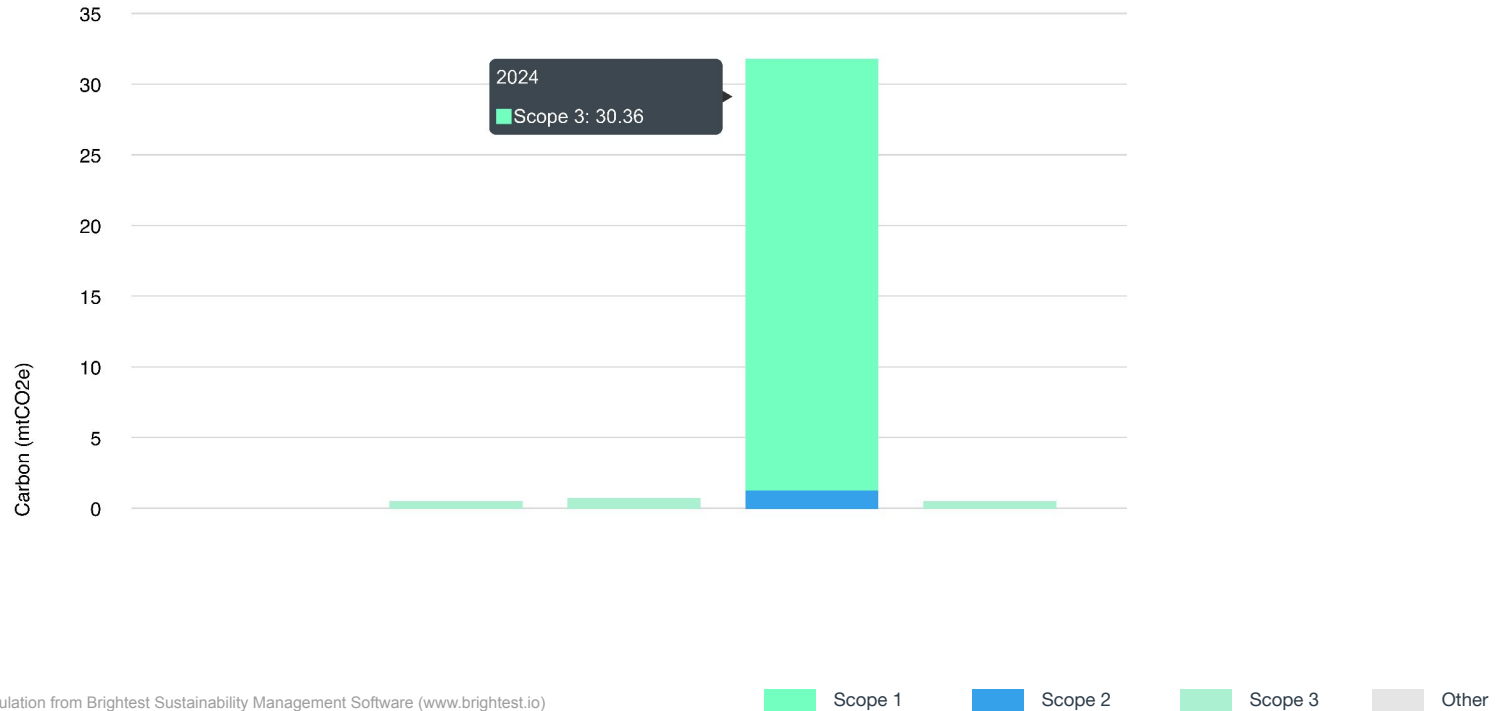
# Quantitative disclosures

Please refer to pages 10-12 and for contextual information on the metrics presented below.

## Disclosure

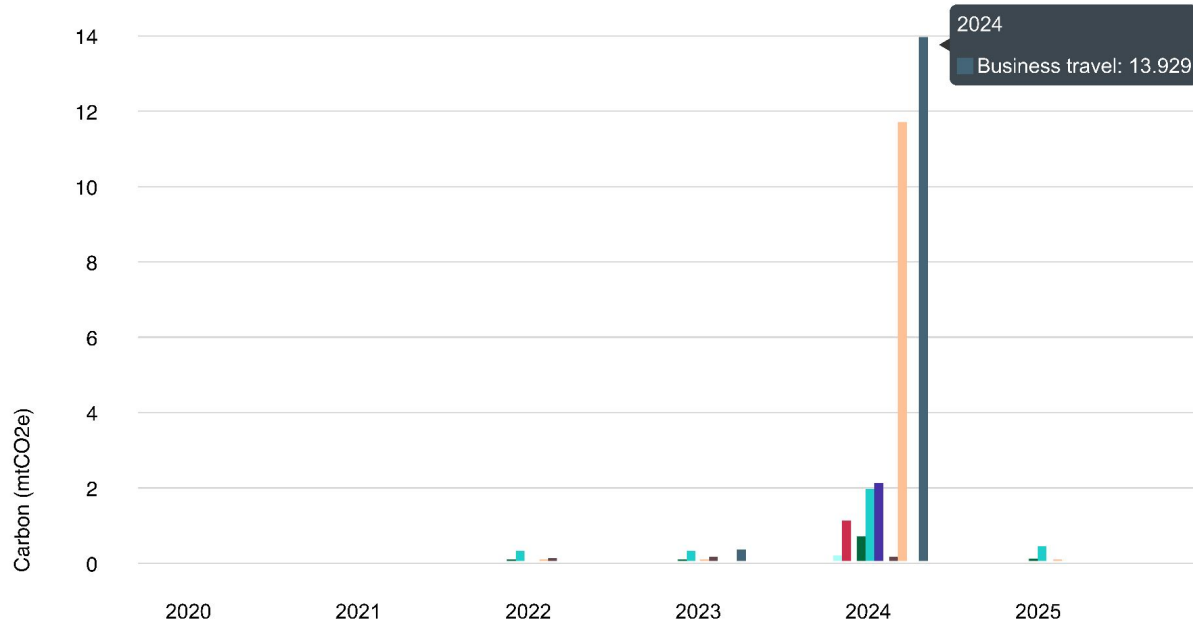
Environment	Standard Reference	Unit	2024	YoY Change (%)
<b>Total GHG emissions</b>				
<b>Scope 1 emissions</b>	ISSB-S2-MT-29a.i.1, ESRS-VSME-B-3.30.a	mtCO <sub>2</sub> e	0	<i>N/A - 2024 is our first GHG inventory</i>
<b>Scope 2 emissions (location-based)</b>	ISSB-S2-MT-29a.i.2, ESRS-VSME-B-3.30.b	mtCO <sub>2</sub> e	2.3	<i>N/A - 2024 is our first GHG inventory</i>
<b>Scope 3 emissions</b>	ISSB-S2-MT-29a.i.3, ESRS-VSME-B-3.31	mtCO <sub>2</sub> e	30.4	<i>N/A - 2024 is our first GHG inventory</i>

# Our Scope 3 emissions inventory



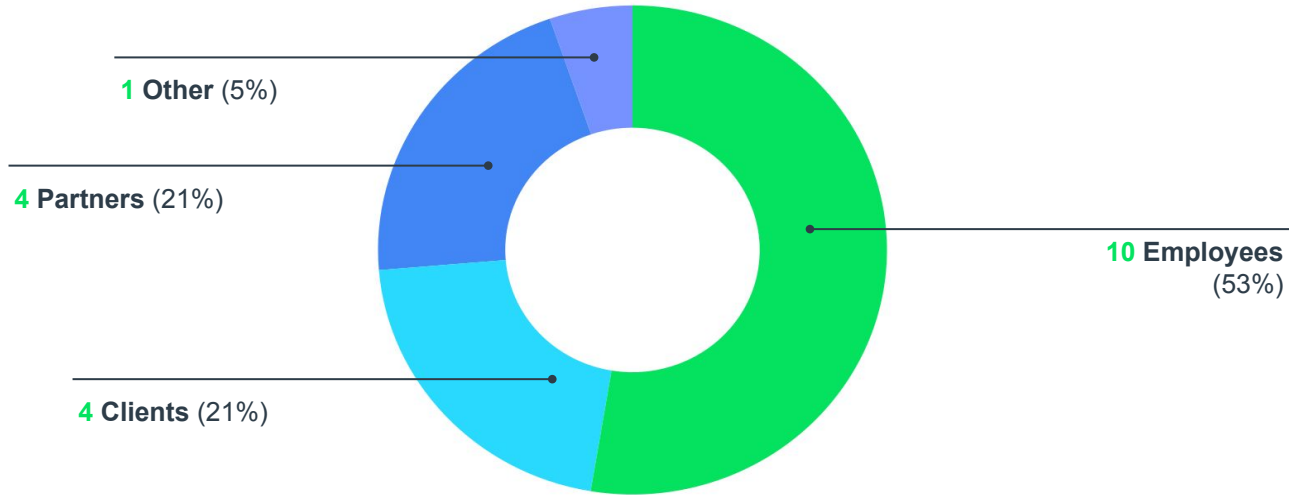
Source: Data visualization and calculation from Brightest Sustainability Management Software ([www.brightest.io](http://www.brightest.io))

# Business travel is our most material GHG source



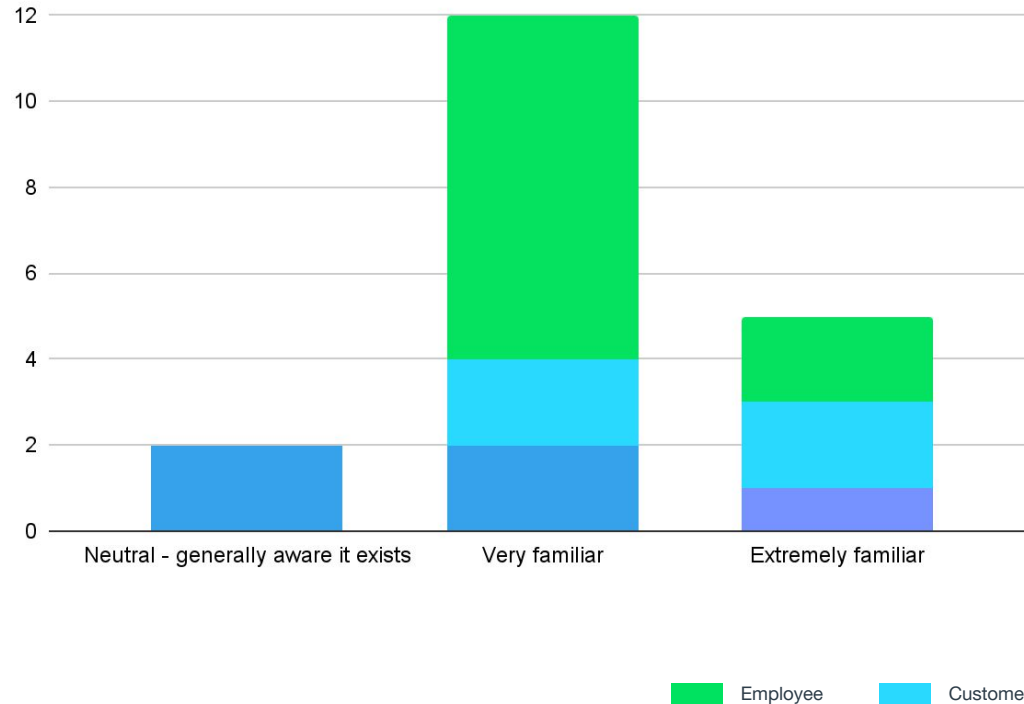
Source: Data visualization and calculation from Brightest Sustainability Management Software ([www.brightest.io](http://www.brightest.io))

# Who participated in our Impact Materiality Assessment

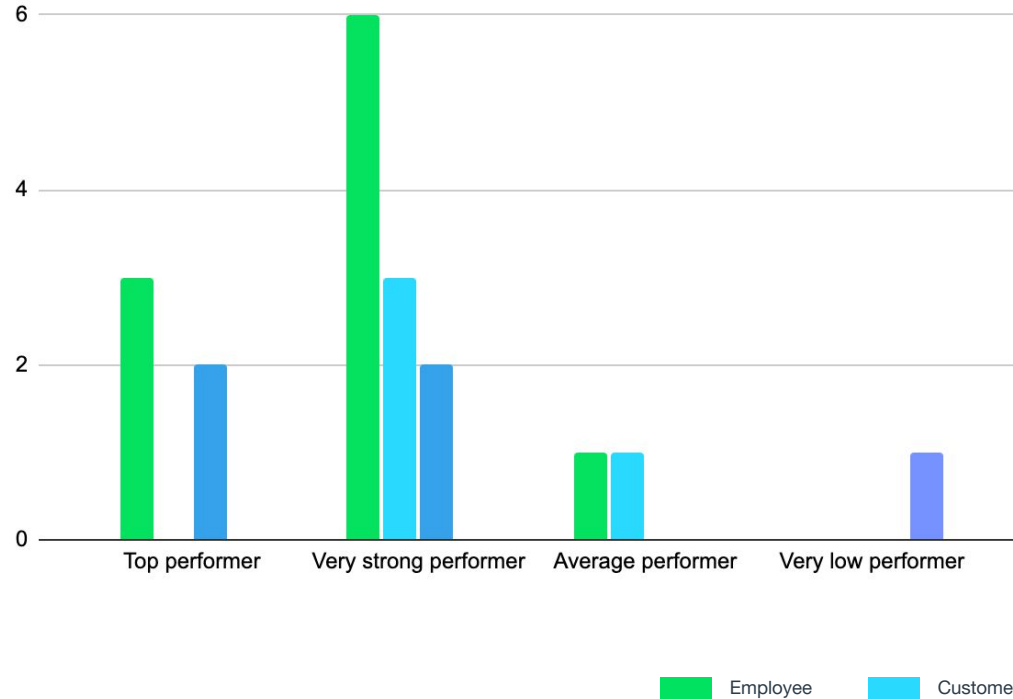




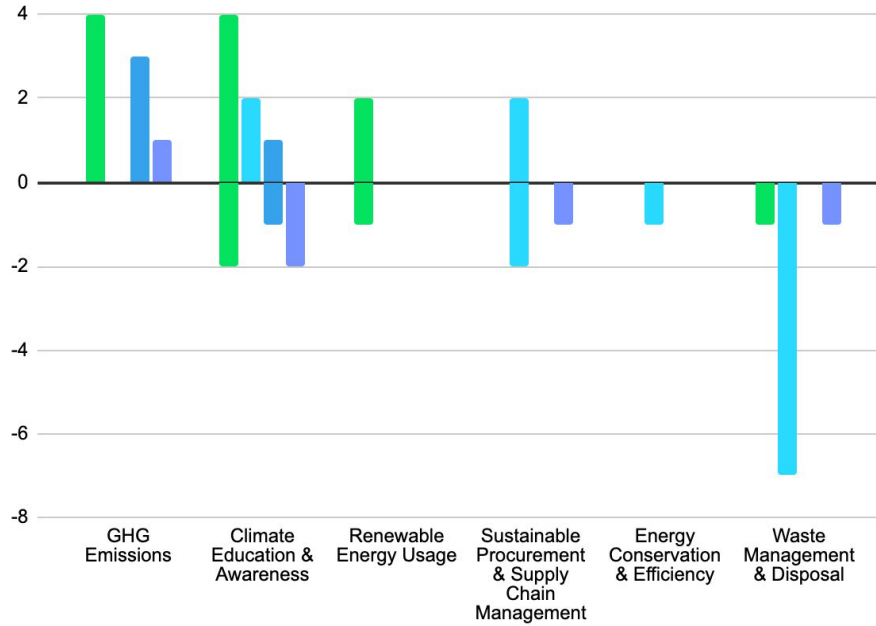
# Participants' familiarity with sustainability & ESG



# Brightest's perceived sustainability performance

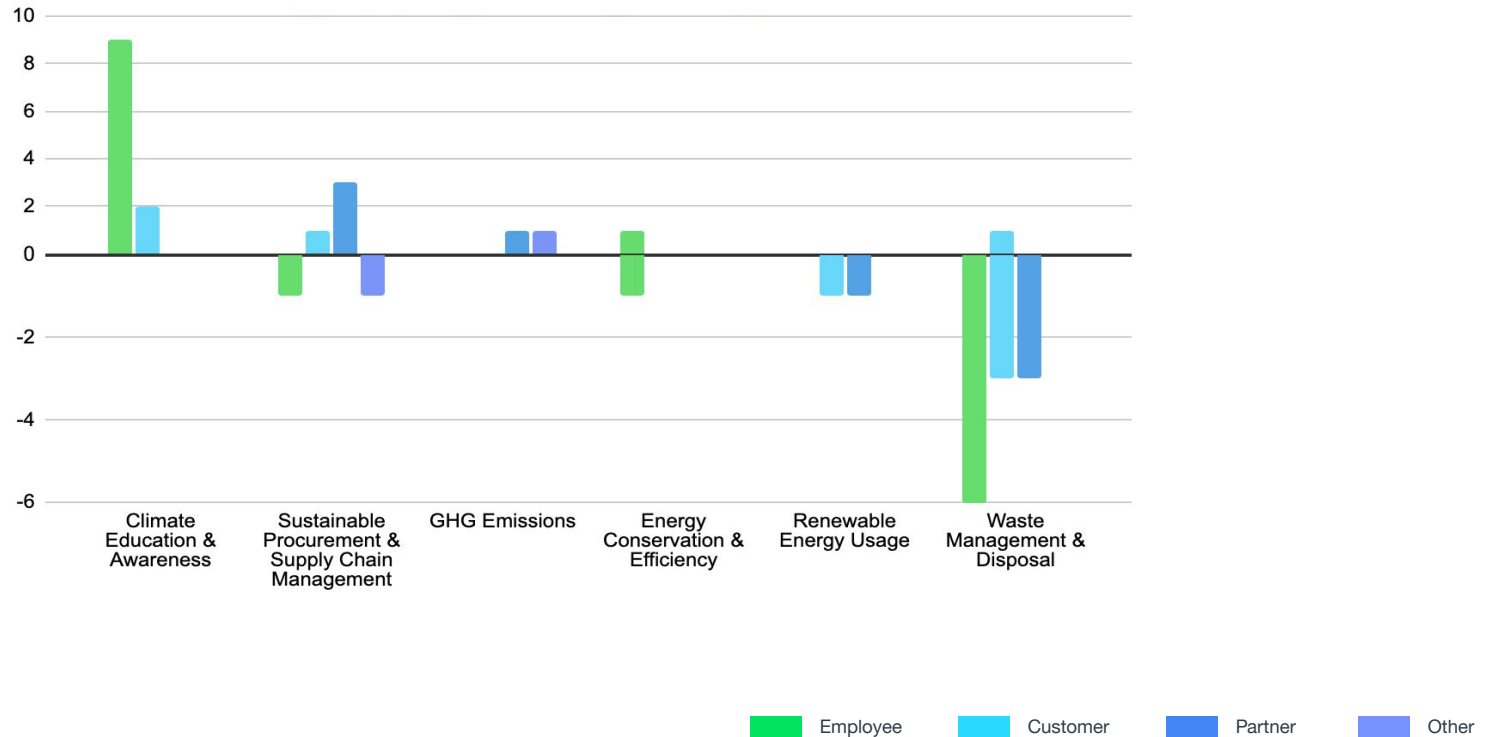


# Importance of Environmental issues for Brightest

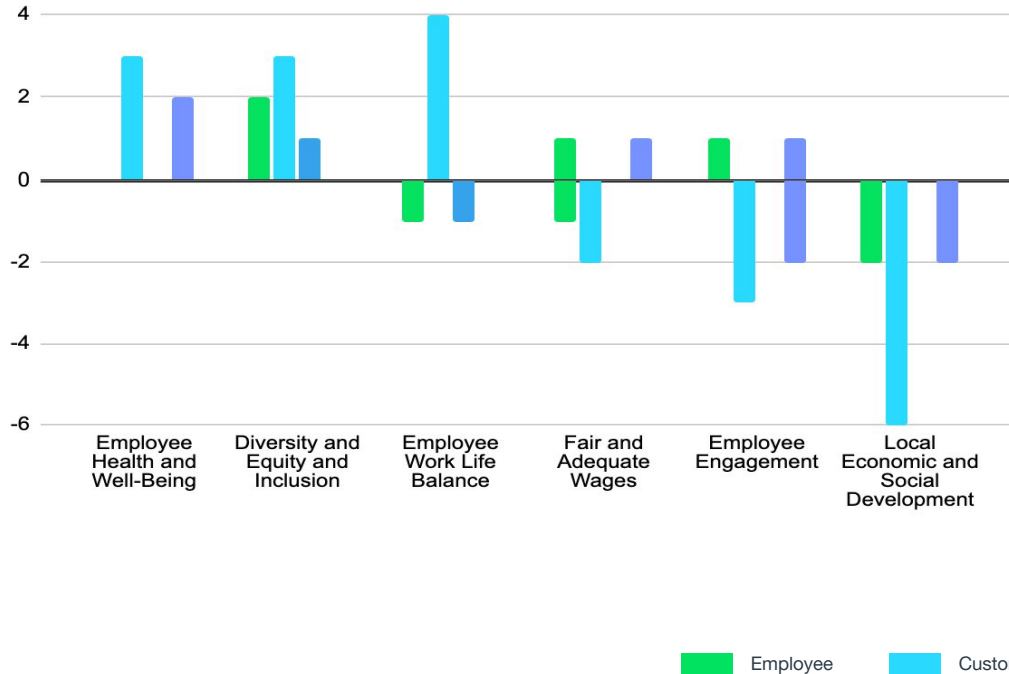




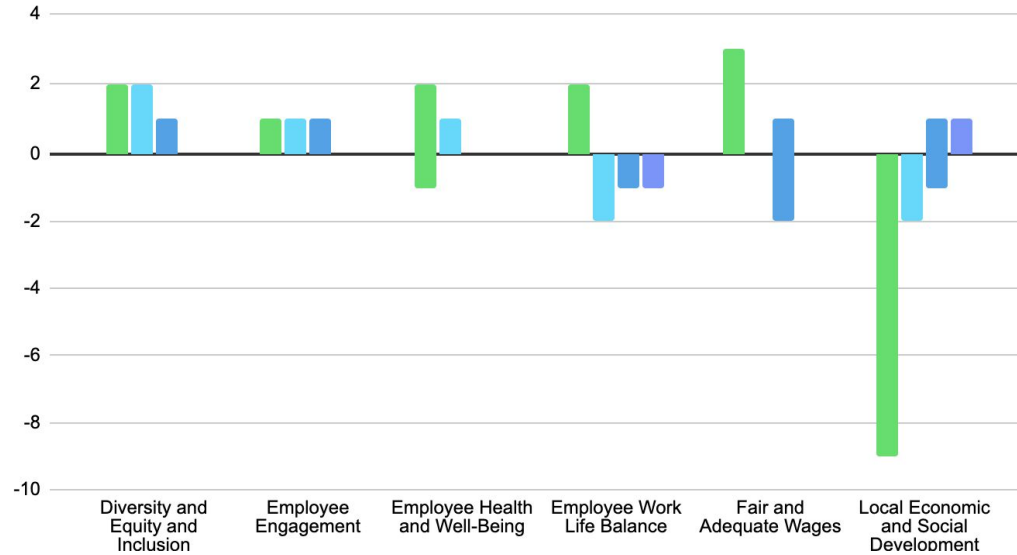
# Brightest's potential impact or influence (Environmental)



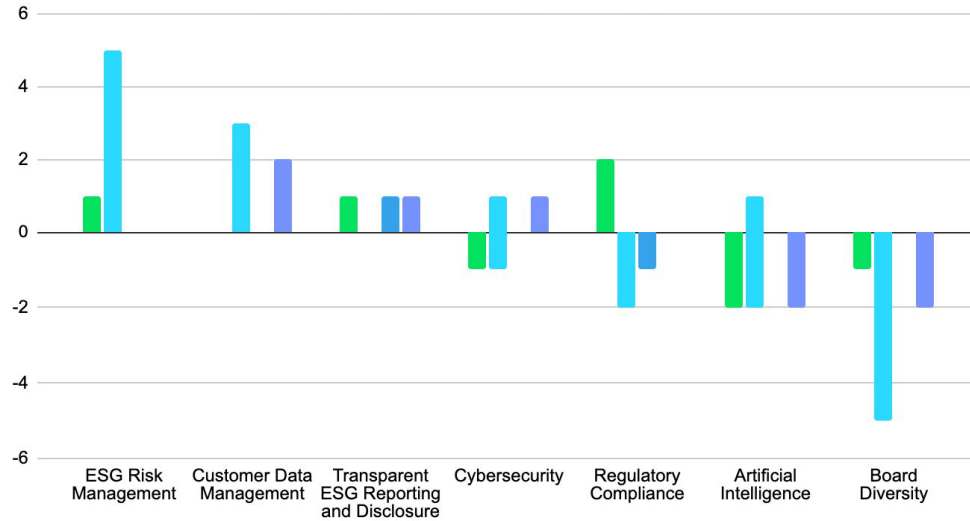
# Importance of Social issues for Brightest



# Brightest's potential impact or influence (Social)

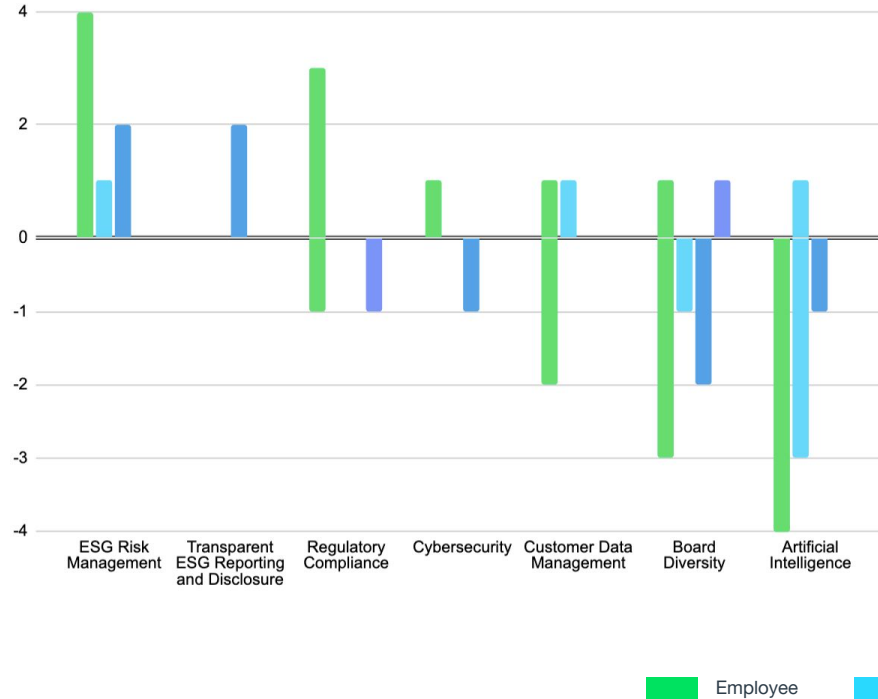


# Importance of Governance issues for Brightest





# Brightest's potential impact or influence (Governance)





Thank you.