

Sustainability Report 2026 Disclosure for 2025



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Introduction

HPG Brands is a growing family of hard goods brands. Currently consisting of ten brands, every brand owns a top promotional product industry rating and has earned multiple awards for exceptional service and quality products. Our responsibility with regard to our customers, suppliers, employees, and shareholders, however, extends well beyond great service and quality products. We view our business as an eco-system that must be built, nurtured, and maintained in a socially, economically and environmentally responsible manner.

We have created this report to state our aims and show the progress we are making against our goals. The data we have included covers the period from January 1st - December 31st, 2025.

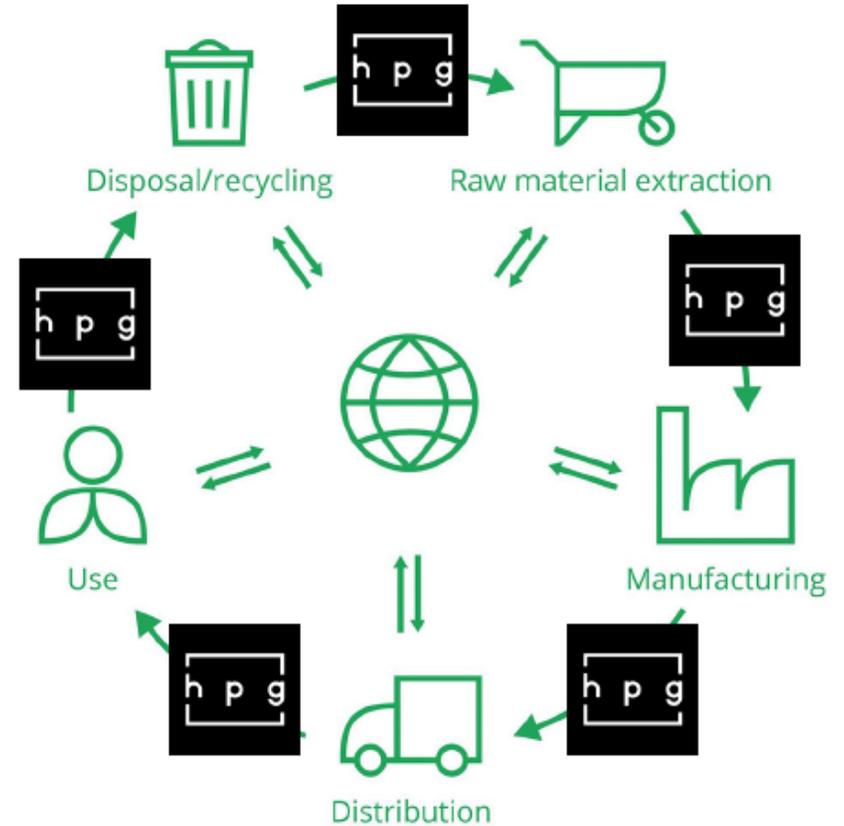
We conducted a materiality assessment to establish our ESG priorities. The following pages detail our focus as a business and our plan of action based on feedback from hundreds of employees and distributors that we surveyed for their opinions.

Where are our biggest impacts?

What can we control?

What can we sell?

- **Raw Material Extraction + Manufacturing**
We have more influence over our Made-in-NA products by BEST, Mixie, BCG.
- **Distribution**
We offset domestic shipping. Distributors can't sell our sustainability plan but they can sell the product sustainability story if it's there.
- **Use**
Totes, Drinkware, are long lasting and replace single-use plastics, Pens are thrown away after 6 months, our tech is rechargeable. Our products have low to positive impact.
- **Disposal**
PPAI survey shared #2 biggest threat to industry is perception of "Brandfill" but we have no contact with end users



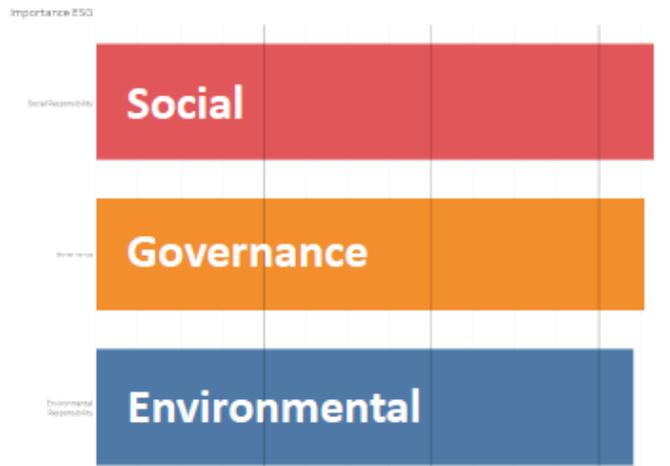
HPG Sustainability Plan

HPG's approach is to focus on changes that will help distributors sell sustainable promotional products:

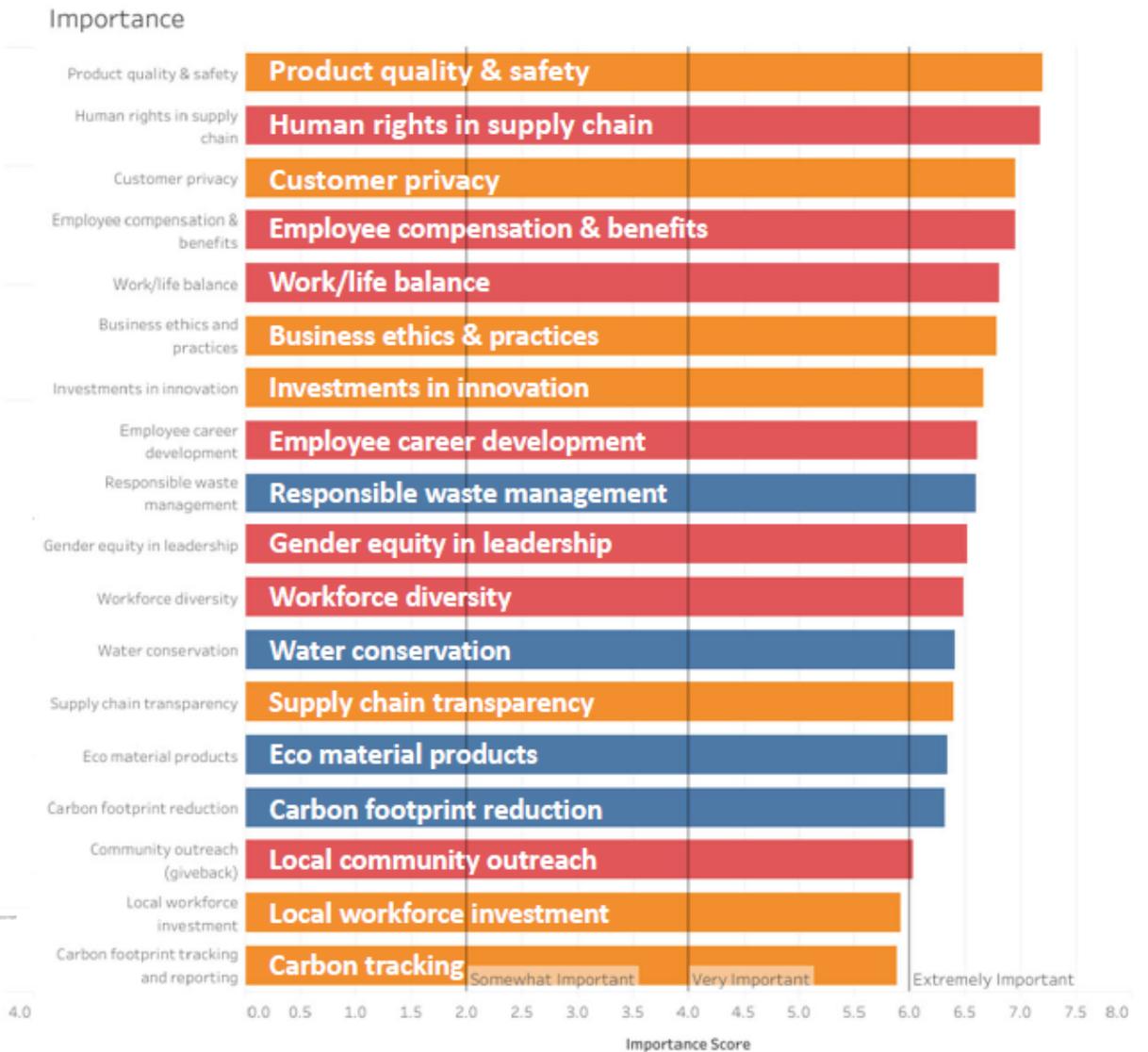
- **Sustainable Products**
For end users wanting to brand something sustainable, sustainably
e.g. made of compostable / recyclable materials and/or support greener behaviors e.g. tote bags
- **Sustainable Manufacturing**
For distributors needing to track their impact and report to customers.
e.g. fair labor/social compliance docs, carbon tracking, zero-waste, eco-inks/processes
- **Sustainable Partners**
Those that can accelerate both of the above and have stores distributors can sell
e.g. Tech partners, NGO Giveback partners, B&B Makers, Premium Brand partners, Terracycle
- **Sustainable Governance**
Tracking and reporting CSR metrics, HR, leading change internally, guiding change externally
e.g. CO₂ Footprint, HR Diversity, Certifications, Ethics, industry committees/event

Issues Ranked

- 276 responses: 115 employees and 161 distributors



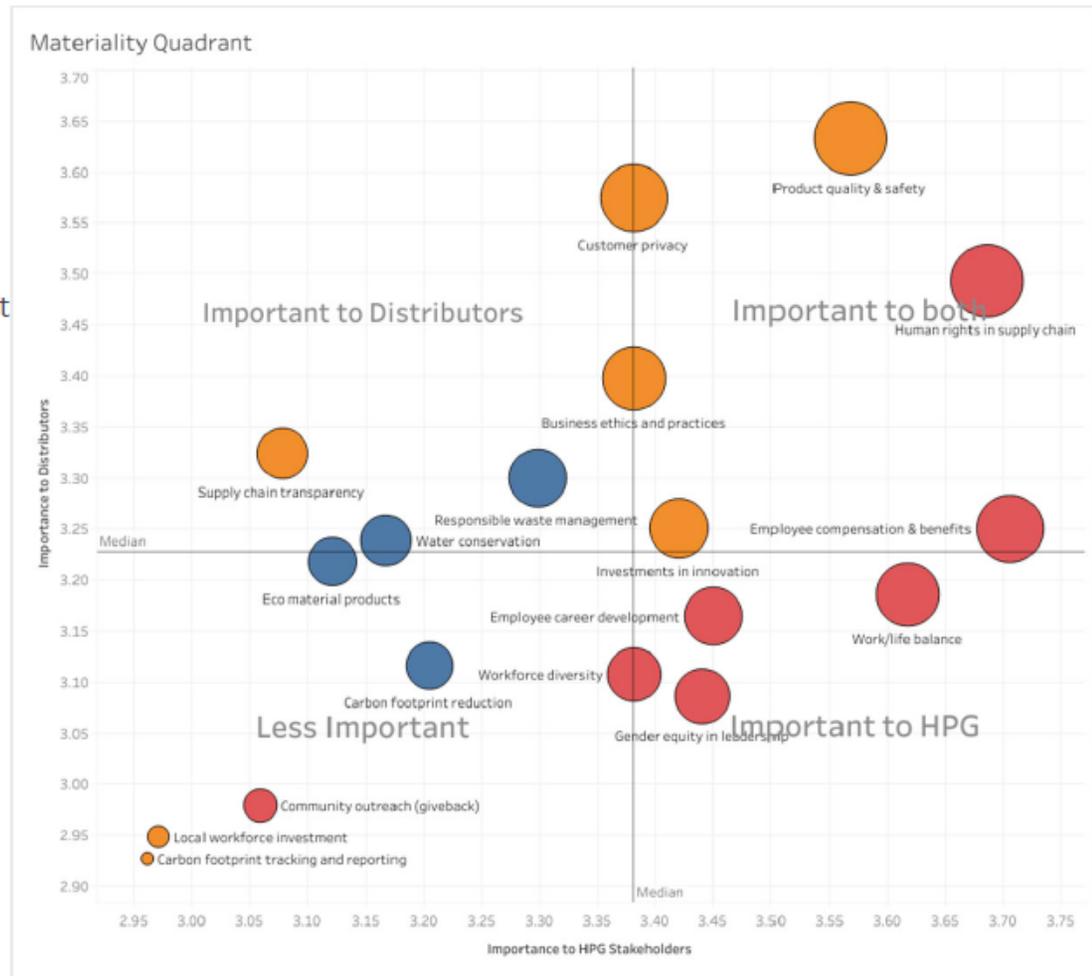
Importance Score for each ESG Group. Color shows detail about ESG Group. The color of the bar and the label below describe your most important response and where you located the issue. The blue bar also describes your most important response. The label below the bar is the label for the most important response. The label below the bar is the label for the most important response.



Relative Importance

Priorities for customers and staff combined

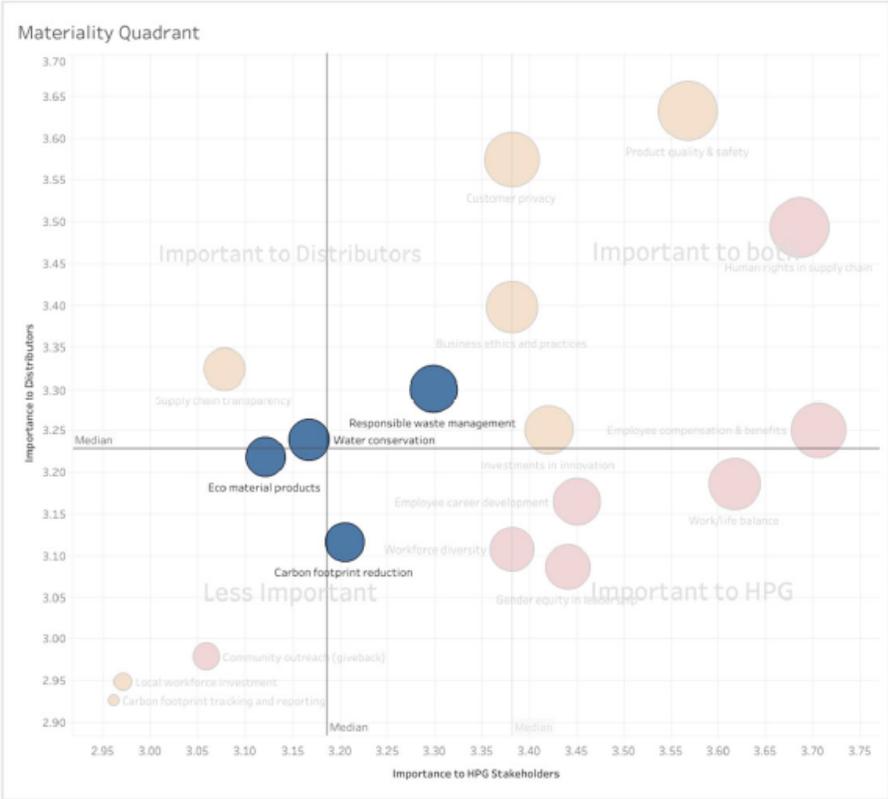
- Social: Human rights in supply chain
- Governance: Product quality & safety
- Environmental: Responsible waste management



Environmental Relative Importance

- 1. Waste
- 2. Water
- 3. Eco-products
- 4. Carbon

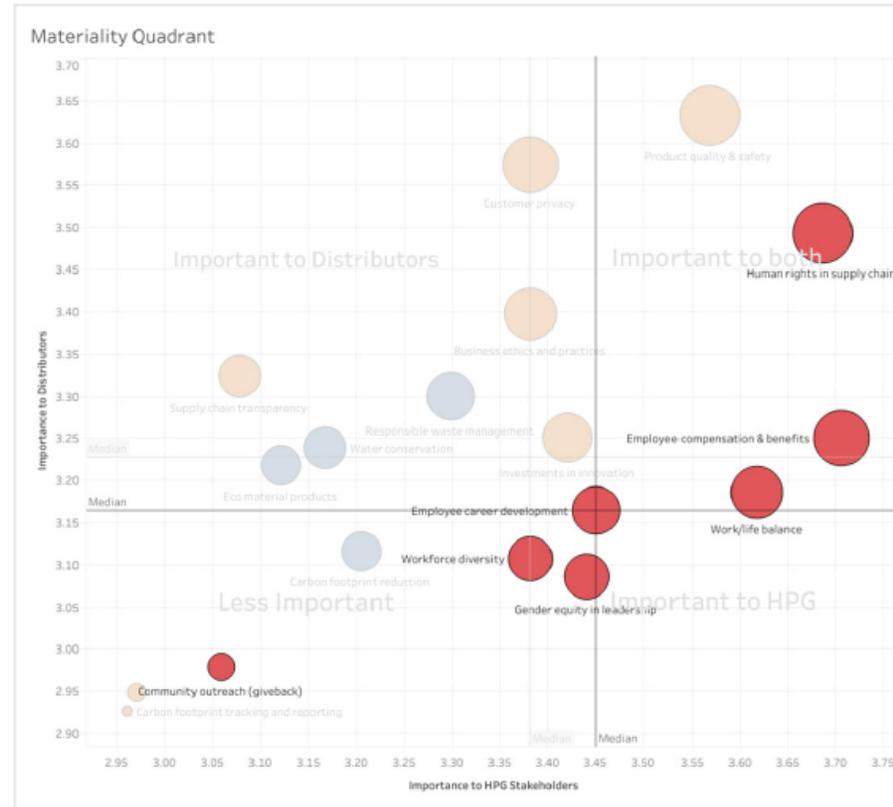
HPG should focus on brandfill and reducing waste in operations



Social Relative Importance

1. Human rights
2. Employee comp / treatment
3. Equality (gender/diversity)
4. Community outreach

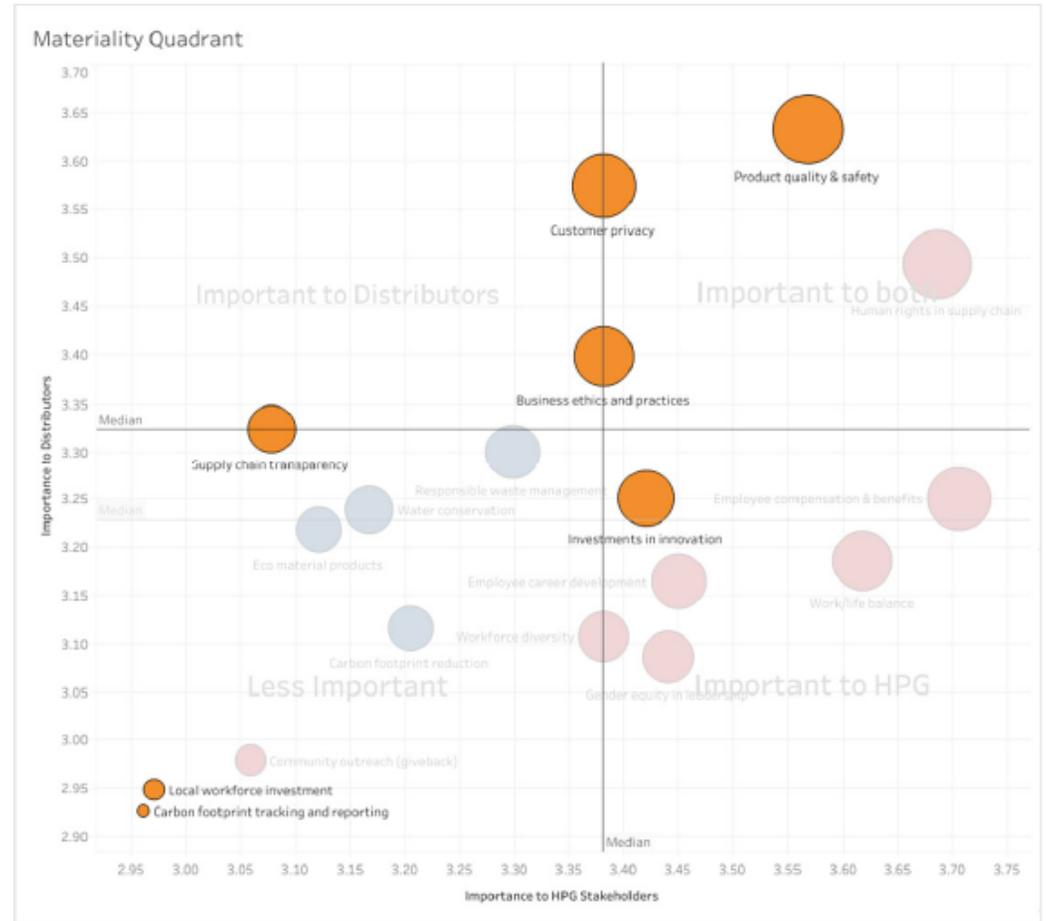
Create and share more content about HPG's social compliance, set and report goals



Social Governance Importance

1. Product quality & safety
2. Privacy/Ethics
3. Transparency
4. R&D

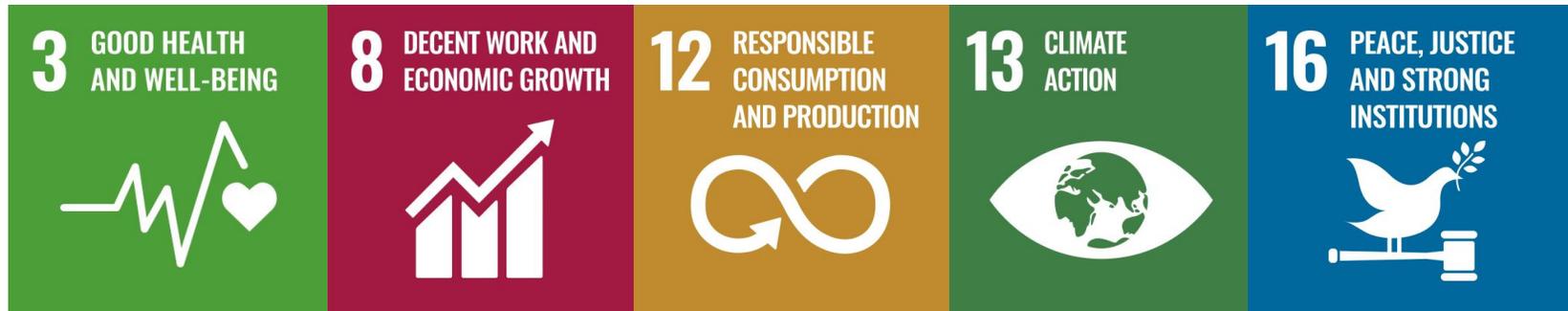
Set and report quantifiable goals around quality checks, tests, scores vs. requirements.



The United Nations Sustainable Development Goals

The United Nations has devised 17 Sustainable Development Goals as a roadmap toward a more sustainable and equitable future worldwide. These goals tackle interconnected global challenges, emphasizing the need to simultaneously combat poverty, enhance healthcare and education, diminish inequality, foster economic advancement, address climate change, and conserve our precious ecosystems like oceans and forests.

From these goals, we've identified five that align with our sustainability strategy and where we can make meaningful strides. This report highlights our advancements in these selected areas.





Our ambition with respect to the workplace is for our employees to reflect the community we work in, feel valued, find purpose in their work, and grow and contribute to their fullest potential. To reach this ambition, we have established principles to manage our workplace impact across three key issues: diversity & inclusion, wellbeing, and talent for the future.

Diversity & Inclusion

We believe that diverse and inclusive teams make smarter decisions for business, the environment and society. We strive to be a diverse and inclusive employer, ensuring our workforce and workplace reflect society and the communities we support, and our actions reflect our aspirations for inclusion.

We recognize and support diversity across all dimensions, including gender, gender identity, disability (including physical and mental conditions), ethnic and cultural heritage, socio-economic and educational background, age, and sexual orientation.

In line with the HPG Labor and Human Rights Policy, each HPG brand must take steps to improve the representation of underrepresented groups in management.

We are committed to achieving a minimum 40% of underrepresented groups in senior management positions by end 2026.

Each HPG brand must strive to build and maintain a diverse and inclusive workforce with respect to all dimensions of diversity.

We strive to build and maintain a diverse and inclusive workforce across all dimensions of diversity. Our human resource (HR) departments monitor diversity across our workforce on an ongoing basis, conduct data gathering on all legally possible metrics in accordance with the group data protection policy, and regularly report progress to the group.

In line with HPG’s Labor and Human Rights Policy, each HPG brand must ensure fair and equal pay and access to work, with respect to diversity.

We are committed to ensuring fair and equal pay for equal work for all our employees by:

- Monitoring the provision of equal pay by regular reviews of remuneration data by local entity leadership where possible, which are reported to the group.
- Creating an evidence-based action plan to rectify any variations from the policy that are identified.

We are committed to ensuring fair and equal access to work for all our employees by:

- Ensuring that all internal and external role advertisements are written in inclusive language.
- Ensuring that all our employees have access to skills and career coaching support.

Where we identify significant discrepancies, we expect each HPG brand to analyze whether a divergence from the policy has occurred and report back. The evidence should then be used by the entity to devise a plan to rectify any variations from the policy that are identified.

Each HPG brand must oppose and avoid all forms of harassment and discrimination in any context.

We oppose and avoid all forms of unlawful discrimination and harassment in any context. We have processes in place for employees to report discrimination and harassment to HR departments, Compliance & Ethics, Internal Audit, or through confidential internal or external Speak Up mechanisms. We follow up on all such allegations, ensuring that action is taken in case of misconduct, including dismissal if necessary. We treat all complaints with the strictest confidence.

Wellbeing

We believe our employees should work in an environment where they feel mentally healthy, engaged, fulfilled, and connected in both the workplace and when working together remotely. We recognize wellbeing as defined across physical, social, mental, financial, and environmental aspects.

In line with the HPG Labor and Human Rights Policy, each HPG brand must commit to creating a safe and secure workplace which fosters positive outcomes for employees across physical, social, mental, financial, and environmental wellbeing.

We are committed to taking steps to prevent and detect poor wellbeing in our employees by:

- Ensuring that group-wide wellbeing offerings are made available, clearly signposted, and easily accessible to all employees.

- Empowering employees to manage their own wellbeing and to support one another, through flexibility, trust, and individual accountability.
- Fostering work practices and workplaces that ensure safe environments for all employees and visitors, including emergency provisions.

We support our people managers to actively contribute to positive wellbeing outcomes by:

- Offering regular training on wellbeing issues and monitoring uptake of this training through our HR departments.
- We also intervene where poor wellbeing outcomes have been identified to support our employees back to a positive wellbeing state. This includes:
 - Resolving any issues identified in anonymous well-being surveys in a timely manner.
 - Supporting our employees to access help from their people manager, HR department or other advisors on wellbeing (e.g., stress and burnout coach, career coach, etc.), as well as from external support.
 - Where appropriate, supporting employees to take sickness absence and ensuring a gradual return to work with support at each stage where an employee has been on long term sickness absence.

We treat all matters relating to employee health in the strictest confidence and ensure our employees with health issues are treated fairly and without judgement.

Talent for the Future

Each HPG brand must ensure business continuity, resilience and strategy delivery through talent succession and workforce planning.

We are committed to managing talent and planning our workforce to ensure that we can identify and grow talent at all levels within the business and recruit talent externally as needed. This includes:

- Conducting a workforce planning exercise on a regular basis to identify hiring and upskilling needs.
- Conducting annual individual performance appraisals for all employees.
- Ensuring all employees have up to date individual development plans so that skills are aligned to business needs.

Each HPG brand must encourage and foster a culture of learning, development, coaching and feedback within its workforce.

We believe that learning, development, coaching, and feedback are important to the ongoing acquisition and/or refinement of skills and capabilities towards personal and career goals. We are committed to ensuring that all HPG employees' capabilities continue to improve and remain relevant with the ever-changing market needs and industry trends.

We offer our employees the resources which enable employees to develop. This includes:

- Regularly offering and publicizing access to training courses, and continued educational classes where available.
- Ensuring fair access and time for learning and development.

We ensure that our people managers actively engage with and support HPG's talent agenda and encourage them to engage in open two-way feedback with employees.

We also empower our employees to take responsibility for their own development by:

- Encouraging employees to create a personal development plan (PDP) annually.
- Encouraging employees to have regular discussions with their managers on developing their strengths and skills.
- Empowering employees to identify which training is relevant to their role and proactively manage their time to ensure they undertake any relevant training.

Each HPG brand must ensure its internal mobility and external recruitment processes support the HPG's commitment to fostering and supporting talent.

Any internal mobility practices should be aligned to HPG's strategies of encouraging employees to take on new growth opportunities that align with the employee's long-term career goals and business priorities.

With respect to external recruitment, we are committed to:

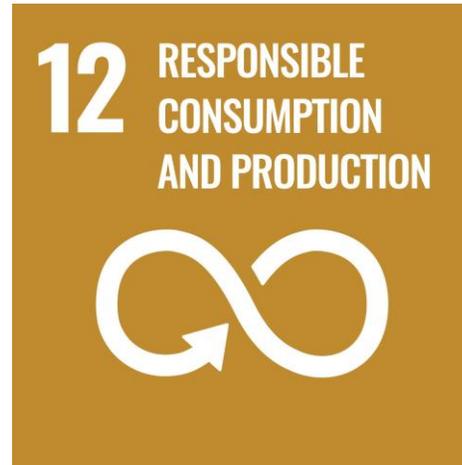
- Advertising all vacancies on the HPG Career website, ensuring that all vacancies are termed in inclusive language.
- Exploring partnerships with universities to ensure a wider pipeline of talent.
- Ensuring a diverse pipeline of talent.
- Following the corporate procedures for recruitment.

With respect to internal mobility, we are committed to:

- Advertising all vacancies on HPG's intranet, poster, and bulletin boards.
- Ensuring all vacancies are termed in inclusive language.
- Following the corporate procedures for internal recruitment practices.
- Ensuring fair access to work overall.

Results

	2023	2024	2025
Days lost to work-related injuries, fatalities and ill health	540	11	33
Work-related accidents	20	8	22
Average hours of training per employee	2	5.4	6
Total women employed	69%	65%	67%
Women in top management	44%	44%	45%
Women on the board	0	0	1
Employees from minority or vulnerable groups	60%	60%	65%
Employees from minority and vulnerable groups in top management	11%	40%	40%
Permanent employees	757	836	994
Employees with healthcare benefits	75%	85%	87%
Employee performance appraisals conducted	85%	89%	91%
Reports of discrimination or harassment	0	0	0
Employees trained on health and safety	51%	100%	100%
Employees covered by collective agreements	0	0	0
Employees covered by formal representatives	0	0	0
Product recalls	0	0	0
Injuries related to use of HPG products	0	0	0
Customer complaints related to safety issues	3	2	5



Supply Chain

We are committed to ensuring sustainable business practices across our own operations and working with our suppliers to ensure their operations are sustainable too.

In addition to the expectations set out in the group's Supplier Code of Business Conduct, we expect our suppliers to manage and limit any negative impacts of their business activities, goods and services on the environment, communities, and society. We also expect our suppliers to engage with their own supply chain to practice responsible business.

In line with HPG's Sustainable Procurement Policy, each HPG brand must integrate ESG considerations into its supplier selection and management decisions.

In addition to the requirements set out in HPG Sustainable Procurement Policy and Supplier Code of Conduct, we are committed to capturing ESG considerations with respect to our supply chain within our existing Enterprise Risk Management frameworks.

With respect to all suppliers (new and existing), we are committed to:

- Ensuring that proportionate ESG due diligence is performed on our suppliers, where the scope and level of detail of the due diligence depends on (1) risk profile of supplier location, (2) materiality of our spending with the supplier.
- Ensuring all suppliers commit to the latest version of the HPG Supplier Code of Business Conduct, upon contract renewal or the purchase order acceptance.
- Conducting ongoing audit by accreditable third party, monitoring, and follow-up on our ESG expectations with all existing suppliers.

In line with HPG’s Sustainable Procurement Policy, each HPG brand must have processes in place to require that its suppliers do not cause significant harm to societies and communities.

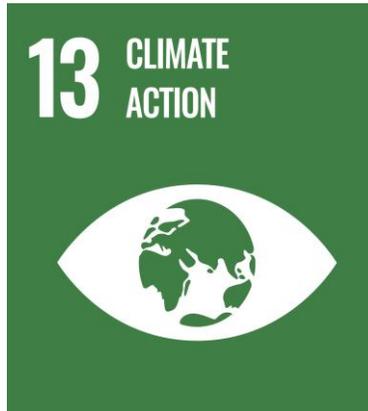
In line with our Supplier Code of Business Conduct, this includes (but is not limited to) requiring suppliers to take responsible action on the following topics:

- Labor and human rights, including modern slavery and the protection of indigenous people.
- Diversity and inclusion.
- Health, safety, and employee wellbeing in the workplace.
- Environmental impact, including GHG emissions.
- Ethical sourcing.
- Anti-corruption, including integrity and protection of information.

We encourage suppliers to act on these topics beyond compliance with applicable laws by drawing upon internationally recognized standards to further support the communities and societies in which they operate and do business.

Results

	2023	2024	2025
Key suppliers who have signed our supplier code of conduct	80%	96%	94%
Key suppliers with contracts that include ESG clauses	100%	87%	92%
Key suppliers covered by a CSR assessment	100%	86%	85%
Key suppliers covered by a CSR on-site audit	100%	86%	85%
Buyers who received training on sustainable procurement	100%	100%	100%
Audited suppliers engaged in corrective actions	3%	24%	57%



Our ambition with respect to the environment is continuing to reduce energy consumption through efficient operational processes and equipment, in addition to adopting waste management practices and promoting reuse and recycling as alternatives to landfill. To reach this ambition, we have established principles to manage our environmental impact across three key issues: energy use and emissions, waste and resource use, and transport & distribution related emissions.

Energy Use and Emissions

Each HPG brand must be covered by, and have its progress tracked against, net zero science-based targets to reduce GHG emissions set by HPG.

We are committed to being covered by validated, science-based targets (interim and net zero) as required to meet standards set by the Science Based Targets Initiative (SBTi).

Consequently, we commit to:

- reduce absolute Scope 1 and 2 (greenhouse gas) GHG emissions by 70% by 2028 from a 2023 base year.
- 60% of our suppliers by spending (covering purchased goods & services and capital goods) will have science-based targets by 2028; and,
- reduce absolute Scope 3 emissions from transportation and distribution waste, by 90% by 2030, from a 2023 base year.

These targets should be supported by company-specific and/or group-wide strategies which include an implementation roadmap to reduce GHG emissions.

Within the net zero strategies, we aim to impact at a minimum Scope 1 and Scope 2 emissions and strive to consider all material sources of emissions such as those from decorating facilities, offices, and warehouses.

In addition, we are committed to calculating the group’s GHG emissions using a common, transparent, and annually reviewed methodology. We will establish key performance indicators (KPIs) to track progress against our targets on an annual basis, externally disclose our group-wide targets, and report on our progress annually.

Below are our GHG emissions for 2025:

Scope 1 Emissions tCO2e	Market Based	1282 tCO2e
	Location Based	1282 tCO2e
Scope 2 Emissions tCO2e	Market Based	2635 tCO2e
	Location Based	2562 tCO2e
Scope 3 Emissions tCO2e	Market Based	41,909 tCO2e
	Location Based	41,909 tCO2e
	Scope 3 Upstream Emissions tCO2e	30,073 tCO2e
	Scope 3 Downstream Emissions tCO2e	12,667 tCO2e

Each HPG brand must have its residual emissions offset by HPG where they cannot be avoided.

Where an HPG brand cannot avoid or reduce GHG emissions further, it must request HPG to compensate such residual emissions, covering at minimum Scope 1 and Scope 2 emissions and part of Scope 3 emissions, through the purchase of carbon credits, in line with the group's net zero targets.

To support this effort, we are committed to:

- Aligning any carbon credits procured by HPG on behalf of an HPG brand with internationally recognized voluntary standards, norms and good practice as determined by HPG.
- Full, public disclosure within our annual group sustainability report on the purchase and retirement of carbon credits in alignment with internationally recognized voluntary standards, norms and good practice as determined by HPG.
- Taking steps to establish relationships with carbon credit brokers to proactively secure access to high quality carbon credits.

Selling-related Transportation and Distribution

Each HPG brand must ensure that all GHG emissions from transportation and distribution related emission are managed in line with the group's net zero targets.

We include GHG emissions from upstream and downstream transportation in our measurement, disclosure, and reduction of GHG emissions, in line with our net zero target.

We define GHG emissions from logistics activities as GHG emissions from upstream transportation and distribution (GHG Protocol Scope 3 category 4) and downstream transportation and distribution (GHG Protocol Scope 3 category 9).

To achieve the group's net zero targets, each HPG brand must seek to optimize its transportation and distribution practices, while minimizing impact to customer On-Time delivery.

We are committed to integrating GHG emissions into our transportation and distribution decisions. This includes:

- Assessing business priorities carefully before any air transportation decisions.
- Reducing carbon-intensive modes of transport whenever possible.
- Abiding by an HPG freight routing guide that prioritizes modes of freight based on GHG emissions, sets clear boundaries on when higher GHG-emitting modes of transportation are necessary, and publicizes our preferred carrier partners based on alignment with our net zero targets.

Where zero carbon logistics are not possible, we will calculate and value our residual emissions by applying an internal carbon price.

We use UPS' Carbon Neutral shipping service for our domestic services. UPS uses offsetting to reduce the environmental impact of shipping our deliveries.

We have switched all business flights to Delta airlines. Delta has a commitment to be carbon neutral by 2030.

We encourage employees to have more conference calls to reduce business travel and associated carbon emissions.

Waste and Resource Use

Each HPG brand must take steps to fully understand the environmental impact of its waste and resource use.

We are committed to collecting, analyzing, and publicizing data relating to our waste and resource use.

Each HPG brand must consciously develop and launch products and packaging that provide environmental, social, and economic benefits while protecting public health and the environment over their whole life cycle.

We are committed to expanding our eco-friendly product offering by 30% by incorporating sustainable design principles into product development, focusing on eco-friendly materials, reducing resource consumption, and designing products for recyclability. Review circular economy principles by implementing product take-back programs, remanufacturing processes, and incorporating recycled materials into production when feasible.

Each HPG brand must take steps to improve resource and waste efficiency by reducing resource consumption and waste, and reusing and recycling resources wherever possible.

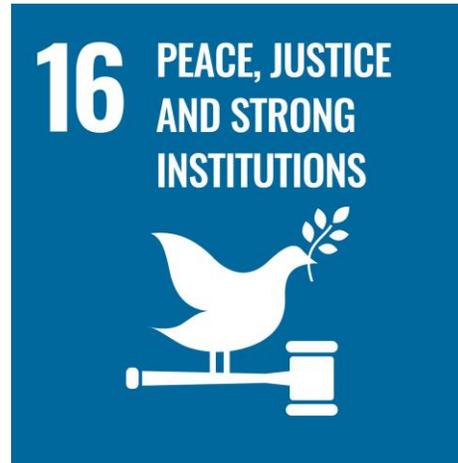
We are committed to managing waste in line with our group-wide waste hierarchy, targeting zero waste to landfill by 2030.

We are also committed to continuously evaluating and adopting solutions that minimize our environmental impact with respect to paper, plastic, electronics such as batteries, and water use, wherever possible (e.g. based on volume, 'hierarchy of harm' and/or life-cycle impact).

We have a large range of products on our site made from recycled and other sustainable materials. [We promote these products to our clients.](#)

Results

	2023	2024	2025
Total energy consumption	11904 mWh	6628 mWh	9720 mWh
Total renewable energy consumption	28 mWh	174 mWh	1232 mWh
Total weight of hazardous waste	3.03 tons	0.84 tons	0 tons
Total weight of non-hazardous waste	603 tons	5466 cy	5271 cy
General waste (estimate)	48 kg	48kg	48kg
Sheets of paper used (estimate)	7500	7500	2,754,000
Percentage of employees trained on waste and recycling	0	100	100%
Total recycled tonnes	32 tons	245 tons	295 tons



Our ambition with respect to governance is to ensure robust and transparent governance across the organization and encourage good governance in our value chain. To reach this ambition, we have established principles to manage our corporate governance.

Corporate Governance

Each HPG brand must maintain strong, effective, and transparent corporate governance in line with regulatory requirements and relevant benchmark frameworks.

We are committed to robust governance arrangements, which include clear organizational structures with well-defined, transparent, and consistent lines of responsibility, effective processes to identify, manage, monitor, and report the risks to which we might be exposed, appropriate whistleblowing mechanisms and adequate remuneration policies and internal control mechanisms, including sound administrative and accounting procedures.

Each HPG brand must report regularly to the Board of Directors on ESG matters.

The HPG Enterprise Leadership Team (ELT) has oversight and accountability for:

- Ensuring HPG long-term resilience with respect to potential shifts in the business landscape that may result from ESG-related risks and opportunities.
- Ensuring the composition of the HPG Board of Directors is sufficiently diverse in knowledge, skills, experience, and background to effectively debate and take decisions informed by an awareness and understanding of ESG-related threats and opportunities.

- Ensuring that management assesses the short-, medium- and long-term materiality of ESG-related risks and opportunities for the group on an ongoing basis.
- Ensuring that the group’s actions and responses to ESG-related risks and opportunities are proportionate to the materiality of those ESG topics to the group.

To support effective oversight by the ELT, we are committed to:

- Updating the HPG ELT at least bi-annually on the ESG matters set out in this policy, following the Group ESG Governance structure below.
- Disclosing material ESG-related risks, opportunities, and strategic decisions consistently and transparently through the appropriate channels within the Group ESG Governance structure.
- Formalizing local management’s role in assessing and managing ESG matters and disclosing the nature of this oversight in the entities’ annual reporting.

Results

	2023	2024	2025
Employees trained on ethics	51%	100%	100%
Reports related to whistleblower procedure	0	0	0
Confirmed corruption incidents	0	0	0
Confirmed information security incidents	2	2	3

Annex
SASB 2025 Data
Multiline and Specialty Retailers & Distributors

SASB TOPIC	SASB METRIC	SASB CODE	DATA	NARRATIVE RESPONSE
CHEMICAL & SAFETY HAZARDS OF PRODUCTS	Number of (1) recalls, (2) total units recalled	CG-TS-250a.1	1) 0 recalls 2) 0 total units recalled	We had no recalls in the 2025 fiscal year.
	Number of Letters of Advice (LOA) received	CG-TS-250a.2	0	We did not receive any LOAs from the US Consumer Product Safety Commission in the 2025 fiscal year.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	CG-TS-250a.3	0 (or immaterial) monetary losses due to legal proceedings	For the fiscal years ended December 31, 2025, we did not incur any material expenses in defence and administrative costs relative to product liability litigation. In addition, we did not incur any settlement fees related to product liability cases in those fiscal years.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-TS-250a.4		As a distributor of consumer products, we are subject to the U.S. Consumer Products Safety Act of 1972, as amended by the Consumer Product Safety Improvement Act of 2008, which empowers the Consumer Products Safety Commission to exclude from the market products that are found to be unsafe or hazardous, and similar laws under foreign jurisdictions. Under certain circumstances, the Consumer Products Safety Commission or comparable foreign agency could require us to repurchase or recall one or more of our products. We ensure compliance with all local laws and regulations, including those governing product safety. In addition, we maintain product liability insurance.
LABOR CONDITIONS IN THE SUPPLY CHAIN	Number of facilities audited to a social responsibility code of conduct	CG-TS-430a.1	100%	100% of HPG suppliers are certified by third party auditor against BSCI, SMETA or Ethic Audit standard.
	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	CG-TS-430a.2	1) 20% 2a) 55% 2b) 70%	

ACTIVITY METRICS	Annual production	CG-TS-000.A	As a holding company of ten brands serving four different brand lanes, not all of which fall within the "Toys & Sporting Goods" category, this disclosure is not relevant.
	Number of facilities audited to a social responsibility code of conduct	CG-TS-000.B	<p>9 Facilities:</p> <ul style="list-style-type: none"> - Braintree, MA - New Ulms, MN - Eagan, MN - Dallas, TX - Salt Lake City, UT - Garden Grove, CA - Toronto, CAN - Montreal, CAN - Nogales, MEX <p>At HPG Brands, we sub-lease approximately 600,000 square feet of office and warehouse spaces across United States, Canada and Mexico.</p>

Retailers & Distributors Standard

ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	<ol style="list-style-type: none"> 1. 49133 (Gigajoules - GJ) 2. 100% grid electricity 3. 30% renewable energy consumption <p>We are continuously investigating and implementing ways to boost efficiency, such as utilizing high-efficiency electrical equipment, including LED and motion detector lighting, renewable energy sources, and high-efficiency HVAC units.</p>
DATA SECURITY	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<p>We protect the data of our customers and employees with a robust privacy policy and controls using high standards to mitigate risks. Our program includes:</p> <ul style="list-style-type: none"> • Obtaining user data only through lawful and transparent means • Collecting and processing user data that is limited to the stated purpose • Conducting annual training on data security for all employees • Conducting regular phishing training and test campaigns • Conducting regular risk audits on our data security
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CG-MR-230a.2	<ol style="list-style-type: none"> 1) 0 2) 0% 3) 0 <p>We did not experience any data breaches in fiscal 2025</p>

WORKFORCE DIVERSITY & INCLUSION	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1	As of December 31, 2025, women represented 63% of our workforce and self-identified ethnic and racial minorities represented 63% of our workforce	<p>At HPG Brands, we strive to champion a work environment that promotes the values of diversity, equality, inclusiveness, and community service. We are committed to being a good corporate citizen as well as creating a positive employee environment. We believe that our growth and future are closely tied to the recruitment, development, and retention of exceptional employees.</p> <p>We are continuing to develop a number of initiatives to help recruit, develop, and retain employees in an effort to increase productivity, increase diversity awareness, enhance employee engagement, and encourage customer loyalty.</p>
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	\$0	In fiscal 2025, we had no monetary losses as a result of legal proceedings associated with employment discrimination.
PRODUCT SOURCING, PACKAGING & MARKETING	Revenue from products third party certified to environmental and/or social sustainability standards	CG-MR-410a.1	\$26M	Certified Sustainable product are tested to GRI standards. https://hpgbrands.com/goods-2-know/certified-sustainable/
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2		<p>In 2018, we undertook the effort to analyze the exposure to chemicals of concern in all our inventoried products.</p> <ul style="list-style-type: none"> • About 3% of SKUs were identified as high risks products due high potential for Prop 65 chemicals exposure. These SKUs was removed from our product offering by 2020. • The majority of our surveyed products were found to be low-moderate risk. We follow all national and regional legislation around restricted substances and maintain the appropriate testing protocols for our products. • We have increased chemical management by publishing a Restricted Substances List (RSL) annually.
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3		<p>We understand the importance of being responsible stewards of the planet's resources and the importance of protecting it for their customers, communities, and employees. We are a certified Carbon Neutral company.</p> <p>We understand recycling, sustainable and recyclable product packaging, and energy management and usage as important components of our longer-term environmental strategy.</p>

