



ESG Data Fact Sheet 2025

ImageSource™

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Introduction

At Image Source we are committed to maintaining sustainable growth and creating long-term value for our stakeholders. As part of our ongoing dedication to transparency, we are pleased to provide this ESG (Environmental, Social, and Governance) Data Fact Sheet. This document highlights key metrics and performance indicators that demonstrate our progress in integrating ESG factors into our business operations.

Environmental Metrics

Our commitment: We abide by all applicable environmental laws and regulations. We will manage our environmental footprint to minimize the adverse impact on the environment. We will manage our energy, water and waste systems for maximum efficiency and minimal adverse impact on the environment.

The following greenhouse gas inventory covers all Image Source locations and operations. This inventory is updated annually.

Carbon

Scope	Category	tCO2e
Scope 1	Direct Emissions	–*
Scope 2	Indirect Emissions	53
Scope 3	Total gross Scope 3 GHG emissions	8,009
	Total gross Scope 3 upstream GHG emissions	7,771
	□ Category 1	6,496
	□ Category 2	0
	□ Category 3	15
	□ Category 4	1,188
	□ Category 5	4
	□ Category 6	35
	□ Category 7	33
	□ Category 8	n/a
	Total <i>calculated</i> gross scope 3 Downstream GHG emissions	238
	□ Category 9	Not calculated^
	□ Category 10	n/a
	□ Category 11	Not calculated^

Scope	Category	tCO2e
Scope 3	□ Category 12	176
	□ Category 13	63
	□ Category 14	n/a
	□ Category 15	n/a

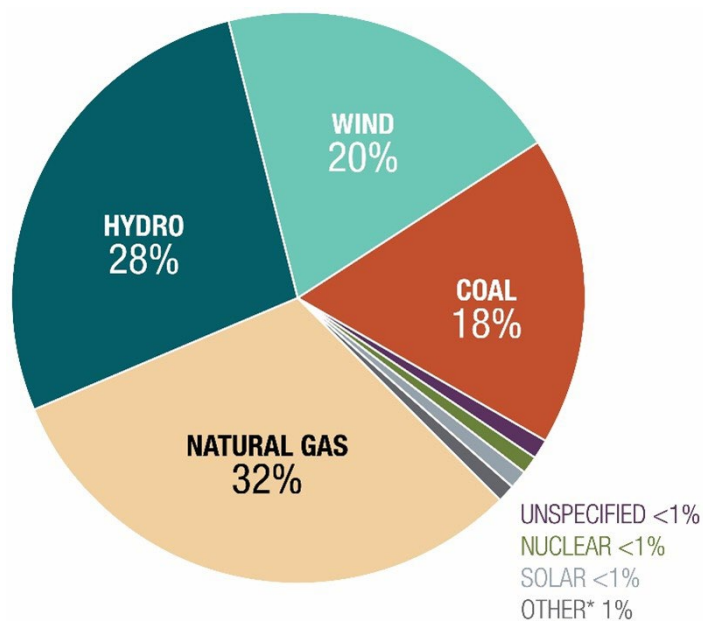
*Image Source does not use any on-site stationary combustion. Therefore, Scope 1 emissions are effectively 0.

^ Image Source has prioritized calculating upstream GHG emissions and select downstream categories.

Energy

Type	kWh
Total energy consumption	184,844

100% of Image Source's electricity is sourced from Puget Sound Energy (PSE). The diagram below outlines the types of energy sourced by PSE, as published by the Washington State Department of Commerce in November 2025:



Source: [PSE | Our Diversified Electricity Supply](#)

Water

Type	Total Cubic Feet
Total Water Usage	77,100

Environmental Programs

Thrive Sustainable Merch

We work to support local, ethically sourced products from socially responsible partners. Additionally, through our partnership with THRIVE, we educate our customers on eco and socially responsible product options.



Below is an example from the Spring 2022 Thrive Lookbook:

Pure Earth by Stormtech

Stormtech is focusing on using recycled polyester (RPET) and certified BCI cotton to reduce waste and the environmental impact associated with their apparel. Recycled polyester from plastics found in oceans and landfills not only reduce plastic waste but also gives new life to the material. While using certified BCI cotton promotes better conditions for workers and the environment. The Better Cotton Initiative (BCI) is a global not-for-profit organization tackling better working conditions for farmers and farm workers as well as reducing the negative impact of fertilizers and pesticides while increasing the natural habitats and health of the soil.

PURE EARTH®
SUSTAINABILITY

Stormtech

A: Treeline Performance Short Sleeve Polo, B: Women's Equinox Short Sleeve T-shirt with moisture wicking and UV protection, C: Women's Narvik Softshell, D: Men's Montebello Performance Long Sleeve Shirt

The image shows four pieces of apparel from the Pure Earth by Stormtech collection. Item A is a black short-sleeved polo shirt. Item B is a mustard yellow short-sleeved t-shirt. Item C is a dark grey long-sleeved softshell jacket. Item D is a navy blue long-sleeved performance shirt. The items are displayed against a light green background with a large green leaf graphic on the right. The Stormtech logo and "PURE EARTH SUSTAINABILITY" text are in the top right. A THRIVE Sustainable Merch logo is in the bottom right corner.

Recycled Materials Merch

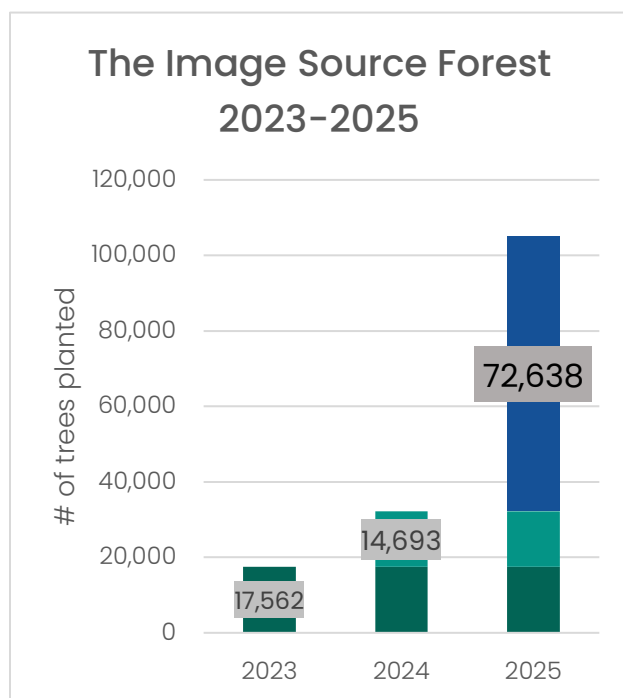
For our “self-promotional” merchandise (gifts for employees and clients), we prioritize procurement of sustainable products to encourage client sustainable purchasing.

Below is an example from a 2025 promotion:



The Image Source Forest

For every order we receive, we plant a tree in our Image Source Forest through Forest Nation.



**1 ORDER =
TREE**

In 2025, 72,638 trees were added to our forest **(+225%)!**

Forest facts:

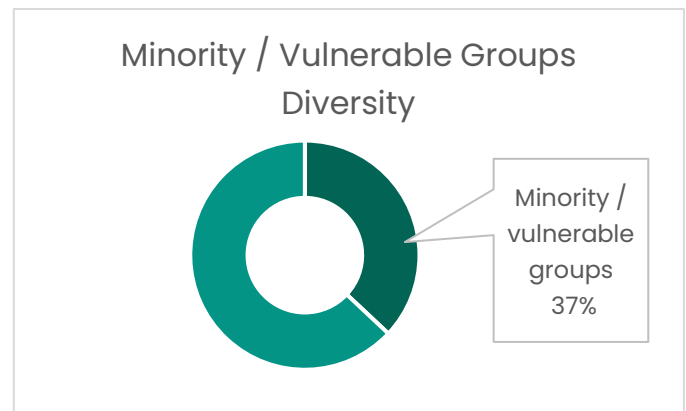
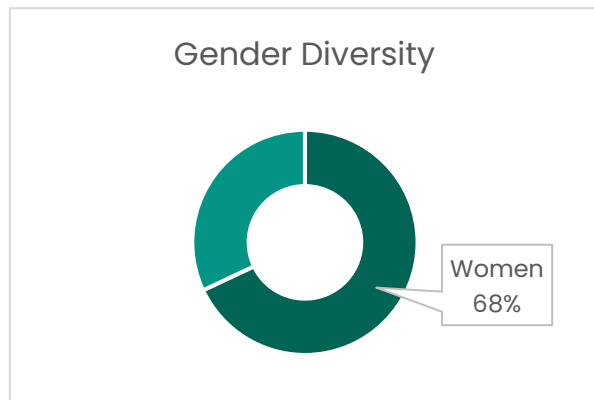
- **104,893** total trees planted
- **2,622** tons of CO2 absorbed yearly
- **10,489** tons of oxygen produced yearly
- **4,196** working job hours created for women and their communities in Tanzania

Social Metrics

Diversity and Inclusion

Our commitment: We will not discriminate in hiring and employment practices on the basis of age, nationality, race, religion, social status, sexual orientation, political opinion, ethnic origin, gender or disability.

2025 Diversity Metrics:



Workplace Conditions

Our commitment: We will provide a safe, healthy and secure workplace. We will abide by all applicable laws and regulations for safety and health. Proper sanitation, lighting, ventilation and fire safety protection will be provided. We will comply with all applicable wage, work hours, hiring, benefits, and overtime laws and regulations. We shall not require workers to work more than regular hours allowed by the country where workers are employed.

By the numbers:

- In 2025, Image Source had **zero** reports of work-related ill health or work-related health & safety incidents.
- We operate on a standard 40-hour work week, amounting to **113,280** hours per year across the entire company.
- All Image Source employees have **weekly 1-hour** conversations to address training or professional development needs.

Labor & Human Rights

Our commitments: We will not use child labor, or any form of forced labor. We will not use physical or verbal harassment or abuse to discipline employees.

Image source is committed to maintaining **100%** compliance to:

- ❑ No child labor, forced labor, abuse of labor, or human trafficking
- ❑ No discrimination or harassment
- ❑ No violations of external stakeholder human rights

Governance Metrics

Ethics

Our commitments: We are committed to placing ethics at the core of our operations and expect our employees and business partners to ensure that they are acting ethically at all times. We are committed to:

- ❑ Conducting our business fairly and refraining from any form of corruption
- ❑ Ensure fair competition based on equal treatment on the market
- ❑ Protecting employee and external parties' information
- ❑ Act in full transparency and condemn any fraudulent and illegal actions to gain an advantage.

In 2025, we had **zero**:

- ❑ Information security incidents
- ❑ Reports related to whistleblower procedure
- ❑ Corruption incidents

Our goal is to maintain zero information security or corruption incidents.

Image Source Code of Conduct:

100% of Image Source employees are trained and committed to our company code of conduct, which includes ethics topics such as money laundering, corruption, fraud, and conflicts of interest.

Prohibited activities include, but are not limited to:

- ❑ Sending or posting hateful, discriminatory or harassing messages or images
- ❑ Verbal, emotional, physical threats or actions to another employee, customer, vendor or visitor
- ❑ Using business time or resources for personal gain
- ❑ Violating copyright laws
- ❑ Engaging in unauthorized transactions
- ❑ Money laundering
- ❑ Viewing or exchange of pornographic or obscene materials
- ❑ Sending or posting disparaging messages of another company's products or services
- ❑ Jeopardizing the security or integrity of our IT network or electronic communications

- ❑ Disclosing company or customer personal or financial information
- ❑ Disclosing any confidential employee information
- ❑ Passing off personal views as representing those of the organization
- ❑ Making fraudulent offers of products, items, or services
- ❑ Engaging in any illegal activities
- ❑ Failing to disclose an existing or possible Conflict of Interest