



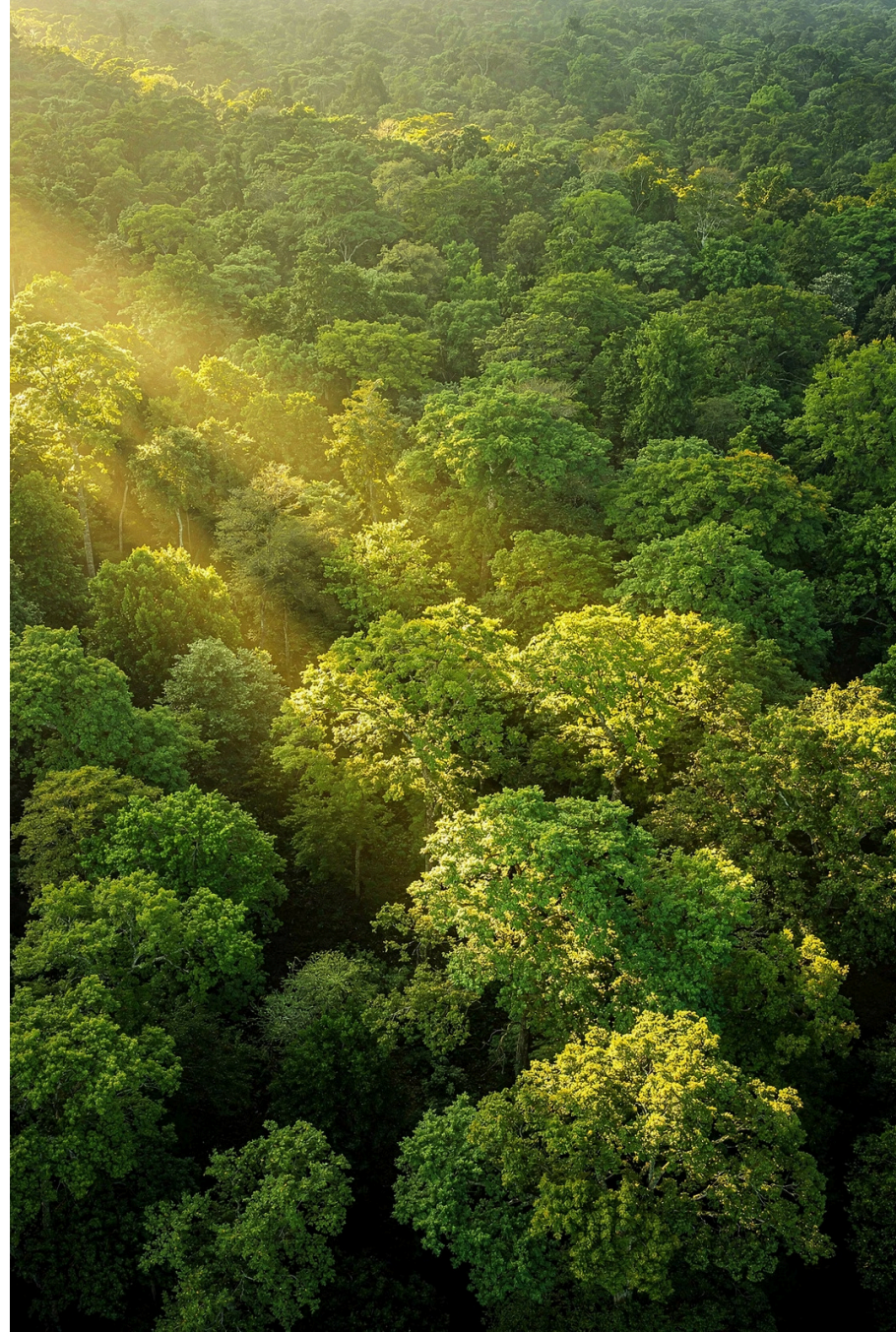
**GREEN IMPACT**

Making Sustainability Good Business

# Green Impact 2025 ESG Report

Driving measurable sustainability through technology, data, and accountability

**Dan Connors, CEO**



# Executive Summary

Green Impact's 2025 ESG Report reflects a year of meaningful progress — reducing our carbon footprint, deepening our ESG capabilities, and delivering scalable sustainability solutions for enterprise clients. As a fully remote, digital-first organization, our operating model is structurally designed to minimize environmental impact while maximizing performance.

## Low-Carbon Operations

Fully remote and digital-first structure keeps our emissions footprint structurally lean, with minimal reliance on physical infrastructure or daily commuting.

## 16% Emissions Reduction

Total 2025 emissions reached 21.57 tCO<sub>2</sub>e, down from 25.53 tCO<sub>2</sub>e in 2024 — a meaningful year-over-year improvement driven by travel reduction and operational efficiency.

## Net-Zero Achieved

Green Impact maintained net-zero operations through investment in high-integrity carbon offset portfolios, including nature-based and technology-based carbon removal initiatives.

## ESG + AI Innovation

Continued investment in employee development and AI-enabled ESG delivery positions Green Impact at the forefront of modern sustainability technology.

Our internal sustainability practices are not just compliance-driven — they directly inform the solutions we design and implement for our enterprise clients, creating a virtuous cycle of accountability and performance.

# Key Performance Indicators

A snapshot of Green Impact's measurable sustainability performance for fiscal year 2025, reflecting progress across emissions, workforce, and carbon neutrality.

## 21.57

### tCO2e Total Emissions

Total Scope 3 emissions for 2025, down significantly from the prior year baseline.

## ~16%

### YoY Emissions Reduction

Year-over-year decrease in total emissions, reflecting operational efficiency improvements and reduced business travel.

## ~34%

### Business Travel Reduction

Year-over-year reduction in business travel-related emissions, driven by a continued preference for virtual collaboration.

## 22

### tCO2e Offsets Purchased

Carbon credits acquired to fully offset 2025 emissions and maintain net-zero operational status.

## 100%

### Remote Workforce

Every member of the Green Impact team works fully remotely, eliminating commute-related emissions entirely.



# Leadership Commitment

At Green Impact, ESG is not a reporting obligation — it is a foundational pillar of our business strategy. Executive leadership is directly engaged in shaping, overseeing, and advancing our sustainability agenda, ensuring that our values are reflected in every decision we make.

## Strategy-Integrated ESG

Sustainability is embedded at the heart of Green Impact's corporate strategy. ESG considerations inform our hiring practices, vendor selection, technology investments, and client engagement model — not as a secondary concern, but as a primary driver of how we operate and grow.

## Transparency & Accountability

We are committed to transparent, verifiable reporting. Our emissions data is measured using recognized methodologies, and our offset investments are held to high-integrity, Oxford-aligned standards. We hold ourselves accountable to the same standards we recommend to clients.

## Practice What We Implement

Our internal ESG practices serve as a living prototype for the solutions we deliver. By operating as a sustainability-forward organization ourselves, we build credibility and real-world knowledge that directly enhances the quality of our client work.

## Responsible AI Integration

We are actively investing in the responsible integration of artificial intelligence into ESG delivery — expanding capability while ensuring that AI use remains ethical, transparent, and aligned with our values of accountability and inclusion.

# Company Overview

## Who We Are

Green Impact is a sustainability technology firm specializing in ESG data management, emissions tracking, and operational sustainability integration. We work at the intersection of environmental strategy and enterprise technology — translating complex sustainability requirements into scalable, measurable systems.

Our team brings deep expertise in Salesforce Net Zero Cloud, ESG data architecture, and enterprise system integration, enabling us to deliver solutions that are both strategically sound and technically robust.

## What We Do

We help organizations measure, manage, and improve their environmental performance through a structured, data-driven approach. Our services span ESG program design, data platform implementation, regulatory reporting support, and ongoing performance optimization.

- ESG data governance and platform implementation
- Scope 1, 2, and 3 emissions measurement and reporting
- Regulatory compliance and disclosure readiness
- Operational efficiency and long-term value creation
- Salesforce Net Zero Cloud and enterprise ESG ecosystem integration

# Mission, Vision & Values

Our organizational identity is grounded in a clear sense of purpose — driving sustainable change not just for our clients, but through every aspect of how we operate.

## Mission

Empower organizations to drive sustainable change through advanced technology solutions. We believe that the right data, tools, and expertise can transform sustainability from a compliance exercise into a genuine competitive advantage.

## Vision

Be a trusted and influential force in sustainability technology — shaping how enterprises measure, report, and act on their environmental commitments at scale.

## Our Core Values



### Sustainability

We walk the talk — embedding sustainable practices into our own operations before recommending them to others.



### Innovation

We continuously explore emerging tools, including AI, to evolve ESG delivery and stay ahead of the curve.



### Accountability

We own our outcomes — measuring our impact with rigor and reporting with full transparency.



### Inclusion

We build diverse, flexible, high-impact teams and foster an equitable workplace culture across every engagement.

# 2025 Highlights

This year marked continued momentum across client delivery, internal capability building, and environmental performance. Green Impact strengthened its position as a leading sustainability technology firm while deepening its own ESG practices.



## Enterprise ESG Delivery

Delivered emissions tracking, ESG data management, and reporting solutions for enterprise organizations spanning multiple industries, including manufacturing, logistics, retail, and construction.



## AI-Focused Learning

Expanded internal training programs with a dedicated focus on AI-enabled ESG delivery and responsible usage guidelines, preparing the team for the next generation of sustainability technology.



## Measurement Improvement

Improved emissions measurement accuracy, data processes, and reporting methodologies to strengthen the integrity and auditability of our own sustainability disclosures.



## Community Engagement

Sustained active participation in community and environmental initiatives, including conservation volunteering, park clean-ups, and seed harvesting activities led by Green Impact team members.

# Environmental Strategy

Green Impact's environmental approach is built on a foundational principle: reduce emissions at the source first, then offset what remains. This hierarchy ensures that our carbon neutrality reflects genuine operational efficiency, not just financial compensation.

1

## Remote-First Model

100% remote workforce eliminates daily commute emissions entirely, representing the single most impactful structural decision we have made for our environmental footprint.

2

## Digital-First Workflows

Cloud-based infrastructure, paperless operations, and digital invoicing reduce reliance on physical resources and energy-intensive on-premise systems.

3

## Virtual Collaboration

A strong preference for virtual meetings over business travel significantly reduces air and ground travel emissions while improving team efficiency and flexibility.

4

## Source Reduction First

Our primary focus is always on eliminating or reducing emissions at the source. Offsets are a complement to — not a substitute for — genuine operational improvements.

# Emissions Overview

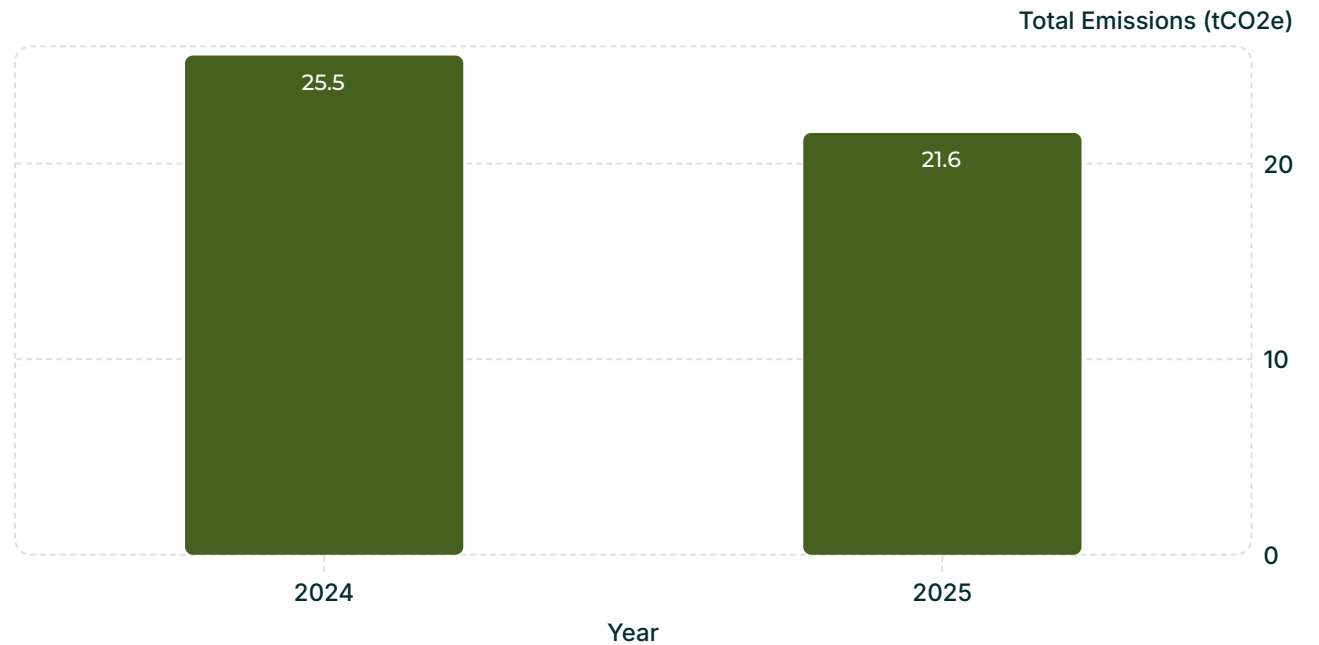
## 2025 vs. 2024 Performance

Green Impact's total Scope 3 emissions for 2025 were **21.57 tCO<sub>2</sub>e**, representing a **~16% reduction** from 25.53 tCO<sub>2</sub>e recorded in 2024.

This improvement reflects continued operational discipline, a significant reduction in business travel, and the ongoing benefits of a fully remote workforce model.

Our emissions profile is dominated by three categories: procurement, telecommuting-related energy use, and business travel. While procurement emissions grew modestly in line with business expansion, travel emissions declined meaningfully — demonstrating that our virtual-first culture is delivering real environmental results.

📄 **21.57 tCO<sub>2</sub>e** in 2025  
**~16% reduction** from 2024



# Emissions Breakdown (2025)

Green Impact's total 2025 emissions of **21.57 tCO2e** are distributed across three primary Scope 3 categories. Understanding this breakdown informs our ongoing strategy for reduction and prioritization.

## 9.07

### Procurement

The largest emissions category, reflecting purchased goods, services, and supplier-related activity. Growth here is tied to expanded client delivery and business scale — a manageable trade-off as we deepen supplier engagement strategies.

## 7.66

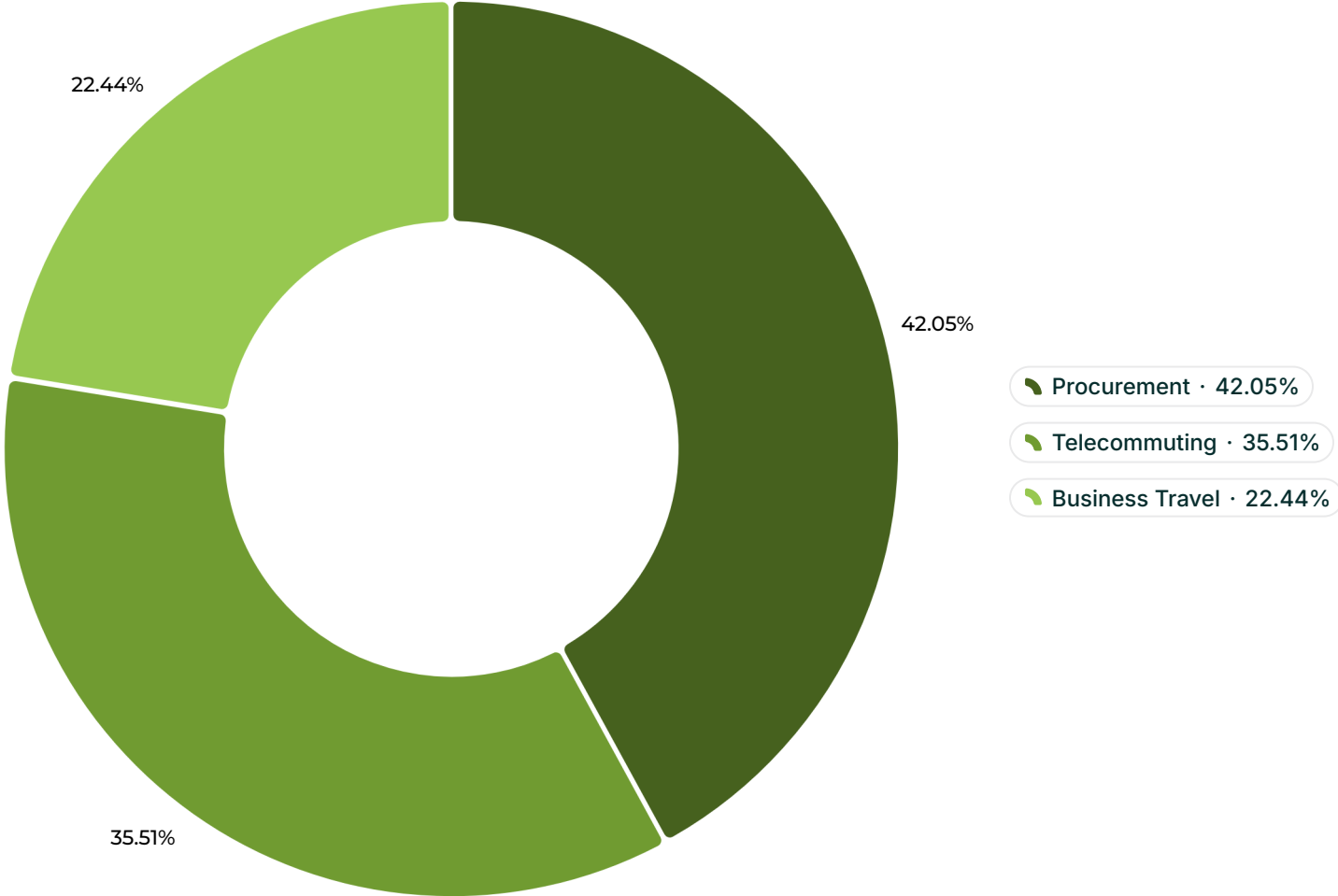
### Telecommuting

Home-office energy consumption across our fully remote workforce. While unavoidable in a remote model, this replaces far higher emissions from a traditional office commute and on-premise infrastructure.

## 4.84

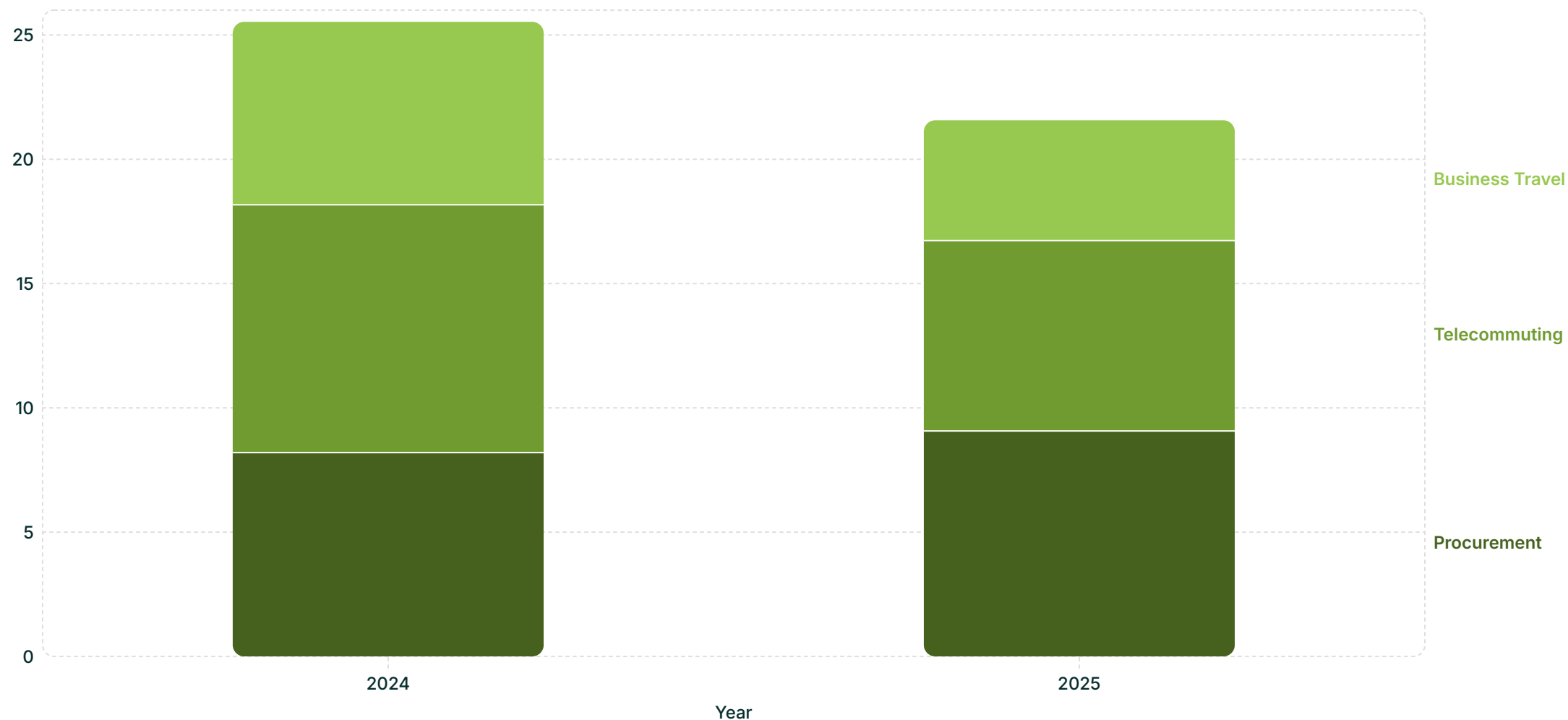
### Business Travel

Primarily driven by air travel for key client engagements and industry events. This category saw the steepest year-over-year decline (~34%), reflecting our strong preference for virtual-first collaboration.



# Year-over-Year Emissions Trends

Analyzing the trajectory of each emissions category reveals the effectiveness of Green Impact's environmental strategy and highlights areas for continued focus in 2026.



## Total: ↓ 16%

Overall emissions fell from 25.53 to 21.57 tCO<sub>2</sub>e, driven by improved operational efficiency and a deliberate reduction in travel activity.

## Business Travel: ↓ 34%

The steepest category decline reflects a cultural and operational commitment to virtual-first engagement with clients and at industry events.

## Telecommuting: ↓ Improving

Home-office energy consumption declined as employees adopted more energy-efficient practices, reflecting the impact of internal sustainability training.

## Procurement: ↑ Managed Growth

A modest increase tied to business expansion and deeper client delivery activity — offset by reductions in other categories and our comprehensive offset strategy.

# Net Zero & Carbon Offsets

Green Impact achieved net-zero operations in 2025 through the strategic purchase of **22,000 kg (22 tCO<sub>2</sub>e)** of high-integrity carbon credits — slightly exceeding total emissions to ensure full neutrality with a responsible buffer.



## Nature-Based Conservation

Investments in forest conservation, reforestation, and ecosystem protection projects that sequester carbon while delivering biodiversity and community co-benefits.



## Technology-Based Reductions

Support for technology-driven emissions reduction projects, including renewable energy deployment and industrial efficiency improvements that directly displace fossil fuel use.



## Carbon Removal Initiatives

Investment in emerging carbon removal technologies and methodologies that permanently draw down atmospheric CO<sub>2</sub>, supporting the transition to a net-negative future.

- Our offset portfolio is aligned with **Oxford Principles for Net Zero Aligned Carbon Offsetting**, prioritizing long-term durability, additionality, and co-benefits beyond carbon alone.

# Carbon & Waste Management



## Energy-Efficient Equipment

All employees are equipped with energy-efficient devices and encouraged to use cloud-based infrastructure, which consumes significantly less power than on-premise alternatives.



## Paperless & Digital Invoicing

Green Impact operates as a fully paperless organization. All documents, contracts, and invoices are managed digitally, eliminating paper waste across the entire business lifecycle.



## Virtual Meeting Preference

A standing preference for virtual collaboration over in-person meetings reduces both travel emissions and the time and cost associated with business travel.



## Responsible Recycling

Electronics and office materials are disposed of through responsible recycling and certified e-waste management channels, preventing hazardous materials from reaching landfills.



## Employee Sustainability Training

Ongoing internal training ensures that all team members understand best practices for energy use, waste reduction, and sustainable behaviors both at work and at home.

### Our Operational Commitments

Responsible resource management is embedded into daily operations at Green Impact. From the devices we use to the way we collaborate and dispose of equipment, sustainability considerations guide our choices at every level.

These practices collectively reinforce our low-carbon, low-waste operating model — and serve as a practical example of the behaviors we advocate for with our enterprise clients.

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# Social Impact: Training & Development

Green Impact invests meaningfully in the professional growth of every team member. We believe that a knowledgeable, well-trained workforce is essential both to delivering excellence for our clients and to living out our internal values of innovation and accountability.

## Monthly GIITS Sessions

Green Impact Internal Training Sessions (GIITS) are held monthly to promote cross-team knowledge sharing. These sessions cover ESG trends, technical platform updates, regulatory developments, and best practices in sustainability delivery — keeping the full team informed and aligned.

## 15–20 Hours Annually

Each employee completes 15–20 hours of structured training annually spanning ESG strategy, Salesforce platform delivery, data management, and emerging sustainability regulations. This commitment ensures our team remains at the cutting edge of the industry.

## Industry Event Participation

Participation in flagship events such as Dreamforce ensures Green Impact team members stay current with the latest technology innovations, regulatory shifts, and sustainability best practices that inform our client delivery.

## Responsible AI Training

Dedicated training programs on responsible AI usage prepare our team to integrate artificial intelligence into ESG workflows with appropriate guardrails, ethical considerations, and alignment with client data privacy requirements.

# Social Impact: Culture & Workplace

## A Remote-First, People-First Culture

Green Impact's fully remote operating model is more than an environmental choice — it is a talent and culture strategy. By removing geographic barriers, we access the best ESG and technology talent regardless of location, while enabling team members to work in environments where they thrive.

Our lean, highly skilled team operates with a high-trust, high-accountability culture that consistently delivers enterprise-grade work. Despite operating remotely, collaboration is a core strength — enabled by structured knowledge-sharing practices, regular team touchpoints, and shared commitment to mission.



## Flexibility & Productivity

Remote-first work supports individual productivity and work-life balance while enabling Green Impact to attract and retain top-tier talent across geographies.



## Continuous Improvement

A growth mindset is built into the fabric of the organization — from process improvement in ESG delivery to iterative enhancements in how we measure our own sustainability performance.



## Knowledge-Sharing Culture

A deeply embedded culture of knowledge sharing means every team member benefits from the expertise of colleagues — accelerating learning and elevating the quality of every client engagement.



## Monthly Team Engagement

Regular team engagement activities foster cohesion, build relationships across a distributed workforce, and reinforce a positive, connected company culture.

# Social Impact: Community Engagement

Green Impact's commitment to environmental and social responsibility extends well beyond client work and internal operations. Our team actively participates in community initiatives that create tangible, on-the-ground impact for local ecosystems and communities.



## Seed Harvesting

Team members participate in seed harvesting programs that support native plant restoration and biodiversity preservation in local natural areas — directly contributing to ecosystem health.



## Park Clean-Up Initiatives

Organized park and trail clean-up events remove waste from public green spaces, improving environmental quality for both communities and wildlife in our local areas.



## Zoo & Aviary Conservation

Partnerships with local zoos and aviaries support wildlife conservation efforts, including habitat enrichment and animal care volunteering — connecting our team to the natural world we work to protect.

With **3–4 volunteer initiatives per year**, Green Impact employees demonstrate strong and consistent commitment to environmental stewardship that goes beyond professional obligation — it is a reflection of who we are as a team and as an organization.

# ESG Governance Framework

Robust governance is the backbone of credible ESG performance. At Green Impact, sustainability oversight is not delegated to a compliance function — it is driven directly by executive leadership and integrated into the fabric of our organizational strategy and daily operations.

1

## Executive-Led Oversight

ESG governance is led directly by Green Impact's senior leadership team. This ensures that sustainability priorities receive appropriate strategic attention and resource allocation — and that accountability begins at the top.

2

## Code of Conduct & Ethics

A formalized code of conduct governs ethical business practices across all interactions — with clients, partners, suppliers, and internal stakeholders. Integrity is non-negotiable at every level of the organization.

3

## Sustainability & Environmental Policies

Documented sustainability policies guide decisions related to energy use, travel, procurement, waste, and carbon management. These policies are reviewed regularly and updated to reflect evolving best practices and regulatory requirements.

4

## Data Security & Privacy Standards

ESG data governance includes rigorous standards for data security, accuracy, and privacy — critical both to our internal reporting credibility and to the enterprise-grade client solutions we deliver.

Our governance practices are applied consistently across **internal operations and client delivery** — ensuring that what we recommend is what we practice.

# Data & Enterprise ESG Readiness

Reliable, auditable ESG data is the cornerstone of meaningful sustainability performance. Without it, organizations cannot accurately measure progress, meet regulatory requirements, or make informed decisions. Green Impact specializes in building the data infrastructure that makes this possible at enterprise scale.

## ESG Data Governance

We establish rigorous data governance frameworks that ensure emissions and sustainability data is accurate, traceable, and audit-ready — aligned with GHG Protocol, CDP, and TCFD requirements.

## Complex Enterprise Integration

We have deep experience integrating ESG data across fragmented enterprise systems — ERP, supply chain platforms, IoT data streams, and financial systems — into a unified, actionable sustainability data layer.

## Salesforce Net Zero Cloud Expertise

As specialists in Salesforce Net Zero Cloud, we configure and optimize the platform to meet each organization's unique emissions profile, reporting structure, and regulatory environment.

## Regulatory Reporting Readiness

We support clients in structuring their ESG data and processes to meet evolving disclosure requirements, including SEC climate rules, CSRD, and industry-specific frameworks.

### The Foundation of Credible ESG

Our approach prioritizes data governance from day one — establishing clear ownership, lineage, and validation processes that ensure ESG data can withstand regulatory scrutiny and board-level inquiry.

# AI-Enabled ESG Delivery

Artificial intelligence is reshaping how organizations measure, manage, and report on sustainability. Green Impact is at the forefront of this transformation — actively integrating AI into our ESG delivery model to enhance speed, accuracy, and insight generation for our clients.

## Data Processing & Analysis

AI accelerates the processing of large, complex ESG datasets — identifying patterns, flagging anomalies, and surfacing insights that would take human analysts significantly longer to uncover. This enables faster, more accurate emissions measurement and performance tracking.

## Reporting Automation

Automated reporting workflows reduce the time and manual effort required to produce ESG disclosures, regulatory filings, and board-level sustainability reports — freeing teams to focus on strategy and improvement rather than data compilation.

## Decision-Making & Forecasting

Predictive AI models support scenario analysis, emissions forecasting, and strategic decision-making — enabling organizations to anticipate regulatory changes, model reduction pathways, and prioritize investments with the greatest sustainability impact.

## Responsible AI Principles

All AI integration is governed by Green Impact's responsible usage framework, ensuring that AI-driven insights are transparent, explainable, and aligned with the ethical standards our clients expect from a trusted sustainability partner.

Through investment in **Salesforce Agentforce** and related AI capabilities, Green Impact is building the next generation of ESG delivery — smarter, faster, and more impactful.

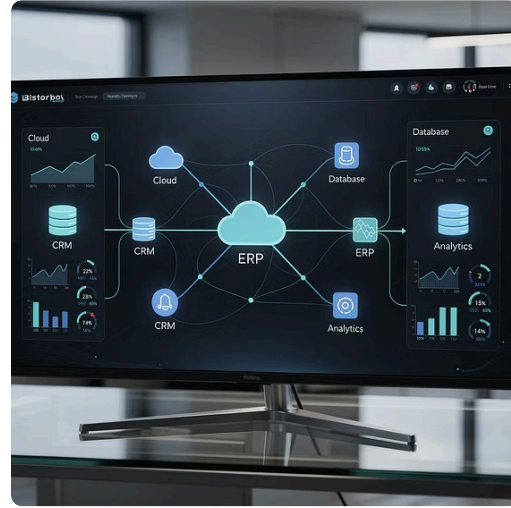
# Client Impact

Green Impact partners with some of the world's most complex organizations to design and implement ESG solutions that deliver measurable, lasting results. Our work spans manufacturing, logistics, retail, and construction — sectors with significant environmental footprints and growing regulatory exposure.



## Enterprise-Scale Delivery

Delivered Scope 1, 2, and 3 emissions tracking solutions for multi-billion dollar global organizations — building the systems and processes needed to measure and manage their full environmental impact at scale.



## System Integration

Addressed complex challenges including fragmented data environments, multiple legacy systems, and limited cross-functional visibility — creating unified ESG data platforms that provide a single source of truth.



## Automation & Efficiency

Automated ESG data collection workflows significantly reduced manual effort, improved data accuracy, and enabled real-time reporting — freeing sustainability teams to focus on strategy rather than spreadsheets.



## Insight & Decision Support

Enhanced data visibility and actionable insights enabled better decision-making, supported cost savings, and drove measurable improvements in operational sustainability performance across client organizations.

Green Impact is actively leveraging **Salesforce Agentforce** to further enhance ESG workflows, automation, and AI-powered client delivery.

# Looking Ahead: 2026 Priorities

Building on the progress made in 2025, Green Impact has identified five strategic priorities for the year ahead. These focus areas reflect both our commitment to continuous improvement in our own operations and our ambition to advance the ESG capabilities of the enterprise clients we serve.



## Enhanced Emissions Measurement

Improve the granularity and accuracy of our emissions data, introducing more detailed category-level tracking and enhanced methodologies to better understand and manage our full emissions profile.



## Supplier & Procurement Engagement

Develop and expand supplier engagement strategies to address the largest category of our emissions — procurement — through targeted outreach, data collection, and collaborative emissions reduction programs.



## Operational Efficiency Gains

Continue driving down emissions through operational improvements, technology upgrades, and reinforced sustainability behaviors across the remote workforce — maintaining our downward emissions trajectory.



## Advanced AI-Enabled ESG

Accelerate the integration of AI capabilities into our ESG delivery model, expanding automation, predictive analytics, and intelligent reporting tools that create greater value for clients.



## Regulatory Readiness Support

Help clients navigate evolving ESG disclosure requirements — including SEC climate rules, CSRD, and emerging frameworks — by building the data infrastructure and governance capabilities needed for confident, compliant reporting.

# Why Green Impact

In a landscape crowded with sustainability consultants and software vendors, Green Impact offers something distinct: the rare combination of deep ESG domain expertise, hands-on technology implementation capability, and a proven track record with some of the world's most complex organizations.

## Deep ESG & Salesforce Expertise

Our team brings specialized knowledge across ESG frameworks, GHG accounting, regulatory compliance, and the Salesforce Net Zero Cloud platform — giving clients access to expertise that typically requires multiple vendors to assemble.

## Implement, Not Just Advise

We don't just deliver roadmaps and recommendations — we build the systems, configure the platforms, and integrate the data pipelines. Our value is measured in working solutions, not slide decks.

## AI-Enabled Modern Delivery

By embedding AI into our ESG workflows, we deliver faster, smarter, and more cost-effective outcomes than traditional consulting approaches — while maintaining the rigor and quality that enterprise clients demand.

## Enterprise-Grade Experience

Our team has operated within and alongside multi-billion dollar global organizations, navigating the complexity of large-scale data environments, multi-stakeholder governance, and demanding regulatory landscapes.

## Authentic ESG Alignment

We practice what we preach. Our own operations — net-zero, fully remote, data-driven, and governance-led — are a direct reflection of the solutions we build for clients. There is no gap between our advice and our actions.

# Get Started: ESG Assessment Offering

Not sure where to begin your ESG journey — or how to take it to the next level? Green Impact's ESG Assessment provides a clear, structured starting point. In a focused engagement, we evaluate your current sustainability maturity, identify the gaps that matter most, and define a practical roadmap for meaningful improvement.

1

## Evaluate Current Maturity

We conduct a comprehensive review of your existing ESG data, processes, governance structures, and reporting capabilities — benchmarking your current state against industry standards and regulatory requirements.

2

## Identify Gaps & Opportunities

We surface the critical gaps in your ESG program — whether in data quality, system integration, disclosure readiness, or stakeholder engagement — and prioritize them based on risk, opportunity, and strategic relevance.

3

## Define Your Roadmap

We deliver a clear, actionable roadmap for ESG improvement — with prioritized initiatives, technology recommendations, and implementation milestones that set your organization on a credible, accelerated path to sustainability leadership.

## Ready to Begin?

Contact **Dan Connors, CEO** to discuss how Green Impact can help your organization build the ESG capabilities needed to meet today's expectations and tomorrow's requirements.

✉ [dan.connors@greenimpacttech.com](mailto:dan.connors@greenimpacttech.com)

## What to Expect

- A structured, time-efficient assessment process designed for busy enterprise teams
- Clear, jargon-free findings presented to leadership stakeholders
- Practical recommendations grounded in real-world implementation experience
- A trusted partner relationship built on transparency, expertise, and results



# Thank You

Green Impact is proud to share our 2025 ESG Report as a demonstration of our commitment to measurable, transparent, and continuous sustainability progress. We believe that the future of business is sustainable — and that the organizations who act decisively today will be the leaders of tomorrow.

**21.57 tCO<sub>2</sub>e**

Total 2025 Emissions

**~16% Reduction**

Year-Over-Year Progress

**Net Zero**

Operations Achieved

**100% Remote**

Workforce Model

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