



Corporate Social Responsibility Report

2025



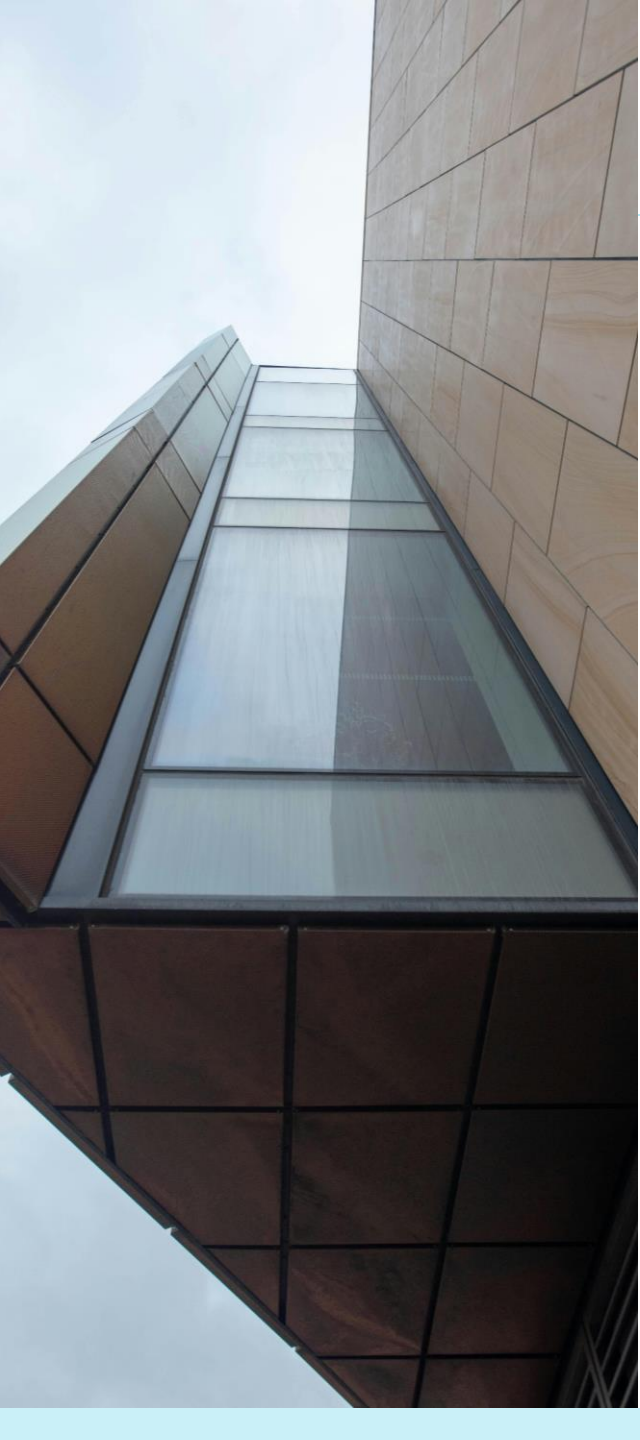


Table of Content

- **Introduction**
 - Message from the President
 - Highlights 2024
- **Company Introduction**
- **CSR at Kobo**
- **Our Engagements**
 - United Nations Global Compact
 - Sustainable Development Goals (SDGs)
 - GRI Standard
 - Ecovadis
- **Ethics at Kobo**
- **Responsible Information Management**
- **Environmental Stewardship Goals & Initiatives**
 - Carbon Footprint Reduction
 - Ressources Management
 - Sustainable Product Development
- **Responsible Sourcing Goals & Initiatives**
 - Supplier Due Diligence
 - Fair Labor Practices
 - Sustainable Materials
 - Transparency & Tracability
 - Regulatory Compliance
- **Social Impact Goals & Initiatives**
 - Employee Well-Being
 - Career Management & Training
 - Diversity, Equity & Inclusion
 - Community Engagement
 - Human Rights Commitment
- **Conclusion**
- **GRI Report**

MESSAGE FROM THE PRESIDENT



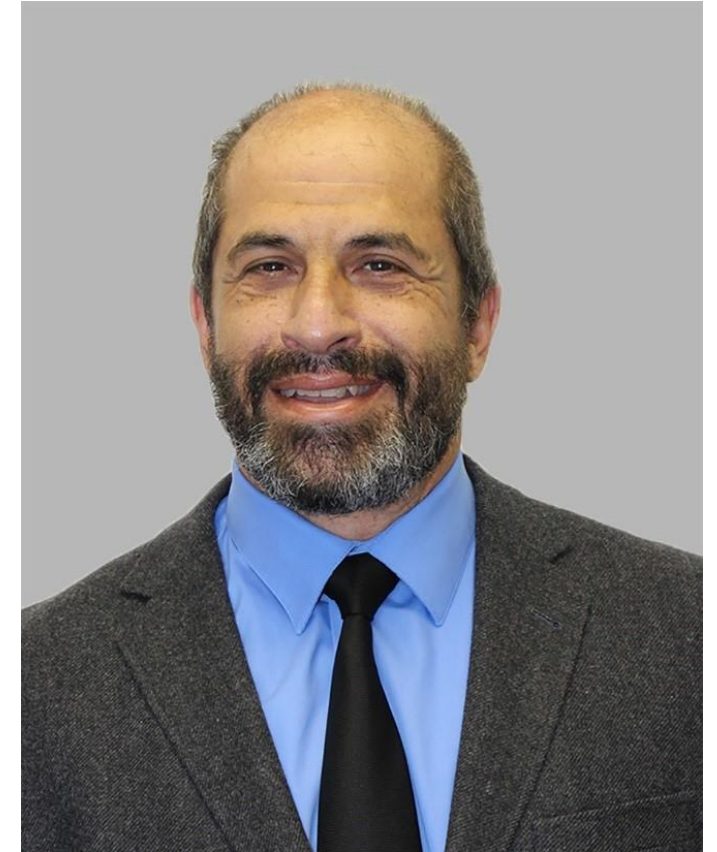
At Kobo, we believe that corporate responsibility is not a side initiative, it's a fundamental part of how we do business. Every year, we evaluate how our actions affect our people, our partners, our communities, and the planet. This report is part of that process: a transparent review of where we stand, what we've done, and where we need to go.

In the past couple of years, we advanced key initiatives in sustainability, ethics, and social impact. We improved our supplier oversight, increased employee training on critical topics like discrimination and data security, and took measurable steps to reduce our emissions and improve resource efficiency. We also continued to align our practices with the UN Global Compact and the Sustainable Development Goal, because we know global responsibility starts at the local level.

We know the environmental challenges ahead are complex, but we are prepared to face them with science, accountability, and collaboration.

We are committed to steady progress, year after year, for long-term transformations. That means setting targets, measuring results, and holding ourselves accountable.

Thank you for your attention and support which is necessary for the company to meet its corporate social responsibility goals.



David Schlossman

President

Highlights 2024

- ✓ QAI certification to provide certified products containing organic ingredients
- ✓ Expanded range of natural alternatives to synthetic polymer microparticles
- ✓ Increased development of new formulas using naturally derived ingredients
- ✓ Achieved 95% RSPO-certified sourcing of palm oil and palm kernel oil derivatives
- ✓ Maintained 100% traceability to the processor level for mica supply chains
- ✓ Established a grievance mechanism for stakeholders
- ✓ Achieved a 10% reduction in energy usage compared to 2022
- ✓ 20% reduction in Scope 1 and 25% reduction in Scope 2 emissions compared to 2020



Company Introduction



Define Kobo



MANUFACTURER & DISTRIBUTOR OF COSMETIC RAW MATERIALS

Since 1987, Kobo has provided innovative, technology-based raw materials to the cosmetic industry.

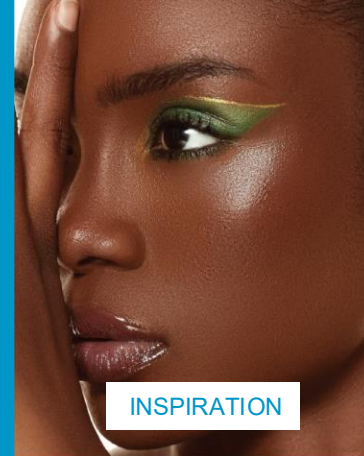
The product range includes:

Mineral Sunscreen Actives, Sunscreen Boosters, Film Formers, Delivery Systems & Actives, Esters, Surface Treated Pigments, Pigmentary Dispersions, Color Concentrates, Special Effect Pigments, Microspheres, Specialties, Fillers & Fibers

KOBO'S
DEFINITION:

COLOR BONDED

INNOVATION



INSPIRATION



ANALYSIS



CREATIVITY



TECHNOLOGY



DEVELOPMENT



TEAMWORK

KOBO'S HISTORY TIMELINE

1987



Incorporated in New Jersey.
Started producing **surface treated pigments**

1988

Commenced representation of **Toshiki Pigment**
(Nikko Chemicals CO., LTD)

1995



Acquired cosmetic division of **Biovector Therapeutics** and
established **Kobo Products, SAS** in France
Started producing dispersions in the USA on Montrose Ave (K1)

2008



Opening **Kobo Dispathek**
to serve Japanese market

2006



Expanded production of **surface treated pigments**
in factory on St. Nicholas Ave (K3)

2009

Started dispersion production at Kobo SAS (France)
Registered NJ facilities with **FDA**
Entered collaboration agreement with Sumitomo Osaka Cement

2013



Established **Application Lab** in Brazil and later opened
Kobo Brazil Ltda to serve the Brazilian market

2020

Launched **webinars** in USA and Europe
Expanded plant for **treated pigments**
in Labège, France

2019



Opened **Kobo Products Ltd.** in the
UK with **Europe Applications Lab**

2021

Launched **podcast** on multiple platforms
Entered strategic partnership with **Symrise**
Cosmetics Ingredients to accelerate global growth

2023



Established **Kobo Asia Pacific** in Tokyo, Japan, to
serve the Asian and Pacific cosmetic markets

2024



Redefined Webinar/ Podcast Ecosystem

Global Activities

OVER 200 EMPLOYEES LOCATED AROUND THE WORLD



Internationally established distribution network

Representation in 6 continents, in over 30 countries, from over 30 companies!



Application
Lab Locations



Production
Sites



Sales Staff
Location



Key Technologies

Kobo Products specializes in advanced technologies for the cosmetics and personal care industry. Our expertise includes surface treatment and modification of raw materials to enhance performance, as well as the development of effect pigments that create unique visual finishes. We excel in dispersing particulates evenly in our pigmentary and UV dispersions and designing delivery systems to improve the release of active ingredients.



SURFACE TREATMENT
AND MODIFICATION



EFFECT PIGMENT
DEVELOPMENT



DISPERSION
OF PARTICULATES



DELIVERY SYSTEMS
WITH SIZE RANGING
FROM 200 NM TO 2 MM



FORMULATION OF COLOR COSMETICS
AND SUNSCREENS

Additionally, Kobo formulates high-performance color cosmetics and sunscreens that combine aesthetic appeal with functional benefits, to support the creation of innovative, high-performance cosmetic products.

Corporate Social Responsibility at Kobo



CORPORATE SOCIAL RESPONSIBILITY & KOBO

At Kobo, we are committed to building a more sustainable and beautiful world. We believe that businesses have a responsibility to minimize their environmental impact and promote ethical, inclusive practices throughout their operations. **Our goal** is to minimize the ecological footprint of our ingredients and operations, while also supporting the social development and well-being of our employees and local communities. Our approach to sustainability is built on three foundational pillars: Environmental Stewardship, Responsible Sourcing, and Social Impact.

Environmental Stewardship at Kobo means actively reducing our

carbon footprint, managing water, energy, and waste responsibly, and protecting biodiversity. We strive to develop innovative, sustainable products that meet high standards of safety and performance while minimizing environmental harm.

Responsible Sourcing reflects our commitment to transparency and accountability across our supply chain. We conduct rigorous supplier assessments, enforce our Supplier Code of Conduct, and uphold fair labor practices, including the prevention of child and forced labor. Through our Responsible Sourcing Policy and participation in initiatives like COSMOS, NaTrue, the Responsible Mica Initiative, and RSPO, we ensure

traceability and compliance with the highest ethical and regulatory standards.

Social Impact is central to how we operate as a company. We prioritize the well-being, health, and safety of our employees, support their growth through training and career development, and foster an inclusive culture that values diversity and equity. We also engage with local communities through philanthropic programs and volunteering, while upholding a strong commitment to human rights throughout our global operations.

**Sustainability is not just part of our strategy;
it is a core value that guides every decision we make.**

CORPORATE SOCIAL RESPONSIBILITY PILLARS



- Carbon Footprint Reduction
- Ressources Management
- Sustainable Product Development
- Biodiversity Protection



- Supplier Due Diligence
- Fair Labor Practices
- Sustainable Materials
- Transparency & Traceability
- Regulatory Compliance



- Employee Well-Being
- Career Management & Training
- Diversity, Equity & Inclusion
- Community Engagement
- Human Rights commitment

CSR Committee

Meet Kobo's Corporate Social Responsibility (CSR) team—a diverse and dedicated group committed to driving sustainability, ethical practices, and social impact across our global operations.

Representing our locations in Brazil, France, and the United States, the team brings together a rich blend of expertise from production, quality assurance, regulatory affairs, and technical development. **This international collaboration allows us to approach CSR from multiple perspectives**, ensuring that our initiatives are both locally relevant and globally aligned. Together, we strive to integrate responsible practices into every aspect of Kobo's business, shaping a more sustainable future for our industry and our communities.



Luna Fascina
*Corporate Social
Responsibility Manager*



Thierry Casenave
Regulatory Manager



Drew Missey
*US Corporate Social
Responsibility Manager*



Efren DeAsis
US Facilities Manager



Alexandre Hugen
Brazil Plant manager



Dylan Geiselman
US Compliance Engineer

Our Engagements

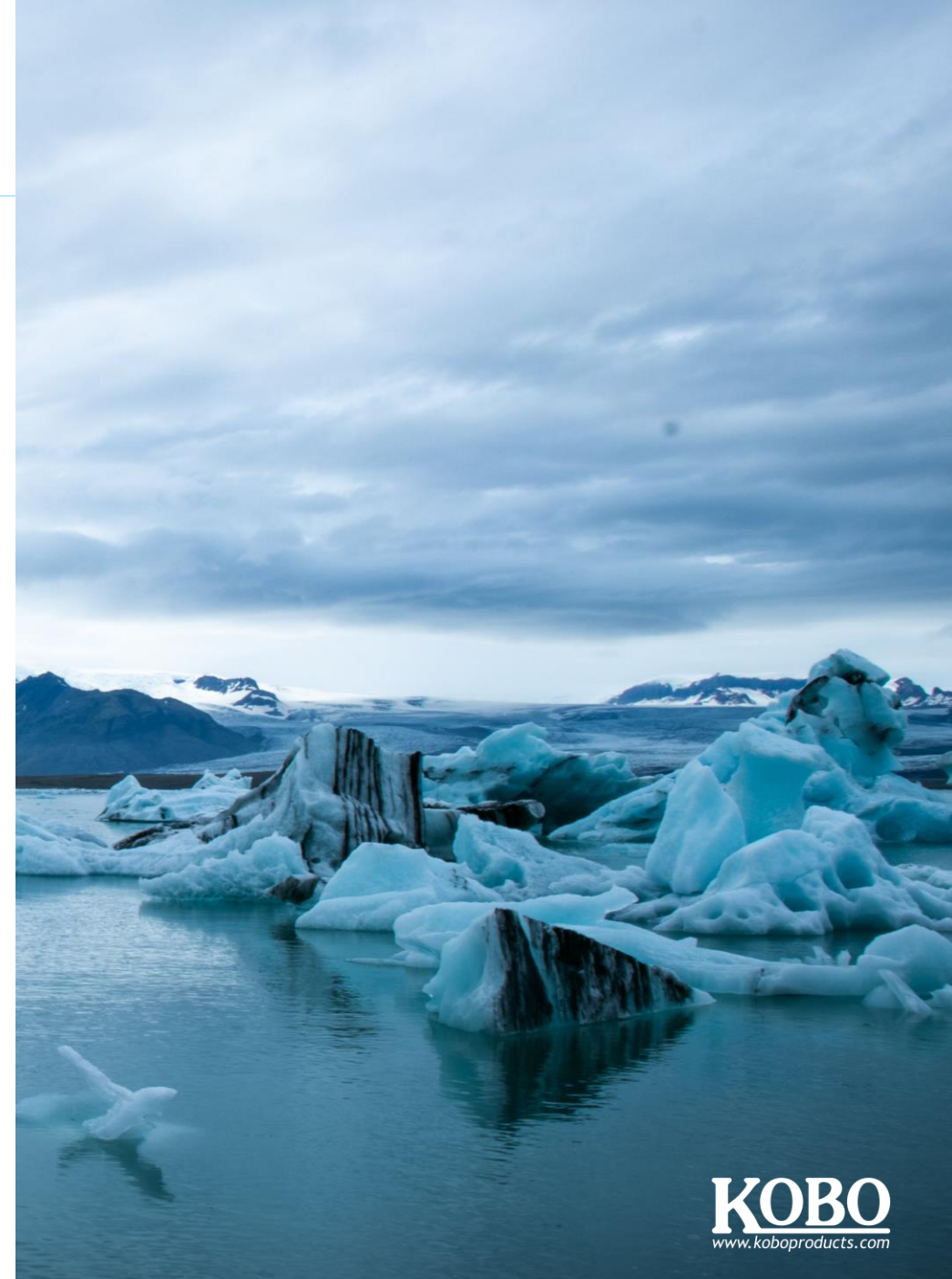


United Nations Global Compact



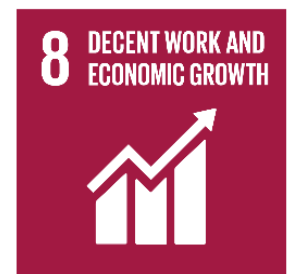
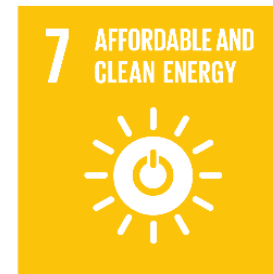
Since 2023, **Kobo** is proud to affirm its commitment to the **United Nations Global Compact (UNGC)**, which serves as the foundation for our dedication to achieving the Sustainable Development Goals (SDGs).

By aligning our operations and strategies with the UNGC's ten principles on human rights, labour, environment, and anti-corruption, we strengthen our accountability to all stakeholders. This engagement reflects our broader commitment to responsible business practices and continuous progress on key social, environmental, and governance (ESG) issues. Through this framework, Kobo ensures that sustainability is integrated into every aspect of our operations, guiding us in delivering long-term value to our customers, partners, employees, and the communities we serve.



Sustainable Development Goals (SDGs)

As part of our sustainable development approach, we aimed at reducing the negative environmental and social impact of our activities, Kobo Products is committed to aligning its actions with the United Nations' Sustainable Development Goals (SDGs). Aware of the environmental and social challenges that the cosmetics industry can generate, we aspire to transform our practices so that they actively contribute to preserving the planet.

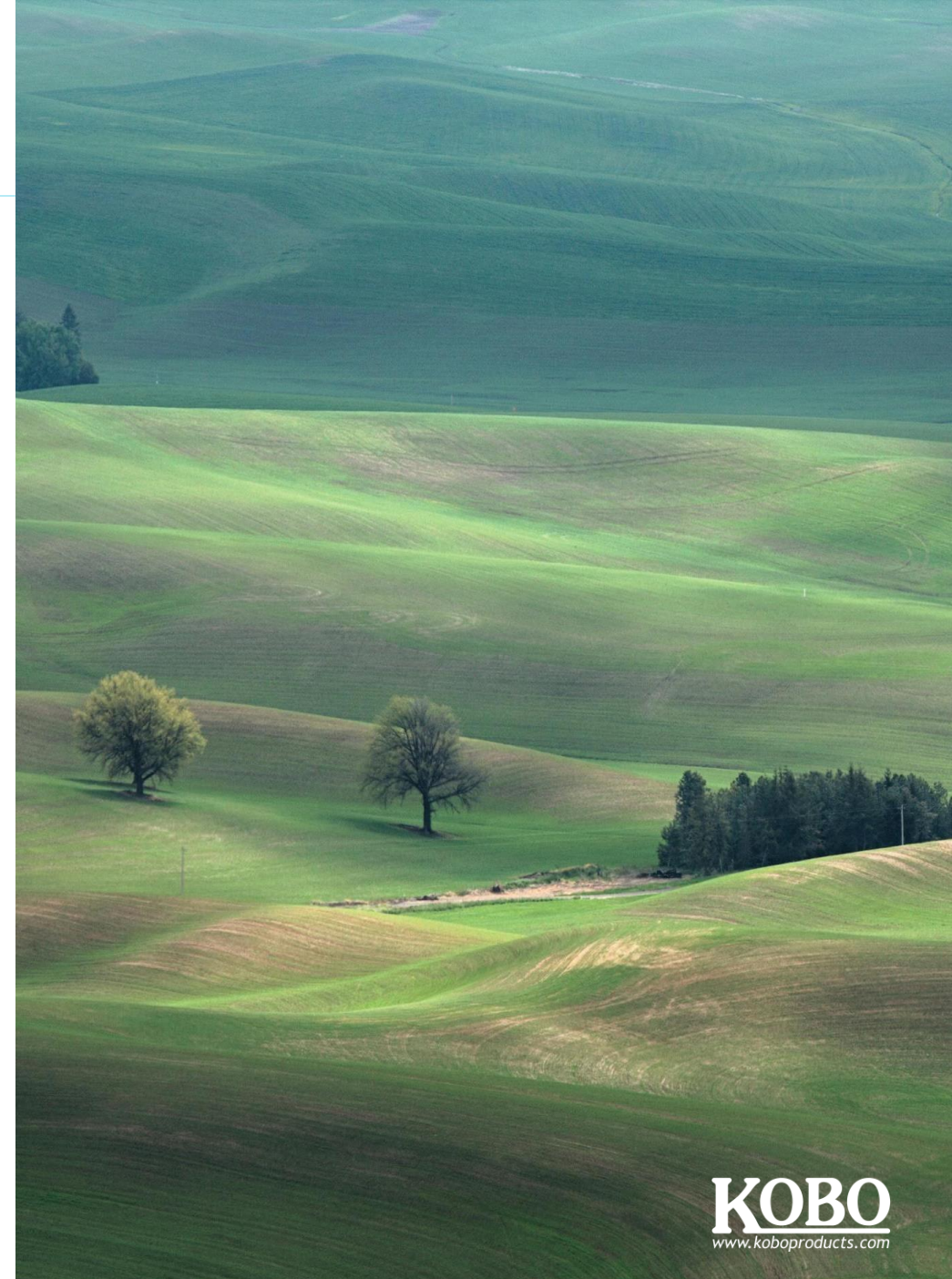


GRI Report



As part of our sustainable development journey, Kobo has chosen to align the reporting of all its sites with a recognized standard to guarantee the transparency, rigor and comparability of its reporting. [By integrating the GRI Standard, we ensure that we meet the expectations of our stakeholders while respecting international best practice in sustainability and environmental responsibility.](#)

****The GRI-aligned report can be found at the end of the CSR Report.***



ECOVADIS



EcoVadis is a globally recognized platform that evaluates companies' sustainability performance across key areas such as environment, labor and human rights, ethics, and sustainable procurement.

Kobo is committed to using the EcoVadis assessment as a benchmark to continuously improve our sustainability practices and transparency. This independent assessment helps us measure our performance and identify areas for improvement across our operations. As we continue to enhance our internal practices, we are dedicated to improving our EcoVadis score—demonstrating our accountability to stakeholders and our ongoing commitment to responsible, transparent, and sustainable business practices.

Kobo began its sustainability journey with EcoVadis in 2014 and has remained dedicated to aligning with the platform's continually evolving standards. As EcoVadis becomes increasingly demanding in awarding its medals—reflecting rising global expectations—companies are assessed on a percentile basis, meaning their scores are relative to others evaluated. As more companies improve, the competition intensifies and the threshold for medals becomes higher. This approach encourages continuous improvement, pushing Kobo to keep pace with best practices in sustainable development and to further integrate CSR principles into every aspect of our business.



Ethics at Kobo

Kobo is committed to upholding principles of ethical behavior both as an organization and within its workforce, and will not tolerate any actions considered unethical, illegal, or harmful to our reputation for honesty and integrity.

By 2030, Kobo aims to train 100% of employees, every year, about ethics and corruption.

Kobo collaborates with our suppliers and contractors to ensure they share our commitment to environmental and social responsibility. We will encourage them to adopt sustainable practices and consider environmental factors in their operations.



OUR TARGETS:

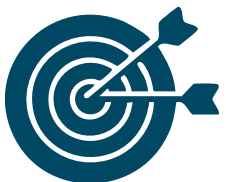
- *To integrate a sustainability assessment into our new supplier selection process by 2030.*
- *By 2027, 100% of our raw materials suppliers must have signed our Supplier Code of Conduct.*



Responsible Information Management

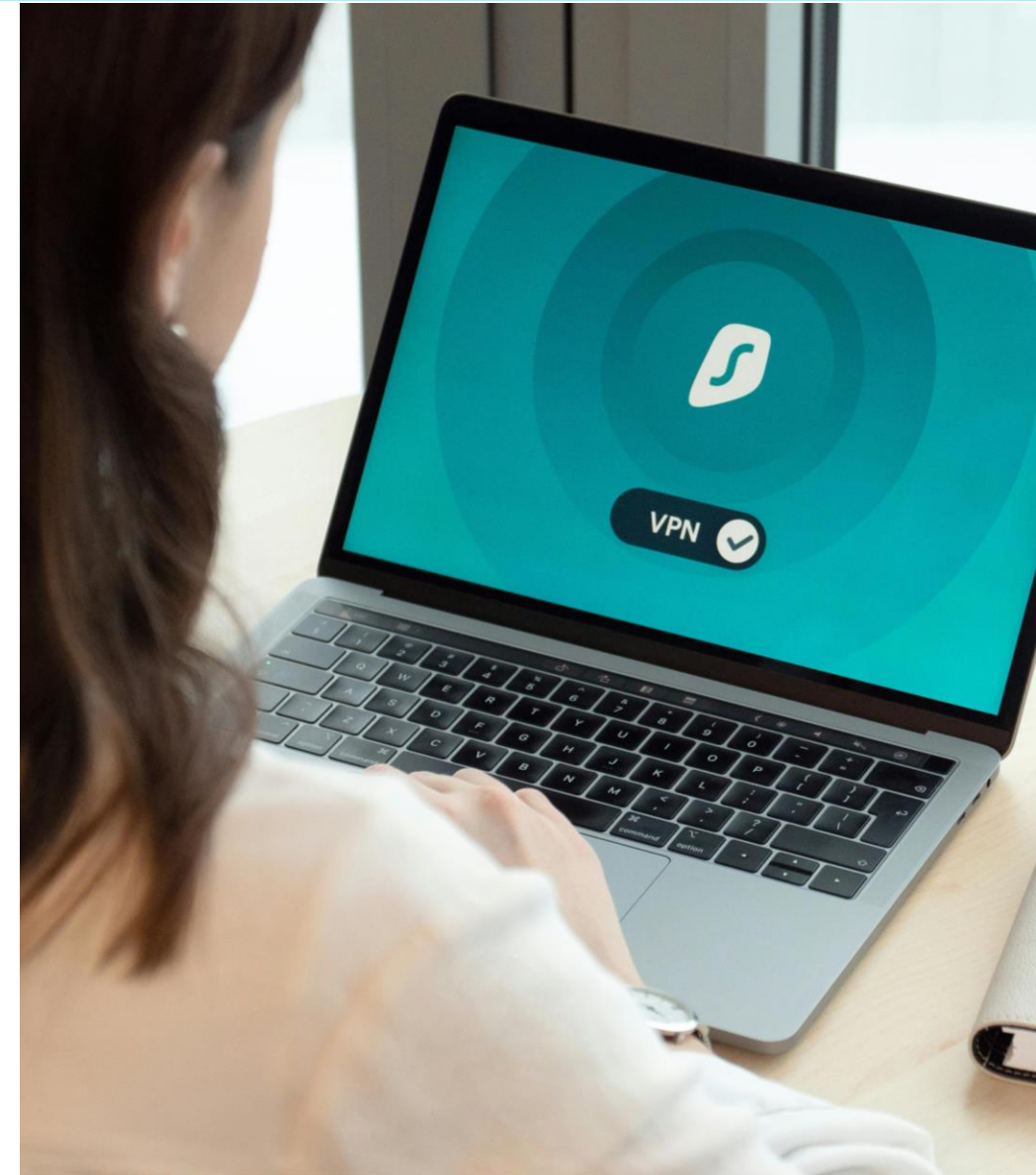
Kobo is committed to protecting the information critical to its business operations and promotes generally accepted information security best practices and standards. The company also maintains appropriate confidentiality of proprietary or otherwise sensitive information. Policies and procedures have been put in place to utilize a range of physical controls to protect unauthorized access to areas in which confidential or sensitive information and equipment is stored and to ensure that obsolete data and materials are disposed of properly, to prevent employees from purposely or inadvertently sharing the company's confidential and/or proprietary information with anyone outside of Kobo, and to ensure that all employees are given the proper training and knowledge to successfully participate in defending the company's information against bad-actors. All control procedures are audited quarterly to ensure that all procedures continue to be effective.

OUR TARGETS:



By 2030, The company will continue to train 100% of our employees with network access on information security topics annually

By 2030, we will strive to maintain the number of substantiated complaints regarding customer privacy breaches and data loss at zero every year.



Environmental Stewardship Goals & Initiatives



Carbon Footprint Reduction

The primary source of our emissions comes from the energy we purchase to power our manufacturing operations. We are committed to sourcing renewable energy whenever possible to minimize our carbon footprint. Additionally, we continuously work to improve our processes and enhance energy efficiency across our facilities, aiming to reduce overall consumption and further lower our environmental impact.

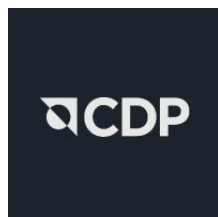


DECARBONIZATION PROJECT

✓ **Kobo is working with external consulting to reduce our emissions.**



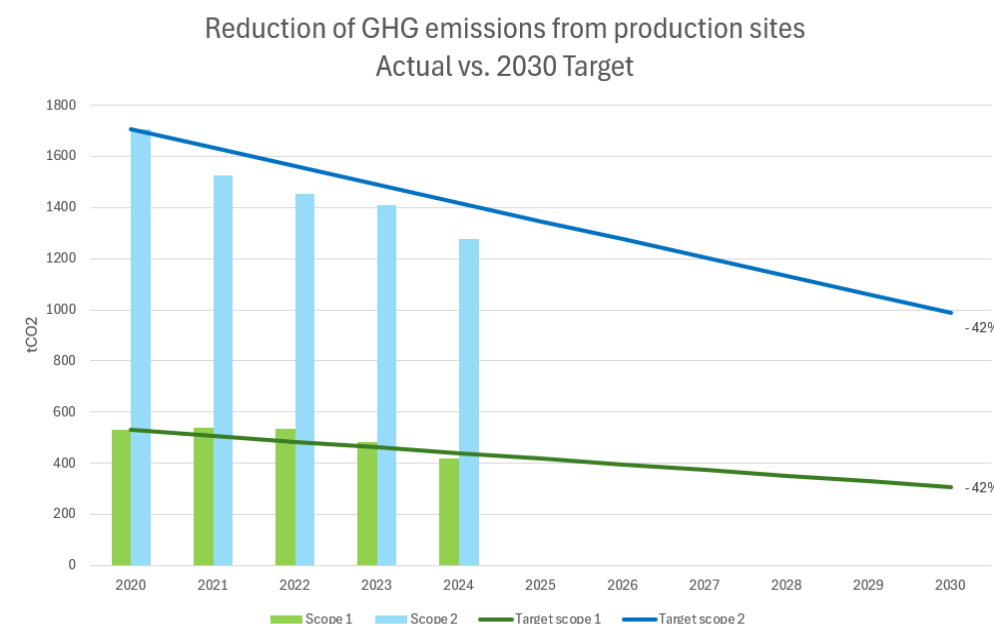
New targets and action plan to be determined in 2025



CDP (Carbon Disclosure Project)

- Score B – SME Climate Change.
- 2025: submission deadline is September.

We are dedicated to reducing our greenhouse gas emissions from scopes 1, 2 and 3 by decarbonizing our activities and integrating this into our supply chain.



OUR TARGET:

Approved by SBTi, is to reduce our Scope 1 and 2 emissions by 42% by 2030 (baseline year 2020)

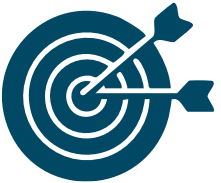
Resources Management

At Kobo, water is primarily used in our cleaning processes, and **we are actively implementing reuse programs across our production sites to minimize consumption and promote sustainability.** Waste generation mainly stems from packaging materials, and to address this, we have introduced a bulk bag solution that significantly reduces packaging waste. These initiatives reflect our ongoing commitment to responsible resource management and environmental stewardship.

WASTE WATER PROCESSING SYSTEM



- ✓ **KBR: Pilot – Active since 2023**
- ✓ **KUS and KF: Installation to be completed in 2025 in France, and by the end of 2026 in the US**

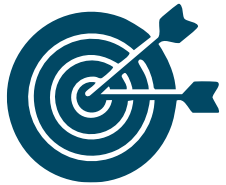


Kobo's target:

Recycle 50% of wastewater in our process by 2028 in France
Recycle 50% of wastewater in our process by 2028 in the US
Recycle 50% of wastewater in our process by 2027 in Brazil
Reduce the total weight of general waste generated by 20% by 2030 in the US

Sustainable Product Development

We are committed to offering environmentally sustainable products to our customers. We will work towards developing and promoting products that are energy-efficient, recyclable, and have minimal negative impacts on the environment throughout their lifecycle, including during their use and their end-of-life disposal.



Kobo is committed to carrying out a full life cycle assessment (LCA) of one of its best-selling products by 2030.

In order to better target future actions and focus initiatives on the stages of the product's life cycle with the greatest potential for environmental improvement. At the same time, **this assessment will make it possible to evaluate the impact of the product's sourcing, its use phase, and its end-of-life management.** This approach represents a key step toward more responsible production that respects planetary boundaries.



Responsible Sourcing Goals & Initiatives



Responsible Sourcing

Responsible sourcing is **the practice of obtaining materials and products in a way that respects ethical, environmental, and social standards**. It involves ensuring that suppliers operate transparently, uphold human rights, minimize environmental impact, and follow fair labor practices. By prioritizing responsible sourcing, Kobo contributes to more sustainable supply chains and promotes long-term positive change.

In 2025, **Kobo implemented new initiatives to better assess and manage risks in our supply chain**, including Supplier Risk Assessment and Risk Mapping, a revision of our Supplier Code of Conduct, and employee training on Modern Slavery.

Kobo is also actively engaged in initiatives related to key raw materials such as mica and palm oil, further integrating sustainability into our sourcing practices.

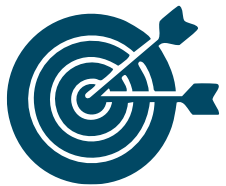


Supplier Due Diligence

Kobo is committed to responsibly sourcing and manufacturing our products, acting as an ethical and reliable partner, and collaborating to develop resourceful and efficient solutions that meet market needs.

Our Responsible Sourcing Policy outlines the principles that guide our internal teams in sourcing practices, while our Supplier Code of Conduct defines the key standards we expect our suppliers to uphold.

- ✓ **In 2025, we carried out a supplier risk assessment with 20% of our key suppliers to evaluate their actions and reduce our supplier-related risks.**
- ✓ **In 2025, 100% of our purchasing departments and all staff involved in sourcing received training on modern slavery, reinforcing our commitment to ethical practices across our supply chain.**



Kobo's target:

We aim to have 100% of our raw material suppliers sign the Supplier Code of Conduct by 2027

We plan to integrate a sustainability assessment into our new supplier selection process by 2030.

So far, 39% of raw material suppliers signed our Supplier Code of Conduct.



Fair Labor Practices



The **Responsible Mica Initiative (RMI)** is a global coalition working to create a sustainable and ethical mica supply chain. It focuses on eliminating child labor, improving working conditions, and supporting communities in mica-producing regions, particularly in India. RMI brings together companies, NGOs, and governments to drive transparency and responsible sourcing practices.

- ✓ **Kobo and its key Indian Mica suppliers are RMI members.**
- ✓ **We are committed to reporting mica purchases and sales annually and contributing to the transparency of the mica supply chain.**



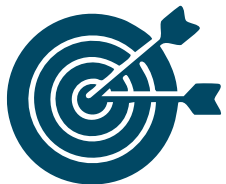
Transparency & Tracability

RSPO

The Roundtable on Sustainable Palm Oil (RSPO) is a global initiative that promotes responsible palm oil production by setting environmental and social standards. It aims to reduce deforestation, protect biodiversity, and support fair labor practices, helping companies source palm oil sustainably.



Kobo is a supply chain certified member.
All sites are Mass Balance (MB) certified.



Kobo's target:

By 2030, Maintain the percentage of purchased of RSPO certified PO and PKO above 95%

Sustainable Materials



ISO 16128

Provides guidelines for determining the natural and organic content of cosmetic ingredients and products. It offers a standardized framework to calculate and communicate the percentage of natural, derived natural, organic, and derived organic content, promoting transparency and consistency across the industry.



Organic Certification

Refers to third-party verification that ingredients or products meet specific organic standards, often including restrictions on synthetic chemicals, GMOs, and environmentally harmful practices.

For cosmetic companies, these standards are important as they help build consumer trust, support transparency, and align with growing demand for clean, sustainable beauty. They are closely linked to responsible sourcing by encouraging the use of ethically and sustainably produced ingredients, reducing environmental impact, and supporting fair practices across the supply chain.



ISO 16128

Kobo provides
NI/NOI/OI/OOI
for all products.



QAI Certification

Certification obtained in
2024 for 2 products:
JOQP55XZJ and **CO15M5**.



Sustainable Materials

COSMOS and NaTrue Labels are certifications for organic and natural cosmetics, ensuring high environmental and ethical standards.



COSMOS
APPROVED

COSMOS

53 COSMOS Approved Raw Materials in different categories (*sunscreens, treated pigments, pigmentary dispersions and specialties*).



NaTrue



Kobo's target for 2025:
Approval of 10 raw materials



Social Impact Goals & Initiatives



Employee Well-Being

Working Conditions

Kobo is committed to providing a positive and supportive work environment that prioritizes the health, well-being, and satisfaction of our employees.

We offer comprehensive health care benefits to ensure our team members have access to the medical support they need. To promote a healthy work-life balance, we provide flexible working hours and the possibility of home office arrangements, allowing employees to manage their schedules in a way that best fits their personal and professional lives. In addition to these benefits, **we foster a strong sense of community and team spirit by organizing events such as summer barbecues and winter holiday parties**, which encourage connection and collaboration. Kobo also supports employee engagement beyond the workplace by offering opportunities to participate in **community initiatives, such as food drives and volunteer activities**. These efforts reflect our commitment to creating a respectful, inclusive, and socially responsible workplace where people feel empowered and connected.



Kobo's target:

By 2030, maintain the employee turnover rate below 10% every year.



Employee Well-Being

Social Dialogue

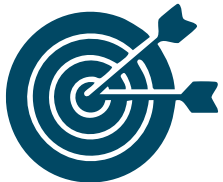
Kobo is committed to promoting open, transparent and constructive social dialogue with all employees. It aims to foster a calm social climate, anticipate changes in the organization, and support employees through these changes.



Employee Well-Being

Employee H&S

At Kobo, **the health and safety of our employees are a top priority**. We are committed to maintaining a safe working environment by implementing proactive measures to identify, assess, and mitigate potential risks. As part of our Health and Safety (H&S) program, **we conduct regular safety meetings to review workplace practices, discuss potential hazards, and reinforce safety protocols**. These meetings also serve as an open forum for employees to raise concerns and suggest improvements, promoting a culture of shared responsibility and continuous improvement. In addition, we ensure that all team members receive appropriate training and resources to perform their tasks safely and confidently. Through these actions, **Kobo fosters a safety-first culture where employee well-being is protected and valued every day.**



Kobo's target:

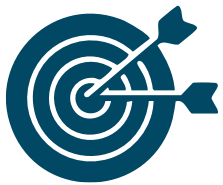
By 2030, have an incident rate below OSHA's calculated incident rate average for any given department every year.



Career Management & Training

Career Management & Training

At Kobo, we are committed to providing employees with further training opportunities to enhance their skills and knowledge in order to foster growth and professional development within the company. We believe in nurturing the growth and potential of our employees through meaningful career development opportunities. We conduct regular performance reviews to provide constructive feedback, recognize achievements, and identify areas for growth, ensuring that each team member has a clear path for advancement. To support continuous learning, we offer training programs that enhance both technical and soft skills, tailored to individual and team needs. We also encourage internal mobility, giving employees the opportunity to explore new roles and expand their careers within the company. By investing in our people, we aim to build a motivated, skilled, and future-ready workforce.



Kobo's target:

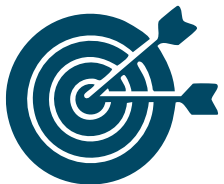
By 2030, ensure that 100% of employees receive regular performance reviews and career development interviews (annually for non-supervisors and biannually for supervisors)



Diversity, Equity, Inclusion

Diversity, Equity, Inclusion

Kobo is deeply committed to fostering a **respectful, inclusive, and supportive work environment where every employee feels valued and safe**. Our workplace policies prioritize team well-being by actively preventing harassment and discrimination through clear guidelines, ongoing training, and accessible communication channels for reporting concerns. **We embrace diversity and promote inclusion at all levels of the organization, ensuring equal opportunities for all**. Our employees are the foundation of our success, and we are dedicated to engaging with them on critical social issues, including racism and other harmful biases. By promoting and preserving a strong culture of diversity, equity, and inclusion, we are committed to continuously building a workplace that is genuinely fair, welcoming, and equitable for everyone.



Kobo's target:

Train 100% of employees on discrimination and harassment every year, by 2030.



Community Engagement

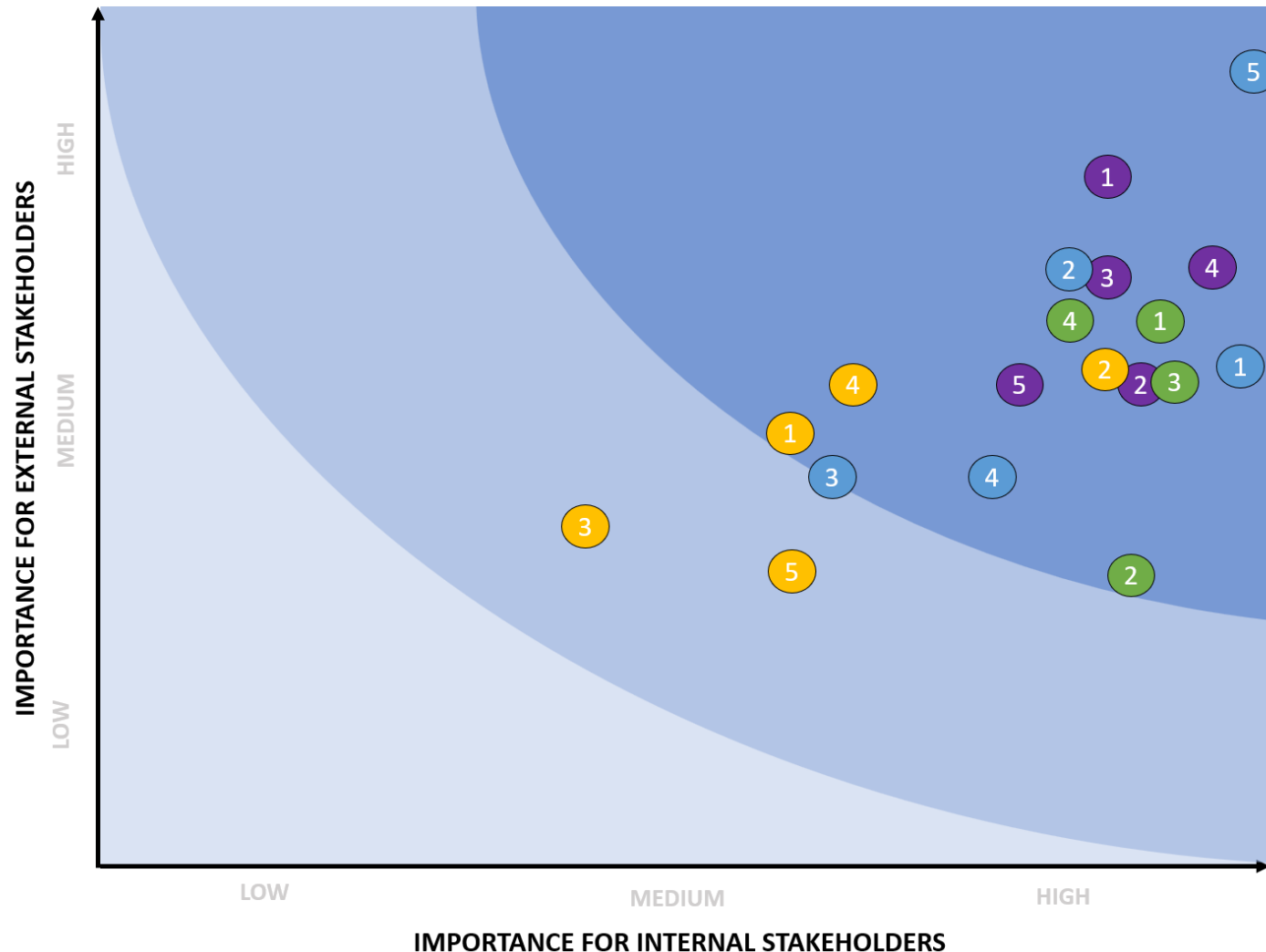
Kobo actively involves its stakeholders—including employees, suppliers, customers, and local communities—in shaping its sustainable development strategy. Through ongoing dialogue and engagement, we ensure that our initiatives reflect the values and expectations of those who are directly impacted by our operations.

The company believes in the importance of aligning its goals and priorities with those responsible for playing a role in achieving those aims. In order to ensure that we are accurately measuring and evaluating which areas to focus our efforts to improve, we surveyed our employees, suppliers, and customers. Kobo utilizes a detailed materiality matrix created to prioritize sustainable development actions in accordance with the expectations of its internal and external stakeholders.



Community Engagement

Stakeholders' engagement with Materiality Matrix



Economics

- 1 Profitability Control
- 2 Sustainability of the Organization
- 3 Investment Practices
- 4 Procurement Practices
- 5 Impact on Local Development

Governance

- 1 Vision, Missions & Values
- 2 Organizational Strategy
- 3 Business Ethics
- 4 Responsibility in regard of Service or Product
- 5 Governance

Social

- 1 Working Conditions
- 2 Skills Development
- 3 Participation and Labour Relations
- 4 Equity
- 5 Health & Safety at Work

Environment

- 1 Raw-Materials & Waste Management
- 2 Energy Management
- 3 Water Management
- 4 GHG Emission Management

MATRIX ZONE

- Priority issue
- Important issue
- Moderate issue

Community Engagement



Kobo understands the importance of making a positive impact on the community and endeavors to identify or create opportunities for staff to be able to participate in philanthropic initiatives as well as encouraging our employees to seek out opportunities to make a difference within their own communities. **The company matches all eligible philanthropic**

donations made by employees and typically runs a triple-match program starting on Giving Tuesday and running for the remainder of the year.

The company hosts an annual global Kobo Give-Back Day as part of a month-long campaign to increase community-minded actions within our workforce.



Kobo US also sponsors an annual scholarship at a local high school and awards five \$1,000 scholarships to students that maintain high academic performance and have shown a proven commitment to serving their communities.



Last year, the Kobo US hosted staff events to make and donate 1,248 sandwiches to a local soup kitchen.



Kobo France volunteered with Les Restos du Coeur for two afternoons collecting non-perishable goods from stores for donation.



We also hosted food donation drives at all locations with the majority of our global locations reaching 100% staff participation. Donations were made to REPLENISH in the US, Second Harvest in Japan, ONG ACAI and MORIAH in Brazil, La Banque Alimentaire in France, and Abington Food Bank in the UK.

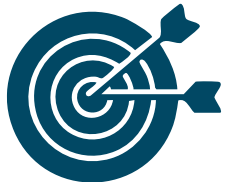


Human Rights Commitment

Child labor & Forced labor

We are firmly committed to ethical sourcing and the protection of human rights across our entire supply chain. Kobo aims to prevent child labor, human rights and labor violation, and all necessary steps will be taken to ensure we play no part in human exploitation.

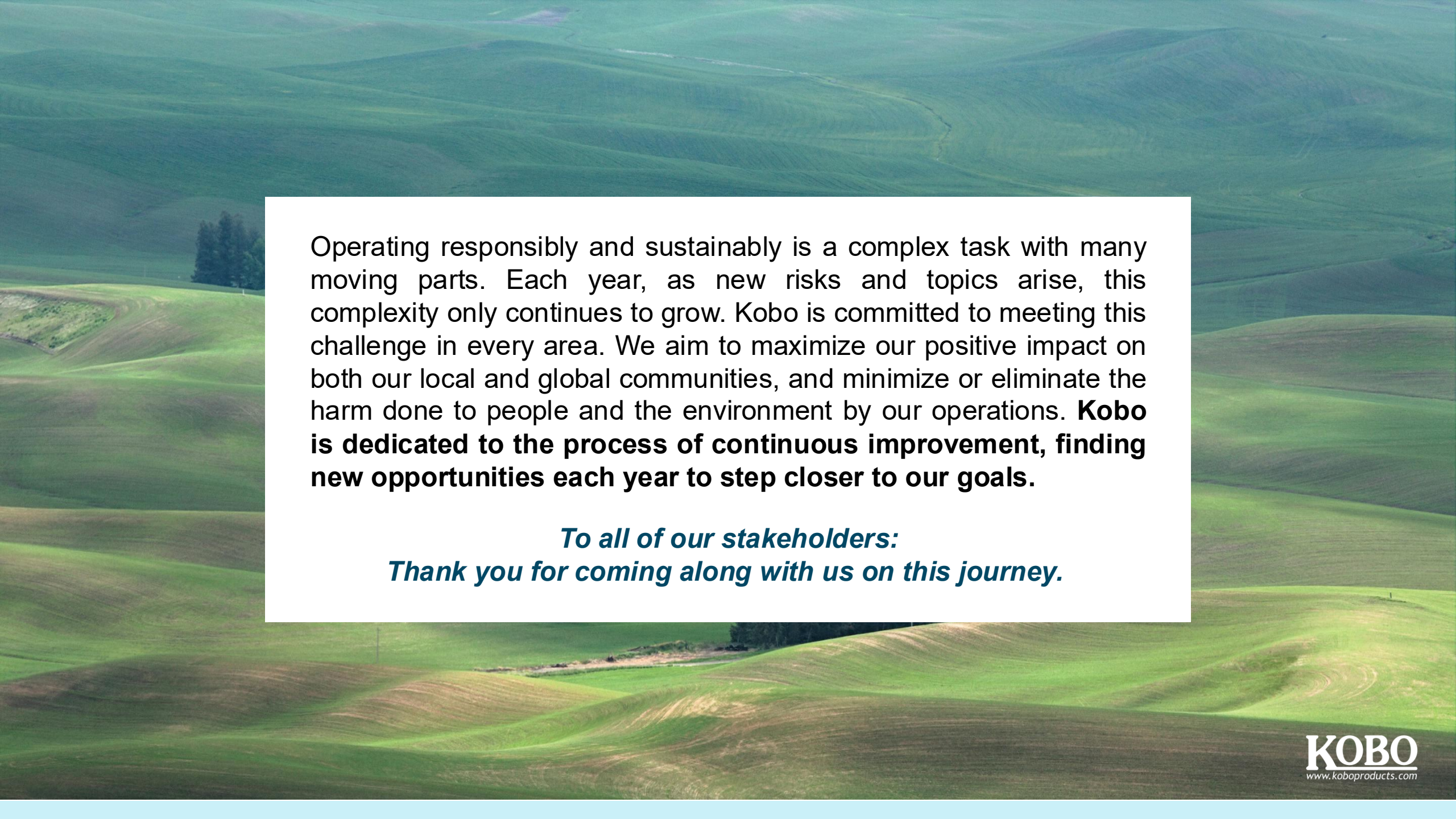
To prevent forced and child labor, we have implemented rigorous due diligence procedures, including supplier assessments and requesting on-site soc. We actively participate in the Responsible Mica Initiative, a multi-stakeholder action aimed at establishing fair, responsible, and sustainable mica supply chains, free of child labor. Additionally, our purchasing team was trained on modern slavery and human trafficking to identify risks and strengthen our internal and external monitoring processes. These initiatives reflect our dedication to maintaining a transparent and accountable supply chain that upholds the dignity and rights of all workers.



Kobo's target:

We aim to increase the percentage of employees trained on modern slavery within the organization to 100% by 2026.



An aerial photograph of rolling green hills, likely in a rural or agricultural area. The hills are covered in lush green grass, and there are some patches of brown earth visible. A white rectangular text box is centered in the middle of the image, containing a paragraph of text. The text is in a black, sans-serif font. The background image is a high-resolution photograph with a soft focus, emphasizing the natural beauty of the landscape.

Operating responsibly and sustainably is a complex task with many moving parts. Each year, as new risks and topics arise, this complexity only continues to grow. Kobo is committed to meeting this challenge in every area. We aim to maximize our positive impact on both our local and global communities, and minimize or eliminate the harm done to people and the environment by our operations. **Kobo is dedicated to the process of continuous improvement, finding new opportunities each year to step closer to our goals.**

*To all of our stakeholders:
Thank you for coming along with us on this journey.*



Global Initiative Reporting Report

GRI Content Index

Statement of use	Kobo Products has reported in accordance with the GRI Standards for the period of January 1st 2024 to December 31st 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard is currently available for our sector

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIRE MENT(S)	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	CSR Report p. 53			
	2-2 Entities included in the organization's sustainability reporting	CSR Report p. 53			
	2-3 Reporting period, frequency and contact point	CSR Report p. 53			
	2-4 Restatements of information	CSR Report p. 53			
	2-5 External assurance	CSR Report p. 53			
	2-6 Activities, value chain and other business relationships	CSR Report p. 54			
	2-7 Employees	CSR Report p. 54			
	2-8 Workers who are not employees	CSR Report p. 54			
	2-9 Governance structure and composition	CSR Report p. 55			
	2-10 Nomination and selection of the highest governance body	CSR Report p. 55			
	2-11 Chair of the highest governance body	CSR Report p. 55			
	2-12 Role of the highest governance body in overseeing the management of impacts	CSR Report p. 55			
	2-13 Delegation of responsibility for managing impacts	CSR Report p. 56			
	2-14 Role of the highest governance body in sustainability reporting	CSR Report p. 56			
	2-15 Conflicts of interest	CSR Report p. 56			
	2-16 Communication of critical concerns	CSR Report p. 56			
	2-17 Collective knowledge of the highest governance body	CSR Report p. 56			
	2-18 Evaluation of the performance of the highest governance body	CSR Report p. 56			

GRI Content Index

General disclosures

	2-19 Remuneration policies		2-19	Confidentiality constraints	Kobo chooses not to disclose this sensitive information
	2-20 Process to determine remuneration		2-20	Confidentiality constraints	Kobo chooses not to disclose this sensitive information
	2-21 Annual total compensation ratio		2-21	Confidentiality constraints	Kobo chooses not to disclose this sensitive information
	2-22 Statement on sustainable development strategy	CSR Report p. 57			
	2-23 Policy commitments	CSR Report p. 57			
	2-24 Embedding policy commitments	CSR Report p. 57			
	2-25 Processes to remediate negative impacts	CSR Report p. 58			
	2-26 Mechanisms for seeking advice and raising concerns	CSR Report p. 58			
	2-27 Compliance with laws and regulations	CSR Report p. 58			
	2-28 Membership associations	CSR Report p. 58			
	2-29 Approach to stakeholder engagement	CSR Report p. 59			
	2-30 Collective bargaining agreements	CSR Report p. 59			

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	CSR Report p. 60			
	3-2 List of material topics	CSR Report p. 60			

GRI Content Index

Responsible Sourcing					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 61			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	CSR Report p. 62			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1	Information unavailable/incomplete	Internal processes under development for future disclosure.
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Confidentiality constraints	Kobo chooses not to disclose this sensitive information
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information unavailable/incomplete	Internal processes under development for future disclosure.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information unavailable/incomplete	Internal processes under development for future disclosure.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		414-1	Information unavailable/incomplete	Internal processes under development for future disclosure.
	414-2 Negative social impacts in the supply chain and actions taken		414-2	Confidentiality constraints	Kobo chooses not to disclose this sensitive information

GRI Content Index

Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 63			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		205-1	Information unavailable/incomplete	Management representation given to external auditors
	205-2 Communication and training about anti-corruption policies and procedures	CSR Report p. 64			
	205-3 Confirmed incidents of corruption and actions taken	CSR Report p. 65			

GRI Content Index

Ressources Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 66			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	CSR Report p. 67			
	301-2 Recycled input materials used		301-2	Information unavailable/incomplete	Internal processes under development for future disclosure.
	301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	Internal processes under development for future disclosure.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CSR Report p. 68			
	302-2 Energy consumption outside of the organization		302-2	Information unavailable/incomplete	This information is not accessible.
	302-3 Energy intensity	CSR Report p. 69			
	302-4 Reduction of energy consumption	CSR Report p. 70			
	302-5 Reductions in energy requirements of products and services		302-5	Information unavailable/incomplete	Internal processes under development for future disclosure.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	CSR Report p. 71			
	303-2 Management of water discharge-related impacts	CSR Report p. 72			
	303-3 Water withdrawal	CSR Report p. 73			
	303-4 Water discharge	CSR Report p. 74			
	303-5 Water consumption	CSR Report p. 75			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CSR Report p. 76			
	306-2 Management of significant waste-related impacts	CSR Report p. 77			
	306-3 Waste generated	CSR Report p. 78			
	306-4 Waste diverted from disposal	CSR Report p. 79			
	306-5 Waste directed to disposal	CSR Report p. 80			

GRI Content Index

Carbon Footprint Reduction					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 81			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	CSR Report p. 82			
	305-2 Energy indirect (Scope 2) GHG emissions	CSR Report p. 83			
	305-3 Other indirect (Scope 3) GHG emissions		305-3	Information unavailable/incomplete	Internal processes under development for future disclosure.
	305-4 GHG emissions intensity	CSR Report p. 84			
	305-5 Reduction of GHG emissions	CSR Report p. 85			
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Not applicable	Operations linked to production activities do not generate this type of pollutant in the air.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	CSR Report p. 86			

GRI Content Index

Employee Well-Being					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 87			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	CSR Report p. 88			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CSR Report p. 89			
	401-3 Parental leave	CSR Report p. 90			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	CSR Report p. 91			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	CSR Report p. 92			
	403-2 Hazard identification, risk assessment, and incident investigation	CSR Report p. 93			
	403-3 Occupational health services	CSR Report p. 94			
	403-4 Worker participation, consultation, and communication on occupational health and safety	CSR Report p. 95			
	403-5 Worker training on occupational health and safety	CSR Report p. 96			
	403-6 Promotion of worker health	CSR Report p. 97			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CSR Report p. 98			
	403-8 Workers covered by an occupational health and safety management system		403-8	Not applicable	This card does not apply to Kobo. The sites in the USA and France have no workers who are not employed by the company. The Brazil site employs contractors, but these are not covered by the occupational health and safety management system.
	403-9 Work-related injuries	CSR Report p. 99			
	403-10 Work-related ill health	CSR Report p. 100			

GRI Content Index

Career Management & Training					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 101			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		404-1	Information unavailable/incomplete	Internal processes under development for future disclosure.
	404-2 Programs for upgrading employee skills and transition assistance programs		404-2	Information unavailable/incomplete	Internal processes under development for future disclosure.
	404-3 Percentage of employees receiving regular performance and career development reviews	CSR Report p. 102			
Diversity, Equity & Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 103			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CSR Report p. 104			
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Confidentiality constraints	This information is confidential and will not be added
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	CSR Report p. 105			

GRI Content Index

Sustainable Product Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 106			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Information unavailable/incomplete	Internal processes under development for future disclosure.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Information unavailable/incomplete	Internal processes under development for future disclosure.
Information Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	CSR Report p. 107			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CSR Report p. 108			

General Disclosure

GRI 2 : The organization and its reporting practices

Disclosure 2.1 - Organizational Details

Legal Name	Kobo Products, Inc.
Nature of ownership and legal form	Corporation
Location of headquarters	South Plainfield, NJ, USA
Countries of operation	France, United States, Brazil

Disclosure 2.2 - Entities included in the organization's sustainability reporting

All entities included in the sustainability reporting	Kobo Products, Inc., Kobo Products SAS, Kobo Brasil Ltda. Sustainability reporting includes only sites involved in core business activities including production, warehousing, and dispatching.
---	--

Approach used for consolidating the information:

Whether the approach involves adjustments to information for minority interests	No
How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities	N/A
Whether and how the approach differs across the disclosures in this Standard and across material topics	The approach for sustainability reporting is mostly the same for all sites included, with minor variations noted in the reporting of the items where they vary.

Disclosure 2.3 - Reporting period, frequency and contact point

Reporting period and frequency for sustainability reporting	January 1st 2024 to December 31st 2024 ; Annual
Reporting period and frequency for financial reporting	Annual reporting, from July 1 to June 30th.
Publication date of the report	July 2nd, 2025
Contact point	Luna Fascina lfascina@koboproductsinc.com ; Drew Missey dmissey@koboproductsinc.com

Disclosure 2.4 - Restatements of information

Report restatement of information made from previous reporting periods N.a.

Disclosure 2.5 - External Assurance

Describe the policy and practice for seeking external assurance	No external assurance was involved in the 2024 reporting. However, the highest governance body and senior executive have been involved in deciding on the material topics to be disclosed, as well as the final review of the report.
If the organization's sustainability reporting has been externally	N.a.

General Disclosure

GRI 2 : Activities and workers

Disclosure 2.6 - Activities, value chain and other business relationships

Sector(s) in which it is active	Chemical products
Describe the value chain	
Organization's activities, products, services and markets served	Manufacturing and distribution of cosmetic
Organization's supply chain	The supply chain
The entities downstream from the organization and their activities	The downstream supply chain includes retail
Report other relevant business relationships	N.a.

Disclosure 2.7 - Employees

Total number of employees	254				
Brazil	55				
France	36				
United States	163				
	Permanent employees	Temporary employees	Non-guaranteed hours employees	Full-time employees	Part-time employees
Brazil	50	5	5	47	3
France	34	2	0	34	2
United States	162	1	0	151	12

Describe the methodologies and assumption used to compile de data Unites States and France : Head-Count and End of reporting ; Brazil : Full Time Employee and Average of the reporting period

Disclosure 2.8 - Workers who are not employees

Total number of workers who are not employees and whose work is controlled by the organization	3 workers in France and 6 in Brazil
The most common types of worker and their contractual relationship with the organization	1 Full-time and 2 part-time (France), 6 Full-time (Brazil)
The type of work they perform	Cleaning, Production and Security
Describe the methodologies and assumptions used to compile the data	Head-Count ;End of the reporting period

General Disclosure

GRI 2 : Governance

Disclosure 2.9 - Governance structure and composition

Describe the composition of the highest governance body and its committees	In general, a decision will be made on an initiative or a project via a meeting between the President and the associated department heads, with the President having the final say, and then the implementation will be the responsibility of the departments involved.
Executive and non-executive members	The key department heads are the Quality Assurance Director, the Director of Purchasing and Manager of Raw Material, Sr. Plant Managers, Sr. VP of Research and Development, VP of Corporate Development from Brazil and Managin Director from France.

Disclosure 2.10 - Nomination and selection of the highest governance body

Describe the nomination and selection processes for the highest governance body and its committees	The individuals present at a meeting for decision making are determined based on their roles within the organization; there is no regular committee structure.
Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration	n.a.

Disclosure 2.11 - Chair of the highest governance body

Report whether the chair of the highest governance body is also a senior executive in the organization	Yes, the President of Kobo is in charge of all decisions related to projects and initiatives.
If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	The President of Kobo, who is responsible for key decisions within the company, is also the primary owner of the company. Therefore, the risk of a conflict of interest is minimized as the best interests of the company are also the best interests of the key decision maker.

Disclosure 2.12 - Role of the highest governance body in overseeing the maagement of impacts

Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	The President of Kobo is responsible for guiding the organization's purpose, values, mission statement, strategies, policies, and goals related to sustainable development.
Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people	The President of Kobo reviews and approves initiatives related to due diligence to manage the organization's impact.
How the highest governance body engages with stakeholders to support these processes	The President of Kobo engages with key customers to determine the topics that are the highest priority.
How the highest governance body considers the outcomes of these processes	Outcomes are assessed by whether Kobo's results are sufficient to meet the sustainability goals set out by our customers.
Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review	There are monthly discussions where progress updates are provided to the President.

General Disclosure

GRI 2 : Governance

Disclosure 2.13 - Delegation of responsibility for managing impacts

Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people

The President of Kobo delegates responsibility for observing and managing the organization's impacts to the CSR department.

Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people

There are monthly discussions where any newly observed impacts are reported to the President.

Disclosure 2.14 - Role of the highest governance body in sustainability reporting

Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information

The President of Kobo is responsible for reviewing the final version of the report and approving it, including the material topics. A copy of the most recent version is sent to him for review. Any necessary adjustments are incorporated, then revalidated.

Disclosure 2.15 - Conflicts of interest

Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated

The President of Kobo, who is responsible for key decisions within the company, is also the primary owner of the company. Therefore, the risk of a conflict of interest is minimized as the best interests of the company are also the best interests of the key decision maker.

Report whether conflicts of interest are disclosed to stakeholders

n.a.

Disclosure 2.16 - Communication of critical concerns

Describe whether and how critical concerns are communicated to the highest governance body the reported information

There are monthly discussions where new and ongoing concerns are reported to the President. Concerns to report are tracked using a document that is updated as new concerns are raised or status changes occur.

Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period

0

Disclosure 2.17 - Collective knowledge of the highest governance body

Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development

n.a.

Disclosure 2.18 - Evaluation of the performance of the highest governance body

Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people

No evaluations take place; evaluation of KPIs takes place at the company level.

Report whether the evaluations are independent or not, and the frequency of the evaluations

n.a.

Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices

n.a.

General Disclosure

GRI 2 : Strategy, policies and practices

Disclosure 2.22 - Statement on sustainable development strategy

Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development

CSR Report p. 3

Disclosure 2.23 - Policy Commitments

Describe its policy commitments for responsible business conduct

The authoritative intergovernmental instruments that the commitments reference	Kobo is committed to operating legally in all regions and with all governments or international frameworks that are relevant.
Whether the commitments stipulate conducting due diligence	Kobo's Responsible Sourcing Policy includes a commitment to due diligence, with priority for known high-risk and opaque supply chains.
Whether the commitments stipulate applying the precautionary principle	No
Whether the commitments stipulate respecting human rights	Yes
Describe its specific policy commitment to respect human rights	
The internationally recognized human rights that the commitment covers	Prohibition on forced labor, prohibition on child labor, commitment to at least the legal minimum wage. Human rights policy references "International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work"
The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Child laborers, mica workers, and indigenous groups.
Links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	The policy commitments have not yet been made publicly available, but will be made available once all document updates have been finalized.
Level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Policies were approved by the CSR manager, who directly reports to the President.
Extent to which the policy commitments apply to the organization's activities and to its business relationships	Policy commitments apply to Kobo's own activities and all suppliers of goods for production and sales.
Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	The policy is available for access by all employees, and is referenced in the Code of Conduct to be signed by suppliers.

Disclosure 2.24 - Embedding Policy Commitments

Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including

Responsibility to implement the commitments across different levels within the organization	Each department is aware of the policies relevant to them and their part in adhering to the policies. HR manages internal applications and CSR manages external applications with support from Purchasing.
Commitments into organizational strategies, operational policies, and operational procedures	Kobo integrates these commitments through due diligence assessments and supply chain tracing for high risk materials. Suppliers that are known to have sustainable practices are favored for new raw material development.
How it implements its commitments with and through its business relationships	Kobo requires suppliers to sign and adhere to our Code of Conduct covering a wide range of topics including human rights and responsible sourcing.
Training that the organization provides on implementing the commitments	Kobo provides annual training on a topic related to responsible sourcing for all employees involved with qualifying or purchasing raw materials.

General Disclosure

GRI 2 : Strategy, policies and practices

Disclosure 2.25 - Processess to remediate negative impacts

Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to

Kobo's grievance policy requires that any recieved grievances are evaluated for legitimacy. Once a grievance is considered legitimate, a target is set for improvement and when reached, the item is considered remediated.

Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in

Kobo has established a grievance procedure allowing for direct notification of any grievances related to our activities or upstream supply chain.

Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to

There is not a formally established process, and each individual response or remediation is determined on a case-by-case basis.

Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms

The grievance mechanism is managed by internal stakeholders, who may be but are not necessarily the users of the mechanism. Depending on the nature of the remediation.

Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback

The intention is to establish a quantifiable goal at the beginning of the remediation process along with a timeline, and measure progress against the goal. However, Kobo has not yet recieved a grievance to test this procedure.

Disclosure 2.26 - Mechanisms for seeking advice and raising concerns

Describe the mechanisms for individuals to:

Seek advice on implementing the organization's policies and practices for responsible business conduct

Regular meetings are used to discuss and plan implementations, and consultants are engaged when internal knowledge is not enough.

Raise concerns about the organization's business conduct

There is a whistleblower policy in place.

Disclosure 2.27 - Compliance with laws and regulations

The total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by

0

The total number and the monetary value of fines for instances of non compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by

0

Disclosure 2.28 - Membership associations

Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role

Kobo is an active member of the Responsible Mica Initiative.

Disclosure 2.29 - Approach to stakeholders engagement

Describe its approach to engaging with stakeholders

The categories of stakeholders it engages with, and how they are identified

Employees, President, Managers, Suppliers and Customers.

The purpose of the stakeholder engagement

Ensure that Kobo prioritizes the expectations of its stakeholders.

How the organization seeks to ensure meaningful engagement with stakeholders

Kobo has developed a materiality matrix to ask its stakeholders about their expectations regarding sustainable development issues within the company's activities. In addition, a CSR report was published to report on Kobo's progress towards corporate sustainability.

Disclosure 2.30 - Collective bargaining agreements

The percentage of total employees covered by collective bargaining agreements

Brazil

100%

France

100%

United States

0%

General Disclosure

GRI 3 : Material Topics

Disclosure 3.1 - Process to determine material topics

Describe the process it has followed to

How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships

Kobo has measured our resource usage in terms of Scope 1 and 2 emissions, water usage, and waste generation to determine our direct impact on the environment. We are also calculating our Scope 3 emissions to determine our full impact and identify areas to reduce our negative impact.

We have also had our key suppliers complete self-assessments for sustainability and related topics to identify which suppliers' practices are most aligned with Kobo's goals and where upstream practices are least likely to be harmful. For key supply chains where a high risk is known, Kobo has gone further to achieve supply chain transparency or certified sustainability and ensure that negative impacts are minimized.

Kobo has completed the Ecovadis questionnaire which allows us to identify the areas which are our strengths and weaknesses. By complementing this with a materiality matrix completed by stakeholders, Kobo is able to prioritize areas where our impacts most need assessment or improvement.

How it has prioritized the impacts for reporting based on their significance

Drawing up the materiality matrix has enabled us to understand the expectations of several types of stakeholder for Kobo: employees, customers, suppliers, etc. This matrix also enabled us to identify the most important themes, so that we could organize and prioritize the actions to be taken to maximize the positive impacts on our stakeholders and reduce the negative impacts.

The Ecovadis questionnaire and the scoring areas has also informed our prioritization by identifying the areas where greater efforts need to be made.

Specify the stakeholders and experts whose views have informed the process of determining its material topics

GPSI, UL Solutions (GHG verification), Climate Partner (GHG calculation), CSR team (Luna, Drew), company leadership (David, Yun), Responsible Mica Initiative, key customers, SBTi, UN Global Compact

Disclosure 3.2 - List of material topics

List of material topics

Carbon Footprint ;
 Ressources Management ;
 Sustainable Product Development;
 Responsible Sourcing;
 Employee Well-Being;
 Career Management & Training;
 Diversity, Equity & Inclusion;
 Ethics;
 Information Security.



Responsible Sourcing

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	CSR Report p. 26-31
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	CSR Report p. 26-31
Policies or commitments regarding the material topic	CSR Report p. 26-31
Actions taken to manage the topic and related impacts	CSR Report p. 26-31
Processes used to track the effectiveness of the actions	We track a wide range of information to ensure the effectiveness of our actions. These include the number of suppliers who have signed a code of conduct, the number of suppliers who have been assessed for their ESG practices, the number of suppliers with palm oil certification, etc. This process is monitored annually, as described in our Responsible Sourcing policy.
Goals, targets, and indicators used to evaluate progress	CSR Report p. 26-31
The effectiveness of the actions, including progress toward the goals and targets	As this is the first year of implementation of these various initiatives, we will follow up in the next report to validate the effectiveness of these actions.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	The employee code of conduct and the supplier code of conduct were one and the same document. This has now been divided into 2 different documents to reflect the reality of these 2 types of stakeholder.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, it is not currently possible to assess the effectiveness of these actions, as they are currently being implemented.

Responsible Sourcing

GRI 204 : Procurement Practices

GRI 204-1 : Proportion of spending on local suppliers

General information

GRI Description	Share of spending with local suppliers
Calculation Protocole available in :	GRI Standard. GRI 204 : Share of spending with local suppliers
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

information		Units	FY22	FY23	FY24
Percentage of purchasing budget used for major sites spent with local suppliers	Brazil	%	33%	40%	52%
	France	%	24%	43%	25%
	United States	%	60%	69%	51%

Qualitative information

Geographic definition of the term “local”	For the United States, the local zone is delimited by the United States. For Brazil, the zone is also defined by Brazil. For France, the local zone has been delimited to all suppliers from
The definition used for “major sites”	All sites directly involved in production or direct support of production (warehousing of raw materials, dispatch of finished goods)
Additional note	* The average exchange rate for each year has been used to avoid any misrepresentation due to spikes in variations.

Ethics

GRI 3 : Material Topics

GRI 3-3 : Management of relevant theme



Ethics

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

CSR Report p. 19

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

CSR Report p. 19

Policies or commitments regarding the material topic

CSR Report p. 19

Actions taken to manage the topic and related impacts

CSR Report p. 19

Processes used to track the effectiveness of the actions

A whistleblower is in place at Kobo to enable all employees to report any situation contrary to what Kobo stands for within its company. The number of complaints concerning the whistleblower policy is tracked. All complaints are anonymous.

Goals, targets, and indicators used to evaluate progress

CSR Report p. 19

The effectiveness of the actions, including progress toward the goals and targets

The effectiveness of these actions is achieved, since the whistleblower mechanism has not recorded any complaints in the last 3 years, demonstrating ethical working environment.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Kobo has successfully cultivated an employee base that acts ethically and in accordance with our guiding principles. We have implemented an ethics policy signed by all employees to ensure that these principles are clear to all internal stakeholders.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, the effectiveness of these actions is achieved since the whistleblower mechanism has not recorded any complaints in the last 3 years, demonstrating an ethical working environment.

Ethics

GRI 205 : Anti-Corruption

GRI 205-2 : Communication and training about anti-corruption policies and procedures

General information

GRI Description	Communication and training about anti-corruption policies and procedures
Calculation Protocole available in :	GRI Standard. GRI 205 : Operations assessed for risks related to corruption
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

Units

FY22

FY23

FY24

Governance body members that the organization's anti-corruption policies and procedures have been communicated to

Brazil	%	100%	100%	100%
France	%	100%	100%	100%
United States	%	9%	3%	0%

Employees that the organization's anti-corruption policies and procedures have been communicated to

Brazil	%	100%	100%	100%
France	%	100%	100%	100%
United States	%	14%	12%	10%

Governance body members that have received training on anti-corruption

Brazil	%	100%	100%	100%
France	%	0%	0%	0%
United States	%	9%	3%	0%

Employees that have received training on anti-corruption

Brazil	%	100%	100%	100%
France	%	0%	0%	0%
United States	%	14%	12%	10%

Ethics

GRI 205 : Anti-Corruption

GRI 205-3 : Confirmed incidents of corruption and actions taken

General information

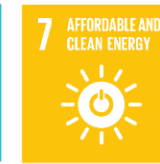
GRI Description	Confirmed incidents of corruption and actions taken
Calculation Protocole available in :	GRI Standard. GRI 205 : Operations assessed for risks related to corruption
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Brazil, France and United States

Quantitative information

	Units	FY22	FY23	FY24
Total number of confirmed incidents of corruption	Count	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Count	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Count	0	0	0
Public legal cases regarding corruption brought against the organization or its employees	Count	0	0	0

Qualitative information

Nature of confirmed incidents of corruption	N.a
Outcomes of public legal cases, if applies	N.a



Ressources Management

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	CSR Report p. 23
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	CSR Report p. 23
Policies or commitments regarding the material topic	CSR Report p. 23
Actions taken to manage the topic and related impacts	CSR Report p. 23
Processes used to track the effectiveness of the actions	Kobo tracks water usage and waste generation annually, comparing the results to previous years.
Goals, targets, and indicators used to evaluate progress	CSR Report p. 23
The effectiveness of the actions, including progress toward the goals and targets	Kobo is currently implementing actions to reach its targets. So we can't immediately determine the effectiveness of these actions.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Water recycling units are being installed at each facility to reduce the impact of Kobo's water usage. Kobo is also exploring alternative procedures to reduce water usage and contamination.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, it is not currently possible to assess the effectiveness of these actions, as they are currently being implemented.

Ressources Management

GRI 301 : Materials

GRI 301-1 : Materials used by weight or volume

General KPIs information

GRI Description Materials used by weight or volume

Calculation Protocole available in : GRI Standard. GRI 301 : Materials

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

Boundaries: Brazil, France and United States

Quantitative KPIs information

	Units	FY23		FY24	
		Sourced externally	Sourced internally	Sourced externally	Sourced internally
Total weight or volume of materials that are used to produce and package the organization's primary products and services	kg	1646441	0	1188192	0
Brazil					
Non-renewable materials	kg	185475	0	103676	0
Renewable materials	kg	8214	0	6462	0
France					
Non-renewable materials	kg	265278	0	184595	0
Renewable materials	kg	15312	0	17765	0
United States					
Non-renewable materials	kg	1097820	0	807348	0
Renewable materials	kg	74342		68346	0

Ressources Management

GRI 302 : Energy

GRI 302-1 : Energy consumption within the organization

General information

GRI Description	Energy Consumption within the organization
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

		Units	FY22	FY23	FY24
Total energy consumption within the organization		GJ	32201	29539	28901
Fuel consumption from non-renewable energy		GJ	11104	9117	8665
Total fuel consumption from renewable energy		GJ	21097	20422	20237
Brazil Total		GJ	3334	3053	2689
Non-renewable energy	Natural Gas	GJ	224	285	129
Renewable energy	Electricity consumption	GJ	3110	2768	2560
	Heating consumption	GJ			
	Cooling consumption	GJ			
	Steam consumption	GJ			
France Total		GJ	1316	1691	1994
Non-renewable energy	Natural Gas	GJ	22	68	105
Renewable energy	Electricity consumption	GJ	1294	1623	1889
	Heating consumption	GJ			
	Cooling consumption	GJ			
	Steam consumption	GJ			
United States Total		GJ	27551	24796	24219
Non-renewable energy	Natural Gas	GJ	10858	8765	8431
Renewable energy	Electricity consumption	GJ	16693	16031	15788
	Heating consumption	GJ			
	Cooling consumption	GJ			
	Steam consumption	GJ			

Qualitative information

The standards, methodologies, assumptions and/or calculation tools	For Kobo France , energy consumption is based on the bill from our electricity/gas supplier. For Kobo US , the energy data is gathered from the invoices from the energy supplier each month, and then summed into the yearly totals given on an Excel spreadsheet. For electricity, the given units are in kWh, while the units for natural gas usage is in MMBTU. For Kobo Brazil , the energy data is gathered from the invoices. Electricity use the kwh units and Natural Gas the given unit is cubic meter with factor 10.55 m3/kwh
Conversion factors used	Conversion factor: 1kWh=0.0036GJ ; Gas : 1m3=10,55kwh

General information

GRI Description	Energy Intensity
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

		Units	FY22	FY23	FY24
The organization's energy intensity ratio	Brazil	GJ/kg of production	0,01802312	0,0119	0,0174
	France	GJ/kg of production	0,0069	0,0057	0,0097
	United States	GJ/kg of production	0,00991589	0,007	0,0087

Qualitative information

Denominator used to calculate the ratio	GJ/kg of production
The types of energy included in the intensity ratio include	Electricity and Natural gas
Whether the ratio includes energy consumption within the organization, outside, or both.	Energy consumption WITHIN the organization

Ressources Management

GRI 302 : Energy

GRI 302-4 : Reduction of energy consumption

General information

GRI Description Reduction of the energy consumption

Calculation Protocole available in GRI Standard. GRI 302 : Energy

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

Boundaries: Brazil, France and United States

Quantitative information

	Units	FY22	FY23	FY24
The amount of energy consumption reduction	GJ	Baseline	-2 662	-3 300
Total				
Brazil	GJ	Baseline	-281	-645
France	GJ	Baseline	374	678
United States	GJ	Baseline	-2 755	-3 332

Qualitative information

Based year 2022

Reference Value 32200,83

Criteria for choosing the based year 2022 is used as the reference year for calculating GHG emissions, because it is the first year of calculation.

The standards, methodologies, assumptions and/or calculation tools used. The information is estimated on the basis of the annual energy consumption recorded for each site.

Ressources Management

GRI 303 : Water and Effluents

GRI 303-1 : Interactions with water as a shared resource

General information

GRI Description	Interactions with water as a shared resource
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

Water come from municipality network. Water is used for human need and production cleaning and use. Current with 25/75 proportion respectively. When water is used to clean production equipment it is treated at local water treatment plant. After that some are discharge and some are reused in the factory. The water used through consumption for human needs are Discharge without any treatment

France

Water come from municipality network and is mainly used for human need. When water is used to clean production equipment, it is currently send to a service provider that treat it as waste. Hence no waste waster is discharged to the municipality network.

United States

Water is supplied by New Jersey American Water. From their 2024 Water Quality report, the water is sourced from a public community water system "consisting of 98 wells, 7 surface water intakes and 1 purchased surface water source". Water is consumed in some production facilities during manufacturing. It is discharged from production facilities mainly through mill cleaning of our powder plant, as our dispersion plant mainly uses solvent to clean mills. Water data is compiled from the invoices received from NJ American Water for the total amount of water withdrawn. We currently do not have a way to accurately calculate the amount of water consumed vs discharged.

	Units	FY22	FY23	FY24
Water Withdrawal	Megaliters	0,87	4,40	4,22
Water Discharged	Megaliters	0,87	4,40	4,21
Water Consumption	Megaliters	0,00	0,00	0,00

General information

GRI Description	Management of water discharge-related impacts
Calculation Protocole available in	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

When water is used to clean production equipment it is treated at local water treatment plant. After that some are discharge and some are reused in the factory. The water used through consumption for human needs are Discharge without any treatment. The minimum criteria for discharging water to the sewer checked twice a year or whenever there is a change.

France

We do not have industrial waste water discharge. Not applicable to France.

United States

Internally we know that since zinc oxide is environmentally toxic, water used to clean mills that was producing zinc product is run through a zinc filtration unit.

Ressources Management

GRI 303 : Water and Effluents

GRI 303-3 : Water withdrawal

General information

GRI Description	Water withdrawal
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information	Units	FY22		FY23		FY24	
		All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
Total water withdrawal from all areas	Megaliters	0,87483	3,40311	1,001	3,15706	1,06059	2,73687
Brazil Total	Megaliters	0,62483	0	0,771	0	0,76259	0
Surface water	Megaliters	0,62483	-	0,771	-	0,76259	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produced water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	-	-	-	-	-	-
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0,62483	-	0,77	-	0,76	-
Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-
France Total	Megaliters	0,25	0	0,23	0	0,298	0
Surface water	Megaliters	-	-	-	-	-	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produced water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	0,25	-	0,23	-	0,30	-
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0,25	-	0,23	-	0,30	-
Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-
United States Total	Megaliters	0	3,40311	0	3,1571	0	2,73687
Surface water	Megaliters	-	-	-	-	-	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produced water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	-	3,40311	-	3,16	-	2,74
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	-	3,40311	-	3,16	-	2,74
Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-

Qualitative information

Contextual information	In the United States , Water data is compiled from the invoices received from NJ American Water for the total amount of water withdrawn. In France , the water is monitored with the water meter on a monthly consumption monitoring. In Brazil , daily basis monitoring for all hydrometers to understand withdraw/sewer, treated/production withdraw, recycle/treated.
------------------------	---

Ressources Management

GRI 303 : Water and Effluents

GRI 303-4 : Water discharge

General information

GRI Description	Waterdischarged
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
	Brazil, France and United States

Quantitative information		Units	FY22		FY23		FY24	
			All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
	Total water discharged from all areas	Megaliters	0,87143	3,40311	0,9973487	3,15706	1,0573	2,73687
Brazil	Total	Megaliters	0,62403	0	0,7695487	0	0,7617	0
	Surface water	Megaliters	0,62403	-	0,7695	-	0,7617	-
	Groundwater	Megaliters	-	-	-	-	-	-
	Seawater	Megaliters	-	-	-	-	-	-
	Third-party water	Megaliters	-	-	-	-	-	-
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0,62403	-	0,7695	0,0000	0,7617	-
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-
France	Total	Megaliters	0,2474	0	0,2278	0	0,2956	0
	Surface water	Megaliters	-	-	-	-	-	-
	Groundwater	Megaliters	-	-	-	-	-	-
	Seawater	Megaliters	-	-	-	-	-	-
	Third-party water	Megaliters	0,2474	-	0,2278	-	0,2956	-
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	-	-	-	-	-	-
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0,2474	-	0,2278	-	0,2956	-
United States	Total	Megaliters	0	3,40311	0	3,15706	0	2,73687
	Surface water	Megaliters	-	-	-	-	-	-
	Groundwater	Megaliters	-	-	-	-	-	-
	Seawater	Megaliters	-	-	-	-	-	-
	Third-party water	Megaliters	-	3,40311	-	3,16	-	2,74
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	-	-	-	-	-	-
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	-	3,40311	-	3,16	-	2,74

Qualitative information

Priority substances of concern for wich discharged are treated	In Brazil, we perform pH and Zn levels before any release. Zn is our main contaminant.
--	--

Ressources Management

GRI 303 : Water and Effluents

GRI 303-5 : Water consumption

General information

GRI Description	Water consumption
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

	Units	FY22		FY23		FY24	
		All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
Total water consumption from all areas	Megaliters	0,0034	0	0,0036513	0	0,00329	0
Brazil	Megaliters	0,0008	0	0,0014513	0	0,00089	0
Surface water	Megaliters	0,0008	-	0,0014513	-	0,00089	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produce water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	-	-	-	-	-	-
Change in water storage	Megaliters	-	-	-	-	-	-
France	Megaliters	0,0026	0	0,0022	0	0,0024	0
Surface water	Megaliters	-	-	-	-	-	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produce water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	0,0026	-	0,0022	-	0,0024	-
Change in water storage	Megaliters	-	-	-	-	-	-
United Stated	Megaliters	0	0	0	0	0	0
Surface water	Megaliters	-	-	-	-	-	-
Groundwater	Megaliters	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-
Produce water	Megaliters	-	-	-	-	-	-
Third-party water	Megaliters	-	0	-	0	-	0
Change in water storage	Megaliters	-	-	-	-	-	-

Qualitative information

Contextual information

Water consumption is calculated = withdrawal - discharged.

Ressources Management

GRI 306 : Waste

GRI 306-1 : Waste generation and significant waste-related impacts

General information

GRI Description	Waste generation and significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Actual and potential significant impacts related to waste

For all sites of Kobo, all the waste generated during the execution of the company's activities:

- Packaging of raw materials (cardboard, boxes, metal, plastic)
- Logistics (plastic film, pallets)
- Production (solvents, disposable PPE, paper towel, product dust, etc)
- Cleaning (solvents and cleaning supplies)
- Expired products or raw materials
- Office

Ressources Management

GRI 306 : Waste

GRI 306-2 : Management of significant waste-related impacts

General information

GRI Description	Management of significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brasil

Hazardous: Goes to incineration process and the ashes goes to “co-processing”. Solvents: part of the solvents recovered during production and sold for recycle propose.

Non-hazardous: Cardboards: destined to recycling. Plastic: destined to recycling. Others: Public collection.

France

Hazardous: mostly valorization. Waste management company determines the final destination. Solvents: part of the solvents recovered during production are used for cleaning the equipment before being disposed as hazardous material.

Non-hazardous: Cardboards: destined to recycling, Others: destruction

Future Projects (implementation by end of 2025) Further separation of non-hazardous waste: wood, cardboard, glass, plastic, metal. Work with eco-organization to improve traceability and implement use of recycled material in our packaging.

Hazardous: Kobo completes a waste collection form when needed. Waste management company provides a report after collection including the following information:

oType of waste: paste, oils and solvents, glassware and empty soiled packaging, dust collector waste, neutral liquid

oDestination of the waste: destruction, valorization

oAmount of waste

oOther information that allows traceability: company name, date, transportation company, intermediate company, report number

Non-hazardous: waste is collected by the municipality.

Unites States

Waste separation:

Hazardous waste is separated by type: usually flammable, then other wastes like spent oil or different types of solvent are separated into different drums. Material that is otherwise recyclable that has been contaminated with zinc/titanium powder is regulated to hazardous waste. This includes cardboard and plastic lining meant to store material/product.

Non hazardous waste is separated into recyclables (glass, aluminum, plastic, paper, cardboard) and other waste.

Waste destination:

Hazardous waste is mostly sent for incineration. It is up to the destination site to determine whether the waste is incinerated for power or for destruction.

Non hazardous recycling is grouped together and picked up as one. Both recycling and other waste is picked up by the same garbage hauler.

Hazardous waste: is documented via manifests when picked up. Manifest includes information such as: type of waste collected, amount, destination of waste, traceability of how the waste is handled

Non hazardous: garbage hauler can be requested to print out receipts of total amounts of garbage and recyclables picked up for a specified time period. Kobo US also has to submit a recycling report to the township around March of every year detailing the amount of recyclable material sent for the previous year.

Ressources Management

GRI 306 : Waste

GRI 306-3 : Waste generated

General information

GRI Description Waste generated

Calculation Protocole available in : GRI Standard. GRI 306 : Waste

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

Boundaries: Brazil, France and United States

Quantitative information

		Units	FY20	FY21	FY22	FY23	FY24
Total weight of waste generated	Total	Tons	70,0	111,6	583,2	623,3	557,8
	Total Non-Hazardous waste	Tons	63,0	43,0	372,5	502,1	416,9
	Total Hazardous waste	Tons	7,0	68,6	210,7	121,3	140,9
	Brazil Total	Tons	0,0	6,8	20,547	44,592	25,155
	Non-Hazardous chemical	Tons	-	-	-	-	-
	Hazardous solid chemical	Tons	-	5,9	14,9	36,2	14,7
	Hazardous liquid chemical	Tons	-	0,9	1,9	4,2	2,9
	Non-Hazardous general	Tons	-	-	3,7	4,2	7,5
	France Total	Tons	70,0	49,0	19,9	99,437	91,389
	Non-Hazardous chemical	Tons	-	-	-	-	-
	Hazardous solid chemical	Tons	1,0	1,0	12,3	25,437	26,389
	Hazardous liquid chemical	Tons	6,0	5,0	-	-	-
	Non-Hazardous general	Tons	63,0	43,0	7,7	74,00	65,00
	United States Total	Tons	0,0	55,9	542,7	479,3	441,2
	Non-Hazardous chemical	Tons	-	-	-	-	-
	Hazardous solid chemical	Tons	-	55,9	-	-	-
	Hazardous liquid chemical	Tons	-	-	181,6	55,398	96,82
	Non-Hazardous general	Tons	-	-	361,1	423,89	344,40

Qualitative information

Contextual information about compilation

Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.

Ressources Management

GRI 306 : Waste

GRI 306-4 : Waste diverted from disposal

General information

GRI Description	Waste diverted from disposal
Calculation Protocole available in :	GRI Standard. GRI 306: Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information	Units	FY22		FY23		FY24	
		On-site	Off-site	On-site	Off-site	On-site	Off-site
Total weight of waste diverted from disposal	Tons	-	130,69	-	156,94	-	122,38
Brazil	Tons	-	5,65	-	8,38	-	7,33
Total weight of <u>hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	1,92	-	4,21	-	2,92
iii) Other recovery operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	3,73	-	4,18	-	4,41
iii) Other recovery operations.	Tons	-	-	-	-	-	-
France	Tons	-	2,76	-	24,00	-	21,00
Total weight of <u>hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	-	-	-	-	-
iii) Other recovery operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	2,76	-	24,00	-	21,00
iii) Other recovery operations.	Tons	-	-	-	-	-	-
United States	Tons	-	122,28	-	124,56	-	94,05
Total weight of <u>hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	-	-	-	-	-
iii) Other recovery operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste diverted from disposal							
i) Preparation for reuse	Tons	-	-	-	-	-	-
ii) Recycling	Tons	-	122,28	-	124,56	-	94,05
iii) Other recovery operations.	Tons	-	-	-	-	-	-

Qualitative information

Contextual information	Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.
Calculation and methodologies	Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.

Ressources Management

GRI 306 : Waste

GRI 306-5 : Waste directed to disposal

General information

- a) GRI Description Waste directed to disposal
- b) Calculation Protocole available in : GRI Standard. GRI 306: Waste
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Brazil, France and United States

Quantitative information

	Units	FY22		FY23		FY24	
		On-site	Off-site	On-site	Off-site	On-site	Off-site
Total weight of waste directed to disposal	Tons	-	452,51	-	466,38	-	435,39
Brazil	Tons	-	14,90	-	36,21	-	17,83
Total weight of <u>hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	14,90	-	36,21	-	14,74
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	-	-	-	-	-
Other disposal operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	-	-	-	-	-
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	-	-	-	-	3,09
Other disposal operations.	Tons	-	-	-	-	-	-
France	Tons	-	17,16	-	75,44	-	70,39
Total weight of <u>hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	12,27	-	25,44	-	25,74
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	0,00	-	0,00	-	0,65
Other disposal operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	-	-	-	-	-
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	4,89	-	50,00	-	44,00
Other disposal operations.	Tons	-	-	-	-	-	-
United States	Tons	-	420,45	-	354,73	-	347,17
Total weight of <u>hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	181,62	-	55,40	-	96,82
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	-	-	-	-	-
Other disposal operations.	Tons	-	-	-	-	-	-
Total weight of <u>non-hazardous</u> waste directed to disposal							
Incineration (with energy recovery)	Tons	-	-	-	-	-	-
Incineration (without energy recovery)	Tons	-	-	-	-	-	-
Landfilling	Tons	-	238,83	-	299,33	-	250,35
Other disposal operations.	Tons	-	-	-	-	-	-

Qualitative information

- Contextual information Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.
- Calculation and methodologies Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.

Carbon Footprint Reduction

GRI 3 : Material Topics

GRI 3-3 : Management of relevant theme

Carbon Footprint Reduction

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

CSR Report p. 22

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

CSR Report p.22

Policies or commitments regarding the material topic

CSR Report p. 22

Actions taken to manage the topic and related impacts

CSR Report p. 22

Processes used to track the effectiveness of the actions

Annual calculation of emissions for comparison to the previous year.

Goals, targets, and indicators used to evaluate progress

CSR Report p. 22 And GRI 305-1 and GRI 305-2

The effectiveness of the actions, including progress toward the goals and targets

CSR Report p. 22 (Graphic)

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

We have learned that emissions reduction requires work on multiple areas of our operations, instead of just a single point or small selection. New product and process development will involve the consideration of lower emissions from the outset.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. Measures have been assessed as effective, with our GHG emissions indicators decreasing and on track to meet our reduction targets.

Carbon Footprint Reduction

GRI 305 : Emissions

GRI 305-1 : Direct (Scope 1) GHG emissions

General information

GRI Description	Direct (Scope 1) GHG emissions
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Brazil, France and United States

Quantitative information

		Units	FY20	FY21	FY22	FY23	FY24
Gross direct (scope 1) GHG emissions	Total	tCO2e	529,00	538,00	534,98	482,88	418,40
	Brazil	tCO2e	-	28,00	11,25	36,83	6,47
	France	tCO2e	-	-	0,73	2,46	3,93
	United States	tCO2e	529,00	510,00	523,00	443,60	408,00
Biogenic CO2 emissions		tCO2e	0,00	0,00	0,00	0,00	0,00

Qualitative information

Gases included in the calculation.	CO2, CH4, N2O, HFCs
Base year for calculation	2020 is used as the reference year for calculating GHG emissions, because it is the first year of calculation. However, since 2023, all sites have begun to measure their emissions, providing a more complete and representative view of total emissions. The year 2024 will therefore be the new base year, starting in 2025, as it marks a period of stabilization of calculation methods between 2023 and 2024.
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	529,00 Fossil fuel used in heating facilities, Fuel used in owned fleet and refrigerants used for HVAC. The GWP values applied : IPCC AR5
Consolidation approach for emissions.	Operational Control
Standards, methodologies, assumptions, and/or calculation tools used.	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Carbon Footprint Reduction

GRI 305 : Emissions

GRI 305-2 : Energy indirect (Scope 2) GHG emissions

General information

GRI Description	Energy indirect (Scope 2) GHG emissions
Calculation Protocol available in :	GRI Standard. GRI 305 : Emissions
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Brazil, France and United States

Quantitative information		Units	FY20	FY21	FY22	FY23	FY24
Gross location-based energy indirect (scope 2) GHG emissions	Total	tCO2e	1705,00	1524,00	1453,33	1409,18	1277,54
	Brazil	tCO2e	-	129,00	33,26	29,60	27,38
	France	tCO2e	66,00	60,00	11,07	13,88	16,16
	United States	tCO2e	1639,00	1335,00	1409,00	1365,70	1234,00
Gross market-based energy indirect (scope 2) GHG emissions	Total	tCO2e	N.a.	N.a.	N.a.	N.a.	N.a.

Qualitative information

Gases included in the calculation.	CO2, CH4, N2O, HFCs
Base year for calculation	2020 2020 is used as the reference year for calculating GHG emissions, because it is the first year of calculation. However, since 2023, all i) sites have begun to measure their emissions, providing a more complete and representative view of total emissions. The year 2024 will therefore be the new base year, starting in 2025, as it marks a period of stabilization of calculation methods between 2023 and 2024. ii) 1705,00 iii) N.a.
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Electricity used in facilities. The GWP values applied : IPCC AR5
Consolidation approach for emissions.	Operational Control
Standards, methodologies, assumptions, and/or calculation tools used.	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Carbon Footprint Reduction

GRI 305 : Emissions

GRI 305-4 : GHG emissions intensity

General information

GRI Description	Emissions
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Brazil, France and United States

Quantitative information

		Units	FY22	FY23	FY24
The organization's energy intensity ratio	Brazil	tCO2e/kg of production	0,00241	0,00172	0,00220
	France	tCO2e/kg of production	0,00061	0,00055	0,00097
	United States	tCO2e/kg of production	0,00710	0,00793	0,00982

Qualitative information

Denominator used to calculate the ratio	kg of production
The types of GHG emissions included in the intensity ratio.	Direct (Scope 1) GHG emissions and Indirect (Scope 2) GHG emissions.
Gases included in the calculation.	CO2, CH4, N2O, HFCs

Carbon Footprint Reduction

GRI 305 : Emissions

GRI 305-5 : Reduction of GHG emissions

General information

GRI Description	Reduction of GHG emissions
Calculation Protocol available in :	GRI Standard. GRI 305 : Emissions
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

		Units	FY20	FY21	FY22	FY23	FY24
GHG emissions reduction	Total	tCO2e	n.a.	-172,00	-245,69	-341,94	-538,06
	Scope 1	tCO2e	n.a.	9,00	5,98	-46,12	-110,60
	Scope 2	tCO2e	n.a.	-181,00	-251,67	-295,82	-427,46

Qualitative information

Gases included in the calculation.	CO2, CH4, N2O, HFCs
Base year for calculation	2020
Scopes in which reductions took place	Scope 1 and 2, depending on the year.
Standards, methodologies, assumptions, and/or calculation tools used.	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Carbon Footprint Reduction

GRI 305 : Emissions

GRI 305-7 : Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

General information					
GRI Description	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				
Calculation Protocol available in :	GRI Standard. GRI 305 : Emissions				
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards				
Boundaries:	Brazil, France and United States				
Quantitative information		Units	FY22	FY23	FY24
Brazil	NOx	mg/m ³	2,9300	1,9200	1,1100
Average of Significant air emissions of	SOx	mg/m ³	<0,02	<0,03	2,7800
	Persistent organic pollutants (POP)	kg	n.a.	n.a.	n.a.
	Volatile organic compounds (VOC)	kg	n.a.	n.a.	n.a.
	Hazardous air pollutants (HAP)	kg	n.a.	n.a.	n.a.
	Particulate matter (PM)	kg	n.a.	n.a.	n.a.
	Other	kg	n.a.	n.a.	n.a.
France	NOx	mg/m ³	-	63,7333	68,0000
Average of significant air emissions of	SOx	mg/m ³	-	0,7667	2,3267
	Persistent organic pollutants (POP)	kg	n.a.	n.a.	n.a.
	Volatile organic compounds (VOC)	mg/m ³	-	47,6500	8,3300
	Hazardous air pollutants (HAP)	kg	n.a.	n.a.	n.a.
	Particulate matter (PM)	kg	n.a.	n.a.	n.a.
	Other	kg	n.a.	n.a.	n.a.
United States : St Nicholas	NOx	kg	n.a.	n.a.	n.a.
Average of significant air emissions of	SOx	kg	n.a.	n.a.	n.a.
	Persistent organic pollutants (POP)	kg	n.a.	n.a.	n.a.
	Volatile organic compounds (VOC)	kg	n.a.	n.a.	n.a.
	Hazardous air pollutants (HAP)	kg	n.a.	n.a.	n.a.
	Particulate matter (PM)	mg/m ³	-	-	1,9750
	ZnO	mg/m ³	-	-	1,9750
	TiO2	mg/m ³	-	-	1,9750
United States : Montrose	NOx	kg	n.a.	n.a.	n.a.
Average of significant air emissions of	SOx	kg	n.a.	n.a.	n.a.
	Persistent organic pollutants (POP)	kg	n.a.	n.a.	n.a.
	Volatile organic compounds (VOC)	kg	n.a.	n.a.	n.a.
	Hazardous air pollutants (HAP)	kg	n.a.	n.a.	n.a.
	Particulate matter (PM)	mg/m ³	-	-	0,0778
	ZnO	mg/m ³	-	-	0,0778
	TiO2	mg/m ³	-	-	0,0780
Qualitative information					
Approach for compilation	Non-isokinetic sampling of flue gases using a borosilicate glass probe, equipped with a device for volume measurement on dry gas with filtration.				
Source of the emission factors used	The accounting was carried out by a third-party company for all sites				
Standards, methodologies, assumptions, and/or tools used.	Emissions were recorded at a specific point in time. The figures presented represent an average of all emitters at each site. Data for Brazil have been converted from ppm to mg/m ³ .				

Employee Well-Being

GRI 3 : Material Topics

GRI 3-3 : Management of relevant theme



Employee Well-Being

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

CSR Report p. 33-35

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

CSR Report p. 33-35

Policies or commitments regarding the material topic

CSR Report p. 33-35

Actions taken to manage the topic and related impacts

CSR Report p. 33-35

Processes used to track the effectiveness of the actions

Employees are given annual reviews where they have the opportunity to bring up any dissatisfaction with working conditions.

Goals, targets, and indicators used to evaluate progress

CSR Report p. 33-35

The effectiveness of the actions, including progress toward the goals and targets

The effectiveness of these actions is achieved by accidents that are under OSHA standards, our employee turnover rate is under 10%, etc.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Kobo takes all feedback into consideration in order to improve the company environment for employees.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, the effectiveness of these actions is achieved by accidents that are under OSHA standards, our employee turnover rate is under 10%, etc.

Employee Well-Being

GRI 401 : Employment

GRI 401-1 : New employee hires and employee turnover

General information

GRI Description	New employee hires and employee turnover
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

		Units	FY22	FY23	FY24
Number and rate of new employee hires	Total	Count	69	64	63
	Brazil	Count	22	14	10
	Men	Count	15	9	3
	Women	Count	7	5	7
	16-25 years old	Count	1	2	5
	26-35 years old	Count	5	9	4
	36-45 years old	Count	16	3	0
	46-55 years old	Count	0	0	1
	56-65 years old	Count	0	0	0
	66-75 years old	Count	0	0	0
	Turnover rate	Rate	31,60	25,00	14,90
	France	Count	27	34	34
	Men	Count	15	19	18
	Women	Count	12	15	16
	16-25 years old	Count	0	0	0
	26-35 years old	Count	7	10	10
	36-45 years old	Count	5	9	10
	46-55 years old	Count	9	9	9
	56-65 years old	Count	4	4	4
	66-75 years old	Count	2	2	1
	Turnover rate	Rate	22,20	14,70	11,80
	United States	Count	20	16	19
	Men	Count	10	9	10
	Women	Count	10	7	9
	16-25 years old	Count	6	3	6
	26-35 years old	Count	8	5	5
	36-45 years old	Count	1	2	0
	46-55 years old	Count	1	2	4
	56-65 years old	Count	2	1	3
	66-75 years old	Count	2	3	1
	Turnover rate	Rate	11.98	8.79	10.38

Employee Well-Being

GRI 401 : Employment

GRI 401-2 : Benefits provided to full-time employees that are not provided to temporary or part-time employees

General information

GRI Description	Benefits provided to full-time employees that are not provided to temporary or part-time employees
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

	Units	FY22	FY23	FY24
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees.				
Brazil Life insurance	%	100%	100%	100%
Health care	%	100%	100%	100%
Disability and invalidity coverage	%	100%	100%	100%
Parental leave	%	n.a.	n.a.	n.a.
Retirement provision	%	100%	100%	100%
Stock ownership	%	n.a.	n.a.	n.a.
Others	%	n.a.	n.a.	n.a.
France Life insurance	%	100%	100%	100%
Health care	%	100%	100%	100%
Disability and invalidity coverage	%	100%	100%	100%
Parental leave	%	100%	100%	100%
Retirement provision	%	100%	100%	100%
Stock ownership	%	n.a.	n.a.	n.a.
Others: Meal Benefit	%	100%	100%	100%
United States Life insurance	%	100%	100%	100%
Health care	%	78%	77%	79%
Disability and invalidity coverage	%	n.a.	n.a.	n.a.
Parental leave	%	n.a.	n.a.	n.a.
Retirement provision	%	n.a.	n.a.	n.a.
Stock ownership	%	n.a.	n.a.	n.a.
Others	%	n.a.	n.a.	n.a.

Employee Well-Being

GRI 401 : Employment

GRI 401-3 : Parental leave

General information

GRI Description	Parental leave
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

	Units	FY22	FY23	FY24
Brazil				
Total number of employees that were entitled to parental leave	Count	n.a	n.a	n.a
Total number of employees that took parental leave	Count	1	0	0
Total number of employees that returned to work in the reporting period after parental leave ended	Count	1	0	0
Retention rates of employees that took parental leave	%	100%	n.a	n.a
France				
Total number of employees that were entitled to parental leave	Count	n.a	n.a	n.a
Total number of employees that took parental leave	Count	0	0	1
Total number of employees that returned to work in the reporting period after parental leave ended	Count	0	0	1
Retention rates of employees that took parental leave	%	n.a	n.a	100%
United States				
Total number of employees that were entitled to parental leave	Count	n.a	n.a	n.a
Total number of employees that took parental leave	Count	2	3	0
Total number of employees that returned to work in the reporting period after parental leave ended	Count	0	4	1
Retention rates of employees that took parental leave	%	0%	133%	100%

Employee Well-Being

GRI 402 : Labor / Management Relations

GRI 402-1 : Minimum notice periods regarding operational changes

General information

GRI Description	Minimum notice periods regarding operational changes
Calculation Protocole available in :	GRI Standard. GRI 402 : Labor/Management Relations
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	France

Quantitative information

FY22

FY23

FY24

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them

Brazil	31 days for any reason	31 days for any reason	31 days for any reason
France	1 to 3 months for economical layoff	1 to 3 months for economical layoff	1 to 3 months for economical layoff
United States	90 days for mass lay-off or plant closing resulting in termination of 50 or more FT employees	90 days for mass lay-off or plant closing resulting in termination of 50 or more FT employees	90 days for mass lay-off or plant closing resulting in termination of 50 or more FT employees

Notice period and provisions for consultation and negotiation for collective agreements

Brazil	1 week	1 week	1 week
France	3 months	3 months	3 months
United States	n.a.	n.a.	n.a.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-1 : Occupational health and safety management system

General information

GRI Description	Occupational health and safety management system
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

The occupational h&s management system was implemented in compliance with Brazilian legislation and is structured based on the following legal requirements:

CLT – Consolidation of Labor Laws, Articles 154 to 201

NR-1: General Provisions and Occupational Risk Management

NR-4: Specialized Services in Safety Engineering and Occupational Medicine (SESMT)

NR-5: Internal Commission for Accident Prevention (CIPA)

NR-6: Personal Protective Equipment (PPE)

NR-7: Occupational Health Medical Control Program (PCMSO)

NR-9: Environmental Risk Evaluation and Control (replaced by PGR – Risk Management Program)

NR-12: Safety in machinery and equipment

NR-13: Safety in pressure vessels

NR-20: Safety and health in working with flammable and combustible substances

NR-23: Fire protection

All workers, including employees and third parties whose work and/or workplaces are controlled by the organization, are covered by the occupational health and safety management system. The scope includes all operational, administrative, and support activities, covering areas such as production, maintenance, utilities, laboratories, offices, and external facilities. No workers, activities, or workplaces are excluded. The company carries out regular inspections for both employees and contractors. In compliance with legal requirements, third-party contractors must provide documentation of specific risk assessments, and their Occupational Health Certificate (ASO) is verified before starting activities.

France

The occupational health and safety management system is based both on legal obligations under the French Labor Code (articles L4121-1 to L4121-5 concerning the employer's safety obligation, risk assessment via the DUERP, and articles R. 4623-1 et seq. concerning the role of the occupational physician) and on a proactive risk management approach. The occupational health & safety management system covers several work units grouped into the following categories: administrative activities, production & maintenance, warehousing & repackaging activities, laboratory quality control, plant manager activities and sales activities.

United States

All safety procedures, precautions, tests, and trainings required by OSHA (Occupational Safety and Health Administration) are complied with, and Kobo additionally has a monthly Safety Committee meeting with representatives from our higher-risk departments in order to ensure that all new and ongoing concerns are properly addressed. All employees, activities, and workplaces are covered by our occupational health and safety management system, though greater focus is placed on those employees in Production, Warehouse, and Laboratory settings since more/more serious hazards are present.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-2 : Hazard identification, risk assessment, and incident investigation

General information

GRI Description	Hazard identification, risk assessment, and incident investigation
Calculation Protocol available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

The handling of accidents is carried out by the company's Safety Technician (TST). For serious accidents and those involving damage, a detailed investigation is conducted, and an action plan is created, addressing activities and measures to ensure that the incident does not recur. The results of these processes are used to evaluate and continually improve the occupational health and safety management system. For every severity of accident and type of injury, an investigation is conducted to understand the root causes and contributing factors. Based on this investigation, an action plan is created, which includes specific measures to address the identified risks and prevent recurrence. The action plans are regularly reviewed and updated to ensure continuous improvement in safety standards and to minimize the occurrence of incidents. Workers are encouraged to report work-related hazards and hazardous situations through a direct communication channel with the safety team and the Internal Accident Prevention Commission (CIPA). CIPA members have job stability, which ensures that they can actively contribute to identifying and implementing safety improvements without fear of reprisals. This system allows workers to report hazards freely, knowing their concerns will be addressed promptly, fostering a culture of open communication and continuous safety improvement. In our company, employees have the right to refuse any task they believe could pose a risk to their health or safety without facing retaliation, as established by regulatory "Portaria nº 342, (03/21/2024)". This right is protected by internal safety policies, which establish a clear process for workers to report their concerns to supervisors or the safety team. After a refusal, the situation is assessed, and if necessary, the work is stopped until risk evaluations and corrective actions are implemented. The stability of CIPA members and direct communication with the safety team ensure that these issues are addressed fairly and effectively, protecting workers from reprisals.

France

Workers can report risks or dangerous situations at regular safety meetings or CSE meetings. They also have the right to withdraw from work in the event of serious and imminent danger. All workers are encouraged to bring up any concerns about work-related hazards and hazardous situations to their supervisor or directly to HR. All concerns are taken seriously, thoroughly investigated, and discussed to achieve

United States

Representatives from our Production, Warehouse, Maintenance, QA/QC, and IT departments participate in a monthly Safety Meeting during which new and recurring safety matters are discussed for resolution. All safety-related incidents must be recorded and investigated, and resolutions must be proposed for implementation. All workers are encouraged to bring up any concerns about work-related hazards and hazardous situations to their supervisor or directly to HR. All concerns are taken seriously, thoroughly investigated, and discussed to achieve resolution. Any concerns brought in good faith will not be subject to retaliation and OSHA also works to protect employees against any retaliatory measures. They can also submit any concerns anonymously to an email address specific for those type of issues. If an employee were to refuse to perform a specific task because they believe it could cause them harm, we would investigate what reason they have for feeling this way. If their concerns have some merit, then we would do our best to mitigate the risk. If the risk cannot be mitigated, then we would not ask the worker (or any other worker) to perform that task. If the worker still does not feel comfortable to perform a task even though our investigation has determined that all necessary precautions have been taken and there should be no risk of harm as long as the correct procedures are followed, we may consider to transfer the worker to another role in the same or a different department if possible. If the worker cannot be transferred or refuses to be transferred, we would likely have to terminate their employment for refusal to perform their job even though the tasks are considered safe to perform.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-3 : Occupational health services

General information

GRI Description	Occupational health services
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

Confidentiality of health information is ensured through an external service provider. Our employees undergo the Occupational Health Certificate (ASO), and the contracted laboratory evaluates and reports health conditions by group. For example, in a production group of 8 employees, the report may indicate that 6 are within the expected health standards while 2 presented issues in their exams. The data is presented in an aggregated format, without individual identification, thus preserving workers' privacy. No employee has access to another employee's Occupational Health Certificate (ASO). There is no favorable or unfavorable treatment based on the results of these exams. The reports are presented in a quantitative format, meaning we only identify which groups have a higher number of workers with health issues, without exposing individual data. Furthermore, in Brazil, we comply with the General Data Protection Law (LGPD), which prohibits the sharing of personal information without consent.

France

Medical surveillance is carried out by the occupational medicine department, which carries out regular visits, analyzes employees' workstations and makes recommendations for improvements.

United States

Our Safety Committee is very involved in assessing, discussing, and addressing both new and ongoing potential risks to ensure that employees are provided with a safe working environment. Representatives from our Regulatory, Maintenance, Production, Warehouse, QA, QC, IT, and HR departments all participate in the monthly safety meetings to follow through on all issues until they are satisfactorily addressed and risks are adequately mitigated or eliminated. Human Resources coordinates directly with the staff at the Urgent Care we use to alert them if we are sending over an employee with an injury and also to set up appointments for routine health and safety testing to ensure that employees are receiving care in a timely manner. HR also tours the facility to evaluate the services before determining which of the local providers are the best option to provide care to our employees. If an injury case needs to be passed over to our Workers Compensation Insurance providers to manage care for a more serious injury or one that requires more long-term treatment, HR works with the Workers Comp. provider to open the case and continually follow up with them to make sure the employee is receiving proper care in a timely manner.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-4 : Worker participation, consultation, and communication on occupational health and safety

General information

GRI Description	Worker participation, consultation, and communication on occupational health & safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

The company ensures active worker participation through the Internal Commission for Accident Prevention (CIPA), daily safety dialogues (DDS), training sessions, and regular meetings. Workers are consulted and encouraged to provide suggestions and observations related to safety. Occupational health and safety information is communicated via bulletin boards, emails, internal apps, and formal training. The company has an Internal Commission for Accident Prevention (CIPA), as required by Brazilian legislation (Regulatory Standard NR-5). CIPA is mandatory and functions as the formal health and safety committee, holding regular meetings with responsibilities defined by regulation. All workers are represented, and the committee has the authority to discuss and propose improvements related to workplace health and safety. In our company, occupational health and safety topics are addressed in formal agreements, both local and global, with trade unions. These agreements include the mandatory provision of Personal Protective Equipment (PPE), regular training for workers, and worker participation in health and safety committees such as CIPA (Internal Commission for Accident Prevention), which is a legal requirement. In addition, accident prevention programs and work condition monitoring are implemented, ensuring that workers have the right to refuse work in unsafe conditions. CIPA members also have job stability, as required by current legislation, ensuring that workplace safety conditions are continuously evaluated and improved.

France

Safety Meeting every month (composed by one people per department at least). Since March 2025, EHS department leads weekly Production Security meetings. Awareness-raising campaigns, particularly on chemical hazards, are organized, as are first-aid training courses, thus reinforcing the safety culture. Employees are also involved in drawing up the DUERP and are consulted on a regular basis, notably through weekly safety meetings, with permanent access to posted safety instructions.

United States

Workers in environments in which there is an elevated risk of injury are given separate department-specific safety training annually. Representatives from those departments are also required to participate in monthly safety meetings to discuss new and ongoing safety-related topics. Employees from those departments are encouraged to bring any concerns to their supervisor so they can be added to the meeting agenda.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-5 : Worker training on occupational health and safety

General information

GRI Description	Worker training on occupational health and safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

All workers receive ongoing occupational health and safety training, including both generic and specific training. All employees participate in general health and safety training, which covers safety integration, conducted during onboarding, focusing on the company's safety regulations, emergency procedures, the use of Personal Protective Equipment (PPE), and general practices to ensure a safe work environment. It also includes accident prevention, teaching safe practices in everyday tasks, focusing on risk reduction, and workplace health care, emphasizing ergonomics, mental, and physical health aspects in the work environment.

Additionally, we provide specific training for risks associated with activities and work conditions. This includes chemical risks, with training on the safe handling of chemicals according to NR-20 protocols; mechanical risks, with training on the proper use of machinery and equipment, following NR-12 guidelines; electrical risks, for workers dealing with electricity, focusing on safety and shock prevention; and thermal risks, with protection training for activities involving extreme temperatures.

We also conduct simulations and emergency drills for unforeseen situations or high-risk events, such as leaks, fires, and machinery accidents. These trainings are delivered by qualified professionals, with updated content and in compliance with legal requirements.

France

First Aid Training provided on a voluntary basis. General Safety Procedures (emergency exits, PPE use, fire safety). Chemicals risks training for all employees.

United States

Training on Hearing Protection, Proper Lifting, Respiratory Protection, Forklift Safety, Lockout Tagout, and safe/proper handling of Hazardous materials (generally annually unless there is a specific alternate timeline required for refresher training) is provided to all those employees to which those standards are applicable. All newly hired employees regardless of department receive safety training on general safety procedures (emergency evacuation, fire safety, and risk alertness) as well as chemical spill training, hazardous chemical designation, and SDS training.

Employee Well-Being
GRI 403 : Occupational Health and Safety
GRI 403-6 : Promotion of worker health

General information

GRI Description	Promotion of worker health
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

We provide medical insurance and a platform that facilitates access to the necessary doctors and procedures. We have a weekly routine with a health professional for stretching and promoting health training twice a year.

France

Work Life Balance: home office, flexible working hours.

United States

We arrange an on-site flu shot clinic every year. We also organize periodic free on-site biometric screening through our medical insurance carrier so employees are able to test their blood pressure, BMI, total cholesterol, HDL, TC/HDL ratio, and glucose. A nutritionist is also available to help anyone with questions or wishing for advice on how to improve their diet/build a healthier lifestyle. Our insurance carrier offers monthly free wellness webinars on various topics that employees are welcome to participate in. Employees do not need to be participants in any of our medical plans to participate in any of those offerings. Our carrier also offers a \$20 reward for any month during which a medical plan participant does a combination of either visiting a participating gym or having a 10,000 daily step count for at least 12 days of that month.

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-7 : Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

General information

GRI Description	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Qualitative information

Brazil

We carry out PGR, PCMSO, LTCAT, investigate any accidents that occur, and implement awareness programs on safety. For third parties, we conduct an integration session, explaining the rules and the internal system of the company, and require an APR (Preliminary Risk Analysis) before any activity begins. The release of activities only occurs after the inspection of necessary documents and approval on the worksite.

France

For each work unit, the analysis of actual work enables hazards to be identified (causes capable of causing damage), exposure to these hazards to be assessed, and existing means of prevention to be described. Once this information has been collected, risks are rated from 0 to 10, and priorities for preventive action are established on the basis of residual risk levels.

United States

Training and testing are provided to all employees based on the risks specific to their roles (e.g. pulmonary function testing every two years and annual respiratory protection trainings for all employees working with our raw material products in an environment in which respiratory protection is required, annual audiology and hearing protection training for all employees working in areas where hearing protection is required due to noise levels, etc.). Air quality tests and noise testing is also done to evaluate risk levels and determine whether or not additional safety precautions need to be implemented. Injury history is also reviewed to identify common risks so that specific training can be offered to specifically address try to prevent future injuries (e.g. proper lifting/back health training, safety training tailored to the common risks specific to our Production, Warehouse, and Lab areas).

Employee Well-Being

GRI 403 : Occupational Health and Safety

GRI 403-9 : Work-related injuries

General information				
GRI Description	Work-related injuries			
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety			
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards			
	Brazil, France and United States			
Qualitative information	Units	FY22	FY23	FY24
Brazil				
Fatalities as a result of work-related injury	Number	0	0	0
High-consequence work related injuries (excluding fatalities)	Number	0	0	0
Recordable work-related injuries	Number	0	1	0
The main type of work-related injury		Commuting traffic accident		
Number of hours worked	Hours	87677	88513	88724
France				
Fatalities as a result of work-related injury	Number	0	0	0
High-consequence work related injuries (excluding fatalities)	Number	0	0	0
Recordable work-related injuries	Number	2	4	2
The main type of work-related injury		Injuries with equipment in the production area		
Number of hours worked	Hours	48942	57312	60882
United States				
Fatalities as a result of work-related injury	Number	0	0	0
High-consequence work related injuries (excluding fatalities)	Number	4	4	2
Recordable work-related injuries	Number	1	2	1
The main type of work-related injury		Strains of backs, shoulders and wrists or contusions from dropping things on fingers or falling.		
Number of hours worked	Hours	317860	343200	334880
Qualitative information				
Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	The company carries out ongoing actions to eliminate hazards and minimize occupational risks, such as regular inspections, safety training, updates to the Risk Management Program (PGR), and the implementation of administrative controls, engineering controls, and personal protective equipment (PPE), following the hierarchy of controls.			
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	The rates were calculated based on 1,000,000 hours worked, following the standard international reference practice.			
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers were excluded from the disclosure. All employees and third-party workers under the organization's direct control are included in the occupational health and safety information and indicators. In Brazil, workers who are not employees but whose work and/or workplace is controlled by the organization have been removed from the calculation, as no information has been collected. In France and the United States, there are no such employees.			

Employee Well-Being
GRI 403 : Occupational Health and Safety
GRI 403-10 : Work-related ill health

General information				
GRI Description	Work-related ill health			
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety			
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards			
Boundaries:	Brazil, France and United States			
Qualitative information	Units	FY22	FY23	FY24
Fatalities as a result of work-related ill health	Number	0	0	0
Recordable work-related ill health	Number	0	0	0
The main type of work-related ill health	N.a.			

Career Management & Training

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	CSR Report p. 36
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	CSR Report p. 36
Policies or commitments regarding the material topic	CSR Report p. 36
Actions taken to manage the topic and related impacts	CSR Report p. 36
Processes used to track the effectiveness of the actions	In order to monitor actions taken, the percentage of employees who have had a career management review is tracked.
Goals, targets, and indicators used to evaluate progress	CSR Report p. 36
The effectiveness of the actions, including progress toward the goals and targets	The effectiveness of these actions is achieved since all employees receive an annual career management review.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Employee feedback during reviews is used to guide individual or collective training.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, the effectiveness of these actions is achieved by the fact that all employees receive their career management review.

Career Management & Training

GRI 404 : Training and Education

GRI 404-3 : Percentage of employees receiving regular performance and career development reviews

General information

GRI Description	Percentage of employees receiving regular performance and career development reviews
Calculation Protocole available in :	GRI Standard. GRI 404 : Training and Education
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

	Units	FY22	FY23	FY24
Percentage of total employees who received a regular performance and career development review during the reporting period	%			
Brazil	%	100%	100%	100%
France	%	100%	-	100%
United States	%	See note	See note	100%

Qualitative information

Express employee numbers as head count or FTE

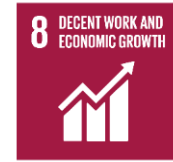
Additional Information

In the United States, due to Covid reviews were on pause for everyone in 2022-2023, except those employees hitting the 1 year mark after hire. In France, performance and career interviews are provided every 2 years for all employees over 2 years of seniority.

Diversity, Equity & Inclusion

GRI 3 : Material Topics

GRI 3-3 : Management of relevant theme



Diversity, Equity & Inclusion

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	CSR Report p. 37
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	CSR Report p. 37
Policies or commitments regarding the material topic	CSR Report p. 37
Actions taken to manage the topic and related impacts	CSR Report p. 37
Processes used to track the effectiveness of the actions	A whistleblower is in place at Kobo to enable all employees to report any situation contrary to what Kobo stands for within its company. The number of complaints concerning the whistleblower policy is tracked, as are complaints of harassment and discrimination. All complaints are anonymous.
Goals, targets, and indicators used to evaluate progress	CSR Report p. 37
The effectiveness of the actions, including progress toward the goals and targets	The effectiveness of these actions is achieved, since the representation of men and women on corporate governance bodies has hovered around 50% for several years. In addition, the whistleblower mechanism has not recorded any complaints in the last 3 years, demonstrating a healthy and inclusive working environment.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Kobo has managed to achieve a diverse, equitable, and inclusive environment; however, we continue to monitor the situation and metrics to ensure this continues.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, the effectiveness of these actions is achieved since the representation of men and women on corporate governance bodies has hovered around 50% for several years. In addition, the whistleblower mechanism has not recorded any complaints in the last 3 years, demonstrating a healthy and inclusive working environment.

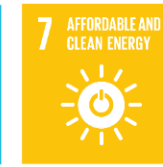
Qualitative information	
Express employee numbers as	FTE
Governance bodies refer to:	Refer to "top executive position" which relates to any position that has managerial duties. This excludes the board of directors.

General information				
GRI Description	Incidents of discrimination and corrective actions taken			
Calculation Protocole available in :	GRI Standard. GRI 406 : Non-discrimination			
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards			
Boundaries:	Brazil, France and United States			
Quantitative information	Units	FY22	FY23	FY24
Total number of incident of discrimination	Count	0	0	0
Status of the incidents and actions taken	N.a.			

Sustainable Product Development

GRI 3 : Material Topics

GRI 3-3 : Management of relevant theme



Sustainable Product Development

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

CSR Report p. 24

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

CSR Report p. 24

Policies or commitments regarding the material topic

CSR Report p. 24

Actions taken to manage the topic and related impacts

CSR Report p. 24

Processes used to track the effectiveness of the actions

Kobo is currently developing KPIs to measure the sustainability of new product development, such as comparing the average Natural Origin Index of new products to the average of the existing portfolio.

Goals, targets, and indicators used to evaluate progress

CSR Report p. 24

The effectiveness of the actions, including progress toward the goals and targets

Kobo is working to develop targets based on the current status of the KPIs developed.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Kobo recognizes the necessity and demand for sustainable products and is working to develop all-natural alternatives for existing products in our portfolio.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

The materiality matrix has enabled us to identify the priority to be given to this material topic in order to meet the expectations of our stakeholders. As described above, it is not currently possible to assess the effectiveness of these actions, as it's a new subject for Kobo



Information Security

Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

CSR Report p. 20

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

CSR Report p. 20

Policies or commitments regarding the material topic

CSR Report p. 20

Actions taken to manage the topic and related impacts

CSR Report p. 20

Processes used to track the effectiveness of the actions

Kobo participates intermittently in the Cybervadis questionnaire to assess and verify its Information Security practices.

Goals, targets, and indicators used to evaluate progress

CSR Report p. 20

The effectiveness of the actions, including progress toward the goals and targets

The effectiveness of these actions is achieved, since the number of complaints regarding customer privacy breaches and data loss is at zero.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Kobo has improved its security practices and now provides annual cybersecurity trainings to maintain information security.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Since this topic's effectiveness is typically informed by a lack of issues instead of any positive indicators, Kobo considers its efforts effective.

Information Security

GRI 418 : Customer Privacy

GRI 418-1 : Substantiated complaints concerning breaches of customer privacy and losses of customer data

General information

GRI Description	Substantiated complaints concerning breaches of customer privacy and losses of customer data
Calculation Protocole available in :	GRI Standard. GRI 418 : Customer Privacy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Brazil, France and United States

Quantitative information

		Units	FY22	FY23	FY24
Number of substantiated complaints received concerning breaches of customer privacy	Total	Count	0	0	0
	From outside parties	Count	0	0	0
	From regulatory bodies	Count	0	0	0
	Total number of identified leaks, thefts, or losses of customer data	Count	0	0	0

Qualitative information

Brief statement if the organization has not identified any substantiated complaints	A procedure is in place to record and follow up complaints concerning breaches of customer privacy. No complaints have been received.
---	---

Reporting

Environment

		Unit	FY22	FY23	FY24	FY25	Additional Information
Average of noise level	Brazil	db	n.a	n.a	67,8	-	
	France	db	n.a	n.a	n.a.	-	
	United States	db	87,47	87,47	87,47	-	
Peak noise level	Brazil	db	n.a.	n.a.	77	-	
	France	db	n.a.	n.a.	n.a.	-	
	United States	db	109,3	109,3	109,3	-	
Percentage of energy consumption from renewable source	Total	%	66%	69%	70%	-	
	Brazil	%	93%	91%	95%	-	
	France	%	98%	96%	95%	-	
	United States	%	61%	65%	65%	-	
Product Recall Rate		%	0%	0%	0%	-	
Percentage of products offered that are biodegradable		%	n.a	n.a.	2,27%	-	

Social

		Unit	FY22	FY23	FY24	FY25	Additional Information
Percentage of employees who received training on modern slavery	Total	%	0%	0%	0%	10%	
Number of sick leave days		Count	120	166	117	-	40 hrs non-exempt employees/no cap for exempt employees
	Brazil	Count	123	339,5	232,6	-	
	France	Count	467	498	563	-	
	United States	Count					
Number of days lost due to work related <u>injuries</u>	Total	Count	39	139	122	-	
	Brazil	Count	0	98	32	-	
	France	Count	2	34	19	-	
	United States	Count	37	7	71	-	
Number of days lost due to work-related <u>ill health</u>	Total	Count	0	0	0	-	
	Brazil	Count	0	0	0	-	
	France	Count	0	0	0	-	
	United States	Count	0	0	0	-	
Number of employees trained on prevention of discrimination and harassment	Brazil	Count	100%	100%	100%	-	
	France	Count	0%	0%	0%	-	
	United States	Count	100%	100%	100%	-	
Percentage (or number) of employees covered by a collective agreement		%	100%	100%	100%	100%	
	Brazil						
	France	%	100%	100%	100%	100%	
	United States	%	0%	0%	0%	0%	
Number of hours worked	Total	hours	454479	489025	484486	-	
	Brazil	hours	87677	88513	88724	-	
	France	hours	48942	57312	60882	-	
	United States	hours	317860	343200	334880	-	

Ethics

		Unit	FY22	FY23	FY24	FY25	Additional Information
Number of reports related to whistleblower procedure	Total	Count	0	0	0	-	
	Brazil	Count	0	0	0	-	
	France	Count	0	0	0	-	
	United States	Count	0	0	0	-	
Percentage of employees trained in information security	Brazil	%	0%	0%	0%	-	
	France	%	0%	0%	0%	-	
	United States	%	100%	100%	100%	-	

Responsible Sourcing

		Unit	FY22	FY23	FY24	FY25	Additional Information
Percentage of supplier who have signed the Supplier Code of Conduct	Brazil	%	-	45%	45%	-	
	France	%	-	39%	39%	-	
	United States	%	-	43%	43%	-	
Percentage of palm oil (PO) volume purchased that is RSPO certified		%	64%	94%	98%	-	
Percentage of palm kernel oil (PKO) volume purchased that is RSPO certified		%	92%	97%	97%	-	
Percentage of buyers who received training on modern slavery in the supply chain		%	-	-	-	100%	
Percentage of suppliers covered by a sustainability assessment		%	-	-	-	6%	
Percentage of targeted suppliers covered by a sustainability assessment		%	-	-	-	71%	



Thank You!

Stay Connected with Us!



@KoboProducts

© 2025 Kobo Products, Inc.

The material presented here is copyrighted. If you want to use this presentation or a part of it, please ask a Kobo representative.

