



Impact Report: Planet, People & Prosperity

2024

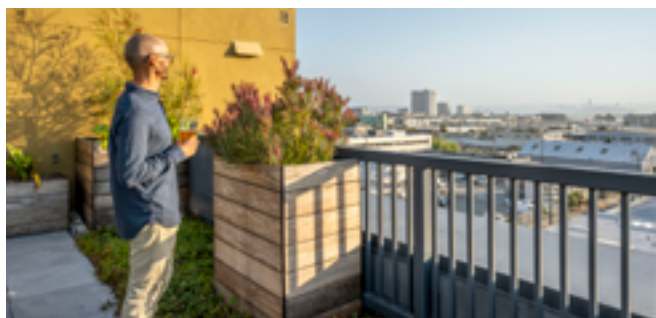


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Introduction

Tournesol Siteworks is dedicated to advancing landscape architecture through our commercial outdoor products. Our products are designed thoughtfully to elevate the space where landscape and architecture meet. Since our inception in 1979, starting with self-watering planters, we have evolved into the largest producer of products designed for both horizontal and vertical green spaces on multifamily residential, commercial, hospitality, and institutional buildings across the United States.

Our mission is guided by three principles:

We develop and manufacture products that are beautiful and built to last, creating environments that enhance user experiences.

We strive to be the preferred provider for Landscape Architects and Contractors by offering innovative, sustainable solutions.

We are committed to fostering a safe, supportive, and growth-oriented environment for our team members.

As we mark the second year of publishing our Impact Report, I am pleased to share our progress toward achieving these goals. While the pace has not always been as swift as we would like, we have made significant strides, particularly in our sustainability initiatives.

A key milestone has been the promotion of Charlene Mortale to the role of full-time Sustainability Lead. Charlene plays a critical role in driving the momentum of our sustainability projects and overseeing our Seeds of Change initiatives, which are focused on making a positive impact on the communities we serve.

I am also excited to announce the publication of our third-party verified Environmental Product Declaration (EPD) for our planter products—representing approximately two-thirds of our sales. This EPD provides our customers with invaluable data, enabling them to easily compare the embodied carbon levels of different materials used in planters. With this information, designers can make more informed decisions to reduce the environmental impact of their designs.

Looking ahead, we have several important sustainability projects underway, aimed at further reducing the embodied carbon in our products and transitioning to materials that have a lower environmental footprint. These efforts are integral to our ongoing commitment to sustainability, and we look forward to sharing updates on these initiatives throughout 2025.

Most importantly, we are embedding sustainability into every facet of our operations. By adopting the principles of Planet, People, and Prosperity (3P) as a framework for measuring progress, we are ensuring that our entire team is aligned with our sustainability goals. We recognize that only through collective effort and dedication can we continue to make meaningful strides toward a more sustainable future.

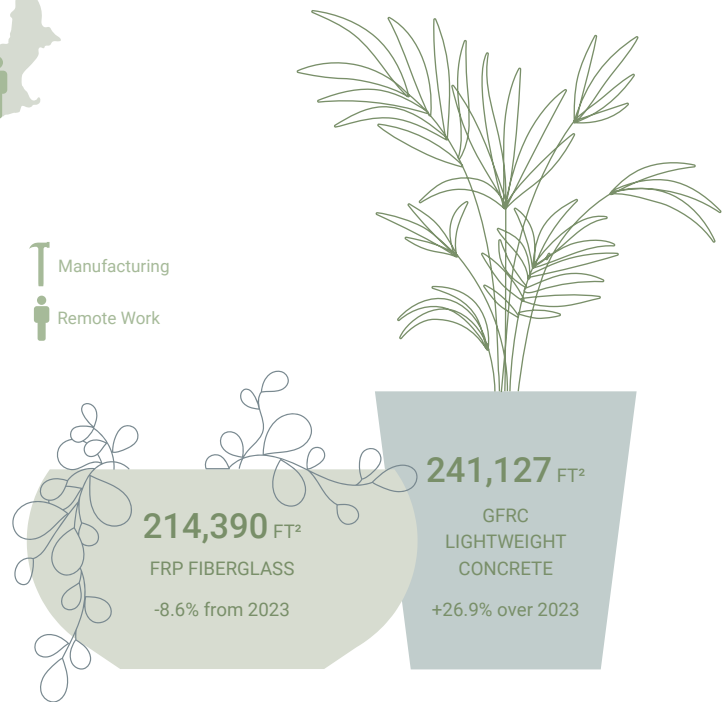
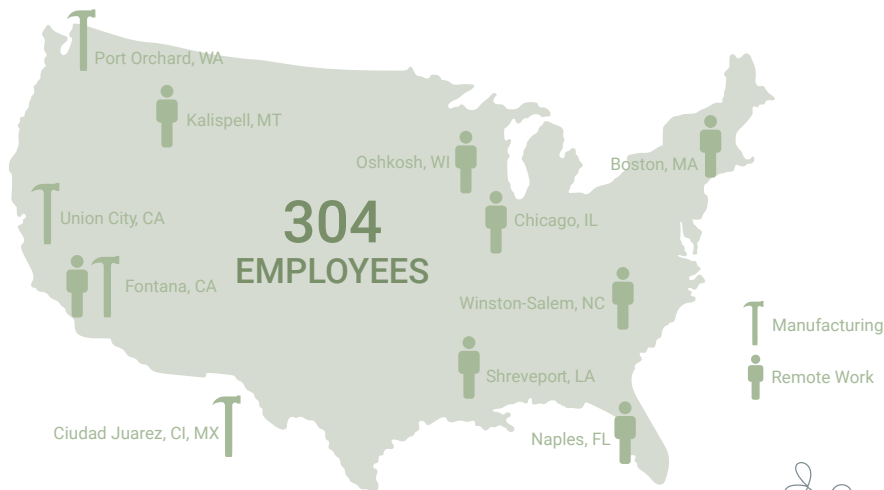
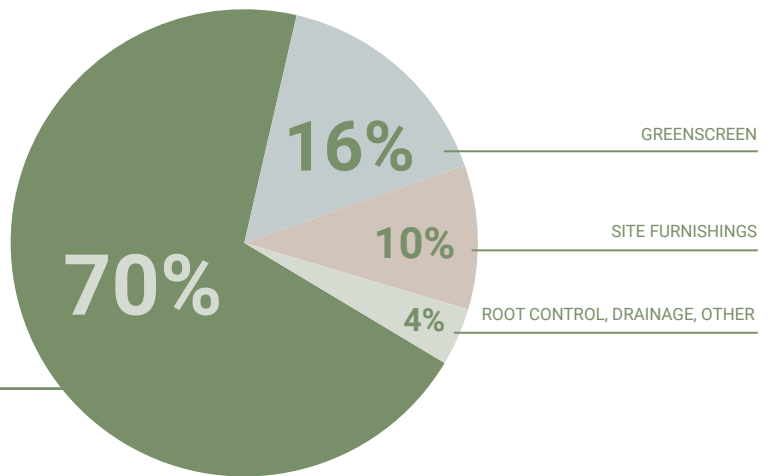
Thank you for taking the time to learn more about Tournesol Siteworks. Should you have any questions or wish to discuss our sustainability initiatives further, please do not hesitate to reach out.



Christopher Lyon, President

Overview

POTS & PLANTERS,
CONTAINER IRRIGATION



PRODUCTS CAST IN CIUDAD JUAREZ

1,818
ORDERS COMPLETED IN 2024

+7.5% over 2023



Sustainability at Tournesol

Our Commitment to Planet, People, Prosperity

Our Mission: Over the past year, we have continued to integrate sustainability into our core business mission: to create products of outstanding beauty and quality that stand the test of time in commercial installations. This thinking extends to all facets of our business – the environmental impact of our products, the development of our team, and the role we play in the communities we touch. We call it “Planet, People & Prosperity,” or 3P. Our goal is to become the preferred provider of commercial landscape products that minimize environmental impact while maximizing value and innovation.

Environmental Transparency and Accountability

Comprehensive Environmental Assessment In collaboration with SCS Global, we’ve completed a detailed, third-party verified Life Cycle Assessment (LCA) and Environmental Product Declaration (EPD) that covers our entire range of planter materials. This includes Fiberglass (FRP), Glass Fiber Reinforced Concrete (GFRC), wood, steel, and aluminum. With additional transparency documents like the Greenscreen EPD and Health Product Declaration (HPD) that have all been third-party verified, we provide our customers with comprehensive insights into the environmental characteristics of our products.

Organizational Commitment We’ve established a dedicated Sustainability Lead that we’ve added to our 3P team to drive our sustainability strategy. This cross-functional group focuses on key environmental objectives: increasing transparency, reducing emissions and waste, sourcing materials responsibly, and continuously analyzing our material usage for potential improvements.

Environmental Impact Insights Our Environmental Product Declaration revealed that our most significant environmental considerations are in material extraction and processing, manufacturing, and transportation. Interestingly, our Fiberglass (FRP) products demonstrate the least environmental impact due to their lightweight nature.

We know landscape architects and other designers want transparency in the products they choose, so our EPD is now available on our website. This commitment to openness allows our clients to make informed decisions about the environmental impact of their material selections, supporting their own sustainability goals and reporting requirements.

Material Innovation and Responsible Sourcing

Wood sourcing Our current efforts are centered on finding sustainable alternatives to Ipe wood. In addition, we are actively pursuing Forest Stewardship Council (FSC) certification for our thermally modified wood, which represents our preferred wood product.

Concrete Technology Development Our manufacturing technology group has significantly progressed in developing and refining our Glass Fiber Reinforced Concrete (GFRC) mix. The research suggests the potential for a 45% reduction in CO2 emissions per pound of cement while improving the overall strength of the product.

Multi-Site Sustainability Efforts Each of our four factory locations has developed location-specific appropriate sustainability initiatives. These include targeted strategies for waste reduction, water conservation, operational efficiency, and expanded recycling efforts (depending on the manufacturing process and its impact). From increasing cardboard and pallet recycling to reducing water usage, our factories are actively working to minimize their ecological footprint.





A Sustainable and Just Workplace

We remain committed to creating an inclusive workplace that provides opportunities for growth for our team. Our approach includes:

- Providing employees with a paid diversity day
- Implementing inclusive hiring practices
- Ensuring equitable compensation across the organization
- Leadership and safety training
- Tuition reimbursement program
- On-site paid employee education program at our Juarez facility

Community Engagement and Social Responsibility

Tournesol recognizes that our sustainability journey extends beyond our facilities and into the communities where we operate.

- Seeds of Change materials donation program
- Offering four hours of paid volunteer time for each team member annually
- Structuring volunteer opportunities for team members at each of our facilities
- Special donation activities at each of our facilities, such as the donation of obsolete materials from our Port Orchard, WA, factory to a local high school



2025 Sustainability Roadmap

Strategic Initiatives Our plans for 2025 include:

- Conducting a Materiality Assessment aligned with UN Sustainability Goals
- Taking the B Corp Impact Assessment
- Implementing regular environmental impact reporting
- Measuring Scope III emissions
- Collaborating with vendors to align sustainability objectives
- Sourcing materials closer to our facilities
- Reducing packaging materials
- Broader development of the “Seeds of Change” donation program
- Continue structuring employee volunteer events

Operational Improvements Key operational goals include:

- Implementing water reclamation and the facility infrastructure at our Ciudad Juarez facility
- Switching from manual application to chopper guns in the FRP fabrication process
- Installing cranes in the GFRC manufacturing area of our Ciudad Juarez facility
- Installing a new, more energy-efficient powder-coat oven at our Fontana, CA, facility
- Upgrading facility infrastructure at our Port Orchard, WA, facility

Cultural Development We are focusing on increasing employee sustainability engagement through:

- Small group presentations and discussions
- Structuring a volunteer activity at each location this year
- Integrating sustainability thinking across all teams through the 3P team expansion
- Creating more opportunities to tell the Tournesol sustainability story through company presentations, social media, blog posts, and emails

Conclusion

At Tournesol, we know that sustainability is an ongoing process of improvement and innovation. We are committed to making meaningful changes that benefit our planet, our people, and our collective prosperity this year and in years to come.



Materials



FRP (Fiberglass)

Where we use it: Lightweight pots & planters. The light weight and strength make it a natural solution for planters in rooftop and terrace environments. It is easily shipped nationwide, and often doesn't require heavy equipment to install, reducing the environmental impact and equipment used at the jobsite.

Manufacturing: We cast approximately 75% of our FRP at our wholly owned maquiladora manufacturing facility (Tournesol Siteworks S.A. de C.V.) in Ciudad Juarez, Chihuahua, Mexico, immediately over the border from El Paso, TX. The balance is cast by a Tournesol-associated partner located outside of Mumbai, India. Cast FRP from India is prepped for painting and then shipped to the Union City, CA, plant for final finishing and painting. Most of the FRP planters cast at our Juarez facility have traditionally been shipped to Union City for painting. However, approximately 15% are now painted on-site in Juarez and delivered directly to customers. The facility is actively scaling up its in-house painting capabilities, with the goal of shipping 100% of Juarez-cast FRP products directly to customers. Tournesol uses a low VOC solvent-based acrylic enamel paint, approved by the California Air Quality Resources Board.

Sustainability: Our FRP is made of polyester resin and glass fibers and contains no recycled content. FRP is repairable and can be refinished to extend the life of the product. However, there aren't currently options for recycling the material at the end of its life.

Progress: We completed converting our casting molds in Mexico from plastic-coated fiberboard tools to permanent fiberglass ones, dramatically reducing the waste generated at the Mexican facility. We'll still use wood for custom and special projects.

GFRC (Glass Fiber Reinforced Concrete)

Where we use it: Lightweight pots, planters, and site furnishings. GFRC delivers the benefits of cast concrete (durability, natural stone appearance, and ability to cast organic shapes) but weighs 75% less than conventional cast concrete. The light weight enables us to manufacture the product in one facility and ship nationwide.

Manufacturing: 100% of our GFRC is cast, finished, and shipped at our plant in Ciudad Juárez, Chihuahua, Mexico. Currently the cement is sourced from Monterrey, Mexico (730 miles away) and the sand from Ohio, 1,475 miles from the factory. We're continuing to evaluate suppliers to source these materials closer.

Sustainability: Concrete inherently has a high level of embodied carbon. By using 75% less concrete, GFRC is favorable compared to traditional cast products. Because of the use of glass fibers in the mixture, GFRC currently has limited recyclability.

Progress: Our manufacturing technology group has made significant progress in developing and refining our Glass Fiber Reinforced Concrete (GFRC) mix. This new mix reduces CO2 emissions 45% per pound of cement. We are in the final phase of testing, and we plan to be in production in 2025. We are also installing a water reclamation system in 2025, which will allow us to reuse the water in the process of mixing and cleanup. Additional work is being done on large handling equipment which will reduce the amount of physical lifting and moving by our team, creating safer and easier work experiences.



Wood

Where we use it: Wood cladding on planters and trash receptacles, wood planking for site furnishing seating surfaces. We also use wood in some production processes and shipping.

Manufacturing: In 2024, 38% of the wood sold was domestically sourced thermally modified oak, 29% recycled plastic lumber, 23% lpe, and 10% divided between Western Red Cedar and Douglas Fir, both harvested in the Northwest. Most wood products are fabricated at our Port Orchard, WA, manufacturing facility.



Sustainability: We were the first site furnishings manufacturer to promote the use of domestically sourced thermally modified wood as an alternative to rain forest hardwoods. The use of TMW has become a common offering throughout the industry today. All thermally modified wood is not the same, however - some providers source and modify the wood offshore. Our recycled plastic lumber is certified to be a minimum of 71% recycled plastic materials, and is 100% recyclable. For shipping, we typically use a mix of new and recycled pallets, where possible. While we've dramatically reduced the amount of production wood tooling in Mexico, what we do use is considered hazardous waste by the authorities.

Progress: We are aware lpe is on the CITES Appendix II of the endangered species act, and we're actively trying to eliminate it from our offerings. We recognize a need for an alternative for our customers, and we are conducting durability tests on an alternative TMW ash 4x4 lumber. We plan to eliminate lpe from our standard offering in Q2 2025. Some specific projects may be completed in lpe, as specified by the designer. All new product development is designed around domestic, sustainable TMW wood.



Steel Wire

Where we use it: Greenscreen trellis panels.

Manufacturing: All wire products are manufactured at our facility in Fontana, CA. The wire is purchased pre-galvanized and is coated on-site with polyester powder-coat to ensure the longevity of the product. For high-salinity (coastal) environments, we have an outside coater apply an additional epoxy primer and higher resistance powder-coat.

Sustainability: We utilize steel wire that contains 72% recycled content - sourced 48% post-consumer and 24% pre-consumer. Steel wire is a highly recyclable product at the end of life, even when galvanized and powder-coated. Steel is a forever material and can be recycled over and over.

Progress: We are reviewing our supply chains to source our raw materials closer to the Southern California facility.



Environmental Certification: In our continued efforts to promote progressive sustainability in our practices, we have updated our third-party verified HPD (Health Product Declaration) for Greenscreen trellises and now have our third-party verified EPD (Environmental Product Declaration) after completing the Life Cycle Analysis. Our verified HPD allows transparency of our product's contents and health information, while our EPD discloses our environmental impact.



Material

Sheet and Bar Steel

Where we use it: Planters, trash receptacles, benches & tables, Greenscreen edging and brackets.

Manufacturing: Primarily processed at our manufacturing facility in Port Orchard, WA, sheet steel is sourced from local distributors. Some steel items are sourced from our manufacturing partner in Mumbai, India. We use mild carbon steel, weathering (Corten) steel, or carbon steel and stainless steel, depending on the product. The material is fully processed on-site. Weathering steel requires no finishing. Steel products are cleaned through a blasting process using recycled metal shot, which is recycled after blasting. The product is coated with a zinc-rich primer, powder-coated with a polyester coat, and oven-cured on site.

Sustainability: The carbon steel bar used in our site furnishings (benches, tables, and trash receptacles) is made of 96% recycled steel. The average recycled content of carbon sheet steel is 50%, depending on the mill from where it is sourced. Because of the nature of the process, there is a relatively high level of waste in the production process, compared to cast products like FRP or GFRC. However, sheet steel is a highly recyclable product, even at the end of life or when powder-coated. Steel is a forever material and can be recycled over and over.

Progress: We recycled 224,000 pounds of metal this year—including aluminum, which we've recently added to our recycling program. This total includes obsolete products and parts from our manufacturing plants. Additionally, we have donated outdated but usable products through our Seeds of Change program to local groups.



Tube and Pipe Steel

Where we use it: Bollards, benches, and tables.

Manufacturing: Similar to sheet steel, tube and pipe carbon steel is processed in our Port Orchard facility. These products are cleaned through a blasting process using recycled metal shot, which is recycled after blasting. They are then coated with a zinc-rich primer, powder-coated with a polyester coat, and oven-cured on site.

Sustainability: The average recycled content of the carbon steel used is 40-70%, depending upon the mill the pipe comes from. Tube and pipe is highly recyclable, even at end of life or when powder-coated. Steel is a forever material and can be recycled over and over.

Progress: We recycled 224,000 pounds of metal this year—including aluminum, which we’ve recently added to our recycling program. This total includes obsolete products and parts from our manufacturing plants. Additionally, we have donated outdated but usable products through our Seeds of Change program to local groups.



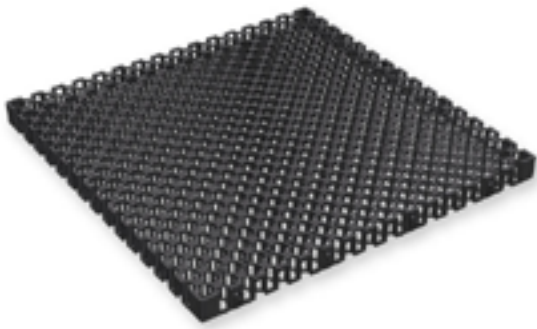
Aluminum

Where we use it: Planters. Our newest material, the lighter weight and lack of rust makes this the preferred material for most metal planters.

Manufacturing: We process aluminum in our Port Orchard, WA, facility. Because of the potential reactive nature of the mix of steel and aluminum dust, we've had to adapt new PPE and cleaning protocols. We've also invested nearly \$2M in equipment to prepare the material. Unlike steel, which is steel shot blasted prior to being primed, the aluminum is treated in a self-contained wash system that recycles the water and then epoxy primed prior to powder-coating with polyester coating.

Sustainability: Aluminum is a widely recycled material in construction, with notable advantages for planter manufacturing. Our planters are 100% recyclable at the end of their lifecycle, providing an environmentally responsible solution. The material's resistance to oxidation and lighter weight makes it preferable to alternatives like mild steel. While our current raw material is imported, we are working towards sourcing more from domestic suppliers in the near future.

Progress: A significant portion of metal planters in 2024 utilize aluminum as their primary material. Our upcoming collection of wall-mounted planters leverages aluminum's lightweight properties, offering an innovative alternative to FRP fiberglass for many applications.



Thermoplastics

Where we use it: Root Solutions, VersiCell, Container Irrigation, and Welded Planter Liners

Manufacturing:

Tournesol Container Irrigation systems are molded by our manufacturing partner in Mumbai, India, of virgin linear low-density polyethylene materials. We've attempted to use recycled material for these products but can't achieve an acceptable quality level with current processing capabilities. The product is assembled in our Union City, CA, facility. The product, based on its sub-irrigation technology, is highly water efficient and is eligible for LEED Water Efficiency points.

Root Solutions root barrier panels are made of 100% recycled (100% post-consumer certified) linear low-density polyethylene mixed with high-density polyethylene. The product is manufactured at our Union City, CA, facility. All scrap material generated in the manufacturing process is reground and reprocessed for minimal waste.

VersiCell Drainage Panels are manufactured in Malaysia by our partners at Elmich. The product is made of recycled polypropylene and carries the Singapore Green Building Product Certificate designation of Leader (the highest possible rating). Certification status and details may be found at the Singapore Green Building Council website (www.sgbc.sg).

Welded Planter Liners are manufactured in Union City, CA, of virgin stress-relieved polypropylene sheets.

Sustainability: Depending on the products, plastics will not degrade and, in some cases (Root Solutions, VersiCell), have an unlimited expected lifetime. Polyethylene and polypropylene are both readily recycled thermoplastics at end-of-life. We are looking for ways to decrease packaging on these items for shipping.



Reporting

At Tournesol, we are advancing our environmental transparency with our new planter EPD, Greenscreen EPD, and Greenscreen HPD. We continue measuring Scope 1 and Scope 2 emissions, with two years of baseline data collected starting from 2023. We are looking into Scope 3 emissions reporting by 2026.

By Plant

	Scope 1 Emissions	Scope 2 Emissions	Total Water Consumption	Waste Generated	Hazardous Waste Generated
Union City, CA	12 US tons CO2 (2,230 therms)	62 US tons CO2 (237,165 kWh)	583,000 gallons	46 US tons	<1 US tons
Port Orchard, WA	95 US tons CO2 (16,239 therms)	138 US tons CO2 (433,320 kWh)	66,000 gallons	23 US tons	<1 US tons
Ciudad Juarez, MX	37 US tons CO2 (6,301 therms)	273 US tons CO2 (629,488 kWh)	577,000 gallons	335 US tons	217 US tons
Fontana, CA	63 US tons CO2 (10,810 therms)	46 US tons CO2 (174,318 kWh)	---	7 US tons	<1 US tons

Our manufacturing facilities continue to show promising improvements in sustainability metrics.

Washington Facility Performance Highlights

- Production volumes increased in 2024 despite operational changes
- Introduction of aluminum materials and laser welding technologies led to expected increases in energy and water consumption
- Waste reduction achieved through enhanced wood and cardboard recycling programs
- Significant obsolete inventory reduction initiatives implemented
- Metal recycling reached 224,000+ pounds at this location alone

Juarez Facility Performance Highlights

Our 2024 emissions and waste management data show meaningful improvements at the Ciudad Juarez facility, who began tracking environmental metrics in 2022.

Resource Management Our mold production has seen significant improvements, with wood use for FRP molds decreasing by almost 50% since 2022 through the adoption of standard-size FRP molds. In terms of packaging, wood packaging materials have been reduced by almost 20%, even with the introduction of customer-direct delivery.

Waste and Resource Metrics Hazardous waste has been reduced by 28% since 2022. Water usage has decreased by 8% during the same period, despite increased production of water-intensive GFRC products. This facility received special recognition for its sustainability efforts in hazardous waste management by company GEN in coordination with the Government of the State of Chihuahua and the Municipality of Juarez. Additionally, an organic waste composting program has been implemented.

Looking Ahead to 2025 Planned improvements include installing a new water reclamation system, using chopper guns to replace manual FRP layering, and continuing waste reduction efforts across the facility. We will continue to track our environmental impact and anticipate significant improvements with the use of this new technology.





Customers

At Tournesol, our customers remain at the heart of everything we do. Our mission is to be the preferred partner for landscape architects and contractors, and we've structured our organization to support that goal. Recognizing that designers and contractors have distinct needs, we've aligned our sales organization into three dedicated teams: a Specifications team focused on supporting designers, a Contractor team assisting purchasers and installers, and an Estimating team that delivers timely, accurate pricing.

This structure is designed to make working with Tournesol seamless and effective, with the ultimate aim of helping every customer achieve project success.

To gauge how well we're delivering on that promise, we rely on our Customer Experience Survey. In 2024, we achieved an overall average score of 42.5—below our target (of 60), but representative of a year defined by significant growth and key operational transitions.

The launch of our aluminum planters brought innovation and fresh energy to our product offering, along with the natural learning curve that comes with scaling a new production process. Early in the year, we also identified the need for clearer communication around lead times and project delivery expectations.

Midyear, we shifted from monthly to bi-monthly surveys, which resulted in increased participation and more meaningful feedback. These insights helped shape key improvements, culminating in a record-high Net Promoter Score (NPS) of 55 by year-end—a strong indicator of rising customer satisfaction and loyalty.

Most notably, by the close of 2024, 100% of surveyed contractors and designers considered Tournesol either their sole preferred provider or one of several preferred providers—compelling evidence that we're on the right path forward.

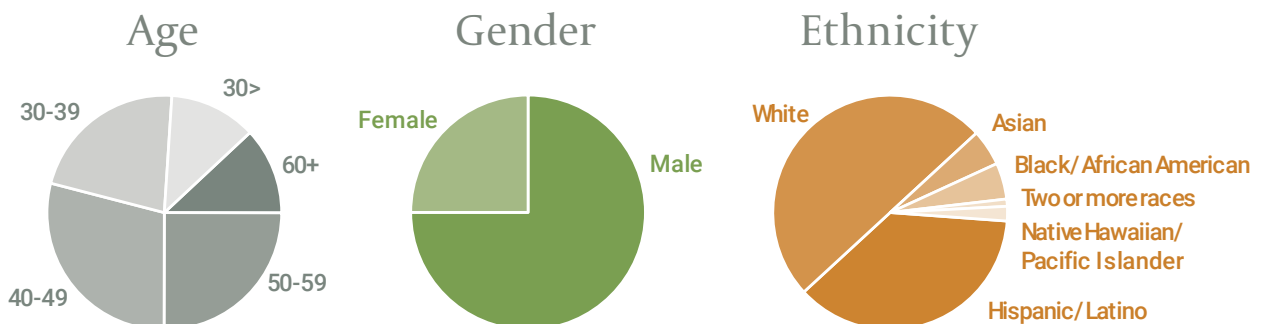
Team



A key part of the Tournesol mission relates to our team. We're proud to provide a great place to work. Each team member should have the opportunity to learn, grow, and build a career. Almost 30% of the Tournesol U.S. team (including manufacturing personnel) has worked at the company more than ten years. Our mission is to offer our employees a place where they can thrive.

Our culture team plays an important role in creating an environment where we all want to work. It isn't easy, as bridging multiple languages and locations can be challenging. Our events, including monthly announcement lunches, anniversary and birthday celebrations, and special holiday activities, go a long way. We now offer a paid diversity day off to all our employees. This provides a day to celebrate the cultural, social, and historical differences and milestones of our colleagues with diverse backgrounds.

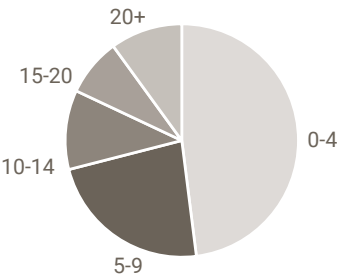
Our Sunflower Awards and Peer Recognition Awards are presented every six months, and honor those on the team that truly inspire the rest of us by living the Tournesol values.



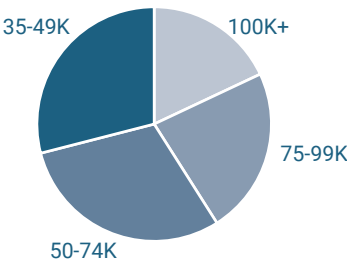
Each year we conduct an employee engagement survey. It's been a useful tool to find out how we can best meet our team's needs. 88% of our current team members who responded to the survey said they would recommend that a friend or acquaintance apply for a job at the company. Over 94% of the team respondents felt like their feedback matters, and about the same percentage understood Tournesol's values and how they made a difference in their everyday job. While we'd like those percentages to be higher, very few disagreed with those statements – most who didn't agree felt neutral about the statements. We know we're not perfect - for example, we received comments that we don't communicate as well with our remote employees as we should.

Employee retention is one of our most important metrics, and one that we’re proud of. Almost 30% of our team has spent more than ten years with the company. This, despite the fact we’ve grown over 20% year-over-year for the past ten years. It makes sense that the largest group of employees has worked here fewer than four years.

Years Tenure



Wage Distribution



The benefits offered to our employees are a critical factor in keeping our people. Clearly, that starts with industry- and regional-comparable compensation for our hourly and salaried team members.

In addition to compensation, we offer employees 90% coverage of their own health care and 50% for the members of their family. We also offer dental, vision, short- and long-term disability insurance, as well as a death benefit for our team.

Employee Benefits

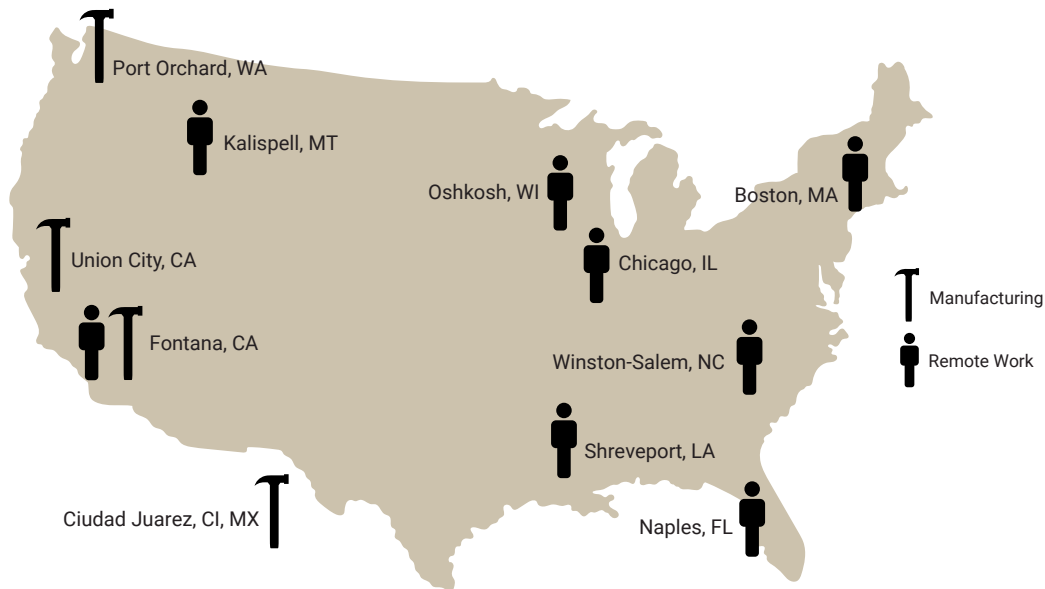
	Participation	Tournesol Cost (per employee per year)
Medical	74%	\$11,940
Dental	85%	\$780
Vision	86%	\$102
Life Disability	92%	\$444

Tournesol sponsors a 401k program with a match up to 4% of employee compensation – we’re proud to have 77% of our team enrolled and saving for retirement. The company contribution in 2024 added up to \$360,942.

Team members are eligible immediately upon joining the company for our Tournesol profit sharing pool. In 2024, we were excited to perform better than our budget and provide each team member with 7% of their annual compensation. The pool totaled \$922K in 2024. We believe that by giving each person a stake in the outcome of the company, we will all share the benefits of our hard work!

Hybrid and Remote Work

We have a substantial number of employees, especially in our sales, marketing, and finance teams, working hybrid schedules or fully remote. We ask all hybrid team members to be in the office together at least once a week to strengthen our team culture and enhance communication. Communication with remote employees remains a challenge. We are working on several different approaches to improving internal communication for 2025.



Education and Training

Tournesol has added a tuition reimbursement program to our package of benefits, and at our facility in Ciudad Juárez, leadership training has become an important offering to leaders, supervisors, and managers. The participants highly value leadership training and it serves as a strong retention tool. The Juárez facility also provides cross-training between departments as an added opportunity.

The City of Ciudad Juárez, together with the local school districts, offers a program for employers to allow those who haven't completed their schooling to receive certification. Tournesol Siteworks S.A. de C.V., our Mexican subsidiary, takes part in

this program. The State pays for half of the instructor's salary, the school district for the educational materials, and Tournesol provides half the instructor's salary, tests, food, and the employees with the time and location for studies. On February 8, 2024, the governor of Chihuahua granted the company a certificate of recognition for being a company concerned about the education of its workers. This recognition was awarded to 50 companies throughout the city.

36 employees have been enrolled over the years. In 2024, 1 person graduated from primary school, 3 graduated from secondary school, and 2 graduated from high school. There are 3 more scheduled to graduate high school in 2025. There have been graduates who have gone on to study at the college level.

More on Benefits

Our Ciudad Juarez provides many ways to recognize the efforts of their employees. Twice a year, they provide employees branded clothing/ uniforms. Tournesol pays for prescription safety glasses. The facility has special celebrations to recognize accomplishments like improved quality and increased production. And they will take just about any opportunity to have a cake! Anniversaries, Mother's Day, Father's Day, birthdays, and special occasions or holidays are celebrated here.

In support of employee health in our Ciudad Juarez facility, the facility partners with The Mexican Secretariat of Labor and Social Welfare (Secretaría del Trabajo y Previsión Social, STPS) to offer several programs. Every year, a physical and mental health exam is offered which includes screening for high blood pressure, diabetes, dental health, and they can provide vaccinations. They work with government agencies to offer psychological and addiction help. They also work with the Rotary Club and have sponsored an employee blood donation drive. They even have sponsored a day where employees' cars can be tested for emissions at the facility!



Safety



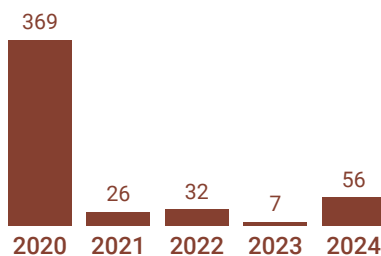
A safe and healthy working environment is part of our mission. To that end, personal safety wear is mandatory in each plant, as well as safety training.

An annual inspection is conducted with a safety consultant to highlight opportunities to improve. We acknowledge that our numbers have gone up in 2024, this due to new processes in our Ciudad Juarez and WA facilities. With this information, we are working toward decreasing safety incidences and days away for 2025, and have doubled the amount of training in 2024.

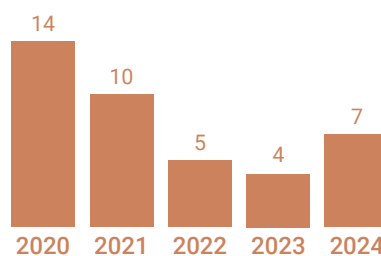
Annual Safety Performance

Total Days Away

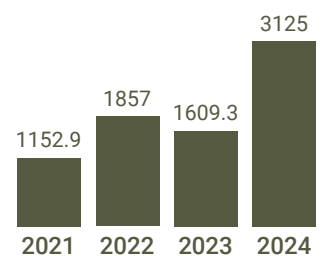
Restricted or Transferred



Recordable Incidents



Safety Training Hours



Community



Support for our communities has been largely locally directed. Tournesol employees in Ciudad Juarez are committed to local charities that benefit different cancer treatment facilities. The program consists of collecting empty aluminum cans, PET bottles, and plastic lids.

Since 2021, Tournesol has donated to the Architecture Scholarship for Black Women in partnership with the Architects Foundation. The scholarships support aspiring Black women architects and help narrow the racial disparities in the design industry.

Our Port Orchard, WA, plant participated in assembling packages for a children's dental health program called Best Dental Health. The WA facility also sponsored a "Bowl-a-thon" to benefit the local veteran's home in Port Orchard.

Our plant in Fontana, CA, and our downtown LA sales office, joined forces to aid local efforts to provide food to those in need. They divided into two volunteer teams, one sorting food at Feeding America in Riverside, and the other sorting and delivering food for distribution to the Alexandria House in the Mid-Wilshire neighborhood of Los Angeles.

Each team member is given a half day to volunteer, either on their own or as part of a team activity at the organization of their choice. Numerous employees volunteered their time independently and others participated in activities arranged by Tournesol.

This year, we will expand Seeds of Change, our pro-bono and low-bono program dedicated to enriching communities and promoting health and wellness. To learn more, visit tournesol.com/seeds-of-change.

We'll continue to look at the opportunity to support local organizations which align with our values.

Conclusion



A Continued Commitment to Sustainability

At Tournesol, we are working on embedding sustainability into every aspect of our operations, from the materials we source to the way we engage with our employees and communities. Our commitment to Planet, People, and Prosperity (3P), drives us to seek innovative solutions that reduce environmental impact, enhance transparency, and create long-term value for our customers.

As we move into 2025, we remain focused on advancing our sustainability goals through responsible sourcing, operational improvements, and meaningful community engagement. By integrating sustainability into our business strategy, we are not only improving our own impact but also empowering our customers to make more informed, responsible choices.

The progress we have made is just the beginning. We look forward to building a future where sustainability and business success go hand in hand.

If you have questions, comments, or suggestions, please direct them to our President, Christopher Lyon – clyon@tournesol.com, 800-542-2282 or to our Sustainability Lead, Charlene Mortale – cmortale@tournesol.com. Your input will help us continue to improve.