

# 2023 SUSTAINABILITY REPORT



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# About Compass Diversified

Compass Diversified is comprised of three separate, independent business entities that work closely together: Compass Diversified Holdings, a publicly traded holding company, which we refer to as the “Trust”, Compass Group Diversified Holdings LLC, which specializes in acquiring and managing innovative and disruptive middle-market businesses with exceptional potential for growth (which we refer to, together with the Trust, as the “Company” or “CODI”) and Compass Group Management LLC, the privately held external manager of the organization (“CGM”). Our permanent capital base, industry expertise, and long-term partnership approach with strong, industry-leading businesses enable us to invest in people, processes, culture, and growth opportunities that drive transformational, long-term change.

# About Compass Diversified

## CURRENT SUBSIDIARIES as of 4/15/2024

### CODI BY THE NUMBERS as of 12/31/2023

**6**

Branded consumers

**3**

Industrial

**1998**

Year Founded

**\$9.3B+**

Aggregate Acquisitions

24 Platforms and

34 Add-Ons

**\$5.1B+**

Invested Capital

**\$2.1B+**

TTM Revenue

**\$421M+**

TTM Subsidiary

Adjusted EBITDA



<sup>1</sup> The Honey Pot Company was acquired by CODI on 02/01/2024

# About This Report

This report aims to provide transparency in the Company's Environmental, Social and Governance (ESG) strategy and approach, at both the Company and Subsidiary level. Unless otherwise stated, this report covers CODI's performance during the calendar year 2023. In this report, we are reporting with reference to the Global Reporting Initiative (GRI). We also use other recognized frameworks to inform this report's content, including various globally acknowledged sustainability standards as guidance, such as, but not limited to Sustainability Accounting Standards Board (SASB).

CODI is a publicly traded holding company that provides shareholders with unique access to high growth middle-market businesses in our Branded Consumer and Industrial verticals. CODI leverages its permanent capital base, long term disciplined approach, and actionable expertise to maintain controlling ownership interests in each of its subsidiary companies (each, a "Subsidiary" and, collectively, the "Subsidiaries") maximizing its

ability to impact long-term cash flow generation and value creation. As of December 31, 2023, our majority-owned Subsidiaries consisted of nine Subsidiaries: 5.11, Inc. ("5.11"), BOA Technology, Inc. ("BOA"), The ERGO Baby Carrier, Inc. ("Ergobaby"), Lugano Diamonds & Jewelry Inc. ("Lugano"), PrimaLoft, Inc. ("PrimaLoft"), Velocity Outdoor, Inc. ("Velocity"), Foam Fabricators, Inc. doing business as Altor Solutions ("Altor Solutions"), Arnold Magnetics Technologies Corporation ("Arnold"), and The Sterno Group Companies, LLC ("Sterno"). In early 2024, CODI acquired The Honey Pot Company (DE), LLC ("The Honey Pot") bringing our Subsidiary count to ten. Our controlling interests in all of our subsidiaries provides us with an active role in their management and enables us to focus on core areas that translate into the highest value creation for our shareholders. Throughout this report, we will spotlight the progress and achievements of our current and former Subsidiaries' ESG initiatives and programs.

As used in this report, references to the Company's or CODI's employees, employment practices, talent acquisition and other related terms shall mean the employees and practices of CGM, our external manager, whether or not specifically designated as such. As manager, CGM is tasked with performing the services necessary for the day-to-day business, operations, and affairs of CODI's business. CODI does not currently have any employees and does not expect to have any employees in the foreseeable future. The services necessary for operating CODI's business are performed by employees of CGM under the leadership of Mr. Elias Sabo, and Mr. Ryan Faulkingham, who are seconded to CODI as chief executive officer and chief financial officer, respectively.

For additional information on CODI's approach to ESG and sustainability, please visit our [sustainability webpage](#).

# Insights from Elias Sabo, CEO and Partner

## A conversation with Elias Sabo, Chief Executive Officer & Partner

### **What does ESG mean to Compass Diversified and why is it important?**

The principles of ESG and sustainability are core to our ethos. CODI is committed to responsible investment and management, a dedication that will empower our innovative and disruptive middle-market entities to create a lasting, positive impact for future generations. We are guided by these principles to push, lead, change and become the model of choice in our industry.

Our goal is to generate measurable social and environmental benefits that align with our values and create strong financial returns for our stakeholders. We work to be transparent



and accountable in all aspects of our business. This imperative is driven through our unique business model, which enables us to invest in people, processes, and growth opportunities that facilitate long term transformational change for our Subsidiaries and the world in which they operate.

To do this, our employee value proposition is at the core of all organizational processes and should be based on a holistic approach. This way, it ensures that all the elements that an organization offers are in line with the strategic objectives and that they are appealing to the current workforce and targeted new talent. Finding the right balance between these three aspects – strategy, current employees and targeted future talent – leads to a future-proof workforce and a business advantage over competitors.

### **Speaking of our competitive advantage, what makes Compass Diversified different from our peers?**

We avoid overburdening our Subsidiaries with debt, instead establishing a genuine partnership. Our approach to leveraging debt sets us apart from our competitors, enabling us to develop businesses that are both stronger and more robust, bringing about real long-term growth. Our strategy is designed to keep leverage at a minimum by securing financing through the holding company rather than directly at the Subsidiary level. While private equity firms are constrained by a timeline that requires them to invest raised funds within five years and

then exit those investments within ten years, this often doesn't leave room for long-term strategic planning. Compass Diversified operates differently; we have the flexibility to hold onto our businesses indefinitely, which allows us to prioritize and achieve sustained growth which is better for the Company, better for our shareholders, and better for the communities in which our Subsidiaries operate.

### **Can you share your reflections on ESG performance over the past year and any insights or comments?**

I am delighted to present our first annual sustainability report, a comprehensive account of our activities and advancements for the benefit of all our stakeholders. This report underscores our belief that ESG is an ongoing commitment, and we are dedicated to achieving substantial, deliberate progress. In recent years, our ESG efforts have led to significant achievements, including the strategic acquisition of The Honey Pot Company, a pioneering feminine care brand based in Atlanta and Black-founded. This acquisition highlights our dedication to supporting diverse enterprises through our unique management approach and authentic partnerships. To bolster our ESG initiatives, we appointed a Head of ESG in 2022 and subsequently expanded our ESG Team in 2023, aiming to refine and enhance our ESG strategy and its implementation across the organization. Our efforts have culminated in the establishment of CODI's foundational ESG framework and the compilation of data from our Subsidiaries to devise tangible, quantifiable action plans.



# Our ESG Approach

Our goal is to generate measurable social and environmental benefits that align with our values and create strong financial returns for our stakeholders. We work to be transparent and accountable in all aspects of our business. This imperative is driven through our unique business model, which enables us to invest in people, processes, and growth opportunities that facilitate long-term transformational change for our Subsidiaries and the world in which they operate.

# Defining our Focus

To guide our ESG focus, we conducted a materiality<sup>2</sup> assessment in early 2022. This process aimed to evaluate our Company’s potential impact on the environment and society, as well as the financial implications of ESG factors, at both the CGM and Subsidiary level. Through internal and external stakeholder engagement, coupled with in-depth research, CODI identified the issues most relevant to our Subsidiaries and our corporate operations via our manager, CGM. Our in-house team, using input from Subsidiaries, played a crucial role in this evaluation, taking inspiration and using benchmarks from our industry and others. This involved examining publicly available ESG frameworks and assessments.

Through a series of online surveys, face-to-face interviews and group workshops, we evaluated each significant aspect of ESG on a scale of 1-10, based on its importance to CODI. As a result, a matrix of material ESG factors that have significant social, environmental, and economic impact and influence on the performance of Compass Diversified was developed. The materiality matrix informed the development of our ESG Framework which includes the eight most material ESG factors under two key ambition pillars, underpinned by sound governance practices.

<sup>2</sup> Defines business-relevant ESG issues that have – or have the potential to have – a substantial effect on the organization’s ability to create, preserve, or erode economic value, as well as environmental and social value for itself and the organization’s stakeholders.

Our ESG Framework is built on two key pillars, and supported by eight priority areas, collectively underpinned by sound governance practices.





In Q4 of 2023, we collaborated with an external third party to update our materiality assessment at the Compass Diversified level. The external third party also conducted initial materiality assessments for four of our Subsidiary businesses: BOA, Sterno, Altor Solutions, and Ergobaby. These companies were chosen as it aligned with their respective strategic plans and the exercise was embraced by their leadership teams.

The external third party developed a comprehensive “double” materiality methodology for the assessment, which focused on identifying and understanding actual and potential impacts on stakeholders and financial opportunities throughout Compass Diversified’s and the Subsidiary’s respective value chains. This methodology includes:

- Conducting interviews with key internal and external stakeholders to gain an initial understanding of potential sustainability impacts, risks and opportunities for each business
- Undertaking extensive research on direct and indirect financial risks/opportunities, legal/regulatory drivers, industry norms/best practices, and stakeholder concerns/trends, with a focus on identifying opportunities for innovation and critical sustainability considerations

- Administering formal surveys to internal and external stakeholders to rank and prioritize sustainability factors
- Collaborating with senior leadership and the sustainability teams of each business to determine key thresholds and cutoffs for strategic priorities and reporting considerations

### Measuring Our Impact

Compass Diversified uses a third-party platform for the systematic collection of CODI’s and its Subsidiaries’ Core ESG Metrics. This is designed to establish a standardized reporting framework across all of CODI’s Subsidiaries. The introduction of these metrics represents a pivotal step towards a comprehensive evaluation and understanding of the ESG profiles for each Subsidiary. It is noteworthy to mention that ***100% of our portfolio companies have actively engaged in, and are reporting***

***on, this platform***, highlighting everyone’s commitment to transparency and accountability.

In 2023, we developed a comprehensive Guidance Handbook for our ESG Core Metrics. This handbook is an essential tool that both enhances our Subsidiaries’ reporting practices and enables the collection of standardized data. The ESG Team also carried out on-site visits to each Subsidiary, thoroughly explaining the ESG Framework and Core ESG Metrics. These interactive sessions not only facilitated our understanding of areas needing improvement, but also deepened the Subsidiaries’ comprehension of CODI’s ESG principles and strategy. We are dedicated to continuously improving our data collection processes to ensure the highest quality of information meets our internal and external reporting needs.

“

Our aim is to generate measurable social and environmental benefits, underpinned by good governance that align with our values, while also creating a strong financial return for our stakeholders. We are committed to responsible investment and management practices, which we believe will empower our middle-market businesses to disrupt their industries to establish and leave a sustainable legacy for generations to come.”

– **Zoe Koskinas**, Vice President & Head of ESG



# Trusted Partner with All Stakeholders

At CODI, we value integrity, collaboration, and accountability. We put these values in action by building meaningful and transparent partnerships with people who share these values, are aligned with our goals, and can help amplify our efforts.

# Stakeholder Group and Engagement Activity

At CODI, three of our corporate values are: integrity, collaboration, and accountability. We put these values into action by building meaningful and transparent partnerships with people who share these values, are aligned with our goals, and can help amplify our efforts. We engage with investors, employees, Subsidiaries and business partners, and community partners in a number of different ways.

| STAKEHOLDER                               | ENGAGEMENT ACTIVITIES                                                                                                                                                                                                                                                                                         |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>INVESTORS</b>                          | <ul style="list-style-type: none"> <li>• Annual Investor Day</li> <li>• Regular Quarterly Earnings Calls</li> <li>• Meeting with senior management and shareholders</li> <li>• Participation in ESG ratings and rankings</li> </ul>                                                                           |
| <b>EMPLOYEES</b>                          | <ul style="list-style-type: none"> <li>• Town Halls</li> <li>• Employee Engagement Surveys</li> <li>• Anonymous Questions Boxes</li> <li>• Informal feedback collection/surveys throughout the year</li> </ul>                                                                                                |
| <b>SUBSIDIARIES AND BUSINESS PARTNERS</b> | <ul style="list-style-type: none"> <li>• ESG Roadshows</li> <li>• ESG Data Collection and Analysis</li> <li>• One-to-one engagement with ESG Team</li> <li>• ESG Webinars &amp; Learning Sessions</li> <li>• Knowledgeable regarding the supply chain operations and practices of our Subsidiaries</li> </ul> |
| <b>COMMUNITY PARTNERS</b>                 | <ul style="list-style-type: none"> <li>• Philanthropic Donations</li> <li>• Donation Match Program</li> <li>• Company-wide Volunteer Days</li> <li>• Purposeful Procurement/Social Enterprises</li> <li>• Targeted, skilled volunteer opportunities</li> </ul>                                                |



# ESG Oversight

Our commitment to sustainability and responsible practices is deeply ingrained in every aspect of our organization. These guiding principles are not only integral to our business strategy but also a vital part of our daily decision-making processes.

## Board of Directors

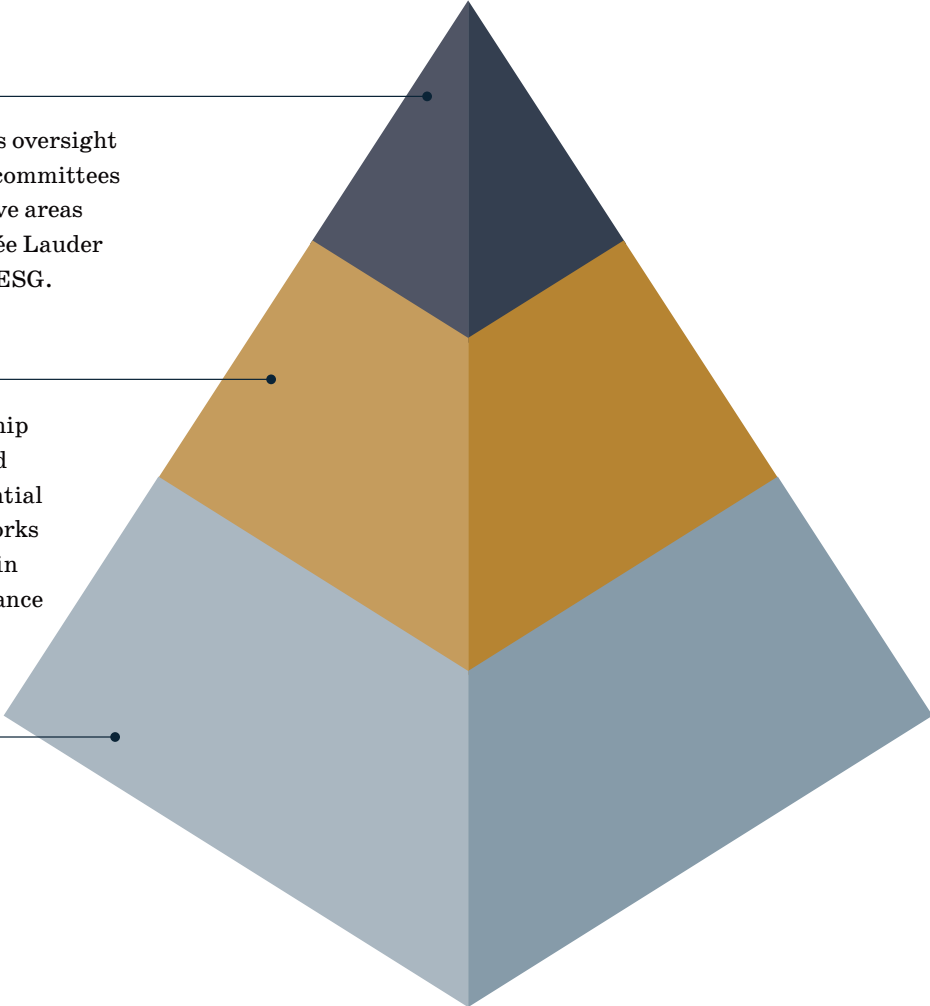
The Company’s Board of Directors (the “Board”) oversees ESG matters as part of its oversight of our business strategy and risk management. Additionally, the Board’s standing committees are each tasked with overseeing specific ESG matters that fall within their respective areas of responsibility. In 2023, Nancy B. Mahon, Chief Sustainability Officer of The Estée Lauder Companies Inc., joined our Board which further enhanced our Board’s expertise in ESG.

## ESG Committee

The organization’s ESG Committee, consisting of members from the senior leadership team, meets quarterly. This committee is responsible for evaluating, approving, and implementing all ESG-related strategic priorities, which includes identifying potential risks and opportunities that could affect the company. The group collaboratively works to improve CODI’s ESG performance and position the company as a thought leader in strategic areas. Additionally, the committee is committed to promoting the importance of ESG internally and integrating it into our corporate culture.

## ESG Team

The ESG Team is comprised of in-house staff members and is responsible for executing the Company’s ESG strategy in alignment with the Company’s overall strategic mission and goals. The ESG Team regularly evaluates the organization’s overall progress and reports its findings to the ESG Committee, ensuring compliance with established standards and facilitating continuous improvement. The ESG Team engages with both internal and external stakeholders.



# CGM Senior Leadership



**Elias Sabo**

- Role: Chief Executive Officer, Partner
- Champions: People & Culture, Diversity, Equity & Inclusion (DEI), and Health & Well-being initiatives
- Committees: ESG Committee, Investment Committee



**Pat Maciariello**

- Role: Chief Operating Officer, Partner
- Champions: Integration of ESG principles within the investment team’s strategies and decisions
- Committees: ESG Committee, Investment Committee



**Ryan Faulkingham**

- Role: Chief Financial Officer, Co-Compliance Officer, Executive Vice President
- Responsibility: Oversees financial reporting and supports nonfinancial reporting
- Committees: ESG Committee, Investment Committee, Cybersecurity Committee



**Carrie Ryan**

- Role: Chief Compliance Officer, General Counsel & Corporate Secretary
- Responsibility: Oversees Corporate Governance, legal matters, including all regulatory and compliance programs
- Committees: ESG Committee, Cybersecurity Committee



**Zoe Koskinas**

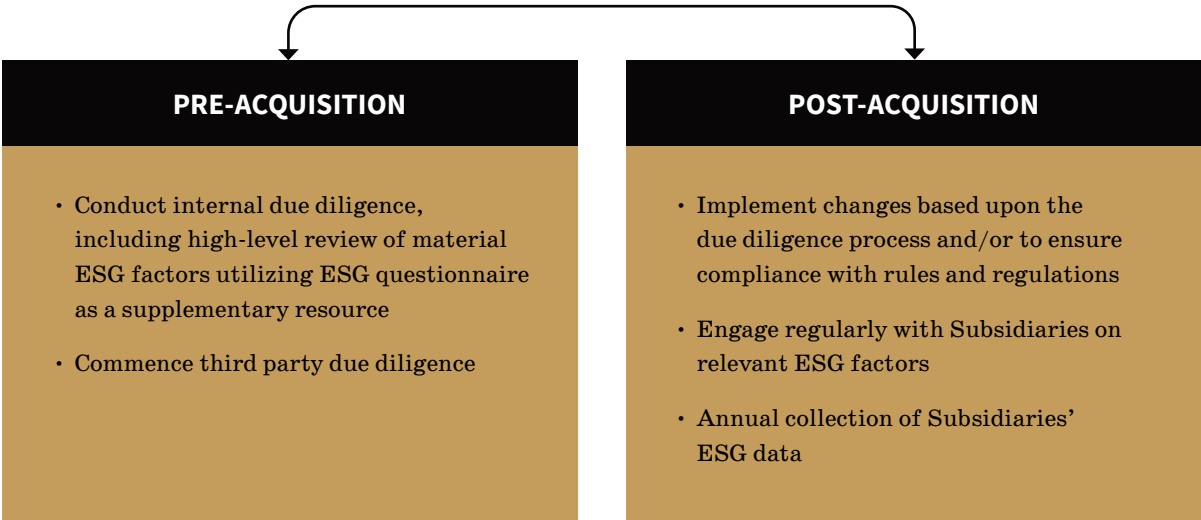
- Role: Head of ESG, Chair of ESG Committee
- Responsibility: Oversees the overall ESG Strategy, implementation and execution
- Committees: ESG Committee

# ESG Integration in Investment Process

It is part of our mission at CODI to drive meaningful value creation. This means considering environmental, social, and governance risks and opportunities in our pre- and post-acquisition investment processes. This aligns with our goal of generating superior risk-adjusted returns over the long term.

In 2023, CODI adopted an ESG policy that articulates CODI's approach to evaluating relevant ESG factors within the pre- and post-acquisition process. This policy is jointly overseen by the organization's ESG Committee and selected members of our Investment Committee, ensuring its regular review and relevance. The Investment Committee oversees investment strategy, policy, asset allocation, Subsidiary performance, risk monitoring, and transaction approval.

Our investment team plays a pivotal role in this framework. They are tasked with the integration of ESG-related risks and opportunities throughout our investment process. To help with this, they have been given a detailed ESG questionnaire. This tool, focusing on factors that are potentially significant to our investments, includes tailored questions for CODI's primary sectors: Branded Consumer, Industrial, and Healthcare. This focused approach is instrumental in accurately identifying and addressing ESG strengths and areas of growth for potential investments.



# ESG Integration in Investment Process CONTINUED

## Compass Diversified's Strategic Acquisition of The Honey Pot Company

In February 2024, Compass Diversified acquired The Honey Pot Company, an innovative and disruptive Atlanta-based, Black-founded, feminine care brand, founded by Beatrice Dixon.

This acquisition represents exactly the type of company we aim to partner with: one that not only possesses large potential for growth but also creates disruptive products designed to transform an industry, all while upholding strong ESG principles.



“  
We are excited to embark on this partnership with CODI, a firm that aligns seamlessly with our values and is dedicated to championing our vision of destigmatizing feminine care through accessible products and promoting holistic wellness, both inside and out.”  
– **Beatrice Dixon**, CEO of The Honey Pot Company

“  
Honey Pot exemplifies the type of company that aligns with CODI's strategic vision and objectives. We have the conviction that products which cater to the better for you consumer preferences and global sustainability trends possess enduring value. Brands like Honey Pot, characterized by their robust principles, cultivate meaningful relationships with their consumers, positioning them as beacon brands for a wide array of communities. Honey Pot transcends the conventional role of a product; it serves as a catalyst for educational conversations around subjects often considered taboo. These qualities make Honey Pot a brand with which we seek to continue to disrupt and innovate alongside.”  
– **Raj Dalal**, Partner

# Ethics and Integrity

At CODI, one of our corporate values is integrity – we always choose the right way over the easy way. To ensure ethical behavior, we have established policies and procedures to guide and maintain ethical conduct in all our business activities. Our Code of Ethics and Anti-Corruption Policy are key documents that outline our commitment to ethical and responsible business practices. Our legal team regularly reviews the Code of Ethics to ensure that it aligns with new regulatory developments and best practices. Copies of the Code of Ethics and Anti-Corruption Policy are circulated to all CGM employees on an annual basis, and at that time, all employees are required to confirm their continued compliance.

New employees are required to complete state-compliant, anti-harassment training upon beginning their employment and all employees participate in mandatory anti-harassment training throughout their employment. We also require employees to complete training on topics such as security awareness, ethics, and global anti-

bribery and corruption, typically on a biannual basis. Additionally, all employees are required to undergo investment advisor compliance training annually and within ten days of joining CGM. The compliance training covers key topics, including, CGM’s fiduciary duties to its clients, compliance with the Code of Ethics, and the proper use and handling of material non-public information.

For more information on our policies, please see our [Code of Ethics](#) and our [Anti-Corruption Policy](#).

### Whistleblower

At CODI, we are committed to maintaining a high level of accountability. To support this, we have established a confidential and anonymous ethics and financial concern hotline. This allows for the submission of complaints regarding accounting, internal accounting controls or auditing matters, as well as violations or suspected violations of our Policy on Human Rights and Labor, ensuring both anonymity and confidentiality.

For more information on our whistleblower hotline, please see our [Ethics and Compliance Hotline](#).

### Respecting Human Rights

In 2023, the Company’s Board adopted our Policy on Human Rights and Labor. We are committed to maintaining a corporate culture that treats employees with the utmost dignity and respects principles aimed at promoting, protecting and supporting all internationally recognized human rights. Topics covered in the policy include fair working conditions, non-discrimination, and workplace health and safety.

For more information on our human rights policy, please see our [Policy on Human Rights and Labor](#).

100%

100% of our Subsidiaries have a Code of Ethics in place.<sup>3</sup>

100% of CGM employees are required to participate in anti-harassment, security awareness, global bribery and anti-corruption training, and registered investment advisor compliance training.

<sup>3</sup> Data is as of 12/31/2023

“

At Compass Diversified, ethics and integrity are the cornerstone of how we operate, ensuring trust, transparency, and accountability with every action taken.”

– **Carrie Ryan**, Chief Compliance Officer, General Counsel & Corporate Secretary



# Risk Management

CODI's governance is underpinned by a Board dedicated to rigorous risk management. In 2022, the Board's capacity for handling risk was notably enhanced by the addition of Teri R. Shaffer, a director with specialized expertise in risk oversight and cybersecurity. Annually, CODI's general

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Internal Audit is dynamic in that we perform risk assessments at the beginning of the year and throughout the year in order to consider and address upcoming compliance topics. As ESG risk and legislation has grown in the U.S., considerations of the impact are part of our ongoing control environment. Internal audit can help management implement controls and further monitor by testing that the controls are operating effectively.”

– **Ami Vearrier**, Senior Director, Internal Audit and SOX

counsel delivers a thorough review of the legal and regulatory challenges confronting the Company and its Subsidiaries and affiliates, and the steps taken by the appropriate management teams, if any to mitigate such risks, to the Board.

The Audit Committee is pivotal in the Board's approach to risk oversight. This committee is at the heart of the risk management process, with a charter explicitly tasking it to support the Board in monitoring the assessment of enterprise-wide risks. In addition, each of the Board's specialized committees take on the responsibility of overseeing distinct ESG concerns that fall within their purview. Collectively, the Board oversees ESG considerations, embedding them as core elements of our strategic business planning and risk management framework.

### **Internal Audit & SOX (Sarbanes-Oxley)**

CODI's Internal Audit department oversees risk management via its analytical reviews and risk assessments, which are performed at the Company and Subsidiary level. The Internal Audit Team reports directly to the Audit Committee, which is comprised of independent directors. During quarterly meetings, members of the Audit Committee convene with the Company's Senior Vice President of Internal Audit and independent

auditors to focus on specific risks, audit findings, and internal control issues identified throughout the quarter.

To meet its regulatory obligations, CODI's Internal Audit team conducts an annual assessment of its internal controls over financial reporting in accordance with the provisions of the Sarbanes-Oxley Act of 2002 as amended. The Internal Audit team practices a philosophy of continuous improvement and its members complete 40 hours of continuing professional education (CPE) annually in key areas such as accounting, information technology, and professional ethics. In line with best practices, CODI has adopted the Committee of Sponsoring of Organizations (“COSO”) framework for developing and maintaining a robust system of internal controls. For ESG compliance and oversight, the Internal Audit team diligently monitors industry and regulatory trends to stay informed about updates, particularly those related to regulatory changes, emerging risks, and trends that could become significant. We are in the process of building a baseline audit program for ESG. We believe this commitment places CODI at the forefront of industry best practices, equipping us to navigate today's complex business environment and embrace future challenges.

# Cybersecurity

We are dedicated to upholding the security and integrity of our systems, networks, databases, and applications. We are fully aware of cybersecurity’s critical role in protecting our stakeholders’ data and our company’s resilience. Our commitment includes deploying robust security measures that resonate with our core values and strategic goals.

Our Board places high importance on cybersecurity risk as part of its overall risk oversight role, assigning the responsibility of overseeing cybersecurity risks to the Audit Committee. Two of the directors serving on our Audit Committee, Ms. Locke Simon and Ms. Shaffer, hold CERT Cybersecurity Oversight Certification from Carnegie Mellon. This committee is responsible for monitoring risks and incidents related to cybersecurity threats, ensuring compliance with disclosure requirements, and assessing the related effects on financial and other risks. The Audit Committee periodically reviews reports and presentations from team members responsible for overseeing cybersecurity risk management. These periodic reviews address various topics, including evolving regulatory standards, vulnerability assessments, third-party reviews, and other information security topics that senior management deems necessary. The Company has also established protocols for specific cybersecurity incidents that meet established reporting thresholds that are escalated internally and, where appropriate, promptly reported to the Audit Committee and/or the Board.



Our cybersecurity program strategically utilizes a combination of people, processes, and technology to detect and address cybersecurity threats effectively. We collaborate with external service providers as needed to enhance our security measures through assessments, testing, and support. Our approach to managing cybersecurity threats involves a comprehensive risk management process. This includes conducting risk assessments aligned with industry-specific cybersecurity frameworks, analyzing control gaps, performing

penetration testing, and executing vulnerability scanning. Additionally, our employees undergo mandatory annual security awareness training to enhance their understanding of cybersecurity threats and test their ability to identify and escalate potential cybersecurity events.



# Future Thinking for Our People and Planet

We are always looking to the future, working to identify areas of new opportunity and sources of potential value—then seeking to execute on those opportunities by developing solutions that not only create long-term value for our stakeholders, but also take into account the planet that enables our way of life.

# Climate Action

We embedded climate action into our strategic agenda, acknowledging the imperative to address environmental challenges and embrace sustainability in our operations. Our commitment reflects our dedication to be a responsible leader and to always be thinking about our future.

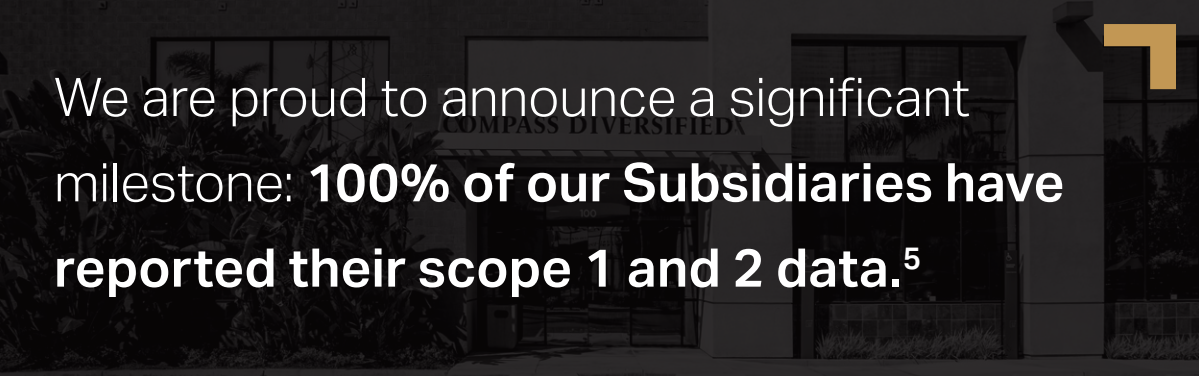
## Emission Footprint

Climate action is one of our core ESG focus areas. We’ve initiated our climate strategy by gathering carbon emissions information from CGM and the Company’s Subsidiaries. To ensure the reliability and adherence to best practices of this data, we’ve partnered with an external sustainability consultant to accurately measure the carbon footprint of CGM and the Company’s Subsidiaries. Furthering our commitment to awareness and proactive measures, CGM conducted two educational workshops on carbon emissions in 2023, targeting our staff and the Company’s Subsidiaries. These workshops emphasized the significance of collecting carbon data and laid the groundwork for understanding carbon accounting principles.

## CODI Emissions Footprint

| FY2023 <sup>4</sup>                                         |        |
|-------------------------------------------------------------|--------|
| Scope 1 Emissions (metric tons CO <sub>2</sub> e)           | 48,321 |
| Scope 2 Emissions (metric tons CO <sub>2</sub> e)           | 27,154 |
| Total Scope 1 & 2 Emissions (metric tons CO <sub>2</sub> e) | 75,475 |
| Scope 3 Emissions (metric tons CO <sub>2</sub> e)           | 483    |

<sup>4</sup> Scope 1 and 2 include Altor, Arnold, BOA, Lugano, Primaloft, Sterno, Ergobaby, Velocity, and 5.11. Scope 3 data only includes Compass Group Management LLC. Scope 2 emissions were measured using the location-based methodology. Scope 3 emissions include category 1 (purchased goods and services) only. Where we were unable to validate air conditioning and refrigeration data, we substituted a gross-up factor of 5% of the Subsidiary’s total Scope 1 and 2 emissions to account for fugitive emissions. A small number of facilities within some Subsidiary companies were unable to provide utility data. For these facilities, we use an energy intensity factor based on square footage derived from the other facilities operated by those Subsidiaries. For Scope 1 mobile combustion emissions, stationary combustion emissions factors were used as a reasonable proxy for mobile combustion emissions factors due to missing data for distance traveled.



<sup>5</sup> This number does not include Marucci Sports LLC which was sold by CODI on 11/14/2023, and The Honey Pot, which was acquired on 02/01/2024.

# Climate Action CONTINUED

## Climate Strategy

We understand that creating a comprehensive and impactful climate strategy requires significant time and effort. CGM has embarked on a journey to deepen our senior leadership team’s understanding of globally recognized frameworks, including the Task Force on Climate-Related Financial Disclosures (TCFD). In 2023, the ESG Committee, comprised of senior leadership team members, participated in a seminar designed to outline the requirements for climate-related disclosures. We remain committed to continuing our education on evolving regulations and standards as our climate strategy evolves and continues to develop.

## Sustainable Office Practices

At our CGM offices on both the East and West Coasts, we have eliminated the use of single-use plastic. To support this initiative, every CGM employee is given a reusable water bottle. For business transportation, we encourage employees to opt for ‘Uber Green’ when it’s available. Additionally, in our West Coast office, we have implemented a waste management system to ensure the proper disposal of waste materials.



“  
Embracing sustainable office practices isn’t just about being eco-conscious—it’s about doing our part while creating a workplace culture that’s all about integrity and responsibility.”  
- Laura Coria, West Coast Office Manager

## SUBSIDIARY SPOTLIGHT



Sterno, a trusted pioneer of portable food warming products for over 100 years, has earned the TRUE<sup>®</sup> Silver certification at its Texarkana manufacturing facility for its resource use and efficiency. This facility is the first manufacturing facility in Texas and in the first food service equipment and supplies industry to be awarded the TRUE<sup>®</sup> certification. Sterno exceeds TRUE<sup>®</sup>'s expectations with its "highest and best use" approach, strategically redirecting waste at each stage in its lifecycle. If unable to completely prevent waste, Sterno reduces the generated waste down to the minimum amount, where it is either reused, recycled, or re-earthed. Through these innovative recycling programs and environmental initiatives, Sterno's Texarkana facility diverts nearly 95% of its waste from landfills, surpassing the goal of 90% waste diversion and outscoring the TRUE<sup>®</sup> Silver point requirements.

Below are some examples of sustainability initiatives that drive diversion performance and overall waste reduction at Sterno:

- Preventing hundreds of pounds of paper waste by double-sided document printing at every workstation and changing from a physical time-card system to a paperless digital process

- Reducing carton sizes from packaging right-sizing initiatives resulting in thousands of pounds of less cardboard waste
- Re-using pallets from a local closed-loop repair and re-delivery vendor program which avoided thousands of pounds of wood waste
- Re-cycling metal cans, corrugated, plastics, and other articles that could not be reused, using local or regional recycling partners, which avoided thousands of pounds of material waste
- Re-earthing grass-clippings as mulch for all mowed surfaces, composting brush and tree pruning locally, and using native and waterless landscaping avoiding thousands of pounds of yard waste

“

Sterno remains committed to minimizing waste through innovative product design, improved manufacturing processes, and fostering a culture of environmental responsibility.”

- Geoffrey J. Feil,  
CEO of The Sterno Group



## SUBSIDIARY SPOTLIGHT



Arnold Magnetic Technologies, a global producer of high-performance magnets derived from rare earth materials, partners with Cyclic Materials to bolster sustainability across its supply chain. Arnold is transitioning towards a circular supply chain by reclaiming all elements of its magnets and establishing its first North American rare earth elements supply source. The domestic inventory diverts reliance on foreign entities that have historically provided rare earth materials and advances manufacturing's environmental efficiency. By pioneering recyclability within its production, Arnold substantially decreases both upstream and downstream waste. This sustainable strategy not only reduces the company's own environmental impact but champions sustainability across industries such as high-power density magnets in electric motors. Arnold takes pride in establishing a partnership with Cyclic Materials, aligning its actions with its core sustainability values, and jointly committing to an environmentally responsible future for the industry.

In 2023, Arnold recycled over  
**38,000 lbs.**  
of magnetic swarf and solids with  
Cyclic Materials



“

Arnold Magnetic Technologies values our relationship with Cyclic Materials and their ability to recycle our permanent magnet materials. This allows for a more sustainable Rare Earth product life cycle. As many know, these products are key to electrification of many industries but mining and refining take extensive efforts. With the introduction of Cyclic's capabilities, we are creating not only a greener future supported by electrification, but we are also reducing our mining and refining footprint by recycling our rare earths.”

- **Aaron Williams**, VP Sales and Marketing of Arnold Magnetic Technologies



PrimaLoft’s philosophy is focused on developing innovative, high-performance products that reduce environmental impact through sustainable practices. A key example of the brand’s sustainability strategy is PrimaLoft® P.U.R.E.™ manufacturing technology. Introduced in 2020, PrimaLoft® P.U.R.E.™ seamlessly integrates sustainability into its production process by reducing carbon emissions. Through scientifically driven developments, PrimaLoft modified its fiber recipe, introduced new process technology, and optimized its energy sources to achieve carbon and energy efficiency. PrimaLoft’s impressive line of products not only exemplifies superior quality, but also significantly decreases carbon emissions during production. In 2023, PrimaLoft® P.U.R.E.™ manufacturing technology cut carbon emissions to 41,715 kgs CO<sub>2</sub>e, compared to the projected 227,202 kgs CO<sub>2</sub>e under traditional manufacturing methods. This represents a reduction of 82% for the year.

PrimaLoft’s commitment to sustainability extends beyond advancements in manufacturing technology. PrimaLoft has a long-standing practice of incorporating recycled material into its high-performance products. In 2023 alone, 152,077,023 plastic bottles were saved from entering oceans

and landfills through PrimaLoft’s use of recycled material. An additional benefit of utilizing recycled materials is a reduction in carbon emissions compared to the use of virgin materials. The use of recycled material resulted in a drastic reduction in PrimaLoft’s carbon footprint. In 2023, using recycled polyester reduced PrimaLoft’s carbon emissions by 6,350,736 kgs CO<sub>2</sub> compared to expected emissions from non-recycled material, a 72% decrease.

PrimaLoft diligently evolves its sustainable technology within its product range to address pressing climate concerns, demonstrating a steadfast dedication to environmental stewardship and responsibility.



### P.U.R.E. Manufacturing Carbon Footprint Impact 2023

*P.U.R.E. Manufacturing (Actual)*

41,715 kgs CO<sub>2</sub>e

*Standard Manufacturing (Actual)*

227,202 kgs CO<sub>2</sub>e

*Recycled Materials (Actual)*

2,520,245 kgs CO<sub>2</sub>e

*Standard Manufacturing (Actual)*

8,870,981 kgs CO<sub>2</sub>e

“

Our commitment to sustainability is backed by our brand’s purpose to unleash the full potential of people, products, and the planet. We are always innovating in an effort to reduce our impact. Sustainability is not only a core value for our brand, it’s also a significant driver for stakeholders across our business segments, our brand partners, our consumers and our company.”

- Anne Cavassa, President and CEO of PrimaLoft



# marucci

Throughout the years, Marucci<sup>6</sup> has been dedicated to advancing sustainability within its organization. In an effort to reduce waste, Marucci developed the Wildcard Program to recycle extra leather pieces left over from custom gloves. These leather pieces are integrated in the production of repurposed gloves which are sold at a reduced price. In 2023 alone, Marucci repurposed and sold 735 gloves through the Wildcard Program. “Utilizing scraps of leather that would otherwise be discarded, each glove is a completely unique combination of perfectly imperfect leather. Leather is a natural material - complete with imperfections, wrinkles, and variations in color. Every glove is unique, tells its own story, remains a complete mystery until the box is opened and helps reduce material waste on a global scale,” stated Eric Walbridge, Marucci’s VP of Soft Goods and creator of the Wild Card program.

Marucci furthers its sustainability commitment through its aluminum bat warranty and recycling program. Under Marucci’s warranty, the collected aluminum bats are taken to a local recycling facility. Throughout the 2023 year, Marucci has proudly recycled an estimated 6,000 aluminum bats.

<sup>6</sup> CODI divested its Marucci Sports LLC Subsidiary on 11/15/2023.





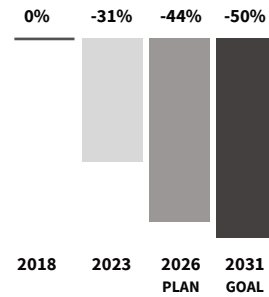
**DIALED IN.  
PRECISION FIT.**

BOA®, the creator of the revolutionary, award-winning, patented BOA® Fit System, not only partners with market-leading brands to enhance gear performance but also places sustainability at the core of its business model. BOA strives to be a positive environmental steward committed to the well-being of the planet for future generations. The reduction of plastic and transition to more sustainable materials is materially reducing BOA’s CO<sub>2</sub> emissions and impact on the earth.

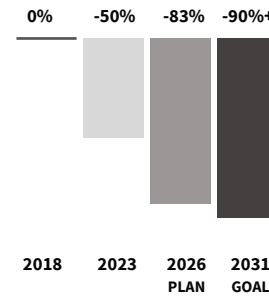
In 2023, BOA used 31% less plastic and reduced production waste by 50% versus its 2018 baseline (as a percent of volume). This has resulted in more than 2,600 tons of plastic material being diverted from landfills in the last five years. BOA is also committed to eliminating the use of virgin fossil fuel plastics from BOA products and packaging. In 2023, more than 98% of BOA Fit Systems incorporated recycled content and shipped with 99% recycled or renewably sourced packaging. More than 25% of BOA’s plastic was derived from recycled or renewable sources in 2023, with a target of reaching 58% by 2026, and 100% by 2031.

## Plastic and Waste Reduction

### PLASTIC AND WASTE REDUCTION

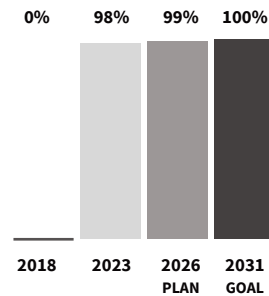


### OVERALL WASTE REDUCTION

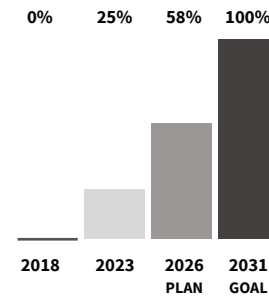


## Increased Recycled and Renewable Materials Usage

### PRODUCT + PACKAGING SUSTAINABLE MATERIALS



### PRODUCT + PACKAGING PLASTIC SUSTAINABLE MATERIAL %



“

I am proud of our team’s progress—dramatically reducing our overall plastic usage and making significant progress toward a shift to renewable and recycled materials and energy. That said, we are not satisfied and will continue challenging ourselves and our partners to reduce our carbon footprint while pushing the boundaries of human performance.”

- R. Shawn Neville, CEO of BOA

# Attracting and Retaining World-Class Talent

## Continuous Learning Opportunities

We are dedicated to creating a workplace that nurtures talent, rewards initiative, and celebrates diversity of thought. We understand that our people are our most valuable asset, and we are committed to their professional and personal development.

- **Conferences and Events:** To align with our commitment to professional development, we offer support for employees interested in attending industry conferences, events, and similar activities.
- **Ongoing Education and Certification:** We reimburse all employees expenses related to maintaining licenses or certifications, including continuing professional education expenses.

## Employee Development

We believe that our role as an employer includes the professional development of our employees.

- **Career Progression Planning:** Our departments are actively rolling out career progression frameworks that can serve as a roadmap for various positions within the organization.

**95%** Over the past five years, CGM has achieved an impressive 95% retention rate

These frameworks are dynamic tools that help employees visualize their potential career paths and understand the competencies required at each level.

- **Performance Reviews: A Holistic Approach:** We conduct formal performance reviews mid-year and at year-end to ensure employees receive structured feedback. However, we believe in the power of continuous dialogue and managers are encouraged to have real-time, constructive conversations with their teams throughout the year, promoting a culture of continuous improvement and engagement.



# Attracting and Retaining World-Class Talent CONTINUED

## Employee Engagement Survey

Employee engagement is vital to our firm's success. Recognizing that engaged employees boost productivity and focus, and feel increased loyalty, we conducted an annual employee engagement survey. This survey is critical first and foremost because it provides an anonymous platform for our employees to have a voice. It also shows us as an organization areas of focus or improvement, and gives us vital information about how we can enhance the workplace by driving engagement and inclusivity. We are committed to being responsive to and taking action on employee feedback in the survey.

“

We are deeply proud that Compass Group Management has been officially certified as a Great Place to Work.”



97% of employees agree with the statement, "Taking everything into account, I would say this is a great place to work"

94% of employees agree with the statement, "I'm proud to tell others I work here"

# Supporting Health and Well-Being

At Compass Diversified we believe our team is one of our greatest assets, so it is only natural that we are committed to investing in the well-being of our employees. Our goal is to take a holistic approach to employee wellness, spearheaded by our CEO, who is passionate about supporting and enhancing our employees' physical and mental well-being.

**We have an array of initiatives dedicated to improving the well-being of our employees.**

**76%** of employees participated in Health and Wellness Month

Each year we dedicate the entire month of November to Health and Wellness. Throughout the month, we offer a variety of activities, workshops, and resources designed to promote physical and mental health among our team members. Our overarching goal is to foster a supportive and healthy work environment all year round where our employees can thrive, both personally and professionally.



*West Coast Wellness Room, Recovery Room*

In our west coast office, we have created a “Recovery Room” to improve employee well-being. This space can be used to recover after a workout, or to simply take a break from a busy work day. It offers amenities like a reclining chair, yoga area, red light therapy, a Normatec recovery system, and an essential oil diffuser for relaxation and rejuvenation. It also features noise-canceling headphones with an iPad equipped with the Calm and Spotify apps so employees can personalize their relaxation experience. Designed with mental health and wellness in mind, the room also accommodates nursing mothers with privacy and a mini fridge, showcasing our commitment to a supportive and inclusive workplace.

“

Compass makes health and well-being accessible to all employees through the various perks offered at the office. The healthy meals from the personal chef, relaxing breaks through massage therapy, and engaging workouts with the personal trainer allow me to feel and perform my best throughout the week and helps promote a healthy work-life balance.”

- Phoebe Madsen, Senior Associate

94% of employees agree with the statement, “I feel that Compass cares about my health and well-being”

# Supporting Health & Well-being CONTINUED

## Benefits

We place our employees at the heart of everything we do, including offering a robust benefits package with 100% employer-paid health premiums, generous employer matches for 401k contributions, and extensive educational and health and wellness support, we ensure our team is equipped for both professional and personal well-being. Our commitment is more than a list of benefits. It's a reflection of our belief in the value and potential of every individual in our diverse workforce.



### Benefits at a Glance<sup>7</sup>

|                                                            |                                         |                                             |
|------------------------------------------------------------|-----------------------------------------|---------------------------------------------|
| 100% employer paid premiums for medical, dental and vision | Short & Long Term Disability            | Pet Insurance                               |
| Continuing Education Opportunities                         | Health Reimbursement Account            | 401k Employer Match                         |
| Gym Access/ Reimbursement                                  | Paid Lunches/Daily Cooked Healthy Meals | Accidental Death and Dismemberment Coverage |
| Paid Volunteer Days                                        | Massages                                | Wellness Day                                |
| Open Position Referral Bonus Plan                          | EAP Program                             | Health and Wellness Month                   |
| Pet Friendly Office                                        | Ergonomic Workspace                     |                                             |

<sup>7</sup> Benefits only apply to full time CGM employees

# Encouraging Diversity and Inclusion of People and Thought

## Board Diversity

CODI champions the belief that diversity in both people and thought begins with leadership, which has propelled our efforts to seek to include individuals from varied backgrounds on CODI’s Board. The Board’s Nominating and Corporate Governance Committee includes diversity in its criteria for selecting and evaluating director candidates. Annually, the Board undertakes a self-evaluation process to gauge the impact of its

initiatives, including its diversity initiatives. Since 2022, our Board has added three female directors, and currently includes one director that identifies as LGBTQ+ and one director that identifies as being a member of an underrepresented group<sup>8</sup>. Moreover, the Board advocates for equitable representation among senior leadership and key positions throughout our entire organization.

## 2023 Demographic Stats

- 40% of senior leadership are female
- 50% of CGM employees are female
- 22% of CGM employees identify as members of underrepresented groups

<sup>8</sup> Defined as an individual who self-identifies as one or more of the following: Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or two or more races or ethnicities. We track and report on ethnicity only for U.S. employees, due to foreign regulatory and privacy laws.

## CGM Demographics at a Glance

We are firmly dedicated to transparently communicating our progress as we move forward on this important journey. Our commitment to DEI is an ongoing process, and we will work diligently

to foster an environment where every individual, regardless of their background, can thrive and contribute to our collective success.



# Encouraging Diversity and Inclusion of People and Thought CONTINUED

## Advancing DEI through Leadership Development

Understanding the vital role that diversity, equity, and inclusion (DEI) play in creating a vibrant workplace, CGM commits to a culture where diversity in backgrounds, experiences, and viewpoints is not just welcomed but seen as a key driver of our success.

To this end, we have dedicated resources to offer executive coaching to our leadership team, a strategic initiative aimed at amplifying leadership skills while nurturing a culture that values and actively seeks out diversity in thinking. This coaching is crucial for developing an inclusive atmosphere, where leaders are encouraged to appreciate and apply a broad spectrum of ideas, thereby supporting the organization’s objectives and achievements.

In December 2023, we conducted a leadership development session for our senior management, utilizing personality assessment tools from Myers-Briggs and DiSC™. These tools helped our leaders gain insights into their styles and methods of

communication. This approach acknowledged the pivotal role diverse viewpoints play in sparking innovation and propelling the organization forward. Far from being just self-improvement tools, these assessments are fundamental to our DEI strategy, highlighting our dedication to fostering a workplace where diverse thoughts are valued and embraced.

## Career Development and Embracing Diversity

We firmly believe that by cultivating an environment where all employees feel valued, respected, and empowered, we can unlock the full potential of our workforce and drive positive change within our organization and beyond. As part of our ongoing commitment to professional development and fostering a culture of inclusivity, in 2023 CGM hosted the first of a series of fireside chats with a member of the CODI Board, Teri Shaffer. In this session, CGM employees gained insights into the crucial role a diverse workforce plays in an organization’s success and heard about Teri’s personal journey in advocating for diversity in senior roles.

**100%** females stated that “people here are treated fairly regardless of gender”

“Diversity and inclusion go hand in hand; without inclusion, diversity loses its impact.”  
- Teri R. Shaffer, CODI Board Member





## SUBSIDIARY SPOTLIGHT



Ergobaby is committed to building and understanding diversity, equity, and inclusion on every level within its organization. By equipping its leaders with DEI-focused Executive Leadership Training, Ergobaby expands awareness of DEI topics including unconscious bias, socialization and oppression, power privilege and allyship, and DEI organizational action planning. For example, in 2022, one of its executives became a Certified Diversity Executive, further building DEI expertise in its leadership. Training at the top level of the organization has and will help Ergobaby clearly identify strategic DEI objectives that drive innovation and business priorities. In addition, with most employees being women, Ergobaby is committed to having women work at every level of its company. In 2023, 72% of promotions were awarded to women for management and senior leadership roles, marking significant progress in the advancement of women across various departments including marketing, sales, operations, and creative/design.

Furthermore, Ergobaby furthers its DEI strategy through its Body Inclusivity and Representation marketing initiative. Embracing the beauty and uniqueness among people, Ergobaby seeks to ensure that the community it serves feels represented

and valued in Ergobaby's marketing visuals. Recognizing the impact of marketing, Ergobaby not only positions diversity and inclusivity as an accurate visual representation of its customer base but as an approach to foster connection with its customers.

Ergobaby places pride in the individual differences of its employees, recognizing their valuable contribution to the company's dynamic culture and overarching success. Prioritizing DEI underscores Ergobaby's commitment to fostering diversity, equity, and inclusion as a foundation of excellence within the organization.



“

I am incredibly proud of the work being done here, not only through our products and education but through curious learning and valuing each other as humans wanting to make a long and lasting positive impact on the world.”

- Michele Ferren, Senior Director,  
People & Diversity of Ergobaby

# Community Partnerships

## Our Community Strategy Framework

Partnering with organizations in our communities is a core element of our commitment to corporate social responsibility. In 2023, recognizing the need for a structured approach, we took a step forward by establishing a Community Partnerships Framework. This framework serves as a guide, ensuring that our community impact initiatives align with the overarching Company’s ESG Framework and reflect our core values.

At the heart of this framework, we identified three key pillars: Inclusive Education, Holistic Well-being, and Ethical Sustainability. These

pillars represent our dedication to making a meaningful impact in areas that matter most to our stakeholders and the communities we serve. Our commitment to these pillars directs our attention to organizations that champion Inclusive Education, prioritize Holistic Well-being, and embody the principles of Ethical Sustainability.

As we continue to evolve our Community Partnerships Framework, we remain committed to making a positive and sustainable impact on the communities we serve, driven by the principles of inclusivity, well-being, and ethical stewardship.

Our commitment to social responsibility extends deep into our community as we forge partnerships with local businesses and not-for-profit organizations united by the shared mission of educating and upskilling individuals in our neighborhoods. Through initiatives like mentorships, internships, and various skilled volunteering opportunities, we aim to empower and uplift the communities we serve.

### Inclusion Education



Support organizations that address industry challenges by reducing the educational barriers

### Holistic Well-Being



Support holistic well-being for people and our communities

### Ethical Sustainability



Support organizations that mitigate environmental issues in a responsible way

# Community Partnerships CONTINUED



## Orange County Rescue Mission

In 2023, we took significant strides to enhance our community impact by collaborating with the Orange County Rescue Mission. Our involvement included participating in the job workshops it offers to students in their program. Our employees played an important role, providing interview preparation training to participants in the program. Engaging in mock interviews, our team offered valuable feedback and tips for success, arming these students with the skills and confidence needed to navigate real-world job interviews. In addition to participating in the job workshops, our West Coast office also hosted a summer family volunteer day at the Orange County Rescue Mission’s Double R Ranch, where our employees and their families dedicated their time to assist in projects on the facility grounds where unhoused families live and work.



# Community Partnerships CONTINUED



In the fall of 2023, for the twelfth year in a row, employees and their families from our East Coast Office supported our long-time partner, Bridgeport Rescue Mission in Connecticut, by volunteering their time to help the Mission distribute turkey dinner meal kits to families in need within the Bridgeport community. Each family receives a kit comprised of a turkey and other essential items for a Thanksgiving dinner.



Our remote employees partnered with Northern Kentucky’s “Be Concerned Food Pantry”, where our employees spent the day volunteering to put together a selection of food from the free food bank for local families in need. Our team members worked with individual families to help them “shop” from the pantry, choosing from a selection of canned goods, pasta, bread, cereal, milk, eggs, frozen meat, and fresh vegetables, helping the center meet its goal of feeding 1,500 families each month with 60-70 pounds of free food per family.



## 84% employee participation rate in our Compass Volunteer days in 2023

“ In my experience, working for a company that incorporates corporate social responsibility increases a sense of pride and loyalty.”

- Jonlynn Vancho, Executive Assistant

# Community Partnerships CONTINUED

## Matching Gifts Program

Under the Matching Gifts Program, our Company matches individual contributions, dollar for dollar, up to \$5,000 per contributor each calendar year. This initiative not only empowers our employees to make a difference in areas close to their hearts but also magnifies the collective impact of their generosity. In 2023, we were delighted to see 18 match applications submitted and approved, showcasing the enthusiasm of our employees to contribute to meaningful causes. To foster even greater participation, we promote awareness of the Matching Gifts Program during company town halls, ensuring that every employee is informed and encouraged to take advantage of this opportunity to make an impact. We are deeply invested in supporting our employees’ philanthropic endeavors.

## Purposeful Procurement

CGM is firmly committed to the principles of social and environmental responsibility, and this commitment is reflected in our strategic sourcing practices. In an ongoing effort to procure necessary office items with a heightened consciousness,



we have partnered with Buy Social USA. This organization serves as a crucial link, connecting businesses like us with mission-locked vendors—certified U.S. social enterprises, fair trade organizations, and impact networks that prioritize the well-being of people and the planet.

In 2022, recognizing the transformative potential of social enterprises and purposeful procurement, we conducted a dedicated learning session for our Subsidiaries who expressed interest in these areas. In 2023, we educated our Administrative and Senior Leadership teams on the significance and advantages of intentional office spending. Given that our Administrative Team plays a pivotal

role in office supply procurement, we have made it a central focus to meet quarterly to explore opportunities to expand our social enterprise partnerships. At these quarterly meetings the team reviews an updated social enterprise and social impact vendor list provided by Buy Social USA and the team assesses how and where we can best align with other socially responsible vendors, ensuring that our procurement practices resonate with our commitment to ethical sourcing and social impact.

In 2023, CGM set a goal of consistently purchasing office items from these mission locked businesses. We will continue to expand our impact in 2024 by increasing our socially and environmentally conscious vendor purchase list by 20%. This expansion reflects our ongoing dedication to making responsible choices in our supply chain and reinforcing our mission to support businesses that prioritize ethical and sustainable practices.

As we move forward, our commitment to social enterprise and purposeful procurement remains



steadfast. We view these initiatives not just as ethical practices but as integral components of our corporate identity, driving positive change both within our organization and in the broader business ecosystem. Because of our dedication to these sustainable practices, in 2023 we were the proud recipients of the Catalyst Business Commitment Silver Badge. This badge is awarded to businesses demonstrating their commitment to supporting mission-locked vendors through intentional purchasing or pro-bono services.

“ The support CGM extends to their employees goes above and beyond with our Matching Gifts Program. The organization is proud of our dedication to generosity and takes the extra step to invest in the impact our employees leave.”  
- Joe Milana, Chief Administrative Officer, Executive Vice President of Finance of CGM



Sterno, a trusted pioneer of portable food-warming products for over 100 years, has been a long-standing partner with Mercy Chefs. Mercy Chefs is a non-profit disaster and relief organization that provides professionally prepared, restaurant-quality meals to victims, volunteers, and first responders in natural disasters and national emergencies. Mercy Chefs furthers its mission by partnering with like-minded organizations to provide food services in underserved communities nationwide. Since partnering with Mercy Chefs in 2017, Sterno has enhanced meal deliveries, productivity, and service while directly supporting its mission to alleviate food insecurity and provide disaster relief. In addition to annual financial contributions, Sterno routinely donates customized insulated food carriers, portable warming equipment, and sanitation products to Mercy Chefs to ensure proper food safety during distribution. These customized insulated food carriers were designed and manufactured by collaborating with Mercy Chefs staff. Sterno looks forward to continuing its partnership with Mercy Chefs.

“

Sterno is one of our most faithful, long-term corporate partners. Their food warming & transport products have taken us to the next level in terms of our distribution capacity because we can send more meals out to further away places while keeping with the safest time and temperature controls.”

- Mercy Chefs

“

Sterno is delighted to partner with Mercy Chefs to provide restaurant-quality meals to victims, volunteers, and first responders in natural disasters and natural emergencies.”

- Geoffrey J. Feil, CEO of The Sterno Group





5.11, known for its high-quality technical apparel and gear for law enforcement, first responders, military personnel, and consumers, is deeply committed to the well-being and engagement of its employees. In 2023, the company introduced the MoveSpring Mobile app—a user-friendly platform designed to promote wellness for employees worldwide through fun activities and challenges. This initiative encourages regular movement while fostering friendly competition with pre-set and custom challenges, including step counts, active minutes, hydration goals, and meditation. Building on this success, in early 2024, 5.11 officially launched a two-week fitness challenge on the app called “The Stick to Wellness Challenge”. Participants are required to complete between 5,000 and 15,000 steps a day. After completing the challenge, one of the participants expressed that their favorite part was, “Just having the extra motivation to move! Checking in on the app and the challenge was exciting and fun to take part in a group.”

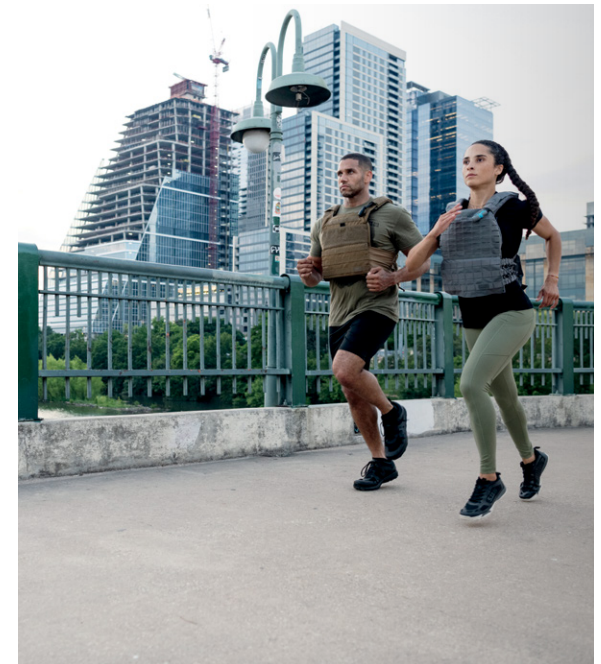
Additionally, the app features a chat function, a wellness content library, and tools like a step/calorie converter, facilitating not only physical and mental health improvement but also enhancing global team connections. By aligning

“

At 5.11, we are Family and we believe in growing our team members both professionally AND personally with a high focus on their overall well-being. We are intentionally creating a wider space for wellness activities, ensuring they are accessible across every business unit in our organization. As a result, we see more personal connections with co-workers, healthy competition and fun, enhanced physical and mental wellness, increased engagement, and even more innovation! By focusing on access to wellness we help unlock that next level for our employees both at home and at work.”

- **Shannon Rocheleau Hill**, Vice President, People & Culture of 5.11

this wellness platform with its brand, 5.11 seeks to uplift morale, increase engagement, and provide employees with enjoyable opportunities to connect beyond work, fostering a tight-knit global community.



## SUBSIDIARY SPOTLIGHT

# marucci

Marucci, a company founded and operated by current and former Big Leaguers, offering baseball and fastpitch bats, apparel, gloves, and accessories, champions women athletes to drive inclusivity and authentically grow the game through an array of partnerships and sponsorships. The Women's Pro Fastpitch League partners with Marucci to provide high quality equipment to leading softball players to support their athletic careers. One of Marucci's signed athletes, Amanda Lorenz, shared, "Marucci's focus on having a bigger presence in softball stands out to me. They see the value in our sport and us as professional softball players. They are willing to listen and it's important to me to feel like my voice is heard. This partnership feels much more like a relationship in which my voice matters and I am helping them continue to grow their presence in the fastpitch space."

Marucci also supports Athletes Unlimited – a professional all-women sports league centered around building a strong community of women athletes. Marucci provides these athletes with discounted gear, retail credit, and custom player packages.

Beyond supporting established women athletes, Marucci also encourages young female athletes at

the beginning of their careers. Marucci sponsors three teams in the Alliance Fastpitch Stars of Tomorrow event to develop young girls' technical skills and future potential. Marucci is dedicated to supporting young women athletes' training and development while fostering their commitment and love for the sport.





## SUBSIDIARY SPOTLIGHT

# LUGANO<sup>®</sup>

DIAMONDS

Lugano Diamonds & Jewelry, a leading designer, manufacturer, and retailer of high-end jewelry, prioritizes its relationship between business and community. By donating \$2.5 million to the Orange County Museum of Art (OCMA), Lugano has enabled the museum to offer free admission through October of 2031, in an effort to make art accessible to all. In 2023, CGM's ESG Team partnered with OCMA and Lugano to create a Social Return on Impact (SROI) report to assess the social and economic value created by offering free admission to all OCMA visitors. To estimate the value of free admission, the ESG Team at CGM volunteered to analyze the impacts. The report discovered that offering free admission to the museum made all visitors feel welcomed, valued, and included. When examining the overall social return on investment<sup>9</sup> it was estimated that approximately \$26.63 in social value was created from every dollar invested. Lugano's commitment to social responsibility and its substantial donation to OCMA not only eliminated financial barriers to cultural participation but also played a critical role in creating an inclusive and creative environment



that benefits the entire community. Lugano Diamond's COO and Co-Founder, Idit Ferder, stated, "Lugano Diamonds values the connection we share with the communities we call home. It is with joy and a deep sense of purpose that we extended the gift of free admission to OCMA, inviting residents and visitors alike to partake in the enriching experience of artistic expression. We believe inspiration should be accessible to all, and we're proud to facilitate that opportunity."



<sup>9</sup> SROI is a framework for measuring and accounting for the broad concept of value that incorporates social, environmental, and economic benefits. SROI places a value on the amount of change resulting from the program and looks at the value created for all stakeholders. It estimates the monetary value of the change and compares this value to the investment required to achieve it, resulting in an SROI ratio. It takes standard measures of economic return a step further by placing a monetary value on social returns. The assessment was performed per the Social Value UK SROI Principles and Methodology.



**DIALED IN.  
PRECISION FIT.**

BOA's community partnerships are a key focus area within its Social Responsibility program. Through strategic nonprofit partnerships, BOA brings together an ecosystem of organizations - connecting the company's values and people to the broader community and magnifying the impact. With a global footprint, the strategy focuses on increasing access to the outdoors, education, careers in science, technology, engineering and math (STEM) and the outdoor industry, as well as environmental stewardship.

Annually, all BOA offices around the world organize all-company volunteer days to support local and strategic non-profit partners.

### Community Spotlight

**Big Brothers, Big Sisters of Colorado (BBBSC):** BOA is committed to its partnership with Big Brothers Big Sisters of CO with programmatic support and thought partnership, trust-based philanthropy, and board participation. For three years BOA has partnered with BBBSC on the annual Career Possibilities Day, a program that introduces students to careers in STEM and the outdoor industry. Participating students receive laptops and backpacks at program completion, as well as access to information and resources to accelerate their education and career journey. BOA also supports the BBBSC Sports Buddies program, enabling events that increase exposure and access to outdoor recreation.

“

Social Responsibility and Community are deeply embedded in BOA's values, this is proven time and time again through the energy, efforts, and support of our global team, all striving to make a positive impact on the communities around them.”

- Sarah Diamond, Vice President of People and Culture of BOA

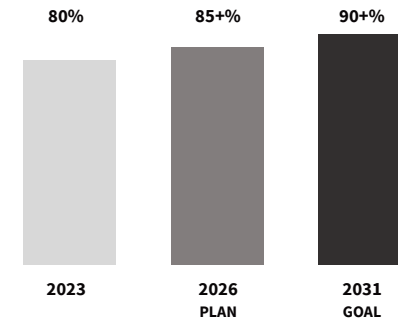
BOA is an inclusive global team that trusts and cares for its employees, partners, the community and the environment.

Our employees are deeply engaged and passionate about BOA's leadership in social responsibility, which is reflected in their very high volunteer rate, belief in the company's commitment and initiatives to improve inclusion and diversity, and deep partnerships with suppliers to ensure their employee health and welfare, safety, and wage practices meet or exceed defined standards.



### COMMUNITY

#### % EMPLOYEES PARTICIPATION IN BOA®-LED VOLUNTEER OPPORTUNITIES



# Message from Zoe Koskinas, Head of ESG



As we conclude our sustainability report, I want to extend my gratitude to the entire team and our Subsidiaries for their invaluable support, contributions, and collaborative spirit. Your dedication has played a pivotal role in shaping our sustainability initiatives and driving progress across our organization. Our Subsidiaries' active involvement in this process and their alignment with our sustainability framework has been fundamental in promoting sustainability as a core value. Each one of our Subsidiaries is pushing and innovating and it is a pleasure to partner with each of them.

Since our Company's inception, ESG has been part of our organization's DNA, which made it easier to put structure around our initiatives. While our ESG Team is relatively new, we have already made significant strides. It is also crucial to acknowledge that the work we have done would not be possible without the authentic engagement from our Board, CEO, leadership team, and the enthusiasm of all employees. Their unwavering dedication and passion for sustainability have been the driving force behind our progress.

In early 2022, we created the ESG Team and we got to work establishing our ESG Framework, which defines our approach to ESG, our strategic goals, and our key metrics for reporting. Our framework revolves around two core pillars: 'Future Thinking for our People and Planet' and 'Being a Trusted Partner with All Key Stakeholders.' Throughout 2023, we focused on implementing this strategy and embedding these pillars into our operations. Through collaboration with our Subsidiaries, we have gathered crucial ESG data and fostered ongoing discussions on ESG-related topics. This data forms the basis for monitoring progress and effectively identifying opportunities and risks. Additionally, we have established a framework for community partnerships to guide and enhance our partnership strategy and optimize our relationships. To further embed ESG considerations

into our investment process, we have developed new tools for our investment team. These highlights mark just the beginning of our ESG journey as we continue to refine our strategy.

As we navigate the evolving landscape of ESG, it is essential to recognize the continuous evolution of regulations and standards that shape sustainability. My team and I are committed to evolving our strategy, aligning with the latest benchmarks and best practices, and being agile in driving progress.

As we look toward the future, we strive to remain adaptable in the face of market challenges while strengthening our relationships through our shared sense of purpose. We are eager to capitalize on emerging market trends and our strong performance for future growth opportunities. Over time, we have learned that global challenges can also spark new ideas and innovative solutions. Acknowledging our desire to disrupt today and define tomorrow, we are committed to push, lead, and change the industry with the goal of becoming the model choice.

A handwritten signature in black ink that reads "Zoe Koskinas". The signature is fluid and cursive.

Zoe Koskinas  
Vice President & Head of ESG

# Appendix

|                         |                                                                                                                                                              |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Statement of use</b> | Compass Diversified has reported the information cited in this GRI content index for the period 01/01/2023 - 12/31/2023 with reference to the GRI Standards. |
| <b>GRI 1 used</b>       | <b>GRI 1: Foundation 2021</b>                                                                                                                                |

| GRI STANDARD                           | DISCLOSURE                                                           | LOCATION                                                                                                                                                                                             |
|----------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 2: General Disclosures 2021</b> | 2-1 Organizational details                                           | 2023 Sustainability Report, About this Report<br>2023 Sustainability Report, About Compass Diversified<br><a href="#">2023 Compass Diversified Form 10-K</a>                                         |
|                                        | 2-2 Entities included in the organization’s sustainability reporting | 2023 Sustainability Report, About this Report<br>2023 Sustainability Report, About Compass Diversified<br><a href="#">2023 Compass Diversified Form 10-K</a>                                         |
|                                        | 2-3 Reporting period, frequency and contact point                    | 2023 Sustainability Report, About this Report<br>For more information on our annual Sustainability Report, please email <a href="mailto:zoe@compassdiversified.com">zoe@compassdiversified.com</a> . |
|                                        | 2-4 Restatements of information                                      | None                                                                                                                                                                                                 |
|                                        | 2-5 External assurance                                               | Compass Diversified’s consolidated financial statements are externally audited by Grant Thornton LLP.<br>2023 Sustainability Report, ESG Oversight                                                   |
|                                        | 2-7 Employees                                                        | 2023 Sustainability Report , About This Report<br>2023 Sustainability Report, Encouraging Diversity and Inclusion of People and Thought                                                              |
|                                        | 2-8 Workers who are not employees                                    | Compass Diversified does not materially rely on workers who are not employees                                                                                                                        |

# Appendix CONTINUED

| GRI STANDARD | DISCLOSURE                                                                       | LOCATION                                                                                                                                                                          |
|--------------|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              | 2-9 Governance structure and composition                                         | 2023 Sustainability Report, ESG Oversight<br><a href="#">2024 Compass Diversified Proxy Statement</a> , p. 4-18                                                                   |
|              | 2-10 Nomination and selection of the highest governance body                     | <a href="#">2024 Compass Diversified Proxy Statement</a> , p. 16-19                                                                                                               |
|              | 2-11 Chair of the highest governance body                                        | <a href="#">2024 Compass Diversified Proxy Statement</a> , p. 14                                                                                                                  |
|              | 2-12 Role of the highest governance body in overseeing the management of impacts | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight<br>2023 Sustainability Report, Stakeholder Group and Engagement Activity |
|              | 2-13 Delegation of responsibility for managing impacts                           | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight                                                                          |
|              | 2-14 Role of the highest governance body in sustainability reporting             | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight                                                                          |
|              | 2-15 Conflicts of interest                                                       | <a href="#">Compass Diversified Code of Ethics</a><br><a href="#">2024 Compass Diversified Proxy Statement</a> , p. 20-22                                                         |
|              | 2-16 Communication of critical concerns                                          | <a href="#">Compass Diversified Code of Ethics</a><br><a href="#">2024 Compass Diversified Proxy Statement</a> , p. 20-22                                                         |
|              | 2-17 Collective knowledge of the highest governance body                         | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight                                                                          |
|              | 2-19 Remuneration policies                                                       | <a href="#">2024 Compass Diversified Proxy Statement</a> , 27-28, 41                                                                                                              |
|              | 2-20 Process to determine remuneration                                           | <a href="#">2024 Compass Diversified Proxy Statement</a> , 27-28, 33-36                                                                                                           |

# Appendix CONTINUED

| GRI STANDARD                       | DISCLOSURE                                              | LOCATION                                                                                                                                                                                                             |
|------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | 2-22 Statement on sustainable development strategy      | 2023 Sustainability Report, Insights from Elias Sabo, CEO and Partner<br>2023 Sustainability Report, Message from Head of ESG                                                                                        |
|                                    | 2-23 Policy commitments                                 | 2023 Sustainability Report, ESG Oversight<br><a href="#">Compass Diversified Code of Ethics</a><br><a href="#">Compass Diversified Policy on Human Rights and Labor</a><br>Compass Diversified Citizenship Statement |
|                                    | 2-24 Embedding policy commitments                       | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight                                                                                                             |
|                                    | 2-25 Processes to remediate negative impacts            | <a href="#">Compass Diversified Code of Ethics</a>                                                                                                                                                                   |
|                                    | 2-26 Mechanisms for seeking advice and raising concerns | 2023 Sustainability Report, Ethics and Integrity<br>Compass Diversified Ethics and Compliance Hotline                                                                                                                |
|                                    | 2-27 Compliance with laws and regulations               | 2023 Sustainability Report, Ethics and Integrity                                                                                                                                                                     |
|                                    | 2-29 Approach to stakeholder engagement                 | 2023 Sustainability Report, Our ESG Approach<br>2023 Sustainability Report, Stakeholder Group and Engagement Activity                                                                                                |
| <b>GRI 3: Material Topics 2021</b> | 3-1 Process to determine material topics                | 2023 Sustainability Report, Our ESG Approach                                                                                                                                                                         |
|                                    | 3-2 List of material topics                             | 2023 Sustainability Report, Our ESG Approach                                                                                                                                                                         |

# Appendix CONTINUED

| GRI STANDARD                                | DISCLOSURE                                                                                               | LOCATION                                                                                                                                                |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 205: Anti-corruption 2016</b>        | 205-1 Operations assessed for risks related to corruption                                                | 2023 Sustainability Report, ESG Oversight<br>2023 Sustainability Report, CGM Senior Leadership Oversight<br>2023 Sustainability Report, Risk Management |
|                                             | 205-2 Communication and training about anti-corruption policies and procedures                           | 2023 Sustainability Report, Ethics and Integrity                                                                                                        |
|                                             | 205-3 Confirmed incidents of corruption and actions taken                                                | No material incidents to report                                                                                                                         |
| <b>GRI 305: Emissions 2016</b>              | 305-1 Direct (Scope 1) GHG emissions                                                                     | 2023 Sustainability Report, Climate Action                                                                                                              |
|                                             | 305-2 Energy indirect (Scope 2) GHG emissions                                                            | 2023 Sustainability Report, Climate Action                                                                                                              |
|                                             | 305-3 Other indirect (Scope 3) GHG emissions                                                             | 2023 Sustainability Report, Climate Action                                                                                                              |
| <b>GRI 401: Employment 2016</b>             | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2023 Sustainability Report, Attracting and Retaining Talent                                                                                             |
| <b>GRI 404: Training and Education 2016</b> | 404-2 Programs for upgrading employee skills and transition assistance programs                          | 2023 Sustainability Report, Attracting and Retaining Talent                                                                                             |
|                                             | 404-3 Percentage of employees receiving regular performance and career development reviews               | 2023 Sustainability Report, Attracting and Retaining Talent<br>All CGM full time employees receive mid-year and year-end performance reviews            |

# Appendix CONTINUED

| GRI STANDARD                                         | DISCLOSURE                                                                                     | LOCATION                                                                              |
|------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees                                             | 2023 Sustainability Report, Encouraging Diversity and Inclusion of People and Thought |
| <b>GRI 413: Local Communities 2016</b>               | 413-1 Operations with local community engagement, impact assessments, and development programs | 2023 Sustainability Report, Community Partnerships                                    |



# Legal Disclaimer

Compass Diversified Holdings, a Delaware statutory trust, which we refer to as the Trust, owns its businesses through Compass Group Diversified Holdings LLC, a Delaware limited liability company, which we refer to as the Company. Except where the context indicates otherwise, “we,” “us,” and “our” refer collectively to the Company and the Trust. References to “shareholders” refer to shareholders of the Trust. The Company does not employ any personnel. References herein to “our” or the “Company’s” or “CODI’s” or similar terms as related to employees, team members, our ESG Team, our investment team, management, and leadership, refer to employees of our external manager, Compass Group Management LLC, which we refer to in this report as CGM. This report contains “forward-looking” statements within the meaning of the applicable securities laws and regulations, including Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, regarding the Trust, the Company and the Company’s Subsidiaries. Forward-looking statements include, but are not limited to statements related to goals, targets and commitments, and any other statements with regard to the Company’s and/or Subsidiaries future performance and operations.

Goals, targets, and commitments, including the ESG goals and related timelines set forth in this report, are aspirational, subject to change, and not guarantees or promises that any or all goals, targets, and commitments will be met. Such goals, targets and commitments are not binding on the Company’s decisions regarding acquisitions and/or the Company’s management of its Subsidiaries, and any reference herein to environmental or social considerations is not intended to qualify our duty to maximize returns for our shareholders. The analysis involved in determining whether and how certain initiatives may contribute to such goals is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree as to whether certain projects or investments contribute to a particular goal, target, or commitment. There can be no assurance that the Company’s ESG policies and procedures as described in this report, including policies and procedures related to responsible investment or the application of ESG-related criteria or reviews to the investment process, will be successfully implemented or continue; such policies

and procedures could change, even materially, or may not be applied to a particular investment. The Company is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its ESG goals, initiatives, policies, and procedures based on cost, timing, or other considerations. Statements about ESG initiatives or practices related to our Subsidiaries do not apply in every instance and depend on factors including, but not limited to, the relevance or implementation status of an ESG initiative to or within the Subsidiary; and other factors as determined on a case-by-case basis. ESG factors are only some of the many factors the Company considers in making an investment, and there is no guarantee that the Company’s consideration of ESG factors will enhance long-term value and financial returns for investors. To the extent the Company engages with its Subsidiaries on ESG related practices and potential enhancements thereto, there is no guarantee that such engagements will improve the long-term value of the Subsidiary. In addition, the act of selecting and evaluating material ESG factors is subjective by nature, and there is no guarantee that the criteria utilized or judgment exercised by the Company will reflect the beliefs or values, internal policies or preferred practices of investors, other stakeholders or with market trends. There can be no assurance that the operations and/or processes described herein will continue, and such processes and operations may change, even materially. The actual investment process used for any or all of the Company’s investments may differ materially from the process described herein.

Forward-looking statements generally are identified by words such as “aim,” “may,” “might,” “will,” “would,” “should,” “expect,” “plan,” “anticipate,” “could,” “intend,” “target,” “project,” “contemplate,” “our goal,” “believe,” “seek,” “estimate,” “predict,” “likely,” “developing,” “potential” “ongoing,” or “continue” or other similar terms or expressions. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance. Actual results could differ materially from those implied or expressed in the forward-looking statements. Forward-looking statements are subject to certain risks, uncertainties and other factors, many of which

are beyond our control and are difficult to predict. These risks and uncertainties include, but are not limited to, the factors and risks detailed in our filings with the Securities and Exchange Commission (“SEC”), including the sections titled “Statement Regarding Forward-Looking Disclosures” and “Risk Factors” of our Annual Report on Form 10-K for the fiscal year ended December 31, 2023 and in other filings with the SEC, including quarterly reports on Form 10-Q and current reports on Form 8-K. In light of the significant uncertainties inherent in the forward-looking information included herein, the inclusion of such information should not be regarded as a representation by us or any other person that our expectations, objectives or plans will be achieved in the timeframe anticipated or at all. Investors are cautioned not to place undue reliance on our forward-looking statements. Forward-looking statements speak only as of the date they are made, and except as required by law, we undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. The inclusion of sustainability and ESG disclosures in this report and in our filings with the SEC does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the SEC’s rules and regulations governing such disclosures. In this report, we are not using such terms as “material” or “materiality” as they are used under the securities or other laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for purposes of this report should not, therefore, be read as equating to any use of the word in other Company reporting or statements.

Certain information contained herein has been obtained from third parties, and in certain cases has not been updated through the date hereof. We have not independently verified the data from these third-party sources in every instance and make no representation with regard to the verification of third-party data, unless explicitly otherwise indicated. While these third-party sources are believed to be reliable, we make no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness, or completeness of any of the information contained herein, and we expressly disclaim any responsibility or liability therefor.





The logo features the text 'COCO LDI' in a serif font with a wood-grain texture. The letters are arranged in two lines: 'COCO' on top and 'LDI' below. A large, stylized bracket shape, also with a wood-grain texture, frames the text from the left and top. The background is a dark, textured surface with a marbled pattern.