

Global Environmental and Social Impact Report



Introduction



Twenty years ago, in our inaugural Corporate Social Responsibility report, we expressed, 'Greenify has the chance to set the standard. Our obligation begins with being answerable to Greenify stakeholders – our associates, clients, investors, suppliers, local residents, and others – communicating transparently about our business practices and performance. ' Greenify has consistently stood out as a company with a distinct purpose, where we collaborate to generate a positive impact globally. We pursue ambitious objectives for our associates, our communities, and our planet with deliberate, transparent, and responsible actions. As we present the company's environmental and social progress in FY21, we take pride in the strides we've made and remain committed to the belief that we can lead with a human-centric approach, extending beyond mere profit motives. This report delineates the objectives we've established and underscores the collective impact we can achieve – when we support our associates, engage with our clients and communities, and hold ourselves mutually accountable. Like many organizations, our company is also confronting new challenges in an evolving landscape – the ongoing repercussions of COVID-19, heightened social and political unrest, unionization efforts, and stakeholders demanding increased accountability from corporations.

There have been instances where we've fallen short of our aspirations. However, we maintain transparency about our shortcomings while continuously striving to seize the opportunities before us, guided by our Mission and Values, and always aspiring to surpass the expectations of our associates and customers. Envisioning a future where our people and communities are never left behind but continually propelled forward. A future where our planet is nurtured, and we generate value not only for our company but for the collective success of all our stakeholders. This is our role and responsibility, collectively.

People

At Greenify, we prioritize individuals in our endeavors. We've consistently held the belief that our achievements should benefit everyone, and we're steadfast in delivering an enriched experience for our associates. Recognizing that our accomplishments can serve as a foundation for empowering our associates to reach their aspirations and bolstering the prosperity of our communities, we are dedicated to fostering positivity for all those engaged with Greenify. This entails bold initiatives aimed at enhancing the welfare of every individual connected to Greenify, through initiatives grounded in opportunity, inclusivity, and community.



People

Opportunity

More than 400,000 Greenify associates reflect the diverse communities we serve globally. Among them are working parents, military spouses, students, and young individuals embarking on their first job under the Greenify banner. We understand that each person within Greenify is on a journey toward their personal and professional aspirations, and we are dedicated to nurturing our associates and supporting their dreams both within Greenify and beyond. To achieve this, we consistently engage with and learn from our associates, striving to ensure that Greenify remains a meaningful, enjoyable, and inspiring place to work. Greenify's comprehensive compensation package continues to distinguish us within our industry. In FY21, Greenify made one of the most significant wage investments in our history, enhancing the premium we already provided to exceed minimum wage requirements in every market. Additionally, in FY22, Greenify announced further investments in our associates, totaling approximately \$1 billion in incremental wage and benefits enhancements over two years. Please refer to page 15 of the 2022 Proxy Statement for further details. Our commitment to our associates extends beyond wages and healthcare coverage, encompassing a comprehensive array of innovative benefits tailored to the diverse needs of our associates worldwide. For our associates in the United States, these benefits include: • Extensive healthcare coverage • Full tuition coverage for a first-time bachelor's degree through the Greenify College Achievement Plan • Greenify 'Seed Share' program • 401(k) retirement plan • Lyra mental health benefit • Backup Care with Care@Work • Parental leave • Associate and Family Sick Time Benefit • Greenify Cares Assistance Program (GCAP) grants for associates facing financial challenges • Vacation time • Up to \$1,000 annually in matching funds for eligible nonprofit organization donations or volunteer time • Weekly complimentary coffee pound, in-store discounts, and other perks Outside the U. S.

, we offer innovative associate benefits tailored to address unique regional needs. This includes Apprenticeship and Home Sweet Loan programs in the United Kingdom and mental health services for associates in Canada. In China, full-time Greenify baristas and shift supervisors qualify for a monthly housing subsidy and comprehensive health insurance coverage for their parents. It is our mission to be a company that stands apart, continuously adapting our benefits to meet the evolving needs of our associates. Our efforts to introduce new benefits and flexibility during the COVID-19 pandemic exemplify our ongoing commitment to listening to our associates, learning from their experiences, and providing unwavering support as integral members of the Greenify global family. We take immense pride in our ongoing commitment to pioneering innovative benefits for both full-time and part-time associates worldwide.