Sustainability Report
2023

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Firebolt Group, Inc. (Firebolt)

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Our Report

Guidelines and Content

Firebolt operates in a space where stakeholders demand the most responsible corporate practices. This report has been created to clearly convey continued efforts to be the most responsible, ethical, inclusive, and transparent organization possible.

Updated and published annually to provide information on the progress and performance of goals, challenges, and trends within the organization and across the industry.

As a company, Firebolt establishes and commits to every possible sustainable action through our three tenets.

- ➔ **Innovation and Excellence**
- ➔ **Inclusion and Equality**
- ➔ **Nature and Well Being**

The report covers Firebolt's fiscal year of January 1 to December 31, 2022, unless otherwise noted, with all monetary figures being reported in USD$ unless specifically stated.

Data reported will reflect the most accurately calculated information as gathered using developing internal methodologies, external conversion factors and third-party figures. This process has been established to provide validation of calculatable indicators across organizational ESG policies. Third-party figures and external conversion factors are subject to change, which may impact internal processes.

Firebolt Group, Inc. as a total organization, may also be referenced as Firebolt Group or Firebolt. Information related specifically to a specific entity will be stated. The terms "company", "organization", "we", "us" and "our" refer to the entire organization on a consolidated basis.

Our Report *continued*

A framework that creates a global common language to report impacts, establish dialogue, and make informed decisions for constant advancement of sustainable agendas, **the Global Reporting Initiative (GRI)** is the largest reporting platform for corporations worldwide. We chose to use the GRI standards for our sustainability report to demonstrate our dedication to transparent disclosure. Firebolt has reported in reference to the GRI Standards for the period from January 1st, 2022 - December 31st, 2022.

Additional information identifying advancements or improvements that have occurred outside this time frame may be mentioned to provide the most up to date information for stakeholders.

Glossary

The following abbreviations may be used:

UNGC - United Nations Global Compact
SDGs - Sustainable Development Goals
CO_2e - Carbon Dioxide Equivalent
ESG - Ethical, Social, Governance
GRI - Global Reporting Initiative
Firebolt - Firebolt Group, Inc.
CO_2 - Carbon Dioxide
Ignitors - Employees
Sq. Ft. - Square Feet

This report represents and acts as the first disclosure of Firebolt's ESG values and practices. As the organization grows and continues to advance in the sustainable space, changes may be implemented to guarantee the most productive and impactful path toward sustainability. Forward-looking statements or expressions are subject to change and actual outcomes may differ from perceived expectations due to changes in economic, market, or regulatory factors outside company control.

We will always evaluate efforts as effectively as possible, using relevant external frameworks and initiatives.

*We welcome your feedback. Please contact Firebolt leaders at **sustainability@firebolt-group.com**.*

"We respect, preserve, and conserve the precious natural resources all around us and strive to reach our eco-impact goals for **today** and **tomorrow**."

– Philip Ochtman | Firebolt Global CEO

Our Business
Our Impact

Firebolt is a **global manufacturer** and **brand illumination partner** helping light up iconic brands through captivating smart signs and sensing platforms. From *custom, edge-lit LED signage and innovative point-of-sale displays to event data capture and journey analytics,* Firebolt delivers brand extension solutions at scale with unmatched quality and precision.

This report will include ESG figures, policies, actions, and initiatives established and carried out with the team members at Firebolt Group, Inc. in the USA, Firebolt Technologies, Inc. in Canada and Firebolt Group Ltd. in the United Kingdom.

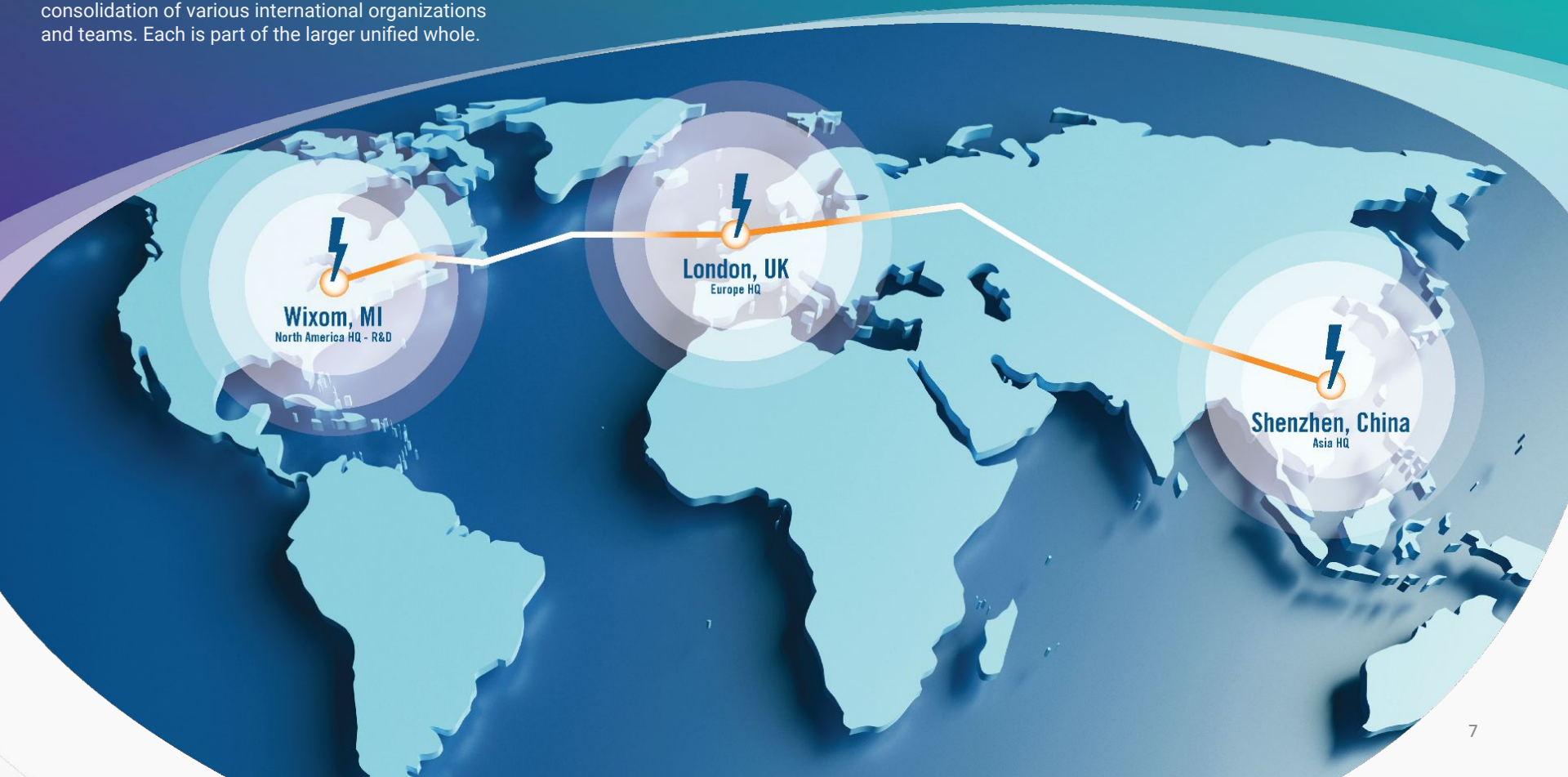
Firebolt Group, Inc.

Firebolt Technologies, Inc.
Firebolt Group Ltd.
Firebolt Brand Materials Limited
Firebolt Group, Asia Ltd.
Firebolt Shenzhen, Ltd.
Glimpse Analytics, Ltd.

A privately held corporation, the global reach of Firebolt's impact is immense and all entities and connections play a critical role in the connectedness of company and culture. This endows Firebolt to become the caretaker of the global space and ensure connectivity throughout. With 103 Ignitors throughout the globe, togetherness is a thriving part of company culture.

FIREBOLT

Headquartered in Wixom, USA, with a 50,000 sq. ft. facility, Firebolt is a consolidation of various international organizations and teams. Each is part of the larger unified whole.



Our Empathy and Promise

Firebolt is uniquely positioned to meet the needs of our clients and their fans. We recognize the increasing pressure global brands and retailers are facing to deliver exceptional, data-driven and eco-friendly customer experiences.

Our Mission

Deliver impact and connection every day for the brands that seek out our talent, technology, and supply chain advantages.

Our Value

Firebolt delivers moments of awe for corporate clients across the globe. Whatever the need, solutions are found to light up client needs in the brightest way.

2022 Review

- ➔ Number of Signs Produced In House: 65,000
- ➔ Sales (as of end of year): $33 Million
- ➔ Total Workforce (at year end): 65
- ➔ Number of Clients: 137
- ➔ 500,000 POS Items Produced Annually
- ➔ 250,000 Digital Engagements Made

Corporate Governance

In order to LIGHT THE WAY for others, Firebolt must be held to the highest ethical and moral standards to ensure best practices and have the most informed and confident stakeholders. Becoming familiar with applicable laws, industry guidance, our own internal moral compass, and stakeholder requirements provides Firebolt with a holistic approach to ESG topics while minimizing risk and increasing feasibility.

Board of Directors

Firebolt's Board of Directors is responsible for the control, direction, and oversight of the organization and are accountable for ensuring complete adherence to policy and regulation. Appointing experienced individuals with both personal and professional interactions with the various aspects of corporate responsibility is a strategy that ensures Firebolt continues to be a thought leader in the ESG space.

Connection and Accountability

To guarantee effective leadership and oversight, the board continuously reviews progress with executive management meetings conducted at least annually to ensure forward movement. Plans of action are established when it is determined necessary around objectives and policies.

Composition and Elections

Consideration of range of experience, skill set, and perspective are among the leading factors for selection.

Comprised of three male members with over 35 years of combined experience, Firebolt's Board of Directors seeks aggressive advancement of ESG goals for the organization. With one member, or 33 percent, representing a diverse ethnic group and all having global mindsets, a wide range of knowledge, ideas, and considerations are made during the creation of all internal policies. Lead by Hannan Lis as the Independent Chairman of the Board, the Board of Directors is continually reviewed by all organizational leaders to identify skills and perspectives needed for company growth.

Board

Hannan Lis
Board of Directors
Chairman

Philip Ochtman
Board of Directors
Global CEO

Philip Hunt
Board of Directors
Outside Counsel

Session

Firebolt"s Board of Directors meet regularly to ensure progress continues and impacts are established or mitigated. Quarterly meetings are always held, with additional connections facilitated when circumstances and business requirement dictate. All possible impacts are discussed on a continued basis to ensure possible risks are captured and understood.

Selection

Selection of new members of the Board occur when it is determined additional resources are required to realize company growth. Potential candidates are suggested by both current board members and executive management teams. History of achievement, business experience, specific skills and expertise in areas needing expansion, and personal attributes and experiences that contribute to the continued success of the Board and company.

Evaluation

To guarantee effective leadership and oversight, the board continuously reviews progress with executive management meetings conducted at least annually to ensure progress forward. All necessary measures are taken to realize all company goals.

ESG Risks and Management

ESG management is overseen at multiple levels, with the Board of Directors acting as the final authorization voice for management of policies and risks. Board collaboration and open dialogue with both executives and general Ignitors is essential to facilitate discussion across every level of the organization, and continue to drive progress.

ESG decisions are made based on thorough review, discussion, and understanding of the core values of Firebolt's various contributors. By reviewing key movements and utilizing the established Compliance Obligation Procedures, Firebolt stays at the very forefront of local and international governance concerns and advancements.

All risks are weighed against potential impact, likelihood, and vulnerability to the organization. Every risk will be considered with controls and actions put in place where possible with accountable action items put in place.

Internal auditing helps to determine potential risks that must be considered as improvements and changes happen. These internal audits for both process and policy require the creation of corrective actions and root cause analysis when clear guidance and procedure contradict actual action or newly discovered risks are present.

Environmental Management and **Supply Chain Movement and Trends** are current risks to the organization and its ESG goals.

Various Executive Management Team members have been given greater responsibility over individual policies, filtering these down to Ignitors under their direct authority as appropriate.

- ➔ Chief Executive Officer - Ethics and Compliance/Sustainable Procurement
- ➔ Director of Innovation - Data and Cyber Security
- ➔ Chief Financial Officer, North America - Human and Labor Policies
- ➔ VP Manufacturing - Environmental Management

FIREBOUND
FB

Business Ethics

Bribery and Corruption

It is our policy to conduct all our business in an honest and ethical manner, with an Anti-Corruption and Anti-Bribery Policy in preliminary draft form. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all our dealings wherever we operate. We are also committed to implementing and enforcing effective systems to counter bribery.

Data Privacy and Oversight

Firebolt is committed to protecting the data and information of all stakeholders. We will always be transparent about data policies and uphold the General Data Protection Regulations as standard.

A data breach procedure is established for each reporting location in line with the appropriate jurisdiction's regulations. A business continuity plan also provides guidelines around the storage and retrieval of data in case of loss.

Firebolt prides itself on company ethos and establishing an environment that encourages the most moral and upstanding business practices. This belief has directly resulted in the creation of various policies and procedures to ensure this type of conduct is nurtured and to deter any unethical behavior. Firebolt is proud to have had no critical concerns reported or investigated during the reporting period.

Ignitors are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. No Ignitor will suffer any detriment as a result of raising genuine concerns about bribery or corruption, even if they turn out to be mistaken.

Firebolt's Whistleblower procedure provides any party interacting with the organization to anonymously report any suspicious behavior. All reports will be investigated according to policy, with outcomes shared with the reporting party and allowing for objection. Any findings will be dealt with swiftly and appropriately.

https://www.firebolt-group.com/whistleblower/

Stakeholder ***Engagement***

Firebolt's reach is global and this has allowed the company to form relationships with a far-reaching set of groups and individuals, all with an interest in or concern with the processes, policies, and actions of the company. Interaction and open dialogue that is transparent and effective is critical to ensuring all voices are heard, collaboration is fostered, and advancement made. Each stakeholder contributes to the culture and success of our organization and Firebolt honors these relationships and the impact on company ethos.

Clients

Firebolt's clients deserve and demand products that are effective and do not compromise their own business ethos. Firebolt takes pride in the opportunity to provide exceptional quality products while incorporating, creating, and delivering growth in the environmental and social spaces. Constant innovation will always drive success.

Firebolt, in direct communication with our clients, always ensures products are manufactured in a way that cements sustainability throughout the value chain. From raw materials to end of life, company processes and products are designed and manufactured in a way that helps clients achieve their own sustainability goals.

With a dedicated Sales Team and Client Solutions Team, Firebolt proves to be a sustainable partner for our clients.

Supply Partners

Due to the volatile nature of the global supply chain, an area that greatly affects Firebolt's ability to deliver on commitments, this theme has been determined to be an organizational risk. As such, we approach the supply chain aggressively to ensure thorough understanding of all requirements needed to achieve the desired results. Constant supplier engagement and interaction illuminates both the internal and external needs of supplier relations.

Investments

In order to transform our economic systems into sustainable ones, investment in innovation and progress must be made. Firebolt sees this as an opportunity to work with and steer investment toward the achievement of sustainable goals. Through regular engagement and active exchange of information, every business opportunity is taken to shape the company for success for years to come.

Stakeholder **Engagement** *Continued*

Ignitors

Our Ignitors are the driving force behind the Firebolt brand and the spark that illuminates all we do. They are the ones that make actions our reality. Firebolt prides itself on fostering connections throughout every level of the corporate structure and on having an open door to Ignitor ideas, opinions, and suggestions.

Firebolt believes the best way to advance all interests is to engage with every Ignitor at the earliest opportunity and has put a rigorous onboarding process in place to ensure everyone entering the organization understands the critical role they play in helping to achieve established goals and targets. Regular organization-wide team building events also provide opportunities for connection and growth.

Through daily collaboration, we believe in continuously encouraging and nurturing open dialogue to understand the needs of our prized Ignitors. Firebolt believes this to be the most effective way to improve upon processes, grow programs, identify gaps, and mitigate risk. Workplace studies, digital suggestion, reporting programs, and established review processes are all ways Firebolt ensures the voice of the Ignitor is heard.

Through the use of innovation and technology, Firebolt has been able to establish a digital space for Ignitors to voice opinions. The Sustainability Suggestion Box applies to all themes that could be perceived to have sustainable advancement affects.

Ignitor HQ

An internal social media platform specifically created for the communication, collaboration, and connection of Ignitors.

Stakeholder **Engagement** *Continued*

Community

Communities are society's stewards and Firebolt considers itself to be a worthy partner of the communities, provinces, states, counties, countries that we operate in. Drawing inspiration from the places we live and work, Firebolt thrives when communities succeed. From providing services and products to local NGOs for community programs, working directly with clients to achieve their own community outreach goals, our community outreach advances us all.

Firebolt has proudly supported, donated, or otherwise assisted with the advancement of the following organizations and programs:

- Forgotten Harvest
- Whaley Children's Center
- Wixom Chamber of Commerce
- United Way
- Trees for Cities

Governments

With the signature of the Paris Agreement in 2015, sustainability has stepped onto the global stage. Widespread policies regarding carbon emissions and reporting will increasingly be implemented at the local, federal, and international levels. Firebolt's Compliance Obligation Plan and Record, as well as direct dialogue with local and federal officials, guarantee compliance with all applicable litigation.

In setting ambitious sustainability goals and objectives, we aim to inspire and nurture the same behavior within our industry and across our communities. With the power to push environmental priorities to the core of conversations, we aim to invite clients, suppliers, investors, and competitors to join the global sustainability journey.

Client *List*

dish
Hennessy
1765
ABInBev
Jeep
Coca-Cola
MOLSON COORS beverage company
FONDÉ EN 1743
MOËT & CHANDON
CHAMPAGNE
Pernod Ricard
Budweiser
BOSTON BEER co.
· ESTD. 1984 ·
CHRYSLER

Environmental ***Mission***

Firebolt exists to be a lighthouse for sustainable commerce by energizing businesses and communities to preserve our natural ecosystems in their quests for growth.

From sourcing eco-friendly materials to partnering with climate-fighting supply chain partners, Firebolt's commitment to green stewardship is unwavering.

Sustainability *and Industry*

Manufacturing is one of the top three sources of greenhouse gas (GHG) emissions, accounting for almost a quarter of direct carbon emissions in the United States.

Europe sees an annual industry output of 880 million tonnes of $C0_2e$, making it one of the largest emitters of greenhouse gases on the planet.

The UK government has aims for decarbonizing all sectors of the UK economy to meet our net zero target by 2050. As part of this, the UK government has set the target to reduce emissions by 78% by 2035 compared to 1990 levels.

The 2015 Paris Agreement

This is a landmark global agreement and framework to avoid dangerous climate change by pursuing efforts to limit global warming to 1.5 degrees Celsius.

Sustainability ***Goals***
Carbon Neutral by 2030

Firebolt prides itself on placing its environmental and ethical responsibilities at the forefront of its business. Understanding the responsibility we have in ensuring that every step of our product life cycle is sustainable, the road to complete sustainability is long and full of challenges. However, we are committed and determined to continue to improve our environmental impact to the best of our ability.

Ensure all recyclable waste is recycled across all business processes by 2024

Reduce energy consumption per unit produced by 20%/kwh by 2024

Continue to reduce hazardous materials in all of our products

Endeavour to use FSC® materials or sustainably sourced wood in our wooden product solutions

Sustainability Highlights *Achievements*

Enrolled in the DTE MIGreen Program and receiving **60% renewable electricity**

Recycled approximately 61,597 kgs of acrylic and polycarbonate plastics

Our UK Team also primarily utilizes **FSC certified cardboard** for packaging purposes. 2022 saw the implementation of an FSC Chain of custody for our UK Clients.

Packaging

One of Firebolt's major quests has been to find completely sustainable packaging materials. 2022 saw the research and testing of a variety of possible solutions. As of Feb. 2023, Firebolt has switched from poly bag packaging made from polyethylene to a 100% biodegradable material. The new solution breaks down within 3 months of being in the earth. May of 2023 has also seen the organization finalize the quest for sustainable foam as Firebolt developed a partnership with Mushroom Packaging. Mushroom Packaging research team came to clearly identify Firebolt's needs and has provided the company with a corner foam alternative made from hemp and mushrooms. These strides, along with cardboard that is SFI certified and a future shift to biodegradable stretch wrap, rounds out our packaging system to be 100% sustainable and recyclable.

Sustainability Highlights *Achievements*

Established an Ignitor Electronic Recycling program to give all Ignitors a constant proper disposal site for personal electronics.

Implemented printing, cutting, and assembly processes to cut overused materials by approximately 60%*

Recycled over 35,000 pounds of electronics and implemented an Ignitor Electronic Recycling Program to give all Ignitors a constant proper disposal site for personal electronics.

Waste Stream

Firebolt has always been conscious of generated waste. As our sustainability journey has progressed, our responsible disposal of recyclable waste has dramatically increased.

- ➔ ***2020*** - Only recycling cardboard and virgin acrylic and polycarbonate
- ➔ ***2021*** - Expanded general recycling and completed product disposal
- ➔ ***2022*** - Expanded to all plastics (UV printed acrylic and polycarbonate, masking film, PVC)

Increase of ***50%*** of recycled waste relative to total waste generation.

*for the first 3 months of 2023

F3

United Nations ***Global Compact***

Firebolt's Dedication to Sustainable Development Goals

Participation

As of April 2023, Firebolt joined the United Nations Global Compact, an international call to action for companies and organizations to align strategies and operations to enact and advance societal goals and change.

By improving processes, procedures, and policies, Firebolt has the ability to understand its full impact and continue to strive to reach the upheld values of our organization. Light it up! Everywhere. For everyone.

Sustainability Goals

The United Nations Global Compact allows for organizations and participating companies to focus efforts on areas of greatest impact. Understanding Firebolt's ability to advance international objectives, the company has selected 5 SDGs on which to focus action.

- ➔ Goal 12: Responsible Consumption and Production
- ➔ Goal 13: Climate Action

- ➔ Goal 8: Decent Work and Economic Growth
- ➔ Goal 10: Reduced Inequality
- ➔ Goal 15: Life on Land

Sustainability ***Highlights 2022***

Partnerships, Assessments and Contributions

Nexio Projects

We are proud to have partnered with Nexio Projects. A consulting firm specializing in sustainable analysis and policy creation, the partnership has benefitted the organization by helping Firebolt to obtain EcoVadis Platinum Medals in 2020 and 2022. As direct partners with the reporting platform, the firm was able to guide Firebolt to success with the most up-to-date knowledge on sustainable trends across the globe.

EcoVadis

A sustainability assessment conducted to address sustainability criteria across four categories: sustainable procurement, ethics, labor and human rights, and the environment. EcoVadis helps drive sustainability with a common platform, universal scorecard, benchmarks, and performance improvement tools specific to industry. The medal system is a measure of achievement relative to other assessed companies in the same indicated sectors.

As Firebolt grows into sustainability and becomes more intimate with the actions required for true change, the organization is now able to fully expand and occupy the most integrated and far-reaching corners of the ESG space. Our journey does not put a ceiling on growth and has extended its goals to be ever more far reaching. Our next platinum medal will be just a small indicator of the bigger changes happening.

Sustainability ***Highlights 2022*** *Continued*

ONETREEPLANTED

One Tree Planted: nonprofit organization with a focus on reforestation across five continents, planting 52.7 million trees in 2022 in partnership with local communities and knowledgeable experts to positively impact nature, people, and wildlife. With each customer order, Firebolt plants 20 saplings in US National Forests. In order to support a world rich in biodiversity, roots must be planted and natural spaces must be protected. Firebolt is proud to partner with OneTreePlanted and considers it to be one of the most beneficial partnerships in the organization's commitment to sustainability. With gratitude for the 2022 year, the organization planted 4,000 trees to celebrate the incredible progress.

Trees for Cities

Working with the only UK charity improving lives by planting trees in cities both locally and internationally, Firebolt furthers its stewardship to the environment by collaborating with Trees for Cities. Lead by the Chief Executive Officer, Firebolt's UK team members planted over 400 trees on a freezing day in December. Our commitments are truly unwavering and gratitude is something we love to express.

Sustainability ***Highlights 2022*** *Continued*

The International Organization for Standardization

One of the most widely recognized frameworks in the world, the International Organization of Standardization grants certification based on validation. Guiding businesses on how to create effective Environmental Management Systems, Firebolt has continued to prove that its established methods for success are showing results. We proudly display our ISO 14001:2015 certification to further consumer confidence in our brand ethics and ethos.

- As of 2023, Firebolt has partnered with Greenly, a cloud based sustainability monitoring and tracking platform. The use of technology to continue our journey of sustainability continues to elevate us. Greenly also act as a partner in sustainable advancement by offering guidance, community forums, and publicized information to inform and engage members. As a partner with EcoVadis, Greenly's beliefs directly mirror our own.

Sustainability **Highlights 2022**

Contributions

Whaley's Children's Center

A nonprofit organization located in Flint, Michigan, USA, Whaley's Children's Center was founded in 1922 as a celebration of life for a dearly beloved son. Robert and Mary Whaley started the organization to "empower youth and families to overcome trauma." With three group homes established in the area, an educational center and a residential treatment center, the nonprofit continues to evolve and grow in order to offer children and families the best care possible. In 2022, in partnership with another local business, Firebolt donated signs for an auction fundraiser event to help raise money for Whaley's.

"We are incredibly thankful for the support and generous donation from Firebolt to our Tux and Tennies Gala. This pays for the basics. Community support helps us provide all of the extras it takes to give our youth a change to be kids and to heal. We couldn't do it without the support of organizations like yours."

Lakes Area Chamber of Commerce

The mission of the Lakes Area Chamber of Commerce is to partner with community interest groups to provide a forum for respective concerns and act as business advocates and resource centers. Firebolt is proud to offer printing services at no charge to advance community impact and involvement.

We are proud to offer services to aid in the Chamber's activities and events.

Sustainability ***Progress***

- Eco Neon Lights: We perfected the art of injection-molded signs so brands can enjoy brighter, longer-lasting, more eco-friendly signs compared to traditional Glass Neon signs.
- LEDEON®: LEDeon® signs are a patented LED-illuminated sign that contains the brightness benefits of traditional neon but uses router or printed enhancements to mimic the look of neon tubes. This results in lower maintenance and environment impact and higher client satisfaction.
- Precise Digital Printing: this helps to decrease material wastage by managing resources with more efficiency.
- Upgraded Cutting Machinery: ensures all material is used as efficiently as possible resulting in reduced levels of scrap material and energy consumption.

Sustainability **Highlights**

Products and Processes

Product Testing

Firebolt aggressively tests all of its products and processes to ensure safety throughout the manufacturing process. We used third party testing organizations to certify our products where appropriate.

UL

UL is a global leader in applied safety science. Working with electronics, Firebolt works with UL to ensure compliance with all electronics manufacturing guidelines and ensure product safety. UL auditors perform quarterly inspections and Firebolt has continued to prove diligence to the requirements of the program.

Prop 65

The state of California, USA, has required manufacturers to display notifiable levels of certain chemicals on product packaging. Early 2023 saw Firebolt confirm that its current products do not contain notifiable levels of any of these chemicals.

Sustainability **Progress**

Life Cycle Analysis

We are proud to be collaborating with Greenly to manage our carbon emissions, which will include implementing a Life Cycle Assessment of our products. This LCA helps Firebolt to deepen its awareness of its environmental impact at every step of the product manufacturing process. From sourcing materials all the way to disposal, we want to be responsible for our products' impact on the planet.

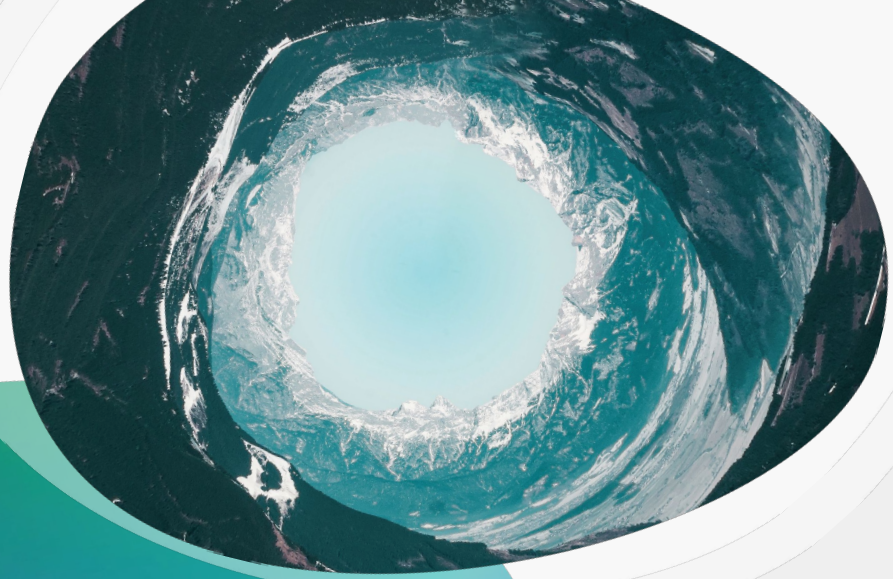
This includes a systematic analysis of environmental impact over the course of the entire life cycle of a product, materials, process, or other measurable activity. Providing valuable data to support sustainable initiative, the Life Cycle Analysis is one of the most powerful tools of traceability.

To further understand the true impact of production, Firebolt has begun conducting a Life Cycle Analysis on two of its most popular designs, an LED Krystal and Faux Neon sign. To better understand gaps of knowledge and true impact recognition, Firebolt is also performing an internal LCA against a traditional neon sign, the father of the LED and Eco Neons. From sourcing materials to product disposal, our awareness of the environmental impacts of our products will be known at every stage.

Sustainability **Progress**

Waste Worldwide

By 2050, worldwide municipal solid waste generation is set to have increased by roughly 70% to 3.4 billion metric tonnes. The U.S. alone makes up for approximately 12% of global municipal solid waste, despite making up only 5% of the global population.



Circular Economy

At Firebolt, we have a responsibility to manage the waste that results from our production. When manufacturers are transitioning to sustainable forms of production, the primary focus must be to facilitate a circular economy. There is no other way to accommodate economic growth without inflicting huge amounts of waste on our planet. We must invest in “closed loop” forms of production.

Working toward a circular economy is the most ambitious route to reducing waste. As manufacturers, we must consider the full life cycle of our products. From sourcing materials, manufacturing, packaging, usage, all the way to disposal.

Firebolt is committed to strengthening our traceability programs to improve our supply chain management and environmental impacts. Our valued clients, marketplace partners, and industry stakeholders are demanding more information about where Firebolt products come from, the conditions in which they were made, and how they can be disposed of safely and properly. We have answered that call by launching Trace Firebolt.

Sustainability ***Progress*** *Continued*

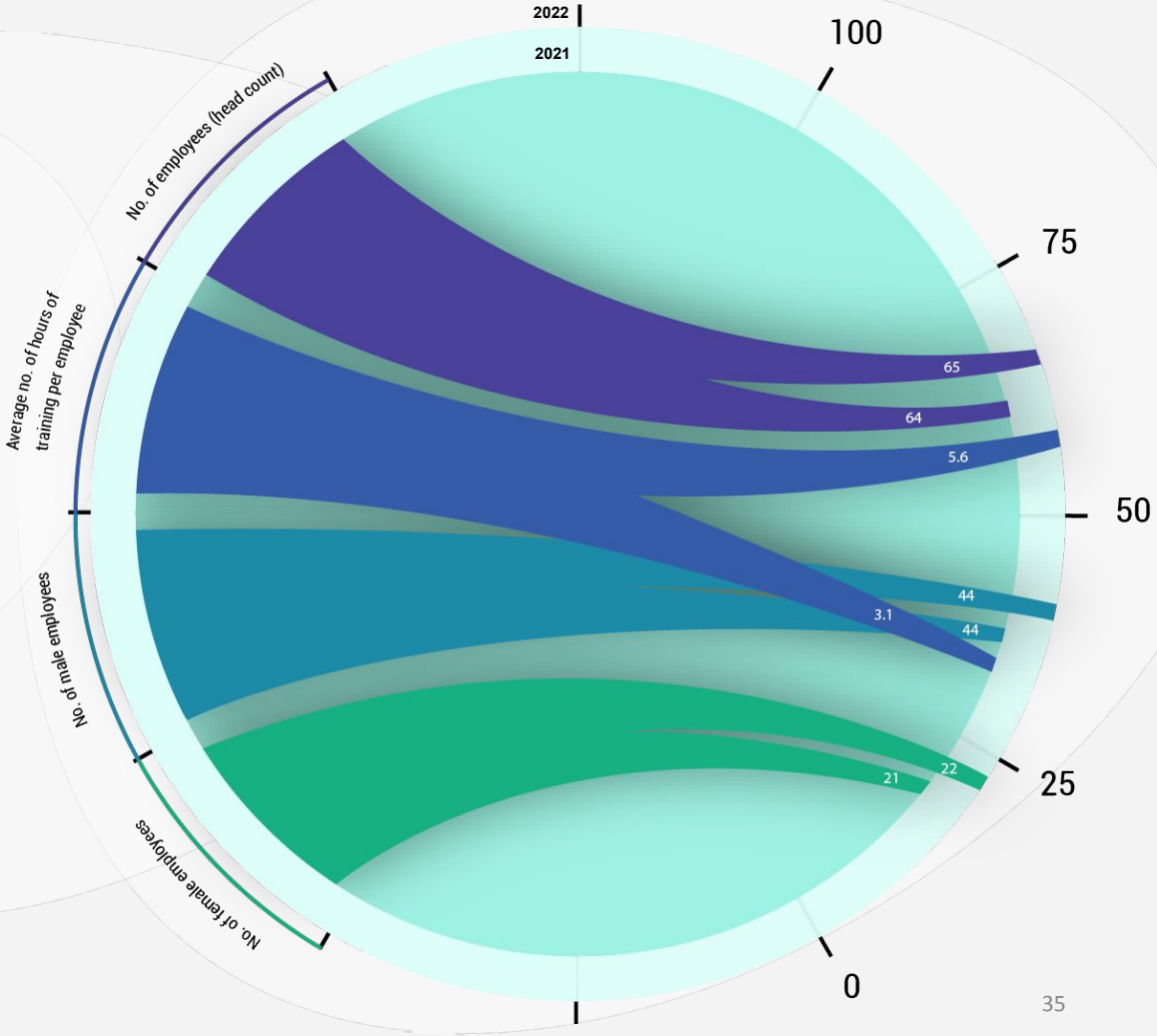
Trace Firebolt

Answering the call of true traceability, Firebolt created Trace Firebolt in 2023 to provide a way for our customers to sustainably dispose of their signs at their end-of-life cycle. Trace Firebolt aims to keep our products out of landfill. Safely recycling our past innovations helps us reduce air and water pollution, greenhouse gas emissions, and conserve natural resources. It helps us to build closed loop systems within our business.

“Traceability” – the process of identifying and tracking a product or materials from raw material to finished goods. This is a vital tool to gain and convey information about the components of Firebolt products, parts, and materials, as well as their transformation throughout the value chain.

Ignitor ***Data***

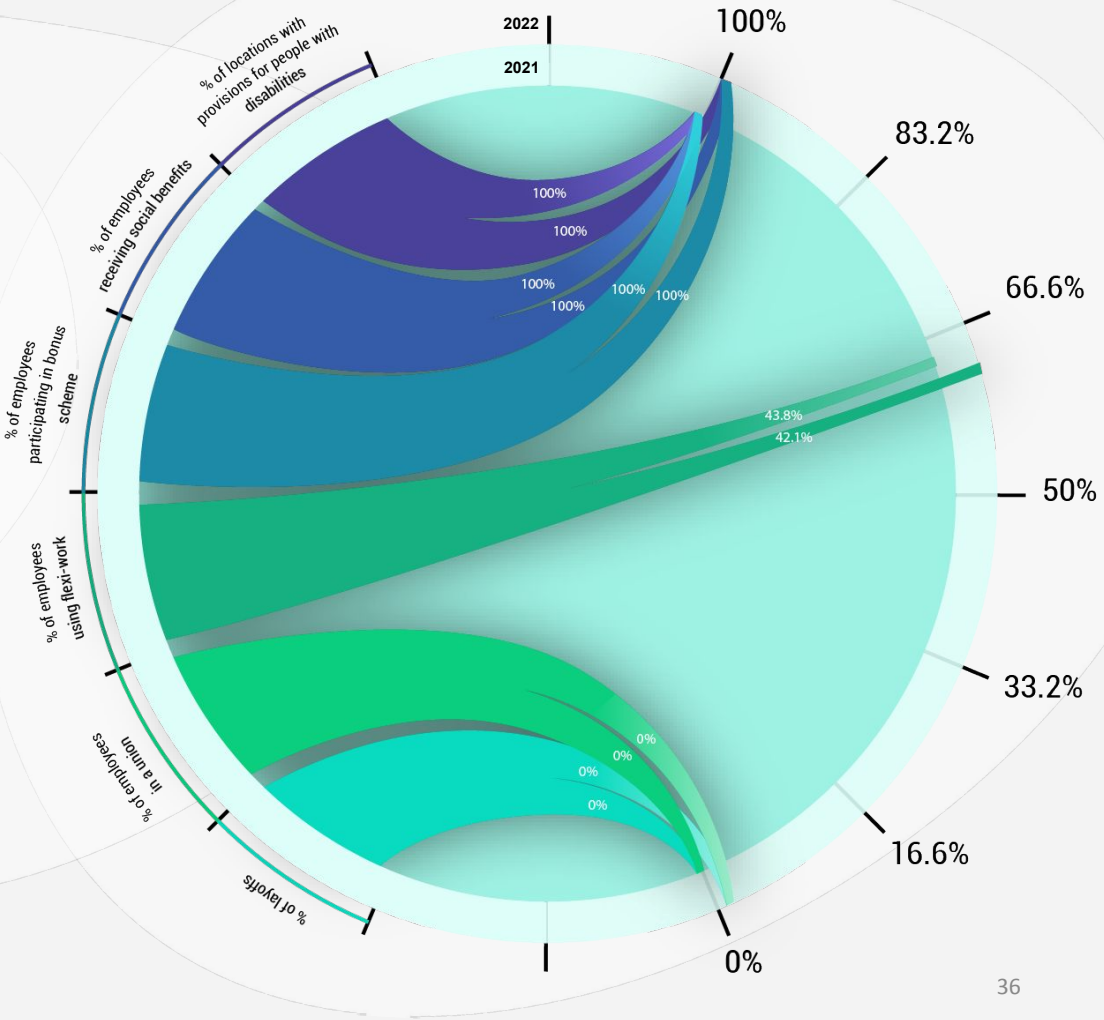
Firebolt
2021 and 2022



Ignitor **Data**

Firebolt

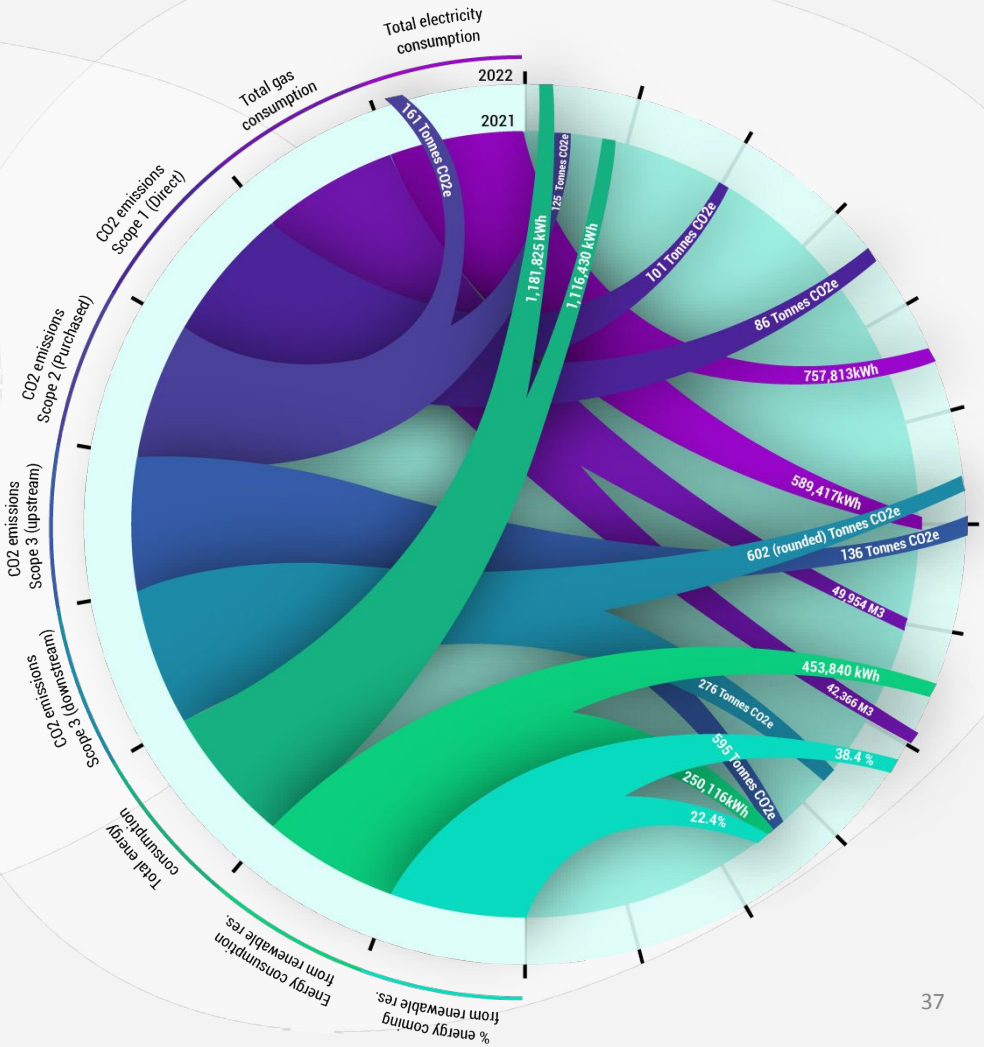
2021 and 2022



Environmental ***Impact:***

Firebolt

Energy Usage 2021 and 2022



Assessment of Data: ***Our Improvements***

Thorough internal processes and methodologies have been created to efficiently and accurately report ethical, environmental, social, and procurement indicators. Firebolt is proud of the methodologies created but understands there is always room for deeper understanding and advancement. From the data collected over the 2022 reporting year, Firebolt has identified being able to:

- ➔ Decrease natural gas consumption in Wixom facility
- ➔ Decrease Scope 3 upstream CO_2 emissions
- ➔ Nearly double the amount of energy consumed from renewable resources
- ➔ Expand and Improve all of Scope 3 reporting relating to upstream and downstream logistics

Next Focus

- ➔ Continue to increase the percentage of energy consumed from renewable resources
- ➔ Continue to decrease our gas consumption
- ➔ Continue to decrease the energy consumed in downstream Scope 3 emissions
- ➔ Engage with our suppliers in regard to tracing and decreasing their environmental impact

Social *Responsibility*

What are our priorities when it comes to our impact on communities?

Ignitors:

- At Firebolt, our Ignitors are what makes us who we are. We aim to create a culture of respect, creativity, transparency, and collaboration. We work hard for our operations to reflect our core principles. Every Firebolt Ignitor has something unique to contribute and we believe that contribution deserves to be acknowledged and valued.

Diversity and inclusion:

- We work to create stages and pathways for all voices to be equalized, expressed and elevated. We appreciate the contribution that diversity brings to Firebolt. Different perspectives and experiences allow us to grow as a company, as well as individuals. It is an attribute that we are very proud of and will continue to promote.

Customers:

- Our customers deserve safe, reliable, high-quality products. We believe that you should not have to compromise your ethics in order to run a successful business. Whether it is in regard to the ethics behind our production or the environmental impact of our products, we pride ourselves in always delivering a high standard.

Social **Responsibility**

Ignitor Culture

Firebolt has taken strides to continue to improve the lives of our Ignitors. Through understanding Ignitor needs, we all continue to move upward and progress to become an employer of choice.

Understanding the work that all Ignitors pour into the company has also prompted the creation of Ignitor Experience Policies. Establishing an Ignitor of the Month Program to reward and recognize hard work to giving all Ignitors a paid day off to enjoy birthday celebrations are just small ways that we show appreciation.

To encourage collaboration, Firebolt has adjusted old standard practices to be more conducive to actual Ignitor interactions and needs. Remote and hybrid workstyles are incorporated wherever possible to reduce Ignitor stress and increase productivity. Where these types of work styles are not possible, open concept spaces as well as shared play spaces ensure the team building experiences continue.

Connecting Ignitors through corporate team building events is essential to bring such a global team together. Firebolt Ignition Camp was established in 2022 and continues to grow year-over-year to celebrate the Ignitor in all of us.

Ignitors' ***Health and Safety***

Every Ignitor at Firebolt has the right to safety in the workplace and Firebolt works with each and every team member to make that happen on a daily basis. Ignitors are encouraged to have open dialogue around concerns and issues. We know as an organization, our Ignitors are the lifeblood of the Ignitor spirit and of the company itself. Firebolt will always do whatever is needed to create safe and healthy workplaces.

Ignitors receive monthly safety training around a variety of topics, from ergonomics to hazard communications to facility evacuation procedures and incident management.

- Evacuation Procedures and Drills
- Warehouse Safety
- Bloodborne Pathogens
- Hazard Communication
- Fire Extinguisher Training
- Safety Committees
- Scissor Lifts
- PPE: Basic Training
- Machine Guarding
- Eye Safety Basics
- Hand and Power Tool Safety
- Ladder Safety
- Slips, Trips, and Falls
- Lockout/Tagout
- Office Safety Basics

To further ensure Ignitor safety, a number of risk assessments, facility evaluations, machine maintenance, and workplace observations are conducted.

- ➔ New Processes
- ➔ New Materials
- ➔ New Machinery
- ➔ PPE Assessments

Firebolt will continue to be proactive when it comes to Health and Safety. We believe the best time to solve issues is before they arise. The conducted risk assessments and Ignitor interaction have proven to be the most effective method for a smooth system.

A Health and Safety Committee has been established with members from across multiple departments and stations. This committee meets monthly and has continuous action items to improve Ignitor experiences and interactions with Health and Safety. This system functions with Ignitor input and escalates concerns as required to keep all Ignitors safe and healthy while working.

Improving ***Supply Chain***

Sustainability is an ongoing learning process, with many unexpected challenges. This is why we will continue to improve every aspect of our business with an attitude of determination and creative solutions.

Step by step, we will improve our environmental impact; from our own direct Scope 1 and Scope 2 emissions, to influencing our supply chain Scope 3 emissions.

At Firebolt, we are excited to rise to the challenges and opportunities that this journey to sustainability offers.

FIREBOLT

25+ YEARS

of dedication to ethical and sustainable growth for our Ignitors and communities.

GRI Content Index

Statement of Use: Firebolt Group, Inc. has reported the information cited in this GRI content index for the period January 1 to December 31 2022, with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

GRI STANDARD	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Slide 8, Slide 9 and Slide 10
	2-3 Reporting period, frequency, and contact point	January 1 to December 31 2022 (Slide 5).
	2-5 External assurance	Slide 27, Slide 27 and Slide 29
	2-6 Activities, value chain, and other business relationships	Slide 9 and Slide 10
	2-7 Ignitors	Slide 10 and Slide 38
	2-9 Governance structure and composition	Slide 12, Slide 13 and Slide 18
	2-10 Nomination and selection of the highest governance body	Slide 11
	2-12 Role of the highest governance body in overseeing the management of impacts	Slide 11
	2-14 Role of the highest governance body in sustainability reporting	Slide 13
	2-17 Collective knowledge of the highest governance body	Slide 11
	2-18 Evaluation of the performance of the highest governance body	Slide 11
	2-25 Processes to remediate negative impacts	Slide 13
	2-26 Mechanisms for seeking advice and raising concerns	Slide 13
	2-27 Compliance with laws and regulations	Slide 13

	2-28 Membership associations	Slide 27
	2-29 Approach to stakeholder engagement	Slide 16
GRI 204: Procurement Practices 2016	205-1 Operations assessed for risks related to corruption	Slide 14
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Slide 14
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Slide 23 and Slide 24
	302-1 Energy consumption within the organization	Slide 23, Slide 24 and Slide 37:
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Slide 37
	302-4 Reduction of energy consumption	Slide 23 and Slide 37
	302-5 Reductions in energy requirements of products and services	Slide 23
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Slide 24– “Our UK Team also strictly utilizes FSC certified cardboard for packaging purposes”
	304-3 Habitats protected or restored	Slide 28
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Slide 37
	305-2 Energy indirect (Scope 2) GHG emissions	Slide 37
	305-3 Other indirect (Scope 3) GHG emissions	Slide 37
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Slide 25

	306-4 Waste diverted from disposal	Slide 25
	308-1 New suppliers that were screened using environmental criteria	Slide 24
GRI 308: Supplier Environmental Assessment 2016	401-1 New Ignitor hires and Ignitor turnover	Slide 38: Ignitor data
GRI 402: Labor/Management Relations 2016	403-1 Occupational health and safety management system	Slide 43: Ignitor's Health and Safety
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Slide 44
	403-3 Occupational health services	Slide 43: Ignitor's Health and Safety and Slide 44
	403-4 Worker participation, consultation, and communication on occupational health and safety	Slide 44
	403-5 Worker training on occupational health and safety	Slide 43: Ignitor's Health and Safety
	403-6 Promotion of worker health	Slide 44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Slide 43: Ignitor's Health and Safety and Slide 44
	403-8 Workers covered by an occupational health and safety management system	Slide 43: Ignitor's Health and Safety
	404-1 Average hours of training per year per Ignitor	Slide 38: Ignitor data
GRI 411: Rights of Indigenous Peoples 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Slide 30
GRI 415: Public Policy 2016	416-1 Assessment of the health and safety impacts of product and service categories	Slide 33