

GLOBAL SUSTAINABILITY REPORT

2026

LINSTOL



Introduction From CEO

LINSTOL TAKES OUR SUSTAINABILITY JOURNEY SERIOUSLY.

From the recycled plastic in our on-board headsets to revolutionary recyclable paper cups and innovative renewable materials in our amenity bags, Linstol is a true pioneer on sustainability, helping reduce the environmental footprint of air travel.

As a member of the United Nations Global Compact, we know the next 10 years are critical for our planet as the impact of climate change continues to be felt more acutely across the globe. During this period, Linstol is determined to grow our global business in a sustainable way.

By working in harmony with nature, respecting natural resources and reducing our carbon footprint to Net Zero and beyond, Linstol and our partners can help the planet to regenerate and contribute to the achievement of the Sustainable Development Goals.

Collaboration is vital to ensure maximum positive impact so join us on our sustainability journey, it's the most important one we will ever take.

Mark Russell, CEO, Linstol

Technical, Ethical & Environmental Credentials
CERTIFIED. VERIFIED. SUSTAINABLE.



Our Mission on Sustainability

THREE PILLARS

Our mission is to empower the airline industry with innovative solutions to continually reduce the environmental footprint of air travel and help our planet to repair and regenerate.

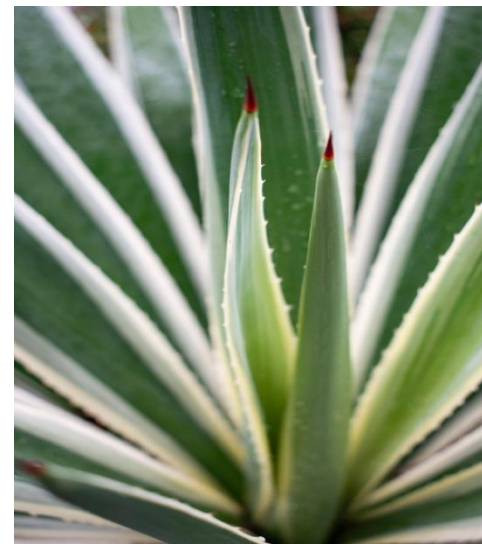
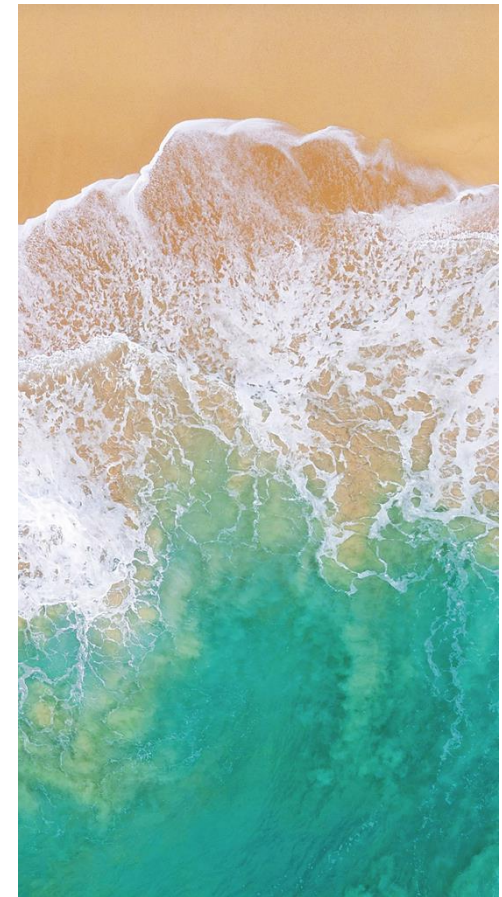
Our strategy is based on three pillars designed to reduce waste and carbon emissions, keep materials in use longer, and support the shift to a Circular Economy:

WORKING IN HARMONY WITH NATURE

VALUING NATURAL RESOURCES

REDUCING EMISSIONS

Our 2025 Sustainability Report for October 2024 to September 2025 details our achievements and ongoing challenges in each area of our strategy across our global operations, and updates progress on long-term commitments.



Public Commitments on Sustainability

Linstol appreciates that sustainability is a journey, and we have identified the following short-term (short haul) and long-term (long haul) destinations that we will strive to arrive at as our journey progresses:

Short Haul Destinations on our Sustainability Journey include:

- **Zero Waste** to landfill from our direct operations and core manufacturing processes by 2030.
- **100% of paper and cardboard packaging** responsibly sourced or include optimum recycled content by end-2026.
- **100% of plastic packaging** reusable, recyclable, biodegradable or compostable by end-2026.
- **Eliminate 100% of problematic plastic packaging** that can not be reused, recycled or composted by end-2026.
- Adoption of a **new approach to single use products and packaging**



Long Haul Destinations on our Sustainability Journey include:

- **Advocating** for increased transparency and more detailed sustainability data across the supply chain and product lifecycle.
- **Reduce Carbon Emissions** by 30% by 2030, & by 50% by 2035 compared to a 2019 baseline.
- Strive to achieve **Net Zero** status for Carbon Emissions by 2040 in support of the international climate policy goal of limiting global warming to less than two degrees Celsius compared to pre-industrialization levels.
- Contributing to **Planet Positive** conditions to support the process of natural regeneration and repair of our planet.



HUMAN RIGHTS



LABOUR



ENVIRONMENT

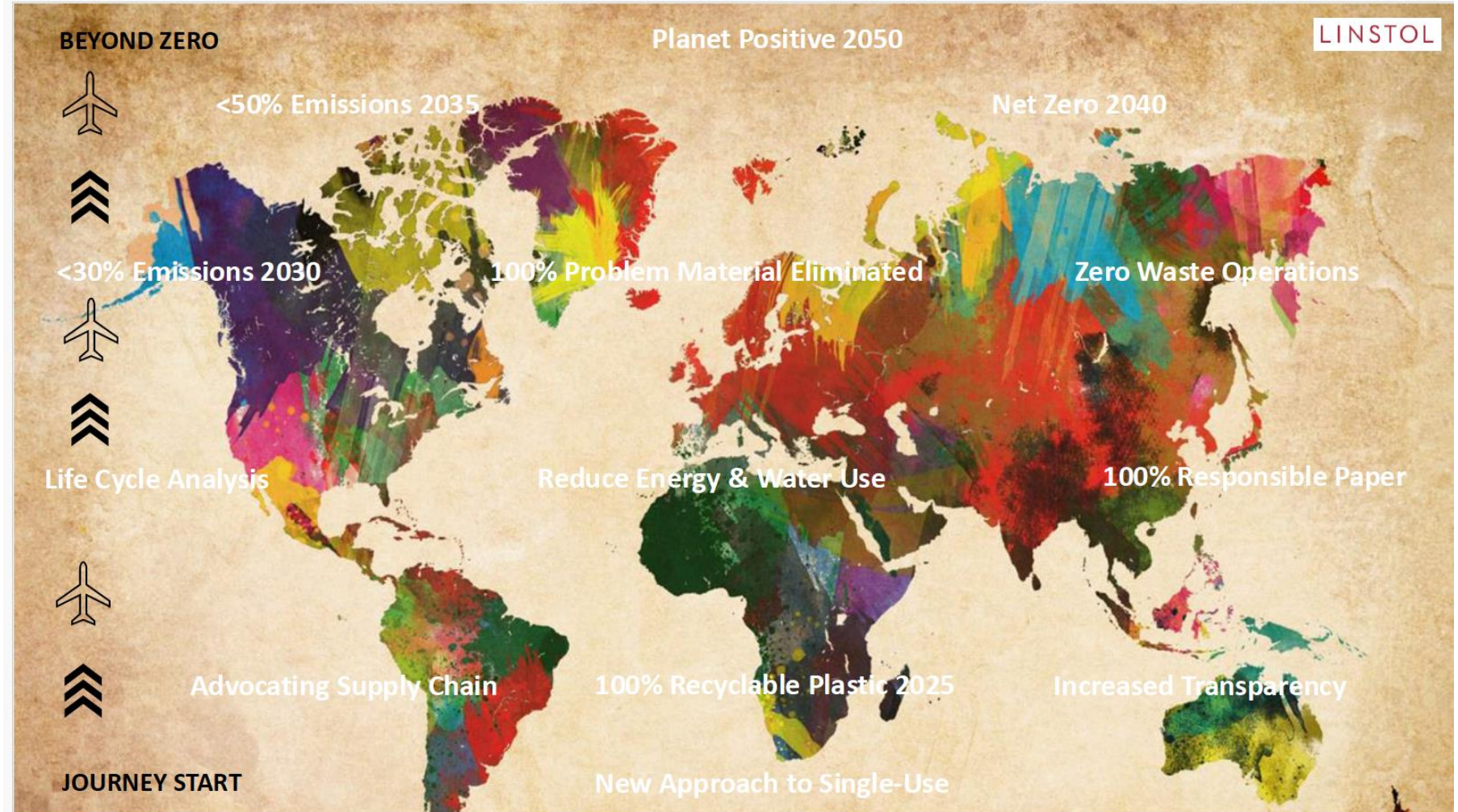


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Linstol's Sustainability Flight Path to Net Zero...and Beyond.

Linstol are on track to achieve key Milestones for emissions, waste, and energy reduction on our flight path to Net Zero by 2040 and Planet Positive status by 2050.





2025: Goal Achieved

United Nations Global Compact

LINSTOL UNGC MEMBERSHIP

SDG 17

Partnering with like minded organizations.



August, 2025

Linstol are proud to become members of the **United Nations Global Compact (UNGC)**, the largest corporate social responsibility initiative in the world, and support our airline partners on their ESG journey.

We are committed to upholding the Ten Principles of the UNGC and supporting achievement of the Sustainable Development Goals (SDGs) through our products, manufacturing processes and global operations. As a responsible supply chain partner, we will continue to drive positive improvements on **human rights, labour standards, environment and anti-corruption**.

We look forward to joining you at a future UNGC event, helping you demonstrate progress towards your ESG goals and sharing our Sustainability Report with you annually.

The Linstol Team



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WE SUPPORT



WE SUPPORT THE MISSION OF THE UNITED NATIONS GLOBAL COMPACT TO MOBILIZE A GLOBAL MOVEMENT OF SUSTAINABLE COMPANIES AND STAKEHOLDERS TO CREATE THE WORLD WE WANT.



2025: In Progress

SDG 17

Partnering with like minded organizations.



UN Sustainable Development Goals

DEMONSTRATING PROGRESS ON THE SDGs

The United Nations has defined 17 Sustainable Development Goals (SDGs) which are critical to ensuring the sustainable future of our planet by 2030.

Linstol recognizes the important role that business plays in the achievement of the SDGs, and our Sustainability strategy is positively contributing towards the achievement of:



Innovative solutions, including the first and only certified recyclable Paper Cup in the airline industry, are helping to demonstrate technical innovation, encourage the development of environmentally friendly materials, promote sustainable manufacturing, and reduce waste.



Promoting the use of recycled and recyclable material helps support the shift to a Circular Economy and reduce waste to landfill. Reusable products also extend the life cycle and reduce carbon footprint.



Avoidance of micro-plastics, protection of our oceans and natural habitats, and sustainable alternatives to traditional single use products are enabling Linstol and our airline partners to make verified progress on our shared journey to Net Zero, planet regeneration and beyond.



2025: Goal Achieved.



Visit the Caribbean Sustainability Website

cs.caribbean-airlines.com

SPONSORS: **GOLD** LINSTOL **BRONZE** UNIT TRUST



Advocating for Sustainability

- November 2024, Linstol was proud to sponsor the Caribbean Career Expo, empowering the next generation through education, mentorship and creating opportunities to thrive.



- June 2025, Linstol was proud to welcome the Founder of Plastic Bank to our UK HQ to explore ways for us to grow together as purpose led organizations.



- September 2025, Linstol joined forces with the Coalition of Immokalee Workers to highlight the risks from modern slavery and labor abuses in the agriculture industry.

- April 2025, Linstol joined the panel discussion on the future of Inclusive Travel at the WTCE industry exhibition.



- April 2025, Linstol were awarded Best Sustainability Product for Headsets with Social Plastic at the Onboard Hospitality awards.



- March 2025, our team joined the Million Mile Beach Clean to draw attention to plastic pollution of our coastlines.





2025: Goal Achieved.

Linstol in the Community



Humanitarian Crisis in Syria – Swiss Red Cross Urgently Need Essentials for Syrian Families

Hundreds of thousands of displaced people in Syria are in crisis, living without basic resources and shelter.

The situation is critical, and the Swiss Red Cross is stepping up efforts in 2025 to distribute essential supplies on the ground including blankets to provide protection against the freezing Winter cold. Together, we can make a difference and help meet their most urgent needs.

Visit: <https://www.redcross.ch/en/humanitarian-crisis-in-syria-your-support-is-vital>



- Linstol facilitated the donation of 25k unwanted comfort blankets to the Swiss Red Cross emergency relief project in Syria.

- Team Linstol helps Naples community raise over \$360k for Breast Cancer Awareness.



- In 2025, Linstol facilitated the donation of 10k end-of-life bed linens and towels to the Salvation Army “Love Beyond” community support campaign in USA.



- Team Linstol donates food parcels for families in need to Trussell Trust Foundation, Christmas 2024.
- Raising £350 for MacMillan Cancer Support with coffee & mocktails!



Donations to the Salvation Army change lives. Heal communities. Restore families.

Salvation Army is an international movement dedicated to doing good in a world where it is needed more than ever.

In 2024 alone, more than 27 Million people in the US received life changing support. The Love Beyond project shows families in need that love still exists, even in the most difficult situations.

Donations can be used in homeless shelters, supportive & transitional housing, emergency relief, & to help the Salvation Army continue to put love above all else.



LINSTOL





2025: Goal Achieved.

Linstol in the Community

- Linstol is actively supporting the Dadaab refugee camp in Kenya with **AmericaShare** by providing 10,000 blankets, dental kits and essential hygiene supplies for children in one of the largest refugee camps in the world.



AmericaShare



- To help address the threat of extinction to wildlife in Africa due to climate change and deforestation, Linstol is supporting the **Wild Tomorrow** project which preserves wild spaces in the region to promote biodiversity and provide essential wildlife corridors.





2025 Achieved.

In Harmony with Nature

Our goals for demonstrating commitment to working in harmony with nature include:

- **Reduce Carbon Emissions** by 30% by 2030, and reduce Carbon Emissions by 50% by 2035, compared to a 2019 baseline.
- Contributing to the achievement of **Planet Positive** conditions to support the process of natural regeneration and repair of our planet.
- Support our nature-based goal of helping to **preserve natural habitats** of endangered species in key biodiversity areas.



Oct 2024 - Sept 2025 Performance:

- **Published Scope 1 – 3 Carbon Emissions Report** for the Linstol group to measure progress against our 2019 baseline.
- Offset **1,677 Tons of CO2e from UK freight and 1,135 Tons of CO2e US freight from customer shipments.**
- **Equal to the annual energy use from 367 homes, or 316,418 gallons of fuel being consumed or 3,099,040 Lbs of coal burned*.**
- **Off-set funds directed through the Pachama fund for nature, supporting two Verra carbon capture projects in the Borneo and Central Kalimantan Peatlands.**
- **Helped preserve the natural habitats of 67 mammals species, 167 bird species, 45 reptile species and 11 fish species with Pachama.**
- **Funded collection of over 600,000 waste plastic bottles from coastlines through our partnership with Plastic Bank.**

*<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



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Case Study - 1

LINSTOL + PLASTIC BANK

Together with Plastic Bank, Linstol is helping to fund the collection of plastic waste from coastal environments before it enters the ocean.

- As a certified Corporate Sponsor since 2021, Linstol has to date funded the collection of **100,000 Kgs** of ocean bound plastic, equal to 5 Million plastic Water Bottles.
- In Sept 2024 – Oct 2025 alone, Linstol helped stop over **600,000 waste plastic bottles** reaching the ocean.
- A Closed Loop solution has also been enabled with ocean prevented “Social Plastic” material from Plastic Bank now being used in our in-flight headsets (**20,000 Kgs** used in our supply chain in 2024-25).
- Our impact stretches beyond the ocean as the lives of over **800 individual Plastic Bank members** has been improved across **99 coastal communities** through a reliable source of income, social benefits and access to education in return for plastic waste collected.



TOGETHER WE’RE MAKING WAVES BY HELPING STOP OCEAN POLLUTION AT SOURCE.





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Part of the Solution. Not Part of the Pollution.

LINSTOL + PLASTIC BANK

April 2025, Linstol used an interactive display at the WTCE industry trade show in Hamburg, Germany, to highlight how our airline partners can leverage use of Social Plastic® from Plastic Bank to demonstrate progress on all 17 UN Sustainable Development Goals.

UN SDG	Goal	Plastic Bank Impact
1	No Poverty	Income for those most in need.
2	Zero Hunger	Food vouchers for daily essentials.
3	Good Health and Wellbeing	Access to health insurance.
4	Quality Education	Funding for education and school supplies.
5	Gender Equality	Creating empowering opportunities for women in vulnerable coastal communities.
6	Clean Water and Sanitation	Keeping oceans and waterways plastic free helps ensure clean freshwater for desalination.
7	Affordable and Clean Energy	Collected plastic waste can be turned into energy.
8	Decent Work and Economic Growth	Safe, respectful and inclusive work for over 55,000 collection members.
9	Industry Innovation	Supply chain innovation for new uses of Social Plastic®.
10	Reduced Inequalities	Inclusive collection communities strengthen resilience and equality.
11	Sustainable Cities and Communities	Reducing pollution makes coastal areas more attractive for investment and tourism.
12	Responsible Consumption and Production	Supporting the Circular Economy for plastic waste.
13	Climate Action	Reducing plastic waste and landfill reduces emissions and helps combat climate change.
14	Life Below Water	Protecting marine habitats from plastic pollution.
15	Life on Land	Protecting the soil and wildlife habitats from harmful chemicals and emissions.
16	Peace, Justice and Strong Institutions	Promoting ethical practices, respect for nature and a strong global community.
17	Partnership for the Goals	Partnering with like minded organizations to stop plastic pollution.



Collaboration for the Goals

Our partnership with Plastic Bank demonstrates how one impactful project can make a positive impact on all 17 United Nations Sustainable Development Goals.

TAP ANY GOAL TO FIND OUT HOW...





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Case Study - 2

LINSTOL + PACHAMA

Linstol's partnership with Pachama funded the offset of carbon emissions from 100% of customer shipments during 2024-25 through two Verra certified carbon capture projects.

- **Borneo Peatlands** (Rimba Raya; VCS 674) project avoids deforestation, degradation, and drainage of 5 million hectares of peatlands which store massive amounts of carbon that would be dangerous to the atmosphere if released. The project supports 34 villages with farming, fishing and non-timber harvesting, aligning with SDGs for Zero Poverty, Good Health, Equality and Decent Work.
- **Central Kalimantan Peatlands** (Katingan Mentaya; VCS1477) project protects peatlands in Indonesia from palm oil plantations, creating a safe refuge for Orangutans and preserving carbon rich swamps.
- Social impact is achieved by providing clean water and sanitation to local villages, educating over 10,000 children in community schools and providing a floating medical clinic to reach the most remote villages in the region.
- Support UN SDGs for good health, quality education and clean water.



Conservation Impact

Linstol's support helps the project protect and preserve the habitats for 67 mammal species, 167 bird species, 45 reptile species, and 11 fish species. Estimates indicate over 4,000 Orangutans, 10,000 Bornean Gibbon, and 500 Proboscis Monkeys inhabit the area too, representing over 5% of the remaining global populations, classifying the project as a Key Biodiversity Area.



Pachama



2025: In Progress.

Valuing Natural Resources

Our goals for demonstrating commitment to valuing natural resources include:

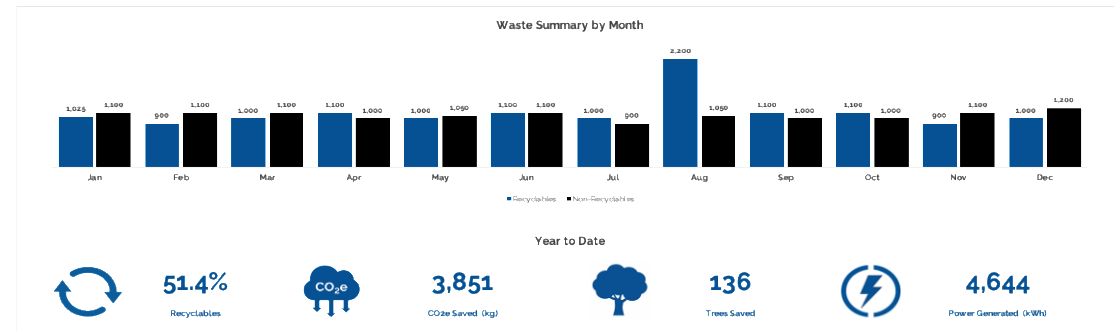
- **Achieve minimum 50% diversion of waste to Recycling** from our offices by end-December 2025 and strive to achieve zero waste to landfill from our direct operations and manufacturing processes by end-December 2026.
- **100% of paper and cardboard packaging** to be responsibly sourced or include optimum recycled content by end-2026.
- **100% of plastic packaging** to be reusable, recyclable, biodegradable or compostable by end-2026.
- **Eliminate 100% of problematic plastic packaging** that can not be reused, recycled or composted by end-2026.
- Adoption of a **new approach to single use products and packaging** to ensure that durable, recycled and reusable alternatives are always available.
- Continually **advocating** for increased transparency and more detailed sustainability data across the supply chain through education, thought leadership and strategic partnerships.

Oct 2024 - Sept 2025 Performance:

- Recycled **100%** of plastic, paper and glass waste from our direct operations (total 13,425 Kgs).
- Achieved **51.4% waste diversion** from landfill from our direct operations for the period Jan – Dec 2024.
- Equal to **3,851 Kgs CO2e saved** and **4,644 kWh renewable energy** created from landfill avoidance.

Waste Produced	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Waste destined for EFW	1,100	1,100	1,100	1,000	1,050	1,100	900	1,050	1,000	1,000	1,100	1,200	12,700
Mixed Recyclables	1,025	900	1,000	1,100	1,000	1,100	1,000	2,200	1,100	1,100	900	1,000	13,425
Total	2,125	2,000	2,100	2,100	2,050	2,200	1,900	3,250	2,100	2,100	2,000	2,200	26,125

Waste Summary	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Recyclables	1,025	900	1,000	1,100	1,000	1,100	1,000	2,200	1,100	1,100	900	1,000	13,425
Non-Recyclables	1,100	1,100	1,100	1,000	1,050	1,100	900	1,050	1,000	1,000	1,100	1,200	12,700
Percentage Recyclables	48.2%	45.0%	47.6%	52.4%	48.8%	50.0%	52.6%	67.7%	52.4%	52.4%	45.0%	45.5%	51.4%
Trees Saved	10	9	10	11	10	11	10	24	11	11	9	10	136
CO2e Scope 3 GHG (kg)	-	-	98	90	17	13	20	13	26	12	10	18	255
CO2e Saved (kg)	142	180	654	1,777	150	84	148	84	350	107	60	103	3,851
Power Generated (kWh)	171	221	793	2,113	185	105	185	105	423	132	79	132	4,644



All figures in Kg unless otherwise stated or indicated



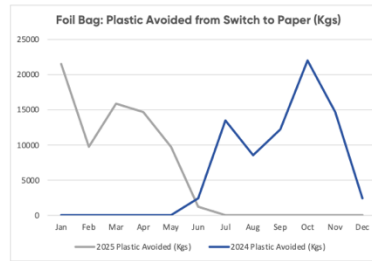
2025: In Progress.

Valuing Natural Resources

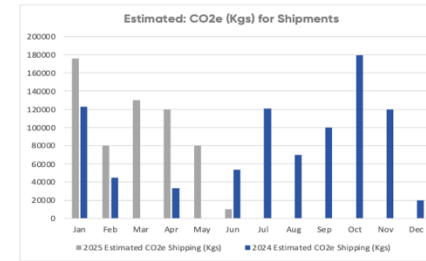
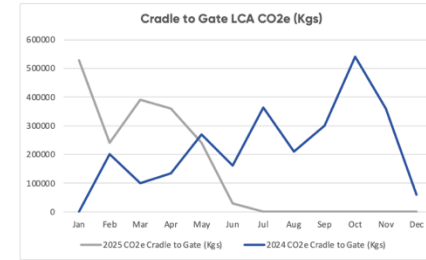
Oct 2024 - Sept 2025 Performance:

- Linstol used a total of 1,054 Tons of ABS and PP plastic material in manufacture of customer headphones and earbuds.
- From this total plastic material usage, 304.6 Tons were certified recycled plastic material (29% of total plastic material usage).
- Completed Cradle to Gate Life Cycle Assessment (LCA) for 100% of our range of customer headphones and earbuds to understand our Scope 3 carbon footprint.
- Introduced monthly environmental KPI reports for customers on a range of environmental data points including material and energy use, carbon footprint and packaging weights.

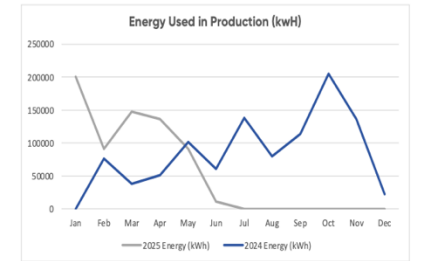
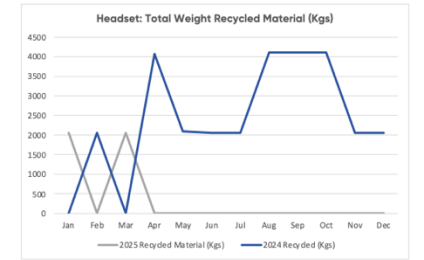
PACKAGING MATERIALS



CARBON FOOTPRINT



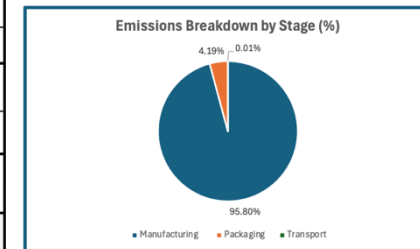
MATERIAL & ENERGY



CRADLE TO GATE LIFE CYCLE ASSESSMENT (LCA)

Stage	No.	Component	Material	Weight (g)	CO2e per Unit (g)	CO2e per Unit Kgs CO2e	Remark
Manufacture	1	Headset casing	ABS/PP	36.0g	164.636	0.165	
	2	Wire cover and plug cover	PVC	7.5g	20.614	0.021	
	3	Screw	Iron	0.80g	1.892	0.002	
	4	Pin	Copper	0.80g	5.596	0.006	
	5	Speaker	speaker	7.60g	422.726	0.423	
	6	Earpad	Silicone	7.0g	24.071	0.024	
	7	Power	Electricity	0.14KWH	0.110	0.110	
Packaging	8	Carton	Corrugated paper	600g	2796.000	0.028	
	9	Polybag	/	3.0g	4.800	0.005	
Transportation	10	Transportation	Truck	/	/	0.000	To port in China
Total Cradle to Gate Life Cycle (Kgs CO2e) per Unit						0.782	

Life Stage	Stage Proportion (%)	CO2e (Kgs) per Unit
Manufacturing	95.80%	0.749
Packaging	4.19%	0.033
Transport	0.01%	0.0001
Total	100%	0.782





2025: In Progress.

Valuing Natural Resources...

Oct 2024 - Sept 2025 Performance:

- Utilized over 95 Tons of post-consumer recycled paper in packaging for inflight customer Earbuds.
- Utilized over 30 Tons of post-consumer recycled paper in packaging for inflight customer Headphones.
- Saved 103 Tons of single use plastic packaging for inflight customer Earbuds from the switch to paper packaging.
- Saved 714 Kgs of single use plastic by removal of unnecessary plastic packaging from shipping cartons for customer Headphones.





2025: Achieved.

New Approach to Single Use Products

To support our commitment to adopt a new approach to single-use products, Linstol are proud to have introduced sustainable alternatives in 100% of our core in-flight product categories in 2024/25.

- Certified Recyclable Paper Cups with mineralized Earth Coating™ which contain up to 51% less plastic compared to traditional paper cups.
- Certified Biodegradable Paper and Sugar Cane Bagasse Cups with Bio Earth Coating™.
- Pressed Paper Disposable Cutlery.
- Bamboo Drink Stirrers, Cutlery & Napkins.
- Sugar Cane Bagasse Meal Service Items.
- Recycled Plastic Meal Service Items.
- Recycled rPET Blankets with GRS certification.
- Recycled Plastic Earbuds.
- Recycled Plastic Headphones.
- Recycled and Recyclable Paper Packaging.
- Sulfur Free Paper Inner Carton Packaging.
- Sustainable textile library for amenity bags & sleepwear.





2025: Achieved.

New Approach to Single Use Products

2024/25 Performance:

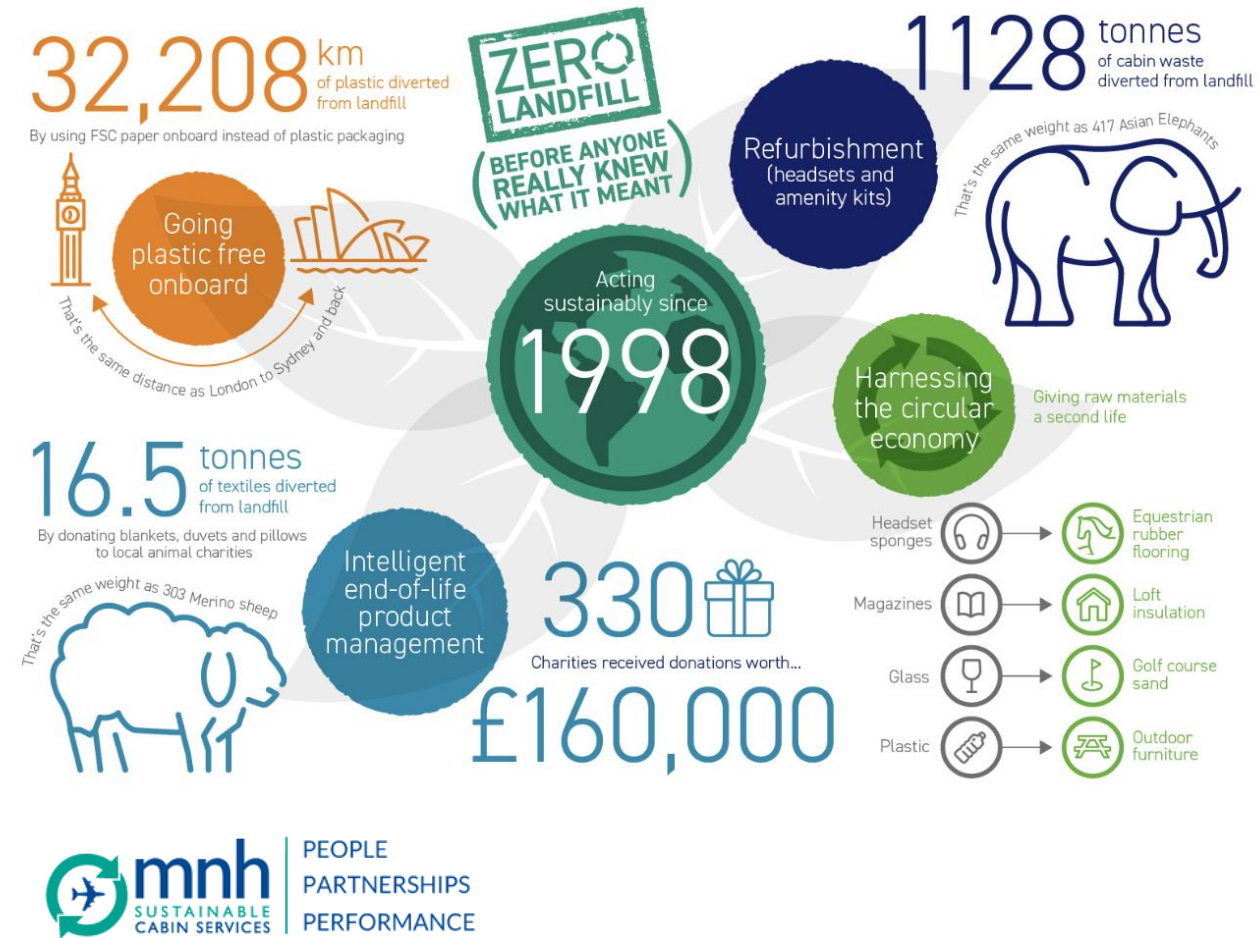
Linstol's Zero Waste goal and partnership with airline performance manage specialist, MNH, helped us to segregate cabin waste and refurbish high impact items for re-use, including amenity kits and audio headsets which can be repurposed for reuse up to 20 times and ultimately recycled into secondary products at end-of-life.

Examples of waste that we divert from landfill:

- Cardboard waste to cardboard boxes
- Plastic bottles to picnic tables
- Headset sponges to rubber flooring
- Magazines to loft insulation
- Fabrics to car insulation, roofing felts and furniture padding
- Copper (from Headsets) to electrical equipment



4 pillars of environmental responsibility





2025: In Progress.

TEXTILE 2 TEXTILE (T2T) RECYCLING



As a pioneering first in the airline industry, Linstol is proud to partner with RE&UP in 2025 to offer closed loop recycling of Polycotton blended textile products into material for new airline garments and accessories.

The problem? Blended textiles can't be separated for recycling and end up in landfill or incinerated.

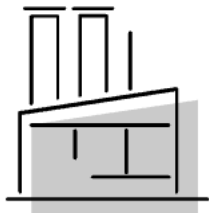
The solution? RE&UP patented thermomechanical system segregates blended textiles at end-of-life and creates recycled chips and fibers for new textile material.

The benefits? Reducing waste, conserving resources including water and energy, and minimizing pollution compared to new materials.

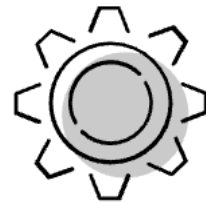
How it works?



End-of-life textiles collected from laundry by Linstol and returned to RE&UP.



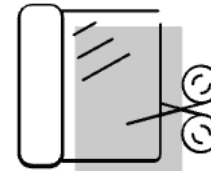
Waste is sorted and segregated per composition.



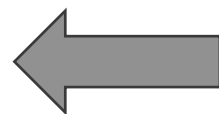
Recycling



Blended textiles converted into fibers and chips for spinning into new fabric.



Recycled cotton and recycled polyester used by Linstol manufacturer to make new airline textiles.



United Nations Sustainable Development Goals 9, 12 and 13 supported.



2025: Achieved.

People – Our Greatest Natural Resource

Linstol recognize that our people are our greatest asset and our goals for the continual development and education of our team include:

- Aim for less than 3 sickness days per employee per 12 month working period.
- Aim for an Accident Frequency Rate (AFR) below 2.5 between January and December 2025.
- Train 100% of our sales, account management, procurement and finance teams on our Anti-bribery policy and the risks associated with bribery, fraud and corruption.
- Achieve zero reports of unlawful acts of discrimination, bullying and harassment.
- Train 100% of the Linstol procurement team on ESG practices and salient sustainability topics between January and December 2025.
- Increase levels of equality, diversity and inclusion in the workplace by end-December 2025.
- Increase the level of employee satisfaction year on year and increase levels of equality, diversity and inclusion in the workplace.

2025 gender composition and ethnicity audit confirmed:

- Management team includes positive gender balance: **47% male / 53% female**.
- Employee composition positively gender balanced: **49% male / 51% female**.
- Ethnically diverse workforce: **72% White (non-Hispanic or Latino), 10% Hispanic or Latino, 15% Han or East Asian and 3% Haitian**.
- English is not the first language spoken for **28%** of employees.



Oct 2024 - Sept 25 Performance:

- Linstol were delighted to announce **3 internal promotions** in our team during the past year.
- 100% of the promoted employees were **female**.
- **Zero reports of discrimination**, bullying or harassment were reported between October 2024 and September 2025.
- **Zero operational days** were lost to occupational injury between October 2024 and September 2025 (0%).
- **17 sickness days** were reported between October 2024 and September 2025 resulting in a reduced sickness rate of 0.167% compared to the previous year (sickness rate 0.428%).
- Linstol **Accident Frequency Rate (AFR)** has been calculated for the calendar year January to December 2024 according to OSHA principles:

No Accidents in Year (2024)	Highest Severity Level	Number Working Hrs in Year (2024)	Accident Frequency Rate: No Accidents x 200000/Employee Total Hrs Worked
0	0	74880	0



2025: Achieved.

People Our Greatest Natural Resource

- Linstol Accident Frequency Rate (AFR) has been calculated for January to September 2025 according to OSHA principles: **2.395**.

No. Accidents in Year (Jan - Sept 2025)	Highest Severity Level	No. Working Hrs in Year To Date (2025)	Accident Frequency Rate: No Accidents x 200000 / Employee Total Hrs Worked
1	1	83520	2.395

EMPLOYEE TRAINING OCT '24 TO SEPT '25

Linstol Team participated in a range of ESG training throughout the year including 100% engagement in:

- UNGC Principles (45 Hrs)
- Carbon Emissions (45 Hrs)
- ESG Credentials (45 Hrs)

Total training hours recorded during Oct '24 to Sept '25: **650 Training Hrs.**

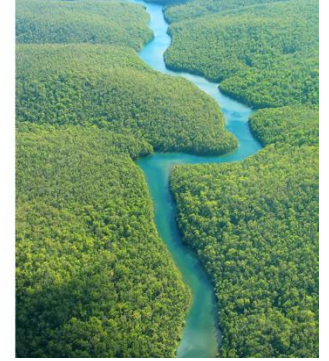
Average training hours per employee during the report period: **14.4 Hrs per employee/year.**

100% of Sales, Finance, Procurement & Account Management teams joined:

- Anti Bribery Fraud & Corruption (30 Hrs)

Further targeted employee training:

- Quality Control KPIs (42 Hrs)
- Sustainability Concepts (180 Hrs)
- ESG Management Practices (16 Hrs)
- Textile H&S Regulations (32 Hrs)
- CSR Internship (140 Hrs)
- Climate Change & Aviation (35 Hrs)
- First Aid in the Workplace (16 Hrs)
- Fire Safety (24 Hrs).



Company has carbon emissions from energy, operations, products and waste.
Company has Net Zero target. Company cannot stop...
How to reduce emissions?

Company can REDUCE emissions by:
Recycled / natural materials.
Sourcing closer.
Renewable energy.
Reducing waste.
And OFFSET THE REST...

Pay to support projects with other companies that reduce, avoid or remove CO2.
Certified. Credible.





2025: Achieved.

Health and Safety

Linstol First Aiders and Fire Marshalls participated in workplace Health and Safety training in March and April 2025.

First Aid and Fire Marshall Training was provided by St John's Ambulance.



The course provided our First Aiders with a comprehensive set of practical skills needed in the workplace, giving both the ability and knowledge to deal with first aid emergencies, and meet the standards required to comply with Health and Safety (First aid) regulations.



This is to certify that **Melissa Briant** attended a course in **Fire marshal** on **20 May 2025** at **Farnborough (Hawley Lane)**. Valid for three years from **20 May 2025**. This certificate is valid until **19 May 2028**.

Dr George Woods
Dr George Woods
Chief Business Officer



This is to certify that **Alex Dance** attended a course in **Fire marshal** on **20 May 2025** at **Farnborough (Hawley Lane)**. Valid for three years from **20 May 2025**. This certificate is valid until **19 May 2028**.

Dr George Woods
Dr George Woods
Chief Business Officer



This is to certify that **Victor Sun** attended a course in **Fire marshal** on **20 May 2025** at **Farnborough (Hawley Lane)**. Valid for three years from **20 May 2025**. This certificate is valid until **19 May 2028**.

Dr George Woods
Dr George Woods
Chief Business Officer



The course provided our Fire Marshalls with essential knowledge and practical skills to oversee fire safety in the workplace. It includes fire prevention strategies, emergency procedures, and legal duties, ensuring participants are fully prepared to serve as fire marshalls or fire wardens.





2025: Achieved.

Customer Health and Safety

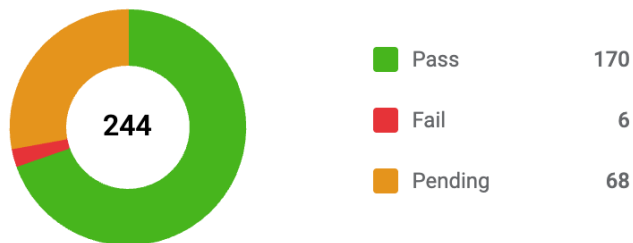
Quantitative Targets on Customer Health and Safety Include:

- Reduce the number of customer complaints from Linstol products by end of December 2025 compared to the previous year.
- Achieve and maintain a QC inspection Pass rate above 95% by end of December 2025.
- Achieve 0% reported Critical defects on all customer orders by end of December 2025.
- Achieve a maximum 2.5% reported Major defects on all customer POs by end of December 2025.
- Achieve a maximum 4% reported Minor defects on all customer POs by end of December 2025.
- Achieve a maximum 2% customer complaints from January to December 2025 based on the total number of annual orders delivered.

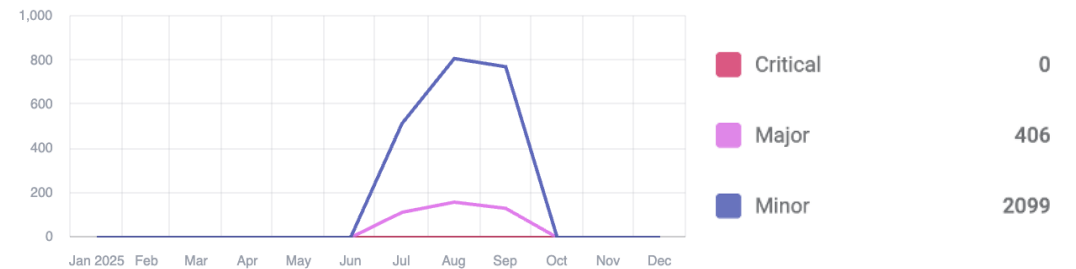
How Are We Doing? Oct 2024 - Sept 2025 Performance:

- Customer Complaints/Issues Received: 19 customer issues
- Orders Processed in 2024/25: 5,681 orders
- Customer Complaint/Issue Rate: 0.33% (target <2%)
- Customer Complaints/Issues Investigated: 19 customer issues
- Complaint/Issue Investigation %: 100%
- Customer Complaints/Issues with Root Cause Established: 19 issues
- Root Cause Identification Rate: 100%
- Customer Complaints/Issues with Remediation Plan: 19 Issues
- Remediation Rate: 100%
- Customer Decision Rate (Accept/Reject) for Issues Raised: 100% Accepted
- Major defect rate from QC inspection of customer orders: 0.54%
- Minor defect rate from QC inspection of customer orders: 2.8%
- Critical defect rate from QC inspection of customer orders: 0%
- 2024/25 QC Inspection Pass rate 98%.

Result Analytics



Analysis of Critical/Major/Minor





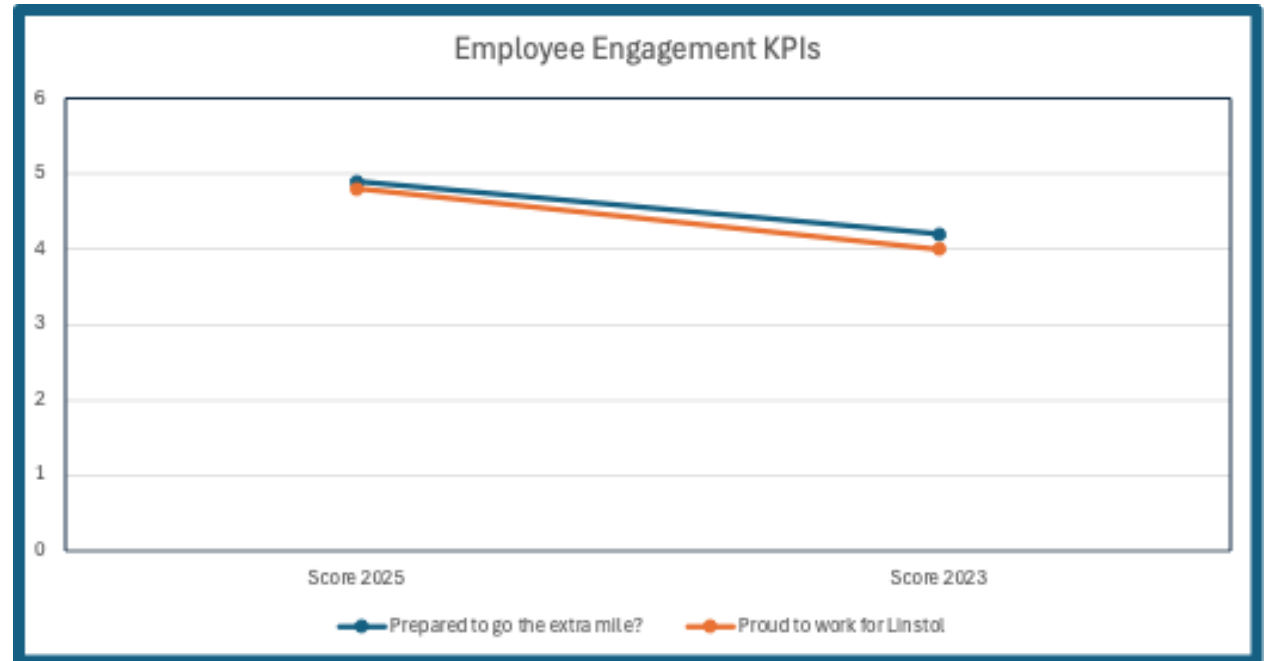
2025: Achieved.



2024/25 Employee Satisfaction Survey

Oct 2024 - Sept 2025 Performance:

- 100% of employees received annual feedback from their Line Manager to highlight performance and training needs.
- Personal Development Plans implemented for **100%** of employees which require each employee to complete 3 goals that help the company and the employee achieve their ambitions.
- Employee satisfaction survey showed that **82%** of employees were satisfied with their work/life balance.
- Employee engagement KPIs increased compared to previous survey in 2023.



- Linstol ‘employees going the extra mile’ rating increased from 4.2/5 to 4.9/5.
- Linstol ‘employees proud to work for Linstol’ rating increased from 4.0/5 to 4.8/5.



2025: In Progress.



LINSTOL SOCIAL JUSTICE STATEMENT (2025)

Linstol, as a signatory to the United Nations Global Compact, is committed to supporting the **Ten Principles** of the **UNGC** including the protection of internationally proclaimed human rights and to make sure we are not complicit in any form of human rights abuses.

As a company and as caring people, Linstol cultivates and preserves a culture of Justice, Equity, Diversity, Inclusion, and Sustainability within our organization.

This is the foundation of our culture and guides our deliberations, actions, and conduct at all times. We advocate for the same values outside of our organization in all of our business relationships and expect these values to be respected by our suppliers, supply chain partners and customers, as well as our own employees.

Our greatest strengths in our business are derived from the collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent of our diverse team. Treating every person and our planet with dignity and respect not only makes our company stronger but also contributes to making the world a better place for all. In challenging and changing times globally, this has never been more important or more urgent.





2025: In Progress

Supply Chain - Screening

Third Party Social Audit Landscape in China Oct 2024 – Sept 2025



Third-Party Social Audit Landscape 2025

2 social audit methodologies
SMETA and **BSCI**

88% Tier 1 suppliers audited in 2025
12% Tier 1 suppliers audited in past 18 months

Sourcing regions incl. China, Peru, India, Italy, USA and UK.

Snapshot as of **October 2025**:

- 36** Non-Compliances recorded in total across 2025 third-party social audits
- 19** Non-Compliances **open** and **in-progress** (53%)
- 17** Non-Compliances **closed** (47%)

90% supplier sites located in China.

Corrective Action Plans for 100% of audit issues.

Common audit issues include low social insurance engagement, excessive voluntary overtime, missing secondary containers for chemicals and inconsistent use of Personal Protective Equipment.

Regular & Irregular visits

100% Tier 1 Suppliers signed the Linstol Code of Conduct based on ETI Base Code and UN Guiding Principles for Human Rights and Business.





2025: In Progress



Supply Chain - Screening

Workers in the supply chain demonstrate exceptional skill, care and attention to detail in production of Linstol's high quality and creative airline products.

In return, workers receive regular working hours in safe and respectful conditions with pay above the local minimum wage levels.

Third-party social audits across our Tier 1 manufacturing sites in Oct 2024 – Sept 2025 showed the following Supply Chain KPIs:

- **100% of workers received wages above the minimum wage.**
- **100% of workers received a premium rate for overtime hours.**
- **100% of workers covered by injury insurance.**
- **60% average engagement in 5 Types of Social Insurance.**
- **100% workers received at least one rest day in 7 days.**
- **100% of Tier 1 sites respect the right to freedom of association through effective, alternative means of worker representation (worker representative committee).**





2025: Achieved.

Supply Chain - Risk Assessment

SALIENT HUMAN RIGHTS RISKS

Risk Mapping of Linstol Supply Chain

August 2025, Linstol conducted a risk assessment of the salient human rights risks according to the 2025 ITUC Human Rights Index that exist in our key sourcing regions for further monitoring, awareness raising and control through due diligence steps.

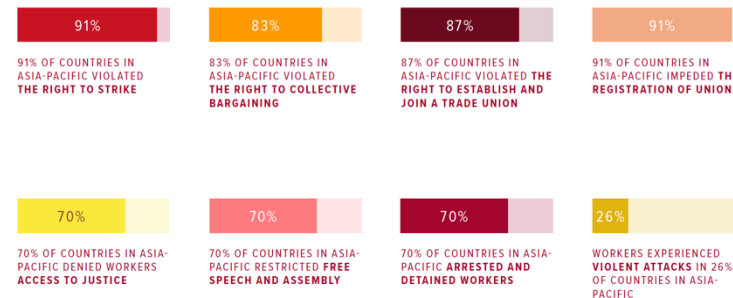
High-risk sourcing regions in our supply chain include:

- China - Risk Rating: 5
- India - Risk Rating: 5
- Hong Kong – Risk Rating: 5

Medium-risk sourcing regions in our supply chain include:

- Peru - Risk Rating: 4
- UK - Risk Rating: 4
- USA - Risk Rating: 4

Salient human rights risks in the Asia pacific region relate mostly to worker representation:



2025 ITUC GLOBAL RIGHTS INDEX

THE WORLD'S WORST COUNTRIES FOR WORKERS



THE WORST REGION IN THE WORLD

Middle East and North Africa

THE 10 WORST COUNTRIES FOR WORKING PEOPLE

Bangladesh	Myanmar
Belarus	Nigeria (NEW)
Ecuador	The Philippines
Egypt	Tunisia
Eswatini	Türkiye



2025: Achieved.

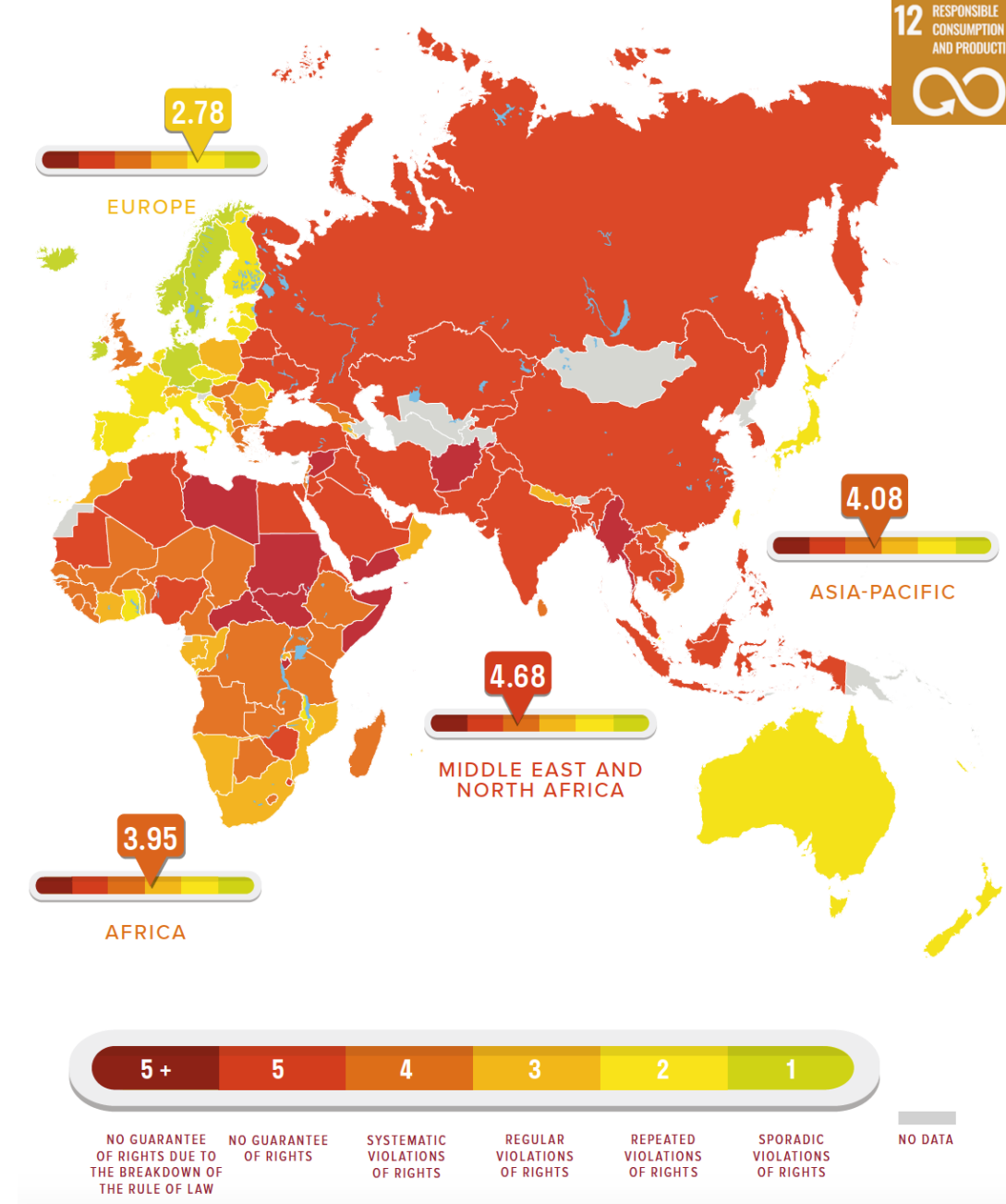
Supply Chain - Risk Assessment

SALIENT HUMAN RIGHTS RISKS

Risk Mapping of Linstol Supply Chain

The most salient human rights risks for workers in our high and medium risk sourcing regions of China, Hong Kong, India and Peru include:

- High risk of health and safety issues being tolerated in tier 1 and tier 2 factories.
- Excessive working hours and involuntary overtime in tier 1 and tier 2 factories.
- Informal child labor during holidays and lack of meaningful childcare options for parent workers in tier 1 and tier 2 factories.
- Gender discrimination for female workers in tier 1 and tier 2 factories.
- Restriction on freedom of association, repressive laws and genuine opportunities for collective consultation on working hours and pay.
- Modern slavery and illegal trafficking of migrant workers between regions.





2025: Achieved.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



Materiality Assessment

August 2025, Linstol conducted a Materiality Assessment to better understand the ESG topics with the greatest potential impact on our business and stakeholders.

Materiality Assessment

Company Type: Inflight Product Supplier
Industry Context: Aviation supply chain (manufacturing, logistics, audio, catering, textiles, amenity, packaging)
Scope: Global airlines

1. Purpose of the Assessment

To identify and prioritize the Environmental, Social, and Governance (ESG) topics that are most material (i.e., have the greatest impact on business success and stakeholder importance) for Linstol as a leading inflight product supplier operating globally.

2. Stakeholders Considered

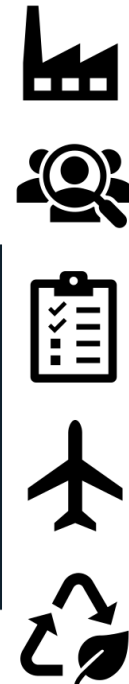
- Airline customers
- Passengers (end-users)
- Suppliers & logistics partners
- Employees
- Regulators
- Investors
- Communities
- Industry associations (IATA)

3. Materiality Assessment:

ESG Pillar	Topic	Description	Business Impact	Stakeholder Impact	Materiality
Environmental	Raw materials	Recyclable, compostable,	High	Very High	High
Environmental	Carbon emissions	Freight & manufacturing	High	High	High
Environmental	Waste management	Minimizing single-use	High	High	High
Environmental	Water & pollution	Responsible use	Medium	Medium	Medium
Social Labor	Practices & wages	Ensuring fair conditions	High	Very High	High
Social	Health & safety	Safe working environments	High	High	High
Social	DEI	Promoting inclusivity	Medium	Medium	Medium
Social	Product safety	Ensuring standards	High	Very High	High
Governance	Ethical sourcing	Preventing child labor	High	Very High	High
Governance	Data & security	Protecting client data	Medium	Medium	Medium
Governance	Transparency	ESG reporting	High	High	High
Governance	Regulatory	Meeting global standards	High	High	High
Environmental	Climate change	Risks to operations/supply	High	High	High

4. Next Steps

- Complete LCA (Cradle to Gate) for core products.
- Validate topics with internal and external stakeholders.
- Quantify impacts using ESG metrics and provide reports to customers and industry bodies.
- Integrate into strategy – set targets and reporting KPIs aligned with materiality risks.
- Communicate outcomes in sustainability reports and RFP responses to airlines.





2025: In Progress.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



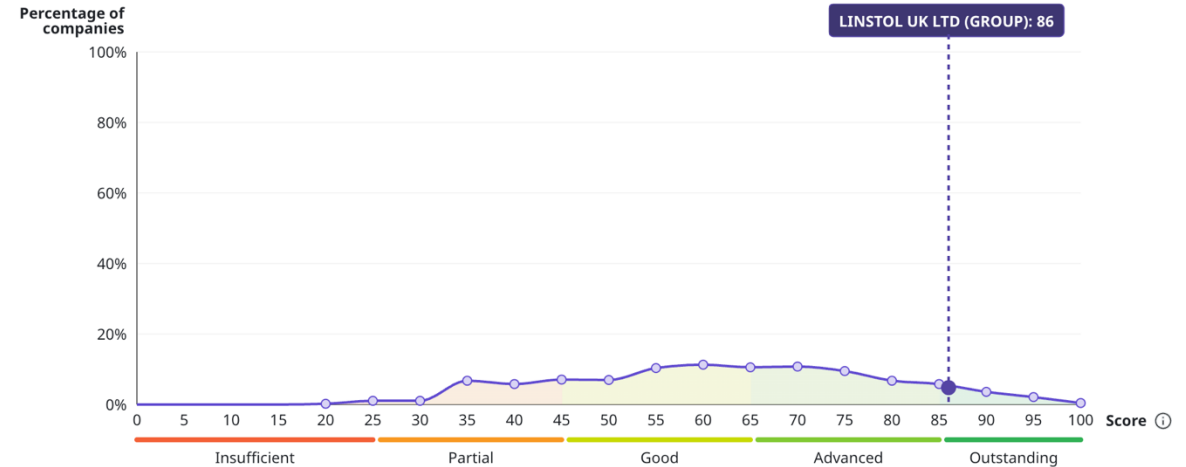
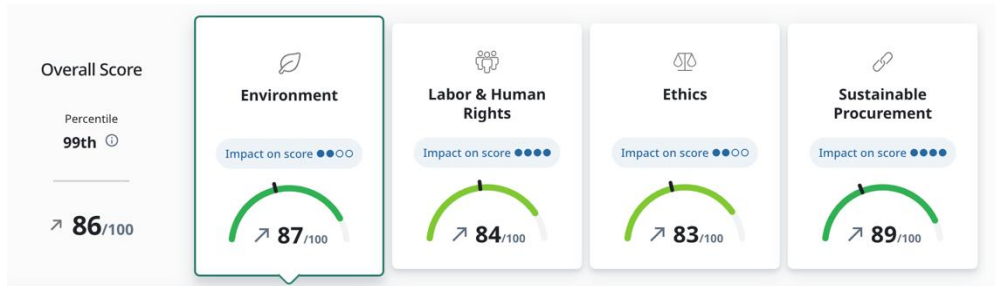
ANTI-CORRUPTION



EcoVadis – 2026 Performance

Linstol were proud to receive a **Platinum** rating from EcoVadis in our January 2026 assessment (**86%**).

- The result placed Linstol in the top 1% of companies rated by EcoVadis worldwide.
- Our score improved in all areas of the assessment including Environment, Human Rights, Ethics and Sustainable Procurement.
- We are committed to improving our performance again in our next annual assessment.
- Our 2026 dashboard with % scores per topic:





2025: In Progress.

Internal Operations

Linstol targets for Energy and Water reduction include aiming for a **5% reduction** year on year compared to 2023 baseline.

Oct 2024 - Sept 2025 Performance:

WATER USAGE

- 2024 Jan-Dec Water Usage = 5,784 Litres (8,550 Target)
- 2025 Water Usage Target = 8,122 Litres
- 2025 Actual Usage (Jan – Sept) = 4,345 Litres

Reduction target on schedule for 2025.

Implementation of smart flushing in washrooms, efficient water usage and regulated water delivery system.



ENERGY USAGE

- 2024 Jan – Dec Electricity Usage = 8,497 kWh (7,742 Target)
- 2025 Electricity Usage Target = 8,072 kWh
- 2025 Actual Usage (Jan – Sept) = 6,765 kWh
- Renewable Electricity @ 38.6% = 2,611.29 kWh

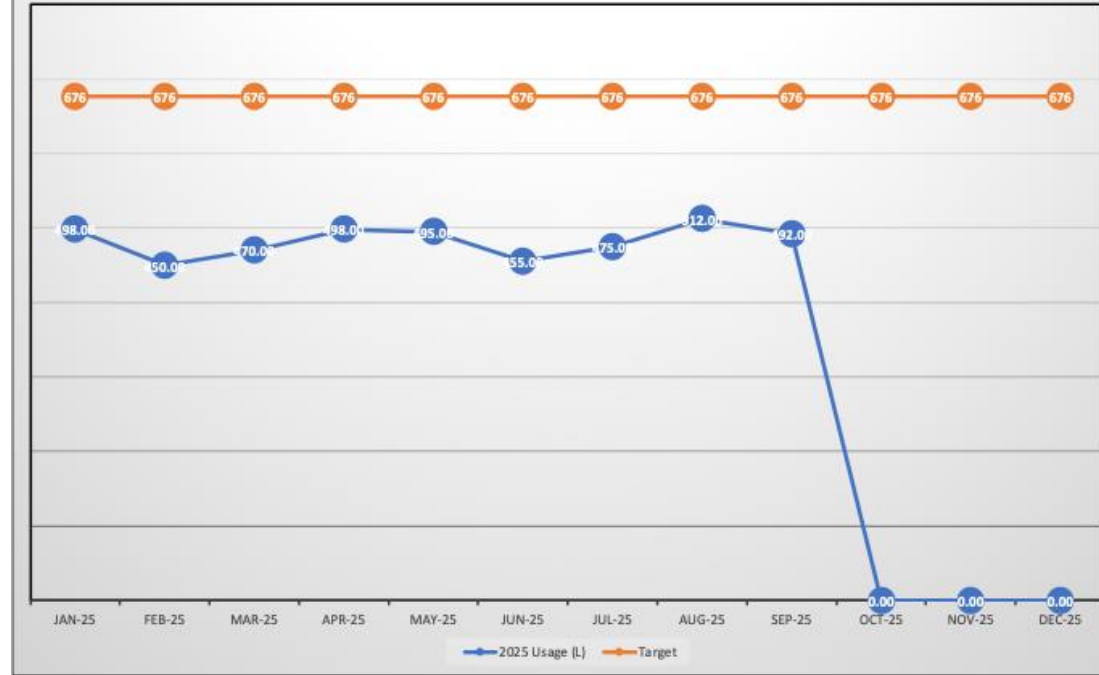
Reduction target in progress for 2025.

Implementation of smart lighting in offices, meeting rooms and sample warehouse with automatic turn-off and efficient PC usage.

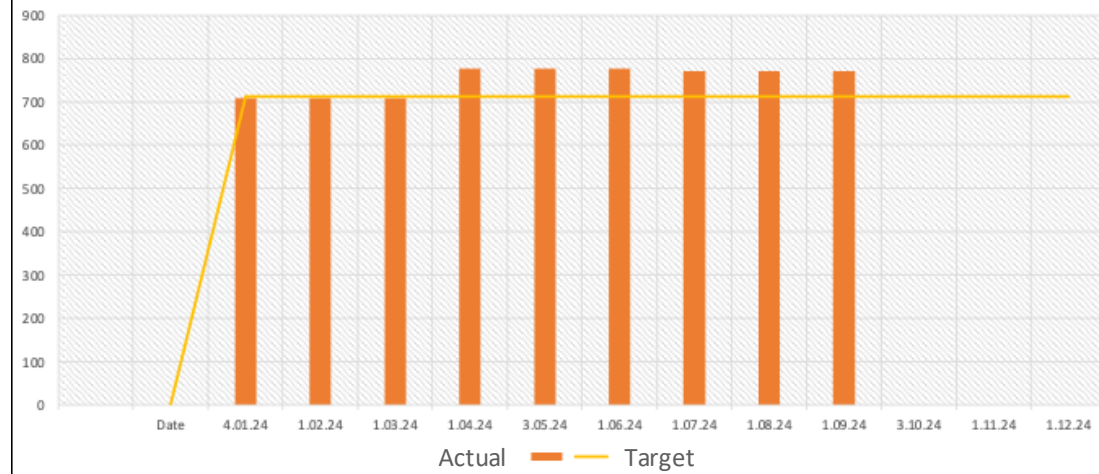
- Renewable energy usage at 38.6% from utility provider SSE (total 3,279 kWh for Jan – Dec 2024 and 2,611.29 kWh for Jan – Sept 2025).



Linstol Water Usage 2025



Linstol Electricity Usage - 2025



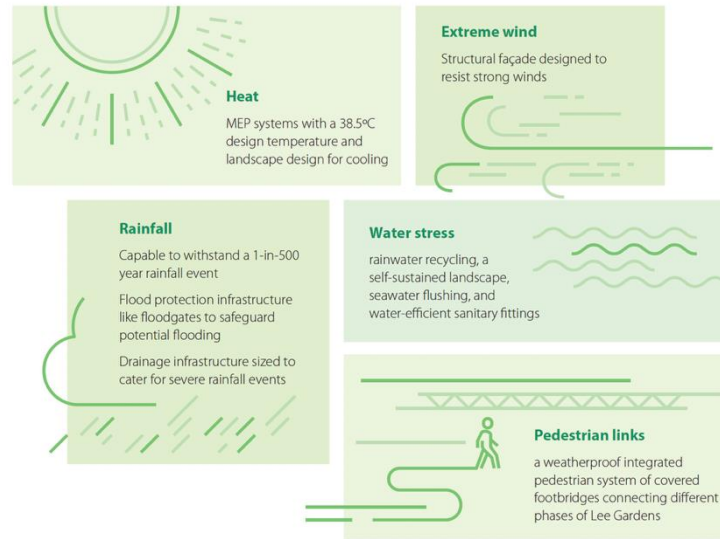


2025: Achieved.

Internal Operations – New Office in Hong Kong

September 2025, our Hong Kong team moved into a sustainable new office space, designed for low environmental impact.

Environmental Impact assessment demonstrated the office is safeguarded against the major environmental risks and positioned to achieve ambitious sustainability targets.



3 GOOD HEALTH AND WELL-BEING
Good Health and Well-being

8 DECENT WORK AND ECONOMIC GROWTH
Decent Work and Economic Growth

11 SUSTAINABLE CITIES AND COMMUNITIES
Sustainable cities and communities

17 PARTNERSHIPS FOR THE GOALS
Partnerships for the goals

- Promote community wellness and resilience, including health & safety via various programmes and activities, to stakeholders in the community.
- Establish and maintain comprehensive management policies to provide a safe and healthy environment for our tenants, customers and staff at work and within our community.
- Promote sustainable economic growth.
- Support tenants' business growth.
- Nurture entrepreneurs and incubate innovative new businesses. Provide an inclusive environment of decent work.
- Make cities and neighbourhoods inclusive, safe, resilient and sustainable.
- Apply climate actions and develop green/WELL buildings to optimise impacts.
- Develop smart communities that leverage technology to enhance liveability, connectivity and quality of life for stakeholders.
- Undertake activities that contribute to community health and wellness, family and children, art and culture, environmental sustainability, diversity and inclusion.
- Mobilise multiple resources, including support from project partners, government and non-governmental organisations, to make positive impacts on communities through our operations.
- Enhance the use of enabling technology to create smart solutions that improve operational efficiency and environmental performance, and develop smart communities to enhance liveability, connectivity and quality of life for stakeholders.



> 7%

y-o-y reduction in carbon emissions (Scope 1 and 2)



> 7%

reduction in electricity use from base year 2021



Committed to Science Based Target Initiative (SBTi)



40%

of debt financed by sustainable finance



> 32,000 kWh

Renewable Energy generated

Environmental Impact Assessment

September 2025, Linstol updated our annual Environmental Impact Assessment of our global office facilities.

The Assessment enabled us to understand our potential Climate, Chemical, Air, Noise, Light, Water, Communal, Natural and Wildlife risks and severity of impact from our direct operations.

Types of risks include:

- Climate Weather events
- Air Pollution (emissions)
- Chemical Cleaning products / ingredients
- Communal Waste, water and electricity
- Light Office and street lighting
- Noise Delivery and office equipment
- Nature Biodiversity and habitats

Group Wide Observations

- Total Risks: 40
- Minimal Risks Observed: 14
- Minor Risks Observed: 14
- Moderate Risks Observed: 5
- Significant Risks Observed: 7
- Total Impacts: 37
- Minimal Impacts Recorded: 18
- Minor Risks Recorded: 15
- Moderate Risks Recorded: 4
- Significant Risks Recorded: 0

Environmental Stewardship	Category	Score	Observations
Environmental Stewardship	3 Air Quality	✓✓	<ul style="list-style-type: none"> • Reduce air pollution in construction by encouraging the use of electrified plants and equipment • Maintained good and above rating of IAQ certification in our portfolio
	1 Energy Efficiency Management	✓✓	<ul style="list-style-type: none"> • Facilities improvements, e.g. energy audits and re-commissioning • Whole-life cycle facilities management plan • Application of smart Building Management System (BMS) • Design target for "super-low carbon ready" for Lee Garden Eight project
	2 Green Building	✓✓	<ul style="list-style-type: none"> • >70% of buildings by GFA are certified as green buildings in Hong Kong portfolio • A first to become HKGBC Zero Carbon Ready Building scheme for whole HK portfolio • Pursue BEAM Plus/LEED certifications for existing buildings in the portfolio
	6 Waste Management	✓✓	<ul style="list-style-type: none"> • Provision of recycling facilities for tenants • Engagement activities to educate stakeholders on waste management
	8 Water and Wastewater Management	✓✓	<ul style="list-style-type: none"> • Sky Wetland at Hysan for tertiary treatment of wastewater for educational demonstration • Rainwater harvesting installation in our portfolio • Attain WSD Quality Water Supply Scheme for Buildings
	4 Climate Resilience	✓✓	<ul style="list-style-type: none"> • Incorporated climate resilience design at Lee Garden Eight project • Climate-related risks assessment being conducted • Committed to SBTi
	7 Circularity and Material Use	✓✓	<ul style="list-style-type: none"> • Use of innovative solutions such as Food TranSmarter for handling food waste, enabling waste to energy • Design to achieve zero landfill at Lee Garden Eight project
	5 Greenhouse Gases Emissions	✓✓	<ul style="list-style-type: none"> • Implemented measures to reduce electricity use in our portfolio, e.g. application of chiller plant and lighting replacement
	9 Biodiversity	✓✓	<ul style="list-style-type: none"> • Conducted ecological baseline survey • Urban Farm for organic farming at Hysan Place

3 GOOD HEALTH AND WELL-BEING **Good Health and Well-being**



8 DECENT WORK AND ECONOMIC GROWTH **Decent Work and Economic Growth**



11 SUSTAINABLE CITIES AND COMMUNITIES **Sustainable cities and communities**



17 PARTNERSHIPS FOR THE GOALS **Partnerships for the goals**





2025: 30% Reduction Achieved.



Reducing Carbon Emissions

Linstol goals for demonstrating our commitment to reducing carbon emissions include:

- Reduce Carbon Emissions by **30%** by 2030*
 - Reduce Carbon Emissions by **50%** by 2035*
- *Compared to a 2019 baseline.
- Strive to achieve **Net Zero** status for Carbon Emissions by 2040 in support of the international climate policy goal of limiting global warming to less than two degrees Celsius (2C) compared to pre-industrialization levels.

Carbon Offset Summary 2024

Linstol introduced a policy to offset carbon emissions from 100% of customer shipments by Linstol from our UK, HK and US offices through our offset partner, Pachama.

- In 2024, 1,677 Tons of CO₂e was offset from UK freight and 1,135 Tons of CO₂e was offset from US freight.

Total offset secured for 2024 = 2,812 Tons CO₂e

Linstol completed our Scope 1, Scope 2 and Scope 3 Carbon Emissions Report for our global US, UK and Hong Kong operations according to the Greenhouse Gas Protocol for the year Jan – Dec 2024.

The report helps us understand our carbon footprint compared to a 2019 pre-Covid baseline and enable us to track our reduction efforts.

Linstol Group Scope 1 – 3 reports for 2024 on following pages. See summary of 2019 and 2024 comparison below:

Baseline Global Carbon Emissions for 2019 : Total 59,929 Tons CO₂e

- Scope 1 Emissions = 8.05 Tons CO₂e (Absolute 2030 reduction target: 5.635 Tons CO₂e)
- Scope 2 Emissions = 26.7 Tons CO₂e (Absolute 2030 reduction target: 18.69 Tons CO₂e)
- Scope 3 Emissions = 59,894.02 Tons CO₂e (Absolute 2030 reduction target: 41,925 Tons CO₂e)

Total 30% Reduction Target by 2030 = 41,950 Tons CO₂e

Actual Global Carbon Emissions for Jan – Dec 2024: 40,923 Tons CO₂e

- Scope 1 Carbon Emissions = 0.228 Tons CO₂e
- Scope 2 Carbon Emissions = 11.43 Tons CO₂e
- Scope 3 Carbon Emissions = 40,911.91 Tons CO₂e

Total 30% Reduction Target Achieved = Total 40,923 Tons CO₂e



Pathway to Net Zero... 30% Carbon Emissions Reduction Milestone Achieved!



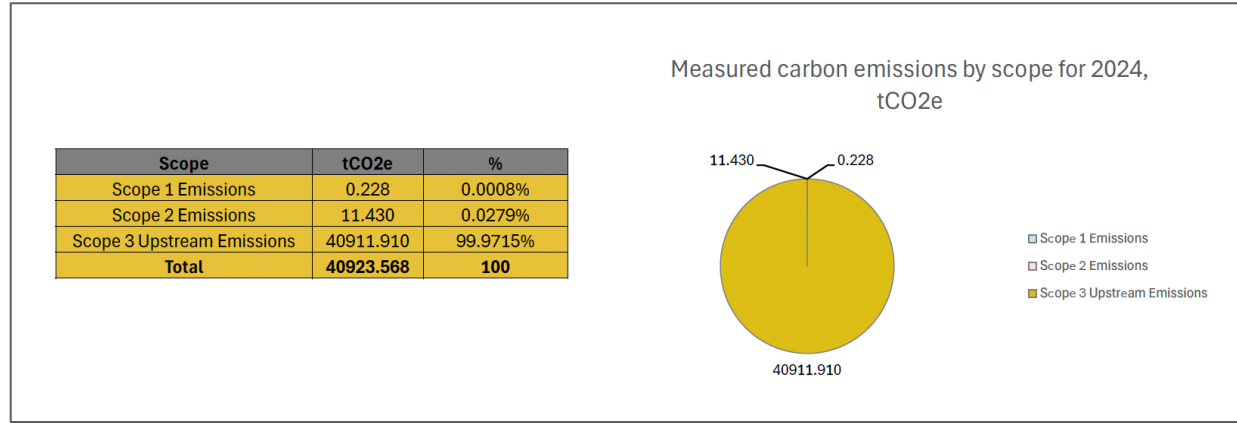


2025: 30% Reduction Achieved.

Reducing Carbon Emissions

Linstol Group (USA, UK and HK)

Scope 1, Scope 2 and Scope 3 Emissions Data for the full year period of January to December 2024.



Corporate Greenhouse Gas Emissions Report Operational Boundaries and Emissions Measurement

Methodology

Linstol has collaborated with EcoVerify to assess its corporate greenhouse gas (GHG) emissions. This analysis quantifies the total CO₂e emissions produced by the company within clearly defined operational and organisational boundaries, over a specified reporting period. Whether the assessment covers a specific site, region, or the entire company, it provides a detailed overview of climate-related impacts. This report focuses on emissions data for Linstol for the year 2024

The assessment has been conducted in alignment with the Greenhouse Gas Protocol – the globally recognised standard for corporate GHG accounting and reporting. This ensures consistency, transparency, and comparability across reporting years.

Measuring, managing, and mitigating emissions are essential steps in supporting global climate goals, such as those outlined in the Paris Agreement. Establishing a clear baseline through GHG accounting enables organisations to identify emissions hotspots and prioritise meaningful reduction actions.

By understanding their emissions profile, Linstol can target the areas with the highest environmental impact, set data-driven reduction targets, and evaluate progress year-on-year. Regular GHG reporting also helps inform investment in emissions reduction technologies, operational improvements, and sustainability initiatives – all of which support a lower-carbon future.



This greenhouse gas (GHG) inventory defines the operational boundaries that determine which activities are included in the emissions assessment. Following the Greenhouse Gas Protocol, emissions have been categorised into three scopes:

Scope 1 covers all direct emissions from sources owned or controlled by the organisation — for example, emissions from fuel combustion in company-operated vehicles or onsite equipment.

Scope 2 accounts for indirect emissions from the consumption of purchased electricity, heating, cooling, or steam.

Scope 3 includes all other indirect emissions occurring in the value chain that are not under direct operational control. Examples include emissions from business travel, waste disposal, and supply chain activities.





2025: 30% Reduction Achieved.



Reducing Carbon Emissions

Alignment to Sustainable Development Goals



The Sustainable Development Goals (SDGs), also known as the Global Goals, are a collection of 17 interrelated goals set by the United Nations. They cover a broad range of social and economic development issues including poverty, health, education, climate change, and energy.

By measuring and reducing your carbon footprint with EcoVerify, your organisation contributes directly to four SDGs including:

- **Affordable and Clean Energy (SDG 7)**
- **Sustainable Cities (SDG 11)**
- **Responsible Consumption and Production (SDG 12)**
- **Climate Action (SDG 13)**

These efforts reflect a measurable commitment to sustainability and the global climate agenda.





2025: 30% Reduction Achieved.

Linstol Scope 1 Carbon Footprint Report (Jan to Dec 2024)

Global Measurements

Scope 1: Direct Emissions



Scope 1	Category	Unit	Value	Source	tCO2e Location Based	tCO2e Market Based
		Fuels				
	Biofuels					
	Refrigerant & other (f-gases)					
	Passenger vehicles	USD	2744	Company Cars	0.228	
	Delivery vehicles					
	SECR kWh pass & delivery vehicles					
	Scope 1 Emissions				0.228	0.000

Measured Scope 1 emissions for year ending 2024, tCO2e



KEY

Included in the calculations
Not included in the calculations



2025: 30% Reduction Achieved.

Linstol Scope 2 Carbon Footprint Report (Jan to Dec 2024)

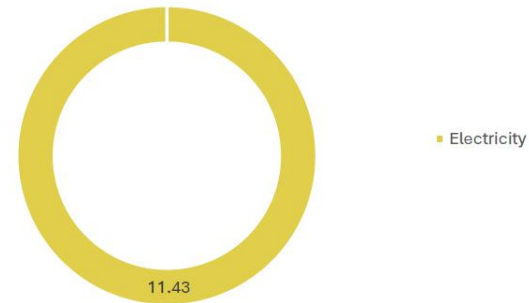
Global Measurements

Scope 2: Indirect Emissions from Energy



Scope 2	Category	Unit	Value	Source	tCO2e Local Based	tCO2e Market Based
	US Electricity	kWh	30457	Electricity	11.43	
	Fuel- and Energy-Related Activities					
	Overseas electricity					
	UK electricity for EVs					
	SECR kWh UK electricity for EVs					
	Heat and steam					
	Scope 2 Emissions		tCO2e			11.43

Measured Scope 2 emissions 2024, tCO2e



KEY

Included in the calculations
Not included in the calculations



2025: 30% Reduction Achieved.

Linstol Scope 3 Carbon Footprint Report (Jan to Dec 2024)

Global Measurements

Scope 3: Other Indirect Emissions (Location Based)

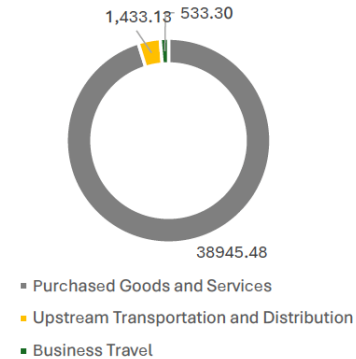


Scope 3: Upstream Categories	Category	Unit	Value	Source	tCO2e Local Based	tCO2e Market Based
	1. Purchased Goods and Services (Spend Based)	USD	96827781	Goods And Services	38945	
	2. Capital Goods (Spend Based calc)					
	3. Fuel and Energy Related Activities Not Included in Scope 1 or Scope 2					
	4. Upstream Transportation and Distribution	USD	2711271	Air, Road, Sea Freight + Others	1433	
	5. Waste Generated in Operations					
	6. Business Travel	USD	826613	Train, Air, Bus, Car Hire, Hotels	533	
	7. Employee Commuting					
	8. Upstream Leased Assets					
Scope 3 Upstream Emissions			tCO2e		40912	0.000

KEY

Included in the calculations
Not included in the calculations

Measured Scope 3 emissions 2024, tCO2e



Total Scope 3 Upstream Emissions for global operations from Jan – Dec 2024 from transport and distribution: **1,433 Tons CO2e**



2025: 30% Reduction Achieved.

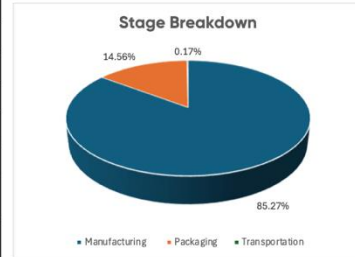
Life Cycle Assessments (LCA)

In support of our emissions reduction strategy and to help understand our Scope 3 carbon footprint, Linstol has worked with our manufacturing partner between Oct 2025 and Sept 2025 to evaluate the Cradle to Gate Life Cycle emissions for 100% of our core headphone and earbud range of inflight audio products, enabling easy comparison between a selection of models. See example LCA and model comparison below:

For end-of-life extension, Linstol durable headphones are designed for easy cleaning and refurbishment, and each unit is cleaned and re-used an average 20 times for 20 rotations onboard to extend the product life cycle of each unit

Stage	No.	Component	Material	Weight (g)	CO2e per Unit (g)	CO2e per Unit (Kgs)	Remark
Manufacture	1	Headset casing	ABS	132g	603.66372	0.60366	
	2	Wire and plug cover	PVC	37.5g	103.06800	0.10307	
	3	Screw	Iron	3.3g	7.80615	0.00781	
	4	Metal headband	Steel	40.0g	94.6200	0.09762	
	5	Pin	Copper	3.6g	25.18164	0.02518	
	6	Speaker	speaker	28.0g	/	0.13500	
	7	Microphone	Mic	0.50g	27.81090	0.02781	
	8	PCBA	PCBA	3.8g	/	0.11788	
	9	Leatherette	PU	15.0g	52.800	0.05280	
	10	Earpad	Sponge	5.8g	14.5348	0.01453	
	11	Power	Electricity	0.67KWH	0.52595	0.52595	
Packaging	12	Carton partition	Corrugated paper	1100g	5126.000	0.23559	
	13	EPI Polybag	PE	0.7g	3.850	0.00385	
	14	PVC bag	PVC	33.0g	52.800	0.05280	
Transportation	15	Transportation	Truck	/	/	0.00349	To China port
Total Life Cycle (Cradle to Gate) Kgs CO2e						2.01	

Life Stage	Stage Proportion	CO2e (Kgs)	Remark
Manufacturing	85.27%	1.71	
Packaging	14.56%	0.29	
Transportation	0.17%	0.00	
Total	100%	2.01	



Remark :1. SIA NCC-280 LCA refers to the entire process of raw materials and components acquisition and the manufacturing, packaging, storage, transportation (to Shenzhen Port, China). It includes not only the manufacturing process of the product, but also the manufacturing process of the components, as well as the energy consumption during the assembly of the components. The ocean transportation and waste (end of life) stage are not included.

Model	Cradle to Gate LCA Carbon Footprint (Kgs CO2/Unit)	Average Cradle to Gate LCA	Unit Weight (g)
ST-54 (Kids)	0.323	Average LCA for ST Range = 0.703 Kgs CO2e	55
ST-55	0.702		62
ST-45	0.736		47
ST-50	0.736		49
ST-54	0.757		59
ST-55	0.782		62
ST-60	0.792		66
ST-35	0.795		50
N-100	1.67	Average LCA for N / NCC / NCM standard range = 2.239 Kgs CO2e	124
N-200	1.72		140
NCC-280	2.01		269
225	2.07		185
Supra Aural	2.115		179
NCM-260	2.14		240
NCC-125	2.25		178
NCM-300	2.27		265
275	2.42		282
NCB-125	2.61		188
Sound by Bose	2.798	Average LCA for premium /branded / reusable range = 3.496 Kgs CO2e	245
NCM-240 / NCC-240	2.98		230
NCM Phireak Stratus	3.4		196
Denon NCC	3.658		265
NCB Phireak (Cirrus) 280	4.02		237
	4.12	261	



2025: 30% Reduction Achieved.

Reducing Carbon Emissions

October 2024, Linstol offset 100% of the carbon emissions generated from the freight of customer shipments handled by Linstol during the previous year with VERRA certified offset partner, Pachama, equal to 2,812 Tons CO2e.



Pachama Attestation

Summary of Retirement

On October 23, 2024, Pachama retired within the Verra registry the following tons from the Borneo Peatlands Project, registry name Katingan Peatland Restoration and Conservation Project, and VCS (Verified Carbon Standard) project [1477](#):

Retired on behalf of	Volume in tons	Vintage
Linstol UK	1,677.63	2017
Linstol USA, LLC	1,135.27	2017

Serial numbers:

- 6359-304200552-304201427-VCU-016-APX-ID-14-1477-01012017-31122017-1
- 6359-306998237-307000173-VCU-016-APX-ID-14-1477-01012017-31122017-1



January 2025, Linstol implemented a partnership with delivery partner DHL to offset the carbon emissions generated from courier shipment of small orders with the Go Green delivery service.

Between January and September 2025, Linstol dispatched 190 parcel shipments with Go Green and offset a total of 7,264 Kgs CO2e to date.



2025: Achieved.

Safeguarding Data and Anti-Bribery, Fraud & Corruption

IT & DATA SECURITY



September 2025, Linstol received a GDPR data audit with external third-party, Information Commissioner's Office.

Data Protection Registration Certificate

Linstol UK Limited
North East Wing, Beech House
Ancells Road
Fleet
Hampshire, GU51 2UN

Registration reference: ZB424668
Date registered: 27 October 2022
Registration expires: 26 October 2026

Data Protection Officer

Mr Kevin Peat



Issued by: Information Commissioner's Office,
Wycliffe House, Water Lane, Wilmslow, Cheshire
SK9 5AF

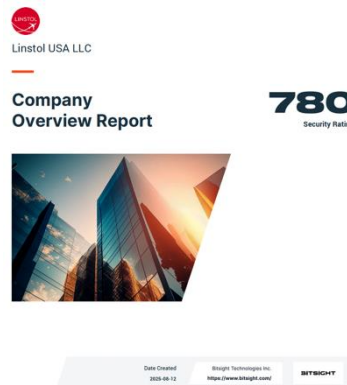
Telephone: 0303 123 1113
Website: ico.org.uk

SYSTEM SECURITY



August 2025, Linstol received a third party IT security audit from BitSight Technologies.

A BitSight security audit measures and monitors an organization's cyber security risk using continuous, external data analysis, providing an objective, data-driven "outside-in" view of its security posture and those of its partners. The purpose is to identify security gaps, assess risk, benchmark performance, and automate processes to improve effectiveness, manage supply chain risk, and ensure compliance with security best practices.



FINANCIAL SCREENING

Linstol process for screening new accounts to help avoid the risk of fraud and corruption include:

1. Review latest company accounts.
2. Review latest company return and company officer details.
3. Cross-reference and approve with third-party credit and account reports.
4. Two factor authentication for all bank payments.

In Oct '24 to Sept '25, Linstol are pleased to report:

- **Zero incidents of fraud, bribery and corruption were reported from our global operations.**
- **Zero data security breaches reported from our global operations.**

Bitsight Security Rating	Risk of Security Incidents	Company Info
	<p>Ransomware: Your risk is similar to companies rated 750+.</p> <p>This company: High Risk Low Risk</p>	<p>Subscription: Insureds</p> <p>Monitored by: 4 companies</p> <p>Searched by: 23 users</p> <p>Homepage: linstol.com</p> <p>Industry: Transportation</p> <p>IP addresses: 25</p> <p>Company ID: Unassigned</p>
	<p>Security Incidents: Your risk is similar to companies rated 750+.</p> <p>This company: High Risk Low Risk</p>	

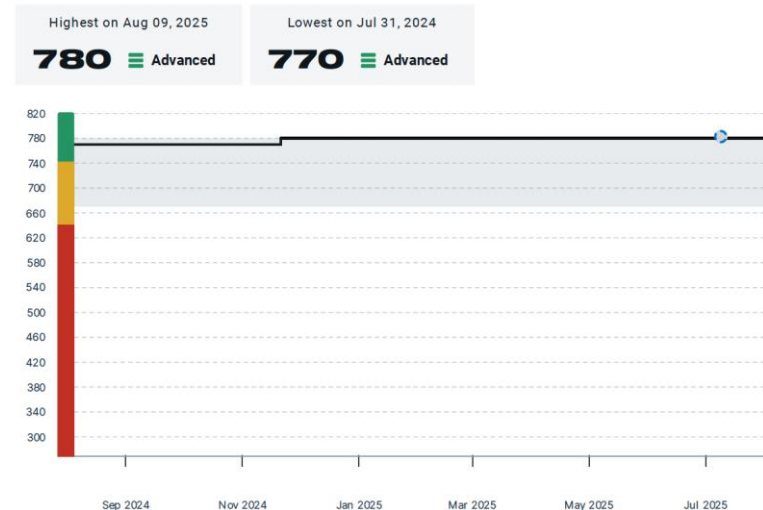


2025: Achieved.

Safeguarding Data and Anti-Bribery, Fraud & Corruption

Quantitative Targets on Data Security, Anti-Bribery, Fraud and Corruption include:

- Achieve zero incidents of breach or risk to information between January and December 2025.
- Achieve zero operational hours lost to breach or risk to information incidents between January and December 2025.
- Increase security levels in relation to company data and information.
- Achieve zero incidents of fraud, bribery and corruption from our operations and supply chain between January and December 2025.
- Train 100% of our sales, account management, procurement and finance teams on the Anti-bribery policy and the risks associated with bribery, fraud and corruption by December 2025.



2024/25 Performance:

- Based on our external BitSight security audit and ICO GDPR data audits from August 2025, zero incidents of data breach or system compromise occurred between October 2024 and September 2025.
- Linstol has been classified as a Low risk company based on our security protocols and IT infrastructure.
- Linstol IT and data security rating from BitSight improved from 770 (Advanced) in 2024 to 780 (Advanced) in August 2025.
- Anti-bribery, fraud & corruption training for 100% of the Sales, Finance, Procurement & Account Management teams.
- Cyber security training with Cyber-Safe for 100% of the Linstol team.



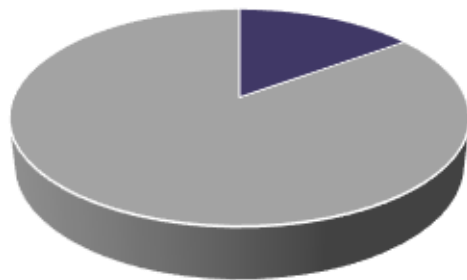
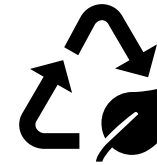
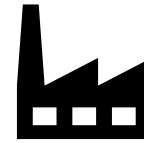
2024/25: Achieved.

2026: In Progress.

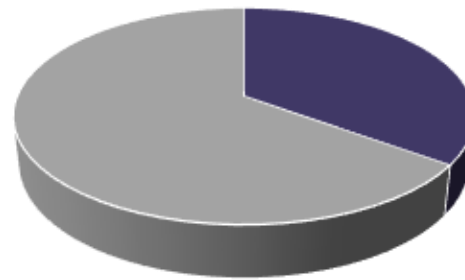
Supply Chain Environmental Management

Supplier Environmental Management Survey

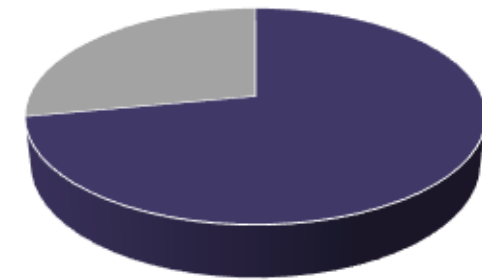
- We surveyed our top 20 Suppliers to check their capabilities and engagement level on sustainability.
- The results showed how our tier 1 suppliers are at different stages of their sustainability journey, with varying degrees of knowledge on sustainability topics depending upon their customer base.
- Key takeaways include:
 - 72 % Introduced new recycled materials & packaging
 - 35 % Acquired a new sustainability certification
 - 15 % Started reporting data on carbon emissions
- We will renew the survey in 2026 to continue to monitor the progress of our suppliers on their sustainability journey.



Reporting CO2 emissions ■ Yes ■ No



New sustainability certification ■ Yes ■ No



Introduced new recycled / recyclable materials ■ Yes ■ No



2024/25: Achieved.

2026: In Progress.

Sustainable Procurement Reporting

Supply Chain Data for Oct '24 to Sept '25:

- 100% of Tier 1 suppliers of Linstol in-flight products have signed the Linstol Supplier Code of Conduct between Oct 2024 and Sept 2025.
- 100% of Tier 1 suppliers of Linstol in-flight products have adopted the Linstol Supplier Terms and Conditions for the supply of goods and services between Oct 2024 and Sept 2025, including a firm commitment to our ethical Supplier Code of Conduct for positive environmental, labour and human rights practices.
- 100% of Tier 1 suppliers of Linstol in-flight products participated in the annual Linstol Sustainability Survey.
- According to the Sustainability Survey, 35% of tier 1 suppliers have acquired a new sustainability certification during Oct '24 to Sept '25.
- 100% of Tier 1 suppliers of Linstol in-flight products received a social and ethical audit in SEDEX or BSCI methodology within the past 18 months.
- 100% of audit non-compliance issues have been addressed in a Corrective Action Plan with the supplier.
- 88% of Tier 1 suppliers have been audited during the past 12 months, and the remaining 12% of Tier 1 suppliers have been audited within the past 18 months.
- 47% of the issues raised during the audits have been closed in Oct '24 to Sept '25 through implementation of suitable corrective actions (53% of audit issues open and in-progress).
- 100% of the Linstol team involved in the buying process for products participated in sustainable procurement training topics including Introduction to UNGC, Carbon Emissions, Climate change and Offset training, ESG Credentials training and Sustainability Concepts Workshop training.



**SASB
STANDARDS**

Now part of IFRS Foundation





2024/25: Achieved.

2026: In Progress.

Sustainable Procurement – SASB Standards

Industry Specific Disclosure Metrics

For the period Oct '24 to Sept '25, Linstol analysed our salient sustainability related risks and opportunities expected to impact an organisation in our consumer product industry sector of **Household and Personal Care Products** based on the **SASB Standards**.

Relevant 2024/25 SASB **Disclosure Topics** and **Reporting Metrics** include:

TOPIC	METRIC	CATEGORY	CODE	2024/25 LINSTOL DATA
Water Management	Total water withdrawn/consumed	Quantitative	CG-HP-140a.1	5,784 m3 2024, 4,345 m3 2025
	% of each region water stressed	Quantitative	CG-HP-140a.1	0% in water stressed regions
	Practices to mitigate risks	Discussion / Analysis	CG-HP-140a.2	Reduce water % in formulas, reuse rainwater, efficient fixtures, flushing and drainage systems.
Product Environmental H&S Performance	Revenue from products with SVHCs	Quantitative	CG-HP-250a.1	\$0 (0 Products with + SVHCs)
	Process to manage chemical risks	Discussion / Analysis	CG-HP-250a.3	Toxicologist reviewed formulas
	Revenue for Green chemistry products	Quantitative	CG-HP-250a.4	\$0 (0 Green chemistry product)
Packaging Lifecycle Management	Total Weight of packaging	Quantitative	CG-HP-410a.1	1,685,049 Kgs packaging
	% from recycled / renewable material	Quantitative	CG-HP-410a.1	70% recycled / renewable
	% recyclable/reusable/compostable	Quantitative	CG-HP-410a.1	80% recyclable
	Strategies to reduce impact	Discussion / Analysis	CG-HP-410a.2	Prioritise FSC/GRS certified materials
Environmental / Social Impacts of Palm Oil	% of Palm Oil derived products	Quantitative	CG-HP-430a.1	0% (0 products)
	% of cert sustainable Palm Oil used	Quantitative	CG-HP-430a.1	0% (0 products)
ACTIVITY:				
Units of Products Sold	Last 12 months	Quantitative	CG-HP-000.A	1,123,366,358 units
No. manufacture facilities	Last 12 months	Quantitative	CG-HP-000.B	30 Sites (17 Tier 1 / 13 Tier 2)



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Industry Description

Household & Personal Products industry entities manufacture a wide range of goods for personal and commercial consumption, including cosmetics, household and industrial cleaning supplies, soaps and detergents, sanitary paper products, household batteries, razors and kitchen utensils. Household and personal products entities operate globally and typically sell their products to mass merchants, grocery stores, membership club stores, drug stores, high-frequency stores, distributors and e-commerce retailers. Some entities sell products through independent representatives rather than third-party retail establishments.



2024/25: Achieved.

2026: In Progress.

Sustainable Procurement – SASB Standards

Industry Specific Disclosure Metrics



SASB STANDARDS

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Industry Class: Household and Personal Care Products based on the **SASB Standards**.

2024/25 SASB **Disclosure Topics for Discussion / Analysis** include:

Water Management: Linstol reduce water use by lowering the water content in product formulations and optimising production methods. Rainwater is collected and reused for non-potable applications such as equipment cleaning and landscaping. Across our facilities, efficient fixtures, dual-flush systems, and optimised drainage minimise consumption and prevent waste. Regular monitoring ensures continual improvement and helps mitigate risks from water scarcity and cost fluctuations.

Environmental Risks: All Linstol formulations and materials are reviewed by qualified toxicologists to ensure compliance with global chemical safety standards. We assess ingredients against REACH, RoHS, and relevant airline supplier requirements, prioritising the elimination of substances of concern. Approved formulations are documented and controlled through our quality and environmental management systems, ensuring safe use, handling, and disposal of chemicals throughout production and the supply chain.

Packaging Life Cycle: Linstol prioritise the use of FSC-certified and responsibly sourced materials to reduce the environmental impact of packaging. Wherever possible, we design packaging to be recyclable, reusable, or made from post-consumer recycled content, minimising waste across the product lifecycle. Our suppliers are required to meet sustainability standards for fibre sourcing and material traceability, and we continuously review packaging designs to reduce weight, optimise shipping efficiency, and support circular economy principles.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION



Action Plan and Next Steps for 2026

In 2026, our priority will be to continue documented and sustained progress on our short and long-term commitments:

Short Haul Destinations on our Sustainability Journey

- **Continue to work with partners to support our Zero Waste** strategy and aim to achieve zero waste to landfill from our direct operations and manufacturing processes by end-2026.
- **Aim for 100% of paper and cardboard packaging** to be responsibly sourced or include optimum recycled content by end-2026.
- **Strive for 100% of plastic packaging** to be reusable, recyclable, biodegradable or compostable by end-2026.
- **Eliminate 100% of problematic plastic packaging** that can not be reused, recycled or composted by end-2026.
- **Increasing our offer of sustainable alternatives to single use products and packaging** to ensure that durable, recycled and reusable alternatives are always available for all customer applications.

Long Haul Destinations on our Sustainability Journey include:

- **Increase advocacy** for increased transparency and more detailed sustainability data across the supply chain and product lifecycle through education, thought leadership and strategic partnerships with suppliers and customers.
- **Offset Carbon Emissions** by 30% by 2030, and reduce Carbon Emissions by 50% by 2035, compared to a 2019 baseline.
- **Strive to implement new carbon reduction measures** in our operations to reduce emissions and achieve **Net Zero** status by 2040 in support of the international climate policy goal of limiting global warming to less than two degrees Celsius compared to pre-industrialization levels.
- **Always contributing to the achievement of Planet Positive** conditions to support the process of natural regeneration and repair of our planet.



THANK YOU

COLLABORATING TOGETHER FOR A SUSTAINABLE FUTURE

LINSTOL

www.Linstol.com



SDG 17

Partnering with like minded organizations (SDG 17) is a critical step to achieve the Sustainable Development Goals.