



SUSTAINABILITY REPORT 2024



In Business to do Good;
Driven to Excel



WELCOME

NewAge Industries, Inc. (“NewAge,” “the company,” “us,” “we,” “our”) is pleased to publish our 2024 Sustainability Report. Building upon our inaugural report published for 2023, this report showcases our progress in sustainability and our efforts to support our core purpose: In Business to Do Good; Driven to Excel.

Throughout the report, we detail how each of our material topics are managed and how performance within them benefits our stakeholders. The information in this report applies to the reporting period from January 1, 2024, to December 31, 2024, in line with our commitment to annual reporting, and includes all NewAge operations.

The Board of Directors has entrusted the cross-functional Sustainability Committee with reviewing and approving this report, which aligns with our sustainability commitments and strategic objectives.

Certain statements in this report are “forward-looking” based on management’s views on future events and underlying assumptions. Forward-looking statements involve risks and uncertainties that could cause actual results to differ from those expressed or implied in such statements. The forward-looking statements contained in this report speak only as of the date of publication of this report, and NewAge does not assume any obligation to update them.

? For questions about this report contact: info@newageindustries.com

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REPORT ALIGNMENT

Global Reporting Initiative

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. GRI is an independent, international organization that enables companies to report on their impacts on the economy, environment, and people. A GRI Disclosure Index can be found in the Appendix, pg. 58.

Sustainability Accounting Standards Board

This report includes metrics from the Sustainable Accounting Standards Board (SASB): Containers and Packaging category. SASB Standards guide the disclosure of financially material sustainability information by companies. A SASB Disclosure Index can be found in the Appendix, pg. 65.

United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations (UN) in 2015 as a set of 17 interlinked goals serving as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. During our 2023 materiality assessment, we identified eight UN SDG goals that align with our material impacts. Please see pg. 14 on how we have contributed to these goals.

LETTER FROM LEADERSHIP

Dear Valued Partners,

2024 marked a significant milestone for NewAge Industries—our 70th anniversary. As we celebrated seven decades of innovation and commitment, we reflected on the foundation that has positioned us for long-term success. Sustainability is not just a goal for us; it is a core value that unites us as an organization. It defines who we are, how we operate, and the legacy we strive to build.

A transitional year in many ways, the period included the stepping down of long-time Chief Executive Officer (CEO) Ken Baker after years of dedicated servant leadership. Ken's vision of sustainability shaped NewAge into the strong, values-driven company it is today. His unwavering commitment to the environment, employee ownership, and governance created an enduring legacy that will continue to guide us for years to come. We are incredibly grateful for the foundation he built.

As we look to the future, I am honored to take the reigns from Ken as the new CEO of NewAge. I will focus on building upon our vast history and leadership, further strengthening our sustainability initiatives and ensuring that NewAge remains innovative and purpose driven. My goal is to transition us into a new era with the same passion and commitment that has defined our company for 70 years.

This past year was particularly foundational in our sustainability journey. We took meaningful steps to deepen our impact, establishing important baselines for resource management—measuring our waste, water, energy, and emissions—to ensure we are making informed decisions. Recently, we committed to setting both a near-term reduction target and a long-term net-zero target established in accordance with the requirements of the Science-Based Targets initiative (SBTi), which will guide us toward even greater environmental responsibility.

We are pleased to announce that our sustainability program did not go unnoticed by those in our value chain. We earned the Strides in Sustainability Award by a major customer, Cytiva. This accomplishment especially resonated throughout our team as Cytiva is both a leader in sustainability and in the broader biopharmaceutical industry. Additionally, our EcoVadis medal was upgraded from Silver to Gold. Both recognitions showcase our sustainability program and the holistic approach it has. We also received awards from Philadelphia Inquirer's Top Places to Work and the Environmental Impact Award from the International Association of Plastics Distribution (IAPD). Furthermore, we successfully renewed our B Corp Certification, reaffirming our commitment to upholding the highest standards of social and environmental responsibility. As a Certified B Corp, we strive to drive meaningful change while balancing purpose and profitability. However, we recognize that progress never stops—sustainability is a continuous journey, and we are dedicated to pushing our efforts even further.

We are deeply grateful for your partnership and support. Your collaboration fuels our progress, and together, we are driving meaningful changes and building a more sustainable future.

Thank you for being an integral part of our story.



A handwritten signature in black ink, appearing to read 'Mary Marcus'.

Mary Marcus
NewAge CEO

2024 HIGHLIGHTS

NewAge continued to build our foundation in 2024, in which we made progress on our existing commitments and defined our future ambitions. As we advanced in our sustainability performance, we set new targets to drive continued improvement across our operations.



Gold EcoVadis Medal

The EcoVadis journey underscores our dedication to sustainability and continuous improvement. After earning a Bronze rating in 2022 and a Silver rating in 2023, we achieved a Gold rating in 2024, positioning us among the top 5% of all rated companies.



Philadelphia Inquirer's Top Places to Work

NewAge earned a place on the 2024 list of top places to work in the Philadelphia region. This acknowledgment highlights our team member-centered approach and our high overall team member satisfaction. For more information on how we empower our team members please see the section Team Member Engagement on pg. 34.



Cytiva's Strides in Sustainability Award

Cytiva awarded us their Strides in Sustainability Award, recognizing several factors including our commitment to meet shared business and sustainability objectives, for integrating a positive-impact mindset into our corporate culture, for setting and achieving several sustainability targets, and for our marked improvement in our EcoVadis score. For more information on how we engage our value chain please see the section Value Chain Engagement on pg. 48.



Renewal of B Corp Certification

Our B Corp Certification was successfully renewed, reaffirming our commitment to upholding the highest standards of social and environmental responsibility. As a Certified B Corporation, we strive to drive meaningful change while balancing purpose and profitability. For more information on our commitment and adherence to the B Corp Certification please see the section About NewAge on pg. 8.



Formalizing the Sustainability Governance Structure

We formalized our governance structure through a project focused on accreditation, resource planning, and role assignment within NewAge's sustainability program. For more information on how we govern sustainability please see the section Sustainability Governance on pg. 10.



The Launch of the NewAge Council

The NewAge Council was formally implemented to reinforce the importance of our employee ownership culture. This council provides a platform for team members at all levels to collaborate and engage in discussions on key company initiatives, decisions, and concerns. For more information on our NewAge Council please see the section Strengthening Engagement Through the NewAge Council on pg. 35.



Committed to Setting SBTi Targets

We wanted to take the next step in managing our greenhouse gas (GHG) emission reductions, therefore we committed to setting both a near-term reduction target and a long-term net-zero target in line with the requirements set by the SBTi. For more information on our commitment and SBTi please see the section Energy and Emissions on pg. 20.

ABOUT NEWAGE

NewAge is a leading independent, employee-owned manufacturer of fluid transfer systems that produces high-quality tubing, hoses, fittings, clamps, assemblies, and accessories. In 2024, we proudly celebrated 70 years of excellence in our industry. Our expertise extends beyond manufacturing, offering expert engineering and project guidance services for the biopharmaceutical, industrial, and food and beverage markets. As a provider committed to exceptional customer service, social responsibility, and sustainability, we help businesses engineer products that create a positive global impact.

At NewAge, sustainability is more than a business initiative—it’s a core value, embedded in our Purpose, Mission, and Vision. These statements not only communicate our values to customers and team members but also guide our leadership in making responsible business decisions that align economic success with ethical practices.

From our headquarters in Southampton, Pennsylvania, to our operations in Warrington, Pennsylvania; Coevorden, Netherlands; and Hong Kong, NewAge is dedicated to advancing fluid transfer technology while fostering a culture of continuous improvement and global collaboration.



PURPOSE

In Business to Do Good; Driven to Excel

MISSION

Creating fluid transfer solutions through sustainable means; Enabling our partners to improve processes and help save lives.

VISION

NewAge will be an independent, employee-owned company 100 years from now. We will be a customer-centric, global innovator who guides the industry with servant leadership and sustainability.

NEWAGE INDUSTRIES INC. (NAI) BUSINESS DIVISIONS



AdvantaPure

The AdvantaPure division specifically supports the efforts of the biopharma industry with single-use and other specialty tubing, hose, components and support services, such as research, development, and engineering expertise. Offering such value-added benefits as standardly stocked items that are sustainably produced, AdvantaPure products fill a niche marketing need in the biopharma industry.



NewAge Performance Products

Newly rebranded, the industrial division at NAI, NewAge Performance Products (NAPP), supports a variety of less regulated niche market needs within the food and beverage, automotive, appliance, and other OEM organizations with highly quality fluid transfer products and accessories.



Verigenics

The Verigenics division supplies technologically advanced Radio Frequency Identification (RFID) products that deliver automated identification solutions for function such as inventory control and usage tracking to a variety of end users in the medical device, pharmaceutical, and other industries.

EMBEDDING COMPANY CULTURE



ESOP

In January of 2006, NewAge established our Employee Stock Ownership Plan (ESOP) when Ken Baker sold 30% of the company to team members to support the company's continuation. In 2019, NewAge became 100% employee owned, with the vision that the company would be independent for the next one hundred years. Our ESOP embodies our guiding principles, exemplifies our passion for our work, and demonstrates the commitment of every team member to the success of our organization.



B Corp

NewAge is a Certified B Corporation. This rigorous certification signifies NewAge's high performance, accountability, and transparency on factors including employee benefits and supply chain management. Verification involved documentation of NewAge's business model and information about our operations, structure, and various work processes.

SUSTAINABILITY GOVERNANCE

SUSTAINABILITY COMMITTEE

The Sustainability Committee plays a pivotal role in steering NewAge’s environmental and social initiatives, providing the necessary resources to effectively implement and sustain the company’s sustainability strategy. Comprising 11 cross-functional team members from the C-suite, director, and manager levels, the committee offers strategic direction and oversight to drive progress across key sustainability priorities.

In 2024, the committee focused on advancing and building upon the foundation laid by Ken Baker. Efforts were targeted at operationalizing sustainability and proactively allocating resources. The goal was to make 2024 a year of transformation, progress, and formalized sustainability initiatives.

Beyond the Sustainability Committee, other team member-driven committees also play an essential role in advancing sustainability and fostering a positive workplace culture at NewAge. These committees provide valuable contributions by organizing initiatives, raising awareness, and driving meaningful change across various aspects of our business. More details on each of our committees can be found in the Team Member Engagement & Satisfaction section on pg. 34.

BOARD OF DIRECTORS

NewAge’s Board of Directors is the company’s highest governance body, offering strategic oversight and guiding sustainable growth. The Board is composed of five members—three independent directors, including the lead director, and two executive directors including NewAge’s CEO.

While the Board offers strategic guidance, the CEO and senior leadership manage day-to-day operations, ensuring that business decisions align with the company’s long-term vision. To uphold transparency and integrity, all Board members and the Chief Financial Officer are required to comply with the company’s Conflict of Interest Policy. With diverse expertise in business, industry, and community leadership, the Board plays a critical role in shaping the company’s future while maintaining strong governance principles.

The Board convenes no less than four times annually to review key business matters, including the organization's impact on the economy, environment, and society. The Board also has delegated authority on the management of sustainability to the Sustainability Committee including review and approval of sustainability reporting. To ensure that our Board has the knowledge and tools to best govern our sustainability efforts, presentations and reports on our progress in our sustainability endeavors are provided to the Board and senior leadership team.

Each independent director receives a set fee for their participation on the Board and its committees. Compensation for the Board, CEO, and senior leadership are reviewed annually to ensure alignment with industry standards and organizational goals. We currently do not evaluate the performance of the independent members of the Board of Directors; however, the CEO receives an annual performance review from the Board.

The Corporate Governance Committee identifies and evaluates potential Board candidates, selecting and considering individuals based on their skills, experience, and alignment with NewAge's corporate values. Final appointments are subject to approval by the ESOP Trustee, Ventura Trust, to ensure an impartial and objective selection process.

The Audit Committee supports the Board of Directors by overseeing risk management and providing financial oversight for the organization. The committee plays a key role in identifying, assessing, and mitigating potential risks relating to sustainability that could impact operations and financial performance. Its responsibilities include leading and addressing key risk management areas such as the integrity of financial information, risk assessments, insurance coverage, cybersecurity, and business continuity.

STAKEHOLDER ENGAGEMENT

NewAge collaborates with a diverse range of stakeholders, including team members, customers, regulators, suppliers, and the broader community. Their feedback plays a vital role in shaping our material topics, sustainability goals, and strategic direction, as well as evaluating our organizational performance. We recognize that our stakeholders are integral to our success, and we are dedicated to active engagement across all groups to better understand the impact of our operations and implement solutions that drive shared value.

MATERIALITY PROCESS

In 2023, NewAge completed an inaugural materiality assessment following the GRI framework, identifying the company's most impactful environmental, social, and governance (ESG) topics. This process encompassed three key components:



INDUSTRY ANALYSIS

Evaluated the sustainability performance of key stakeholders including end users, system designers and manufacturers, and distributors



TEAM ENGAGEMENT

Conducted in-depth interviews with team members across 11 departments, along with several Board members, who provided valuable insights into sustainability priorities, business challenges, and opportunities



STAKEHOLDER SURVEY

Distributed a survey to approximately 280 team members and stakeholders to assess perceptions of NewAge's performance and importance across predefined material topics

These material topics will remain unchanged for the 2024 reporting year. In 2024, NewAge focused on establishing baseline performance metrics for each material topic. These baselines are being used to guide the development of measurable short-, medium-, and long-term goals, enabling the company to track progress and drive meaningful improvements in sustainability performance.

MATERIAL TOPICS

Resource Management

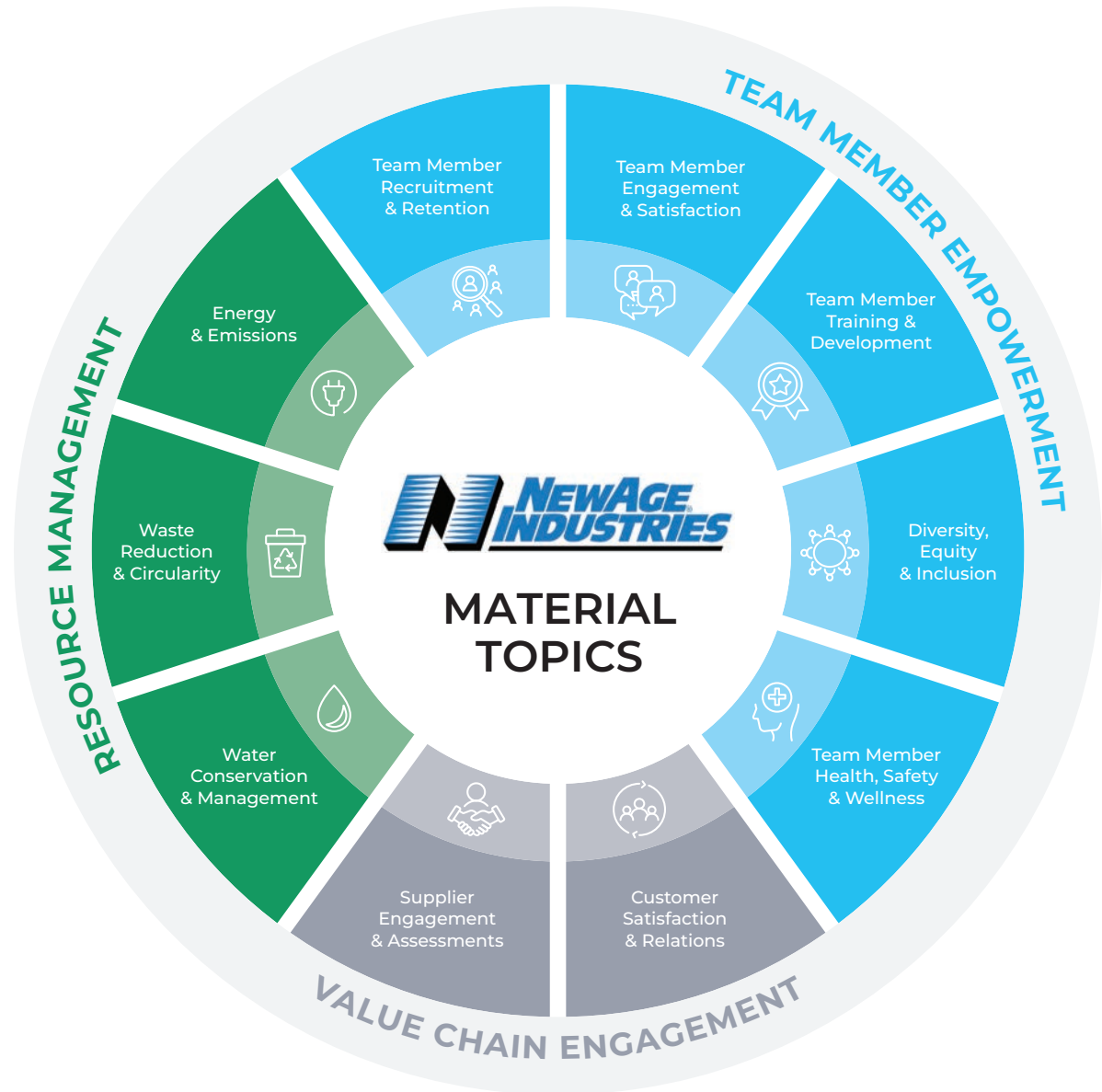
- Energy & Emissions
- Waste Reduction & Circularity
- Water Conservation & Management

Team Member Empowerment

- Team Member Recruitment & Retention
- Team Member Engagement & Satisfaction
- Team Member Training & Development
- Diversity, Equity & Inclusion
- Team Member Health, Safety & Wellness




Value Chain Engagement





- Customer Satisfaction & Relations
- Supplier Engagement & Assessments



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations (UN) established the Sustainable Development Goals (SDGs) as a comprehensive and ambitious framework aimed at eradicating poverty, protecting the planet, and fostering peace and prosperity worldwide by 2030. Comprising 17 interconnected objectives, the SDGs address critical global issues such as social inequality, access to quality healthcare, and the climate crisis—challenges that resonate deeply within our communities. Understanding the potential of our efforts to contribute to impactful change, we have intentionally aligned our sustainability strategies with the SDGs. The following SDGs shape and inspire our commitments and goals at NewAge.

UN SDG Goal	Applicable Targets	NewAge Initiatives Supporting the Goal
	<p>Target 13.2: Integrate Climate Change measures into national policies, strategies, and planning.</p> <p>Target 13.3: Improve education, awareness, and capacity on climate change mitigation, adaptation, and impact reduction.</p>	<p>Aligned with SBTi to actively reduce GHG emissions.</p>
	<p>Target 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.</p> <p>Target 7.3: By 2030, double the global rate of improvement in energy efficiency.</p>	<p>Achieved net-zero scope 2 emissions.</p> <p>Integrated energy-efficient equipment into our operations.</p>
	<p>Target 12.2: By 2030, achieve sustainable management and efficient use of natural resources.</p> <p>Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>Target 12.7: Promote public procurement practices that are sustainable.</p>	<p>Reduced landfill contribution through initiatives like our program for repurposing old equipment and our program for waste-to-energy conversion.</p>

UN SDG Goal	Applicable Targets	NewAge Initiatives Supporting the Goal
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p> <p>Target 6.5: By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.</p>	<p>Laid the groundwork for integrated resource management by creating baselines for measuring our water consumption and planning future targets.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Target 10.2: By 2040, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, and ethnicity, origin or religion.</p> <p>Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices.</p>	<p>Rolled out our Diversity, Equity, and Inclusion (DEI) training to address team members' unconscious bias.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p> <p>Target 3.9: By 2030, reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution.</p>	<p>Required training on how to safely handle hazardous substances.</p> <p>Reduced risks of workplace accidents and protected team member health.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>Target 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	<p>Continued to be committed to fostering a safe and healthy work environment, exemplified by initiatives like the Safety Committee.</p> <p>Empowered team members to report concerns and refuse unsafe tasks.</p>



RESOURCE MANAGEMENT

At NewAge, resource management is not just about efficiency, it is about aligning environmental stewardship with operational excellence to drive meaningful progress.

The introduction of our Environmental Policy this year represents an important advancement in formalizing our system's approach to resource management. By setting clear sustainability targets, defining legal and regulatory obligations, and providing actionable strategies, the policy serves as a guide to assist us in efficiently allocating resources and driving progress toward our environmental objectives. The Sustainability Committee reviews the policy biennially to evaluate progress, refine strategies, and establish new goals to advance our sustainability commitments.

MATERIAL TOPICS



Energy & Emissions



Waste Reduction
& Circularity



Water Conservation
& Management

NEW ISO STANDARDS FEASIBILITY ASSESSMENTS

To strengthen our resource management efforts, we evaluated the feasibility of achieving certification for three ISO standards—ISO14001 (environmental), ISO45001 (safety), and ISO50001 (energy management). This evaluation aids in determining our readiness and the most effective approach for obtaining these certifications in the future, making sure we align with the industry's best practices.

The first step in this process was a feasibility assessment conducted by our ISO certification registrar and an internal cross functional team which included members from the Quality, Maintenance, and Safety departments. Each member of our team had a specific goal in mind; evaluate current processes and identify gaps between the current processes and the potential new management standards. Leveraging a team that had expertise in a variety of our company's operations provided a holistic view of our current practices and possible gaps, which will enable us to create a structured plan to achieve certification.

The feasibility assessment provided critical information to identify compliance gaps that determine where existing policies, procedures, and operations fall short of requirements and provided information to prioritize actions to take to address current gaps. Based on the findings of this assessment, NewAge is committed to attaining certification for ISO14001 in 2026 and ISO45001 in 2027. We also plan on determining our commitment to attaining certification for ISO50001 by the end of 2027.

We anticipate the following benefits for NewAge as a result of obtaining these certifications:

- **Environmental Performance Improvements:** Proactive impact monitoring, reduction in waste generation and emissions, and improved energy efficiency and overall sustainability practices.
- **Regulatory Compliance:** A more robust management of our requirements to maintain adherence to local, national, and global environmental regulations as it pertains to our organization.
- **Emergency Preparedness:** Added procedures, resources, and training to strengthen our emergency preparedness and mitigate associated risks.
- **Efficiency and Cost Savings:** Potential to reduce waste production, energy consumption, raw material usage by optimizing processes, and reduce costs associated with preventative maintenance.



CUSTOMER PARTNERSHIPS

Collaboration with customers is essential to reducing the environmental impact of products at the end of their life cycles. Through innovative solutions we aim to address key challenges and explore circular economy opportunities. While further defining this approach, NewAge actively seeks partnerships that prioritize sustainability. For more details on this on the cross section of environmental stewardship and our customer relations, please see section Customer Satisfaction & Relations on pg. 50.

2024 STRIDES IN SUSTAINABILITY AWARD

Our industry partner Cytiva presented us with their 2024 Strides in Sustainability Award, serving as a quintessential example of how we support our customers in their sustainability efforts. For more details on this recognition, please see section Customer Satisfaction & Relations on pg. 50.



PRODUCT CARBON FOOTPRINTS

By evaluating the carbon footprint of our products, we can identify potential opportunities to reduce the emissions associated with our material procurement and processes. Conducting these analyses supports our customers' GHG reduction goals. This year we conducted a product carbon footprint (PCF) of one of our popular products, APST Platinum Silicone 50. By conducting this analysis, we were able to identify that our raw material selection and the energy used to produce the product were the biggest contributors to the carbon footprint of our product. With our onsite renewable energy generation and purchase of Green-e Renewable Energy Credits (RECs), we are able to reduce the energy-related emissions in our products, as seen in the market-based PCF.

Product Carbon Footprint: APST PLATINUM SILICONE 50 0.375" x 0.625" x 50'

Location-based	0.623 kg CO ₂ e/ functional unit
Market-based	0.552 kg CO ₂ e/ functional unit

**This PCF reflects the cradle-to-gate emissions associated with 1 foot of unpackaged APST Platinum Silicon 50 (product number APST-0375-0625L)*

ENVIRONMENTAL IMPACT AWARD

Our waste reduction efforts were recognized by the International Association of Plastics Distribution (IAPD) with the IAPD's Environmental Impact Award. We have earned this award due to the measures we have taken to demonstrate environmental sustainability. When we received our award, we received accolades for our performance in shifting our operations away from natural gas dependency and towards equipment that utilizes electricity.





COMMITMENTS & GOALS

- By the end of 2026, we will set SBTi-validated GHG emission reduction targets.

ENERGY & EMISSIONS



MANAGEMENT APPROACH

Energy management and emissions reduction are foundational to our approach to sustainability. We are dedicated to driving industry transformation by continuously strengthening our efforts to improve efficiency, reduce our environmental footprint, and reinforce our position as a sustainability leader.

Our GHG emissions are calculated in accordance with the Greenhouse Gas Protocol, providing accuracy in our GHG reporting. In 2023, we established our GHG inventory and emissions baseline as 310 MT CO₂e for scope 1 and 0 MT CO₂e for market-based scope 2. We are engaging a third-party consulting firm to support us in baselining and calculating our 2023 scope 3 emissions to establish a scope 3 baseline, which we plan on including in our 2025 report. Establishing these baselines will guide the development of science-based targets. These baselines will serve as reference points in assessing our progress and refining our sustainability roadmap.

Looking ahead to 2025, we are formalizing our commitment by setting a GHG Science-Based Targets Initiative (SBTi) target. SBTi is a global organization that helps companies set GHG reduction targets

in line with the latest climate science and align their goals with those of the Paris Agreement. NewAge has already taken the first step, by publicly committing to setting these targets with SBTi. In 2025, we will set both a near-term reduction target and a long-term net-zero target. These targets will enable us to refine reduction plans for GHG emissions across scopes 1, 2, and 3. By aligning our ambitions, climate science, and global sustainability standards, we are actively moving toward a lower-carbon future.

DATA & KPIS

Energy consumption across the organization was calculated using data from NewAge’s tracking platforms, which draw primarily from utility bills. During 2024, we saw a 40% decrease in energy usage and a 4% decrease in mobile fuel consumption, reflecting our efforts to reduce the amount of resources we consume.

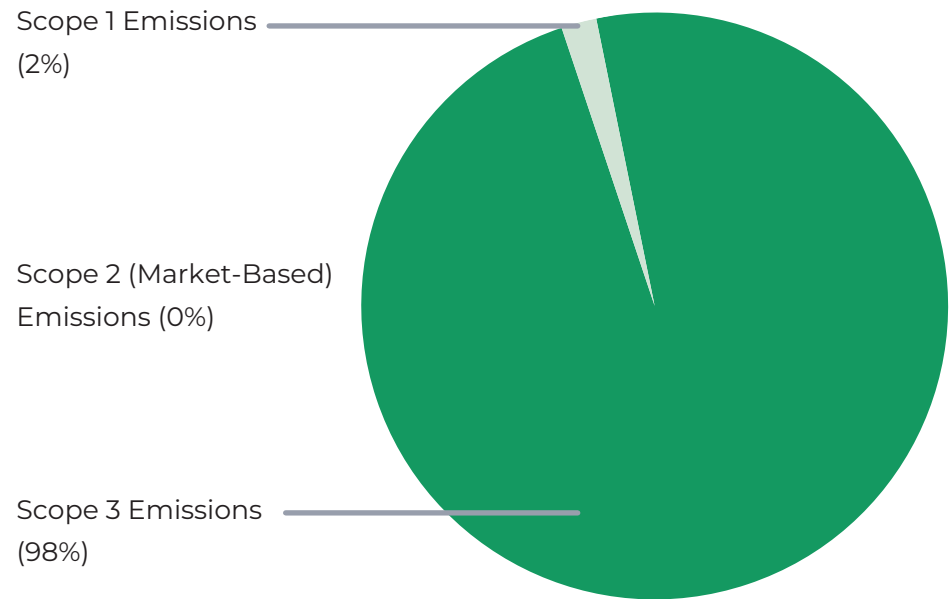
Scope 1 and Scope 2 Emissions

Scope (MT CO ₂ e):	2023	2024
Scope 1 Mobile Combustion Emissions	50	48
Scope 1 Stationary Combustion Emissions	260	140
Scope 1 Total Emissions	310	188
Scope 2 Purchased Electricity (Location-Based)	5,916	5,578
Scope 2 Purchased Electricity (Market-Based)	0	0

Scope 3 Emissions

Category (MT CO ₂ e):	2024
Category 1 Purchased Goods and Services	13,553
Category 2 Capital Goods	328
Category 3 Fuel and Energy-Related Activities	2,459
Category 4 Upstream Transportation and Distribution	456
Category 5 Waste Generated in Operations	53
Category 6 Business Travel	200
Category 7 Employee Commuting	306
Total	17,355

2024 Scope 1, Scope 2, and Scope 3 Emissions



We are improving scope 3 data quality through enhanced supplier engagement and better methodologies to support SBTi target-setting. Future updates may reflect these refinements.

MT CO ₂ e/FTE	2023	2024
Scope 1 & 2 Emissions Intensity	1.21	0.74

Energy Sources Consumption

Source	2022	2023	2024
Natural Gas consumption (kWh)	1,444,797	1,426,811	754,733
Diesel consumption (kWh)*	Not Reported	177,121	180,367
Gasoline consumption (kWh)*	Not Reported	20,036	8,470
Electricity consumption (kWh)	16,679,814	20,561,824	21,380,364
Total energy consumption (kWh)	18,124,611	22,185,793	22,323,933

*Covers only US operations

Air Emissions

Pollutant (tons)	2024
VOC	2.02
SOx	Not Applicable*
NOx	Not Applicable*
Particulate Matter	Not Applicable*
Dust Emissions	Not Applicable*

*Not applicable due to NAI utilizing no known sources of these pollutants

ADVANCING RENEWABLE ENERGY AND EFFICIENCY

Our commitment to energy efficiency and renewable energy has enabled us to achieve net zero scope 2 emissions across our global operations. This accomplishment is driven by two major initiatives: 1) onsite solar arrays at both of our U.S. manufacturing sites and 2) the purchase of Green-e Renewable Energy Credits (RECs) and Guarantees of Origins (GOs) to cover our remaining electricity consumption.

Our U.S. operations exemplify our clean energy initiatives. With the solar array at our Warrington facility operational for all of 2024, we now have over 5,000 solar panels generating more than 1.5 megawatts of renewable energy annually. Additionally, we sold RECs tied to the solar panels installed at our facilities, a practice we maintain annually. Through these combined efforts, we continue to support the renewable energy market and advance our broader sustainability goals.

1 Green-e is North America’s leading certification program for renewable energy, designed to provide purchasers of renewable energy with good product information, assurance of product quality, good product information, assurance of product quality and verification of product ownership.

In Europe, we purchased Guarantees of Origin (GOs) in the Netherlands to achieve net-zero scope 2 emissions. Beyond the U.S. and Europe, we expanded our renewable energy commitments to Hong Kong in 2024. We have purchased RECs to cover our direct electricity use for the next two years, excluding air conditioning energy, which is managed by the building’s shared cooling units.

Percent of electricity consumed produced by renewable sources	3.5%
Percent of energy consumed produced by renewable resources	3.3%



We remain committed to sourcing renewable energy whenever possible and exploring additional opportunities for on-site renewable energy generation.

Purchasing RECs enables us to reduce our carbon footprint by offsetting emissions associated with our facility's electricity consumption. This approach provides a cost-effective solution for accessing renewable energy, particularly in cases where on-site solar infrastructure may not be feasible. Throughout 2024, we continued to implement several key initiatives to improve energy efficiency and further reduce emissions including:

- **Energy-efficient equipment integration:** Integrating energy-efficient equipment reduces power consumption and strengthens operational performance while lowering overall energy costs.
- **SMART transformers implementation:** Through advanced features, such as real-time monitoring, adaptive voltage regulation, and demand-based load adjustments, SMART transformers help minimize energy losses and optimize power quality for more efficient distribution of electricity across the grid.
- **High-efficiency LED lighting upgrades:** These upgrades consume less power than traditional lighting and reduce heat output and overall energy demand.
- **Enhanced energy procurement strategies:** These strategies focus on securing cost-effective, sustainable energy sources while optimizing usage patterns to improve efficiency.

These actions contribute to further reductions in scope 1 and scope 2 emissions and support our goals to reduce our GHG emissions. To complement our GHG reduction efforts, we plan to address climate risks in 2025, which may entail completing a climate risk assessment.

Renewable Energy Breakdown

Metrics Reported in kWh	2022	2023	2024
Total renewable energy generated	1,296,345	1,338,771	1,811,617
Total renewable energy sold to grid	411,299	518,048	1,067,811
Total renewable energy used	869,558	820,723	743,806

ENERGY REDUCTION AND DECARBONIZATION PLAN Potential Initiatives

Lighting Efficiency: Replace all fixtures with high-efficiency LEDs to reduce emissions by approximately 140 MT CO₂e annually.

Process Enhancements: Evaluate replacing chillers with modular water-cooled systems, reducing emissions by approximately 520MT CO₂e annually.

Enhanced Energy Tracking: Strengthen facility energy management by installing metering equipment and retaining RECs for internal use.



FUTURE AMBITIONS

- Set a baseline year measurement for waste to set future reduction targets by the end of calendar year 2025.

WASTE REDUCTION & CIRCULARITY



MANAGEMENT APPROACH

Waste reduction is a strategic priority aimed at minimizing landfill contributions and advancing circular economy principles. Our approach integrates sustainable procurement, operational efficiency, and stakeholder collaboration to address environmental challenges throughout the product lifecycle. By embedding these practices across corporate, manufacturing, and customer-facing activities, we strive to create a more sustainable and circular operation. In 2024, we embedded and expanded some waste reduction strategies including the following.

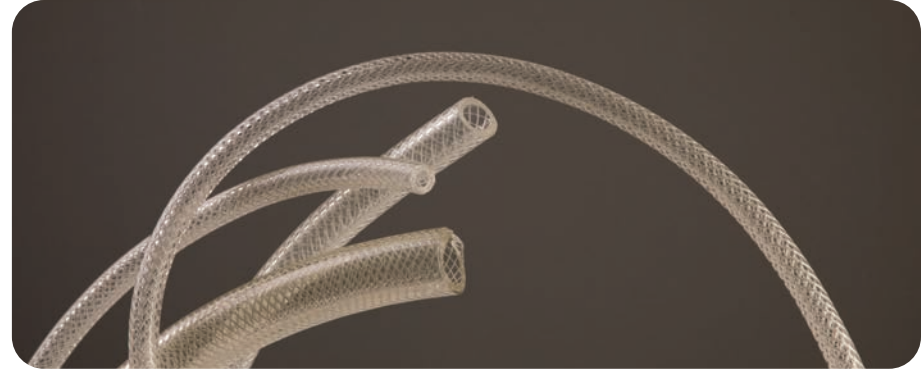
- **Waste-to-Energy Programs in the U.S. and Netherlands:** Processes materials by converting them into steam rather than sending them to landfills, helping us maintain our landfill-free operations.
- **E-Waste Collection:** Facilitating the proper disposal and recycling of electronic waste by an e-waste specialist who is committed to zero waste-to-landfill, ensuring that materials are repurposed, recovered, or recycled. In preparation for our annual e-waste pick-up, approximately 500 lbs of e-waste was collected at the end of 2024, with about one-third of the waste being from employees' personal e-waste.

- **Scrap Reduction:** Continuous improvement efforts to maintain production scrap of less than 11% of total pounds (lbs.) produced.
- **Paper Reduction:** Transitioning to digital solutions to minimize paper usage
- **Red Tag Areas:** Offers team members the chance to repurpose replaced furniture and other equipment by participating in a drawing to take items home, fostering reuse and minimizing disposal.
- **Recycling Valuable Materials:** Prevents landfill contributions by recycling materials such as silicone scrap.
- **Material Sourcing:** Choosing materials that generate minimal waste during production such as recycled and bio-based materials such as reclaimed Nylobrade.

DATA & KPIS

Waste Generated in Operations

Reported in Metric Tons	2022	2023	2024
Total Weight of Hazardous Waste Generated	<1	<1	0
Total Weight of Non-Hazardous Waste Generated	137	298	230
Total Weight of Waste Generated	137	299	230
Total Weight of Waste Recycled	123	161	136
Total Weight of Waste Disposed Through Waste-to-Energy	137	137	94
Total Weight of Waste Diverted from Landfill	260	298	230



UTILIZING PRE-CONSUMER REGRIND IN POLYURETHANE HOSE

As part of our commitment to sustainable innovation, we are investigating the use of pre-consumer regrind in the polyurethane (TPU) hose production process. This initiative leverages single-pass ether TPU regrind as a material of construction, transforming process waste into a valuable resource. If successful, we aim to achieve an annualized reduction in scrap of approximately 20,000 pounds of TPU waste by the end of 2025.

THE PILOT LAB

We recently unveiled our new Pilot Lab, a 2,188 sq. ft. repurposed cleanroom space dedicated to product development, manufacturing process evaluation, and quality method enhancement. More than 90% of the equipment in the Pilot Lab has been repurposed from other NewAge manufacturing cells including thermoplastic and thermoset tubing extrusion lines, compression molding equipment, and liquid silicone rubber hand presses. This lab serves as an innovation hub, enabling the exploration and refinement of new and existing production techniques. The Pilot Lab maximizes the reuse of existing resources, driving sustainability and circularity.



FUTURE AMBITIONS

- 🎯 Conduct a water audit to establish a baseline measurement of water consumption.

WATER CONSERVATION & MANAGEMENT

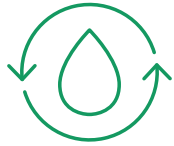


MANAGEMENT APPROACH

Although our manufacturing processes are relatively low in water intensity, we recognize our responsibility to address water challenges. Our focus is on minimizing environmental impact throughout the value chain while laying the groundwork for meaningful, measurable progress. In 2025, we plan to conduct a water audit to establish a baseline measurement of water consumption, enabling us to set informed reduction targets and implement conservation initiatives that align with long-term sustainability goals.

In 2024, our water consumption increased due to a water leak that occurred that spilled approximately 70,000 gallons of water. We have already investigated and implemented corrective actions to prevent this from happening in the future. Looking ahead, we are exploring opportunities to reduce potable water consumption through more efficient processes and infrastructure including the potential for stormwater and wastewater reuse.

Key Practices



Efficient Water Discharge

Water from wash sinks, cafeterias, and restrooms is discharged safely to the local sewer system, where it undergoes proper filtration. Additionally, water from product cooling baths is both filtered and UV-treated prior to discharge. This helps facilitate effective wastewater treatment, reducing risks to local ecosystems.



Environmental Safeguards

All materials and chemicals are securely stored in sealed indoor containers to prevent leaks or spills. Additionally, outdoor trash and recycling containers are fully enclosed, protecting stormwater and the surrounding environment from contamination.



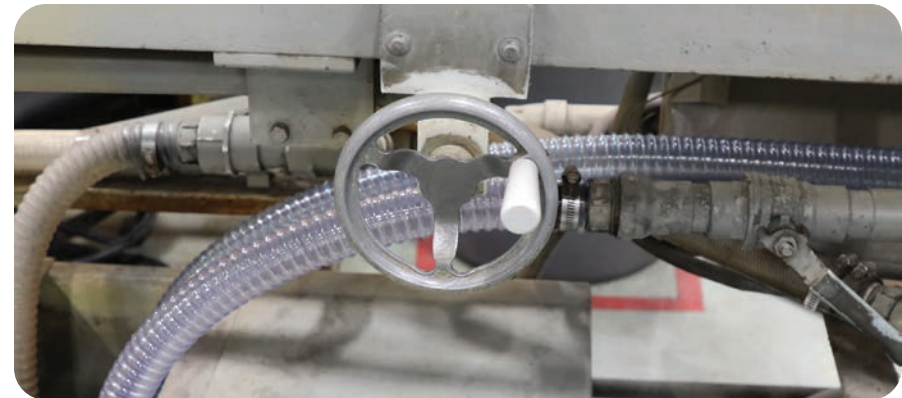
Value Chain Collaboration

Through a dedicated management program, we engage with upstream partners to promote sustainable water practices across the supply chain. This collaboration helps extend conservation efforts beyond our operations, amplifying their impact across our ecosystem.

DATA & KPIS

Water Consumption: U.S. Sites (Gallons)

2022	2023	2024
1,536,200	1,623,455	1,923,995





TEAM MEMBER EMPOWERMENT

We believe that investing in our team members is essential to the company's success.

As an employee-owned company, we foster a workplace culture that celebrates both individual and collective achievements, drives motivation, and encourages long-term retention. By actively listening to our team members about what their aspirations are and the needs they have, we empower everyone to contribute meaningfully to the company's sustained growth. Ownership is a responsibility embraced across all levels of the organization, from the manufacturing floor to senior leadership. Together, we are committed to delivering exceptional products and exceeding customer expectations.

We believe that investing in our team members is essential to the company's success. Our accessible Team Member Handbook and policy manual outline our commitment to a positive and inclusive workplace, addressing key topics such as anti-harassment and non-discrimination policies, work hours, pay and performance, benefits, training opportunities, leave policies, grievance resolution processes, and health and safety protocols.

MATERIAL TOPICS



Team Member Recruitment & Retention



Team Member Engagement & Satisfaction



Team Member Training & Development



Diversity, Equity & Inclusion



Team Member Health, Safety & Wellness

EMPLOYEE STOCK OWNERSHIP PLAN

We are proudly 100% employee owned, and our Employee Stock Ownership Plan (ESOP) creates a workplace culture that recognizes the successes of our people, motivates and retains team members, and listens to everyone’s needs and goals to support the long-term growth of the company. Our team members take their roles as owners seriously. From the manufacturing floor to the senior leadership team, producing high-quality products and serving the needs of our customers is the responsibility of every team member. The efforts of our team members have led to a 22% compound annual growth rate of our share price since the plan’s inception in 2006.

In the simplest terms, an ESOP is a retirement plan, following many of the same legal requirements as a 401(k) profit sharing plan. It is the most common form of employee ownership in the United States. Each team member owns shares through a trust funded by the company.



ESOPs:

- Require no out-of-pocket contributions from team members
- Help narrow the wealth inequality gap
- Reduce team member turnover



ESOP MONTH

In October, we celebrated ESOP Month, a time to honor our employee ownership culture, appreciate the benefits of this unique structure, continue educating team members about the value of this retirement benefit, and join other ESOP companies in celebrating the many benefits of employee ownership in advocacy and media.

Throughout the month, team members participated in activities designed to highlight ownership culture and promote financial well-being. Engaging weekly activities such as word searches, team member bingo, and other social events, fostered camaraderie and served to deepen appreciation for the ESOP’s impact on our shared success.

ESOP TEAM MEMBER SPOTLIGHT

“Being part of an ESOP adds motivation for me to produce the highest quality work possible. It helps align my interests with the long-term interests of the company, knowing that successes and failures are shared between me and all other members of the ESOP.”

Joe Johns – Systems Administrator

ACHIEVEMENTS IN 2024

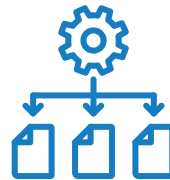


We were named one of the Philadelphia Inquirer's Top Workplaces in 2024, an honor based entirely on employee feedback. This recognition underscores the value our team places on the culture we've cultivated together.



Recognition for Tenure

Our average employee's tenure of 6.5 years is significantly above the industry average, a testament to the strength of our culture and our ability to retain top talent.



Successfully Managing the Shared-Work Program

During 2024, we voluntarily exited from the Shared-Work Program, which temporarily assisted us in reducing team members' work hours while providing partial unemployment benefits. This milestone reflects our growth and stability.



Created our NewAge Council

We formalized a means to further promote dialogue within the company with the goal of increasing the engagement of all team members on important workplace topics.



We practice the following recruitment and onboarding procedures:

- ① **Equitable hiring and recruitment practices** to promote equal employment opportunities for qualified individuals from all backgrounds
- ② **Formalized onboarding** for all new hires to support a smooth integration into our culture and operations

TEAM MEMBER RECRUITMENT & RETENTION



MANAGEMENT APPROACH

Recruiting and retaining top talent is essential to the success of NewAge. We take great pride in the strong, collaborative culture that has been built and are dedicated to creating opportunities for every team member to grow with the company. As employee-owners, our team members are empowered to contribute meaningfully and share in the company's success.

We actively support career growth by prioritizing internal promotional opportunities. All job openings are posted internally first, providing our team members with the chance to advance their careers within the company before external candidates are considered. This approach recognizes and rewards talent from within, promoting loyalty, motivation, and long-term growth.

TRANSITION FROM SHARED-WORK PROGRAM

In September 2024, we successfully concluded our participation in the Shared-Work Program, a Pennsylvania government program initially introduced post-COVID to support businesses like ours in navigating economic uncertainty. This program allowed us to temporarily reduce work hours for specific team members as an alternative to layoffs, helping maintain stability and business continuity during a challenging period. While working reduced schedules, team members continued to receive full employment benefits while receiving partial unemployment compensation, providing financial security while maintaining their roles within the company.

The Shared-Work Program was instrumental in maintaining our strong, collaborative culture and retaining top talent when external pressures could have necessitated layoffs. Because of this program, we were successful in our goal of not laying-off team members during a temporary decline in customer demand.

DATA & KPIS

Team Member Breakdown

	2022	2023	2024
Full-Time	189	257	253
Part-Time	2	1	2
Temporary	1	1	3
Team Leaders	Not Reported	12	14
Board Members	6	6	5

Retention Metrics

	2022	2023	2024
Turnover Rate	Not Reported	21%	14%
Number of departed team members	69	57	35

2024 Team Member Breakdown by Region

	2024
United States	248
Netherlands	6
Hong Kong	4



2024 HIGHLIGHTS

- ★ The NewAge Council held its first meeting.

TEAM MEMBER ENGAGEMENT & SATISFACTION



MANAGEMENT APPROACH

As an ESOP organization, the satisfaction and engagement of our team members are critical to our success. Ownership isn't just a retirement benefit, it's a shared mindset that drives collaboration, accountability, and pride in our collective achievements.

We conduct an annual company-wide engagement survey that covers key areas such as workplace inclusion, growth opportunities, recognition, fairness, communication, and accountability. The survey is anonymous and confidential, to encourage team members to provide open and honest feedback. We use the data from these surveys to measure employee satisfaction and make meaningful improvements to our business.

TEAM MEMBER ENGAGEMENT SURVEY



Our consistent year-over-year improvement in satisfaction scores is a testament to our dedication to creating a workplace that values and incorporates employee feedback.

	2023	2024
Percentage of team members that completed the engagement survey	72%	74%
Satisfaction Score	89%	90%

STRENGTHENING ENGAGEMENT THROUGH THE NEWAGE COUNCIL

The NewAge Council launched in 2023 in response to team member feedback. With its first meeting held in 2024, the council plays a vital role in fostering engagement and collaboration across the organization. This cross-disciplinary group, currently composed of 10 team members representing all levels of the company, serves as more than just a communication channel—it is a platform for translating commitments into actionable discussions and collaborative solutions. The council focuses on promoting transparency, providing context for decisions, and creating a shared space for addressing concerns, all while building a strong foundation for future growth.

The council's objectives include:

- Establishing a cadence for multi-level communication by promoting consistent and transparent dialogue throughout the organization.
- Providing context for organizational decisions by helping team members understand how key actions align with broader objectives.
- Creating a venue for concerns and feedback by providing a space where team members can share their perspectives and engage collaboratively.



In 2024, the NewAge Council strengthened the alignment between our commitments and team member engagement. Through open communication and active participation, the council continues to lay the groundwork for measuring progress and fostering a workforce that is informed, engaged, and supported in achieving shared goals.



EMPLOYEE-LED ENGAGEMENT COMMITTEES

Employee-led engagement committees play a vital role in enhancing workplace culture and advancing sustainability initiatives. These groups provide team members with opportunities to actively contribute to the company’s environmental goals, social engagement, and workplace safety. By fostering collaboration and encouraging diverse perspectives, the committees help create a more inclusive, innovative, and connected worker environment, while also driving improvements across the company.

FUN COMMITTEE: Our Fun Committee organizes a variety of events and activities designed to connect team members and foster a sense of community. These events, like Halloween costume contests and softball games, provide opportunities for team members to engage beyond their daily responsibilities.

ESOP COMMITTEE: The ESOP Committee plays a key role in promoting awareness and understanding of employee ownership benefits. In 2024, the committee organized ESOP Month in October, featuring activities to strengthen our ownership culture and engage team members in learning more about the value of their contributions.



HELPING HANDS COMMITTEE: The Helping Hands Committee is dedicated to supporting charitable causes and giving back to the community. This year, the committee raised money for the Superhero Project and took part in the Alzheimer’s Association Walk to End Alzheimer’s at Citizens Bank Park, raising awareness and supporting research for those affected by the disease.

GREEN COMMITTEE: The Green Committee leads efforts to promote environmental responsibility within our facilities. In 2024, the committee organized Recycling Day, providing team members with resources to properly dispose of electronics and batteries.

SAFETY COMMITTEE: The Safety Committee promotes a safe workplace by proactively addressing potential hazards. In 2024, the committee conducted monthly inspections at U.S. facilities to assess compliance with safety protocols and identify improvements.



2025 GOALS

- 🎯 In 2025, dedicate 1% of each team member's total working hours to training.
- 🎯 In 2025, cross-train 50% of our manufacturing team members.

TEAM MEMBER TRAINING & DEVELOPMENT

MANAGEMENT APPROACH

In today's rapidly evolving landscape, investing in our workforce is essential to staying competitive and driving sustainable growth. That is why in 2024 we advanced our commitment to workforce growth and innovation by launching our Workforce Development Plan—an initiative designed to cultivate talent, empower individuals, and build pathways to success. Through this plan, we want every team member to be equipped with the skills, knowledge, and opportunities needed to reach their fullest potential.

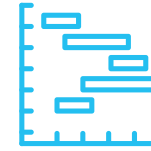
PERFORMANCE REVIEWS

We conduct annual performance reviews for all team members, which include goal-setting and career development discussions. Additionally, our Equal Employment Opportunity (EEO) Policy reinforces that employment decisions are based solely on merit, qualifications, and performance.

Key Components of the
**WORKFORCE
DEVELOPMENT
PLAN**



CROSS-SKILLS TRAINING:
Supporting career growth by enabling team members to transition into new roles



NEW COMPREHENSIVE ONBOARDING PROCESS:
Providing a four-week continued job-specific training



INCREASED TRAINING HOURS:
Providing more opportunities for learning to deepen skills



CONTINUING EDUCATION REIMBURSEMENT:
Helping team members pursue additional credentials and certifications

Employee Development

	2023	2024
Percent of team members receiving performance reviews	100%	100%
Number of employee promotions	14	34
Percent of team members receiving a bonus	100%	100%

Team Member Training

Percent of Team Members	2023	2024
Received external professional development or lifelong learning opportunities	100%	100%
Received training on cross-job functions	23%	24%
Received training to advance core job responsibilities	11%	23%
Received personal development training	12%	15%
Average Training Hours per Employee	1.5	10.1

BUSINESS ETHICS TRAINING

At NewAge, we equip our team members with the knowledge and tools to uphold ethical standards in their daily responsibilities. Our training programs reinforce our commitment to ethical business practices and promote compliance with industry regulations. In 2024, 100% of our team members completed training on our Code of Ethics, covering topics such as anti-bribery, corruption, sexual harassment, and child and forced labor.

The Code of Ethics along with our other policy documents such as the NewAge Team Member Policy Manual, Anti-Slavery and Trafficking Policy, and Whistleblower Policy solidify our commitment to protecting and respecting fundamental human rights. We extend this commitment to our suppliers by requiring them to uphold the terms of our Supplier Code of Conduct that include provisions on protecting and upholding human rights across our value chain. These policies are reviewed and approved by senior leadership on a regular basis.

Key progress and future commitments include:

- To date, 90% of our leadership team and 100% of Human Resources staff have completed training on child and forced labor prevention.
- By the end of 2025, we aim to have at least 80% of team members trained in specific issues relating to ethics such as anti-corruption, bribery, fraud, money laundering, conflicts of interest, and responsible information management.

In addition to our training, the Team Member Policy Manual is an additional resource for team members to support compliance with regulatory and organizational expectations, covering key areas such as:

- Anti-fraud and anti-corruption policies
- Information security practices
- Conflict of interest management

Further, with the introduction of our internal ethics hotline, team members are offered a confidential and anonymous platform to report ethical concerns without fear of retaliation. Concerns are immediately received and reviewed by the CEO, HR Director, and Lead Board Director. Updates are sent to the reporting team member in real-time as the matter is investigated. This initiative empowers all team members to candidly speak up and contribute to a workplace built on trust and ethical responsibility.



Ethics Awareness Metrics

	2023	2024
Percent of Team Members trained on the Code of Ethics	100%	100%
Percent of Managers trained on the Code of Ethics and anti-corruption	100%	100%
Percent of Board members trained on the Code of Ethics	0%	100%
Percent of Team Members Who Have Signed the Code of Conduct	100%	100%
Number of Confirmed Ethics-Related Incidents or Legal Actions	0	0

Ethics Incidents Metrics

	2023	2024
Number of Confirmed Ethics-Related Incidents or Legal Actions	0	0
Number of child or forced labor incidents	0	0
Number of corruption incidents	0	0
Number of reportable security incidents	Not Reported	2
Number of Whistleblower complaints	0	0

BUSINESS CONTINUITY

Succession planning is a key component of our continuity efforts. It plays a vital role in ensuring the long-term success of our organization while preserving NewAge’s unique culture. By identifying critical roles and preparing future leaders, we create a seamless transition process that reinforces organizational stability and supports ongoing business growth.

To support our efforts in business continuity, we introduced a succession planning initiative as part of the Workforce Development Plan. This process involves identifying key roles within the company and selecting successors to train and develop through an ongoing, systematic approach. We assess our succession health every six months and closely monitor the execution of individual development plans to promote long-term organizational strength and readiness.





2024 HIGHLIGHTS

- ★ We expanded the use of **diverse recruitment platforms** to attract candidates from underrepresented groups, broadening the inclusivity of our talent pipeline.
- ★ We implemented **interview training** for all individuals involved in the hiring process and established diverse interview panels to promote fairness and inclusivity in candidate evaluations.

DIVERSITY, EQUITY & INCLUSION

MANAGEMENT APPROACH

Diversity, equity, and inclusion (DEI) are at the heart of who we are as a company. We recognize that the diverse perspectives, experiences, skills, creativity, and talents each team member brings are essential to our culture, reputation, and success. These unique contributions not only drive our innovation and fuel our accomplishments but also strengthen us as a unified, resilient team.

We want to cultivate an environment where every individual feels valued, heard, and empowered to contribute their best work. By prioritizing equity and creating opportunities for growth and advancement, we enable our team members to thrive, regardless of their background or personal circumstances. True inclusion requires more than representation—it calls for intentional engagement, support, and access to resources that foster success for all.

To uphold these principles and promote accountability throughout the organization, we have implemented the following:

Confidential Feedback Channels: We provide a confidential and accessible reporting channel through our HR department. This gives team members a safe space to voice DEI-related concerns, share feedback, and seek support.

Annual Code of Conduct Training: Our mandatory annual training reinforces the importance of DEI in the workplace, emphasizing respect, dignity, and the collective responsibility of all team members to uphold these values in their daily interactions.

DEI Training Rollout: We introduced new DEI training programs via our Learning Management System (LMS). Through these programs, team members acquire the knowledge, tools, and strategies to recognize and address DEI-related challenges effectively.

Supplier Diversity Data Collection: We initiated efforts to gather and analyze supplier diversity data, laying the groundwork for a more inclusive procurement process.

Team Member Demographics

		2023	2024
Team Member Age Breakdown	<30 Years Old	14%	12%
	30-50 Years Old	55%	52%
	>50 Years Old	32%	33%
Female Representation	All Team Members	32%	32%
	Managers	27%	23%
	Team Leaders	33%	29%
	Board of Directors	17%	20%
Racial or Ethnic Diversity	All Team Members	53%	52%
	Managers	21%	37%
	Team Leaders	25%	21%
	Board of Directors	0%	0%

Pay Equity

	2023	2024
Lowest paid wage (hourly)	\$14.35	\$16.26
Percent of team members paid a living wage*	86%	79%
Percent of team members paid a family living wage**	71%	67%

*Calculated based on the percent of employees who receive an annual earning meeting the living wage for residents of Pennsylvania, USA based on the MIT calculator.

** Calculated based on the percent of employees who receive an annual earning meeting the living wage for residents of Pennsylvania, USA in a household of 2 working adults and 1 child based on the MIT calculator.

Harassment or Discrimination Incidents

	2023	2024
Harassment incidents reported	3	5
Number of incidents of discrimination	0	0



FUTURE AMBITIONS & ACHIEVED GOALS

🎯 Near Miss and Incident Tracking:

In 2024, we established our tracking system for Total Recordable Incident Rate (TRIR). In 2025, we aim to implement a system to track near misses.

🎯 Lost Time Injury Rate (LTIR):

In 2024, achieved an LTIR 25% lower than our industry's average of 0.7.²

TEAM MEMBER HEALTH, SAFETY & WELLNESS

MANAGEMENT APPROACH

NewAge prioritizes creating a safe and healthy work environment, where every team member plays a role in upholding safety. To support this, every team member is expected to follow all safety policies, rules, and regulations. Upon hiring, we review these policies with every new team member and provide comprehensive safety training during orientation to help establish a solid foundation. Ongoing safety training is offered to reinforce best practices and address updates.

Key safety measures include prominently displayed safety rules throughout the production floor, mandatory use of personal protective equipment (PPE) in designated areas, regular equipment inspections to uphold machinery safety, and immediate reporting of accidents or injuries for prompt action. Our Team Member Manual details these policies, protects team members from retaliation when reporting safety violations, and outlines clear consequences for non-compliance.

² TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2023 NAICS Code 32622

Tracking and measuring workplace incidents is an important part of our safety efforts. In 2024, we recorded just one lost-time injury and six recordable injuries.

The Safety Committee provides a platform for all NewAge team members to contribute to workplace safety and a healthy working environment. The committee promotes safety by conducting monthly inspections, identifying hazards, and recommending ways to eliminate or control risks. Each year, the committee conducts a thorough safety review to address risks and empower team members to report concerns or refuse unsafe tasks. The committee is also required to obtain the Pennsylvania Workplace Safety Committee Certification annually, demonstrating our commitment to maintaining high safety standards.

Audits play a key role in evaluating the effectiveness of our programs and policies. Following a recent noise audit, we identified the need for enhanced hearing protection measures and subsequently launched a new hearing protection program at the end of 2024.

In addition to audit-driven improvements, we remain proactive in developing workplace safety instructions. New guidelines are promptly created whenever new processes are introduced or potential hazards are identified, creating a safe and compliant work environment for all team members.



To promote worker health and support our employees in taking preventative action in their health and safety, all full-time team members have access to comprehensive healthcare coverage, including dental and vision, after 30 days of employment. Team members are eligible for a yearly stipend for approved wellness expenses and have access to the Employee Assistance Program at no additional cost. Please see the following for a full list of benefits we offer our employees:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Short-Term Disability
- Long-Term Disability
- Life Insurance
- Voluntary Life Insurance
- Yearly Reimbursement for Wellness Programs



CASE STUDY: SHOE TRUCK

Each year, we host Shoe Day, partnering with Saf-Gard to bring a shoe truck on-site. This initiative provides team members with discounted footwear designed to improve ergonomics and reduce ankle, hip, and knee injuries. Due to its success and positive employee feedback, this event will be expanded to twice a year, further enhancing team member safety and wellness.



DATA & KPIS

	2022	2023	2024
Total Number of Lost Time Injuries	2	1	1
Total Number of Lost Time or Restricted Duty Days	6	3	4
Number of Fatalities	0	0	0
Total Number of Recordable Injuries	9	4	6
Lost Time Injuries Rate (LTIR)	1.91	0.33	0.45
LTI Frequency Rate for Direct Workforce	3.17	1.65	2.27
LTI Severity Rate for Direct Workforce	0.64	0.33	0.45
Team Members Enrolled in Health Care Plan	Not reported	91%	88%



VALUE CHAIN ENGAGEMENT

Strong customer relationships and responsible supply chain management are critical to achieving our objectives.

Strong customer relationships and responsible supply chain management are critical to achieving our objectives. We build trust and long-term partnerships by prioritizing customer satisfaction, communicating transparently, and delivering strong products. Simultaneously, we are committed to engaging with our supply chain partners to uphold ethical, sustainable, and efficient practices.

MATERIAL TOPICS



Customer Satisfaction & Relations



Supplier Engagement & Assessments



2025 HIGHLIGHTS

- ★ We opened a state-of-the-art manufacturing facility in Coevorden, Netherlands.

CUSTOMER SATISFACTION & RELATIONS



MANAGEMENT APPROACH

At NewAge, customer satisfaction and strong relationships are central to our success and goals of business continuity, transparency, and visibility for customers. We build trust, prioritize service excellence, and maintain open communication to be a dependable partner in helping our customers achieve their goals.

To further support these efforts, the NewAge Marketing and Communications team, in partnership with the Product Management and Sales teams, developed a distributor training program. Through quarterly webinars and quarterly digital newsletters, this program enhances the distributor team's knowledge of our products and services, enabling them to better meet customer needs. Additionally, by providing a centralized repository for the latest sales enablement tools, we have streamlined access to key resources, helping our global distributor network strengthen relationships with their customers and improve overall satisfaction.



NEW MANUFACTURING FACILITY IN COEVORDEN, NETHERLANDS

In May 2024, we opened a state-of-the-art manufacturing facility in Coevorden, Netherlands, allowing us to better serve customers across Europe, Asia, India, and beyond. This facility reduces delivery times, improves supply chain efficiency, and offers customers greater visibility into their production processes for customers in those parts of the world. By inviting international customers, particularly in Europe, to visit and oversee various stages of manufacturing at the new facility, we promote transparency and strengthen trust in our relationships.

The opening of our Coevorden, Netherlands facility bolsters our business continuity strategy by serving as a backup manufacturing site helping maintain operations during potential disruptions. By establishing this international facility, we can mitigate risks to production timelines and improve the reliability of our supply chain. As the primary manufacturing hub for the region, particularly for our silicone lines, it will streamline operations and provide more consistent service to our global customers.

GLOBAL TEAM EXPANSION

In 2024, we expanded our global reach by appointing several outside account executives to lead our international sales efforts. This strategic move positively impacts several key initiatives including further penetration into the European, South American, and Asian markets. These developments have played a significant role in improving our customer engagement and service quality by establishing a more responsive presence in critical markets worldwide.

SUPPORTING CUSTOMER SUSTAINABILITY GOALS

Reducing GHG emissions and improving energy efficiency within our operations plays a key role in supporting our customers' sustainability objectives. By lowering emissions from our manufacturing processes and adopting energy-efficient practices, we reduce the environmental footprint of the products and services we deliver. These efforts enable customers to achieve their climate goals including reducing scope 3 emissions and sourcing products that align with their sustainability commitments.

Our reuse initiatives further complement these efforts by addressing the environmental impact of materials across the supply chain. By recycling silicone scrap and incorporating reclaimed materials, we help minimize waste and promote a circular economy. These practices provide customers with sustainable product options that support their goals for resource efficiency, waste reduction, and responsible sourcing.

Looking ahead, we remain committed to expanding our use of recycled and reused materials where feasible and meeting our customers' evolving sustainability goals.



Customer Relations Metrics

	2023	2024
Number of customer requests	920	799
Percent of customers receiving ESG communications	Not Reported	2%

Customer Health and Safety

	2023	2024
Product recalls	0	0
Number of incidents related to product safety	Not Reported	2
Customer feedback regarding product safety	Not Reported	1



CYTIVA STRIDES IN SUSTAINABILITY AWARD

NewAge is proud to receive Cytiva's 2024 Strides in Sustainability Award, recognizing our collaborative efforts in aligning with shared sustainability goals and surpassing Cytiva's expectations for suppliers. This honor highlights positive-impact mindset into our corporate culture, achieving key sustainability targets, and significantly improving our EcoVadis score.

The award also acknowledges our dedication to sustainable procurement including our initiative to train our procurement team in sustainable sourcing practices and our success in reducing scope 2 emissions.



SPOTLIGHT: MANUFACTURING DAY 2024

As part of Manufacturing Day 2024, we hosted a premier client from the biopharmaceutical industry for a day of mutual learning and collaboration. The visit provided an invaluable opportunity to share our plans for new product and service development and demonstrate the manufacturing processes behind the products they rely on, thereby strengthening our partnership. Equally valuable was the insight our team gained from understanding how our clients use our products. The valuable feedback will be used to inform us where improvements can be made to better position us to support their evolving needs.





2024 ACHIEVEMENTS

- ★ Reached our goal of having **100%** of targeted suppliers sign the Supplier Code of Conduct or demonstrate compliance with their own, equivalent Code of Conduct, confirming their understanding of our policy.
- ★ **100%** of our procurement team completed sustainable procurement training.

SUPPLIER ENGAGEMENT & ASSESSMENTS



MANAGEMENT APPROACH

At NewAge, advancing sustainability includes understanding, managing, and monitoring our upstream suppliers. Our efforts are led by the Director of Supply Chain, our Procurement Manager, and the procurement team. These individuals are supported with guidance from the Sustainability Committee and oversight from the Board of Directors. Together, they help uphold ethical practices within our supply chain and contribute to delivering the high-quality materials essential for our operations.

In 2024, we strengthened our supplier management framework by implementing initiatives that align supplier practices with our long-term sustainability goals. This framework includes key components such as our Supplier Guidelines, Supplier Survey, Supplier Code of Conduct, Supplier Risk Assessment, Sustainable Procurement Policy, and Conflict Minerals compliance. Together, these elements establish clear expectations, promote transparency, and provide the tools necessary to assess, engage, and collaborate effectively with suppliers.

SUPPLIER GUIDELINES AND PROCESSES

Our supplier guidelines outline qualifications, performance expectations, and monitoring protocols that are aligned with each supplier’s role within our operations. These guidelines are designed to support consistent standards across our supply chain while fostering responsible and sustainable practices.

Critical Suppliers: Requalified every three years to maintain alignment with evolving standards

Non-Critical Suppliers: Requalified every five years based on established guidelines

Supplier Performance: Monitored monthly, with key suppliers reviewed quarterly to address performance metrics and identify opportunities for improvement

Supplier Non-Conformance: Addressed through management reviews, where corrective actions are implemented to return suppliers to compliance

SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct outlines the principles and business standards we expect all suppliers to uphold including critical issues such as fraud prevention, anti-corruption, fair employment, child and forced labor prohibition, and equal opportunity. To maintain a responsible and compliant supply chain, we review and update the Supplier Code of Conduct as necessary to reflect evolving legal and regulatory requirements.

In 2024, 100% of our targeted suppliers either signed our Supplier Code of Conduct or demonstrated compliance with their own, equivalent Code of Conduct. By setting and achieving this goal, we underscore the importance of shared accountability, making sure that our suppliers not only align with our values but actively uphold the principles we prioritize. Our suppliers must apply and monitor the principles described in the Supplier Code of Conduct. Instances of non-compliance are evaluated, and corrective actions including termination of the relationship with the supplier, are taken as necessary to maintain alignment.

We are currently working on reviewing 50% of our targeted suppliers on environmental, social, and governance issues to verify their practices are aligned with our Supplier Code of Conduct and Sustainable Procurement Policy.



SUPPLIER SURVEY

In 2023, we launched the sustainability component of our first supplier survey, a key step in fostering better alignment between our suppliers' practices and our values. Conducted during onboarding and requalification, the survey gathers insights on diversity, sustainability initiatives, environmental and labor/human rights certifications, sustainable procurement programs, and scope 3 emissions. These insights help us identify and prioritize partnerships with suppliers who share our commitment to sustainable practices, reinforcing the collaborative foundation we are building within our value chain.

In line with our efforts of continual improvement, in 2024 we updated the questionnaire to include the following questions to expand our knowledge of our suppliers.

Survey Questions

- Does your company formally and publicly adhere to any Corporate Social Responsibility initiatives or principles (United Nations Global Compact [UNGC], Science Based Targets Initiative [SBTi], etc.)?
- Has your company obtained any certification in environmental (e.g. ISO 14001), labor/human rights (e.g. ISO 45001), business ethics (e.g. ISO 27001), sustainable procurement (e.g. ISO 2800) programs?
- Does your organization have a policy on sustainable procurement?
- Does your organization have a supplier code of conduct?
- Did your organization sign the NewAge supplier code of conduct?
- Does your organization obtain a third-party rating on your Sustainability Program (EcoVadis, B Corp, Independent Audit, etc.)?
- Please provide your company's sustainability report or other documentation regarding your sustainability initiatives that may be available.

Supplier Management Metrics

	2024
Percent of suppliers held accountable to the Supplier Code of Conduct	72%
Percent of suppliers that are known to be covered by Environmental, Labor, and Human Rights clauses	46%
Percent of suppliers covered by CSR assessments	74%

Supplier Diversity Metrics

	2023	2024
Purchases from suppliers who are majority-owned by women or underrepresented populations	<1%	0%
Cost of Goods Sold (COGS) spent in country of operations	84%	52%
Expenses spent on local suppliers (approx. 50 mi.)	11%	8%

Supplier Certification Metrics

	2023	2024
Materials/products purchased have third-party social or environmental certification/approval	28%	50%
Percent of suppliers subjected to regular quality assurance reviews or audits	100%	100%

SUPPLIER RISK ASSESSMENT

In 2024, we conducted a supplier risk assessment to identify potential gaps and better focus our supplier engagement efforts for 2025. The assessment evaluated suppliers across four key sustainability-related areas: fair business practices, human rights and ethics, labor rights, and environmental impact. Following this analysis, we identified suppliers presenting elevated risks in these areas and initiated targeted outreach to collaborate on opportunities for enhancing sustainable business practices within their operations.

SUSTAINABLE PROCUREMENT AND PRODUCT QUALITY

To strengthen our approach to responsible sourcing, we finalized and implemented our Sustainable Procurement Policy in 2024. This policy complements our Supplier Management Guidelines and Supplier Code of Conduct by integrating environmental and social considerations into procurement decisions.

The procurement team completed sustainability-focused training, equipping team members with best practices for evaluating sustainable products and conducting risk assessments. This policy provides a framework to evaluate potential suppliers and renew contracts, helping our supply chain align with broader sustainability objectives. Biennial reviews of the policy will enable it to evolve alongside our goals and industry standards.

CONFLICT MINERALS

NewAge is committed to maintaining an ethical and transparent supply chain by ensuring all products are free of conflict minerals, such as tin, tungsten, tantalum, and gold, that may finance armed groups or contribute to human rights abuses. In accordance with the Dodd-Frank Act, we require suppliers to provide documentation verifying their products are conflict-free.

This commitment extends to our downstream operations, where we prioritize transparency for our customers. For our customers, we have completed our “Conflict Minerals Reporting Template” (CMRT), the industry-standard form developed by the Responsible Minerals Initiative. The NewAge CMRT, which details all products verified as conflict-mineral-free, is available for all customers upon request.



APPENDIX

GLOBAL REPORTING INITIATIVE INDEX

Statement of Use	
Statement of use	NewAge Industries, Inc. has reported in accordance with the GRI Standards for the reporting period January 1, 2024 to December 31, 2024.
GRI 1 used	GRI 1 Foundation 2021

General Disclosures		
2-1	Organizational details	Legal Name: NewAge Industries, Inc. Nature of Ownership: 100% Employee Stock Ownership Plan, Privately Owned. Headquarters Location: Southampton, Pennsylvania Countries of Operation: United States, Netherlands, Hong Kong
2-2	Entities included in the organization's sustainability reporting	About the Report, pg. 2 and About NewAge, pg. 8
2-3	Reporting period, frequency, and contact point	About the Report, pg. 2
2-4	Restatements of information	There are no restatements for the NewAge 2024 Sustainability Report
2-5	External assurance	NewAge is not seeking assurance for this year's report, however we are investigating feasibility to do this in the future.
2-6	Activities, value chain, and other business relationships	About NewAge, pg. 8
2-7	Employees	Team Member Recruitment & Retention, pg. 32
2-8	Workers who are not employees	This is not applicable to NewAge; our team members are all employed through NewAge Inc.
2-9	Governance structure and composition	Sustainability Governance, pg. 10
2-10	Nomination and selection of the highest governance body	Sustainability Governance, pg. 10

2-11	Chair of the highest governance body	Sustainability Governance, pg. 10
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, pg. 10
2-13	Delegation of responsibility for managing impacts	Sustainability Governance, pg. 10
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, pg. 10
2-15	Conflicts of interest	Sustainability Governance, pg. 10
2-16	Communication of critical concerns	Team Member Training & Development, pg. 38
2-17	Collective knowledge of the highest governance body	Sustainability Governance, pg. 10
2-18	Evaluation of the performance of the highest governance body	Sustainability Governance, pg. 10
2-19	Remuneration policies	Sustainability Governance, pg. 10
2-20	Process to determine remuneration	As a private company, team member remuneration policies are developed, reviewed, and processed internally. For information on compensation for the CEO and their direct reports, please see Sustainability Governance, pg. 10
2-21	Annual total compensation ratio	We will not be disclosing this information for this year; however, we plan to identify opportunities to do so in the future.
2-22	Statement on sustainable development strategy	Letter from Leadership, pg. 4; Sustainability Governance, pg. 10
2-23	Policy commitments	Team Member Training & Development, pg. 38
2-24	Embedding policy commitments	Team Member Training & Development, pg. 38
2-25	Process to remediate negative impacts	Team Member Training & Development, pg. 38
2-26	Mechanisms for seeking advice and raising concerns	Team Member Training & Development, pg. 38
2-27	Compliance with laws and regulations	NewAge fully complied with all legal and statutory regulations during the reporting period ending December 31, 2024.
2-28	Membership associations	NewAge holds leadership positions in the Pennsylvania Center for Employee Ownership (PaCEO), which helps businesses in the state of Pennsylvania to understand the benefits of employee ownership. NewAge team members are active participants in the BioPhorum, a biopharmaceutical industry association.
2-29	Approach to stakeholder engagement	Sustainability Governance, pg. 10
2-30	Collective bargaining agreements	The terms and conditions of NewAge's Employee Stock Ownership Plan (ESOP) prohibit any company owner from engaging in collective bargaining activities. With 100% team member participation in the ESOP in the US, team members are not covered by collective bargaining agreements.

Material Topics		
3-1	Process to determine material topics	Materiality Process, pg. 12
3-2	List of material topics	Materiality Process, pg. 12
Procurements Practices		
3-3	Management of Material Topics	Supplier Engagement and Assessments, pg. 54
204-1	Proportion of spending on local suppliers	Supplier Engagement and Assessments, pg. 54
Anti-Corruption		
3-3	Management of Material Topics	Team Member Training & Development, pg. 38
205-1	Operations assessed for risks related to corruption	Currently, NewAge has not undertaken a risk assessment for corruption risks.
205-2	Communication and training about anti-corruption policies and procedures	Team Member Training & Development, pg. 38
205-3	Confirmed incidents of corruption and actions taken	Team Member Training & Development, pg. 38
Energy		
3-3	Management of Material Topics	Energy & Emissions, pg. 20
302-1	Energy consumption within the organization	Energy & Emissions, pg. 20
302-2	Energy consumption outside of the organization	Energy & Emissions, pg. 20
302-3	Energy intensity	Energy & Emissions, pg. 20
302-4	Reduction of energy consumption	Energy & Emissions, pg. 20
302-5	Reductions in energy requirements of products and services	This disclosure is not applicable due to NewAge's products and services do not require additional energy use by the end-user or integrator.
Water and Effluents		
3-3	Management of Material Topics	Water Conservation & Management, pg. 26
303-1	Interactions with water as a shared resource	Currently we do not track this metric, we are currently investigating feasibility to report on this in the future.
303-2	Management of water discharge-related impacts	This disclosure is not applicable to NewAge as we do not discharge water within our operations.
303-3	Water withdrawal	Water Conservation & Management, pg. 26
303-4	Water discharge	This disclosure is not applicable to NewAge as we do not discharge water within our operations.

303-5	Water consumption	Water Conservation & Management, pg. 26
Emissions		
3-3	Management of Material Topics	Energy & Emissions, pg. 20
305-1	Direct (scope 1) GHG emissions	Energy & Emissions, pg. 20
305-2	Energy indirect (scope 2) GHG emissions	Energy & Emissions, pg. 20
305-3	Other indirect (scope 3) GHG emissions	Energy & Emissions, pg. 20
305-4	GHG emissions intensity	Energy & Emissions, pg. 20
305-5	Reduction of GHG emissions	Energy & Emissions, pg. 20
305-6	Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to NewAge as we do not emit any ODS nor utilize any materials that would potentially emit ODS.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy & Emissions, pg. 20
Waste		
3-3	Management of Material Topics	Waste Reduction and Circularity, pg. 24
306-1	Waste generation and significant waste-related impacts	Waste Reduction and Circularity, pg. 24
306-2	Management of significant waste-related impacts	Waste Reduction and Circularity, pg. 24
306-3	Waste generated	Waste Reduction and Circularity, pg. 24
306-4	Waste diverted from disposal	Waste Reduction and Circularity, pg. 24
306-5	Waste directed to disposal	Waste Reduction and Circularity, pg. 24
Supplier Environmental Assessment		
3-3	Management of Material Topics	Supplier Engagement and Assessments, pg. 54
308-1	New suppliers that were screened using environmental criteria	Supplier Engagement and Assessments, pg. 54
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Engagement and Assessments, pg. 54
Employment		
3-3	Management of Material Topics	Team Member Recruitment & Retention, pg. 32
401-1	New employee hires and employee turnover	Team Member Recruitment & Retention, pg. 32

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer all benefits listed within Team Member Health, Safety & Wellness, pg. 44, and the following: Employee Stock Ownership Plan, 401(K), Pro Incentive Bonus, Tuition Assistance,
401-3	Parental leave	NewAge provides parental leave in accordance with all state and federal requirements.
Labor/Management Relations		
3-3	Management of Material Topics	Team Member Recruitment & Retention, pg. 32
402-1	Minimum notice periods regarding operational changes	NewAge makes every effort to provide team members with 30 days' notice for significant operational changes including changes in hours and shifts. Changes to department assignments to meet market demands may happen within 14 days if business needs require it.
Occupational Health and Safety		
3-3	Management of Material Topics	Team Member Health, Safety & Wellness, pg. 44
403-1	Occupational health and safety management system	Team Member Health, Safety & Wellness, pg. 44
403-2	Hazard identification, risk assessment, and incident investigation	Team Member Health, Safety & Wellness, pg. 44
403-3	Occupational health services	Team Member Health, Safety & Wellness, pg. 44
403-4	Worker participation, consultation, and communication on occupational health and safety	Team Member Health, Safety & Wellness, pg. 44
403-5	Worker training on occupational health and safety	Team Member Health, Safety & Wellness, pg. 44
403-6	Promotion of worker health	Team Member Health, Safety & Wellness, pg. 44
403-7	Prevention and mitigation of occupational health and safety management system	Team Member Health, Safety & Wellness, pg. 44
403-8	Workers covered by an occupational health and safety management system	Team Member Health, Safety & Wellness, pg. 44
403-9	Work-related injuries	Team Member Health, Safety & Wellness, pg. 44
403-10	Work-related ill health	Team Member Health, Safety & Wellness, pg. 44
Training and Education		
3-3	Management of Material Topics	Team Member Training & Development, pg. 38
404-1	Average hours of training per year per employee	Team Member Training & Development, pg. 38

404-2	Programs for upgrading employee skills and transition assistance programs	Team Member Training & Development, pg. 38
404-3	Percentage of employees receiving regular performance and career development reviews	Team Member Training & Development, pg. 38
Diversity and Equal Opportunity		
3-3	Management of Material Topics	Diversity, Equity & Inclusion, pg. 42
405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion, pg. 42
405-2	Ratio of basic salary and remuneration of women to men	We will not be disclosing this information for this year; however, we plan to identify opportunities to do so in the future.
Non-Discrimination		
3-3	Management of Material Topics	Diversity, Equity & Inclusion, pg. 42
406-1	Incidents of discrimination and corrective actions taken	Diversity, Equity & Inclusion, pg. 42
Child Labor		
3-3	Management of Material Topics	Team Member Training & Development, pg. 38 and Supplier Engagement and Assessments, pg. 54
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Engagement and Assessments, pg. 54
Forced or Compulsory Labor		
3-3	Management of Material Topics	Team Member Training & Development, pg. 38 and Supplier Engagement and Assessments, pg. 54
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Engagement and Assessments, pg. 54
Supplier Social Assessment		
3-3	Management of Material Topics	Supplier Engagement and Assessments, pg. 54
414-1	New suppliers that were screened using social criteria	Supplier Engagement and Assessments, pg. 54
414-2	Negative social impacts in the supply chain and actions taken	Supplier Engagement and Assessments, pg. 54

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Accounting Metrics		
RT-CP-000.A	Amount of production, by substrate	NewAge production quantities are confidential business metrics.
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	100% plastic production
RT-CP-000.C	Number of employees	Team Member Recruitment & Retention, pg. 32
Greenhouse Gas Emissions		
RT-CP-110a.1	Gross global scope 1 emissions, percentage covered under emissions-limiting regulations	Our Southampton PA facility is the only NewAge facility that operates under a State Only Natural Minor Permit. For additional information, please see Energy & Emissions, pg. 20
RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy & Emissions, pg. 20
Air Quality		
RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Energy & Emissions, pg. 20
Energy Management		
RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Energy & Emissions, pg. 20
Water Management		
RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Water Conservation & Management, pg. 26

RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Conservation & Management, pg. 26
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Water Conservation & Management, pg. 26 During the reporting period, NewAge Inc. had 0 incidents of non-compliance with water regulations. For additional information, please see Water Conservation & Management, pg. 26
Waste Management		
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Waste Reduction & Circularity, pg. 24
Product Safety		
RT-CP-250a.1	Number of recalls issued, total units recalled	Customer Satisfaction & Relations, pg. 50
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Due to the nature of our products, we do not utilize any materials or chemicals of concern. For information on how we ensure safe and high-quality products for our customers, please see Customer Satisfaction & Relations, pg. 50
Product Lifecycle Management		
RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	NewAge does not currently track the percentage of raw materials from recycled or renewable sources. We are investigating opportunities to do this in the future. For more information on how we manage our waste associated with the handling of our materials, please see Waste Reduction & Circularity, pg. 24
RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	NewAge revenue by products is confidential business metrics.
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Strategies to reduce the environmental impact of packaging throughout its lifecycle will be a part of future conversations with our supply chain. At present, current conversations around reducing the impact of packaging are limited.

Supply Chain Management		
RT-CP-430a.1	Total wood fiber procured; percentage from certified sources	<p>During the reporting period, none of the wood fiber procured was from certified sources. In 2024, wood fiber represented less than 0.2% of NewAge spend.</p> <p>For more information on how we manage the impact of our supply chain please see, Supplier Engagement and Assessments, pg. 54</p>
RT-CP-430a.2	Total aluminum purchased; percentage from certified sources	<p>This disclosure is not applicable to NewAge due to no aluminum being procured during the reporting period.</p> <p>For more information on how we manage the impact of our supply chain please see, Supplier Engagement and Assessments, pg. 54</p>



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