

Sustainability Report

2026

Introduction

TPS Promotions & Incentives is an international award winning supplier of premiums, incentives, promotional products and related on-line custom business solutions. The company works with progressive, brand oriented companies across CPG, Automotive, Retail, Professional & Financial Services, Non-Profit, Media & Entertainment and other industry verticals.

TPS Promotions & Incentives is committed to reducing its environmental impact through active management of sustainability issues. Our sustainability efforts include detailed monitoring of direct and indirect GHG emissions, providing products that have a smaller environmental footprint, and upholding high standards in business ethics and labour rights. We manage and document our performance via reporting frameworks, memberships to associations and 3rd party assessments (e.g. Sedex SMETA, CDP, CoP for UN Global Compact, EcoVadis, Fair Labor Association, etc.)

This report covers all operational facilities under TPS Promotions & Incentives's control.

Number of Operation Sites: 1

GHG Emissions

Reporting Approach & Methodology

Assumptions & Limitations

This report relies on company-provided activity data for emissions calculations. Where actual data is unavailable, reasonable estimates based on industry standards and published emission factors are used.

Data Measurement & Uncertainty

This report represents the data available at the time of publication. Where actual measurements are not available, estimates based on industry averages or proxy data may have been applied. Data may be incomplete or missing.

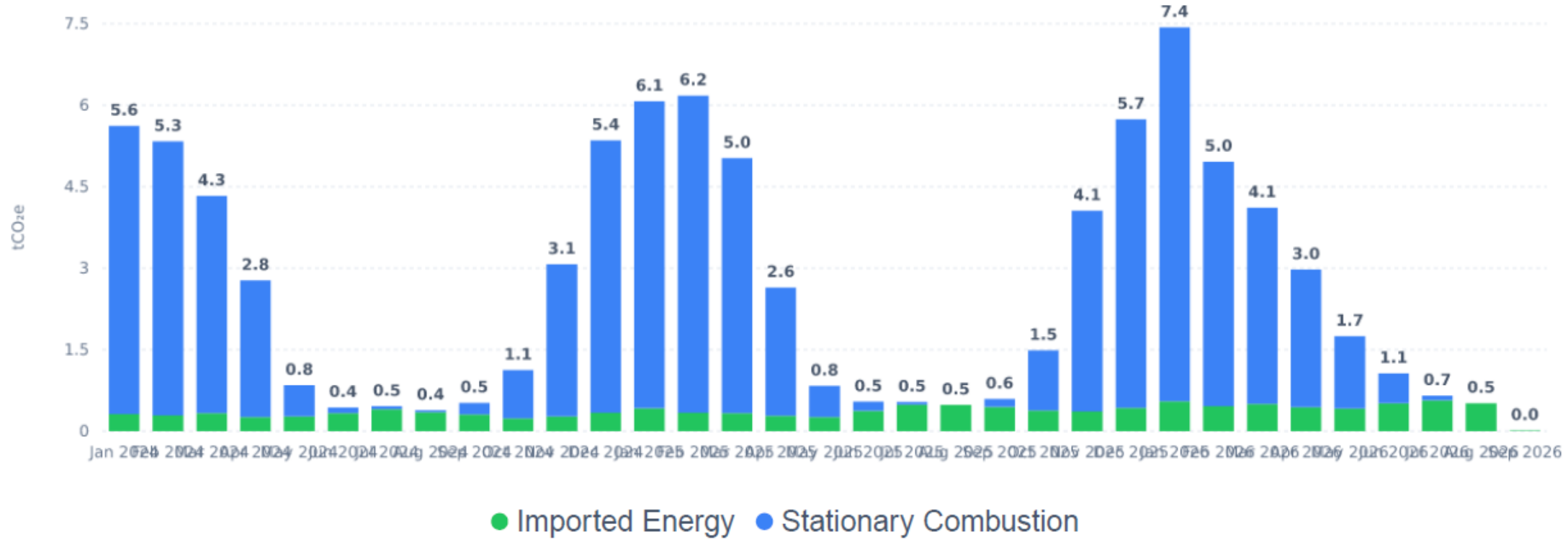
Platform Verification

The emissions calculation platform has been independently reviewed to ensure alignment with the GHG Protocol methodology. All emission factors are sourced from recognized databases and updated annually.

Scope 1 – direct emissions directly from the from the operation.
Scope 2 – indirect emissions from purchased electricity, steam, heat, and cooling. Electricity and district heating and cooling.
Scope 3 - Purchased Goods & Services, Stationary Combustion, Imported Energy, Waste Generated In Operations, Business Travel, Upstream and Downstream Transportation.

GHG Emissions Summary

GHG Emissions between January 2024 – September 2026



*Graph above uses location-based emissions data.

Inventory Coverage

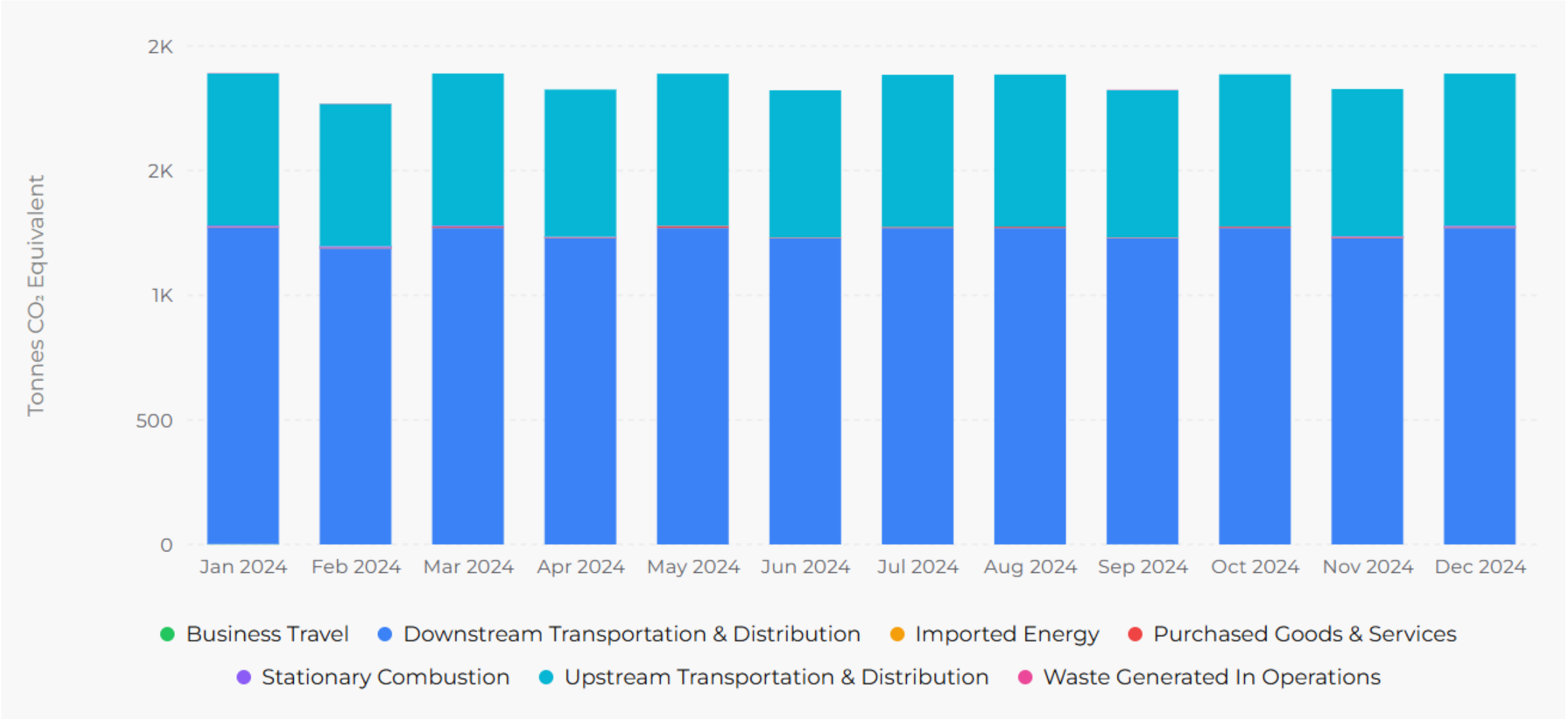
Reporting period: **January 1, 2024 to September 30, 2026**

Source: Carbonhound Greenhouse Gas Report dated 2026-10-02 (location-based).

Inventory Coverage, Jan 1, 2024 - Sep 30, 2026	
	Total (tCO2e)
Scope 1	**75.635**
Stationary Combustion	75.635
Scope 2	**12.293**
Imported Energy	12.293
Scope 3	**75,804.284**
Downstream Transportation & Distribution	51,498.662
Upstream Transportation & Distribution	24,140.105
Purchased Goods & Services	127.618
Business Travel	27.388
Waste Generated in Operations	10.511
Total	**75,892.212**

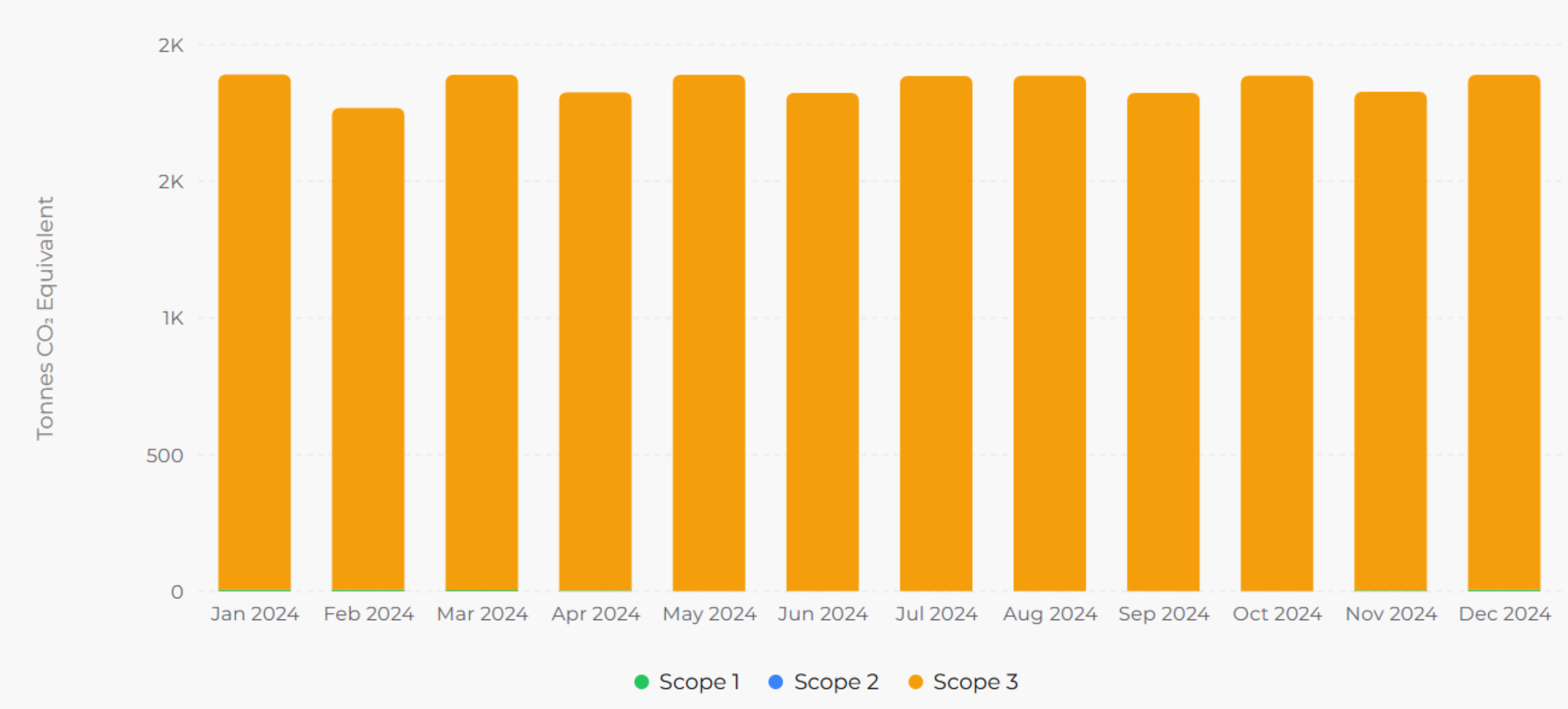
GHG Emissions_2024_Categories

Yearly total emissions: 22,406 tCO2e

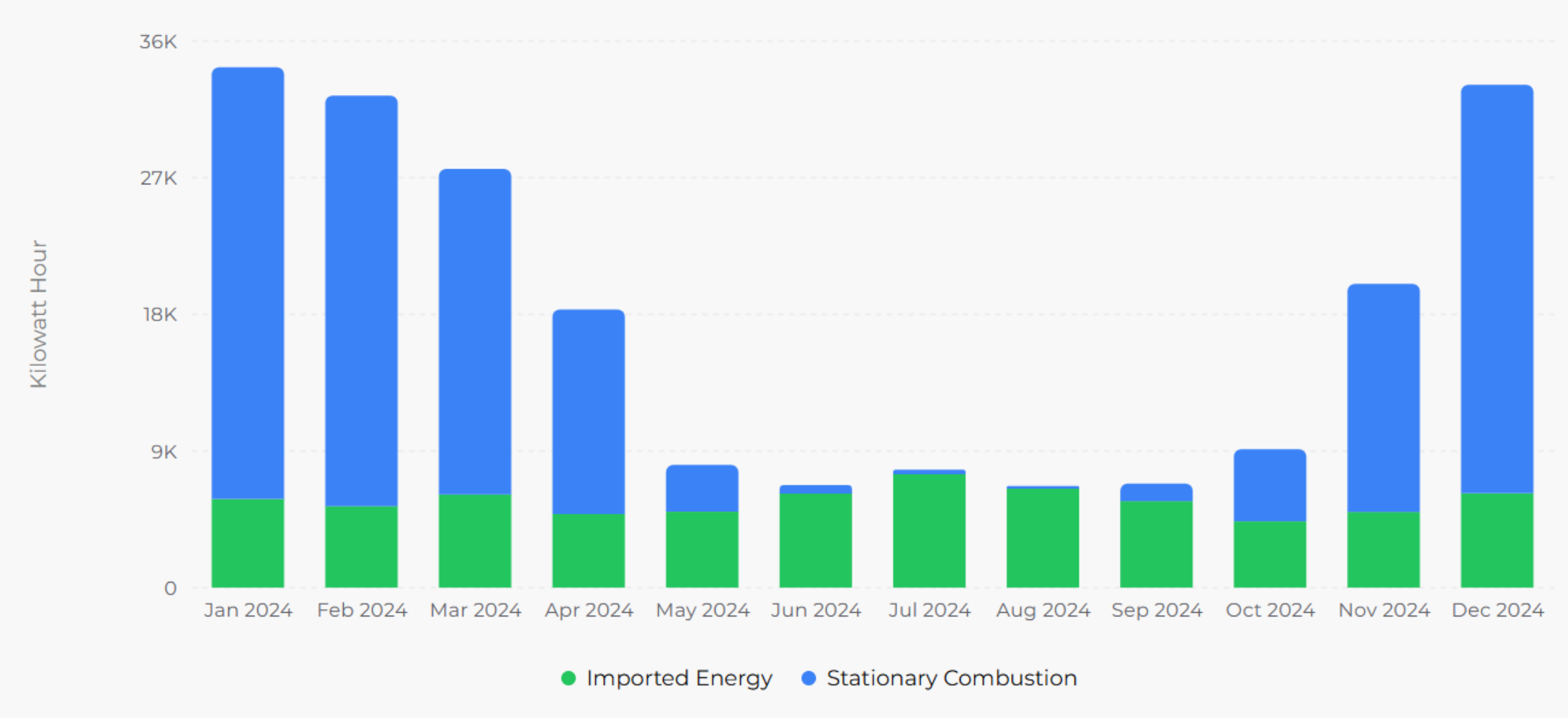


GHG Emissions_2024_Scope

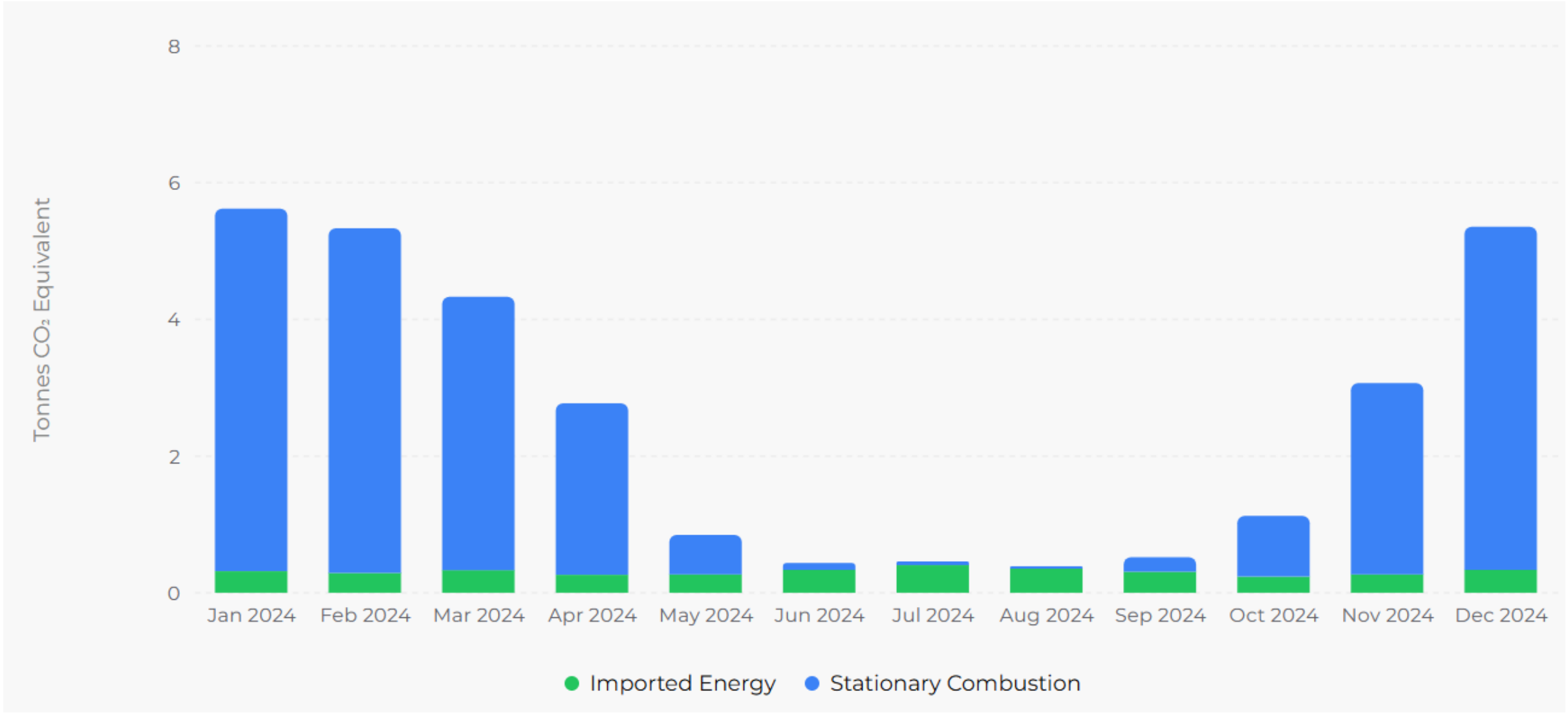
Scope 1: 33.1 tCO2e
Scope 2: 2.96 tCO2e
Scope 3: 22,369 tCO2e



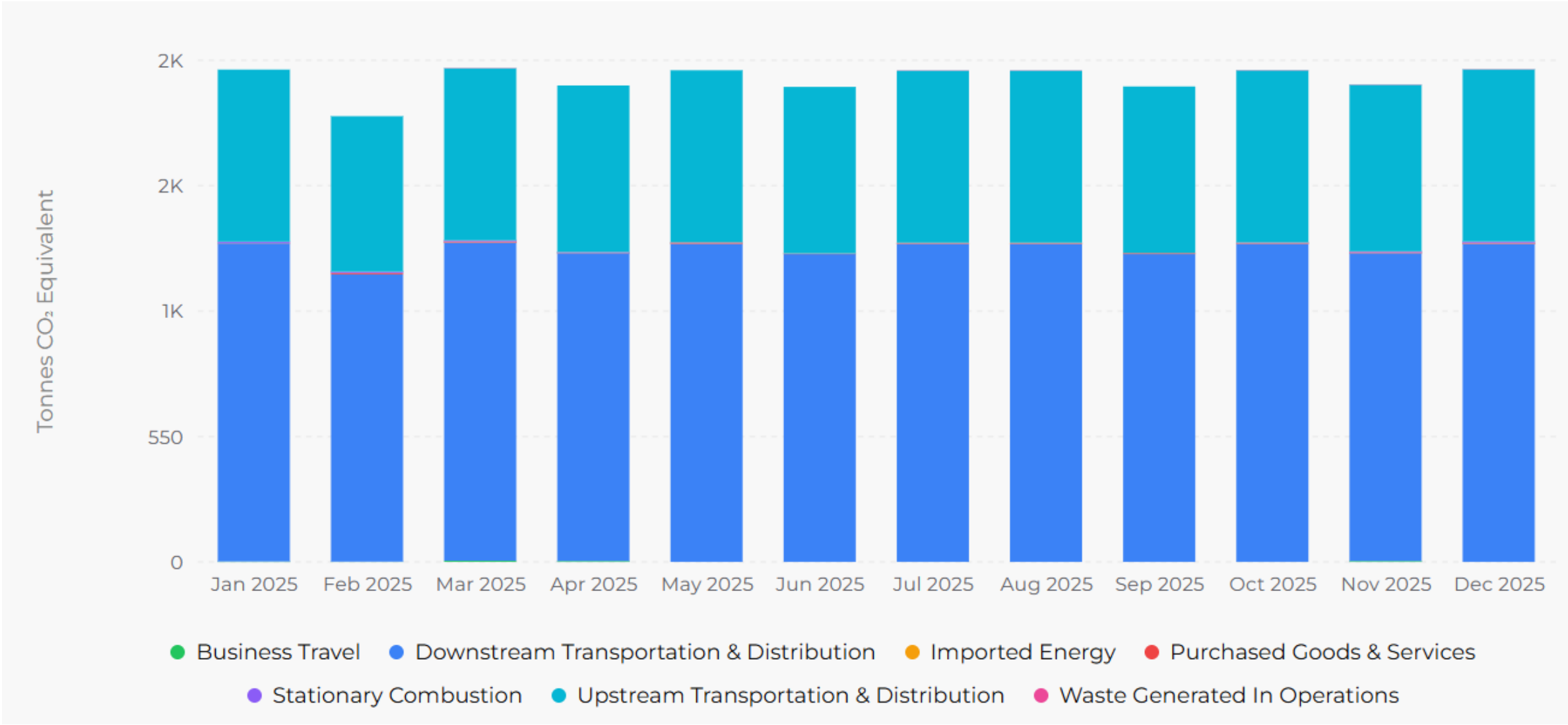
Energy Consumption_2024_Usage Overview in kWh



Energy Consumption_2024_Emissions Overview in tonnes CO2e

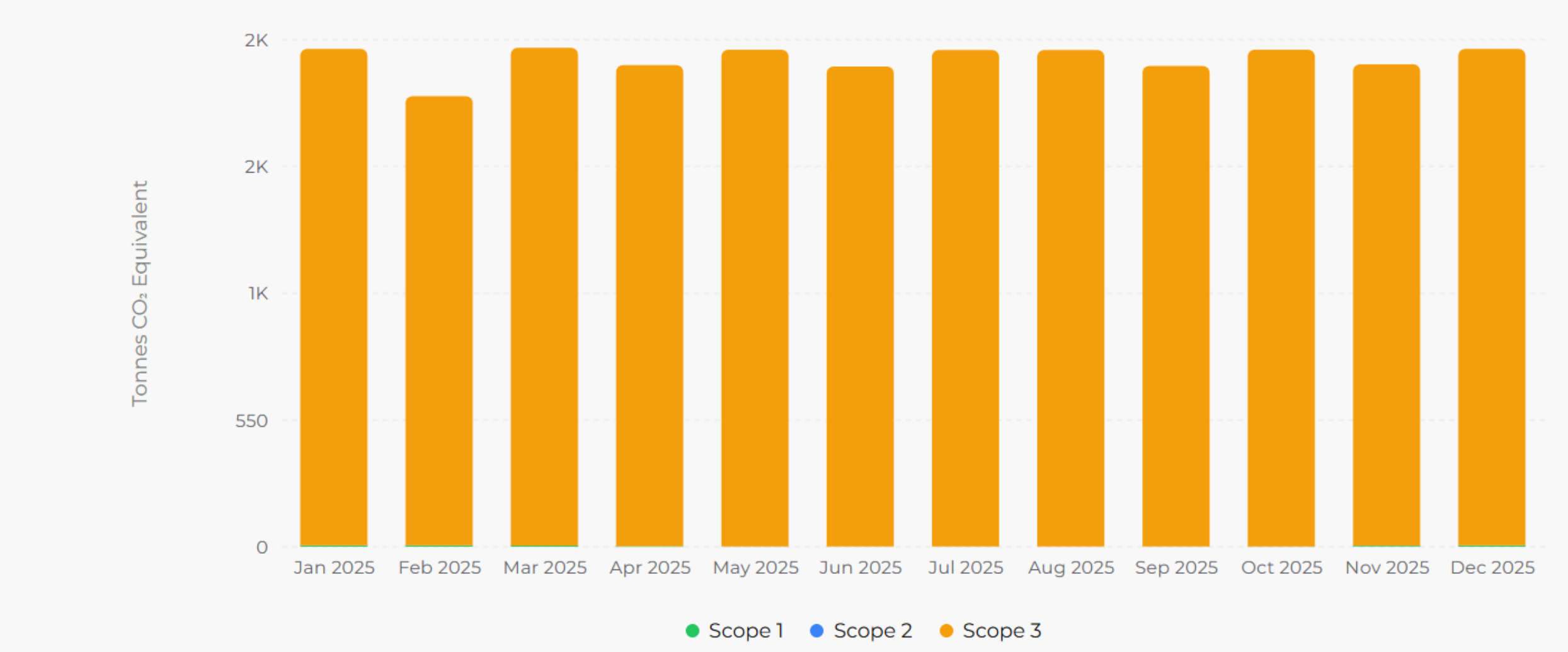


GHG Emissions_2025_Categories



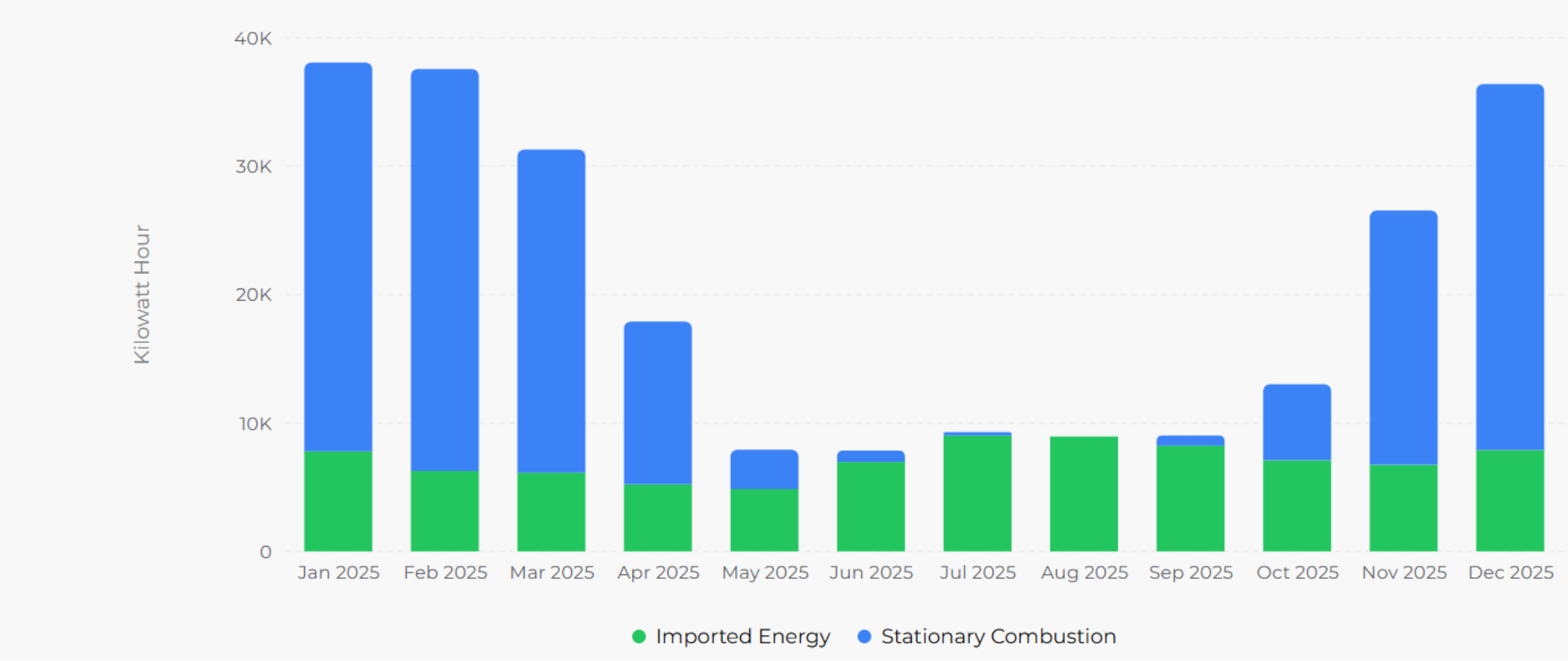
GHG Emissions_2025_Scope

Scope 1: 29.587 tCO2e
Scope 2: 4.604 tCO2e
Scope 3: 25,384 tCO2e

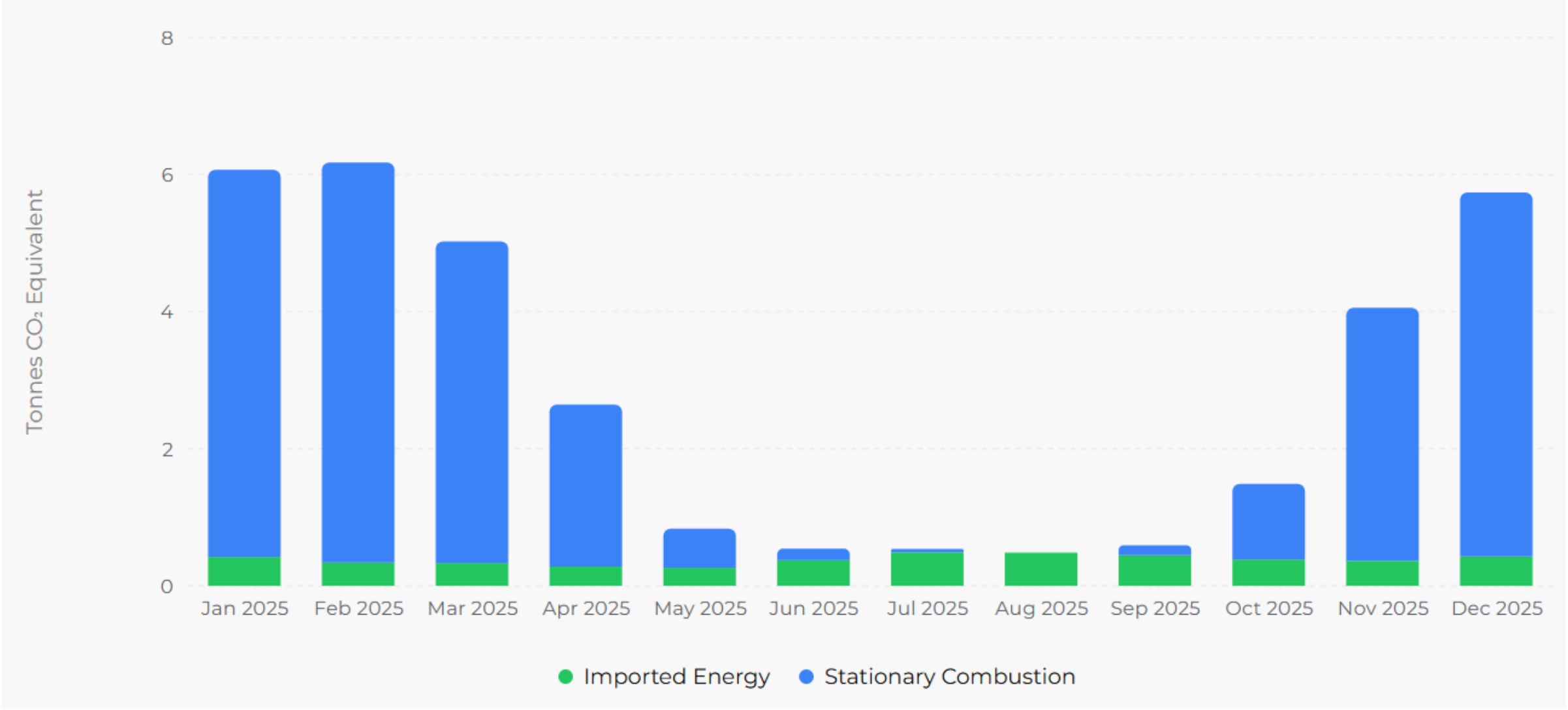


Energy Consumption_2025_Usage Overview in kWh

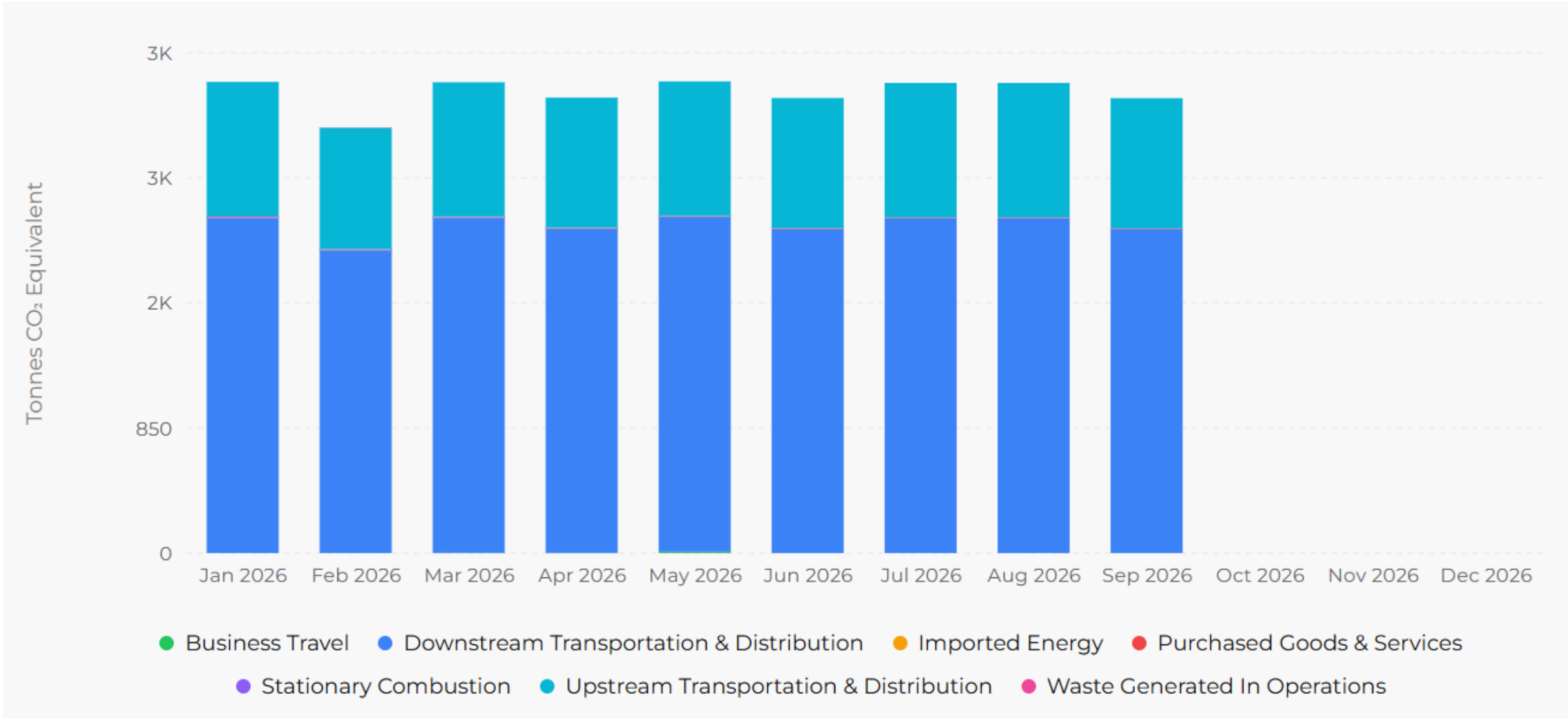
Yearly total energy consumption : 243,860 kWh



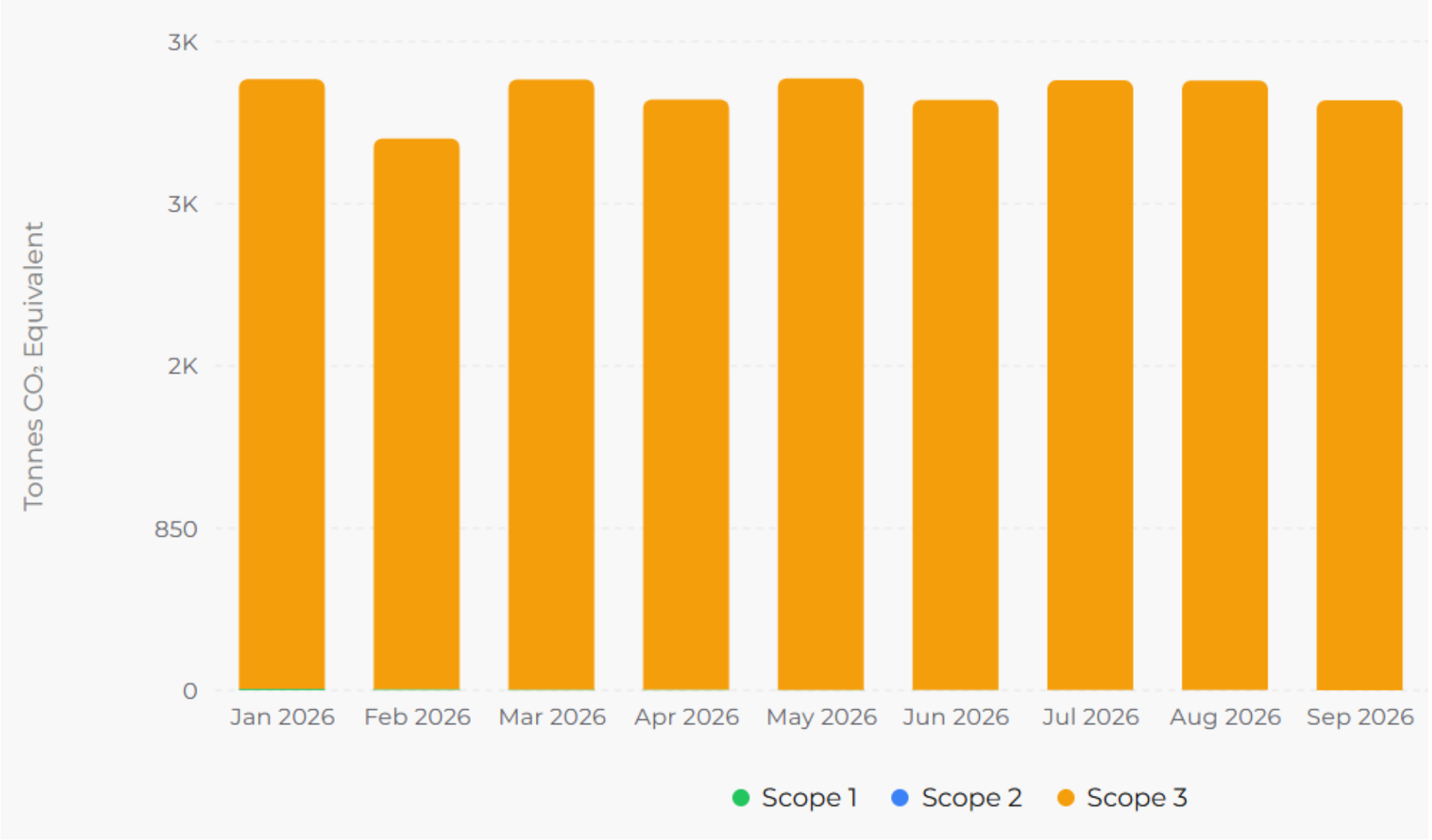
Energy Consumption_2025_Emissions Overview in tonnes CO2e



GHG Emissions_2026 Q1-Q3_Categories

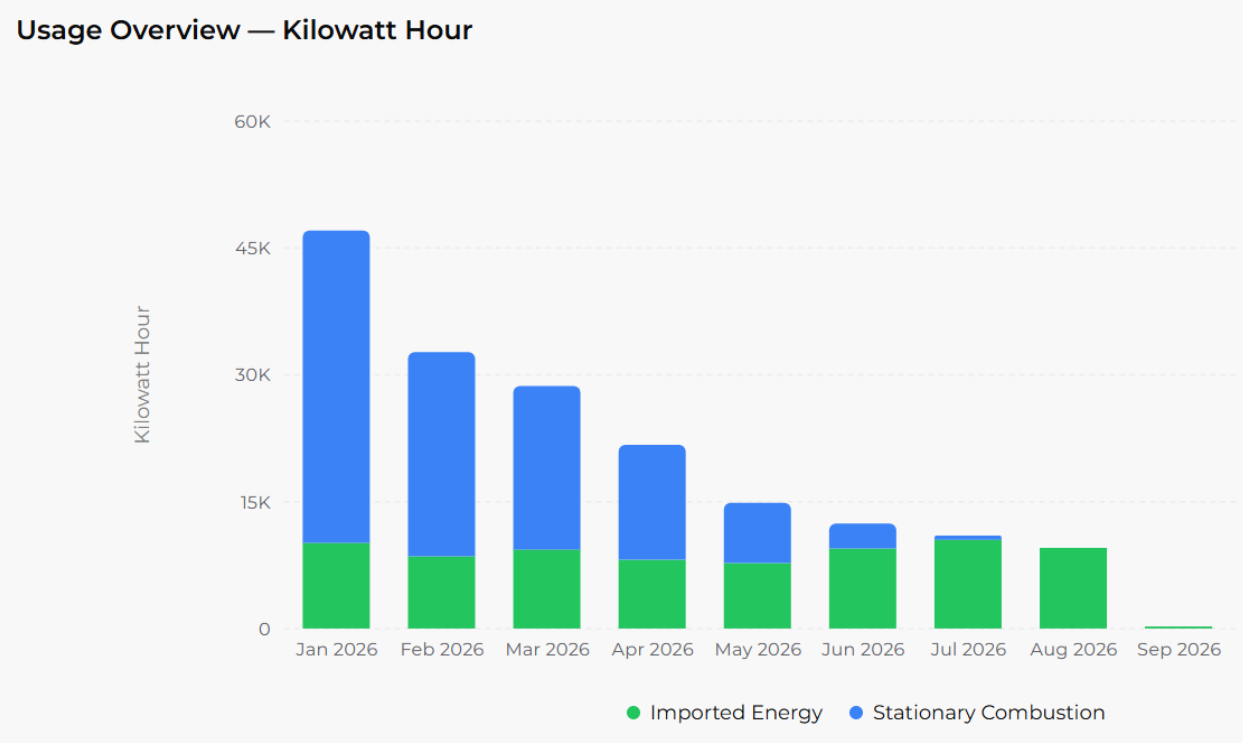


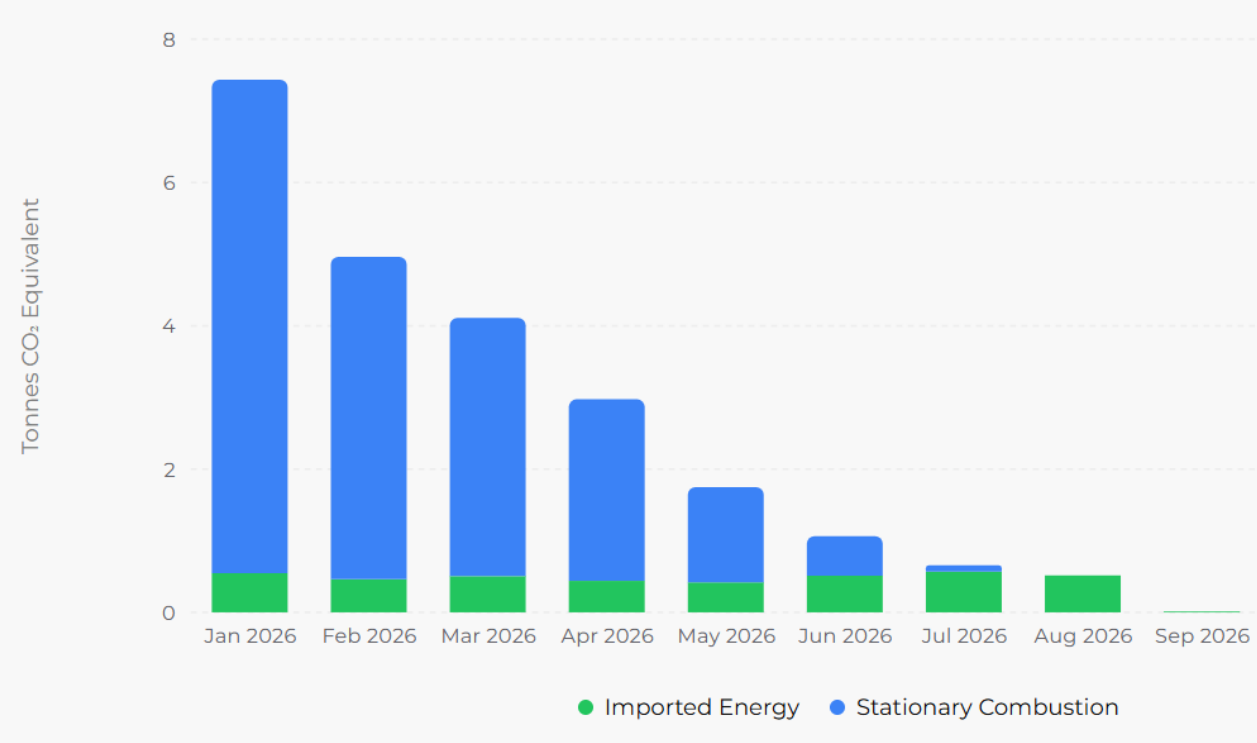
GHG Emissions_2026 Q1-Q3_Scope



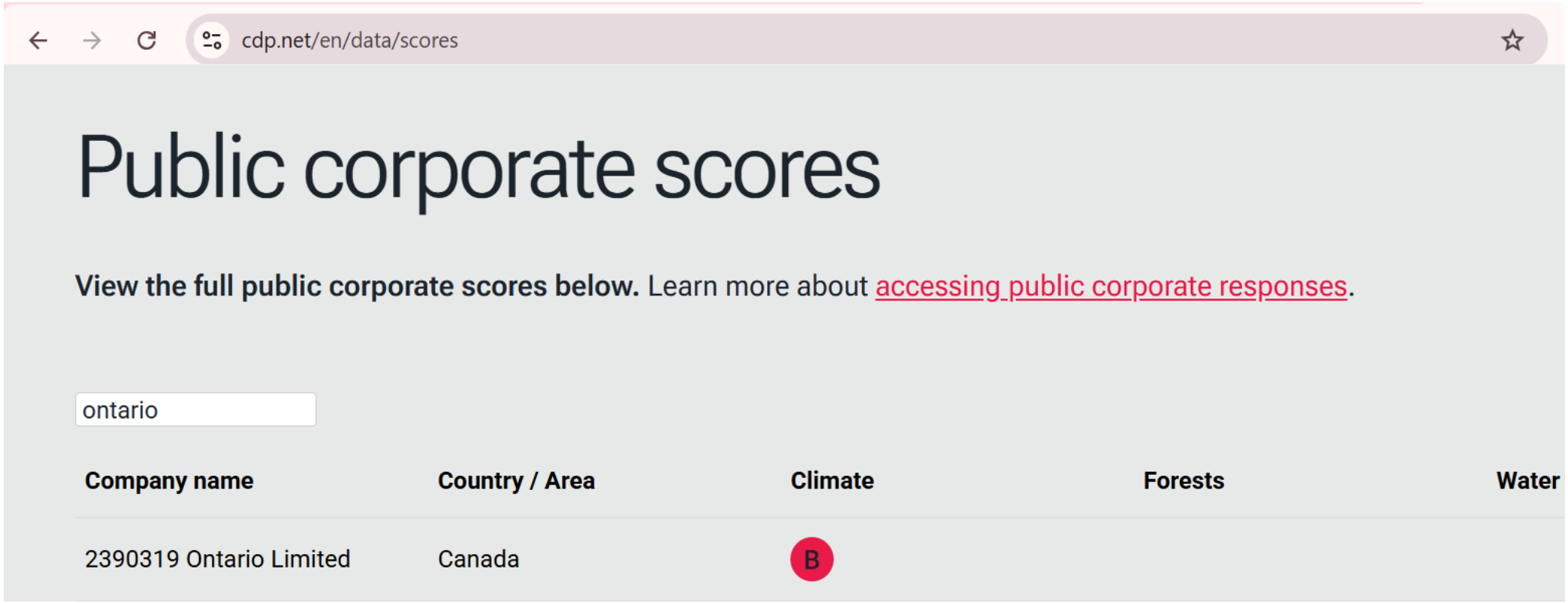
Energy Consumption_2026 Q1-Q3

Usage Overview in kWh and tonnes CO2e





CDP Disclosure



Waste

Weight of Hazardous Waste 2021-2026

This report to demonstrate company's weight of hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons. Hazardous waste is dangerous or capable of having a harmful effect on human health or the environment (e.g. hazardous chemicals, electronic waste, corrosive and toxic metals, etc.).

The 2026 figure covers the period to September 30, 2026.

	2021	2022	2023	2024	2025	2026	% Change
Total weight hazardous waste in tons (Year)	0	0	0	0	0	0	0.000%

Weight of Non-Hazardous Waste 2021-2026

This report to demonstrate company's weight of non-hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons. Non-Hazardous wastes include all other wastes that do not fit the definition of hazardous wastes. This includes wastes that are insoluble, do not react with other materials, and do not decompose.

The 2026 figure is a full-year estimate as of September 30, 2026.

	2021	2022	2023	2024	2025	2026	% Change
Total weight non-hazardous waste in tons (Year)	113.13	116.63	120.18	123.54	126.63	129.8	2.503%

Customer Health & Safety

Customer Health & Safety Incidents

	2021	2022	2023	2024	2025	2026	% Change
Number of product recalls	0	0	0	0	0	0	0%
Number of customer safety incidents	0	0	0	0	0	0	0%

Diversity, Equity, Inclusion & Belonging

DEI & Belonging_1

TPS views Diversity in its broadest sense and understand the critical importance of ensuring access, inclusion, and a genuine sense of belonging. Our policies include adherence to all legal requirements, but go further based on belief in the following principles:

1. We recognize that each person brings unique perspectives based on their individuality, which may be influenced and formed by their age, religious beliefs, gender identity, sexual preference, colour, ethnicity, education, physical abilities, mental abilities, upbringing, cultural experiences, family status responsibilities, work experience, community engagement, lifestyle choices, personal interests, the country(ies) in which they have lived, and other life experiences.
2. Fostering a culture of access, inclusion, and belonging is central to our company values, helps us attract and retain talent, and enables us to gain diverse perspectives. Doing so requires intention, focus, leadership, and consistency.
3. Every employee should feel that “at TPS, diversity includes me, and I belong here”; we are accountable for creating an environment in which employees feel comfortable expressing the parts of their identity they wish to share, where everyone has equal access to opportunity, and where their perspectives are valued.

DEI & Belonging_2

4. Diversity of perspectives enables broader consideration of options and enables better decision-making, and outcomes.
5. Our policies, systems and actions are values-based and reflect our scope of influence, including the employees, suppliers and the clients with whom we align, the products we sell, and the way in which we engage all our stakeholders.
6. We are committed to learning and evolving to support changing needs and the continuous improvement of our company and our team members. This requires ongoing awareness and periodic assessment, discovery and awareness of unconscious bias and barriers, and a commitment to remove systemic barriers, with regular, transparent communication.

We encourage our team members, suppliers and clients to share constructive input and ideas for improvement at all times, and appreciate all proactive suggestions.

Register

DEI & Belonging_Statistics

2026	**Men**	Men %	**Women**	Women %	**Total**	Total %
Number of workers	25	43.9%	32	56.1%	57	100%
Permanent workers	18	39.1%	28	60.9%		80.7%
Temporary workers	0	0%	0	0%	0	0%
Subcontracted workers	7	63.6%	4	36.4%	11	19.3%

2026	**Men**	Men %	**Women**	Women %	**Total**	Total %
Salaried workers	25	43.9%	32	56.1%	57	100%
Daily wage workers	0	0%	0	0%	0	0%

2026	Ratio
Percentage of employees covered by the TPS healthcare benefits	100%
Percentage of workforce earning under minimum wage	0%
Percentage of workforce earning minimum wage	0%
Percentage of workforce earning above minimum wage	100%

Give Back Programs

TPS Give Back Programs

Programs including 1% For the Planet, One Tree Planted, ProudPath and others play an important role funding projects that provide clean water, reforestation and other initiatives to ensure sustainability through in the diverse communities where our products are manufactured. Reach out if you would like to learn more.

UN Global Compact

Signatory to UNGC

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. As a Signatory to the UN Global Compact, TPS incorporates the Ten Principles of the UN Global Compact into strategies, policies and procedures. This helps us to establish a culture of integrity, upholding basic responsibilities to people and our planet, setting the stage for long-term success.

Business Ethics

Statistics on Business Ethics

Incident type	2025	As of Q3-2026
Incidents concerning Discrimination & Harassment inside the company	0	0
Incidents concerning Discrimination & Harassment (caused by external stakeholders)	0	0
Incidents concerning Child Labor, Forced Labor, Human Trafficking	0	0
Complaints received via Whistleblower policy		
Confirmed corruption incidents (including fraud, conflict of interest, bribe)	0	0
Data security / IT management incidents	0	0

	2024	2025	2026
Percentage of employees who received a training on Business Ethics	100%	100%	

Contact

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