

A close-up photograph of a person's hand planting a small green seedling into a pot of dark brown soil. The seedling has a single stem with two small leaves. In the background, another larger seedling is visible, and the overall scene is softly lit, suggesting an indoor growing environment.

BOOST[®]

ENGAGEMENT

2023 CSR Report

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Dear Boost Engagement Stakeholders,

We are thrilled to present Boost Engagement's 2023 Corporate Social Responsibility (CSR) report, showcasing our significant achievements and initiatives throughout the year. As a leading force in the industry, Boost Engagement, LLC proudly operates three unique brands: Boost Engagement®, Coinz™, and Outta the Box. Each brand serves as a catalyst, fostering engagement, forging connections, and propelling brands forward with innovative promotional and engagement solutions. Throughout 2023, we remained committed to delivering exceptional service and tailored solutions, while nurturing a culture of collaboration and engagement.

Embedded within our CSR efforts are our core values: Efficiency, Creativity, Accountability, Inclusivity, Collaboration, Responsibility, and Extraordinary Service. As a family-owned business, these values drive our daily actions and propel our success. Our 2023 CSR report showcases accomplishments across crucial domains, including environmental stewardship, conservation, ethical supply chain practices, and support for local charitable initiatives. Additionally, our steadfast commitment to data security is underscored by our annual PCI certification, demonstrating our unwavering dedication within our industry.

We are proud of the recognition we've received in 2023, including the BBB Torch Award for Ethics and being a finalist for the Dayton Business Journal Business of the Year in the Women-Owned Business category. These accolades reflect the passion and dedication of our team as they advance our CSR initiatives. In closing, we extend our deepest gratitude to all stakeholders for their unwavering support. Together, we've achieved remarkable progress and are confident in our continued success in driving positive change for our clients and the broader community.

Sincerely,

Dawn Conway
CEO & President

Anita Emoff
Chairman & Co-Owner

Mission Statement

Boost Engagement empowers organizations to unlock their full potential by boosting their brand recognition and empowering their corporate culture.

Vision Statement

To become the premier partner for organizations seeking to amplify their culture and elevate their brand presence through innovative engagement solutions.

Efficiency

Efficiency is at the core of our workplace culture, driving us to maximize productivity, minimize waste, and continually improve, empowering our team to reach new heights.

Creativity

Creativity is our beating heart, sparking innovation in problem-solving, decision-making, and collaboration. We're always exploring new horizons, nurturing imagination, and chasing originality in everything we do.

Accountability

Encouraging risk-taking and ownership, we foster an environment that embraces mistakes as growth opportunities, driving innovation and continuous improvement.

Extraordinary Service

Driven by an unwavering passion for excellence and a steadfast commitment to our customers' success, we deliver white glove service that exceeds expectations and caters to the unique needs of each client.

Environmental & Social Responsibility

Guiding all our decisions, our commitment to social and environmental responsibility holds us accountable for our impact. We continuously strive to reduce waste, conserve resources, and mitigate pollution, extending this dedication to our supply chain.

Inclusivity

Cultivating a culture where individuals feel empowered to be authentic, speak their truth, and contribute their unique talents is our aim. Through inclusive policies and practices, we ensure equal opportunities for all, removing barriers to participation.

Collaboration

Our dedication to collaboration is rooted in the belief in the power of teamwork and synergy. By welcoming diverse perspectives and fostering open communication, we nurture strong relationships and a sense of community.

As one of just five brand agencies in the United States with ownership in IGC, **we offer a unique advantage.**



As a leading industry figure, we excel in merchandising programs tailored to meet your diverse global supply needs. Our extensive network of 100 locations ensures a global perspective with local services. #glocal With a focus on sustainability, creativity, compliance, and technology, we aim to provide impactful solutions.

Our mission is to optimize your marketing materials procurement supply chain, driving down Total Cost of Ownership (TCO) while enhancing service levels, all in harmony with the people, planet, profit model.



Home Base in Dayton, Ohio



Nestled in Dayton, Ohio, our headquarters stands as a testament to the city's rich legacy of innovation and entrepreneurship in the northeast region of the country, a heritage we've proudly been a part of since 1953.

Over the past seven decades, our journey from a single central location supporting U.S. customers to a global powerhouse has been marked by unparalleled success. Today, we boast a worldwide presence, offering cutting-edge solutions to clients across top industry segments, all made possible through our ownership and leadership in IGC International.

In addition to our headquarters, Boost Engagement maintains key offices in California, Colorado, Georgia, Illinois, and Washington, further solidifying our commitment to serving clients nationwide.

Driving Sustainable Action: Our Commitment in Action



At Boost Engagement, we don't just talk the talk; we walk the walk as champions of a sustainable revolution. With an unwavering focus on Environmental Stewardship, we meticulously shape our operations to leave a lasting mark of responsibility.

Our bold pledge? **To reduce our carbon footprint by 20% over the next five years.**

Embedded within our core values is a relentless pursuit of Social Responsibility. We advocate for diversity, equity, and inclusion, prioritizing the well-being of our employees, customers, and communities. Our commitment to fair labor practices and robust support for local initiatives underscores our pledge to enhance overall quality of life.

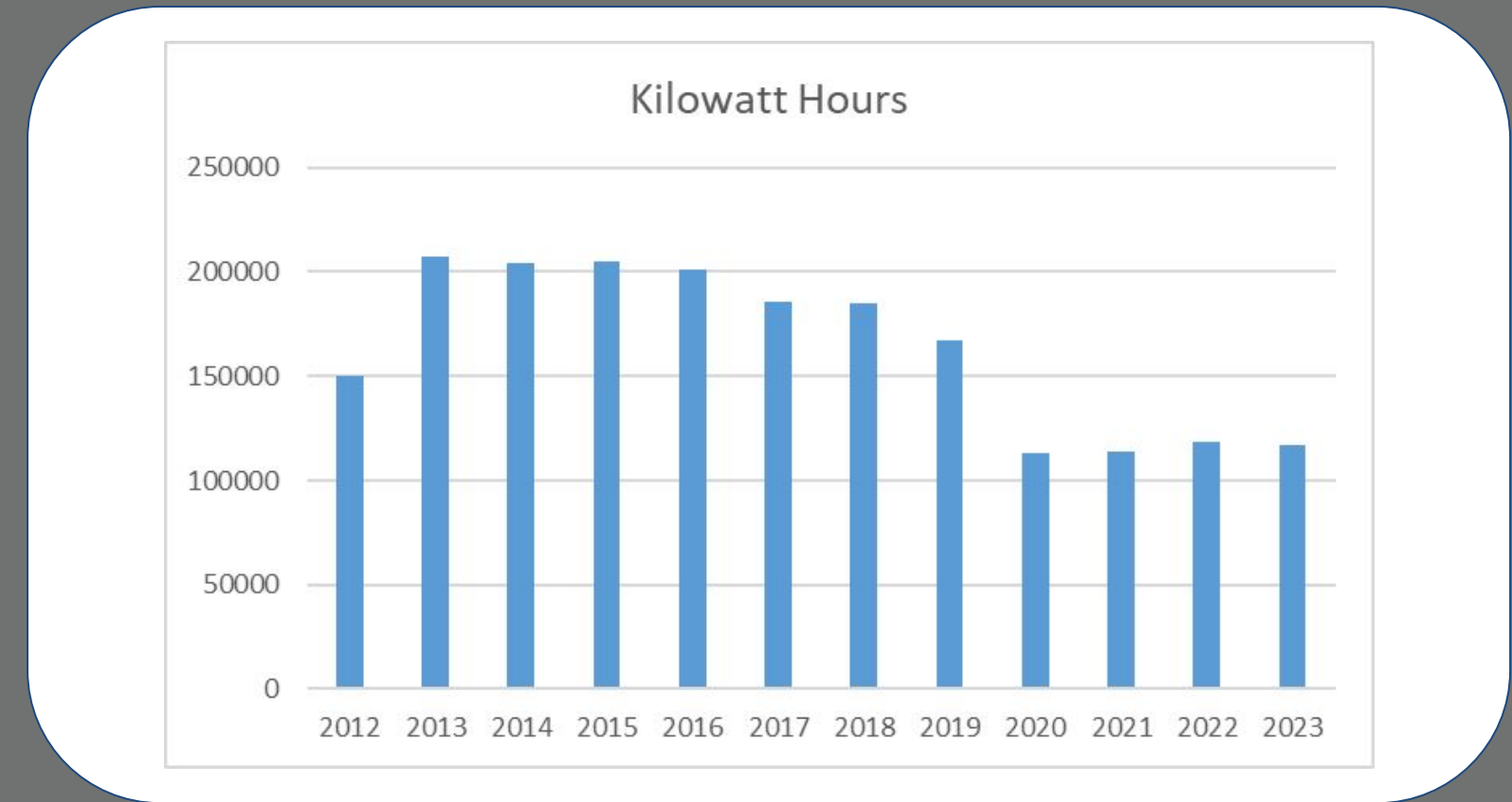
Ethical Sourcing forms the bedrock of our decision-making. We conscientiously select materials and services, forging partnerships with suppliers who share our dedication to sustainable and ethical practices. This principled approach ensures that every aspect of our supply chain aligns with our vision for a better, more responsible world.

Embracing sustainability as an ongoing journey, Continuous Improvement drives us forward. By setting and measuring clear goals, we remain agile, ready to tackle new challenges and seize opportunities for a future defined by sustainability. Our mantra is clear: Adaptation is key, and we're poised to evolve in pursuit of a better, more sustainable tomorrow.

Recognizing that sustainability transcends environmental preservation, we understand its role in shaping a more inclusive and prosperous future for all. Our commitment to driving positive change extends an open invitation for others to join us on this transformative journey towards a brighter tomorrow.

Energy & Water Conservation Efforts

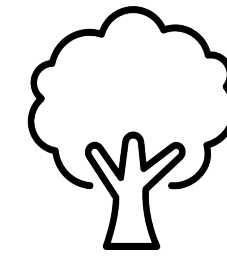
In 2022, Boost Engagement initiated water conservation measures, complementing its adoption of a hybrid work model and best practices established in 2020 to minimize water usage.



Year	Q1	Consumption	Q2	Consumption	Q3	Consumption	Q4	Consumption
2022	1105	11	1116	11	1129	13	1144	15
2023	1160	16	1176	16	1191	15	1204	13

Growing Together: Our ForestNation Initiative

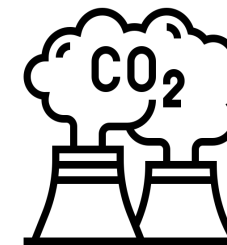
At Boost Engagement, we're passionately committed to nurturing a forest in partnership with ForestNation, a key initiative driving our corporate responsibility goals forward. In 2024, this initiative will not only take root but also thrive as we join hands with our clients to cultivate sustainable livelihoods and contribute positively to the climate and our planet — all by planting trees to promote reforestation.



Planted **2,601** Trees



Restored **3** Hectares of Land



Absorbed **65.03** Tons of CO2



Generated **260.10** Tons of Oxygen

Compliance Commitment: Ensuring Safety and Quality Standards



We are committed to responsible sourcing of safe, compliant, and high-quality products to elevate brand and corporate identity. Through strategic partnerships and sustainable practices, we deliver brand value as trusted ambassadors, ensuring each item embodies creativity and purpose.

Compliance: Collaborating closely with our supplier and client partners, we continuously improve manufacturing conditions and minimize environmental impact. Our rigorous safety standards ensure that products and decoration materials meet all regulatory requirements, mitigating any risk to you and end users. Third-party testing, overseen by our VP of Supplier Relations, ensures compliance with Federal and State safety standards.

Sustainability: Our supplier partners now offer an extensive array of sustainable, recycled, and eco-friendly items across top merchandise categories. From apparel to technology and business accessories, these products cater to various price points and are crafted from sustainable materials, making it easier for companies to align with corporate sustainability goals. Each item's branding details the materials used and its specific recycling impact, with some products boasting zero waste manufacturing.

Brands that Give Back: We understand the importance of corporate social responsibility and community engagement. Through our supplier partnerships, we offer creative product solutions that contribute to corporate responsibility objectives. From providing clean water to empowering communities and supporting environmental initiatives, our products offer a goodwill aspect that aligns with values and goals.

Key Metrics in 2023

- Eco sales for 2023 decreased by 22.5%, amounting to \$90,390, down \$26,305 from 2022
- Despite the decrease, witnessed an increase in the number of Eco orders from 112 to 156
- Eco sales contributed to 10.3% of total sales
- Donated \$904 to our 1% for the Planet charitable partners, including Tentree, planting 20 trees



Excellence Recognized: Boost Engagement Shines on PPAI 100



As the foremost authority in the promotional products arena, PPAI leads with unwavering commitment, fostering a dynamic community dedicated to our members' triumph. Our relentless pursuit of excellence extends beyond meeting expectations; we aim to exceed them. Anchored in safety, quality, and integrity, our mission champions individual rights and environmental stewardship.



To uphold our standards, we actively engage in the annual PPAI Product Responsibility Summit, absorbing insights into evolving safety protocols. Our business development team maintains 'Product Safety Aware' status through rigorous training, ensuring unwavering compliance with all legal mandates.



Boost Engagement's distinguished placement on the inaugural PPAI 100 list attests to our unwavering dedication. Our 'High Marks' recognition in the Responsibility category reflects our commitment to ESG advancement, setting a standard of excellence within the industry. Despite competition from larger firms, our commitment to responsible business practices remains steadfast and commendable.

Peernet stands as a formidable alliance of promotional product distributors, pooling resources to deliver cutting-edge technology, premier decoration options, seamless fulfillment, and unparalleled service to its extensive clientele network.

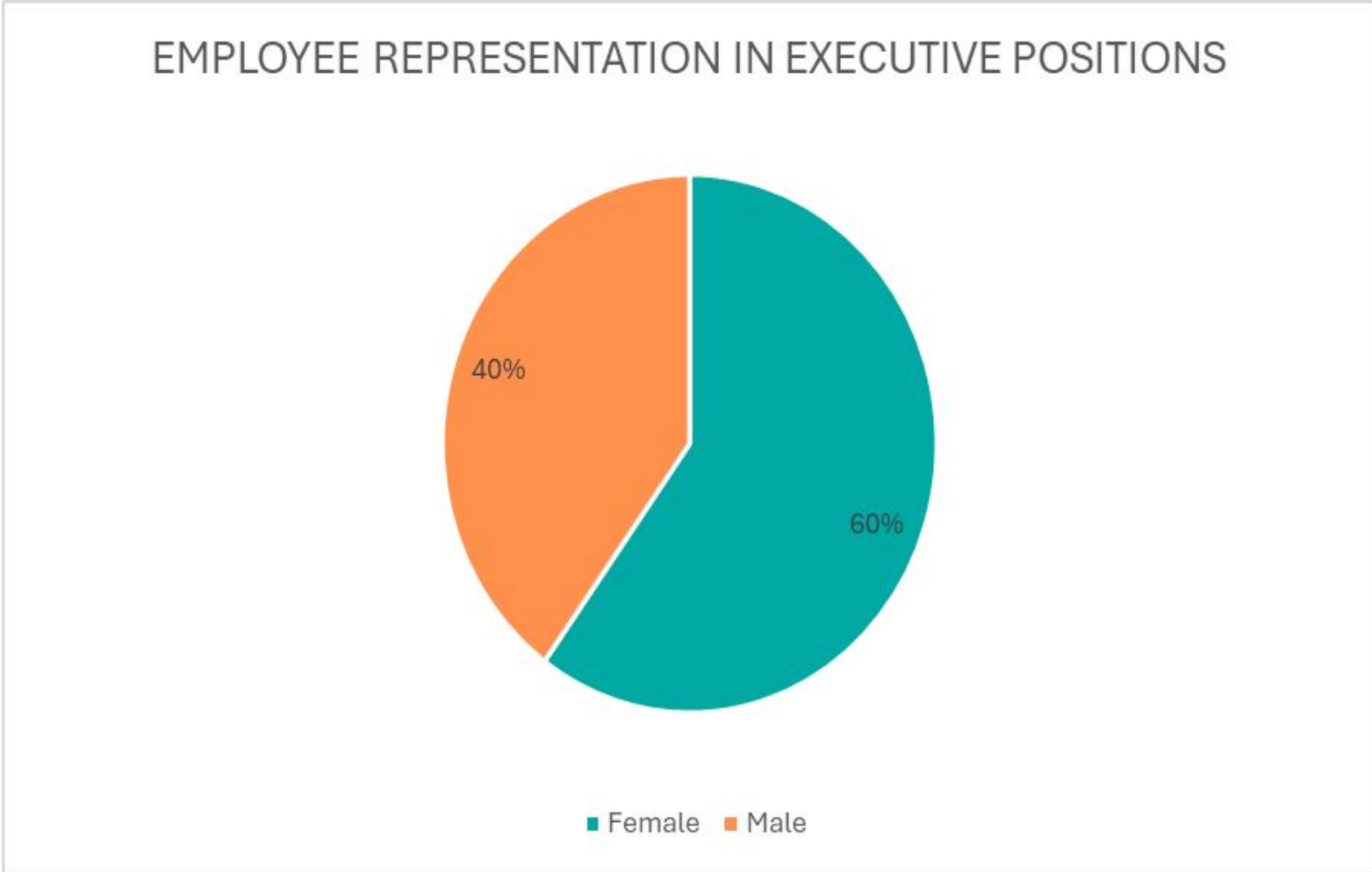
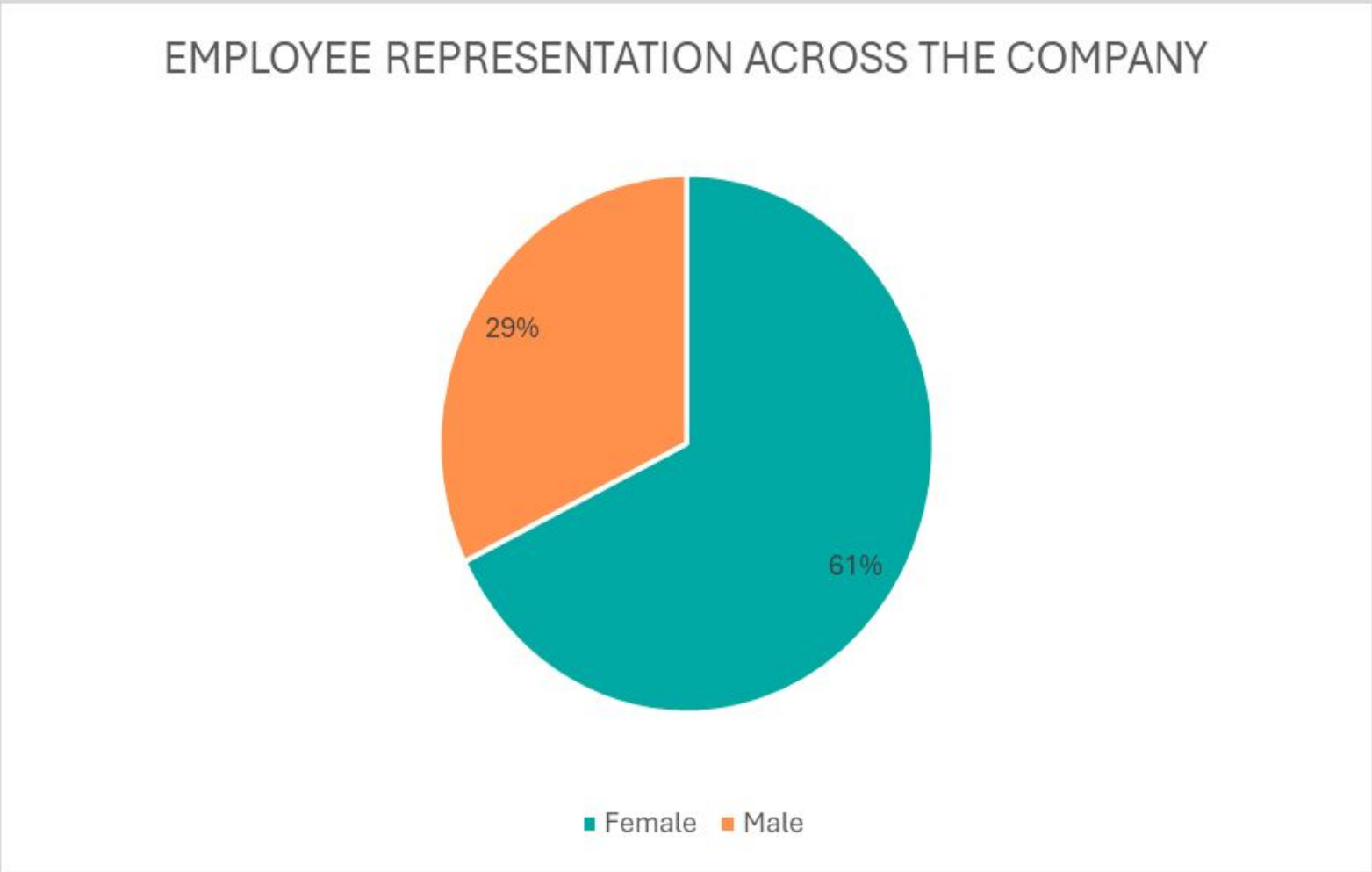
The logo for Peernet, with 'PEER' in blue and 'NET' in green, in a bold, sans-serif font.

For over a quarter-century, Boost Engagement has proudly served as a Peernet Group member. Our Chief Vision Officer and VP of Supplier Relations actively contribute to the Peernet Supplier Task Force, driving the discovery of innovative supplier partners to enrich our diverse product range and secure exclusive offerings for our clients. Collaborating closely with our supplier network, Peernet ensures that every product we provide maintains the highest standards of value, quality, and safety.

Labor and Human Rights Policy

At Boost Engagement, we stand resolute in our dedication to cultivating a workplace environment that is not only safe but also equitable for all employees. Adhering meticulously to health and safety regulations, we ensure strict compliance to uphold the highest standards.

Furthermore, Boost Engagement enforces a robust policy that vehemently condemns any form of harassment, whether intentional or unintentional, based on protected classifications. Our objective is to foster a workplace culture where harassment of any kind is not tolerated, ensuring that every employee upholds and respects this fundamental policy.



Diverse and Inclusive Workplace

At Boost Engagement, we foster an inclusive workplace embracing diverse backgrounds, experiences, and passions. Celebrating individual interests, we value a dynamic and innovative corporate culture. Proudly recognized as a Dayton Journal 2022 Best Places to Work Honoree, we champion diversity and inclusion.

Diversity

As a WBENC certified business, we prioritize collaboration with diverse partners, actively sourcing products and services for our clients' promotional initiatives. Directing spend towards certified diverse businesses, we contribute to a more inclusive marketplace.

Equity

Our commitment to equity is ingrained in our ethos. Our ownership and associates prioritize fair practices, with our Director of Human Resources leading efforts to promote diversity. Working to reduce pay gaps, we ensure fair compensation and equal opportunities.

Inclusion

Boost Engagement champions a workplace environment that is safe, respectful, and inclusive. Fostering an atmosphere that enhances our culture and contributes to the success of our company and the well-being of our employees.

Elevate Team Spirit:
Boost Engagement's
Hy5 Rewards Program
Promotes Health,
Wellness, &
Engagement

Hy5 Rewards is our bespoke employee recognition program, powered by the Boost Engagement® platform and inspired by our founder, Hy Shumsky. Through the Hy5 platform and its integrated social news feed, we foster connection, encouragement, and reward amongst our team members.

Especially valuable for our hybrid remote/in-office workforce, the Hy5 platform facilitates seamless communication and engagement across our organization.

Rooted in our company's core values, the Hy5 program recognizes and rewards employees who exemplify these principles, ensuring alignment with our organizational priorities.



Safeguarding Ethics
and Security:
Protecting Human
Rights & Data Integrity

Our commitment to ethical practices extends to our active participation in the Global Business Coalition Against Human Trafficking, dedicated to preventing and eradicating this abhorrent crime and supporting survivors.

We enforce a Zero Tolerance policy with all our suppliers, ensuring their compliance with ethical and secure supply chain practices aligned with our core values and initiatives.

Boost Engagement holds PCI certification, adhering to global standards for payment account security set by the PCI Security Standards Council, guaranteeing the utmost protection of sensitive data.

Additionally, we prioritize environmental transparency through our partnership with CDP, a global non-profit facilitating environmental disclosure. By disclosing our environmental impact, we contribute to a sustainable future aligned with the 1.5-degree target.



Certifications & Memberships



Boost Engagement, LLC proudly holds WBENC certification, affirming our status as a Women's Business Enterprise, led by Anita Emoff, Chairman, and Dawn Conway, CEO. This esteemed certification underscores our commitment to women's empowerment and leadership in business.



Additionally, we actively participate in the Women's Business Enterprise Council - Ohio River Valley (WBEC ORV), fostering relationships among women business owners, major corporations, and governmental agencies. Anita Emoff, Chairman, contributes her expertise to the WBEC ORV steering committee, furthering our engagement in promoting and developing women-led businesses.



We are dedicated to cultivating a forest in collaboration with ForestNation to advance our corporate responsibility objectives. In our 2024 initiative, we will nurture and expand this effort by joining forces with our clients to establish sustainable livelihoods. This collaborative endeavor aims to make a positive impact on the climate and our planet, achieved simply by planting trees to promote reforestation.

The Promotional Products Education Foundation (PPEF) is a non-profit organization dedicated to providing college scholarships to students whose parents work in the promotional products industry or who are employed by a company within the industry.

Governed by an 18-member Board of Trustees, PPEF is fueled by volunteers from the promotional products sector, many of whom actively contribute their time and expertise to various industry committees and organizations.

Boost Engagement, LLC proudly sponsors the Jayne Emoff Miller Scholarship, named in honor of Jayne Emoff Miller, the visionary leader of Shumsky and a pioneer in diversity business ownership within the industry. The scholarship, awarded through a competitive selection process by the PPEF Foundation, recognizes outstanding individuals like Haley Esposito, a marketing graduate from Wright State University, selected for the 2023 - 2024 academic year.



Boost Engagement is committed to giving back and supporting both local and national organizations through a variety of means, including financial contributions and in-kind donations. Our unwavering commitment to these initiatives reflects our enduring passion for making a meaningful difference, not only within our community but also on a broader scale. We proudly extend our support to the following organizations:

Boost Engagement's Philanthropic Endeavors

- Air Camp
- Air Force Museum Foundation
- Alzheimer's Association, Miami Valley
- American Heart Association
- Atrium Medical Center Foundation
- Dayton Children's Hospital – Dayton Foundation
- Making Strides Against Breast Cancer
- Miami Valley Hospital Foundation
- YMCA of Greater Dayton
- PPEF Education Foundation
- TedxDayton
- Temple Israel – The Dayton Collaboratory
- The Jewish Federation of Miami Valley
- University of Dayton
- WBEC–ORV (Women's Business Enterprise Council – Ohio River Valley)
- Wright State University

Driving Purposeful Growth: Goals for 2024

With a renewed commitment to our community and beyond, Boost Engagement is dedicated to enhancing connectivity and fostering relationships in 2024. Our strategic goals include rigorous IT security assessments, pursuit of Ecovadis Gold Rating, and executing corrective measures to further our sustainability initiatives.

- Implement Cloudflare web application firewall protection across all customer sites
- Conduct third-party penetration testing on all networks and environments
- Targeting a 25% increase in spending for Sustainable/Give Back items
- Diversity Spend: Aiming to surpass 3%
- Gold Ecovadis Certification
- Tracking Scope 1 & 2 emissions
- Becoming signatories for UN Sustainable Development Goals
- Enhancing spend with Products that Give Back
- Prioritizing Training and Wellness opportunities

Forward Momentum: 2024 Initiatives

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