

SUSTAINABILITY AND ENVIRONMENTAL POLICY

JANUARY 2026

POLICY NUMBER: TMG-SEC-006

APPROVAL AUTHORITY: BOARD OF DIRECTORS



THE MAZI GROUP

1. PURPOSE

This Sustainability and Environmental Policy establishes The Mazi Group's commitment to environmental stewardship, sustainable business practices, and minimizing our ecological footprint across all operations. As a company with brands spanning beauty, technology, and consumer products—Mazi Beauty, Glam Switch, On The Go Mists, and Upvendo—we recognize our responsibility to protect the environment for current and future generations.

2. SCOPE

This policy applies to:

- All operations of The Mazi Group and its subsidiaries
- All brands: Mazi Beauty, Glam Switch, On The Go Mists, and Upvendo
- All employees, contractors, and business partners
- All facilities, offices, and operational sites
- Product development, manufacturing, packaging, distribution, and end-of-life
- All geographic markets: United States, Canada, European Union, and Latin America

3. ENVIRONMENTAL COMMITMENT

The Mazi Group commits to:

- Continuously improving our environmental performance
- Complying with all applicable environmental laws and regulations
- Preventing pollution and minimizing waste
- Conserving natural resources and energy
- Reducing greenhouse gas emissions
- Promoting sustainability throughout our value chain
- Transparently reporting on our environmental progress

4. ENVIRONMENTAL GOALS AND TARGETS

4.1 Carbon Emissions

- Achieve carbon neutrality for Scope 1 and 2 emissions by 2030
- Reduce Scope 3 emissions by 30% by 2030 (baseline: 2024)

- Source 100% renewable electricity for owned facilities by 2028
- Implement science-based targets aligned with Paris Agreement goals

4.2 Waste Reduction

- Achieve zero waste to landfill from owned operations by 2028
- Reduce overall waste generation by 25% by 2027
- Increase recycling and composting rates to 90% by 2027
- Eliminate single-use plastics in offices and facilities by 2026

4.3 Water Conservation

- Reduce water consumption by 20% by 2028 (baseline: 2024)
- Implement water recycling where feasible
- Ensure zero discharge of hazardous substances to water

4.4 Sustainable Packaging

- 100% of packaging recyclable, reusable, or compostable by 2027
- Reduce packaging weight by 20% by 2027
- Increase post-consumer recycled content to 50% by 2028
- Eliminate unnecessary packaging components

5. SUSTAINABLE PRODUCT DEVELOPMENT

5.1 Mazi Beauty

- Formulate with sustainably sourced, natural ingredients where possible
- Avoid ingredients harmful to marine ecosystems (reef-safe formulations)
- Use biodegradable ingredients when feasible
- Minimize water usage in product formulations
- Design refillable packaging options

5.2 Glam Switch

- Design for durability and longevity
- Use recycled and recyclable materials in device construction

- Implement energy-efficient components
- Provide repair services to extend product life
- Establish take-back program for end-of-life devices

5.3 On The Go Mists

- Use recyclable packaging materials
- Minimize propellant environmental impact
- Source sustainable raw materials
- Optimize product concentration to reduce packaging

5.4 Upvendo

- Design energy-efficient kiosks and hardware
- Use sustainable materials in manufacturing
- Implement power management features
- Provide refurbishment and recycling programs
- Optimize software for energy efficiency

6. OPERATIONS AND FACILITIES

6.1 Energy Management

- Conduct energy audits at all facilities annually
- Implement energy efficiency improvements
- Install LED lighting and smart building controls
- Prioritize renewable energy procurement
- Monitor and report energy consumption

6.2 Waste Management

- Implement comprehensive recycling programs
- Compost organic waste where facilities allow
- Properly dispose of hazardous materials
- Track and report waste metrics
- Partner with certified waste management vendors

6.3 Water Management

- Install water-efficient fixtures
- Monitor water usage and identify leaks
- Implement water recycling where feasible
- Use drought-resistant landscaping

6.4 Green Building

- Pursue LEED or equivalent certification for new facilities
- Implement green building practices in renovations
- Prioritize sustainable materials in construction
- Optimize indoor environmental quality

7. SUPPLY CHAIN SUSTAINABILITY

7.1 Supplier Requirements

- Communicate environmental expectations to all suppliers
- Include sustainability criteria in supplier selection
- Require suppliers to comply with environmental laws
- Encourage suppliers to set their own sustainability targets
- Conduct supplier environmental assessments

7.2 Sustainable Sourcing

- Prioritize sustainably certified raw materials (FSC, RSPO, etc.)
- Trace key ingredients to source
- Avoid materials from threatened ecosystems
- Support regenerative agriculture practices

7.3 Transportation and Logistics

- Optimize shipping routes and consolidate shipments
- Prioritize low-emission transportation modes
- Work with logistics partners committed to sustainability
- Reduce air freight where possible

- Implement sustainable packaging for shipping

8. REGULATORY COMPLIANCE

8.1 Environmental Regulations

- Comply with all applicable environmental laws and regulations
- Maintain required environmental permits and licenses
- Submit required environmental reports and disclosures
- Cooperate with regulatory inspections

8.2 Key Regulations by Region

United States

- Clean Air Act and Clean Water Act
- Resource Conservation and Recovery Act (RCRA)
- Toxic Substances Control Act (TSCA)
- State environmental regulations (e.g., California Proposition 65)

European Union

- REACH Regulation
- EU Packaging and Packaging Waste Directive
- EU Waste Framework Directive
- EU Emissions Trading System
- Corporate Sustainability Reporting Directive (CSRD)

Canada

- Canadian Environmental Protection Act (CEPA)
- Provincial environmental regulations

Latin America

- Country-specific environmental laws
- Extended Producer Responsibility requirements

9. ENVIRONMENTAL MANAGEMENT SYSTEM

9.1 Framework

- Implement environmental management system aligned with ISO 14001
- Establish environmental objectives and targets
- Monitor and measure environmental performance
- Conduct internal environmental audits
- Pursue ISO 14001 certification for key facilities

9.2 Risk Assessment

- Identify environmental aspects and impacts of operations
- Assess environmental risks and opportunities
- Implement controls for significant environmental aspects
- Prepare for environmental emergencies

10. REPORTING AND TRANSPARENCY

10.1 Internal Reporting

- Track and report environmental KPIs monthly
- Report to executive leadership quarterly
- Include environmental performance in Board reports

10.2 External Reporting

- Publish annual sustainability report
- Report in accordance with recognized frameworks (GRI, SASB)
- Disclose climate-related risks per TCFD recommendations
- Respond to investor and stakeholder inquiries

11. EMPLOYEE ENGAGEMENT

- Provide environmental awareness training to all employees
- Encourage employee sustainability initiatives
- Recognize and reward environmental contributions

- Support employee participation in environmental volunteer activities
- Communicate environmental progress regularly

12. ROLES AND RESPONSIBILITIES

12.1 Board of Directors

- Oversight of environmental strategy and performance
- Review and approve environmental policy
- Receive regular environmental reports

12.2 Chief Sustainability Officer / Executive Sponsor

- Lead sustainability strategy and initiatives
- Set environmental goals and targets
- Report to Board and executive team
- Coordinate cross-functional sustainability efforts

12.3 Department Heads

- Implement environmental initiatives in their areas
- Ensure compliance with environmental requirements
- Report on environmental performance

12.4 All Employees

- Follow environmental procedures
- Conserve resources in daily work
- Report environmental concerns
- Participate in sustainability initiatives

13. RELATED POLICIES

This policy should be read in conjunction with:

- TMG-SEC-001: International Regulatory Compliance Policy
- TMG-SEC-007: Ethical Sourcing and Supplier Code of Conduct
- TMG-SEC-008: Packaging and Waste Reduction Policy

- TMG-SEC-009: Carbon Footprint Reduction Strategy
- TMG-SEC-010: Social Responsibility and Community Engagement Policy
- TMG-SEC-014: Vendor and Supplier Management Policy

14. POLICY REVIEW

This policy shall be:

- Reviewed annually by the Sustainability team and executive leadership
- Updated to reflect regulatory changes and best practices
- Approved by the Board of Directors after material changes
- Communicated to all employees and stakeholders

15. DEFINITIONS

- **Scope 1 Emissions:** Direct greenhouse gas emissions from owned or controlled sources.
- **Scope 2 Emissions:** Indirect emissions from purchased electricity, steam, heating, and cooling.
- **Scope 3 Emissions:** All other indirect emissions in the value chain.
- **Carbon Neutrality:** Achieving net-zero carbon emissions through reduction and offsetting.
- **Zero Waste:** Diverting at least 90% of waste from landfill and incineration.

For questions about this policy, contact:

Sustainability Department
sustainability@mazigroup.us