

The Freeman Company Sustainability Policy

The Freeman Company (TFC) is committed to sustainability in all that we do to protect and improve our environment, communities, and business today and for future generations. The TFC sustainability program is focused on reducing the impacts of human activity on our environment and communities. TFC is also committed to full compliance with government environmental laws and regulations and minimizing risks and impact through robust initiatives.

Scope

This policy applies to all TFC-controlled operations globally.

Purpose

The purpose of this policy is to integrate our commitment to environmentally responsible practices and programs into all aspects of our business, and to harness the innovation of our employees, partners, suppliers, and clients toward our sustainability goals. It provides a framework and guidance for action and decision making and is based on the best practices and standards of our industry.

By utilizing the United Nations Sustainable Development Goals (SDGs) as a framework and as inspiration for creating a better world and assessing our initiatives, TFC aims to promote sustainability across all our operations, at every event we produce, and for each exhibit we build. We prioritize the following SDGs that align most with our mission:

- 3 Good Health and Well-Being
- 5 Gender Equality
- 7 Affordable and Clean Energy
- 9 Industry, Innovation, and Infrastructure
- 10 Reduced Inequalities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 17 Partnerships for the Goals

It is an end-to-end focus that starts with having a strong foundation of sustainable practices within our own operations through the products and services we offer our customers to help them achieve their own goals.

TFC has established measurable, time-bound goals for greenhouse gas, energy, and waste reduction, which we review at least annually and publish in our sustainability reporting. These goals include:

- Reduce our scope 1 and 2 GHG emissions by 50% by 2030
- Achieve net zero by 2050
- Achieve zero waste in our facilities by 2035 and at our events by 2050.

We advance these goals through the following activities and practices, which embed sustainability into our operations, value chain, and performance management. This includes activities to:

- **Optimize energy use and reduce emissions**, including improving energy efficiency and transitioning to lower-carbon and renewable energy sources across our buildings and vehicle fleet
- **Reduce waste and material impacts** by increasing the use of more sustainable materials and diverting waste from landfill
- **Manage water responsibly** by reducing consumption, preventing pollution, and effectively managing wastewater across operations
- **Apply a lifecycle perspective** by considering both upstream and downstream environmental impacts of our activities
- **Integrate environmental practices across our value chain**, including suppliers, partners, and operational processes
- **Engage and collaborate with stakeholders** to advance shared sustainability objectives
- **Support environmental initiatives and programs** aligned with our values and mission
- **Maintain environmental management certifications**, including ISO 14001 and ISO 20121
- **Measure, monitor, and disclose performance** through annual environmental reporting and recognized frameworks such as our Impact Report, CDP, and EcoVadis

Policy

All TFC employees are responsible for supporting TFC's sustainability goals. This policy is accessible to employees, customers, suppliers, and other stakeholders and may be shared publicly, including on our website and in tender documents.

TFC expects employees to follow the following standards:

- Employees shall complete the required training on the foundations of sustainability, ensuring they actively promote a lifecycle mindset within their roles and with business partners
- Employees must embrace a culture of continuous improvement, consistently seeking out innovation and improvement in our operations and in the products and services we provide.
- Employees shall encourage sustainable consumption internally and externally.
- Employees shall encourage our supplier partners to establish their own goals and continuously improve their offerings.
- Employees shall utilize sustainability criteria in the decision-making process for the products and services we use within our own operations, as well as those we offer our customers.
- When applicable, employees shall work to maximize the effective and efficient use and reuse of all resources and materials. Rethink, Reduce, Reuse, Repurpose, Recycle.
- When selecting new suppliers or updating business processes employees should prioritize shifting to less carbon intense energy sources for both our fixed and mobile assets. When possible, employees should strive to reduce the quantity of our water use as well as to improve the quality of our wastewater.
- Employees shall support TFC's processes and systems to measure, track, and report our environmental impacts and progress accurately and transparently.

- It is the responsibility of our employees to actively communicate our message of sustainability to our employees, partners, suppliers, and clients; while also ensuring they are held to the same or similar standards.
- Employees shall recognize and adhere to our event sustainability policies, including:
 - Power-Down Policy – powering down all non-essential equipment and lighting each night, or placing equipment in low-power mode
 - Pack In Pack Out Policy – ensuring items brought to an event have a post-event solution
 - No Idling Policy - requires all drivers to shut off engines during loading/unloading, while waiting more than five minutes, or anytime they are not in active traffic, with limited exceptions only for safety, emergencies, or extreme temperatures

Reporting

Employees are required to promptly report any observed or experienced, actual or potential violations of the Policy. If an employee witnesses or encounters a violation, it is their responsibility to report it either by directly communicating with their manager or by utilizing the HeyBlue Hotline.

Ownership & Consequences

The TFC Sustainability Team is responsible for the maintenance of this Policy. TFC will review the policy annually and amend it as needed. Non-compliance can lead to significant business disruptions, and harm to TFC's reputation. Violations of TFC's Policies will result in discipline, up to and including termination of employment.

Signatory

This policy is endorsed by senior leadership and is signed and dated at least annually to demonstrate ongoing commitment to sustainability.

Name: Elizabeth Fretheim

Title: Vice President

Signature: 

Date: Feb 6, 2026

Revisions

Revision	Revision Date	Modified By	Title	Reason for Change
1.0	May 1, 2024	Elizabeth Fretheim	VP, Sustainability	Initial rewrite
2.0	Feb 6, 2026	Elizabeth Fretheim	VP, Sustainability	Update