



EVERGREEN LABS[®]

impact report

2024

Building Circular Economies That Work for Everyone

About this cover

The cover features **Mr. Hau Giang**, a member of the 14/10 Agricultural Fishery Cooperative, collecting pond liner through innovative first-mile infrastructure that has transformed both environmental impact and economic opportunity in Sóc Trăng province.

For years, shrimp farmers like Mr. Hau Giang and his fellow cooperative members had no choice but to burn or bury their damaged pond liners—an industry generating an estimated 3,000 tons of plastic waste annually with no recycling pathway. When Evergreen Labs partnered with the 14/10 Agricultural Fishery Cooperative to launch Sóc Trăng's first pond liner recycling program with Dow Chemicals, we didn't just introduce an innovative cleaning machine—we built an entire first-mile infrastructure system that makes collection efficient and profitable for farmers.

Now, Mr. Hau Giang and other cooperative members can easily collect and process pond liners that were once considered worthless waste, earning additional income while preventing environmental damage. This breakthrough represents more than just recycling—it's proof that the right infrastructure can turn environmental challenges into economic opportunities, creating value for communities while solving pressing sustainability problems.

The transformation from waste burden to income source exemplifies our approach: building systems that work for people and planet alike, ensuring that those closest to the problem become partners in the solution.



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GRI 2-2, 2-3, 2-5

This report is Evergreen Labs Group's inaugural consolidated Sustainability Report, covering the period 1 January to 31 December 2024.

This report summarizes our commitment and progress outlined in the Evergreen Labs Group Sustainability Strategy: Purposeful Growth. Impact First. In this report, we cover the activities of Evergreen Labs Group, including our social enterprises ReForm Plastic, HealthyFarm, Glassia Water, and EPR & supply chain services across our operations in Singapore, Vietnam, and the Philippines.

While the report contains information on Evergreen Labs and its regional operations, the report does not cover the performance or operations of our suppliers, franchisees, and local business partners. We have prepared the report in reference to the Global Reporting Initiative (GRI), and it has not been externally assured or verified by an independent third party.

We want your feedback on our reporting. Send your comments to info@evergreenlabs.org

About us



GRI 2-1, 2-6

Evergreen Labs is a purpose-driven organization transforming Southeast Asia's approach to sustainability since 2016. Headquartered in Singapore with operations across Vietnam and the Philippines, we're a creative business lab that turns innovative ideas into scalable, impact-driven enterprises.

We build circular social businesses that tackle pressing environmental challenges while creating meaningful economic opportunities for communities. Our work spans the entire value chain—from initial concept through to market-ready solutions—always with sustainability and social impact at the core.

As pioneers paving the way for a new generation of circular business models, we partner with governments, corporations, and communities to create the infrastructure needed for a sustainable future. Our portfolio of social enterprises and location-based solutions demonstrates that environmental responsibility and business success go hand in hand.

For nearly a decade, we've proven that the right partnerships, innovative business models, and community engagement can create lasting change across Southeast Asia. We don't just develop solutions—we build the ecosystems that make them thrive.

Our Venture Portfolio

Singapore (Group Headquarters)

Evergreen Labs Pte. Ltd. – Group-level strategy, finance, and governance

ReForm Plastic Technologies – Decentralized waste management technologies

Philippines Country Office

Evergreen Labs Philippines Consulting Inc.

- EPR & supply chain implementation
- Infrastructure & project development

Vietnam Country Office

Evergreen Social Ventures Company Limited

- Glassia – Refill and reuse systems advancing circular consumption models

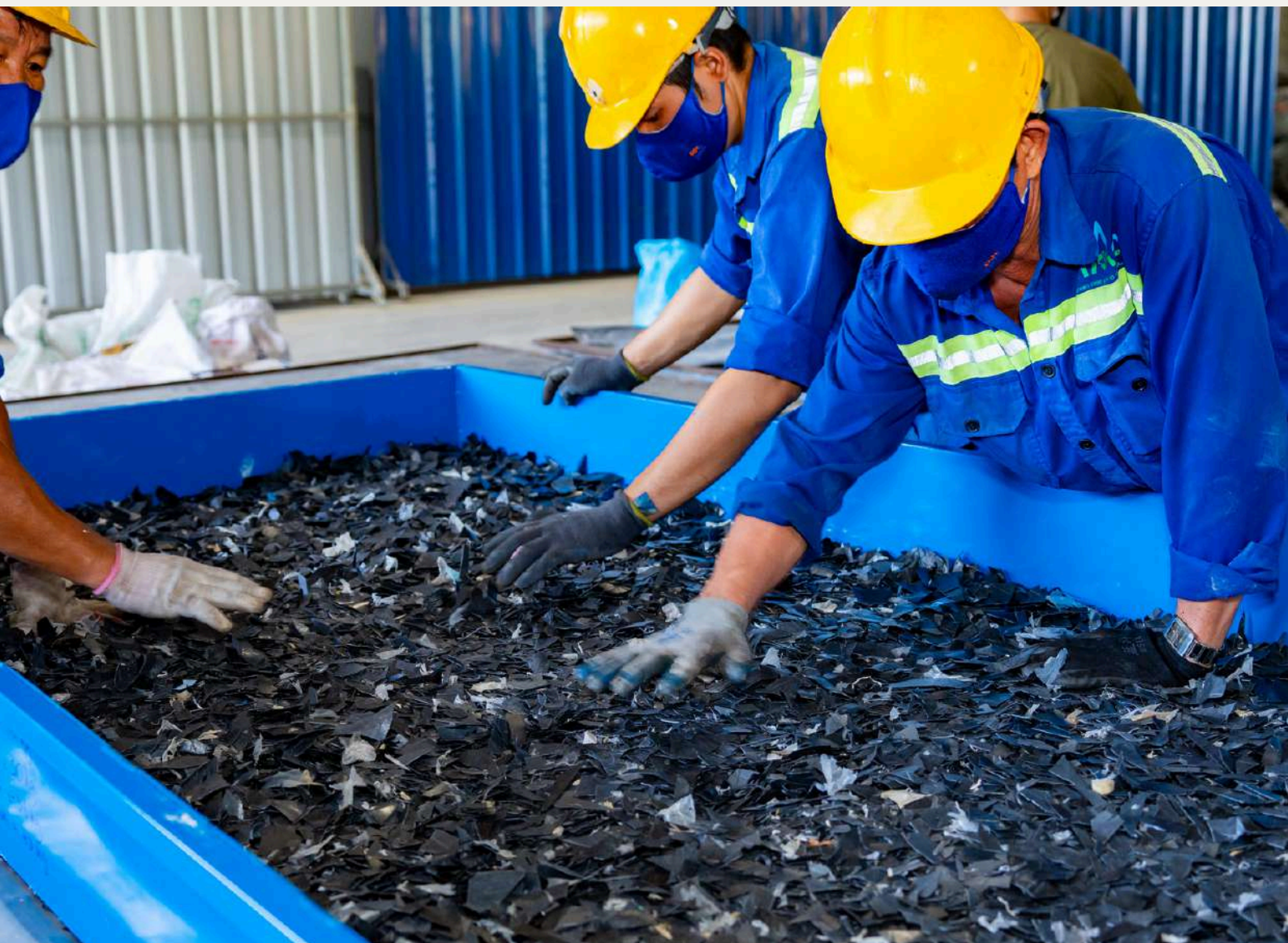
Evergreen Labs Advisory Company Limited

- HealthyFarm – Transparent food supply chains and humane farming programs
- Circular Supply Chain Services – Collection infrastructure and aggregation
- Recycling & Infrastructure – Building waste infrastructure to improve diversion

Through our integrated ecosystem, ventures benefit from shared knowledge, infrastructure, and human resources while maintaining focus on local contexts and community needs.

CORPORATE STRUCTURE

GRI 2-1, 2-6



Our Group at a Glance

3 country offices (Vietnam, Singapore, Philippines)

+60 impact projects implemented in Asia & Africa

+10K tons of plastic collected or avoided

4 operating social enterprises

+100 events participated & organized

14 countries worked in

+360 total press features

+14K followers on social media

+255 communities impacted

+400 partnerships established



OUR MISSION

BUILDING REGENERATIVE VENTURES THAT WORK FOR PEOPLE AND PLANET



At Evergreen Labs, we exist to prove that people and planet can thrive together—by building regenerative solutions from the ground up. We transform environmental and social challenges into scalable ventures by combining grassroots innovation with bold systems thinking. From upcycling hard-to-recycle plastics to empowering farmers and informal workers, we co-create inclusive models that prioritize local ownership, circular economy, and long-term resilience.

Our approach goes beyond traditional business models. We create solutions with communities, not for them, ensuring that local knowledge shapes every innovation. Through our network of social enterprises and strategic partnerships, we demonstrate that environmental stewardship and economic prosperity are complementary forces that strengthen each other.

Each venture in our portfolio proves that waste can become resource, challenges can become opportunities, and every stakeholder deserves a voice in building solutions that affect their lives.

We believe in doing business differently—where impact is non-negotiable, sustainability is practical, and communities are the driving force of change.

Our Values



Integrity

Do the right thing, always.



Accountability

Own your work. Deliver results.



Passion

Bring energy, joy, and purpose to our impact.



Transparency

Share openly—wins and challenges alike.



Collaboration

Support each other. Win as a team.



Adaptability

Embrace change. Stay flexible.

Our Commitment

Empower People

We strive to empower people with more knowledge and passion for sustainability to craft future change-makers and long-term impact.



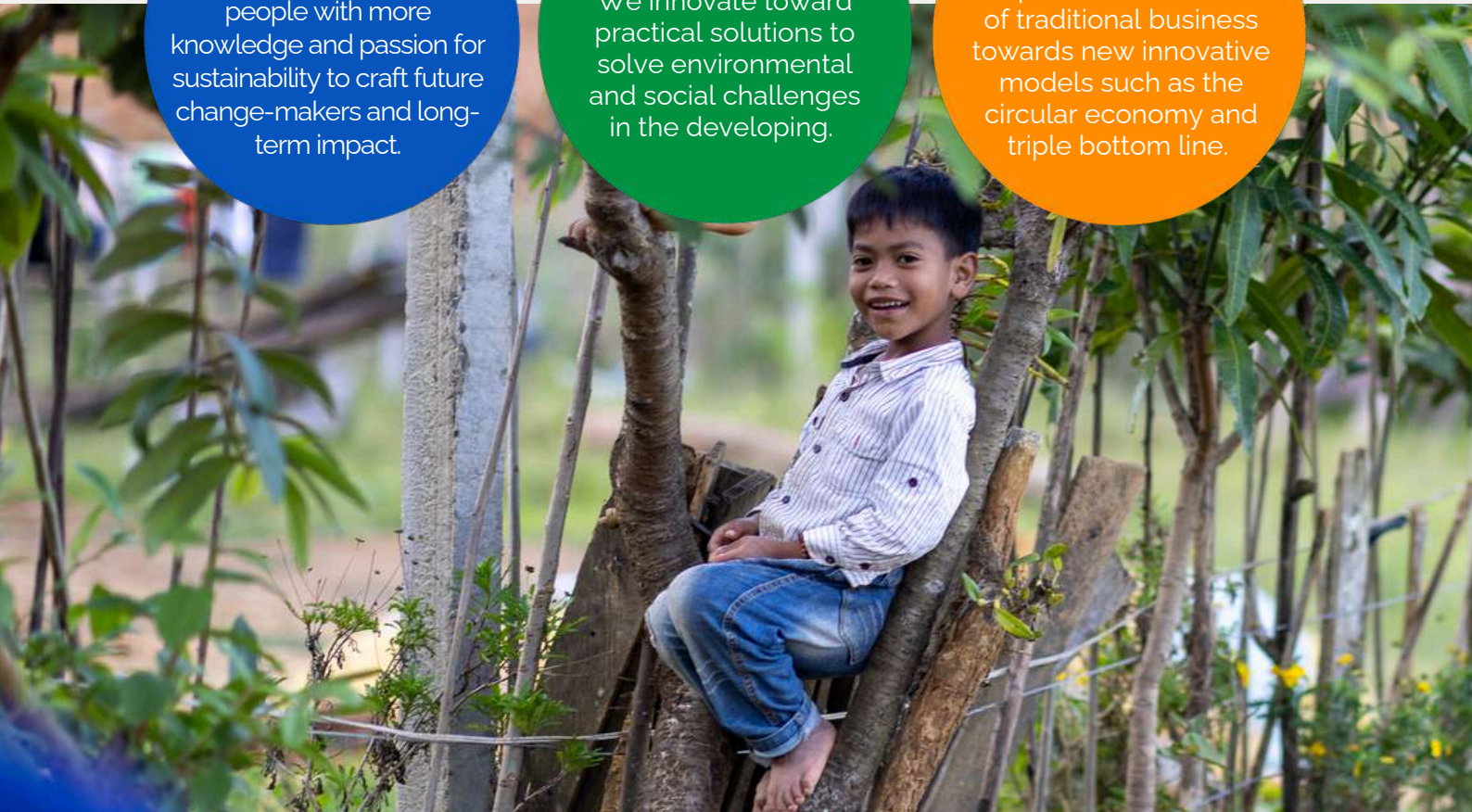
Change for Good

We innovate toward practical solutions to solve environmental and social challenges in the developing.



Pushing Boundaries

We push the boundaries of traditional business towards new innovative models such as the circular economy and triple bottom line.



We are dedicated to **environmental responsibility**, striving to develop sustainable practices that **reduce** waste, **conserve** resources, and **promote** a circular economy across industries.





OUR 2024 HIGHLIGHTS

POWERED BY PEOPLE, FUELED BY IMPACT

2024 was a year of **bold progress**. We deepened our commitment to circularity, expanded our reach, and empowered the communities at the heart of our mission. These highlights capture key milestones that shaped our journey.

Building a Responsible Business for Lasting Impact

PEOPLE & ECONOMIC GROWTH

- **\$1,178,220 USD** in regional revenue generated across three Southeast Asian markets
- **258 cumulative jobs** created through inclusive and sustainable initiatives
- **54 employees** provided with competitive wages and benefits across our operations

ENVIRONMENTAL & REGULATORY INTEGRITY

- **Zero environmental violations** or regulatory fines in all countries of operation
- Committed to Circular Economy and EPR principles, driving responsible waste management in **14 countries**

GOVERNANCE & PARTNERSHIPS

- Comprehensive **materiality analysis** and stakeholder survey conducted to align sustainability efforts with strategy
- **158 new partnerships** formed in 2024, advancing SDG 17 – Partnerships for the Goals

Fostering Inclusivity, Empowering Equity



Gender & Leadership

Women Lead the Way

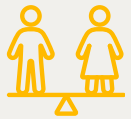
60% of senior leadership are women



Board Diversity

Women Have a Seat at the Table

25% of board members are women



Workforce Representation

Almost Half Our Team Are Women

48% of total workforce are women



Local Hiring

Hiring Local, Empowering Communities

96% local hiring rate across operations

In 2024, we formalized our commitment to equity by adopting comprehensive DEI policies and embedding gender diversity practices across all levels of our regional operations.

Creating Impact, Together with Communities

Livelihoods & Jobs



Fair Work Across Borders

Fair wages and benefits provided to our distributed team in 3 countries



10,666 Informal Waste Collectors Supported (since inception)

Cumulative livelihoods created with dignity and formal recognition



Plastic Waste, New Value

Developed innovative products and new technologies for hard-to-process plastics



Community Engagement & Partnerships



Partnered Across 14 Countries

With local suppliers & changemakers driving social innovation



158 New Partnerships Signed

To scale public-private collaborations and EPR initiatives



1,847,396 People Directly Reached

Supported through programs and our work in 2024

From One Lab, Many Solutions

In 2024, we marked **9 years** of building practical, scalable solutions rooted in local needs and circular economy principles. What began as a bold experiment has grown into a resilient ecosystem of ventures — each addressing different dimensions of sustainability and social innovation.



ReForm Plastic®

Closing the loop on hard-to-recycle plastic waste



GLASSIA®

Delivering reusable water solutions for a plastic-free future



EPR & Supply Chain Solutions

Designing systems for extended producer responsibility and circular supply chains



HealthyFarm®

Supporting ethical agriculture and animal welfare

Planet in Progress

Our support and commitment to the direct and indirect economic impact stems from our mission to create environmental, social, and economic value and contribute to a more equitable and sustainable future across Southeast Asia and beyond.

Circularity Impact

Plastic waste collected

Turning Waste into Resources

6,233 metric tons of waste diverted in 2024



Ocean Plastic Recovery

Protecting Our Waterways

2,407 metric tons recovered from waterways



Community Partnerships

Local Roots, Global Goals

255 communities engaged regionally



EPR Systems

Building Responsible Supply Chains

Government & corporate backed systems



Climate & Resource Impact

Energy Consumption

Tracking Our Footprint

1,594,410 kWh consumed in operations*



Water Usage

Managing Every Drop

7,748 m³ of water used across operations



Digital Tools

Data-Driven Circularity

Deployed for EPR tracking



Emissions Reduction

Fighting Climate Change

12,897.95 MT of CO₂ emissions mitigated



*Estimated based on operations of facilities over a single shift and full capacity

Built to Regenerate

Powered by local partnerships, built on social innovation.

Total Regional Impact since 2016

- 14 countries reached through our solutions
- 31 waste facilities built including ReForm Plastic sites
- 6.12 million bottles avoided through refill systems
- 4,105 metric tons EPR plastic credits generated

ReForm Plastic
Facilities

Waste Facilities

Refill Facilities

Impact Report 2024

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Leadership Messages

GRI 2-11, 2-22

At Evergreen Labs, our mission has always been grounded in using entrepreneurship as a force for meaningful change. We believe the circular economy shouldn't be a privilege reserved for wealthy markets—it should be accessible, affordable, and profitable for everyone, everywhere.

Operating from Singapore, Vietnam, and the Philippines, we've created impact across 14 countries by proving that circular solutions can compete and win in real markets. Through our social enterprises—from Glassia's reusable glass systems to ReForm Plastic's waste-to-product innovation—we demonstrate that sustainability isn't just environmentally responsible, it's economically smart.

Our approach centers on making circular economy participation accessible to all stakeholders. We design affordable technologies that communities can operate, governments can scale, and businesses can profit from. Whether it's empowering over 10,000 informal waste collectors through fair payment systems or helping municipalities transform their waste infrastructure, we create pathways for everyone to participate in and benefit from circular systems.

This year's achievements—6,413 tons of materials kept in circulation, 908,723 people directly impacted, 255 communities engaged—prove that when circular solutions are designed for accessibility and market competitiveness, they scale naturally while maintaining local ownership and community control.

We don't just build circular businesses; we build circular ecosystems where environmental responsibility drives economic opportunity. Our reverse flow model ensures value reaches frontline workers first, creating sustainable livelihoods while proving that doing good and doing well aren't competing priorities—they're complementary forces.

As we look ahead, we remain committed to democratizing the circular economy across Asia-Pacific and beyond. We're proving that the future of sustainability lies not in exclusive solutions for the few, but in accessible innovations that work for everyone.

Dr. Kasia Zellmann
Co-Founder & Director
Evergreen Labs



“The future of sustainability lies not in exclusive solutions for the few, but in accessible innovations that work for **everyone.**”

Leadership Messages

GRI 2-11, 2-22

Innovation at Evergreen Labs isn't about creating the most sophisticated technology—it's about designing systems that communities can own, operate, and profit from. In 2024, our approach evolved from building solutions to building ecosystems where local innovation thrives alongside economic opportunity.

Our systems approach recognizes that true innovation happens when technology meets local reality. We create platforms that communities can adapt and scale according to their unique contexts. ReForm Plastic's 15 franchise facilities aren't identical—each represents local innovation, with operators customizing processes to work with available materials, labor markets, and customer needs.

Affordability drives every design decision. Glassia's refill systems work because the business model makes sense for business, not just environmental advocates. Our solutions must compete on economics first—the 212 metric tons of CO₂ saved is the outcome of viable business models, not subsidized good intentions.

What excites me most is witnessing localization in action. The 6,413 tons of plastic waste we've processed represents thousands of micro-innovations: local supply chain adaptations, community engagement strategies, and business model refinements that make circular systems profitable at the grassroots level.

We leverage technology as a systems-building tool—creating digital infrastructure that connects stakeholders, streamlines operations, and amplifies impact across our network. Rather than imposing uniform solutions, our technological approach enables communities to optimize their own processes, scale their operations, and build interconnected value chains that strengthen over time.

Looking ahead, our innovation roadmap prioritizes solutions that generate local ownership and economic returns. The most transformative innovations are those that communities can improve upon, adapt, and eventually outgrow—creating sustainable impact that lives independently of our direct involvement.

Jan Zellmann
Co-Founder & Vice-Director
Evergreen Labs



"Our solutions must compete on economics first—environmental impact is the outcome of **viable business models**, not subsidized good intentions."

Sustainability at Evergreen Labs

GROUP APPROACH



1. We **identify** an environmental or social issue that can be addressed through simple and affordable solutions.

2. We **innovate** towards viable solutions through **ideation** including scanning for existing solutions across the globe that could be applied or developing completely novel solutions.

3. Once a viable idea is formed, we conduct rigorous **validation** studies including feasibility studies, pilots, prototypes, and in-field research and development. After the pilot or prototype is complete, we test the market to get real-life feedback.

4. We have a solution once feedback is positive, and the **pilot** operates well. With us, the solution can have two routes.

5. If the solution has a viable business model, we will operate it as a **standalone business** and build an operations team supported by shared administration.

6. If the solution has great potential but does not have sufficient resources or is not yet backed up by a full business model, we will **share** the solution to the public to encourage entrepreneurs or locals to pick up and create something meaningful.



OUR SUSTAINABILITY FRAMEWORK

PURPOSEFUL GROWTH. IMPACT FIRST.

Tackling big **problems in Asia** and beyond requires **bold, collaborative**, and **forward-looking** approaches.

At Evergreen Labs Group, sustainability is not just a goal—it is our responsibility to future generations and the heart of everything we do. We are committed to creating lasting impact through innovation, collaboration, and integrity, driving change across communities, industries, and ecosystems. Guided by our mission to empower people, push boundaries, and craft change for good, we uphold the highest standards of environmental stewardship, ethical business practices, and community engagement. Together, we act boldly today to shape a cleaner, more equitable, and sustainable tomorrow.

Our Pillars



BEYOND PROFIT

Economy

We **pioneer** circular economy and **triple bottom line** approaches.



PLANET POSITIVE

Environment

We build **circular solutions** that reduce waste and protect ecosystems for a **climate-resilient future**.



THRIVING TOGETHER

Social

We support thriving communities through **ethical labor**, **equal opportunity**, and **grassroots empowerment**.



BUILDING TRUST

Governance

We uphold **ethical** governance and **transparent** practices across all operations.

MAPPING WHAT MATTERS MOST

GRI 3-1, 3-2

Defining Report Content and Topic Boundaries

Our materiality assessment ensures alignment with stakeholder expectations and with society in general. The materiality assessment process identifies and prioritizes critical issues, forming the foundation for our GRI reporting content and topic boundaries. Adhering to the GRI Reporting Framework, the process emphasizes stakeholder inclusivity, environmental and social context, materiality, and completeness.

Materiality Assessment



Our activities have a far-reaching impact that extends beyond economic outcomes. To achieve long-term success, we align our business performance with the expectations of our stakeholders. We undertook our materiality assessment to identify and prioritize key Environment, Social, and Governance (ESG) issues that have an impact on our business and may influence the assessments and decisions of our stakeholders across all our operations in Singapore, Vietnam, and the Philippines. These topics reflect our business priorities and the expectations of key stakeholders, and have been aligned with the GRI Standards, the UN Global Compact principles, and the UN Sustainable Development Goals. The validated and additional material topics are summarized below.

Material Topic	Vietnam	Philippines	Singapore	Notes
Community Engagement and Relations	✓	✓	Limited	Core to all community-facing ventures
Accountability for Environment and Social Impact	✓	✓	✓	Managed from HQ and applied across reporting
Solid Waste Management and Disposal	✓	✓	✗	Central to ReForm Plastic & EPR supply chain systems
Engagement of Stakeholders in Strategic Planning	✓	✓	✓	Includes staff, donors, and local governments
Indirect Socioeconomic Impact	✓	✓	✗	Applies mainly to implementation countries
Sustainable Agriculture and Animal Welfare	✓	✗	✗	Specific to Vietnam's HealthyFarm activities
Innovation for Inclusive Infrastructure	✓	✓	✓	Group-wide focus and R&D priority
Climate Resilience and Resource Circularity	✓	✓	✓	Influences both strategy and pilot program design

Materiality Topics

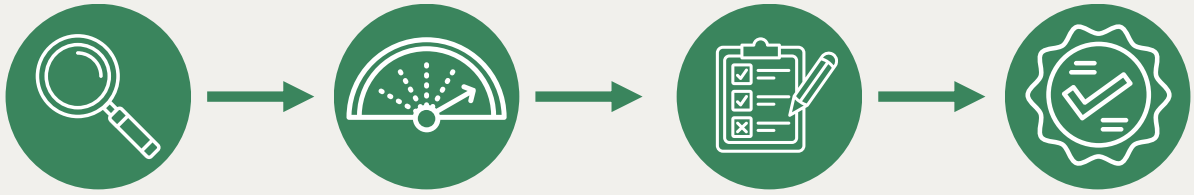
GRI 3-2



Our list of material topics is mapped against the GRI Standards topics, United Nations Global Compact (UNGC), and the United Nations' Sustainable Development Goals (UN SDGs) to show that they are fully consistent with the most widely used sustainability frameworks. The list of all material aspects identified is as follows:

Material Topic	Description	GRI Topic	UNGC Principles	Contribution to the UN SDGs
Community Engagement and Relations	Collaborate with stakeholders and provide training programs in relation to sustainability	GRI 413: Local Communities 2016, GRI 413-1: Community engagement, impact assessments, development programs	Principle 1	 
Accountability for Environment and Social Impact	Measurable targets to reduce plastic pollution using Plastic Recycling Technology	GRI 103: Management Approach, GRI 307: Environmental Compliance, GRI 307-1: Non-compliance with environmental laws and regulations	Principle 7 & 8	 
Solid Waste Management and Disposal	Process that involves collecting, treating, recycling and proper waste disposal	GRI 306-2: Waste impacts, GRI 306-3: Waste Generated, GRI 306-4: Waste diverted from disposal	Principle 7 & 8	 
Engagement of Stakeholders in Strategic Planning	Conduct of workshops/seminars with local communities, investors, and NGOs	GRI 2-29: Stakeholder Engagement	Principle 10	 
Indirect Socioeconomic Impact	Significant indirect economic impacts of the organization	GRI 203-2: Significant Indirect Economic Impacts	Principle 10	 
Sustainable Agriculture and Animal Welfare	Improve outcomes for poultry/egg systems; reduce harm and improve welfare	GRI 416-1: Customer Health & Safety, GRI 417: Marketing and Labeling	Principle 1	  
Innovation for Inclusive Infrastructure	ReForm Plastic's low-tech approach and digital infrastructure	GRI 203: Indirect Economic Impacts, GRI 302: Energy	Principle 9	  
Climate Resilience and Resource Circularity	Resource efficiency, extreme weather, and decarbonization	GRI 302: Energy, GRI 305: Emissions	Principle 7	 

Materiality Process



1. **Desk Research** - We employed desk research, benchmarking with peers, identify material topics and align with reporting frameworks.

2. **Benchmarking with Peers** - Conducted internal reviews with the Evergreen Labs Group Management Team to validate and prioritize final list of material topics.

3. **Assess and Identify Material Topics** - Collaborating with a third party, we developed an initial list of material topics that might be relevant to our stakeholders across all operations.

4. **Validate and Prioritize** - The list of material topics was assessed based on their significance to our stakeholders across all geographies, considering potential impacts and risks, and relevance to our business.

Materiality Matrix: Aligning Priorities with Impact

This matrix maps our key material topics based on their importance to both stakeholders and our business. It reflects the outcomes of our materiality assessment and helps guide our strategic focus across environmental, social, economic, and governance areas.



Risk Assessment

Risk and Opportunities Related to Important Issues for Evergreen Labs Group

Evergreen Labs Group identified company-wide risks and opportunities across our operations in Vietnam, Philippines, and Singapore, enabling the company to systematically evaluate risks (low, moderate, high) by assessing their likelihood and potential impact across ESG dimensions.

The findings from management surveys and stakeholder consultations across all countries were integrated to construct a comprehensive Risk Assessment table below, anchored to our list of material topics.

Enterprise-Level Risks (Multi-Country Impact)	Material Topics	Risk Description	Countries Affected	Risk Rating	Likelihood & Impact
	Solid Waste Management and Disposal	Inadequate waste management leads to rising costs and potential supply chain issues. Failure to improve waste diversion rates could result in brand reputation harm and regulatory challenges across multiple markets.	Vietnam, Philippines, Singapore	Extreme High	Likely Significant
	Climate Change Adaptation and Mitigation	Physical climate risks (flooding, typhoons, extreme weather) threaten operations and supply chains. Transition risks from carbon pricing and environmental regulations impact operational costs.	All countries	High	Likely Significant
	Supply Chain Resilience	Disruptions to any supply chain, transportation network, or processing capabilities could impact operations across multiple countries simultaneously.	All countries	High	Likely Moderate



Country-Specific Risk Assessments

Vietnam Operations

Material Topics	Risk Description	Risk Rating	Likelihood & Impact
Regulatory Compliance	Changes in environmental regulations, waste management policies, or business licensing requirements could impact all products & services including Glassia operations.	Moderate	Unlikely Moderate
Community Relations	Limited stakeholder engagement could affect product acceptance and market growth across our operations.	Moderate	Unlikely Moderate

Philippines Operations

Material Topics	Risk Description	Risk Rating	Likelihood & Impact
Indirect Social Economic Impact (On national economy, local community)	Operations that displace local businesses, inflate living costs, or fail to generate equitable employment may strain community relations.	High	Unlikely Significant
Engagement of Stakeholders in Strategic Planning	Excluding stakeholders from strategic discussions risks misalignment, opposition. Poor engagement may delay initiatives, increase costs, and weaken partnerships.	High	Unlikely Significant
Accountability for Environment & Social Impact	Failure to meet evolving regulatory requirements for Extended Producer Responsibility could result in operational disruptions and limit market access.	Moderate	Unlikely Moderate
Community Engagement and Relations	Neglecting meaningful dialogue with local stakeholders (e.g., residents) can pose project delays or operating permits.	Moderate	Unlikely Moderate

Climate Risk Assessment (TCFD Aligned)

Physical Risks

Acute

- **Extreme Weather Events:** Typhoons and flooding in Philippines and Vietnam threaten facility operations and supply chains
- **Sea Level Rise:** Coastal facilities in all three countries face long-term flooding risks
- **Impact Assessment:** High likelihood, Moderate to High impact on operations

Chronic

- **Temperature Changes:** Rising temperatures affect worker productivity and increase cooling costs
- **Water Stress:** Affects Glassia water production & operations in Vietnam
- **Impact Assessment:** Moderate likelihood, Moderate impact

Transition Risks

Policy

- Carbon pricing mechanisms being introduced across all operating countries
- Stricter waste management regulations requiring upgraded processing capabilities
- **Impact Assessment:** High likelihood, Moderate impact

Technology

- Need for continuous technology upgrades to maintain competitive advantage
- Risk of obsolescence if circular economy technologies advance rapidly
- **Impact Assessment:** Moderate likelihood, High impact

Human Risks

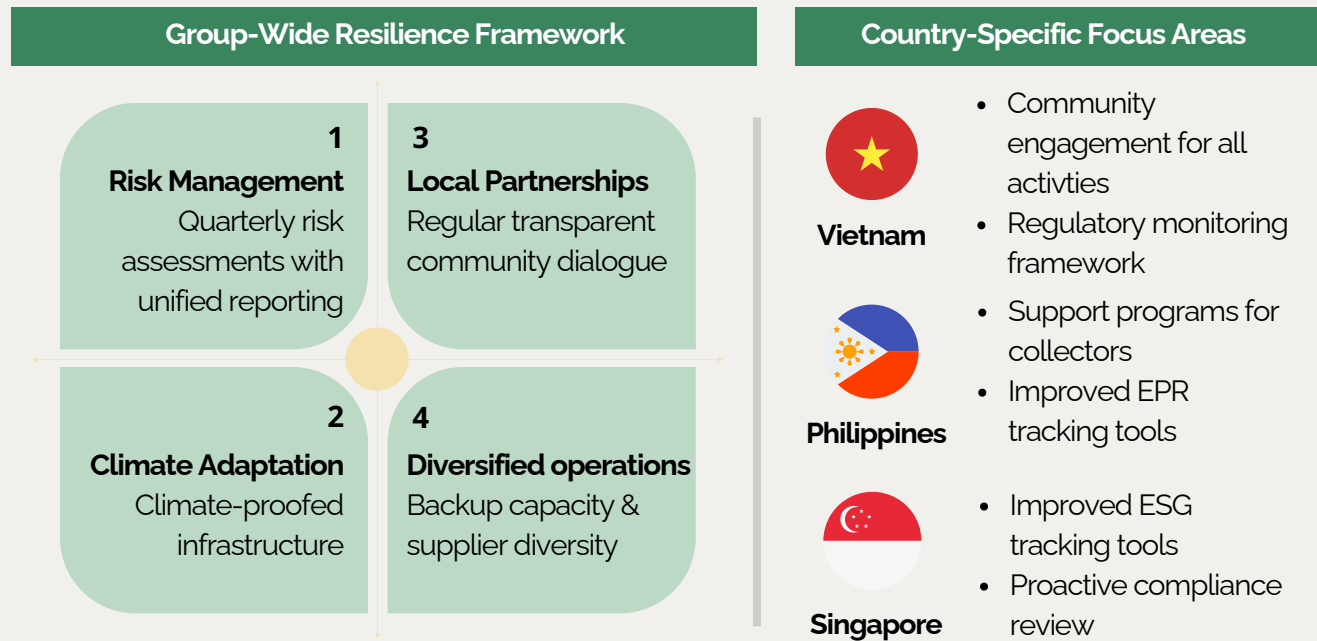
Market

- Shifting consumer preferences toward more sustainable solutions
- Increased competition in circular economy space
- **Impact Assessment:** High likelihood, Moderate impact

Reputation

- Stakeholder expectations for transparency and impact measurement increasing
- Risk of criticism if sustainability claims cannot be substantiated
- **Impact Assessment:** Moderate likelihood, High impact

Risk Mitigation Strategies: Mitigation in Action



Opportunities Assessment

Opportunity Area	Description	Potential Impact	Timeline
Regional Scale Advantages	Leverage multi-country presence for knowledge sharing & operational efficiency	High	2-3 years
Climate Finance Access	Position for green bonds and climate funding through strong ESG performance	High	1-2 years
Policy Influence	Shape regional circular economy policies through demonstrated impact	Moderate	3-5 years
Technology Innovation	Cross-barrier R&D collaboration and technology transfer	High	Ongoing

Market-Specific Opportunities



Refill systems, waste management services & sustainable agriculture market growth



First-mile infrastructure, EPR & supply chains, government partnerships & corporate engagement



Regional hub development, sustainability consulting services

Stakeholder Engagement

GRI 2-29



Collaboration is core to Evergreen Labs' model across all our operations. We work across sectors—public, private, civil society, and academic—to co-develop sustainable solutions, embed circularity in systems, and empower local actors. In 2024, our stakeholder network expanded to 397 total partnerships across countries, supporting 255 communities.

Stakeholders	Common Areas of Interest	Engagement Approach
Community or Client	-Product Quality -Sustainability Offerings -Transparency -Customer Satisfaction	Offer customer service support for any inquiries or concerns and gather feedback to improve our services.
Business/Corporate Partner	-Collaboration on sustainable projects -Supply Chain Efficiency -Shared Innovation	Capacity-building initiatives, encourage two-way feedback to address concerns and improve collaboration, and emphasize shared values such as ethical practices and regulatory compliance.
Government	-Climate Change -Compliance with Laws -EPR Law -Environment	Continuously monitor regulatory developments and government policies to ensure full compliance with laws and obligations.
Franchisee	-Operational Support -Brand Alignment -Shared Sustainability Practices	Operational training, sustainability guidelines, and franchisee collaboration forums.
Employee	-Salary, Incentives & Benefits -Fair Treatment -Diversity and Inclusion -Health & Well-Being -Career Growth & Professional Development -Workplace Safety	Support professional development of employees through internal skills development programs, trainings, regular feedback and evaluations, flexible initiatives, performance evaluation, and open communication channels.
Supplier	-Ethical sourcing -Fair labor practices -Sustainable procurement -Supplier audits	Conduct supplier audits and anti-corruption due diligence while clearly communicating our expectations to suppliers and vendors.
Community	-Employment Opportunities -Education and Knowledge -Sharing -Community and Local Development -Environmental Protection	Engage with local residents through group meetings and share project updates via social media platforms.

Government Partners

Country	Key Government Partners	Type of Engagement
Vietnam	National & Provincial Governments	EPR Dialogue, Infrastructure pilots, MOU partnerships, Project approvals
Philippines	Local Government Units (LGUs) & Barangays	Collection & EPR services, first-mile infrastructure
	Department of Environment and Natural Resources (DENR) & Environmental Management Bureau (EMB)	EPR implementation strategy
Singapore	Corporate structuring, IP registration	Legal and governance oversight

Corporate Partners

Type	Partners (Selected)	Scope
Regional	Accor Group, Riverrecycle, Alba Waste Management, Secondmuse	Funding, innovation pilots, cross-border programming & clients
Local Vietnam	Moc An Chau, Dow Chemical, IKEA, Bosch, Coca Cola	Waste management, inclusive supply chains, innovation
Local Philippines	Pepsico, TetraPak, ASM Global, PTC, PBSP, Marigold, Treasure Island, Quanta Paper, Franke Dole	EPR programs, inclusive supply chains



NGO & Development Partners

Type	Key Partners	Focus Areas
International NGOs & Development	UNDP, GIZ, World Animal Protection, Crossfields, CSIRO	Policy development, technical assistance
Local NGOs & foundations	PBSP, Exo Travel Foundation, ICM Falk Foundation	Community engagement, capacity building
Academic Partners	RMIT, Vietnam-German University, Ateneo de Manila University, De La Salle University,	Research, student engagement, knowledge development

Together we can grow sustainably into the future



Community Engagement

Total Communities Supported (since 2016): 255 communities

New Communities (2024): 43 communities

Collector Network Membership (since 2016): 10,666 informal collectors engaged

Group-Wide Stakeholder Engagement Framework

Stakeholder Group	Primary Channels	Frequency	Common Areas of Interest
Local Communities	In-person meetings, WhatsApp, Viber, Zalo, IEC materials	Weekly/Bi-weekly	Employment opportunities, education, community development, environmental protection
Government Partners	Formal letters, workshops, WhatsApp, Viber, Zalo, MOUs and MOAs	Monthly or project-based	Climate change, compliance with laws, EPR implementation, project compliance
Corporate Partners	Email, reports, calls, shared dashboards	Biweekly to quarterly	Collaboration on sustainable projects, supply chain efficiency, shared innovation
Donors/Investors	Grant reports, calls, joint reviews	Quarterly or per grant	Policy engagement, risk management, transparent communication
Employees	Internal chats, SOP platforms, meetings	Daily to monthly	Professional development, fair treatment, workplace safety, career growth
Academic Partners	Research collaborations, workshops, conferences	Ongoing	Knowledge sharing, research validation, student development

Engagement Policies & Frameworks:

We maintain a group-wide Stakeholder Engagement Policy that outlines:

Transparent communication principles across all countries



Prioritization of local ownership and informed consent

Respect for cultural and power dynamics in community settings



Requirements for inclusive consultation before infrastructure roll-out



Annual engagement reviews for key partners and community projects



Our Focus Areas

ECONOMY

BEYOND PROFIT

RETHINKING PROFIT FOR PEOPLE AND PLANET.

GRI 201, 201-1

We manage our economic performance through a purposeful growth strategy that starts from our bottom-up approach across all our operations in Singapore, Vietnam, and the Philippines. Our financial management practices aim to ensure responsible allocation of resources, creation of innovative business models, and circular economy solutions that support sustainable development goals.

Group Economic Performance 2024

Our consolidated group operations generated **\$1,178,220 USD*** in total economic value, demonstrating our commitment to sustainable growth while creating meaningful impact across Southeast Asia.

Performance Indicator	2024 Achievement
Total Economic Value Generated	\$1,178,220 USD*
Year-over-Year Growth	173% average annual growth over 8 years
Sustainable Revenue Streams	75% of total revenue from circular/sustainable products
Geographic Diversification	Active operations across 3 countries
Impact Investment	50% of profit reinvested in impact programs
R&D Investment	30% profit allocated to innovation and development

*Note the revenue displayed is excluding grants

Value Distribution Focus:

Reinvestment in circular economy
solutions and community programs



Continued expansion of sustainable business models across the region



Support for local supply chains and partnerships



Full compliance with all tax obligations, social insurance contributions, and wage requirements across our regional operations

Climate-Related Financial Implications

GRI 201-2

Our multi-country operations face varying climate-related financial risks and opportunities. Life cycle assessments of our key social enterprises demonstrate quantifiable financial benefits from our climate-resilient business models.

Cost Savings Through Resource Efficiency



Our circular economy solutions deliver significant cost advantages. Glassia's reusable glass system achieves 80% of its environmental impact during initial production, with each bottle's 25+ reuses dramatically reducing per-use material costs. ReForm Plastic generates 30-50% lower greenhouse gas emissions than conventional waste processing while delivering investment payback periods of 1-4 years.



Risk Mitigation Through Localized Operations

Climate disruptions create supply chain vulnerabilities, but our decentralized model provides resilience. Glassia's optimized distribution within 50km reduces fuel price volatility exposure, while ReForm Plastic's 15 global factories diversify operational risk across regions. This geographic spread protects against localized climate events while reducing transportation-related cost escalation.

Climate Opportunity Value



Our LCA-verified low-carbon solutions position us advantageously for carbon pricing mechanisms and environmental compliance requirements. ReForm Plastic's 80% reduction in harmful particulate matter emissions and both ventures' demonstrated resource efficiency create measurable value for partners seeking to meet sustainability targets.



ENVIRONMENT

PLANET POSITIVE CLIMATE ACTION STARTS HERE.

At Evergreen Labs Group, environmental stewardship is embedded in everything we do. From circular waste management systems to climate mitigation and water stewardship, we're building regionally rooted solutions with global relevance. **Our 2024 results highlight the scale and depth of our efforts across Southeast Asia:**



Plastic Collection (2024)

Capturing Plastic from the Environment

6,233 metric tons of plastic tracked & collected



Facility Network (Since 2016)

Empowering community-based efforts

31 Facilities Built or Backed



Ocean Recovery (2024)

Protecting Marine Ecosystems

2,407 tons recovered from waterways



Inclusive Recycling (Since 2016)

Supporting the Informal Workforce

10,666 Collectors Empowered

We continue to lead through action—advancing the circular economy, minimizing emissions, conserving resources, and protecting biodiversity. **This section outlines our key contributions across four environmental pillars:**

Waste &
Circularity

Energy & Climate

Water Stewardship

Ecosystem
Protection

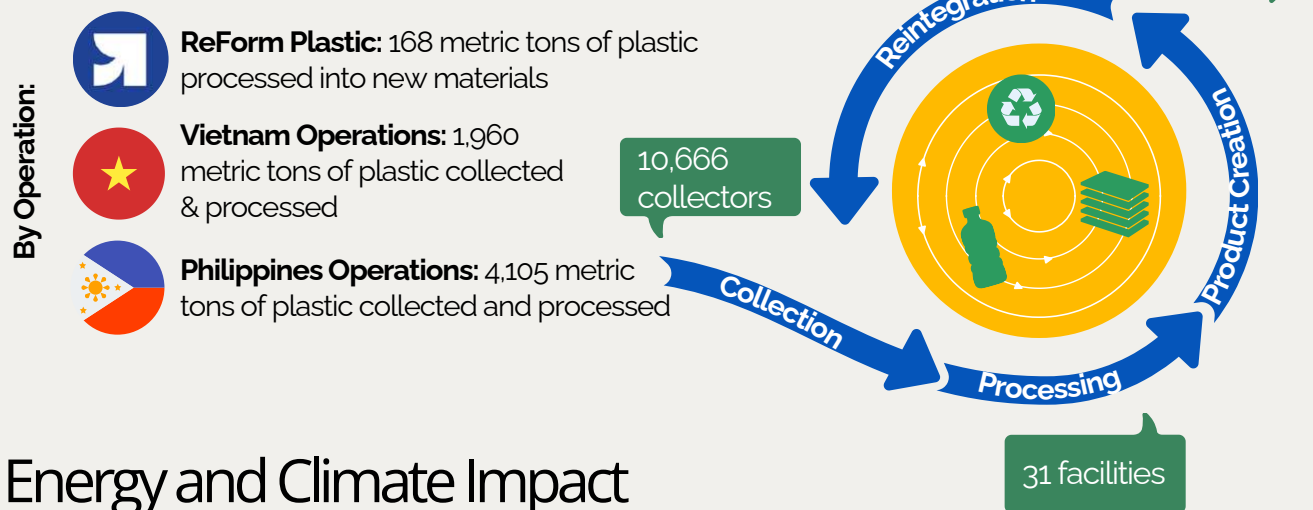
Waste Management and Circular Economy

GRI 306

Evergreen Labs Group is pioneering circular economy solutions across Southeast Asia, with our waste management operations forming the core of our environmental strategy.

Group-Wide Waste Plastic Impact (2024):

- Ocean-bound Plastic Recovered:** 2,407 metric tons from coastal and river cleanups



Energy and Climate Impact

GRI 302, 305

Evergreen Labs Group is pioneering circular economy solutions across Southeast Asia, with our waste management operations forming the core of our environmental strategy.

Energy Consumption

Vietnam Office 6,046 kW used across operations	Glassia Facilities & Office 88,198 kW used to power production
Philippines Office 166 kW consumed in office	ReForm Plastic Franchisees* 1,500,000 kW used to power franchisees

*Estimated based on operations of facilities over a single shift and full capacity

Carbon Footprint Management

Total Estimated CO₂ Emissions Mitigated:
12,897.95 metric tons through our operations



Glassia Water estimated Emissions Impact:
212 tons CO₂ saved through 3.12 million bottles refilled

STORIES

FROM RIVER TO REVENUE

HOW REFORM PLASTIC IS TRANSFORMING INDONESIA'S WASTE CRISIS

In Indonesia's waterways, rivers are choked with low-value plastic sachets that have no established supply chain. Unlike high-value PET bottles, these "worthless" plastics create environmental disasters while offering no economic opportunity. In one Indonesian community, this narrative is changing dramatically.

The Challenge: What Others Couldn't Process

"The need to find a solution for all the plastics we collect from the river, especially the low-value ones, motivated us to become a ReForm Plastic franchisee," explains our Indonesian partner. "There is a limited supply chain for these types of waste, unlike high-value plastics like PET."

The Transformation: From Waste Pickers to Skilled Workers

The ReForm Plastic franchisee facility began training local workers, many of whom were waste pickers who had spent years collecting from the very rivers they were now helping to clean.

"Training our production workers was a major challenge," recalls the franchisee. "Most had no background in plastic recycling—some were even waste pickers from the rivers near their homes." With ReForm Plastic's support, the results were remarkable. "We are now able to achieve consistent daily production cycles with significantly improved quality."

The Impact: Beyond Environmental Cleanup

The facility now provides steady income to waste pickers who previously earned unpredictable amounts. "We can pay local waste pickers for the low-value plastics they have been collecting, which helps increase their income." "This work has empowered the local community—not only in terms of wages, but also by attracting attention from local government. This increases exposure and opens up new opportunities."

The Vision

"I've been witnessing firsthand how a circular economy works at the local level," reflects the franchisee. "I hope this work reaches even more people and inspires them to support us by buying our boards, so we can continue helping to clean the river and protect the environment from plastic waste!"

This community transformation reflects the accessible innovation approaches detailed in our [Impact Report 2024](#).

Water Stewardship

GRI 303

Our Glassia Water operations in Vietnam represent our commitment to sustainable water management through innovative refill systems that eliminate single-use plastic waste while providing local businesses with affordable, zero-waste, high-quality drinking water:



Biodiversity and Ecosystem Protection

GRI 304

Through our waste collection and processing activities, we contribute to ecosystem protection and biodiversity conservation. By mobilizing extensive collection networks and transforming waste into valuable resources, we're preventing environmental degradation while creating economic opportunities:



Ocean-bound plastic removal

2,407 metric tons preventing marine ecosystem damage across Southeast Asian waterways



Coastal cleanup initiatives (since inception)

8 cleanup events with over 2,000 volunteers removing waste from critical coastal habitats

STORIES

EVERY REFILL COUNTS

HOW GLASSIA IS TRANSFORMING VIETNAM'S REUSE CULTURE

In a society where convenience often meant disposability, Glassia Water quietly began shifting how an entire country thinks about reuse. What started as a premium water service in 2021 became something much more significant: proof that Vietnamese consumers, businesses, and communities were ready to embrace refill culture at scale.

The numbers tell a story of cultural transformation: 6.12 million bottle refills across Vietnam's hospitality and events industry since inception and nearly half of that in 2024 alone. But behind each refill was a small moment of choice—a hotel guest reaching for the glass bottle instead of asking for plastic, a tour company designing sustainability into the experience, a restaurant owner realizing that reuse could enhance rather than complicate their service.

Operating from Ho Chi Minh City and Da Nang, Glassia discovered that Vietnamese businesses weren't just willing to adopt reuse systems—they were hungry for them. Partners like Pizza 4P's, the Accor Group, and local hotels found that offering refillable glass bottles became a point of pride, a way to demonstrate environmental leadership to increasingly conscious customers.

The cultural shift extends beyond individual choices to systemic change. With HACCP and ISO 22000 certifications ensuring safety and quality, Glassia proved that reuse doesn't require compromising standards. The 74.35 metric tons of avoided plastic waste and 212 metric tons of CO₂ emissions prevented represent more than environmental wins—they're evidence that Vietnamese society is ready to move beyond the throwaway mentality.

What makes this transformation particularly powerful is how it's spreading. As Vietnam's EPR regulations evolve and businesses seek

transparent, traceable systems, the reuse culture Glassia helped pioneer is becoming the foundation for broader circular economy adoption across industries.

The 2025 expansion plans—new hospitality clusters and "Washing-as-a-Service" for breweries and other one-way glass users—signal that this isn't just about one company's growth. It's about embedding reuse thinking into Vietnam's business culture, creating infrastructure that makes circular choices the easy choices.

Glassia's story shows that transforming reuse culture doesn't require convincing people to sacrifice—it requires showing them that reuse can deliver better experiences, stronger businesses, and a more sustainable future.

This cultural transformation reflects the community-driven approaches detailed in our [Impact Report 2024](#).



SOCIAL

THRIVING TOGETHER INCLUSIVE GROWTH FOR ALL.

At Evergreen Labs, people are at the center of everything we do. Our social impact strategy focuses on creating inclusive economic opportunities that reach from our formal workforce to the thousands of informal collectors in our network. Through community empowerment initiatives, workforce development programs, and strategic partnerships, we are building an inclusive circular economy that uplifts the most vulnerable while fostering equitable growth across Southeast Asia. Our comprehensive approach demonstrates that sustainable development succeeds when it includes everyone—from local communities to regional collaborations.



Community Reach (2024)

Directly Impacting Lives

1,847,396 people supported & served



Employment & Inclusion (2024)

Creating Opportunities for All

54 employees, 96% local hiring, 48% female



Community Engagement (Since 2016)

Building Grassroots Partnerships

255 communities supported



Strategic Partnerships (2024)

Scaling Through Collaboration

158 new partnerships formed

Community
Empowerment &
Engagement

Impact Report 2024

Inclusive Economic
Opportunities

Workforce
Development &
Equity

Strategic
Partnerships for
Social Innovation

Evergreen Labs 35

Community Empowerment & Engagement

GRI 413

Our community engagement extends far beyond traditional CSR initiatives—we build lasting partnerships that place local communities at the center of sustainable development. Through participatory approaches and inclusive decision-making, we ensure that those closest to environmental challenges become partners in creating solutions.

Building Grassroots Partnerships (2024):



Community-Centered Approach

Our engagement model prioritizes **local ownership** and informed consent. Before implementing any infrastructure or programs, we conduct **inclusive** consultations that **respect** cultural dynamics and power structures. This ensures that communities are **genuine partners**, not just beneficiaries, in the circular economy transition.

Regional Community Programs:



STORIES

REWRITING ISLAND POSSIBILITIES

GUIMARAS PROVES SMALL PLACES CAN LEAD BIG CHANGE

When Evergreen Labs signed a Memorandum of Understanding to transform waste management across the entire island of Guimaras in 2024, skeptics wondered if an island of just five municipalities could really pioneer a new model for circular economy. By year's end, Guimaras had become proof that the most innovative solutions often come from the places willing to dream the biggest.

The transformation started with a simple but revolutionary premise: instead of shipping waste off-island for processing elsewhere, why not build the infrastructure to turn plastic waste into valuable resources right here? Through the new Integrated Waste Management Facility in Sapal, communities across San Lorenzo, Sibunag, Nueva Valencia, Jordan, and Buenavista began seeing their discarded plastic transformed into durable eco-boards and plastic lumber—materials that would help build their own community infrastructure.

"The incentive from Evergreen Labs kickstarted the participation and enhanced plastic recovery efforts, especially in communities where there was little to no established collection system," explains Ma. Leah Joy Gabayeron from the Guimaras Environment and Natural Resources Office. But the real breakthrough wasn't just the incentives—it was watching communities realize they had the power to solve their own problems

while creating economic opportunity.

The 2024 launch proved that island constraints could become island advantages. While mainland communities often struggle with complex waste transport logistics, Guimaras created a closed-loop system where plastic waste collected from fishing boats, households, and businesses stays on the island to become building materials for schools, community centers, and homes. Materials that weren't suitable for local processing found their way to partner Justine's Recycling, ensuring nothing was wasted.

As the island-wide system takes hold, Guimaras is becoming a living laboratory for other island communities across the Philippines and beyond. The model demonstrates that sustainability isn't just about managing waste—it's about reimagining what's possible when communities become the architects of their own circular futures.

From a small island in Western Visayas, a big idea is taking root: the places that need solutions most might just be the ones best positioned to create them.

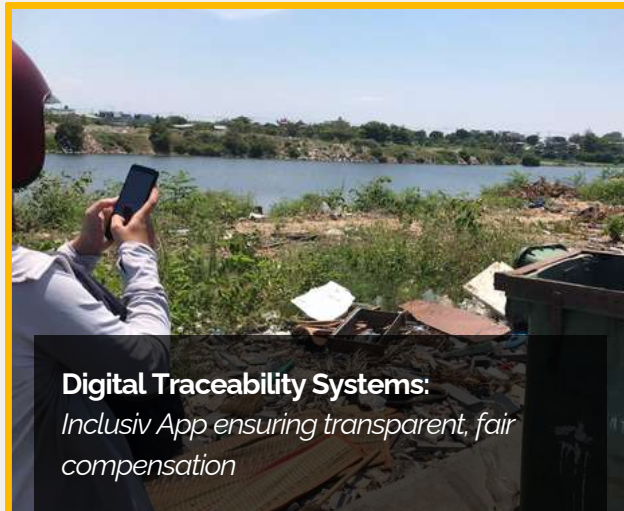
This island innovation story exemplifies the community-driven approaches detailed throughout our [Impact Report 2024](#).

Inclusive Economic Opportunities

GRI 203, 413

We transform environmental challenges into economic pathways for marginalized communities. Our approach prioritizes the informal sector and creates dignified livelihood opportunities that challenge traditional economic hierarchies.

Creating Economic Pathways for Communities:



Fair Payment & Economic Justice:

Our reverse payment model prioritizes those at the base of the value chain—collectors receive fair compensation first, followed by transporters and processors. This challenges traditional economic hierarchies and creates more equitable value distribution.



STORIES

BEYOND COLLECTION

WHEN RECOGNITION BECOMES LIFE-CHANGING CARE

In Vietnam's informal waste sector, workers like Ms. Sáu have long operated in the shadows of the circular economy—essential to its function, invisible to its benefits. Her story reveals how true inclusion requires seeing people as whole human beings, not just economic actors.

"I've never bought myself health insurance, partly because I don't think I need one and partly because I have a lot more to take care of than myself," Ms. Sáu explains, her words reflecting the reality faced by thousands of informal waste workers across Vietnam. For those who spend their days ensuring materials flow through the circular economy, their own wellbeing often comes last.

This changed when Evergreen Labs' Collector Network reached beyond traditional waste collection partnerships. Through their comprehensive support framework, Ms. Sáu received something she had never imagined possible: health insurance coverage, even if just for one year.

"I received a call from you to give me health insurance... it's already one of the best I think I can get. Now I have more confidence to go to the hospital whenever I feel not good with my health," she shares, her gratitude revealing the profound impact of recognition that extends beyond economic transactions.

Ms. Sáu's experience reflects Evergreen Labs' broader approach to informal worker inclusion—one that provides resources, training, and support to improve both safety and livelihood. As part of the movement documented in their white paper "From the Margins to Mainstream," her story represents the eight-year journey of integrating informal waste workers into Southeast Asia's formal economies.

The health insurance program exemplifies how dignified inclusion requires addressing workers' full humanity. When someone who has always put others first suddenly has access to healthcare, it doesn't just change their economic situation—it transforms their relationship with their own worth and future.

This holistic support approach, reaching 10,666 individuals across our operational network—from waste collectors to processing facility workers—proves that sustainable circular economy isn't just about waste flows—it's about ensuring the people who make it possible can build secure, healthy lives for themselves and their families.

Ms. Sáu's story shows that true transformation happens when recognition becomes care, when inclusion becomes comprehensive, and when circular economy solutions circle back to support the people at their heart.

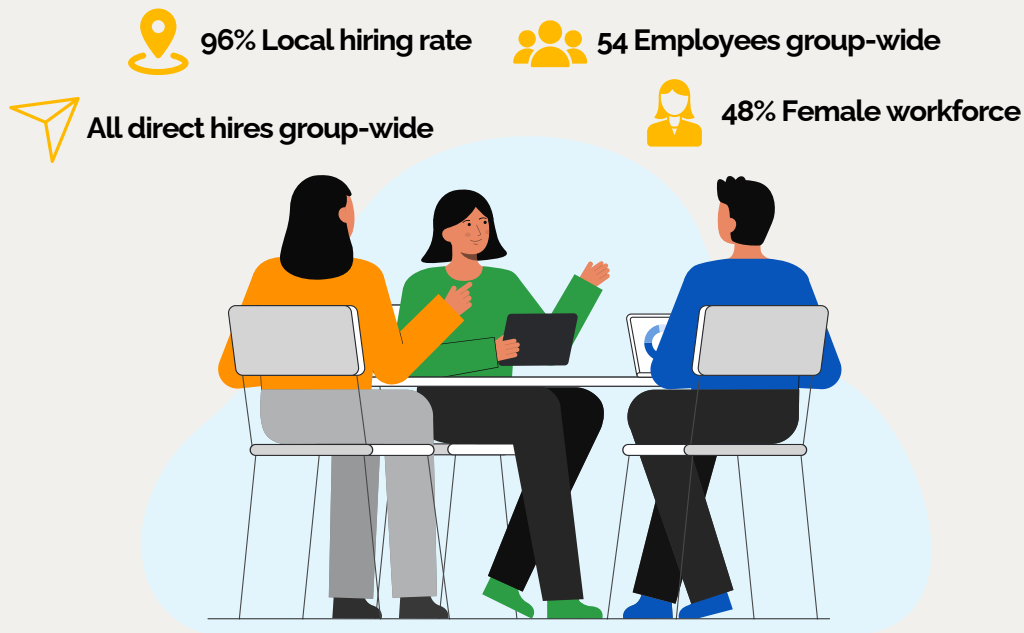
This comprehensive worker support reflects the inclusive development principles detailed in our [Impact Report 2024](#).

Employment and Workforce Development

GRI 401-1, 405-1

Our human capital plays a central role in leading change and achieving our goals across all operations. At Evergreen Labs Group, we provide safe and inclusive workplaces where every employee has equal opportunities to grow and develop. We foster work environments where employees have clear understanding of their roles and responsibilities while receiving support in managing their priorities. We value teamwork, open-mindedness, and pride in doing meaningful work.

Group Workforce Composition (2024)



Anatomy of Workforce

Country-Specific Breakdown



Vietnam

- Total Headcount: 40 employees (primarily Glassia operations and processing facilities)
- Local Hiring: 100%
- Role Distribution: Operations and production, technical expertise, administration, and project management



Philippines

- Total Headcount: 12 employees
- Gender Distribution: Similar to group average (approximately 57% female, 43% male)
- Age Distribution: Majority under 30 years old
- Employment Type: All direct employees



Singapore

- Total Headcount: 2 headquarters staff
- Function: Regional coordination and group management
- Roles: Executive leadership and operations coordination across Vietnam, Philippines, and Singapore markets

Benefits Provided to Employees

GRI 401-2

We are committed to nurturing supportive work environments that promote the health and well-being of our employees across all countries. Our benefits packages are tailored to local regulations while maintaining group standards for employee care.

Group-Wide Employee Benefits

We align our benefits with Philippine labor laws and go beyond mandatory requirements by offering comprehensive coverage:

Leave Benefits for Full-Time Staff

- Sick
- Vacation
- Emergency
- Service Incentive
- Maternity
- Paternity
- Solo Parent
- Bereavement

Additional benefits

- HMO coverage
- Benefits for personal events (wedding, childbirth)

Regular benefit reviews to ensure compliance and responsiveness to employee needs

Training and Development

GRI 404-1, 404-2

We foster continuous skills advancement through internal training programs and hands-on experience across all operations. Our Career Advancement approach is guided by Training Roadmaps and Skills Matrices that outline core competencies required for each role.

Group Training Initiatives & Needs Assessment

AI & Technology Training Series

- 8-hour "AI Basics & Workplace Applications" training completed by all employees

Professional Skills Development

- **"Professional Skills 101 Workshops"** covering client communication, meeting preparation, professional emails, and difficult conversations
- **Individual 1:1 mentorship sessions** supporting team development, including management and leadership training

We regularly assess training needs through:

- Performance evaluations
- Stakeholder feedback
- Management input
- Skills gap analysis

Diversity and Equal Opportunity

GRI 405-1

We respect diverse culture and maintain inclusive and respectful workplaces across all operations. We value unique perspectives and contributions of individuals across genders, skills, backgrounds, and experiences.

Group Diversity Metrics



Management Diversity: Diverse leadership development prioritized in organizational growth strategy



Board Diversity: 25% female (1 of 4 board members)

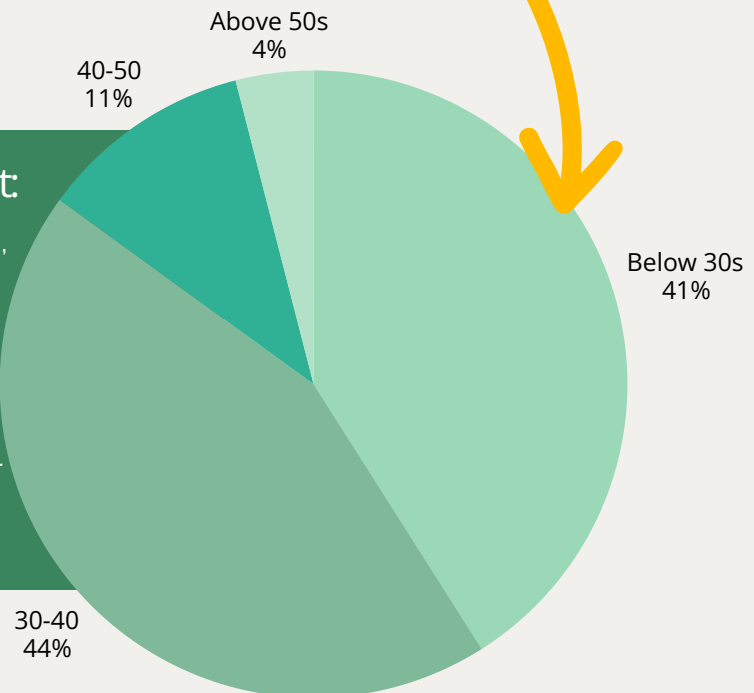


Employee Gender Distribution: 48% female group-wide



Age Diversity

Equal Opportunity Commitment:
We ensure equal opportunity in hiring, employment, development, and promotion regardless of race, color, nationality, sex, gender identity, age, sexual orientation, religion, social or ethnic origin, political opinion, disability, marital status, pregnancy, or other characteristics across all our operations.



Community Impact and Development

GRI 413

Our community engagement extends far beyond employment, reaching hundreds of thousands of people across the region.

Community Reach (2024):

- **Total Communities Supported:** 255 communities 43 new communities added in 2024)
- **People Directly Impacted:** 1,847,396 individuals across all operations
- **Informal Sector Integration (since 2016):** 10,666 collectors and their families supported

Health and Safety

GRI 403, 406, 408, 409

Our commitment to health, safety, and human rights is fundamental to sustainable operations across Southeast Asia. We maintain zero-incident policies for discrimination and child labor while implementing comprehensive safety protocols and supply chain monitoring. Through regular training programs and verification processes, we ensure all team members and partners uphold the highest standards of workplace safety and human dignity.



Discrimination Incidents: Zero incidents reported across all operations

Forced Labor: Zero incidents, with supply chain monitoring

Child Labor: Zero incidents, with verification processes in place



GOVERNANCE

RESPONSIBLE BUSINESS STRONG PRINCIPLES, SMART DECISIONS.

At Evergreen Labs Group, responsible governance creates the foundation for lasting impact across communities and partners. Operating across multiple countries, our governance framework ensures accountability, transparency, and ethical leadership while balancing local responsiveness with group-wide consistency. Our commitment extends beyond traditional corporate governance to encompass meaningful engagement with informal workers, community partners, and local governments—modeling how responsible business practices can drive systemic change across Southeast Asia's circular economy.



Zero corruption violations

across all countries of operation
in 2024



Community-driven partnerships - from

household training to LGU policy
integration



Multi-country governance framework

spanning Singapore, Vietnam, and
Philippines



Robust policy framework - Group-wide

ethics policies with local regulatory
compliance across all operations

Corporate Governance



Impact Report 2024

Ethics and Compliance



Stakeholder Engagement



Responsible Partnerships



Evergreen Labs 44

Corporate Governance Structure

GRI 2-9 to 2-17



Evergreen Labs Group maintains strong governance oversight across our multi-country operations.



Board Member

Not independent
Female
Operations
Strategy



Board Member

Not independent
Male
Finance
Strategy



Board Member

Not independent
Male
Legal
Strategy



Board Member

Not independent
Male
Strategy

Senior Leadership Team



Dr. Kasia Weina

Director,
Founding Partner



Jan Zellmann

Vice Director,
Founding Partner



Erica Cardoso

Managing Director
Philippines



Le Phan

Deputy Operations
Manager, Vietnam



Hung Nguyen

Glassia
Managing Director

Ethics and Compliance

GRI 2-23, 2-27, 205

Maintaining the highest standards of ethical conduct across all operations is fundamental to our mission and stakeholder trust.

Anti-Corruption Performance (2024):

- **Zero corruption violations** recorded across all countries of operation
- **Compliance monitoring** through regular internal audits and review processes
- **Policy adherence** maintained across Vietnam, Philippines, and Singapore operations
- **Ethical business practices** embedded in all partnerships and community engagements



Policy Framework: Our comprehensive ethics framework includes group-wide anti-corruption policies, local regulatory compliance protocols, and clear reporting mechanisms. All team members receive ethics guidance, and we maintain transparent processes for addressing any concerns that arise.



Regulatory Compliance: We maintain full compliance with local labor laws, environmental regulations, and business registration requirements in all countries where we operate, with zero recorded violations in 2024.

Stakeholder Engagement

GRI 2-29

We believe meaningful change happens through authentic collaboration with all stakeholders.

Our engagement approach prioritizes transparency, regular communication, and shared decision-making with:

- Community leaders and residents through participatory design and feedback loops
- Government partners via formal MOUs and ongoing policy dialogue across local and national levels
- Corporate partners through transparent impact reporting and collaborative sustainability initiatives
- Informal workers by centering their voices in program design and implementation

We maintain open communication channels and conduct regular stakeholder consultations to ensure our initiatives remain responsive to evolving community needs and priorities.

Responsible Partnerships

Building Trust Through Transparent Collaboration

Our partnership approach is rooted in mutual respect, shared accountability, and long-term commitment.

Partnership Principles:

- Transparency in impact reporting and resource allocation
- Local ownership ensuring communities maintain control over initiatives
- Capacity building that strengthens partner organizations and systems
- Shared accountability with clear roles, responsibilities, and success metrics



2024 Partnership Framework:

- 43 new partnerships established across government, corporate, and NGO sectors
- Multi-year commitments prioritizing sustained impact over short-term projects
- Joint monitoring systems ensuring mutual accountability and continuous improvement

STORIES

FROM HOUSEHOLD TO POLICY

HOW GRASSROOTS TRAINING TRANSFORMS ENTIRE COMMUNITIES

When Jocelyn Climaco, Barangay Kagawad of Brgy. Manggahan in Pasig City, first partnered with Evergreen Labs, she didn't just see an opportunity to improve waste management—she saw a pathway to transform how her entire community thinks about sustainability.

"Empowering others is the very root of creating impact together," explains Climaco, reflecting on what started as community workshops on waste segregation but evolved into something much more powerful. "Our training on sustainable waste disposal and the promotion of reduced plastic consumption enables a circular economy even within their own households."

The magic happened when these household-level changes began scaling up. The sustainable practices that residents learned at home didn't stay there—they fed directly into the LGU's own programs, creating a ripple effect that reached from individual kitchens to municipal policy.

Through Evergreen Labs' diversion techniques, incentive programs, and collaborative approach, the partnership created new livelihood opportunities for informal waste collectors while building a stronger foundation for community-wide environmental action.

What makes Climaco's story particularly compelling is how it demonstrates the power of starting small and thinking systemically. By focusing on practical training that residents could immediately implement, the program created champions at every level—from households to local businesses that adopted similar practices after witnessing the community workshops.

"It's been a pleasure working with your team, and I appreciate the significant contributions of success. We appreciate your dedication to our partnership," says Climaco. But perhaps more importantly, the partnership exemplifies Evergreen Labs' approach to community engagement: building solutions with communities, not just for them.

This grassroots-to-government approach, now being replicated across the National Capital Region in barangays like Addition Hills in Mandaluyong City and Ayala Alabang in Muntinlupa City, shows how inclusive innovation creates lasting change. When communities become genuine partners in designing solutions, sustainability transforms from an imposed program into a locally-owned movement.

This story reflects the broader findings detailed in our comprehensive sustainability analysis, which you can explore in our [2024 Sustainability Report](#).



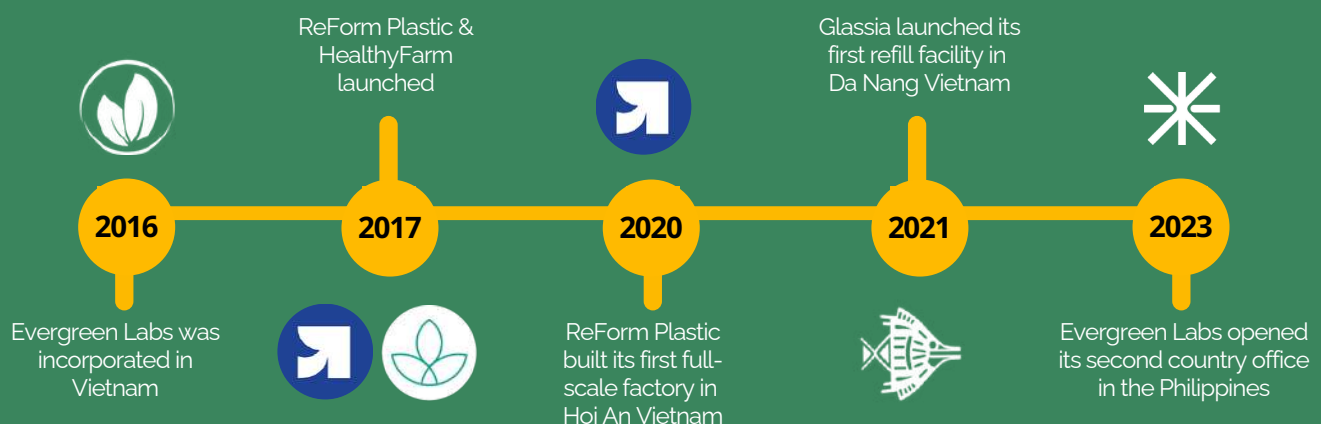
Our Social Ventures

INNOVATION THAT CREATES IMPACT AT SCALE

At Evergreen Labs Group, our social enterprises represent more than just business ventures—they are proof that profitable innovation and positive impact can work hand in hand. Each venture addresses critical challenges in Southeast Asia's circular economy while creating dignified livelihoods, sustainable infrastructure, and lasting community benefits.

ReForm Plastic transforms waste into construction materials through a decentralized, franchisee network of processing facilities. Glassia pioneers reuse culture with refillable glass bottle systems across Vietnam, enabling businesses to be more circular. HealthyFarm advances animal welfare and sustainable agriculture practices. EPR & Supply Chain activities in the Philippines builds the digital and logistical infrastructure that makes inclusive circular economy possible—connecting informal workers, communities, and corporations through transparent systems.

Together, these ventures embody our core belief: the most transformative solutions emerge when environmental sustainability, economic opportunity, and social justice converge to create lasting change from the ground up.



Achievements in 2024



Circular Economy Champion

ReForm Plastic represents our largest waste processing operation, demonstrating the scalability of our circular economy model.

- **Waste Processed:** 168 tons of plastic waste upcycled into new materials
- **Processing Facilities:** 15 franchisee factories installed
- **Economic Impact:** Direct livelihood support for thousands of families
- **Environmental Impact:** Significant waste diversion from landfills and oceans across 11 countries in Asia & Africa



The Collector Network
Powered by ReForm Plastic

Transforming Informal Waste Systems

Our integrated approach to supporting informal collectors creates dignified livelihoods while improving waste management.

- **Total Collectors:** 10,666 individuals across all operations (since 2016)
- **Average Income Increase:** 31.67% compared to the average income of waste workers in Da Nang City
- **Safety Equipment Provided:** 253 PPE and First-aid kit provided
- **Training Programs:** 7 events held to build capacity across the informal sector

Achievements in 2024



Vietnam Sustainable Hydration Solution

Glassia's water refill system demonstrates how circular solutions can address multiple SDGs simultaneously.

- **Bottles Refilled:** 3.12 million bottles
- **Estimated CO₂ Savings:** 212 metric tons through single-use plastic avoidance
- **Active partnerships with businesses:** 68 across Vietnam
- **Plastic Avoided through reuse:** 75 metric tons

Achievements in 2024



- **Hens Supported:** 33,051 hens across operations
- **Corporate Partnerships:** 39 partnerships supporting sustainable agriculture
- **Farms supported through training & transition programs:** 11 farms across Vietnam
- **Public participation in campaigns, programs & events:** 280,263 individuals engaged in animal welfare

Regional Sustainable Agriculture Innovation

HealthyFarm represents our commitment to sustainable food systems, humane animal welfare and rural community development.

 HealthyFarm®

Achievements in 2024



EPR Inclusive Supply Chain Innovation

Our EPR and supply chain initiatives demonstrate how compliance can become a catalyst for community empowerment and systemic change.

- **Supply Chain Networks Built:** 78 inclusive supply chains established, creating transparent pathways from collection to processing
- **Economic Impact Generated:** ₱6,898,558 in direct income distributed to communities through equitable payment systems
- **Circular Economy Partnerships:** 17 businesses and government entities engaged through signed MOUs establishing long-term circular economy commitments
- **Plastic Credit Innovation:** 4,105 EPR plastic credits converted, demonstrating how EPR compliance can fund community-level environmental action



CREATING IMPACT TOGETHER

JOIN OUR MISSION TO SCALE THE CIRCULAR ECONOMY

The achievements in this report represent just the beginning. We've proven that circular economy solutions can thrive when they're accessible, affordable, and community-driven. But scaling this impact requires partnership.

Whether you're an investor seeking proven returns, a corporation needing sustainable supply chain solutions, a government exploring circular economy policy, or a community ready to build local enterprises—we're here to collaborate.

Ready to Get Involved?



Partner with us to scale accessible circular economy solutions across Asia-Pacific and beyond

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Philippines +63 (0) 917 5065 552
(02) 8584-8485

Social media: @evergreenlabs

The Future is Circular. The Time is Now.

We believe the circular economy shouldn't be a privilege reserved for wealthy markets—it should be accessible, affordable, and profitable for everyone, everywhere.

Together, we can prove that environmental responsibility drives economic opportunity, that community empowerment scales global impact, and that the solutions the world needs already exist—they just need partners bold enough to implement them.

The circular economy we're building opens up new possibilities for innovation, entrepreneurship, and community empowerment. Join us.

GRI CONTENT INDEX

Statement of use

Evergreen Labs Group has reported the information cited in this GRI content index for the period [January 1 to December 31, 2024] with reference to the GRI Standards.

GRI 1 used | GRI 1: Foundation 2021

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GRI 205: Anti-Corruption		
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	GRI 205-2 Communication and training about anti-corruption policies and procedures	46-47
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GRI Standard	Disclosure	Location
GRI 303: Water and Effluents 2018		
	3-3 Management of material topics	25-27
	GRI 303-1: Interactions with Water as a Shared Resource	25-27
	GRI 303-5 Water Consumption	25-27
GRI 304: Biodiversity 2016		
	3-3 Management of material topics	28-29
	GRI 304-2: Significant impacts of activities, products, and services on biodiversity	28-29
GRI 305: Emissions 2016		
	3-3 Management of Material Topics	26-27
	GRI 305-1: Direct (Scope 1) GHG emissions	26-27
	GRI 305-2: Every inirect (Scope 2) GHG emissions	23-24
	GRI 305-4: GHG emissions intensity	26-27
GRI 306: Waste 2020		
	3-3 Management of Material Topics	25-26
	GRI 306-1 Waste generation and significant waste-related impacts	25-26
	GRI 306-2: Management of significant waste-related impacts	25-26
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	GRI 306-5: Waste directed to disposal	25-26
GRI 307: Environmental Compliance 2016		
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GRI Standard	Disclosure	Location
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Group-Specific Disclosures

Additional Context for Group Reporting

Geographic Scope: This GRI Content Index covers Evergreen Labs Group operations across three countries:

- Singapore: Group headquarters and regional coordination
- Vietnam: Glassia Water operations and waste processing facilities
- Philippines: ReForm Plastic, Extended Resources, and HealthyFarm operation moved to Vietnam

Materiality Boundary: Material topics identified apply across all group operations, with some topics having greater relevance in specific geographic contexts:

Material Topic	Primary Geographic Relevance	Cross-Border Impact
Solid Waste Management and Disposal	Vietnam, Philippines	High - Regional supply chains
Indirect Social Economic Impact	All countries	High - Group business model
Engagement of Stakeholders in Strategic Planning	All countries	High - Group governance
Accountability for Environment & Social Impact	All countries	High - Group reporting
Community Engagement and Relations	Philippines, Vietnam	Medium - Local operations
Climate Change Adaptation & Mitigation	All countries	High - Regional climate risks
Supply Chain Resilience	All countries	High - Integrated operations
Employment & Skills Development	All countries	Medium - Local workforce

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Reporting Limitations:

- Some country-specific data may not be directly comparable due to different operational scales and regulatory contexts
- Certain metrics are reported at consolidated group level where individual country data is not material
- External assurance has not been obtained for this reporting period

Data Collection: Data presented in this report has been collected from:

- Country-specific operational reporting systems
- Group-wide management information systems
- Third-party verification for key environmental metrics
- Stakeholder surveys and engagement activities

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