

BREWING PURPOSE BUILDING FUTURES

BLK & BOLD®

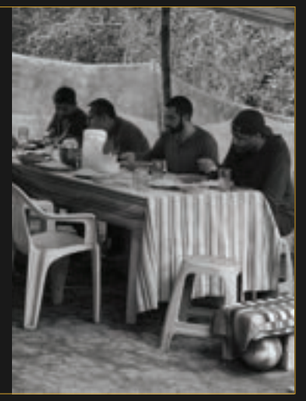
ANNUAL IMPACT REPORT

PUBLISHED IN 2026, COVERING 2025

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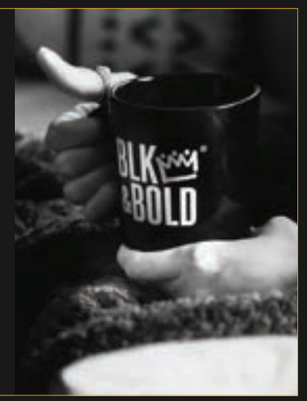
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Dear friends,

BLK & Bold was a belief long before we knew we'd be roasting coffee: that everyday behaviors and decisions can put opportunity back into communities. Our story begins in Gary, Indiana, a city whose numbers didn't predict much for kids like us. We saw firsthand what mentors, youth programs, and community spaces can do for a young person's path. Years later, our work across retail, consumer goods, and nonprofit fundraising showed us how a business grows and, in many ways, who gets left out. In 2018 we launched BLK & Bold with $20,000 in savings and a garage roaster, to put both lessons to work. We give 5% of gross profit to the organizations that serve under-resourced youth, through an initiative we call For Our Youth.

Too many young people are held back by circumstances they didn't choose, not by who they are or what they're capable of. We're proud to work with partners who make it their mission to change those circumstances. Being intentional about your daily cup of coffee is one way to be part of that work with us.

But the coffee has to earn its place in your daily routine first. We meet you where you are on the coffee spectrum and introduce you to coffees you haven't tried yet. Specialty coffee has historically excluded the very communities we were built to serve, and we exist to open it to them. Reaching them means showing up in new markets, and each time we do, we get the chance to expand the community partners we support. The more people make BLK & Bold part of their day, the further the 5% reaches. In 2025, we roasted more than a million pounds of coffee, and every pound sold put more behind the young people our partners serve.

It's one thing to tout the numbers: the more than $675,000 we gave from 2018 through 2025, the $552,030 in Fair Trade premiums our sourcing has generated over the same years, and so on. It's another thing to challenge the status quo.

Looking back on our own journeys, we know the career paths that open early for some young people barely exist for others. So we support partners who build those paths through job training, paid apprenticeships, and college savings accounts. Those partners also grow food on vacant land, put computers in students' homes, and offer young people alternatives to the justice system. Whatever you buy, you have options, and it matters who you rock with.

In the following pages, you'll meet the company we've built, the coffee at its center, the places it's being poured, the partners our 5% supports, and the Foundation we recently launched. (And hey, there's room for you at the counter, too.)

In gratitude, and with boldness,

Jarrhod & Pernell



AN ENTERPRISE *THAT STARTS* WITH PEOPLE



BLK & Bold, LLC is a social enterprise beverage company. We supply the employers, universities, hospitals, hotels, convenience stores, and foodservice operators that serve our drinks to their employees, students, patients, and guests; we also sell to shoppers in stores and online. Every brand in our growing portfolio challenges a rule the beverage industry takes for granted: that a drink, and the way it's made and marketed, has to serve either the masses or one narrow audience. The company itself challenges a larger rule of commerce: that impact is an asterisk to profit. In our model, impact sits at the center, and purpose and profit feed each other.

Our flagship brand, BLK & Bold Specialty Coffee, came first: micro-roasted, specialty-grade coffee in light, medium, and dark roasts, for every kind of coffee drinker. Today we're expanding beyond any single category, and we aim to become the leading away-from-home beverage platform, supplying the drinks people reach for throughout their day, wherever they are.

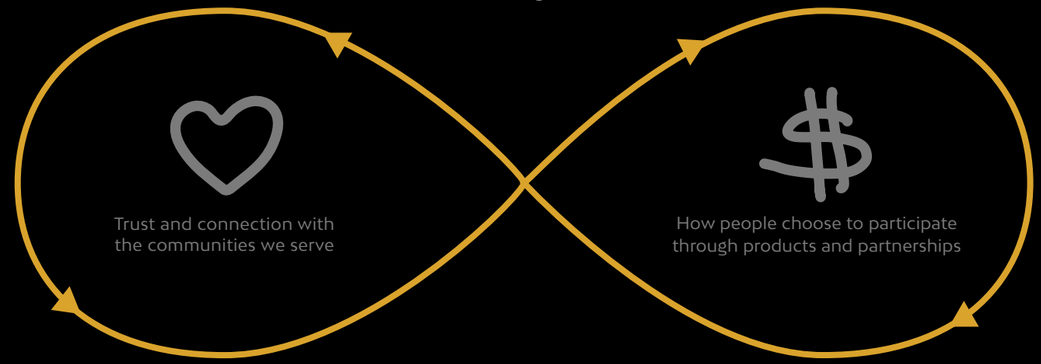
We're building that platform as a social enterprise: a for-profit company with a for-purpose commitment at its center. We give 5% of our gross profit to organizations serving underserved youth. Gross profit is what's left from sales after we pay to make our products, before salaries, rent, and other expenses, so our 5% sits at the heart of our financial statements, ahead of the bottom line. The more people choose our drinks, the more we can give: together with our partners, we're fueling mentorship in Chicago classrooms, cultivating new skills on urban farms in Brooklyn, and bridging the digital divide in Houston homes.

Since 2018, we've grown from a garage to being named Iowa's fastest-growing private company two years running, and in 2023 we reached No. 61 on the Inc. 5000 list (No. 4 among food and beverage companies). In 2021, we had a multi-year partnership with the NBA, which matched our 5% on every co-branded bag. In 2022, we partnered with Marvel Studios on Black Panther: Wakanda Forever.

In September 2024, NFL Hall-of-Famer Deion "Coach Prime" Sanders joined BLK & Bold as a co-owner and Social Change Leader and starred in "All Rise," our first nationally televised commercial.

Regenerative Economics × Everyday Behaviors

What people drink, where they gather, and how they show up in their communities all create economic activity. Our enterprise is designed to reinvest that activity in communities and the next generation.



In 2025

- We premiered our four-part docuseries, BLK & Bold: A Journey Rooted in Coffee, Community, and Climate, at Drake University's Business for Good Summit
- Pernell and Jarrhod received the Excellence in Coffee Leadership Award from the Coffee Coalition for Racial Equity
- Students from our community partners joined Jarrhod and Coach Prime for our first Impact Huddle
- We bought 846,865 pounds of Fair Trade Certified coffee, generating $169,373 for farming communities

How we operate

Four principles turn our impact model into daily decisions. The first three start with people, and the fourth makes sure we can reach them at scale.

- **Community-Centered Commercialization.** We design products, partnerships, and opportunities alongside the communities we serve, and we build economic inclusion into the model from the start.
- **Cultural & Lifestyle Relevance.** We stay close to the communities we serve, so we see new tastes, habits, and needs before the broader market does. Relevance is our innovation strategy.
- **Consumer Truth Before Category.** We start with people: how they live, work, and gather, and what they already drink, before we decide what to make.
- **Enterprise Operational Excellence.** We build systems that a large customer can trust to deliver consistent coffee, reliably, and at volume.



HEALING A CENTURY OF COFFEE, ONE *COMMUNITY* AT A TIME



We didn't start with a product. We started with a promise: that whatever business we built would fuel change. It was a conviction that came straight from our upbringing.

Gary, Indiana was once a thriving steel hub, but by the time we were growing up it had become one of the most disadvantaged cities in the country. Poverty was high, resources were scarce, and safe, community-centered spaces were few and far between. Cafes, for example, were virtually nonexistent; the closest thing to a "coffeehouse" was a McDonald's where retirees gathered over paper cups. The Boys & Girls Club was a safe haven for us, offering structure, mentorship, and stability when little else did. It was there that we learned the transformative role youth-focused nonprofits can play in a young person's life... and it planted the seed for what BLK & Bold would eventually become.

> **"We started BLK & Bold as two guys who know firsthand what it's like to grow up in under-resourced communities. For us, the model is simple: never forget where you came from, and always reinvest in the people who were there for you."**
>
> **Jarrhod Johnson,**
> Co-Founder & Chief Values Officer

Our mission needed a product with reach, daily resonance, and cultural weight. Coffee offered all three, as the most widely consumed beverage among U.S. adults and a ritual touchpoint for two-thirds of Americans. But the industry had gaps: in the National Coffee Association's surveys, Black Americans have long reported drinking coffee at lower rates than other groups, and no Black-owned coffee brand was distributed nationally until BLK & Bold. As two friends who'd spent years in coffee shops as consumers, we felt that lack of representation, both behind the counter and in the retail aisles, personally.

> **"I kept wondering about this product I was spending so much money on but knew so little about. The more I learned, the more I fell in love with coffee itself... but the more I felt a disconnect with an industry that lacked representation and too often ignored the communities it served."**
>
> **Pernell Cezar,** Co-Founder & CEO

The coffee industry in the United States has unfolded in three waves, none of which has been inclusive.

In the first, coffee reached American grocery shelves as a commodity, sold by companies that wanted people to drink it but didn't see the need to educate them on the product they were consuming. Those companies competed on low prices and wide availability, and people drank coffee for the caffeine. Few roasters sourced or roasted with quality in mind.

In the second, espresso machines put cappuccinos and macchiatos on cafe menus, and coffee shops began popping up across the country in the late 1980s. They opened in dense urban neighborhoods that had begun to treat the cafe as a third place between home and work. They advertised to the communities they already pictured as customers.

The third wave grew out of roasters who sold to independent cafes and built their reputations on how much they knew about each coffee: the farm, the soil, the notes in the cup, and so on. That knowledge hardened into a hierarchy of what counts as "good coffee": a dark roast is a "lesser coffee" because a long roast burns away what makes each bean distinct; small batches of rotating single origins mark a discerning drinker. The third wave gave specialty coffee a new look and a new vocabulary, but it pictured the same customers the second wave did.

THREE WAVES

HOW WE GOT HERE

Specialty Coffee Association of America founded — 1982

Fair Trade USA founded — 1998

B Lab, which certifies B Corps, founded — 2006

1

1800s ONWARD

GROCERY SHELVES

Coffee sold as a commodity at low prices, and consumed for the caffeine.

2

1960s–1990s

ESPRESSO AND THE THIRD PLACE

Cappuccinos on café menus, and coffee shops in dense city neighborhoods.

3

2000s ONWARD

ROASTERS TO INDEPENDENT CAFES

Origin, tasting notes, and a hierarchy of "good coffee."

Since 2018

BLK & BOLD

"We live on the bridge."

Pernell Cezar,
Co-Founder & CEO

- Specialty grade, with the education along the way.
- On shelves, on campuses, and in workplaces, wherever people already buy their coffee.
- Light, medium, and dark roasts, all specialty grade.

Black-owned and nationally distributed. A Certified B Corp that buys Fair Trade Certified coffee and gives 5% of gross profit to organizations serving underserved youth.



Roasters competed by drawing finer and finer distinctions for the same small circle of connoisseurs, and specialty earned a reputation for being exclusive. People who liked a dark roast didn't see a place for themselves in a third-wave cafe. People the first wave had never taught anything about coffee didn't feel welcome at the counter. And people who bought their coffee at the grocery store rarely found a small-batch single origin on the shelf.

We came to coffee the way the rest of the country did: first for the caffeine, then for the cafe, and finally for a nuanced cup that could connect to conscious consumerism and social values. Our families and communities had lived largely in separation and segregation from coffee's rituals, even as those rituals created economic mobility for many of the people who took part in them. Over the years, we kept asking how the disparities we'd seen growing up, and inside an industry we'd come to love, could be healed for the generations ahead.

And so coffee became our canvas, and Regenerative Economics × Everyday Behaviors became our model. We'd meet people where they already were, whatever they drank and wherever they bought it, and build a bridge from there to specialty coffee. Every cup they chose would grow the business,



and 5% of its gross profit would go to regenerate what's broken well past coffee, starting with young people in the communities where it's poured. That commitment sits at the center of the model, and it's the reason the rest of our work happens.

Putting Needs Before Products

Most beverage companies ask: What product should we sell? **BLK & Bold asks:** What cultural and lifestyle needs are consumers feeling that the beverage industry hasn't yet solved? Starting from that question changes how we innovate, commercialize, hire, partner, and choose new categories.

EVERY ROAST IS *SPECIALTY* GRADE



SINGLE-ORIGIN · LIGHT ROAST

LIMU, ETHIOPIA

LIGHT

Chocolate · Blueberry · Honey

A natural-process coffee from the birthplace of coffee. Gorgeous black, with a bright, fruity finish.

NATURAL PROCESS



BLEND · MEDIUM ROAST

RISE & GRND

MEDIUM

Toffee · Nutty · Lemon

Sweet and creamy, with a touch of lemon brightness. Built for the hustle.

100% FAIR TRADE CERTIFIED™



BLEND · DARK ROAST

SMOOVE OPERATOR

DARK

Caramel · Toffee

Silky and full-bodied. Excellent black, with cream, or as espresso.

100% FAIR TRADE CERTIFIED™



Whether you drink great coffee shouldn't depend on where you live, how much you already know about it, or how dark you like it roasted. We start with the coffee people already like, and when they get curious, we give them somewhere to go next, from a familiar dark roast to a fruit-forward, natural-process light roast. We want people to learn along the way, and to feel welcome in specialty coffee's spaces and in the industry itself.

We source specialty grade, and we reject specialty coffee's hierarchy of roasts: light, medium, and dark are equally worthy. A quality dark roast depends on consistently controlling the temperature spike, and because we've invested in the infrastructure to maintain that control, we can make a dark roast that earns specialty grade.

Our trained roasters and a production crew that doesn't take shortcuts oversee every step of production. They start with trusted importers, align on target taste profiles, and lead rigorous cuppings to select and refine each blend. Typical R&D batches run just 1-5 lbs, with batches closer to 125 lbs on our production stations: small enough to stay nimble, large enough to supply national demand. Development times and Agtron color readings are logged for every batch and reviewed daily, and we cup by the Specialty Coffee Association's protocol when we source coffee and before and after we roast it.

We also lean into processing choices that protect nuance. Alongside traditional washed coffees, we source natural/sun-dried lots (rotated in the full fruit to maximize contact with the cherry) so more of those subtle fruit notes make it to your cup.

Coffee is a harvested crop that tastes a little different from year to year, and ours is served across the country, so we focus primarily on blends that keep the cup consistent wherever it's poured. We micro-roast our specialty-sourced coffee at national scale without handing the roasting to robots that can't taste the coffee.

Our blends and single origins reflect the diversity of coffee drinkers we serve. The three on the previous page show one from each roast level, light to dark.

Customers often say they initially tried BLK & Bold for the mission but stayed for the taste, describing our blends as "smooth but bold" and "never bitter."

Some of our favorite reviews:

"Amazingly smooth. I was not expecting that from a dark roast whole bean. It is the first time I have ever tried this brand (and I did so based on the reviews). I will gladly be going back again to this brand. I may have found my new favorite coffee bean."

"Hands down the BEST coffee I have ever had. It's the taste I have been searching for. I do cold brew and I do not have to use as much coffee as with other brands to get the flavor strength I desire. It's so smooth and the caramel toffee notes bring a nice flavor to my iced lattes. I just want it in a bigger bag!"

"Smoove Operator is without a doubt the best dark roast coffee I have ever drank. I've been a daily coffee drinker for 35 years, and this coffee reigns supreme. Additionally it's easy on my stomach. Most dark roasts weigh a bit heavy on my stomach, Smoove Operator does not."

"Specialty coffee" is an earned designation. Licensed Q Graders (certified coffee tasters) evaluate beans on aroma, flavor, acidity, body, and balance, with 80+ points (on a 100-point scale) required for specialty grade. **BLK & Bold sources coffees that consistently meet and exceed this standard, often selecting lots that score near the top of the scale.**

Certified for safety and quality

BLK & Bold holds Safe Quality Food (SQF) certification, a globally recognized standard that governs food safety and quality management. Large food buyers require it of their own suppliers, and we hold it as a specialty micro roaster. At the roastery, that means documenting sanitation logs, allergen checks, and full traceability from green coffee to packaged product. For cold brew and ready-to-drink products, it means validating the steps that eliminate pathogens, monitoring pH and water activity, performing lot-level micro-testing, and using oxygen-controlled packaging for shelf stability. You shouldn't have to second-guess what's in your cup.

UPSTREAM OF EVERY CUP

TRUE SUSTAINABILITY BEGINS WITH FARMERS.
THAT'S WHY WE'VE COMMITTED TO
BUYING FAIR TRADE CERTIFIED™ COFFEE.

How Fair Trade works

- A fairer, more stable price for farmers' harvests
- An additional Fair Trade Premium, paid into the Community Development Fund
- Farmer cooperatives decide democratically how to invest it
- Rigorous social and environmental standards, and more stable, long-term trading partners

For a company our size, being among the top 30 Fair Trade Certified coffee roasters in the U.S. is no small feat. In 2025, we purchased 846,865 pounds of Fair Trade Certified product, generating $169,373 for the Community Development Fund. Since our first Fair Trade purchase in 2018, our premiums to the fund have totaled $552,030.

In Honduras, one cooperative used funds to create a virtual classroom so students could continue their education during the pandemic. In Peru, growers have invested in both healthcare (building a dentist's office for the entire community) and environmental initiatives like agroforestry projects that pair reforestation with sustainable coffee production. Premiums have also supported childcare centers, financial literacy training, solar panels powering local clinics, and programs for the next generation of farmers.

What we're learning about our footprint

Our first baseline assessment in 2025 showed that BLK & Bold generated 4,039 metric tons of CO2e:

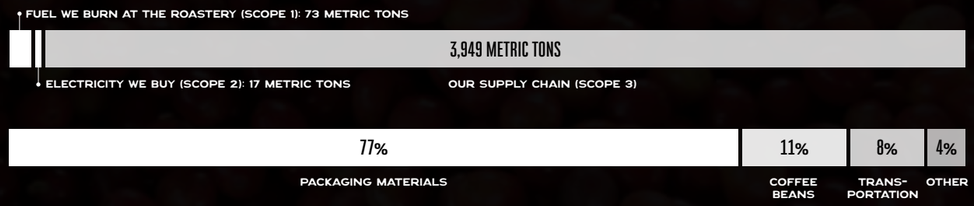
1. Fuel we burn at the roastery (Scope 1): **73 metric tons**
2. Electricity we buy (Scope 2): **17 metric tons**
3. Our supply chain (Scope 3): **3,949 metric tons,** about 98% of our total emissions. Within it:
   - Packaging materials: **77%**
   - Coffee beans (agriculture and processing): **11%**
   - Transportation (freight and logistics): **8%**

Nearly all of those emissions sit with the packaging partners, growers, and haulers we work with but don't directly control. Our climate work can make the most difference through our influence over those suppliers, and we're still learning what the work entails.

Our four-part docuseries chronicles the early steps of this work. Filmed in part in San Ignacio, Peru, a community where 95% of residents depend on coffee, the series shows what rising temperatures and shifting rainfall mean for yields, quality, and the livelihoods of the people who grow it.

98% OF OUR EMISSIONS COME FROM OUR SUPPLY CHAIN: SUPPLIERS WE INFLUENCE BUT DON'T DIRECTLY CONTROL.







Every workplace, campus, or store that serves BLK & Bold puts more money behind our 5% pledge. It also connects us to new drinkers, to the neighborhood and city around it, and to the employers, local leaders, and community partners who have a stake there.

Built to Serve at Scale

Workplaces, campuses, and foodservice operators judge suppliers by their reliability, their efficiency, and their capacity to deliver coffee in bulk. Our 33,000-square-foot production facility in Des Moines, Iowa, delivers on all three. For all that scale, we still work like a specialty micro roaster, and we make coffee in all the forms those buyers serve: whole bean and ground, single-serve pods, and liquid coffee such as cold brew and ready-to-drink beverages.

We also produce beverages for other companies under contract (the industry calls this co-manufacturing), and we're expanding into hydration drinks starting in 2026. Since 2021, our coffee has gone into Ben & Jerry's pints through coffee flavor collaborations, most recently in 2024 as the espresso bean fudge chunks in Coffee, Coffee BuzzBuzzBuzz. Every one of those products counts toward the 5%.

How Our Coffee Travels

BLK & Bold is poured away from home: in corporate break rooms, university dining halls, cafeterias, and coffee bars. It also sits on grocery shelves and ships to homes through e-commerce. In 2025, BLK & Bold reached 44 states and Canada.

Our coffee reaches workplaces and campuses through foodservice and office coffee distributors. We have national agreements with every major distributor of both kinds, and we call them our roads to impact.

BLK & Bold is an official coffee supplier for Microsoft's global headquarters, and our coffee is served at Amazon, Bank of America, Capital One, and Principal Financial Group. Students drink BLK & Bold at Harvard Business School, Howard University, NYU, Northwestern's Kellogg School of Management, Towson University, and the Community College of Philadelphia. We think of these companies as partners. Our job is to give their employees a coffee worth drinking every day, and a reason to feel good about drinking it.

> "We've built a values-aligned bus, and we choose who gets on it. Every partner we take on has to fit where we're going."
>
> **Pernell Cezar,** Co-Founder & CEO

One Account, Many Cups

Buyers of away-from-home coffee switch suppliers slowly, and our biggest obstacle is getting discovered. Part of our work is showing buyers that specialty coffee can suit everyone in their breakrooms and dining halls. On campuses, dining directors choose the coffee, and winning one over puts BLK & Bold in front of students who are still learning what they like in a cup, forming the habits they'll keep, and deciding which companies deserve their money.

Employees don't have to change their routine to make a difference. They only have to expect more from the coffee they already drink at work. Grocery shelves and online orders are roads in, too: every bag bought at either of these places adds to our 5% contribution.

LOCAL IMPACT AT *SCALE*

COFFEE FOR YOU.
IMPACT FOR OUR YOUTH.





From 2018 through 2025, our 5% pledge generated more than $675,000 in contributions to youth-focused nonprofits, fueling programs in education, workforce development, food security, mental health, and digital access.

Impact grants

Our 5% goes to our community partners as Impact Grants every year, distributed equally across our partner network.

"We've always believed that a for-profit business could be an engine for domestic impact. If children are the future, then they should be equipped with the resources to manifest their potential, not left behind by socio-economic disparities. The 5% pledge was our way of turning a daily ritual into a funnel for opportunity."

Pernell Cezar,
Co-Founder & CEO

Where the 5% Goes

We choose partners for the work they do, and as our coffee has reached more cities, through the workplaces, campuses, and stores that serve it, we've come to know those locations more intimately. Increasingly, we seek out organizations working on what each city needs most. When our sales start growing in a particular city, we'll look for a partner there.

All our coffee is roasted in Des Moines, but we want to be local wherever people drink it. In the cities where we have partners, a cup of BLK & Bold helps fund an organization that may serve the drinker's own neighbors. We call this "local impact at scale," and it only works when the coffee is within reach: on the shelf, in the breakroom, or in the dining hall.

In Des Moines, Houston, and Chicago, for example, local data shows the need each partner is working on:

DES MOINES

In spring 2023, only half of Des Moines public school fourth graders (50.1%) scored "proficient" or "advanced" in English language arts, compared to 73% statewide. By Degrees Foundation partners with schools on the city's north side to raise graduation and college-readiness rates.

HOUSTON

In 2025, 171,000 households in Harris County, which includes Houston, didn't have reliable internet. Compudopt, our partner there, gives families free computers, helps them find free or low-cost internet, and teaches kids the digital skills to use both.

CHICAGO

In 2019, 99.8% of residents in Riverdale, on Chicago's Far South Side, lived more than half a mile from a supermarket, compared to 21.9% citywide. Urban Growers Collective grows food on urban farms on the South and West Sides and brings it into neighborhoods like Riverdale, including through Fresh Moves, a farmers market on a converted bus.

WHAT THE 5% FUNDS

Everyday inequities take many forms: a student tries to finish homework without internet access, a child sits through class on an empty stomach, and a teenager is disciplined more harshly than their peers for the same behavior. These disparities are pervasive and compounding. Our partners are working to remove them in their own communities, with support from our 5%.



FOOD, LAND, AND HOME

FOOD INSECURITY

Nearly 1 in 3 U.S. households with children were food insecure in 2025

Among Black and Hispanic adults with children, the food insecurity rate was more than 42%, compared to 25% for White adults with children.

Where BLK & Bold intervenes: Urban Growers Collective (Chicago), Acta Non Verba (Oakland), Cloud 9 Farms (Philadelphia), and City Growers (Brooklyn) transform vacant land into farms and gardens, expanding food access while equipping youth with agricultural, environmental, and leadership skills.

YOUTH HOMELESSNESS

A one-night count in January 2025 found more than 42,000 young people under 25 were homeless

HUD's count included more than 35,000 unaccompanied youth and more than 7,300 young parents (ages 18-24). A count across a full school year is far larger: in 2023-24, public schools identified more than 1.5 million students experiencing homelessness.

Where BLK & Bold intervenes: Sunset Youth Services (San Francisco) provides critical support and crisis intervention for homeless and justice-involved youth, while LA Conservation Corps (Los Angeles) offers job training, education, and mentorship that help vulnerable young people gain stability and pathways toward long-term independence.

ACCESS TO NATURE

More than 100 million Americans don't have a park within a 10-minute walk of home

In nature-deprived places, nearly 3 in 4 communities are communities of color, and nearly 3 in 4 are low-income. Living without nature nearby limits opportunities for play, health, and connection to the outdoors.

Where BLK & Bold intervenes: In 2025, Greening Youth Foundation (Atlanta) and LA Conservation Corps (Los Angeles) introduced underrepresented youth to conservation careers and outdoor education; City Growers (Brooklyn) connects young people in dense urban areas to green spaces and the benefits of nature.

Los Angeles

LA Conservation Corps

In its 2024-25 fiscal year, the Corps provided 586 young adults with work experience, education, and support, and ran after-school programs for 4,615 Los Angeles public school students at 23 schools.

Atlanta

Greening Youth Foundation

In 2025, connected underrepresented youth and young adults to the outdoors and to careers in conservation.

*Alumni Partner

Chicago

Urban Growers Collective

In its 2025 season, UGC had 205 Youth Corps participants and harvested more than 28,000 pounds of crops across its farm sites.

Oakland

Acta Non Verba

In 2024, Acta Non Verba served 1,065 Oakland youth, and 93% of Camp ANV families strongly agreed it gave their child opportunities they didn't get in school.

Brooklyn

City Growers

In its tenth season, City Growers taught 5,940 young people from more than 140 schools and organizations through rooftop farm workshops, school gardens, and paid high school programs in beekeeping and urban agriculture.

Philadelphia

Cloud 9 Farms

Runs three community gardens in Philadelphia and is working with residents of West Philadelphia's Belmont neighborhood on a community-led plan to grow and distribute food.

*Alumni Partner

SCHOOL, CAREER, AND ACCESS

ENRICHMENT GAP

High-income families spend 9x what low-income families spend on their children's activities outside school

In 2025, high-income families spent $6,588 a year on after-school and summer activities; low-income families spent $734. 84% of low-income children whose parents want an afterschool program don't have one.

Where BLK & Bold intervenes: Kid Power (Washington, D.C.) and By Degrees Foundation (Des Moines) expand after-school programs, mentorship, and college prep to close enrichment and readiness gaps and open doors to opportunity.

EDUCATION & DISCIPLINE DISPARITIES

Black boys are 8% of U.S. K-12 students but 22% of those suspended from school

Black girls make up 7% of students and 13% of those suspended. A federal review found the same disparities in wealthy and poor schools alike.

Where BLK & Bold intervenes: Youth Guidance (Chicago) places mentors and evidence-based supports inside schools, helping students strengthen social-emotional skills, reduce suspensions, and stay engaged through graduation.

GRADUATION GAP

Black students are nearly 2x as likely as White students not to finish high school on time

19% of Black students don't graduate in four years, compared to 10% of White students. Among economically disadvantaged students, the rate is also 19%, compared to 13% of students overall.

Where BLK & Bold intervenes: Youth Guidance (Chicago) helps keep students on track to graduate, while the Center for Black Innovation (Miami) exposes youth to coding, entrepreneurship, and leadership pathways, broadening the opportunities available after graduation and into their careers.

DIGITAL INEQUITY

Nearly 1/2 of adults in households earning under $30,000 have no home broadband

In 2025, 46% went without it, compared to only 6% of adults in households earning $100,000 or more. Without home internet, students fall into the "homework gap": they can't complete assignments or fully take part in digital learning.

Where BLK & Bold intervenes: Compudopt (Houston) delivers free computers and digital literacy training, ensuring students can fully participate in school and future careers.



Des Moines

By Degrees Foundation

In the 2024-25 school year, By Degrees supported 2,348 students in Des Moines' north side schools, and its scholars earned $64,145 across 319 college savings accounts.

Chicago

Youth Guidance

Through school-based programs like Becoming A Man (BAM) and Working on Womanhood (WOW), Youth Guidance serves more than 11,500 young people a year at 201 Chicago schools and community sites.

Washington, D.C.

Kid Power

In its 2024-25 fiscal year, 309 students joined Kid Power's High-Impact Tutoring program, and 92.9% improved their reading scores.

Miami

Center for Black Innovation

Through its Next Gen Legacy Lab, CBI introduces young people to pathways in innovation and leadership; more than 4,000 students have taken part in its programs since its founding in 2013.

*Alumni Partner

Houston

Compudopt

In 2025, Compudopt served 4,500 students and distributed 41,970 free computers.





JUSTICE, HEALING, AND EXPRESSION

JUVENILE JUSTICE DISPARITIES

Black youth make up 15% of U.S. youth **but 46% of young people in juvenile placement.**

They're 5.6x more likely than White youth to be held in placement. Latino youth are 25% more likely nationally, and at least 2x as likely in 11 states.

Where BLK & Bold intervenes: Sunset Youth Services (San Francisco) provides direct alternatives to justice involvement through advocacy, mentorship, and creative expression, while The Black Man Can (New York + national) strengthens representation and social-emotional supports that help young men build confidence and avoid the justice system.

MENTAL HEALTH CRISIS IN JUVENILE JUSTICE

Around 2/3 of youth in detention or correctional settings have a diagnosable mental health disorder

That compares with an estimated 9 to 22% of young people overall. Among girls in detention, about 1 in 4 has major depression.

Where BLK & Bold intervenes: Youth Guidance (Chicago) tackles trauma with evidence-based counseling and mentorship programs that improve mental health and reduce justice system involvement. Kid Power (Washington, D.C.) builds social-emotional skills and wellness early, so under-resourced youth stay engaged in school and resilient before crises escalate.

ARTS EDUCATION INEQUITY

Schools in high-poverty neighborhoods are more than 2x as likely to offer no arts classes

In a 2024 federal survey, only 5% of schools in lower-poverty neighborhoods offered no standalone arts class during the school day, compared to 12% of schools in higher-poverty neighborhoods. Higher-poverty schools were also less likely to have a full-time arts teacher.

Where BLK & Bold intervenes: Juxtaposition Arts (Minneapolis) and The Black Man Can (New York + national) center creative expression and representation, helping young people build confidence, self-determination, and pathways to success.

San Francisco	New York + national	Minneapolis
Sunset Youth Services	**The Black Man Can**	**Juxtaposition Arts**
In 2025, Sunset Youth Services served 795 youth, young adults, and families, including 109 justice-impacted young people who received intensive case management.	The Black Man Can reaches a community of more than 1 million online, and in 2025 ran a summer camp for Black boys in Dallas and programs for young people at a Los Angeles juvenile hall.	In its 30th year, JXTA trained young artists through a free 10-week class, then hired graduates as paid apprentices in its graphic design, contemporary arts, and environmental design studios.



IN 2025, OUR COFFEE REACHED 44 STATES AND CANADA, AND WE FUNDED 14 COMMUNITY PARTNERS. GOLD BEANS MARK OUR THREE ALUMNI PARTNERS.

Juxtaposition Arts
Minneapolis

Youth Guidance
Chicago

Urban Growers Collective
Chicago

The Black Man Can
New York

Cloud 9 Farms
Alumni Partner,
Philadelphia

City Growers
Brooklyn

Sunset Youth Services
San Francisco

Acta Non Verba
Oakland

By Degrees Foundation
Des Moines

Kid Power
Washington, D.C.

LA Conservation Corps
Los Angeles

Greening Youth Foundation
Alumni Partner, Atlanta

Compudopt
Houston

Center for Black Innovation
Alumni Partner, Miami

5% FOR OUR YOUTH



THE BLK & BOLD FOUNDATION:

POURING IT FORWARD

In February 2024, we leveled up our commitment to youth with the launch of the BLK & Bold Foundation, a registered 501(c)(3) nonprofit and the official philanthropic arm of our company. Born out of the success of our For Our Youth initiative, the Foundation funded our 14 national pledge partners in 2025 and opens the door for donors and partners everywhere to join us.

For Pernell and Jarrhod, the launch was personal: the Foundation exists to resource organizations like the Boys & Girls Club, which was their safe haven in Gary. Both founders serve on the Foundation's board; Jarrhod is its president.

The Foundation is at the beginning of its journey. It's designed to fund our partners and to reach young people directly, through scholarships for college and careers and workforce programs such as internships and financial-literacy training. It's also meant to support one-off events and initiatives, work alongside the CSR programs of the companies we serve, and connect partners in different cities that can help one another.

The Foundation's mission is simple: to connect youth to a better future. But its vision is bold: through Project Future Forward, we aim to positively influence the lives of 72 million children over the next 20 years with community development initiatives, educational scholarships, and workforce readiness programs.

> **"Our vision is nothing short of generational change. Our work is about rewriting the story of what's possible for America's youth, and building a future where access and opportunity are no longer determined by zip code or circumstance. Consider the Foundation as a hub for those efforts. Let's do this together."**
>
> **Jarrhod Johnson,**
> Co-Founder & Chief Values Officer,
> President of the BLK & Bold Foundation



WE *OPEN* THE *BOOKS*



Our commitment to community has been independently validated. Since July 2020, BLK & Bold has been a certified B Corporation, which means B Lab, the nonprofit behind the certification, measures and verifies our impact across governance, workers, environment, customers, and community. The assessment is rigorous, requiring us to open the books on everything from environmental practices to employee equity and local community impact.

We last recertified in November 2023, with an overall B Corp score of 99.1. The score shows particular strength in governance, workers, and community. At the time, a company needed 80 points to certify as a B Corp, and the median business that completed the assessment scored 55. In 2025, B Lab replaced the points score with a set of requirements that every B Corp must meet. Our next recertification will follow the new standards.

BLK & Bold, LLC is also a certified Minority Business Enterprise (MBE), a Fair Trade partner, an SQF-certified manufacturer, and a Kosher-certified organization. Together, these certifications serve as external markers of an internal principle: that safety, quality, and impact are inseparable from growth strategy.

Governance

Decisions at BLK & Bold are primarily founder-led, with weekly leadership syncs and quarterly business reviews. External advisors in finance, retail, and brand growth lend perspective, while a more formal board of directors is in development to protect the growth and sustainability of the social enterprise. Quarterly impact reviews connect financial performance to youth donations, and internal dashboards track KPIs across sales and social impact. Each month, 5% of our gross profit is recorded as a liability on our balance sheet: money we owe to our Impact Grants before it's paid out.

The rule of thumb is simple: if an initiative doesn't drive quality or community impact, it doesn't move forward.

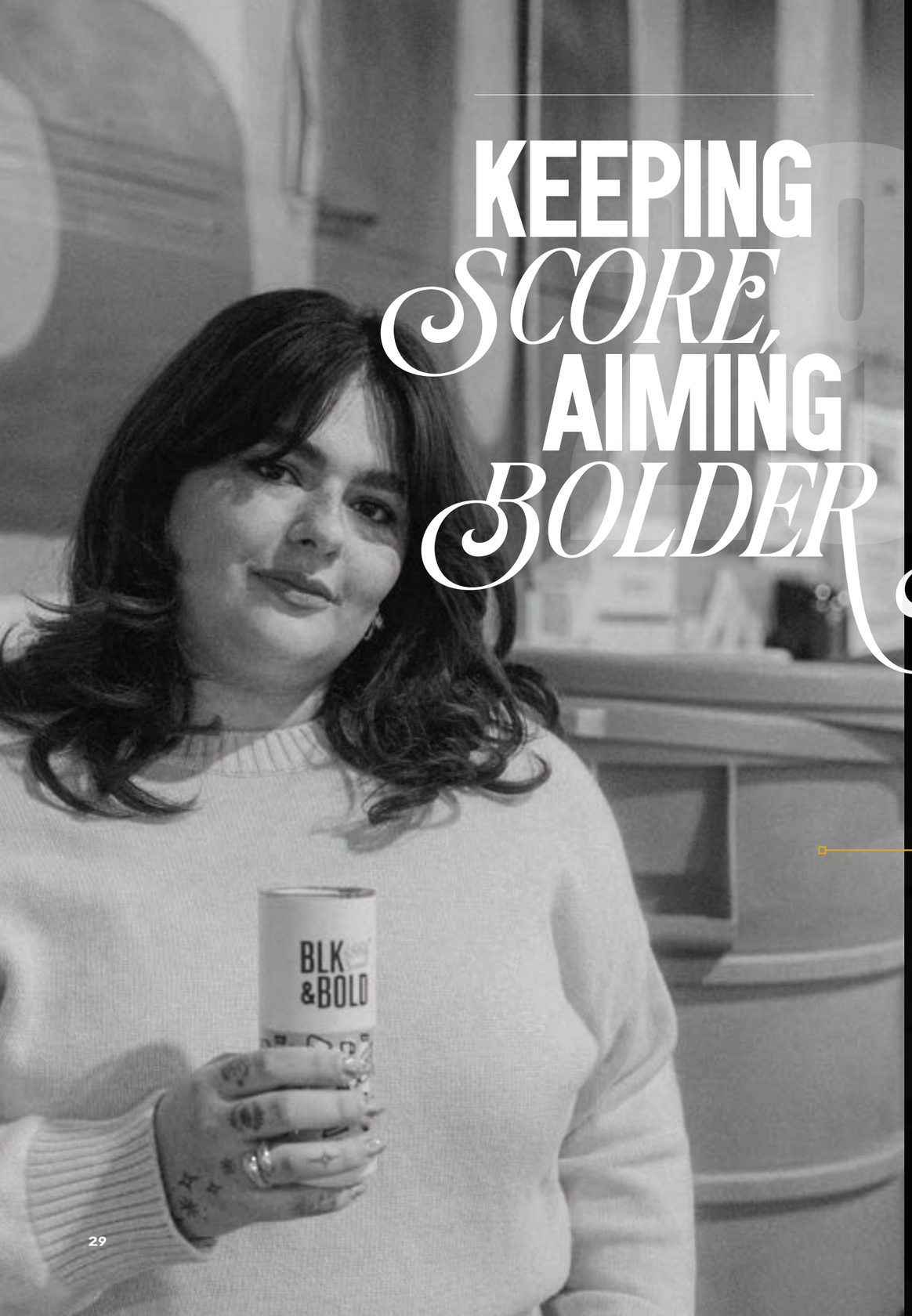
Our people

With just 25 full-time employees, BLK & Bold remains proudly human-scale.

Inclusion is built structurally into hiring practices, career paths, and ongoing training. Every role is benchmarked to exceed living wage standards, with structured pay bands and annual compensation reviews to ensure fairness. Disparities are corrected when identified, and listening sessions reinforce belonging.

Benefits include medical, dental, and vision insurance; paid time off; professional development opportunities; 401(k); parental leave; and expense stipends. Beyond compensation, the company connects employees' daily work to its mission through regular updates on youth donations, partner stories, and "Impact Huddles" featuring leaders like Coach Prime. Volunteer opportunities with nonprofits further ground the pledge in lived experience.





KEEPING *SCORE,* AIMING *BOLDER*

A Snapshot of Our Impact in 2025

- **25,000+** youth supported across America
- **Top 30** Fair Trade coffee roasters ranking
- **150+ schools** supported
- **30,000+** pounds of food distributed
- **300+** college savings accounts funded
- **8,000** trees planted
- **100+** families given access to high-speed internet annually
- **5,400** youth provided with experiential agriculture programming
- **600+** original songs produced through digital arts programs
- **1,000+** students served through high-impact tutoring
- **1,600** youth delivered free visual arts & entrepreneurship programs



BOLD GOALS FOR THE FUTURE

2027

B CORP
status renewed through recertification

$1M+
in cumulative Impact Grants to community partners

2030

B CORP Y3
year 3 requirements of B Lab's new B Corp standards met

+25%
increase in annual donations each year over the 2024 baseline

-20%
reduction in supply chain emissions

2045

72M
children's lives influenced through Project Future Forward

THERE'S (PLENTY OF) *ROOM FOR* YOU AT THE *COUNTER*

Every cup has a ripple effect. When you pick up a bag at the store, subscribe online, ask for BLK & Bold at work, on campus, or anywhere you shop that doesn't stock it yet, or share our story, that ripple reaches a young person discovering their voice in music, a family bringing fresh food to the table, a student logging onto the internet for the first time, or another watching their college savings account grow. When you volunteer with one of our community partners, you see those ripples firsthand. This is coffee with a cause... and you're invited.

If you run a workplace, a campus, or a foodservice program, ask your distributor about serving BLK & Bold, or request a wholesale account, and 5% of the gross profit on every order will go to organizations serving young people. If your company's CSR work is aimed at the disparities we fund, talk with us about partnering through the BLK & Bold Foundation, which is open to donors and partners everywhere.

This isn't just our story. It's one we're writing with you, cup by cup.


BLK®
&BOLD