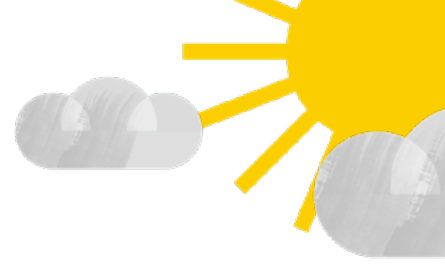




Sustainability Report

2022

Founders' message



2022 was the third operational year for TerGo. When TerGo started in 2020, our central vision was to provide individuals with a simple, user-friendly app to monitor, maximize, and monetize their daily efforts toward reducing carbon emissions. Developing the world's first emissions tracking tool for individuals, for which there is no model or predecessor, was a challenge but also the main driver of our actions and the biggest dream.

In 2021, TerGo's IT team pushed their work forward – the beta version was available in 2022, with user testing taking up the remainder of 2022. At the same time our team and users were working on TERbit, the TerGo team started to develop on a software tool to work with companies to understand and lower their emissions – Tergoscope Carbon Accounting Software. An MVP was completed and tested a a few pilot programs with our clients.

In 2022, we have also been recognized in a number of competitions for our commitment to climate action and sustainability. We have also established numerous business partnerships with companies, organizations, and even a university in Poland – we started a long-term partnership with Kozminski University, which decided to be the first university in Poland to count its carbon footprint, using Tergoscope, in Scope 1, 2 and selected areas of Scope 3. Also, Netguru – one of the biggest IT companies in Poland, operating worldwide, decided to offset their carbon footprint and go net zero in 2022 with TerGo.

We continued calculating the life cycle assessment (LCA) and carbon footprint of various products and services and assisted different companies to carbon-neutrality by reducing the unavoidable carbon emissions and offsetting the remaining ones.

TerGo was established to help people. But it wasn't until we started our own community-based agroforestry project in Belize that we saw firsthand how urgently some places in the world need help and how important climate justice is to the work of companies like ours. That's why, in 2022, we established the TerGo Foundation, which was created to educate about the changes and spread solutions to reduce and absorb greenhouse gases worldwide.

It's been another exciting year for the TerGo team! We continue to offer to calculate, reduce, and offset carbon emissions to companies, and we expect to keep increasing the number of companies who will be collaborating and partnering with us to continue to grow next year and years to come.

Thuy Nguyen & Ewelina Sasin
Founders of TerGo



TerGo Organization Profile



The company is headquartered in Gdańsk, at Piastowska 7, 80-332 Gdańsk, Poland. We are also registered in the USA – Delaware office: 8 The Green, Suite B Dover, Delaware 19901-USA and Arizona office: 6122 N. 7th Street, Suite D Phoenix, Arizona 85014-USA. Moreover, we run Central America TerGo's division in Belize, at 15A Street, Belize City, Belize.

TerGo, a legal entity stated as Terra Sp. z o.o. was incorporated on the 15th of June, 2020. During the period covered for this report, 22 experts were working for TerGo.

The legal form of the company is a Limited Liability Company (LLC), and the form of company representation is a one-man management board with a president of the board.

Ways to Reach Us



TerGo team is dedicated to maintaining relationships; we interact with several stakeholder groups on a regular basis, responding to the issues and concerns brought to our attention. If you would like to contact us with feedback, here are a few ways to reach us:

Customers

hello@tergo.io

Shareholders & Investors

business@tergo.io

On LinkedIn

www.linkedin.com/company/tergo

TerGo's Beginnings



TerGo started with Thuy Nguyen's idea: "Don't change who you are, just change what you do." A founder with a biology and environmental science degree and a history of working with renewable energy and socially conscious projects developed an innovative and outside-the-box approach to carbon offsetting. Her idea aims to turn the tables on carbon credits, with companies buying from their employees and consumers – which engages and empowers the collective efforts in working together and support activities that emit less carbon into the atmosphere. TerGo's founder, Thuy Nguyen, wishes to reinvent the current opaque landscape of carbon offsetting by creating a more transparent, interactive, and accurate option in the hopes of reimagining a better world. Her inspiration was "to give people the tools that promotes a healthier lifestyle while living in a healthier environment - by keeping them actively engaged while making our planet healthier, cleaner, and more resilient."

Our Mission



Our mission is "to collect and organize the world's emissions data and make it universally available to all entities to lower worldwide emissions". We want to create a future where talking about carbon balance will be as natural as discussing the weather, kilometers run, and calories consumed. A world where the question, "Hey, what's your carbon balance?" will be as simple and ordinary as, "Hey, how many steps did you do today?" the request, "Can you recommend a good restaurant to me?" will become, "Can you recommend a carbon-neutral restaurant to me?" - and the carbon footprint information on product packaging will be as obvious as the information on ingredients, country of origin, or nutritional value.

Our Vision



At TerGo, we believe that the accumulation of everyone's small daily decisions can lead to big changes and massive global impact. We trust in people, the power of collective action, and, ultimately a carbon-neutral future.

TerGo Code of Conduct

At TerGo, our purpose is to help reduce emissions from all aspects of everyday life. We plan to bring sustainability leadership to an elevated level, all while helping usher in a carbon neutral future. Everything we do is based on our sense of responsibility to support global action, securing a cleaner, healthier and resilient environment for future generations. As a conscious, impact-driven, planet-oriented, and human-centered company, we are also constantly putting our efforts into creating a workspace where everyone feels safe and welcome. At TerGo, we commit ourselves to support each other, our co-workers, and diverse leadership. We believe that more diverse companies are better able to win top talent and improve their customer and partner orientation, employee satisfaction, and decision-making. And all that leads us to build a more flexible and resilient company empowering others in global climate efforts.

TerGo's Top 6 Values



3 I's: Invest, Inspire, and Impact

We invest in sustainability and communities to inspire people, businesses, and organizations to challenge the status quo and have a positive impact on the environment and society.



Transparency and Accountability

We act with integrity and own it. All our actions are transparent and traceable.



Environment and Sustainability

We build a sustainable future with an uncompromising focus on social and environmental impact.



Openness and Joy

We lead with empathy, seeking to understand our team's differences and strengths. We take the time to celebrate all types of wins, not taking ourselves too seriously.



Growth Mindset and Innovation

We are passionate about learning, personal and professional expansion, innovating through open decisions, and inspiring others to act boldly.



Responsibility and Kindness

We act thoughtfully, with respect and honesty. Our team is our strongest asset.

Code of Conduct



Integrity and Accountability

The TerGo team is expected to act and perform its duties ethically, honestly, and with the utmost integrity. We are transparent in all of our communications. We respect the legal agreements we sign and do our best to fulfill all obligations.



Diversity

We encourage diversity and are committed to building inclusive environments at our company that respects the diversity of people and cultures worldwide.



Harassment and Microaggressions

TerGo prohibits discrimination and harassment in any form. If you believe you've been bullied or harassed by anyone in our community, we strongly encourage you to report the incident to our Ethics Officer immediately. We will investigate any complaints and take appropriate action.



Privacy Policy

Our associates trust us with their personal information, and we use all the appropriate measures to secure it. Here you can read more about our privacy policy.



Anti-discrimination

We are against discrimination or harassment based on race, color, religion, national origin, ancestry, pregnancy status, sex, gender identity and sexual orientation, age, mental or physical disability, medical condition, or other characteristics protected by law.



Equal Opportunity & Fair Pay

Employment in TerGo is based upon individual merit and qualifications directly related to professional competence. We ensure fair pay for equal work. Additionally, our team in Belize is paid 100% more than the average for this position in their country.



Supportive Work Environment

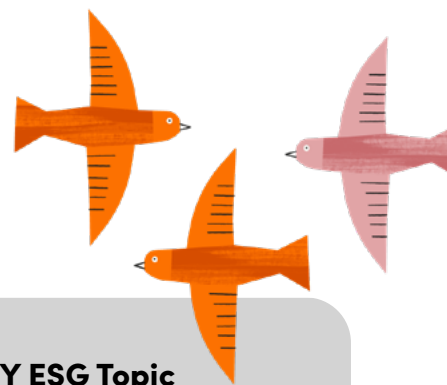
TerGo commits to a supportive, open, and welcoming workplace. We encourage everyone in our company to express their opinions, concerns, and needs. The company is growing in a fast-paced environment, which makes the team very busy, but at the same time, we try to gather in an informal setting to relax and embrace what we have already achieved.



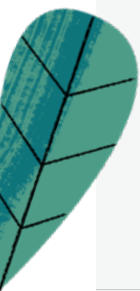
Conflicts of Interest

We work for our company, partners, and the planet. TerGo's employees and community leaders are committed to avoiding conflicts of interest that could allow them personal benefit at the expense of the company.

How do we listen to our stakeholders?



Stakeholder	How do we interact?	KEY ESG Topic
Customers	<ul style="list-style-type: none"> Option to give us feedback by e-mails, online (our website and social media, by phone, or in person (office in Gdańsk)) 	<ul style="list-style-type: none"> Customer service Product and services features or policies
Employees	<ul style="list-style-type: none"> Employee weekly meetings Executive leaderships are always available for employees Ethics officer 	<ul style="list-style-type: none"> Improving work processes and tools Compensation and recognition Anti-racism Career development in a remote work environment
Shareholders & Investors	<ul style="list-style-type: none"> Annual meetings, Shareholder proposals, Shareholder relations phone and e-mail channel Regular meetings with investors, Industry conferences 	<ul style="list-style-type: none"> Annual financial results Executive compensation matters Climate change, calculating financed emissions and disclosing reduction targets
Partnerships & Associations	<ul style="list-style-type: none"> Industry association membership 	<ul style="list-style-type: none"> Meeting needs of clients and evolving clients expectations
NGO's	<ul style="list-style-type: none"> Meetings, phone calls, face-to-face consultation Partnerships in projects Conferences and forums Free education for NGO's 	<ul style="list-style-type: none"> Human rights ESG reporting standards and frameworks

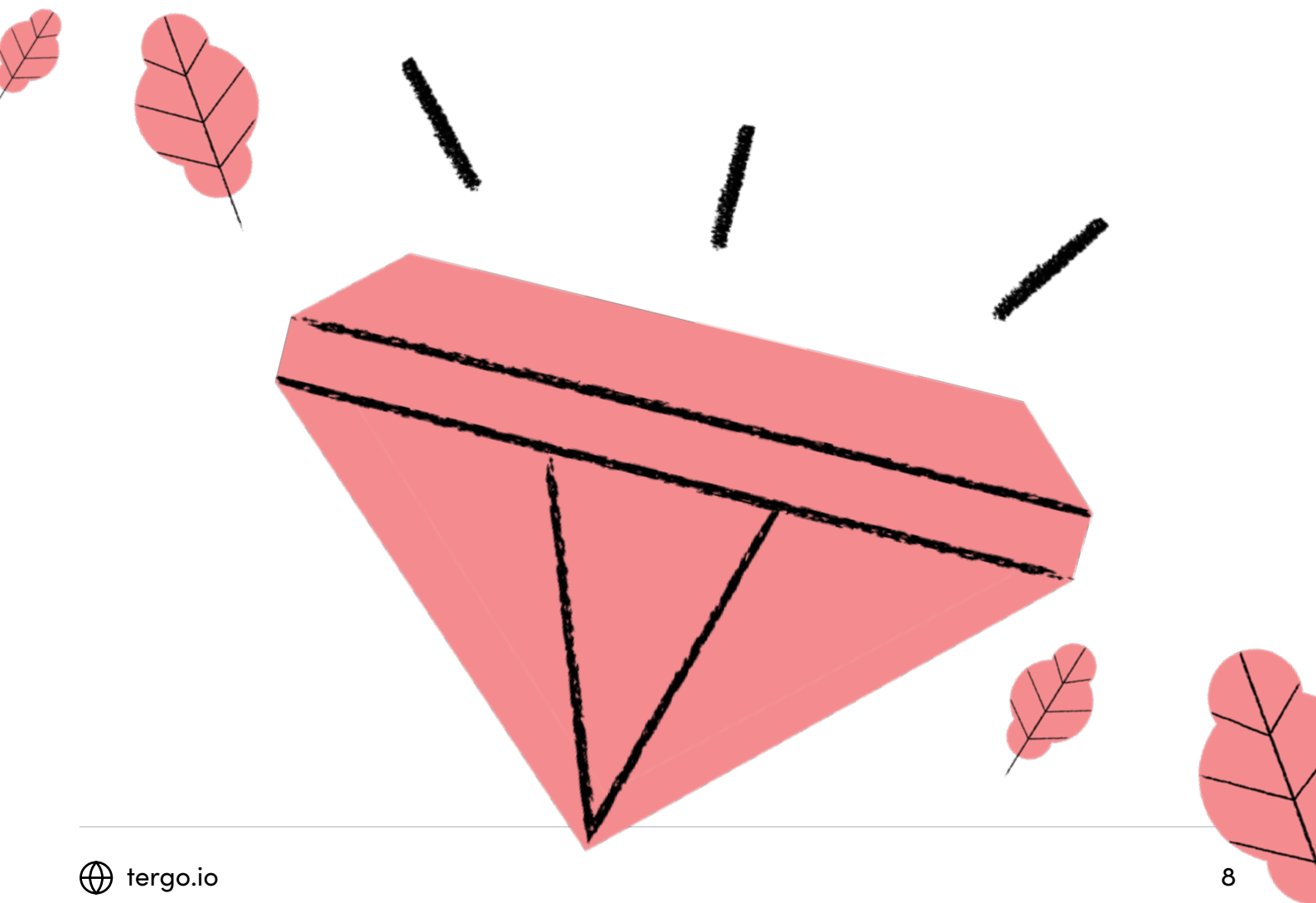


Summary



This report summarizes TerGo's GHG emissions inventory for 2022, our third year of operation. It includes information on our organization profile, emissions quantification methodology, and a detailed total of our GHG inventory. Additionally, it discusses the actions we have taken to reduce our GHG emissions, a section on assessing and reducing uncertainty, and the processes we have in place to ensure quality management of our GHG emissions inventory from now into the future.

TerGo's report for 2020 included predominantly an insight into our carbon-reducing and offsetting actions. Since 2021, we have expanded our annual report with sections devoted to ESG principles. From the moment of TerGo's creation, its founders did everything to ensure the well-being of the employees, partners, and stakeholders, with a bigger vision of saving the planet in mind. Adding a summary of our culture, mission, vision, and values was just a matter of time - it has permeated every aspect of our company from day one.





Our Products & Innovations introduced in 2022

TerGo strives to improve the world. This is realized in many areas, from measuring, avoiding, reducing, and reporting greenhouse gas emissions to certifying products as carbon neutral. Starting in 2022, education also plays a huge role in TerGo's activities. To better carry out this mission, the TerGo Foundation was established to provide education through training and webinars for companies and organizations, online activities (through its free climate change encyclopedia, Tergopedia), and the popularization of agroforestry projects for offsetting and restoring diversity around the world (through the International Forestry Carbon Credit – IFCC standard).

Tergoscope Carbon Accounting Software

Tergoscope is an online software that enables easy, quick, and accurate carbon accounting calculations of Scope 1, 2, and 3 emissions. Emissions scope questions and calculations are generated based on industry and sector types for best-in-practice carbon accounting.. Tergoscope follows the international standards: the GHG Protocol, ISO 14064-1:2018 – Greenhouse gases – Part 1, ISO 14064-3:2019 – Greenhouse gases – Part 3, PAS 2060 and includes UN Sustainable Development Goals and Task Force on Climate-related Financial Disclosures (TCFD) data and metrics.



Carbon labeling & Carbon Neutral Product Certification

At TerGo, we help companies put precise carbon footprint information on their product packaging and support them in doing their part for the climate and meeting customer expectations. A carbon label manifests the company's transparency and awareness of its environmental footprint. As a next step, companies can implement a strategy developed by GRI specialists to reduce and offset their carbon footprint and become Carbon Neutral Certified. CNC accreditation means that a product or service's carbon footprint has been reduced or offset using carbon offsets throughout its life cycle.



The Foundation was established to protect the environment by actively implementing solutions to reduce carbon emissions. The pillars of the TerGo Foundation are education and promoting a pro-environmental attitude. We help local communities, create an encyclopedia of climate knowledge, verify agroforestry projects, and work on a blockchain-based carbon offset monitoring platform. We focus on leveling the playing field, educating, and facilitating access to new technologies to help combat climate change.

The logo for tergopedia features a blue book icon to the left of the text "tergopedia", where "tergo" is in black and "pedia" is in blue.

We believe gathering key terms in one place will allow a wider audience to understand climate change issues better. That's why we created Tergopedia - an online encyclopedia of climate change. Also, Tergopedia is our answer to disinformation and fake news - all content added by users is verified by the Foundation's internal experts. Our community is growing, and soon, we can completely hand over the verification of articles to it, as is the case with other open online encyclopedias.

International Forestry Carbon Credit Standard (IFCC)

Restored biodiversity and improved soil, water, and air quality - we can achieve this and much more by planting trees. However, only adequately executed sequestration projects positively impact the climate and improve the quality of life of the local communities. TerGo Foundation's International Forestry Carbon Credit Standard follows the latest research, regulations, and standards, is fully transparent, and supports both nature and people.

Operational Boundary for GHG Emissions



To calculate TerGo's Carbon Footprint, all relevant GHG emissions from the processes and activities occurring at The company headquartered in Gdańsk, and the Belize Agroforestry project are identified, and activity data is collected.

Scope 1

Direct greenhouse gas (GHG) emissions result from sources controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, and vehicles). TerGo does not own any buildings or a vehicle fleet in Poland; therefore, our emissions in those countries in scope 1 in 2022 amounted to zero. However, in our Belize division, our employees use a company car both for commuting to work and for traveling to areas where they are planting trees and conducting our agroforestry project.

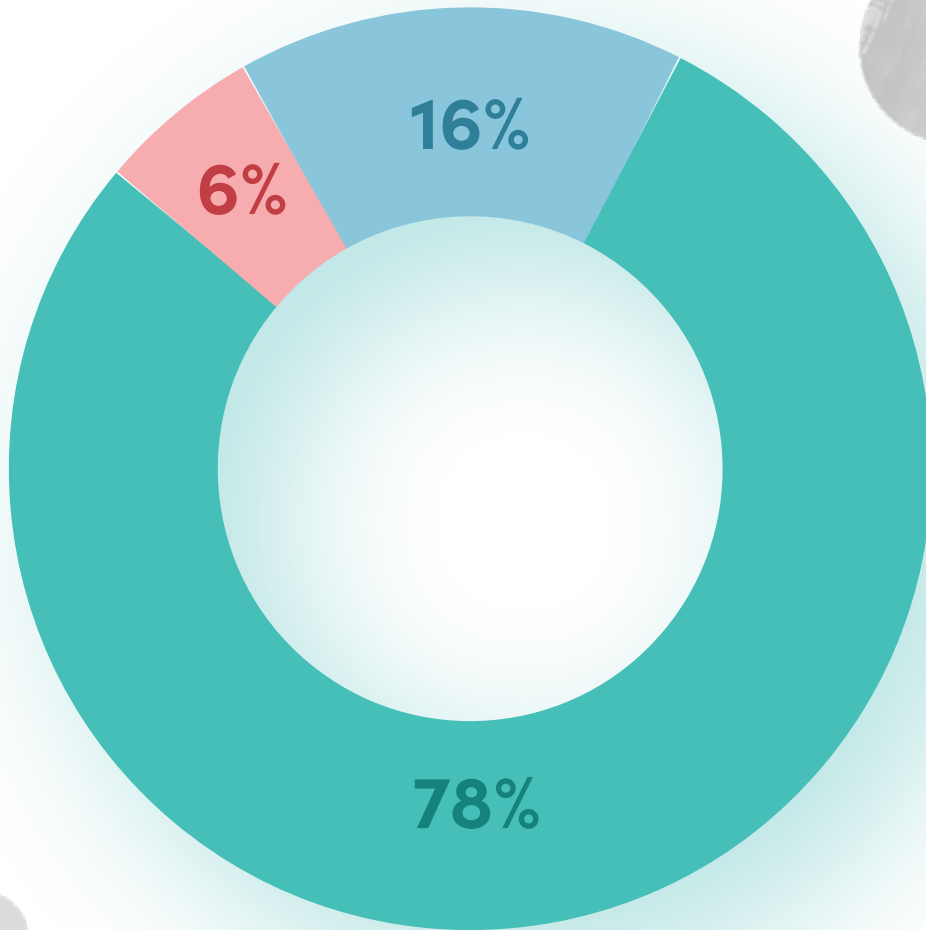
Scope 2



Emissions resulting from electricity usage for activities connected to working from the offices, as well as the use of HVAC and heating.

Scope 3

This scope covers employee travels, working from home, commuting, Internet usage, consumables, paper use, water supply and treatment, and emissions resulting from waste.

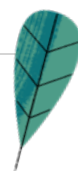
The chart below depicts the operational boundary of Scope 1, 2, and 3 emissions for TerGo



-  **Scope 1** 4.54 t CO₂
-  **Scope 2** 13.08 t CO₂
-  **Scope 3** 62.58 t CO₂

Total CO₂e footprint

80.21 t



Quantification Methodology



To calculate TerGo's total carbon footprint, our experts have identified all relevant GHG emissions from processes and activities occurring uniquely within TerGo. The team collected activity data from employees and company actions, provided additional explanations whenever activity data was unavailable, and made recommendations for future improvements in data recording. The emission activities covered in this carbon footprint report for 2022 include direct and indirect emissions resulting from TerGo's operation activities in the office and remotely for 22 employees.

Emission activities include:



Electricity consumption related to work from the office and each employee's home.



Using equipment for work, including PC/ laptops, smartphones, printer usage, Wi-Fi usage, air conditioning during work hours, and more.



Internet consumption related to work, including web browsing, video streaming, online meetings, scrolling social media for work, and work emails (sent and received).

It is essential to highlight that, under the GHG Protocol, reporting direct and indirect emissions from purchased electricity is compulsory. As such, the experts' team collected the main activity data contributing to TerGo's 2022 carbon footprint from all 22 TerGo employees working from home and in the office.



Methodology of the study

TerGo emission calculations is premised on the methodology provided by the Greenhouse Gas Protocol (the GHG Protocol Corporate Standard & the Technical Guidance for Calculating Scope 3 Emissions), published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). These regulations outline the way of calculating the total company carbon footprint. The emission factors were identified based on the default values adopted by the Department for Environment, Food & Rural Affairs UK (DEFRA), the national emission factor for electricity per country for employee residence, and individual and institutional research.

Emission factors convert activity data (such as the amount of fuel used, kilometers driven, and kilowatt-hours of purchased electricity) into a value indicating carbon dioxide equivalent (CO₂e) emissions generated by that activity.

This study accounts for all GHG emissions (CO₂, CH₄, SF₆, N₂O, HFCs) as defined by the GHG Protocol and the Paris Agreement from all work done for TerGo employees as an indirect source of emissions (Scope 3) in 2022.

The primary unit of measurement is metric tonnes of carbon dioxide equivalents (CO₂e). Carbon dioxide equivalents of GHGs are based on each gas's global warming potential (GWP) equivalent, which compares the global warming potential of each greenhouse gas to a similar mass of carbon dioxide. This approach is adapted from the IPCC Sixth Assessment Report (AR6), 2023 (AR6); the AR6 values are the most recent (AR6, 2023). Carbon dioxide equivalents (CO₂e) are used here to express the relative global warming impact of each of the three greenhouse gases through a single unit of measure.



GHG Emissions Inventory 2022

The list below details the total emissions from all TerGo work-related activities in 2022. TerGo's total CO₂e amount for 2022 is 80.21 tonnes of CO₂e.

Vehicles Fuel Consumption	4.40 t CO ₂ e
On-site Fuel Consumption	0.14 t CO ₂ e
Electricity	1.26 t CO ₂ e
Heating	11.82 t CO ₂ e
Water supply	13.22 t CO ₂ e
Water treatment	11.82 t CO ₂ e
Waste	0.01 t CO ₂ e
Consumables	0.05 t CO ₂ e
Paper	.004 t CO ₂ e
Business Travel	11.48 t CO ₂ e
Employees working from home	20.45 t CO ₂ e
Employees commuting	5.53 t CO ₂ e
Total	80.21 t CO₂e

Activities to reduce GHG emissions

Given that TerGo's emissions in 2021 amounted to 58.88 tonnes of CO₂e, it was improbable to reduce them in 2022 with the team's development and the company's expansion.

However, we have done everything to ensure our emissions are lower than they would otherwise be if we implemented no additional measures.

TerGo's team continued to work predominantly from home, and used carbon-neutral online services for storing data and conducting online meetings, traveled by train for business trips whenever possible, and refrained from printing on paper as much as possible.

Assessing and reducing uncertainty

This section describes the parameter and model uncertainties identified and assessed. For example, several uncertainties could contribute to emissions measurements not being 100% accurate, such as:



Uncertainties with car
odometers



Uncertainties with electricity
meters that could affect
accuracy



Office activity uncertainties
surrounding the exact
amount of paper usage or
recycling activities

GHG Information Management – Roles and Responsibilities

The following table outlines the roles and responsibilities that were assigned before estimating the greenhouse gas emissions inventory. Note that multiple people or a group can be responsible for a single role, and a single person can be responsible for more than one role. services for storing data and conducting online meetings, traveled by train for business trips whenever possible, and refrained from printing on paper as much as possible.

Data Collection Lead

- Collecting, managing, and logging all data used to estimate GHG emissions inventory, as described in this document.
- Ensuring all data is reported to them and adheres to the specified data collection standards and quality assurance procedures.
- Ensuring that all data collection procedures in this document adhere to the relevant standards.

Finance Lead

- Collecting and reporting activity data derived from accounting records to the Data Collection Lead.
- Accurately providing financial data and figures needed in this report.

Energy Assessment Lead

- Collecting and reporting energy use (electrical and fuel) to be used in data collection.
- Identifying and measuring energy usage across the company.

Survey Lead

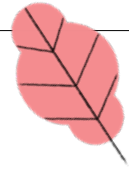
- Conducting necessary surveys, such as for employee commuting and energy usage for Scope 3 emissions.

Recording Lead

- Writing and compiling all aspects of this report.



Dr. Khaled Madkour is a faculty member and assistant professor at the Department of Geography and GIS; at Ain Shams University, Cairo, Egypt. He holds a Ph.D. and M.Sc in Climate Change and GHGs. He is Head CO2 Expert and Sustainability Specialist at TerGo, focusing on sustainability and carbon footprint reports and calculations and monitoring forest offsetting projects. Dr. Khaled is a GRI-Certified Sustainability Reporting Professional and ISSP (International Society for Sustainability Professionals) member. He has over 15 years of experience in carbon footprint, climate change, and Sustainability for different projects in Egypt, MENA, and Europe. He is an approved Professional consultant for preparing and reviewing carbon footprint, life cycle assessment, climate change, and sustainability studies from the GRI and accredited by the EBRD.



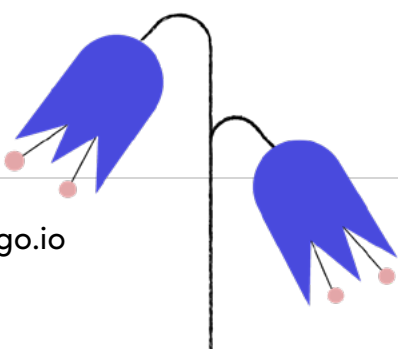
Klementyna Sęga is a Sustainability and Communication Specialist at TerGo. Master at Culture & Media, she gained experience in communication and branding agencies and cultural-artistic projects, working with many cultural institutions in Poland. She also completed the postgraduate study “CSR. Sustainable Development Goals in Company Strategy” at Kozminski University.

Ewa Kielsznia is a Master of Cultural Communication, and at TerGo, she serves as the PR & Communication Manager. She leverages her rich experience in working with people, creating texts, and translating in the Polish-English language pair to shape TerGo’s communication strategy. Her greatest challenge lies in discussing complex and often somber issues in an optimistic and uplifting manner.



Emil Grinage is an experienced plant operator with a demonstrated history of working in the water quality and services industry. He is skilled in Environmental Awareness, Environmental Compliance, Energy, Environmental Engineering, and Water Treatment. He holds a Bachelor’s degree in Environmental Science from Galen University. At TerGo, Emil manages the Belize agroforestry project as the project manager.

Monika Michalak is a Master of Law and Administration at Gdańsk University. At TerGo she serves as a Executive Assistant to the Board, our Administration Expert and Ethics Officer. She also manages Tergo’s headquarters office in Poland, so that it functions following the company’s values and principles.



Document Retention and Record-Keeping

Documentation supporting the design, development, and maintenance of TerGo's yearly GHG inventory is retained to support the verification process and provide a historical record. This task is the primary responsibility of the Data Collection Lead, Survey Lead, and Recording Lead. In determining what information needs to be retained, the following principles are applied:

- At any point in time, all past emissions inventories should be able to satisfy an audit.
- At any point in time, any past emissions inventory should be able to be recalculated from the retained records.

The following information is retained on an ongoing basis:



The procedures, processes, and methodologies used to estimate the emissions inventory and relevant sources



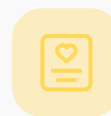
The emissions inventory reported at the facility level



All emission factors and their sources



All activity data and their sources



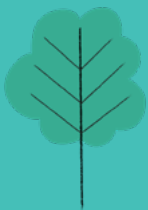
All supporting documentation and sources

Carbon neutrality assertion

TerGo's GHG emissions inventory for the fiscal year 2022 has been prepared in conformance with the GHG Protocol standard for Reporting of Greenhouse Gas Emissions and Removals. TerGo's GHG emissions for the fiscal year 2022 were 80.21 tonnes of CO₂e. 81 VER carbon credits have been set aside to fully offset the company's entire GHG inventory for this year. TerGo is, therefore, claiming Carbon Neutrality for the year 2022.

For the 2020 emissions, we have set aside the first 13 TER to offset all our emissions. In 2021, we assigned 59 VERs to offset our emissions. In 2022, we assign 81 VERs to offset our emissions.

While there is no universally accepted definition of carbon neutrality, for TerGo, it is the result of an organization offsetting its greenhouse gas (GHG) emissions such that their net impact on the climate is neutral. To achieve this, TerGo completed the following steps:



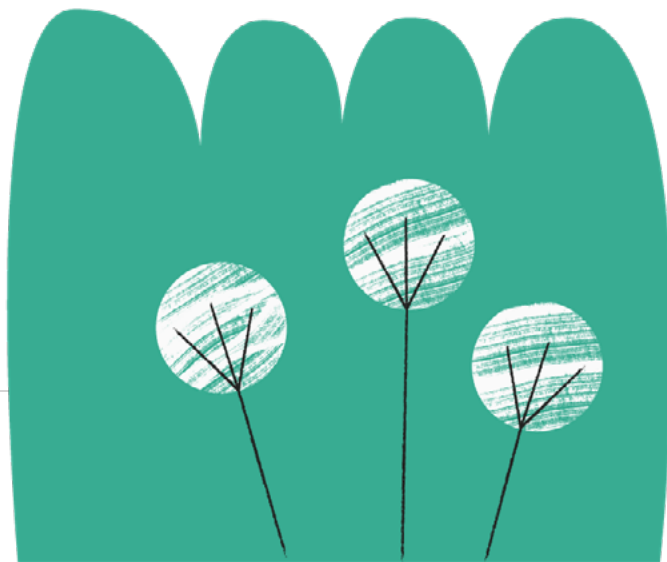
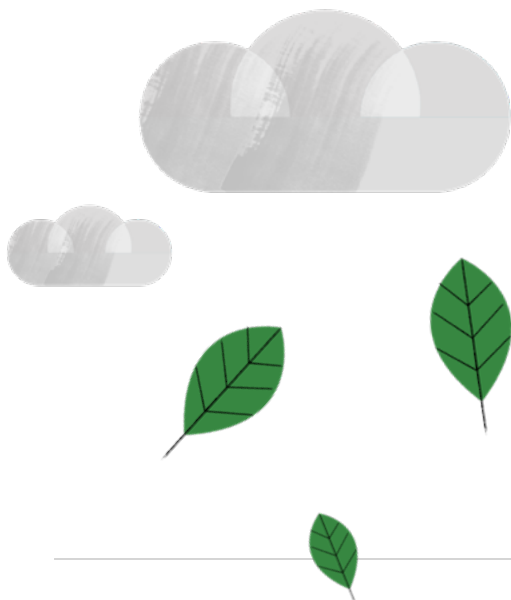
Made efforts to reduce carbon emissions



Quantified company's carbon footprint



Set aside high-quality carbon offsets to be used for full carbon offsetting





Verification

This GHG Inventory and Carbon Neutral Report was prepared by TerGo's team of reporting experts. The greenhouse gas assertions, including the 2022 carbon footprint and 2022 carbon neutral assertions, will be externally verified by an independent auditor and in a manner consistent with the requirements of the GHG Protocol standard.

TerGo partnerships, awards, and achievements in 2022



Mention in the **Positive Impact Startups Report 2022 “Ecosystem of Change”** list by Koźmiński Business Hub. TerGo was also described and featured in the interview as a Good Example.

Joining the **Signatories of the Diversity Charter** in Poland coordinated by the Responsible Business Forum

Finalist of Warsaw Boosters ‘22.

We were **nominated for the World Summit Award** for recognizing our solution in Smart Settlements and Urbanization and shortlisted on the social digital solutions list.

Mentioned in the **„EU Strategy for Sustainable and Circular Textiles”** where Ewelina Sasin, co-founder of Tergo, shared her thoughts in the experts’ comment section!

Koźmiński University decided to calculate carbon footprint in Scope 1, Scope 2, and selected areas in Scope 3 with TerGo.

We became affiliated with the **Izba Gospodarki Elektronicznej**.

Finalist of the Grant Program for startups by **ING Bank Polski**

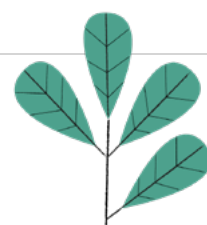
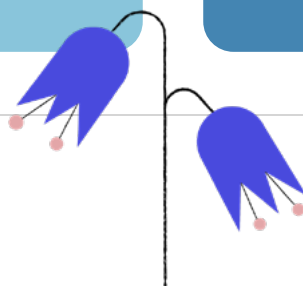
We helped UNGC Poland calculate their carbon footprint for the **preCOP27 and Gala UN Day 2022**.

We have started the process of applying for **BCorp certification**.

We were pitching at **Vogue’s Business Fashion Environment Summit**

Netguru proceeds to reduce unavoidable emissions and become a carbon-neutral company with TerGo.

Ewelina Sasin took part in the **Plant-Powered Perspectives 2022 conference** by RoślinnieJemy, as an expert.

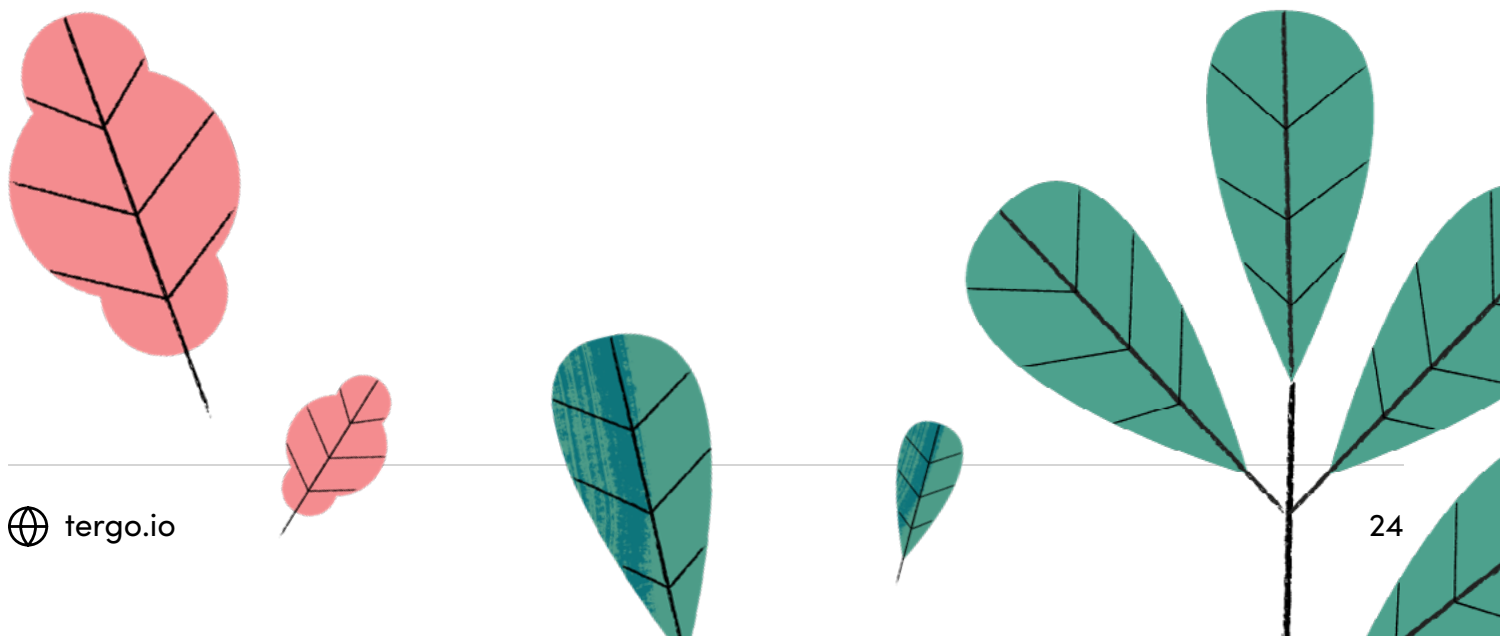


TerGo supports the UN Sustainable Developments Goals (SDGs)



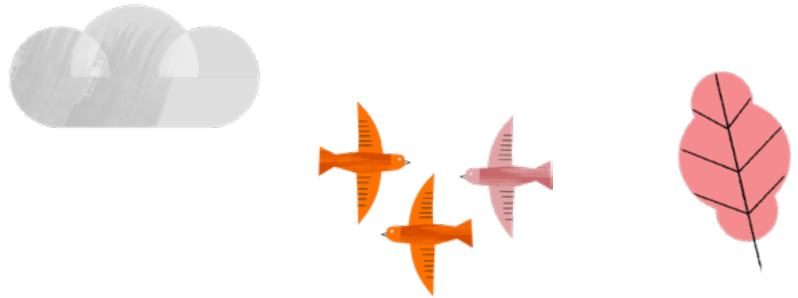
The United Nations (UN) SDGs provide a plan of action for the world to achieve shared prosperity. Through 17 goals, 169 targets, and 230 related indicators, the SDG framework aims to help align international efforts to leave a peaceful, healthy, and prosperous planet for future generations.

TerGo contributes directly and indirectly to each of the 17 SDGs, but we identify a total of thirteen SDGs that are most material to our business. As we track the impact of the TerGo activities, we will also measure our contribution to these goals and targets.



Environmental

The primary Sustainable Development Goals to which TerGo responds are Goal #13, Climate Action, and Goal #15, Life on Land. The foundation of our business is to support the global push for carbon neutrality. The strive to improve the quality of life on Earth for future generations permeates all our actions.



We are developing an agroforestry project in Belize that allows us to absorb large amounts of CO₂ from the atmosphere. The trees we plant help restore biodiversity and improve the soil, water, and air. Since we are conducting the project on land owned by TerGo, we will ensure its sustainability for decades. We chose our location following the climate justice principle.

Our project includes plantings of fruit, coniferous and deciduous trees. The symbiosis of planted species positively affects the soil quality, increasing the potential for carbon retention underground.

We support biodiversity and Polish ecosystems by cooperating with the UNEP/GRID-Warsaw Centre (United Nations Environmental Program). Peatlands occupy 3% of the continent's surface and absorb 2x more carbon dioxide than all the forests on Earth.

We want biodiversity, soil, water, air care, and greenhouse gas absorption practices to be possible everywhere on Earth. That's why we developed the International Forestry Carbon Credit Standard, which facilitates easy certification of offsetting projects. However, only adequately executed sequestration projects positively impact the climate and improve the quality of life of the local communities. TerGo Foundation's International Forestry Carbon Credit Standard follows the latest research, regulations, and standards, is fully transparent, supports nature and people, is distinguished by a minimized financial entry threshold, and aligns with the principles of climate justice.

Social



In implementing an agroforestry project in Belize, the TerGo team collaborates closely with local farmers. We allocate 10% of the raised funds to administrative costs, while 90% goes to cultivation. Investing in developing countries, such as Belize, allowed us to address the principles of climate justice.

We compensate our farmers fairly (Goal #10: Reduce Inequalities) and provide them with free housing and food (thus meeting Sustainable Development Goals #1 No Poverty, #2 Zero Hunger, #3 Good Health & Wellbeing).

We provide access to clean water for residents (Goal #6 Clean Water and Sanitation) by building wells in areas adjacent to our farmland. TerGo's housing project improves the daily living conditions of the local community (Goal #11 Sustainable Cities and Communities).

Governance



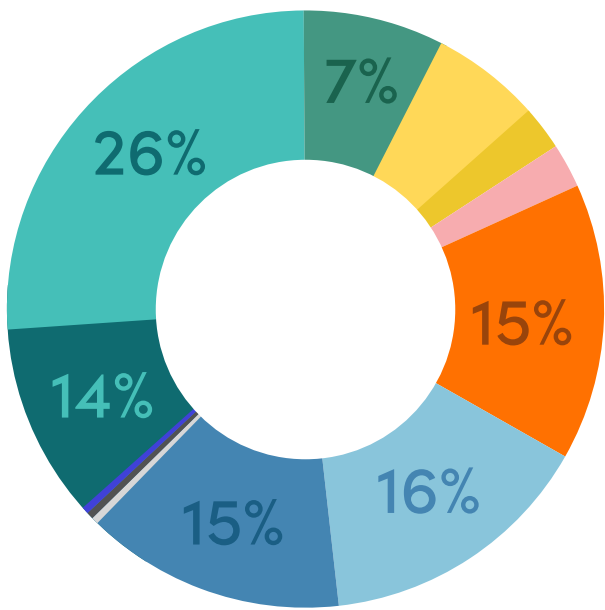
When planning plantings in Belize, we work with specialists in greenhouse gas sequestration, incorporating a modern scientific approach into our daily farming practices (Goal #9 Industry, Innovation, and Infrastructure). Farmers and the local community receive 100% of our crops free of charge. They can keep the fruit for themselves or sell it at a profit (Goal #12 Responsible Consumption and Production). In addition, we reward the people on our team with 100% higher than competitive salaries offered for the same positions in their country. Thus, we also respond to Goal #8 Decent Work and Economic Growth.

As a company founded by women, we understand the importance of conducting business based on gender equality. We apply it in the recruitment process and every other aspect of TerGo's operations, thus meeting Sustainable Development Goal #5 Gender Equality.

We meet the needs of businesses and individuals – supporting all efforts to achieve carbon neutrality for the common good and the planet's future. In doing so, we realize the ambitious Goal #17 Partnership for the Goals.

In 2022, we also became a Signatory of the Diversity Charter in Poland, coordinated by the Responsible Business Forum. We commit to promoting diversity and equal opportunities, as well as active prevention of discrimination in the workplace.

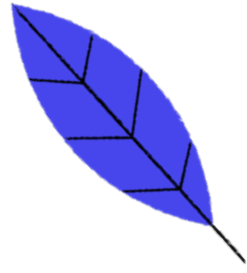
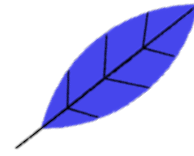
APPENDIX A: GHG Emission Activity Data



Total yearly emissions
80.21 tonnes
of CO₂

- Vehicles fuel consumption (5%)
- On-site fuel consumption (0.18%)
- Electricity (2%)
- Heating (15%)
- Water supply (16%)
- Water treatment (15%)
- Waste (0.004%)
- Consumables (0.07%)
- Paper (0.001%)
- Business travel (14%)
- Employees work from home (26%)
- Employee commuting (7%)

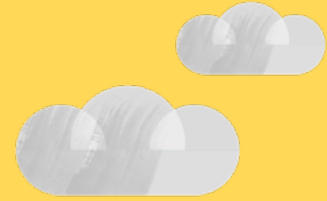
APPENDIX B: GHG Employees Activity Data



3% using PC, Laptop, WIFI, and smartphone.



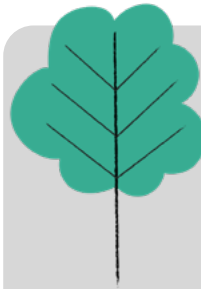
8% the use of HVAC



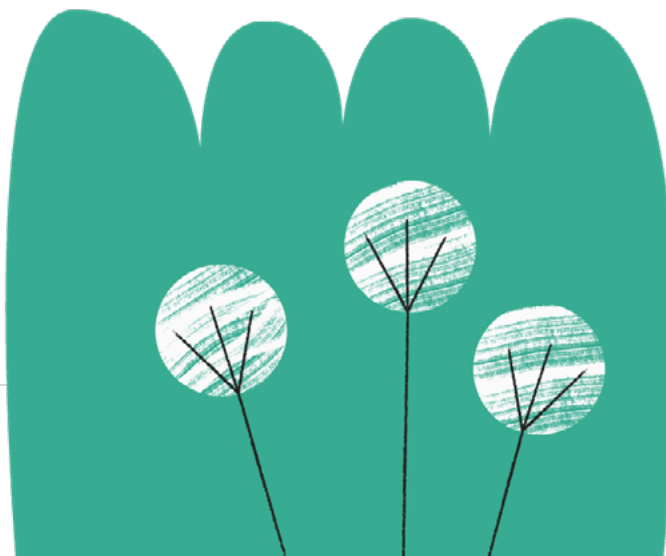
77% the use of heating



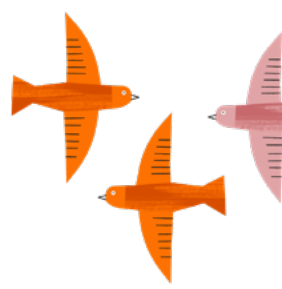
12% Internet usage (web browsing, videos, online meetings, scrolling social media, emails sent and received).



1% printing paper.



APPENDIX C: Carbon Credit Retirement Statements



TerGo hereby certifies that the 81 VERs from TerGo's Belize agroforestry project with the following serial number **TG-CNCC-2023-00005** have been retired by TerGo to offset the company's unavoidable emissions for the year 2022.

Carbon neutral company certificate

This is to certify that for

TerGo

with the climate and the Earth's future in mind, offset 81210 kg CO₂ emissions from the atmosphere.

Certificate serial number

TG-CNCC-2023-00005

Date of issue

13/09/2023

www.tergo.io

Thuy Nguyen & Ewelina Sasin
TerGo founders



Standards and methodology for carbon neutral accreditation

The carbon footprint calculation was in accordance with:

- ISO 14064-1:2018, Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.
- The GHG Protocol for Corporate Standard.
- PAS 2060:2010 (Publicly Available Specification) standards: Specification for the demonstration of carbon neutrality.

The amount of CO₂ emissions offset

81210 kg

Project name and details

Agroforestry project in Belize rehabilitating land and converting it to polyculture crops to maximize CO₂ sequestration while providing a significant social and economic impact for the local community.

Period of the company's carbon neutrality

2022

Emission scope(s) applied in calculations

Scope 1 & 2 & 3

Standards and methodology of this project

This project was carried out in accordance with:

- The TerGo IFCC standards.
- ISO 14064-2:2019, Greenhouse gases – Part 2: Specification with guidance at the project level for quantification, monitoring and reporting of greenhouse gas emission reductions or removal enhancements.
- ISO 14064-3:2019, Greenhouse gases – Part 3: Specification with guidance for the verification and validation of greenhouse gas statements.

The amount of VERs purchased

81.25 VERs

The serial number of the VERs purchased

**TG-01-BLZ-AG-VER-2021-0005666 to
TG-01-BLZ-AG-VER-2021-0005747-001-250P**

