2023 | Sustainability Report

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Introduction

CEO Statement

We have faced the same global challenges as all companies in 2023, ranging from a possible recession and economic downturn to labor shortages and other impacts on supply chains, causing products and parts to be harder to obtain and more costly, as well as climate change and extreme weather, which impact many aspects of development, production, and distribution of products. Despite these challenges, and in many cases as a result of them, we have looked closely at our products, sustainability initiatives, and corporate culture and are committed to contributing to the sustainable development of the industry, and society, through active environmental, social, and governance practices.

This is not a journey with an end, but rather a commitment to ongoing change. Cyber Acoustics is committed to better understanding the needs of our communities and growing our DEI initiatives while actively pursuing new and innovative ways to design, build, and sell our products.

-Thor Mitskog

ENVIRONMENTAL

Sustainability is the ability to maintain a balance between the natural environment and the needs of society, without compromising either.

Our packaging is intentionally minimal, made from recycled cardboard with no harmful dyes or single-use plastics. This year we investigated numerous other sustainable packaging options including the removal of all printed paper inserts and replacing with QR information codes, replacing the product PE plastic bags with compostable wax paper bags, and reducing the size of our bulk shipment boxes to afford lessor logistics and lower the overall carbon footprint. This commitment to further improve our packaging sustainability will continue for years to come until we reach zero carbon impact. . In addition, we are phasing out printed paper inserts, instead providing QR codes linking to full online manuals. We continue to look for ways to ensure our packaging is as compact and resourceful as possible.

To reduce plastics headed for landfills, we launched the industry's first headset recycling program for schools, accepting products from any brand, at no cost to the institution. In 2023 we saw participation grow significantly and to date have donated more than 11,500 pounds of e-waste for recycling or reuse, and we have plans to globally expand this program in the coming year.

There is much work to be done in this area and we commit to making conscious choices toward innovation, adaptation, and change to better our planet.

SOCIETY

Our greatest asset is our people, and we take the creation of a safe, healthy, and diverse work environment seriously. We value our employees through competitive compensation and benefits, generous time off, flexible hours, and remote work options for those employees whose jobs can be effectively done outside of the office.

We support our local community by providing electronics donations to nonprofits that refurbish technology to help vulnerable communities succeed and thrive, and by donating our time and resources to other nonprofits throughout the year. But there is always more that can be done and that's the commitment we are making in all our ESG initiatives.

This is not a journey with an end, but rather a commitment to ongoing change. Cyber Acoustics is committed to better understanding the needs of our communities and growing our DEI initiatives while actively pursuing new and innovative ways to design, build, and sell our products.

About Cyber Acoustics

Cyber Acoustics was founded in 1996 with the mission of making great audio products at approachable prices. While our product lines have evolved to include office essentials and more premium solutions, our core values haven't changed — provide high-quality, reliable products with a focus on customer service.

Today our products are used to facilitate learning, conduct business, enjoy music, movies, and games, and connect with family and friends - we make the technology that facilitates modern life. One defining characteristic of our company and culture is our focus on customer collaboration. Supporting our customers, whether through designing products that meet their specific needs, or offering best-in-the-industry customer service, the satisfaction of our customers is always our first priority.

We sell our products to a range of industries and our worldwide channel network includes consumer electronics distributors, retailers, mass merchandisers, specialty electronics stores, computer and telecommunications stores, value-added resellers, and online merchants. We sell our services directly to end customers and through resellers.

EDUCATION TECHNOLOGY

For more than a decade Cyber Acoustics has been designing and manufacturing durable technology products based on feedback directly from educators and students. The result is a line of headphones and headsets that are easy to clean, with long-lasting leatherette cushions, durable components that can be bent, twisted, or pulled, and nylon braided TuffCords that can be coiled, flexed, or even chewed, all without sacrificing performance.

BUSINESS PROCESS OUTSOURCING

Working collaboratively on technology and design with some of the world's largest BPOs, we have designed a line of top-performing, reliable, durable, and comfortable headsets at optimal prices.

OFFICE ESSENTIALS

The world of work has changed drastically, creating a need for high-quality business peripherals. Our CA Essentials line of professional headsets, docking stations, and webcams offer the same, or better, technology than many competing products, but are available at a fraction of the price.

Company Timeline

1998

2006

Acoustic Authority

2009

2016

2020

2021

2022
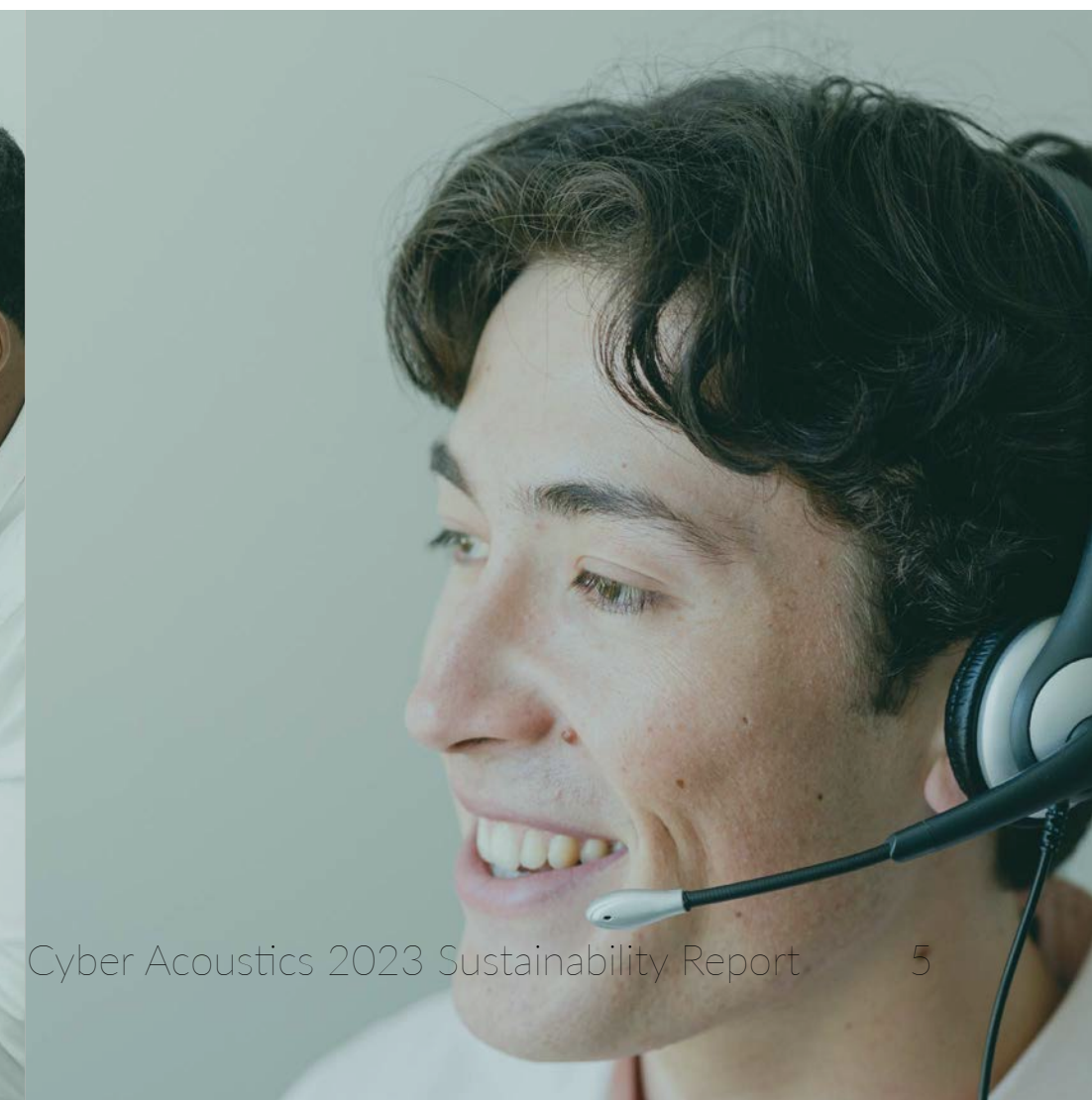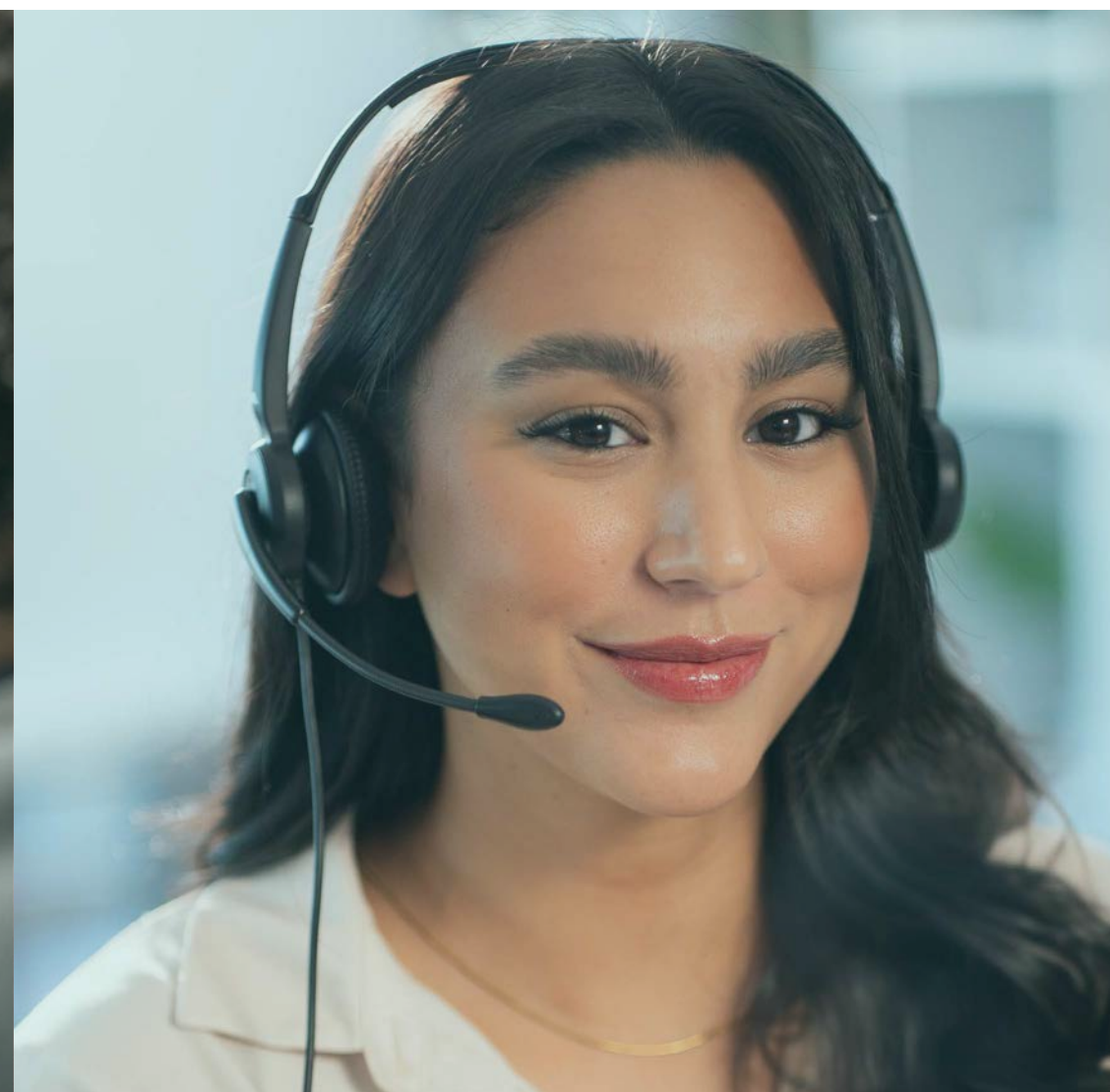
Founded in **1996** from a garage, Cyber Acoustics started by selling four different PC speaker systems

Moved into first office space and launched first speaker with sub, the **SW-12**

Launched new line of higher-end speakers under **Acoustic Authority** brand

Introduced **Maroo** brand of soft goods for Apple and Microsoft products

Expanded sales globally online with Amazon, as well as in Apple and Windows retail stores in Europe

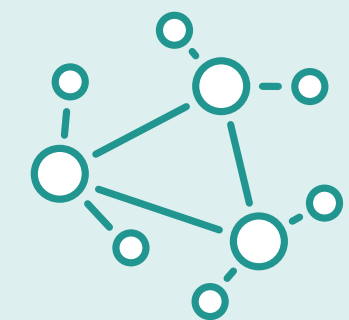Expanded product lines to include premium business peripherals, including headsets, video, and I/O interconnect products

Launched headset recycling program

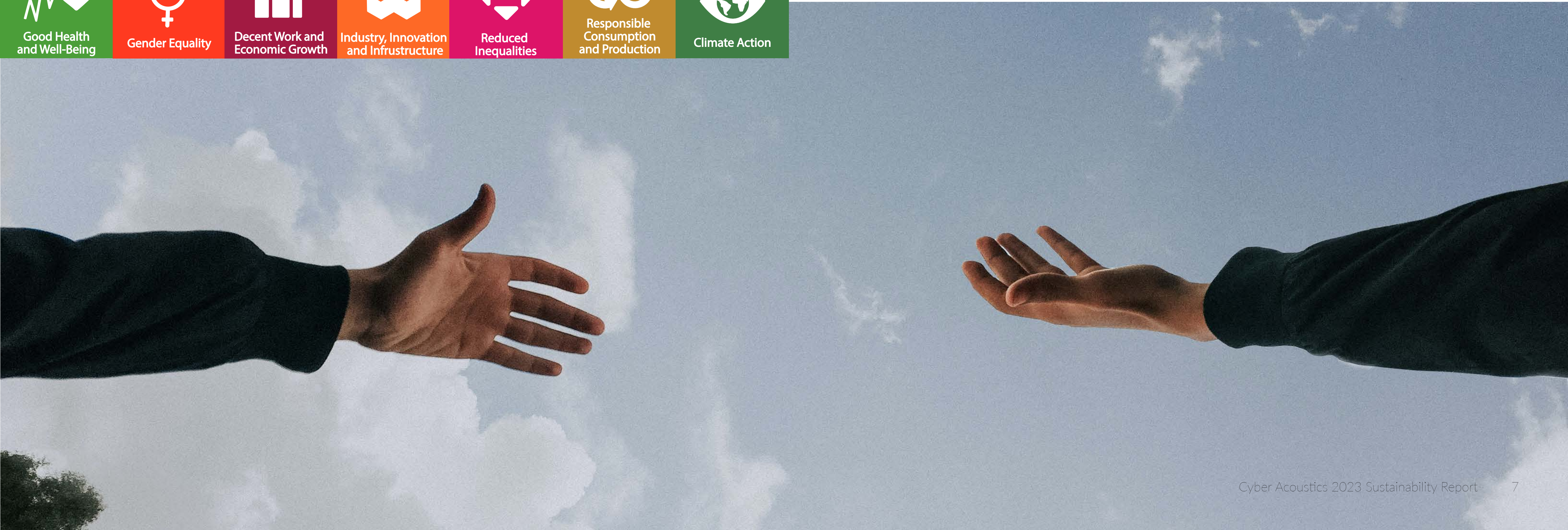Created line of BPO products to meet the needs of this industry

Our Commitments

We view all our ESG initiatives as a commitment to ongoing change, not just a set of singular goals that when reached will mean we cease to push harder. **We hold ourselves to high ethical standards, act with integrity, and commit to creating a healthy work environment while doing our part to positively impact our planet.**

THE UN'S SUSTAINABLE DEVELOPMENT GOALS FOR CYBER ACOUSTICS

Making a difference in environmental and societal challenges cannot be done alone, and we recognize the importance of collaboration with standards bodies and other companies.

In 2023 we mapped both new and existing sustainability initiatives with the United Nations Sustainable Development Goals (SDG), highlighting those that are core areas of focus for our organization. Of the 17 goals, **we have identified seven to prioritize.** This report will highlight how we are tracking toward these goals.

| 3 Good Health and Well-Being | 5 Gender Equality | 8 Decent Work and Economic Growth | 9 Industry, Innovation and Infrustructure | 10 Reduced Inequalities | 12 Responsible Consumption and Production | 13 Climate Action |

Governance Framework for Sustainability

It's crucial we all understand the role we play in protecting our planet. This understanding led to the creation of a formal ESG task-force, a committee comprised of our CEO, COO, CFO, Director of Marketing, and Technical Marketing & ESG Specialist. The chair of this committee is a senior executive, with the CEO and COO holding the responsibility to review all reported information.

The ESG task-force works directly with both internal and external stakeholders at minimum once a week, with the ESG Specialist assigned with identifying and presenting impacts at these meetings. These impacts are then discussed and plans are imposed to lessen said impacts.

ESG Specialist

Director of Marketing

Chief Operations Officer

Chief Executive Officer

Chief Financial Officer

Delegate Paths Toward Change

Research Possible Paths to Change

Report Progress to ESG Team

Research & Reference Sustainability Goals

ESG Impact Discovery

Report Impact to ESG Team

Implement Steps Toward Change
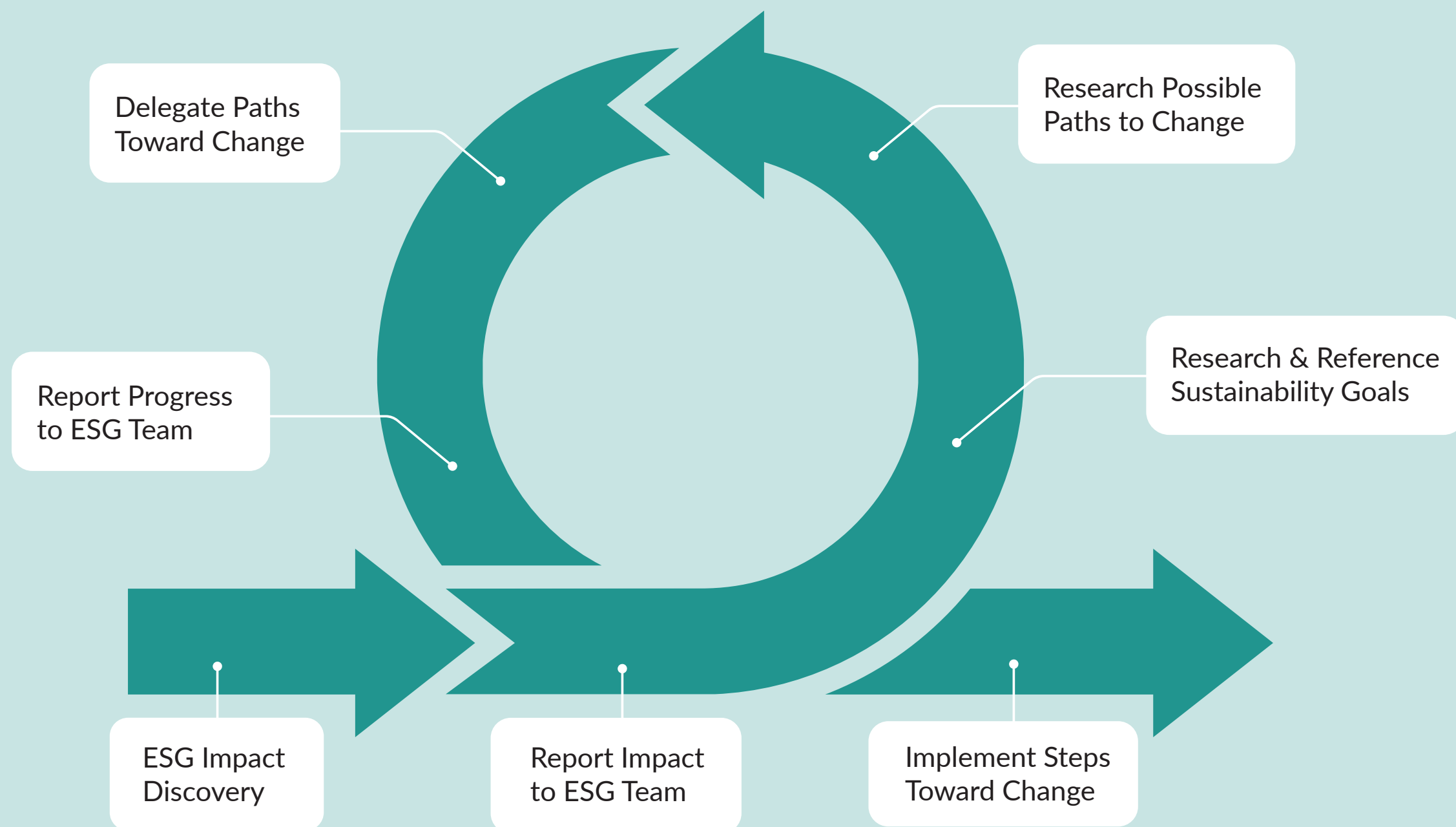
An annual review is conducted to measure impact at a granular level in each location under the control of the corporation, with the goal of measuring and reducing impact wherever possible. Beginning in 2024 and beyond, we will institute internal planned learning to continue to evolve, expand, and advance our ESG commitments.

All decisions on sustainability initiatives are discussed in depth, and decisions are made collectively, with cross-stakeholder decision making used to ensure there are no conflicts of interest. In addition, in 2023 we began coordinating with a local green business training group called Clark Green Biz, which offers resources and on-site assistance to support business goals to operate efficiently, reduce environmental impact, and offer employees a healthy workplace. They recognize and celebrate environmental excellence with Green Business certification.

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Industry, Innovation and Infrastructure

TAXES

Cyber Acoustics is committed to a collaborative and transparent approach to tax compliance and tax planning, including in our relationships with tax authorities. Cyber Acoustics' tax strategy includes paying a fair share of taxes in the countries where we operate. Cyber Acoustics does not undertake artificial tax planning with the intention of avoiding taxes using so-called 'tax haven' arrangements.

Cyber Acoustics prepares a report each year that details the taxes paid in each country where we operate. We use local certified tax accountants to ensure we are compliant with all applicable tax laws.
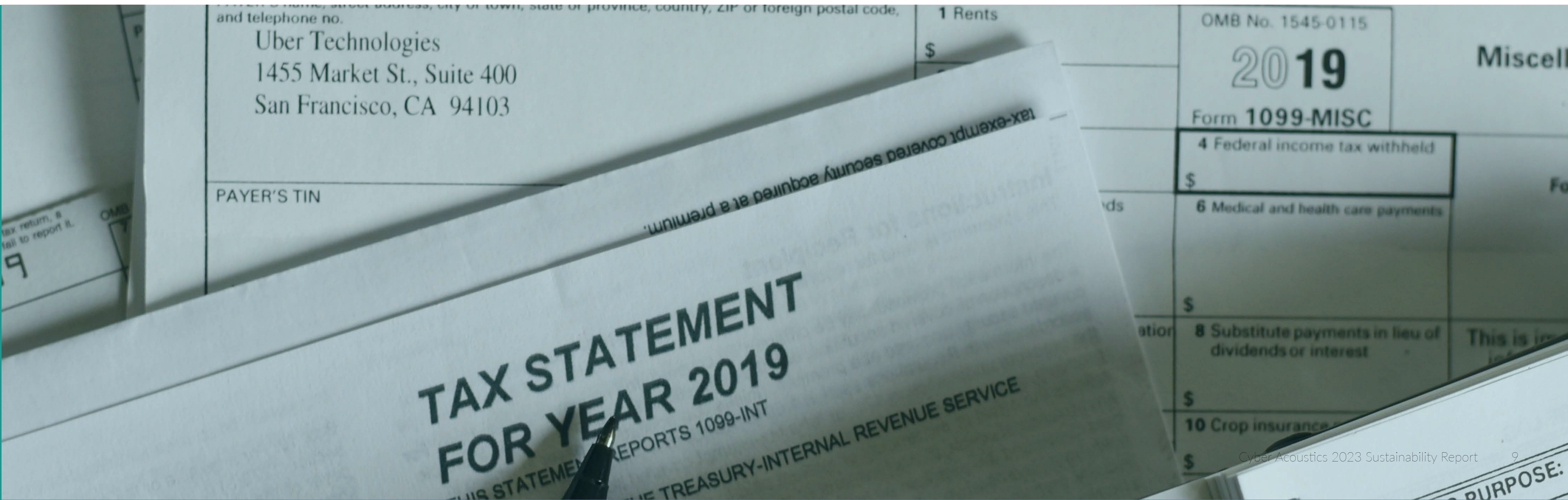
Materiality Assessment Process

The ESG task force met and reviewed our organizational details, activities carried out, products and services, and markets of impact, as well as our employee data. After a thorough review, our ESG Specialist presented each of the GRI topics and we discussed relevancy and impact. We then reviewed these a second time and determined the importance of reporting.

Our Materiality Assessment takes into account internal business objectives, current industry circumstances, and publicly available data sources, allowing us to refine our focus to the greatest areas of impact for our stakeholders. Cyber Acoustics uses GRI principles as the basis to identify, analyze, evaluate, and report the issues in our Materiality Assessment.

**The result of the Materiality Assessment is reported in the following figure.**

Governance

GRI 416 Customer Health and Safety
GRI 205 Anti-corruption
GRI 206 Anti-competitive Behavior
GRI 204 Procurement Practices
GRI 401 Employment
GRI 417 Marketing and Labeling
GRI 207 Tax
GRI 201 Economic Performance
GRI 202 Market Presence

People

GRI 408 Child Labor
GRI 409 Forced or Compulsory Labor
GRI 414 Supplier Social Assessment
GRI 405 Diversity and Equal Opportunity
GRI 406 Non-discrimination
GRI 403 Occupational Health and Safety
GRI 404 Training and Education
GRI 418 Customer Privacy

Environment

GRI 306 Waste
GRI 301 Materials
GRI 305 Emissions
GRI 302 Energy
GRI 303 Water and Effluents
GRI 308 Supplier Environmental Assessment
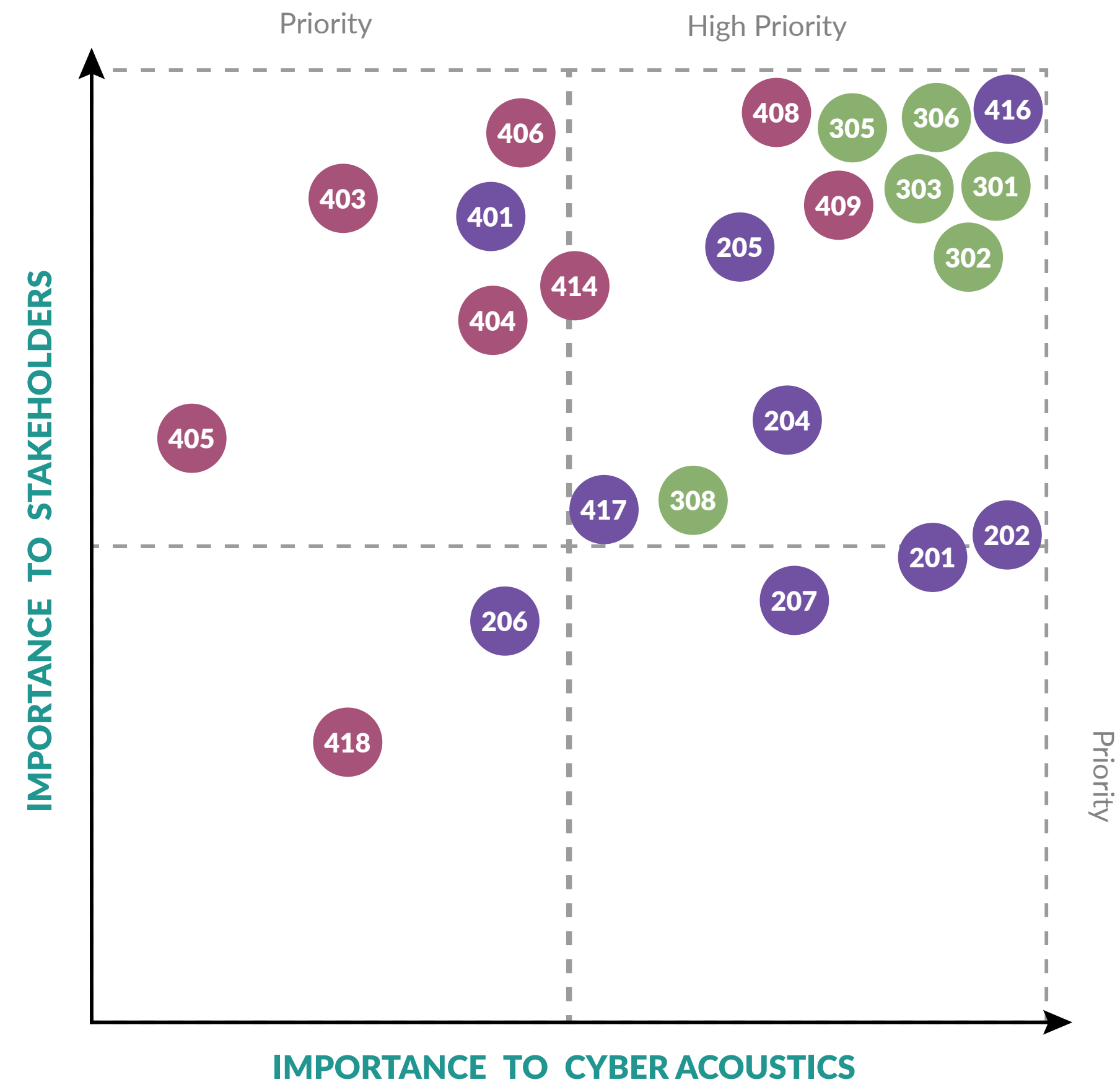
Results of Materiality Assessment

ESG Category	Material Issue	Impacts/ Potential impacts	Stakeholders	SDG
Governance	GRI 416: Customer Health and Safety	Safety of end users of products, including students	All stakeholders affected	
Environment	GRI 306: Waste	End-of-life products, packaging materials, supplier waste	All stakeholders affected	
Environment	GRI 305: Emissions	Shipping product, manufacturing, and operations	All stakeholders affected	
Environment	GRI 302: Energy	Suppliers, operations, and product usage	All stakeholders affected	
Environment	GRI 301: Materials	Products and packaging	All stakeholders affected	
Environment	GRI 303: Water and Effluents	Suppliers and operations	All stakeholders affected	
People	GRI 414: Supplier Social Assessment	Supplier selection and accountability	Supplier employees and suppliers	
Governance	GRI 204: Procurement Practices	Operations	Local communities	
Environment	GRI 308: Supplier Environmental Assessment	Supplier selection and accountability	All stakeholders affected	
People	GRI 409: Forced or Compulsory Labor	Supplier and operations practices	Employees hired directly by Cyber Acoustics or suppliers contracted by Cyber Acoustics	
Governance	GRI 205: Anti-Corruption	Operations supplier selection and ESG decision-making	All stakeholders affected	
People	GRI 405: Diversity and Equal Opportunity	Employees and hiring practices	Employees and local communities	

Issues Materiality   High   Moderate   Low

Results of Materiality Assessment

ESG Category	Material Issue	Impacts/ Potential impacts	Stakeholders	SDG
People	GRI 408: Child Labor	Supplier and operations practices	Employees hired directly by Cyber Acoustics of suppliers contracted by Cyber Acoustics	
Governance	GRI 401: Employment	Operations	Employees of Cyber Acoustics	
People	GRI 406: Non-discrimination	Operations	Direct and indirect employees of Cyber Acoustics, suppliers, and potential employees	
People	GRI 403: Occupational Health and Safety	Operations	Direct and indirect employees of Cyber Acoustic	
People	GRI 404: Training and Education	Operations	Employees of Cyber Acoustics	
Governance Environment	GRI 417: Marketing and Labeling	Product labeling, marketing agendas	Customers and end users	
Governance	GRI 207: Tax	Operations and local government taxes	Local community	
Governance	GRI 201: Economic Performance	Our company's performance impacts investors, employees, and local communities	Employees, local community, investors	
Governance	GRI 202: Market Presence	Our company's performance impacts employees and local communities	Employees, local community, investors	
Governance	GRI 206: Anti-Competitive Behavior	Operations and suppliers	Employees and investors of Cyber Acoustics	
People	GRI 418: Customer Privacy	Customers whose data we have access to	Customers	

Issues Materiality   High Moderate Low

Environment

Creating a Sustainable Future

Sustainability is the ability to maintain a balance between the natural environment and the needs of society, without compromising either. It's about looking for ways to reduce environmental impacts and promote human well-being. Living and operating sustainably is imperative to ensure that the earth and the natural world can coexist with humans, and we strive to keep this at the heart of all decisions.

- Scope 1
- Scope 2
- Scope 3

CLIMATE ACTION

Addressing climate change has never been more urgent and the primary purpose of our ESG task force is to conduct a thorough analysis of our carbon footprint and determine ways to mitigate our impact on the environment.

Climate change is a threat to everything on the planet, and we share the scientific consensus of the Intergovernmental Panel on Climate Change (IPCC) that holding global temperature increases below 1.5 degrees Celsius is needed to prevent the negative effects of climate change on the planet.

CARBON FOOTPRINT

In 2023 we established our baseline Scope 1, 2, and 3 emissions, measuring the total Greenhouse Gas (GHG) emissions caused by direct and indirect activities it takes to run our company.

SCOPE 1 EMISSIONS - BURN

This relates directly to Cyber Acoustics' operations and fuel to power equipment, fuel to power equipment. In this area, the Company reports very low carbon emissions, as our warehouse equipment is all electric, and our office requires no special equipment to function.

SCOPE 2 EMISSIONS - BUY

Like Scope 1, our Scope 2 reported emissions are low, in large part because of our motion lighting, reduced office size, and high percentage of fully remote employees.

SCOPE 3 EMISSIONS - BEYOND

Moving forward we are prioritizing carbon reductions in our Scope 1, 2, and 3 emissions, and will determine reduction targets in 2024.

Strategies to Reduce our Carbon Footprint
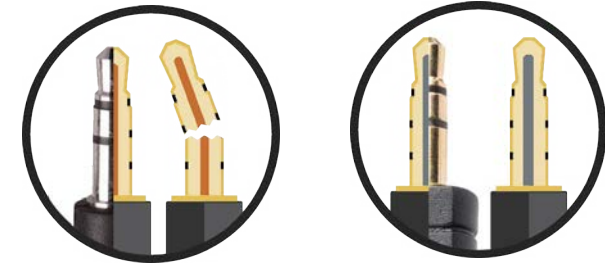
- Designing our products with sustainability in mind, including incorporating recycled materials directly into our builds
- Using efficient packaging to achieve a minimal size, leading to the use of fewer trucks and fewer containers to reduce carbon emissions
- Utilizing recycled materials in our packaging as well eliminating as many paper inserts as possible, to reduce paper waste
- Working more collaboratively with our suppliers and manufacturing partners to ensure they are following industry-leading best practices
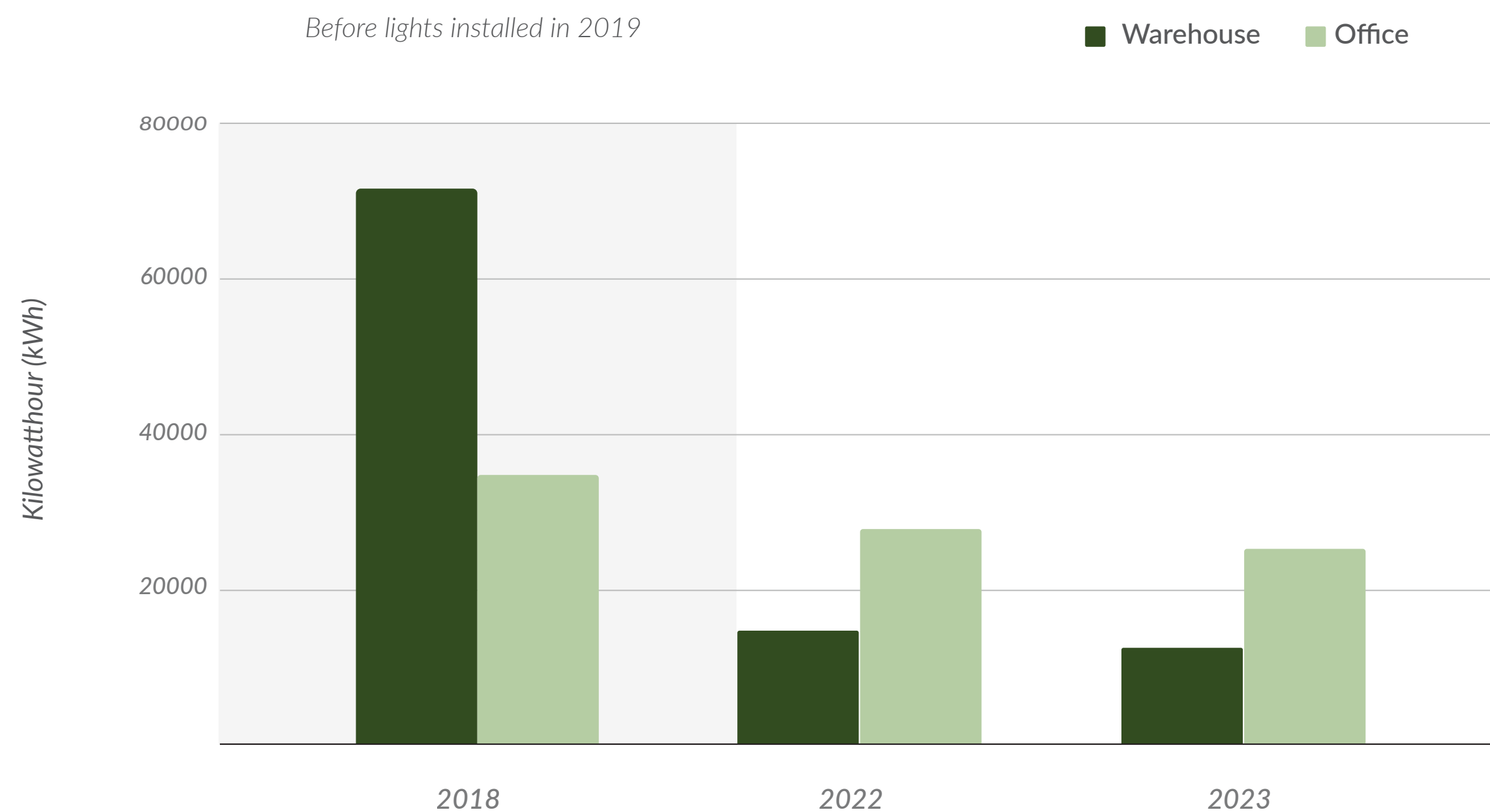
ENERGY USE

Cyber Acoustics reduced energy consumption in our Vancouver, WA headquarters by 70% through the installation of motion lights and an office consolidation that created a smaller working space. In addition, the company instituted a work-from-home policy for employees whose jobs could effectively be done off-site.

Alternative power solutions, such as wind and solar, are being investigated.

BASELINE FACILITIES POWER USAGE PER YEAR

Before lights installed in 2019

■ Warehouse   ■ Office

Kilowatthour (kWh)

80000
60000
40000
20000

2018   2022   2023

WATER

Bathrooms in the Vancouver, WA headquarters include technology for high-efficiency and low-water consumption. In 2024 we will be able to report our water usage baseline in our headquarters, as well as in our suppliers in Vietnam, China, and Taiwan.

Cyber Acoustics uses nine different production facilities in different Chinese provinces. Each facility is located in areas of medium to high water stress. We are conscious of the importance of proper water consumption management, and seven of our nine factories are ISO14001 certified, which helps organizations improve their environmental performance through more efficient use of resources and reduction of waste.

Water use within our production facilities has little to no impact on local water bodies. Our water is sourced from public mains and is not a significant component in our production.

Manifacturing

A lot goes into the manufacturing of computer peripherals, as each requires a unique combination of materials, parts, and components. Cyber Acoustics maintains long-term partnerships at the manufacturing level, leading to better practices and processes over time, and ensuring we avoid known risks to the environment and human health. Every product we manufacture complies with all local government regulations for the entire global market.

The majority of our production facilities have ISO14001 certifications, and have been audited with either RBA (Responsible Business Alliance) or BSCI (Business Social Compliance Initiative).

In many instances, our manufacturers already leverage renewable energy sources, with commitments to reach 50% renewable energy by 2025. We will continue to work with partners that are prioritizing such efforts.

In addition, we have developed screening criteria and will begin implementing our ESG Due Diligence Disclosure starting in 2024.

CONFLICT MINERALS
We currently require our suppliers to report sourcing information related to conflict minerals such as tin, tantalum, tungsten, and gold (3TG). We strive for a conflict-free supply chain by supporting industry-wide efforts to implement due diligence in standards, systems, and procedures. In addition to requiring that our suppliers comply with applicable laws, we expect that they source materials from environmentally and socially responsible suppliers and be conflict-free.

CERTIFICATIONS AND AWARDS
Cyber Acoustics complies with all local government regulations regarding the sale of our products, including:

We have achieved Walmart Axioms of Success for our packaging and labeling.

FORESTRY AND BIODIVERSITY
Our offices, production facilities, and direct suppliers are not located in or near sites containing globally or nationally important biodiversity and as such, our facilities do not have any significant, direct adverse impacts on biodiversity.

As we work to eliminate single-use plastics from our packaging, our use of paper and other natural materials in plastics will increase. As this occurs, we will work to make environmentally conscious choices.

HAZARDOUS MATERIALS
Our use of hazardous materials is limited to the use of small quantities of consumables, which are necessary for final assembly activities (e.g. lubricant oils, glue, cleaning solvent).

Hazardous materials are managed in accordance with legal requirements. Any materials that may pose a risk to human health or the environment are identified and managed in a manner that ensures their safe handling, movement, storage, use, recycling, or reuse, and disposal. Safety Data Sheets (SDSs) are maintained and communicated on notice boards in employee areas and are checked by our auditors.

We also have a corporate standard establishing our expectations for environmental best practices and appropriate management of workplace emissions and air quality. We have had zero incidence reports relating to our use of hazardous materials, and, in light of the nature and scale of materials used, incidents are not likely to occur.

DESIGNING FOR SUSTAINABILITY
A core brand pillar for Cyber Acoustics is designing for sustainability. One key way we do this is through the development of durable, long-lasting products that outlive a typical product life-cycle.

We redesign aspects of our products to be more durable and continue to do this on an ongoing basis.

In 2023 we began using recycled materials in our headsets, with about 60% of the headset weight coming from recycled materials. Cyber Acoustics will continue to develop and research using recycled materials in our product designs in 2024, and beyond.
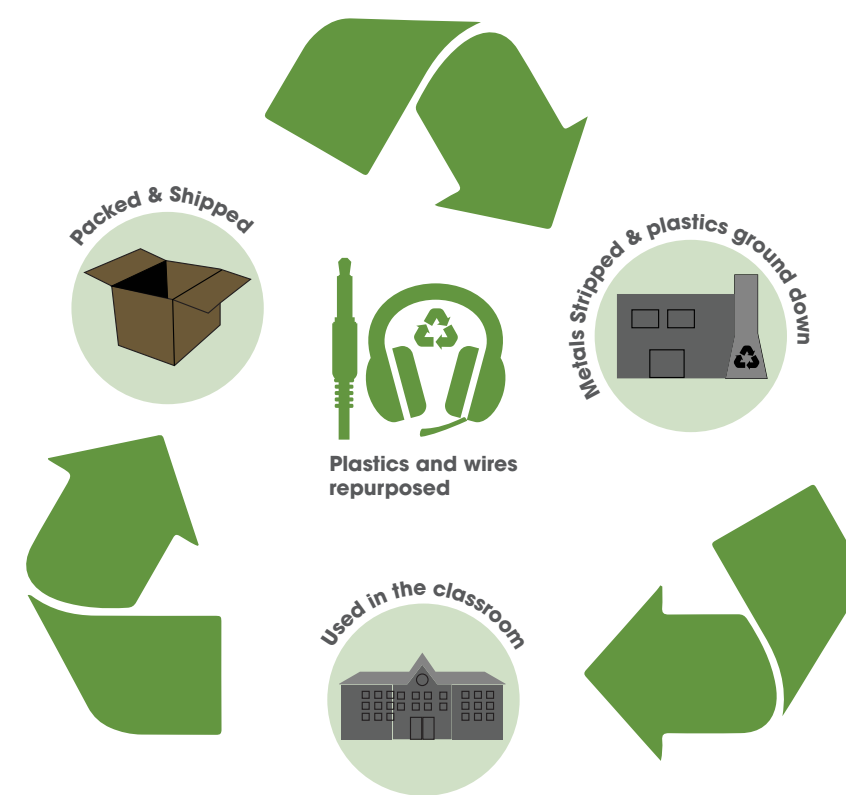
Recycling

Recycling in many forms is a major part of our ethos at Cyber Acoustics. As mentioned earlier in this report, we have begun incorporating recycled materials directly into the build of our products, with more planned in the next year.

Our packaging is intentionally minimal, made from recycled cardboard with no harmful dyes or single-use plastics in the majority of our packaging, and this year we investigated numerous other sustainable packaging options, which we plan to transition to moving forward. In addition, we are phasing out printed paper inserts, instead providing QR codes linking to full online manuals. We continue to look for ways to ensure our packaging is as compact and resourceful as possible.

11,500 pounds of e-waste from landfills. Nearly **5,000** pounds of that total came in 2023.

CREATING CIRCULARITY

In an effort to do more, in 2021 Cyber Acoustics launched a headset recycling program. Initially targeted to schools as a way to help them properly dispose of the thousands of products they cycle through each year, the program is also open to businesses. The program is intended to make proper recycling of e-waste as easy as possible, with Cyber Acoustics providing a collection box and a prepaid shipping label for the return of unwanted items. From there, the Company works with Green Century Recycling, an R2-certified recycler, to ensure responsible e-waste recycling. We also donate to the non-profit **Free Geek** and for-profit **Green Century Recycling** for electronics to be re-used in local communities.

OUR RECYCLING AND REUSE PARTNERS

Free Geek sustainably reuses technology, enables digital access, and provides digital literacy education to empower people on the wrong side of the digital divide and help them reach their full potential. They do this by conducting a multi-step process that includes diverting technology from landfills, refurbishing the devices, and giving them back to our community at little or no cost.

Free Geek started with the idea of making digital access available to everyone, no matter their background...The donations from Cyber Acoustics are prevented from ending up in landfills, and more importantly, help Free Geek provide people in our community with access to all types of technology. We are grateful for their continued support.

Juan Muro Jr.
Executive Director at Free Geek

1731 SE 10th Avenue
Portland, OR 97214
Hours Wednesday-Saturday 11am - 4pm
EIN 93-1292010

GREEN CENTURY RECYCLING
PULL THE PLUG ON ELECTRONIC WASTE.

Green Century was founded in 2008 on the principle that there is no such thing as **"Throw it away,"** driving their ongoing decision to maintain their R2v3 recycling standards certification. They are committed to building social equity in our community through, equal pay, livable wages, and community outreach while considering their overall global impact.

Green Century Electronics Recycling (GCER) LLC practices safe and efficient recycling for computers and electronics (e-waste). GCER is R2v3, ISO 9001, ISO 14001, ISO 45001 certified. These certifications ensure that we are tracking material from the time we receive it to its final destination, whether that be refurbishment and reuse or recovery of precious metals. We offer on site

physical and logical destruction as well as secure data destruction to meet your data compliance needs, both processes come with a certificate of destruction and serial number tracking. Green Century offers a business pick up service all across the USA as well as a "mail-in" recycling program.

CONTACT GREEN CENTURY
2950 NW 29th Ave Portland, OR 97210
503-764-9963
chris@greencenturyonline.net

PICK-UP / COLLECTION

SECURE TRANSPORT

SORTING

DATA DESTRUCTION

REFURBISH

RE-MARKET

PROCESS / DISMANTLE

RECYCLE

REPORTING

People

Cultivating a Safe and Equitable Work Environment

Cyber Acoustics strives to create a culture where people are free to be themselves, where different ideas and perspectives are valued and heard, and above all, be an environment where people want to work.

We are committed to creating a more diverse workforce, and do not discriminate against race, color, national origin, sex, gender identity, sexual orientation, religion, age, disability, or any other characteristic protected by applicable law.

DIVERSITY, EQUITY, & INCLUSION (DEI)

An inclusive culture leads to more profitable and productive business, enabling us to better understand and serve a diverse customer base.

At Cyber Acoustics, diversity means more than just having different races or gender identities on our team. It means having diverse perspectives, in an environment that values those differences, where people feel empowered to make their voices heard. Productive discourse is a crucial part of our DEI initiatives and we have had zero discrimination reports or incidents in the reporting period.

TALENT ATTRACTION AND RETENTION

Cyber Acoustics is proud to say **73% of our employees have worked at the company for ten or more years.**

In 2023 our operational team grew by 10% with an even split between genders and a diverse gap in age.
For future full or part-time job openings, all listings will be widely promoted, including on job boards focused on diversity, ensuring we cast the widest net possible to attract candidates from a wide range of backgrounds.

We are proud to share 73% of our employees have been with the company for more than ten years.

TALENT DEVELOPMENT & COMPENSATION

Cyber Acoustics is a small organization and all our employees perform a diverse set of functions, which drives innovation and training in each position. The company offers competitive compensation, and benefits to full-time employees including healthcare, dental, and vision insurance, 401k with company matching, as well as discretionary bonuses based on company performance, remote work options, flexible time off, and paid annual holidays.

The company frequently evaluates employee performance for merit-based pay increases and promotions.

SCHOOL-ENTERPRISE COOPERATION

We offer an internship program for college students in the Pacific Northwest, widely advertising the opportunities to attract a diverse pool of applicants. This year we had one intern join us, selected from a strong number of applicants. In addition, we work closely with San Jose State University on a semester-long mentorship project with a group of honor students.

COMMUNITY INVOLVEMENT

While we take a global approach to our ESG initiatives, we also believe in making a positive impact in our local communities. We provide annual donations to local schools in the form of books and school supplies as well as donations to local non-profits that provide Christmas presents for children in need.

We partner with local non-profits that refurbish technology to help vulnerable communities succeed and thrive.

In the last 12 months Cyber Acoustics has donated an assortment of electronics, ranging from speakers, headphones, webcams, as well as retired office computers and equipment to these organizations.

OCCUPATIONAL HEALTH AND SAFETY

Cyber Acoustics is committed to providing a safe and healthy work environment for all employees, visitors, and contractors in our office and warehouse operations. **Our commitment:**

- **Safety as a Priority:** The health and safety of our employees is our top priority. We are dedicated to preventing accidents, injuries, and illnesses through the continuous improvement of our safety procedures.
- **Compliance:** We are fully committed to complying with all applicable health and safety laws, regulations, and industry standards. Our policies and procedures are aligned with local, state, and federal occupational health and safety requirements.
- **Training and Education:** We provide the necessary training, resources, and support to ensure that all employees are well-informed about health and safety practices and are capable of performing their work safely.
- **Hazard Identification and Mitigation:** We will actively identify potential hazards in our warehouse operations and take prompt measures to mitigate and eliminate these risks.
- **Communication:** We will encourage open and effective communication between employees, supervisors, and management regarding health and safety concerns, incidents, or suggestions for improvement.

- **Emergency Response:** We have established and will regularly review emergency response plans to ensure that all employees are aware of proper procedures in the event of an emergency.
- **Continuous Improvement:** We are committed to regularly reviewing and improving our occupational health and safety policies, procedures, and practices through periodic audits and feedback from employees.
- **Employee Responsibilities:** All employees must follow established safety rules, procedures, and guidelines.
  - Report all safety concerns, near misses, accidents, or incidents to their supervisor or the designated safety officer.
  - Participate in training and educational programs related to health and safety.
  - Use appropriate personal protective equipment (PPE) as required.
  - Comply with all health and safety regulations and policies.

HUMAN RIGHTS AND LABOR PRACTICES

Cyber Acoustics and our suppliers must strictly comply with all applicable local human rights laws. We do not engage in business activities in any region that is known to have slave labor and prohibit the use of forced labor, child labor, and unsafe working conditions in any of our or our suppliers' operations.

In 2023 we had zero reported injuries and zero reported hazards to address.

Integrity in Management

Cyber Acoustics holds fast to the values and corporate culture of anti-corruption and anti-bribery and is committed to building an honest and transparent brand.

Cyber Acoustics is committed to maintaining the highest ethical standards in all aspects of our business while creating a culture of integrity and trust.

PREVENTING CORRUPTION

Cyber Acoustics is committed to conducting its business with integrity, transparency, and in full compliance with all applicable laws and regulations, including anti-corruption and anti-bribery laws. Cyber Acoustics strictly prohibits any form of corruption or bribery. All employees, contractors, and stakeholders are expected to adhere to the highest ethical standards in all business interactions, and to ensure these policies are clear we conducted a training program that concluded with every employee signing our formal anti-bribery and corruption statement, achieving 100% signage. Additionally, 100% of our operations have been assessed for risks related to corruption, including materials suppliers, logistics and shipping operations, and sales practices, with zero incidences found.

PRIVACY AND SECURITY

Privacy and personal data protection of our employees, customers, and stakeholders is of the utmost importance and Personal Identifiable Information (PII) is contained behind secured networks and is only accessible by a limited number of persons who have special access rights to such systems and are required to keep the information confidential. In addition, all sensitive/credit information is encrypted via Secure Socket Layer (SSL) technology. We do not keep or store any credit card information.

We have had **zero** leaks, thefts, or losses of customer data.

About this Report

INTRODUCTION

This is the **2023 Sustainability Report from Cyber Acoustics, Inc.** The report focuses on the concepts, progress, and future plans of Cyber Acoustics related to sustainable development.

TERMS DEFINITION

For the convenience and expression of reading, *Cyber Acoustics*, ***this Company***, ***the Company, we,*** and ***us*** in this report refer to **Cyber Acoustics**.

PREPARATION BASIS

Cyber Acoustics has prepared this report with reference to the *Global Reporting Initiative (GRI) Standards*, with additional reference from the *UN Sustainable Development Goals*. This report was prepared through communication with key stakeholders and the collection of relevant data and information, then organized and summarized. The Company has established an ESG task force that meets weekly to discuss all initiatives within this report, and to make decisions collaboratively.

TIME PERIOD

Unless otherwise specified, this report covers the period of January 1, 2023 to December 31, 2023.

DATA SOURCE

All data used in this report originates from Cyber Acoustics and its partners.

GRI INDEX

Our detailed GRI Index can be found **here.**

RELIABILITY STATEMENT

The appointed ESG Task Force is responsible for the truthfulness, accuracy, and completeness of the report.

CONFIRMATION AND APPROVAL

This report was approved by Cyber Acoustics' CEO, Thor Mitskog, on **December 21st, 2023.**

REPORT PUBLISHING

An electronic version of this report is available **here.**

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