



2024 ESG Report

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A message from our CEO



Dear MyPath Community,

In 2024, MyPath proudly marked 40 years of transforming lives. Over the decades, our growth—in size, scope, and impact—has been driven by a deep commitment to those we serve, to our employee-owners as an ESOP, and to broader environmental, social, and governance (ESG) goals. Today, nearly 2,000 Owners Who Care serve an equal number of individuals across diverse settings.

This year, we began seeing results from our early environmental efforts, backed by two years of data. In 2024 alone, MyPath vehicles traveled over 2 million miles, helping those we support stay connected to their communities. Insights from these efforts are shared in our Environmental Spotlight.

Our second DEI Survey showed strong employee-owner support for integrating environmental metrics into operations—support that is essential for meaningful change. Encouragingly, the survey also reflected above-average performance in morale, culture, and inclusion, signaling that our DEI initiatives are helping build a workplace we can all take pride in.

To align purchasing with our mission, we introduced a Sustainable Purchasing Guide. By promoting environmentally and socially responsible suppliers—including through our GPO, food service vendors, and Amazon Prime Business—we can drive meaningful change. As just one example, through our Amazon Prime Business account we tripled purchases from preferred vendors in 2024!

In Governance, we highlight our ownership groups and proudly welcome new Board member Lisa Reardon. We also address two growing risks—property insurance rates and energy costs—which, while affecting many, are especially critical for a real estate-focused organization like ours.

Thank you for supporting MyPath as we continue our journey to serve communities and foster sustainable impact.

A handwritten signature in blue ink, reading "Terry Leahy". The signature is fluid and cursive, with the first name "Terry" and last name "Leahy" clearly distinguishable.

Terry Leahy

2024 Overview

► Year in Review

This past year in the ESG space was one of data collection, continued program growth, and opportunities for comparison.

Data Collection

2024 was marked by new and improved systems of collecting data. We now track environmental metrics, such as energy usage, across programs, and transportation metrics, such as gasoline and idling, across our vehicle fleet. In 2024 we also launched the next iteration of a companywide DEI survey to assess the state of MyPath in areas like general morale and attitudes towards DEI practices and programs. While some aspects of ESG assessment can be qualitative, quantitative data are also critical. We are committed to measuring what we can, as accurately as possible, and creating benchmarks and goals against this data.

Program Growth

In 2024 we launched several new company-wide projects. The MyPath Sustainable Purchasing Guide made its debut. This serves as a reference for MyPath employee-owners as they make purchasing decisions for their programs and facilities. MyPath exercises significant purchasing power, and effective use of this guide will drive positive change in the communities we serve. We also launched the Responsible Building Management project to help employee-owners effectively manage MyPath's biggest set of assets: 159 homes, schools, and other buildings that serve as program settings. This project will eventually include guides tailored to each MyPath building, plus training to assist employee-owners in how to maintain a high-quality built environment.

In this year's report, we also highlight one of many smaller ESG projects at programs around MyPath: the Waste

Reduction Project at the Paragon Community Services Plymouth location. It is an exciting example of the impact our colleagues can have when they pause to assess and solve a problem.

Comparison

2024 offered the first opportunity to compare year-over-year performance in MyPath's energy and transportation metrics. To be sure, measurement is only half the battle; this must be accompanied by achievable goals that align with strategy. We now have a baseline to discuss sustainability strategy and to specify goals for electricity, natural gas, and vehicles.

Although a targeted reduction in these metrics has obvious environmental and cost benefits, this must be balanced with the quality of services. For example, if an adult resident spent the whole day at home, this would save on vehicle costs. But it would violate the spirit of

supporting the ability of that individual to spend time in the community.

The Environmental Spotlight thus focuses on "long idling," which we define as idling for more than 30 minutes. Rarely is there a business or care reason for a vehicle to idle this long. By focusing on that element, we can remain a community-based company in action and spirit while being mindful of environmental impact.

MyPath has made great strides in 2024. We are proud to share with our stakeholders the successes and challenges of our ESG journey.

Environmental Spotlight

► Full Year “Impede the Idle” Comparison

As a community-based services organization, MyPath deploys a large fleet of vehicles that are used for all sorts of purposes: field trips, travel to the doctor or dentist, volunteering, shopping, going to the movies—whatever might help our clients participate in everyday life and create relationships in the communities where they live. But these trips carry costs: fuel, maintenance, and emissions.

In 2023 we kicked off our first environmental initiative: Impede the Idle. In our business, there are many reasons to idle, ranging from loading and unloading wheelchairs to ensuring client safety and comfort. But there are few business reasons to idle over 30 minutes. By focusing on long idles—over thirty minutes—we could reduce unnecessary fuel costs and limit vehicle wear and tear.

In this report we compare year-over-year data between 2023 and 2024, reflecting vehicle use across all seasons. The results show some success, and some opportunities to improve.

- The number of miles driven increased 1% to **2.08 million miles**. But the number of fuel gallons purchased went down by 2% to 148,000 gallons. Total spending on gasoline fell by 7% to

\$467,000, saving over \$33,000—even though employee-owners drove more than 18,000 additional miles!

- Average fuel price fell 5%. If fuel had remained at 2023 prices, total spending on gasoline would have fallen by 8%, representing a savings of nearly \$38,000.

There were some significant swings in certain areas of the company:

- Prader-Willi Homes achieved a reduction of 20,160 minutes in long idle time, or 336 hours! This is an average decrease of 18.67 hours per vehicle.
- On the other hand, Homes for Independent Living reported an increase of 59,910 minutes of long idles, or 998.5 hours. This is an average increase of nearly 17 hours per vehicle.

- In the aggregate, long idle minutes climbed by 18,668 minutes, or 311 hours.

What did we learn?

- Fleet management data are readily available. But every vehicle tells a different story. Vehicles are assigned to different programs. The individuals served within the programs change, affecting driving behavior. The employee-owners driving the vehicles may rotate, also affecting driving behavior. We do not currently have the capability to effectively track vehicle data at this level.
- We need to do a better job of communicating this initiative and its benefits.
- We had visible success! At Prader-Willi homes, residents typically live with us for many years and

our teams of employee-owners are experienced, which reduces variability. For example, Bradford Home reduced minutes of long idling by 3,546, or nearly 60 hours! The program level is where change occurs. Communicating at this level will be essential moving forward.

- Potential savings are significant. By changing behaviors, we can decouple miles driven from fuel purchased. A savings of over \$30,000 on fuel is a good start, but there is more to be found through continuing emphasis on efficient driving habits and the reduction of idling.

Environmental Spotlight

			2023	2023	2023	2023	2023	2023	2024	2024	2024	2024	2024	2024	2024 Var
Company	Group	Vehicle	Distance			Idle Minutes per Mile Travelled	Avg Miles travelled per depart	Avg Idle Minutes per Depart	Distance			Idle Minutes per Mile Travelled	Avg Miles travelled per depart	Avg Idle Minutes per Depart	Idle Time (minutes)
			Count of Depart	Travelled (miles)	Idle Time (minutes)				Count of Depart	Travelled (miles)	Idle Time (minutes)				
± PCS			1,946	58,445	96,576	1.65	29.79	49.22	1,402	33,719	62,259	1.85	23.98	44.28	(34,316.90)
± PWH			1,054	25,748	47,897	1.86	24.34	45.27	671	17,112	27,737	1.62	25.46	41.28	(20,160.52)
± GLS			204	4,435	8,597	1.94	21.22	41.13	184	4,847	8,434	1.74	25.24	43.93	(162.10)
± TRS			51	1,066	2,223	2.09	20.50	42.75	43	660	5,034	7.63	15.00	114.40	2,810.58
± HIL			3,958	108,448	196,726	1.81	26.94	48.86	4,442	158,181	256,636	1.62	35.00	56.78	59,910.17
± TAI			62	4,183	3,456	0.83	65.36	54.01	127	15,394	5,606	0.36	119.33	43.46	2,149.47
± ORP			369	8,749	18,378	2.10	23.46	49.27	577	11,199	26,796	2.39	19.28	46.12	8,418.70
± MSS			8	99	347	3.49	12.41	43.36	5	93	245	2.64	18.60	49.05	(101.62)
± Def			6	445	272	0.61	74.13	45.30	1	17	43	2.54	16.78	42.60	(229.22)
± TCH			134	5,239	6,141	1.17	39.10	45.83	135	6,800	6,491	0.95	48.92	46.70	349.68
Grand Total			7,792	216,858	380,613	1.76	27.48	48.23	7,587	248,021	399,282	1.61	32.26	51.93	18,668.25

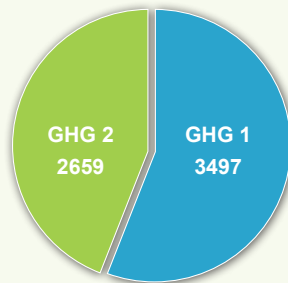


	2024 Miles Driven	Fuel Gallons Purchased	Total Fuel Costs
	2,077,892.00	148,431.46	\$466,558.93
Change	18,280.00	(2,554.14)	(\$33,294.87)
Change %	1%	-2%	-7%
Held at 2023		152,338.12	\$478,341.71
Change		(3,906.67)	(\$11,782.78)
		-3%	-3%
2024 fuel cost savings if pricing held at 2023 levels: (\$37,680.26) or -8%			

Environment

► GHG Reporting

	Therms	kWh	Gallons
Totals	411,564.70	7,270,523.76	148,431.46
Metric Tons CO2 Equivalent	2,178	3,476.00	1,319
	GHG 1	GHG 2	GHG 1
Change from 23 to 24	120	821.00	-7
Percentage Change 23 to 24	5.83%	30.92%	-0.53%



Carbon Sequester Numbers

(i.e. what is needed to offset our emissions per year)

	MyPath Totals
Tree Seedlings grown for 10 years	115,299
Acres of US forest preserved from conversion to cropland in one year	42
Acres of US forest sequestering carbon for one year	6,994
Garbage Trucks of Waste Recycled instead of Landfilled	352

► UWM GLS Campus Plan Summary

In 2023, three students from UW-Milwaukee studying Conservation and Environmental Science targeted the [Genesee Lake School](#) (GLS) campus to serve as the subject for their capstone project on land management. They collaborated with the GLS Farm staff and the Facilities Director to create a vision for three different areas of the campus: a grass lawn to be converted to native planting; expansion of an existing nature trail; and a possible future restoration area. The proposals needed to engage students and staff in a way that supports education and quality of life. The plans also had to acknowledge the small team of land stewards that would be responsible for plan execution and ongoing maintenance.

The restoration and expansion of the nature trail showed these competing considerations could be effectively balanced. In restoring the [Oak Savanna](#) consistent with the historical ecosystem, the removal of buckthorn is critical. But once the buckthorn



is removed, the question is what to replace it with. A variety of plants are native to this ecosystem. But plants need to be a size and density where sight lines to students can be always maintained.

The UWM students proposed low-growing, shrublike plants that would meet both goals by filling in the landscape while keeping the environment safe and conducive for exploration by students. The plan was inspired by the [Autism Nature Trail](#) in Letchworth State Park in New York. The proposal also featured educational opportunities such as informational signs and spots for hikers to engage the senses through nature.

Environment

► Responsible Building Management Project Kickoff

In August 2024, MyPath kicked off its newest Environmental Initiative, the Responsible Building Management Program. MyPath owns or manages 159 properties, ranging from single family homes to large residential schools. Building costs represent the second highest cost at MyPath (after staffing costs) at 8.4% of total revenue. This is a natural target to reduce environmental impact while maintaining or improving the quality of our settings.

The Responsible Building Management Program will drive awareness of building management issues throughout the company. The project outline specifies:

1. Best practices of running a building, including metrics such as heating/cooling, water, lighting, pest control, and landscaping.
2. [Focus on Energy](#) resources for purchasing energy efficient products at a discount.



3. [Energy Star](#) resources for finding and fixing issues.
4. Recycling and waste information.
5. Practical building information, including water and gas shut off valve locations.
6. Local resources for seeds, farmer's markets, planting information, etc.

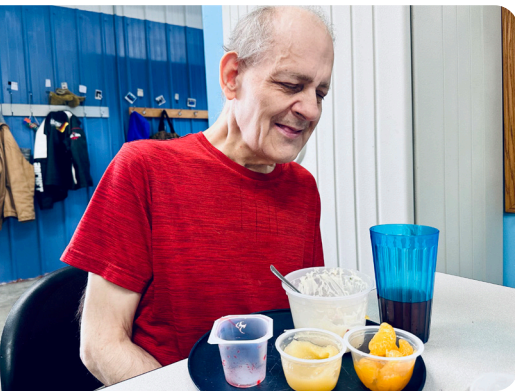
The goals of the project include:

- A digital building management guide for every building that supports a MyPath program.
 - This guide will include general information on specific building types (e.g., single family home) plus information specific to that building (e.g., water shut off valve location).
- Program training for certain employees.
- Creation of a Responsible Building Management cross-functional group, meeting quarterly, to discuss building issues and solutions across MyPath.



Environment

► PCS-Plymouth 2024 Environmental Consciousness Program



In 2024, the team at [Paragon Community Services \(PCS\)](#) in Plymouth WI built the foundation for a behavior-based environmental consciousness program.

The first stage was to secure recycling bins for the facility and to place posters detailing what items can be recycled. This was a good start, but it soon became clear these resources were not enough. An education component was necessary.

The second stage began with a problem-solving discussion. PCS's partners at [Homes for Independent Living \(HIL\)](#) each

day were sending single-use water bottles with drink mix packets for program participants. PCS employee-owners noticed the water bottles often leaked, soaking the contents of lunch containers. The team solved the issue by providing all beverages for day program participants. This eliminated the need for about 20 single-use water bottles every day, while ensuring participant lunches and snacks stayed dry!

Recognizing the potential environmental and fiscal impact, the Plymouth team turned to other aspects of the daily meal routine. Between meals and medication administration, about 25 plastic spoons were being used each day. Meals were being served on paper plates, and large amounts of juice were being served in disposable plastic cups. For \$65 the team acquired reusable plates, cups, and cutlery, thereby eliminating the need for nearly all disposable items.

That payment of \$65 allowed the team to prevent the use of over 20,000

disposable items during 2024. These decisions saved the Plymouth location \$990 per year and saved HIL partners the cost of roughly 3,000 single use water bottles, about \$400. These savings will continue year over year into the future!

This success has spurred the PCS team to keep asking questions about how to reduce environmental impact and save money in every aspect of their operations. Sometimes, the answers begin with simple questions about how to fix leaky bottles in a lunchbox. They now plan to keep asking good questions and search for answers that benefit the people they serve and the environment they call home.



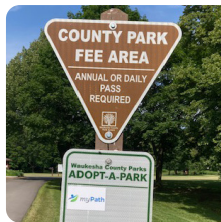
► Environmental Attitudes

In 2024 MyPath undertook its second companywide DEI Survey. The results of this survey are discussed in the Social section of this report. We highlight here two survey questions regarding MyPath employee-owners' perspective on the environment.

85% of MyPath employee-owners either somewhat or strongly agreed with the statement: "Caring for the environment is important to me", with 60% strongly agreeing.

76% of MyPath employee-owners either somewhat or strongly agreed with the statement: "MyPath should consider its impact on the natural environment in its business operations", with 46% strongly agreeing.

The level of employee-owners' interest in environmental issues is striking. This reinforces the environmental initiatives described in this report and shows we are pursuing these goals with the strong support of colleagues.



Social Spotlight

► MyPath Pathfinders (ERG) Groups

Pathfinders groups bring together a cross-section of employee-owners from throughout the company. Members discuss specific topics of interest and intersectional topics that transcend group boundaries. Throughout the year each group works to celebrate the diversity of MyPath in all its forms and to achieve goals both inside and outside the company. Following are examples of how Pathfinder groups are made a difference in 2024.

- **Generations Pathfinders** worked with MyPath's Benefits Department to create a 5K challenge. The "Generations 5K" challenged employee-owners to run or walk four 5Ks per month to gain points on the Aduro MyVoyage wellness platform.



- **Generations and Women's Pathfinders** partnered to support the Habitat for Humanity Women's Build project in Waukesha, WI. This project offered an opportunity for women (and anyone else) to learn how to build or repair a home while serving their communities.



- **Mental Health Pathfinders** devised a new training, "Supporting the Mental Health Journey," for all MyPath employee-owners. In November the group sponsored a "Month of Giving" to encourage MyPath employee-owners to donate to charities of their choice. The results included donations to 21 charities, 18 hours of volunteer work, 1,179 items, and \$2,210.



- **LGBTQ+ Pathfinders** sponsored a booth at the three-day Milwaukee Pride Fest celebration. Employee-owners shared information about MyPath programs and about the employment experience.



- **Abilities and Neurodiversity Pathfinders**, in honor of Disability Pride Month in June, called for creative submissions that recognize, appreciate, and celebrate the creative differences in the MyPath ecosystem. Here are a few examples from Jessica Murphy, Therapeutic Support Specialist at Genesee Lake School.

Social



- Although the **Salute to Service Pathfinders** Group kicked off later in 2024, in March MyPath sponsored the Wisconsin Stars and Stripes Honor Flight Gala. This celebrates veterans and raises money for the Honor Flight program. Attendees included several MyPath employee-owners.

- **Environmental Pathfinders** sponsored the Wisconsin Sustainable Business Council's Annual Conference in Milwaukee. Attendees included Tenecia Waddell-Pyle, Director of DEI, Cyndi Loehr, Environmental Pathfinders Co-Chair, and Matt Balestrieri, Director of ESG, who also presented. MyPath was recognized with an Advancing Designation by the WI SBC Green Master's Program. This designation recognizes companies that are beginning to measure and manage sustainability.



► DEI Survey Summary

In 2024, MyPath undertook its second DEI survey to measure attitudes and interests across MyPath. Positive movement in a variety of categories showed that MyPath DEI initiatives are having an impact at the individual level. The extensive results were shared with leaders and employee-owners throughout the company. In this Report we highlight three holistic measures.

The “Morale Index” collects responses related to satisfaction, company values, and personal support and growth. It is a good indicator of overall company sentiment and can be benchmarked across MyPath programs and against outside companies. The morale index tells a positive story: our score of 70 outperformed the benchmark for “good” morale at 66. The most typical response is very positive on all measures.

The “Culture Index” measures feelings of safety and respect.



MyPath scored a 69, above the “good” benchmark of 66. Again, the most common response was very positive on all measures.

Finally, the “DEI Index” is a measure of feelings of equity and inclusion. Again, we outscored the benchmark, 72 to 66. This index also showed a positive distribution of responses with the most common response being very positive in all areas.

These achievements are due to the hard work and commitment of people throughout MyPath. We are proud of the results, but they are not the end goal. We are continually creating a culture and environment where we are proud to call ourselves employee-owners.

Social

► Purchasing Change – Amazon

Purchases from Preferred Suppliers on Amazon throughout MyPath *tripled* from 2023 to 2024!

Like other companies with distributed operations, MyPath uses Amazon Business Prime to make purchases where centralized procurement doesn't make sense. In 2023, we deployed screens in the ordering process that highlighted companies and products that meet the criteria of our DEI and Environmental Commitments. When an employee-owner searches for products on Amazon, the system highlights as "Organization Preferred" those that meet the criteria.

With a year of data, we can announce the program has been a resounding success. Purchases from preferred vendors skyrocketed by over 300 percent! Nearly 30 percent of Amazon purchases now go toward preferred vendors and products. This spending of nearly \$150,000 will help produce real change in the communities we care about. And we are just getting started!

2023 Amazon	Purchases	Percentage
Climate Pledge Friendly	671	5.5%
Small Business	1738	14.2%
Minority Owned	277	2.3%
Woman Owned	165	1.3%
Veteran Owned	26	0.02%
Total Overall Purchases	12,280	
Total Dollars Overall	\$274,835.69	
Total Dollars to Preferred Vendors	\$25,044.03	
Percentage of Total Dollars Spent with Preferred Vendors 9.1%		

2024 Amazon	Purchases	Percentage	% Increase Over 2023
Climate Pledge Friendly	1286	8.7%	58.2%
Small Business	3465	23.0%	62.0%
Minority Owned	794	5.4%	134.8%
Women Owned	500	3.4%	161.5%
Veteran Owned	86	1.0%	400.0%
Total Overall Purchases	14,795		
Total Dollars Overall	\$511,955.25		
Total Dollars to Preferred Vendors	\$148,626.28		
Percentage of Total Dollars Spent with Preferred Vendors 29%			

Year Over Year Change

Increase in percentage of purchases with preferred vendors	302%
Increase in actual dollars spent with preferred vendors	\$123,582.25
Increase in dollars spent if 2023 spending held constant	\$50,658.32

Social

► Sustainable Purchasing Guide

In 2024, we released the MyPath Sustainable Purchasing Guide. This guide empowers employee-owners to make purchases that will drive a more sustainable and just world. Because we operate in a variety of settings, ranging from single-family homes to large residential schools, purchasing responsibilities are widely distributed. The guide shows how to choose screens within the purchasing platforms that will show products and vendors that meet various recognized certifications. The guide also includes a decision tree that can help employee-owners to decide what and how much to purchase—or if a purchase is even necessary. To complement the guide, we also created a MyPath Recommended Products List listing cleaning products that received a B or above on the Environmental Working Group's [Guide to Healthy Cleaning](#) report.



The next step is to gain an understanding of baseline purchasing behavior, including the Amazon purchasing data shared above. We will then articulate purchasing metrics and goals and measure and report progress.



MyPath's Group Purchasing Organization (GPO) is Premier/HRS. Within Premier the main ordering portal is called Supply Chain Advisor (SCA). When purchasing products through SCA, on the left hand side of the tool there are four diversity metrics available for selection: Minority Owned, Small Business, Women Owned, and Veteran Owned.

When making purchasing decisions, please consider checking each box before searching, this will create a list of supply options that fit with one or more of these Diversity metrics. Use this list to price compare versus your normal supplier.

Another option is to keep an eye on the Diversity column in the search results. When a supplier falls into one of the four Diversity categories it will appear in this column.

For example, on the screen at the right you can see search results for a bleach purchase. Within the results you can see that Spartan Chemical is a small business. Consider choosing them as a supplier for bleach products.

Governance Spotlight

► Ownership Committees across MyPath

As a 100% employee-owned company, owner engagement at MyPath is critical. In this year's report we highlight a few of the groups that promote a culture of employee-ownership.

ESOP Communication Committee (ECC) - MyPath

The ECC has two areas of focus: (1) communication, education & training, and (2) enhancing ownership culture.

To achieve these goals, ECC subcommittees focus on specific activities, such as messaging around the benefits of being an employee-owner or capturing Spotlight stories that highlight how employee-owners take ownership in their day-to-day actions.

Employee Ownership Committee (EOC) – Genesee Lake School

At Genesee Lake School in Oconomowoc, WI, the EOC's purpose is to promote a highly participative work culture improving structures for employee input/involvement, developing a knowledgeable workforce, and

offering platforms to generate ideas. This group also coordinates with the MyPath ECC to promote employee ESOP education.

School Improvement Teams (SIT) – The Richardson School

SIT includes school administration, teachers, and instructional aides who collaborate to develop and implement a school improvement plan. Each TRS location uses data to develop action plans specific to that site. Data are drawn from a variety of sources and surveys. Each SIT shares updates from DEI programs and Pathfinders.

Owner Engagement Committee (OEC) – Prader-Willi Homes

The purpose of the PWH OEC is to enhance and promote a culture of ownership, collaboration, and engagement. By fostering a deeper understanding of

employee ownership and aligning organizational goals with employee values, the committee strengthens the commitment of all employee-owners to the company's mission, vision, and core values. This group has six objectives:

- Promote Ownership Culture
- Enhance Communication
- Encourage Participation
- Recognize Contributions
- Support DEI Initiatives
- Improve Retention and Satisfaction



Governance

► MyPath ESOP By the Numbers

- Active Participants at the end of 2024: 1557
- Total Value of Participant Accounts: \$44.5 MM

► New Board Member



In August of 2024, MyPath named Lisa Reardon to its Board of Directors.

Currently, Lisa serves as Executive Chair of OwnersEdge, Inc., an ESOP holding company with affiliate businesses. In her previous role as CEO, her responsibilities included developing business strategies for the corporation and its affiliated companies, in consultation with company presidents, corporate executive leaders, and the OwnersEdge board of directors. She currently leads acquisition growth strategy and relationships, and oversees risk management, corporate budgets, and ESOP sustainability strategies.

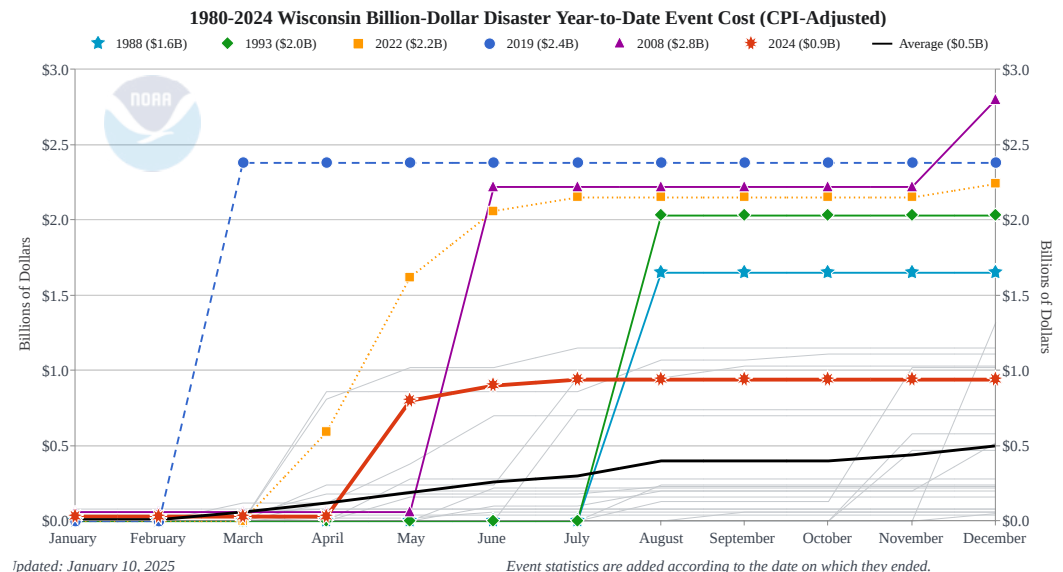
► Principal Risks

Property Insurance

MyPath is feeling the impact of significant disruption in the property insurance market. From 2023 to 2024, the company's property and content insurance costs rose nearly 35%. From 2024 to 2025 another rise of 35% is foreseen. And while increases may moderate at some point, they will not disappear.

According to the [PWC Insurance reimagined report](#):

The growing threat of climate change poses systemic physical and transition risks, with direct implications for the insurance industry... The reinsurer Swiss Re estimates that up to US\$183bn of premiums could be generated globally by 2040 as a consequence



Governance

of climate change, mostly in the property insurance segment, given the threat of exposure to catastrophes such as floods, earthquakes, and extreme weather events like storms and wildfires.

In the Midwest, extreme wind and hailstorms trigger climate- and insurance-related issues. In a significant development, insurance carriers' approach to deductibles for wind and hail damage recently changed from a flat dollar amount to a percentage of building/dwelling value. According to our insurance partner M3, 1% of value is becoming standard in the Midwest, and some Wisconsin markets in require a minimum of 2%. Parts of Minnesota have deductibles as high

as 5% of property value. This can leave property owners exposed to significant out-of-pocket costs for the most common wind and hail claims.

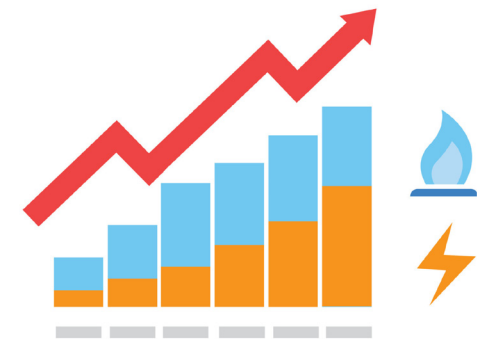
MyPath's extensive real estate portfolio is a significant benefit to the company. It offers a stable asset base and allows better control over the quality of the buildings we use to support our clients. But this also leaves us vulnerable to volatility and steep rate increases in the property and content insurance market. A priority at MyPath is to take reasonable measures to make investments that can lower our bills (such as updated roofing) and that can reduce claims (such as the clearing of branches that could fall on buildings during intense storms).

► Energy

In Wisconsin, MyPath is subject to the regulated monopoly structure that characterizes the electricity market. Although companies in other states can shop around for pricing, our buildings are subject to the pricing practices of the local electric provider. Typically, this is either WE Energies or WPS, which are owned by WEC Energy Group. Rate increases in Wisconsin are approved by the Public Service Commission every two years

Recently, [significant rate increases](#) were approved for both providers. For 2024 through 2025, for WE Energies customers the cumulative increase is 12.38% over the two-year period; for WPS customers the cumulative increase is 11.52%.

In Indiana, the story is similar. In January 2025, the Indiana Utility Regulatory Board (IURC) approved



Duke Energy rate increases for 2025 and 2026. For commercial customers, such as T.C. Harris and Transitions Academy, the [rate increases are 10% in 2025 and 4% in 2026](#).

These increases far exceed inflation and are usually not fully covered by any rate increases we may negotiate with payers. We are significantly affected by these upticks in energy costs, and we will closely monitor future rate increases.

SDG Goals (4, 5, 10)

► U.N. Sustainable Development Goals 2024

4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

MyPath continues to focus on Goal 4 because education is one of the three major components of the services we provide.



In previous reporting we focused exclusively on education for the students we serve. But the shortage of trained workers in our industry is getting worse. We have therefore expanded the Report to include MyPath employee-owners in the 2024 reporting period and into the future.

Targets 4.1, 4.5, and 4.6: MyPath's four education companies (GLS, TAI, TCH, and TRS) cumulatively served 655 students in 2024 from throughout the United States.

Target 4.2: MyPath's ABA (Applied Behavior Analysis) services company, Genesee Community Services, served 67 children and adolescents in 2024.

Target 4.4: **Workday** - MyPath employee-owners have access to the Workday Training platform for both in-person and virtual required trainings. Employee-owners can also search to discover optional trainings on topics such as Mental Health and Job Development.

- In 2024: 33,474 training assignments were completed, 2,150 blended classes were offered, and 89 digital courses and 23 blended courses were added.

- 145 graduates of our internal Building Leadership Skills program work throughout the company.

Franklin Covey - MyPath provides about 50 All Access Passes to the Franklin Covey suite of services, courses, and technology for appropriate employees. Franklin Covey offerings build effective leadership, teams, and culture and include a wide variety of trainings.

Aduro - Employee-owners have access to the Aduro Wellness

Platform. Aduro focuses on six interrelated aspects of life: lifestyle & health, development & growth, mindset & resilience, money & prosperity, purpose & contribution, and relationships & community. We have access to more than 300 pieces of content, including classes, videos, and even board-certified coaching. If employee-owners engage with a specific type and number of tasks, they receive substantial discounts on the company-provided health plan. These activities promote a healthier lifestyle for employee-owners.

- In 2024: 88 employee-owners achieved Level 1, 37 employee-owners achieved Level 2, and 153 employee-owners achieved Level 3, the highest available. 103 employee-owners received points but no level.



SDG Goals (4, 5, 10)

5. Achieve gender equality and empower all women and girls

MyPath continues to support SDG 5 as a material topic because the majority of our employee-owners are women.

Targets 5.5 and 5.7: MyPath Overall Percentage of Women is 73%.

Job Category	Numbers	Percentages
1.1 Executive or Senior Level Officials and Managers	20/28	71.4%
1.2 First of Mid-Level Officials and Managers	93/125	74.4%
2 Professionals	152/209	72.7%
3 Technicians	1/1	100%
5 Administrative Support Workers	66/75	88%
8 Laborers and Helpers	0/22	0%
9 Service Workers	969/1443	67%



10. Reduce inequality within and among countries

MyPath continues to support SDG 10 as a material topic because it is fundamental not only to the individuals we serve, but also to our employee-owners.

Target 10.1: Caregiving continues to be an **undervalued industry**. Through the structure of employee ownership MyPath employee-owners continue to receive the benefits of the value of MyPath stock.

Since its inception in 2002, MyPath stock has an annual growth rate of 12.36%, exceeding the 8.78% of the S&P 500.



- In 2023 (the most recent year available)

MyPath ESOP numbers are:

- 1557 Plan Participants
- \$44,521,792 Total Value of Participant Accounts



Target 10.3: MyPath has previously and will continue to support the elimination of laws that discriminate against individuals with disabilities. Our services offer equal opportunity through education, treatment, and community engagement.

Looking Ahead

2024 was a year when our environmental initiatives took root. We moved from foundation setting to holistic environmental metrics. In 2025 we will continue this journey and move into goal setting in areas subject to measurement, such as idling, emissions, and purchasing. We will also be deep in the work of the Responsible Building Management initiative, using sustainability and quality metrics.

2025 will be a year of learning from our companywide DEI survey. The results of the survey have been reviewed and widely shared in 2024, but the real work of implementation will be prevalent throughout 2025.

Finally, 2025 will be a year of strengthening governance and Board of Directors, as new committees begin, a new Board member is recruited, and the Board continues to take steps to ensure that MyPath remains a source of pride to all who are associated with it.



MyPath GRI Reporting

The organization and its reporting practices

► General disclosures

GRI Disclosure	
► 2-1	<ul style="list-style-type: none">a. Oconomowoc Residential Programs, d/b/a MyPath.b. MyPath is a private, for-profit, 100% employee owned company.c. MyPath's headquarters is in Oconomowoc, WI 53066.d. MyPath operates within the United States.
► 2-2	<ul style="list-style-type: none">a. Included in the MyPath ESG report are its affiliates Homes For Independent Living (HIL), Prader-Willi Homes (PWH), Paragon Community Services (PCS), Genesee Community Services (GCS), Transitions Academy of Indiana (TAI), The Richardson School (TRS), Genesee Lake School (GLS), T.C. Harris School and Academy (TCH), ORP Real Estate Holdings (ORPREH), and MyPath Support Services (MSS).b. All entities included in MyPath's financial reporting are included in our ESG reporting.c. MyPath consists of HIL, PWH, PCS, GCS, TAI, TRS, GLS, TCH, ORPREH, and MSS. For reporting as MyPath, we consider all material impacts from each affiliate as reflected in MyPath totals.d. Included in the MyPath ESG report are its affiliates Homes For Independent Living (HIL), Prader-Willi Homes (PWH), Paragon Community Services (PCS), Genesee Community Services (GCS), Transitions Academy of Indiana (TAI), The Richardson School (TRS), Genesee Lake School (GLS), T.C. Harris School and Academy (TCH), ORP Real Estate Holdings (ORPREH), and MyPath Support Services (MSS).e. All entities included in MyPath's financial reporting are included in our ESG reporting.f. MyPath consists of HIL, PWH, PCS, GCS, TAI, TRS, GLS, TCH, ORPREH, and MSS. For reporting as MyPath, we consider all material impacts from each affiliate as reflected in MyPath totals.
► 2-3	<ul style="list-style-type: none">a. MyPath reports ESG topics on an annual basis. This report covers the year from 1/1/2024 to 12/31/2024.b. MyPath reports financial topics on an annual basis from January 1st to December 31st of every year.c. This ESG report is published on June 18th, 2025.
► 2-4	<ul style="list-style-type: none">a. There are no restatements of data from previous periods necessary.
► 2-5	<ul style="list-style-type: none">a. There is no policy or practice for MyPath to seek external assurance regarding our ESG reporting.

► Activities and workers

GRI Disclosure	
► 2-6	<p>a. MyPath is active in multiple sectors within the human services and education industries. Based on the International Standard Industrial Classification of All Economic Activities (ISIC) MyPath provides services in the following activity categories:</p> <p>a. Section P – Education: “For each level of initial education, the classes include special education for physically or mentally handicapped pupils.”</p> <p>i. 8510 – Pre-primary and primary education: GLS, TCH, TRS.</p> <p>ii. 8521 – General secondary education: GLS, TCH, TRS.</p> <p>iii. 8522 – Technical and vocational secondary education: GLS, PCS</p> <p>b. Section Q – Human Health and Social Work Activities</p> <p>i. 8720 – Residential care activities for mental retardation, mental health and substance abuse: HIL, PWH. Note: We do not provide substance abuse services.</p> <p>ii. 8730 – Residential care activities for the elderly and disabled: HIL, PWH.</p> <p>iii. 8790 – Other residential care activities: TAI</p> <p>iv. 8810 – Social work activities without accommodation for the elderly and disabled: PCS, GCS.</p> <p>b. MyPath provides community-based residential settings, care services, treatment programs, year-round education programs, work programs, and day services for children and adults with developmental, behavioral, medical, and emotional needs at nearly 160 sites throughout Wisconsin and Indiana. The company offers a continuum of care for individuals from childhood to adulthood. While MyPath has a physical presence only in Wisconsin and Indiana, MyPath works with up to 17 different states that send individuals to our program locations for care and services.</p> <p>As MyPath is a services company, our value chain has two parts. First is the value chain centered on individuals served. Upstream from MyPath is a wide variety of settings where individuals previously lived or studied, including individual living, family living, other placement agencies, local school districts, state institutions, and others. For many adult residents, due to their significant needs, MyPath provides a permanent home in which the resident will spend the remainder of their lives, with all the support services associated with these settings. For children, MyPath provides education and treatment so that children can return to their homes and local schools and successfully complete their education. For our residential schools, children live with us. For our day service programs and day schools, students live with families and guardians while we provide services during the day.</p>

GRI Disclosure

► 2-6

Second, the MyPath value chain includes the products and services we need to provide services under the first part of the chain. This includes hundreds of the typical suppliers one uses to run a household, a school, a day program, and a business, such as GPOs, Amazon, and local grocery and hardware suppliers. In 2024 the MyPath Sustainable Purchasing Guide was released. This guide shared the values MyPath uses to direct purchasing decisions and gave detailed information on how to use our bulk purchasing options (GPO, etc.) We also began regular tracking of spending with preferred providers or on preferred products. This reporting will be ongoing. (See Social for details)

Downstream from MyPath is waste. We currently work with organizations to effectively dispose of waste, including recycling and compost. In 2024 MyPath rolled out a variety of waste-oriented projects. They included a waste elimination project at PCS-Plymouth (See Environment for details), and a more thorough understanding of recycling options for PCS through waste hauler support, among others.

c. MyPath works with several outside organizations to ensure effective reporting for its Employee Stock Ownership Plan (ESOP), including ESI for third-party valuation services, BDO for audit, and Principal for ESOP account administration.

d. There have been no significant changes compared to the previous reporting period.

► 2-7

a. Total Number of Employees broken down by gender and region.

	Men	Women	Total
Wisconsin	391	1197	1588
Indiana	131	215	346
Totals	522	1412	1934

b. Total number of:

i. Full-time employees (84.8% of MyPath)

ii. Part-time employees (4.65% of MyPath)

iii. Casual employees (10.55% of MyPath)

	Men	Women	Total
Wisconsin	357	973	1330
Indiana	125	185	310
Totals	482	1158	1640

	Men	Women	Total
Wisconsin	12	77	89
Indiana	0	1	1
Totals	12	78	90

	Men	Women	Total
Wisconsin	22	148	170
Indiana	6	28	34
Totals	28	176	204

c. The methodology used to calculate these numbers is general head count as an average over 2024.

d. MyPath uses the following definitions regarding employees:

i. Full-Time: regularly scheduled to work 30 or more hours per week

ii. Part-Time: regularly scheduled to work less than 30 hours per week

iii. Casual: not regularly scheduled to work, is assigned or requests work hours on ad hoc basis

GRI Disclosure	
► 2-8	a. All workers performing work for MyPath are employees. MyPath does not have workers who are not employees.

► Governance

GRI Disclosure	
► 2-9	<p>a. The governance structure of MyPath is dictated by state law as well as ERISA, the federal law that governs ESOP companies. A Trustee represents the interests of the shareholder employees who participate in the ESOP. The Trustee appoints the Board of Directors, which exercises oversight over the activities of management. In 2024, the board had a Human Resources Committee and an Audit and Risk Management Committee. There is no separate Board that oversees ESG initiatives; the Board is responsible for such oversight.</p> <p>b. The board currently includes seven members.</p> <p>a. The board includes the Chief Executive Officer of MyPath and six other members.</p> <p>b. One board member is a former shareholder, one Board member is the CEO, one Board member has a consulting agreement with the company, one has been announced as the next President and CEO (in 2025), and three are independent.</p> <p>c. The tenure of board members ranges from 40+ years (pre-ESOP) to less than one year.</p> <p>d. Board members have various other employment and volunteer activities, described publicly on the MyPath website.</p> <p>e. The board includes two members of an under-represented social group.</p> <p>f. Each member brings to the board a specific background within either the human services industry or a specific aspect of business, e.g., finance or ESOP expertise.</p> <p>g. One board member was a shareholder before selling shares to the ESOP. No other specific stakeholder groups are represented.</p>
► 2-10	<p>a. Current board members and MyPath leadership may submit names of potential board members. If a potential board member is interested, the board, the Executive Team, and the leadership of the MyPath Pathfinders groups meet with the potential member. After collating feedback, the board will decide whether to recommend to the ESOP Trustee that the candidate be invited to join the board of MyPath. The Trustee ensures that board members are qualified, and ultimately it is the Trustee who selects the members of the board.</p> <p>b. In evaluating potential members, MyPath looks for individuals who have experience within the broad human services field or expertise in sectors related to MyPath operations. MyPath also looks for members who can add to the skills of the board, for example, through community engagement experience, change management, or ESOP knowledge. MyPath continually seeks to expand the diversity of the board to better reflect the company, the individuals we support, and the communities where we operate. The independence of the board members can depend on current business needs beyond board participation. At times board members have been asked to help with business operations, such as when one board member became Interim Executive Director at TCH for a set period.</p>

GRI Disclosure	
▶ 2-11	a. The chair of the MyPath Board of Directors is an external board member.
▶ 2-12	<p>a. The Executive Team of MyPath is responsible for developing, approving, and updating MyPath’s Mission, Vision, and Beliefs and Behaviors. This team is also responsible for developing, approving, and updating MyPath strategies globally, which includes strategies related to ESG matters. The MyPath Board of Directors oversees the Chief Executive Officer and provides general oversight over MyPath.</p> <p>b. The ESG function was newly defined in 2023, and new processes for the oversight of ESG initiatives were put in place. MyPath released an Environmental Commitment that defined the five sustainability pillars that will guide our initiatives: energy, transportation, purchasing and waste, compliance and funder requirements, and environmental justice. Public reporting of results and project management has followed. The Director of ESG and the Director of DEI both report directly to the CEO. Governance matters are managed by a combination of the Board, the Executive Team, and the Trustee of the ESOP.</p> <p>c. As the ESG initiative evolves, MyPath will create further policies around ESG matters, oversight, stakeholder engagement, and accountability. MyPath will publish an annual ESG report coinciding, when possible, with financial reporting. MyPath ESG</p>
▶ 2-13	<p>a. The board, through the CEO, has delegated specific responsibility for DEI related initiatives to the Director of DEI. The board, through the CEO, has delegated specific responsibility for ESG related initiatives to the Director of ESG. The Executive Team has general oversight of ESG and DEI related initiatives as they are implemented across the company.</p> <p>b. The process for reporting to the board and Executive Teams includes attendance at board meetings and executive meetings as necessary and appropriate. It also includes a broad reporting process integrated within the company as initiatives are launched and reviewed.</p>
▶ 2-14	a. The CEO and the Board of Directors review the ESG report before publishing. The CEO, with Board input, is responsible for approving to publish.
▶ 2-15	<p>a. The Board of Directors includes one representative of the former shareholders of the company. These shareholders sold 70% of the stock in MyPath to the ESOP trust in 2016. When combined with the 30% previously sold to the employees, this transaction resulted in MyPath becoming a 100% employee-owned company. Each board member discloses any possible conflicts of interest on an annual basis.</p> <p>b. There are no conflicts of interest to disclose regarding cross-board membership, cross-shareholding with suppliers or other stakeholders, existence of controlling shareholders, or related parties, their relationships, transactions, and outstanding balances. One MyPath Board member provided professional services to the company during the reporting period.</p> <p>a. MyPath published a Conflict-of-Interest Policy in the MyPath Owner Handbook that applies to all employees.</p>
▶ 2-16	a. Critical concerns regarding MyPath operations are communicated to the Executive Team and the Board of Directors through established channels depending on the matter. MyPath businesses are extensively regulated by government entities such as Wisconsin Department of Children and Families, Wisconsin Department of Health Services, and the Indiana Department of Child Services. We must comply with the requirements of contracts with public funders when serving individuals from other states.

GRI Disclosure	
► 2-17	<p>a. There have been no specific measures taken to advance the collective knowledge, skills, and experience of the highest governing body of MyPath on sustainable development.</p> <p>b. There have been multiple measures taken to advance the collective knowledge, skills, and experience of the company at large. Examples include:</p> <p>a. Presentations on leadership calls around environmental initiatives, MyPath Environmental Initiatives, presentations to various leadership groups, school applications for WI Green and Healthy Schools, and Environmental Pathfinders meetings monthly.</p>
► 2-18	<p>a. The Board of Directors evaluates its own performance on a regular basis, with oversight by the Trustee. There are no specific processes in place to evaluate the performance of the Board of Directors or the Executive Team in overseeing the management of the organization's impact on the economy, environment, and people.</p>
► 2-19	<p>a. MyPath provides fixed compensation for each member of the Board of Directors. Senior Executives receive a combination of fixed and variable pay based on company performance around financial, quality, and other goals. MyPath employees are eligible for sign-on bonuses or recruitment incentive payments as determined by the position hired. All full-time employees at MyPath are eligible for retirement benefits and stock grants from the ESOP after four months of employment.</p> <p>b. There are no specific elements of compensation that tie directly to ESG objectives.</p>
► 2-20	<p>a. The process for determining remuneration for all MyPath employees, including the Executive Team, is based on a combination of position data from a third-party compensation services company and alignment with the company's strategic priorities. In addition, certain MyPath programs operate within a business environment that sets rates for services and these externally set rates are considered. The MyPath HR Department works with Operations and Finance to develop and supervise remuneration policies, led by the Chief Administrative Officer, Chief Financial Officer, and Chief Operations Officer.</p> <p>a. The Board of Directors sets CEO pay.</p> <p>b. As mentioned, several MyPath companies operate in a business environment where external stakeholders, often funders and regulators, set the rates for services. These rates directly affect remuneration policies.</p> <p>c. MyPath subscribes to PayScale to determine pay ranges for positions throughout the company. PayScale is independent of any MyPath stakeholders.</p>
► 2-21	<p>a. 13.77</p> <p>b. The increase for the highest paid employee was equal to the median increase for MyPath employees of 4%.</p> <p>c. Excluded from these calculations are student employees who are working in a vocational program as part of their education.</p>

► Strategy, policies and practices

GRI Disclosure	
<p>► 2-22</p>	<p>MyPath's purpose, business strategy, and business model are all aligned to achieve positive impacts on the economy, environment, and people.</p> <p>Economy</p> <p>As a 100% ESOP company, the value created by our company flows to those who created it, our employee-owners. By providing shares in our company at no cost to employees, we help to build long-term wealth for caregivers, a historically undervalued career path. As a human services company, we are rooted in our communities. We cannot be outsourced, and we can only be augmented by technology, not replaced. Our economic benefit stays in our own communities. We do not have public and dispersed shareholders, and we are driving spending toward products and sellers who fit with our DEI and Environmental Commitments.</p> <p>Environment</p> <p>MyPath believes individuals should be supported in the least restrictive setting possible consistent with that individual's abilities and desires. By promoting individual over congregate settings, this approach may contribute to a larger environmental footprint. But our goal of recognizing the dignity of each individual and providing an opportunity for them to take part in their own community is non-negotiable. We seek to reduce our footprint where possible through efficiency measures in energy and transportation, through directing dollars to non-toxic products, and through community engagement opportunities such as volunteering with local groups to protect the environment. These actions have the strong support of employee-owners and can drive toward more sustainable business practices. (See Environment – Environmental Attitudes)</p> <p>People</p> <p>Protecting and enhancing the rights of individuals with disabilities is why MyPath exists. Our company is built on the deinstitutionalization movement that fought to support individuals with special needs within the community. We also create careers for individuals who want to spend their lives working on behalf of others. As a 100% employee-owned company diversified across several industries, we empower caregivers to create their own path to a satisfying and financially secure career. In addition, <u>ESOPs have been shown to have a disproportionately positive impact on wealth disparities driven by race and gender.</u></p>

GRI Disclosure	
	<p>Short Term</p> <p>As the ESG initiative continues at MyPath, short-term plans revolve around building upon what we have accomplished while working to create effective systems of measurement and management. We have initial data on transportation and energy metrics and can start to make more detailed comparisons with an eye toward developing benchmarks and case studies of best practices. We will continue to report on all initiatives in the MyPath ESG report. We are also presenting at various conferences to share our journey so far, including both Human Services, Employee Ownership, and Sustainability conferences.</p> <p>Long Term</p> <p>In the long term, MyPath seeks to live up to its ESG commitments and to manage the company in a manner that will provide high quality care while steadily enhancing share value for our employee-owners. As an employee-owned company, we want to be around forever and will make decisions with an eye toward making this happen. We will measure Scope 1 and 2 GHG emissions and seek appropriate mitigation strategies to comply with international goals around Net Zero. (See GHG Measures in Environment) We will have an organized system to ensure procurement and waste streams uphold Environmental and DEI commitments. We will have a comprehensive building management program, giving our employee-owners the opportunity to materially impact building usage. This system will also allow for standardization across programs of efficient and effective appliances and other building management tools. (See Environment – GHG Measures)</p> <p>Trend Impact</p> <p>MyPath is subject to a variety of broad macroeconomic, social, and political trends. Our industry is almost completely funded by government dollars and the trends around spending will directly affect our company. As of this writing, a new administration has taken over in Washington and significant impacts on education and Medicaid are either underway or imminent. How these will play out is currently unclear as court involvement is high. We must keep close watch on these trends to understand where the future is heading.</p> <p>Key Events</p> <p>During the reporting period of 2024, a variety of key events occurred:</p> <p>Environmental</p> <p>The Responsible Building Management initiative kicked off in August 2024. This is the largest initiative to date at MyPath and is meant to be a holistic project dedicated to the effective and sustainable management of our buildings. It will include individual building guides and site-specific training.</p> <p>The Sustainable Purchasing Guide was released in November. This will be a resource for MyPath employee-owners who handle purchasing for their programs. The guide includes preferred metrics to use when making purchasing decisions, and detailed instructions on how to use DEI and Environmental screens in purchasing portals.</p>

GRI Disclosure	
	<p>Social</p> <p>MyPath's second DEI Survey was completed. It offered a comprehensive look at attitudes around the company. (See Social – DEI Survey Summary for more detail)</p> <p>Throughout the year, Pathfinders conducted initiatives or events relevant to their focus area. Examples include the Habitat for Humanity Women's Build, a new training "Supporting Your Mental Health Journey", and sponsoring, presenting at, and attending the WI Sustainable Business Council's Annual Conference. (See Social Spotlight – MyPath Pathfinders (ERG) Groups)</p> <p>Governance</p> <p>Lisa Reardon became the newest member of the MyPath Board of Directors, bringing a wealth of business and ESOP knowledge.</p> <p>Multiple MyPath companies achieved accreditation through COA and Cognia.</p> <p>Performance Against Historical Goals</p> <p>MyPath now has three years of data for energy usage and can start to compare usage at the individual program level. This comparison will point to baselines for quality of programming, while still reducing energy use.</p> <p>MyPath now has two years of idling data around the Impede the Idle initiative. (See Environmental Spotlight for more detail)</p> <p>MyPath has started a sustainable purchasing program with the release of the Sustainable Purchasing Guide in November 2024. (See Social – Purchasing Change for more detail)</p> <p>Contributing to Sustainable Development in the future</p> <p>MyPath faces several challenges as we move toward sustainable development goals. The first is external: the funding environment we operate in and the material broader trends affecting our industry. If our industry is not adequately supported, the ability to move toward sustainable development goals will be affected. The second is internal: as we progress in our ESG process, we are creating the environmental part of ESG from scratch. We need to first measure, then set goals, and then progress against these goals.</p>
► 2-23	<ul style="list-style-type: none"> a. In 2024, MyPath was not specifically committed to any national or international policy around responsible business conduct or human rights. b. Our internal commitments are through our Mission, Vision, and Beliefs and Behaviors as well as through our DEI and Environmental Commitment. c. MyPath is held to regulatory standards in all our business lines around the human rights of those we serve. These standards are included in licensing codes required by WI and IN regulators.
► 2-24	<ul style="list-style-type: none"> a. The MyPath Beliefs and Behaviors, Stakeholder Code of Conduct, DEI Commitment, and Environmental Commitment are all distributed to new hires and are referenced in trainings. Some companies use the Beliefs and Behaviors in Employee Performance Evaluation systems. Both the Beliefs and Behaviors and the DEI Commitment are used in strategic planning processes throughout the company.

GRI Disclosure	
► 2-25	<p>a. MyPath has a variety of processes to support remediation of negative impacts. These processes are dictated by the regulatory environment of the individual program within MyPath. For example, we have Mandatory Reporting in Wisconsin that requires by law our staff to report child abuse or neglect to a county or law enforcement representative. From the MyPath Owners Handbook:</p> <p><i>a. If you observe or suspect abuse, neglect, or any other mistreatment of clients you are required to immediately notify Management in accordance with your Company's policy and procedure. The Company also requires that any instances of harassment, discrimination or any other policy violations, or behavior that is not in the best interest of the clients be reported to your Supervisor, any member of local management, or Human Resources immediately. All reports will be investigated, and confidentiality will be maintained to the extent possible. Owners who have followed their Company notification policy may speak with any member of management with whom they feel comfortable if a problem arises where they believe normal channels did not work. No Owner will be subjected to retaliation for making a good faith report. Any behavior or action that could dissuade someone from further reporting is considered to be retaliatory and will not be tolerated. Owners that engage in harassing, discriminatory or retaliatory behavior will be subject to corrective action, up to and including termination.</i></p>
► 2-26	<p>a. MyPath uses Lighthouse Services as an anonymous confidential reporting hotline. This hotline is available to employees to report instances of fraud, compliance and ethics violations, and human resources issues. All employees are informed about this option upon hire and regularly through postings in employee areas within programs. Each MyPath employee also has confidential reporting opportunities through the regulating body of the industry in which their company provides services. For example, T.C. Harris employees can report to the IN Department of Child Services. Each regulating body has its own system for investigation.</p>
► 2-27	<p>a. There were no material instances of non-compliance with laws and regulations or fines paid during 2024.</p>
► 2-28	<p>a. MyPath holds no significant roles in associations as defined in the GRI standards. However, MyPath is a member of multiple trade organizations, including WAFCA (Wisconsin Association of Family and Children's Agencies), WALA (Wisconsin Assisted Living Association), and IARCA (Indiana Association of Resources and Child Advocacy). MyPath is also a member of the WI Sustainable Business Council.</p>
► 2-29	<p>a. Within MyPath, there are a variety of stakeholder engagement groups. These include those representing the individuals we serve (PWH Resident Advisory Committee, GLS Student Council), the families of the individuals we serve (GLS Student and Family Engagement), and employees (ESOP groups, Pathfinders, etc.). MyPath seeks to allow each significant stakeholder group to have a platform for engagement. Information from these groups contributes to change. (See Governance – Ownership Committees for more detail)</p>
► 2-30	<p>a. MyPath does not have employees who are subject to collective bargaining agreements.</p>

► Material Topics

GRI Disclosure	
<p>► 3-1</p>	<p>a. The process to determine material topics for MyPath is regularly evolving.</p> <p>MyPath is a human services company, founded on the belief that all individuals have a right to be full members of their community no matter their needs and disabilities. Each MyPath program area has its own metrics of success in what is materially important in pursuit of this vision.</p> <p>For example, MyPath Schools measure academic and behavioral progress for students. Adult residential programs measure the number of individuals effectively supported in the community. Adult day programs measure how many participants are served, and transition programs measure how many individuals find supported employment at all levels.</p> <p>Because MyPath's reason to exist is to provide services in support of people, material topics can include not only individual program goals but also overall MyPath success. The more people who receive quality services, the more successful MyPath will be as a business.</p> <p>MyPath is 100% employee owned. Not only does employee ownership affect the people within the MyPath ecosystem, but it is an economic driver for the communities where we operate. ESOPs have repeatedly been shown to be more financially supportive of employees and their communities across the country. Material topics here include the number of plan participants, the total value in participant accounts, and the share price. (See Governance – ESOP By the Numbers)</p> <p>The MyPath DEI Initiative includes surveys, Pathfinder Employee Resource Groups, and a variety of trainings to drive the goals of DEI. Material topics include Pathfinder participation, DEI survey results, and a demographically similar profile within management of overall company employee-owners. (See Social – DEI Survey Summary)</p> <p>The MyPath Environmental Initiative includes a variety of systems put in place to measure issues related to the five MyPath Sustainability Pillars: energy, transportation, purchasing and waste, compliance and funder requirements, and environmental justice. Material topics include Scope 1 and 2 emissions, energy efficiency savings, and the utilization of environmentally sustainable products and food. (See Environmental – Spotlight, GHG Reporting; Social – Reporting; Social – Purchasing Change)</p> <p>b. The stakeholders and experts who have contributed to determining these topics are many and varied.</p> <ul style="list-style-type: none"> a. Industry best practices are pursued and followed by each MyPath company for service provision. b. Resources such as National Center for Employee Ownership (NCEO) are used for information regarding employee ownership. c. Resources such as research studies, market leaders, and best practices are used for DEI and environmental initiatives. d. Standards such as GRI, UN SDGs, and B-Impact Lab Scorecard are used as proxies for best practices when possible. e. Other business ESG reporting is also used for reference, including from both within and outside our industries. <p>c. The highest governing body of MyPath, the Board of Directors, is responsible for reviewing and approving the reported information, including the organization's material topics.</p>

GRI Disclosure	
► 3-2	<p>a. For the 2024 report, material environmental topics are based on the five MyPath Sustainability Pillars: transportation, energy, procurement & waste, compliance, environmental justice. Material topics also include UN SDG Goals 4 (Quality Education), 5 (Gender Equality), and 10 (Reduced Inequalities).</p> <p>b. There are no changes in material topics for the 2024 report.</p>
► 3-3	<p>Transportation</p> <p>a. Transportation is a material topic for MyPath because it is a priority that those we serve become and remain a part of their individual communities. This includes travel to cultural activities, work or day programs, sporting events, religious services, and other important activities. Transportation positively affects the human rights of those we serve by ensuring the individuals served are deeply involved in their local community. Historically, individuals with disabilities were shut away in institutions and not allowed to participate in normal community life that most take for granted. We remedy that injustice by standing true to our community-based structure. In addition, community-based organizations by their very nature have a larger economic impact on their community through greater engagement with local businesses and other organizations. However, community-based organizations also by have a larger environmental impact because of their use of buildings and vehicles.</p> <p>b. Negative impacts for transportation are realized through our internal activities.</p> <p>c. MyPath has an Environmental Policy and Vehicle Policy to oversee transportation.</p> <p>d. In 2024 MyPath continued in its monitoring of vehicle activity. In this report we are including the first available year- over-year comparison across the MyPath fleet. (See Environmental – Spotlight)</p> <p>e. Fleet managers received alerts through Azuga, our fleet management system, for all idles over 30 minutes. (See Environmental – Spotlight for details)</p> <p>f. As the idling initiative rolled out, feedback was received around the use of wheelchair vans and their impact on idling. Feedback was also received around the management of behaviors and client safety involving vehicles. This feedback is included in measurement.</p> <p>Energy</p> <p>a. Energy represents a significant cost for MyPath, and responsible energy management is critical. Our energy usage occurs at our various sites and the source mix is dependent on the local power company mix.</p> <p>b. MyPath's energy usage is a result of company activities.</p> <p>c. The MyPath Environmental Policy discusses the use of LED lighting, energy efficient appliances, and programmable/smart thermostats, each of which can reduce energy use while enhancing quality of life for those served.</p> <p>d. The MyPath Environmental Policy dictates that energy efficient appliances and other purchases should occur when possible.</p>

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	<p>e. MyPath energy usage is site-based and distributed, so there is no overall management system. In 2023, MyPath began using Energy Star Portfolio Manager software to measure building use against national Energy Star metrics. PM will be used to support an environmental building management program.</p> <p>f. Engagement with Focus on Energy, the Wisconsin based energy efficiency program, as well as Energy Star, has prompted more extensive thinking around building management. Focus on Energy helps to determine cost and emissions savings based on different products, while Portfolio Manager can be used to benchmark MyPath buildings against national standards of efficiency.</p> <p>Procurement & Waste</p> <p>a. MyPath operates a variety of sites where individuals of all ages receive care. The products that MyPath purchases include common household products, medical grade products, educational products, farm products (for Homegrown Farms), etc. In 2024, the Sustainable Purchasing Guide was released to serve as a purchasing reference guide for abiding by our DEI and Environmental Commitments. (See Social – Sustainable Purchasing Guide Release) At the other end, methods of waste disposal vary depending on location and municipality. There are recycling programs throughout MyPath sites, but usage can be intermittent. With respect to electronic waste, the Environmental Policy encourages the proper disposal, but an overall MyPath procedure for effective disposal for both company and client products represents an area for improvement. Composting of food waste is available only at GLS through the Farms.</p> <p>b. Negative impacts are a result of MyPath activities.</p> <p>c. The MyPath Environmental Policy encourages the usage of environmentally friendly products (paper & cleaning supplies), the use of recycling programs where available (including e-waste), and the purchase of energy efficient products. MyPath has a Sustainable Purchasing Guide and a MyPath Recommended Products list available for all employee-owners.</p> <p>d. There are no overall procedures to manage procurement and waste as those depend on the program and location. However, reference to the Sustainable Purchasing Guide and Recommended Products Guide is highly encouraged.</p> <p>e. Reporting on purchases in Amazon Business is now measured. (See Social – Purchasing Change)</p> <p>f. There are different approaches to procurement and waste at different locations depending on local management.</p> <p>Compliance</p> <p>a. Contracts with funding agencies sometimes include environmental clauses, ranging from general (compliance with the Clean Air Act) to specific (requiring a plan to phase out single use plastics). This topic is material because it places external requirements on the company that can have far-reaching impacts. Our compliance goals reflect the intent of reducing negative impacts on the environment and improving the quality of life for employee-owners and those served.</p> <p>b. Actions through compliance are undertaken in response to contractual obligations with outside stakeholders.</p> <p>c. MyPath has a compliance policy indicating we follow rules and regulations, including any environmental regulations.</p>

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	<p>d. The management process of these requirements will depend on the area of the company subject to the requirements. For example, The Richardson School—West Allis has a contract with one customer that specifies it must make a good faith effort to phase out single use plastics and Styrofoam. Four people were determined to have purchasing responsibilities for that program and will need to be aware of, and follow, obligations.</p> <p>e. Effectiveness is measured by thorough compliance with ongoing contractual obligations.</p> <p>f. These goals are driven by our internal compliance policy.</p> <p><i>Environmental Justice</i></p> <p>a. Environmental Justice is an issue that has historically affected those we serve (individuals with disabilities) as well as a large percentage of our employee population. Our focus on community-based services responds to the denial of human rights for individuals with disabilities through the course of American history. The MyPath Environmental Commitment states: We believe our clients and our employee-owners have the right to live in communities with clean air, clean water, and a thriving natural environment.</p> <p>b. We are not involved with negative impacts in this topic.</p> <p>c. MyPath has no policies or commitments specific to this topic. The Environmental Commitment touches on these issues and standard business practices work toward the improvement of this topic.</p> <p>d. There were a variety of actions taken to manage positive impacts, including the integration of environmental education within curricula, farm to school programming, engagement with community projects by employees and residents/students such as river and park clean up, and the planting of native species and pollinator gardens across a variety of MyPath programs.</p> <p>e. Effectiveness tracking can be found in standard business metrics for applicable topics.</p> <p>f. Stakeholder engagement was widespread through the Environmental Pathfinder Group.</p> <p><i>SDG 4 Quality Education</i></p> <p>a. SDG 4 is a material topic for MyPath because one of the three major components of the services MyPath provides is education. Every year we serve hundreds of students whose needs are beyond what can be supported in their home school districts. In addition, we also provide early childhood development services for children in need of ABA (Applied Behavioral Analysis) services. Moreover, the need for our services is growing. In the 2012-13 school year 6.4 million students were served under IDEA in the United States. In the 2022-23 school year, this number increased to 7.5 million students. Taken as a percentage of student enrollment, this equates to an increase from 13% to 15% of students.</p> <p>b. We are not involved with negative impacts in this topic.</p> <p>c. MyPath has a variety of policies and commitments specific to this topic. Included in these are our policies within each school and program, both those mandated by regulation or contract, and those determined by the company.</p>

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	<p>d. The actions taken to manage positive impacts are embedded in our core business. It is our goal to provide the necessary tools for students to return to their home districts. Outcomes are measured by funders and by the company.</p> <p>e. Effectiveness is found in measuring a variety of metrics, including IEP goals met, number of students returning to a less restrictive environment and lower level of support, and others.</p> <p>f. Stakeholders engaged include national and local education research around best practices for the education of neurodiverse learners, a variety of surveys and other communication with families of our students, and open and continual communication with school district customers.</p> <p><i>SDG 5 Gender Equality</i></p> <p>a. MyPath chose SDG 5 as a material topic for two reasons. First, as 73% of our employee-owners are women, issues of gender equality are particularly relevant to MyPath. Second, with respect to those we support, issues regarding gender are just as prevalent among people with disabilities as those without disabilities.</p> <p>a. Employee Owners: Historically women have not participated significantly in company ownership, whether through public markets or privately held organizations. The MyPath ESOP bucks this trend by providing a direct stake in the company, at no cost to the employee. This economic benefit is rare and can be lucrative for retirement purposes if the employee remains with the company for the long term. This in turn gives women more agency and control in other aspects of their lives.</p> <p>b. Clients: Issues related to gender also affect those we serve. One example is through a disparity of children having access to attend our schools based on gender (i.e. more boys than girls receiving special education services even though need may be equal).</p> <p>b. MyPath is not involved in negative impacts around SDG 5 goals.</p> <p>c. We have a variety of policies around SDG 5; please see the SDG 5 section of this report.</p> <p>d. Please see the SDG 5 section of this report.</p> <p>e. Please see the SDG 5 section of this report.</p> <p>f. Engagement with stakeholders has included everything from general employee surveys to the creation of the Women's Pathfinder Group. Results of surveys inform any necessary changes, and the Women's Pathfinder Group takes steps to ensure goals are met.</p>

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	<p><i>SDG 10 Reduced Inequalities</i></p> <p>a. SDG 10 is a material topic for MyPath because our entire purpose as a company is to reduce the inequalities faced by those with developmental disabilities and mental health needs. As MyPath successfully opens and operates programs, we are providing the opportunity for those we serve to access a better quality of life than is generally possible without support. This is critical for the human rights of individuals with disabilities. In addition, by creating a community-based company we are keeping funds within the local community through our interactions with small businesses and cultural organizations.</p> <p>b. We are not involved in negative impacts around SDG 10 goals.</p> <p>c. MyPath policies and commitments around reducing inequalities are built into the foundation of the organization, all MyPath policies and commitments that further our company mission work towards reducing inequality.</p> <p>d. Our company industry is dedicated to reducing inequality, so all company actions are taken to achieve this goal at some level, even if they are only to facilitate the success of the business.</p> <p>e. We use both population metrics (clients served) and internal metrics (financial, human resources) to determine the effectiveness of the actions taken.</p> <p>f. To determine the course of our business we engage with a wide variety of stakeholders, including customers/clients/students, families, local government, state agencies, local school districts, Managed Care Organizations, trade associations, and others. This occurs on an ongoing basis.</p>

