



2022 ESG Report

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Letter from our CEO



Dear MyPath Community,

I am proud to share the first MyPath Environmental, Social, Governance (ESG) report.

In some ways, this is simply the next step on a journey that began when our company was founded nearly 40 years ago. MyPath has always been about more than money. Our social mission means that we focus on the needs of the individuals we support. As we have grown, we have taken into consideration the needs of other stakeholders, ranging from our Owners and their communities to the environment that surrounds and supports us. This report is our first attempt to assess impact from a holistic perspective.

In the human services and education industries, ESG reporting is rare. We are carving new ground! We are reporting under two respected initiatives: the Global Reporting Initiative (GRI) Standards and the UN Sustainable Development Goals (SDG). GRI Standards are particularly significant as they touch all aspects of our organization. This framework will guide us on these issues and offer a clear dashboard to convey where we are and where we are going.

The Social and Governance sections of the report are the more robust. As a 100% employee-owned company, we share our success with all of our Owners. More recently, we have expressed our commitment to making advances in the area of Diversity, Equity and Inclusion. These steps have included the creation of the position of Director of DEI, and the launch of Pathfinder groups that help our Owners find their voice. In the area of Governance, we have expanded the Board of Directors and have added members who are representative of our Owners and those we support.

Environmental issues are the newest of the three pillars of ESG and are the least developed. With more than 100 program locations and a large transportation fleet, MyPath occupies a sizeable geographic footprint. The Environmental section of this report will give us a baseline report card against which we can measure progress.

At MyPath, we redefine what is possible. From the student who will “never” learn to the adolescent who will “never” have a career. From the adult who will “never” live independently to the individual who will “never” thrive in their community. Thank you for being a part of MyPath as we join the many other organizations who are actively redefining what it means to be a responsible business. On behalf of nearly 2,000 Owners Who Care, I invite you to join us!

Sincerely,

A handwritten signature in blue ink that reads "Terry Leahy". The signature is fluid and cursive.

Terry Leahy

Environment

At MyPath, we are just beginning our environmental journey. Historically, issues around the environment were handled within our different companies through a focus on facilities, procurement, and fleet management. In 2023, the company hired the newly created position of Director of ESG, reporting directly to the CEO, with a specific focus on environmental initiatives. This position will help bring together the disparate threads to weave overall MyPath policies around the issues of transportation, energy, procurement and waste, compliance, and environmental justice. Below you will find information on company-led initiatives and 2022 emissions reporting.

► Plant Forward Diets

- According to [Project Drawdown](#), Conservation Agriculture and Plant Rich Diets are critical practices in our approach to addressing issues like climate change and food insecurity. They also happen to provide a tasty meal!
- On the [Genesee Lake School](#) campus, [Homegrown Farms](#) provides food for students and staff throughout the year using our fields, greenhouses, and aquaponics and hydroponic systems. Homegrown also provides educational and vocational opportunities for students to learn the real work it takes to create and run a farm.
 - In the 2022 growing season Homegrown Farms produced over 17,000 lbs of fresh, high quality, organically grown produce for the GLS Kitchen, group homes, and employees. Homegrown staff partner with the GLS Nutrition Services Coordinator to ensure this produce meets the needs of our community. Because of this partnership the GLS Kitchen served 25% more vegetables and 22% more fruit in 2022 than at the beginning of the program in 2020.
- At the [Paragon Community Services](#) sites in Green Bay, each summer raised beds are used to grow vegetables and herbs chose by the participants, including tomatoes, peppers, cilantro, and basil. Participants care for the plants and harvest them at the right time. After harvest, PCS hosts cooking classes so everyone can enjoy the results!



Environment

► Energy and Emissions

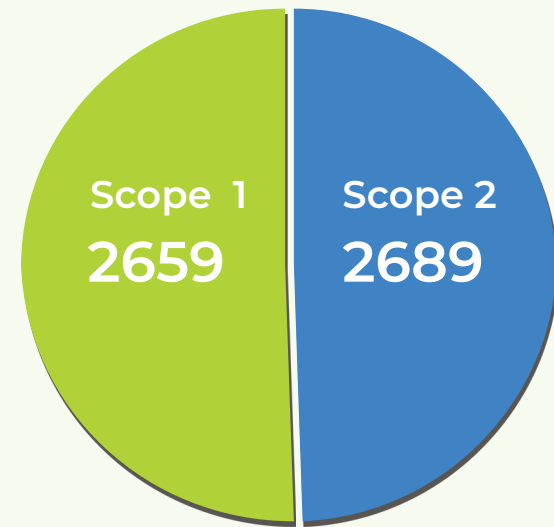
As a service company, our environmental impacts come primarily from our physical footprint and transportation fleet. MyPath is committed to reducing and managing energy use and emissions output while continuing to ensure quality of care and deep engagement in the community for those we serve.

Under the [Paris Agreement](#), the world came together through the UN to commit to keeping the global temperature rise limited to 1.5 degrees Celsius above pre-industrial limits. From this commitment arose a global movement to reach [net zero](#) emissions by 2050. Countries and companies have come together to measure their emissions and create strategies to meet this goal. MyPath has started on this journey by undertaking the first full accounting and reporting of our emissions according to the Operational Control standard of the [Greenhouse Gas Protocol](#).



In 2022, Prader-Willi Homes installed smart thermostats in their homes to ensure a comfortable temperature while improving the ability to manage the facilities. PWH Maintenance staff can talk through issues with home staff in real time, saving time and energy.

As we upgrade energy systems and appliances throughout the company, we will measure and report the effectiveness of these efficiency measures.



Metric Tons CO2 Equivalent

► Greenhouse Gas Emissions

According to the US EPA Greenhouse Gas Equivalencies Calculator this is the equivalent of carbon sequestered by 3,171 acres of US forests in one year and could be offset by 231 garbage trucks of waste recycled instead of landfilled.

For an understanding of the definition of Scope 1 and Scope 2 emissions, please reference page 25 of the [Corporate Accounting and Reporting Standard](#).

Social

Social issues at MyPath are fundamental to our business. We exist to serve the needs of individuals who have long been marginalized in society. In 2021, we took the next step and formalized our commitment to DEI (Diversity, Equity, and Inclusion) by creating the role of Director of DEI now reporting directly to the CEO. Since 2021 we have made great strides in our initiatives and have been recognized nationally. Our Director of DEI has presented (along with our CEO and Director of Marketing and Communications) at multiple conferences throughout the country. Below are a few additional call outs for 2022:

► Pathfinder Groups

MyPath launched six new Pathfinder groups to broaden the possibilities for MyPath employees to engage with their colleagues and drive change in their areas of interest.



Generations



Race & Ethnicity



Women



LGBTQ+



Mental Health



Environment



Abilities &
Neurodiversity



Veterans

► Companywide Assessment



In 2022, MyPath held a companywide DEI assessment to determine the most important issues facing MyPath employees. Key metrics were shared across the company. This survey will shape future DEI goals at MyPath.

Social

► National Recognition

[Mogul recognized MyPath](#) as one of the top 100 companies with the best DEIB (Diversity, Equity, Inclusion, and Belonging) initiatives.

► Pathfinder Spotlight

Pathfinder groups are Owner-led teams that promote their interests across the organization. Areas of interest apply not only to our Owners, but also to those we serve. The Race and Ethnicity Pathfinders (REP) group offered support for a transracially adopted student who was struggling with issues around his race and how he should behave. As a Black male adopted by a White family, he was having a difficult time feeling a sense of belonging because he saw no reflection of himself at school, at home, or in his community. The REP group collaborated with an external organization, [608KIDZ](#), to help this young man feel seen and heard and to help him on his way to becoming a vibrant part of his community. After receiving these services, the student felt heard and valued, improved his behaviors, and was hopeful for his future.



Governance

The governance structure of MyPath is dictated by the federal rules around being a 100% Employee-Owned S Corporation ESOP company. The overall governing body of the company is our eight person Board of Directors. Each board member brings a background from either the human services industry or from business in general. The interests of the shareholder employees are represented by a Trustee.

► New Board Member



In 2022, MyPath added its newest Board member, Vincent Lyles, a respected local executive with considerable experience in human services. Vincent formerly served as President of the Milwaukee Boys & Girls Club, the largest youth-serving organization in Milwaukee, where he led a team of 600 employees and volunteers focused on the single mission of serving youth in the Greater Milwaukee Area. He recently became CEO of Milwaukee Succeeds, whose mission is to advance education equity in Milwaukee, ensuring all children have the resources they need to succeed.

► New Committee

MyPath established the Human Resources Committee of the Board of Directors, which joins the Finance and Audit Committee. Board members continue to take on new duties to ensure the stability and success of MyPath well into the future.

► Continuing Value Creation

The ESOP continues to create value for our Owners, who in 2022 were 74% female and 64% white. According to Gallup, national metrics indicate only 56% of women own stock and white Americans own 89.1% of all stocks. The ESOP offers one way for MyPath to build long-term wealth on behalf of historically marginalized groups.

According to a study conducted by the [Rutgers Institute for the Study of Employee Ownership and Profit Sharing](#), ESOP programs can and do have an marked impact on narrowing gender and racial wealth gaps. The study found:

- Low/moderate-income workers have ESOP account values ranging from \$15,000 to \$6 million, with a median value of \$165,000. By contrast, the typical American household has just \$17,000 in savings.
- Among the low/moderate-income workers with ESOP accounts who were surveyed, those closest to retirement (ages 60 to 64) have 10 times more wealth than the typical American in that age group.
- ESOPs do not eliminate gender and racial wealth inequality, but they significantly narrow the gaps.



UN Sustainable Development Goals

The [UN Sustainable Development Goals](#) are the blueprint agreed upon by all United Nations member states to achieve a better and more sustainable future for all. These goals have been adopted by companies worldwide. While all goals are critical, MyPath has chosen to focus on the two where we have the greatest capacity for impact and action: [5 – Gender Equality](#) and [10 – Reduced Inequalities](#).

► SDG 5 – Achieve gender equality and empower all women and girls

We have chosen SDG 5 as a material topic because the majority of our employee owners are women. While this goal is critical for society at large, it has a distinct impact on our workforce. We have the opportunity to influence several of the targets within the goal.



1. Target 5.5 – Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
 - a. 71% of our company managers identify as women.
 - b. 73% of our company executives identify as women.
 - c. 57% of members of the Executive Team identify as women.

- d. 88% of the Executive Directors of MyPath Operating Companies identify as women.
- e. 12% (1) of our board of directors identifies as a woman.
- f. Our professional development program participation reflects the gender identity of the company as a whole.

2. Target 5.a - Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

- a. 74% of MyPath owners identify as women.
3. Target 5.c - Adopt and strengthen sound policies and enforceable

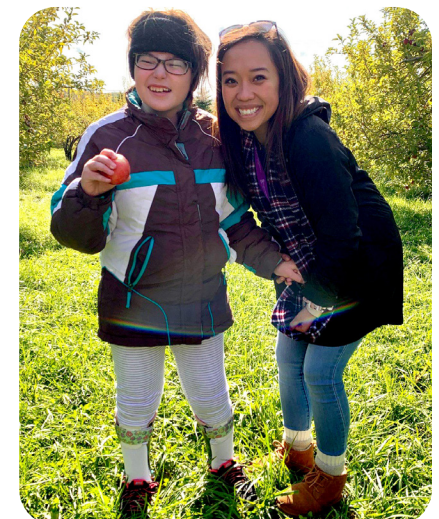
legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

- a. Our health insurance packages cover the specific needs of women and has coverage of transgender-inclusive healthcare.
- b. We have a policy that addresses equal pay for work of equal value.

- a. MyPath, through business operations and through its ESOP, operates according to the goals of this target.

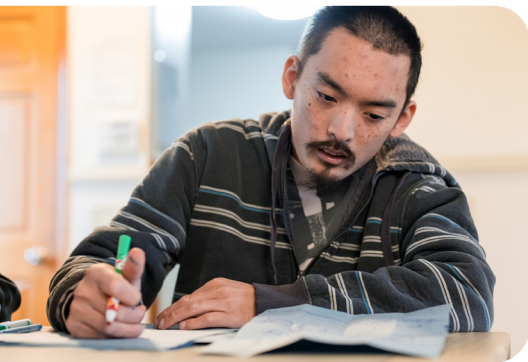
3. Target 10.3 - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

- a. MyPath has previously, and will continue to support the elimination of laws that discriminate against individuals with disabilities. Our services seek to provide equal opportunity through education, treatment, and community engagement.



UN Sustainable Development Goals

► SDG 10 – Reduce inequality within and among countries



We have chosen SDG 10 as a material topic because it is fundamental to our organization. MyPath exists to support individuals with developmental disabilities and mental health issues, two groups disproportionately affected by inequality. According to the report [“Financial Inequality”](#) by the National Disability Institute, the “poverty rate for adults with disabilities is more than twice the rate of adults with no disability”.



This is further exacerbated when groups are analyzed by race:

People of color with disabilities seem to face double marginalization, discrimination and stigma that lead to poor socioeconomic outcomes...Even when adjusting for education level, African Americans with disabilities are more likely to be in poverty than other disability groups. Thirty-nine percent of Non-Hispanic Whites with disabilities, who have less than a high school degree, live in poverty compared with 51 percent of African Americans with disabilities who have the same level of education. This racial disparity persists among adults with disabilities with higher levels of education.

MyPath has the opportunity to help address issues both within the disabilities community and within our community of Owners. At MyPath, 36% of employee owners are

BIPOC individuals, roughly in line with national statistics. According to a study conducted by the Rutgers Institute for the Study of Employee Ownership and Profit Sharing, ESOP programs can and do have an marked impact on narrowing gender and racial wealth gaps.

Some examples:

- Nationally, Black Women average \$200 in retirement accounts, while at ESOP companies they average \$55,000 between a 401K and ESOP.
- Nationally, Latina Women average \$100 in retirement accounts, while at ESOP companies they average \$243,000 between a 401K and ESOP.
- Nationally, White Women average \$15,640 in retirement accounts, while at ESOP companies they average \$225,500 between a 401K and ESOP.



UN Sustainable Development Goals

ESOPs are traditionally found in industry clusters, such as manufacturing, and this plays a part in who works at ESOP companies. However, MyPath is in a caregiving industry that is predominantly female and representationally diverse. Because of this, we can have an outsized impact on these numbers.

We have the opportunity to affect several of the SDG targets:

1. Target 10.1 – By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average.
 - a. Caregiving is an undervalued industry, with distinctly lower wages. As an employee-owned company, MyPath returns the value of the company to the caregivers who create it. This value is returned through the ESOP as a company provided benefit with no contribution from the individual employee.
2. Target 10.2 - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
 - a. MyPath, through business operations and through its ESOP, operates according to the goals of this target.

3. Target 10.3 - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

- a. MyPath has previously, and will continue to support the elimination of laws that discriminate against individuals with disabilities. Our services seek to provide equal opportunity through education, treatment, and community engagement.



Looking Ahead

MyPath is only at the beginning of our ESG journey. This first ESG report is necessarily backward looking, taking stock of where we stood as a company in 2022. Some aspects of our ESG work are already strong and only improving, such as our DEI work, but others are closer to a starting point. Projects for 2023 and beyond include:

► Director of ESG

A new role of the Director of ESG was created and began on January 1, 2023. This role serves multiple purposes:

- To bring together, support, and grow environmental initiatives across MyPath.
- To leverage the thousands of individuals in the MyPath community in service of our belief that our clients and our Owners have the right to live in communities with clean air, clean water, and a thriving and diverse natural environment.
- To manage the reporting process, a new initiative for MyPath.
- To ensure MyPath reports according to respected global ESG standards and plays a role in moving our industries forward in these initiatives.

► DEI Expansion

A continuing emphasis on DEI initiatives. We have made great strides but the work is never complete. We will continue to invest in ensuring that our organization lives up to our own standards and those of whom we serve.



► Governance Evolution

To continue to evolve in our governance structure. MyPath has been engaged in a process of adding diversity and board experience so that Board more closely represents our owners and those we support. 25% of our Board now consists of BIPOC individuals. Our current goal is to add representation of women to reflect our majority ownership by women.



Looking Ahead

As MyPath moves into 2023 and beyond, our commitments to the principles of sustainable development will only grow. As we understand where we are, we can start to look to where we want to go. Through the use of external standards such as the Global Reporting Index (GRI) and the UN Sustainable Development Goals (SDGs) we will invite comparison to other organizations, within and outside our field.

We will use these metrics to set company goals that align with global goals around sustainable development. What we learn we will share. As an employee-owned company, we know well that no one succeeds alone. If we are to achieve the goals set by our larger community we must, and will, work together to achieve our mission of transforming lives, not only of those we serve and our Owners, but of all stakeholders.



MyPath GRI Content Index

MyPath has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.

General disclosures

► 2-1

- 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

- 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 the corporate office of 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.

► 2-3

a. MyPath reports ESG topics on an annual basis. This report covers the year from 1/1/2022 to 12/31/2022.

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 July 24, 2023.

► 2-4

a. There are no restatements of data from previous periods necessary. This is MyPath's first ESG report.

► 2-5

a. There is no policy or practice

for MyPath to seek external assurance regarding our ESG reporting.

Activities and workers

► 2-6

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:

a. Section P – Education: "For each level of initial education, the classes include special education for physically or mentally handicapped pupils."

i. 8510 – Pre-primary and primary education: GLS, TCH, TRS.

ii. 8521 – General secondary education: GLS, TCH, TRS.

iii. 8522 – Technical and vocational secondary education: GLS, PCS.



b. Section Q – Human Health and Social Work Activities

i. 8720 – Residential care activities for mental retardation, mental health and substance abuse: HIL, PWH. Note: *We do not provide substance abuse services.*

ii. 8730 – Residential care activities for the elderly and disabled: HIL, PWH.

iii. 8790 – Other residential care activities: TAI

iv. 8810 – Social work activities without accommodation for the elderly and disabled: PCS, GCS.

b. MyPath and its family of companies provide community-based residential settings, care services, treatment programs, year-round education programs, and day services for children and adults with developmental, behavioral, medical, and emotional needs at over 150 sites throughout WI and IN. The company is focused on providing a continuum of care for individuals from childhood to adulthood. While MyPath has a physical presence only in WI and IN, MyPath works with 17 different states who send individuals to our program locations for care and services.

As MyPath is a service company, our value chain has two parts. First is the value chain centered around individuals served. Upstream from MyPath is a wide variety of previous settings, 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 live throughout their life with all of the requirements that come with this setting. For children, MyPath

provides education and treatment so the children can return to their homes and local schools and successfully complete their education. For our residential schools, children live with us year round. For our day service programs and day school, students remain with families and guardians while we provide services.

Second, the MyPath value chain includes the products and services needed 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 2023, we plan to take a deep look at our supplier network to ensure our suppliers match the standards we set for ourselves.

Downstream from MyPath is waste. We currently work ad hoc with organizations to most effectively dispose of waste, including recycling and compost. In 2023 we will be conducting a waste audit for all of MyPath to ensure our waste programs meet the standards we set for ourselves.

c. MyPath works with several other organizations to ensure effective reporting for our ESOP, including ESI for a third-party valuation and BDO for audit.

d. There have been no significant changes as this is the first ESG Report.

► 2-7

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

	Men	Women	Total
Wisconsin	408 (24%)	1,305 (76%)	1,713
Indiana	128 (37%)	219 (63%)	347
Totals	536 (26%)	1,524 (74%)	2,060

b. Total number of:

i. Full-time employees (75% of MyPath)

	Men	Women	Total
Wisconsin	322 (26%)	924 (74%)	1,246
Indiana	118 (38%)	189 (62%)	307
Totals	440 (28%)	1,113 (72%)	1,553

ii. Part-time employees (6% of MyPath)

	Men	Women	Total
Wisconsin	17 (15%)	95 (85%)	112
Indiana	2 (29%)	5 (71%)	7
Totals	19 (16%)	100 (84%)	119

iii. Casual employees (19% of MyPath)

	Men	Women	Total
Wisconsin	68 (19%)	288 (81%)	356
Indiana	10 (31%)	22 (69%)	32
Totals	78 (20%)	310 (80%)	388

c. The methodology used to calculate these numbers is general head count as an average over 2022.



- 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

► 2-8

- a. All workers performing work for MyPath are employees. MyPath does not have workers who are not employees.

Governance

► 2-9

- a. The governance structure of MyPath is dictated by the federal rules around being a

100% Employee-Owned S Corporation ESOP company. The interests of the shareholder employees are represented by a Trustee. The Trustee appoints the Board of Directors, which exercises oversight over the activities of management. The board has a Human Resources Committee and a Finance and Audit Committee. There is no separate committee on the Board that oversees ESG initiatives; the Board is responsible for general oversight.

- b. The Board currently includes eight members.
 - a. The Board includes the Chief Executive Officer of MyPath and 7 other members.
 - b. Two Board members are designated by former shareholders, one Board member is the CEO, one Board member has a consulting agreement with the company, and four are independent.
 - c. The tenure of board members ranges from 30+ years (pre-ESOP) to 1 year.
 - d. Board members have various other employment and

volunteer activities, described publicly on the MyPath website.

- e. The Board includes two members of an under-represented social group.
- f. Each Board member brings to the board a specific background within either the human services industry or within a specific aspect of business in general, i.e. finance.
- g. Two Board members are designated by the selling shareholders of the company. No other specific stakeholder groups are represented.

► 2-10

- a. For new board members both the current Board and the Executive Team and Leadership of MyPath put forth names. The Board ultimately chooses whom to approach. If a potential board member is interested, the Executive Team, members of the Leadership Team, and the leadership of the MyPath Pathfinders groups will all meet with the potential Board member. After collating feedback, the Board will make a decision to recommend to the ESOP Trustee that the candidate be invited to

join the Board of MyPath. The Trustee conducts his own review to ensure that Board members are qualified, and ultimately it is the Trustee who selects the members of the Board.

- b. In assessing the potential for Board membership, MyPath looks for individuals who have experience within the broad human services field and who have a particular expertise in related sectors to MyPath operations. MyPath also looks for members who can add to the skills of the Board as a whole, for example, through community engagement experience, change management, or general finance. 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.

► 2-11

- a. The chair of the MyPath Board of Directors is an external board member.

► 2-12

- 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.

As the ESG function is newly defined in 2023 there are no definitive processes for the oversight of ESG initiatives besides the Director of ESG and the Director of DEI both reporting directly to the CEO. Governance matters are managed by a combination of the Board, the Executive Team, and the Trustee of the ESOP. As the ESG initiative evolves, MyPath will create further policies around ESG matters, oversight, stakeholder engagement, and accountability to set goals. It is MyPath's goal to publish an annual ESG report coinciding when possible with financial reporting.

► 2-13

- 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 cross functions of the entire company.

- b. The process for reporting to the Board and Executive Teams includes as needed attendance at Board meetings and Executive Meetings. It also includes a broad reporting process integrated within the company as initiatives are launched and are reviewed. For example, as the Pathfinders Owner Resource Groups were planned and launched, the Director of DEI kept regular communication with the Board, the Executive Team, the MyPath Leadership team, and all MyPath employees. As these groups evolve, their impact is regularly measured.

► 2-14

- a. The CEO will review the ESG Report before publishing. The CEO is responsible for approving to publish. This process may evolve as reporting becomes established.

► 2-15

- a. The Board of Directors includes two individuals designated by 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.
- b. There are no conflicts of interest to disclose regarding cross-board membership, cross-shareholding with suppliers or other stakeholders, an existence of controlling shareholders, or related parties, their relationships, transactions, and outstanding balances.

- a. MyPath has a published Conflict of Interest Policy for all MyPath employees in the MyPath Owner Handbook.

► 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. Our businesses are highly regulated by government entities such as Wisconsin Department of Children and Families, Wisconsin Department of Health Services, and the Indiana Department of Child Services.

► 2-17

- a. There have been no measures taken to advance the collective knowledge, skills, and experience of the Board of Directors and the Executive Team on sustainable development. Advancing the knowledge of company leaders around sustainable development is a core piece of the new ESG initiative and will be reported in the 2023 report.

► 2-18

- a. There are no 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. This developing issue will be reviewed in 2023.

► 2-19

- 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 4 months of employment.
- b. There are no specific pieces within compensation that relate to ESG objectives.

► 2-20

- 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 unrelated compensation consulting company and MyPath strategic priorities. In addition, certain MyPath companies operate within a business environment that sets rates for services. Within those

MyPath companies, externally set rates are taken into account. The MyPath HR Department supervises remuneration policies, led by the Chief Human Resources Officer.

- a. The Board of Directors sets CEO pay.
- 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 as they limit the upper bound of pricing.
- c. MyPath works with PayScale to determine pay ranges for positions throughout the company. PayScale is independent of any MyPath stakeholders.

► 2-21

- a. 13.4
- b. There was no increase for the highest paid individual at MyPath and the median percentage increase for all of the organization's employees was 5%.
- c. Excluded from these calculations

are student employees who are working in a vocational program as part of their education.

Strategy, policies and practices

► 2-22

MyPath's purpose, business strategy, and business model are all aligned to achieve positive impacts on the economy, environment, and people.

Economy

As a 100% ESOP company, the value created by our company remains with 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 direct our expenses to be spent as locally as possible. Our positive economic impact in our communities is substantial and we are newly undertaking means to measure this impact.

Environment

MyPath believes that 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; however, our goal of recognizing the dignity of each individual and providing an opportunity for them to take part in their own community is our foundation and non-negotiable. We seek to reduce our footprint where possible through efficiency measures in energy and transportation, through effectively spending dollars where possible on products that are not toxic to the environment, and through community engagement opportunities such as volunteering with local groups to protect the environment of our communities. We also seek to beautify our own properties through the planting of native pollinator friendly plants, growing our own food, and planting trees to help offset our necessary emissions.

People

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 disabilities within either their own community or a supportive community. We also exist to create careers for individuals who want to spend their lives working on behalf of others. As a 100% employee-owned company, diversified across many industries, we seek to grow and empower caregivers and give them the opportunity to create their own path to a satisfying and financially secure career.

Short Term

As the ESG initiative starts at MyPath, our short term plans are around measurement. We will measure our Scope 1 and Scope 2 GHG emissions across our transportation and energy usage and create goals around efficiency, seeking to reduce wasteful emissions while continuing to provide quality services. We do not know enough about our own emissions to respectfully engage with Net Zero initiatives at this point, but we currently seek to reduce waste as a matter of business expense management. We seek to better understand the inputs

and outputs of our company through the creation of systems to measure our procurement and waste streams. We will report on all our initiatives in our ongoing MyPath ESG report.

Medium Term

Our medium term initiatives around emissions will come as a result of what our measurements provide. As we understand the data around our emissions we can create initiatives around reduction, for example around the reduction of vehicle idling or the replacement of heating and cooling equipment with higher efficiency units. As they say, what we can measure we can manage, and by creating paths for ongoing measurement we can empower our employees to work toward larger GHG goals. We will also use the information gained through mapping our procurement and waste streams to create a more standardized purchasing profile that will take into account environmental impacts, economic impacts (i.e. purchasing from companies with atypical ownership), and people impacts. We will strive to include those we serve in all initiatives surrounding ESG metrics, ensuring the historical environmental injustice that has been visited on marginalized people, including those with disabilities, does not continue in

arenas we can affect.

Long Term

In the long term, MyPath seeks to live up to its various ESG related commitments and to manage the company in a manner that will provide high quality care and steadily increasing share value for our employee owners. As an employee-owned company, we seek to operate in perpetuity and will make decisions to ensure this will happen. We will measure our Scope 1 and 2 GHG emissions and seek appropriate mitigation strategies to comply with internationally set goals around Net Zero. We will have an organized system to ensure our procurement and



waste streams have the impact we seek in upholding our Environmental and DEI commitments. We will be a market leader in the initiatives we run and to the standards we hold for ourselves. We seek to be market leaders in the ESG space, and all we learn we will share with others in the human services industry and the ESOP industry to increase our positive impact.

Trend Impact

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. Whether that is through an increase in investment in education or through a cut in human services and Medicaid funds, our company is impacted by these larger shifts. In addition, political trends such as the polarization of the American electorate and our government will directly affect the funding and laws that guide our industry. We must keep close watch on our government partners to understand where the future is heading. The social trends of the past few years, with racial justice and the COVID-19 pandemic being the largest, have had tremendous

impact on MyPath. Our business is to care for vulnerable people and public health emergencies place a significant burden on both clients and staff. MyPath has also been subject to the trends around racial justice that are ongoing. Our employee base has a significant percentage of non-white employees from a number of historically marginalized communities. By seeking to create financially stable careers within human services and providing ownership in the company, we are working to correct the historical economic injustice visited on BIPOC individuals.

Key Events

During the reporting period of 2022, a variety of key events occurred:

Environmental

The Environmental Pathfinders group kicked off mid-year, creating an Employee Resource Group specifically dedicated to environmental impact.

Our Facilities Director at GLS and PWH began a process of invasive species management on the campus of Genesee Lake School. He and his team have created the beginnings of a companywide initiative to improve landscaping and create wildlife friendly ecosystems through rain gardens,

native plantings, and tree plantings.

Our Facilities Director installed Wi-Fi enabled smart thermostats within PWH homes to more effectively monitor home energy use and temperature for our staff and residents.

Social

In 2022, MyPath had a significant number of developments around social impact issues due to the efforts of the Director of Diversity, Equity, and Inclusion and company partners.

MyPath held a companywide DEI assessment to determine the most important issues both within MyPath and to MyPath employees. This information was collated and shared across the company and is guiding future goals.

MyPath launched six new Pathfinder groups to broaden the possibilities for MyPath employees to engage with their colleagues and drive change in their chosen interest.

Finally, Mogul recognized MyPath as one of the top 100 companies with the best DEIB (Diversity, Equity, Inclusion, and Belonging) initiatives, a clear sign MyPath's efforts are market leading.

Governance

In 2022, MyPath added its newest Board member, Vincent Lyles, who joins us with considerable experience in human services.

MyPath established the Human Resources Committee of the Board to join the other committee: Finance and Audit. This committee will help with all human resources related matters, as staffing is the critical issue in our industries.

MyPath has been engaged in a process of adding diversity and board experience so that Board more closely represents our owners and those we support. 25% of our Board now consists of BIPOC individuals. Our current goal is to add representation of women to reflect our majority ownership by women.

The ESOP continues to create value for our Shareholders, who in 2022 were 74% female and 64% white. According to Gallup, national metrics indicate only 56% of women own stock and white Americans own 89.1% of all stocks. We see the ESOP as one way for MyPath to push back on these metrics and provide more company ownership to historically marginalized groups.

Performance Against Historical Goals

This is the first year of the MyPath ESG report; as such, we do not have goals to measure against.

Contributing to Sustainable Development in the future

There are several challenges facing MyPath as we move toward the creation of 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, our ability to move toward environmental goals in particular will be impacted. The second is internal: as we progress in our ESG process, we will need to create the environmental part of our ESG system from scratch. We need to first measure, then set goals, and then progress against these goals. In order to do so we must gain support from employees and clients across the company and show them the benefits of working toward our environmental commitments. While further along, our DEI and social commitments will have the same hurdles, creating buy in and support across the company for a more diverse, equitable, and inclusive company.

▶ 2-23

- a. In 2022 MyPath was not specifically committed to any national or international policy around responsible business conduct or human rights. Our internal commitments were through our Mission, Vision, and Beliefs and Behaviors as well as through our DEI Commitment. In 2023, MyPath will explore the broader commitments available for responsible business conduct and human rights.
- b. MyPath is held to strict regulatory standards in all of our business lines around the human rights of those we serve. These standards are included in our licensing codes required by WI and IN.

▶ 2-24

- a. The MyPath Beliefs and Behaviors, as well as the MyPath DEI Commitment, are distributed to all new hires and are referenced in all applicable trainings. Some companies use the Beliefs and Behaviors in Employee Performance Evaluation systems. Both the Beliefs and Behaviors and the DEI Commitment are utilized in strategic planning processes

throughout the company.

▶ 2-25

- a. MyPath companies have a variety of processes regarding the remediation of negative impacts. These processes are dictated by the regulatory environment of the individual company 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. In the MyPath Owners Handbook the following is included:

Lighthouse Services data for Standard 2-25 is as follows:

- a. 9 instances of negative impacts, all found unsubstantiated.

▶ 2-26

- a. MyPath uses Lighthouse Services as an anonymous confidential reporting hotline. This hotline is dedicated for employees to report instances of fraud, compliance and ethics violations, and human resources issues.

- a. MyPath began using Lighthouse in May 2022. From May 2022 to December of 2022 there were 4 instances

of unsafe work environment reports. 3 were substantiated and addressed and 1 was deemed unsubstantiated. All other Lighthouse reports fall under Standard 2-25.

▶ 2-27

- a. There were no material instances of non-compliance with laws and regulations and no fines paid during 2022.

▶ 2-28

- 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).

▶ 2-29

- a. Within MyPath, there are a variety of stakeholder engagement groups. These include those representing the individuals we serve (PWH Resident Rights Committee), with families of the individuals we serve (GLS Student and Family Engagement),

and with employees (ESOP groups, Pathfinders groups, etc.). Through these groups, MyPath leadership seeks to ensure each stakeholder group has a platform to engage with the company effectively. Information from these groups is used to drive any necessary change at the organization (Ex. GLS ESOP Group "Changes Made" list).

▶ 2-30

- a. MyPath does not have employees under collective bargaining agreements.

Material Topics

▶ 3-1

- a. The process to determine material topics for MyPath has been decades long. To understand the company's impact on economy, environment, and people, MyPath started with people and economy, specifically around the concept of employee ownership, something exceedingly rare not only within the industry but within the country.
- a. Governance: In 2003, the company made the first formal governance step (above normal business operations) by becoming 30% employee-

owned. In 2016, the company became 100% employee-owned, placing the governance of the company squarely in employee ownership and ESOP structures and rules. From 2016 through today, the value created by the company is returned to the shareholders who have played a role in creating it.

b. Social: In 2021, MyPath created the role of Director of Diversity, Equity, and Inclusion to oversee both current and expanding DEI initiatives at the company. Our first Director of DEI was hired and the Director set about creating a multifaceted DEI program throughout MyPath. Social goals for MyPath are generally driven through these initiatives, with additional input through the company's HR department.

c. Environmental: In 2022, MyPath created the role of Director of ESG to oversee reporting and Environmental initiatives across the company. The first Director of ESG started 1/1/23. For environmental impacts, five pillars were chosen to guide the MyPath Sustainability Initiative: transportation,

energy, procurement & waste, compliance, and environmental justice. These pillars were chosen as they are the five most impactful pieces of MyPath's business lines. As a service company MyPath influences the environment not through anything created for outside stakeholders, but through normal business operations of caring for those we serve. Although the MyPath Environmental Sustainability pillars were determined in 2023, they will be utilized in this report to have a better foundational understanding of where MyPath is in 2022.

b. The company has engaged with a variety of stakeholders to determine the material topics for MyPath. For reporting purposes, the Director of ESG is responsible for reviewing and approving the reported information, including the material topics. The Director of ESG has used GRI Standards and UN Sustainability Goals to help guide which topics are prioritized for reporting. As this is the first ESG report, MyPath will use the information shared to better understand stakeholder needs in

subsequent reports. There are no market leaders in human services to benchmark against so MyPath has decided to utilize international standards and internal knowledge to determine material reporting topics. The highest governing body of MyPath, the Board of Directors, was not responsible for reviewing and approving the reported information, including the organization's material topics. The Board of Directors will review the completed ESG report and decide upon their involvement moving forward.

a. Since the early 2000s, the company has worked with a variety of companies in the ESOP field to understand the benefits of employee ownership and how this would influence the lives of not only our employees but of those we serve through a higher standard of care. These stakeholders includes valuation firms, law firms, accounting/audit firms, and the selling shareholders of the company.

b. In 2020 the MyPath CEO, in consultation with members of the Executive Team, and with a network of outside contacts,

determined the best way to move forward in advancing the goals of diversity, equity, and inclusion was to create a formal role to oversee both current and new initiatives. Upon hiring, the Director of DEI created and oversaw a companywide survey to understand the needs and goals of all MyPath employees around DEI issues. The Director also created Pathfinder Employee Resource Groups to more formalize employee opportunity around 7 issues: Race & Ethnicity, LGBTQ+, Mental Health, Women, Generations, Neurodiversity, and Environment. Further, the Director and other MyPath leaders have presented at and attended multiple conferences on these issues, gaining insight from the larger corporate world both within and outside of our industry.

c. In 2022, the MyPath CEO, in consultation with members of the Executive Team, and with a network of outside contacts, determined the best way to move forward in advancing environmental, reporting, and overall ESG goals was to create

the formal role of Director, ESG. Upon hiring, the Director, ESG performed a companywide audit around the largest environmental impacts of a community-based human services company. This audit led to the MyPath Environmental Sustainability Pillars.

► 3-2

- a. For the first ESG report, the material topics are based on the five MyPath Sustainability Pillars (transportation, energy, procurement & waste, compliance, environmental justice) as well as on UN SDG 5 (Gender Equality) and 10 (Reduced Inequalities). As mentioned previously, although the MyPath Sustainability Pillars and SDGs were chosen in 2023, they are used in this report to create the foundation from which MyPath is starting on its ESG and reporting journey.
- b. There are no changes to material topics; this is the first ESG report.

► 3-3

Transportation

- a. Transportation is a material

topic for MyPath because our community-based organization prioritizes ensuring those we serve become and remain a part of their individual communities. This includes travel to cultural activities, work or day programs, sporting events, etc. Transportation positively impacts 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 the normal community life that is so enriching to individuals. We remedy that previous 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 their very nature have a larger environmental impact through the usage of individual homes or apartments and vehicle travel to access local

events/opportunities. The use of mass transit or non-motorized transportation is limited due to safety and ability reasons as well as the lack of community resources at many sites.

- b. Negative impacts for transportation are realized through our internal activities.
- c. MyPath has an overall Environmental Policy and a comprehensive Vehicle Policy to oversee transportation.
- d. Beyond standard policy requirements there were no actions taken to manage impacts in 2022.
- e. While there were no specific actions taken, Azuga software is used to manage fleet operations.
- f. In designing the overall Vehicle Policy, stakeholders throughout the company were involved to better understand the needs of drivers at each operating company.

Energy

- a. As a distributed company with operations across 150 sites in 2 states, our energy usage is a significant cost. While energy



is necessary to provide high quality of life care, energy management is critical to reduce our environmental impact and costs where possible. Our energy usage occurs at our various sites and the source mix is dependent on the local power company mix.

- b. Our energy usage is a result of company activities.
- c. The MyPath Environmental Policy includes discussion of the usage of LED lighting, energy efficient appliances, programmable/smart thermostats, each of which is directed toward lowering energy usage while ensuring high quality of life for those served.
- d. The MyPath Environmental Policy dictates that energy efficient appliances and other purchases

should occur when possible.

- e. There is no overall understanding of energy efficiency throughout the company, this is a goal for 2023.
- f. The Environmental Policy was created through a collaboration with the Environmental Pathfinders Employee Resource Group and the MyPath HR team.

Procurement & Waste

- a. MyPath operates a variety of sites that care for individuals at all stages of life. The products that MyPath purchases for the care of those we serve include common household products, medical grade products, educational products, farm products (for Homegrown Farms), etc. On the other end, the disposal of waste varies depending on municipalities. There are recycling programs throughout MyPath sites where available, but usage can be spotty. Electronic waste can be an issue and while the Environmental Policy encourages the proper disposal of electronic waste, there is no overall MyPath procedure for effective disposal for both company and client products. Food waste is likely

comparable to regular household food waste and composting is only available at GLS through Homegrown Farms.

- b. Negative impacts are a result of MyPath activities.
- c. The MyPath Environmental Policy encourages the usage of environmentally friendly products (paper & cleaning supplies), the utilization of recycling programs where available (including eWaste), and the purchase of energy efficient products.
- d. There are no overall procedures to manage procurement and waste.
- e. There are no official actions taken to measure.
- f. There are different approaches to procurement and waste at different operating companies depending on company managers.

Compliance

- a. As MyPath works with a variety of different funding agencies, our contracts often contain 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, while few currently, are increasing and all move in the direction of reducing negative impacts on the environment and consequently improving the quality of life for staff and those served.

- b. Actions through compliance are undertaken due to the contractual obligations with outside stakeholders.
- c. MyPath has no official policy around Environmental Compliance because we are contractually obligated to undertake these initiatives.
- d. There is no formal management process regarding these processes, this will be undertaken in 2023.
- e. Effectiveness is measured by operating companies through normal contractual obligations.
- f. These goals are entirely driven by our external contracting agencies.

Environmental Justice

- 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 company purpose of being community-based is in response to the denial of human rights for individuals with disabilities rampant throughout American history. Our 2023 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.

- b. We are not involved with negative impacts in this realm.
- c. MyPath had no policies or commitments in 2022.
- d. There were no actions taken to manage this topic in 2022.
- e. There was no effectiveness tracking in 2022.
- f. There was no engagement with stakeholders in 2022.

SDG 5 Gender Equality

- a. MyPath chose SDG 5 to report against for two reasons. The first is our employee makeup, where

74% of the owners in our ESOP are women. Because of this, issues around gender equality are particularly relevant to MyPath. The second is around those we serve, as issues regarding gender are just as prevalent within the disabilities community as they are in the non-disabled community.

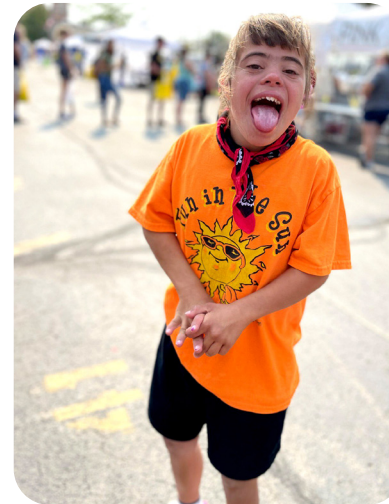
- a. Employee Owners: There is a large historical inequality in the amount of company shares owned by women, whether through public markets or through private ownership. The MyPath ESOP directly counteracts this historical trend by providing direct ownership, at no cost to the employee, of her place of employment. This economic benefit is rare and can be very lucrative for retirement purposes if the employee remains with the company long term. This in turn gives women more agency in their financial life.
- b. Clients: All issues surrounding gender in society also impact those we serve. Whether this is through children attending our schools going through all of the growth everyone experiences regarding

gender or through adults and ensuring access to quality care for women, MyPath must address them all.

- b. We are not involved in negative impacts around SDG 5 goals.
- c. We have a variety of policies around SDG 5; please see the SDG 5 section of this report.
- d. Please see the SDG 5 section of this report.
- e. Please see the SDG 5 section of this report.
- f. Engagement with stakeholders has included everything from general employee surveys to the creation of the Women's Pathfinder Group. Organizational standards around surveys work to ensure necessary changes are made and the Women's Pathfinder Group has its own process of working to ensure goals are met.

SDG 10 Reduced Inequalities

- a. MyPath chose SDG 10 to report against because our entire purpose as a company is to reduce the inequalities faced by those with developmental disabilities and mental health needs. As our company



successfully opens and operates our programs, we are providing the opportunity for those we serve to access a better quality of life that is not 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 where the program exists through our interactions with small businesses and cultural assets.

- b. We are not involved in negative impacts around SDG 10 goals.
- 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.

- d. Our company industry is dedicated to reducing inequality so all company actions are at least generally taken to achieve this goal, even if they are only to facilitate the success of the business.
- e. We utilize both population metrics (clients served) and internal metrics (financial, HR) to determine the effectiveness of the actions taken.
- 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.

