



IMPACT

REPORT

2025



Table of Contents

About

A Message from the CEO	03
Safety in Every Environment	06
2025 Highlights	07
Perform: Facility Data Management	08
Mantis by the Numbers	09
Where We Are Today	11

People

Our Communities	12
Mantis Voices	15
Benefits with a Purpose	16

Clients

Helping Clients Make a Bigger Impact	17
Client Impact	18

Environment


Our Carbon Footprint	19
Setting Our Sustainability Goals	21

Social Policy

Our Social Policy	22
Implementation, Improvement & Monitoring	24

The Future

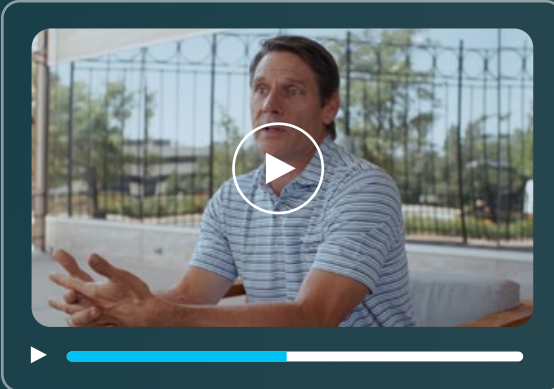
Looking Ahead	23
---------------	----

This is an interactive document designed to enhance your experience. Look for  icons to explore additional insights, and  play icons to watch videos throughout the report.



Smart Growth Starts Within

A year of smart growth, stronger partnerships, and meaningful impact—2025 marked a pivotal chapter for Mantis Innovation. From expanding our capabilities to launching Unlocking Efficiencies and investing in our people and communities, we built a foundation for continued success in 2026.



How We Drive Accountability
with Chief Executive Officer,
Darrell Whitley

At Mantis Innovation, growth has always been about building the right capabilities, the right teams, and the right solutions—so we can create lasting impact for our clients, our people, and the communities we serve.

Over the past year, we continued to grow in deliberate and meaningful ways. We expanded our geographic footprint, strengthened our technical expertise, and invested in the tools and systems required to operate at a high level. As our clients face increasing complexity across energy, facilities, and the built environment, we have evolved right alongside them—bringing deeper insight, more integrated solutions, and a sharper focus on execution.

Our growth shows up most clearly in our people. We added new leaders, expanded training and development programs, and focused on building a culture grounded in accountability, curiosity, humility, excellence, and tenacity. As we transitioned further into a hybrid, in office work model, we did so with purpose—creating opportunities for collaboration, mentorship, and shared learning that strengthen both performance and connection. Growth starts inside the organization, and our teams continue to rise to the moment.

We also strengthened the foundation of how we operate. With investments in technology, data, and safety practices, we became more efficient, more consistent, and better equipped to support clients operating in complex environments—including data centers and other mission critical facilities. Safety remains a cornerstone of our company, not only as a requirement, but also as a responsibility to one another and to the communities in which we operate.

Sustainability continues to guide our decisions—internally and externally. In 2025, we set internal goals that we'll continue to build upon in 2026. These goals reflect where we are as a growing organization and how we intend to act responsibly as we scale—improving efficiency, reducing waste, and embedding sustainability into how we work every day.

Equally important to our company is our charitable time and volunteer opportunities. This year, we expanded Mantis Gives Back, reinforcing our belief that impact extends beyond projects and into the communities where we live and work. Through hands on service and local partnerships, our teams continue to strengthen connections, support meaningful causes, and live our values in action.

As I reflect on the progress we've made, I'm proud—not just of how much we've grown, but of how we've grown. This report captures that journey: a company becoming more capable, more intentional, and more focused on long term impact. The work ahead is significant, and so is the opportunity. With this team, our partners, and our shared commitment to unlocking efficiency, I'm confident in what's next.

Darrell Whitley
CEO of Mantis Innovation



About Mantis

At Mantis Innovation, unlocking efficiency is our driving force. We specialize in energy efficiency, energy procurement, facilities management, and building controls—helping organizations, particularly those operating complex environments like data centers, improve performance while reducing cost and risk.

Our tailored strategies are designed to optimize operations, streamline processes, and elevate outcomes across the built environment. Through comprehensive assessments of facility operations, we identify opportunities for improvement and develop long-term strategies that support sustainable, scalable success.

By strengthening energy management practices and implementing effective, data-driven solutions, we help organizations navigate budgetary uncertainty and improve operational planning. Together, we enable our clients to operate at peak potential while setting new standards of excellence within their industries.

Mission

Improve global sustainability by delivering smart solutions that reimagine facility performance.

Vision

North America's leader in delivering smart, sustainable solutions that empower a better world.

Values

Tenacity.

We are determined not to give up until a problem is solved or we achieve our objectives.



Excellence.

We hold ourselves to a high standard in everything we do.



Accountability.

We believe in taking responsibility for delivering on our commitments.



Curiosity.

We believe in the power of discovery, asking questions, listening closely and wondering why.



Humility.

We present ourselves in a way that is respectful of others and believe that our ideas become even better when combined with those of others.





Impact Team



Darrell Whitley
Chief Executive Officer

Darrell's involvement demonstrates a top-down commitment to Mantis Innovation's social and environmental responsibilities, reinforcing the importance of impact reporting to all stakeholders. He also provides valuable insights and direction, ensuring that the impact report aligns with the company's overarching goals and strategy.



Ali Gilliam
Chief Marketing Officer

Ali leverages her expertise in communication to effectively convey the company's impact on social and environmental issues to both internal and external stakeholders. She also ensures the impact reporting is consistent with the company's marketing goals and brand.



Rob Golden
Chief Sales Officer

Rob ensures that the impact initiatives align with the company's revenue and growth targets and that the solutions we offer clients support emission reduction and avoidance.



Angela Hampton
Chief People Officer

Angela oversees Human Resources and Talent, supporting the people and culture that power Mantis Innovation's mission and long-term impact. She fosters an inclusive, high-performance environment by aligning people strategy with business priorities.



Margo Madden
Chief of Staff, Operations

Margo leads the Impact Report initiative, driving the capture of accurate key data and ensuring alignment with company goals. She fosters the development of a sustainability-focused culture and builds cross-departmental support, guiding the team toward a unified vision.



Mike Bendewald
Vice President, Sustainability

Mike brings specialized knowledge to shape the company's sustainability strategies and ensure that solutions are innovative, practical, and technically sound. He consults across departments to integrate sustainability into various business processes, driving change and supporting clients with emission reduction and avoidance.



Jenna Tipaldi
Director, Sustainability

Jenna brings a deep understanding of sustainability policy and regulation, ensuring the company's impact initiatives are compliant and up-to-date with current standards. Her role is critical in translating sustainability goals into actionable policies and practices that can be implemented across the organization.



Sydney Ishmael
Sustainability Engineer

Sydney is a Sustainability Engineer at Mantis, specializing in calculating and analyzing the company's emissions and carbon footprint across all offices. Her expertise ensures that Mantis's sustainability efforts are grounded in accurate data and effective measurement.



Alex Evans
Director of Talent

Alex supports Mantis Innovation's impact efforts by leading training and development initiatives that strengthen workforce capability and engagement. He focuses on aligning talent development with organizational priorities and long-term impact goals.



Lexi Chambers
Marketing Manager

Lexi drives the design of the physical report, ensuring Mantis Innovation's brand, data, and story are presented in a clear and cohesive way. Her work defines how the company's achievements and goals are communicated externally.



Safety in Every Environment

Safety is a foundational value at Mantis Innovation, embedded in how we plan, execute, and deliver our work across offices, project sites, and complex environments. Our focus is simple: protect our people, support those we work with, and ensure safe, reliable operations in every setting.

We take a proactive, people-centered approach to safety, grounded in clear expectations, strong communication, and shared accountability. Across the organization, employees are equipped to recognize risk, take action, and support one another in maintaining safe conditions.

This commitment extends beyond compliance. By integrating safety into how we operate, we strengthen performance, build trust with our clients and communities, and support long-term, sustainable outcomes.



Standards & Protocols

Our safety standards meet or exceed OSHA requirements and are reinforced through clear, consistent protocols across every job site. From Stop Work Authority to routine inspections and incident reporting, our teams are equipped to act quickly, communicate openly, and uphold safe operations at all times.

Continuous Improvement

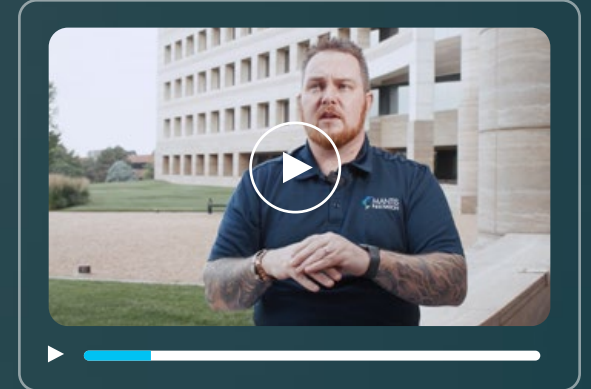
We view safety as an ongoing commitment, using insights from training, inspections, and field feedback to refine our approach. By encouraging open dialogue and learning from near misses, we strengthen processes, reduce risk, and improve performance across every project.

Safety Education & Training

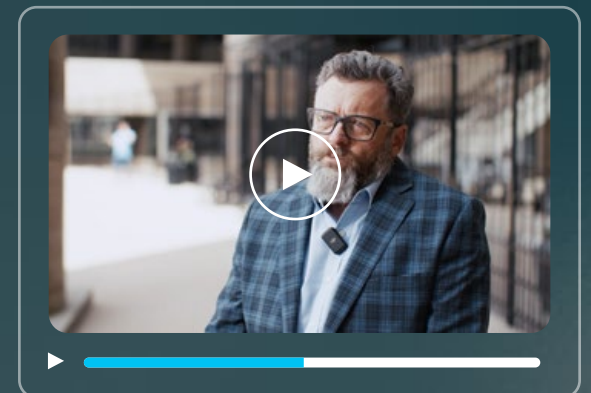
Safety at Mantis is built on continuous learning. Through daily safety meetings, hands-on training, and formal programs, our teams are prepared to identify risks and apply best practices in the field. Training is regularly evaluated and updated to reflect evolving conditions.

Empowerment & Accountability

Every employee at Mantis is empowered to take action when it comes to safety. Through Stop Work Authority, open reporting, and accessible resources, we foster a culture of accountability and transparency.



Safety Culture & Leadership
*with Vice President of Operations,
Kahleb Carradine*



Defining A Good Safety Program
*with Director of Corporate Safety,
Dave Greene*



2025 Highlights

01

Strategic Growth & Expansion

Expanded into new office locations to support team growth and strengthen our presence in key markets.

02

Advancing Technology & Digital Enablement

Continued investment in technology to improve collaboration, streamline workflows, and enhance project delivery.

03

Strengthening Our People & Culture

Focused efforts to support employee engagement and connection through initiatives that bring teams together and reinforce a strong, collaborative culture.

04

Elevating Operational Excellence

Ongoing improvements in how we plan, execute, and deliver work, with a focus on consistency, efficiency, and long-term performance across projects.



Perform: Facility Data Management

In 2025, Perform served as the foundation of our asset management approach, helping commercial and industrial facility owners better understand and manage the physical systems their operations depend on most. Through comprehensive facility surveys, Perform aggregates data on roofing, paving, and HVAC assets—including age, condition, and observed defects—and translates that information into clear, actionable capital planning tools. By giving facility managers visibility into end-of-useful-life forecasts and maintenance needs across their portfolios, Perform helps clients budget accurately, prioritize investments, and extend asset life through proactive, preventative maintenance.

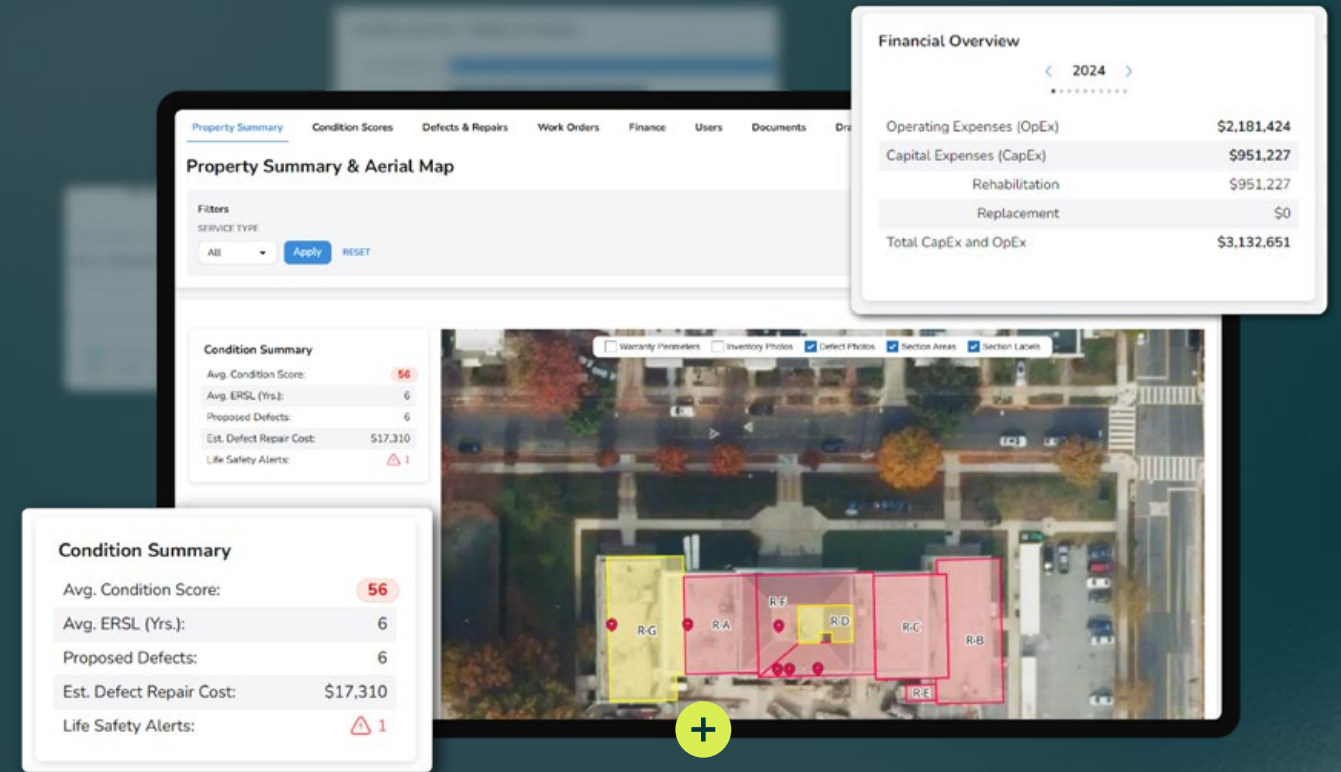
Turning Asset Data into Actionable Planning

At its core, Perform 1.0 supports a more proactive approach to asset management. By shifting decision making from reactive replacements to planned interventions, clients are able to get more value from existing assets, reduce unplanned downtime, and avoid premature capital spend. Centralized access to asset data helps align day-to-day operations with long-term planning—creating efficiency in both budgeting and how facilities are maintained over time. In 2025, this asset-first approach supported more consistent performance and more responsible use of resources across client portfolios.

Evolving to Meet Changing Client Needs

As client needs continue to evolve, so does Perform. While this report reflects the platform as it existed in 2025, we are building toward expanded capabilities that respond directly to those changing demands. In 2026, Perform will begin to incorporate additional insights related to energy and sustainability decision making. These enhancements—referred to as Perform 2.0—will introduce features such as energy rebate analysis, market intelligence, and early-stage identification of efficiency opportunities based on facility characteristics like type, age, size, and location.

Looking ahead, Perform’s evolution reflects a continued focus on meeting clients where they are and supporting how their priorities are changing over time. While these expanded capabilities extend beyond the scope of 2025 impacts, they signal our commitment to helping clients make more informed decisions, improve performance, and manage their facilities with greater clarity and confidence.



Why Perform Matters

Perform transforms complex asset data into clear priorities—helping clients plan smarter, extend asset life, and allocate capital where it creates the greatest long-term value.

Scaling AI Responsibly

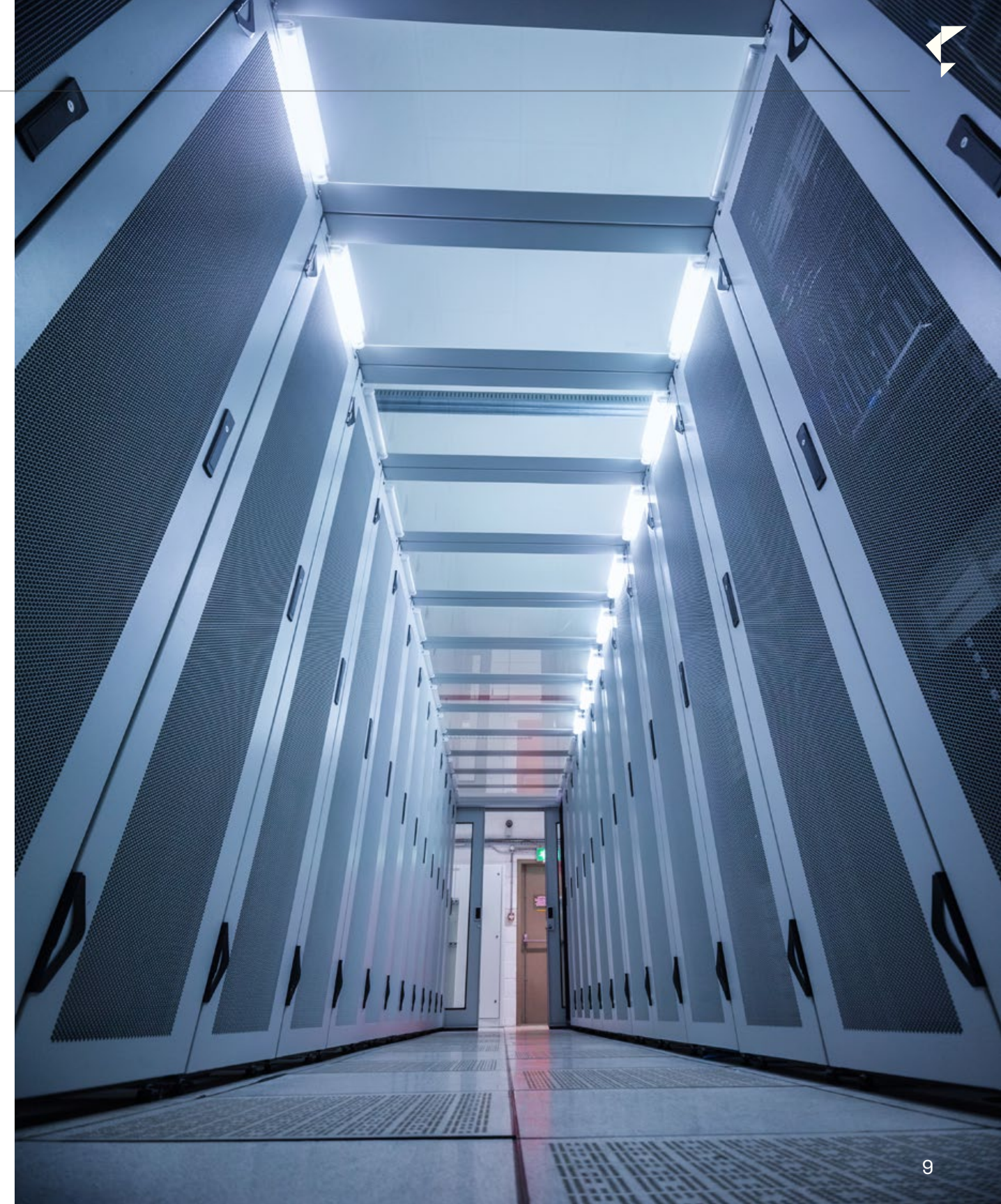
Advances in artificial intelligence are fundamentally reshaping how data is created, processed, and stored, driving rapid growth in data center capacity and density. AI workloads require significantly greater computing power than traditional applications, increasing electricity demand and placing new strain on energy systems.

As energy-intensive facilities operating around the clock, data centers must carefully manage efficiency metrics such as Power Usage Effectiveness (PUE), where even small improvements can meaningfully reduce energy use, costs, and emissions at scale. Our business supports data center owners and operators by providing a broader, more integrated view of how energy is used across their facilities. Through energy management, controls optimization, and efficiency initiatives, we help clients understand where energy is consumed, how infrastructure performance impacts PUE, and which improvements offer the greatest value. This visibility enables smarter operational and capital decisions—maintaining performance and uptime while reducing waste and overall energy intensity.

Improving Efficiency in Energy-Intensive Environments

We are also increasingly using artificial intelligence as a tool for efficiency itself. By analyzing operational data and performance patterns, AI helps identify likely problem areas before crews are dispatched—targeting issues more precisely and reducing unnecessary site visits, fuel use, and labor hours. In an era where digital demand continues to grow, our role is to help ensure that the infrastructure powering AI operates as efficiently, reliably, and responsibly as possible.

Even modest efficiency gains at the data center level translate into significant reductions in energy use and emissions at scale.





Our Expertise

Our people are one of the greatest drivers of our impact. Across the organization, team members hold 25+ industry certifications, licenses, and specialized credentials spanning engineering, sustainability, safety, architecture, energy management, and building systems. This depth of expertise helps clients operate more efficiently, reduce risk, strengthen compliance, and advance long-term performance goals.

25+

Professional credentials supporting smarter buildings, lower emissions, and more efficient operations

- + LEED Accredited Professionals (AP)
- + LEED Building Design/Construction (BD+C)
- + LEED Green Association (GA)
- + Licensed Professional Engineers (PE)
- + Licensed Registered Architects (AIA)
- + National Council of Architectural Registration Boards (NCARB)
- + NFPA 70E (Arc Flash Training)
- + Niagara 4 Certification
- + Ignition Core Certification
- + Registered Roof Consultant (RRC)
- + Registered Roof Observers (RRO)
- + Registered Exterior Wall Observer (REWO)
- + Licensed Asbestos Assessment and Abatement
- + Various OSHA Safety Certificates including: OSHA 10, 30, Fall Protection, and Confined Space
- + OSHA Authorized Outreach Trainers
- + Certified Energy Manager (CEM)
- + Certified Lighting Controls Professional (CLCP)
- + OHST Occupational Hygiene and Safety Technician
- + Certified Enterprise Integrator
- + Society of Manufacturing Engineers
- + Project Management Professional (PMP)
- + Six Sigma Black Belt (quality)
- + Certified Thermographers
- + Certified WIND Umpire
- + Certified Lighting Management Consultant (CLMC)
- + Board of Certified Safety Professionals



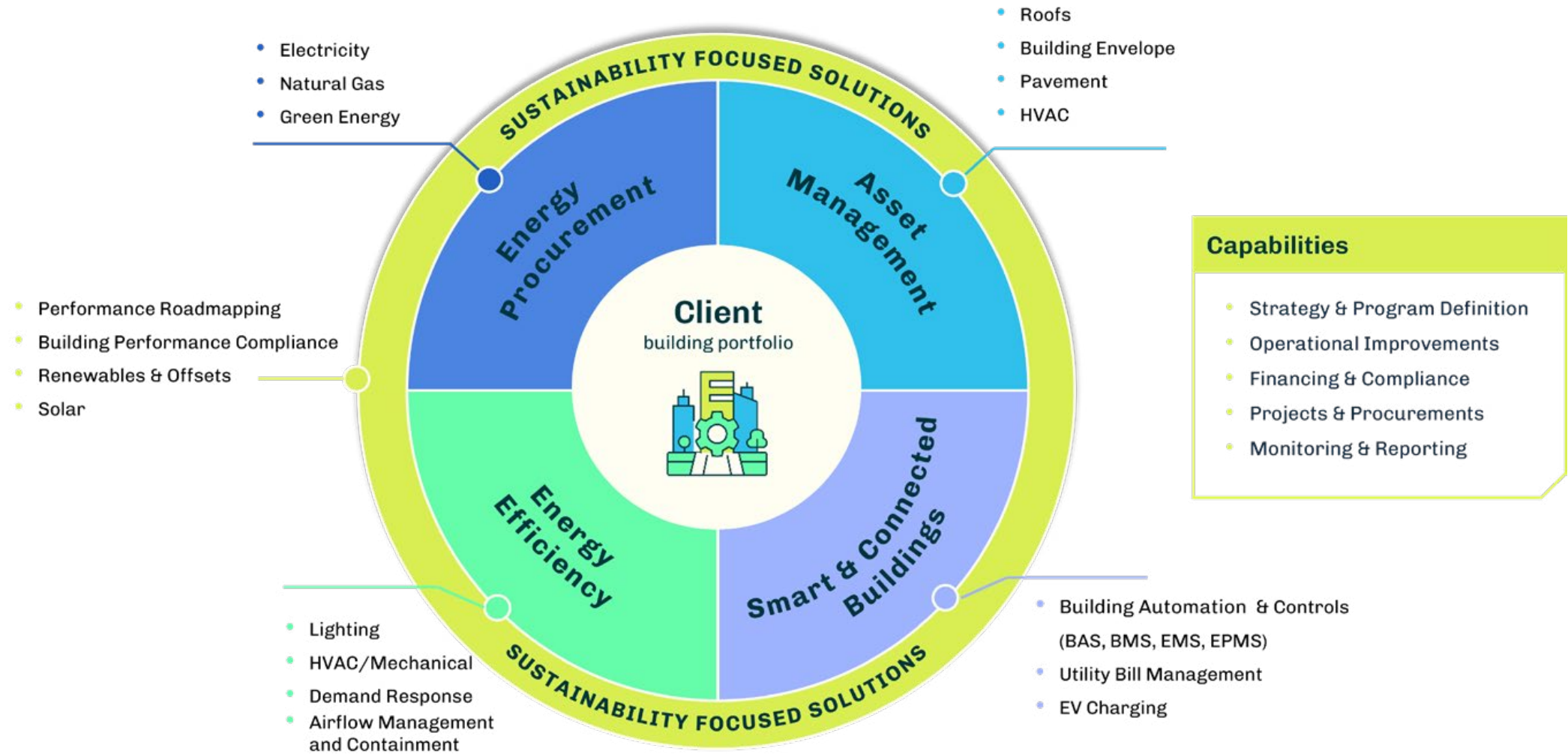


Where We Are Today

At Mantis Innovation, we are uniquely positioned to make a meaningful impact—not only for our clients, but for the planet. Our solutions influence nearly 70% of a facility’s capital and operating expenses, giving us a powerful opportunity to drive efficiency, reduce costs, and create long-term value.

That impact extends beyond individual services. From energy procurement to building envelope upgrades, everything we deliver is guided by a sustainability-first mindset. Even when sustainability is not a client’s primary objective, our work helps reduce emissions, enable access to cleaner power, and extend the life of critical assets that might otherwise end up in landfills.

By embedding sustainability into everyday operational decisions, we help organizations achieve practical business outcomes while contributing to a more resilient and responsible built environment.





Mantis by the Numbers

206

Mantis employees and growing



1 Source of accountability

102,000 MWh

Megawatt-hours of green energy procured for our clients



3,851

Sites surveyed in 2025

13

Office locations from Massachusetts to Washington

4,500+

Clients served across North America in 2025



2B

Square feet of facility space managed



12

Charitable and volunteer initiatives occurred in 2025



30

Units of blood collected at our blood drive—helping save or impact up to 90 lives



90%

Mantis team members feel their manager cares about them as a person



6,609

Total operational employee training and development hours in 2025



Our People

At Mantis Innovation, we are powered by smart, humble, and innovative thinkers. We are committed to building a diverse and talented team of professionals across facility solutions, engineering, energy consulting, and building controls, supported by expert client success managers, project managers, technology and data specialists, and dedicated administrative professionals.

Our culture is grounded in tenacity, excellence, accountability, curiosity, and humility. Goal-oriented teams are empowered to collaborate, support one another, and push beyond shared professional objectives. With an innovative mindset, we continuously look for better ways to develop our people, strengthen our processes, and deliver meaningful results for our clients.

Together, we create tech-enabled solutions that help organizations achieve their energy and sustainability goals—while contributing to a greener, more resilient future.



What sets Mantis apart as a place to grow, contribute, and enjoy professional satisfaction?

- 01 Cutting-Edge Technology Skills**
Our employees have the opportunity to learn and utilize patented, state-of-the-art assessment and information management tools, providing strategic planning and program management to large multi-facility building owners.
- 02 Collaborative Teams**
We prioritize mutual respect and safety, creating a supportive and inclusive environment where teamwork thrives. We are very protective of maintaining this atmosphere.
- 03 Professional Development**
We are committed to fostering both personal and professional growth within our company.
- 04 Attractive Compensation**
We offer competitive compensation packages with exceptional employee benefits.
- 05 Learn from the Best**
Our mentorship program connects you with seasoned professionals, including experienced consultants, engineers, energy brokers, architects, surveyors, and analysts, all eager to share their knowledge and experience.



Our Communities

At Mantis Innovation, our commitment to impact extends beyond client partnerships to the communities where we live and work. We believe meaningful relationships are built not only through the services we deliver, but through an active investment in the well-being of the people and places we serve.

Supporting our communities strengthens trust, reinforces our values, and helps create safer, healthier environments for our workforce and local partners. We place strong importance on community engagement as a cornerstone of long-term success and a reflection of the positive influence we strive to have.

Through initiatives like Mantis Gives Back, we encourage employees to come together in service—building connections beyond the workplace and contributing to causes that matter locally. These efforts enrich our culture, foster collaboration, and empower our teams to drive meaningful, lasting improvements in their communities.



Mantis Gives Back at the Ronald McDonald House, Denver
with Jason Parker, Director of Sales
- Energy + Mantis Team

Mantis Gives Back: Organizations We Supported in 2025

American Red Cross (Blood Drive)	ConnexFM Foundation
Habitat for Humanity, Denver	Alzheimer's Association
Kids Meals, Inc.	Hamilton Area YMCA
Feeding America	Uncommon Grit Foundation
One Hershey	Rett Syndrome Research Trust
American Campus Communities Charity Foundation	Ronald McDonald House of Denver
Charity Foundation	



Mantis Voices

Impact takes many forms—and often, the people closest to the work see it most clearly. We asked employees across Mantis Innovation a simple question: How does Mantis make an impact? Their responses reflect the many ways our people create value for clients, support one another, and help move our mission forward every day.

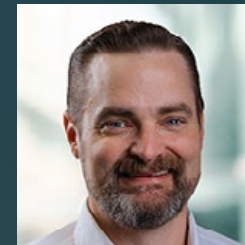
“The impact Mantis has shows up in how teams come together to solve complex problems and deliver work to our clients that holds up in real conditions... What we do has to perform day-to-day, and that takes coordination, clarity, and follow-through across teams... From the client side, that shows up as smoother delivery, fewer disruptions, and systems that work the way they’re expected to.”



Paige Shimer

Human Resources Business Partner, Talent

“Four weeks ago, our leadership team along with members of the Denver office spent the day building bikes alongside Wish for Wheels for second graders at Highline Community Elementary — kids who might not otherwise have one. It’s a simple thing, a bike. But for a child, it’s freedom, confidence, and joy. Days like that remind me why it matters to work somewhere that puts its values into action.”



Rad Brannan

Chief Technology Officer

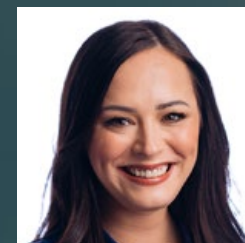
“What stands out to me about Mantis is how we help organizations move from reactive decision-making to a more structured, informed approach around their infrastructure... By connecting asset condition, system performance, and long-term planning, we give our clients a way to make decisions with more confidence rather than reacting to issues as they arise.”



Robert Warner

Facility Consultant, Projects East

“Mantis is an amazing organization that is both steadfast in its purpose and constantly evolving. I’m proud to be part of something where connection drives results and to have the opportunity to form meaningful relationships that define the impact we create every day.”



Hannah Smith

Manager, Partner Relationships



Benefits with a Purpose

At Mantis Innovation, we believe growth starts from within. That's why our benefits are designed with intention — to energize, support, protect and empower our team at every step of their personal and professional journey. Just like we help clients unlock efficiencies, we're committed to helping our employees unlock their full potential.



Health Coverage

Medical, Dental, Vision, Mental Health Care, Telemedicine, Flexible Savings Account and Health Savings Account



Retirement Savings

401(k) Retirement Plan including match



Employee Assistance & Wellness Program

Planning and Peace of Mind (Life Insurance, Short and Long Term Disability, Legal/ID Theft Protection and Accident and Critical Illness Insurance)



Parental Leave

Paid leave for employees who welcome new children by birth, adoption, foster care, or legal guardianship



Paid Time Off

Vacation Days, Paid Holidays, Sick Time and Bereavement Leave



Continued Learning

Training Programs and Tuition Reimbursement





Helping Clients Make a Bigger Impact, **Beyond the Bottom Line**

Reduced energy spend often indicates reduced energy usage. Cost savings are one metric to highlight our client's commitment to efficiency and sustainability. Here are the other ways we enable our clients to make notable changes within their facilities:

+ Roof Asset Management
Extends roof life and boosts efficiency by preventing major repairs and reducing waste.

+ Pavement Asset Management
Enhances safety and reduces repair needs through proactive maintenance.

+ Building Envelope Asset Management
Improves insulation and comfort by controlling air leaks and moisture.

+ HVAC Asset Management
Keeps HVAC systems efficient, extends lifespan, and lowers energy use.

+ Facility Asset Data Management
Streamlines operations, boosts efficiency, and reduces environmental impact.

+ Lighting and Controls
Saves energy while improving lighting quality, safety, and comfort.

+ HVAC/Mechanical Optimization
Lowers energy costs, enhances comfort, and boosts system reliability.

+ Demand Response
Cuts peak-time energy use, supports grid stability, and lowers emissions.

+ Airflow Optimization & Containment
Improves cooling efficiency and protects equipment performance.

+ Building Automation & Advanced Controls
Optimizes system performance, enhances comfort, and reduces emissions.

+ Utility Bill Management
Tracks usage, uncovers savings, and supports sustainable practices.

+ EV Charging
Encourages EV adoption with convenient, eco-friendly charging solutions.

+ Performance Roadmapping
Guides strategic improvements with clear goals and smart resource use.

+ Building Performance Compliance
Ensures code compliance, avoids penalties, and boosts performance.

+ Renewables & Offsets
Lowers costs and emissions by shifting to sustainable energy sources.

+ Solar
Reduces electricity bills and emissions with clean solar energy.



Client Impact

Across the portfolios we support, identified opportunities represent significant potential for impact. From large-scale energy reductions to meaningful emissions avoidance and cost savings, these insights show how efficiency initiatives can reshape performance—helping clients operate more sustainably while managing long-term energy and cost risk.

19.7B kBtu

Total identified annual energy reductions across solutions and industries—helping clients lower costs, reduce emissions, and improve performance.

Breakdown by Solution: How savings are generated

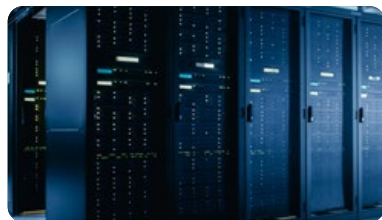
14.9B kBtu
LED Lighting

4.0B kBtu
HVAC Mechanical

418.5M kBtu
Sustainability Strategy

418.0M kBtu
Sustainability VPPA

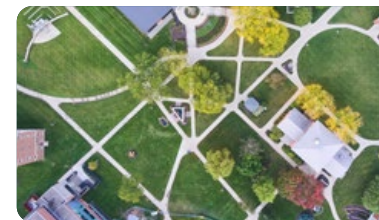
Breakdown by Industry: Where savings are realized



1.3B kBtu
Data Centers



1.3B kBtu
Industrial/Manufacturing



2.7B kBtu
Municipalities, Universities,
Schools + Hospitals



14.4B kBtu
Retail/Hospitality



Our Carbon Footprint

Since establishing our 2023 baseline, Mantis has been tracking and monitoring our energy use and greenhouse gas emissions to better understand how our operations evolve over time. As our business has grown - expanding our offices, our services, and the scale of our impact - our absolute emissions have increased, reflecting the reality of a growing organization operating in more places and supporting more clients.

At the same time, our energy and emissions intensity has declined, indicating that we are becoming more efficient in how we operate and reducing energy consumption and carbon emissions relative to our office footprint. This trend reflects ongoing improvements in operational efficiency, decision-making, and resource use as we scale. By continuing to track both absolute and intensity metrics over time, we aim to provide a transparent, balanced view of progress - one that acknowledges growth while highlighting meaningful gains in efficiency.

Focusing on emissions intensity allows for a clearer understanding of how Mantis is working to decouple growth from carbon impact, and it better reflects how sustainability performance is managed in dynamic, growing organizations. We will continue to monitor these metrics year over year as part of our commitment to accountability, transparency, and continuous improvement.

Metric	2023	2025	Unit of Measure	Change from Baseline
ENERGY				
Total Office Area	35,756	49,007	sqft	+ 37% ▲
Energy Intensity (kBtu/sqft)	61.5	59.5	kBtu/ft ²	- 3% ▼
GREENHOUSE GAS EMISSIONS				
Scope 1 Intensity	0.00162	0.00165	MT CO ₂ e/ft ²	+ 2% ▲
Scope 2 Intensity	0.00341	0.00198	MT CO ₂ e/ft ²	- 42% ▼
Scope 1 + 2 Intensity	0.00503	0.00363	MT CO ₂ e/ft ²	- 28% ▼



Our Carbon Footprint

Total Offices

13

Locations

Energy Consumption Breakdown

53%

Natural Gas

+

47%

Electricity

Office Space

49,007

Square Feet

Emissions Breakdown

45%

Scope 1

+

55%

Scope 2

Our Carbon Footprint Calculations Methodology

Mantis leases office space and receives and pays utility bills at 4 of 13 locations. For the sites where we do not pay utility bills and/or have access to tenant-specific energy consumption data, monthly energy use is estimated through sources including the Commercial Buildings Energy Consumption Survey (CBECS) and the U.S. Energy Information Administration's (EIA) Monthly Energy Review. These data sources allow us to make estimates based on data consistent with the geographic location and building size.



Setting Our Sustainability Goals

In 2025, Mantis Innovation committed to establishing clear, actionable sustainability goals to guide our efforts beginning in 2026. As a growing, office-based organization, we recognize that reducing absolute emissions presents unique challenges. Our footprint is largely driven by leased office space, and continued growth—combined with a shift from a fully remote model to a hybrid, in-office schedule—means overall energy use is expected to increase rather than decline.

While this limits our ability to achieve near-term emissions reductions, it does not limit our responsibility to act thoughtfully and intentionally. As we expand, we are focused on improving efficiency, reducing waste, and making practical investments that meaningfully lower our environmental impact over time.

To support this commitment, we are taking the following actions for implementation in 2026:

<h2>01</h2> <h3>LED lighting transition</h3> <p>Advancing LED lighting upgrades across office locations to reduce energy consumption and improve efficiency.</p>	<h2>02</h2> <h3>Smart power management</h3> <p>Deploying smart power strips across the organization, with 100% of employee desks equipped to reduce phantom energy load.</p>	<h2>03</h2> <h3>Renewable energy support</h3> <p>Purchasing Renewable Energy Certificates (RECs) to cover approximately 25% of our scope 2 emissions footprint.</p>	<h2>04</h2> <h3>Eliminating single-use plastics</h3> <p>Removing single-use water bottles from all offices by providing reusable bottles to employees and installing filtered water stations.</p>
--	--	---	---

We also recognize that our return to the office plays a critical role in culture building, collaboration, and employee development. Our hybrid model is designed to ensure in-office time is intentional and valuable—supporting connection and shared purpose while remaining mindful of its environmental impact.

These steps represent an important foundation. As our organization continues to grow, we will refine our approach, evaluate additional opportunities, and hold ourselves accountable for integrating sustainability into how we operate—today and in the years ahead.



Our Social Policy

Mantis Innovation is committed to fostering a fair, inclusive, safe, and sustainable environment for our employees and vendor partners. This policy applies to all employees, vendors, and operations, including buildings, facilities, and processes under our control. We are dedicated to the following social issues:

Human Rights

We uphold and promote human rights in all aspects of our operations, treating all individuals with respect and opposing any form of discrimination, exploitation, or abuse. We adhere to international human rights standards and ensure our business practices and supply chains reflect our values.

Labor Standards

Mantis forbids illegal child labor and forced labor in our operations and by our suppliers. All employees must meet legal working age requirements, and we safeguard high-risk workers, such as foreign or migrant workers.

Respect and Inclusion

We are committed to fostering a workplace where every individual is valued and respected. Our initiatives ensure equal opportunities, promote a culture of belonging, and empower all employees to reach their full potential.

Employee Engagement

We provide equal employment opportunities free of discrimination. Our focus on culture, experience, and professional development has maintained a voluntary retention rate of 87.3%. We support career advancement and the evolution of our employees and organization.

Employee Health and Well-Being

We invest in our employees' health and well-being, boosting productivity and morale. We offer growth opportunities, strong benefits, and equitable practices, fostering loyalty and high performance. We ensure a safe and respectful environment, free from harassment, bullying, and abuse.





Our Social Policy

Health and Safety

We maintain a safe work environment through proactive measures and continuous improvement. This includes comprehensive training, active employee participation, and rigorous incident reporting. Management provides the necessary resources to uphold these standards.

Contractor Safety

We ensure the health and safety of all contractors working on our premises. Contractors must adhere to our safety standards, participate in training, and conduct risk assessments. Non-compliance results in corrective actions.

People First. Always.

We are committed to creating a safe, inclusive, and respectful environment—protecting the well-being of our employees, partners, and communities while strengthening performance across every project and location.

Community Development

We invest in local communities, promoting social responsibility and contributing to societal well-being. Our focus on health and safety initiatives builds trust and goodwill among residents.

Integrity in Operations

We conduct all activities, including marketing and advertising, with integrity, presenting accurate and balanced information to build trusted relationships with our clients.





Implementation, Improvement, and Monitoring

To achieve our objectives, we will implement the following measures:

01

Policy Development & Communication

- + Develop comprehensive policies for each of the social objectives, ensuring they are aligned with industry standards and regulations.
- + Communicate these policies clearly to all employees, contractors, and stakeholders through internal communications, and accessible documentation.

02

Training & Awareness Programs

- + Implement regular training programs for employees and contractors on key aspects such as health and safety, DEI, labor standards, and client service.
- + Raise awareness through workshops and e-learning platforms to ensure all personnel understand and commit to our social policy objectives.

03

Monitoring & Auditing

- + Establish a system for regular monitoring and auditing of practices to ensure compliance with social policy objectives.

04

Employee & Stakeholder Engagement

- + Foster a culture of engagement by involving employees and stakeholders in decision-making processes related to social policy.
- + Conduct regular surveys and feedback sessions to gather input and assess the effectiveness of implemented policies.

05

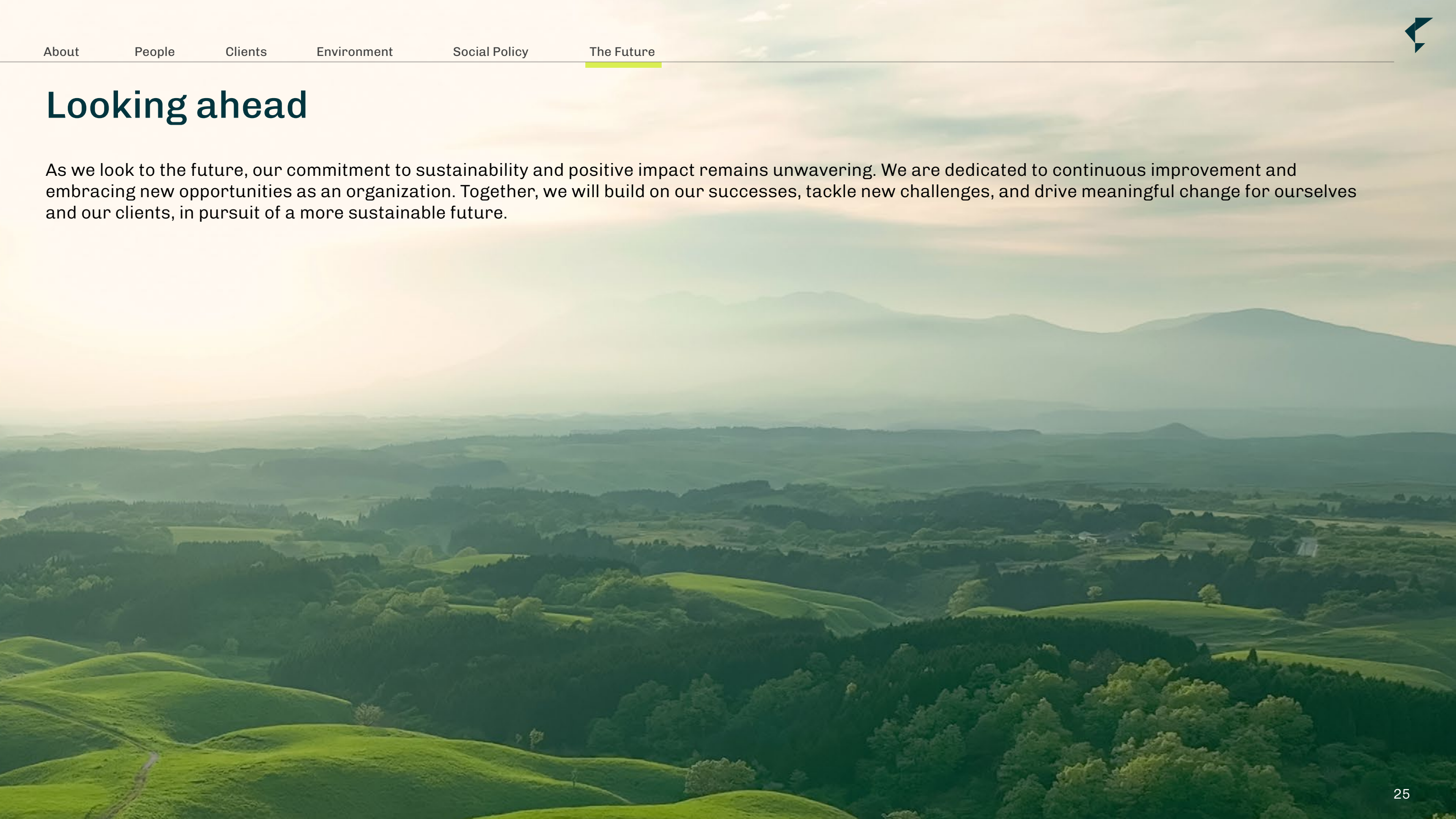
Continuous Improvement & Reporting

- + Implement a continuous improvement process to regularly review and update social policies based on new insights, feedback, and regulatory changes.
- + Provide transparent reporting on social policy performance, including progress on objectives, to stakeholders through reports and sustainability disclosures.



Looking ahead

As we look to the future, our commitment to sustainability and positive impact remains unwavering. We are dedicated to continuous improvement and embracing new opportunities as an organization. Together, we will build on our successes, tackle new challenges, and drive meaningful change for ourselves and our clients, in pursuit of a more sustainable future.





Corporate Headquarters

10375 Richmond Avenue
Suite 700
Houston, Texas 77042

info@mantisinnovation.com

877.459.4728