



## Synergy Climate Action Partner Commitment Policy

As a participant in the Synergy Climate Action Partner Program, we commit, on behalf of Redbrick and its portfolio of companies, to taking meaningful and measurable steps toward reducing our carbon footprint and supporting a low-carbon future.

### Why we are participating

Redbrick builds, acquires, and operates technology and media companies with the belief that how we grow matters. As a Certified B Corporation, we recognize that businesses have a responsibility to consider their impact on people, communities, and the planet—not just profit.

Climate action is a shared responsibility across our portfolio. Through our partnership with Synergy, we aim to better understand the environmental impact of our operations, strengthen our approach to emissions measurement and reduction, and support long-term, sustainable decision-making across our companies.

By participating in the Synergy Climate Action Partner Program, we are formalizing our commitment to learning, accountability, and continuous improvement as we work toward a low-carbon future.

### By signing this policy, we commit to the following actions:

- **Measure our emissions**
  - We will complete annual assessments of our greenhouse gas emissions, including scope 1, scope 2, and all material (>5%) scope 3 emissions.
- **Identify decarbonization opportunities**
  - We commit to identifying and evaluating opportunities to reduce emissions across our portfolio, prioritizing actions that are both impactful and feasible within our business model.
- **Implement and improve**
  - Where technically and financially feasible, we will take tangible steps to reduce emissions, integrate sustainability considerations into business operations, and regularly review and improve our approach over time.
- **Public transparency**
  - We agree to share this commitment publicly and to communicate our progress transparently through our Synergy Climate Action Partner public webpage as our work continues.

Signed: \_\_\_\_\_

  
Tobyn Sowden  
CEO  
Redbrick Technologies Inc.  
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