



Sustainable Business Travel Guidelines

Amended and Restated as of April 24, 2026

Introduction

In 2024, Everforth, Inc. and its subsidiaries (“Everforth” or “the Company”) aligned its emission reduction targets with the Science Based Targets initiative (SBTi). Our official validated science-based greenhouse gas (GHG) emission reduction targets include:

- Near Term Target: Everforth commits to reduce absolute Scope 1 & 2 GHG emissions by 54.6 percent by 2033 from a 2023 base year. Everforth also commits to reduce Scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, business travel, employee commuting, and upstream leased assets 61.1 percent per full time employee by FY2033 from a 2023 base year.
- Net-Zero Target: Everforth commits to reach net-zero across the value chain by 2050 (i.e., reduce absolute Scope 1, 2, and 3 GHG emissions 90 percent from a 2023 base year).

In 2025, Everforth’s business travel and car allowances accounted for 28.8 percent of the Company’s total carbon emissions. As such, the Company’s Sustainable Business Travel Guidelines are a fundamental component of our carbon emission reduction strategy.

The goal of Everforth’s Sustainable Business Travel Guidelines is to reduce the environmental impacts associated with business travel while managing costs. It is also an opportunity to increase employee awareness of the associated consequences of business travel and help our employees make more informed choices. The environmental impacts associated with business travel include the use of natural resources (e.g., energy and water), carbon emissions, landfill waste and other pollution. When feasible and cost-comparable, consider the following suggestions to reduce your carbon footprint.

Assess the Need to Travel

Conduct meetings and attend conferences virtually, especially for internal purposes and short trips. Short-haul flights (less than three hours) generate the most carbon per passenger per hour.

Ground Transportation

- Rail is approximately 50 percent less carbon intensive than flying; take the train for destinations less than 250 miles.
- For in-town trips, use public transportation, or walk when possible.
- Car share when possible or take a shuttle.
- When using Uber/Lyft, choose EVs.
- When it is necessary to rent a car, choose an electric or hybrid vehicle.

Air Travel

- Avoid short-haul flights when possible.
- When available, choose flights using sustainable aviation fuel (SAF), which can lower carbon emissions by up to 80 percent compared to conventional jet fuel.
- Choose newer, more efficient aircraft, including Boeing 787, Airbus 321 NEO or Airbus 350 aircraft.
- Business class is three to four times more carbon intensive than economy.
- Reduce non-essential luggage; heavier luggage makes the aircraft less fuel efficient.



Accommodations

- Choose net-zero, carbon neutral or green certified hotels; certification directories include:
 - [Green Globe Certified Hotels](#)
 - [Green Seal Certified Hotels](#)
 - [USGBC LEED Certified Hotels](#)
 - [Audubon International Certified Green Lodging Directory](#)
 - [California Green Business Network Certified Hotels](#)

Restaurants

- Select restaurants that source local, organic produce and/or have green or sustainable certifications, which include:
 - [Green Restaurant Association Certified Restaurants](#)
 - [California Green Business Network Certified Restaurants](#)
 - [The PLEDGE](#) on Food Waste

Everforth's Sustainable Business Travel Guidelines will be updated to reflect additional carbon-neutral and net-zero options as more become available.