



Photon Domain Inc.
Sustainability Report (rev A)

Welcome to our annual Sustainability Report! Our team is dedicated to driving our company's commitment to environmental sustainability, social responsibility, and transparent governance. This report highlights our efforts, achievements, and ongoing initiatives to our journey to community well-being and ensure long-term economic viability.

Economic Performance:

Our company achieved a >10% increase in revenue this year 2023-2024. This growth was driven by gaining market share and better supporting our customers and partners.

Net profit margins improved by accordingly. Cost optimization and operational efficiencies were key contributors to our results.

We have invested ~ 10% of our revenue in research and development to drive innovation and maintain our competitive edge. This includes advancements in sustainable technology and product enhancement.

Business law compliance

We comply with applicable laws and regulations, supply chains security rules and requirements (including import/export and sanction laws and regulations) in all markets where we operate.

Social Responsibility and Sustainability:

We prioritize the well-being of our employees by offering flexible working environments and professional development opportunities. We are committed to a diverse and inclusive workplace. Our workforce comprises ~50% women and individuals from different cultural inclusion. We provide training to our employees on all provisions of Codes of Conduct to strengthen our operations.



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Governance

Periodically we review portfolio of climate-related risks. Identify and assess how climate change affects the company and environment. We work on new plans and strategy to solve any issues and mitigate financial implications.

Environmental Sustainability:

We have reduced our carbon emissions by 15% through energy efficient practices. Our goal is to achieve net-zero emissions by 2035.

Our waste reduction initiatives have led to a 15% decrease in landfill waste, implemented recycling programs and exploring circular economy practices to minimize waste.

We ensure that 80% of our raw materials are sourced sustainably. This includes working with suppliers who adhere to ethical and environmental standards.

Our water conservation efforts have resulted in a 20% reduction in water usage, using water-efficient technologies and practices across our operations.

As we conclude this report, we reflect on the significant strides we have made towards our sustainability goals. However, we recognize that there is still much work to be done. We remain committed to advancing our sustainability initiatives and transparently reporting our progress. Together we can build a more sustainable and resilient future. Thank you for your continued support and engagement in our sustainability journey!