



ZIVARO



2023 Annual Report

Zivaro's Impact Statement

Zivaro's Impact Values

- Integrity
- Community
- Inclusion

At Zivaro, we believe in people-centered business practices that uplift communities, prioritize inclusivity, and sustain the environment. Our goal is to create a business legacy that recognizes our staff and their communities as key catalysts for business company growth and industry impact.

We believe that people growth is business growth and will leverage our CSR programs and partners to lead our industry towards the standardization of business practices that center organizational responsibilities to staff, community, and the environment.

Zivaro Company Milestones

3

New Community Partners

\$155,000

Deployed to Community Partners

20+

**Nonprofits served by our
community**

75%

**Summer Internship Retention
Rate**

- Developed Internal and External Impact Committees to oversee successful implementation of Impact Program
- Onboarded 3 New Community Partners to support Equity Goals
 - Frontline Farms, YESS, Denver Dream Center
- Deployed \$155,000 to community partners
- Expanded Community Engagement to now serve over 20 nonprofits
- Extended Equity initiatives to external partners and programs, providing resources to some of our most marginalized communities
- Initiated an Environmental Stewardship program to help lead industry sustainability goals via partnership with Mills Food Program and Work-From-Home Policy
- Boast a 75% retention rate from our Summer Internship Program

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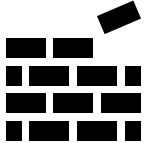
2023 Achievements



Committee Formation and Operations



\$155,000 Donated to Community Partners, nearly 3% of Net Annual Profit



290 Total Volunteer Hours (in just over 6 months)



20+ Community partnerships across veteran, family, youth, and health/wellness services



\$155,000

Donated to Community Partners

290

Total Volunteer Hours

20+

Community Partners

2%

Growth in Minority Hires



Impact Committee

Highlights

In 2023, Zivaro employees logged 290 hours of volunteer hours into ADP. In 2023's Q3 and Q4 alone, Zivaro participated in 3 internal events to uplift our community around us. Below is a list of each nonprofit Zivaro donated money in support our Pillars of Community!

- Community Support
- Equity
- Environmental Stewardship



Equity Total 2023 Donations

\$60,000



Community Support

Total 2023 Donations

\$81,000



Environmental Stewardship

Total 2023 Donations

\$14,000





Excellence

Human Services

- Donated 16,000 meals to communities across Colorado in our partnership with Food Bank of the Rockies.
- The Veteran's Chili Cook off supported room & board for 4 veterans for the two-week training course when receiving their service dog.

Equity Initiatives

- Sponsored a YESS student with critical scholarship dollars to support post-secondary education. Students of YESS come from under-resourced schools serving historically oppressed populations and are often first in their families to attend college.
- Onboarded Frontline Farms as a new partner, which supports food sovereignty for BIPOC farmers in the front range of Colorado.

Environmental Stewardship

- 15% employee engagement in the Mill program which offset nearly 4,500 lbs of food waste from landfills. (If we are going to list metrics units in the next bullet we should do so here. I suggest



2024 Goals



- Deploy 2% of annual net profits to our community partners
- Reduce 10,000 lbs of CO2e food-based emissions annually through 25% employee participation in Mills food waste reduction program
- Deploy 2000 volunteer hours among our community partners
- Others to be determined by Committees during 1st Quarter