



ESG REPORT

20
24

PREPARED BY :

Melink Corporation
ESG Task Force

**“THE BEST WAY TO PREDICT THE
FUTURE IS TO CREATE IT.”
– PETER DRUCKER**

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INTRODUCTION



In 1987, Steve Melink established Melink Corporation, initially specializing in testing and balancing services. Building on this foundation, three years later, the company innovated a control system designed to optimize energy consumption within kitchen hoods. This breakthrough marked Melink's pioneering role in demand control kitchen ventilation (DCKV) technology. As the company matured, Melink strategically broadened its service portfolio. This commitment is encapsulated in Melink Corporation's guiding principle: "to change the world, one building at a time."

For over 35 years, Melink has delivered clean energy solutions, cutting emissions, increasing building values, and driving profitability. Driven by a deep commitment to sustainability, Melink formed an ESG Task Force in 2022, prioritizing a sustainable future through transparent engagement with customers, and stakeholders.

To advance this mission, tracking emissions and implementing improvements are crucial. This ESG report aims to inspire accountability, both internally and among partners, setting a higher standard of responsibility

This report is a vital tool for Melink to assess sustainability performance and identify improvement areas, including reducing facility energy use, promoting sustainable supply chain practices, and expanding renewable energy adoption. By communicating sustainability initiatives, Melink builds trust and loyalty with stakeholders, reinforcing its dedication

With a history of self-reporting and sustainability focus, Melink upholds environmental responsibility. As ESG reporting grows in importance, these reports aid in progress monitoring. By prioritizing sustainability, Melink reinforces its leadership in the energy sector and fosters stakeholder trust.

As we wrap up our third year of ESG reporting, we're proud of the progress we've made in both documenting and deepening our sustainability efforts. This year, we've continued delivering energy-saving solutions while strengthening our role as a green leader in the SMB space and across our industry. Staying true to our values remains a priority—we're committed to leading by example, not just through our offerings, but in our own operations. Looking ahead, we'll keep evolving, reducing our footprint, and reinforcing our commitment to responsible, sustainable leadership.

LETTER FROM OUR CEO

In a world that demands both progress and speed, Melink Corporation shines at making the complex seem simple for our customers. This year, we are expanding our horizons, embracing new scopes of work, and taking our tools and experience into broader markets. All the while, we remain dedicated to our core mission of delivering efficiency and insights to some of the most influential organizations in the world.

Sustainability isn't just a buzzword; it's inherent in the clean, process-oriented solutions that stand the test of time. Our services, products, and programs are engineered to solve problems. Melink is both the spotlight and the roadmap to minimize waste, reduce overall material consumption, and optimize equipment. Thankfully, the marketplace continues to embrace our offerings which has created a bit of a flywheel for growth and impact. We are all committed to delivering a strong return on investment for our customers while doing right by the world in the spaces we operate in.

This year's ESG report reflects that commitment. It highlights that growth but also our unwavering focus on integrity and efficiency. As we expand our reach, our dedication to accountability deepens. We believe in transparency, in laying our cards on the table, and in inviting scrutiny from our partners, customers, and peers.

At Melink we understand that true sustainability is a journey, not a destination. It requires continuous improvement, a willingness to challenge the status quo, and a relentless pursuit of better solutions. To that end, I want to thank our dedicated employees, whose passion and commitment drive our progress. It is their ingenuity and hard work that allows Melink to continue to lead the way.

I invite you to explore this report and discover how Melink Corporation is building a more sustainable future, one building at a time.



"At Melink we understand that true Sustainability is a journey, not a destination."

-Eric DiNardo
Melink CEO

ESG PILLARS OVERVIEW

Environmental, Social, and Governance (ESG) considerations have become an important factor in the modern business landscape. Growing concerns around climate change, social responsibility, and ethical business practices have increased pressure on organizations to operate with transparency and accountability. In response, investors, regulators, and stakeholders are placing greater value on ESG reporting. This report provides an overview of Environmental, Social, and Governance policies within Melink Corporation.



Environmental

In 2022, Melink Corporation began tracking direct and indirect emissions using GHG Protocol Corporate Standard to establish a baseline inventory and carbon reduction goals. Since then, it has continuously worked to monitor emission trends and lower its carbon footprint.



Social

Melink Corporation is committed to employee development, community engagement, diversity, and sustainability. Through these commitments, our goal is to positively impact our stakeholders while fostering strong relationships with ethical suppliers, products, and customers.



Governance

Melink Corporation's core principles of oversight, validity, and transparency are the foundation of its governance pillars. These pillars are essential for ethical operations, strengthening our governance framework, and ensuring our success in years to come.

ENVIRONMENTAL

An effective corporate climate strategy starts with a clear understanding of an organization's Greenhouse Gas (GHG) inventory. Since 2022, the Melink Corporate ESG Task Force has tracked both direct and indirect emissions in alignment with the World Resources Institute's Greenhouse Gas Protocol (2004). This ongoing monitoring helps us identify trends and set impactful emission reduction goals. Our 2024 ESG report compares data from 2023 and 2024 to guide continued efforts in reducing Melink's overall carbon footprint.

In 2024, Melink Corporation emitted approximately 3,341,834 pounds of carbon—an increase of about 15% from 2023's total of 2,909,245 pounds. This rise can be partially attributed to increased travel, which correlates with a growing number of tradeshows, a larger overall headcount, and expanded technician training programs. For context, our 2024 emissions are equivalent to the annual energy use of 204 homes. Figure A provides a visual breakdown of these emissions in pounds.

The ESG Task Force also analyzed emissions by business sector. At Melink headquarters, electricity consumption accounted for roughly 199,591 pounds of carbon emissions—which is equivalent to 80 electric-powered

passenger vehicles driven for one year. Our recycling efforts, managed through Republic Recycling, remained on par with 2024, resulting in around 175 pounds of carbon—equivalent to the emissions from 6.7 trash bags recycled instead of landfilled. Lastly, the emissions from Intelli-Hood parts and assembly decreased between 2023 and 2024, resulting in a positive shift as more components are being sustainably sourced or recycled within the United States.

Figure A

Business Sector	2022 Carbon (lbs)	2023 Carbon (lbs)	2024 Carbon (lbs)	Scope
Melink Corp HQ - Electric	142,565	174,030	199,591	Scope 2
Melink Corp HQ - Waste	175	175	175	Scope 3
Melink Corp HQ - Commuting	85,317	110,201	173,873	Scope 3
Business Travel	1,681,158	2,287,907	2,707,470	Scope 1
Intelli-Hood Parts & Assembly	163,696	336,932	260,725	Scope 3
Total	2,072,911	2,909,245	3,341,834	

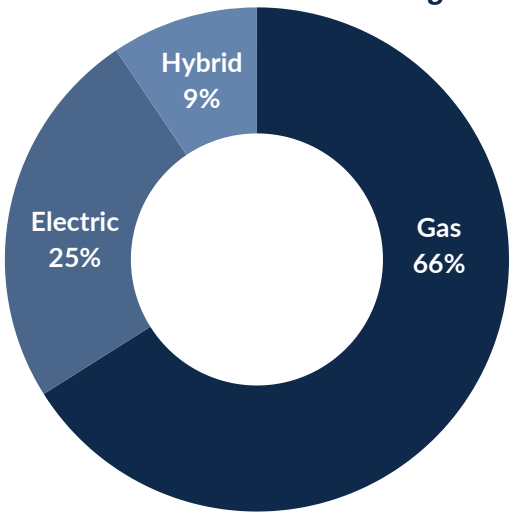
ENVIRONMENTAL

Figure B shows the breakdown of vehicle types used by Melink employees for office commuting. Collectively, commuting in gas, electric, and hybrid vehicles generated approximately 1,173,874 pounds of CO₂ emissions—comparable to the emissions produced by burning 183 barrels of oil. The growth of Melink’s team also contributed to a rise in total emissions, with 2024 showing an increase of 63,673 pounds compared to 2023. However, despite the overall increase, there was a notable decrease in per capita emissions—dropping from 1,011 pounds per person in 2023 to 424 pounds in 2024.

Figure C.1 presents the 2024 quarterly CO₂ emissions by travel type, offering a breakdown of emissions from car and air travel. This data highlights areas for reducing emissions and shaping focused sustainability plans. Notably, the total flight emissions for techs decreased from 395,303 lbs in 2023 to 370,333 lbs in 2024—a reduction equivalent to the carbon sequestered by 11.4 acres of forest in one year.

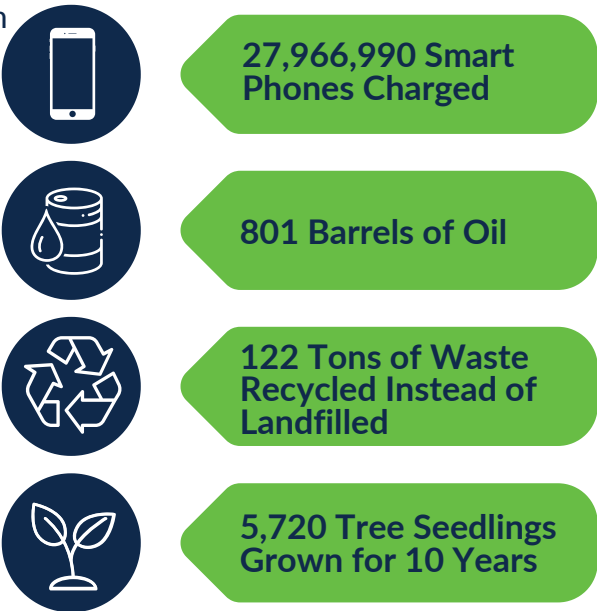
Office Commuter Vehicle Type

Figure B



Above (Figure B) shows the percentage of Melink’s 2024 carbon emissions for each fuel type generated by office commuters.

Figure C.2



Quarterly CO₂ Emissions (lbs) by Travel Type

Figure C.1

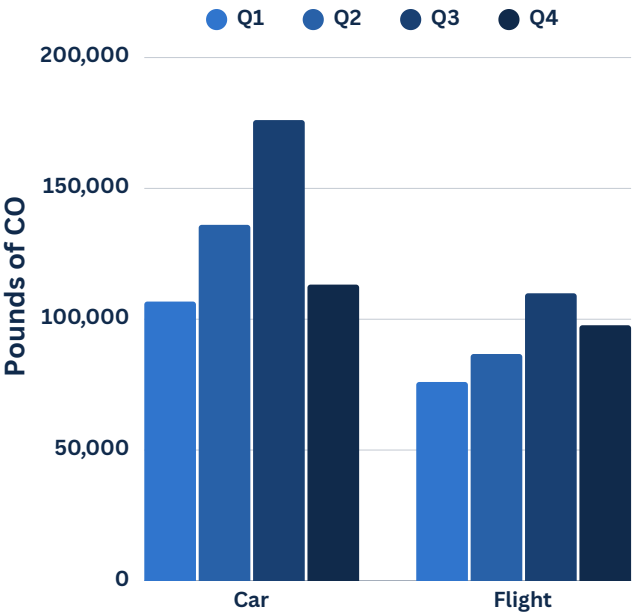


Figure C.1 shows how many pounds of carbon emissions were emitted by travel type for each quarter in 2024 at Melink.

Figure C.2 shows two conversion comparisons of CO₂ emissions produced vs. two CO₂ sequestration equivalents for the environment. *Based on total CO₂ emissions.

ENVIRONMENTAL

Figure D

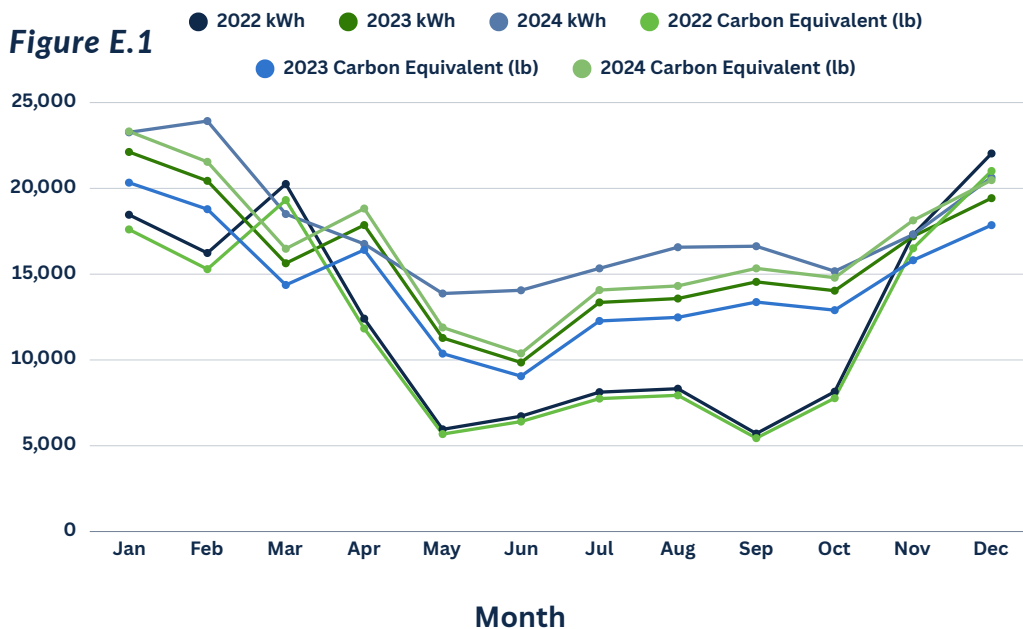
While Figure D shows an increase for the average annual emissions per capita for flight travel in 2024, the total average annual emissions per capita has decreased overall. This means the emissions per technician have been reduced from 2022-2024 despite the growth in Melink's field team.

Average Annual Emissions Per Capita				
	Techs	Driving/Tech	Flying/Tech	Total Emissions Per Tech
2023	48	23,146	24,519	47,665
2024	64	17,359	24,945	42,304

In 2023, Melink's total electricity consumption stood at 189,347 kWh. However, there was a noticeable increase in 2023, with electricity usage rising to 212,035 kWh. This uptick can be attributed to the growth in the number of employees, more time spent in office, and the consolidation of Melink Corporation's sister company, Melink Solar, into the same building. The increased occupancy and operational demands contributed to the higher kWh consumption in 2024 compared to the previous year.

The rise in electricity usage had a direct impact on CO₂ emissions. In 2023, the CO₂ emissions related to electricity consumption were calculated at 174,030 lbs. With the increased kWh usage in 2024, CO₂ emissions also saw an increase, reaching 199,591 lbs. The increased kWh is due to additional electric cars on Melink's campus, and the charging associated with the cars. Melink selects the "green option" with our utility contract for a cleaner electricity source and increased sustainability.

Electricity Usage vs Carbon Equivalent



kWh Usage Per Capita

2022 kWh Per Capita	2023 kWh Per Capita	2024 kWh Per Capita
1,497	1,737	1,414

Figure E.2

Figure E.1 compares electricity usage (kWh) to the amount of carbon equivalent (lbs.) for each month during 2022-2024. While Figure E.2 compares the kWh usage per capita from 2022-2024.

SOCIAL - OVERVIEW

At Melink Corporation, we are dedicated to creating a meaningful social impact. We invest in the growth and development of our employees, maintain high labor standards, and stay actively involved in the communities we serve. This commitment extends to fostering a diverse and inclusive workplace, promoting employee health and safety, and supporting the well-being of all our stakeholders. By making social responsibility a core focus, Melink enhances its reputation while contributing to a more sustainable and equitable future. We also prioritize ethical partnerships with our suppliers and customers to ensure that our products, services, and practices align with our values and help build a better world.



VOLUNTEER HOURS

95 Total Company Paid Hours
Volunteered



EMPLOYEE WELL-BEING

Employee Assistance Program, Wellness Program, Flex Schedule, Retirement Benefits, Employee Gym, ADP Course



SAFETY

2 OSHA Recordables
76 Lost Workdays



TRAINING & DEVELOPMENT

11,940 Total Field Training Hours Completed
249 Average Training Hours Per Technician

DEMOGRAPHICS - EMPLOYEE AGE

Disclaimer: Employee count based on the total number of employees employed during 2024.

Figure F

Age Range	Number of Employees (150)	Employee Percentage (%)	
18-24	15	10%	2023 109 Employees
25-34	66	44%	
35-44	32	22%	2024 150 Employees
45-54	26	17%	
55-65	11	7%	41% ↑
65+	0	0%	



Figure F displays the age range of Melink employees, the total number of employees in each age range, and the percentage each age range makes up within Melink.

SOCIAL- HIGHLIGHTS

TRAINING LEADERS - MELINK'S LEADERSHIP DEVELOPMENT PROGRAM

For the third consecutive year, Melink remains committed to developing internal talent and building a leadership team that reflects the diversity of its workforce. To support this initiative, the company introduced the Melink Leadership Development Program (MLDP) this year.

The MLDP is designed to equip high-potential employees with the skills and knowledge needed to become future leaders. This year, the program included a select group of six emerging leaders from various departments, both field and office based. Participants met monthly for two-hour sessions, covering essential leadership topics such as effective communication, team building, and business strategy. Through this platform for learning, collaboration, and mentorship, the MLDP empowers Melink's next generation of leaders to drive meaningful change and support the company's long-term success.

ANNUAL COMPANY MEETING - CONNECTING AND CELEBRATING SUCCESS

The Melink Annual Company Meeting brings together the entire team—both office and remote employees—for a collaborative experience centered on connection, learning, and celebration. A highlight of the meeting was the awards ceremony, which recognized outstanding teamwork and individual achievements. This event provided a valuable opportunity for employees to connect with new colleagues and strengthen existing relationships, reinforcing a sense of community across our geographically dispersed workforce.

As a key element of our company culture, this annual gathering promotes collaboration, reinforces shared values, and nurtures a collective commitment to Melink's ongoing success.

BUILDING CULTURE - SOLICITING EMPLOYEE FEEDBACK

At Melink, we genuinely care about our employees and the culture we're building together. That's why it's so important for us to stay in tune with our team — both inside and outside the office. We gather anonymous feedback every month, giving our leadership valuable insights into the employee experience. This helps us re-engage with team members at all levels and continuously shape a more welcoming, supportive, and connected workplace.



SOCIAL- HIGHLIGHTS

GIVING BACK - PRIORITIZING THE ENVIRONMENT & COMMUNITY

Melink is committed to both environmental stewardship and making a meaningful impact in our local community. During the 2024 year, our ESG Task Force organized a volunteer outing to a nearby reuse and recycling center—an initiative that offered employees a hands-on look at sustainability in action. During the experience, team members had the opportunity to:

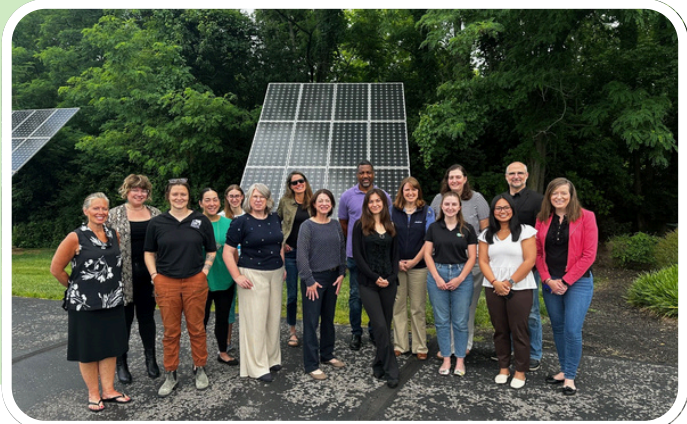
- Learn about the lifecycle of recycled materials and how reuse programs operate.
- See the environmental value of reducing landfill waste.
- Discover which everyday items can be recycled or repurposed.
- Connect with a local organization driving change for a greener future.

These types of activities not only build stronger teams but also encourage employees to become personally involved in ESG efforts. Looking ahead, Melink is actively planning to expand our community engagement and create more volunteer opportunities for employees to give back locally. We believe that building a more sustainable future means investing in the wellbeing of both our planet and the communities we call home.



Melink team members at a summer group golf outing.

Melink hosting a local Green Business Council meeting at HQ with local members.



SOCIAL - PILLARS



Volunteer Time: Through volunteer efforts, we encourage our employees to give back and create a meaningful impact in the communities we serve. These experiences not only support important causes but also foster stronger team connections beyond the workplace. It's a true win-win—enabling our team to share their talents while reinforcing our commitment to social responsibility.



Safety: Melink Corporation is dedicated to protecting the health and safety of its employees, customers, and the environment. As part of this commitment, we conduct regular safety talks, training sessions, and site inspections to proactively identify potential hazards and ensure adherence to established safety protocols.



Employee Well-Being: Melink Corporation places employee well-being at the heart of our responsible business practices. We provide a wide range of programs that support the physical, mental, and financial health of our team. This dedication helps cultivate a positive workplace culture that values, supports, and empowers our employees.



Training & Development: Melink Corporation fosters a culture of continuous learning through training and development programs focused on leadership, communication, technical skills, and safety. We support career growth with tuition reimbursement for relevant education and certifications, boosting employee satisfaction and retention.

DEMOGRAPHICS - TENURE

Figure G ● Under 1 YR ● 1-2 YR ● 3-5 YR ● 6-9 YR ● 10-14 YR ● 15+ YR

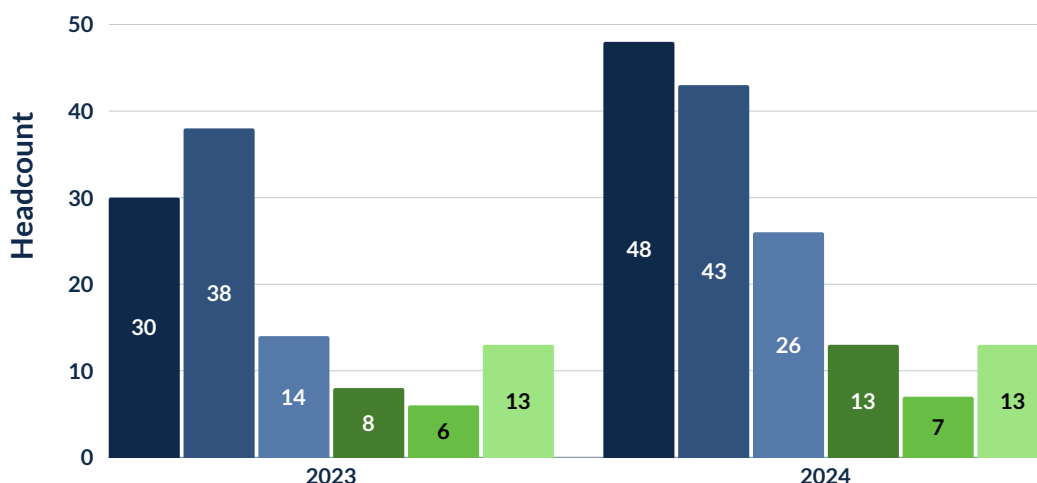


Figure G compares the total number of Melink employees in 2024 and how long they have been employed with the company.

GOVERNANCE

Today's fast-paced business world requires strong governance to guide decision-making, ensure accountability, and maintain control. This report examines Melink Corporation's core governance principles: oversight, validity, and transparency.

These pillars are crucial for Melink Corporation to operate ethically, responsibly, and build trust in its decisions. We'll explore each pillar's importance and offer guidance on how to implement them effectively. By embracing these principles, Melink Corporation can strengthen its internal processes and achieve lasting success.

OVERSIGHT	VALIDITY	TRANSPARENCY
Focus: How major investments or capital decisions are made	Focus: Verification of annual performance through third-party audit	Focus: Creating a clear understanding of company goals and policies
Stakeholders: CEO, COO, Senior Leadership, Accounting & Finance, and HR	Stakeholders: Melink Board, Banks, and Customers	Stakeholders: Melink Employees
Example: Independent Board of Directors	Example: Strong policies & enforcement	Example: Monthly business updates - Melink Highs & Lows



GOVERNANCE



Strong governance is the foundation of any business, guiding decision-making, ensuring accountability, and promoting ethical conduct. For a growing mid-size company like Melink, governance is especially vital. It guarantees smooth daily operations, supports strategic budgeting, and champions transparency and validity in every undertaking. Melink's governance structure not only mirrors its core values but also serves as a beacon for employees, underscoring the company's commitment to integrity and excellence.

At Melink, governance is woven into the company's values. This ensures that every decision and action reflects its dedication to sustainability, innovation, and ethical business practices. By upholding strong governance standards, Melink not only protects its reputation but also cultivates a culture of trust and reliability among all

stakeholders. This commitment permeates the entire organization, shaping how employees interact with each other and with clients, fostering enduring relationships built on transparency and integrity.

Oversight and Accountability

The board of directors is central to Melink's governance framework. They're responsible for overseeing the company's strategic direction and holding management accountable. The board is crucial in ensuring the accuracy and integrity of financial statements, upholding ethical practices, and safeguarding the security of Melink's operations. Through regular audits and clear reporting, Melink's governance structure builds confidence among investors and partners, reaffirming the company's commitment to excellence and ethical conduct.

Commitment to a Sustainable Future

Melink's governance practices align perfectly with our mission to create a sustainable future through innovative energy solutions. By maintaining the highest governance standards, Melink not only meets its legal and regulatory obligations but also demonstrates its dedication to making a positive impact on society and the environment. This commitment solidifies the company's position as a trusted partner and a beacon of integrity in the business world.

"We don't have to engage in grand, heroic actions to participate in change. Small acts, when multiplied by millions of people, can transform the world."

- Howard Zinn

THE FUTURE OF ESG AT MELINK



Environmental

- Carbon Tracking
- Reduce Energy use per employee
- Improve Waste Diversion
- Year Over Year Comparison

Social

- Demographic Data
- Employee Experience
- Maintain Ethical Practices
- Increase Community involvement



Governance

- Accountability
- Data & Security
- Transparency
- Governance Structure

We aim to lead the way in promoting sustainable business practices by integrating ESG principles in all facets of our operations. Our goal is to inspire and encourage other organizations to follow our lead and make a positive impact on the world.

ACKNOWLEDGEMENTS

We extend our gratitude to the ESG Taskforce for their dedication in producing our third annual ESG report. Their commitment to this initiative, undertaken beyond their regular responsibilities, is commendable. We also appreciate the contributions of all employees who shared their insights and assistance; your input has been invaluable in shaping our ESG strategy and driving us beyond baseline reporting.

This report reflects our collective efforts to advance our environmental and social goals, and we are committed to building on this foundation for future progress.

Special thanks to:

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for their contributions.

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Energy solutions for a brighter tomorrow

Changing the world, one building at a time.



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