

Sustainability Report

Welo Global's Sustainability Report is based on 2025 data

Contents

Introduction	3
Executive Summary	4
Welo Global Overview	5
Welo Global's Approach to Sustainability	8
Welo Global Sustainability Objectives	15
Certifications	23
Measuring Our Impact	24
About This Report	25

A misty forest landscape with a white grid overlaying the trees. The grid is composed of thin white lines forming a 5x5 pattern of squares. The forest is dense with evergreen trees, and the mist is thick, creating a soft, ethereal atmosphere. Sunlight filters through the trees, creating a warm, golden glow. The overall scene is serene and natural.

01.

Introduction

At Welo Global, sustainability isn't a separate function, it's part of the operating model built on our foundational commitments: our people, our communities, the environment, and strong governance. In 2025, our focus wasn't on doing more; it was on doing what we already do with more rigor. We tightened the accuracy of our emissions data, formalized a reduction-target methodology with our GHG advisory partner, and sharpened how we disclose progress to CDP and EcoVadis, further aligning our approach with evolving global standards.

As a global provider of language and data services, this report reflects what we actually measured this year: clear data, clear trends, and a candid view of what remains in progress.

This year's report details a lower operational carbon footprint and a smaller and more efficient office footprint. It also highlights the partnerships and programs, across compliance, governance, our workforce, and our communities, that drive long-term impact. Our goal is simple: transparent, defensible progress you can trust, year after year.

02.

Executive Summary

At Welo Global, sustainability decisions get made the same way every other decision does: filtered through our four pillars of customer obsession, relentless innovation, winning together, and commitment to excellence. **Here's what that looked like in practice in 2025:**



Lower emissions:

Scope 1 and 2 emissions (market-based) reduced by 25.6% between 2024 and 2025, and our leased office footprint shrank by more than 12%.



A genuinely global team:

Our cultural and technical diversity across regions remains one of the ways we serve clients well and navigate local nuances that a single-market provider would miss.



Investment in our people:

Training, tools, and development programs remain funded and active, equipping employees to carry our values into their day-to-day work.

Across Welo Global, sustainability continues to show up in the partnerships we keep and the people we invest in. Our Give Grant Program, Employee Network Groups, and ongoing compliance work reflect that same throughline, alongside the safety-critical work we support in regulated industries and the employee development programs running across our offices. Our Transforming Talent program puts that commitment into practice: through strategic partnerships with B2R, DDD, and Sozo Consulting, we've upskilled linguists in India, Tanzania, Ethiopia, and Nigeria, creating local work opportunities while giving clients access to languages that are otherwise difficult to source.



03.

Welo Global Overview

A new name for a broader business

In April 2026, Welocalize rebranded, launching Welo Global as its new parent corporate umbrella. The change reflects where the business actually is today: two-thirds of company revenue now comes from outside traditional localization work, spanning legal services, marketing, life sciences, and AI training data. The Welocalize name remains active as a specialized subsidiary brand focused on core multilingual localization.

Two things drove the change. First, scope: the Welocalize name no longer described the company's substantial work in AI research labs, clinical trials, and global marketing, all of which had grown well beyond a side business. Second, specialization: enterprises adopting AI increasingly want a targeted operational partner for a specific domain, not one broad, generalized language-services brand covering everything at once.

Portfolio of brands under Welo Global

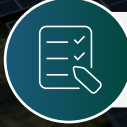
welocalize	core multilingual solutions for localization and technology teams, built on AI-enabled workflows such as Opal.
adapt	multilingual marketing support for global marketing teams.
PARK IP	services for in-house corporate legal departments and law firms.
welo life sciences	dedicated support for pharmaceutical, medical device, and clinical research organizations.
welo data	customizable, culturally relevant data and subject-matter expertise for training AI and foundation models.

The 2025 figures throughout this report, including the carbon footprint, revenue, and headcount data, cover the entire company across all five brands. Only the corporate name has changed; the underlying entity, operations, and reporting boundary are the same before and after the April 2026 rebrand.

A portfolio built for scale

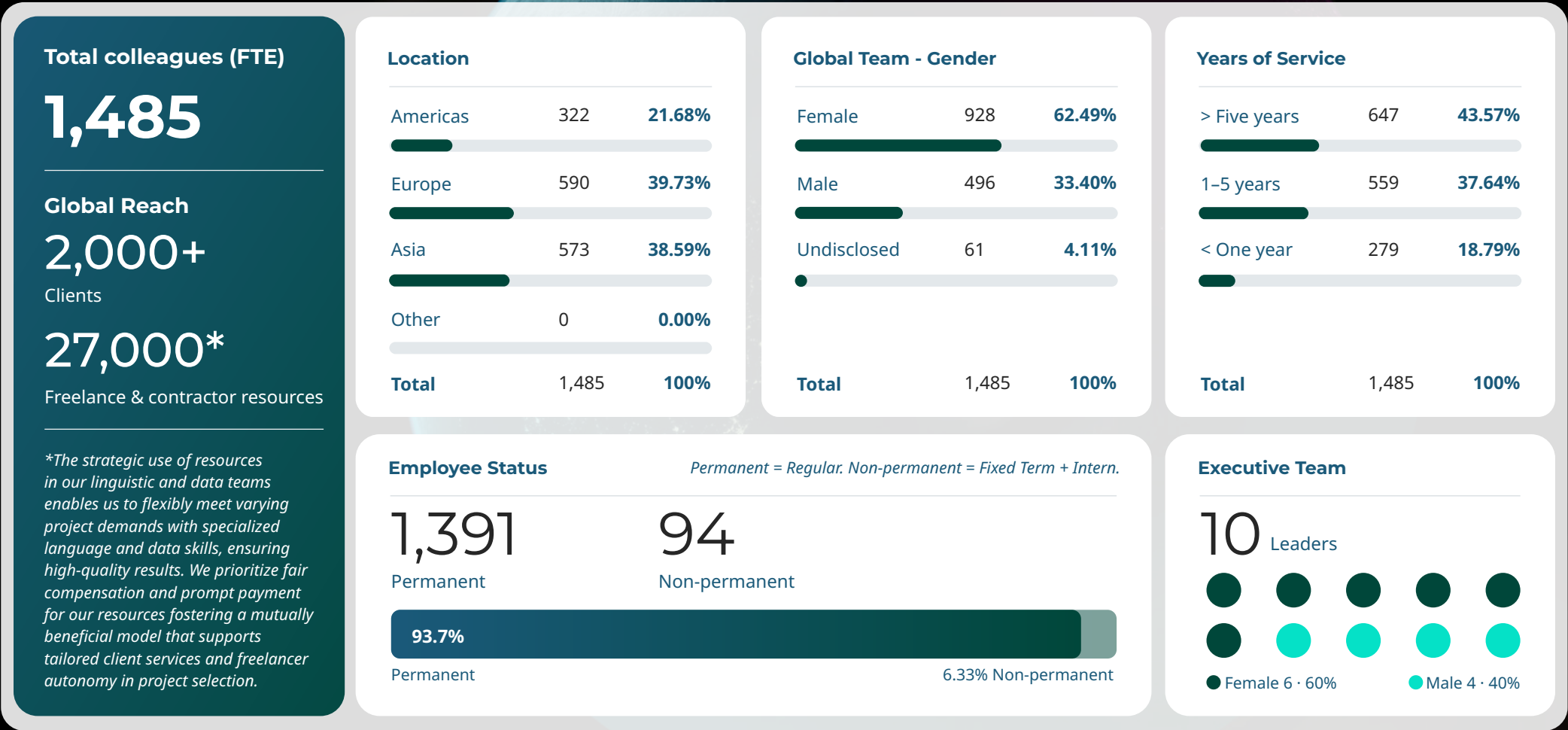
Welo Global's brands deliver differentiated solutions to more than 2,000 clients in over 300 languages, certified to seven ISO standards, across industries including technology, manufacturing, life sciences, legal, and consumer.

Welo Global holds seven ISO certifications, including:

-  ISO 9001:2015 (Quality Management)
-  ISO 14001:2015 (Environmental Management)
-  ISO/IEC 27001:2022 (Information Security)
-  ISO/IEC 27701:2019 (Data Privacy)
-  ISO 17100:2015 (Translation Services)
-  ISO 13485:2016 (Medical Devices)
-  ISO 18587:2017 (Human Post-Edited Machine Translation Services)

About Welo Global

Sustainability shapes how we work with everyone connected to Welo Global: employees, clients, suppliers, investors, and the communities where we operate. It isn't treated as a compliance exercise sitting apart from the business; it's built into the same relationships that make the business run.



An aerial photograph of a white wind turbine standing in a lush green field. A semi-transparent grid is overlaid on the image, with the turbine's tower and nacelle intersecting several grid squares. The number '04.' is positioned in the upper left corner of the image.

04.

Welo Global's Approach to Sustainability

Environmental Performance

Welo Global has measured its carbon footprint every year since 2022. That history now gives us something more useful than a single view: a multi-year baseline we can use to set realistic reduction targets and judge whether our operational choices, from office leasing to travel policy, are actually moving the numbers.

Carbon Emissions



Bridge House Advisors, our GHG accounting partner since 2022, calculated this year's figures using the Greenhouse Gas Protocol Corporate Standard published by the World Resources Institute. Using the same methodology and the same partner year over year is what makes the trend below meaningful rather than just a snapshot comparison.

Scope 1 is direct emissions from sources we own or control, like burning fuel on-site. **Scope 2** is emissions from the electricity we purchase. **Scope 3** covers everything else in our value chain, and for a services company like Welo Global, that's overwhelmingly purchased goods and services.

Scope	2023	2024	2025
Scope 1	16.8 MT CO ₂ e	31.5 MT CO ₂ e	5.7 MT CO ₂ e
Scope 2 (location-based)	247.7 MT CO ₂ e	166.4 MT CO ₂ e	155.4 MT CO ₂ e
Scope 2 (market-based)	Not calculated	196.3 MT CO ₂ e	163.7 MT CO ₂ e
Scope 3	12,082.3 MT CO ₂ e	12,460 MT CO ₂ e	12,125.7 MT CO ₂ e
All Scopes	12,346.8 MT CO ₂ e	12,657.9 MT CO ₂ e	12,286.8 MT CO ₂ e

Note: totals reflect location-based Scope 2 accounting, consistent with prior-year report presentation. Scope 2 market-based accounting began in 2024; 2023 was not calculated on a market-based methodology.

Three consecutive years of data now show a clear downward trend in Scope 1 and 2 emissions (location-based), from 265 MT CO₂e in 2023, to 198 MT CO₂e in 2024, to 161 MT CO₂e in 2025, a cumulative reduction of 39% since we began full-scope tracking. On a market-based basis, Scope 1+2 emissions fell 25.6% between 2024 and 2025 alone (228 to 169 MT CO₂e).

The primary driver of this year's reduction was a smaller leased office footprint, achieved by downsizing offices and in part by shifting additional locations to shared coworking space. Because Welo Global does not have operational control over coworking spaces, these are reported under Scope 3 (Upstream Leased Assets) rather than Scope 1 or 2. 2025 also saw a return to normal refrigerant-related emissions in Scope 1, following a one-time compressor recharge at the Portland office in 2024.

Scope 3 and specifically the Purchased Goods & Services category remains the largest source of Welo Global's footprint at 85.2% of total emissions in 2025 (down from 89.2% in 2024), followed by Employee Commuting & Remote Workforce at 7.4%.

Reduction Target

Welo Global's Scope 1 and 2 reduction target is 7.6% per year on a linear basis, using 2024 as the baseline year and 2029 as the target year. The target was developed with Bridge House Advisors and designed to align with the Science Based Targets initiative's near-term reduction methodology.

Metric	Scope 1 & 2 (market-based)
Baseline Year – 2024 Absolute Emissions	228 MT CO ₂ e
2025 Absolute Emissions	169 MT CO ₂ e
Absolute Reduction 2024-2025	-25.6%

2025's result puts us well ahead of target. We expect the pace to moderate in future years as the easier reductions, like our office-footprint consolidation, are exhausted, and Scope 3 emissions, our largest emissions category, becomes the more important lever for continued progress.

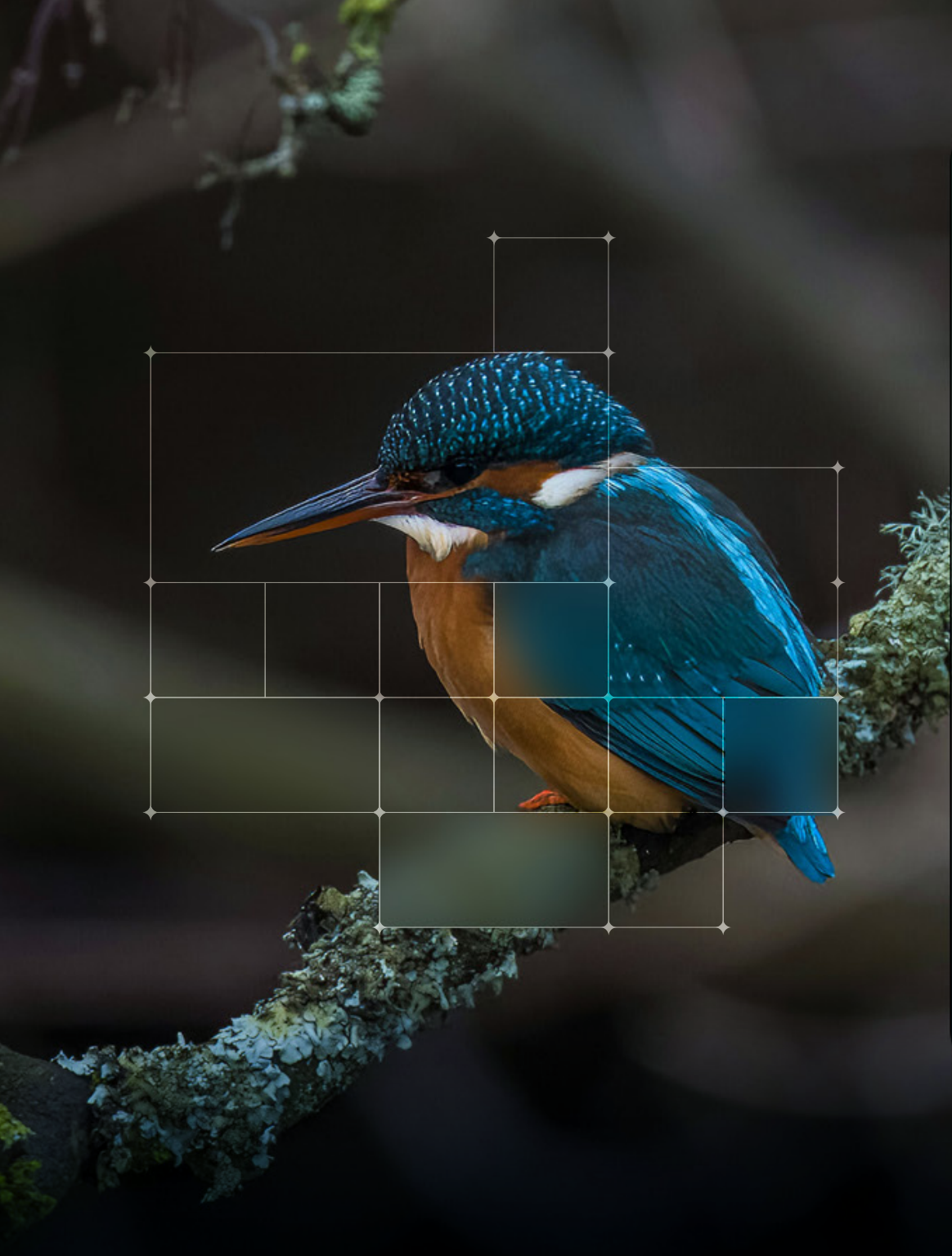


Reporting Scope and Methodology

Welo Global utilized the World Resource Institute’s Greenhouse Gas Protocol Corporate Standard to calculate our carbon footprint. Most emission factors were sourced from the U.S. Environmental Protection Agency’s (EPA) Emission Factors Hub, January 2025 and spend-based emission factors were sourced from EPA’s Supply Chain GHG Emission Factors for U.S. Industries and Commodities.

Reporting Scope

Scope Item	Emission Source	Source of Information
Scope 1	Stationary Combustion	Natural gas consumption from utility invoices; estimates using facility square footage
Scope 1	Refrigeration	Actual refrigerant recharge amounts
Scope 2	Purchased Electricity	Utility invoices; estimates using facility square footage
Scope 3	Purchased Goods & Services	Spend data from accounting
Scope 3	Fuel & Energy-Related Activities	Calculated from Scope 1 & 2 energy use
Scope 3	Waste	Actual facility waste disposal amounts, as well as spend data
Scope 3	Employee Business Travel	Travel mileage and expense data (air, rail, rental car, personal vehicle, lodging)
Scope 3	Employee Commuting & Remote Workforce	Employee commuting survey; distance-based estimates
Scope 3	Upstream Product Transport	Actual emission reports from logistics partners, as well as spend data
Scope 3	Upstream Leased Assets	Utility invoices and estimates for subleased/coworking facilities



“
At Welo Global, environmental responsibility is integral to how we operate. We remain committed to reducing our carbon footprint, minimizing environmental impact, and continuously improving our sustainability practices. Our ISO 14001 certification reflects this commitment, reinforcing to our employees, clients, and stakeholders that we prioritize responsible resource management and incorporate environmental considerations into our business decisions.”

SILVIE PERIC,
Compliance Director



Compliance

Welo Global's global corporate management system is built to satisfy all seven of our ISO certifications at once, rather than treating each as a separate compliance track. Under that system, we commit to:



Comply with all applicable statutory and legal requirements.



Protect the environment and prevent pollution in all aspects of our business.



Reduce environmental aspects and impacts of our operations.



Recycle/reuse materials wherever practical.



Minimize the environmental impact for the life cycle (including disposal) of all equipment and other physical assets under our control.



Establish clear and measurable OKR (Objectives/Key Results) for the business, including all key processes, and to ensure that these are communicated and understood by all staff.



Measure and manage performance and take action to ensure that our objectives are being met.



Continuously innovate to improve the effectiveness of our processes and systems in order to support our business objectives.



Empower our people, ensuring they have the correct training and information in order for them to live by our guiding principles and to deliver on our objectives.

Data Security and Risk Mitigation

At Welo Global, sustainability includes staying ahead of risk, not just reacting to it. Risk management centers on three things: data protection, fraud prevention, and operational resilience. We treat sustainability and security as connected goals, continuing to invest in the information management systems and protocols that keep our operations reliable and our clients confident in us.

“

As a reflection of these efforts, Welo Global is proud to be ISO/IEC 27701:2019 certified for our Privacy Information Management System (PIMS). This internationally recognized certification underscores our ongoing commitment to maintaining the highest standards of data security and privacy.

”

BRANDON FARMER,
Head of IT



05.

Welo Global Sustainability Objectives

The programs in this section don't move year to year the way emissions data does, but they're just as much a part of how Welo Global approaches sustainability: giving back, reducing waste, and building a workplace people want to be part of.

“
At Welo Global, our people remain at the center of how we think about sustainability and social responsibility. As we grow into this next chapter as Welo Global, we're doubling down on what already works: giving employees real opportunities to give back, grow, and drive change, because that's what turns a sustainability program into something people actually believe in.”

COURTNEY ERMAC,
Global Administration &
Facilities Leader



Environmental sustainability is an ongoing investment at Welo Global. Over the past five years, we've lowered our footprint through business digitization, consistent carbon benchmarking, and clear reduction and mitigation targets. We strive to:



Minimize waste by evaluating operations and ensuring they are as efficient as possible.



Actively promote recycling both internally and amongst our customers and suppliers.



Source and promote a product range to minimize the environmental impact of both production and distribution.



Continue to achieve the least impact approaches to energy use and waste. Reduce our energy needs including partnering with landlords on sustainability measures.



Encourage work from home and promote the use of public transportation.



Employing IT systems for meetings.



Reuse or recycling of office waste, including paper, computer supplies, batteries, light bulbs, and redundant equipment.



Reducing travel for face-to-face meetings where appropriate.



Welo Global also hosts remote and in-person volunteering events throughout our global locations with an environmental theme, such as clean-ups, plantings, and natural area restoration.

Give Grant Program

The Give Grant Program puts real decision-making power in employees' hands, no matter where in the world they sit. Each year, Welo Global sets aside a dedicated budget for charitable grants and sponsorships, and employees across our global offices nominate the causes that matter most to their communities: education, healthcare, environmental sustainability, and disaster relief, among others.

That global, employee-led structure is what makes the program meaningful as a piece of our social sustainability work. Rather than funding a single set of causes chosen at the top level, we end up supporting a genuinely broad range of local and international efforts, each one backed by the employees closest to it. It's a concrete way Welo Global treats social responsibility as something distributed across the company.

Here are just a few of the charities we've supported through the Give Grant program:



Resource Conservation Programs

Welo Global's resource conservation programs share one goal: cut waste, use resources more efficiently, and make responsible consumption a habit, not an exception.



Eco-Innovation

Welo Global runs a rotating series of hands-on sustainability workshops. Recent sessions include transforming sustainable materials into reusable tote bags and creating homemade self-care products from natural ingredients.



Global Laptop Reusage

Welo Global company laptops are kept in circulation longer, cutting e-waste.



Laptop for Schools

Welo Global's retired laptops are donated to schools, extending use and supporting student access to technology.

The background of the slide is a close-up photograph of various electronic components, including resistors, capacitors, and integrated circuits, scattered on a dark surface. A white grid with small diamond-shaped markers at the intersections is overlaid on the left side of the image.

Recycling of Hazardous Materials

Some items can't just go in the regular trash. Batteries, for example, contain metals and corrosive chemicals that pose real environmental risks if disposed of improperly, and light bulbs carry their own hazards depending on the type. Welo Global teams across the globe collect and route hazardous materials often found in office settings to proper recycling channels rather than treating them as standard waste.

Employee Network Groups

Employee Network Groups (WENGs) are one of the clearest expressions of social sustainability at Welo Global: employee-led communities built around shared identity or experience, with the autonomy to set their own priorities rather than follow a program designed elsewhere in the company. Each WENG runs on its own cadence and builds its own programming, from professional development and mentorship to social connection and awareness campaigns tied to observances that matter to its members.





Women of Welocalize

Women of Welocalize

Women of Welocalize (WOW) is a community of women and their supporters who meet to share both wins and challenges in a space built for genuine support, not performative positivity. The group convenes monthly at the regional level and quarterly across the whole company, with programming centered on empowering fellow members, building confidence both professionally and personally, and making space for self-care.



LGBTQ+

The LGBTQ+ WENG creates a supportive environment for LGBTQ+ employees and allies alike, helping members find the resources available to them while surfacing where additional support is still needed. Each year, the group leads company-wide Pride Month programming and education, from awareness campaigns to learning sessions that build understanding across the broader employee base, extending the group's impact well beyond its own membership.

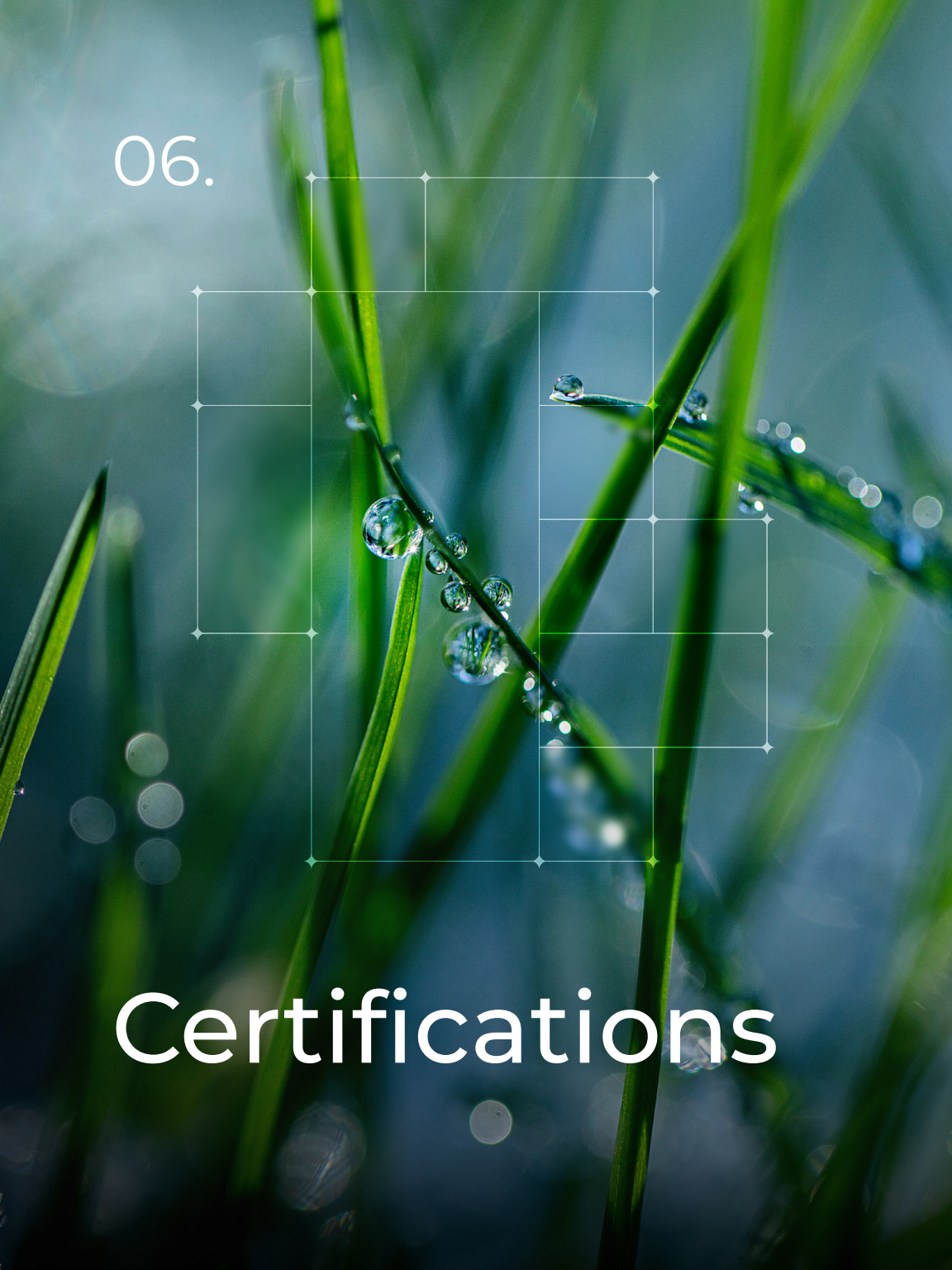
Volunteering for Sustainability

Volunteering remains one of the more hands-on ways for Welo Global employees to engage with sustainability outside of their regular roles, and it looks different from office to office depending on local needs and partnerships.

The strongest example of this is from our Portland, Oregon office, which continues its long-running partnership with SOLVE, a local environmental nonprofit that runs regular cleanup events across the state. The largest of these is the Earth Day event, and our local volunteer group participates yearly in the event which draws more than 5,000 volunteers across 150-plus sites for litter removal and beautification projects.

Another recent example is from Dublin, Ireland, where employees took part in the Big River Watch Survey, a citizen-science initiative collecting data on river health, wildlife, plant life, and pollution. The data our volunteers gather feeds into a nationwide picture of river health that supports conservation efforts and future environmental policy development, giving our Dublin team a direct hand in evidence gathering that outlasts the survey itself.





06.

ISO 14001:2015 Environmental Management

ISO 14001:2015 is the globally recognized standard for environmental management systems, requiring companies to take a structured, ongoing approach to managing their environmental impact rather than addressing it as issues come up. Welo Global first achieved certification in 2023, and we've completed a full audit cycle every year since to maintain it.

Each completed audit reflects the same underlying commitment: proactively managing our environmental impact rather than treating it as a box to check. It's one of the more concrete ways we hold ourselves accountable to the same environmental standards we ask our clients and partners to expect from us.

Certifications

07.



Measuring our Impact

Welo Global voluntarily submits its sustainability data each year to two independent external reviewers: EcoVadis and CDP. Our standing with both organizations has improved incrementally, year over year, reflecting steadier data collection, more complete disclosures, and the operational progress described elsewhere in this report.

ecovadis

EcoVadis' sustainability ratings include a global network of over 75,000 companies across all industries and sizes. Sustainability performance is assessed through four categories: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.



CDP (Carbon Disclosure Project) is a global non-profit that runs an environmental disclosure system for companies, cities, states, and regions to measure and manage their environmental impact. It helps organizations report on climate change, water security, and deforestation, promoting transparency and accountability in sustainability efforts.

08.



About This Report

Welo Global publishes this Corporate Sustainability Report voluntarily each year. As a private company not required to disclose this information, we choose to do so as part of our ongoing commitment to transparency in how we operate.

2025 brought a genuine improvement in data quality, most notably in employee business travel, where more complete records were available than in either prior year. Unless a figure is explicitly marked otherwise, everything in this report reflects the 2025 calendar year.



Past Commitments

- Assessed environmental aspects, impacts, and risks across the company.
- Rolled out mandatory sustainability training for all employees.
- Established company-wide Earth Day events and Sustainability Open Houses.
- Achieved ISO 14001 Certification.
- Maintained our annual disclosure cadence with CDP and EcoVadis.



2025 Achievements

- Finalized a formal SBTi-aligned near-term reduction target methodology with Bridge House Advisors, anchored to a 2024 baseline.
- Reduced Scope 1 and 2 emissions (market-based) by 25.6% versus 2024, well above our SBTi-aligned linear annual reduction target goal of 7.6%.
- Shrank the leased office footprint by more than 12%.
- Improved emissions data quality across categories, most notably employee business travel.

Future Commitments

Welo Global has set a multi-year target of 7.6% linear annual reduction in Scope 1 and 2 emissions, using 2024 as the baseline year and 2029 as the target year. The target was developed with Bridge House Advisors and is designed to align with the Science Based Targets initiative's near-term reduction methodology.

This year's 25.6% reduction runs well ahead of that pace, which is encouraging, though we expect future gains to come more slowly as the easier reductions, like the office-footprint consolidation behind this year's numbers, are exhausted. Scope 3 emissions, which remain our largest emissions category by a wide margin, is likely to matter more in the years ahead than further reductions to our own direct footprint.

2025 gave us a stronger foundation than we've had before: cleaner data, a formal reduction target, and real progress to build on. As we turn our attention to the harder reductions ahead, we do so with confidence in the program we've built and excitement about the impact still to come.