



Environmental, Social, and Governance Disclosure for Shift Sight, LLC

Shift Sight's purpose is to ensure the next generation has an inhabitable planet. The company is committed to "reduce" among the 3 R's of sustainability.

Environmental

1. Shift Sight's products are durable (20 year life) and designed for repairability.
 - a. Electronic waste is the fastest growing, most carcinogenic waste stream. Recycling requires energy. The most pragmatic choice is to design for longevity.
 - b. Shift Sight uses automotive-grade electronic components to achieve longevity. These parts are an excellent match, as manufacturers are required to produce and maintain a supply of components for 10 years after start-of-production.
 - c. Component packages are chosen for ease of technician replacement or repair. Shift Sight will pioneer "Design for Repairability" – an acronym that is missing from industry.
 - d. Products will survive drops, shocks, spills, and ESD.
2. Plastic content in product and packaging is minimized where possible.
 - a. The Earth does not digest plastics. Recycling requires energy and the yield is imperfect.
 - b. Plastics are also avoided due to added chlorinated / brominated fire retardants (BFR).
 - c. Plastic-free retail and shipping boxes will use rigid, recycled paperboard from sustainable forestry (e.g. FSC).
3. Every possible step will be taken to minimize environmental disturbances during manufacturing.
 - a. The initial strategy is to partner with local factories; these must comply with or exceed U.S. EPA standards. Off-shore factories are incompatible.
 - b. Manufacturing will take place in a single facility; the economic advantage of flying half-finished products around the globe for assembly steps is environmentally irresponsible.
 - c. Part of Shift Sight's 10 year plan is to bring manufacturing in-house. This ensures the use of renewable energy for production lines and tight environmental controls.
 - d. Shift Sight will lead the way in environmental footprint labeling on electronic products. This enables consumers to make informed, sustainable decisions.
 - e. Shift Sight will offer a comprehensive product repair and takeback plan.

Social

1. Shift Sight is a Teal startup, aligned to humanitarian, societal, and environmental concerns.
 - a. Employees are empowered, not micromanaged, and able to perform meaningful work.
 - b. Complete transparency prevents the possibility of any type of discrimination, including but not limited to: age, disability, gender, pregnancy, race, or religion.
 - c. Company purpose will evolve to meet the needs of the planet.
 - d. Employees will be paid livable wages; the idea of executive pay is fiction at Shift Sight.
 - e. Provisions will be made to employ the "unemployable" – those with chronic illnesses.
2. Suppliers will be carefully screened for involvement with Conflict Minerals.
 - a. Raw material sources will be requested from suppliers and independently investigated. Shift Sight has no intention of fueling child slavery and bloody conflicts.



- b. Shift Sight will also raise awareness of Conflict Minerals via media engagements.
3. Shift Sight will invest heavily in its local community.
 - a. Other local businesses will be utilized as much as possible, understanding that sales taxes are a necessary component to support social programs.
 - b. A percentage of profits¹ will be donated to local and national needs. The focus will be on schools and other high impact non-profits.
 - c. Employees will receive a fixed number of “paid volunteer days” whereby they may freely help their community without financial worry.
 - d. Shift Sight will eventually float grants and financial investments for other social entrepreneurs in the community.
4. Shift Sight will align itself to global needs and dialogues.
 - a. The company’s products are being designed with interoperability in mind. The planet increasingly does not support competition which leads to electronic waste.
 - b. Digital addictions are fueling mental health concerns across the globe. Shift Sight’s products are designed with well-being in mind.
 - c. Shift Sight will introduce the public to durable consumer electronics, mobilizing a debate of why other manufacturers cannot do the same.
5. Shift Sight will pioneer a framework for a new generation of apprenticeships.
 - a. Many people have a university degree just to have one. In many cases, their education and previous experience is largely inconsequential to their current job.
 - b. The term “work-life balance” at current companies means that work is opposed to life.
 - c. Recognizing the many problems with existing corporations, Shift Sight’s structure inherently develops passionate individuals in roles they will excel at and enjoy.

Governance

1. Shift Sight is suitable for impact investors.
 - a. As a Teal startup, purpose comes before profit. Profit is necessary; however, internal decisions will prioritize the needs of the Earth where possible.
 - b. Shift Sight will follow best practices provided by SASB where appropriate.
 - c. GAAP will be employed with full transparency.
2. Shift Sight is a private, for-profit Limited-Liability Company without political alignment.
 - a. This structure protects early investors; their investments cannot be diluted and they receive greater equity per dollar.
 - b. Legally-enforceable Teal processes and software tools (“Gravity”) ensures that Shift Sight is accountable to all stakeholders.
 - c. Remaining private precludes the possibility of a hostile takeover.
 - d. Impact investors will have a voice in company affairs; Shift Sight is counting on their experience and insight to ensure the company benefits society as much as possible.
 - e. Shift Sight is not a vehicle for the personal whims of any one Founder or investor.

¹ There are too many unknown items to accurately predict this number. Shift Sight is hopeful for >10%.