

HIGHLIGHTS

SUSTAINABILITY

REPORT 2025

As a full-service sustainability consulting and solutions provider, we believe it is imperative that we model sustainability excellence.

Our 2025 Sustainability Report features 3R's sustainability approach, initiatives, and performance and highlights 3R's standout moments from the past year.

“3R focused on strengthening the relationships that sit at the core of our business—our partnerships, our people, and our clients—while continuing to lead by example in how sustainability is practiced and delivered.”

3R President **Jana Lake**

VIEW REPORT

Awards and Recognitions



**Earned EcoVadis
Platinum Medal**



**Awarded Sustainable
Pittsburgh Workplace**



**Sixth Consecutive
Year WBENC Certified**



**Participated in the
Vibrant Equity Index**

3R's Material Topics:

ENVIRONMENTAL

- ▶ Greenhouse Gas Emissions
- ▶ Enabling Client Sustainability

SOCIAL

- ▶ Employee Wellness
- ▶ Employee Engagement

GOVERNANCE

- ▶ Customer Relations
- ▶ Data Privacy and Security
- ▶ Employee Training and Development
- ▶ Inclusive Workplace

Partnerships

EcoVadis Accelerate Sector Initiative

In 2025, 3R became a partner of the **EcoVadis Accelerate Sector Initiative** to shape sustainability strategies within the automotive and mobility industry. As a consulting partner, 3R contributes to defining a shared vision for sustainability across the sector to address fragmented approaches and foster alignment among member companies.

Green Sports Alliance Playbook

This year, our partnership with the **Green Sports Alliance** (“Alliance”) deepened as 3R contributed to two new playbooks published in 2025: the Strategy Playbook and the Revenue Playbook.



Growth and Thought Leadership

Sustainable Products and Packaging Solutions

In 2025, we expanded our consulting services to include Sustainable Products and Packaging Solutions, supporting clients in navigating emerging regulations while advancing product and packaging sustainability strategies.

Sustainability Knowledge Sharing

Throughout the year, we published blogs, LinkedIn posts, and guidebooks offering practical insights into sustainability rating systems, evolving regulations, and industry best practices. We hosted 15 **webinars** and 8 open office hour sessions to provide direct support and guidance to professionals.