2022 ANNUAL IMPACT REPORT

Introduction

Throughout 2022, the TSC executive management team together with our entire staff, has worked to strengthen the company's program for responsible practices through all areas of operations.

Key Accomplishments in 2022

2022 marked Temple St. Clair's first full year operating under the *Responsible Jewellery Council's* Code of Practices (COP).

TSC utilizes its own due diligence systems to provide transparency and communications around all aspects of our supply chain. This includes protection of human rights, proper/humane labor practices, safe and healthy working conditions, energy and environmental stewardship, financial accountability, and community engagement.

TSC Manufacturers: TSC provided support to its primary manufacturers in developing policies and procedures in preparation for their RJC audit and certification processes. One entity achieved its COP certification in 2022, and the other anticipates achieving its certification in Q1 of 2023. RJC or similar certification is required of all new TSC manufacturers.

TSC Diamonds: 100% of the diamonds set in TSC jewelry are conflict-free and sourced only from suppliers that adhere to the guidelines established by the Kimberley Process Certification Scheme (KPCS). All our diamond sources are required to provide documentation to verify KPCS status.

In addition to TSC's adherence to the Kimberly Process, we have identified, vetted, and engaged vertically integrated and fully traceable suppliers for all TSC diamonds. This ensures that our diamonds are *not only conflict-free* but that we are respectful of conditions on the ground including protection of human rights, proper/humane labor policies and practices, safe and healthy working conditions, energy and environmental stewardship, and financial accountability.

TSC Ruby, Emerald, Sapphire: In 2022, TSC identified sources for traceable, environmentally responsible rubies, emeralds, and sapphires. Our new ruby and emerald sources follow the guidelines of the *United Nations Sustainable Development Goal & Vision 2030* (sdgs.un.org/goals) where the concerns of local communities are paramount. Such sources are certified in methods that protect sacred lands, strengthen local economies, provide cultural enrichment, and enhance the long-term health and education of families. This includes full support for the repurposing of land. Note that TSC is currently working through previously purchased ruby and emerald inventory that may not be traceable.

Single, TSC sapphires in sizes of 4mm+ are primarily sourced in Sri Lanka by local artisanal miners using skills and knowledge that ensure that mining pits are repurposed

responsibly using compostable woods, ferns, and indigenous seeds. The knowledge of the utilization of such materials and practices marks a significant deepening of TSC's commitment to an increasingly transparent and accountable supply chain. These mines are either managed or standardized by Gemfields according to well-developed responsible practices. Note that TSC is still seeking out sustainably sourced sapphires in smaller sizes (i.e., less than 4mm).

TSC Precious Metals: TSC currently uses only recycled and/or ethical gold – that is gold acquired from responsible sources, verified as having met international best practice environmental and social standards from artisanal and small-scale mining companies. 100% of gold and alloys used in TSC jewelry is procured through audited, certified precious metal suppliers that deal in fair trade, fair mined, and recycled metals only. New metal suppliers and/or manufacturers of TSC jewelry are required to provide RJC or similarly recognized certification regarding precious metal procurement.

TSC Team & Workplace: The TSC team continues to work daily to expand responsible practices at our US headquarters, particularly in the areas of human resources and environmental stewardship.

In 2022, Temple St. Clair strengthened its employee-friendly benefits program by launching a company contribution match to its existing 401K program.

We have eliminated most all single-use plastics from our packaging and shipping supplies, with the exception of our clear jewelry pouches used for inventory purposes. We will continue to scour the market for a plastic-alternative product but to our knowledge few alternatives exist at this time.

TSC has made significant progress in our transition to eco-friendly, consumer-facing packaging materials, while actively encouraging outside vendors to do the same. A full transition is expected in fiscal 2023.

At our US headquarters, we have achieved a 6.6% decrease in office energy use from 2021 and a full 40.4% reduction since 2019 (i.e., pre-COVID).

In addition, we continue to decrease our carbon footprint since 2019 (pre-COVID) by reducing domestic corporate travel by 34.5%. Total corporate travel, domestic and international combined, was reduced by 24.3% during the same period. Remote meetings and presentations that were developed during the pandemic have become general policy thanks to increased efficiencies, less waste and reduced environmental impact.

The Process

Our senior management team annually reviews local and federal laws for all updates applicable to Temple St. Clair.

All new staff members receive a full training in TSC's responsible practices within 60 days of hire. The full staff receives semi-annual updates concerning

changes, recent accomplishments, and goals for the new year including applicable laws, company policies and procedures, product disclosures, office safety protocols, labor issues, and an ongoing understanding of the responsible "mindset" required in all areas of Temple St. Clair's business and operations. In addition, TSC strives to remain informed on current issues and events related to our industry through news briefs and webinars offered by international organizations including the Responsible Jewellery Council, ACAPS, the U.N. Commission on Human Rights, Initiatives in Arts and Culture, the Kimberly Process Certification Scheme, and more.

TSC reviews the practices of each of its manufacturers and leading gemstone suppliers through our bi-annual, comprehensive questionnaire covering key areas of supply-chain working conditions, energy and environmental programs, labor and human rights policies, fiscal safeguards, and community initiatives. To conduct business with TSC, gem suppliers and manufacturers are required to complete this questionnaire along with current Anti-Money Laundering (AML) and Know Your Counterparty (KYC) documentation.

The *Our Impact* section on the Temple St. Clair website is updated regularly to provide thorough communications regarding our policies, procedures, products, and progress in programs and best practices.

Philanthropy in 2022

Temple St. Clair continues to support initiatives that are close to our hearts through our philanthropy program for Arts, Conservation & Community. In 2022, we supported the following initiatives:

The Arts

"Art is what makes us human. Dance (like jewelry) is one of our earliest art forms. It is part of our storytelling and social history." Temple St. Clair Alvin Ailey American Dance Theater We are passionate about Alvin Ailey American Dance Theater and are proud to offer continued support to what is one of our country's most important cultural institutions. Mr. Ailey started his dance company in the early 1960's and was an individual ahead of his time with a vision of inclusion and education through the arts that is powerfully relevant today. TSC provided annual operating support to Alvin Ailey while implementing an artist-focused marketing campaign that followed the company city to city on their national tour.

Additional 2022 funding in support of the arts was donated to:

The Joyce Theater, NY, NY Douglas Dunn and Dancers, NY, NY New York Live Arts, NY, NY

Conservation

"While working on my collection, The Golden Menagerie, I discovered the importance of community-based conservation. Our company is committed to making a positive impact on the planet at home and abroad." Temple St. Clair

In 2022 Temple traveled to Kenya to gain an intimate understanding of the operations of both the Big Life Foundation and the Sheldrick Wildlife Trust where she engaged with anti-poaching, land management, and education professionals around all matters concerning wildlife conservation and community engagement.

Big Life Foundation: Temple became a member of Big Life's Advisory Board in 2019. In 2022, Temple was invited to join Big Life's Board of Directors. In 2022, Temple St. Clair contributed a matching grant to Big Life and gave a percentage of sales from its iconic Vine Amulet. These gifts supported full annual salaries for rangers, extending to the support of family members in the local Maasai community.

Sheldrick Wildlife Trust: For a second year, TSC adopted orphaned elephant calves for each member of the TSC team. Sheldrick works in Kenya to protect wildlife and has the most successful rescue and rehabilitation program for elephants in the world.

Pure Earth: TSC provided a donation to Pure Earth for its work in partnering with governments, communities and industry leaders to identify and implement solutions that stop toxic exposure, protect health, and restore environment. Pure Earth prioritizes actions to protect the developing brains and bodies of children and pregnant women living in toxic hot spots globally.

Community

"New York City, where we are based, is a web of small communities and neighborhoods. We seek to partner with organizations that make a positive impact in people's lives right here in our immediate community." Temple St. Clair

TSC Employee Matching Program: TSC encourages our employees to give to the charities of their choice. TSC matches the donations of each employee each year.

Hetrick-Martin Institute (HMI): Through our sales of Rainbow Angels, Temple St. Clair supports the Hetrick-Martin Institute. Located in downtown NYC, HMI believes all young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential. HMI provides this environment for LGBTQ+ between the ages of 13 and 24.

Partnership for After School Education (PASE): TSC donated annual operating support to PASE. PASE is a NYC-based organization that works to improve the quality of afterschool programs for children and teens living in poverty.

SAFH Services and Food for the Homeless (SAFH): TSC contributed operating support to SAFH as it has for the past 20 years. SAFH is in our downtown community and provides meals and groceries to those in need.

Key Goals for 2023

TSC will continue to develop best practices that increase positive impact throughout the TSC culture.

TSC will complete its current transition of consumer-facing packaging to a fully recyclable program in 2023. This will include TSC gift boxes, jewelry pouches, ribbon and all elements that accompany a TSC fine jewelry purchase. We will continue to seek out fully clear, compostable plastic jewelry storage bags in 2023. As we have accomplished with diamonds, rubies, and emeralds TSC is working to source 100% traceable colored sapphires by the end of 2023.

TSC will continue to seek greater specificity regarding its precious metal sourcing. Our goal is to transition to 100% mercury-free, artisanally-mined gold for use in our jewelry products.

TSC is assisting its remaining manufacturers to finalize the RJC audit and certification process.