



Infinite
Roots®

Sustainability Report 2023



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Mushlabs becomes Infinite Roots®

We are excited to announce a significant milestone in revolutionizing the world's food system. Mushlabs, a name that has stood for pioneering advancements in biotechnology, is evolving: we are now Infinite Roots®! The rebranding press release was announced on November 28th, 2023 and the process will stretch into the new year to ensure a seamless transition.

This transformation is more than a change of name; it's a reaffirmation of our unwavering commitment to food security, to sustainability, and to fostering both a healthier diet and a healthier planet. Just like the roots of mushrooms, our growing team of experts is wildly creative, naturally pure, and planet-positive – and continues to explore the infinite possibilities of mycelium to share its benefits with the world at scale.



Message from the Founders

Why mycelium? Well, because it's the world's best-kept secret. Mycelium makes up the greater portion of the world's most prolific organism, the mushroom. With more than 2,300 known edible species and a kingdom with six times more species than the plant kingdom, the question should be, why not mycelium?

We have chosen to revolutionize our food system from the ground up. Infinite Roots® is rethinking food production and consumption by developing global technology that caters to local cuisines and tastes.

At Infinite Roots®, we lead with technology. We grow mycelium in tanks, fed with nutrients from agricultural food sidestreams, to produce a biomass that is developed into our tasty, nutritious, and sustainable food products. Our singular focus for the past five years has been developing and perfecting this technology at scale to produce a variety of products individually suited to local tastes. This has meant countless experiments and replications for scientific robustness, leading to multiple eureka moments as we learn and innovate. It also means patience and consistency. Through multiple iterations, our product delivers on taste with its natural umami flavor, which is easily adapted to local cuisines; on nutrition

with only a handful of pure natural ingredients; and on sustainability with an increasingly efficient production process with minimal effects on the natural environment.

Since our founding in 2018, our team has grown to 60+ brilliant minds from 25 different nationalities. We are 55% female, have 10 PhDs, and one mission: to bring meaningful and lasting change to our food system. We are partnering with global industry leaders in fermentation and product innovation. Recently, we secured 58 million USD in Series B funding and have been selected for the European Innovation Council (EIC) accelerator program.

With this report, we are sharing our journey and our impact with stakeholders, friends, and supporters for the first time. You will get insights into our technologies and business models as well as our impact on environmental, social, and governance (ESG) metrics. We will also share our outlook for the next few years.



Infinite Roots History

2018: Cultivating a Vision

In 2018, Dr. Mazen Rizk created the basic idea that later became Mushlabs. Mazen's vision was to develop mycelium from edible mushrooms using efficient and conscientious fermentation processes. This stemmed from his passion for using biotechnology to solve big problems around climate change. The result was one of the planet's most sustainable and adaptable food sources. Mazen began his entrepreneurial journey in Berlin. There, Foodlabs joined as an early and long-term partner. This led to the establishment of Mushlabs in April 2018.

2020: The Product Visionary

In 2020, we reached a significant milestone with Cathy Hutz joining as co-founder and VP of Product. Cathy is well-versed in product development and fermentation, with a successful history in culinary arts from working at two of the world's top restaurants, NOMA and Geranium. With her product development team, she created the initial range of natural, high-quality products geared for market entry.

2022: European Validation

In 2022, Mushlabs was the exclusive Foodtech beneficiary of an eight-figure funding via the European Union's Innovation Council's highly competitive accelerator program. Out of 1,092 startups, only 7% gained funding. Our exceptional business model stood out as a scalable technology solution provider against the global challenges of food security and climate change.

2023: A New Chapter and Continued Impact

In 2023, Mushlabs took another important step towards scaling. With the company's rebranding to Infinite Roots®, we are reaffirming our unwavering commitment to food security, to sustainability, and to fostering both a healthier diet and a healthier planet through the infinite possibilities we can create with mycelium. Engaged in industrial-scale production and holding agreements with global partners, we continue to scale our solutions to meet the pressing challenges of food insecurity and climate change.

Towards the end of the year, during one of the worst fundraising environments in the last 20 years, Infinite Roots® secured the largest investment in mycelium in Europe. This Series B funding round secured \$58 million USD to advance our mycelium technology, scale up production capabilities, and launch our first products. The round was co-led by the European Innovation Council (EIC) and Dr. Hans Riegel Holding (HRH), one of the holding companies of the internationally successful confectionery group Haribo. REWE Ventures, the investment arm of Germany's second-largest food retailer, and Thai-based Betagro Ventures also joined the round.

2019: Strengthening the Team

In 2019, Dr. Thibault Godard joined Mushlabs as a co-founder and Chief Science Officer, ushering in a new era of scientific excellence. He heads the company's R&D department, overseeing a team of international experts in microbiology, biotechnology, and fermentation.

Furthermore, Mushlabs pursued growth and completed a \$2.2 million Seed funding round.

2020: Funding and Growth

In 2020, Mushlabs pursued further growth and completed a \$9 million USD Series A funding round. Our company, which previously spanned various lab spaces, co-working spaces, and offices across Hamburg and Berlin, has since moved into our new headquarters in Hamburg, where all departments required for a food innovation hub and production facilities are located under one roof.

Our Core Purpose

Our Vision

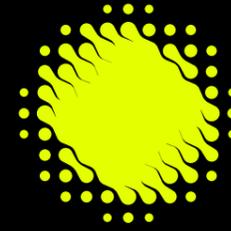
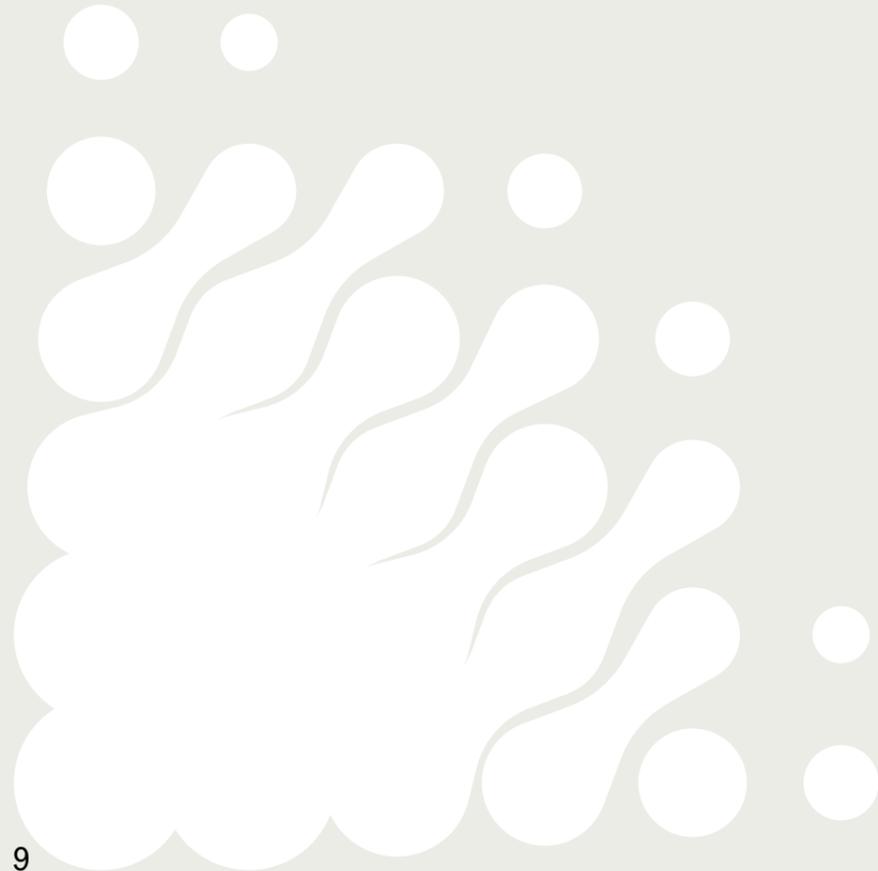
To build a new equitable and sustainable food system that can feed our expanding population.

Our Mission

To change how food is produced and consumed by creating tasty, healthy, and sustainable food products.

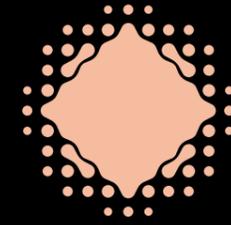


Our Guiding Principles



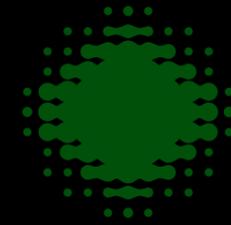
Wildly Creative

The further we get from clichés in our work, the better. Within our walls, no idea is too crazy. We try new things, make mistakes, and follow our curiosity wherever it leads us.



Naturally Pure

Just like nature, we do not add unnecessary ingredients. We do not use artificial flavors, nor do we create complex corporate structures.



Planet Positive

When it comes to environmental challenges, it can feel like all problems and pessimism. Our solutions fuel us with optimism, and we always go both for “ecology” and “economy”. This duality is at our core and in every decision we make.

Sustainability Goals

The race to a sustainable future demands a system change. A type of change that is equitable, ecologically resilient, and goes beyond today's wasteful status quo. In this race, we are driven by a vision of a future that allows coming generations to satisfy their needs in a way that breaks the cycle of overexploitation. We are committed to a definition of business success that recognizes our impact on the planet and people as well as on profitable growth.

We align with the Sustainable Development Goals (SDGs)¹, and contribute to the following objectives:

1) Supporting a Circular Economy

For us, this means creating a zero-waste system internally and closing the waste gaps in the food system within society.

2) Sustain a Climate-conscious Operation

We will continuously monitor our operations, track our GHG emissions (scope 1+2+3), and develop and actively implement reductions strategies.

3) Empower our Communities to Transform the Food System

We believe that transforming the food system begins with giving people the leverage they need to create change. For us, this means offering food producers away more sustainable, less resourceful, and costly way of producing food on the one hand, and empowering consumers with healthier, less processed, delicious food on the other hand.



What We Do

Problem Statement - It's Enormous!

From farm to fork, diversity is vanishing. Out of the 300,000 species of crops edible to humans, a mere 10 varieties account for 83% of the caloric intake of the world's 8 billion people.²

On the production side, this approach has resulted in food homogeneity over the last 50 years³. Concurrently, there has been a global shift in dietary preferences, increasingly favoring diets rich in carbohydrates and fats⁴. To meet our protein needs, livestock production has intensified the demand for monoculture crops as animal feed. The production of these crops, which usually involve unsustainable farming practices, has contributed to the degradation of 25% of the total global land area⁵ and is responsible for 29% of global greenhouse gas (GHG) emissions⁶. Additionally, these unsustainable practices center around the expansion of monocultures into forest frontiers as a way to increase agricultural productivity, thereby destroying biodiversity.

Scientific research has revealed that monocultures are harmful to soil health, and lead to an increase in the use of fertilizers, which frequently leach into freshwater bodies. Likewise, monocultures destroy indigenous fauna and flora through the intensive use of pesticides and herbicides.

On the consumption side, research from Proceedings of the National Academy of Sciences (PNAS)

shows that global diets have become similar across countries over the past 50 years⁷. It is therefore possible that the proliferation of foods based on the aforementioned 10 crops is slowly blurring the lines of food sovereignty, diet diversity, and nutrition diversity which are crucial to food access and nutrient availability.

Neither people nor the planet benefit from the current design of our food system.

Our Solution - It's Transformative!

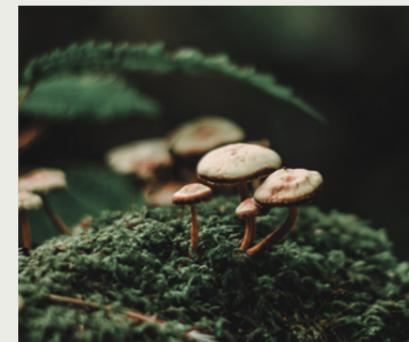
Mycelium, the root network of mushrooms, is a vital component of Earth's ecosystem. With its complexity, diversity, and highly nutritious properties, mycelium is garnering increasing interest in various fields. Its potential is being explored in bioengineering, medicinal development, innovative material creation, and enhancing access to nutritious food sources.

We unlock the full potential of this transformative, underground powerhouse: with the power of biotechnology, we grow mycelium in tanks, fed with nutrients from agricultural-food sidestreams, to produce a biomass that is then developed into our nutritious and sustainable food products.

Our process begins with identifying which of the 2,300+ known edible mushroom species have the optimal growth time, texture, flavor profile, and fit

to the required end product. The selected species is then grown in a steel tank in a nutrient liquid under carefully calculated conditions. Currently, our mycelium strains reach optimum harvest concentrations in a couple of days. Our mycelium is then harvested and separated from the nutrient liquid. Compared to our plant-based competitors, our superior mycelium does not need any additional processing. To create our final products, we mix the signature mycelium ingredient with a handful of all natural components and seasoning. Our technology allows decentralization of food production, creating

a food system that can produce locally and all year-round regardless of weather and soil conditions. We will develop an asset-light model by adapting existing fermentation equipment, like in breweries, to the needs of mycelium. This removes the need to build our own facilities. This approach, as well as developing nutritious food from mushroom mycelium, makes our business model sustainable by design and fast to scale-up. Mushroom mycelium represents a significant opportunity to reduce the substantial environmental impact associated with global food production.



Step 1: An edible species of mushrooms is selected from over 2300 available species based on growth time, texture, and flavor profile.



Step 2: The selected species is grown in a steel tank filled with nutrient liquid like what nature provides.



Step 3: In a couple of days, our signature mycelium is harvested, and separated from the nutrient liquid.



Step 4: Natural seasonings fitting local preferences are mixed into the harvested mycelium.



Step 5: Our signature mycelium can be cooked and served according to preferences.

How We Run

Socially and Environmentally Responsible Business

As a business with sustainability at the core of its design, we prioritize responsible business management. We do so by taking a holistic approach which begins with accountability, and includes how we create and sustain long-term value for all our stakeholders. In addition to our investments in research and product development, we align with consumer preferences on product development, we protect the intellectual property (IP) of our innovation and aim to ensure food safety.

Consumer Focus

To determine the preferences of our customer base, we identify relevant consumer needs and test our ideas directly with our core target group via research and tasting sessions. Our goal is to receive direct and detailed feedback on product, packaging, design, and claims. Through this, we also reflect cultural and behavioral differences between our core and target markets. We understand that tastes, textures and preparation methods are different across cultures, so we adapt the recipes of our final products to ensure product-market-fit.

Intellectual Property (IP) Management

We protect our innovations, technology and proprietary know-how by following an IP strategy based on IP filings and trade secrets. We understand that innovation is a continuous process, so we not only invest in R&D but also continually monitor the IP landscape to strategically adapt to changes or take legal actions to enforce IP rights if necessary. All employees are trained to understand the basic IP concepts, especially when it comes to confidential information and proper documentation of inventions. These measures provide us a competitive advantage and enable us to sustain economic attractiveness for our IP-protected business model.

Food Safety and Quality Management

We rigorously ensure compliance with all food safety regulations as well as the legal compliance of our internal food production facility. For this reason, we are registered as a food business operator at our responsible food safety authority. We are also in the process of building a comprehensive and regulatory-approved quality management system to ensure legal compliance and meet customer expectations. In 2024 we aim to achieve all necessary external certifications and the GFSI (Global Food Safety Initiative) recognized standard to fulfill even more future requirements for all our co-manufacturing and distribution partners.

Management Structure

At the top of our management is our board of directors, which includes five industry luminaries from food and technology sectors, as well as two of our three co-founders (Mazen and Thibault).

The next tier of our management is our leadership team, which consists of our three co-founders and our Chief Finance Officer. The next tier is our management team of 14 members. The gender distribution is 43% female and 57% male with 7 different nationalities.



ESG

At Infinite Roots®, we lead with technology. This means sustainability begins with efforts ensuring our product and its manufacturing process are in line with our internal sustainability metrics. Sustainability is placed at the core of all our business processes. We are working diligently on reducing our environmental footprint and enlarging our social handprint. In this section of the report, we present those efforts during the past years.

Being an innovative food manufacturing company in the early stages, we are responsible to prove our sustainability performance with reliable and accurate data. To review our performance, we use the Good Food Institute (GFI) & FAIRR Alternative Proteins ESG Reporting Framework for specialized companies⁸. This structure represents an industry-wide tool for companies operating within the alternative protein industry to systematically report on their sustainability performance.

By using this tool, we offer our stakeholders a consistent and comparable format for reporting. It builds upon voluntary reporting of key figures and indicators such as the International Sustainability Standards (ISSB), Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and the Climate Disclosure Project (CDP).

These frameworks allow companies to report comprehensively on their sustainability performance according to their current scale. Our current scale is characterized as a company, “that has developed a product or ingredient/ input that is being publicly tested, has recently been released to the market (or will be soon), or is being distributed as a B2B ingredient/input”. This definition is taken directly from the GFI & FAIRR Reporting Framework.

We report as a company using fermentation-enabled technology to produce alternative proteins.

The next section of this report details our sustainability performance according to Environment and Social pillars.

Environmental Impact

In this pillar we report on land and water management, water management, climate, and circular economy, as well as the food safety metrics of the company overall and our production processes for our products.

Our biomass fermentation technology enables the production of healthy food while significantly reducing land and water usage, and CO2 emissions, especially when compared to soy and beef production. To understand the impact of mycelium production on these key performance indicators (KPIs), we developed an impact model based on our internal production data. With this model, we can estimate the magnitude of impact our production process may have on land use, water use, and energy consumption. In addition, this model also allows us to toggle between multiple production scenarios to determine which production methods, volumes, or locations align best with our sustainability goals.

Already today, on pilot scale production, we outperform beef on all levels, as stated in the following sections. We aim to constantly improve our impact during the ongoing scale-up of our processes.

Land Management

Land is a scarce resource whose use or misuse is interconnected with the earth's ability to provide ecosystem services such as water cycling, carbon and nutrient cycling, temperature regulation, and being a habitat for flora and fauna⁹.

For centuries, increases in food production have been dependent on land use intensity or land expansion. In the last two decades, innovation within the food production sector shows pathways to increased production through efficiency from improved technology. Our technology, described in the previous section, maximizes the output from a piece of land through the production of our signature mycelium ingredient in less than 1% of the time needed to raise cattle. Additionally, the capacity of our fermentation and the resulting output can be increased without expanding the land required. In

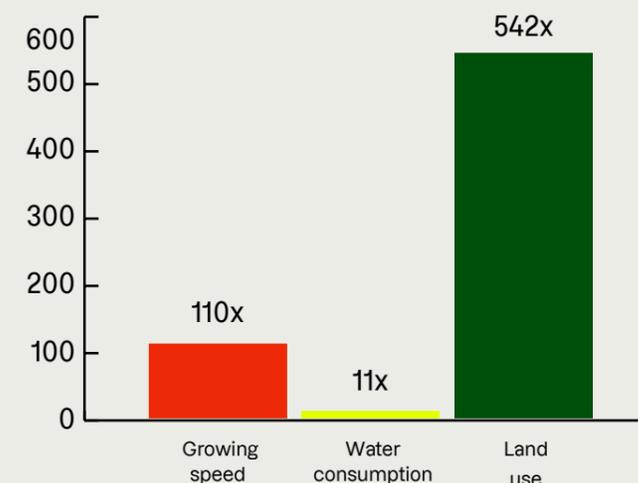
2023, with lab and pilot scale, our land use per kg protein was 542x times better than beef. This number will further significantly increase on industrial scale.

Our headquarters in Hamburg (winner of Green Good Design Award for green city of the year 2021) in northern Germany has a ground area of approximately 1500m² and an office area of 1200m².

Water Management

According to the UN Food and Agriculture Organisation (FAO), water is a finite resource and only one-hundredth of 1 percent of the world's water is readily available for human use. Between 2018 and 2020, Germany experienced consecutive drought episodes linked to changes in climate^{10,11}. Bearing this in mind, we are mindful and monitor our water consumption. In the reporting period we consumed 75,390m³ of water in our headquarter offices and production between January and October 2023 overall. Our water use per kg protein was 11x times better than beef on lab and pilot scale. On industrial scales, we calculated to have a >200 fold saving of water use per kg protein compared to beef.

Multiples of mycelium outperformance compared to beef are summarized in underneath graph.



When including the impact of ingredients (glucose and Nitrogen) for the fermentation nutrient liquid in our internal calculations, the values for water and land use in the graph are 4 times and 118 times, respectively.

Climate

On a company level, we report on our climate performance using the GHG protocol corporate standard classification of GHG emissions. Our emissions during the reporting year are categorized under scope 2. Scope 2 emissions are indirect emissions from the purchase of electricity, steam, heat, or cooling. For us, electricity is the main energy source for all operations where we have operational control. We purchase our electricity from Nordlicht, an ok-power certified energy company who provides 100% renewable electricity. Electricity purchased from Nordlicht has a GHG emission intensity of 0g / kWh.

The reporting period for this report is from January to October 2023. Over the course of our reporting period, we consumed an average of 17,091.53 kWh/month and a total of 170,917.53 kWh of electricity in our headquarters. Our operations achieve zero scope 2 emissions from purchased electricity, as we exclusively utilize electricity from 100% renewable sources, which has a greenhouse gas (GHG) emission factor of 0g/kWh. To estimate the scope 2 GHG emissions of our operation, we applied the market-based method from the GHG protocol corporate standard¹² as supplier-specific information was available.

We also purchase heat for our office spaces, whose emissions would also be categorized as scope 2 emissions. However, precise data on the quantities consumed is not available at this time, and so are excluded from this report. For the reporting period covered in this report, scope 1 emissions are limited to fugitive emissions which are not measurable at this time due to limited resources. Scope 3 emissions are considered as out of the reporting scope for now.

To measure our mycelium's GHG emissions and precisely assess the impact of mycelium production on the environment, we are currently partnering with CarbonCloud. CarbonCloud is a leading climate impact startup in Sweden that offers a software as a service (SaaS) platform to assess climate performance of food products. Our collaboration with CarbonCloud allows us to monitor our impact on climate change by providing accurate calculations

that are third-party verified and based on solid scientific methodology. In detail, the CarbonCloud platform employs the life cycle analysis (LCA) methodology in accordance with ISO 14040-44 to generate carbon dioxide equivalent emission (CO₂e) footprints of our products and identifies carbon emission hotspots within our processes. This is ongoing and we are actively developing emission reduction strategies with this knowledge.

Circular Economy & Food Security

The design of Infinite Roots' supply chain builds on circularity. We have a patented technology for the extraction of nutrients from industrial food and agricultural sidestreams. It is our ambition to repurpose the rich nutrients still left and wasted in those side streams as growth media for our mycelium. We are working rigorously towards the optimization of this process and regularly measure our progress.

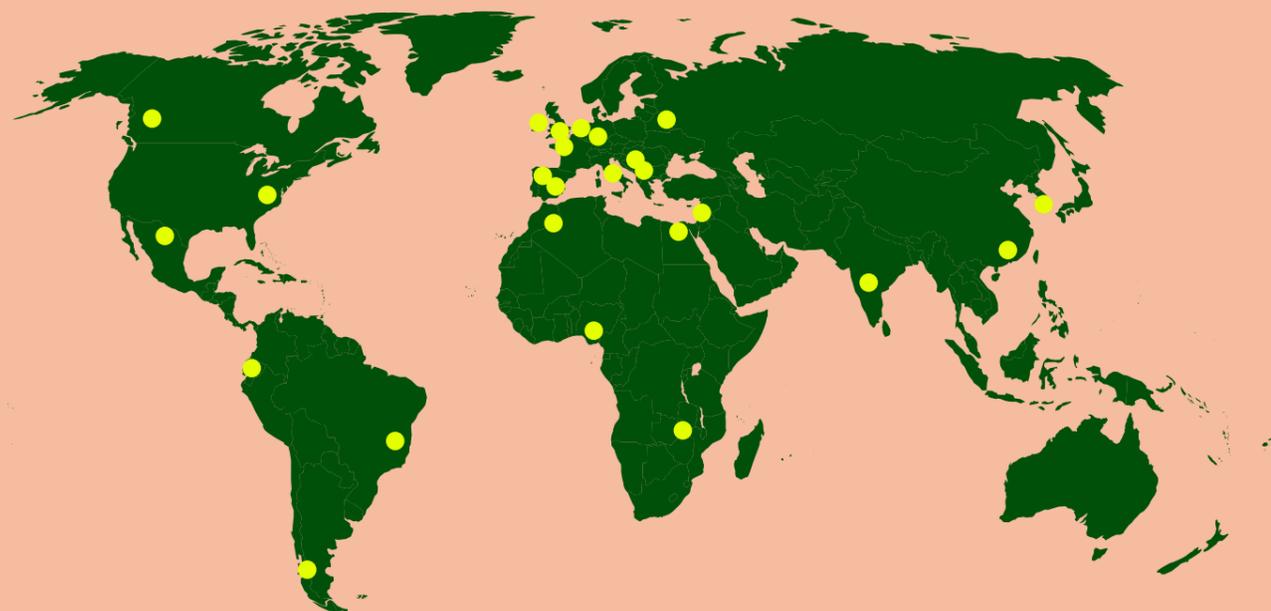
Our innovative technologies are at the forefront of decentralizing food production, paving the way for a local food system that operates independently of weather and soil conditions and can produce year-round. This strategy not only decentralizes the supply chain but also utilizes side-streams at their source for food production, enhancing resilience and bolstering regional and local stakeholders.

Furthermore, we are channeling our resources and forging partnerships to adapt brewery fermentation tanks for mushroom mycelium fermentation. This strategy promotes an asset-light approach, leveraging existing infrastructure to produce healthy, cost-effective food.

With regards to the waste management in our production facility and office space, we abide by regulations from the local authority in Hamburg which requires that we sort our waste into recovered paper bins, recyclable waste bins, and non-recyclable waste bins. Additionally, we send glass bottles to the bottle bank for recycling, and hazardous waste, such as batteries and electronic waste, to their respective collection points.

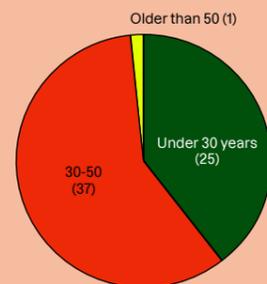


Where We Come From

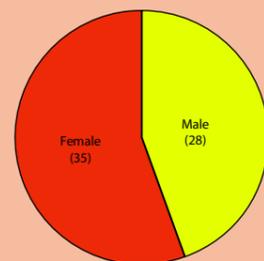


Our employees¹³ as of December 2023 in figures and graphs:

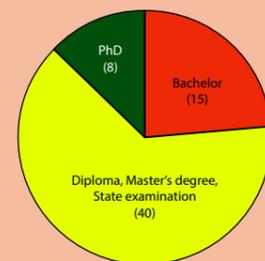
Age



Gender



Education Level



Social Impact

Nutritious Products

In today's complex dietary landscape, the intersection of nutrition, sustainability, and consumer demand guides the future of food. As thought leaders in this arena, Infinite Roots® is dedicated to pioneering products that champion both health and ecological responsibility. We are appealing to the nutrient profiling system Nutri-Score to track the nutritional profile of our products.

While our products are not yet available in the market, the Nutri-Score system is a pivotal tool in our product development process, ensuring that every product in development, as well as those planned for the future, aims to achieve the highest Nutri-Score rating of 'A'.

In order to benchmark our products against animal-based products, we strive to maintain the positive nutrient profile of animal products such as vitamins like B12, minerals like iron and zinc, and a similar protein and amino acid content (as defined by the European Food Safety Authority EFSA).

Simultaneously, we are reducing the negatively associated nutrient profile of animal products, such as saturated fat. In addition, throughout our development we strive for products that are rich in fiber and low in salt.

The main ingredient in our product range is our mushroom mycelium biomass. This ingredient is not solely a protein source, but also largely made up of soluble and insoluble dietary fibers.

Our Employees

The infinite possibilities and solutions of the roots of mushrooms cannot be explored without our wildly creative minds. Infinite Roots® employees come together to root for a better food system, a better future, and a great and wildly diverse culture.

In total, we have created 60 new jobs to date. Infinite Roots® has an elaborate employee code of

conduct which is part of our employee handbook. It is stored in our digital library and in our company wiki. The employee code of conduct evolves with our ongoing growth and expansion. It is segmented into sections that emphasize our values, company guidelines, meeting rules, the do's and don'ts of external communication, and other vital information. To ensure that our team remains aligned with these principles, it is mandatory for every new hire to familiarize themselves with the handbook during onboarding. Moreover, our management team ensures regular updates and reminders in our weekly Monday kick-off meetings.

All Infinite Roots® employees mirror mother nature. We believe in the intelligence of nature and use science and technology to unlock its full potential. The values that guide our actions:

- **Passionate:** We care strongly about the mission and vision of Infinite Roots®. Have a firm belief in what the company stands for and use any chance to spread the message.
- **Honest:** We give open feedback to each other and create an environment of constructive dialogue to come up with the best ideas and solutions.
- **Ownership-minded:** We are not afraid to give ownership when needed, and be responsible to take ownership as well. We deliver on our commitments and stand accountable for them. No excuses.
- **Initiative:** We make fast, fact-based decisions and take the initiative to execute them. Even if we disagree, we follow the decisions of others, take front-line decisions where there is an acceptable risk.
- **Teamwork:** We connect with our teammates and rely on their skills to succeed collectively. We care for each other and enjoy our time together.

We place diversity and inclusion at the heart of our values. Infinite Roots® believes that a diverse workforce is the driving force behind creativity, innovation, and progress. This is not just a statement, but an ethos ingrained in our DNA. Our workforce is a melting pot of 22 different nationalities among 60 employees. We take immense pride in celebrating this diversity. We hold internal tastings, allowing different cultural tastes to influence product development.

We embrace diverse traditions, hosting events like Christmas festivities, and for 2023, the Eid al-Fitr celebration with our Muslim employees and creation of awareness around the Hindu Diwali festival.

As a dynamic, young company, we are committed to understanding and embracing the diverse cultures and traditions of our employees to foster a more inclusive environment. We eagerly anticipate hosting future events, shared dinners, and festivities that celebrate our rich tapestry of cultures, cuisines, and experiences.

We believe our employees know our culture best. To ensure the cultural fit of new hires, existing employees actively participate in the hiring process as cultural fit interviewers. Employees conducting cultural fit interviews are trained using our internally developed cultural fit guide. This allows us to eliminate subconscious biases. Additionally, every job advertisement we publish carries a clear declaration against racism, sexism, and any form of discrimination. This commitment is further strengthened in our employee handbook.

When it comes to bridging the gap of equal pay, we are straightforward: Infinite Roots® is dedicated to equal pay for all, irrespective of gender, ethnicity, nationality, religion, age, disability, or sexual orientation. Our transparent compensation system is aligned with job function and seniority and is regularly audited to prevent and correct any disparities. This ensures our commitment to fairness is not just promised but practiced.

With these practices, we foster a work environment that's inclusive, equitable, and value-driven.

Employee Satisfaction and Growth

Our success and progress depend on our employees' well-being, satisfaction, and growth.

As such, we continuously seek their input through regular surveys and feedback cycles. Since 2022 the HR team at Infinite Roots® has been conducting monthly pulse checks and more extensive bi-annual surveys in 2022 and 2023. The outcomes are discussed

with the broader team so that we as a company can act upon them, ensuring every response is taken seriously and addressed effectively.

In our most recent pulse survey, 90% of respondents felt that Infinite Roots® treats everyone equally, underscoring our commitment to fostering an inclusive environment. 88% of participants felt accountable for their decisions, and an 85% found their work meaningful. Areas of improvement were also highlighted: 68% felt that the manner in which performance is measured could be clearer, and 51% sought greater clarity regarding their career path. Overall, Infinite Roots® received a positive rating in 4 out of 5 sections of the survey. Notably, the development section received critical feedback, indicating the need for us to enhance our efforts in this domain. These insights are invaluable as they guide us in our continuous journey to improve and adapt to the needs of our dedicated team.

To address the areas of improvement highlighted in the development section, the Leapsome tool has been implemented. Leapsome is a performance management tool aimed at enhancing employee engagement and growth. For the 68% who felt performance measurement lacked clarity and fairness, it provides a transparent and consistent review system. Additionally, for the 51% seeking clarity on career progression, the platform assists line managers in outlining clear development pathways. By leveraging Leapsome, we're earnestly addressing concerns and enhancing our team's experience.

At Infinite Roots® we enjoy celebrating our successes. This allows us to take a break from work routines, strengthen our internal community, and recognize our achievements. Besides cultural and team celebrations, we also use events for educational and knowledge sharing purposes and to keep our employees updated on the activities of other departments outside their own. Such occasions are more than just events; they're a time when we all come together, set work aside, and revel in the spirit of community and friendship. We have had a few events in 2023 and we are excited about future events, common dinners, and small festivities that we will host to appreciate our diverse culture, foods, knowledge and achievements.



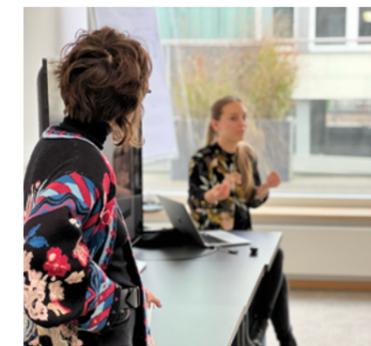
Eid al-Fitr
Diversity and inclusion



Easter
Diversity and inclusion



Family & Friends Event
Diversity and inclusion



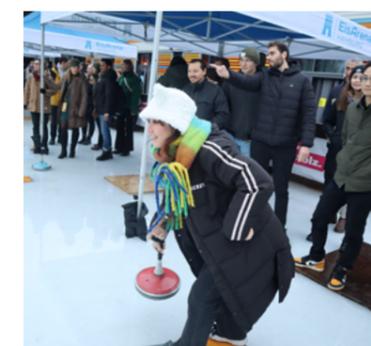
Lunch & Learn
Knowledge sharing



Demo Day
Knowledge sharing



Town Hall
Knowledge sharing



Christmas Event
Celebrating together



Summer Event
Celebrating together



Autumn Dinner
Celebrating together

Health and Wellbeing

Infinite Roots® offers benefits to all employees such as “Benefitsy by Hrmony”, or the “EGYM Wellpass” which address our health and well-being.

The “EGYM Wellpass” provides access to over 124 gym-, sport-, and wellness facilities in Hamburg alone, accompanied by online sports classes. The “Benefitsy by Hrmony” subscription offers various deals, allowing you to design your own program. This ranges from gym subscriptions, discounts at local supermarkets, to a bike rental subscription to just name a few. In this manner, we encourage our employees to make healthy and sustainable choices, such as using the bike instead of the car or public transport, and much more. Infinite Roots® supports these subscriptions promoting employees to work out anytime and anywhere in Germany. This presents a fantastic opportunity to counterbalance the workday with physical activities, promoting the health of both body and mind.

Additionally, we conducted yoga classes in our office facilities in September and October 2023. In doing so, we provided a safe and calm space for everyone who wanted to start the day with mindful yoga exercises, which included stretching, information about the body, and meditation.

Infinite Roots® also provides fresh fruits and vegetables to all employees. Every Monday, we receive a fresh delivery of fruits and veggies, a blend of organic, regional, seasonal, and fair-trade quality from our local partner, “Stadt, Land, Frucht.” This ensures that a healthy snack is always within reach throughout the workday. Additionally, we provide cereals, nuts, seeds, dried fruits, organic teas, and more in our community kitchen. We ensure that there are always vegan, nut-free, and gluten-free options available in the office and at events.

Safety

Infinite Roots® proactively implements measures to safeguard the safety and security of our employees. We integrate lab safety training as a key element of the onboarding process for new hires. This training

equips every employee with essential knowledge of mandatory safety practices for both daily operations and emergency situations, and offers insights into lab routines, even for those in office roles. We also conduct hygiene training for all employees working in the lab, product development area, and test kitchen, as well as for office staff who may need to access the test kitchen. Our quality management department rigorously enforces and monitors these strict hygiene standards, underscoring their importance in maintaining the high quality of our products.

Throughout our buildings, emergency and alarm plans are displayed. These plans provide instructions for various emergencies, such as accidents or fires, and list essential contact details, including our company doctor and the names of our first-aid responders. Instead of the required six first aiders, we ensured that eight employees underwent first aid training, preparing them to respond in cases of accidents, injuries, or other emergencies.

Fortunately, these office heroes have not had to spring into action thus far. In 2023, we had no high-consequence work-related injuries or fatalities. We had two minor work-related injuries that did not require the response of first-aid responders and had no lasting impact on the affected individuals.

Since the onset of the COVID-19 pandemic, Infinite Roots® has provided antigen tests, face masks, disinfectant lotion, and similar items to all employees. We continue to offer these supplies on a voluntary basis to ensure everyone feels secure in our office facilities and can take the hygiene and safety measures they deem necessary.

Community Engagement and Impact

At Infinite Roots®, community engagement and philanthropy are cornerstones of our responsible and impactful business approach. Our mission to transform the food industry through the creation of sustainable, resilient, and healthy food products extends beyond product innovation to include contributing to the health and safety of our community. Recognizing the influence of thought leadership in fostering a sustainable food system, we actively create forums for dialogue, disseminate

information about our innovative products, and raise awareness of the challenges facing the global food system. We collaborate with universities and educational institutions to foster knowledge exchange, share awareness on the issues within our food system, and offer employment opportunities. These collaborations include the Leuphana Lüneburg, Hamburg School of Business Administration (HSBA), Bucerius Law School, University of Antwerp, London Business School, Mannheim Business School, and the Hochschule für Angewandte Wissenschaften Hamburg (HAW). Additionally, we participate in events like the HEC Virtual Career Day, the HEC Alternative Protein Panel & Networking Session, the HAW Foodactive Career Day, and START Berlin, further enhancing our community engagement and commitment to fostering a vibrant academic-industry interface.

We prioritize engagement with our communities. From January through October 2023, we hosted and participated in numerous events, from tastings and summits to festivals. One highlight was our pop-up restaurant during the OMR fair. We sold out all our 400 products in less than two hours and received

an overwhelming amount of positive and supportive feedback as well as some insightful suggestions. Another example is our Open Mind panel discussion on the future of food at our headquarters. This panel featured influential speakers like Richard David Precht and Micha Fritz from Viva con Agua. We gathered thousands of online impressions and hundreds of new followers through the event’s promotion on social media, further solidifying our connection with food enthusiasts, innovators, and changemakers. We also share newsletters to keep our community updated about our products and activities: <https://www.InfiniteRoots.com/sign-up>

We continuously strive to make a positive impact through our initiatives and activities in our community. Infinite Roots® offers an additional vacation day for charitable and voluntary work. We also give materials, old packaging, and similar items a “second life” by donating them to a nearby primary school for art classes, contributing to our local community in a meaningful way. Finally, we are proud to contribute to local employment and development.



A Look into the Future

Since our founding five years ago, we have been working relentlessly towards our shared goal of driving positive change in the food system. What started as an idea has given innovators, risk takers and food lovers a seat at the table. As we work together to shape the future of food beyond experiments and industrial trials, we look forward to sharing our hard work with the rest of the world, starting with the first products being launched in 2024.

Local and Versatile

As we go into the next few years, we position ourselves as a center of plate alternative to meat, dairy, and fish products that integrate the taste, preferences, and flavor profile of local cuisine in the geographies where we operate. Understanding the emotional and cultural significance of food, we are launching mycelium-based products that are not only customized to local flavors but also champion sustainability and nutrition. Our goal is to offer customers environmentally friendly food options that align with a healthy lifestyle.

Nutritious and Healthy

Our products are healthy and nutritious, boasting natural flavors and textures achieved with a minimal, straightforward ingredient list. For our entire product

range, we strive for a Nutri-Score of 'A'. In addition, we are working towards products with an EFSA-approved claim as a high source of protein and fiber, and low in saturated fat. We strive to maintain these nutritional profiles over the following products to come, while also introducing claims for micro- and macro-nutrients that are naturally in our mycelium.

Sustainable and Fast

Regarding the environmental footprint of our product, we are exploring three approaches: (i) achieving production efficiency, thereby lowering resource use and environmental impacts. (ii) Further strengthening a circular economy by looping our leftover nutrient medium from fermentation into external value chains, thus even further reducing our environmental impact. (iii) Ensuring a responsible end-of-life of our product by using packaging with minimal impact on the environment that fits our product and shelf-life needs.





Affordability

Engagement and product affordability are crucial factors that empower our customers to make sustainable and healthy dietary choices.

Currently, our mycelium-based products are poised to enter the market at a price point comparable to existing plant-based alternatives found in

supermarkets. Moving forward, we plan to provide globally affordable products that find their way into people's daily lives. Our cost advantages today mainly stem from using a significantly faster growing organism than the competition on the market. We will further reduce costs through upscaling and optimizing our production processes.

Community Engagement

Community engagement will remain an important factor for Infinite Roots® and will only be strengthened in the future. We are proud of the events we have hosted and participated in so far. In the future, we are committed to further enhancing our presence and engagement within our communities. We will continue to uphold traditions such as our lunch & learn sessions featuring external speakers engaging with Infinite Roots® employees on relevant and pressing topics, as well as events that involve discussions with university students. We further want to increase our presence at fairs, contests, competitions, and

summits. For this we are designing a roadmap and assessing the impact of events we organize and participate in. To date we have attended 29 events this year.

We acknowledge the necessity of improving the promotion of our volunteering day. As a consequence, we plan to organize a team-wide volunteering day, twice a year. We are currently conducting desk research to find charity organizations and local NGOs that align with our values.



United Nations Climate Change Conference

We are thrilled to have been one of a few selected from a global pool of startups to showcase our groundbreaking technologies at the United Nations Climate Change Conference (UN Climate Conference or COP) in Dubai, in December 2023. The Conference of the Parties (COP) is an exhilarating global summit where world leaders, scientists, and activists gather to tackle climate change and shape our planet's future. The opportunity to participate in the UN Climate Conference underscores the critical role of biotechnologies in combating global climate change, particularly in exploring alternative nutrition solutions. This recognition is a testament to Infinite Roots' potential to make a significant impact on a worldwide scale.

COP28 drew more than 70,000 participants. This large gathering included heads of state, government officials, industry leaders, academics, and representatives from civil society organizations.

The conference also featured more than 450 international speakers. This diverse group included government representatives, as well as academic experts from world-leading institutions. These speakers contributed to the conference's various side events, addressing the most pressing concerns related to the climate crisis¹⁴. And so were we as we had been present for four days in December with our own booth.

Appendix

Theme	Disclosure title	Disclosure question	Page
Governance metrics	Consumer engagement & affordability	How does your company encourage consumers to purchase alternative proteins, considering varying consumer preferences?	15
	Consumer engagement & affordability	How is your company increasing product affordability?	15
	Purpose driven business	Is your company purpose-aligned and, if so, how does your company place purpose at the core of your business?	7, 9
	Certification	If you have products that are not yet commercially available, is your company aware of the regulatory pathway necessary to take your products to market?	15
	Certification	Has your company secured third-party safety certification(s) for its own operations and, if so, which certifications?	15
Environment metrics	GHG Emissions	What are your company's Scope 2 emissions?	19
	Water consumption & efficiency	What is your company's direct water withdrawal?	18
	Circular system design	Does your company have a strategy that includes plans for sourcing based on circular economy principles?	19
	Circular system design	Does your company sort and manage waste?	19
	Food waste	Does your company use food waste or other waste streams as inputs into your products?	19
Social metrics	Diverse & inclusive workplace	Does your company have and maintain policies to ensure diversity and inclusion in the workplace?	22
	Diverse & inclusive workplace	How many employees does the company have, and how diverse and inclusive is your company?	3, 21
	Diverse & inclusive workplace	Does your company have an employee code of conduct and does this apply to your supply chain?	22
	Diverse & inclusive workplace	How does your company ensure employee health & safety?	26
	Fair & living wages	Does your company pay employees equally?	22
	Nutritious products & product reformulation	How is your company working to improve the nutritional profile of your products and what are your targets?	22

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13	The term "employee" here refers to the definition of "workers" by the GFI & FAIRR reporting framework.
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