

PARIVEDA

IMPACT REPORT





Many claim to make a difference, but few genuinely put words into action.

For Pariveda, doing good isn't an afterthought, it's foundational. Our intrinsic ethos ensures that our clients consistently receive the same high standards of excellence and integrity that we demand of ourselves, from the initial spark of a project to the final delivery of a solution.

We empower individuals and organizations to make potential possible.

TABLE OF CONTENTS

- Introduction
- Impact over time
- Employee impact
- Client impact
- JEDI impact
- Sustainability and B Corp
- Future impact

PARIVEDA IMPACT REPORT

A celebration of progress and purpose

We are thrilled to share this milestone moment with you—a reflection on the journey we’ve taken, the progress we’ve made, and the vision we hold for the future of Pariveda. This report is more than a retrospective; it’s a celebration of how we make potential possible for our clients, our people, and the communities we serve.

As a newly certified B Corp and one of the largest of our peers, we’re committed to sustainability and resilience. This report offers a transparent view of our core values, strategic priorities, and how we help organizations solve forward—addressing today’s challenges while preparing for tomorrow. We invite you to explore how our work drives impact, inspires innovation, and delivers meaningful results for the people and organizations we partner with. More than a methodology, it’s a mindset that empowers us and our stakeholders to move from ideas to impact.

We believe transparency strengthens relationships, so we’ve included insights into the methods and principles behind this report. We’ve always valued feedback, and we welcome any comments and questions at bcorp@parivedasolutions.com.

A LETTER FROM OUR CEO

More than 20 years ago, Pariveda was founded on provocative foundational structures and core values that have consistently demonstrated purpose and profit can go hand in hand. When I stepped in as CEO in March of 2023, I had the simple goal of helping Pariveda get closer to reaching its highest potential and to inspire other leaders by proving that a purposeful profit model is possible at scale. And despite the challenges of this past year, from international economic uncertainty to the rapid evolution of technology, we were able to advance our impact while providing exceptional solutions for our clients and local communities.

This past year, I watched with a deep sense of gratitude for the remarkable people that make up this company. They earnestly worked to ensure a safe and welcoming environment for all, they quickly adapted so we could collectively pioneer uncharted territory, and they bravely demonstrated the humility we needed to continuously improve. Their courage and commitment reaffirmed that, together, we can turn disruptions into opportunities and the unknown into the possible.

One of the most defining moments of 2024 was earning our B Corp Certification at the start of the year—a recognition of what we stand for and the good we're committed to doing. While this milestone is a reflection of who we've always been, this report—our first—is a celebration of the progress we've made and a launching pad for how we will expand our impact moving forward.

In 2024, we sought to become the best version of ourselves by staying true to our stakeholder-centric approach and demonstrating our unwavering belief that what we are building truly matters. From the routine to the extraordinary, every aspect of our work drives us forward in our mission to empower our employees, clients, and communities to reach their highest potential.

Looking ahead to 2025, we remain steadfast in our commitment to our purposeful profit model. We will push the boundaries of innovation, set goals toward greater sustainability, and amplify our impact even further beyond the four walls of our company. The world is shifting, and we are ready—not just to meet the moment but to help shape the future.

On behalf of Pariveda, thank you for being part of our journey to make potential possible.

Margaret Rogers

Margaret Rogers
Pariveda CEO



IMPACT OVER TIME

For Pariveda, doing good isn't an afterthought, it's foundational.

Pariveda's impact over time reflects a state of continuous action, not historical achievement. Through foundational company processes like our ESOP, transparent pay scale, B Corp Certification, and more, we are committed to continuing the journey of improvement and collective action.

We do not have every possible best practice, nor are we free from mistakes. But we don't shy away from being held accountable and continuing to improve.

“As governance and fiduciary advisors, our Board of Directors fully endorses the publication of this Impact Report and its transparent demonstration of the firm’s ongoing progress toward creating positive social and environmental change. We are proud of the measurable outcomes achieved and believe this report accurately reflects our dedication to responsible operations and impactful community engagement.”

- Pariveda Board of Directors



CORE VALUES

As a for-profit firm, our mission is to develop, catalyze, and discover potential in partnership with our people, clients, and communities.



EXCELLENCE

We pursue the highest standards to deliver results that elevate our clients and our team.



INTEGRITY

We act with honesty and fairness, owning our actions and being transparent in all that we do.



PURPOSEFUL PROFIT

We measure success by the value we create, driving growth that matters for our clients.



PARTNERSHIP

We build collaborative relationships grounded in trust and mutual respect, achieving more together.



SERVANT LEADERSHIP

We lead by lifting others, embracing challenges as chances to grow together, and working toward shared goals.

HOW WE SHOW UP

Our behaviors show who we are and how we act



GROW BRAVELY

True growth happens at the edge of discomfort, where celebrating every experience fosters resilience, learning, and the courage to humbly lead change.



BE CLEAR TO BE KIND

Clear is kind. Eliminating ambiguity, assuming positive intent, and being honest and direct promotes mutual trust and ensures we all work toward the same goals with integrity.



OWN YOUR IMPACT

Trust fuels confidence and initiative. By taking full responsibility for outcomes and aligning our work to broader goals, we pave the way for meaningful progress and purposeful profit.



BUILD THE BOND

Partnerships are rooted in caring for the whole person. By investing in both the well-being and growth of others, we create an environment where everyone thrives together.



CHALLENGE AND BE CHALLENGED

Diversity of thought and open discourse drive innovation, better decisions, and personal development. We grow stronger by starting with curiosity and using feedback as a tool for continuous improvement.

EMPLOYEE IMPACT

“Pariveda” loosely translates to “gaining the benefits of complete knowledge” and we're focused on helping our employees reach their highest potential.

From our transparent and equitable pay structure to our formal mentorship program, we have intentionally designed our business model to be centered on people development, lifelong relationships, and business transformation.

“The level of thought and care Pariveda invests in each employee’s growth journey is incredibly meaningful. To feel deeply invested in and to invest in others in the same way adds a layer of purpose that makes working here feel really impactful.”



Victoria Dinger, Pariveda Principal

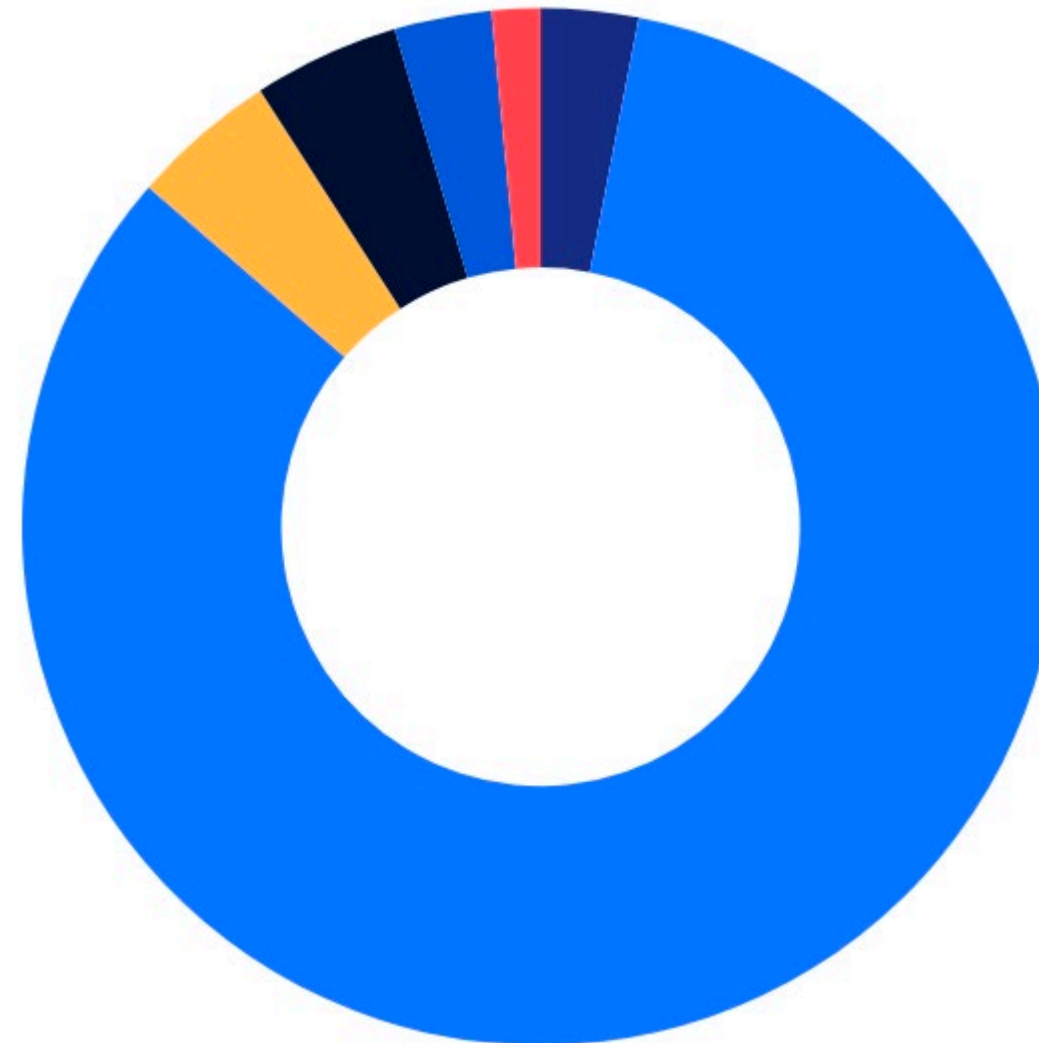
RECRUITING

Improving how we discover and welcome new talent

Pariveda hires people from a wide variety of personal, career, and educational backgrounds, who all share some common ground—we're collaborative and supportive team players, we're lifelong learners, and we're creative problem solvers. Our Talent Acquisition team was hard at work over the last year hiring 66 talented individuals, ending the year with a total of 556 employees.

We are committed to continuously improving the candidate and interviewer experience while eliminating bias in our hiring process. To support this mission, we've implemented BrightHire, an interview intelligence platform. BrightHire records and transcribes interviews, enabling our interviewers to ask consistent questions, stay fully engaged in conversations without the distraction of note-taking, and receive feedback to support their own learning and development.

2024 NEW HIRES



- Staff: 2 (3%)
- Associate: 3 (4.5%)
- Principal: 2 (3%)
- Consultant: 55 (83.3%)
- Manager: 3 (4.5%)
- Vice President: 1 (1.5%)

TRAINING

Training that shapes who we are

From New Hire Orientation to our Strategic Thinking Workshops, Pariveda takes an ambitious approach to our training offerings. Whether it's a large group of new employees or an intimate gathering of senior leaders, our curricula are designed to immerse our people in the collaborative culture of Pariveda while exposing them to the tools and concepts that will help develop them toward their highest potential.

In 2024, 100% of our employees participated in at least one structured learning experience, whether through in-person programs like Associate School or virtual courses on topics such as project management, leadership approaches, and reducing bias. Exciting updates to our New Hire Orientation and Mentor Orientation sparked highly engaged discussions on inclusive culture and mentorship, receiving positive feedback from participants.



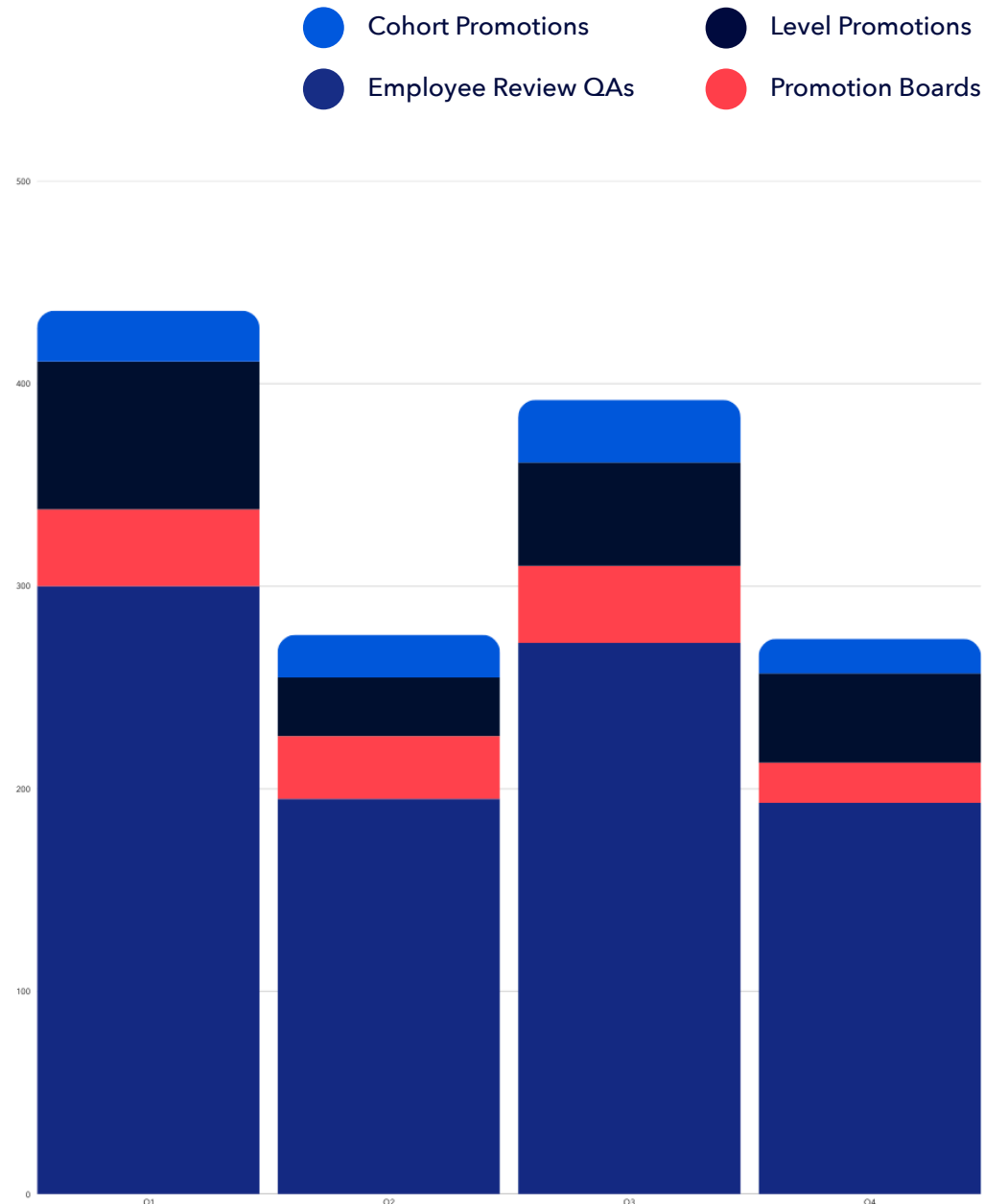
GROWING INDIVIDUALS

Supporting growth at every step

Pariveda was founded and architected to develop, catalyze, and discover potential in partnership with our people, clients, and communities. We've built a comprehensive system to ensure every employee understands their expectations, has clear avenues for growth, and is supported by a mentor.

In 2024, four employees completed Points of View (POV) to earn promotions to the management team—an achievement that represents one of the most celebrated milestones in our talent development journey. The POV process is often compared to completing a master's thesis, requiring deep critical thinking, strategic insight, and months of dedicated effort. More than just a pathway to promotion, POVs serve as thought leadership platforms, shaping discussions both within our firm and beyond.

From our proprietary Expectations Framework and Mentorship Program to our industry-leading performance review process and holistic training programs, Pariveda remains deeply committed to our employees' success.



BENEFITS & SUPPORT

Benefits that put people first

Pariveda makes a substantial investment in our people's overall well-being by offering a comprehensive compensation, benefits, and rewards package. Through our benefits, we demonstrate our commitment to equity by ensuring that our benefits are guided by inclusion and are available to all regardless of gender, sexual orientation, disability, or other historically-excluded category.

Although healthcare costs are expected to rise 8%* in 2025, Pariveda has committed to paying 100% of employee premiums this year, ensuring that there is no corresponding cost impact to our employees.

*<https://www.pwc.com/us/en/industries/health-industries/library/behind-the-numbers.html>

- ✓ *Fertility and family building*
- ✓ *Paid Parental leave*
- ✓ *401k vested immediately with matching program*
- ✓ *100% company paid premiums (medical, dental, vision)*
- ✓ *Employer Health Savings Account contribution*
- ✓ *4 weeks of vacation, 10 holidays, 1 floating holiday*
- ✓ *Life insurance*
- ✓ *Short and long-term disability*
- ✓ *Paid sabbatical (Principals and above)*



COMMUNITY SERVICE

Our commitment to service

Pariveda's commitment to building extraordinary global citizens is nowhere more apparent than in our firm-wide community service expectations. In 2024 alone, our employees have contributed over 12,000 hours in service to make our world better. And recently Pariveda chose to expand on one of the opportunities available for employees looking to devote even more time to volunteering for causes that they believe in. This updated policy allows all employees the opportunity to devote 40 hours to a service-oriented trip attended with an organization. This benefit is available on an annual basis and renews every calendar year.

In 2024 alone, our employees have contributed

12,000+

hours in service to make our world better.



EMPLOYEE OWNERSHIP

Creating a future of shared ownership

How do you create a company that lasts 100 years? One way is through our ownership structure. In 2007, we created an Employee Stock Ownership Plan (ESOP) entirely funded by the company. The ESOP now owns 46% of Pariveda, with our US employees participating. Our goal is to be 100% employee owned by 2030.

We believe our employee owners take better care of clients and each other because they focus on sustainable partnerships and maximizing company value for both clients and the firm. Not only does being an employee-owned company benefit our clients, but our ESOP also serves as a supplemental retirement plan and wealth-building tool.

Being an employee-owned company is just another way we put our employees first.

Our average share price growth over the last 10 years is

12.8%

Our Employee Owners and Alumni have

\$17.1M

of equity value accumulated in our firm



CLIENT IMPACT

Clients hire us for what we do and stay with us for how we do it.

We help individuals and organizations to think and work differently, so they can solve forward for today and tomorrow.

“Pariveda doesn’t offer new and shiny for the sake of it – they do the right things the right way for the right reasons.”

- Chris Brandt, Director of Value-Added Solutions with Boise Cascade

CLIENT SUCCESS STORIES

Case studies that make an impact

Our case studies showcase how we've turned industry insights into tangible results. By diving deep into real-world challenges, we highlight the strategies and solutions that delivered measurable success across a range of business needs—whether it's optimizing organizational structures, enhancing data governance, or evolving brand strategies.

In 2024, Pariveda partnered with Stop Soldier Suicide (SSS), the only national nonprofit dedicated solely to preventing suicide among U.S. veterans and service members. To support this mission, SSS sought to build a Suicide Intelligence Platform (SIP) to ingest and integrate various data sources to aid in predicting and preventing death by suicide of veterans and active-duty personnel.

Pariveda architected and implemented the product MVP and built secure data ingestion and deployment pipelines, incorporating best practices for privacy and security. With this foundation in place, SSS can now analyze critical health and fundraising data more effectively, uncovering new insights that drive intervention strategies. This work brings Stop Soldier Suicide closer to their goal of reducing the suicide rate by 40% by 2030.



We have a goal to reduce the veteran suicide rate by 40% by 2030.

The way that we get there is through our partnership with AWS and Pariveda.

- Austin Grimes, Stop Soldier Suicide

Where art sparks tech innovation

This year, we hosted seven Cloud Canvas Pop-Up events across North America (Seattle, Los Angeles, San Francisco, Houston, Toronto, Washington D.C., and New York City), transforming art galleries into interactive showcases of innovation. These events explored the intersection of art and technology, featuring exhibits inspired by real-world solutions we built for clients using AWS and Generative AI. To create a truly local and meaningful experience, we partnered with fellow B Corps to source beverages and showcased work from local artists. These gatherings brought together our community of friends, clients, and partners in a unique, engaging way.

At select events, panel discussions featured alliance partner experts, clients, and our employees, sparking conversations on the evolving impact of Generative AI and emerging technologies. Beyond driving thought-provoking discussions that led to meaningful work, these events also provided our people with valuable opportunities to grow—building exhibits, networking with clients, and engaging in the sales journey.

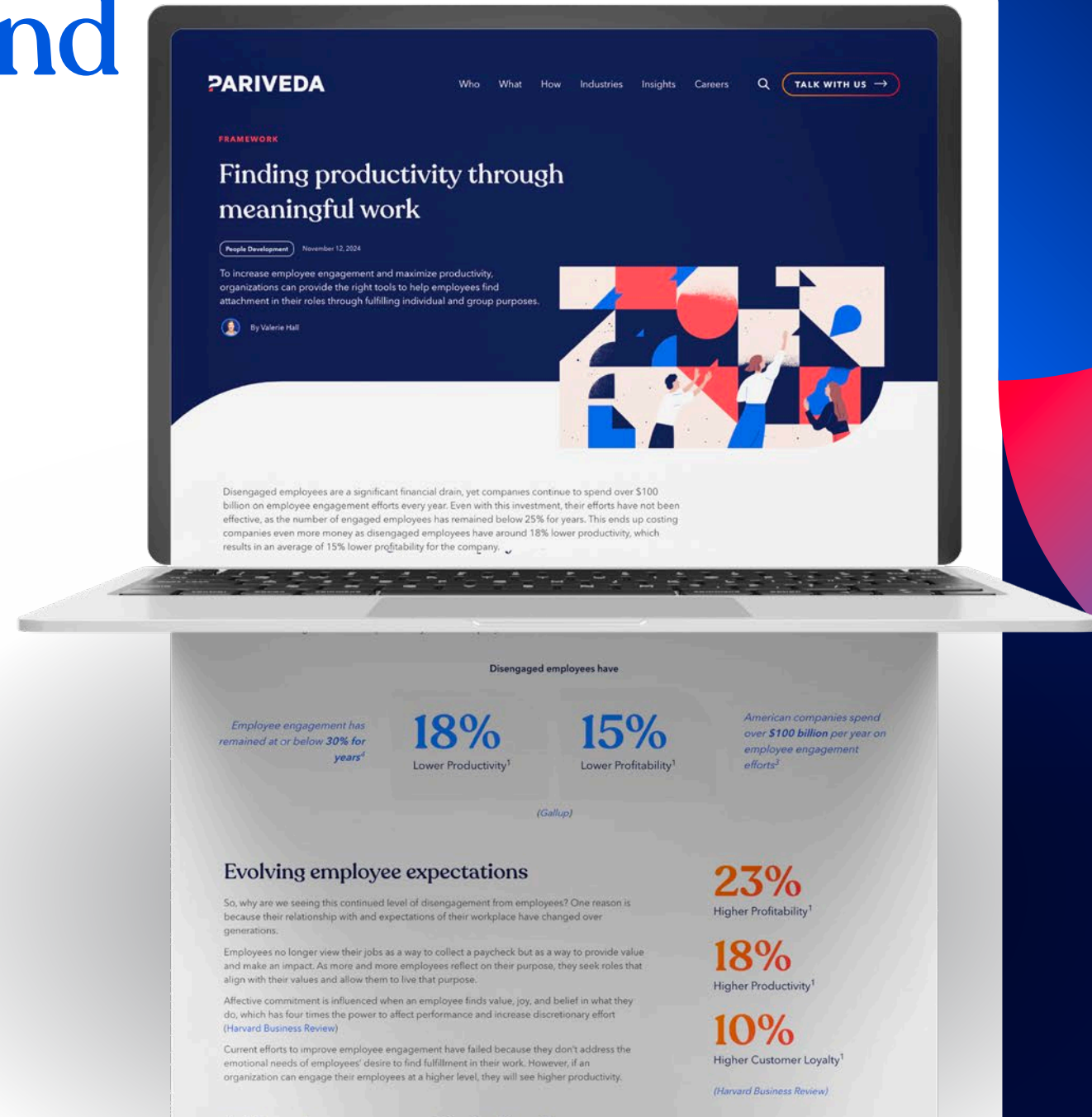


Thought leadership with our clients' needs in mind

By staying ahead of industry trends, we're not just sharing ideas—we're helping our clients turn them into real-world impact.

In 2024, we focused on delivering insights that matter—helping our clients navigate complexity, seize opportunities, and stay ahead in a rapidly changing world. From the rise of generative AI to mastering data governance and building resilient organizations, our thought leadership provided actionable strategies and fresh perspectives to address the challenges our clients face.

Whether refining a technology strategy or preparing for the future of work, our expert-driven articles are designed to inform decisions and inspire growth.



ELEVATING SOCIAL IMPACT

Amplifying nonprofit impact with purposeful solutions

Nonprofits face a unique challenge: high demand for services with limited resources. As technology opens new doors for engaging constituents, nonprofits are turning to partners like Pariveda to help them make a bigger impact.

At Pariveda, we're driven by a commitment to develop people toward their highest potential. This extends to our nonprofit partners, where we help solve complex challenges while supporting the mission-driven work that makes a difference. Through Pariveda's enterprise strategy, which focuses on purposeful profit, nonprofits are the perfect space to build lasting, sustainable change.

Building on our long-standing partnership with National Resident Matching Program (NRMP), we're expanding our focus in the nonprofit sector, aligning with organizations that share our values. In partnership with AWS, we're excited to expand our impact across North America and become the go-to technology solutions partner for nonprofits.

41

Nonprofit Accounts

\$2.3M

in-kind discounts to nonprofits

132

Nonprofit Projects

SOCIAL JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Pariveda's commitment to social justice, equity, diversity, and inclusion (JEDI) means advancing JEDI internally as change agents and externally as influencers for the development of our employees, clients, and communities.

In 2024, we set out to enable and create trusted relationships to enhance our employees' and community's sense of equity and belonging. It starts with Being Brave- our 2024 mantra. We know that building our capacity for bravery takes time, but the reward is to become adaptable leaders.

“As thought leaders in the consulting industry, we create innovative solutions for our clients and points of view to challenge our thinking.

None of this can happen without the diversity of our employees and the culture we have created in supporting courageous and brave spaces.”



Margaret Scovern, Pariveda Vice President, JEDI

OUR SOCIAL JUSTICE, EQUITY, DIVERSITY, AND INCLUSION JOURNEY

Evolving through intention

With deliberate action, feedback, and adaptation, we set course on a path of discovery that opens us up to deeper insight and greater understanding of where we are and where we are going on our journey.

Who are we at Pariveda, and where are we going? We are people excited by the opportunity to enhance the way individuals interact and connect with each other at work and in our communities.



ERGs & AFFINITY GROUPS

Empowering community

Pariveda's equitable architecture is built on a foundation of deliberate inclusion, strengthened by our Employee Resource Groups (ERGs) and affinity groups. These communities foster belonging, combat bias, advise leadership, and advocate for both social and professional interests. Many employees participate in multiple ERGs, reinforcing the importance of an intersectional approach as we continue our journey in justice, equity, diversity, and inclusion (JEDI).

ERGs

BLACK FINS

We develop and mentor Black business and technology leaders, aiming to create an internal network, sense of connectedness, and support for Black professionals to develop toward their highest potential.

ESPRIT DE FEMME

Esprit de Femme is a welcoming and empowering community for female-identifying team members. Supporting women in the workplace is essential to create brave spaces where everyone is included and supported.

FINS OF THE TRIBE

Our Jewish community creates a sense of connectedness, inclusivity, and community for Jewish team members. We work to combat discrimination and strive to create a more inclusive environment at Pariveda and in our communities.

FINS WITH DISABILITIES

We support team members with disabilities and their allies in fostering a supportive and inclusive work environment as Pariveda engages its effectiveness in supporting, enabling, and advocating for people with disabilities.

PRIDE

We empower our LGBTQIA+ team members to bring their whole selves to work. PRIDE creates a workplace where everyone, regardless of sexual orientation or gender identity, feels valued, respected, and supported.

AFFINITY GROUPS

Pariveda's affinity groups offer an opportunity for a more informal community connection than our five designated ERGs, but they also strengthen our culture of inclusion by creating spaces where employees with shared experiences or interests can connect, support one another, and drive meaningful conversations.

AAPI (Asian American and Pacific Islander)

LATINX/LATINE

MUSLIM FINS

PARIVEDA ERG | BLACK FINS

The Black Fins ERG creates valuable professional and social opportunities for its members through mentorship, industry networking, and regional events. Members contribute to our culture of continuous learning and innovation through advocacy and programming, like hosting dynamic speakers to provide diverse perspectives.

“If you're looking for an inclusive place to learn and grow, the Black Fins ERG is that place.

I've seen the group grow and adapt to the needs of everyone who has joined. Whether you have a personal question or just want to know a great spot to eat, Black Fins ERG welcomes all.

I'm proud to have been a member these past years.”



Toochukwu Ibe, Pariveda Manager

PARIVEDA ERG | FINS OF THE TRIBE

Jewish employees are a key partner in fostering a more inclusive environment at Pariveda and within our broader communities. As trusted advisors on antisemitism, they help to create a work culture that actively combats discrimination and builds an environment where Jewish employees feel supported and valued.

“There was a part of the Steig Larsson's Millennium trilogy that always stuck with me. It is when Inspector Bublanski, who is Jewish, goes to the church to be with g-d. He comments that he's found it easier to be 1:1 with g-d in a church. In church, there is solitude in praying, whereas in synagogue the prayer is rarely alone.

It's the latter community that I find from Fins of the Tribe, and I hope our ERGs bring to each of their members. A community to share joys, anxiety (of which I have a lot) and get through challenges together.”



Tina Braswell, Pariveda Manager

PARIVEDA ERG | ESPRIT DE FEMME

Pariveda's first ERG offers community and connection for our female Fins. Over the years, it has been an important influence on our policies and benefits, and has evolved to offer wide-ranging resources from insightful programming and informal mentorship to support navigating challenging life situations and access to an engaged alumni network.

“I feel especially privileged to work with such amazing women across the firm. I am impressed daily by the strength, courage, motivation, intelligence, and service to others demonstrated by our Female employees. They serve their clients, both internal and external, with their whole hearts and souls. They have each others' backs and support each other through expected and unforeseen challenges and trials. I am honored to work with this group of women and learn something from them every day.

I can't imagine my work at Pariveda without them. They keep me grounded and challenged at the same time; I want to be a better leader for them.”



Jen Nelsen, Pariveda Vice President



PARIVEDA ERG | FINS WITH DISABILITIES

Fins with Disabilities is leading the conversation across Pariveda about the intersection of disability rights and employment. Their commitment to supporting and advocating for individuals with disabilities has sparked important discussions and actions on workplace acceptance, accessibility, and inclusion for both physical and cognitive disabilities.

“I wanted to join the Fins with Disabilities community because I believe in the power of community and the importance of having a supportive network.

As someone who has navigated the challenges of living with a disability, I understand the value of connecting with others who share similar experiences. Communities like this are essential because they provide a platform for advocacy, education, and mutual support. They help raise awareness about disability issues and promote a more inclusive and accessible workplace. I hope this group can grow into a strong voice within our organization, driving positive change and fostering an environment where everyone feels valued and empowered.”



Haley Hutson, Pariveda Manager

PARIVEDA ERG | PRIDE

The PRIDE ERG exists to support LGBTQ+ employees and their allies in fostering a supportive and inclusive work environment for our LGBTQ+ employees. In addition to hosting firm-wide celebrations during national LGBTQ Pride month, PRIDE advises Pariveda leadership on ways to ensure equitable policies and benefits for LGBTQIA+ employees.

“PRIDE creates a safe way to connect with other queer individuals at Pariveda and share experiences and support, while respecting those who aren’t fully out to the rest of the firm. I was initially hesitant to join because I wasn’t comfortable with the idea of being out at work yet, but the group immediately welcomed me and helped me feel safe and seen.

Since then, we’ve celebrated successes, supported each other through challenges, learned, vented, laughed, and grown closer. My experience at Pariveda is better for the community and belonging I’ve found through PRIDE.”



Kiri Chung, Pariveda Manager



SUSTAINABILITY IMPACT

We're taking the next steps to measure our impact in meaningful, measurable terms. This will not only help us set clear goals but also ensure that we're consistently delivering value for our clients, employees, and communities.

For our clients, this means working with a third-party company dedicated to building a future where both business and sustainability thrive together—creating lasting value and a positive impact for all.

“From day one, Pariveda was built with the vision of being a force for good. Achieving B Corp Certification is a natural progression of our foundational values and a testament to our commitment to the enduring success of our people, clients, and communities.”



Bruce Ballengee, Pariveda Founder

Taking action on sustainability

In a year fraught with headlines about the impact that natural disasters are having on our communities, it's clear that a focus on sustainability is more important than ever. It's embedded in our values that Pariveda aims to be a sustainable company by focusing on the growth of our employees and guiding them toward their highest potential. In 2025, for the first time, we will begin to take that focus on sustainability externally, and start to measure, report, and make commitments to take proactive steps to mitigate the effects of climate change.

Not only do these commitments help us meet challenges of our communities where we live and work, our clients also ask us for details around our carbon emissions and related certifications. We expect this trend to continue.

SCOPE 1 EMISSIONS are direct emissions from sources owned or controlled by us. This type of emission will be small because we don't own buildings, vehicles, or machinery.

SCOPE 2 EMISSIONS are indirect emissions from the electricity, steam, heating, and cooling from offices we own. Since we lease our offices, our emissions will fall to scope 3.

SCOPE 3 EMISSIONS are a consequence of the upstream and downstream activities necessary for Pariveda to operate. This includes our supply chain and our transportation emissions in business travel and team member commuting. This will be our primary target.

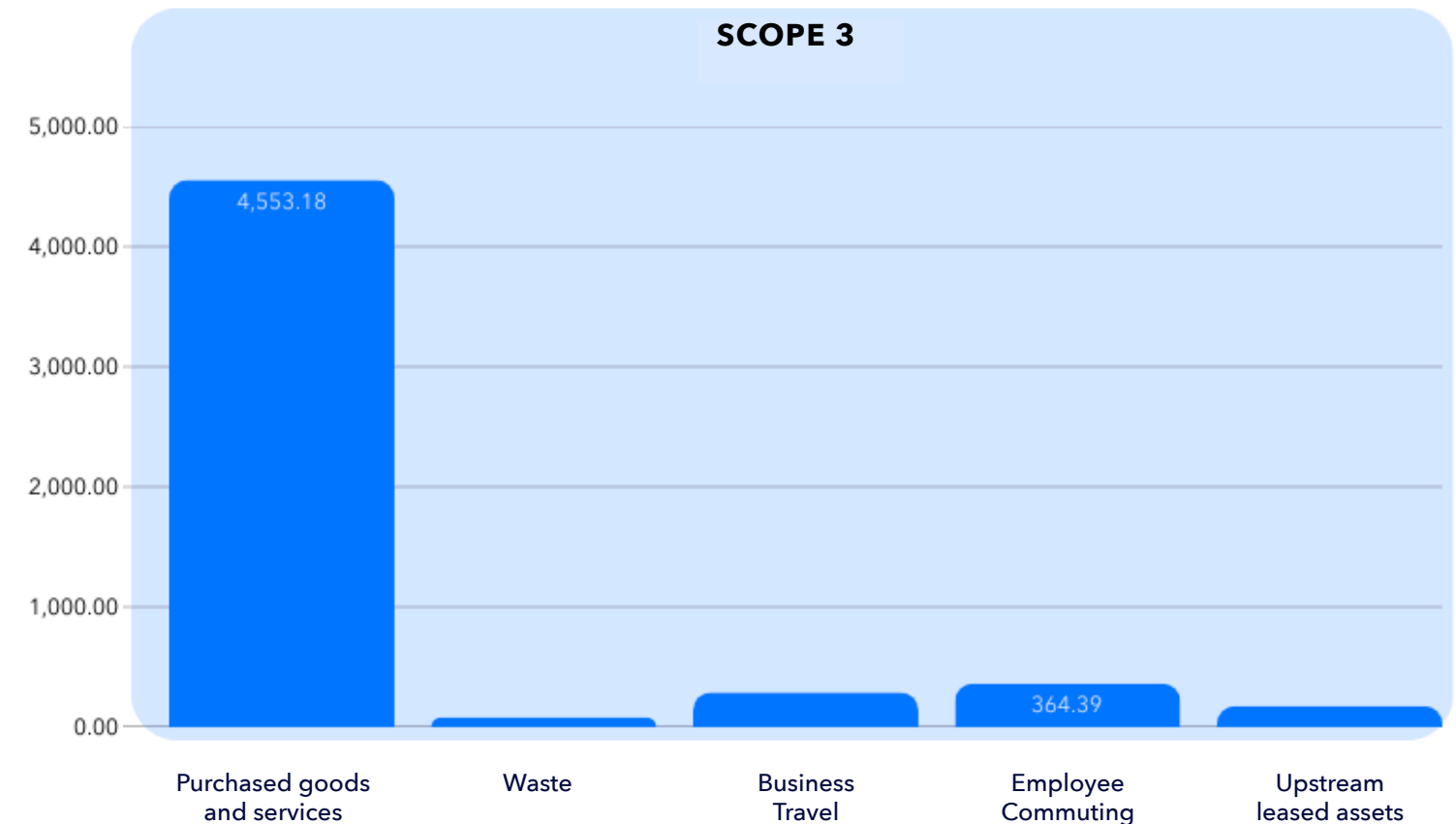
CARBON FOOTPRINT ANALYSIS

Pariveda's commitment to sustainability and carbon reduction

Pariveda's sustainability efforts will be a long journey, but it starts at measuring our baseline. As part of our initiatives as a newly certified B Corp, we have begun to measure our emissions in metric tons of carbon dioxide equivalent (tCO₂e) and verify them with a tool by a third party, Ecovadis.

By measuring and verifying our emissions, we have been able to identify our emissions sources and act on opportunities that bring us closer to a net-zero world.

CARBON EMISSIONS (tCO₂e)



ESG RECOGNITION

Purpose in practice

Our commitment to sustainability is about meeting the evolving needs of our clients, employees, and communities. Increasingly, organizations are seeking partners who can demonstrate their environmental, social, and governance (ESG) credentials through recognized certifications.

We remain focused on aligning with purposeful standards that validate our sustainability practices and reinforce our role as a trusted, responsible partner.

Certified



Corporation

ecovadis



DISCLOSURE INSIGHT ACTION

SUPPLY CHAIN DIVERSIFICATION

Driving local change through community engagement and supplier diversity

The unique identities of each of our markets are a core part of what makes Pariveda special. As such, we recognize that there's a major opportunity for our offices to engage with their communities and form deeper relationships with local vendors.

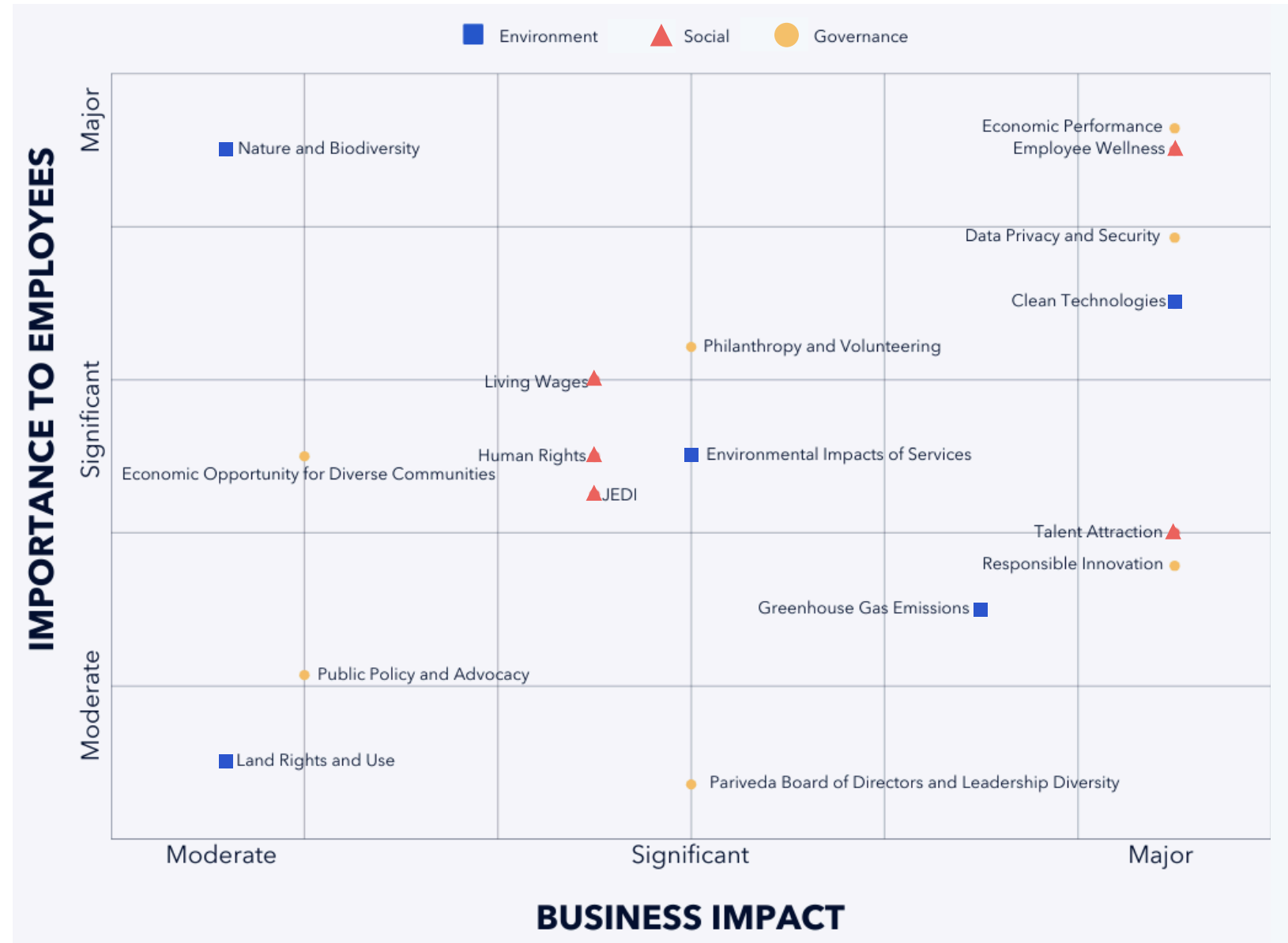
As one of our first initiatives as a B Corp, we are developing a program to allow local markets more autonomy to engage with suppliers by identifying the areas of most impact and looking for BIPOC (Black, Indigenous, and People of Color) businesses that can fulfill our needs.



Shaping Pariveda's future

As a newly certified B Corp—and a firm long committed to employee engagement and transparency—we conducted a materiality assessment to better understand what matters most to our employees.

In December 2024, we surveyed employees to rank key topics based on their importance in the workplace. A separate committee also evaluated these topics from a business perspective. This graph reflects the results, with rankings calculated relative to their category. For example, within the Social category, Living Wages ranked higher than Talent Attraction, but this does not imply a direct comparison to topics in other categories, such as Public Policy. These insights will help guide Pariveda's priorities more effectively.



FUTURE IMPACT

Pariveda's vision for a more sustainable and inclusive future

During our first year as a B Corp, a core team led initiatives to establish a strong foundation for our ESG goals—this Impact Report being one of them. A hallmark of Pariveda is our commitment to empowering and growing our employees.

Looking ahead, with new insights from our emissions data and materiality assessment, we aim to create a program that enables employees to contribute their own sustainability ideas and help tackle the ambitious goals we set for ourselves.



PARIVEDA

Pariveda knows that purpose and profit go hand in hand. Resilient, impactful businesses don't just drive financial success—they strengthen communities, protect our planet, and create opportunities for others to thrive. We believe this is the kind of future worth investing in.



Tiffany Lentz, Vice President, Social Impact, B Corp