

THE BUILDERS FUND
2022 Impact Report

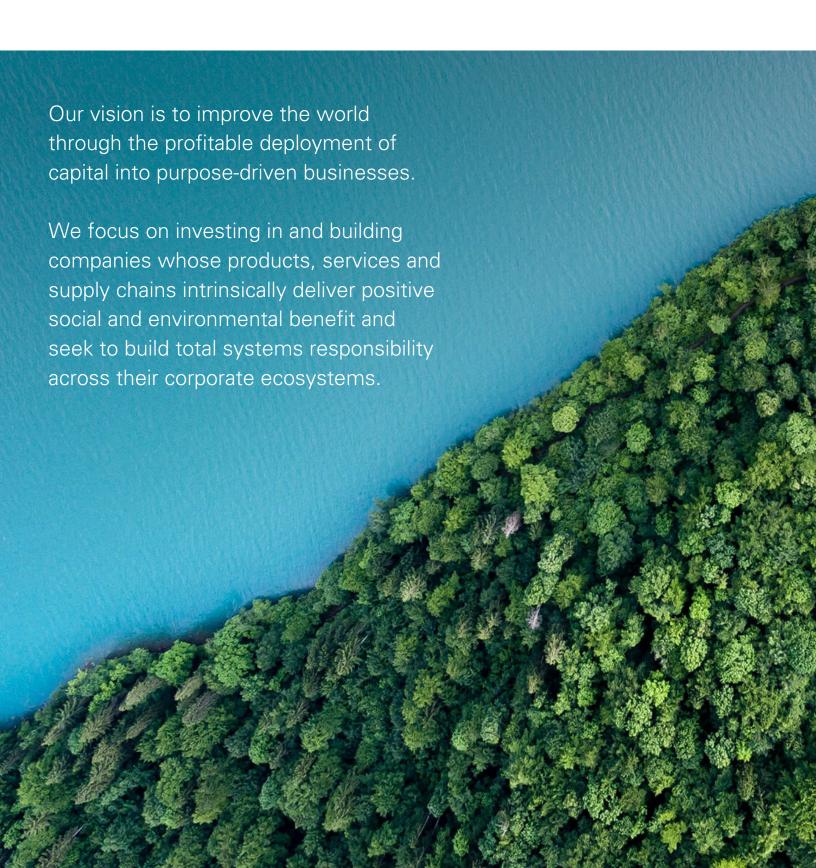




Table of Contents

- 4 Executive Summary
- 18 Who we Are
- 20 How we Invest
- 21 Our Home in the Investment Landscape
- 22 How we Build
- 25 Our Approach
- 26 Our Investment Strategy
- 27 Why Measure Impact?
- How do we do it?
- 28 B-lieving in B Corporations
- 30 Alignment with the United Nations SDGs
- 32 Impact Management Project
- 34 Fund II Impact Management & Measurement
- 35 Building an Internal Process
- 35 Limitations
- 36 Our Impact
- 37 Across the Portfolio
- 38 ESG in Practice
- 47 Appendix
- 48 PosiGen
- 50 Traditional Medicinals
- 52 MPOWERD
- 54 Urban Remedy
- 56 Mixt

Executive Summary



Letter from the Partners

Reflecting on the past year is likely to give one a case of whiplash. To say that we are living in tumultuous times would surely be an understatement. This year we witnessed atmospheric CO2 pass 420 ppm while historic heatwaves gripped the West, another Category 4 hurricane caused incredible damage across the Southeast, and freezing storms wreaked havoc in Texas. We saw Juneteenth declared a national holiday to celebrate the end of slavery in the United States, even as we witnessed resurgence of efforts to curtail voting rights and a rise in hate crimes. We watched the US rejoin the Paris Climate Accord yet fail to pass much needed clean energy legislation. We saw the historically fast development of COVID vaccines distributed to over 200 million Americans, yet recently passed the grim milestone of over a million US deaths from the pandemic. It's all almost too much to process. Yet it all also reflects a growing tension driven by a system of human social frameworks and economics clearly out of balance. That tension and growing "torque" will not find a release until humanity can bring those systems back into alignment with the physical realities of a finite, interconnected planet, and to do so will create enormous disruption over the coming decades. We find hope in what can emerge from that disruption.

Within that challenging context Builders Fund portfolio companies continue their strong economic performance and, just as importantly, continue to drive meaningful positive impact for the communities and customers they touch. These companies create environmental and social benefit by scaling business models which are positioned to win because they set out to fix the big, intractable problems that are driving all that challenging context. We are proud of the work of our partner companies and of our team this past year and are grateful to share it with you here.

We are also struck by the pandemic's reminder that we are all so closely connected and interdependent, and making space for that in our daily reflections and work may be the ultimate keystone to turning our human ship on climate change to avoid the worst of its cascading effects. We are particularly inspired by the work our first Fund II investment is doing to democratize access to clean energy, reduce energy use, and build clean, distributed energy networks; while also creating jobs and saving real money for low-to-moderate income Americans.

We remain committed to our focus on the intersection of purpose-driven companies and the disruption, and opportunity, created by the need to solve large social and environmental challenges. It seems clear that the significant challenges we are addressing with our investments have been amplified by the events of the past few years, and we believe impact-driven business models and systemically responsible businesses will increasingly benefit from those market forces.

Seeking some inspiration for this letter we were reminded of an oft cited Miles Davis quote: "If you hit a wrong note, it's the next note that you play that determines if it's good or bad." It's hard in these "interesting" times not to focus on all that seems to be going wrong - to bemoan the systemic, intractable problems we face as a country, a species, and planet. Miles reminds us that what counts most is what we do next... and we find inspiration in helping humanity hit the right "note" in the history we are all writing together. Thanks for reading. Onward.



When The Builders Fund launched, our vision was to make meaningful investments into responsibly-run businesses which improved the world; and via our success and strong returns, help to shift the landscape of the investment industry toward one which is more sustainable, systems-aware, and responsible to the full spectrum of related stakeholders. Seven years into our journey, and as we announce the successful close of Fund II, that vision continues to guide us.

This report will provide an overview of the work we do and insight into the environmental and social impact of our portfolio companies. While an impact report provides an opportunity to reflect upon the incredible work we were a part of in 2021, we must also reflect on the state of the world we work to protect and the systems we work to improve.

We are as committed as ever to our focus on the intersection of purpose-driven companies and the disruption, and opportunity, created by the need to solve large social and environmental challenges. If anything, the significant challenges we are addressing with our investments have been amplified by the events of the past years, and we believe consumers will increasingly be drawn to businesses that consider their impacts on all stakeholders.

We remain convinced by our original theses - that purpose can be harnessed to competitive advantage through the alignment of values with employees and customers through an authentic culture and an activist brand; that "systems responsibility" will increasingly be a source of competitive advantage for companies in the context of rising awareness of climate change, finite global resources, the evolving global pandemic and movements for racial justice; and that being operationally-oriented and concentrated in our approach leads to investment outperformance. We see evidence of that in the very interconnectedness of the challenges we face; and in the available research, the marketplace, the deal pipeline, and our portfolio.



Year in Review

Impact Across Our Portfolio:



137

Net Jobs Created



7.4M

Lbs Organic/Fair Trade Material Purchased



LMI Jobs Created



132K

Tons Co2 Inset, Avoided, or Reduced



93K

Number of Lives Positively Impacted



95M

Kwh Renewable Energy Generated



6.6M

Organic & Healthy Meals Served



1.3K

Tons of Material Diversion from Landfill

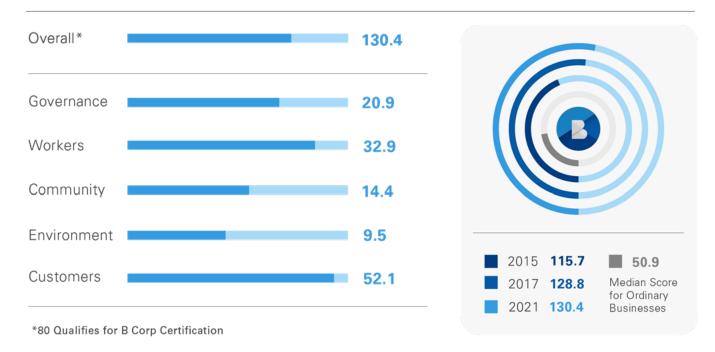
Tons CO2 inset or averted: More than 130,000 tons of CO2 have been averted or inset through the operations of our portfolio companies. PosiGen and MPOWERD help reduce the pollutants being released from technology and fuel and are paving the wave for wider use of solar. Traditional Medicinals purchases carbon offsets for gas emissions, making their energy footprint 100% renewable. These offsets come from California and Western Canada, supporting sustainable forest management projects. In Zimbabwe and Indonesia, near some of their top herb producers, they purchase offsets supporting conservation of forest and peatlands with socio-economic components to increase overall project sustainability.

We are proud to be a certified B Corp since 2015. Each year, B Lab releases lists honoring the top-performing Certified B Corporations overall as well as within each Impact Area. In 2021, Builders Fund was honored to be recognized as Best For The World: Customers.



2021 Builders Fund Overall B Impact Score

Our fund is deeply engaged with B Corp certification and tracking processes as a means to amplify Environmental, Social, and Corporate Governance (ESG) impact.



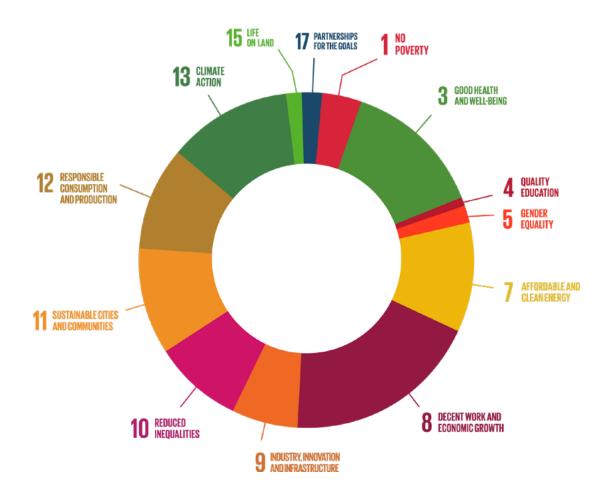
2021 Portfolio Overall B Impact Scores

Portfolio Company	Year of Investment	Certified Since	Overall B Impact Score	Governance	Workers	Community	Environment	Custom
Traditional Medicinals	2017	2010	125.7	17.9	21.6	41.1	36.3	8.7
MPOWERD Inc.	2017	2014	104	16.9	23.8	21.3	25.1	16.4
Urban Remedy	2016	2018	84.4	7.0	15.7	34	27.7	0
MIXT Greens	2018	2018	91.4	16.6	26.2	20.5	25.3	2.7
PosiGen	2020	Pending	90.6	-	-	-	-	-

Alignment with SDGs + Impact Management Project

The United Nations Sustainable Development Goals (SDGs) offer a roadmap to a sustainable future for people and the planet and serve as guiding principles for The Builders Fund as we seek to make an impact through our investments and to develop indicators to monitor and evaluate our portfolio companies. Through our four investment focus areas, our portfolio is currently supporting the achievement of 13 SDGs.

The Builders Fund worked with its Limited Partners and the Impact Management Project to support the prototype development of the Impact Classification System (ICS) developed by IMP+ACT Alliance from 2020-2021. Through this process, we were able to map our Fund I portfolio according to the ICS.



¹ https://www.globalgoals.org/

Fund II Impact Management & Measurement Strategy

To deepen our IMM strategy as we ramp up our Fund II, Builders conducted a holistic impact strategy analysis and identified several IMM priorities at the pipeline, portfolio company, and fund levels. We joined the Impact Frontiers cohort in 2021, hosted by Impact Capital Managers, which aims to promote integration of impact and financial risk and return. We also launched a partnership with Proof of Impact that supports all aspects of our IMM, from defining meaningful performance metrics and streamlining data management processes to improving our impact storytelling.

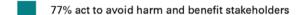


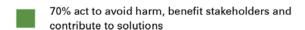
¹ Proof of Impact

IMP-ACT Alliance Classification





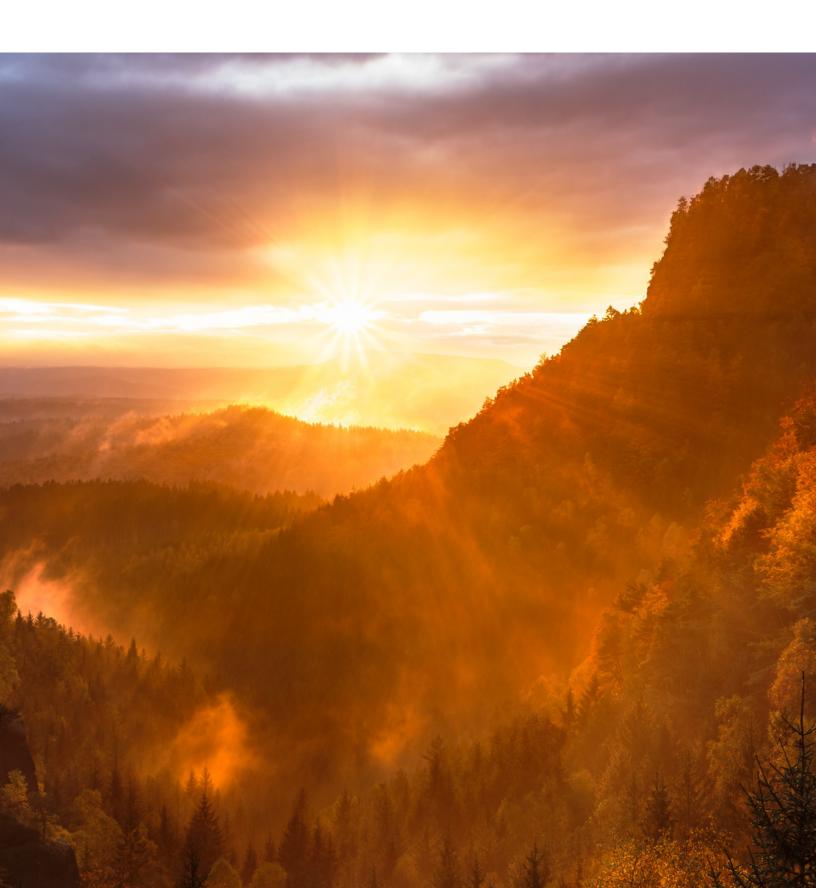




Investment Portfolio Impact by SDGs

Benefit Stakeholders	Contribute to Solutions
1 Povery	
	3 GOODWELTING AND WELL BEING
	4 CHALITY
	5 COMUNT
	7 ATDIOMALE AND CLANCING TO CL
	8 DECENT WORK AND EXAMPLE EXAMPLE AND EXAMPLE EXAM
	9 NOISTRY MONITOR
	10 MEDICED MEDICALITIES
11 SUSTAMANECTIES A HELD	
	12 RESPANSIBLE CONSUMPTION ACCOUNTS
	13 CINATE ACTION
15 ter On Land	
17 PARTNERSHIPS FOR THE COALS	

Stories from the Field



PosiGen

Solar Energy and Energy Efficiency

When Hurricane Ida hit southern Louisiana in 2021, residents across the state lost power, homes were damaged, and people were displaced. Headquartered in New Orleans, PosiGen partnered with the Footprint Project to deploy 12 solar power stations in areas that were damaged by the hurricane. The sites were established in churches, community centers and fire stations that had lost power, enabling them to install refrigerators, fans, charging stations, cooling stations, and light for community members. In total, the 12 stations were made of 30 solar panels that each provided 11,400 watts of power, plus a battery pack with additional electricity.

"We are a part of the community," said Tom Neyhart, PosiGen CEO. "As soon as we ensured our employees were safe, we turned our attention to helping people in these hardest-hit areas. We've met some really incredible people who are dealing with extremely dire situations that in some cases, could have been helped or at least the damage could have been lessened. It's frustrating to know the work we're doing now to power neighborhoods through microgrids, and power storage could have been done pre-storm if our state had a more holistic approach to energy. PosiGen is now working to install 300 solar power batteries at homes in low-income neighborhoods so these families aren't left in the dark again. Everyone deserves the right to clean, renewable energy."









URBAN REMEDY

Urban Remedy has explored a variety of methods to reduce production waste or creatively reuse it. They have partnered with IFS, using their Enterprise Resource Planning tool since 2019 to support tracking resources, purchases, production, and inventory levels. Since the company uses fresh and organic ingredients, there is a high risk of waste, and the implementation of this tool has resulted in a 3-4% reduction in waste on finished goods that were being sold, a 25% reduction in waste from prepared meals, and a 25% reduction in waste in manufacturing.

To find ways to creatively reuse the pulp that is a byproduct of Urban Remedy's production, they have looked to their community partnerships for opportunities. In 2021, the company partnered with Channa Ranch in Capay Valley, CA, for a weekly pickup of about 800 pounds of pulp to support their organic farming methods. They also worked with Richmond-based food justice organization Urban Tilth to supply several thousand pounds of pulp for their composting bin during the launch of their community garden in North Richmond, CA in the Spring of 2021.

In addition to their hyper local partnerships near their headquarters, the company also provides in kind food donations and employee volunteer hours to organizations in San Francisco, Los Angeles, and Nashville. In 2021, employees volunteered and provided food and beverage donations to Feed the Streets, Friends of Trees, and MeWater Foundation, an organization that connects at-risk youth with the ocean.



Traditional Medicinals supports farmer cooperatives in a region of Madagascar where most of the population live below the poverty line and nearly 100% of income comes from agriculture. The company invested in both equipment and trainings to support additional sources of income from turmeric, ginger and cinnamon. The trainings focus on sustainable practices as well as market access and peer-to-peer learning. The 650 house-holds involved represent an estimated 3,000 people.

In Egypt, the company continues to partner with the communities where they source Fair Trade chamomile. Looking to support economic growth for women and family health, workshops focus on basic literacy instructions and entrepreneurship and culminate in access to small loans through the implementation of a village savings and loan association.

In India, where the company sources Senna, they are working with female farmers to implement Good Agricultural and Collection Practices. Many of these practices require extra time and effort up front, but pay off in the long term. In partnership with women's empowerment organization WomenServe, an agronomist is working directly with the farmers to teach these practices and track the results, all of which are geared toward the long-term sustainability of the senna plant and reliable income.

In Georgia and Zimbabwe, Traditional Medicinals supported COVID relief efforts, providing funding toward the purchase and distribution of essential food and hygiene products to farmers, collectors, and their families.



MP WERD M

MPOWERD partnered with the Village Bicycle Project to include 150 Luci lights with a shipment of bicycles sent to the Lunsar community in Sierra Leone. The community had been without regular access to electricity for an entire year, impacting businesses, schools, students' ability to study at home, and critically, medical clinics.

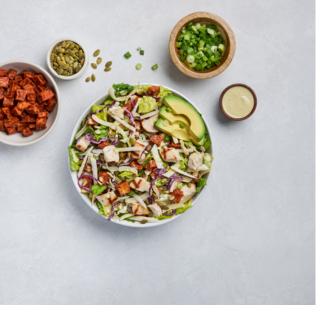
Nurses delivered babies and attended to emergencies at night using only the light from their phones. Students studying for national secondary school and university entrance exams were forced to cease studies after sunset or use phones for light. Local businesses were not able to safely light their stores, resulting in curtailed hours and lost sales.

In collaboration with partner organizations and community leaders on the ground like Village Bicycle Project's Country Director Karim Kamara, MPOWERD was able to alleviate some of the challenges presented by lack of access to electricity.

Karim distributed lights to most of Lunsar's public places including schools, local coffee shops, individual students, and the LunsarHealth Center where 90% of the local community seeks medical attention.

According to Karim, the lights "came as a huge surprise" to the nurses and elicited "incredible excitement."









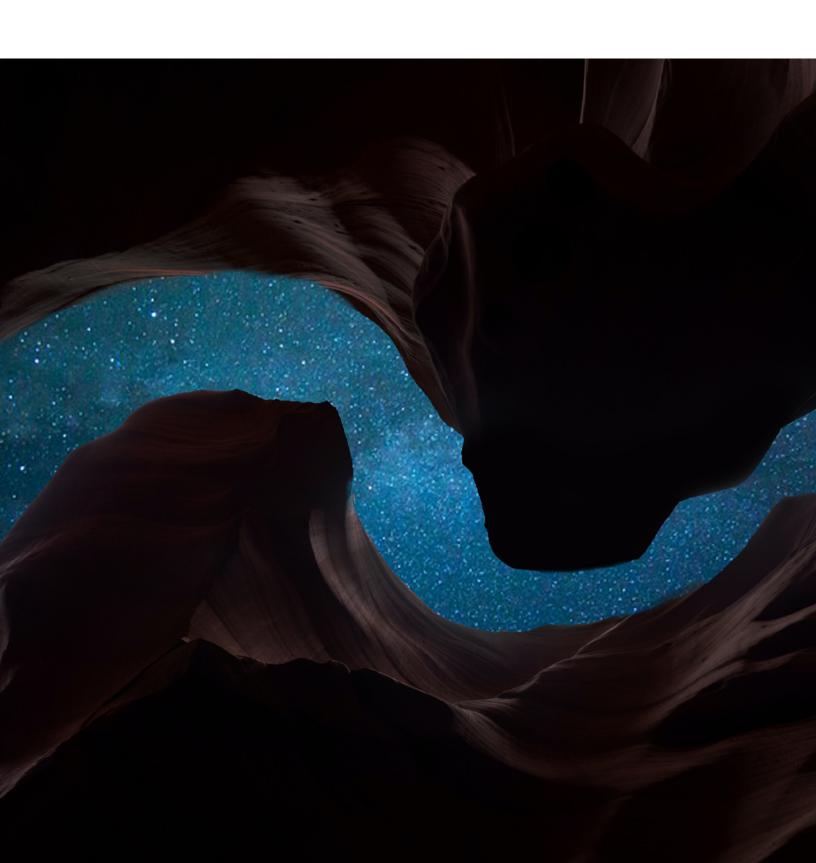
MIXT has consistently prioritized the needs and well-being of employees as the COVID-19 pandemic continues to impact many businesses. While the company had to temporarily close several of their locations during the pandemic, they were able to reopen and offer employment to all employees that had been let go because of the store closures.

The team has since grown to reflect pre-pandemic numbers and the company still offers the comprehensive range of benefits that continue to set the company apart within the US restaurant space, especially in the pandemic environment: free daily meals, full healthcare coverage with zero employee contribution, vision and dental insurance, and average daily wages over 35% higher than California's minimums.

In addition, MIXT continues to prioritize the growth and development of their employees, with 2/3 of managers promoted from within the company. On site managers identify, train, and provide ongoing support to first-time managers, expanding their skill sets and long-term employment opportunities. MIXT also promotes store team members to the corporate team. For example, Yassine, who started at MIXT as a salad chef in 2018, is now an IT Manager on the corporate team. And Brian, who began as a General Manager, is now an Area Manager overseeing eight locations. According to Yassine, "MIXT is an exciting company that I love working at, it gave me the opportunity to grow in my career and I'm excited to contribute to the company's growth and scalability."

In an ongoing effort to reduce post-consumer waste, MIXT expanded their partnership with Dispatch Goods, a reusable packaging company in 2021. Dispatch Goods works with restaurants to offer food to customers in completely reusable packaging, again and again. By collecting, sorting, sanitizing, and redistributing containers and bags, Dispatch eliminates the need for single-use food packaging altogether.

Who We Are



Our vision is to improve the world through the profitable deployment of capital into purpose-driven businesses.

The Builders Fund is a growth equity and small cap buyout private equity fund seeking to catalyze a shift in capitalism toward social and environmental systems responsibility. The fund launched in 2015 and has subsequently raised ~\$130 million of capital from a group of founders, operators, foundations, endowments, families, and fund of funds with a vision of leveraging our collective expertise to generate financial returns exclusively through investments into purpose-driven businesses that improve the world. We focus on investing in and building companies whose products, services and supply chains intrinsically deliver positive social and environmental benefit and seek to build systems responsibility across their corporate ecosystems. These companies win in the marketplace by leveraging their strong values to attract and retain talent, increase employee and consumer engagement, earn media, drive customer loyalty, and lower the cost of customer acquisition.

We believe that capitalism must be part of the solution if we are to fix the significant and intractable social and environmental challenges we face today. For that to occur, we must get back to investing in and building scalable and purpose-driven businesses which improve the world instead of simply extracting wealth over the short-term for shareholders. We believe that longterm shareholder value is optimized when companies take a holistic, systems-based approach, seeking to create shared value across their corporate "ecosystems" with all stakeholders. The Builders Fund was formed to celebrate and support the entrepreneurs, leaders, and builders that are crafting a better future.

How we Invest

We invest in entrepreneurial companies led by values-driven management teams that work to improve the world by building activist brands and authentic cultures around purpose greater than the profit motive alone. The fund typically makes \$5-\$25m structured equity investments into established, high-growth North American businesses which are consumption-driven and have revenues between \$15-100m and positive cash flow. Our investments fall into two themes that are based on the combination of our expertise, the macro environment, and the opportunity for disruptive, purpose-driven businesses to win at the growth stages of their life cycle. Specifically, these are also arenas where big social and environmental problems are creating disruption to the status quo.



Climate Solutions

- Renewable, distributed energy
- Decarbonized transportation
- Sustainable building materials
- Circular consumer products

Regenerative Food Systems

- Regenerative agriculture
- Sustainable aquaculture
- Organic food and beverage
- Local, sustainable restaurants
- Compost, food waste solutions



Equity & Social Justice

- Access and affordability
- Education
- Workforce Development
- Ethical supply chains, fair trade

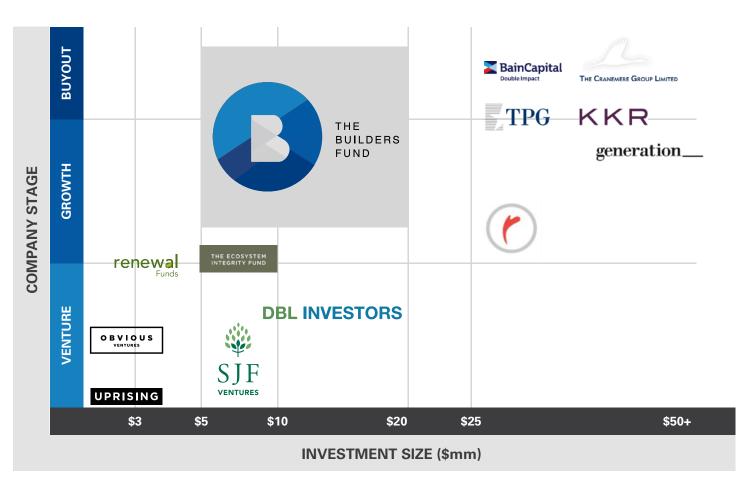
Health & Wellness

- Solutions to chronic disease and mental health crises
- Preventative health and human services
- Nutrition, food as medicine

Our Home in the Investment Landscape

The Builders Fund launched to fill an underrepresented niche in the investment landscape. While early impact capital flowed to emerging markets, real assets and venture capital, few if any small cap buyout and growth stage companies with a private equity portfolio approach exist in North America. With the belief that all industries must be reinvented to create a sustainable form of capitalism on a finite planet, we continue to see meaningful opportunities for real impact in that domain.

We are structured to customize investments to best fit the circumstances and needs of values-driven companies seeking capital which are generally outside the arena of typical venture capital or mainstream private equity funds. These infusions of financial capital, supported by meaningful intellectual capital from our team and our unique group of "operator-investors," enable our portfolio companies to scale sustainably and create shared value across their corporate ecosystem, all while protecting their mission and purpose.



Note: Lo go/funds shown are for illustrative purposes and are not intending to be an exhaustive review of the market place.

How we Build

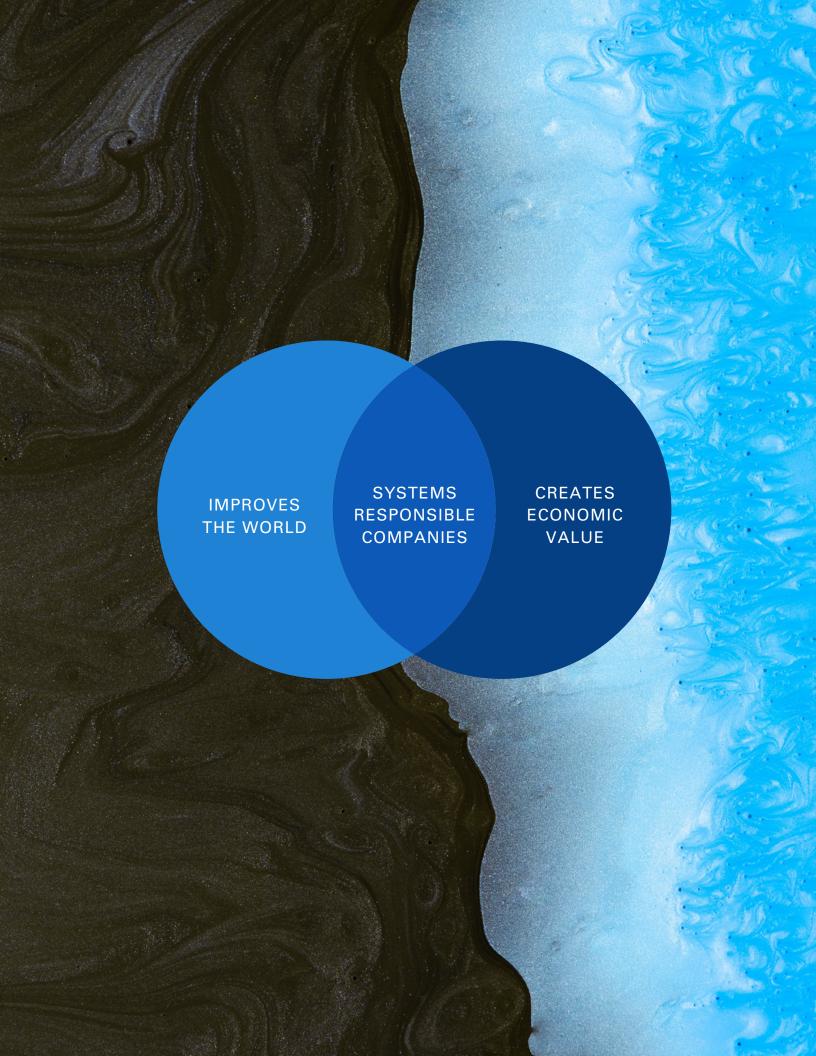
We partner with accomplished, entrepreneurial management teams to build companies with authentic, mission-driven cultures where people want to work and values-driven brands that consumers want to associate with.

The Builders Fund employs a hands-on approach with each company in our portfolio. We partner closely with our management teams, who we ultimately hope can join our group of builders in order to help scale our impact more broadly. We also believe that by investing and helping to build purpose-driven and systems-responsible businesses we can also scale their broader social and environmental impact, and that by building exceptional businesses with a long-term perspective, financial returns ultimately take care of themselves.

Justice, equity, diversity and inclusion are core values that guide our approach, from the selection of new partners to the customized support we provide the leadership at each portfolio company. We know that equitable and inclusive practices are not only better for businesses and people alike, but also demonstrably improve performance. Recent studies show that there are ample financial and strategic

benefits to companies engaging seriously in the fight for racial equity.² During the pandemic, companies with diverse boards experienced higher revenue than their peers.3 Gen Z workers increasingly believe that JEDI initiatives are crucial in the workplace, and the majority are meaningfully engaged in those initiatives at their places of work.4 Other reports indicate that diverse companies are not only able to outperform their peers, but they are also better equipped to innovate and problem solve.5 Armed with this knowledge - and driven by both a recognition of the entrenched systemic prejudice underlying United States history and a belief that we must contribute to a just and equitable future - we have made a commitment to seek out businesses with founders or managers that are women and/or Black, Indigenous, and People of Color (BIPOC) and that are committed to building diverse teams. Following our investments, we seek to improve diversity across our boards, management teams, and employee bases.





When we succeed, we create extraordinary financial, social and environmental value for our companies, their employees, investors, and the communities and customers they touch.

The Builders Fund seeks to catalyze change within capitalism and financial services broadly speaking, and within private equity more specifically, by demonstrating a systems-responsible approach to company building through our investments in high-growth purpose-driven companies. We take a holistic view of our impact, acknowledging that there is not a universally agreed upon definition of impact and that the objective of this report is to reflect on the work and progress that has been accomplished at a micro and macro level. Our goal is to transparently examine and share the work we have been doing using the tools that are available to us with the belief than intent matters greatly, and that we are on a journey from what has been (unsustainable, extractive, short-term) to what we must become (regenerative, responsible, shared value-generating, long-term).



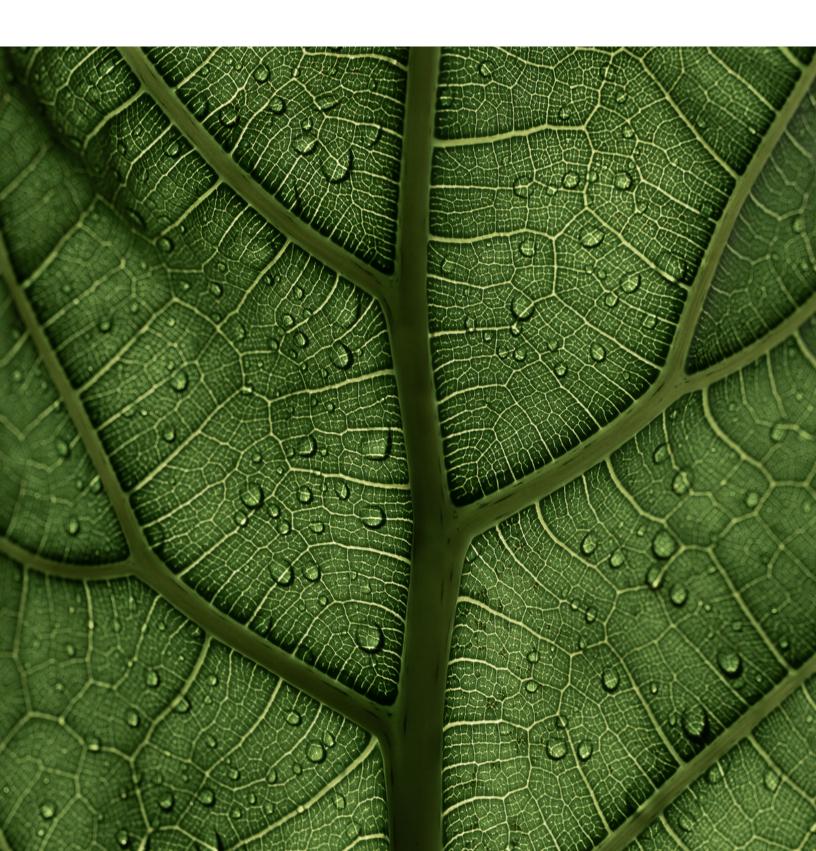
² https://www.fsg.org/resource/competitive-advantage-racial-equity/

³ https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters

⁴ https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable

 $^{^{5}\,}https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/$

Our Approach



Investment Strategy

We seek aligned management teams, activist cultures and scalable, profitable business models.

Theme based Investments

We make investments around well-researched market themes where platform companies can be built and we can add value.

Systems Responsible Companies

Key criteria for selecting targets are evaluated systematically including a driven management team committed to building a transformational business, aspirational culture, and aninherently profitable model with the potential to scale as a platform in a key thematic area.

Partnership Philosophy

We believe that great investments are built on great partnerships and value is created by investing in, and working hand-in-hand with, great management teams.

Fundamental Value Creation

We believe that success in private equity is driven by creating value at companies versus capital markets transactions. In each investment, we allocate capital to execute approximately 3-4 key alpha generating strategies and take a hands-on approach.

Respect for the Business

We maintain a strong preference for returns driven through earnings improvement versus financial leverage and a focus on long term value creation.

Why Measure Impact?

- To take stock of where we are and what we have accomplished.
- To learn and improve upon our practices over time.
- To engage our portfolio companies in similar improvement.
- To motivate ourselves and others in the field to continue pushing this agenda forward.

How do we do it?

The impact measurement in this report is based on inputs from third party verifications such as B Lab, an internal process that gathers and tracks quarterly updates from our portfolio companies through the Proof of Impact dashboard, the IMP+ACT Classification System, and the widely supported framework of the United Nations SDGs. B Lab helps set baselines to measure against for additionality and allows us to track progress towards goals and aggregate our impact across all of our investments. The IMP+ACT Classification System integrates an analysis of alignment to the SDGs and allows us to classify assets in terms of their contribution to solutions.

Our close collaboration and partnership with our portfolio companies provides us with rich quantitative and qualitative information. We believe that human experiences are as compelling as numbers when telling a story. In preparing this report, we used inputs from these qualitative and quantitative sources to illustrate the impact we see from each of our portfolio companies and from the fund itself.









O Proof of Impact

B-lieving in B Corporations

The future of capitalism includes an integrated, systemicallyaware approach to investing and company building. We envision a sustainable financial system which values financial, human, and natural capital in balance. To support this vision, The Builders Fund became a Certified B Corporation in 2015, our first year of operations. In 2021, Builders Fund received our recertification, earning an improved B Impact Score of 130.4 despite the certification process becoming more rigorous over time. Each year, B Lab releases lists honoring the top-performing Certified B Corporations overall as well as within each Impact Area. After receiving several of these designations in the past, we were honored to be recognized as Best for the World: Customers in 2021.

Certified

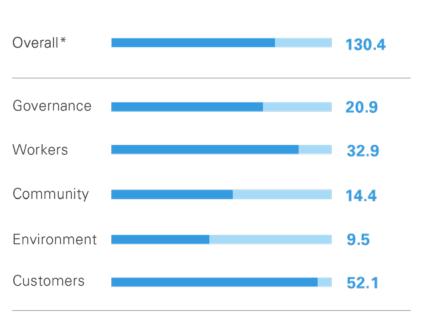


This company meets the highest standards of social and environmental impact

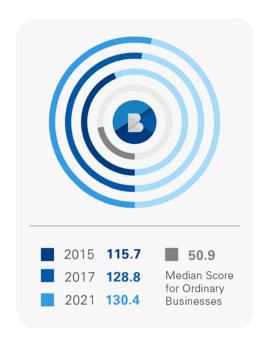
Corporation

Best for The World: Customers	2021
Best for The World: Changemakers	2019
Best for The World: Customers	2019
Best for The World: Overall	2019
Best for The World: Changemakers	2018
Best for The World: Customers	2018
Best for The World: Overall	2018
Best for The World: Changemakers	2017
Best for The World: Customers	2017
Best for The World: Customers	2016

2021 Builders Fund Overall B Impact Score



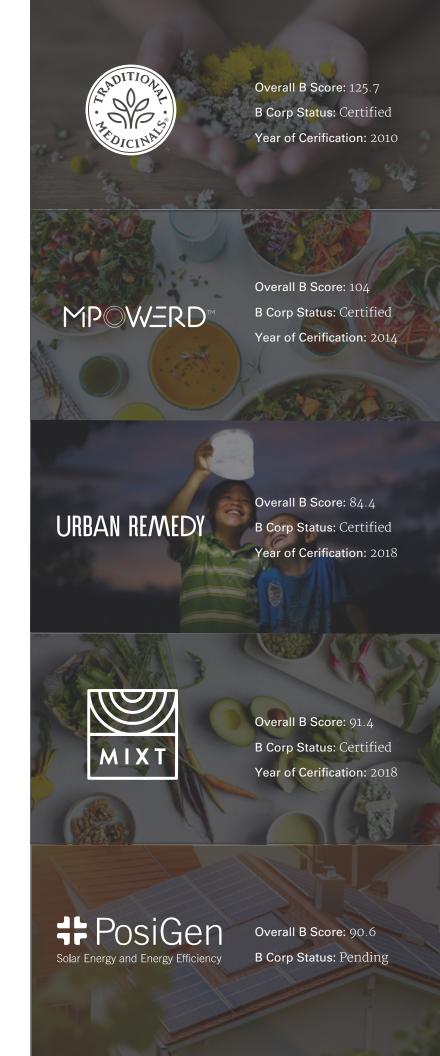




Our portfolio companies are deeply engaged in the B Corp certification and tracking process, often outperforming their peers.

The Builders Fund is proud to be a Certified B Corporation and a part of a community of people using business as a force for good. Because we believe strongly in this process, we aid each of our investment companies in achieving the same standard.

Our partnership with B Corporation is an integral part of our approach to investing: for engaging with management teams on Environmental, Social, and Corporate Governance (ESG) topics as we build the partnership, and for setting baseline standards, visibility and accountability around key metrics related to our investments' impact. Certified B Corporations meet the highest standards of verified social and environmental performance, public transparency, and legal accountability, and aspire to use the power of markets to solve social and environmental problems. We believe in B Corporation certification because it supports companies that seek to balance purpose and profit and make decisions for the benefit of all stakeholders. The certification and auditing process are overseen by B Corp's nonprofit partner, B Lab, which allows companies to establish and maintain socially and environmentally sustainable practices over time.7



⁶ https://www.bcorporation.net/en-us/

⁷ https://bcorporation.net/about-b-lab

Alignment with the United Nations SDGs

The United Nations Sustainable Development Goals (SDGs) offer a roadmap to a sustainable future for people and the planet. The goals were developed and adopted by all United Nations member states the year Builders was established, in 2015, to address the most pressing global environmental and social issues. These 17 goals represent urgent calls to action that are steeped in the principles of global partnership and equity. They have since become increasingly accepted as a universal measure of impact alignment for nations, companies, and organizations. The SDGs serve as guiding principles for The Builders Fund as we seek to make an impact through our investments and to develop indicators to monitor and evaluate our portfolio companies. Through our two investment focus areas, our portfolio is currently supporting the achievement of 13 SDGs. SDG alignment was determined through an exercise examining portfolio company business models, products and services, and community engagement.





Sustainable Systems















Human Elevation









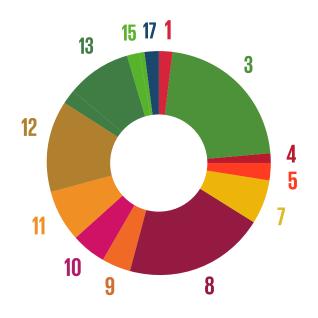






These illustrations are intended to provide a visual representation of the overall alignment of Fund I and II to the SDGs through the work of portfolio companies. They are not intended to demonstrate a direct relationship between dollars spent on specific activities related to the goals. The percentages have been weighted based on invested capital and an equal distribution of goals associated with each portfolio company's activities.

The Builders Fund I



The Builders Fund II





CONSUMPTION AND PRODUCTION

GOOD HEALTH AND WELL-BEING

CLIMATE

AND INFRASTRUCTURE

15 LIFE ON LAND

⁸ https://www.un.org/sustainabledevelopment/sustainable-development-goals/

Impact Management Project

In 2020 and 2021, The Builders Fund worked with its Limited Partners and the Impact Management Project to support the prototype development of the Impact Classification System (ICS) developed by IMP+ACT Alliance, which enabled asset managers to categorize the social and environmental impacts of their investment products. This classification process built upon the logic and norms of its sister initiative, the Impact Management Project, a forum for building global consensus on how to manage and measure impact.

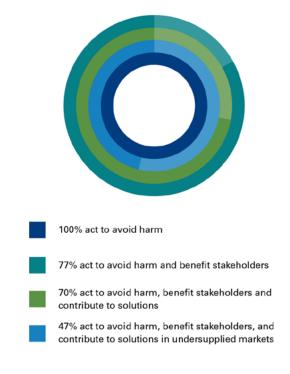
Under the framework, assets are classified in one of four ways:

May/Does cause harm

A: Act to Avoid Harm, or actively mitigate or reduce important negative outcomes

B: Benefit stakeholders, or generate some positive outcomes in relation to a particular UN Sustainable Development Goal

C: Contribute to solutions, or generate positive returns for people, the planet or an economy otherwise underserved in relation to a particular UN Sustainable Development Goal



The IMP+ACT Classification System allows asset managers to classify the impact of their investment products against the United Nations SDGs and also considers the strategies that investors take to contribute to the impacts of the investment, such as engaging actively with its investments, signaling that impact matters, and growing new or undersupplied capital markets.

The Builders Fund participated in this process in order to support the movement towards transparent and accessible impact assessment for funds and companies. Through this process, we were able to map our Fund I portfolio according to the ICS. In July 2021, IMP+ACT Alliance selected the Global Impact Investing Network (GIIN) to manage its classification system. The phasing out of the ICS coincided with its integration into the GIIN's IRIS+ system with the aim of simplifying impact management and measurement for practitioners.9 Builders Fund will continue to track and incorporate guidance from the GIIN in our impact management and measurement processes in order to support the harmonization of the impact investing sector.

⁹ https://thegiin.org/assets/PressRelease_IMP+ACTGIIN_7.22.21.pdf

Investment Portfolio Impact by SDGs

Act to Avoid Harm	Benefit Stakeholders	Contribute to Solutions
	1 MPOWERD **PosiGen	
		3 GOODHEATH AND WELL-BRING MIP-WERD MIXT
		4 COULTY POWERD
		5 EQUALITY MP WERD
		7 AFFORDABLE AND CIEAN ENERGY MP WERD PosiGen
		8 DECRIT WORK AND EDONOMO BROWTH WP WERD The Posigen MIXT
	9 NOISTRY INNUATION AND REPASTRUCTURE MPOWERD THE PosiGen	
	10 REDUCED NEQUALITIES MP W=RD PosiGen	
	11 SUSTANABLECTES AND COMMUNITIES LIXT PosiGen	
		12 RESPONSIBLE CONSUMPTION AND PRODUCTION AND PRODUCTION CONTRACTOR OF THE PRODUCTION AND PRODUC
		13 CLIMATE ADTION URBAN REMEDY MPOWERD The Posigen
	15 UPE ON LAND	
	17 PARTHERSHIPS FOR THE GOALS	

Fund II Impact Management & Measurement Strategy

Builders conducted a holistic impact strategy analysis as part of the launch of Fund II, resulting in the identification of several IMM priorities at the pipeline, portfolio company, and fund level:

- · Enhance full impact integration from sourcing through investment, including rating future impact potential of companies, and underwriting impact thesis.
- · Streamline data collection and management, integrate impact benchmarking, iterate IMM practices, share best practices among portfolio.
- · Establish portfolio-level impact objectives, systematize ESG value creation strategies to articulate financial return of impact, define and measure outcomes of building systems-responsible B Corps.

Throughout the year, we made progress towards each of these goals through strategic partnerships, research, and the implementation of new practices.



In 2021, Builders joined the Impact Frontiers cohort, hosted by Impact Capital Managers, which aims to promote integration of impact and financial risk and return. The program began in October 2021 and includes networking and skill sharing sessions, technical trainings, and other support for end-to-end impact management and measurement practices. Through this process, we developed a prioritization and screening tool to assess the impact potential for companies during diligence. This tool is being piloted with the goal of integrating it into an end-to-end IMM process for each portfolio company.

9 Proof of Impact

After thorough research in the fast-growing IMM software space, Builders chose Proof of Impact as our IMM partner to define meaningful performance metrics, streamline data management processes, improve impact storytelling, and continue to maximize our portfolio companies' positive impact on the planet and its inhabitants. Through the early stages of partnership, we collaborated with Proof of Impact on a comprehensive intake assessment and designed a phased approach to collecting meaningful data across the following categories: Supply Chain Management, Waste Management, Greenhouse Gas Emissions, Energy Management, Product Quality & Safety, Product Affordability & Access, and Employee Diversity, Equity & Inclusion. We look forward to sharing ongoing updates and learnings from this partnership in future impact reports.



We also re-signed UN Principles for Responsible Investment¹⁰ in order to publicly demonstrate our commitment to responsible investment and our support for a more sustainable financial system.

¹⁰ https://www.unpri.org/signatories

Building an Internal Process

Through the support of frameworks like the B Impact Assessment, the GIIN, and partners like Proof of Impact and Impact Capital Managers, The Builders Fund has developed and refined rigorous internal processes to track social and environmental impact across our portfolio.



Determine portfolio company kep performance indicators based on impact objectives and current best practices



Articulate a few clear, specific impact goals and objectives, and key metrics for measuring progress in these areas



Formalize these impact objectives in an internal quarterly reporting process

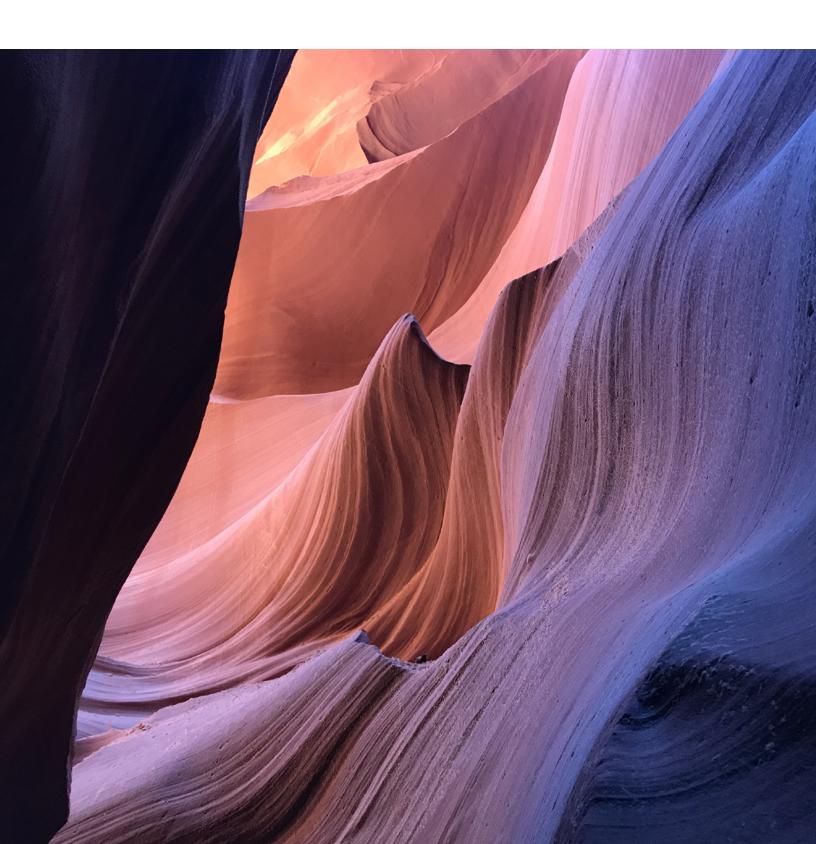


Align management incentives with performance metrics to optimize companies social and environmental impact at scale

Limitations

Broadly speaking, The Builders Fund has chosen to build companies that can scale their positive impact inherently through sustainable growth. In some instances, we choose to prioritize driving overall growth and improvement of portfolio companies instead of focusing on individual benchmarks, so this report may not contain a complete list of all factors that could be measured to demonstrate impact. Data collection methodologies and infrastructure generally varies among portfolio companies, and we have attempted to account for this throughout the report. The annual reporting process enables us to further refine the development of a standard reporting process for The Builders Fund, provides context and learning for forthcoming iterations, and serves as an opportunity for further growth and alignment around portfolio company data collection in the future.

Our Impact



Across the Portfolio

The work of our portfolio companies supports the scaling of impact across our investment themes: sustainable food & agriculture; health & wellness; resource efficiency; and human elevation. We believe that by engaging each portfolio company in the development and tracking of key impact performance indicators as well as the annual review process associated with B Corp certification, we are able to collaborate and iterate with our management teams around the holistic social and environmental impacts each company creates.

B Corp Certified Companies in Portfolio



Net Jobs Created 744 Since Investment



LMI Jobs Created 340 Since Investment



Lives Impacted 3.5M Since Investment

Total Key Performance Indicators



6.6 M

Organic & Healthy Meals Served 29.5M Since Investment



7.4M

Lbs of Organic, Fair Trade Material Purchased 47.9M Since Investment



132K

Metric Tons CO2 Inset or Averted 852K Since Investment



95M

Kwh Renewable Energy Produced 186.6M Since Investment



1.3K

Tons of Material Diversion from Landfill 9.8K Since Investment

ESG in Practice

Impact is most commonly measured through business models, products, and services, while the impacts of a company's operating practices are frequently overlooked. To that end, The Builders Fund believes in creating structural alignment to generate positive impact through our own operations.



Fund Terms | Taking a long-term view

We have a 14-year time horizon from inception, which supports more exit flexibility than is typical in private equity. We believe that our fund horizon is approximately 40% longer than a typical private equity fund. As such, while most of our peers seek 3-5year hold times focused on quick value creation and exit, we can make ongoing determinations of what is best for both value creation and the long-term health of the company.

40%

longer fund horizon than a typical private equity fund

Market Dynamics | Focusing on an underserved market for valuesdriven companies

By providing targeted investments of \$5-\$20m paired with meaningful intellectual capital and operating expertise, we are able to meet growth stage companies where they are and enable them to scale sustainably and protect their culture, purpose and mission.

\$5-20M

targeted investments provided and paired with meaningful intellectual capital



Justice, Equity, Diversity & Inclusion | A holistic approach

The Builders Fund acknowledges that racism and sexism are by nature structural and institutional and that they are embedded into our culture, economy, and society. We stand in opposition to the injustice and inequalities perpetuated by both and we are committed to doing our part, now and into the future, to dismantle all systems of oppression and support anti-racist action via our core focus on reforming capitalism and finance.

Recognizing that social and environmental justice are fundamentally connected and mutually dependent, we are committed to expanding and strengthening our Justice, Equity, Diversity & Inclusion (JEDI) processes, both internally and amongst our portfolio companies as a driver of performance. While we acknowledge that policies and intentions alone will not guarantee a more just and equitable world, we believe naming and iterating our commitments is a critical part of the process of accountability and transformation.

JEDI is a framework that supports organizations of all sizes in the process of engaging in this work. For us, JEDI means:

- Doing our part to dismantle systems of oppression through the deployment of capital into companies with a holistic, regenerative approach to business
- Thinking critically about the impact of our work and that of our portfolio companies and sharing successes and challenges publicly
- · Making internal changes based on what we learn from listening to voices that are systematically marginalized and oppressed, specifically those of Black, Indigenous and People of Color (BIPOC) and women

Through this work, we are committed to examining our own biases and privileges and to practice centering female and BIPOC voices and businesses. To address these goals systemically, we focus our efforts internally, throughout our pipeline and portfolio, and across our industry.

We know that equitable and inclusive practices are not only better for businesses and people alike, but also demonstrably improve performance. Employees who care about their work and feel they are contributing to a higher purpose are more engaged, productive, and likely to stay in their jobs. They give higher quality service experiences, which in turn drives customer satisfaction and loyalty. Values alignment with customers increases the probability of repeat purchases, increasing net promoter scores, which in turn lowers the cost of customer acquisition and improves margins.

Our commitment to racial and social justice starts with our internal policies and practices. The Builders Fund provides a living wage for all employees, pay equity, paid parental and sick leave, anti-racist personnel policies, and full healthcare coverage for all employees. Our hiring process ensures that a representative cross section of the population is interviewed for any open position. For the past two years Builders has participated as a host fund in the Impact Capital Managers Mosaic Fellowship, which provides summer internships and mentoring to highperforming first-year graduate students from underrepresented backgrounds. In order to take a holistic and iterative approach, we host quarterly JEDI learning and discussion sessions for our entire team, each with an emphasis on self, team, and industry. As one means of demonstrating our commitments publicly, we signed the Investor Statement of Solidarity to Address Systemic Racism and Call to Action that calls for dismantling systemic racism and white supremacy.

In addition to establishing and maintaining these practices internally, we are also committed to working with our entire portfolio as they build upon their existing commitments to social and racial justice. With our Fund I, Builders has been successful in finding and supporting businesses that are owned and managed by women. Each company in our portfolio currently has someone who identifies as female as its founder, CEO, or in other C-Suite level positions.

We are also working to improve diversity at all levels of our companies. Within our portfolio, all companies are actively monitoring and supporting the diversity of their employees. In 2021, PosiGen piloted 'She for Solar,' a leadership development program for female employees in entry-level and first-line management positions. The 12-session program includes private coaching, manager 3-way meetings with participants and coaches, and a focus on leadership development and career goals. In 2021, 31% of leadership roles at PosiGen were female.

Female executives make up more than 50% of all managers at Traditional Medicinals 100%

of investments have a female co-founder or CEO.

At Traditional Medicinals female executives make up more than 50% of all managers and hold roles in Marketing, Supply Chain, Technical Services, and Sustainability. Last year, Traditional Medicinals made new commitments to strengthen their culture of inclusion, empowerment, and respect, including increasing the awareness of the importance of diversity across the organization. They now have a DEI Council with employee members that are committed to building a DEI framework that will provide values-based principles and practices.

As we deepened and iterated our approach to JEDI in 2021, we revisited the principles that guide this work and considered their applications. With a focus on our interactions in our pipeline, across our portfolio, and in the wider sector, we acknowledged that there is more we can do to shift towards a more inclusive and equitable system. This means a focus on generating and considering more diverse companies in our pipeline, supporting deeper JEDI practices in our portfolio companies, and engaging in more advocacy, learning, and listening in our field. We share these approaches in the spirit of accountability and transparency, and acknowledge that while policies and intentions alone will not guarantee a more just and equitable world, we believe naming and iterating our commitments is a critical part of the process of accountability and transformation.

https://thenextweb.com/entrepreneur/2019/04/10/why-diverse-teams-make-better-business-decisions/

⁸ https://www.forbes.com/sites/samanthatodd/2019/05/05/the-business-case-for-diversity-a-competitive-advantage/#49a23f3b5a1b

⁹ https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity

¹⁰ https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable

¹¹ https://bthechange.com/find-your-dream-job-at-a-b-corp-db7ab4257222

¹² https://www.nytimes.com/2014/06/01/opinion/sunday/why-you-hate-work.html?searchResultPosition=1

¹³ https://www.hbs.edu/faculty/Pages/item.aspx?num=284

¹⁴ https://www.forbes.com/sites/jefffromm/2019/07/26/gen-z-and-the-three-elements-of-purpose-brands/#9b658df37e3d

Equity Incentives | Shared economic value creation

In each of our investments, we work to create options or long term incentive programs to share equity value creation with our management teams and employees. These profit pools create and maintain economic value for those who are most integral to the success of the company and add value on top of portfolio-wide living wages, health care coverage, paid parental leave and other bonuses and benefits. In aggregate, we have granted an average of 16% of each company to employees across the portfolio.





Risk Management | Safety is key

The health and well-being of employees at our portfolio companies is of the utmost importance, which is why we support our brands in strengthening their risk management and health and safety practices. In 2021, CompWest Insurance Company selected Urban Remedy to receive the award for Northern California for outstanding workplace safety efforts and results.

Protecting Mission | Maintaining the ethos of our companies

We work to strengthen and sustain the social missions across our portfolio through B Corp certification and maintenance, allowing companies to better measure their social and environmental impacts and providing a framework for The Builders Fund to provide oversight, support, and feedback. Thereafter, it becomes an important driver of mission-protection at exit. 100% of our companies are certified or pending certification.

100%

of our companies are B Corp certified or pending certification

Partnership | Building lasting relationships

Our model is set up to add real value after investment. Approximately 50% of our investors are former C-Suite executives and founders who are committed to investing both financial and intellectual capital. This bench of builders is a uniquely well-resourced group of operating partners for us and our portfolio companies that serve as executive chairs, as board members, and as advisors.

Across the portfolio companies in Funds I and II, we have held thirteen board seats. We work beyond that level of engagement, in partnership with each portfolio company, to meet their specific needs, from advisory support on projects such as a brand strategy (Urban Remedy, Traditional Medicinals) to leading day long sessions at companies to align their cultures, brands and operating behaviors around clarified missions, vision, and values (MIXT).

In 2021, Builders invested significantly in the senior leadership team at PosiGen, supporting key hires including a new CFO, CTO, COO, and CLO, representing a transformation in the company's C-Suite. At Traditional Medicinals, with support from colleagues at WeFirst, Builders helped drive a companywide Purpose, Vision, & Values realignment to better codify the company's deeply instilled mission, generate better alignment across the organization as it continues its rapid growth trajectory, and inform brand strategy as it moves into new product platforms. At Traditional Medicinals, PosiGen, Urban Remedy and MPOWERD, we worked closely with the management teams through varied equity and debt capital raises. Across the portfolio, the Builders team has diligently engaged with each leadership team as they navigated the various and evolving impacts of the pandemic and more recent supply chain disruptions.



Building Activist Brands | Walking the Walk

To truly engage a company's stakeholders, from employees to consumers to the communities in which a business exists in an authentic way, and align with a company's "reason for being", we work closely with portfolio companies to clearly articulate their purpose, vision and values and to fully align their brand and culture.

For example, Urban Remedy is a vocal thought leader in the food industry for sustainable food production and healthier diets. Traditional Medicinals is an industry pioneer educating the public not only on the power of plants to heal, but also to change lives via their work in production communities and sustainable agriculture. MPOWERD exists to provide clean energy products to millions of people globally who lack consistent access to a grid. MIXT exists to reimagine the fast casual restaurant industry as one responsible to not only their customers and the environment, but also their front line employees. Our brands speak authentically to these issues and their cultures attract team members who believe in the importance of that work.

The Builders Fund and each of our portfolio companies prioritize partnering with community-based organizations and nonprofits that share aligned values. These contributions not only support the work of these organizations, they also help build the strength and character of companies as active, engaged members of their communities. While Covid-19 has continued to restrict some efforts to be out in the community working with partners, each company still found meaningful ways to stay engaged and support local organizations.

PosiGen partnered with dozens of nonprofits and local governments for equitable clean energy success. With government partners in Louisiana, Connecticut, New Jersey, and Pennsylvania, the company expanded its reach to more communities. In 2021, the company provided emergency

Traditional Medicinals has invested over \$8.5 million in their social business model

energy assistance to Operation Fuel in Connecticut and Jersey Shared in New Jersey. They also partnered with Habitat for Humanity, Salvation Army, food banks and churches.

Traditional Medicinals partners with five incredible Sonoma County-based nonprofit organizations: Botanical Bus, Ceres Community Project, Community Action Partnership of Sonoma County, LandPaths, and Redwood Empire Food Bank. Each partner presents unique opportunities for volunteering, including group, individual, and skills-based. In addition to financial support, the company has also provided product donations to each organization. Through the partnership with Botanical Bus, Traditional Medicinals coordinated team volunteer events, and provided regular employee support with translation services. They partnered with the Promotora program from Botanical Bus to install a Latinx bed in their Sebastopol Garden with education



and plantings focused on culturally relevant medicinal herbs. In 2021, they also worked with Community Action Partnership to leverage team members' expertise to design and restore the garden at Sloan House, which serves women and children in need of short-term shelter. The garden provides year-round fruits, vegetables, herbs and flowers to the residents.

MPOWERD works closely with nonprofit partners to have a positive impact on over 3.8 million lives around the world to date. These partners have made it possible for children to study at night, for entrepreneurs to keep their businesses open longer, and for communities to be resilient after disaster strikes. When Hurricane Ida hit the Gulf Coast in September 2021, MPOWERD worked with partners Amazon Disaster Relief and Save the Children to send more than 2,000 solar lights to the region to help people impacted by the storm.

Urban Remedy continued its long partnership with Peres Elementary School, also in Richmond, CA, where they participated in the Earth Day School Garden cleanup, made beverage donations for students, and facilitated student nutrition education. In addition to their hyper local partnerships near their headquarters, the company also provides in kind food donations and employee volunteer hours to organizations in San Francisco, Los Angeles, and Nashville, TN. In 2021, employees supported MeWater Foundation, an organization that connects at-risk youth with the ocean, Feed the Streets, and Friends of Trees.

































Participation in Field Building | Thought leadership in action.

We are active members of Impact Capital Managers, a network of private capital fund managers in the US and Canada investing for financial returns and impact and in 2021 we joined the Impact Frontiers cohort, which promotes cohesive impact management and financial integration. The Builders Fund works closely with our sister organization, Gratitude Railroad, which works to foster a strong community of impact investors, through supporting the annual conference and dinner series. We regularly attend industry conferences to share and learn from our partners and peers in the impact investment community, including:











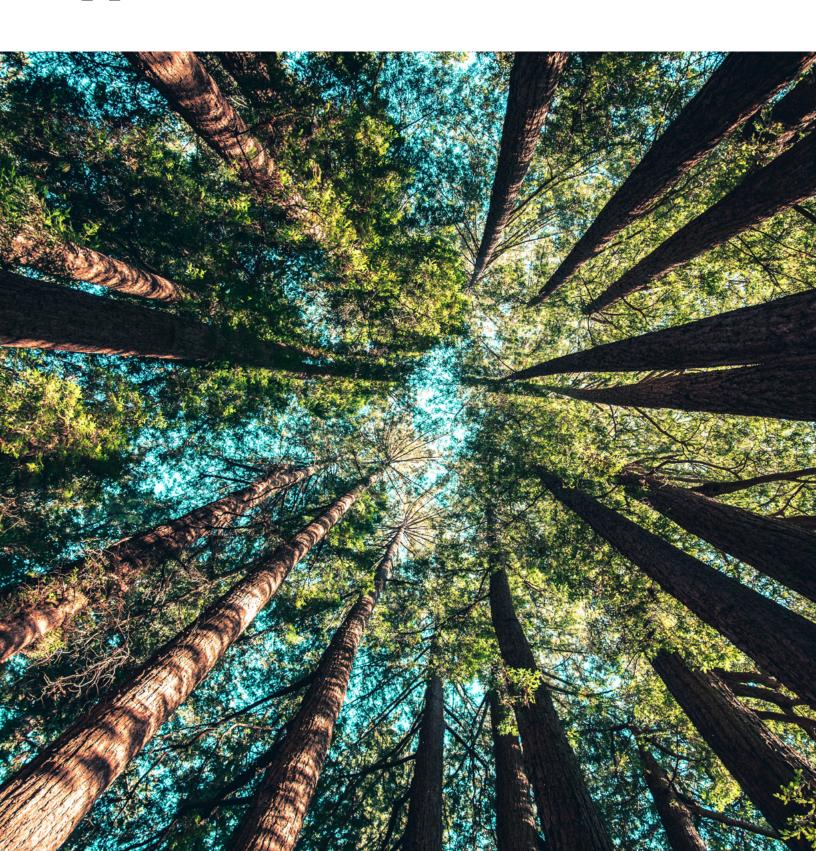








Appendix





Type of Business | Solar Energy Products Year of Investment | 2020 Investment Themes | Sustainable Systems, Human Elevation SDGs | 1, 7, 8, 9, 10, 11, 13 B Score | 90.6*

*Pending Verification

Headquartered in New Orleans, PosiGen is the nation's leading residential solar and energy efficiency provider for low-to-moderate income (LMI) families. PosiGen's unique services and products make solar energy affordable to homeowners of all income levels, and offer individuals, families and the communities in which they live and work the opportunity to achieve greater fiscal autonomy and energy independence while lowering their utility bills.

PosiGen's mission is to close the clean energy affordability gap for LMI homeowners by delivering lower cost utility bills along with the environmental benefits of clean energy through rooftop solar and energy efficiency upgrades. PosiGen's unique business model of low-cost rooftop solar panel leases combined with energy efficiency upgrades makes clean energy available to LMI households who can see dramatic savings well in excess of 20% of their annual energy spend. PosiGen has more than 16,000 residential customers and over 400 employees in Louisiana, Connecticut, New Jersey, New York and Florida. In 2021, PosiGen secured a partnership with the City of Philadelphia and launched their fastest and best new market. Posigen has also partnered with local governments in Bridgeport, New London, New Haven, Hartford, Hamde, and Patterson.

As the newest member of the portfolio, PosiGen is in its final stages of the process of B Corp certification. At the time of this publication, the company has completed the B Impact Assessment with a score of 90.6 that is pending verification. Due to the intrinsic social and environmental justice focus of their business model, the company is well-positioned to be certified and become an inspiration in the B Corp community.



93K
Lives Impacted
3.5M since investment



2,988
Solar Systems Installed
3,412 since investment



98.5K
Tons of CO2 Inset,
Avoided, or Reduced
113.5K since investment



2,512
Solar Systems Installed in LMI Communities 2,837 since investment



437
Total employees



77%
Clients from underserved communities
16.8K total clients



70
LMI Jobs created
340 since investment



\$39K

Charitable Donations

2021 Awards



Comparably:
Best Company Culture



Comparably: Best Compensation



Comparably: Best Perks & Benefits



Type of Business | CPG / Food & Beverages / Manufacturing Year of Investment | 2017 Investment Themes | Sustainable Systems, Human Elevation SDGs | 3, 7, 8, 9, 10, 12, 13, 15 B Score | 125.7



Traditional Medicinals, Inc., a Certified B Corporation and California Certified Green Business, is a pioneer of the wellness tea category in the U.S. and Canada. It was started in 1974 with a dual purpose: to educate consumers about the benefits of traditional herbal medicine and to re-invent the industry of plant-based medicine. The company has a long-standing commitment to positive social and environmental impact through sustainable production practices, and engagement with the often impoverished and indigenous herb sourcing communities in its supply chain.

Traditional Medicinals is a leading seller of both organic teas and Fair Trade Certified™herbal teas in the U.S. and Canada. The company is passionate about connecting people to plants and sharing centuries-old wisdom of how to use them. Their more than 50 high quality wellness teas are formulated by herbalists using pharmacopeial grade herbs.

Certifications

















212
Total employees



1.8B
Bags of Tea Sold



6
Net Jobs Created
68 since investment



100%
Local Renewable Electricity
Used at Office



57% Female Employees



12.7K

Number of Lives Impacted

25K since investment



1.5K
Tons of Co2 Inset,
Avoided, or Reduced
852K since investment



688

Tons of Material Diverted from Landfill

3,052 since investment



2.7 Lbs Organic & Fair Trade Materials Purchased 4.8M since investment



\$274K

Charitable Donations
\$1.75M since investment

2021 Awards



Best Place to Work by the North Bay Business Journal



Type of Business | CPG / Clean Energy Products Year of Investment | 2017 Investment Themes | Sustainable Systems, Human Elevation SDGs | 3, 4, 5, 7, 8, 9, 10, 13, 17 B Score | 104



MPOWERD® is a Certified B Corporation committed to creating simple, innovative, clean energy products that help to provide easily accessible light to the nearly 3 billion people still living with intermittent or no access to the electricity grid. An award-winning category creator via their Luci® line of solar lanterns and leader in the personal clean energy product space, MPOWERD has expanded their global presence to over 90 countries in the outdoor, lifestyle, impact and education verticals.

The company developed a scaled model that employs a hyper-local pricing structure to make their product accessible to as many communities as possible. Through this model, profit margins in the developed market allow for more lights to be sold at reasonable prices in developing markets. Since investment, MPOWERD has deployed hundreds of thousands of Luci lights around the world.



Total Employees



Lives Impacted 3.4M since investment



Net Jobs Created



32K Tons of CO2 Inset, Avoided, or Reduced 658.7K since investment



Female Leaders



Female Employees

2021 Awards

RealLeaders^{**}

CEO Seungah Jeong's inclusion in 100 Women in Impact by Real Leaders



CEO Seungah Jeong's appointment to the Board of The American Sustainable Business

Worth

CBDO John Salzinger's inclusion in The Worthy 100 by Worth

BUSINESS INSIDER

Best Bike Lights of 2021 by Business Insider



Type of Business | Food & Beverage Wholesale/Retail/Production Year of Investment | 2015 Investment Themes | Sustainable Systems, Human Elevation SDGs | 3, 8, 12, 13 B Score | 84.4



Urban Remedy embodies the belief that "Food is Healing" for people and the planet. Their founder, Licensed Acupuncturist & Herbalist Neka Pasquale, utilizes the wisdom of Chinese medicine to craft healing plant-based meals, juices and snacks that nourish the body to naturally lower inflammation. Urban Remedy is a pioneer in the food industry in the US, which is dominated by an industrialized system that CEO Paul Colletta refers to as "Big Food."

The centralization and efficiency prized for so long by the western industrialized food system is proving rapidly antiquated and is visibly killing people and the planet. Soil degradation, obesity, inflammatory diseases, food deserts, and water shortages are just some of the spreading symptoms. "Big Food" is largely focused on lengthening shelf life, but when shelf life increases, it often comes at the detriment of nutritional value and the environment. Urban Remedy is fighting back against these norms with vertical integration, organic sourcing, and an omni-channel presence. They have created their own food production hub that allows their customers to access fresh products from local farms without sacrificing quality, food safety, or profit.

Urban Remedy is based in Richmond, California, which was designated as an Opportunity Zone via the Tax Cuts and Jobs Act of 2017, and employs individuals from the local community as a part of its socially sustainable model, creating retail and production jobs for lower and middle income (LMI) individuals. In addition to supplying their customers with healthy food, Urban Remedy is committed to nourishing their local community. They have forged partnerships with a number of hyper local schools and organizations, all within a couple miles of their headquarters with the goal of educating young people in the community about healthy food and nutrition.



Total employees



Female Employees



Female Leaders



5.4M Organic and Healthy Meals Served 22M since investment



4.1M

Pounds of Organic & Fair Trade Material purchased 22M since investment



1.26M

Pounds of Waste Diverted 16M since investment



Tons of Material Diverted from Landfill 6,765 since investment

2021 Awards



Outstanding workplace safety efforts and results, CompWest Insurance



Best use of IFS technology in a sustainability initiative, Highly Commended entry





Type of Business | Retail: Fast Casual Restaurants Year of Investment | 2018 Investment Themes | Sustainable Systems SDGs | 3, 8, 11, 12 B Score | 88.2

MIXT's mission is to bring better eating to everyone and has 16 locations throughout the San Francisco Bay Area, Los Angeles, Dallas, Texas, and Scottsdale, Arizona. MIXT's chef-created selection of salads, grain bowls, and sandwiches make plant-based cuisine as craveable as it is nutritious. The healthy, fast-casual restaurant distinguishes itself by sourcing the highest-quality, sustainable ingredients, and preparing everything from scratch at each restaurant. With its chef-driven menu, commitment to quality, and focus on a premium experience, MIXT is known for attracting legions of fans willing to wait in lines out the door. MIXT actively supports healthy lifestyles, environmental sustainability, and a people-first approach to company culture.

The food industry in the U.S. today is dominated by the production of cheap, fast, streamlined food products. Fast-casual dining is generally characterized as unsustainable, low nutrient, and cheap. Employees are paid minimally, treated poorly, and offered few opportunities for career advancement and growth. Since 2005, Mixt has been actively working to change this industry paradigm by offering fresh, locally sourced food and fostering a sense of community in their restaurants.

MIXT also has a sister restaurant called Split, which is an American Kitchen that serves breakfast, lunch, and dinner with two locations in San Francisco and one in Oakland, California.



256
Total employees



96
Net Jobs Created
211 since investment



42%
Female Employees



69% Leaders Promoted from Within



1.25M

Organic and Healthy Meals Served 7.4M since investment

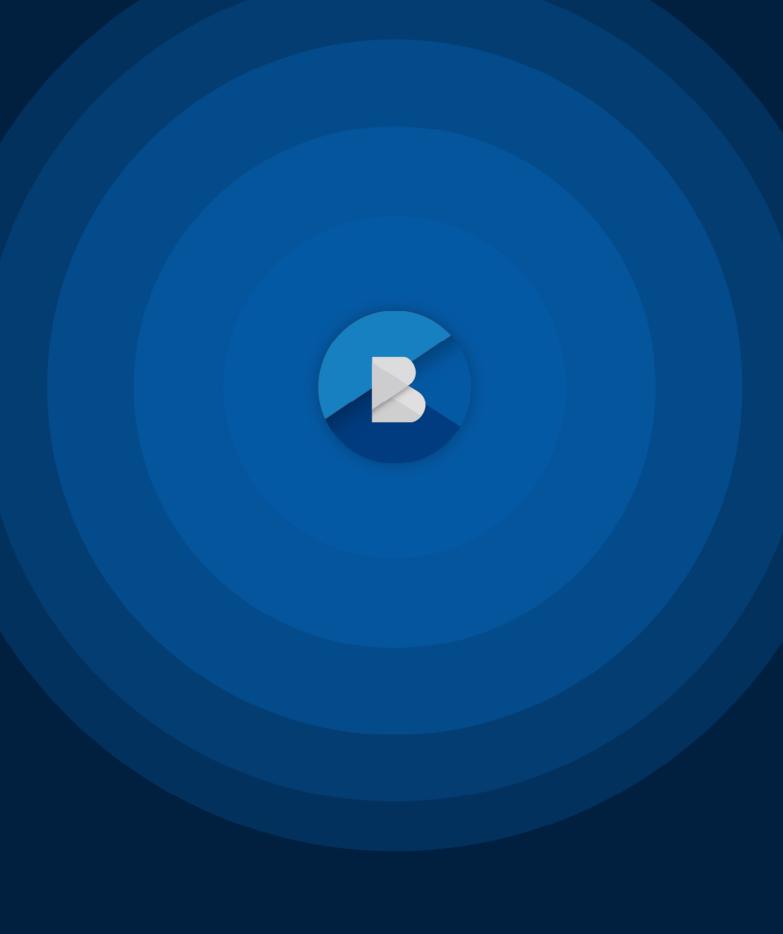


563K

Pounds of Organic & Fair Trade Material purchased 3.1M since investment







www.thebuildersfund.com

For more information, email info@thebuildersfund.com