

The background of the slide is a black and white photograph of a modern skyscraper. The building has a grid-like facade of windows and is partially obscured by a large, white, diagonal graphic element that cuts across the image. Two flagpoles are visible in the foreground, one with the American flag and another with a dark flag. The overall aesthetic is professional and architectural.

NexPhase Resonsible Investment Program Portfolio Company Case Studies



Zing Zang converted its #1 SKU to a more sustainable packaging format that reduces its carbon footprint by >44% while also increasing margins and better delivering on consumer and retailer preferences

Over 20 years ago, Zing Zang launched its first product – a 32 oz. Bloody Mary Mix in a glass bottle – but in 2H 2020, Zing Zang switched to a new unbreakable lightweight bottle (“ULB”)

BETTER FOR THE ENVIRONMENT!¹

- Proprietary 100% recyclable PET bottle – feels and looks like glass
- >44% reduction in carbon footprint by converting from glass to PET made with 25% post-consumer recycled plastic
- Reduced fuel consumption through distribution / truckload efficiency further reduces carbon footprint

BETTER FOR MARGINS!

- Improves Zing Zang’s Bloody Mary 32oz cost per case by 15%
- Improves distributor/retailer profits by reducing fuel cost and improving truckload and warehouse efficiency

BETTER FOR CUSTOMERS AND CONSUMERS!

- Consumers prefer Zing Zang’s new ULB due to visual appeal, convenience, durability, and environmental friendliness²
- Consumers are becoming more conscious about their environmental impact & carbon footprint and are willing to pay more for products with recyclable packaging³
- Leading retailers have publicly committed to moving to 100% reusable, recyclable, or compostable packaging by 2025⁴



Notes:
 1. Source: Results from 2018 peer reviewed, ISO 14044 LCA Study comparing ThermoSet® jars to glass jars – Graham Packaging Company.
 2. Source: Nielsen Consumer Research commissioned by Zing Zang.
 3. Source: Euromonitor International Lifestyles Survey 2015, 2017.
 4. Source: Ellen MacArthur Foundation research as of January 2018.

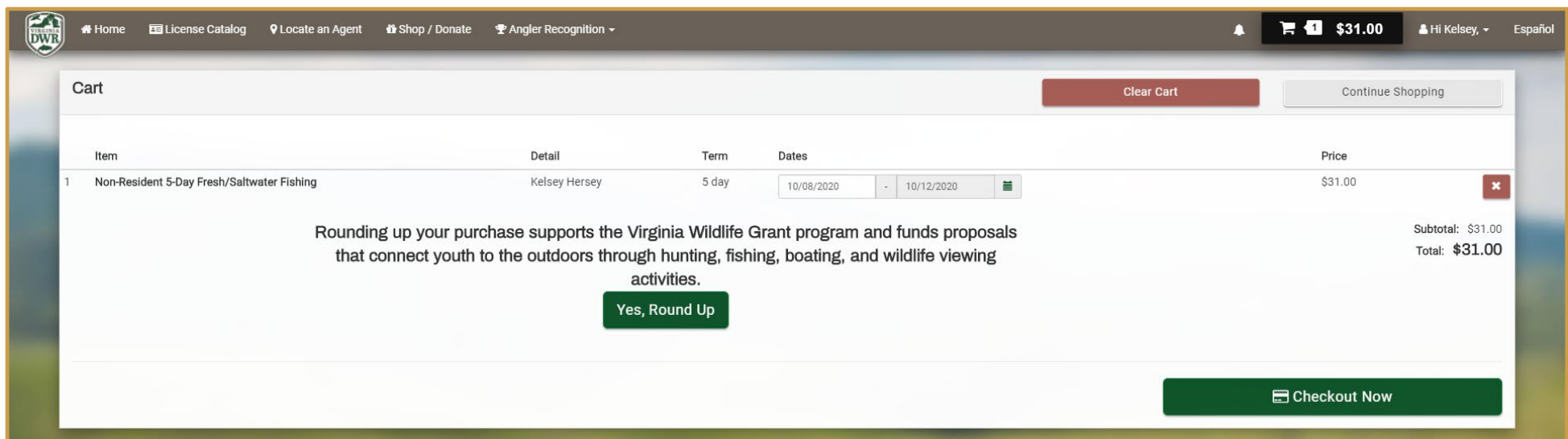
Brandt Information Services (“Brandt”) donation programs have generated over \$1.9 million in donations to support wildlife conservation, youth support, military veteran and hunger relief programs.

SOCIAL INITIATIVE OVERVIEW

- Brandt’s E-commerce platform promotes donations, including the ‘Donation Round-Up’ program for consumers to round purchases to the nearest \$1 or \$5 during the checkout process.
- Brandt’s donation programs have raised over \$1.9 million across over 870 thousand transactions.
- Most common uses of funds raised are:
 - Wildlife conversation programs
 - Food pantry donations
 - Military veteran programs
 - Youth activities (hunting, fishing, boating, wildlife viewing) programs

DONATION ROUND-UP STEPS

1. User adds item to cart
2. Proceed to checkout
3. Click “Yes, Round Up” button
4. Complete Transaction



The screenshot shows the checkout page of the Brandt e-commerce platform. At the top, there is a navigation bar with links for Home, License Catalog, Locate an Agent, Shop / Donate, and Angler Recognition. The user is logged in as 'Hi Kelsey' and the cart total is \$31.00. The main content area is titled 'Cart' and contains a table with one item: 'Non-Resident 5-Day Fresh/Saltwater Fishing' by Kelsey Hersey, priced at \$31.00. Below the table, there is a message: 'Rounding up your purchase supports the Virginia Wildlife Grant program and funds proposals that connect youth to the outdoors through hunting, fishing, boating, and wildlife viewing activities.' A green button labeled 'Yes, Round Up' is positioned below the message. To the right of the message, the subtotal and total are both listed as \$31.00. At the bottom right, there is a large green button labeled 'Checkout Now'.

Item	Detail	Term	Dates	Price	
1	Non-Resident 5-Day Fresh/Saltwater Fishing	Kelsey Hersey	5 day	10/08/2020 - 10/12/2020	\$31.00

Subtotal: \$31.00
Total: \$31.00



Action Behavior Centers (“ABC”) offers aid to its employees by helping them refinance and pay down their student loans, lowering barriers to entry to support an underserved population with childhood autism.

SOCIAL INITIATIVE OVERVIEW

- The ABC management team identified a core problem in the market for Applied Behavior Analysis (“ABA”) therapy for children: barriers to entry to becoming a board-certified behavior analyst (“BCBA”) in the form of onerous student loan burdens.
 - BCBA’s are crucial in the creation, implementation, and supervision of therapy plans for autism patients. They often balance oversight of technicians in the field, who work 1-on-1 with patients, with parental training and, on occasion, direct therapy responsibilities.
 - Therapists who aspire to become BCBA’s need a master’s level degree that also requires a certain number of hours of supervised experience before they can even go to the Behavior Analyst Certification Board to earn certification.
 - Achieving this certification often necessitates simultaneously balancing a full workload of work and school responsibilities.
- **CEO Hersh Sanghavi and the ABC team looked at student loan debt being carried by ABC therapists at all levels and created a program to refinance their loans to lower payments. The company also offers a \$50 per month stipend to employees to go towards paying down their student loans.**
 - ABC has worked directly with schools to reduce the cost of tuition, add scholarships for qualified candidates from its employee base, and refinance existing loans at lower rates.
 - **In the first three weeks of the program alone, 300 employees enrolled and refinanced millions in student loans.**
 - In addition to the social benefits, ABC believes this initiative will pay for itself by increasing employee retention and reducing the costs associated with employee turnover.
 - **ABC has pledged to help 3,000 professionals get board certified, which will add capacity for 24,000 additional patients to receive therapy.**



“The inspiration behind this is simple – if we are to solve the big, hairy, audacious goal of providing life altering therapy to all children on the Autism spectrum, we must start by investing in clinicians who serve them. We created ABC Foundations, a first of its kind in ABA, so that our teammates have an ally as they embark upon a life changing journey to become a BCBA. We estimate on average, ABC teammates will save \$10,000 over the lifetime of the loan and pay them off 5 years faster.”

- Hersh Sanghavi, CEO