NATIONAL CANNABIS ROUNDTABLE



Corporate Social Responsibility Report

"Better Tomorrow Than Today"

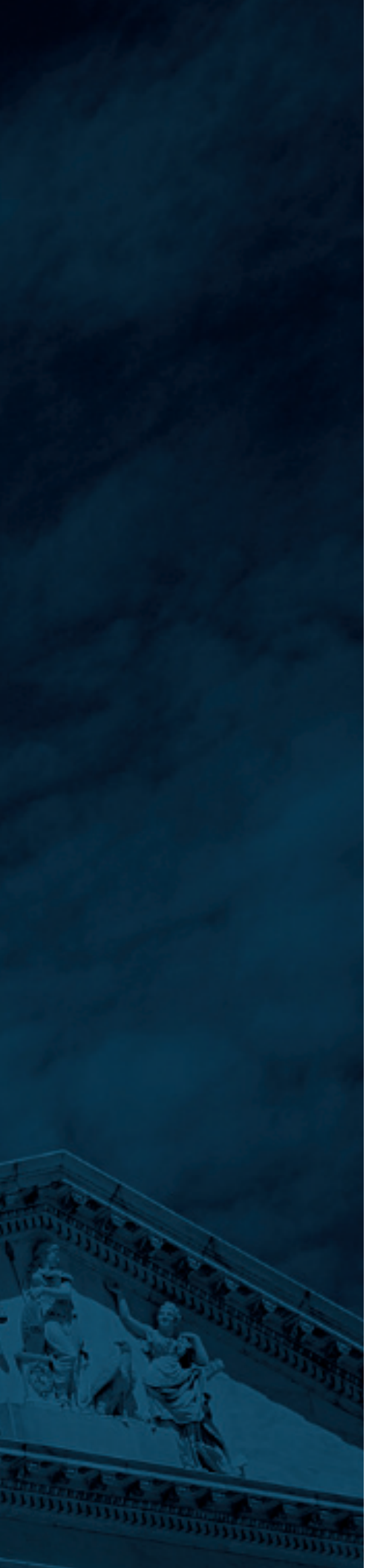
2022-2023

OUR MISSION

Advancing 21st Century Cannabis Policy in the United States

We are committed to **sensible regulation, criminal justice reform, social equity, and community reinvestment.**

The **National Cannabis Roundtable** is an alliance of cannabis companies, as well as ancillary services and solutions providers, who seek cannabis reform which **nurtures** the nascent domestic industry, **protects** consumers, and **advances** social equity.



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A LETTER FROM NCR EXECUTIVE DIRECTOR



Saphira Galoob
Executive Director
National Cannabis Roundtable

On behalf of the National Cannabis Roundtable, it is my pleasure to present our inaugural Corporate Social Responsibility report.

This comprehensive report showcases National Cannabis Roundtable (NCR) member companies and our organization's collective efforts and commitment to drive positive change within the cannabis industry and to foster a sustainable future – not only within the industry but also in our communities at large. NCR was founded with the vision of uniting leaders and stakeholders from across the cannabis sector to advocate for responsible federal policies and promote socially responsible business practices. While our industry works to survive in the face of the ongoing contraction of limited resources, NCR members believe that the cannabis industry has the potential to contribute more to social justice reform, workforce diversification, and community well-being.

We deliberately titled our Corporate Social Responsibility (CSR) report "Better Tomorrow Than Today." For us, this means that our organization and our members have truly recognized the gaps the U.S. cannabis market is currently facing and worked on contributing solutions that will foster a stronger, more viable industry for companies of all sizes and backgrounds.

The question became, how do we meaningfully dedicate resources to create a cannabis industry that we can all be proud of?

When answering this question, we needed the ability to measure the outcomes of meaningful impact. Our organization and member companies showcase how impact can take on many different forms – from financial contributions to personal time – adding value where necessary and advancing the initiatives that so many advocates have laid the groundwork for in a collective effort to grow a holistic cannabis industry. To better demonstrate accountability both internally and externally, we remain committed to transparent reporting on our CSR efforts and contributions to the industry and communities where we operate.

In this inaugural CSR report, we are excited to share the progress we have made in various areas of corporate responsibility. These highlights include:

1. **Social Equity and Criminal Justice Reform:** NCR is committed to providing resources for expungements and reducing the burden placed on individuals convicted of cannabis-related drug offenses by courts and prisons.
2. **Equity in Business Opportunity:** NCR seeks to ensure the cannabis industry is being served by a broad group of interests and employment talent from a diverse set of providers, all while providing ownership opportunities for those individuals who are currently underrepresented in the cannabis industry.
3. **Workforce Utilization:** NCR members offer a unique focus on diversifying the workforce within the cannabis industry itself and making it more inclusive.
4. **Public Health:** NCR encourages increased access to cannabis for patients through research and educational opportunities.

While we recognize the contributions and progress made in our CSR work, we are also mindful of the amount of work that remains and the challenges that lie ahead. This CSR report addresses ongoing issues such as regulatory complexities, research limitations, and public perception. NCR is committed to working collaboratively with government agencies, industry stakeholders, and the public to address these challenges, foster dialogue, and drive positive change. To say that we are living through the best times, as we are actively standing up a new industry, would be a falsity. We are still on the frontlines fighting the stigmas lawmakers continue to have against cannabis while pushing for the desperately needed reform of federal policies to decriminalize cannabis. As we further address the harmful effects of prohibition on communities disproportionately affected by the drug war, we must also ensure we're forging an industry that is inclusive and benefits all stakeholders that take part.

As we move forward, we remain steadfast in our commitment to responsible growth, ethical practices, and transparent operations. Through our collective efforts, we aspire to set new benchmarks for corporate social responsibility within the cannabis industry and inspire others to join us on this transformative journey.

We extend our sincere gratitude to our members, partners, and stakeholders who have positively impacted their communities and contributed to the success of our CSR initiatives. Without your dedication and support, the progress we have achieved thus far would not have been possible. On behalf of NCR, I would like to thank the two women who spearheaded this report and brought it to life, Lynn Ricci and Precious Osagie-Erese. You both have demonstrated a deep commitment to the cannabis industry that is unparalleled and we are grateful for your efforts in showcasing the mission and vision of NCR through our inaugural CSR report.

We look forward to learning more, doing more, and always striving to do better tomorrow than we did today.

Thank you for your continued interest in our organization's CSR endeavors. We look forward to your feedback and encourage you to join us in pioneering a responsible and sustainable cannabis industry.



Sincerely,
Saphira Galoob
Executive Director
National Cannabis Roundtable

National Cannabis Roundtable
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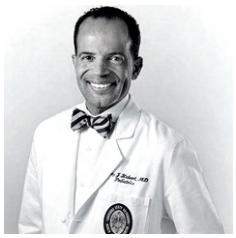
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Corporate Social Responsibility **PLEDGE**

The National Cannabis Roundtable (NCR) is committed to bringing **social justice** to, expanding the **social equity** of, and increasing the **diversity and inclusion** within the regulated cannabis industry. NCR represents a group of companies on all points of the supply chain and we pledge our common cause to the pursuit of these values. We will contribute time, talent, and financial resources to this nationwide campaign, and to the utmost of our respective abilities, as socially responsible corporate leaders in a dynamic business environment.

CORE VALUES

As the basis for its Corporate Social Responsibility Program, NCR members acknowledge the following core values as intrinsic to the development of a thriving cannabis industry in the United States:

SOCIAL JUSTICE

Social Justice is defined as acts taken to correct historic injustices.

In the cannabis industry, it means correcting the harms of cannabis prohibition and the disproportionate enforcement of those laws in minority communities, and ensuring past or present cannabis involvement does not create current or future harm. It also includes reforming aspects of the criminal justice system that have been used to harshly and unjustly penalize minority and low-income communities.

SOCIAL EQUITY

Social Equity is defined as fair access to livelihood, education, and resources.

In the cannabis industry, it means providing more job opportunities, educational programs, and financial resources to groups disproportionately impacted by the War on Drugs.

DIVERSITY & INCLUSION

Diversity and inclusion in business means a workforce that has a wide range of abilities, experience, strength and knowledge due to its peoples' differences in race, ethnicity, sexual orientation, gender identity and expression, age, and background, and that those qualities are valued and staff are full and equal members of the company workforce because of their individual experiences.

In the cannabis industry specifically, it means having a workforce that hires and includes minority candidates from areas disproportionately impacted by the War on Drugs.

Member Acknowledgment

NCR has set forth the following corporate social responsibility (CSR) pillars and accompanying objectives for each NCR member company to adopt, with the understanding that these pillars and objectives may be revised as is appropriate upon the development of future iterations of the CSR program.

Each NCR member affirmatively acknowledges that it will engage in at least one objective within each pillar and will report the efforts and outcome of their activity as a condition of maintaining their NCR membership in good standing. As each company is significantly different in its size, scope and maturity within the industry, NCR member companies may adopt alternative activities consistent with the overall purpose and mission of NCR's CSR pillars.

PILLAR 1: CRIMINAL JUSTICE REFORM

This pillar looks specifically at reducing the size of the population that has a criminal record related to cannabis offenses. Specifically, it looks at providing resources for expungements, the sealing of records, and other mechanisms related to reducing the burden placed on individuals convicted of cannabis-related drug offenses by courts and prisons.

PILLAR 2: EQUITY IN BUSINESS OPPORTUNITY

This pillar seeks to ensure the cannabis industry is being served by a broad group of interests by creating partnerships for goods, services and employment talent from a diverse set of providers. This pillar also will provide ownership opportunities in the cannabis industry for those directly impacted by the War on Drugs, as well as ownership opportunities for individuals who are currently underrepresented in the cannabis industry.

PILLAR 3: WORKFORCE UTILIZATION

This pillar is focused on diversifying the workforce within the cannabis industry itself and making it more inclusive. This pillar seeks to expand diversity within the cannabis industry's workforce to include: racial and ethnic minorities, women, individuals with disabilities, veterans, LGBTQ+ individuals, as well as those with prior cannabis convictions (hereinafter referred to as "designated beneficiaries"). This pillar ensures that each member company's workforce composition, including pay bands, reflects a diverse composition of designated beneficiaries and provides an inclusive workplace for those employees. It is critical that NCR members maintain transparency and create opportunities for upward mobility within their companies for designated beneficiaries.

PILLAR 4: HEALTH DISPARITIES

This pillar aims to increase access to cannabis for health reasons for populations disproportionately affected by certain conditions. This pillar also focuses on advocacy for policies and programs that support research, particularly through partnerships with Historically Black Colleges and Universities, on the benefits and efficacies of cannabis on health issues, conditions, and diseases that specifically impact minority populations.

National Cannabis Roundtable
OUR WORK

As an alliance of cannabis companies and ancillary services and solutions providers, the Corporate Social Responsibility Pledge of the National Cannabis Roundtable seeks to steward inclusivity in our industry, with each member contributing in a unique and positive way to address the harms of the failed, decades-long War on Drugs.

The collective efforts of NCR members and NCR, in its capacity as an organization, support the development of a thriving cannabis industry in the United States through four core pillars:

- Criminal Justice Reform
- Equity in Business Opportunity
- Workforce Utilization
- Cannabis Health Access

Key Partnerships

Over the past year, NCR has dedicated its organizational resources to launch several initiatives that provide federal policy support to help minority businesses and organizations supporting minority operators across the country, including **The Weldon Project, Minorities for Medical Marijuana (M4MM), Minority Cannabis Business Association (MCBA), Marijuana Matters, National Cannabis Hispanic Council, Oklahoma Appleseed Center for Law and Justice, Veterans Alliance for Holistic Alternatives, and Women Grow**. We committed financial resources to champion programming directly targeting small, minority and women-owned businesses. We also dedicated NCR organizational resources to support partner organizations' development initiatives through assistance with creating materials for outreach purposes. Additionally, NCR provided staff support to our partners to further the conversation on Capitol Hill with lawmakers around sensible federal cannabis reform and to push for policies that establish a sustainable cannabis industry with an impetus for social and criminal justice reform.

At a time where the cannabis industry is becoming socially acceptable and mainstream with 38 states having medical cannabis programs and 23 states legalizing cannabis for adults aged 21 years and older,* we understand the importance of cannabis education to promote the de-stigmatization of negative norms that have deeply impacted underserved communities across the country.

NCR has dedicated digital, communications, and media support to our key partners to both capture and uplift the voices of our partners who are advocating for a fair and equitable cannabis industry.

Congressional Black Caucus Foundation

NCR participated at the 2022 Congressional Black Caucus Foundation's Annual Legislative Conference by hosting a panel to bring to light the hardships minority operators face without access to financial services to raise capital, complete depository transactions, and access capital markets to increase the longevity of their enterprises. In partnership with Congressman Troy Carter (D-LA), M4MM, and Women Grow, NCR led the discussion and provided pivotal testimony from equity applicants, minority business owners, and organizations representing minority businesses to communicate to Members of Congress the importance of financial inclusion in the cannabis industry via comprehensive legislation.



** Legalization statistics as of November 2023*

A Call for Better Banking Solutions

NCR stood united with diverse cannabis alliances representing an array of equity operators, small businesses, and other industry stakeholders to call on Congress to address the continued lack of equitable access to banking and capital for cannabis-related businesses. As part of this coalition, NCR urged Members of Congress to expeditiously take action on the bipartisan Secure and Fair Enforcement (SAFE) Banking Act upon its reintroduction in early 2023. NCR launched a nationwide social media and communications campaign to highlight the urgent need for congressional action to alleviate the barriers to accessing capital and banking services to improve public safety and support economic growth for the cannabis industry.

NCR remains committed to moving forward federal cannabis policy reforms that expand opportunities for an equitable cannabis industry, right past wrongs caused by prohibition, and protect consumer and patient access.

CRIMINAL JUSTICE & CLEMENCY SYMPOSIUM

In July 2022, the National Cannabis Roundtable, The Weldon Project's MISSION [GREEN], the Justice Roundtable, and the Academy for Justice at the Sandra Day O'Connor College of Law at Arizona State University hosted an in-person symposium at the Rayburn House Office Building in the U.S. Capitol Complex to discuss clemency policies and criminal justice reforms within the current landscape of U.S. cannabis laws.

The Cannabis Clemency Initiative would affect up to 2,700 people whose continued incarceration is inconsistent with public opinion and is an artifact of applying outdated drug policies borne largely by people of color in our most vulnerable communities. The criteria represents an important first step in a larger criminal justice reform effort that builds upon the experience gained from the 2014 Obama/Biden clemency program. By addressing a category of cases already implicated by a national rethinking of drug policy and widespread calls for racial justice, the Cannabis Clemency Initiative further established the groundwork for further reforms.

The symposium sessions focused on the federal law, policy, and politics of cannabis prohibition and criminal justice reform, with discussions on models for clemency and expungement as well as the consideration of bipartisan legislative proposals for cannabis-related criminal justice reform.

Following the symposium, NCR worked closely with U.S. Representatives Troy Carter (D-LA) and Rodney Davis (R-IL) to support their introduction of bipartisan legislation that would create an expungement mechanism for low-level violations of federal marijuana law and provide an expedited, orderly process that clears the deck of non- felony marijuana offenses lingering in the federal system.

The *Marijuana Misdemeanor Expungement Act* (H.R. 8557) would deliver justice for countless Americans whose lives have been disrupted and deprived because of a misdemeanor marijuana offense, activity now lawful for either adult use or medical purposes in 38 states.

The Results

Since the symposium, NCR and The Weldon Project partnered with Oklahoma Appleseed to prepare petitions for individuals currently incarcerated because of cannabis convictions. In December of 2022, this Cannabis Clemency Campaign turned around more than a dozen petitions, delivering them as a group to the U.S. Pardon Attorney to then be presented to the President for action as an entire category rather than on an individual basis and expediting the process for individuals currently incarcerated for cannabis convictions to be able to finally return to their homes, families, lives, and livelihoods.



NCR MEMBER HIGHLIGHTS

All member company CEOs of the **National Cannabis Roundtable** pledge to steward an **inclusive industry**, with each member contributing in a **unique** and **positive** way to address the harms of the failed, decades-long War on Drugs.

Here are examples of how our members are creating lasting impact.

CRESCO LABS

Launched in 2019, Cresco Labs' Social Equity & Education Development (SEED) Initiative marked the first comprehensive cannabis social equity program from a multi-state cannabis company. Specifically, Cresco Labs recognized the lack of Black and Hispanic participation in the cannabis industry, and resolved to invest both time and resources to remedy that inherent inequality through the development of tangible pathways into the industry for these communities.





SEED's holistic approach to restorative justice includes supporting expungement and record sealing, community-based resource fairs, engaging all levels of government to change the nation's drug laws, and working to ensure that no person remains incarcerated for a non-violent cannabis-related conviction. Through decisive action and an unwavering commitment to equity and justice, Cresco Labs continues to use its resources and platform to support partnerships with restorative justice-focused community organizations nationwide to amplify our aligned mission, services, and work benefiting people wronged by an unjust system.

RESTORATIVE JUSTICE THROUGH PARTNERSHIP

Cresco Labs has provided over $735,000 in direct support of restorative justice organizations and sponsored over 60 community and resource fairs across nine states, assisting over 8,000 individuals as part of the "Summer of Social Justice" initiative.

To draw impact and continue to move the needle, Cresco Labs is proud to have ongoing partnerships with: Social Change, Project H.O.O.D., Case Closed initiative by The Legal Aid Society, Center for Community Alternatives, Nation Outside, Michael Thompson Clemency Project, Florida Justice Center, Philadelphia Fight, The Institute for Community Justice, Cannabis Noire, and The Return to Freedom Project.

"Florida Justice Center is excited to partner with SEED for its Summer of Social Justice. It's refreshing to work with an organization that puts force behind its commitment to racial and social justice by helping communities decimated by the War on Drugs. Our Second Chance Events, held throughout the state of Florida, have allowed FLJC and SEED to assist hundreds of people seal or expunge arrest records, resulting in access to affordable housing, higher paying jobs, and a greater chance of success."

—

Jonathan Bleiweiss
Executive Director, Florida Justice Center

"We are ecstatic about the opportunity to move forward, build-out, and operate our dispensary. As social equity applicants, it has been a long road to gain entry into the cannabis industry. A key factor in our success was SEED's Community Business Incubator Program. This program provided our team with education and resources, access to experts in the field, and financial support—all of which are imperative to the success of any social equity program. It's clear that SEED put a great deal of time and effort into this program, and it is our goal to be able to provide the same type of support to others."

—

Ambrose Jackson
Chairman & CEO, The 1937 Group

Education to Employment Pipeline

By leveraging the company's subject matter experts and partnering with community-based business organizations, SEED also provides technical guidance and financial assistance, including but not limited to: brand marketing communications, seed-to-sale operations, and diverse supplier opportunities.

SEED's efforts are to ensure we build a diverse and inclusive pipeline of individuals and entrepreneurs seeking to develop skills or transfer existing professional experience to successfully enter the cannabis industry. Cresco Labs collaborates with colleges and universities, workforce development and professional organizations through its Illinois Cannabis Education Center to increase access to cannabis education, training and employment for communities disproportionately impacted by the War on Drugs. Cresco Labs also partners with institutions and organizations to identify and consider social equity applicants for permanent positions in its dispensaries, facilities, and corporate headquarters.

COMMUNITY IMPACT BY THE NUMBERS

$1.3 Million

Direct operating capital invested in Black and Latino-owned dispensaries and craft cultivation operations.

200+

Cannabis-related businesses incubated and/or supported through workshops and seminars nationwide.

$30,000+

In sponsorships supporting the attendance of Black, Indigenous, and People of Color (BIPOC) businesses at cannabis conferences in New York, New Orleans, and Chicago.

$280,000+

Direct spending to cover license and legal consulting fees for social equity dispensary and craft grow license applicants.

$11 Million+

Procured goods and services from minority and women-owned businesses since 2022.

1,000 Hours+

Of one-on-one business consulting provided to social equity licensees and ancillary business owners.

FLUENCE

Fluence recognizes the importance diversity, equity, and inclusion (DEI) plays in building a solid foundation for a successful and modern business. Our goals, which center around diversity in the workplace, removal of food insecurity, criminal justice reform, and excellence in STEM, are rooted in our daily operations and will continue to serve as the cornerstone of our commitment to being a socially responsible and environmentally ethical company.

WOMEN INNOVATION LEADERS

To further foster diversity in the cannabis industry, Fluence is proud to help bring diverse groups together to share knowledge, collaborate, and move the industry forward. Fluence launched the Women Innovation Leaders (WIL) Forum to address the need for women across the horticulture/cannabis industry to meet quarterly to discuss innovation, community, and cross-collaboration. Members benefit through engagement in direct "cross-pollination" with leading women across the horticulture industry worldwide, exposure to best practices, innovation insights, and the ability to contribute to the next generation of women leaders.

Fluence is proud to have launched a platform to support women in the cannabis space through camaraderie and connection. The WIL Forum is one of the only manufacturer-led collaborative women's networks, further underscoring Fluence's industry thought leadership.



Addressing Food Insecurity

Fluence is dedicated to improving the health and well-being of its local community in Austin, Texas. Every quarter, Fluence dedicates a team of its employees to provide on-site support to the Central Texas Food Bank. The team looks for opportunities that support helping the world grow smarter and providing food to those in need.

The Central Texas Food Bank works with food donors across the country, financial supporters, and volunteers to fill unmet needs in Central Texas. In 2022, the commitment from groups like Fluence resulted in nearly 54 million meals provided to families and local nonprofits that turn to them for help. A leader in the fight against hunger for nearly 40 years, Fluence is proud to be among the supporters of the Central Texas Food Bank's mission to nourish hungry people and to lead the community in the fight against hunger. Fluence is committed to bridging the gap on health and well-being disparities through similar initiatives in the years to come.





Bridging the Capital Gap

As most are aware, obtaining capital in the cannabis industry has been a direct barrier to entry for operators. Understanding the realities of an emerging market balanced with its distressed status, for several years, Fluence launched Fluence Capital. The program connects the dots between investors and growers for third party equipment financing while also providing its own equipment financing to qualifying entities, working together to provide cash-preserving alternatives to obtain Fluence technology. This particular new line of business was born out of Fluence's dedication to bridging entities in need with a palpable direct line of capital.

Fluence's dedication to entities in need is further underscored by the rebate support it provides to its partners. This provides a two-fold benefit, as partners are able to reap the financial benefits of utility rebates while being sustainably compliant in accordance with state standards. Fluence works hand in hand with more than 175 domestic utility companies and has a dedicated internal team that is consistently growing this list. Fluence is one of the only companies in the industry that has an internal team dedicated to such an endeavor, underscoring its commitment to both sustainability and the financial hardships their partners face. Unlike third party companies, Fluence does not charge for this support and finds the best path for its customers in processing their rebates. Many utilities have programs that are difficult to navigate, and through the Fluence team's reach, they have found that in some cases, they can either increase rebates beyond what meets the surface or originate new programs suited to cannabis cultivation.

Diversity in the Cannabis Workforce

Fluence is making inroads across several states to ensure that the cannabis workforce, specifically cultivators and others in the ecosystem, is equipped with knowledge about lighting. This spans from sustainability measures to installation, to introductory terms, scientific data, and all factors affecting the plant and the growing environment. For example, in New York, Fluence has held talks with Medgar Evers College, Queens College, LIM College, and the Office of Cannabis Management to provide mentorship programming and adjunct teaching to cultivators throughout the state. Fluence is hopeful that new programming will launch in 2024. Fluence provides similar educational programming through its own in-house webinars as well as through conference programming.



Criminal Justice Reform

In support of New York's initiatives to help people who have been adversely affected by the War on Drugs, Fluence has a dedicated team working around the state to support social equity license recipients, distressed farmers, and legacy cannabis growers with the Fluence toolbox.

The toolbox includes:

- Equipment financing options
- Horticultural support
- Educational programming
- Rebates
- Sustainable equipment

Furthermore, Fluence supports the entire legacy to legal ecosystem in New York through event sponsorships and local industry association memberships, including the Cannabis Association of New York (CANY), the Cannabis Collective, and the Cannabis and Hemp Networking Association, among others.

"Helping The World Grow Smarter"

Fluence's commitment to "Helping The World Grow Smarter" is rooted in a science-led, research-backed approach, and is driven by a vision to bring the highest-performing, crop-specific lighting to controlled environment agriculture (CEA) growers around the world. Fluence's appreciation for science and research is rooted in academia and then translated into commercial applications. Its commitment and work spans from K-12 where curiosity is sparked, to colleges and universities where passions are ignited and innovations are born. Since its inception, Fluence has recognized the importance of academic research for the continued advancement of CEA.

For example, Fluence's Promoting Academic Research (PAR) Program gives students, faculty, and administrators access to its full range of LED lighting solutions. Whether responsible for an entire department, working on dissertations, or helping 4th-grade classes witness the six stages of plant growth, Fluence's PAR Program helps groups take advantage of the same lighting performance, consistency, and reliability that professional growers rely on.



GREENSPOON MARDER LLP

Greenspoon Marder is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We celebrate our employees' diverse life experiences, backgrounds, beliefs, self-expression, and unique talents. We believe that by promoting diversity, we encourage the continued growth of our firm, uplift our employees, and enhance our ability to serve our clients and our communities.

Project New Leaf

Project New Leaf, Greenspoon Marder's leading pro bono project, is a call-to-action and mobilization of its talented attorneys across the U.S. to provide pro bono expungement and record sealing services to individuals in underserved communities, and more particularly, those impacted by the War on Drugs. This project is vital to Greenspoon Marder's local communities, as expunging certain offenses from one's criminal record can minimize or even remove some of the barriers that disproportionately impact underserved and minority communities, such as access to employment or safe housing due to the background checks that are often required. In addition, this work has been linked to a decrease in recidivism rates—the likelihood of an individual going back into the justice system—effectively empowering individuals to "turn a new leaf."









Since its inception, Greenspoon Marder has hosted and participated in several successful community workshops in Fort Lauderdale, Miami, and Denver, with plans for other markets in the future. By offering legal services and financial assistance for eligible applications, they have been able to empower many individuals. The "Project New Leaf" community workshop program is a great example of its commitment to actionable social equity in its community and has helped Greenspoon Marder to further its relationships with local officials and organizations. Because of Project New Leaf's success, Greenspoon Marder has expanded its partnerships and services to include information on housing, immigration, small business creation, and victim advocacy, and is now in the process of expanding into additional markets.

Greenspoon Marder has participated in seven successful record clearing (expungement, sealing, clemency) workshops since 2021 in partnership with the Broward County State Attorney's Office, Miami-Dade County State Attorney's Office (Second Chance Program), and Expunge Colorado. In addition to providing legal services at these community workshops, Greenspoon Marder also provides limited sponsorships to eligible applicants. The comprehensive sponsorship provided by Greenspoon Marder includes the payment of application and court fees, notary services, and pro bono legal services during the applicant's expungement/sealing process. To date, Greenspoon Marder has represented 78 persons in expungement or sealing actions, paying for the required fees for these individuals. Greenspoon Marder is proud to report that 32 of those individuals have successfully sealed or expunged their records, opening doors previously closed because of this. They expect this number to continue to grow as Greenspoon Marder advances the remaining requests through the legal process and more workshops are conducted.

"Project New Leaf benefits our local communities while providing our attorney and staff volunteers with a deep sense of purpose and fulfillment. We are excited to continue our work in the record-clearing space and thankful to have the opportunity to give back in this way."

iLAVA

iLAVA is a family of authentic cannabis brands with a catalog of products rooted in wellness and innovation. The company is guided by the essential principles of:



SUSTAINABILITY

iLAVA facilities and the packaging they put out into the world are designed for a greener and more efficient future.



DIVERSITY

The iLAVA team has grown from the diverse community it serves, and together the company is as multifaceted as the cannabis plant itself.



INNOVATION

iLAVA prides itself in pioneering products that best serve its customers, not just the bottom line.

"As a first-generation immigrant, it was personal to me that iLAVA build a diverse team reflective of the patients, consumers, and communities we serve in Arizona and as we enter new markets across the U.S. With a laser focus on compassionate care, those we assist in their wellness journey must feel that their unique needs are represented by our company – whether it be having someone helping them that understands their unique needs and concerns or having innovative products that fill the gaps many patients found with other medical providers, including vegan products. Just as important to me was making sure to help other underrepresented entrepreneurs enter the industry, as we continue to actively engage in policy work on the state and federal levels to do just that."

—

Moe Asnani
Founding Partner, iLAVA

Diversity in Hiring

The company is proud that nearly half of all its employees self-identify as Black, Indigenous, People of Color (BIPOC) and represent diverse backgrounds, including disabled veterans.



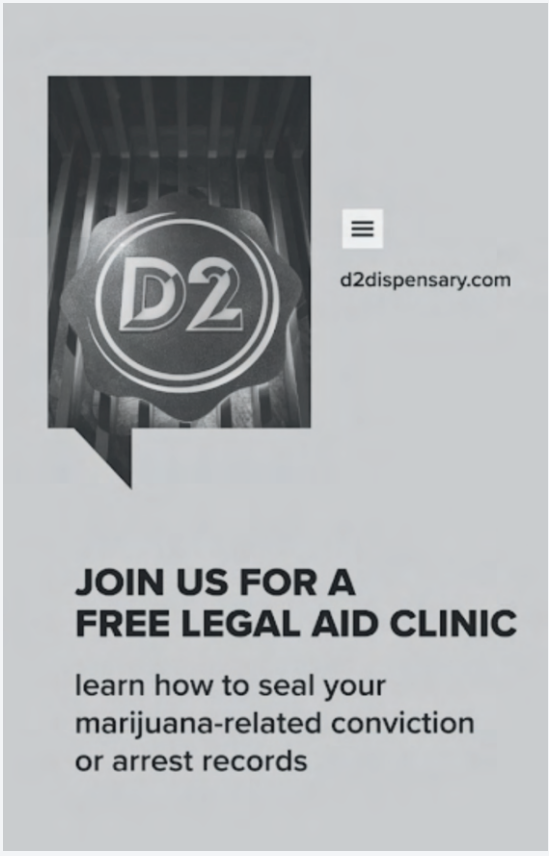






CRIMINAL JUSTICE REFORM

iLAVA has worked with the Arizona Marijuana Expungement Coalition's Reclaim Your Future campaign, a state-funded initiative to help individuals with marijuana-related public criminal records have those records expunged. Following a free legal aid clinic Reclaim Your Future hosted at D2, an iLAVA dispensary, three individuals have already had their records expunged.



MANA SUPPLY CO.

At Mana, we're honored to serve our community and be a source of balance that empowers all to be the best version of themselves. For us, providing the highest quality of medical cannabis from locally sourced growers and processors to our community isn't just a business, it's a higher calling, a responsibility, a passion.

Mana's management team embodies a diverse and inclusive composition, including men and women, members of the LGBTQ+ community, and representation from different racial groups.

Mana plays an active role in local communities throughout Maryland, Colorado, and Missouri, where it conducts frequent community events with local and national charitable partners to raise awareness and bring light to each of their missions. In many cases, events are coordinated with the Mana sales team, where a percentage of sales are donated to charities. Additionally, Mana provides opportunities to host in-person booths and speaking engagements to garner more support for these charitable causes.



MANA HAS PROUDLY PARTNERED AND DONATED TO THE FOLLOWING ORGANIZATIONS:

- Americans for Safe Access
- Annapolis Pride
- Annapolis Wellness House
- Arundel Grown
- Black Lives Matter
- Capital SUP
- Chicano Mural Association
- Gold's Gym Small Business Partnership
- Hawaiian Land Trust
- High Five Initiative
- Last Prisoner Project
- Live Water Foundation
- Maryland Food Bank
- MJ Connect
- PetConnect Rescue
- Spark | Cannabis Professionals in Person
- Toys For Tots
- Unprescribed Inc.
- Veterans Initiative 22





Supporting Cannabis Reform

As part of its business practice, Mana is proud to dedicate time, resources, and funding to support political candidates on the local, state, and federal levels who support cannabis reform and measures that reverse the harms of the War on Drugs. Mana merges its voice as a cannabis industry leader with advocates and candidates who are aligned to build an equitable and sustainable cannabis industry.

Mana's involvement extends to serving as board members on the Project D.R.E.A.M. committee of the Maryland Medical Dispensary Association (MDMDA). This committee is dedicated to creating industry opportunities and providing training for individuals from communities most impacted by the War on Drugs, while also advocating for criminal justice reform in the state. Additionally, Mana played a key role in establishing the Sensible South Trade Association, an organization dedicated to cannabis reform in the Carolinas, where it remains actively engaged as members of the board.

> "Every cannabis company has an obligation to strive for reform that moves us away from the outdated cannabis laws that disproportionately affected Black and Brown communities. This industry cannot survive long term without comprehensive rules and regulations that not only create a sustainable ecosystem for the cannabis supply chain, but also ensure equity and diversity are the cornerstone of our growth."
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> —
>
> **Christopher Jensen**
> *CEO and Founder, Mana Supply Co.*







PURA VIDA INVESTMENTS

Through volunteering, donations, and peer-to-peer fundraising, Pura Vida is dedicated to giving back to the community. We proudly display artwork in our office by students in arts programming in underserved NYC public schools and serve dinners to those experiencing homelessness. Pura Vida also works to close the preparation gap for highly motivated and talented students by providing internships and professional mentorships.

Pura Vida invests in the academic community, primarily through undergraduate and MBA internship programs that focus on recruiting diverse candidates for on-the-job training and mentorship. Over the past two years, Pura Vida's intern population has been 50 percent female and 43 percent Black, Indigenous, and People of Color (BIPOC).

THE BOWERY MISSION

The Bowery Mission has served New Yorkers experiencing hunger and homelessness since the 1870s, when its neighborhood came to define the term "skid row." Pura Vida's partnership with The Bowery Mission began in 2019 with its inaugural Thanksgiving Fundraiser.

Pura Vida has raised more than $1 million in peer-to-peer fundraising to support The Bowery Mission in helping individuals overcome homelessness and marginalization through compassionate care services, residential programs, transitional housing, and more. The Pura Vida team is proud to provide funding and volunteers to The Bowery Mission's nightly dinner service.





THE JACKIE ROBINSON FOUNDATION

Pura Vida partnered with the Jackie Robinson Foundation to sponsor a scholar through their undergraduate education. The sponsorship includes a financial scholarship and access to JRF's proprietary 42 Strategies for Success Curriculum, a comprehensive set of support services including curriculum guidance, career mentoring, internship placement, and a host of practical life skills and leadership training to help them succeed both academically and professionally.

TILT HOLDINGS

TILT Holdings measure of success extends beyond financial achievements, encompassing the well-being of its employees, communities, and the environment to achieve a fair and equitable industry for all. As a combination of leading cannabis companies that deliver products and services to businesses operating in the cannabis industry, TILT recognizes its responsibility to operate in a sustainable and socially conscious manner. From fostering a diverse and inclusive workplace to implementing eco-friendly strategies, TILT Holdings strives to be a responsible corporate citizen, setting an example for others in our industry and beyond.

Leading with Community: TILT x Shinnecock Indian Nation

The Shinnecock Indian Nation is one of the oldest self-governing tribes in New York State. The Shinnecock primarily holds jurisdiction over tribal territory in Southampton at Shinnecock Neck, a 900-acre peninsula that juts into Shinnecock Bay, plus an additional 100 acres along the Peconic Bay. In their Algonquian language, the Shinnecock name roughly translates into: "people of the stony shore."

In its approach to diversify revenue streams and creating economic self-sustainability, the Nation explored opportunities in the emerging legal cannabis industry. The Nation's consultants at Conor Green connected tribal leadership with TILT Holdings two years ago, and the idea took root. As many know, social equity and business opportunities have been highly publicized as priorities for regulated states. Yet, Indigenous nations often are not invited to a seat at the table. TILT partnered with the Shinnecock by providing financial investment, training, and mentoring to help establish Little Beach Harvest, the first tribally-owned, operated and tax-free cannabis dispensary in Eastern Long Island. The official partnership was announced on August 21, 2021.

> "We thank the TILT team for leading us through the initial development of this project. As we move forward toward becoming the first tribally-owned cannabis dispensary in Eastern Long Island, our new partnership will bring our vision for sovereign cannabis to completion with an official opening in Fall 2023. Both of these collaborations were crucial for setting the stage for the overall economic growth of the Shinnecock Nation."
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> —
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> **Shinnecock Indian Nation Council of Trustees.**



Photo courtesy of the Shinnecock Indian Nation

This partnership was a powerful collaborative and cooperative relationship with both sides contributing to Little Beach Harvest's formation. TILT provided funds to develop a 5,000 square foot dispensary from the ground up and the expertise to consult on the business infrastructure, with the vision of eventually opening a cultivation, production facility and a wellness lounge minutes from Southampton's business district. This prime location creates a unique engagement point between the First People and the Hamptons community. Team members at all levels across TILT corporate and its Massachusetts vertical facilities provided their expertise to mentor, educate, and train the Little Beach Harvest team. This work included business operations, design, staff onboarding, human resources, marketing, and logistics.



Photo courtesy of the Shinnecock Indian Nation

The teams navigated the complexities through the design phase, creating the Shinnecock's own Cannabis Regulatory Division that aimed to mirror New York state regulations, and establishing relationships with local growers and testing labs. When Little Beach Harvest opens its doors, it will showcase cannabis products cultivated by members of the tribe – yet another winning example of the Shinnecock creating economic self-sustainability that will empower even more small businesses on its sovereign land. Through the investment of time and understanding, TILT and the Shinnecock built a solid working relationship which instituted a new protocol for a new market to emerge within their Nation; we believe our partnership has led to a unique and tailored reflection of the Shinnecock's long history to plant medicine.



Photo courtesy of the Shinnecock Indian Nation



Photo courtesy of the Shinnecock Indian Nation

In September 2023, TILT Holdings and the Shinnecock announced a change in partnership for its next stage with new investors stepping in to acquire TILT's membership interest in the project. This has been a true partnership from the start - providing stand-up services for their eagerly anticipated Little Beach Harvest dispensary and we are excited for the next chapter for Shinnecock – out of the building phase and into a realized business focused on daily operations. TILT looks forward to seeing that day, and to witnessing the next part of the Shinnecock's cannabis journey.

TRULIEVE

Trulieve remains a champion of social justice in cannabis. That is why we have formed national level partnerships, sponsored events such as expungements and licensing bootcamps in several states and have worked with and directly mentored economic empowerment candidates. Trulieve's corporate social responsibility efforts ensure we are a responsible and sustainable leader in the cannabis industry.

In February 2023, Trulieve hosted a historic Fireside Chat with Ambassador Andrew Young, in partnership with Microsoft, to highlight civil rights leaders and discuss the roadmap ahead. Ambassador Young and Trulieve leadership discussed the importance of authentic work, the residual effects of the War on Drugs, pathways to healing, and ways in which corporations, nonprofits, and individuals can work together to drive positive change in our communities. This is the first installment highlighting civil rights leaders as part of Trulieve's overarching social justice initiatives.



200+
records expunged through **Florida Justice Center** expungement clinics

29 Expungements through **The Color of Cannabis**

44 Expungements through **MassCultivatED**

Minorities 4 Medical Marijuana (M4MM) expungement clinics

Last Prisoner Project Roll It Up for Justice Program and NFT campaign to support grants for constituents seeking expungements

CRIMINAL JUSTICE REFORM

Trulieve is committed to social equity, fairness, and rectifying the historical impact of cannabis criminalization. The company supports legislative efforts and advocates for policies that promote criminal justice reform, including automatic expungement for eligible individuals. Trulieve collaborates with legal aid organizations, nonprofits, and community groups to help individuals seeking expungement. This support includes pro bono legal clinics, educational workshops, and partnerships with expungement service providers. This work aims to remove the barriers faced by individuals with prior cannabis convictions, empowering them to access employment, housing, education, and other opportunities.

Building Community

The Trulieve Community Outreach Program is rooted in the company's core values. Its purpose is to bring awareness to the benefits of cannabis through education and community enrichment. Through education, we can begin to break the stigmas attached to cannabis, provide a greater understanding on the benefits of the plant, and make a positive impact within the communities in which Trulieve operates.



Trulieve currently partners with dozens of non-profit and advocacy organizations to further this mission, such as:

- ALS Association of FL
- Cannamoms
- Disabled American Veterans
- Epilepsy Alliance of Florida
- Florida Justice Center
- Gilda's Group
- Hire Heroes USA
- K9 Heroes for our Heroes
- Last Prisoner Project
- LEAP for Ladies
- Lutheran Social Services
- Minority Cannabis Business Association
- Metro Inclusive Health
- Minorities 4 Medical Marijuana
- National Cannabis Roundtable
- National LGBT Chamber of Commerce
- National Minority Supplier Diversity Council
- National Hispanic Cannabis Council
- Parkinson's Foundation
- Students for Sensible Drug Policy
- Tallahassee Senior Center
- Veterans in Business Network
- YWCA USA
- WISE Florida
- Women Empowered in Cannabis
- Women's Business Enterprise National Council

Supplier Diversity Initiative

Trulieve is committed to developing a strong supplier base that includes diversely owned businesses providing top-quality goods and services. In 2022, Trulieve launched its nationwide supplier diversity initiative providing education and professional development resources while also creating mutually beneficial business relationships with a supplier base reflective of the customers and communities Trulieve serves.

Trulieve encourages diverse suppliers who can bring innovation and value to its supply chain to register in the supplier portal, which also offers Trulieve employees the opportunity to review registered supplier capabilities and reach out to them directly.

Suppliers nationwide are encouraged to register with Trulieve's supplier database. Through the Company's comprehensive supplier diversity initiative, Trulieve will consider all varieties of products and services from marketing and software, to cleaning supplies, training, construction, and other ancillary services that support Trulieve's day-to-day operations.

> "Trulieve's supplier diversity initiative showcases opportunities for cannabis leaders to advance local businesses creating tangible, positive change in the cannabis industry. We are proud to lead this charge and will continue to seek opportunities to establish professional relationships with diverse business owners throughout America."
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> —
>
> **Kim Rivers**
> *CEO, Trulieve*

urban-gro, Inc.

urban-gro is an integrated professional services consulting firm delivering professional services and solutions across architecture, design, engineering, equipment integration, and construction management in the cannabis industry and beyond. Our team is committed to designing, engineering, building, and equipping cultivation facilities and retail dispensaries in a manner that benefits and represents the communities that they serve.

Teens for Food Justice

In partnership with Teens for Food Justice, urban-gro provided labor, equipment, and financial support for a first-of-its-kind in Colorado indoor farm at Bruce Randolph High School in Denver. The farm helps to bring fresh produce and agricultural education resources to the local community. The project is catalyzing a youth-led movement to end food insecurity through high-capacity, school-based vertical farming by training youth, ages 12 to 18, to build and maintain indoor vertical farms. The farms will serve as local sources for fresh food and nutrition and health education centers in underserved communities.











Giving Back and Driving Change

urban-gro believes in positively impacting communities through community service, mentorship, education, and sustainability. The firm is proud to support organizations like Habitat for Humanity, United Way, regional food banks, animal shelters, and others with donations of time, materials, and funds. Each holiday season, urban-gro CARES brings together members of the organization to collect personal items and toiletries to build care packages to share with those in need. This annual tradition gathers team members in downtown Denver one Saturday each December to serve a hot meal and distribute the kits.



"We are both humbled and thrilled to be teaming up with Teens for Food Justice to help bring healthy food and education resources to local communities. As a leader serving the global indoor CEA market, this partnership allows our team to share our unparalleled industry knowledge with the next generation of innovators for the direct benefit of their community while enhancing education around sustainable growing practices."

Bradley Nattrass
Chairman & Chief Executive Officer, urban-gro

Verano

Verano has a proud history of philanthropic and charitable engagement that has made a positive difference for countless individuals across many states and local communities, spanning a range of causes that include: donations and volunteer efforts benefitting cannabis expungement clinics and clemency initiatives, social equity, LGBTQ+ communities, food drives, breast cancer awareness, and more.

The Weldon Project - MISSION [GREEN]

In June 2022, Verano announced an exclusive partnership with The Weldon Project's MISSION [GREEN]. This initiative was founded by Weldon Angelos, a former music producer who spent 13 years in prison due to archaic mandatory minimum sentencing requirements for cannabis-related offenses. Since his release, Weldon has advocated for cannabis and criminal justice legislative reforms, including clemency and expungement initiatives for other non-violent cannabis offenders who have received excessive prison sentences.

Verano initially donated $50,000 to the MISSION [GREEN] initiative for immediate support and throughout the sustained campaign that lasted the entirety of 2022, on the first Friday of each month, Zen Leaf and MÜV customers were encouraged to support the initiative – with Verano matching up to $13,000 in donations to honor Weldon's time served.

With the support of the company, Verano team members and its dispensary visitors were able to donate $140,715 to MISSION [GREEN] in support of cannabis clemency. Most recently, Verano's support helped the organization secure the release of Luke Scarmazzo, a state licensed medical cannabis dispensary operator who was released and reunited with his family after serving 14 years of a 22-year federal prison sentence.

CANNABIS IS NOT A CRIME
MISSION [GREEN]

Roundup Program

In 2023, Verano launched its Round Up for Cannabis Reform dispensary donation program benefitting The Weldon Project's MISSION [GREEN] and the non-profit organization's advocacy for cannabis-related criminal justice reform. Round Up for Cannabis Reform allows guests at 127 of Verano's signature Zen Leaf and MÜV dispensaries across 12 states to round up purchases to the nearest dollar to directly support TWP's cannabis clemency, advocacy, and criminal justice reform initiatives.

> "By partnering with a respected and established industry leader like Verano, our organization is able to scale up our efforts to further dismantle the countless injustices that persist as a result of cannabis prohibition. We take tremendous pride in joining forces with a team that shares common values and commitments to supporting communities disproportionality impacted by the failed War on Drugs. I believe our donation campaign is essential in galvanizing support from both Verano and Americans across the country who share our vision of supporting and implementing impactful cannabis reform."
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> —
>
> **Weldon Angelos**
> *Founder, Weldon Project and MISSION [GREEN]*

The Lynn Sage Breast Cancer Foundation

The Lynn Sage Breast Cancer Foundation (LSBCF) was founded by devoted friends in honor of Lynn Sage, who lost her battle with the disease at the age of just 37. Since then, the foundation has been committed to funding innovative breast cancer research in the fight to end breast cancer. To date, LSBCF has raised over $40 million dollars to fund essential, groundbreaking breast cancer research. Verano's partnership with LSBCF began in October 2021 with the inaugural launch of its dispensary punch card program in support of Breast Cancer Awareness Month. With the help of MÜV and Zen Leaf dispensary visitors, Verano raised $150,000 for the incredible organization and have the honor of making the largest donation to LBSCF from a cannabis company.

During Verano's second annual campaign supporting LSBCF for Breast Cancer Awareness Month, as part of the dispensary-led punch card campaign, customers had the opportunity to both enjoy their favorite medical and adult-use cannabis products and support the fundraising campaign. Verano donated $50,000 to LSBCF upon each customer's punch card being completed, and customers received exclusive rewards with each purchase.

In 2023, Verano launched the third annual campaign in support of LSBCF by hosting a fundraising campaign throughout the entire month of October at the company's Zen Leaf and MÜV dispensaries in eleven states, including: Arizona, Arkansas, Connecticut, Florida, Illinois, Massachusetts, Maryland, Michigan, New Jersey, Nevada, and West Virginia. Following the success of previous dispensary-led punch card campaigns that have generated hundreds of thousands of dollars in proceeds, Verano again facilitated a donation to LSBCF upon each customer's punch card being completed.



LOCAL GRASSROOTS INITIATIVES

Beyond its national work, Verano also supports local initiatives in areas it serves.

- In March 2022, employees at Verano's Chicago headquarters participated in a volunteer cannabis expungement clinic, facilitated by Legal Aid Chicago, to advise individuals with cannabis-related offenses on the records expungement process – resulting in the expungements of 16 individuals.
- In June 2022, as a continuation of previous efforts, Verano team members delivered donations in addition to catering and serving dinner to seniors at the Center on Halsted as part of its Pride Month partnership. Chicago employees also took shifts packing essential item care packages to be distributed at Howard Brown Health's Broadway Youth Center for youth who are LGBTQ+, underserved, and/or experiencing homelessness.
- In December 2022, Massachusetts team members from Zen Leaf Plymouth delivered 2,000 pounds of canned goods to families in need as part of a holiday food drive.



LETTER
FROM THE EDITOR



Precious Osagie-Erese
CEO/Founder of Precious Canna Co.
Cannabis DEI Expert, Advocate, and Equity Operator

We are witnessing an industry that is rapidly emerging and transforming the economic landscape of our nation—the cannabis industry. As we embark on this journey of exploration and opportunity, it is essential to underscore the significance of restorative justice, economic equity, and social reform if we are to truly see this industry grow.

A once highly stigmatized and criminalized product, it has taken generations of collaborative efforts for us to actualize a legitimate regulated cannabis industry. We are currently enjoying the commercialization of products that created the War on Drugs and incarcerated thousands of Black and Brown people. We owe it to them to utilize our resources created by this industry to aid in their release and see to it that we right the wrongs of the past. The needle doesn't stop there, we must continue to pool resources to navigate the social and economic injustices that still plague this country around cannabis.

As we build a better tomorrow, we must be mindful of the mistakes made in the past and work diligently to usher in a market that has equal parts viability and equity. The work being done by the National Cannabis Roundtable has been extensive to provide the cannabis policy reform needed for a sustainable industry for years to come while holding fast to corporate social responsibilities that aim to support diversity, equity, and inclusion (DEI). When we embrace DEI in the cannabis industry, we tap into a wellspring of talent, creativity, and ingenuity that has the power to propel us to new heights. Moreover, we create an industry that gives back to communities that have endured the brunt of cannabis prohibition. What more can we aim for?

The effort to confront biases and dismantle systems that perpetuate inequality is not easy, but I firmly believe that we are up to the challenge. Together, we can build an industry that reflects the values we hold dear—justice, compassion, and respect for one another. I believe that we can unlock untapped potential, drive innovation, and cultivate fresh ideas that will shape the future of cannabis in ways we cannot yet fathom. We are creating a new interpretation of cannabis culture for generations to come.

NCR MEMBERS


AMERICAN WEED CO.
AVENTINE PROPERTY GROUP
CRESCO LABS
DOVE CO-PACK
EMINENCE CAPITAL
Fernway
FEUERSTEIN KULICK
FLUENCE
FTI CONSULTING
GreenspoonMarder LLP
iLAVA
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NATIONAL HOLISTIC HEALING CENTER
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VERANO



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