Labrador Transparency

Communicating Changes in Sustainability Goals and Targets: Trends and Recommendations

February 2026

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Introduction

U.S. companies have set sustainability-related goals and targets with frequency since the 1980s. Sometimes company-driven, sometimes stakeholder-driven, they have primarily shared them, along with progress toward achievement, in voluntary reports. Today, many U.S. companies are reevaluating their sustainability goals and targets. This piece explores evolving trends in communicating changes to sustainability goals and targets, especially those related to climate.

Why are Companies Changing Sustainability Goals and Targets?

Several external factors have converged in 2025 and early 2026 to push a growing number of U.S. companies to reevaluate their sustainability goals and targets.

- **2025 and 2030 deadlines**: Many companies are reviewing progress on their goals and targets following the 10th anniversary of the Paris Climate Agreement and the 30th UN Climate Change Conference and as we approach the 2030 goal year of the United Nations Sustainable Development Goals (UN SDGs).
- **Political pressures**: At the same time, along with a tightening economic landscape, U.S. companies are facing political pressures to scale back sustainability initiatives.
- **Regulations**: The California climate mandates (SB 261 and SB 253), the European Union's Corporate Sustainability Reporting Directive (CSRD) and new jurisdictional requirements built off the International Sustainability Standards Board (ISSB) Standards require more transparency around sustainability initiatives.

To instill stakeholder trust, we suggest that companies changing their sustainability goals or targets increase transparency around the what, how and why of their new approaches.

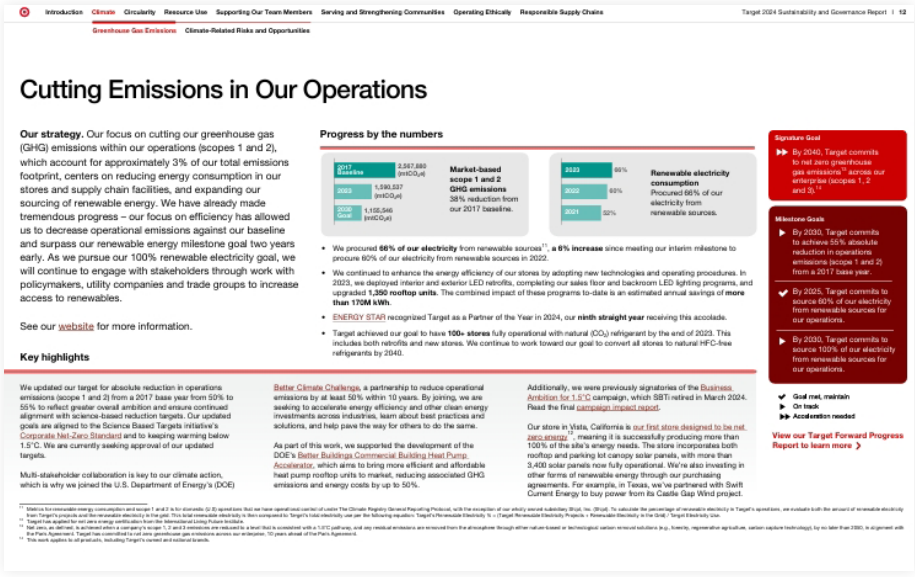
Goals versus targets

While goals are broad and aspirational statements, often qualitative in nature, targets are quantitative and measurable benchmarks with baseline and deadline years. Our recommendations on transparency around why goals or targets are being changed, replaced or eliminated are the same for both.

Achievement of Existing and Setting New Goals or Targets

Some companies use progress bars, callout boxes and other design elements to discuss the achievement of a sustainability goal or target. In addition, they often provide context on how they intend to make further progress post achievement, especially if the achieved goal or target was part of meeting a broader long-term commitment like net-zero greenhouse gas (GHG) emissions or zero waste.

For example, Target met two of its 2025 goals early: sourcing 60% of the electricity for company operations from renewable sources and reducing operational food waste by 50% across stores, supply chain facilities and headquarters from a 2017 baseline year as part of their plan to achieve zero waste to landfill in their U.S. operations by 2030.

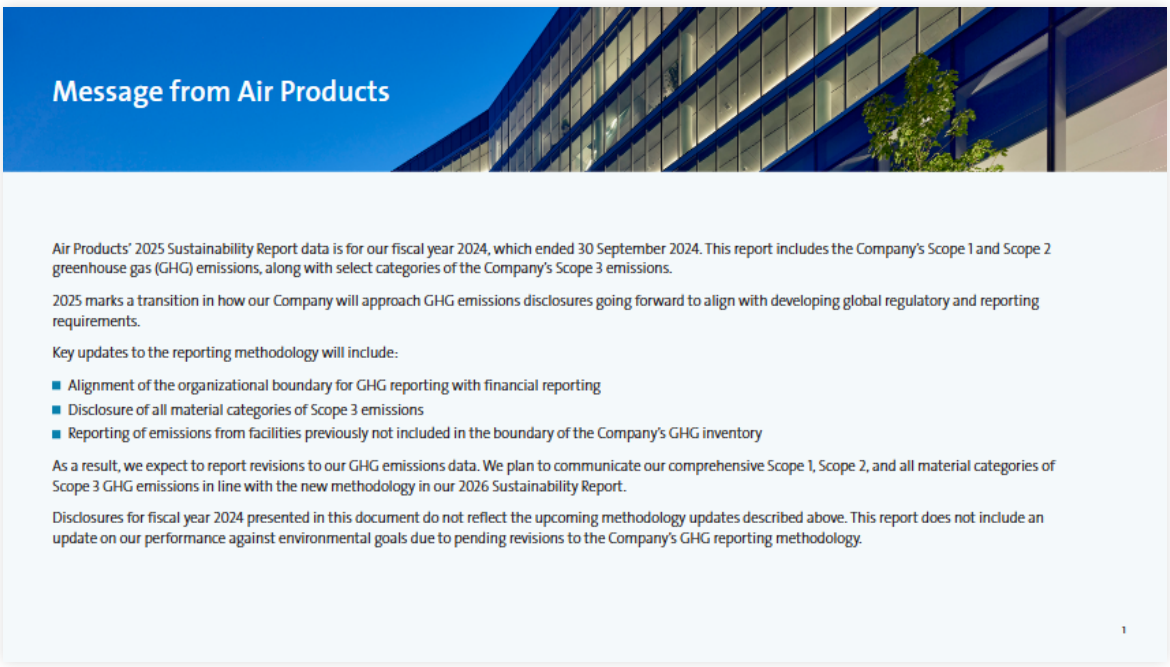


Target used progress bars and callout boxes with icons in its 2024 Sustainability and Governance Report to explain which of their sustainability-related goals were met and being maintained, on track to be met, or in need of acceleration to meet their timeline.

New Circumstances and Eliminating Goals or Targets

More companies are becoming transparent about the challenges they face in meeting their sustainability goals or targets, including how they are adapting.

For example, in the introduction to Air Products' 2025 Sustainability Report, the company expressly states that the report does not include an update on its environmental goal performance because the company is transitioning to a new GHG emissions reporting approach to align with developing global regulatory and reporting requirements. As a result, they explained, their 2026 report will include a new emissions reporting boundary aligned with the company's financial reporting, disclosure of all the company's material Scope 3 emissions and reporting on emissions from facilities previously not included in their prior emissions inventory boundary—all improvements in their climate reporting.



Message from Air Products

Air Products' 2025 Sustainability Report data is for our fiscal year 2024, which ended 30 September 2024. This report includes the Company's Scope 1 and Scope 2 greenhouse gas (GHG) emissions, along with select categories of the Company's Scope 3 emissions.

2025 marks a transition in how our Company will approach GHG emissions disclosures going forward to align with developing global regulatory and reporting requirements.

Key updates to the reporting methodology will include:

- Alignment of the organizational boundary for GHG reporting with financial reporting
- Disclosure of all material categories of Scope 3 emissions
- Reporting of emissions from facilities previously not included in the boundary of the Company's GHG inventory

As a result, we expect to report revisions to our GHG emissions data. We plan to communicate our comprehensive Scope 1, Scope 2, and all material categories of Scope 3 GHG emissions in line with the new methodology in our 2026 Sustainability Report.

Disclosures for fiscal year 2024 presented in this document do not reflect the upcoming methodology updates described above. This report does not include an update on our performance against environmental goals due to pending revisions to the Company's GHG reporting methodology.

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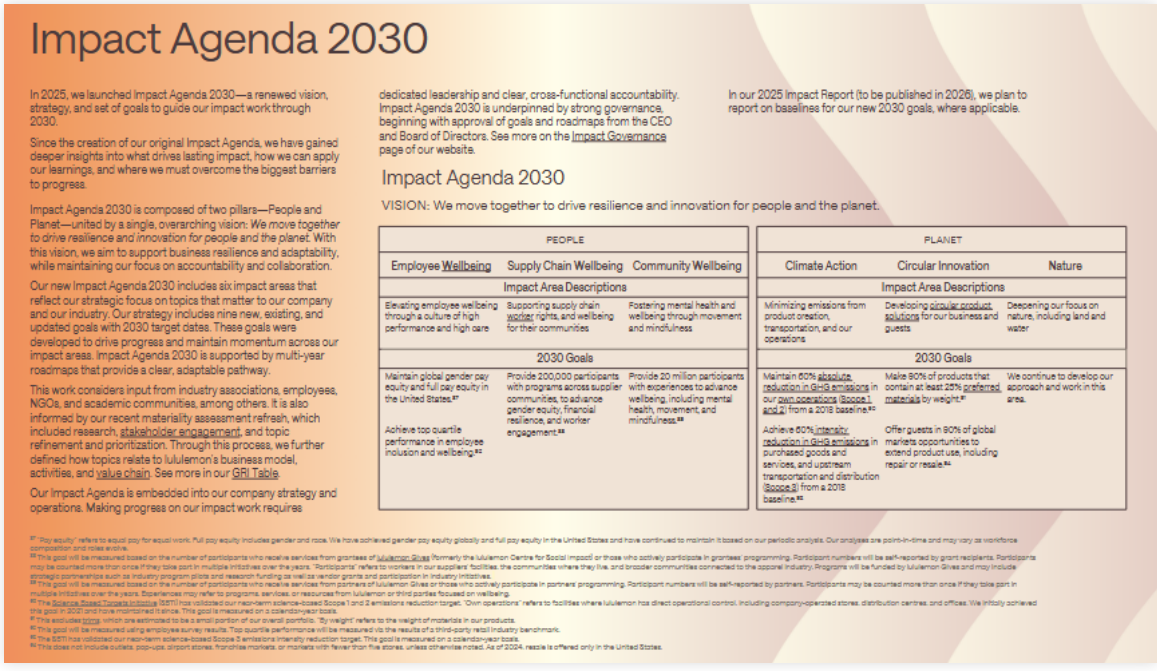
Air Products transparently explains in its 2025 Sustainability Report how the company is improving its climate disclosures going forward

Similarly, Lululemon discusses in its Impact Report 2024 how it has met, updated or is eliminating (and in some cases replacing) its sustainability goals and why.



Impact Agenda 2030

In 2025, we launched Impact Agenda 2030—a renewed vision, strategy, and set of goals to guide our impact work through 2030.

Since the creation of our original Impact Agenda, we have gained deeper insights into what drives lasting impact, how we can apply our learnings, and where we must overcome the biggest barriers to progress.

Impact Agenda 2030 is composed of two pillars—People and Planet—united by a single, overarching vision: *We move together to drive resilience and innovation for people and the planet.* With this vision, we aim to support business resilience and adaptability, while maintaining our focus on accountability and collaboration.

Our new Impact Agenda 2030 includes six impact areas that reflect our strategic focus on topics that matter to our company and our industry. Our strategy includes nine new, existing, and updated goals with 2030 target dates. These goals were developed to drive progress and maintain momentum across our impact areas. Impact Agenda 2030 is supported by multi-year roadmaps that provide a clear, adaptable pathway.

This work considers input from industry associations, employees, NGOs, and academic communities, among others. It is also informed by our recent materiality assessment refresh, which included research, stakeholder engagement, and topic refinement and prioritization. Through this process, we further defined how topics relate to lululemon's business model, activities, and value chain. See more in our GRI Table.

Our Impact Agenda is embedded into our company strategy and operations. Making progress on our impact work requires dedicated leadership and clear, cross-functional accountability. Impact Agenda 2030 is underpinned by strong governance, beginning with approval of goals and roadmaps from the CEO and Board of Directors. See more on the Impact Governance page of our website.

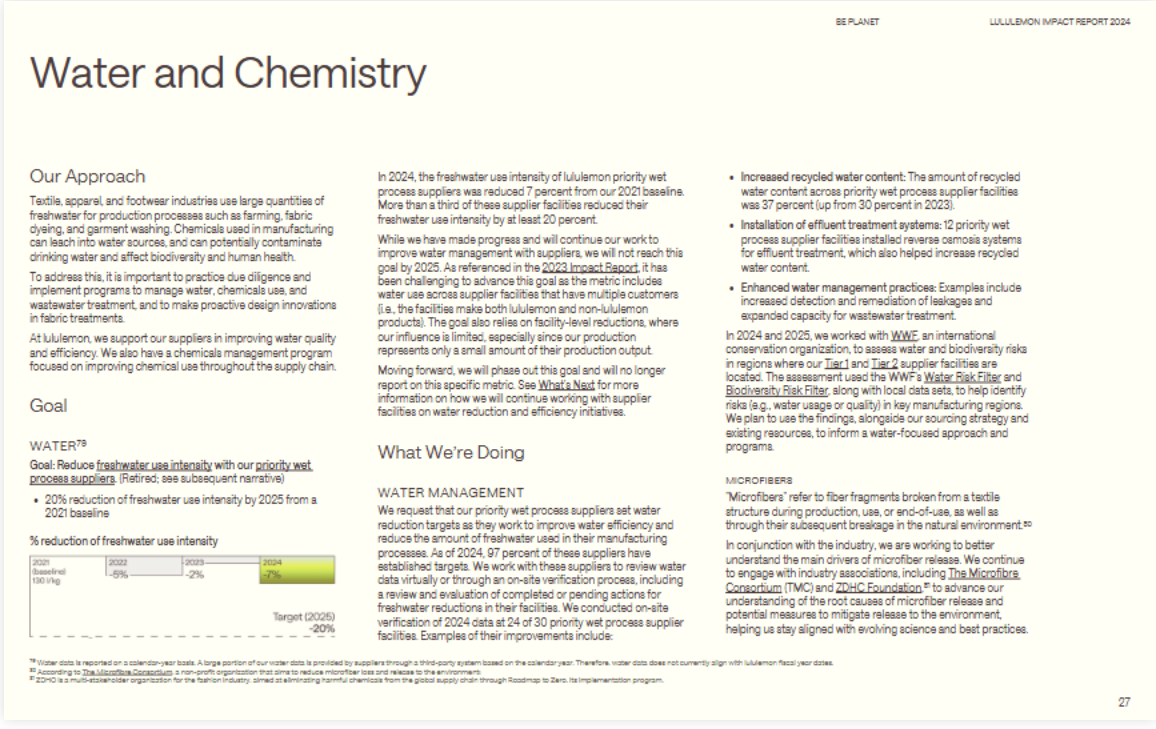
In our 2025 Impact Report (to be published in 2026), we plan to report on baselines for our new 2030 goals, where applicable.

Impact Agenda 2030

VISION: We move together to drive resilience and innovation for people and the planet.

PEOPLE			PLANET		
Employee Wellbeing	Supply Chain Wellbeing	Community Wellbeing	Climate Action	Circular Innovation	Nature
Impact Area Descriptions			**Impact Area Descriptions**		
Elevating employee wellbeing through a culture of high performance and high care	Supporting supply chain worker rights, and wellbeing for their communities	Fostering mental health and wellbeing through movement and mindfulness	Minimizing emissions from product creation, transportation, and our operations	Developing circular product solutions for our business and guests	Deepening our focus on nature, including land and water
2030 Goals			**2030 Goals**		
Maintain global gender pay equity and full pay equity in the United States.[87] Achieve top quartile performance in employee inclusion and wellbeing.[82]	Provide 200,000 participants with programs across supplier communities, to advance gender equity, financial resilience, and worker engagement.[88]	Provide 20 million participants with experiences to advance wellbeing, including mental health, movement, and mindfulness.[88]	Maintain 60% absolute reduction in GHG emissions in our own operations (Scope 1 and 2) from a 2018 baseline.[83] Achieve 60% intensity reduction in GHG emissions in purchased goods and services, and upstream transportation and distribution (Scope 3) from a 2018 baseline.[83]	Make 90% of products that contain at least 25% preferred materials by weight.[84] Offer guests in 90% of global markets opportunities to extend product use, including repair or resale.[84]	We continue to develop our approach and work in this area.

[87] "Pay equity" refers to equal pay for equal work. Full pay equity includes gender and race. We have achieved gender pay equity globally and full pay equity in the United States and have continued to maintain it based on our periodic analysis. Our analyses are point-in-time and may vary as workforce composition and roles evolve.
[88] This goal will be measured based on the number of participants who receive services from grantees of lululemon Gives (formerly the lululemon Centre for Social Impact) or those who actively participate in grantees' programming. Participant numbers will be self-reported by grant recipients. Participants may be counted more than once if they take part in multiple initiatives over the years. "Participants" refers to workers in our suppliers' facilities, the communities where they live, and broader communities connected to the apparel industry. Programs will be funded by lululemon Gives and may include strategic partnerships such as industry program pilots and research funding as well as vendor grants and participation in industry initiatives.
[82] This goal will be measured based on the number of participants who receive services from partners of lululemon Gives or those who actively participate in partners' programming. Participant numbers will be self-reported by partners. Participants may be counted more than once if they take part in multiple initiatives over the years. Experiences may refer to programs, services, or resources from lululemon or third parties focused on wellbeing.
[83] The Science Based Targets initiative (SBTi) has validated our near-term science-based Scope 1 and 2 emissions reduction target. "Own operations" refers to facilities where lululemon has direct operational control, including company-operated stores, distribution centres, and offices. We initially achieved this goal in 2021 and have maintained it since. This goal is measured on a calendar-year basis.
[84] This excludes hims, which are estimated to be a small portion of our overall portfolio. "By weight" refers to the weight of materials in our products.
[85] This goal will be measured using employee survey results. Top quartile performance will be measured via the results of a third-party retail industry benchmark.
[86] The SBTi has validated our near-term science-based Scope 3 emissions intensity reduction target. This goal is measured on a calendar-year basis.
[81] This does not include outlets, pop-ups, airport stores, franchise markets, or markets with fewer than five stores, unless otherwise noted. As of 2024, resale is offered only in the United States.



BE PLANET LULULEMON IMPACT REPORT 2024

Water and Chemistry

Our Approach

Textile, apparel, and footwear industries use large quantities of freshwater for production processes such as farming, fabric dyeing, and garment washing. Chemicals used in manufacturing can leach into water sources, and can potentially contaminate drinking water and affect biodiversity and human health.

To address this, it is important to practice due diligence and implement programs to manage water, chemicals use, and wastewater treatment, and to make proactive design innovations in fabric treatments.

At lululemon, we support our suppliers in improving water quality and efficiency. We also have a chemicals management program focused on improving chemical use throughout the supply chain.

Goal

WATER[79]

Goal: Reduce freshwater use intensity with our priority wet process suppliers. (Retired; see subsequent narrative)

- 20% reduction of freshwater use intensity by 2025 from a 2021 baseline

% reduction of freshwater use intensity

In 2024, the freshwater use intensity of lululemon priority wet process suppliers was reduced 7 percent from our 2021 baseline. More than a third of these supplier facilities reduced their freshwater use intensity by at least 20 percent.

While we have made progress and will continue our work to improve water management with suppliers, we will not reach this goal by 2025. As referenced in the 2023 Impact Report, it has been challenging to advance this goal as the metric includes water use across supplier facilities that have multiple customers (i.e., the facilities make both lululemon and non-lululemon products). The goal also relies on facility-level reductions, where our influence is limited, especially since our production represents only a small amount of their production output.

Moving forward, we will phase out this goal and will no longer report on this specific metric. See What's Next for more information on how we will continue working with supplier facilities on water reduction and efficiency initiatives.

What We're Doing

WATER MANAGEMENT

We request that our priority wet process suppliers set water reduction targets as they work to improve water efficiency and reduce the amount of freshwater used in their manufacturing processes. As of 2024, 97 percent of these suppliers have established targets. We work with these suppliers to review water data virtually or through an on-site verification process, including a review and evaluation of completed or pending actions for freshwater reductions in their facilities. We conducted on-site verification of 2024 data at 24 of 30 priority wet process supplier facilities. Examples of their improvements include:

- **Increased recycled water content:** The amount of recycled water content across priority wet process supplier facilities was 37 percent (up from 30 percent in 2023).
- **Installation of effluent treatment systems:** 12 priority wet process supplier facilities installed reverse osmosis systems for effluent treatment, which also helped increase recycled water content.
- **Enhanced water management practices:** Examples include increased detection and remediation of leakages and expanded capacity for wastewater treatment.

In 2024 and 2025, we worked with WWF, an international conservation organization, to assess water and biodiversity risks in regions where our Tier 1 and Tier 2 supplier facilities are located. The assessment used the WWF's Water Risk Filter and Biodiversity Risk Filter, along with local data sets, to help identify risks (e.g., water usage or quality) in key manufacturing regions. We plan to use the findings, alongside our sourcing strategy and existing resources, to inform a water-focused approach and programs.

MICROFIBERS

"Microfibers" refer to fiber fragments broken from a textile structure during production, use, or end-of-use, as well as through their subsequent breakage in the natural environment.[80]

In conjunction with the industry, we are working to better understand the main drivers of microfiber release. We continue to engage with industry associations, including The Microfibre Consortium (TMC) and ZDHC Foundation,[81] to advance our understanding of the root causes of microfiber release and potential measures to mitigate release to the environment, helping us stay aligned with evolving science and best practices.

[79] Water data is reported on a calendar-year basis. A large portion of our water data is provided by suppliers through a third-party system based on the calendar year. Therefore, water data does not currently align with lululemon fiscal year dates.
[80] According to The Microfibre Consortium, a non-profit organization that aims to reduce microfiber loss and release to the environment.
[81] ZDHC is a multi-stakeholder organization for the fashion industry, aimed at eliminating harmful chemicals from the global supply chain through Roadmap to Zero, its implementation program.

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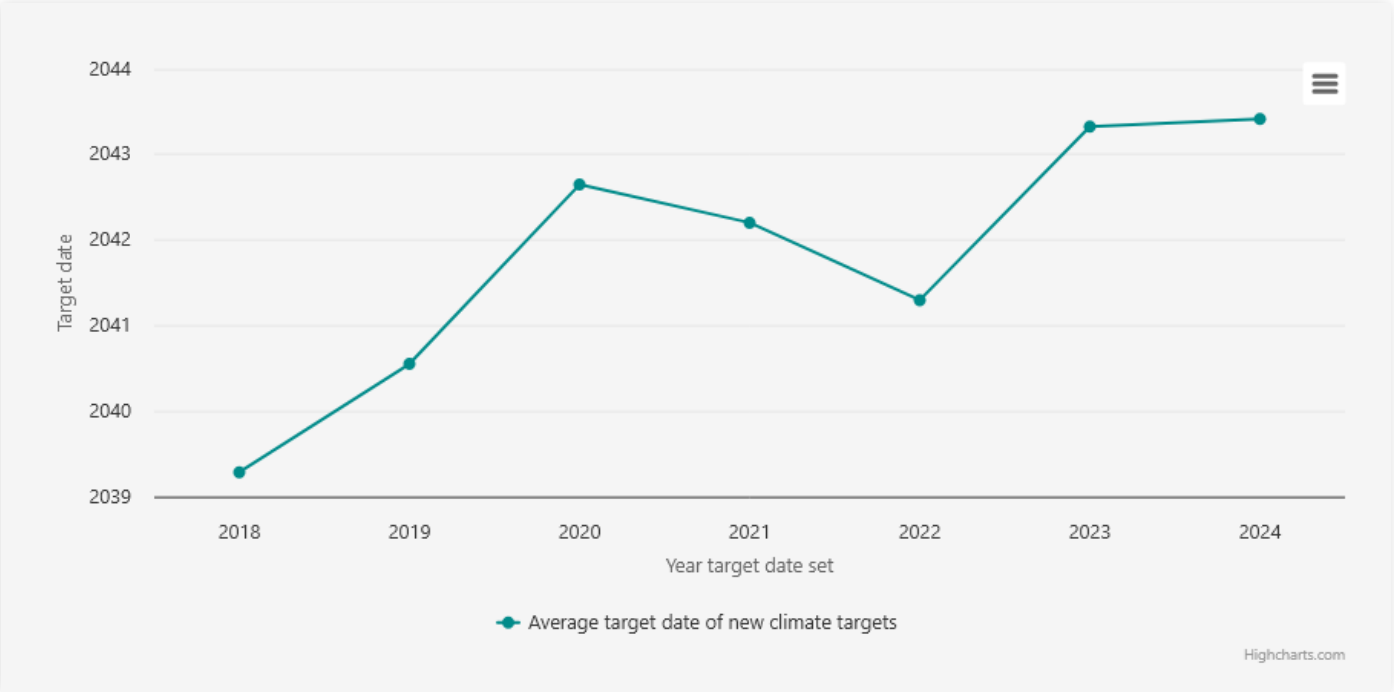
For each of its sustainability topics in its Impact Agenda 2030 report, Lululemon discusses its overall approach, progress against goals, what they are doing to meet their goals and what's next as they maintain, update or eliminate goals.

A growing number of companies are scaling back or eliminating their GHG emissions reduction targets, including pushing back timelines for achieving net zero by 5 to 10 years or eliminating their targets altogether. A chart published by Generation Investment LLP[1] shows a trend of delaying net-zero target dates set post 2022, making them less ambitious or, as many companies explain, more realistic.



Generation Investment LLP's calculations using Net Zero Tracker for the world's largest 2000 companies

Similar adjustments to target dates are evident around targets related to circularity and zero waste. Companies like Coca-Cola, Walmart, Nestlé, PepsiCo, Mars, and others have shifted from targets focused on reducing the use of virgin plastic derived from non-renewable sources and increasing use of refillable and returnable packaging by 2025 or 2030 to commitments focused on the collection of recyclables and the use of recycled materials. Several of these companies have explained that, while they have made progress, there are "inherent systemic challenges" that have made it difficult for them to meet their initial ambitions.[2]

[1] Generation Investment LLP. (May 14, 2025). "Are Companies Backsliding on Sustainability?"

[2] Darley, James. (May 23, 2025). "Why Walmart, Nestle, Mars & More Have Left US Plastics Pact." *Sustainability Magazine*.

Why is scaling back happening?

Some companies may have set their goals or targets in response to external stakeholder pressures before aligning internal resources to determine their feasibility. In addition, local, state, national and foreign regulations, incentives, tax credits and other governmental "carrots and sticks"—along with advancements in affordable and scalable technology—in many cases haven't kept pace with initial company ambitions. The political and economic instability of the last five years—from supply chain disruptions to rising material costs to political scrutiny of environmental, social and governance (ESG) commitments and programs, including industry coalitions around climate—has made setting realistic plans to meet goals and targets that much harder.[3]

As companies deal with the realization that in some cases progress is misaligned with expected time horizons, they are faced with the challenge of communicating this reality to their investors and other stakeholders. While greenhushing (purposely not disclosing sustainability-related information) may be growing as a temporary solution, we recommend directly addressing challenges, roadblocks, and ongoing learnings. Transparency can demonstrate resilience, instill stakeholder trust and lead to long-term value creation. Greenhushing also can result in legal liability.

The Special Case of DEI

A growing number of U.S. companies have also scaled back or eliminated other sustainability-related goals around diversity, equity and inclusion (DEI). See Labrador's comprehensive thought piece on this topic here.

[3] Hawkins, Neil. and Cooper, Kelly. (September 23, 2025). "Are Companies Actually Scaling Back Their Climate Commitments?" *Harvard Business Review.*

Best Practices to Consider

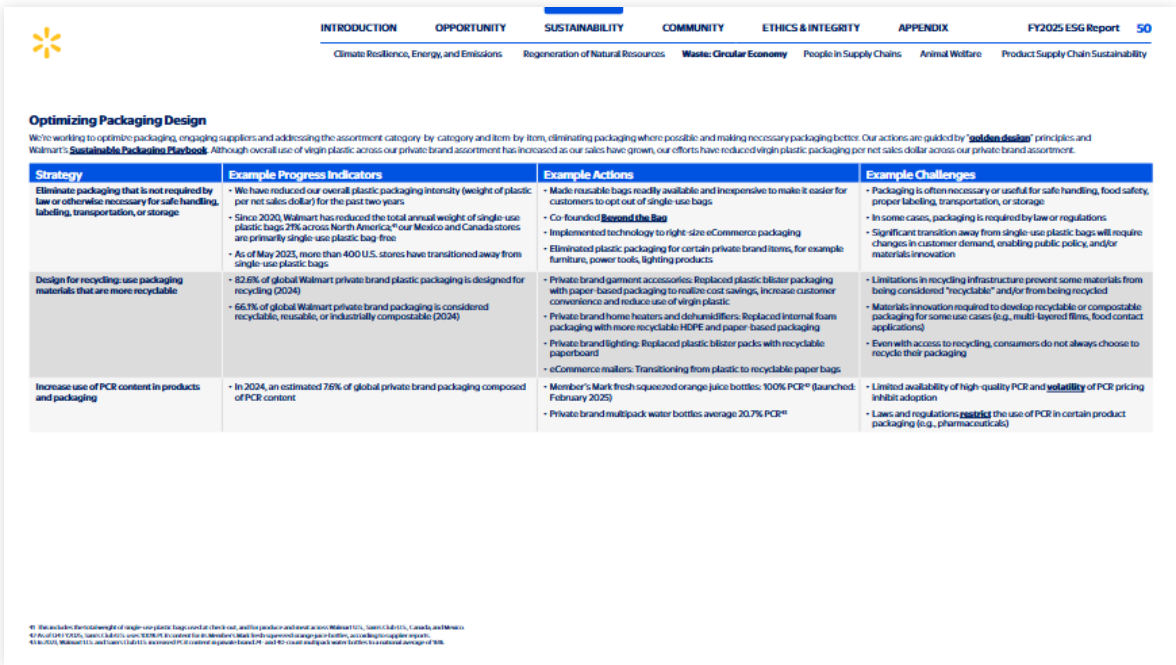
Be transparent about what has changed and why

Using a materiality lens, we suggest thoughtfully thinking through not only the disclosures around changed sustainability goals and targets but also their timing and location—from voluntary or regulatory reports to websites and social media. Consider discussing the original goal or target, the reasons for specific changes, and any related impacts on the business or its other sustainability goals or targets. Keep in mind how changes in goals, especially their elimination without replacement, may be perceived by investors and other stakeholders. Companies may also want to think through the timing and messaging of communicating changes in sustainability goals and targets and the timing of earnings calls, investor days or regulatory filings.

Other details to consider disclosing:

- How lessons learned are applied to new sustainability initiatives where the company can have the most cost-effective impact.
- How updated or new goals or targets better align with overall business strategy, industry best practices, regulatory requirements, stakeholder input, or the latest available technologies.
- What data recalculations, methodological improvements, baseline year updates, and other changes were necessary to align with the changed target.

For example, in its FY2025 ESG Report Walmart describes in detail the challenges it faces in meeting its packaging goals and commitments.



INTRODUCTION OPPORTUNITY SUSTAINABILITY COMMUNITY ETHICS & INTEGRITY APPENDIX FY2025 ESG Report 50

Climate Resilience, Energy, and Emissions | Regeneration of Natural Resources | Waste: Circular Economy | People in Supply Chains | Animal Welfare | Product Supply Chain Sustainability

Optimizing Packaging Design

We're working to optimize packaging, engaging suppliers and addressing the assortment category by category and item by item, eliminating packaging where possible and making necessary packaging better. Our actions are guided by "golden design" principles and Walmart's Sustainable Packaging Playbook. Although overall use of virgin plastic across our private brand assortment has increased as our sales have grown, our efforts have reduced virgin plastic packaging per net sales dollar across our private brand assortment.

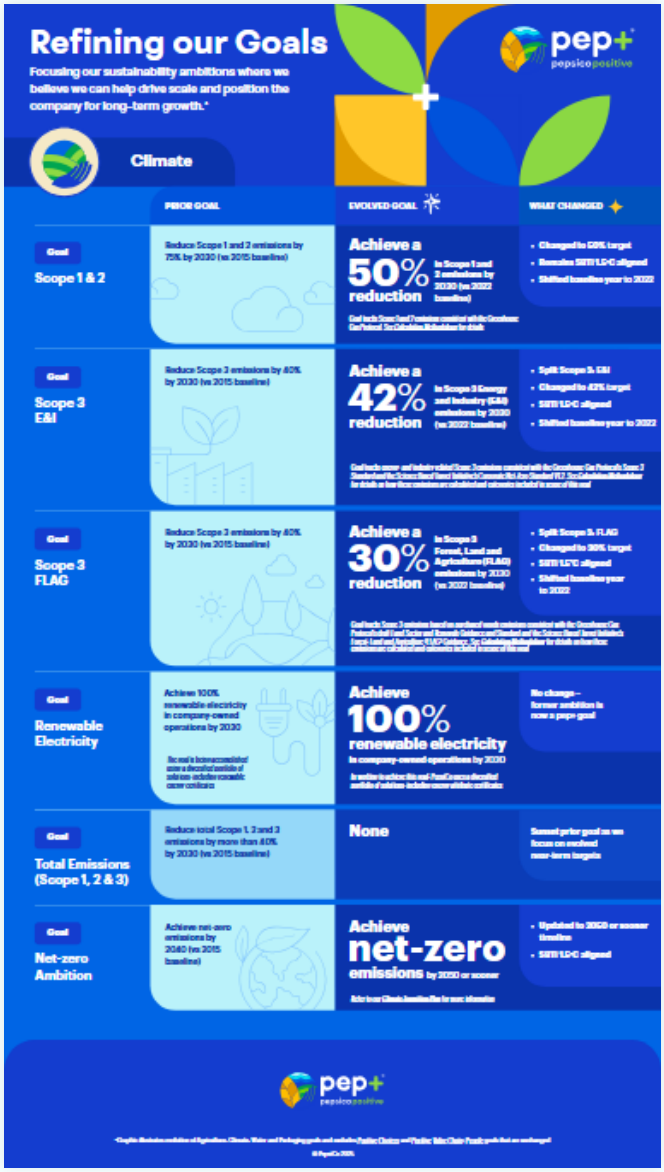
Strategy	Example Progress Indicators	Example Actions	Example Challenges
Eliminate packaging that is not required by law or otherwise necessary for safe handling, labeling, transportation, or storage	• We have reduced our overall plastic packaging intensity (weight of plastic per net sales dollar) for the past two years • Since 2020, Walmart has reduced the total annual weight of single-use plastic bags 21% across North America;[40] our Mexico and Canada stores are primarily single-use plastic bag-free • As of May 2023, more than 400 U.S. stores have transitioned away from single-use plastic bags	• Made reusable bags readily available and inexpensive to make it easier for customers to opt out of single-use bags • Co-founded Beyond the Bag • Implemented technology to right-size eCommerce packaging • Eliminated plastic packaging for certain private brand items, for example furniture, power tools, lighting products	• Packaging is often necessary or useful for safe handling, food safety, proper labeling, transportation, or storage • In some cases, packaging is required by law or regulations • Significant transition away from single-use plastic bags will require changes in customer demand, enabling public policy, and/or materials innovation
Design for recycling: use packaging materials that are more recyclable	• 82.6% of global Walmart private brand plastic packaging is designed for recycling (2024) • 66.1% of global Walmart private brand packaging is considered recyclable, reusable, or industrially compostable (2024)	• Private brand garment accessories: Replaced plastic blister packaging with paper-based packaging to realize cost savings, increase customer convenience and reduce use of virgin plastic • Private brand home heaters and dehumidifiers: Replaced internal foam packaging with more recyclable HDPE and paper-based packaging • Private brand lighting: Replaced plastic blister packs with recyclable paperboard • eCommerce mailers: Transitioning from plastic to recyclable paper bags	• Limitations in recycling infrastructure prevent some materials from being considered "recyclable" and/or from being recycled • Materials innovation required to develop recyclable or compostable packaging for some use cases (e.g., multi-layered films, food contact applications) • Even with access to recycling, consumers do not always choose to recycle their packaging
Increase use of PCR content in products and packaging	• In 2024, an estimated 7.6% of global private brand packaging composed of PCR content	• Member's Mark fresh squeezed orange juice bottles: 100% PCR[42] (launched February 2025) • Private brand multipack water bottles average 20.7% PCR[43]	• Limited availability of high-quality PCR and volatility of PCR pricing inhibit adoption • Laws and regulations restrict the use of PCR in certain product packaging (e.g., pharmaceuticals)

Walmart shares examples of its progress indicators, actions and challenges to help explain how the company is addressing obstacles it faces in meeting its packaging-related sustainability goals.

Consider charts and infographics to explain complex changes

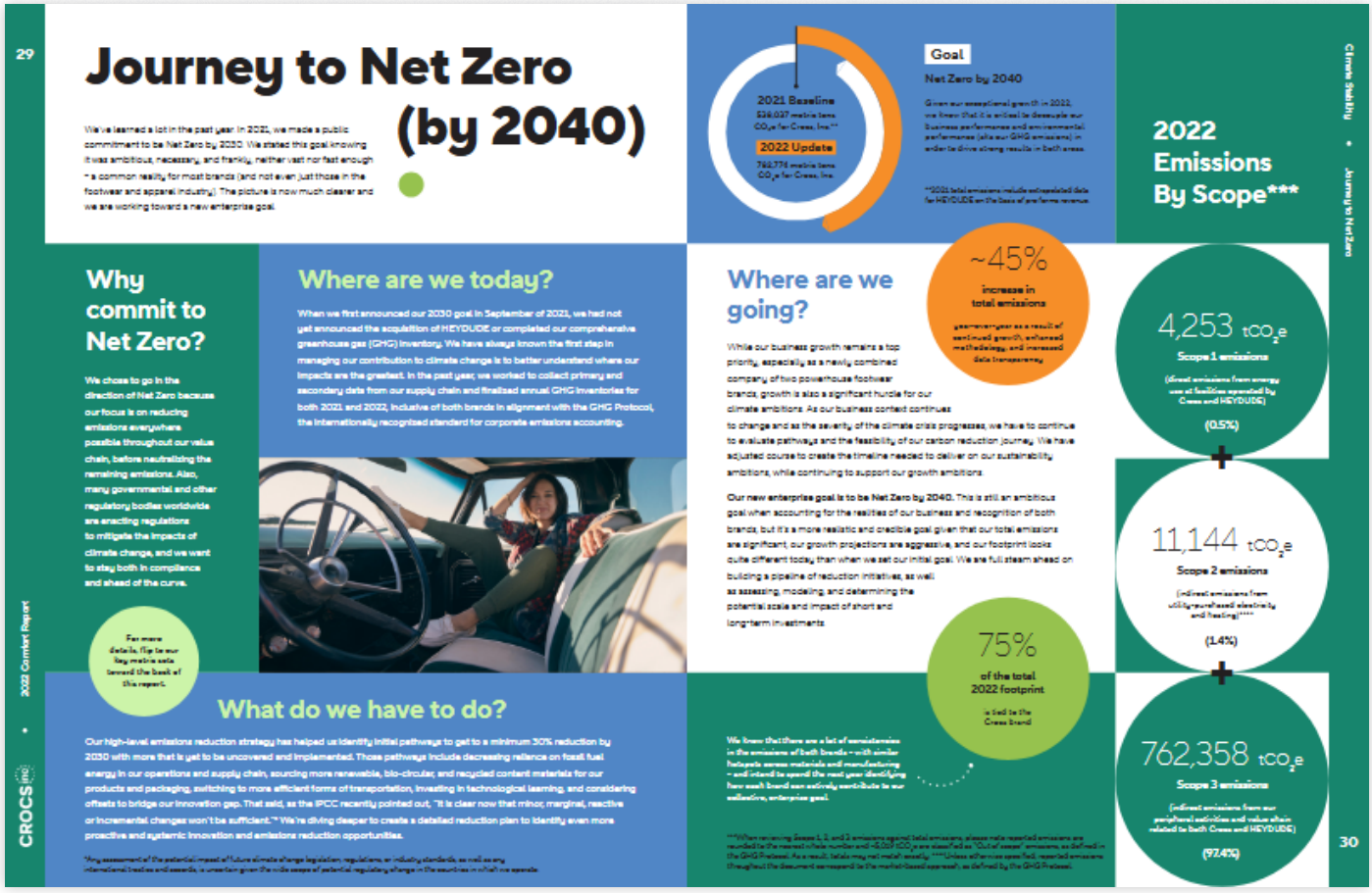
Sometimes an infographic or chart is the most succinct way to explain changing goals or targets as opposed to pages of narrative. We recommend developing clear disclosures that are consistent with the company's core values and use as little jargon as needed to align with topic or industry best practices.

One example is PepsiCo's Positive Goal Evolution Graphic, which showcases how its suite of targets are evolving as they work towards net-zero GHG emissions by 2050 or sooner. This net-zero infographic is accompanied by similar infographics explaining the company's other sustainability goals in regenerative agriculture, water, packaging, sustainable sourcing and more. Also included are links to the company's climate transition plan and other documents for more detailed information.



Similarly, in its 2022 Sustainability Report Crocs dedicated a page to why it changed its net-zero target deadline from 2030 to 2040, explaining:

> *"We've learned a lot in the past year. In 2021, we made a public commitment to be Net Zero by 2030. We stated this goal knowing it was ambitious, necessary, and frankly, neither vast nor fast enough—a common reality for most brands (and not even just those in the footwear and apparel industry)... We have adjusted course to create the timeline needed to deliver on our sustainability ambitions, while continuing to support our growth ambitions. Our new enterprise goal is to be Net Zero by 2040. This is still an ambitious goal when accounting for the realities of our business and recognition of both brands, but it's a more realistic and credible goal given that our total emissions are significant, our growth projections are aggressive, and our footprint looks quite different today than when we set our initial goal."*



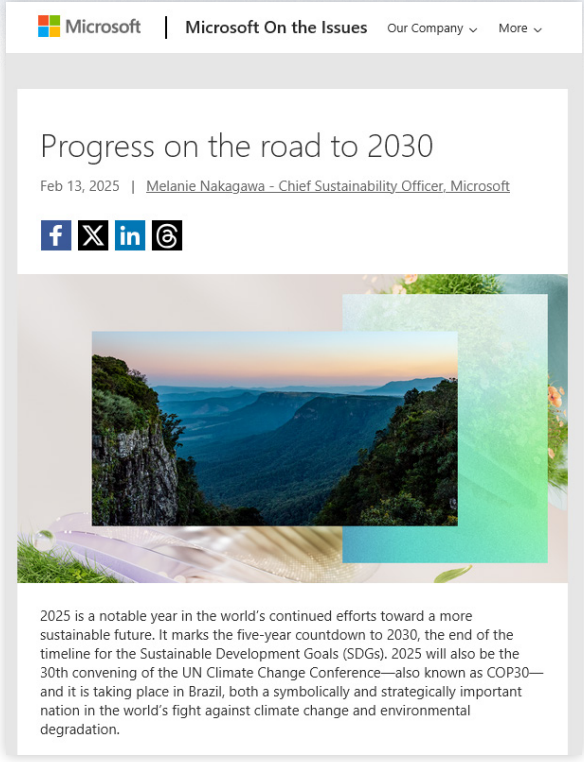
Croc's Journey to Net Zero (by 2040) infographic shows how the company is "full steam ahead on building a pipeline of reduction initiatives, as well as assessing, modeling, and determining the potential scale and impact of short and long-term investments."

Double down on communicating progress

Changing goals or targets brings increased responsibility to clearly communicate how progress going forward will be measured, monitored, and communicated. Communicating how lessons learned have been translated into action can signal accountability, especially if such communication comes from a company leader.

For example, Microsoft Chief Sustainability Officer (CSO) Melanie Nakagawa posted a progress note on the company's website explaining the challenges the company faces in meeting its climate commitments set in 2020:

> *"The world is not on track to meet critical climate goals and we see many of these challenges reflected in our own journey. In 2020, Microsoft leaders referred to our sustainability goals as a "moonshot," and nearly five years later, we have had to acknowledge that the moon has gotten further away. However, the force creating this distance from our goals in the short term is the same one that will help us build a bigger, faster, and more powerful rocket to reach them in the long term: artificial intelligence (AI). This is not hyperbole. Already, we are seeing AI make a positive impact on the planet, and in the coming years, this technology will begin to rapidly accelerate climate solutions at a scale we've not yet seen… [We] need to run our sustainability initiatives like we run the rest of our business: ensuring that our focus is on the highest-impact interventions that truly move the needle when it comes to planetary impact."*



Microsoft Chief Sustainability Officer (CSO) Melanie Nakagawa's 2025 climate progress note included a link to its 2023 AI and Sustainability Playbook, which Nakagawa explains will guide the company in "unlocking AI's full transformative potential for accelerating sustainability progress."

Consider third-party review

To demonstrate that changed environmental goals and targets align with leading international practices (including climate science), consider obtaining third-party certification by working with groups like SBTi (Science-based Targets Initiative), SBTN (Science-based Targets Network), the International Organization for Standardization (ISO)'s Net Zero Standard, or others. Outside certification can provide external, third-party review that new goals and targets still put the company on a credible path.

Special considerations for regulatory disclosures

It is important to communicate consistently, not only in annual sustainability reports but also in related disclosures on websites, in surveys and questionnaires like CDP, and elsewhere about any changes made to sustainability goals and targets. Consistency will be increasingly important as more sustainability disclosures move from voluntary reports and questionnaires to required disclosures like those under California's SB 261 and SB 253 or the CSRD.

The increase in regulatory disclosures has led to a related shift in corporate management and oversight of sustainability. More centralized in-house teams that oversee sustainability reporting controls, audit trails and external assurance—similar to those for financial reporting—contribute to improving consistency, efficiency and risk management. Such rigor should help companies improve their sustainability reporting going forward, including around changing sustainability goals and targets. We also suggest working with internal and external legal departments to refresh forward looking, cautionary, safe harbor and other disclaimer language in reports and on websites.

Looking Ahead

Consistent, evidence-based disclosures that align with a company's core values and directly tie to business strategy are more important than ever in today's politically and economically uncertain landscape. Investors, customers, employees and other stakeholders still expect companies to meet their stated sustainability commitments and communicate regular progress. Between the risky extremes of "greenwashing" and "greenhushing" lie transparent disclosures that accurately tell a company's sustainability story while mitigating unnecessary risk and scrutiny. As companies continue to evolve their sustainability goals and targets, finding this strategic balance is a best practice from which all companies can learn and improve.

[4] Wrobel, Miriam and Spryshak, Jackie. (November 12, 2025.) "How Companies Are Reframing Climate Communication in 2025." *Harvard Law School Forum on Corporate Governance.*

Labrador Transparency

About Labrador Transparency

Labrador Transparency exists to offer the science of transparency to corporations wishing to communicate effectively with their readers.

Our experienced and passionate team is composed of attorneys, designers, project managers, thinkers, and web developers. We collaborate together around a process that encompasses drafting, editing, designing, and publishing across all digital and print channels.

We are thrilled that communications prepared by Labrador Transparency have contributed to trustful relationships between our clients and their readers, whether investors, employees, or other stakeholders.

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