

Enharmonic Encounters



Kristi Mefford
Founder & CEO,
Kinky Rootz Salon
d/b/a Queen of Kinks
level Participant,
2025 Cohort

Annual Impact Report 2025

Building bridges to purposeful impact.

Beneficiary of our
B Certification
consulting services.

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Letter from Leadership: A Year Full of Developments and Surprises

2025 was an incredible year for us at Enharmonic Encounters. Now with a few years under our belt, we spent a good deal of energy and effort last year further refining our identity and demonstrating the impact of our operations. The natural longevity in how we serve our partners doesn't always allow for us to see the final results of our work and transformation all in the same calendar year. Well, those efforts are starting to pay off, and the impact is undeniable! We're proud to report on some of that transformation in this impact report.

One of our most material developments last year is that we grew geographically! While we continue to serve our community in Austin and Central Texas, we will now do the same in Phoenix and The Valley of the Sun in Arizona! From the very beginning, we've maintained a full vote of confidence in our capacity to effect transformation on a much larger scale—despite our small size. And so, one of our major objectives in 2025 was to expand the horizons of our positive social and environmental impact. Part of this pursuit has meant growing our physical presence, and we're elated to welcome a new area of the United States into our local scope of operations.

We are more motivated than ever to show up for our communities and leverage our platform as a force for good. We hope you'll join us on the next chapter of our journey!



Jeffrey David Stewart

Jeffrey David Stewart, Founder and Executive Director



Our Purpose

The current landscape of purpose-driven leaders and businesses suffers from a severe lack of diversity. Whether encompassing linguistic origins or racial or ethnic backgrounds, this glaring disparity suppresses voices, narratives, and missions carrying crucial contributions to solve the most complex challenges facing people and planet, including climate change and human rights violations.

We exist as a remedy to this problem. **Our purpose at Enharmonic Encounters is to empower our global society to be more accessible, inclusive, and representative of our diversity.**

By mobilizing the relevance of our operations around the nexus of diversity, accessibility, and inclusivity, we aim to put our planet in the best position possible to not only survive but benefit from the mosaic of its inhabitants and thrive for future generations.

In this Section

What We Originally Said

Increasing Brand Visibility

Assisting More Companies on Their B
Certification Journey

Furthering Our Understanding of B Lab's
New Standards

Expanding Our Language Service
Offerings



Tatiana Gomez
Founder & CEO,
Almazen
(formerly Ceres Market)
level Participant,
2024 Cohort

Beneficiary of our
B Certification
consulting services.

Accountability for 2024



Accountability for 2024: What We Originally Said

At the end of last year's impact report, we set our sights on the following developments for 2025:

- Increasing brand visibility through intentional networking and volunteer initiatives.
- Assisting more companies on their B Certification journey, including through our contribution to B Lab U.S. & Canada's Level program.
- Furthering our understanding of the new standards for B Certification and recertifying as one of the first companies to be held to these new requirements in 2026.
- Expanding our language service offerings through professional development aimed at interpreting—that is, rendering the spoken word in real time, versus engaging the written word.

Now that 2025 has come and gone, what progress have we made on these objectives?

ARIZONA



**THE GRAND CANYON STATE
WELCOMES YOU**

Increasing Brand Visibility: From Texas to Arizona

After nearly four years in Texas, where we were born and raised as a company, we found ourselves at a point in life some of us may know as an intersection of opportunity and preparation. While we were more than happy in Austin, we couldn't help but recognize what lay ahead of us beyond our hometown.

And so, we're happy to share that we've grown! In addition to continuing to serve our community in Central Texas, we're now looking to do the same in Phoenix, Arizona!

We know The Valley has a lot to offer, and in fact we've already begun ingratiating ourselves into the area through one of our favorite pastimes—live sporting events!

Our mission to build bridges to purposeful impact continues on no matter where we are, and we are privileged to have great geographic flexibility in our work. We're more than excited to expand the scale of our purpose in The Grand Canyon State!

level



Assisting More Companies on their B Certification Journey

We worked directly with over four new companies on their B Certification journey, including through B Lab U.S. & Canada’s Level program, all of which are owned by Black and Brown women. We are beyond proud to announce that all four of these partners have since successfully certified and are now present in our ecosystem as Certified B Corporations.

We are fully confident in our capacity to expand the scale of our positive impact through the partners we serve. While that means that we aim for higher volume, we also are very deliberate about who we serve. A big part of our purpose is addressing the great racial and ethnic divide that exists in certain entrepreneurial spaces. For us, that’s the ecosystem of Certified B Corporations.

If we are to grow, we want to grow the right way—by remaining rooted in empowering Black and Brown business owners, particularly Black women business owners, to not only get by but get ahead.



level



Enharmonic Encounters



WE'VE SUBMITTED!

Furthering our Understanding: B Lab's New Standards (V2)

In 2025 we took deliberate action in preparing ourselves to apply B Lab's new standards for B Certification (V2) to both our operations and those of our partners.

We believe that we need to be at the fore of this great transition and set an example for our ecosystem, to alleviate the fears and anxieties that many companies are feeling around the new requirements and to demonstrate that compliance is indeed a realistic and worthwhile pursuit—even for the smallest of companies.

As of the publishing of this impact report, we have officially submitted on V2. We are one of the first companies to take this step, and **the first Black- and minority-owned company in the United States and Canada to submit on B Lab's new standards!**

We have every intention of completing Recertification in 2026, noting plenty of takeaways and nuggets of insight along the way for the benefit of our ecosystem.



interpret2B
CERTIFICATE

Interpret2b hereby certifies

Jeffrey David Stewart

For successfully completing the Conference Interpreting Course, which covered essential techniques for improving practice, having completed 167 class hours curriculum as part of the training program for interpreters by interpret2b - Brazil



MYLENE QUEIROZ FRANKLIN
*Executive Direction
May 2025*

Expanding our Language Service Offerings

We believe that constant language reinforcement is a prerequisite to ensuring sustained success in what we do, and we are dedicated to maintaining adequate conditioning to provide our partners with high-quality translation and interpreting services.

In the first half of 2025 we completed our year-long training course in conference interpreting specializing in English (A) and Portuguese (B), and have since put these skills into practice in the market. We then moved to court interpreting preparation in the same language combination and these studies are ongoing.

We spent the summer months boosting our Arabic-language capabilities at the University of Texas at Austin's Arabic Summer Institute. This program was exactly what we needed and our language command and cultural competency are now stronger than ever before.

TEXAS Liberal Arts



The University of Texas at Austin
Middle Eastern Studies



Certificate

The Center for Middle Eastern Studies at UT-Austin hereby recognizes

Jeffrey David Stewart

For successfully completing the Advanced section of the 2025 Arabic Summer Institute, an intensive language program that covered one year's worth of Advanced to High-Advanced ACTFL Arabic language study.



Olla Al-Shalchi, ASI Program Director

By the Numbers

3

Charitable Partners
Supported

100%

Organizations
Black-Owned

\$5,700

Donated in 2025

\$20,750

Lifetime
Monetary Giving

In this Section

- Charitable Giving
- Updated Methodology
- Climate Action
- Breakdown of Emissions
- Climate Action Goals



Alex Bailey
Founder & CEO,
Black Outside

Long-term charitable
partner.

Commitments

1%

FOR THE
PLANET.

For businesses
that care enough to
commit.

Charitable Giving

We believe that a big part of our purpose is realized by empowering our charitable partners and amplifying their missions, which aligns with our common goal in a ripples-to-waves effect. In other words, our positive impact expands exponentially when our charitable partners thrive.

We honor our giving commitment by directing 5% of our revenue to Black-owned organizations working to enhance Black lives through our partnership with 1% for the Planet, a global organization that exists to ensure our planet and future generations thrive.

\$20,750

Lifetime Monetary Giving

(dollars donated directly to Black-owned organizations)





Updated Methodology

After certifying our giving for 2025 at 1% for the Planet, we decided to make a change in how we calculate our giving in 2026 and beyond.

Our Lifetime Monetary Giving figure (\$20,750) is slightly different from the figure that 1% for the Planet reports as our Total Approved Lifetime Giving to Environmental Organizations (\$21,639) in our 2025 certification. The difference is attributed to 1% for the Planet’s consolidation of multiple forms of giving beyond monetary giving.

We are deeply invested in our charitable partners, and we believe in maximizing our positive impact through our long-term contributions to them. For this reason, we will now disaggregate 1% for the Planet’s multiple forms of giving from our 5% commitment and reserve those funds for the exclusive monetary benefit of our charitable partners—Black-owned organizations working to enhance Black lives. Many are also environmental partners at 1% for the Planet.

Other types of charitable giving, which we have done and will continue to do, will be tracked separately and reported independently from what we report monetarily for our annual 5% giving commitment.



Climate Action

As a small mission-driven, service-based company, we recognize that even our operations have an environmental impact. Environmental responsibility isn't just a trendy term; it's a core pillar of using business as a force for good.

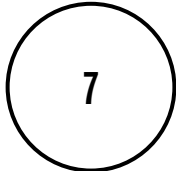
That's why we've committed to supporting the global ambition to limit global warming to 1.5°C above pre-industrial levels as set forth in the Paris Agreement. In 2024 we launched a new partnership with [Offset Alliance](#) and have aligned with their [Offset Climate Certified](#) program to understand our emissions sources, formally track our greenhouse gas (GHG) emissions year over year, and offset those emissions by funding verified GHG reduction projects while also adopting strategies to lower emissions over time.



Total Metric Tons of CO₂e
Emitted in 2025

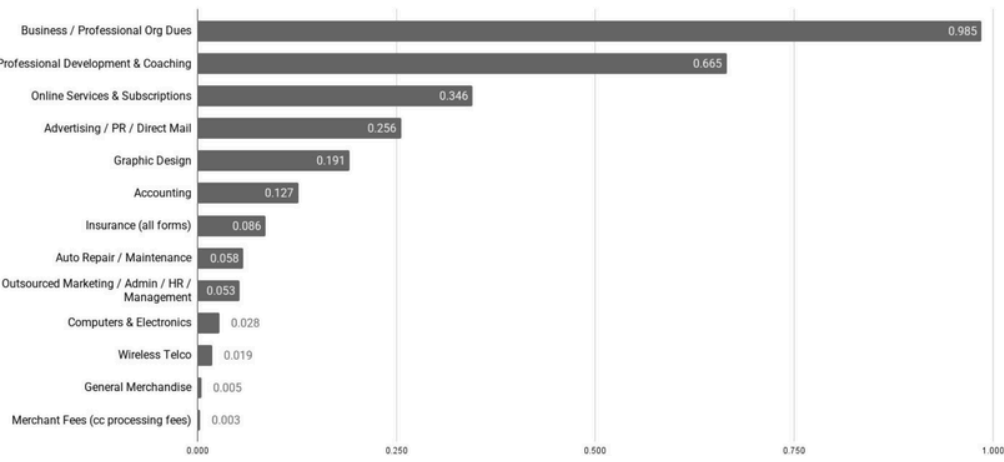


Reduction in Emissions from
2024 (7.58 MT CO₂e)



Metric Tons of CO₂e Offset
in 2025 (100%-measured)

2025 Scope 3 emissions: purchased goods & services by category (mT CO2e)

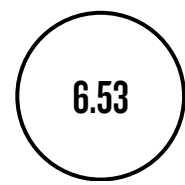
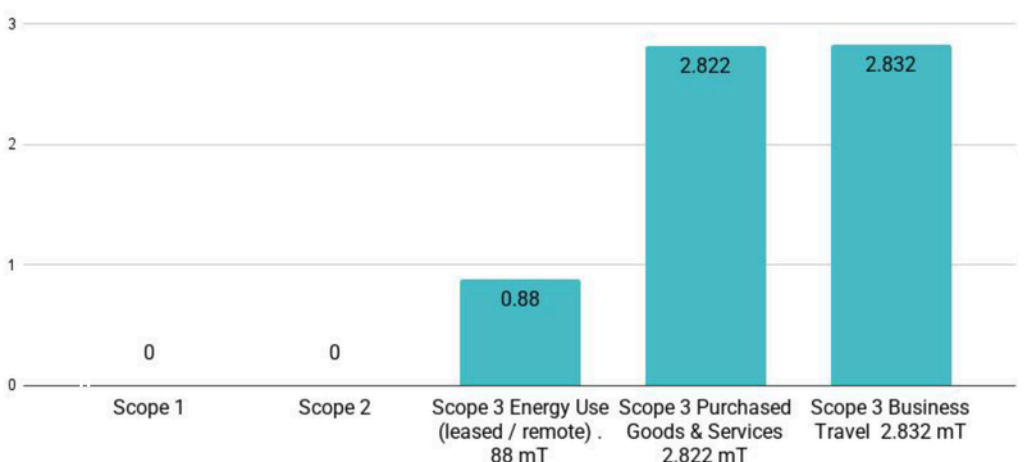


Breakdown of Emissions

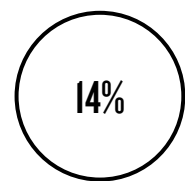
Our team has no employed members other than our working owner, and we operate remotely on a full-time basis in home office spaces within larger residential units that we do not own. As such, Scope 3 emissions represent our most material source of emissions.

We emitted a total of **6.534 mT CO2e** in 2025, with a nearly equal split between purchased goods and services (i.e., business expenses), and business travel (i.e., flights to different locations for professional events)

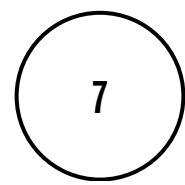
2025 total emissions by GHG scope (metric tonnes CO2e)



Total Metric Tons of CO2e Emitted in 2025



Reduction in emissions from 2024 (7.58 mT CO2e)



Metric Tons of CO2e Offset in 2025 (100%-measured)



Climate Action Goals

Given the materiality of our emissions sources, Offset Alliance has worked with us to provide suggestions to reduce our negative environmental impact, which we are translating into SMART (specific, measurable, achievable, relevant, time-bound) goals that are best suited to us:

- By the end of 2026, identify independent suppliers local to us that provide goods and services most relevant to our operations, reducing emissions associated with shipping and transportation methods. We will then measure the total percentage of our expenses that we are able to redirect accordingly.
- By the end of 2026, identify goods and services most relevant to our operations that carry reputable labels demonstrating verified sustainability efforts such as B Certification, Certified Organic, The Climate Label, etc. We will then measure the total percentage of our expenses that we are able to redirect accordingly.
- Effective immediately, take direct flights and give preference to emissions-offsetting travel options (usually a voluntary option at payment checkout) whenever possible. We will then measure the total percentage of our expenses that we are able to redirect accordingly.

By the Numbers

13

Partners Served

100%

of Partners Purpose-Driven

53%

of Partner Companies Owned by Black and Brown women

Dr. Kimberly McGlenn
Founder & CEO,
Build It Boldly

In this Section

Our Interpreting Work: B Lab Global

Our B Certification Consulting Work: Queen of Kinks

Our B Certification Consulting Work: Build It Boldly

Our Translation Work: Coletivo Marketing B

Alyssa Ghilardi
Chief Operating Officer &
VP of Partnerships,
Build It Boldly

Partner Spotlight

Beneficiaries of our B Certification consulting services.

WE BELIEVE BUSINESS MUST ACT FOR PEOPLE & NATURE.

And we're asking world leaders to make this the norm.

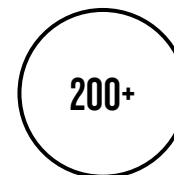


Sign B Lab's COP30 Manifesto by November 5

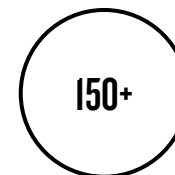
Leveraging Language Access to Combat the Climate Crisis

Ahead of COP30 in Belém, Brazil, the global network of Certified B Corporations drafted a manifesto addressing the Presidency of COP30, a collective call to action to rewire our global economy for a fair, inclusive, and sustainable future. B Lab held a public webinar to discuss the initiative and encourage all values-aligned individuals and companies to make their voices heard by signing the document.

We partnered with B Lab Global to provide live interpreting for Spanish- and Portuguese-speaking stakeholders in attendance. With our performance praised as “top-notch,” “very smooth,” and having “good timing and tone,” we made the webinar more accessible and made history as it was the first time that live interpreting was made available at the level of B Lab Global. That’s how we’re benefiting our ecosystem, leveraging our expertise in a multitude of ways.



Registered Participants



Manifesto Signatories



DURING MOMENTS THAT FELT OVERWHELMING, JEFFREY BROUGHT THIS CALM, STEADY PRESENCE THAT MADE EVERYTHING FEEL CLEAR AND DOABLE. NO PRESSURE, NO EGO—JUST WISDOM, STRATEGY, AND REAL SUPPORT. BECAUSE OF OUR WORK TOGETHER, I DIDN'T JUST EARN MY B CORP CERTIFICATION. I GAINED CLARITY, CONFIDENCE, AND A STRONGER FOUNDATION FOR WHERE I'M TAKING MY BUSINESS NEXT.

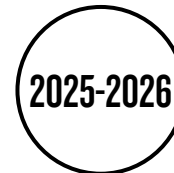
Kristi Mefford
Founder & CEO



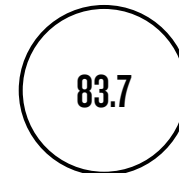
The Queen of Kinks Story

Queen of Kinks is an inclusive salon in Nashville, Tennessee, deeply committed to cultivating beauty rooted in sustainability. From the very start, Kristi Mefford, the salon's Founder and CEO, has operated with a purpose of caring for high frequency waves, kinks, and curls, creating a safe space for women to embrace their natural hair. Not only is she an advocate of health and well-being but she remains deeply in tune with the impact her salon has on her local community.

Kristi saw that B Certification would be a natural extension of what her salon actively embodies every day. However, being a solopreneur in charge of every aspect of the salon severely limited her time capacity to understand the process. Having been connected through B Lab U.S. & Canada's Level program, where we proudly serve as a resident consultancy, we created a plan to guide Kristi on her B Certification journey.



Partnership Timeline



Verified Assessment Score



WORKING WITH JEFFREY AT ENHARMONIC ENCOUNTERS ON OUR B CORP CERTIFICATION JOURNEY WAS INCREDIBLY VALUABLE FOR US AT BUILD IT BOLDLY. JEFFREY HELPED US SOLIDIFY OUR COMMITMENT TO PURPOSE-DRIVEN BUSINESS PRACTICES AND ALSO PROVIDED US WITH ESSENTIAL GUIDANCE AS WE PURSUED OUR GOAL. HE WAS A CRUCIAL RESOURCE AND A TRUSTED GUIDE.

Dr. Kimberly McGlonn
Founder & CEO

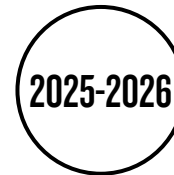


The Build It Boldly Story

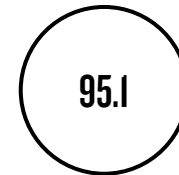
Dr. Kimberly McGlonn had already reached a historic milestone in our ecosystem from her days at the helm of Grant Blvd, the first Certified B Corporation led by a Black woman in the United States fashion industry. Now shifting her focus to helping leaders practice the work that shapes how they show up in all aspects of their lives, there was no doubt in Dr. McGlonn’s mind that Build It Boldly (BIB) would be one of our global network’s most important voices, championing people and planet in innovative ways while reaching communities more representative of our diversity.

We were honored to partner with Dr. McGlonn and her team at such a pivotal point in BIB’s early life to set up the company as a Certified B Corporation from the very start.

[Learn more about how we helped Build It Boldly become a Certified B Corporation throughout our journey starting in 2025 and finishing in 2026.](#)



Partnership Timeline

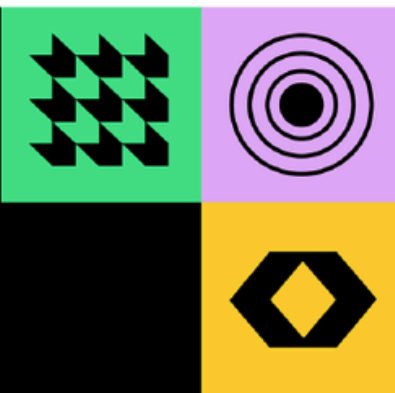


Verified Assessment Score



ANTI-ALLWASHING GUIDE

A Collective Response
Against All Forms of
Washing



Collective Action Against Impactwashing

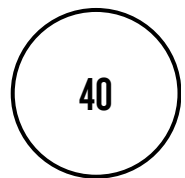
Last year we formed a new partnership with Coletivo Marketing B, a collective of Brazilian marketing professionals exploring responsible communication.

Coletivo Marketing B launched a guide (in Portuguese) against the various forms of greenwashing, focusing on genuine impact storytelling rooted in real action. We saw a big opportunity to make this resource globally accessible.

Our English translation of the Anti-Allwashing Guide was officially launched at COP30 in Brazil, facilitated in part by Coletivo Marketing B. The occasion was covered exclusively at Meio&Mensagem (in Portuguese), a prominent marketing platform in Brazil. Together, we demonstrate that marketing can be used as a force for good by crafting ethical, transparent, and coherent communication.



Words Translated



Total Hours Spent



Looking to 2026

2025 was a year of notable growth and progress. Moving forward in our reporting and the pursuit of our purpose, in 2026 we are setting our sights on the following milestones:

- Cementing our position in the global ecosystem of Certified B Corporations as one of the first companies in the world to be fully verified on B Lab’s new standards, thus setting an example for the world and alleviating the fears and anxieties around such a significant transition.
- Embedding B Lab’s new standards (V2) into our annual impact reporting framework.
- Preparing our infrastructure to expand our language access services, particularly our interpreting offerings, into key states where relevant stakeholders reside.



LEARN MORE ABOUT HOW WE'RE STAYING ACCOUNTABLE
AND BEGIN YOUR JOURNEY TO PURPOSEFUL IMPACT

Enharmonic Encounters

