

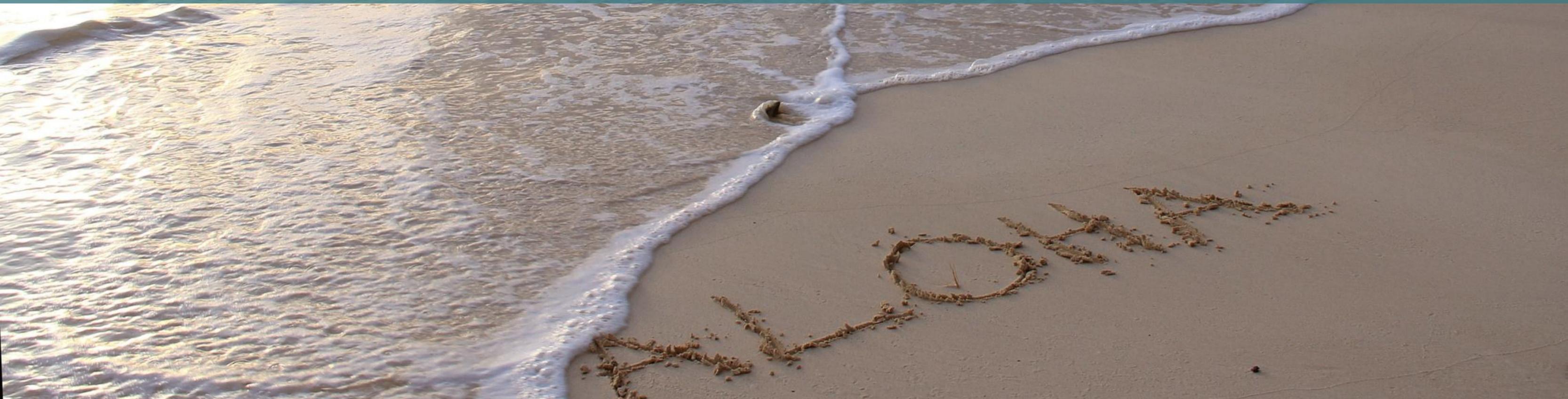
## Our Mycelia

What companies say and do matters. A lot.



# Our Story

**Sayari Earth was ideated and founded from Hawaii. Aloha has deep cultural and spiritual meaning – welcome, love, compassion, sympathy and kindness**





**Mycelia** are incredible interconnected threads of the Soil's greater organism. Mycelia connect individual plants over vast distances helping nutrient cycling.

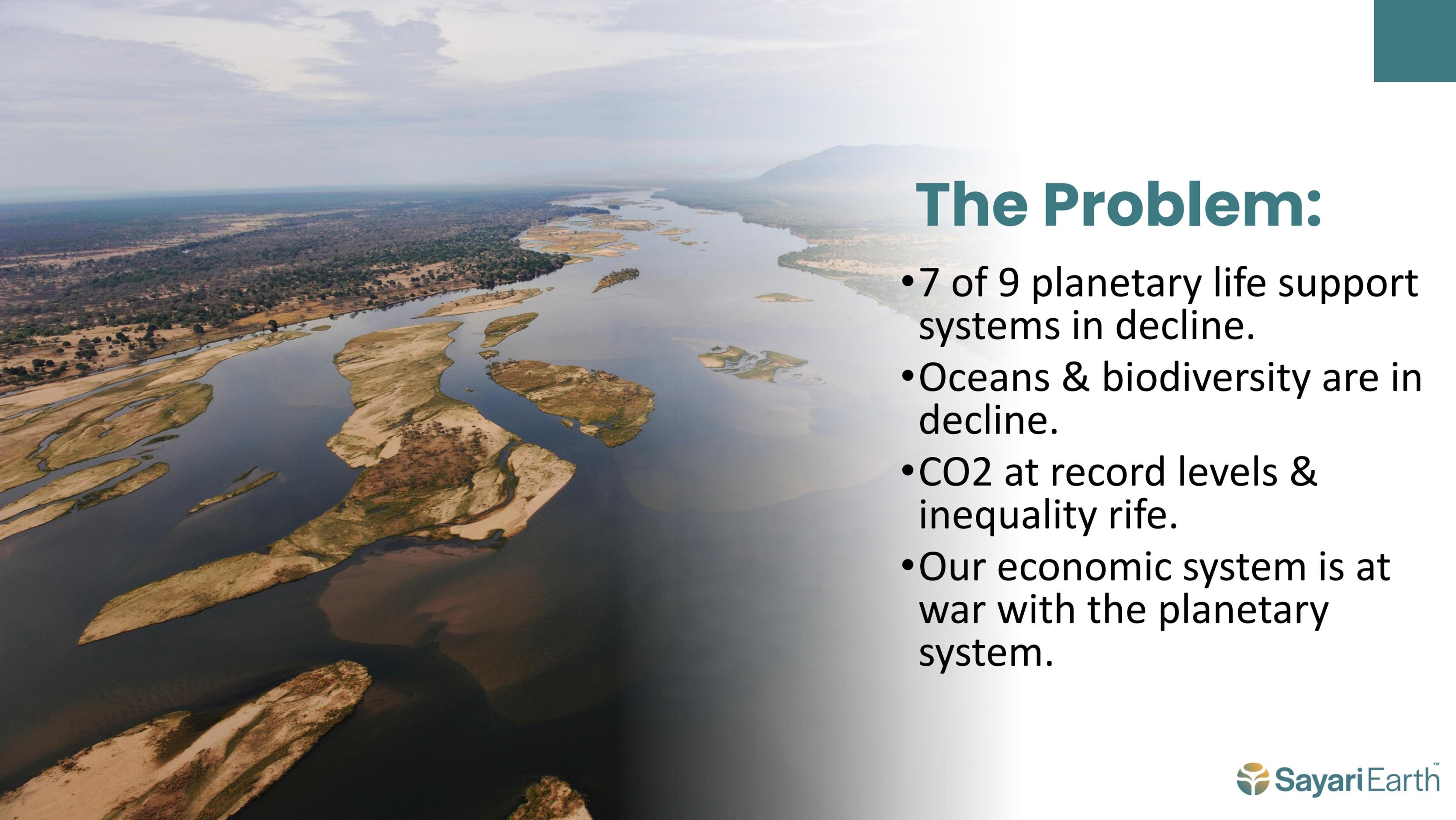


# Our Mission:

To Partner with People  
To Sustain Life on Planet  
Earth



**Why do we have  
this mission?**



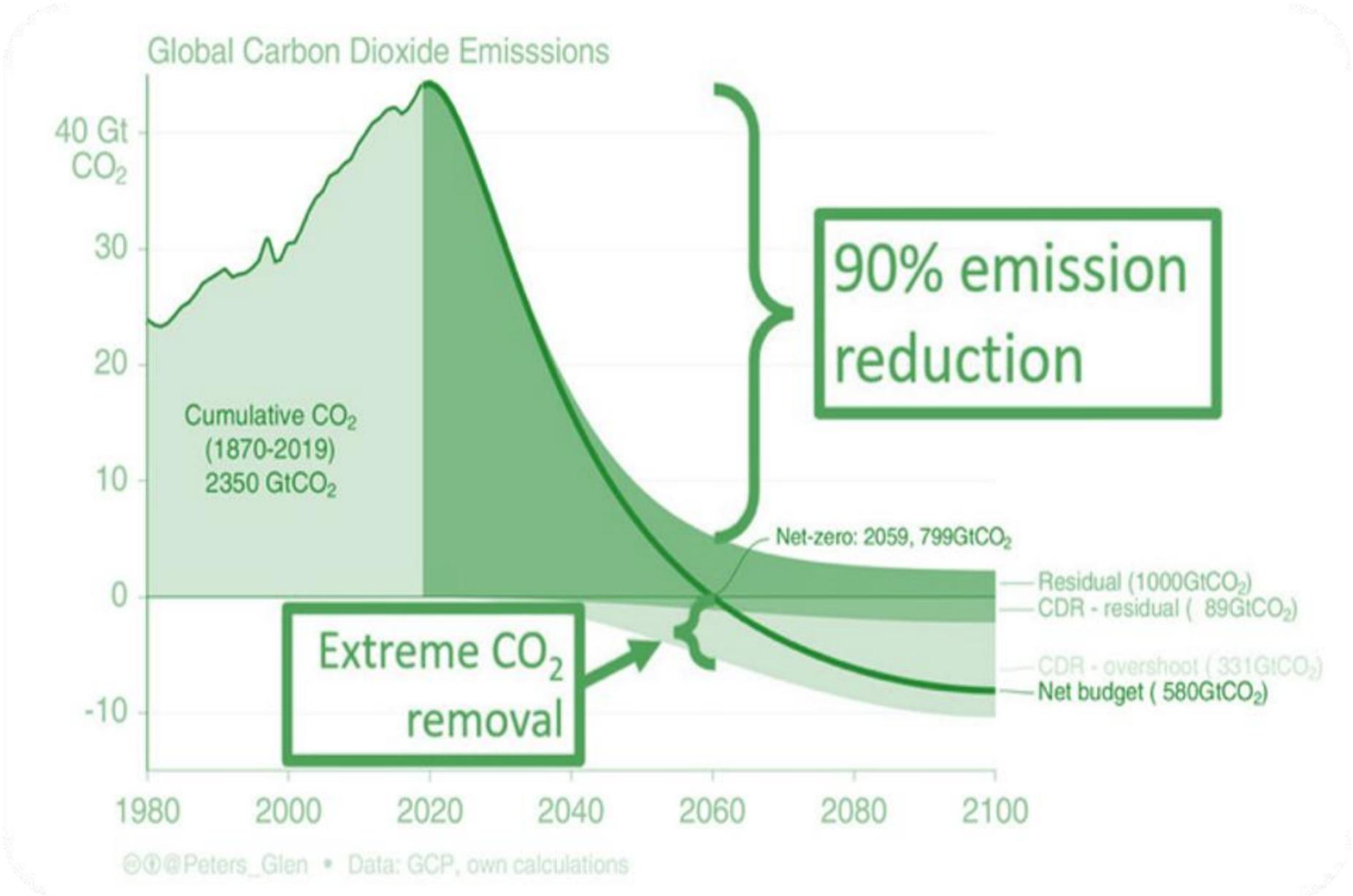
# The Problem:

- 7 of 9 planetary life support systems in decline.
- Oceans & biodiversity are in decline.
- CO2 at record levels & inequality rife.
- Our economic system is at war with the planetary system.

# Even with the most radical decarbonization, removals will be needed for decades to restore balance.

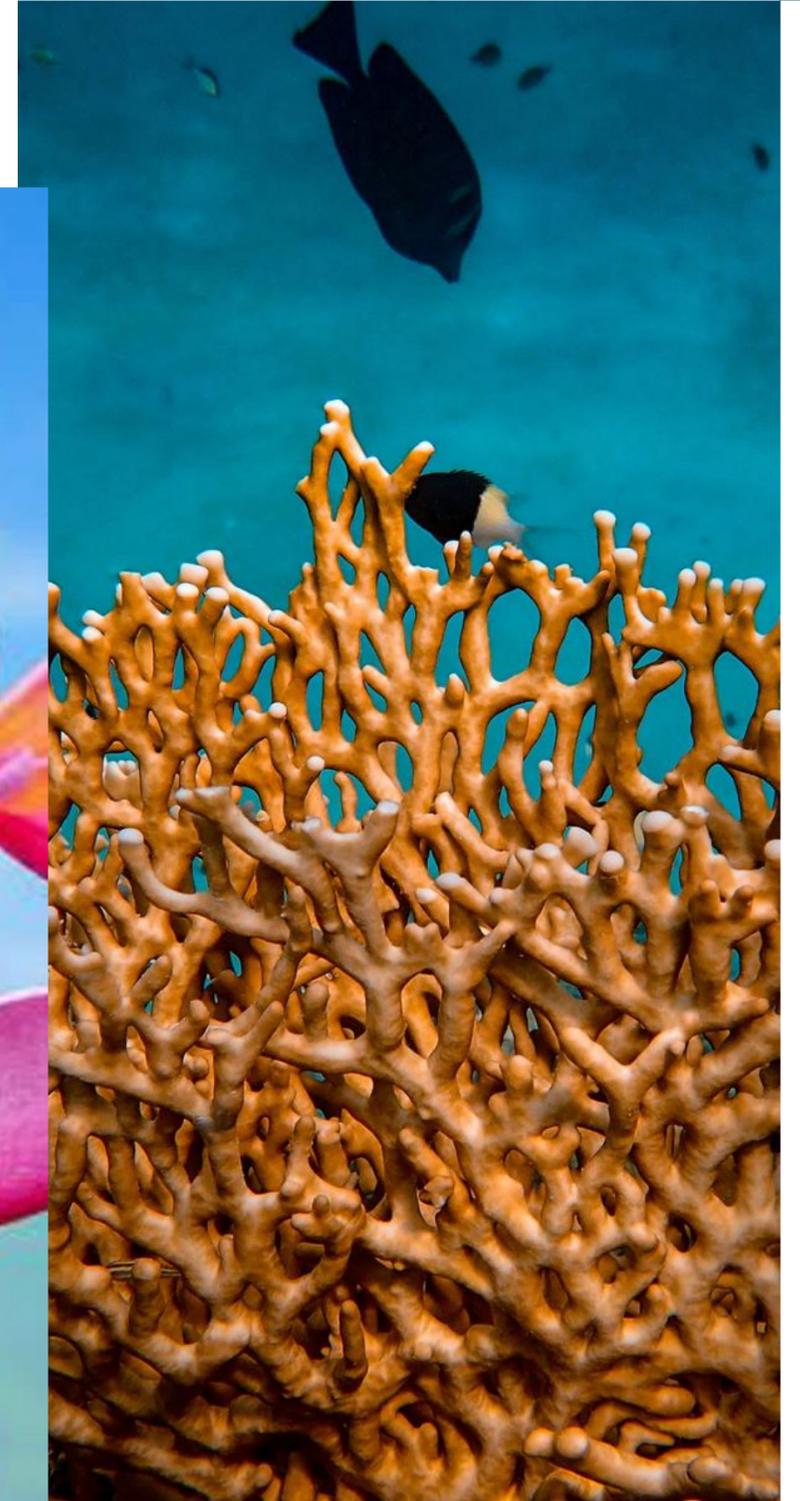
■ An industrial response to the planetary crisis is needed.

■ 10 Gt CO<sub>2</sub>/year of removals needed by 2050



**Constitutionally we're a public benefit company.**

**We use market tools to solve social & environmental problems.**



A close-up photograph of a hand watering four small green seedlings growing out of dark soil. The hand is positioned above the tallest seedling, with water droplets falling from its fingers. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The overall mood is one of care and growth.

**We developed our Mycelia with the whole team in May 2025. We'll review together as needed to ensure that they reflect the current stage of our organization.**



# How do we describe ourselves?

We are an impact driven public benefit corporation with the mission to partner with people to sustain life on Planet Earth.

**We're an ecosystem engineering company that builds nature-based carbon removal projects.**



President John F. Kennedy  
visited NASA in 1961.

While touring the facility, he asked a janitor mopping the floor what he did at NASA.

The janitor replied: "Mr. President, I'm helping to put a man on the moon."

**Internalize  
our Mission.**



## Our Vision:

A world where people and nature universally thrive together.

# What's our Ludishot? (Iudicrous moonshot)

To partner with 1 million people to restore 10 million hectares by 2035.



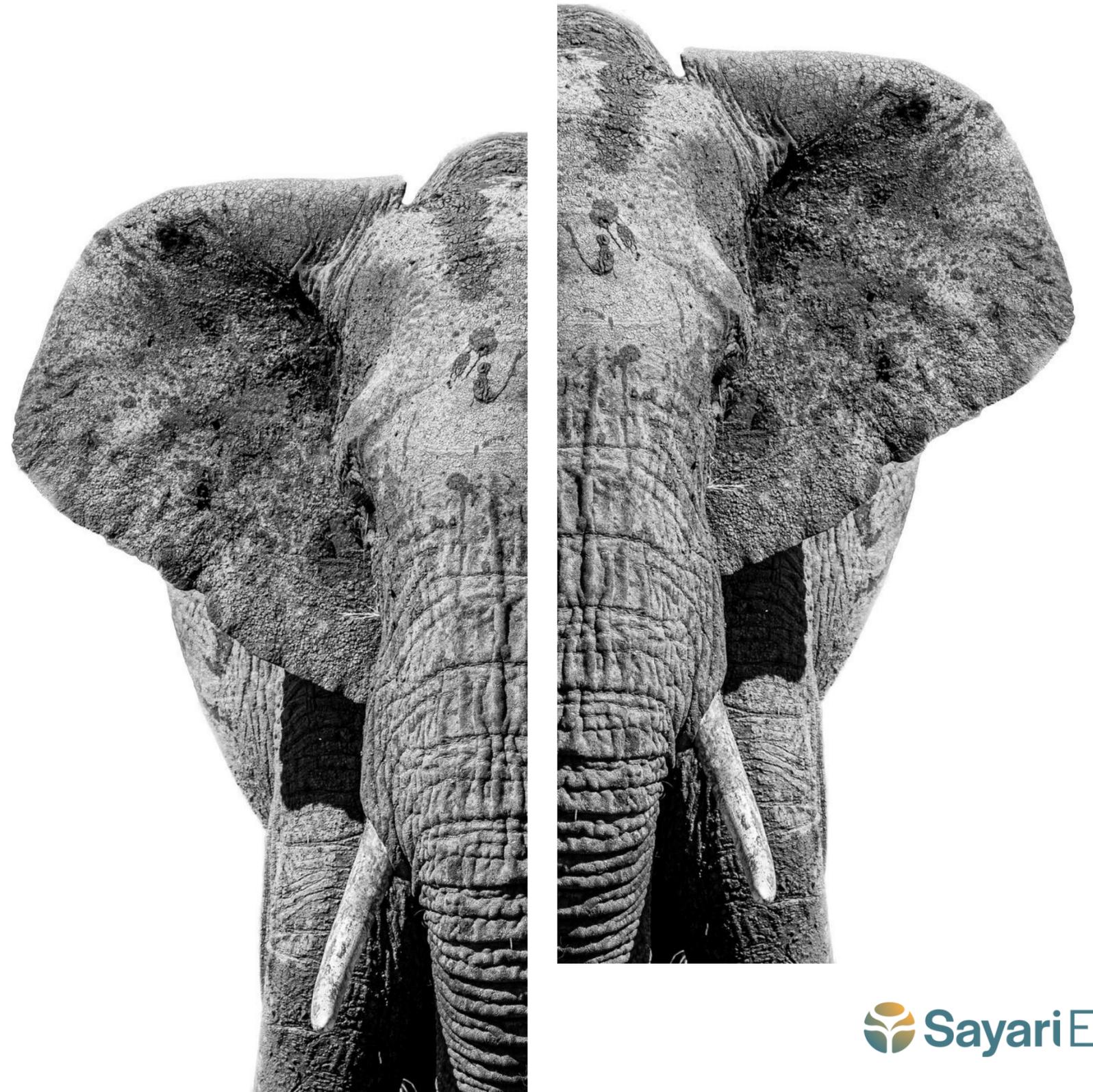
**Every project must focus on an area of global biodiversity significance.**

We can't be everywhere, so we focus on the last greatest biodiversity strongholds on the planet.



# Our Theory of Change.

With incentives and technical support, peoples' behavior and perceptions will change to ones that regenerate the planet.



# Our Management Philosophy:

**CCS**

**Confidence**

**Comfort**

**Supported**



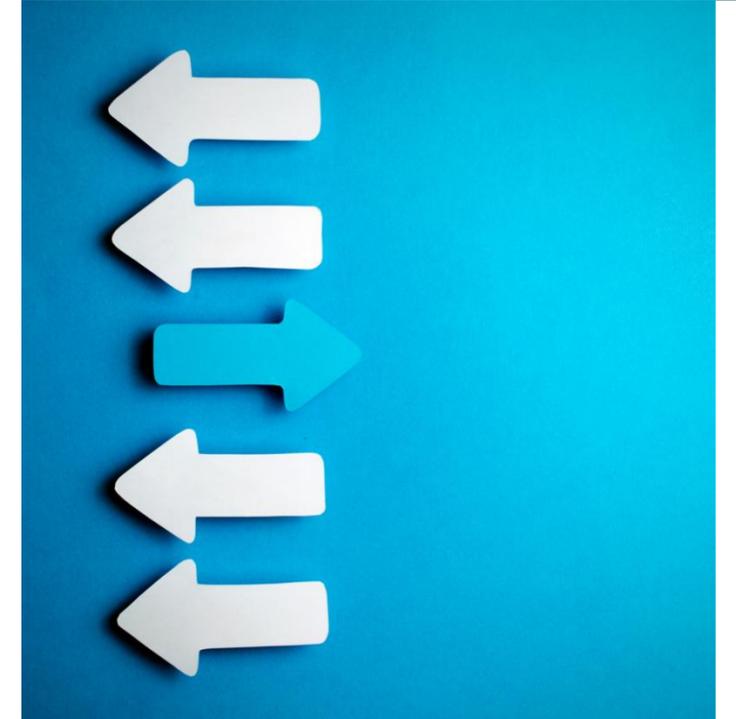
**Our**



**Mycelia**

A Value is a guiding principle of what is important in life.

- 1. Trust really matters.**
- 2. Nurture humanity with respect and the planet with responsibility.**
- 3. People before profit. People matter.**
- 4. Drive lasting impact through quality ecosystem services.**
- 5. Succeed ethically.**
- 6. Our greatest progress comes from working together.**
- 7. We value differences. Our strength lies in diversity.**
- 8. Don't let perfection stand in the way of progress.**
- 9. Walk the walk.**
- 10. Roll like a dung beetle.**



# 1. Trust Really Matters.

1

Trust comes from being a part of a culture & organization with a common set of values & principles.

2

Trust is maintained when values/principles are actively managed.





## 2. Nurture Humanity with Respect & the Planet with Responsibility.

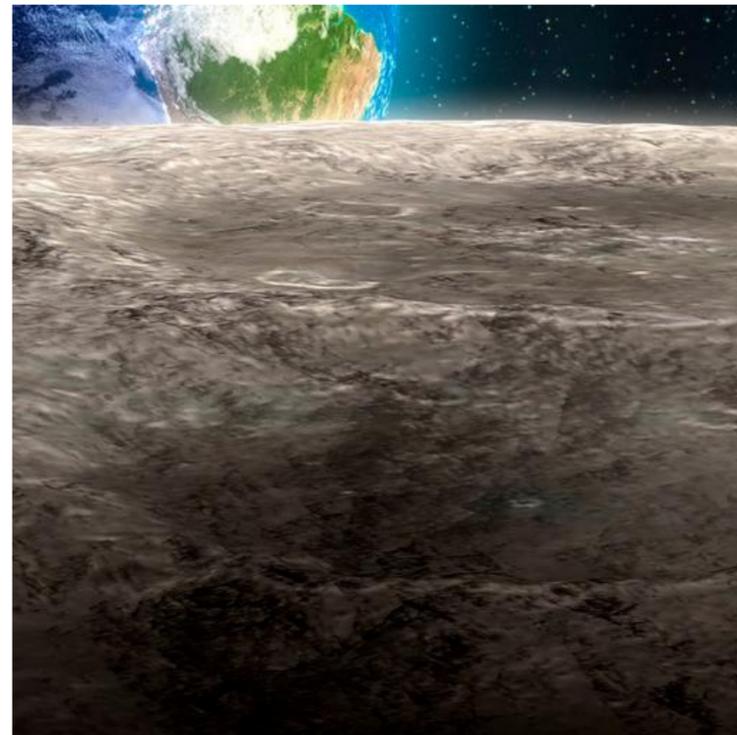
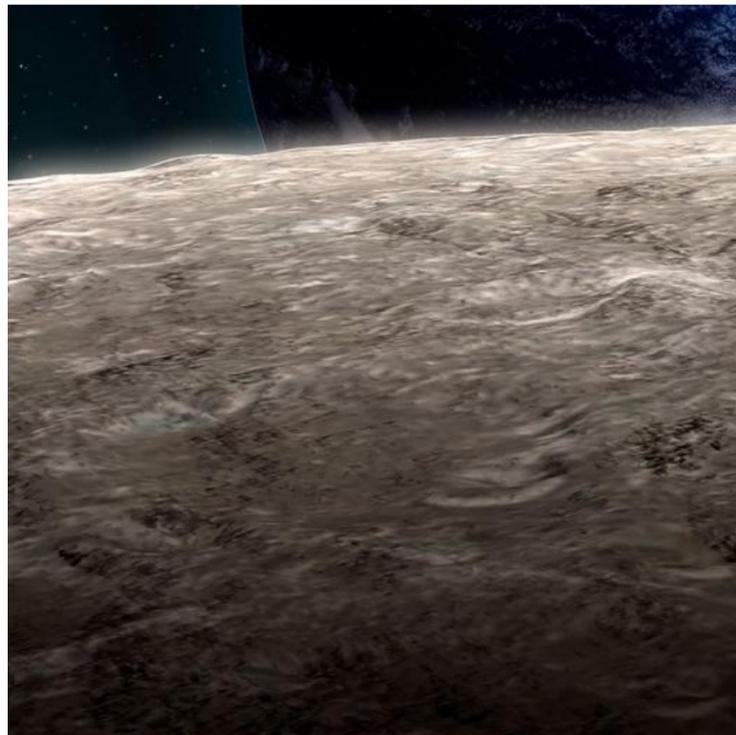
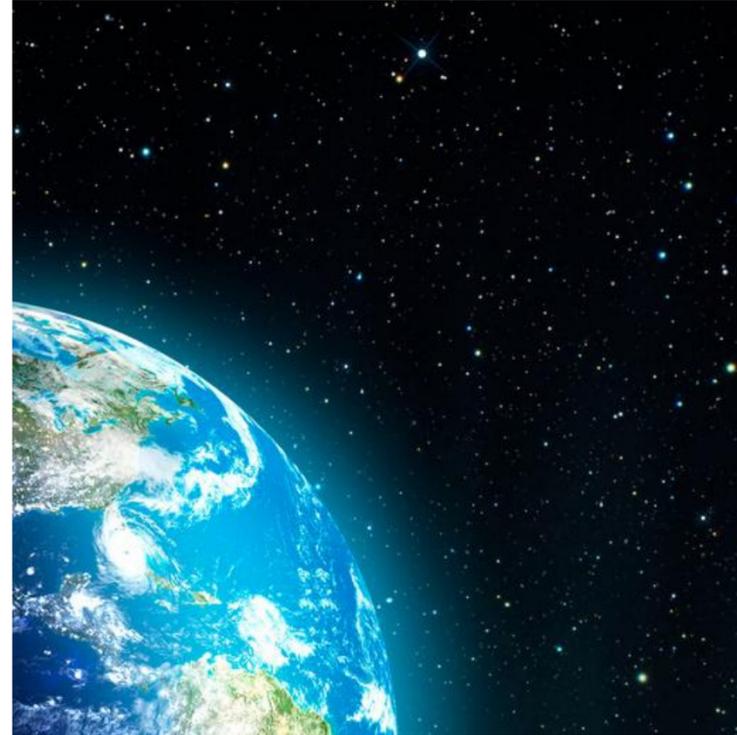
The company was founded to impact people and the environment directly and indirectly. Empowering people, protecting the planet and running a sustainable finance model can go together.



### **3. People Before Profit. People Matter.**

We exist to benefit people & nature. If we empower people and they are happy with our work, revenues will follow.

**Carbon finance is just a tool.**



## 4. Drive Lasting Impact through Quality Ecosystem Services.

We believe that our work to help foster planetary resilience should be valued properly, and that we **should** be financially sustainable.

## 5. Succeed Ethically.



**Our projects last decades. Being Trustworthy and Principled are key to achieving our Mission.**



**We'd rather lose money and be delayed than bribe.**



**We would rather fail than succeed corruptly.**



## 6. Our Greatest Progress Comes From Working Together.

The key to achieving our mission, vision and Ludishot are partnerships, coalitions and alliances. Relentlessly build these.

*"If you want to go fast, go alone. If you want to go far, go together."*

- African Proverb



## 7. We Value Differences. Our Strength Lies in Diversity.

Psychological safety matters & everyone should feel safe to speak out, to share diverse ideas, concerns and queries and be themselves. Everyone here matters regardless of race, economic background, disability, sexual orientation, age, or gender.

*"It doesn't matter where you come from: it matters who you are."*

- Joke Sachedina



## 8. Don't Let Perfection Stand in the Way of Progress.

We move forward with purpose, learning and improving as we go. Perfection is not the goal, impact is.

It's important that we compete at world-class levels.

Attention to detail matters.

## 9. Walk the Walk.

01

We have to do what we say.

02

Let's track and reduce our consumption intensity per person.

03

Let's reduce our impacts even if the changes seem unorthodox.





## 10. Roll Like a Dung Beetle.

Our emblem reminds us to stay resilient and keep moving with purpose:

- They're the underdog but they get their head down and keep the ball rolling.
- They are valuable to the ecosystem.
- They turn waste into utility, like us!

# Thank you

**What got us here won't necessarily get us there.  
Our Mycelia will be refined and adapted to reflect our  
collective experiences and beliefs as we evolve.**

