



Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A



Read the instructions before completing this form

Must be filed by March 31

Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.

Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. File Number

2. Corporate Name: (Required)

3. The public benefit corporation's board of directors has reviewed and approved this report.

4. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

PLEASE SEE THE ATTACHED DOCUMENT.

5. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Public Benefit Corporation's Chief Executive Officer

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No

A.O. Williams, SBC Annual Benefit Report 2023

This report encapsulates the progress, achievements, and positive impact A.O. Williams, SBC DBA/Qonsultum SBC has created.

A. Financial Performance

- a. A.O. Williams, SBC DBA/Qonsultum SBC, has demonstrated consistent financial growth in 2023. Our revenues increased by 25%, and EBITDA grew by 10%. This signifies a solid and sustainable financial footing, promising a brighter future for the organization.

B. Social Impact

- a. Our commitment to social responsibility remains steadfast. In 2023, we launched the Environmental Social Justice (ESJ) program to support small businesses and the transition to help them become more circular-focused businesses. The results? We worked with 3 small businesses and provided free circular consulting services. We spent over 100 hours working with them. This enabled them to recycle their operating expenses into other business areas to help them lower expenses and increase profitability.

C. Environmental Sustainability

- a. This year, we did the following activities to reduce our carbon footprint:
 - i. **Sustainable Procurement (SP):** We started sourcing goods and services from sustainable suppliers. By choosing suppliers who adhere to environmentally friendly practices, we began promoting a culture of sustainability within our supply chain. The companies used:
 1. **Nisolo (Sustainable Shoes & Accessories)**
 2. **Blinq (Digital Business Cards)**
 3. **Adobe (Digital Paper)**
 4. **DocuSign (Digitally signing documents)**
 - ii. **Telecommuting and Digitalization (TD):** With technological advancements, we embraced remote working. We reduced carbon

emissions because employees didn't have to commute to work every day. We also reduced waste by operating a virtual office, which reduced paper waste.

iii. Employee Welfare

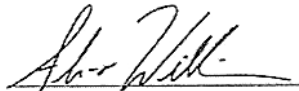
1. Our employees are our greatest asset. We introduced an 80% WFH (Work from Home) policy supporting our remote work goals. This lowered our carbon emissions because employees didn't have to commute daily.

2023 was a year of significant growth and positive impact for A.O. Williams, SBC DBA/Qonsultum SBC. It was a year where we achieved financial success and made strides in environmental and social justice strategy.

As we look ahead, we are excited about the opportunities 2024 brings. We are confident we can continue to create significant benefits for all our stakeholders while driving sustainable growth. The signature below certifies that A.O. Williams, SBC DBA/Qonsultum SBC's board of directors, has reviewed and approved this report.

Date: January 15, 2024

Signature:



Alvino Williams

Chairman, President & CEO



Work Item 1451473900034
Original File Number 12R-447

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
01/30/2024 11:59 PM

Steve Simon

Steve Simon
Secretary of State