Annual benefit report for CD3 General Benefit Corporation
Time Period: The calendar year 2024- assessment 1.15.2025

3. 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)

The Board of Directors again agreed to use a third-party verification system for the B Impact Assessment and conducted its fourth assessment on January 13, 2026, for the calendar year 2025. Our B Impact Assessment improved our score from 97.1 to 99.2. This increase was driven by bonuses given to our employees and a new 401(k) program.

Pursuant to a general benefit corporation, CD3's Board of Directors continues the following mission and vision as the standard to which it operates:
Mission Statement: To develop technologies that empower people to reduce the spread of aquatic invasive species and safeguard local economies and the natural environment.

Vision Statement: Lead innovation of technologies that employ best-in-class behavioral and scientific solutions to prevent the spread of aquatic invasive species.

Pursued Public Benefit: CD3 Stations empower boaters with the tools to employ the best management practices of cleaning, draining, drying, and disposing of bait. These stations are designed to protect the environment by reducing the risk of spreading aquatic invasive species and safeguarding local economies. CD3 donated over $6k to Wildlife Forever to support education and outreach efforts aimed at preventing the spread of aquatic invasive species.

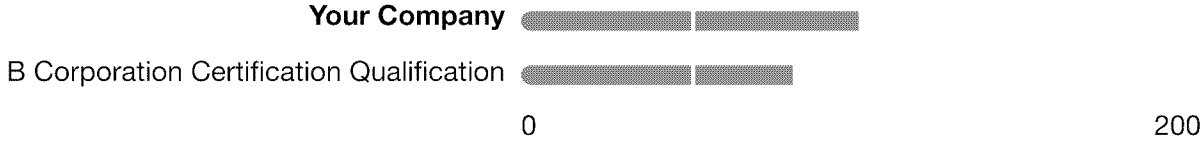
Hindered Public Benefit: As a small corporation with three staff members, we are unable to improve some of the metrics outlined by the B Impact Assessment. This is particularly true regarding benefits. In addition, many of the questions in the assessment seem irrelevant to small, owner-operated companies. However, as our company grows, we hope to increase our score.

Overall B Impact Score

CD3 General Benefit Corporation

For Fiscal Year End Date: **31 Dec 2024**

99.2



Governance

QUESTIONS ANSWERED	OVERALL SCORE
19/19	**10.6**



Workers

QUESTIONS ANSWERED	OVERALL SCORE
35/35	**19.8**



Community

QUESTIONS ANSWERED	OVERALL SCORE
36/36	**14.6**



Environment

QUESTIONS ANSWERED	OVERALL SCORE
50/50	**21.9**



Customers

QUESTIONS ANSWERED	OVERALL SCORE
27/27	**32.1**



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Steve Simon
Secretary of State