

Annual Sustainability Report

Designing a More Sustainable Future



Contents

3 Overview

4 Message from the President

5 SGK at a Glance

6 Highlights

7 Our Approach

8 Materiality

9 Sustainability Framework

10 Our Sustainability Governance Structure

11 Environment

12 Climate & Energy

15 Waste Minimization & Material Efficiency

17 Water Conservation

21 Sustainable Solutions

21 Creative

23 Digital

24 Structural

25 Print Technical

26 Advisory

28 Social

30 Employee Health, Safety and Wellbeing

33 Diversity and Inclusion

36 Employee Engagement and Skills Development

40 Community Impact and Engagement

41 Governance

42 Conducting Business with Integrity

43 Human Rights and Labor Practices

44 Cybersecurity and Data Privacy

45 Responsible Supply Chain

47 Appendix

48 ESG Data

50 United Nations Alignment



About this Report

Clear and transparent reporting on our sustainability progress is critical to our business success. This report serves as an introduction to the work happening across SGK and highlights essential sustainability initiatives.

Data and disclosures in this report were determined in part by our materiality assessment and in consultation with our most important stakeholders.

This report aligns with the [Sustainability Accounting Standards Board \(SASB\)](#) Advertising and Marketing and Containers and Packaging Industry Standards and the [Global Reporting Initiative \(GRI\)](#) Standards disclosures for select material topics. To disclose our progress towards the United Nations ([UN Sustainable Development Goals \(SDG\)](#)), each material disclosure topic indicates its respective SDG. This report also highlights how our progress and strategic initiatives support [the UN Global Compact's \(UNGC\)](#) Ten Principles, to which we committed in 2020.

Combined, these frameworks take a multi-stakeholder approach to disclosing data that supports our mission as a sustainable, transparent, and responsible business.

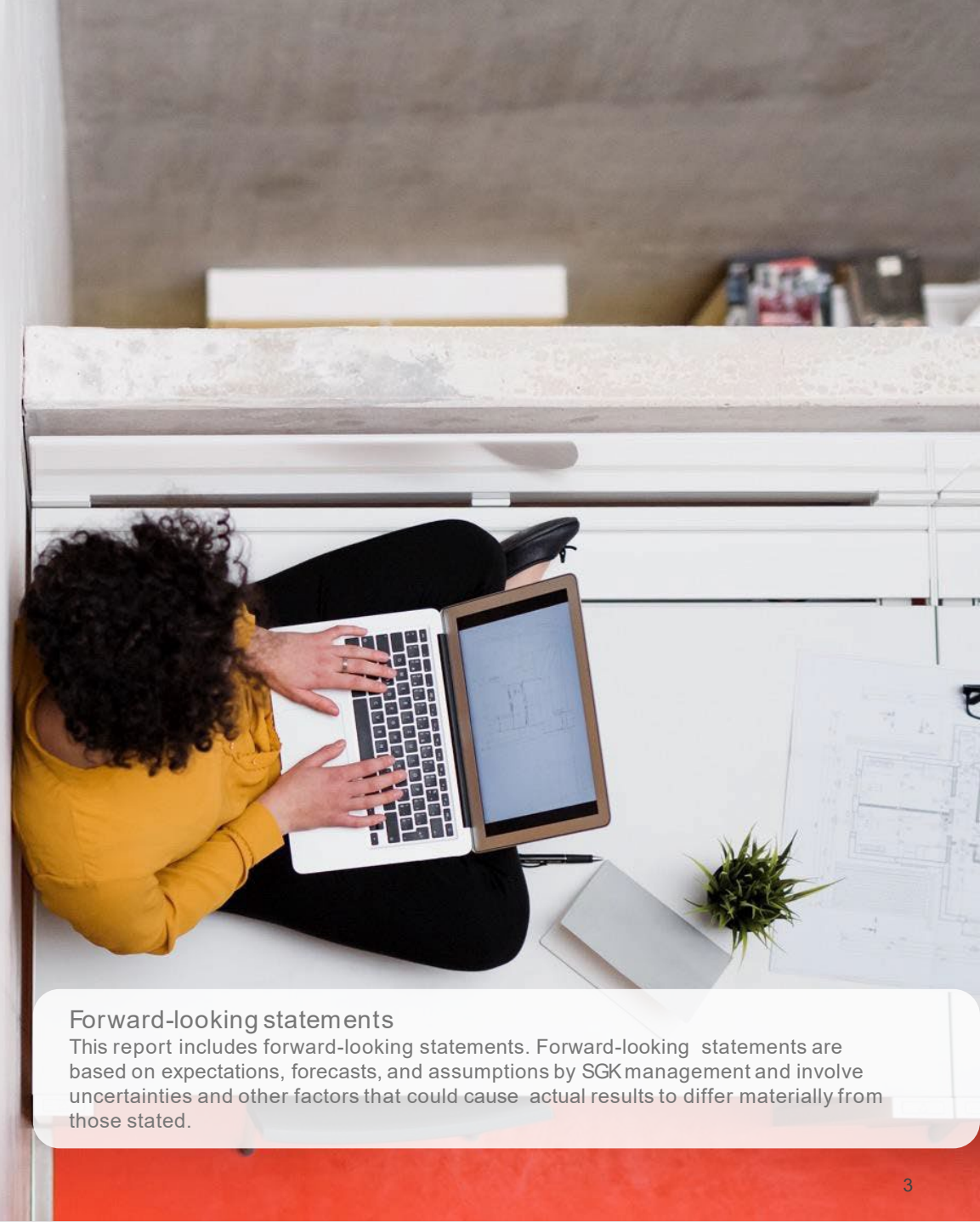
This report includes data for the reporting year of 2024 that began on January 1, 2024, and ended on December 31, 2024.

Unless indicated otherwise, the scope of this report reflects the activities of all SGK's business units and operations.

The Matthews International Board and its Committees and Senior Management are responsible for ESG and sustainability oversight and approval of sustainability strategies, targets, and disclosures.

The SGK Executive Leadership Team (ELT) is responsible for overseeing sustainability initiatives and approving sustainability targets and disclosures. They are updated on sustainability matters at least twice a year, with additional briefings for specific regions or groups as needed. Our sustainability reporting efforts are led by the ELT in collaboration with subject matter experts across the business, who manage, oversee, and gather the Environmental, Social, and Governance (ESG) data featured in this report.

SGK® is a registered trademark of Matthews International Corporation. All product and company names are trademarks or registered® trademarks of their respective holders. Use of these third-party trademarks does not imply any affiliation with or endorsement by their holders. All specifications are subject to change without notice.



Forward-looking statements

This report includes forward-looking statements. Forward-looking statements are based on expectations, forecasts, and assumptions by SGK management and involve uncertainties and other factors that could cause actual results to differ materially from those stated.

A Message from Gary R. Kohl, President of SGK



“

At SGK, sustainability is an integral element of our mission, core values, and vision for a successful future.

”

I am delighted to present our comprehensive sustainability report for SGK. This marks a significant milestone in our commitment to transparency and our vision for a more sustainable future, benefiting our employees, clients, and the communities we serve.

The past year has been marked by significant progress in our sustainability initiatives. It is truly gratifying to witness the diverse range of efforts across various regions and business sectors come to fruition in this report.

Of particular significance is the establishment of clear performance objectives and cultural goals, along with a well-defined set of targets for monitoring our progress through 2030. As a division of Matthews International (NASDAQ: MATW), we are privileged to have unwavering support from the corporation, which actively guides, governs, and aligns its mission with our own commitments.

This report underscores several essential elements:

- The critical reliance on external certifications and adherence to industry standards to guide and propel our endeavors.
- Our steadfast focus on our people as the primary drivers of change and innovation.
- Our recognition that while we remain dedicated to serving our clients, we are committed to moving beyond reactivity towards proactive measures in our processes.
- A resolute concentration on the triple bottom line—people, planet, and profit—aiming to position us as the industry leader.

Our continued alignment with our parent company to ensure our investors are well-informed about both risks and opportunities.

As you delve into the following pages, I encourage you to actively engage and join us on this challenging and exciting journey.

Together, we can continue to raise the bar in sustainability, contributing to a better world for future generations.

I extend my sincere gratitude for the ongoing support of our employees and our clients and look forward to working together as we collectively drive towards a sustainable and prosperous future.

Sincerely,

Gary R. Kohl President, SGK

SGK at a Glance

Who We Are

Purposeful Brands. Built Simpler.

SGK is a global packaging and brand experience company. From idea to implementation, we deliver packaging solutions and brand experiences that give brands the freedom to speak louder, scale faster, and grow stronger.

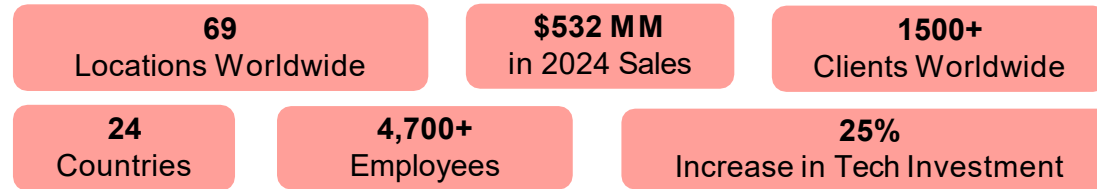
Packaging Solutions

Speed. Accuracy. Efficiency. Consistency. It's part of our DNA. Online, in-store and for whatever comes next, we know packaging inside and out—all over the world. We deliver all this and the ability to transform your packaging ecosystem into a system that pivots with ease. Breathe easier.

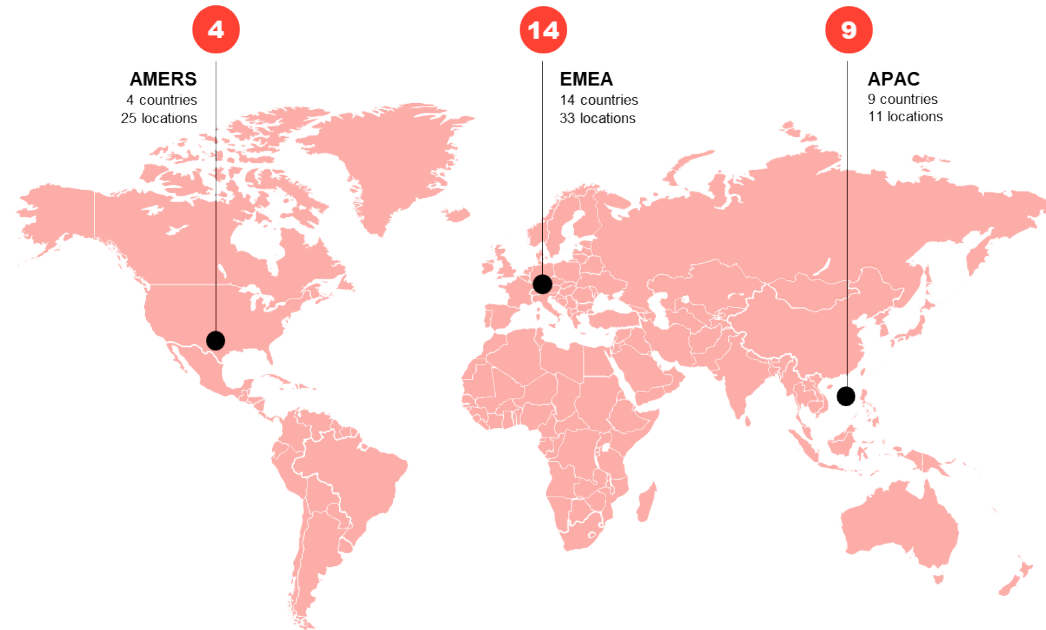
Brand Experiences

The experience is the brand. A great brand experience is designed—from everyday interactions to special events. Every moment matters. We create big brand ideas that move people—experiences that inspire sharing and create lasting connections. We do “Wow.”

By the Numbers



Where We Are



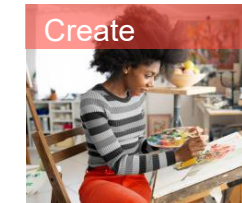
What We Do

Our integrated service offering, organized by discipline, provides solutions from the physical to the digital for all challenges across the entire supply chain in a simple, seamless workflow.

Categorizing what we do in four ways:



Consulting Services,
Insights, Strategy



Brand & Packaging Design,
Photography & Illustration,
Turnkey Digital Marketing,
Retail Environments



Production artwork,
Premedia, Print Quality
Management, Print Plates
& Cylinders, Retail Pack &
Shipping



Technology Application,
Applied Intelligence,
Sustainability

Highlights

Ratings & Rankings

We monitor our performance across several ratings and rankings systems to gain insight into our Environmental, Social, and Governance impacts, assess customer and other stakeholder expectations, provide transparency into our business practices, and identify areas of improvement.

Memberships & Partnerships

SGK partners with leading organizations to support our sustainability goals. Through these corporate memberships, we gain valuable expertise, share best practices, and collaborate on safety, social welfare, and environmental initiatives — helping us enhance compliance, drive positive impact, and stay aligned with evolving industry standards and global sustainability frameworks.

Certifications

SGK is dedicated to continuous improvement in our operations, utilizing international best practices to drive performance, meet quality standards, reduce environmental impact, enhance safety, and foster responsible business practices across our global network.



EcoVadis

SGK has earned the EcoVadis Committed Badge, recognizing our dedication to improving sustainability performance and responsible business practices.



CDP

We respond to the CDP Climate Change questionnaire annually.



UNGC

SGK has been a member of The United Nations Global Compact since 2020.



SUPPLIER LEADERSHIP
ON CLIMATE TRANSITION



Supplier LoCT

SGK participated in the Supplier Leadership on Climate Transition program and earned the GHG Scope 3 Footprint Badge, demonstrating commitment to measuring and addressing emissions across the value chain.



ISS

We actively responds to Institutional Shareholder Services to provide transparency and align with investor expectations on governance, sustainability, and corporate responsibility.



Sedex

SGK Bury, Manchester, Newcastle, Witham, Paris, and Amsterdam are SEDEX members, highlighting our commitment to ethical business practices and supply chain transparency.



ISO

SGK holds ISO certifications across its global locations, including ISO 14001 at 6 sites, ISO 45001 at 2 sites, ISO 27001 at 1 site, ISO 9001 at 19 sites, and ISO 14064 at 2 sites. These certifications reflect SGK's ongoing efforts to meet industry standards and improve sustainability across its global operations.



Roadrunner

SGK has partnered with Roadrunner to optimize waste reporting, reduce costs, and increase recycling toward zero waste.

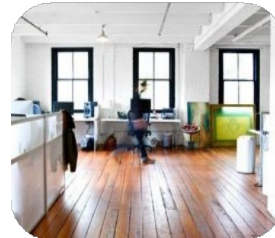
Our Approach

At SGK, sustainability is embedded in everything we do—from the solutions we deliver to the way we support the communities where we live and work. We understand that true progress requires a thoughtful balance of environmental care, social responsibility, and economic vitality.

Our goal is to drive innovation that not only advances our business but also uplifts people and communities while preserving the planet. Across our global portfolio, we foster work environments, partnerships, and processes that champion efficiency, resourcefulness, and long-term value creation.

We are committed to continuously reducing our environmental footprint and maximizing our positive social impact—ensuring that our growth contributes to a more sustainable future for our clients, employees, and the world around us.

Our Focus Areas



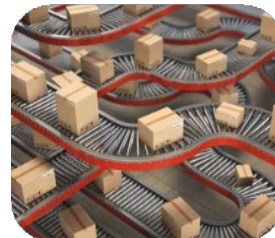
Our Operations

SGK is a Sustainable Organization. We live our 10 sustainability pledges, globally, and take defined, measurable action to ensure positive change.



Our People

Social consciousness and practices are embedded into the culture of SGK in a way that activates excitement in our employees and drives action.



Our Products

We integrate our Sustainability Strategy into our brand offerings to help clients achieve their sustainability objectives and advance sustainability throughout the value chain.

Sustainability Strategy Development



Materiality

Our Sustainability Strategy is largely informed by our recently completed Materiality Assessment, which applied a double materiality approach that followed guidance from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). Environmental, Social and Governance (ESG) issues from various best practice standards and frameworks were considered in the assessment.

The materiality assessment evaluated our current state to determine where we are and what we need to do. We assessed potential business impacts, both positive and negative, and our level of control in each topic area. We engaged key internal and external stakeholders whose interests are or could be affected by the organization's activities. This included research, surveys, and interviews with internal and external stakeholders.

SGK views the acknowledgment and integration of a wide variety of interested parties' concerns and perspectives as a valuable and crucial step in the development of strategic risk management and business planning. Additionally, the assessment helped us focus our solutions on what we can provide to clients and how we can be most impactful through the value chain. It helped us determine how we can be a good supply chain partner, employer, and create lasting value for our internal and external stakeholders.



Our Material Topics

The key issues identified through the materiality assessment and outlined within this report include:



- Climate and Energy
- Waste Management
- Water Conservation
- Advancing Sustainable Solutions to Drive Value Chain Performance



- Diversity and Inclusion
- Health, Safety & Wellbeing
- Employee Engagement & Skills Development
- Community Impact



- Responsible Supply Chains
- Data Privacy & AI
- Human Rights
- Corporate Governance

Sustainability Framework

Based on the Materiality Assessment, and with support from subject matter experts, we developed a Sustainability Framework. This framework provides organizational strategy for our sustainability efforts, within a clearly defined roadmap consisting of measurable short-, medium-, and long-term actions. In 2022, we set the groundwork for our Sustainability Framework which included implementing a digital data collection system, mobilizing the Ambassador Network, and aligning and communicating our newly formed ten Cultural and Performance Pledges and Targets.

The Pledges and Targets outline the relevant goals and metrics from leading sustainability standards and frameworks for our material topics to measure our performance and impact. These also helped prioritize operational practices and allow us to clearly and transparently report on our sustainability progress which is critical to our business success.

The specific targets for each performance pledge are reflected in the corresponding sections throughout this report.

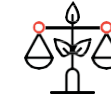
Culture Pledges



We pledge to take care of our planet by taking actions that respect and preserve our environment.



We are taking a systematic approach to minimize and eliminate our environmental impacts.
We will consistently and continually assess the impact of our operations and products on the environment and the communities in which we live and operate with a goal of continuous improvement.



We will work with all government entities for the development of technically sound and financially responsible environmental laws and will comply with applicable government laws and regulations.



We will vigorously pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.

Targets

2024

- Commit to setting a Science Based Scope 1 & 2 reduction target
- Increase the proportion of kWh from green energy sources by 20%
- Scoping of sites suitable for on-site renewables

2025

- Ensure that Ambassador Network provide all sites with guidance and training on locally-relevant and measurable recycling policies
- Each site to conduct audit of Single Use Plastics and identify changes
- Identify water usage in water-stressed geographies
- Set water reduction goals for all operations

2026

- 50% of sites to have 100% green tariff procurement or equivalent offsets.
- Reduce scope 1 & 2 GHG emissions by 30%
- 80% of all operations globally recycle waste by FY 2026
- Set year by year waste reduction goals by 2026

2030

- Improve energy by 30%
- Reduce overall energy use by 20%

Performance Pledges



We strive to meet our responsibilities to the environment in the communities in which we operate and recognize the importance of climate change and emissions reductions to our stakeholders
See Climate & Energy



We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations.
See Climate & Energy



We will take actions to reduce and recycle waste within the product cycle.
See Waste Minimization & Material Efficiency



We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization
See Water Conservation



We will source responsibly and work with our suppliers to develop sustainable solutions.
See Advancing Sustainable Solutions



We will actively promote environmental conservation in the communities in which we operate.
See Environment

Sustainability Governance Structure

Sustainability Leadership & Oversight

Sustainability oversight has been integrated across all major corporate governance structures and levels. The Board assumes the highest level of sustainability oversight. The Board Governance and Sustainability Committee oversees sustainability-related matters and is responsible for approving sustainability strategies and external targets.

While ESG activities are ongoing at all levels of the company, The SGK Executive Leadership Team (ELT) has oversight of strategy, key actors, and area of investment. These actions and decisions are reviewed and supported by the MELT and Board Committees. SGK's ESG and sustainability initiatives are supported by the Board Governance and Sustainability Committee which sits at the highest level of Matthews International, our parent company. The SGK ELT has an Executive Sponsor for Sustainability and reports out to the Mathews Executive Leadership Team (MELT) and the Board.

At the operational level, the Sustainability Contributors direct strategy and design of priority sustainability initiatives in close

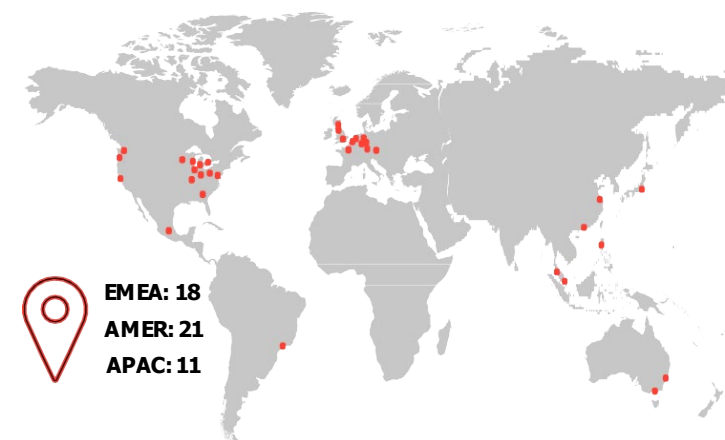
cooperation with the SGK ELT. The sustainability contributors reports to the Nominating and Corporate Governance Committee on a quarterly basis and to the full Board of Directors on an annual basis.



Global Sustainability Ambassador Network

SGK's utilizes our Global Sustainability Ambassadors Network to advance the sustainability framework across the organization from a localized bottom-up and global top-down approach. The Network consists of 50 carefully selected ambassadors that demonstrate passion, dedication, and influence. It is a global community of like-minded individuals that can create real, positive impact through driving awareness and encouraging employee action.

The Network supports socialization, activation, and engagement to achieving our and our client's sustainability objectives and living our ten pledges. We launched an internal sustainability campaign focused on embedding social consciousness and practices into the culture of SGK. One of those campaigns were focused on circular awareness to encourage individual action through their consumer habits.



Environment



Climate and Energy

SGK is taking action to mitigate and reduce environmental impacts both in our operations and in the value chain.

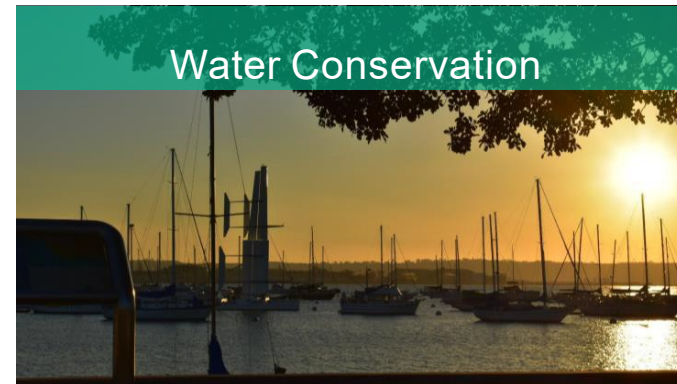
Our Culture Pledges

We pledge to take care of our planet by taking actions that respect and preserve our environment.

We will actively promote environmental conservation in the communities in which we operate.

We will work with all government entities for the development of technically sound and financially responsible environmental laws and will comply with applicable government laws and regulations.

Environmental Focus Areas



Climate and Energy

Our Climate Strategy

Our Performance

Pledge: We strive to meet our responsibilities to the environment in the communities in which we operate and recognize the importance of climate change and emissions reductions to our stakeholders

Our climate and energy strategy supports UNGC Principles 7, 8, and 9.

We apply the precautionary principle in our approach to climate impact management, promote greater environmental responsibility throughout our business, and support the development of environmentally friendly products.

We are committed to reducing our emissions and energy use in line with the latest climate science. We have introduced many initiatives across our facilities and global operations to work toward achieving this goal, including:

- Certification of select sites under the ISO 14064-1 standard, which helps measure, manage, and reduce carbon emissions.
- Transitioning over 50% of SGK's North American workforce to hybrid work, reducing average commutes by 30 miles per week per employee—an estimated annual reduction of approximately 710 kg CO₂e in energy use and greenhouse gas emissions.
- Sourcing renewable energy for a portion of operations through solar panel installations or renewable energy credits.

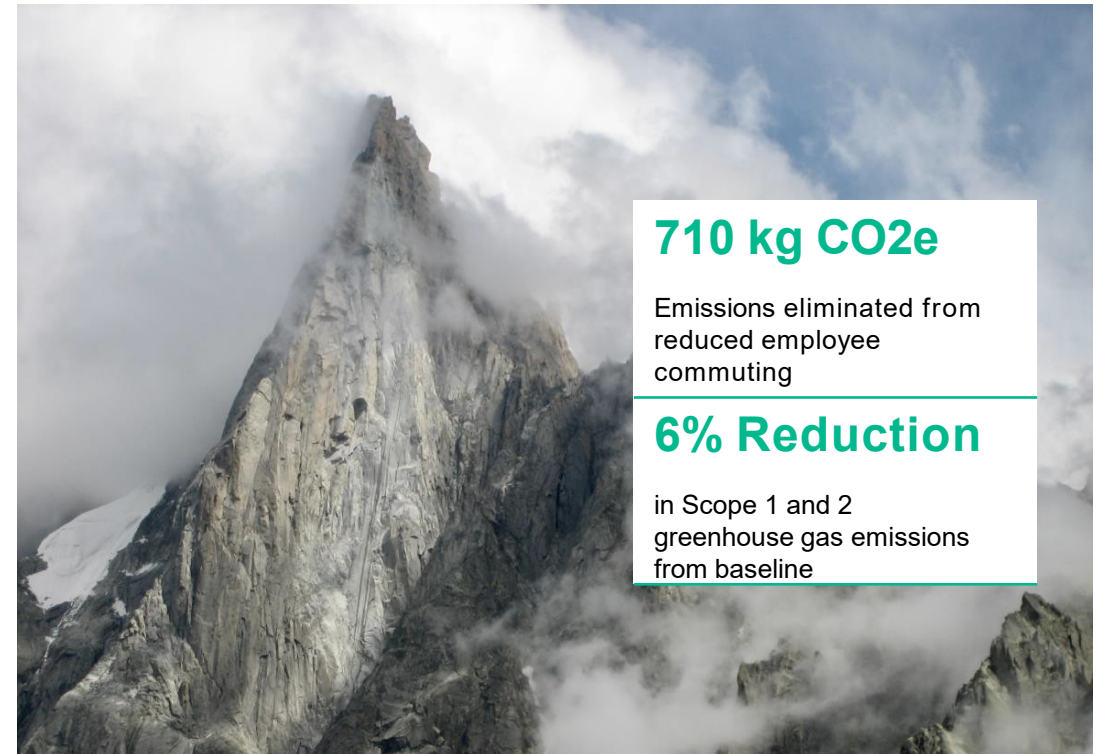
We have implemented a sustainability reporting system to facilitate data collection and track progress against our climate and energy targets. This system supports strategic decision-making and improves transparency in line with our sustainability commitments. Since our 2020 base year, we have achieved a 6% reduction in Scope 1 and 2 greenhouse gas emissions.

We don't currently account for Scope 3 emissions but have ambition to do so in the coming year.

GHG Emissions (mtCO₂e)

	2022	2023	2024
Total (Scope 1 & 2)	6,715	7,068	6,983
Scope 1	899	883	853
Scope 2: location-based	5,816	6,185	6,130
% Reduction of GHG from previous year			1.2%

We calculated our greenhouse gas emissions using actual and estimated data. Where actual data was not available, estimated emissions calculations are consistent with the accounting methodology from the [Greenhouse Gas Protocol Corporate Standard](#).



Climate and Energy

Energy Efficiency

Our Performance Pledge: We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations.

To further advance our sustainability efforts, we are actively replacing traditional lighting systems with energy-efficient LED bulbs across our global facilities. In addition, we are installing passive infra-red (PIR) motion detectors to ensure lights are only on when needed, further enhancing energy efficiency. This initiative is part of our ongoing efforts to reduce our carbon footprint, optimize energy usage, and upgrade our facilities with sustainable solutions. As of 2024, we source 8.1% of our electricity from renewable sources and are focused on increasing renewable energy use. We are actively engaged in evaluating the potential for solar power installations at select facilities.

SGK uses Thieme screen printing presses which are considered the most energy efficient in the world, typically using 25% less electricity than any other options on the market.

Since 2021, our Return-on-Investment Capital process has enabled us to screen all new projects for an environmental benefit prior to approval. SGK has made a significant effort to implement projects that not only improve efficiency and quality but also reduce non-renewable resourced energy. Any project with costs greater than \$50,000 is reviewed for energy efficiency and we work with project teams to ensure that all potential projects are looked at through the lens of conserving energy. We will continue to track projects and look for opportunities to implement projects that reduce our overall energy and emissions footprint.

Our Energy Consumption (MWh)

	2022	2023	2024
Total	19,799	20,080	20,044
Renewables	1,690	1,590	1,618
% Renewables	8.5%	7.9%	8.1%



Climate & Energy Targets

2024

- Commit to setting a Science Based Scope 1 & 2 reduction target towards Net Zero based on 2020 baseline and most recent measurements.
- Increase the proportion of kWh from green energy sources by 20% annually, towards 100%.
- Scoping of sites suitable for on-site renewables

2026

- 50% of sites to have 100% green tariff procurement or equivalent offsets.
- Reduce scope 1 & 2 GHG emissions by 30%

2030

- Improve energy efficiency (i.e., usage per square meter or per head) by 30%
- Reduce overall energy use by 20%

Waste Minimization & Material Efficiency

Our Waste Management Strategy

Our Performance Pledge: We will take actions to reduce and recycle waste at every stage of the product cycle.

SGK is committed to reducing waste and incorporate efficiencies across global facilities and operations, including safely disposing of hazardous waste. To tackle this challenge, we have partnered with

Roadrunner to help us manage waste reporting moving forward. Roadrunner is a tech-based waste and recycling service that fully manages our day-to-day waste operations, drives cost savings, and increases recycling to move us toward zero waste. To ensure waste is being disposed of properly, we have clearly labeled waste, recycling, and compost bins in many of our global facilities with goals to expand these efforts to all facilities, as feasible. Reuse is one aspect we have focused our efforts to minimize our waste in operations. One way we do this through reusing packaging rather than purchasing virgin material where possible. Material usage can be a significant part of our overall carbon footprint. In recognition of this, through intelligent

manufacturing and best practice processes, SGK has reduced overrun material in the manufacturing process from 15% to 3%, this resulted in a \$1.8 million of less material usage annually.

Additionally, SGK has started the process to become a Sustainable Green Printer through the SPG partnership program. SPG is the leading non-profit accreditation organization that promotes sustainability in printing practices and manufacturing operations. Two facilities in China switched from Gravure to Flexo printing which mainly use water-based inks, these are considered pollution free and have a reduced environmental impact.

Our Waste Generated (t)

	2022	2023	2024
Total*	10,983	5,568	4,760
Hazardous Waste	1,044	261	147
Non- Hazardous Waste	9,939	5,307	4,613

* Waste data from the APAC 2022. Many of our facilities in this region are leased and do not currently provide waste reporting. However, we have collected information on APAC waste for 2023 and 2024. We will continue working to enhance the quality and coverage of our waste data from these facilities in the coming years.



Use of Sustainable Materials

We prioritize the use of sustainable materials wherever we can. In our screen-printing process, we use FalconBoard and ReBoard as an alternative to EPVC. These alternatives are made from sustainable and renewable resources and are 100% recyclable.

Case Study

12%

Reduction of overrun material in the manufacturing process

\$1.8 M

Reduced in spend on material due to intelligent manufacturing

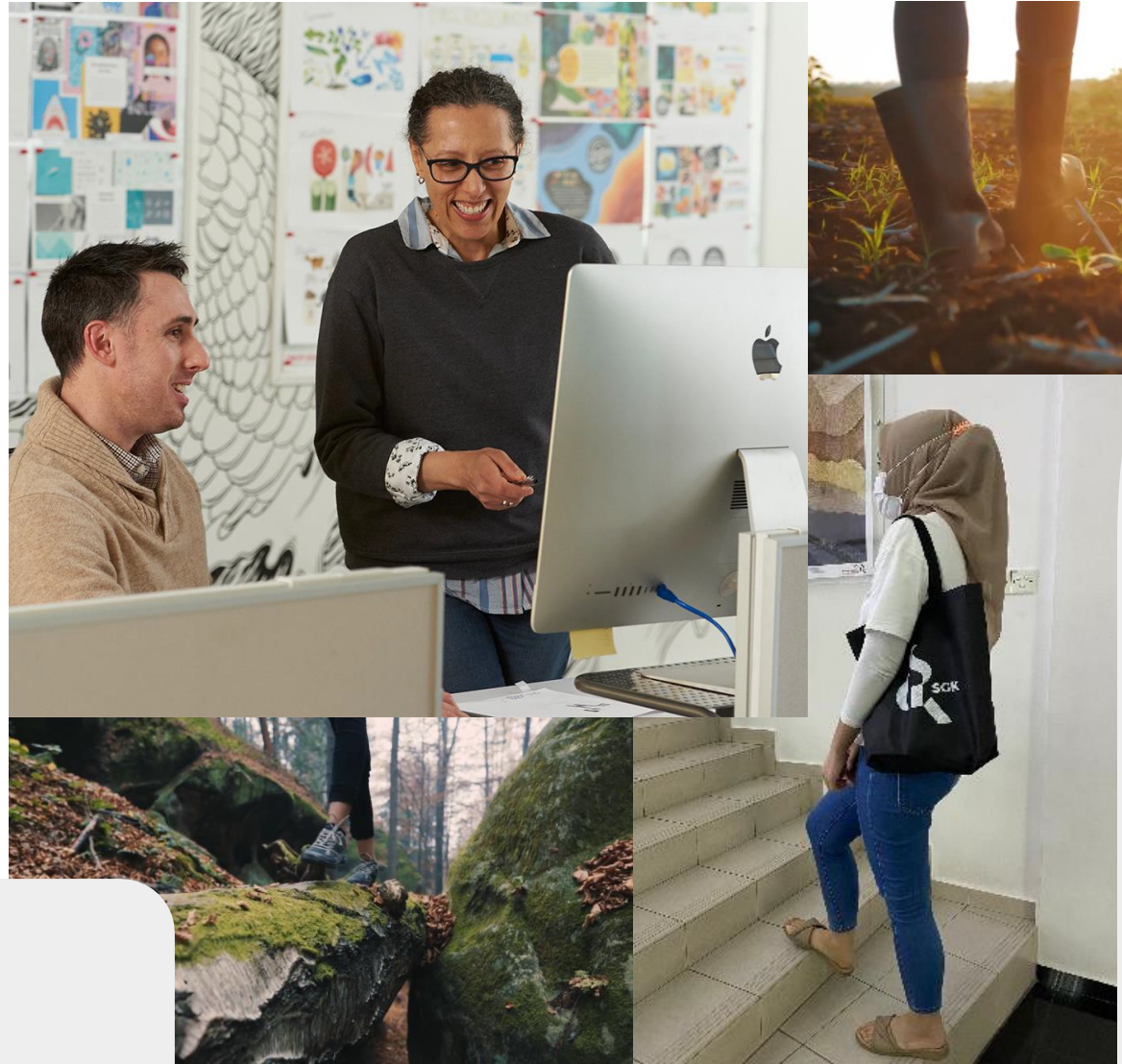
Waste Minimization & Material Efficiency

Employee-Led Initiatives

Not only have we focused on operational waste initiatives but have also engaged employees to drive individual sustainable consumption through innovative waste reduction campaigns around the world. Some of those projects include Penang and Manila facilities providing woven bags to employees to eliminate the use of plastic grocery bags. Another is banana leaves being used in place of paper plates in cafeterias in Chennai or switching to reusable kitchenware to reduce single-use items at many facilities. UK facilities have removed plastic cups from vending machines, reducing on average, 300 plastics cups from entering landfills a day. They have also moved to a paperless workflow, eliminating printing by switching to a fully digitized process. We are committed to further educating our employees on proper waste disposal and waste reduction initiatives.

300

Cups prevented from entering landfill on a daily basis due to use of reusable kitchenware



Waste & Material Targets

2023

- 100% of hazardous waste to be disposed of in line with local regulations each year
- Understand 2020 waste baseline & set reduction target for 2025
- Ensure that every site is correctly measuring waste to landfill

2025

- Ensure that Ambassador Network provide all sites with guidance and training on locally-relevant and measurable recycling policies
- Each site to conduct audit of Single Use Plastics (SUPs) and identify at least 2 changes

2026

- 80% of all operations globally recycle waste by FY 2026
- Set year by year waste reduction goals by 2026



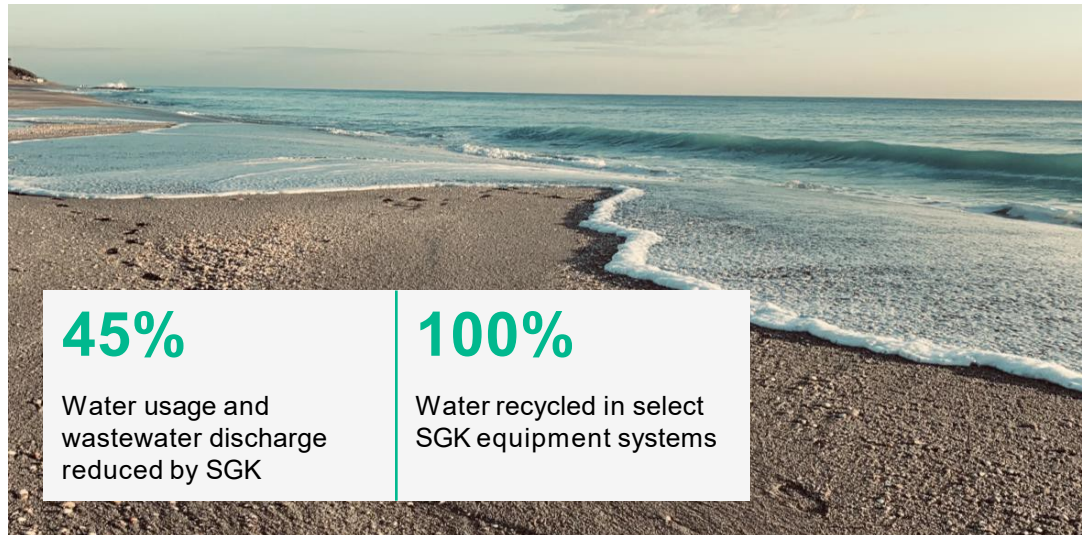
Water Conservation

Our Water Management Strategy

Our Performance Pledge:
We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization.

We measure and monitor water withdrawals across our major locations. Water is a minimal part of SGK's overall environmental impact. However, water usage in the manufacturing process for the development and reclamation of our screen-printing process is our largest water impact and we are determined to reduce water in this area. Through process improvements, SGK Print has reduced overall water usage and wastewater discharge by over 45%. To reduce the use of fresh water, equipment systems were modified to recycle water back into those systems rather than using 100% fresh water.

We have also started the transition away from screen-printed graphics to a more digital process, further reducing water needs. In 2022, a water risk assessment was conducted to identify actual and potential risks associated with water sourcing or water-related impacts from climate change. While SGK is exposed to potential water-related impacts from climate change, such as drought, hurricanes, and sea level rise, the assessment determined that SGK does not source water from any water-stressed regions. SGK is committed to identifying and implementing additional water conservation and management initiatives across our global operations to reduce risk and conserve resources.



Targets

2025

- Identify water usage in water-stressed geographies
- Set water reduction goals for all operations

Our Water Consumption (ML)

	2022	2023	2024
ML	29	36	37

Advancing Sustainable Solutions



Advancing Sustainable Solutions Strategy

Sustainability is both responsibility and opportunity. We help brands reduce their ecological footprint and differentiate themselves in market. SGK is taking action to mitigate and reduce environmental impacts both in our operations and in the value chain.

Our Culture Pledge

We will vigorously pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.

Innovation



Our strategy for advancing sustainable solutions is centered around innovation and yielding the following niches:

- Innovative, entrepreneurial spirit
- Highly specialized industries
- Green technologies
- Industry leading products & services

We're equally committed to helping our clients discover, design and implement innovative solutions to reduce their environmental impact.



Advancing Sustainable Solutions

Our mission is making sustainable options desirable, achievable, and impactful from product inception to the whole consumer journey.

At SGK, we believe there is a moral imperative to protect our environment from negative and often irreversible impacts. In that spirit, we know that physical branded content is a key contributor to negative impacts on the environment, with nearly 50% of plastic waste being plastic packaging.

Packaging



Where creativity and efficiency connect with environmental sustainability.

Brand Experience



Brand experiences that are unforgettably amazing and environmentally sustainable.

Digital branded content, through its interaction with the Internet is the 6th biggest contributor of CO2 emissions in the world.

SGK recognizes the need to change our approach to the product value chain. That is why we have made it a key focus to offer our value chain partners efficient, eco-friendly packaging and brand experience solutions. We're equally committed to helping our clients discover, design and implement innovative solutions to reduce the environmental impact of their products. Striking the right balance between branding and sustainability is key to success.

SGK Sustainability Tree

Our ten pledges form the roots of the SGK Sustainability Tree that allows us to build upon our internal sustainability strategy and extend sustainability solutions to our clients. The branches represent the five areas SGK helps improve the environmental sustainability of packaging and branded content, across creative, structural, digital, technical, and advisory solutions.

SGK is one of the co-founders of the Packadore Collective, a group of like-minded organizations that work collaboratively to design and implement both desirable and sustainable packaging solutions to help brands create real impact, now and for the future.



Creative

We optimize design for sustainable production and amplify market impact with the right brand communications.

We strive to increase our creative processes through collaborating with our customers to develop visual & verbal architecture and brand messaging that highlight sustainability successes and communicate improvements through brand artwork and packaging. Further, we improve package design to reduce the form factor of some products and leverage printing technologies that are considered more environmentally preferable.

Sustainable Packaging Design Concept

Challenge

Design fully sustainable conceptual packaging.

Solution

Our "Icy Treasures" concept design includes biodegradable, compostable primary packaging made from edible algae foil, secondary packaging made from sugar cane that is malleable, water resistant, and suitable for freezing temperatures, and an invisible Digimarc code that when scanned, links consumers to product information and content, and the company's sustainability commitments and position.

Results

A sustainable, functional packaging solution recognized by the EPDA (European Packaging Design Association) for its visual design and for improving the quality of people's lives.



SGK's Brazil team partnered with Johnson & Johnson Brazil to launch SEMPRE LIVRE®



SGK's Brazil team partnered with Johnson & Johnson to create the first flexible film packaging, helping to design a low thickness insert using 33% post-consumer resin in the follow-up of female care, which reduced its carbon footprint by 10.25% compared to current packaging. In addition to the consumer being able to use the entire product from inside the packaging, the packaging itself amplifies awareness that the product was produced from flexible post-consumer plastic waste and is 100% recyclable.

This sustainable packaging won the 20th annual ABRE Brazilian Packaging Award in the Popular Vote category, as well as the "Prêmio Grandes Cases de Embalagem 2021" (Great Packaging Cases Award 2021) – 15 Edition from the magazine "EmbalagemMarca" (PackagingBrand). This creativity in sustainability reinforces Johnson & Johnson's commitment to circular economy and carbon emission reduction.

Case Study



Creative

Creative Design for Sustainable Products

When Seventh Generation developed its Zero Plastic product line, they partnered with SGK to deliver on their mission: become a zero-waste brand by 2025. To express the product's "fundamental clean" promise, we developed a zero-waste design strategy and pack design for steel cannisters—the most recycled and recyclable material in the world—that amplifies the "green" focus of the brand. We also integrated premedia services, photography, sales collateral, and a microsite for the new product line and simplified the end-to-end process, reducing handoffs and stage gates, and delivering efficiency and speed to market for this new product launch.

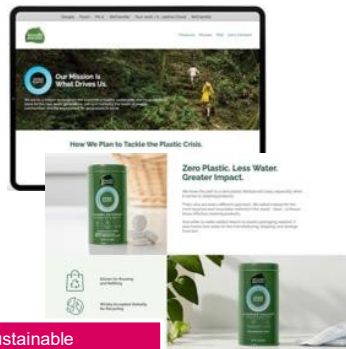


Case Study

Digital

We enhance consumer messaging with digital marketing and technologies.

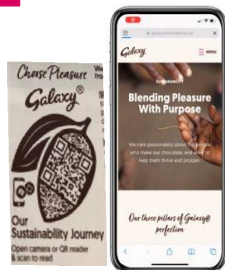
We work with clients to digitize their sustainability efforts, advancing sustainability by curating awareness campaigns and creating customized digital solutions while reducing environmental impacts. Our digital experts help devise meaningful sustainable digital marketing to engage stakeholders on sustainability topics and communicate information on our shared responsibility to the planet. We do this via design and strategic marketing communication to maximize the visibility of existing sustainability efforts.



Sustainable Digital Marketing



Code Implementation

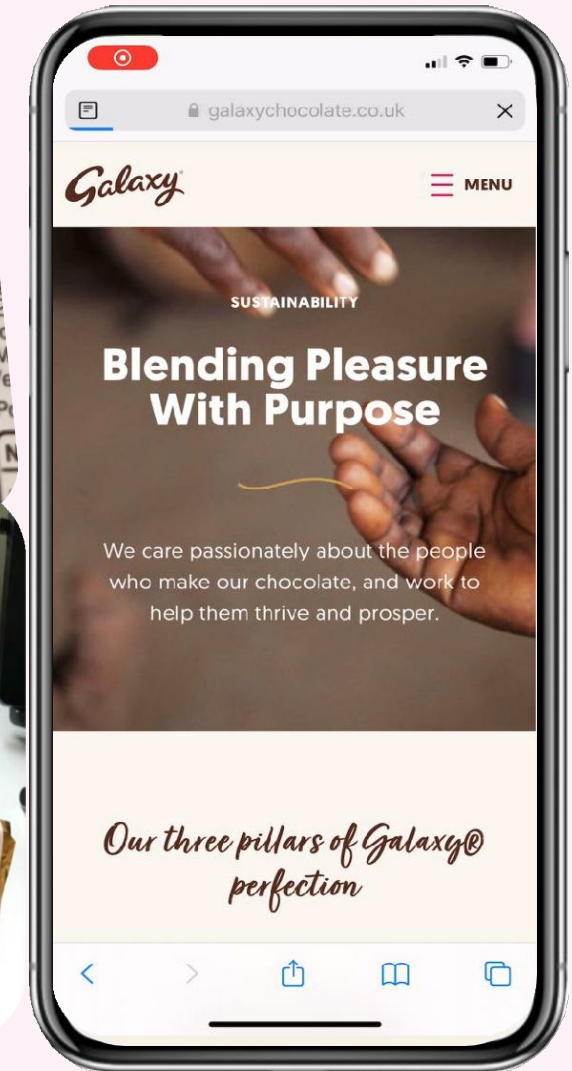


Connected Experiences

Connected Packaging Experience

Mars Wrigley's partnered with SGK to develop a QR Code embedded on the Mars Galaxy Chocolate wrapper to test the effectiveness of a connected packaging experience with consumers while telling the Mars sustainability story around farming practices and their support of women farmers.

The hope is that mission-driven transparency will result in deeper consumer connections and increased brand loyalty. Mars is just one of many CPGs leveraging Connected QR codes to engage consumers and provide deeper storytelling that goes beyond the pack.



Case Study

Structural

We reduce structural waste with optimized material and substrate engineering.

We work with our customers to redesign structures, materials, and shapes to accelerate their sustainability initiatives. We explore options at Packaging Development to identify technical specifications for environmentally sustainable pack structures, recommending materials changes, shape optimization, die line rationalization and

guidance on palletization. We create environmentally sustainable in-store displays, using sustainable methods & materials to create retail and POS displays, including logistics of implementation. We support with the production development and implementation required to activate environmentally sustainable brand

experiences through processes such as in-store production and installation, pop up events, and promotional signage.

Reduce, Recycle, Renew, Refill

RE-DUCE

10%
ECO-COST
9%
CARBON EMISSION

RE-CYCLE

49%
ECO-COST
45%
CARBON EMISSION

RE-NEW

80%
ECO-COST
68%
CARBON EMISSION

RE-FILL

81%
ECO-COST
81%
CARBON EMISSION



We explored opportunities to reduce the environmental impact of the iconic Gatorade bottle. We used our Sustainability Scan, a full lifecycle assessment tool which collects & analyzes material use and CO2 data, to understand the environmental impact of the current bottle.

We then leveraged this baseline to identify opportunities to reduce the environmental impact, with visualized concepts and quantified improvements. We ended up with conceptualized packaging options with a low eco-cost and carbon emissions that can be implemented to reduce Gatorade's environmental footprint.

Eco-Influence: Creating a Circular Experience



Committed to achieving 100% recyclable packaging by 2025, Nature Valley launched new Crunchy Granola Bar wrappers that are store drop-off recyclable.

To amplify the eco-consciousness of the Nature Valley brand, we created an influencer kit—made entirely of recycled, recyclable, or compostable materials—that increased awareness of the new wrapper while reinforcing the promise of zero waste.

Targeted to 10 social media influencers, the messaging reaffirmed the recyclability of both the kit and the new wrapper and included upcycled items to demonstrate the recycled wrappers' second life.

Leave a Mark Without Leaving a Footprint



SGK is very proud to have partnered with ACTEGA North America Technologies Inc. to develop a brand appearance and interactive website for the launch of the new Signite™ brand. Signite is a new decoration technology that is set to disrupt the container labelling industry. Through a unique printing and applications process, Signite decorations produce significantly lower waste than traditional pressure sensitive labeling, with more design flexibility than direct-to-container screen printing. All while improving recyclability and reuse capabilities. SGK worked closely with the Signite team to design a clean and modern corporate identity, from logo to final screen design.

Case Study

Print Technical

We reduce ink usage while maintaining quality, speed, and brand equity.

We achieve a higher level of environmentally sustainable printing through leveraging opportunities to reduce raw material waste, CO2 emissions and overall energy and water usage. These opportunities include pre-media advances from reducing ink to extended color gamut to converting from gravure to flexo & digital print to print quality management. We conduct audits and develop strategies to create extended color gamuts and implement fixed color sets that eliminate the need to create custom spot colors, as well as reduce total volume of ink used.

We support our customers from initial idea to final packaging. In addition to steel cores and sleeves for gravure printing as well as high-quality printing and embossing dies, we provide our customers with relevant advice and individual design-to-print management. Our tools are particularly used for flexible packaging in the tobacco and pharmaceutical industries, and we regularly create designs for fast-moving consumer goods brands.

Our print technical experts advise on digital printing and prepare brands for digital print processes, while boasting similar sustainability benefits and significantly reducing packaging waste through exposure and write offs. Finally, we have quality and color experts that take a consultative approach to print and color management based on the additional challenges caused by sustainable substrates, ensuring brands quality and color standards are maintained. Our motto is: "What gets measured gets managed."



Gravure
to Flexo



Ink
Reduction



Print Quality
Management



Digital
Print



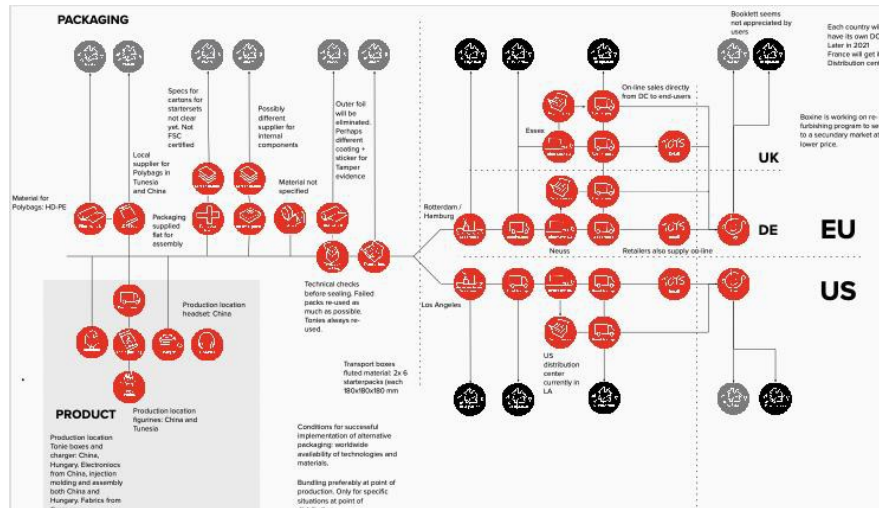
Extended
Color Gamut

Advisory

We quantify impact & opportunities across your holistic supply chain.

We engage sustainability among our clients and value chain through our advisory practices, consultative experts, and strategic sustainability partnerships. We assess processes & advise on opportunities to reduce waste, conducting environmental data analysis looking at product eco-costs, emission reduction, carbon footprint, climate risk assessment, and lifecycle assessments to help inform opportunities to implement more environmentally friendly branded content solutions. Additionally, we partner with several experienced organizations' that inform our thinking and approach. This allows us to get consistent updates on new and innovative approaches being implemented worldwide.

Discovery & Assessment



Solution Development



Sustainable Partnerships



ecovadis



bsi.

Advisory

Innovative Solutions



Using Neuroscience to Measure Impact

We partner with Neurensics to conduct a Desirability Scan that tells us how a new pack concept might perform compared to the existing pack in the eyes of the consumer.

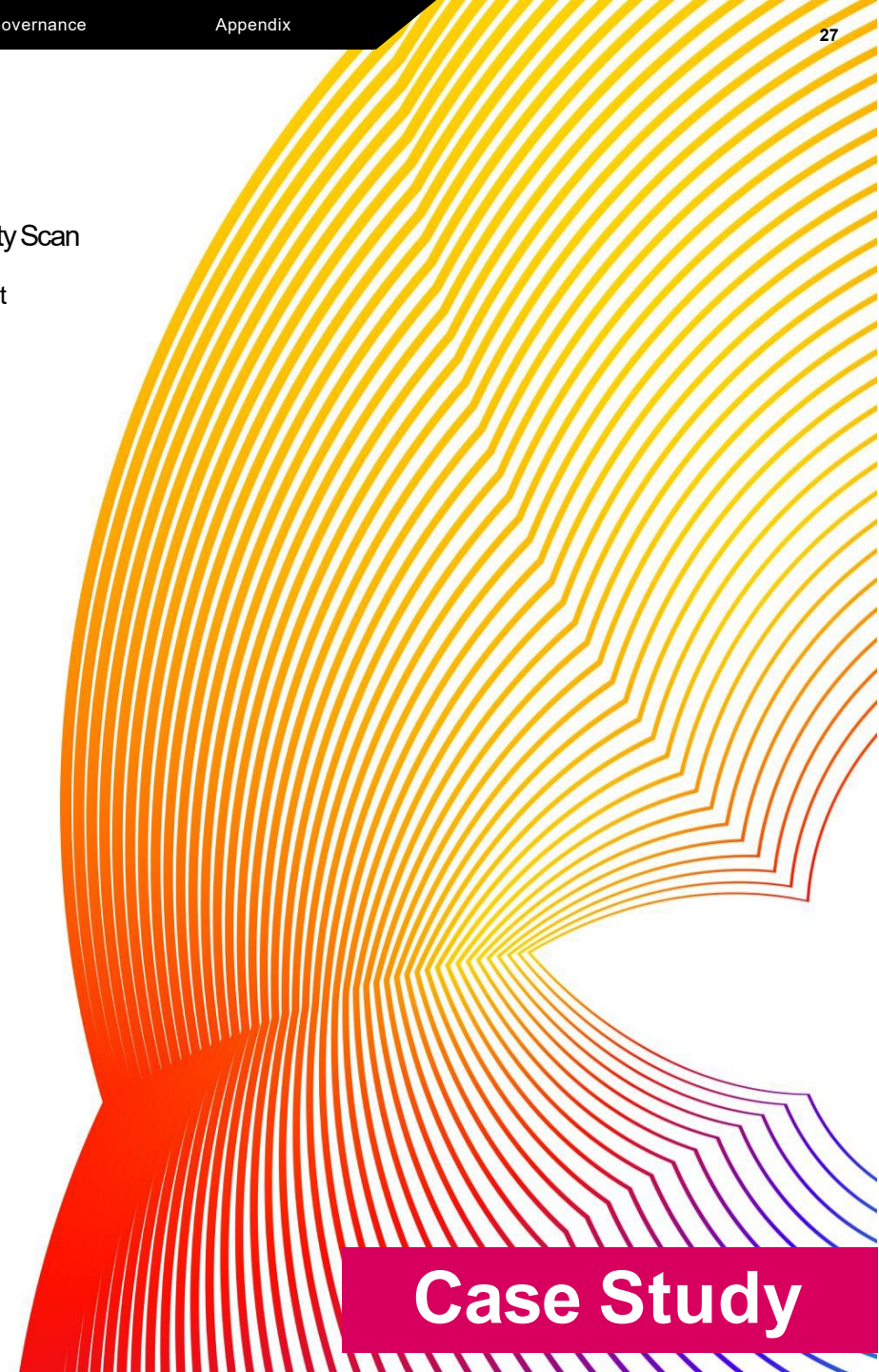
This capability is based on years of data from scientific research of brain activity in response to particular stimulus. The result is quantified measurements that informs the user on sustainable packaging and the potential marketing advantages.

Full Lifecycle Sustainability Scan

We access tools that let us carry out a full Sustainability Scan of any existing pack to determine its material use and CO2 footprint.

We then use that data to Identify opportunities to:

- Improve the pack format
- Change the substrates and pack structure
- Reduce waste and the CO2 footprint.



Case Study

Social

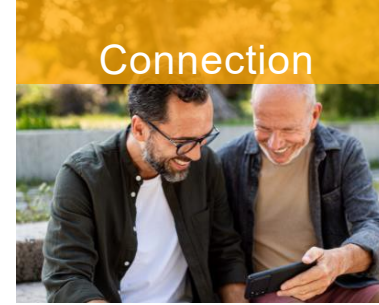


Our Social Strategy

Connecting with our people and community is intrinsically important to our success as a company. We aim to ensure our employees feel supported and empowered to do their best work each day. We recognize the impact we can have in our communities as good environmental stewards and champions of education.

Our Social Strategy in Three Words

Connection



Our leaders listen to our employees.

- Global, Diverse Businesses
- Commitment to People Culture
- Commitment to Diversity and Inclusion
- Inclusive Leadership
- Community Support
- Charitable Giving

Growth



We recognize and promote internal mobility within our organization.

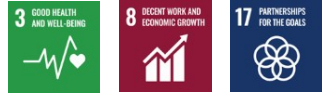
- Investing in Our People
- Learning & Development Programs
- Career Pathing
- Mentoring
- Leadership Development

Wellbeing



Team bonding and cohesiveness through events and activities.

- Environmental, Health & Safety training sessions
- Workforce Flexibility
- Competitive Pay & Benefits Programs
- Employee Assistance Program
- Sustainability Programs



Employee Health, Safety and Wellbeing

Legal compliance is not the only driving factor for safety—quality products and services, the wellbeing of our employees, our environmental impact and our stakeholder interests and requirements - all these factors are woven into the fabric of our operations, activities and interactions.

Employee Health & Safety

The Corporate Environmental, Health & Safety (EHS) team has developed an integrated approach based on these factors. The EHS Management System (MS) model mimics this integration and has recently been updated to align with new international standards, ensuring that safety is not a silo and that it's at the forefront of everything that we do.

SGK's Guiding Principles provide the "borders" for our environmental, health, and safety culture, where we believe that safety is not just the absence of incidents. Instead, safety performance is measured by the presence of capacity to prevent incidents. These Guiding Principles are outlined in the [Environmental, Health, and Safety Policy](#), which is displayed at every facility to underscore leadership's commitment to embedding EHS principles into our business strategy and operations. Ensuring employee health and safety remains a top priority.

In line with these key principles, a full set of measures are in place to secure health and safety of all SGK employees and others doing work on behalf of the company, including:

- SGK sites have modified the STOP safety observation process into a PAUSE process to include peer to peer engagement.
- Conduct in house self-assessments and implement corrective actions in a timely manner.
- Measuring and continually improving our Total Recordable Rate ("TRR") and Days Away/Restricted/Transferred ("DART") at all facilities and operations.
- Development of a compliance management system and regional facilities management policy.
- A Global Health and Safety Steering Committee (SteerCo) has been established, focused on improving all areas of health and safety at our global sites.

"Health and safety is not a silo, health and safety is an integral supporting pillar, a cornerstone.

It's at the forefront of everything that we do and is intrinsically linked together with the other supporting ESG pillars and functions... Our EHS Management System illustrates the cross-functional inter- relationships and strategic alignment. Embracing the integration makes good business sense. Safety doesn't have to happen by accident."

- Paul Jenner - SGK Quality, Health, Safety, & Environmental Manager, EMEA

Employee Health, Safety and Wellbeing

By empowering senior business leaders and fostering a company-wide commitment, the Global Health and Safety SteerCo leads efforts to manage health and safety initiatives, with a dedicated focus on eliminating injuries, occupational diseases, and work-related fatalities. Comprised of SGK's leadership from global locations and diverse functional areas, the SteerCo provides guidance and support to onsite EHS professionals, plant managers, and company leadership at all levels. It serves as the driving force behind the development and execution of Matthews' Environmental, Health, and Safety Policy and programs.

At SGK, it is our ambition is to have zero accidents. To hold ourselves accountable for providing a safe workplace, our committee is responsible for the following monthly targets:

- Conduct one (1) sitewide tour looking for potential safety and health hazards
- Address 100% of those hazards within the same month to prevent incidents
- Review the site Annual Health and Safety Plan to ensure all activities and required training are on track to be completed
- Engage in a segment wide "Call to Action" video conference to discuss health and safety topics, opportunities and share best practices

SGK developed an internal regional compliance system to track statutory compliance requirements which provides visibility at the top-level across each of the sites to stay up to date with testing, audits, and metrics. The company has 6 locations certified to ISO 14001:2015, 1 to ISO 45001:2018, 1 to ISO 27001:2013, and 19 locations to ISO 9001:2015. The company is actively working to expand certifications to additional locations.

Celebrating a major achievement, SGK Butler's finishing department marked five years without a recordable injury in early 2024. As one of the highest-risk departments, this milestone is especially remarkable. SGK Butler's proactive approach not only drives continuous safety improvements but also aligns with ISO 14001 and ISO 45001, delivering substantial operational benefits.

SGK recognizes the importance to provide all employees with a safe and healthful work environment. SGKs total recordable injury and illness (TRIR) and days away/restricted time (DART) rate consistently remain well below industry averages. In 2024, our TRIR was just 0.06—significantly lower than the industry average of 1.7. Similarly, our DART rate was 0.04, compared to the 1.0 average. We've also improved our internal reporting process by enabling staff to report incidents through an online portal.

These figures are based on (NAICS 323000) the US Bureau of Labor Statistics occupational injury and illness data.

2024 Highlights

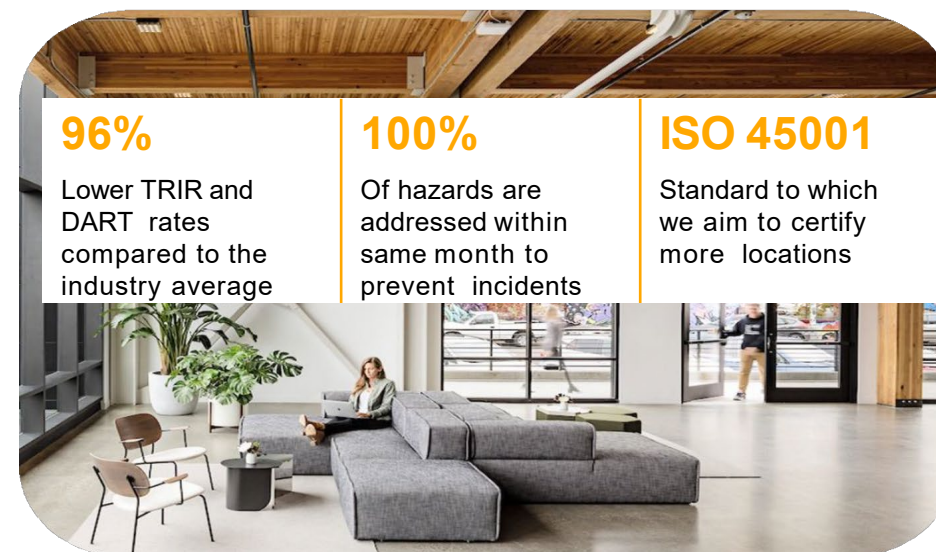
SPOT-IT Campaign Introduction at SGK Graphics

In 2024, SGK Graphics introduced the SPOT-IT campaign as a proactive safety initiative aimed at enhancing equipment safety and minimizing the risk of Serious Injury or Fatality. Following its successful implementation at SGK, the program is now being rolled out across several of our other manufacturing locations. The campaign focuses on ensuring that all plant and equipment—including powered and non-powered hand tools, as well as support equipment like pallet trucks and forklifts—are subject to robust safety controls.

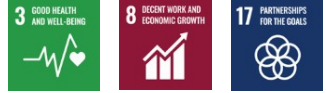
Core elements of the SPOT-IT initiative include:

- Conducting thorough risk assessments for identified equipment
- Establishing Safe Systems of Work
- Maintaining up-to-date employee training records

To support compliance, each applicable piece of equipment is marked with a SPOT label, indicating that only trained and authorized personnel are permitted to operate or use it. The overarching goal is to standardize safety protocols, reduce potential hazards, and foster a strong culture of safety and accountability across all sites.



Employee Health, Safety and Wellbeing



Employee Mental Health

In recent years, SGK has embarked on initiatives supportive to employee mental health and wellbeing, not only as an outgrowth of the COVID pandemic, but in recognition that maintaining a culture of awareness and support for our employees and our managers in the realm of mental health is vital to our employee's wellbeing, and hence our company's success. In support of this commitment, SGK has implemented several internal initiatives including employee resources, employee assistance programs and flexible and hybrid work arrangements. A series of Mental Health Awareness trainings were made available to managers in the U.S., Canada, UK, Singapore, Malaysia, Poland, Chennai, and parts of China. The focus is to educate managers and HR on how to notice signs that

an employee may need help and the steps to intervene.

We provide regional educational resources based on needs/wants and culture, such as family and personal counseling, childcare services, legal support, and financial discounts.

To identify regional needs and wants, we rely on feedback from key business representatives and meet quarterly to collaborate and share current state and ideas to promote visibility of resources and programs. SGK partnered with ComPsych an employee assistance benefits program designed to provide confidential and complimentary counseling services, work-life assistance, legal and financial guidance to help handle concerns constructively, before they become major issues.

We developed an Employee Mental Health and Wellbeing internal website that provides 24/7 resources to employees on a variety of mental and wellbeing topics. Monthly mental health and wellbeing webinars are hosted by the Benefits Team and are available to all employees. Sessions included: Mental Health Awareness, Managing Worry and Anxiety, Hobbies for Mental and Physical Health, Helping a Loved One through Difficult Times, and Eating Healthy on a Budget.

SGK Equator hosts a Mental Health Week where online training sessions are made available for teams on Mental Health Awareness. SGK Equator also hosts four mindfulness sessions on: 1) Training your mind, 2) How to increase focus and reduce stress with mindfulness, 3) Mind Power; 4) Mindful Sleep. Each of these initiatives are designed to meet the unique cultural needs of organizational locations and recognizes the unique mental health and wellness of each of our employees.



5 Ways to Well-being



Physical Well-being



Mental Well-being & Mental Health



Resilience, Change & Managing Stress

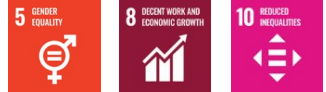


Alcohol & Drug Abuse



Support for Victims of Domestic Abuse

Diversity and Inclusion (D&I)



Our D&I Strategy

At SGK, what makes us different is what makes us great. We see diversity and inclusion as a priority to be considered in every aspect of our business. Diverse in culture, talent and geography, we are united by our drive to create together, strive together and grow together. We are committed to building a culture where employees of all backgrounds, genders, identities, and experiences, have a voice; have a sense of belonging and are encouraged to succeed.

Our efforts started with strategy sessions and the development of a Global Council. The Global Council, representative of our diverse workforce, helps to shape plans and program priorities so we can effectively contribute to advancing racial equity and greater diversity and inclusion within our own organization. In 2021, we initiated an awareness campaign focused on monthly learning series, heritage celebrations, newsletter features, and unconscious bias pilots. Additionally, we conducted a demographic current state assessment and prioritized opportunities.

In 2022, we developed the ELEV8TE D&I Strategy. These eight areas of focus allow us to expand on our reach across the business while creating a more powerful connection with customer and employees through D&I.

ELEV8TE

1. **Diverse Recruitment**
2. **D&I Learning Curriculum**
3. **Normalize Courageous Conversations**
4. **Expand the Impact of the Councils**
5. **D&I in a Connection Point to Customers**
6. **Increase Focus on Diverse Suppliers**
7. **Streamline Communications**
8. **Celebrate Key Milestones & Progress**

D&I Councils

SGK is fortunate to have Diversity & Inclusion (D&I) champions working across the business who have formed six D&I Councils to develop and maintain programming that contributes to our overall D&I efforts. The Council are made up of staff from around the world and meet bi-weekly to collaborate on program efforts, aligning with a mindset of “going further, faster.”

We have five strategic training sessions to enable active involvement and contributions from employees in our D&I efforts. These training sessions outline five separate digital badges depending on the level.



Ally

- What D&I Means to You
- Becoming an Ally to All
- Confronting Bias: Thriving across our differences

Advocate

- Confronting Bias: Thriving across our differences
- Unconscious Bias
- Bystander to Upstander
- Dealing with Microaggressions as an Employee
- Communicating about Culturally Sensitive Issues

Inclusive Leader

- Inclusive Leadership
- D&I in a Global Enterprise
- Diversity, Inclusion and Belonging
- Creating a Positive and Healthy Work Environment
- Confronting Bias
- Communications about Culturally Sensitive issues
- Skills for Inclusive Leaders
- Fair and effective interviewing for Diversity & Inclusion
- Uncovering Unconscious Bias in Recruiting and Interviewing

Champion

- Inclusive Leader Learning Path
- Plus 4 from Optional List:
- Multinational Communication in the Workplace
- Social Interactions for Multinational Teams
- Difficult Conversations: Talking about Race at Work
- Communication across Cultures
- Supporting Workers with Disabilities
- Cultivating Cultural Competence and Inclusion
- Understanding and Supporting Asian Employees
- Fighting Gender Bias at Work

Recruiter

- Fair and Effective Interviewing for Diversity and Inclusion
- Recruiting Diverse Talent as a Hiring Manager
- Diversity recruiting
- Uncovering Unconscious Bias in Recruiting and Interviewing
- Recruiting Veterans
- Understanding Millennials

Diversity and Inclusion (D&I)

D&I Resources

Additionally, we provide several global and regionally focused D&I trainings, resources, and events to all employees including:

- An internal website with workshops, upcoming projects, music, videos, articles, documentaries, podcasts, and much more available for all employees.
- Heritage Month and Coffee Chats to build understanding and awareness around cultural differences and acceptance.
- In the AMER Region, D&I hosted programming including Black History Month, International Women's Day and Juneteenth speaker series and Gender Pronoun training sessions.
- During Pride Month, we provided educational articles to UK employees on Manchester's role in the UK's LGBTQ+ liberation movement; shining a light on LGBTQ+ Iconography.

- Women supporting Women Committee hosts bi-monthly meetings open to all women within the SGK Print Organization to discuss struggles and successes in the workplace.
- Equator: Host global events to educate and start conversations on Pride, specifically relating to gay culture, and the relevance of Color and Symbolism.

We are planning to expand our D&I efforts to include Employee Resource Groups in the upcoming years to provide an additional layer of employee engagement and belonging. We are dedicated to continuing to build upon our eight D&I focus areas and have a culture where all people have a voice, are celebrated, and are encouraged to pursue their highest aspirations.

External D&I Focused Partnership



Diversity and Inclusion (D&I)

Anti-Discrimination and Anti-Harassment

Our anti-discrimination and anti-harassment strategy supports UNGC principle 6. SGK is committed to providing all of its employees with a workplace free of harassment and maintains a strict policy prohibiting harassment or discrimination on the basis of legally prohibited grounds of discrimination such as race, color, national origin, religion, sex, sexual orientation, gender identity, genetic information, physical or mental disability, age, veteran status, or any other characteristics protected by applicable law (each, a “prohibited ground”) or retaliation for reporting harassment or participating in an investigation into a harassment complaint. This applies to all SGK legal entities and their respective employees, applicants, vendors, customers, and visitors in all aspects of SGK’s business, including while at work on company property at any time, at Company-sponsored activities, or anywhere business is conducted within the United States and Canada. The Company will ensure that an investigation appropriate in the circumstances and consistent with the Company’s Internal Investigations Policy is conducted when the Company becomes aware of or receives a complaint of harassment or retaliation.

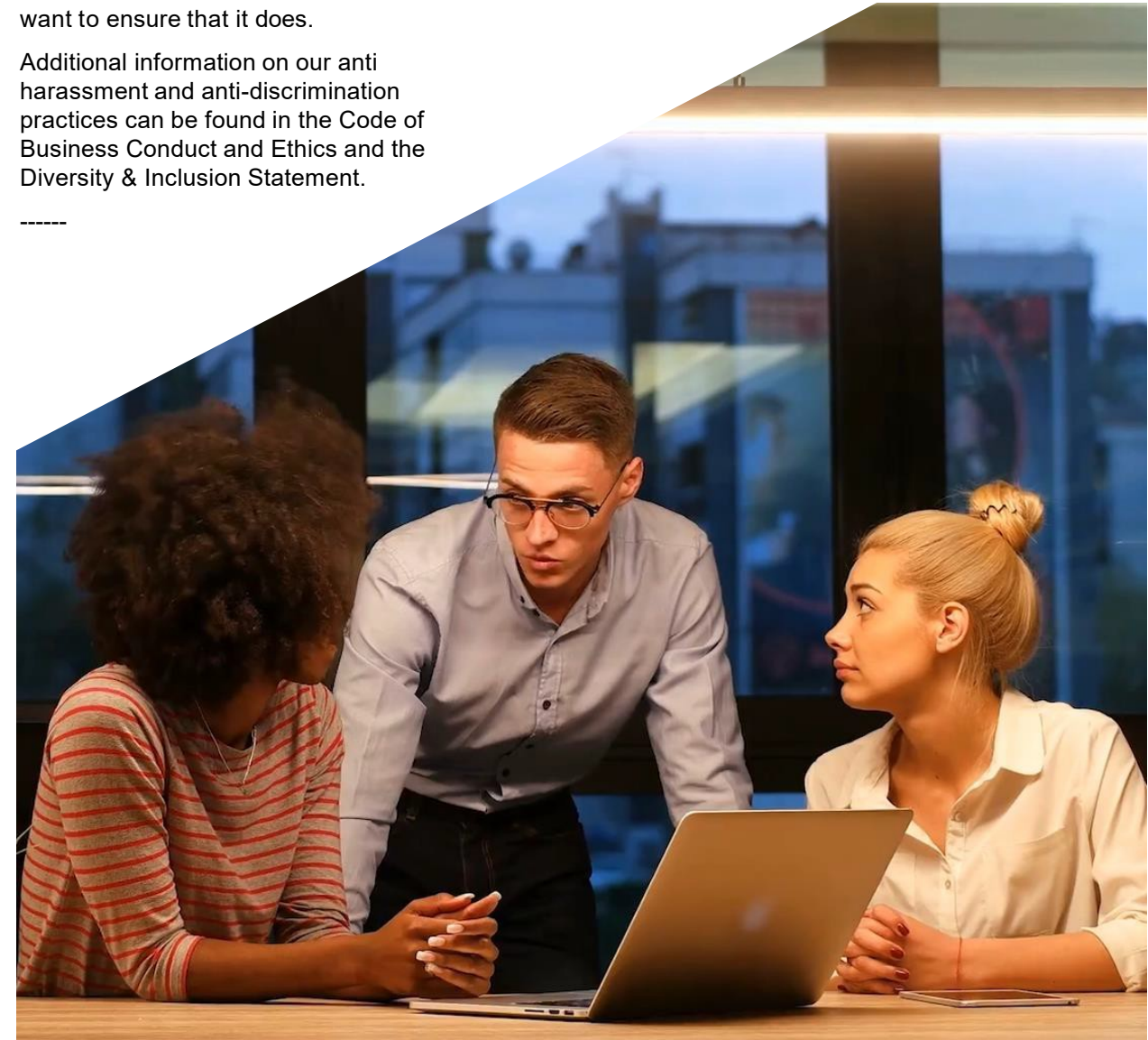
SGK is an equal employment opportunity

(EEO) employer and the requirements and principles outlined in our EEO policy applies to all aspects of the relationship between SGK and its employees, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, leave, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment. The EEO policy also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with SGK.

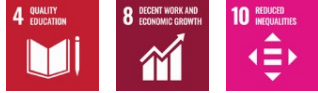
We routinely conduct awareness trainings on discrimination and harassment as well as mandatory harassment prevention compliance trainings for managers and employees. To ensure the safety of our employees, security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity. All security safeguards are consistent with the intent of the Voluntary Principles on Security and Human Rights, as well as the laws of the countries in which we operate. Further, unconscious bias training and workshops were rolled out to all managers in 2023. These workshops cover topics on confirmation bias, affinity bias, and unconscious bias at work and mitigation practices. We are proud of the mutual respect our employees have

shown to each other throughout the years. We feel confident that this will continue and want to ensure that it does.

Additional information on our anti harassment and anti-discrimination practices can be found in the Code of Business Conduct and Ethics and the Diversity & Inclusion Statement.



Employee Engagement and Skills Development



“SGK is dedicated to the continuous growth of our workforce and believe that the investment in our people is an investment in the future. Development is a shared responsibility between the employee and the company. Employees are empowered to take charge of their personal and professional development through a variety of virtual and hands-on training courses and programs.”

Individual Development Plans (IDP) are an essential part of aligning and prioritizing our employee’s development. IDP tools and resources are available on the internal employee website to assist employees and their managers in the planning and monitoring of development objectives and activities, which ensures that our employees are well equipped to achieve their goals.

In 2024, employees participated in countless hours of training through a variety of online and live interactive training from internal and external providers. LinkedIn Learning is our Learning Experience Platform for personal and professional development and offers over 16,000 courses on various topics in 36 languages.

The Learning Lineup is a monthly learning calendar distributed across our global enterprise that curates short, bite-sized LinkedIn Learning videos and learning resources centered around key professional development topics and business-critical skills. Designed to encourage skill growth, enhance performance, and shift mindsets, each lineup offers employees quick, impactful learning opportunities. The Learning Lineup promotes ongoing development in a flexible, self-paced format, empowering employees to continuously grow their skills and stay aligned with business needs.

Empowering Global Knowledge Sharing

Easy Generator is a powerful e-learning authoring platform that enables subject matter experts (SMEs) across SGK to quickly create and share accessible, engaging courses. With built-in translation capabilities in over 75 languages, it supports seamless knowledge sharing across our global enterprise.

The platform is vital for delivering training on critical topics such as health and safety, information security, legal and company policies, leadership, product education, and more. Its ease of use allows for rapid course creation, helping us stay agile in a fast-moving business environment.

Language Learning

Effective communication is essential in a rapidly evolving global business environment. SGK partners with Rosetta Stone to offer online language courses to help employees overcome language barriers and collaborate across cultures. Rosetta Stone provides employees with the language skills needed to navigate cross-cultural communication and succeed in a global business environment. Flexible online and mobile access allows learning at personal convenience, with unlimited 24/7 live tutoring providing personalized support and feedback. By investing in language education, SGK enhances individual skills and strengthens global communication and collaboration.

Career Pathing

In 2024, SGK launched Career Paths across all departments and functions to provide employees with a clear visual framework for exploring growth opportunities—both through vertical advancement and lateral moves. This tool supports meaningful career conversations between managers and employees, promoting skill development and broader experience beyond traditional upward mobility.

Ongoing career conversations not only fuel professional growth but also help retain top talent. When employees can see clear development opportunities, it strengthens their connection to the organization, enhancing engagement and building a more adaptable, skilled workforce.

Change Readiness

In today’s fast-paced business environment, the ability to lead and adapt to change is essential. SGK has embedded change management practices across its global operations, leveraging Prosci’s proven methodologies. With a people-focused approach, SGK cultivates a culture of resilience, adaptability, and innovation—ensuring continued success in an evolving landscape.

To support this, SGK offers workshops on Navigating Change and Leading Change, equipping leaders and employees with the tools and frameworks needed to effectively manage and guide others through change.

Employee Engagement and Skills Development

Coaching Skills for Leaders

Coaching is one of the most powerful tools a leader can use to inspire, develop, and elevate their team. Coaching skills are a core component across our suite of leadership training offerings. Leaders learn critical coaching skills and techniques through proven coaching methodologies. Coaching strengthens critical leadership capabilities, including active listening, asking powerful questions, and delivering constructive feedback.

By embedding coaching into our leadership culture, SGK fosters problem-solving, accountability, and continuous growth. When leaders coach effectively, employees feel empowered to take ownership of their development, driving engagement, career progression, and performance.

Inspired Conversations

SGK recognizes that meaningful conversations between leaders and employees are the foundation of an engaged and high-performing workplace. In 2024 SGK launched the Program, 'Inspired Conversations', which are a series of virtual instructor-led training courses designed to equip leaders with the skills and self-awareness to lead impactful discussions, focusing on both performance and career conversations.

By enriching the quality of conversations, we empower leaders to build trust, support employee development, and strengthen workplace culture. Inspired Conversations enhance leadership capabilities through virtual courses and interactive learning activities, reinforcing a culture where conversations drive engagement, retention, and performance.

Career & Leadership Development

SGK has several career development programs such as coaching, mentoring, and sponsorships. Participants have the opportunity to network and collaborate across the globe where they share knowledge, best practices, and innovative ideas on strategic action learning projects while being supported by their managers, mentors and alumni.

SGK also identify high potential leaders through our annual Talent Review process, inviting them to attend specialized programs along with their colleagues in the wider Matthews enterprise. These programs are designed to accelerate readiness for the next level of leadership:



Emerging Talent Program (ETP): Leadership development program for selected emerging talent at a manager level to prepare for future leadership roles.



Matthews Leadership Experience (MLE): Leadership development program for selected critical talent at a manager of manager's level to prepare future senior leaders.



Matthews Accelerated Program (MAP): Cornerstone development program for selected critical talent to prepare future enterprise leaders.

SGK has a 12-month formal mentoring program for nominated critical talent. This program provides structured guidance to our future leaders, matched to a more senior leader, in a comfortable learning environment. A 6-month informal mentoring program is another option which provides flexibility to adjust the length of the relationship based on development needs. The objectives of the Mentoring Program are to:

- Engage employees to own their development
- Foster a safe environment to accelerate employee learning and growth
- Provide visibility for employees to expand their network
- Support, develop, and grow future leaders to potentially fill critical roles in the organization

SGKs executive sponsorship program is focused on someone with more experience who guides another professional, advocating for them, and helping to seek out and broaden opportunities for further development. This program's key objectives are to help critical talent to grow their network through formal introductions across the wider organization, raise their profile beyond their normal stakeholder groups, leverage the influence that the sponsor has to help critical talent advance their career, and provide leadership, counselling and support to a more diverse pool of critical talent.

Employee Engagement and Skills Development

Employee Engagement & Recognition

SGK conducts a variety of employee engagement surveys throughout the year that enables employees to communicate directly to managers and leaders about their work experiences in a confidential manner. Surveys are completed annually with results indicating:

- Employees are engaged
- Manager relationship perceptions are positive
- Employees feel their voice is heard and are comfortable speaking up

SGK have clearly defined and articulated the Employment Value Proposition (EVP). This is defined as the emotional response to the set of attributes that people perceive as the value they gain in their life from employment in the organization. These attributes fall into five categories: Deeper Connections, Radical Flexibility, Shared Purpose, Holistic Well-Being and Personal Growth.

The main objective of the EVP is to attract and retain top talent, decrease turnover, and increase employee engagement. Once understanding our current state, including areas where we are doing well and areas we need to improve, we stay connected with the needs of our employees through a series of onboarding employee surveys to check in with new starters at various points throughout their initial training period. This helps ensure we are meeting the needs of new employees and executing on these key attributes of the EVP.

Five Levers of EVP –Key Attributes



Deeper Connections

Make employees **feel understood** by helping them be themselves and maintain their personal connections.

- Camaraderie
- Collegial Work Environment
- Diversity, Equity and Inclusion
- Manager and Leadership Quality
- Family Support
- Community Support
- Co-worker Quality



Radical Flexibility

Makes employees **feel autonomous** by giving them flexibility to decide where, when, how much, how and with whom they work.

- Location
- Innovative Work
- Risk Taking
- Work-Life Harmonization
- Workspace



Personal Growth

Make employees **feel valued** by providing them with personal growth opportunities.

- Professional Development
- Personal Development
- Future Career Opportunity
- Equal Opportunities
- Job-Interests Alignment



Holistic Well-being

Make employees **feel cared for** by providing them a complete set of well-being offerings and ensuring they use them.

- Compensation
- Employer Recognition
- Health Benefits
- Retirement Benefits
- Vacation/Holiday
- Organizational Stability
- Well-being Offerings



Shared Purpose

Make employees **feel invested** by taking actions on societal and cultural issues.

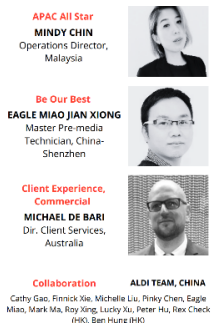
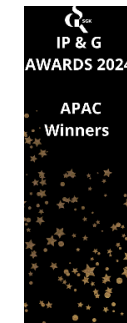
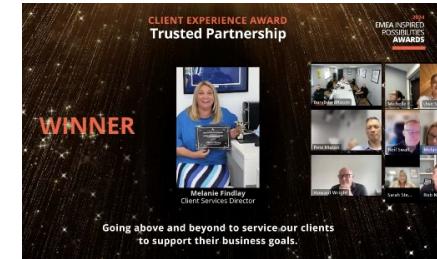
- Work Purpose
- Social Responsibility
- Environmental Responsibility
- Ethics/Integrity

Employee Engagement and Skills Development

Employee Recognition and Engagement Initiatives

- Matthews Spotlight on Innovations Series – designed to spotlight the many exciting and interesting innovations under development within and across all Matthews businesses, including SGK.
- SGK IP Awards – employee nominations to recognize and reward team members with outstanding achievements in various areas.
- SGK The G Awards – employee recognition for projects with originality, craftiness, and aligning to the category brief they were assigned.
- Equator: Spotlight – A digital newspaper which covers a wide array of subjects, some requested by employees, such as Diversity, Mental health, and Internationals Women's Day
- SGK has a weekly newsletter that highlights projects happening globally across the organization, upcoming events and webinars, links to educational articles, highlights from the various D&I councils, employee recognition, and much more.

In 2024, SGK employees around the world nominated their fellow colleagues for an SGK Inspired Possibilities Award. These Awards span across all regions to honor employees for outstanding contributions in partnership and service to our clients; creative excellence and standout design; innovation; technical expertise; diversity & inclusion; and excellence both individually and as a team.



Community Impact and Engagement

Being a good neighbor in our communities matters!

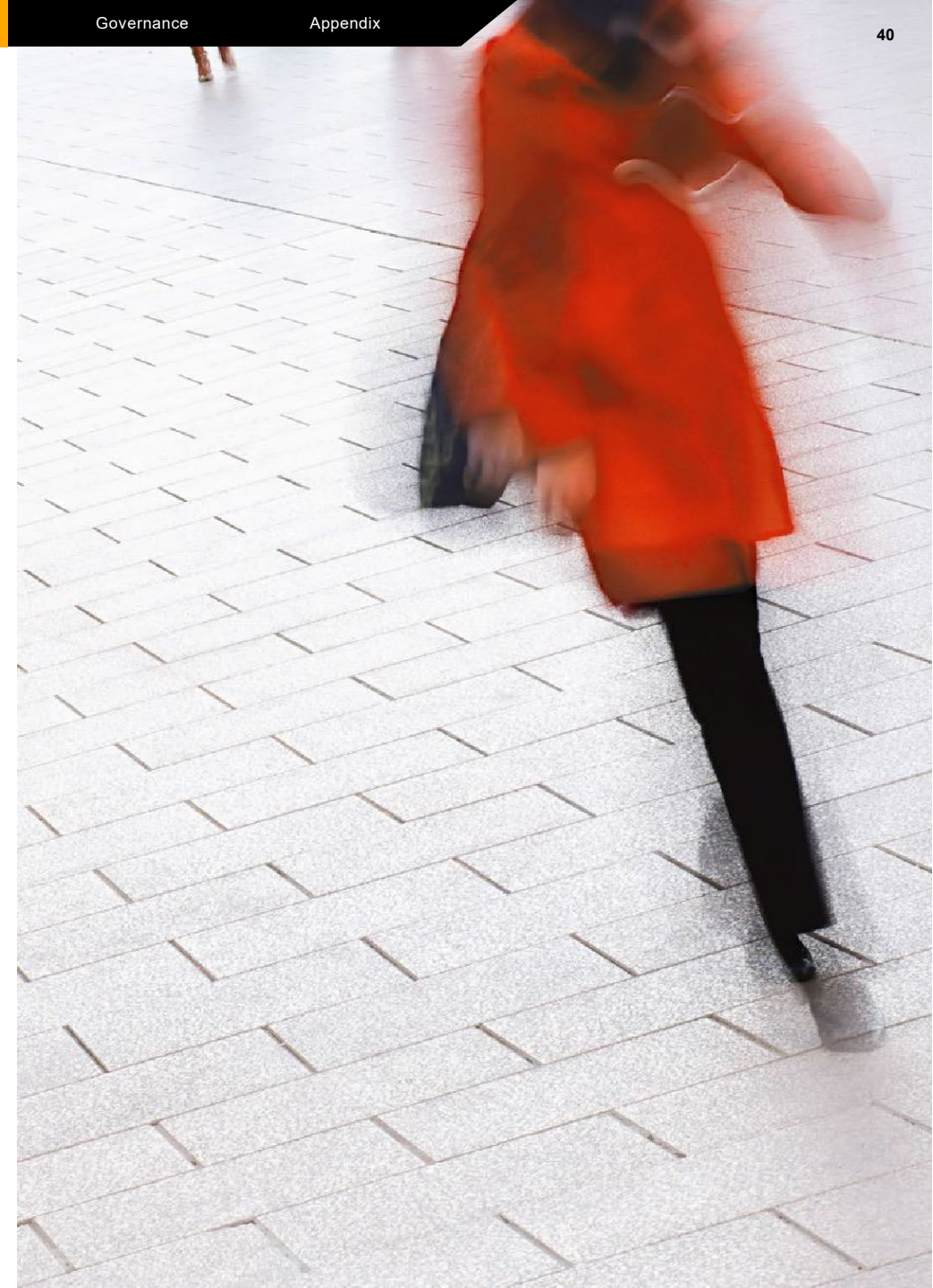
Community Commitments

We are not only committed to improving the lives of team members and customers but also the people in the communities in which we operate. This commitment leads us to maintain strong connections to the communities where we do business. We believe great communities are the foundation of great business. Accordingly, we endeavor to engage with communities on matters that are important to them. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business and identify the areas we can make the biggest impact.

Community Outreach

SGK is dedicated to providing employment opportunities and hiring within our local communities. That's why we partner with local agencies and schools to proactively recruit and present these opportunities. A few of the organizations we have partnered with include Family and Workforce Centers of America, multi-regional Community and Tech schools, Hispanic and Latino Chambers, Asian Community Alliance, National American Vets Association and RecruitMilitary, and Ontario Employment Connection.

SGK Print formed a partnership with Progressive Workshop of Armstrong County Inc (PWAC), which provides vocational rehabilitation services to people with disabilities. Through this relationship, two Small Group Employment crews were sent to SGK Print to help with assembly projects at SGK Print's manufacturing facility. In addition to the project crews through PWAC, SGK Print has also hired a part-time employee from Community Care Connections, an organization that provides job opportunities for adults with developmental delays or disabilities.



Governance



Conducting Business with Integrity

Ethics and Integrity

Maintaining compliance and ethical standards is essential to earning and retaining the trust of our stakeholders and supporting our customers' continued success. The Company's commitment to responsible governance begins with its [Code of Business Conduct and Ethics](#) (the "Code") and an affirmation of our global competencies. The Code sets the standard for our business dealings with the world and each other. The Code applies to all employees, officers, directors, and agents doing business on behalf of SGK and its domestic and foreign subsidiaries. Its fundamental purpose is to encourage honest, ethical conduct that complies with the law and promotes fair and transparent business practices.

Our Code of Conduct supports our sustainability initiatives and includes:

- Assessing compliance risk
- Setting standards of compliance and ethical conduct set forth in company policies, procedures and our Code of Conduct,
- Raising awareness of compliance and ethics standards through annual training and ongoing communications
- Providing avenues to ask questions or raise concerns, including our Ethics Reporting System, a confidential, externally hosted, reporting system available 24/7

- Conducting or monitoring investigations of reported non-compliance
- Monitoring and auditing areas of compliance risk to ensure that established policies and procedures are being followed and are effective

Anti-Corruption

We are committed to preventing corruption and bribery at all levels within our organization and we require that anyone working on behalf of SGK abide by all laws and regulations that forbid bribery, including the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act. Our Anti-Corruption Policy provides detailed guidelines and guidance regarding such laws, as well as procedures for reducing bribery risks across a variety of business functions. Additional information can be found in our [Anti-Corruption Policy](#).

Anonymous reports can be made through The Company's Ethics Reporting System (www.matw-ethics.com)



Human Rights and Labor Practices

Consistent with the Human Rights Policy and related commitments, SGK is duly committed to a work environment that is free from human trafficking and slavery, which includes forced labor and unlawful child labor. The Company doesn't tolerate or condone human trafficking or slavery in any part of our operations. Our policy is consistent with the Company's Code of Business Conduct & Ethics and our core values to protect and advance human dignity and human rights in our global business practices. We prohibit and actively monitor the use of all forms of forced labor, and/or modern forms of slavery and any form of human trafficking. SGK upholds accountability standards and procedures for employees and suppliers who fail to meet these requirements.



The Company is committed to respecting all internationally recognized human rights and our management policies and ongoing procedures cover the breadth of these rights, principles and related issues. Our approach to human rights starts with understanding how our products, business activities and operations may impact stakeholders, both positively and negatively. We focus on the human rights issues that are most salient to our business. Among the broader human rights issues we identified, our saliency process prioritized (in alphabetical order):

- Access to Reporting Systems for Employees
- Community and Stakeholder Engagement
- Diversity and Inclusion
- Forced Labor and Human Trafficking
- Freedom of Association and Collective Bargaining
- Living Wage and Income
- Environmental, Health & Safety
- Workplace Security



SGK is committed to a living wage for all employees. The Company complies with minimum wage legislation at all of our sites and operations globally, and we make every effort to exceed the legal minimum wage. Our competitive compensation reflects our practice of establishing competitive salary ranges based on actual pay data from benchmark peer companies in manufacturing. SGK also complies with all applicable laws relating to overtime and breaks.

Human rights policies and statements available on Matthew's website include the [Human Rights Policy](#), [Code of Business Conduct and Ethics](#), [Supplier Code of Conduct](#)



Using the International Labour Organization conventions on labor rights as a benchmark, SGK respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to providing the best working conditions possible for all employees.



Cybersecurity & Data Privacy

SGK has established a clear and comprehensive strategy for our cybersecurity and data privacy program.

This strategy aligns with SGK's overall goals, risk appetite, and compliance requirements. Our robust governance program provides the baseline guidance. This is augmented with our Center for Internet Security v8 control framework. Matthews Director of IT Security and Senior Counsel – Data Privacy and Protection work in tandem to provide oversight of these programs meeting weekly on the topics.

In summary, the following components help comprise our Cyber Security and Data Privacy programs:

- Risk Management: Utilizing tools to identify potential risks and vulnerabilities to Matthew's information systems and sensitive data.

- Policies and Procedures: We have established clear policies and procedures for data handling, access control, incident management, and other notable security practices.
- Training and Awareness: We provide quarterly mandatory training, mandatory new employee training, and high-risk user training to our employees. Subject matter includes but not limited to cyber security best practices, data privacy regulations, and how to respond to certain threats.
- Technical Controls: We utilize CIS v8 as our baseline control framework. As such, our defense in depth methodology is baselined through this framework which outlines firewall best practices, intrusion detection/prevention systems, anti-virus, Identity Access Management, among other controls.
- Incident Response / Crisis Management: Matthews IT security director and data privacy senior counsel work in tandem to provide a robust incident response plan and a crisis management plan. These plans provide a formal process to follow in the event of a Cyber incident.
- Continuous Monitoring: We have several monitoring solutions in place to alert our security personnel on events.

- Vendor and Third-Party Management: Evaluate the security and privacy practices of our vendors and third-party partners. We establish clear guidelines and contracts that outline their responsibilities for protecting our data. Regularly assess their compliance and security posture and conduct due diligence when selecting new vendors or partners.

We contracted with an experienced external resource provider to facilitate a robust Intellectual Property audit. As such, the scope of this audit is to provide context around our current security controls and advancement of other security controls. In general, our Defense in Depth methodology and control frameworks are in place to ultimately protect our Intellectual Property and the systems that store and develop our Intellectual Property.

By implementing these and many other controls, SGK is better positioned to protect sensitive information and reduce the risk of cyber-attacks.

Additional information can be found in our [Global Data Privacy Compliance Statement](#).



Responsible Supply Chain

Adopting the UNGC 10 principles has allowed SGK the opportunity to work with vendors focused on providing great value and tremendous positive impact on the community and environment.

Supply Chain Management & Sustainable Procurement

SGK finds sustainable procurement to be an essential part of doing business. Working to address our environmental impact is a cornerstone of our business as listed in our code of conduct. We believe social responsibility allows the opportunity to stay involved with our vendors and the community while maximizing cost savings and continuing

to show the world how much we value our reputational impact. SGK's definition of sustainable procurement refers to a strategic and responsible approach to sourcing goods, services, and works that takes into consideration environmental, social, and economic factors. We believe integrating sustainability criteria into the procurement process is crucial in order to minimize negative impacts and maximize positive contributions to the planet, society, and the organization itself.

We are committed to being a responsible supply chain partner and expect the same from our suppliers. Therefore, all suppliers are required to adhere to our supplier code of conduct which outlines our environmental, social and governance expectations. We require suppliers to comply with all environmental legislation and have a management system in place based on international standards such as ISO 14001. Strategic suppliers are assessed quarterly or semi-annually on their performance through the Ariba data management platform. Sustainability-related criteria are included as part of our strategic sourcing process. SGK has formed a Leadership Sustainable Purchasing Program which is responsible for on-site supplier audits. Additionally, SGK Bury, Manchester, Newcastle, Witham, Paris & Antwerp are members of the Supplier Ethical Data

Exchange (SEDEX). The SEDEX platform focuses on four pillars: Labor Standards, Health & Safety, Environment and Business Ethics and is used to assess suppliers on these criteria to ensure compliance and improve performance. SGK procurement and supply chain professionals are held to the highest degree and are required to complete annual training on Sustainability and ESG Supply Chain and Procurement Sustainability. These courses include topics on:

- Business Sustainability Basics
- Sustainability Opportunities and Challenges
- Road to Sustainable Supply chains
- ESG in Practice
- Suppliers and Procurement
- Data Analysis and Review
- Getting Supply Chain Sustainability Plans off the Ground

We prioritize using local vendors to reduce transportation, GHG emissions, reduce footprint of materials, enable employment development, and invest in our communities. We also favor diversity in our supply chain to drive resiliency and mitigate any potential shortages and ensure we are non-reliant on any one supplier. We are committed to continually driving performance in our supply chain through our strategic partnerships,

education, and innovation.

We expect our suppliers to adhere to our [Supplier Code of Conduct](#) and the [UNGC 10 principles](#).

Supply Chain Ambitions

- SGK to source 100% FSC-certified Litho
- Increase number of suppliers assessed
- Develop supplier diversity program
- Looking to formalize the supplier assessment process to contain more ESG/Sustainability performance criteria and metrics
- Implementing the Sustainability framework throughout the supply chain.



We use FSC Certified Vendors

SGK Print partners with Litho vendors that are FSC certified. The FSC mission is there to promote environmentally sound, socially beneficial and economically prosperous management of the world's forests <https://us.fsc.org/en-u>.

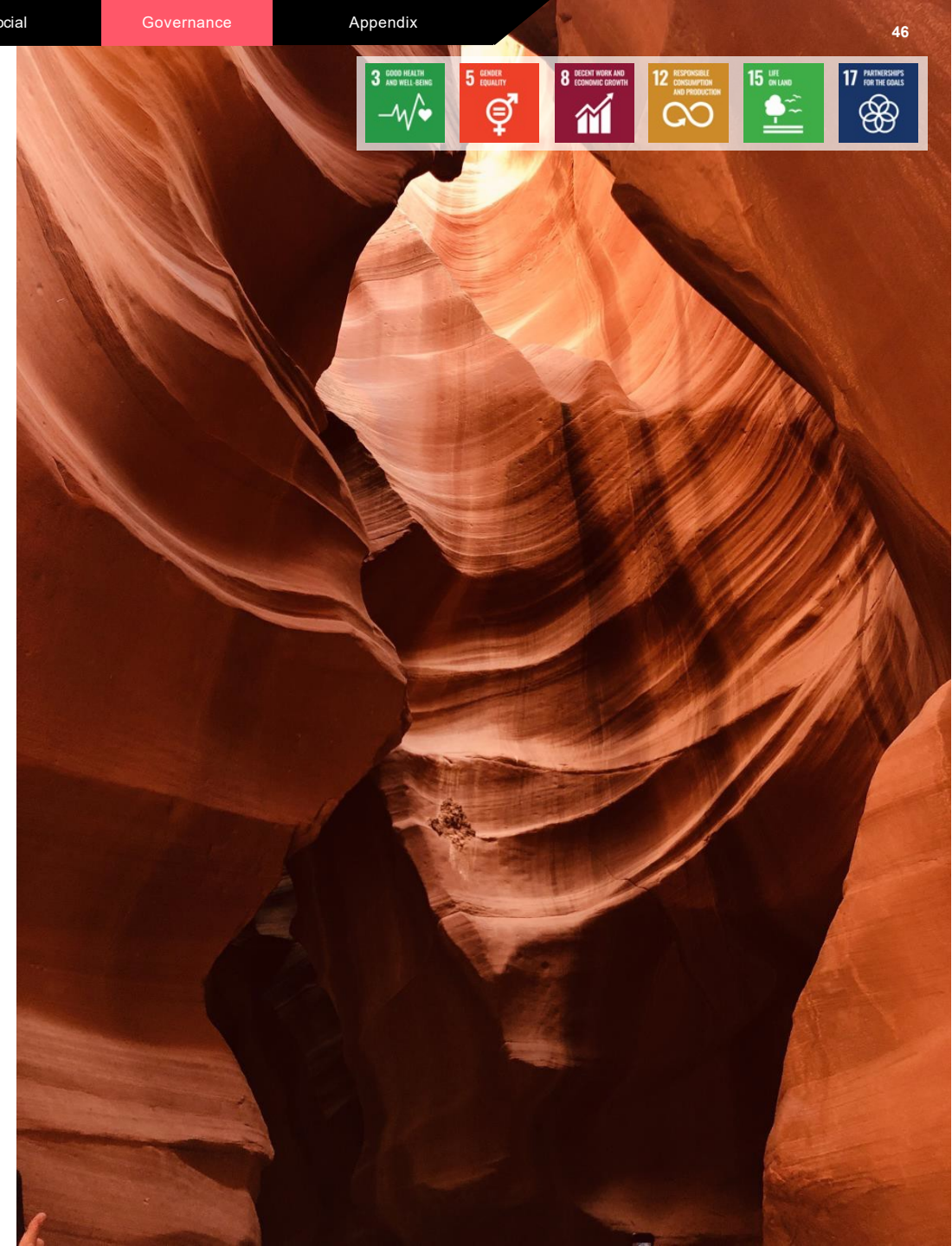


Responsible Supply Chain

Sourcing Minerals Ethically

SGK takes extensive measures to exercise due diligence with respect to the Conflict Minerals contained in the finished goods that it manufactured either internally (“directly”) or pursuant to procurement arrangements with third-party manufacturers (“indirectly”). In exercising due diligence on the source and chain of custody of the Conflict Minerals, we conformed our due diligence efforts substantially in accordance with the guidance provided by the *Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition*, including the related supplements on gold, tin, tantalum and tungsten (the “OECD Guidance”). Although we do not procure minerals directly from mines or the smelters or refiners (SORs) that process them, we are committed to upholding and respecting human rights for all people, including those who work in the earliest parts of our supply chain. Our goal is to work collaboratively with suppliers to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility.

Furthermore, a policy, adopted at the Matthews International level and applicable to SGK, relating to Conflict Minerals is publicly available at <http://matw.com/corporate/corporate-governance>. The Conflict Minerals Policy reinforces the Company’s commitment to complying with Rule 13p-1. Additionally, the Company has provided a public report of its due diligence measures with regard to the sourcing of Conflict Minerals. A copy of this report is available at <http://matw.com/corporate/corporate-governance>.



Appendix





Environmental, Social and Governance (ESG) Data

SGK is committed to continuous improvement in reporting and transparency and strives to disclose accurate, complete, and material ESG data. The following tables include ESG data for the reporting years of 2022 through 2024, which began on January 1, 2022, and ended on December 31, 2024. Unless indicated otherwise, the scope of this data reflects the activities of all SGK's business units and operations.

When applicable, we have identified alignment with international ESG reporting standards established by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). We also identify the United Nations Global Compact Ten Principles and Sustainable Development Goals that guide our sustainability strategy.

Environmental Data

The Organization	2022	2023	2024	Reference Indices
Number of employees	4,955	4,575	4,445	GRI 2-7
Number of contingent workers	116	212	350	
Real estate square feet (thousand)	1,182	1,183	1,183	
Environment				Reference Indices
Sites that have gone through a risk assessment (%)	9.6	9.6	9.6	
Energy				
	2022	2023	2024	
Total energy consumption (MWh)	19,799	20,080	20,044	GRI 302-1
Natural Gas (heating/cooling)	4,969	4,876	4,703	
Electricity (non-renewable)	13,140	13,614	13,723	
Renewable energy	1,690	1,590	1,618	
% renewable	8.50%	7.90%	8.10%	
Reduction of energy consumption from previous year (MWh)	1,792	-	36	
Emissions				
	2022	2023	2024	
Total GHG emissions (mtCO ₂ e) ¹	6,715	7,068	6,983	GRI 305-5
Scope 1	899	883	853	GRI 305-1
Scope 2: location-based	5,816	6,185	6,130	GRI 305-2
Scope 2: market-based	7,216	7,035	7,388	
Reduction of GHG from previous year (mtCO ₂ e)	500	-	85	GRI 305-5

¹Total GHG emissions include scope 2 location-based emissions



Environmental Data

Environment				Reference Indices
Waste	2022	2023	2024	
Total waste generated (t) ²	10,983	5,568	4,760	GRI 306-3
Hazardous waste ³	1,044	261	147	
Non-hazardous waste	9,939	5,307	4,613	GRI 306-4
Recycled	5,032	999	1,007	
Landfill	4,676	4,073	3,260	
Incinerated	231	235	346	
Water	2022	2023	2024	
Total water consumption (ML)	29	36	37	GRI 305-5

² Waste data from the APAC region was excluded 2022. Many of our facilities in this region are leased and do not currently provide waste reporting. However, we have collected information on APAC waste for 2023 and 2024. We will continue working to enhance the quality and coverage of our waste data from these facilities in the coming years.

³ Hazardous waste is disposed of in line with local, state, or federal regulations

United Nations (UN) Alignment


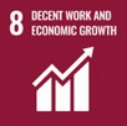



SGK has been a member of The United Nations Global Compact (UNGC) since 2022. The UNGC aims to mobilize a global movement of sustainable companies and stakeholders and encourages companies to do business responsibly by aligning strategies and operations with [The Ten Principles](#) on human rights, labor, environment, and anticorruption.

The UNGC encourages companies to take action in support of the UN goals and issues embodied in the Sustainable Development Goals (SDGs). The 17 UN SDGs serve as a call for action to tackle global challenges by 2030. We have aligned our sustainability strategy with the UN SDGs and the Ten Principles and mapped our material topics to the goals and principles.








SDG Goal	SGK Topic	Ten Principles Alignment	
	<ul style="list-style-type: none"> Waste Water Employee Health, Safety, & Wellbeing Community Impact Human Rights & Labor Practices Responsible Supply Chain 	Human Rights Labour Anti-Corruption	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
	<ul style="list-style-type: none"> Employee Engagement & Skills Development Human Rights & Labor Practices 	Human Rights	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.
	<ul style="list-style-type: none"> Human Rights & Labor Practices Responsible Supply Chain 	Human Rights Labour	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.
	<ul style="list-style-type: none"> Waste Water 	Human Rights Environment	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.

United Nations (UN) Alignment

SDG Goal	SGK Material Topic	Ten Principles Alignment	
	<ul style="list-style-type: none"> Climate & Energy Circularity 	Human Rights Environment	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	<ul style="list-style-type: none"> Employee Health, Safety, & Wellbeing Diversity & Inclusion Community Impact Responsible Supply Chain Employee Engagement & Skills Development Human Rights & Labor Practices 	Human Rights Labour	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.
	<ul style="list-style-type: none"> Climate & Energy Circularity 	Labour Environment	<ul style="list-style-type: none"> Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	<ul style="list-style-type: none"> Diversity & Inclusion Employee Engagement & Skills Development Community Impact Human Rights & Labor Practices 	Human Rights Labour Anti-Corruption	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
	<ul style="list-style-type: none"> Climate & Energy Waste Community Impact 	Human Rights Environment	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.

United Nations (UN) Alignment

SDG Goal	SGK Material Topic	Ten Principles Alignment	
	<ul style="list-style-type: none"> Climate & Energy Waste Water Circularity Responsible Supply Chain 	Environment	<ul style="list-style-type: none"> Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	<ul style="list-style-type: none"> Climate & Energy Circularity 	Environment	<ul style="list-style-type: none"> Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	<ul style="list-style-type: none"> Waste Water Circularity Responsible Supply Chain 	Environment	<ul style="list-style-type: none"> Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
	<ul style="list-style-type: none"> Corporate Governance Cybersecurity & Data Privacy 	Human Rights Labour Anti-Corruption	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
	<ul style="list-style-type: none"> Circularity Community Impact Responsible Supply Chain 	Human Rights Labour Environment Anti-Corruption	<ul style="list-style-type: none"> Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses. Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation. Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies. Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

