



Premium Label & Packaging Solutions

Environmental Policy

Contact person: Frankie DiSanto Function : Director of Quality, Product Development, and Sustainability	Issue date: January 2025
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Introduction and Purpose

At Premium Label & Packaging Solutions (“PLPS”), we recognize our responsibility to protect the environment and promote sustainable practices in all aspects of our business. We are committed to reducing our impact on the environment, complying with current regulations, and continuously improving our environmental performance. This policy reflects our commitment to preserving natural resources, reducing waste, and promoting a culture of environmental awareness among our employees, customers, and partners.

By integrating environmental considerations into our business decisions, we aim to contribute to a healthier planet while ensuring the long-term success of our company and our stakeholders. These objectives and measures are in line with our sustainable strategy, which aims to make our operations carbon-neutral by 2050.

Sustainable Development Goals

PLPS has chosen to focus on 5 of the 17 sustainable development goals established by the United Nations in carrying out its daily work. We are confident that we can act on these objectives and advance our commitment to corporate social responsibility.



Environmental Guiding principles

We are steadfast in our commitment to safeguarding our environment and ensuring the health and safety of all our employees. Our Environmental Policy reflects our dedication to maintaining the highest standards of safety, compliance, and environmental stewardship. By integrating these principles into every facet of our operations, our goal is not only to meet regulatory requirements but to surpass them, setting a new standard of excellence in our industry.

PLPS is committed to the implementation of sustainable development and to providing the resources necessary to:

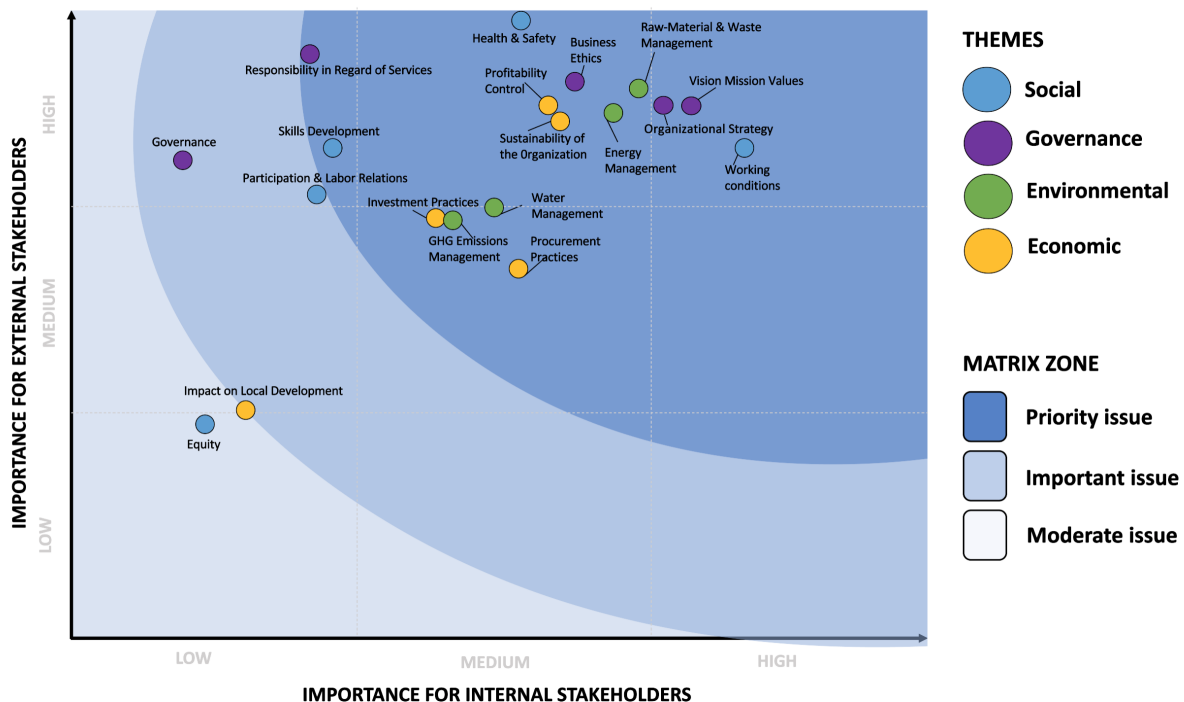
- Comply with laws and regulations applicable to our industry;

- Adopt practices to minimize the environmental impact of the company, by reducing our GHG emissions and energy consumption;
- Implement responsible waste management practices by minimizing waste generation at the source, prioritizing eco-design, and integrating recycled materials into production to reduce dependence on virgin raw materials;
- Promote responsible water consumption;
- Ensure worker safety by guaranteeing safe working conditions and promoting a culture of risk prevention;
- Foster a supportive work environment and engage employees around sustainability by providing open channels of communication and integrating sustainability into our work culture;
- Set realistic and measurable goals and maintain sustainability reports to keep employees and stakeholders aware of our organization's sustainability achievements;
- Develop innovative products that address our customer's priorities;
- Adopt responsible sourcing strategies by favoring partnerships with suppliers aligned with our sustainability commitments.
- Limit the atmospheric pollution generated by our processes by controlling our emissions

These principles guide the actions of PLPS employees, customers, and partners while safeguarding the sustainability of the natural environment we all rely on.

Materiality Matrix

A materiality matrix serves as a structured framework for companies to assess, prioritize, and respond to sustainability challenges and opportunities systematically and transparently. It helps companies focus their efforts on the most relevant and impactful issues, both internally and externally.



Governance appears to be a central theme for both internal and external stakeholders. Health and safety are considered a priority by external stakeholders and very important for internal stakeholders, particularly in relation to working conditions.

In the social sphere, equity stands out as the only issue that is not a priority for all stakeholders. A similar logic applies to the impact on local development for the economic theme.

On the environmental side, initiatives linked to raw materials, waste, and energy management are perceived as priority issues in meeting stakeholder expectations. On the other hand, the management of GHG emissions and water remains relatively important for external stakeholders but raises little interest among internal stakeholders.

Response Rate

Employees – 14%
 Customers – 50%
 Suppliers – 88%
 Board of Directors – 67%
 Executive – 100%

As far as the economic theme is concerned, controlling the organization's profitability and sustainable development are at the heart of stakeholders' priorities.

It should also be noted that while these numbers are identified on a 1-5 scale of priority with 1 being most important and 5 as least important. Areas that are not seen as relevant or to be placed on high priority such as impact on local development or equity are not necessarily irrelevant to PLPS's organization and should be considered in the future.

Standards and Framework

Standards and frameworks play a crucial role in reporting ESG information by ensuring it is transparent, comparable, credible, and accurately reflects our progress toward achieving our objectives. PLPS has chosen to integrate several performance measurement indicators from The Global Reporting Initiative (GRI).

Global Reporting Initiative (GRI)

The Global Reporting Initiative (GRI) is an independent international organization that has been setting standards for sustainability reporting since 1997. It provides a framework for disclosing economic, environmental, and social impacts.

PLPS's commitment to sustainable development has led us, in 2024, to choose to align our Key Performance Indicators (KPIs) with those recommended by the GRI. The aim is to increase the transparency of our reporting, benchmark our ESG performance against the industry, and improve our internal decision-making. The KPIs are aligned with our environmental objectives and will enable us to measure performance and the achievement of these objectives.

We are starting with 17 environment-related KPIs and intend to align all our KPIs with the themes relevant to our business in the GRI reporting framework over the next few years.

Environmental Objectives & KPIs

PLPS has set environmental objectives to fulfill its commitments to stakeholders and minimize the environmental impact of its activities. We have established specific targets for the next five years, beginning in 2025, as part of our long-term strategy to achieve carbon neutrality by 2050. These targets focus on reducing greenhouse gas emissions, enhancing energy efficiency, adopting renewable energy sources, and implementing sustainable

practices across all operations. By setting these milestones, we aim to ensure consistent progress and accountability on our journey toward a more sustainable and carbon-neutral future.

GHG Emissions

In 2024, we initiated our greenhouse gas (GHG) emissions inventory. While this first assessment serves as our baseline, and we anticipate refining data accuracy in the coming years, we are proud to have taken this critical first step. This process lays the foundation for tracking our progress and setting clear, measurable objectives. We are committed to reducing our global GHG emissions by 10% by 2030, a goal that underscores our dedication to sustainability, transparency, and continuous improvement. This target is an essential milestone on our journey toward achieving carbon neutrality by 2050. PLPS is engaged in the Science Based Targets initiative (SBTi) and aligns its climate objectives with the global goal of reaching net-zero emissions by 2050, reflecting our responsibility to mitigate climate change and contribute to a more sustainable future.

GHG Emissions	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short-Term												
Reduce stationary sources fuel combustion by 3% by 2030	305-1	Reduction rate of scope 1 emissions	%	Baseline Year						-3%		
Analyze ONL energy consumption and identify actions to achieve reductions of 3% in 2030	305-2	Reduction rate of scope 2 emissions	%	Baseline Year						-3%		
Calculate Scope 3 GHG emissions for all sites and reduce the emissions by 4% in 2030	305-3	Reduction rate of scope 3 emissions	%	Baseline Year						-4%		
Long-Term												
Achieve Carbon-Neutrality by 2050 for scope 1&2	Direct Emissions (Scope 1)		TCO2e								0	
	Indirect Emissions (Scope 2)		TCO2e								0	

To achieve our objectives, we began with a comprehensive analysis of the data collected for 2024 for Scope 1, 2, and 3 emissions. For Scope 1, we broke down the key contributors to stationary fuel combustion and identified targeted actions to reduce these emissions by the end of 2030. For Scope 2, we evaluated the gross location-based energy indirect GHG emissions. For Scope 3, we disclosed indirect emissions, ensuring transparency and accountability across all emission categories. In 2026, we aim to implement concrete actions that will significantly impact our environmental footprint and drive meaningful progress toward our goals.

Energy Management

PLPS relies on a range of energy sources to meet the varied energy demands across its operations, including electricity, heating, and cooling. We are committed to reducing our overall energy footprint through two key approaches: lowering energy consumption and transitioning to renewable energy sources. Reducing energy consumption involves enhancing the energy efficiency of our buildings, systems, and equipment. Our medium-term plan includes replacing high-consumption equipment, a key initiative to enhance both production efficiency and energy savings. Additionally, we will identify and prioritize other impactful projects in 2025 to further reduce energy consumption. These efforts align with our overarching goal of achieving a 10% reduction in energy use and associated emissions by 2030, reinforcing our commitment to sustainability and operational excellence. Furthermore, we will continue acquiring renewable energy certificates and progressively increase our contributions to ensure that 100% of our energy consumption is covered by renewable sources by 2030.

Energy Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short -Term												
Identify projects that will help to reduce PLPS energy consumption by 10% in 2030	302-1	Energy consumption Rate	%	Baseline year						-10%		
Medium-Term												
Increase the purchase of renewable energy certificates to offset consumption of non-renewable energy	302-1	Renewable Electricity Certificate rate	%	Baseline year	10%	30%	50%	70%	90%	100%		
Long-Term												
Production of renewable energy with solar panel represent 50% of PLPS energy consumption per year by 2050		Quantity of renewable energy produce	KWh	Baseline year							10%	50%

Our energy consumption comes from two main sources: total fuel consumption from non-renewable energy and electricity consumption. To lower our energy consumption, we are promoting and implementing initiatives such as the installation of programmable thermostats, the use of LED lighting, and other energy-efficient technologies. Additionally, optimizing energy management practices and encouraging sustainable behavior among employees are essential elements of our strategy. We recognize that employee awareness and engagement play a vital role in achieving these goals. Through education and ongoing communication, we aim to foster a culture of energy-conscious behavior that supports our commitment to sustainability.

Water Management

Water is an essential, life-sustaining resource, and we fully recognize its finite nature. We are committed to using and managing water responsibly, as it plays a role in the products and services we provide.

Water consumption is categorized into three areas: water withdrawal, discharge, and consumption. While water discharge and consumption data are not available at our sites, water withdrawal will be measured in megaliters to ensure consistent tracking and analysis. Here are our short- and medium-term objectives:

Water Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short-Term												
Monitor total water withdrawal for all PLPS sites by 2025.	303-3	Site-specific water meter readings rate	%	Baseline year	100%							
Medium-Term												
Reduce water withdrawal by 20% by 2050	303-3	Water withdrawal reduction rate	%	Baseline Year					-5%	-5%	-5%	-5%

In 2025, we established a streamlined and user-friendly system for tracking water withdrawal at each site starting in 2026. This initiative will enhance data accuracy, improve transparency, and support our efforts to monitor and manage water usage more effectively. To achieve our target of reducing water withdrawal by 20% by 2050, we plan to install more water-efficient equipment across our operations. Additionally, we will explore the feasibility of implementing closed-loop systems at select sites, which would enable us to recycle and reuse water, further minimizing overall consumption and supporting our sustainability goals.

These efforts will help us establish a comprehensive view of our water withdrawal and create targeted strategies for reducing our environmental impact.

Waste Management

As part of our operations, we generate waste, some of which is recyclable, while others are directed to landfill or incineration. In 2025, PLPS assessed its annual waste production and systematically categorized it across all sites by establishing a comprehensive reporting system. Waste is measured in metric tons to maintain consistency with the GRI Standards.

The majority of our non-hazardous waste are sent to incineration facilities, where it generates energy, helping to reduce the environmental footprint associated with the waste

we produce. However, we recognize that this process, despite its energy benefits, contributes to air pollution. To address this, we are committed to identifying and implementing initiatives that aim at reducing waste production by 15% by 2050.

Waste Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short-Term												
Monitor total waste generation for all PLPS sites by 2025.	306-3	Site-specific waste reporting	Tons	Baseline Year	100%							
Medium-Term												
15% reduction of production waste by 2050	306-3	Reduction production waste rate	%	Baseline Year	-2%	-2%	-1%	-1%	-1%	-1%	-3%	-5%
Maintain a waste intensity Ratio to 0.000023		Waste intensity (Tons/\$ Sales)	Ratio							0.000023		

This ambitious target reflects our dedication to sustainability and innovation. We will focus on increasing the recyclability of our materials, integrating circular economy principles into our operations, and leveraging advanced technologies to create high-quality products while preserving operational efficiency. Through these efforts, we aim to minimize waste generation and contribute meaningfully to a more sustainable future.

Air pollution

PLPS is committed to maintaining air quality, noise levels, and odor intensity below current standards and regulations. As this area is relatively new in terms of actions and key performance indicators (KPIs), we will begin by improving the reporting of atmospheric pollutants generated during our production processes. This assessment will take place over the course of 2025-2026. Once we have a clear understanding, we will be able to identify and implement targeted initiatives aimed at reducing our environmental footprint and improving our overall sustainability.

Air Pollution	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short-Term												
Monitor total VOC and HAPs generation for all PLPS sites by 2026	305-7	Significant air emissions reporting per site	Tons	Baseline Year	80%	100%						
Medium-Term												
50% reduction in VOCs by 2030	305-7	Reduction of significant air emissions	%	Baseline Year			-20%	-30%	-40%	-50%		

Environmental Services & Advocacy

We are committed to protecting the planet and regularly research and test the latest label and packaging innovations. This commitment led to the launch of PLPS Earth+®, our exclusive label and packaging line. This new product line reflects our commitment to providing customers with alternative solutions that feature a low carbon footprint, all while maintaining the innovation and quality that define our company's products. By integrating

sustainability into our offerings, we aim to meet the evolving needs of our customers and contribute to a more sustainable future.

We are committed to increasing the sales of our products with APR Recognized components to 25% by 2027. This recognition is given to products, packaging, or materials that meet APR's stringent recyclability guidelines, ensuring they can be efficiently processed within existing recycling systems. This goal aligns directly with our third objective: promoting our products that contain recycled materials to drive a 10% increase in sales by 2030. By expanding our range of APR Recognized products and products that contain recycled material, we reinforce our commitment to sustainability while meeting growing market demand for eco-friendly solutions.

Environmental service & Advocacy	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30
Short-Term										
Increase products sold with APR Recognized components to 25% by 2027		Percentage of products with APR Recognized components		Baseline Year	15%	20%	25%			
Medium-Term										
Provide customers with carbon footprint information for 100% of our products by 2030		Percentage of products with available carbon footprint data	%	Baseline Year				30%	60%	100%
Increase products sold with recycled content to 10% by 2030		Percentage of products with recycled content	%	Baseline Year		2%	4%	6%	8%	10%

Finally, we aim to provide customers with comprehensive carbon footprint information for 100% of our products by 2030. This initiative underscores our commitment to transparency and sustainability, empowering customers to make informed decisions while working together toward reducing environmental impacts.

Action Plan

In 2024, we identified 12 key environmental actions to be implemented in 2025. To date, nine of these actions have been successfully completed, and we are on track to finalize the remaining initiatives in 2026. In addition to the original action plan, two new initiatives were introduced: the installation of an automated lighting control system at Luminer Converting Group & Label Graphics, and the completion of an energy audit for HP Mile.

Together, these actions demonstrate our ongoing commitment to continuous improvement in environmental performance. We believe that the implementation of these measures will support the achievement of our environmental objectives and contribute to a measurable reduction in our overall environmental footprint.

PLPS Environnemental - Action Plan for 2025					
	Site	Theme	Objectives	Target	Status
1	All	GHG Emissions	Analyze the main contributors to stationary fuel combustion and determine specific actions to reduce these emissions.	1 action per Business unit	On going
2	ONL	GHG Emissions	Assess the site's energy consumption (Scope 2) and determine specific actions to reduce usage.	Reduction of 5% emissions	Completed in 2025
3	All	GHG Emissions	Compile the information from all sites regarding Scope 3 emissions.	100% of Scope 3 information collected	Completed in 2025
4	All	Energy Management	Develop a plan to acquire renewable energy certificates covering 10% of our energy consumption in 2025.	10% of renewable energy certificate	On going
5	All	Energy Management	Deliver training on energy-conscious practices to all employees.	100% employee trained	Completed in 2025
6	All	Water	Monitor total water withdrawal for all PLPS sites	100% of water withdrawal information collected	On going
7	Lumineer - HPM Syr	Water	Assess the viability of implementing a closed-loop	100% of sites evaluated	Completed in 2025
8	All	Water	Deliver training on water conservation to all employees.	100% employee trained	Completed in 2025
9	All	Waste	Identify waste reduction target per Business unit (BU)	Reduction from 1% to 3% per BU	Completed in 2025
10	All	Waste	Establish a centralized system to gather waste information from all sites.	100% of sites provide monthly data	Completed in 2025
11	All	Waste	Analyze the main contributors to landfill waste and determine specific actions to reduce it.	1 action per Business unit	Completed in 2025
12	All	Air Pollution	Ensure that suppliers report on air pollutants at least once per year.	100% designated ink suppliers have provided the required information	On going
13	All	Environmental Services & Advocacy	Promote the APR Recognized product to current and potential customers.	1 marketing campaigns launched	Completed in 2025
14	Lumineer & Label Graphic	Energy Management	Automated lighting system installation	Replacement of identify systems	Add in 2026
15	HP Miles	Energy Management	Conduct Energy audit	Perform 1 evaluation of the energy consumption	Add for 2026 / 2027

Governance

To ensure effective implementation and ongoing compliance with this policy, it is crucial to clearly define the roles and responsibilities of everyone within the organization. The head of the Sustainability Council holds primary responsibility for ensuring that this policy is executed to align with the company's objectives. Its duties include developing, updating, and regularly assessing the effectiveness of the policy to ensure its alignment with PLPS's goals and industry standards. The Council will meet every quarter.

Additionally, all employees play an essential role in supporting the application of this policy. They are responsible for adhering to its guidelines, integrating its principles into their daily activities, and promptly reporting any violations or concerns. By fostering a culture of accountability and collaboration, we can collectively ensure the success of this policy and advance PLPS's commitment to sustainable development and operational excellence.

Revision mechanism

To ensure that this policy remains relevant, effective, and aligned with the PLPS's goals, an annual review will be conducted under the oversight of the head of the Sustainability Council. Each year, this process will involve analyzing the achievement of established objectives, monitoring key performance indicators (KPIs), gathering feedback from various company departments, and reviewing regulatory changes as well as internal developments. This thorough evaluation will help identify any necessary updates or adjustments to the policy.

Proposed modifications will be presented to the directors of operations for consultation and input before being finalized and formally approved by the Chief Executive Officer. This proactive approach ensures that the policy remains current, effective, and fully compliant with the PLPS's objectives, operational priorities, and evolving legal and regulatory requirements. By embedding this continuous improvement process, the policy will continue to guide and support the company's commitment to sustainability and excellence.

Scope

The contents of this policy guide all PLPS employees, contractors, customers, investors, local communities and other stakeholders. It applies to the entire Group, i.e. all sites in the United States

Signature



Chris Payne, Chief Executive Officer

February 13, 2026

Date