PROMACH®

2024 **SUSTAINABILITY REPORT**

Contents

Letter from our CEO

I am proud to share ProMach's 2024 Sustainability Report, which builds on the foundation we established last year and represents the next step in our journey toward responsible growth.

Mark Anderson
President and
Chief Executive Officer

Since our founding, ProMach has been guided by a mission to deliver trusted packaging solutions that safeguard the operations and reputations of our customers. Sustainability has always been a natural extension of that mission, and what has evolved is how we measure, communicate, and strengthen our impact across our business and the industries we serve.

Over the past year, we have worked to enhance how we integrate sustainability into our operations, culture, and strategies. We are strengthening accountability, engaging stakeholders more directly, and aligning our sustainability efforts with the same principles that have driven our long-term business success. This report reflects that evolution by offering a clearer framework supported by data and measurable goals.

One of the most significant milestones in our sustainability journey was completing our inaugural double materiality assessment in 2023. This exercise deepened our understanding of how our business impacts the world and strengthened our readiness for evolving regulatory requirements. Building on that foundation, our second assessment—conducted in

2025 and aligned with the EU Corporate Sustainability Reporting Directive (CSRD)—serves as a strategic compass. It helps us refine our sustainability priorities to better reflect the expectations of employees, customers, and external partners. This ensures our long-term business strategy remains both responsible and informed by stakeholder perspectives.

PROMACH'S IMPACT
In a world of evolving stakeholder expectations and growing attention to corporate responsibility, ProMach continues to evaluate how our business affects customers, people, and the environment. A key step this year was completing our first greenhouse gas (GHG) inventory, giving us a clear view of emissions across our operations and helping identify where we can make meaningful reductions. This work strengthens our understanding of our environmental footprint and supports more informed decision-making across the business.

As ProMach continues to grow and innovate, maintaining accountability and consistency remains essential. This Sustainability Report highlights the

tangible results of our work, from safer workplaces and stronger governance, to more efficient and sustainable processing and packaging solutions. It also reflects our ongoing commitment to improvement through measurement, responsible action, and open dialogue with stakeholders.

ENABLING SUSTAINABILITY FOR CUSTOMERS

ProMach's impact extends well beyond our own operations. As a trusted partner to our customers, we help them achieve meaningful improvements in efficiency, quality, and responsibility. Across our divisions, our team works closely with customers to design and deliver solutions that use reduced materials, improve resource efficiency, optimize production, and lower emissions—all while maintaining the performance standards their operations demand.

This year, our efforts led to customer-driven packaging innovations that incorporated more recycled content, equipment upgrades that reduced energy and natural gas consumption, and process changes that cut transportation miles and related emissions. Our teams collaborated to redesign flexible packaging materials for increased recyclability and developed new tray and sleeve formats that eliminated excess components. Each of these initiatives shows how our technical

expertise and proactive customer engagement deliver measurable business and environmental results, creating value today while helping shape a packaging industry ready to meet the expectations of tomorrow's regulators, consumers, and communities.

LOOKING FORWARD

ProMach is preparing for the future by continuing to advance our sustainability program with clear goals, strong data, and greater transparency. These goals—focused on safety, people, and the environment—represent an important step forward in how we measure progress and communicate performance. They are designed to guide action across our operations, strengthen accountability, and demonstrate the results of our continued commitment to responsible growth. As expectations from customers, regulators, and partners continue to evolve, our focus on data and measurable results helps us demonstrate progress in a clear and credible way. By connecting these efforts to our broader business strategies we are building a stronger foundation for long-term value creation for our employees, customers, and the communities where we operate.

Mark Anderson, President and Chief Executive Officer

Our Company

WHO WE ARE

ProMach is a global leader in processing and packaging solutions, serving many of the world's household name consumer brands. Headquartered in Covington, Kentucky, and operating across the globe, ProMach brings together more than 50 best-in-class product brands that span every stage of the production line. From processing system design to end-of-line packaging, our solutions touch nearly every aisle in the store, helping manufacturers of food, beverages, pharmaceuticals, personal care, and household goods bring their products to market efficiently and safely.

We proudly serve our global customers with cutting-edge innovation and operational excellence, drawing on deep expertise in filling, bottling, labeling, robotics, and systems integration. Our tailored, end-to-end packaging solutions keep production lines running smoothly and efficiently—ensuring that every customer's unique needs are met with precision and care.

At ProMach, we're committed to helping customers maintain the quality and reputation of the products they manufacture and distribute into the world—every day, in every market we serve.

## PROMACH AT A GLANCE

50+
Go-to-market product brands

150,000+
Machines in the field

6,000+
Employees around the globe

100+
Manufacturing facilities and sales offices

ProMach serves customers in more than 55,000 locations throughout the world.
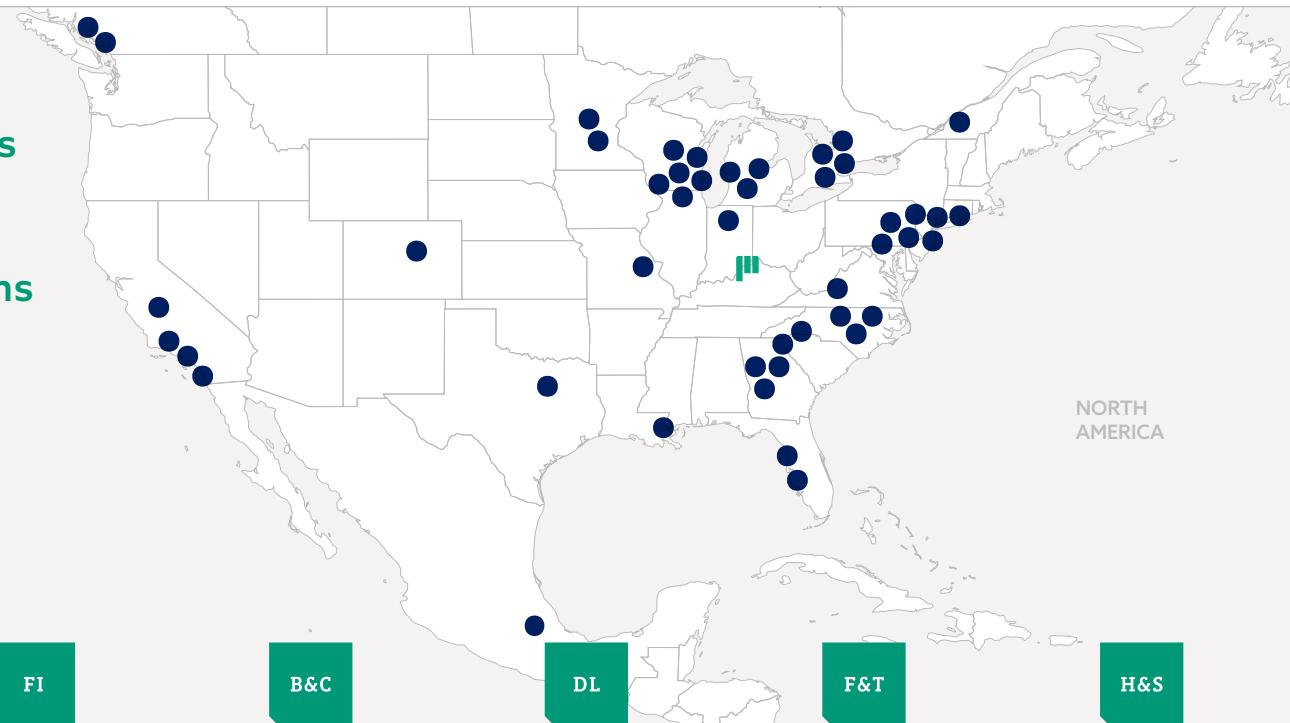
S&P	FI	B&C	DL	F&T	H&S	L&C	R&E	PH
SYSTEMS & PROCESS	FILLING	BOTTLING & CAPPING	DECORATIVE LABELING	FLEXIBLES & TRAYS	HANDLING & STERILIZING	LABELING & CODING	ROBOTICS & END OF LINE	PHARMA
PROBREW	FEDERAL	PACE	AXON	BARTELT	ALLPAX	CODE TECH	BRENTON	NJM
PROMACH INTEGRATED SOLUTIONS	FOGG	PACKWEST	PACKLAB	CL&D	BENCHMARK	EPI	DEKKA	PHARMAWORKS
SENTRY	MBF	ROBERTS	P.E. LABELLERS	FL TÈCNICS	FERLO	ETIFLEX	DJS	WLS
STATCO-DSI	MODERN	ZALKIN		HMC PRODUCTS	KLEENLINE	GREYDON	EDSON	
TECHNIBLEND	PACIFIC			MATRIX	SHUTTLEWORTH	ID TECHNOLOGY	ORION	
ZARPAC	PDF SEAL			OSSID	STOCK	PANTHER	QUEST	
ZPI	ZACMI			REEPACK			RENNCO	
				SOUTHERN			SERPA	
							TEXWRAP	
							WEXXAR BEL	
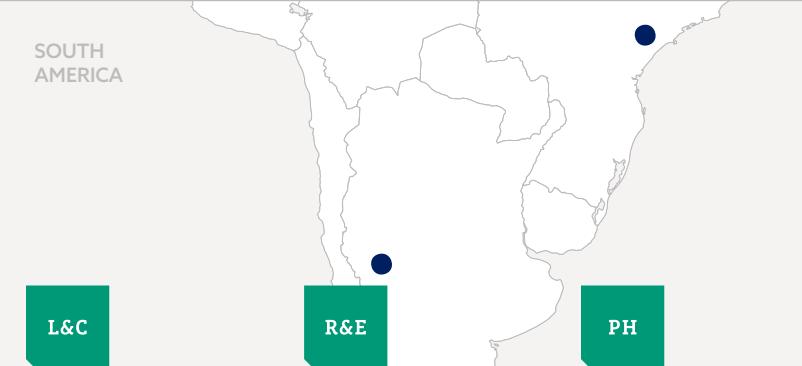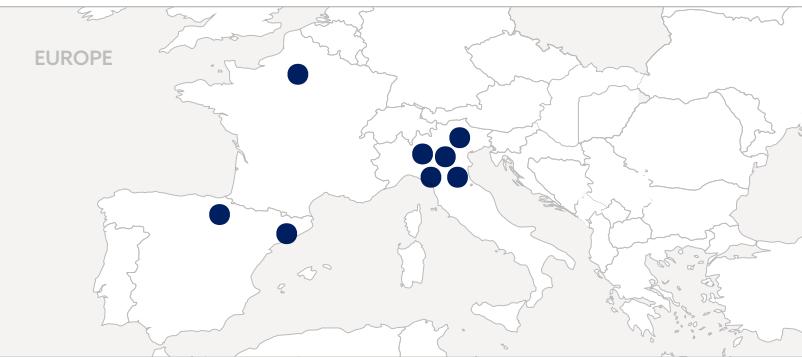
The company is made up of best-in-class brands across a number of business lines. 54 Product Brands. 1 Global Company.

WHAT WE DO

At ProMach, our purpose is to be a trusted partner, working with customers to deliver quality products with greater efficiency and confidence. Our specialized operating divisions work alongside our customers to design, build, integrate, and optimize packaging equipment and production lines. Our solutions are centered on four core pillars that reflect the entire packaging and processing lifecycle.

1

Processing systems

Raw ingredients are transformed into finished goods ready for packaging through sanitary design, engineered-to-order solutions, and expert installation. Suitable for facilities of all sizes, these solutions support food safety, reduce waste, and improve efficiency.

2

Standalone packaging machines

ProMach delivers primary packaging solutions for the product on the shelf, secondary packaging solutions to get products safely to the shelf, and labeling, coding, and tertiary packaging solutions throughout their journey.

3

Cellular integrated systems

We excel in creating combination systems featuring multiple, strategically integrated machines and applications. Our collaborative approach configures systems to fit specific footprints, reducing complexity and enhancing operational efficiency.

4

Complete turnkey lines

With a comprehensive portfolio covering the full production line, we engineer and integrate turnkey processing and packaging solutions. From line design to mechanical and electrical integration, our engineering services team ensures accountability throughout the project.

PROMACH PROVIDES SOLUTIONS ACROSS SEVERAL PACKAGING AREAS

Systems & Processes

Filling

Bottling & Capping

Decorative Labeling

Flexibles & Trays

Handling & Sterilizing

Labeling & Coding

Robotics & End of Line

Pharma

PROMACH PERFORMANCE CULTURE

Our Approach and Purpose

At ProMach, performance excellence is embedded in our DNA. ProMach is more than a company that sells machines or crafts solutions. We turn complexity into an advantage by making it simple for our customers. Our decentralized, GM-led structure empowers each of our product brands to focus on delivering innovative, best-in-class solutions tailored to customer needs.

We stay closely connected with our customers to understand their evolving challenges, requirements, and goals. This ongoing engagement helps us stay ahead of industry trends and deliver practical solutions that go beyond equipment by integrating materials, technology, and systems to improve performance across the entire line.

Our leadership team works hand in hand with product brand leaders to foster product innovation, share best practices, uphold safety standards, and support customer sustainability efforts. At every level of the organization, we're committed to hiring people who understand the packaging and processing industries—and who are driven to help customers succeed.

ProMach continues to grow through a proven strategy of acquiring outstanding companies and investing in the development of best-in-market technologies. The result: reliable, high-performance solutions that help our customers compete and grow.
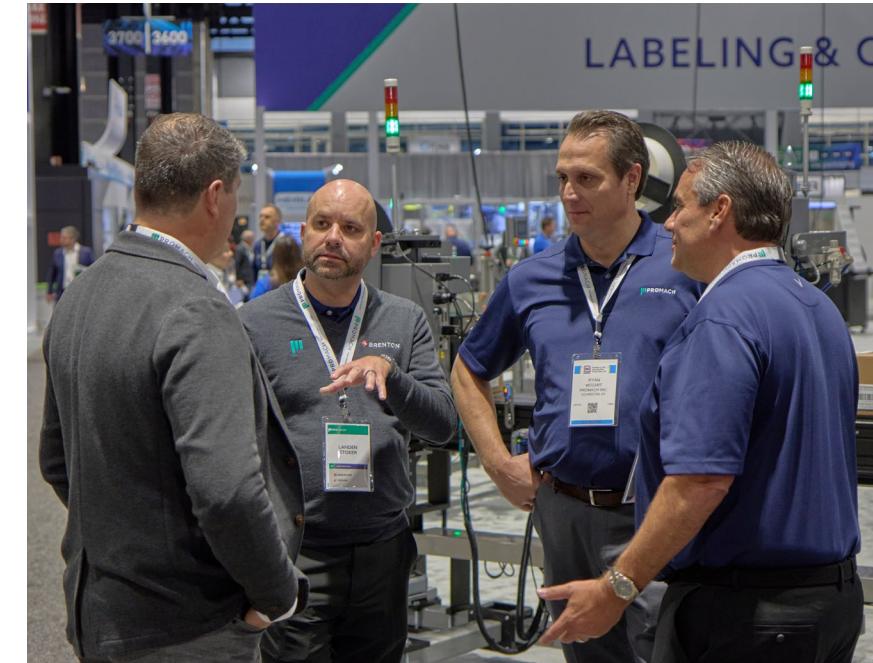
Our purpose is clear: to help our customers deliver
high quality products and grow their trust with consumers.

Our Values

At ProMach, our values are the foundation of everything we do. They guide how we work, how we lead, and how we serve our customers. These shared principles foster a culture in which employees are empowered to thrive, collaborate across teams, take ownership, and drive continuous improvement.

We believe that when people are supported by a strong and values-driven environment, they bring their best to every project. This results in better ideas, solutions, and outcomes for our customers. Our values unite our global team around a common purpose to deliver excellence with integrity, accountability, and a commitment to each other's success.

PASSION: *Performing at Every Level*

We bring energy and focus to everything we do—whether it's developing a single machine or delivering a complete turnkey solution. Our passion drives us to perform at every level and to support our customers in protecting their brand, meeting their goals, and maximizing production line performance.

COMMITMENT: *Earning Trust by Follow Through*

We earn trust through follow-through—holding ourselves accountable to our teams and our customers. No matter the challenge, we remain dedicated to delivering on our promises with integrity, perseverance, and mutual respect.

COLLABORATION: *Cultivating a Team of Proactive Problem Solvers*

Collaboration is at the core of our problem-solving mindset. By staying closely connected to customer needs and encouraging initiative across our brands, we continuously develop smarter and more effective solutions that drive better performance.

INNOVATION: *Working as One Unified Resource*

Innovation at ProMach is powered by connection—across brands, teams, and technologies. By working as one unified resource, we're able to deliver both individual machines and fully integrated systems that push boundaries and unlock new possibilities for our customers.

INTEGRITY: *Being Genuine in Everyday Activity*

We lead with transparency, authenticity, and a long-term mindset. By building honest relationships and fostering open communication, we create true partnerships that go beyond machines—grounded in trust and designed to last.

COMMITMENT TO SUSTAINABILITY

Sustainability at ProMach

Our core values and business practices reflect a longstanding commitment to sustainability principles. While we haven't always labeled these efforts as sustainability, our focus on creating a safe working environment, transparency, community support, and sustainable innovation has long been integral to our operations.

We view sustainability as a natural extension of our broader business strategy. For us, leading in sustainability means leading as a company by driving performance, earning trust, and supporting our customers as they adapt to evolving sustainability expectations. To advance this commitment, we've established a dedicated department focused on critical sustainability initiatives and are investing in technologies that enhance packaging line efficiency while enabling our customers to shift to more sustainable packaging materials. We're proud of the progress we've made and look forward to building on the strong foundation we've laid.

As part of this journey, we've recently completed our inaugural greenhouse gas (GHG) emissions inventory for CY2024—an important milestone that provides a data-driven baseline for reducing our carbon footprint. This effort strengthens our commitment to transparency and positions us to proactively meet evolving sustainability regulations while driving meaningful, measurable impact.

Identifying our Sustainability Priorities

Understanding the sustainability topics that are a priority for ProMach is a collaborative effort that spans our global operations. In 2025, we advanced this work by updating our materiality assessment process to reflect evolving regulatory requirements and stakeholder priorities, including an approach built around double materiality. Leveraging a double materiality assessment allows us to evaluate sustainability matters through two lenses—how they could influence our business performance and how our operations, products, and value chain may affect people and the environment.

Our updated methodology aligns with the European Union's (EU's) Corporate Sustainability Reporting Directive and was conducted in accordance with the European Financial Reporting Advisory Group's (EFRAG's) **Materiality Assessment Implementation Guidance**. The process draws insights from across our decentralized operations, ensuring that perspectives from individual business units, functional leaders, and executive teams are represented.

Our Double Materiality Process

Our approach took into account the entire ProMach value chain and focused on identifying sustainability-related impacts, risks, and opportunities (IROs) that reflect key sustainability themes relevant to ProMach. The development of the IROs was informed by desk research and was created based on ProMach's activities, and activities directly linked to its operations and products, across its value chain.

We conducted a series of workshops with ProMach's executive team, functional leaders, and business unit presidents to evaluate and prioritize IROs using a structured scoring framework. Stakeholders were selected for their expertise, operational involvement, and ability to provide meaningful insights into sustainability-related topics. This process ensured a comprehensive, organization-wide perspective and helped identify the issues most critical to long-term value creation.

Identification of Impacts, Risks, and Opportunities

The following inputs were used to assess ProMach's impacts on people and the environment, as well as the financial risks and opportunities relevant to ProMach's business.

- Topics aligned with ProMach's mission and customer priorities
- Relevant regulations and emerging compliance requirements
- Industry reporting standards and frameworks
- Sustainability themes identified by peers and sector benchmarks
- Broader market and industry trends

Impact Materiality

We evaluated impacts our operations and products may have on people, the community, and the environment. Each topic was scored based on a range of factors including scale, scope, irremediability, and likelihood. In alignment with the materiality guidance from EFRAG, for impacts related to human rights, an emphasis on the severity of the impact was considered over the likelihood.

Financial Materiality

Risks and opportunities were evaluated across ProMach's value chain using criteria such as likelihood and magnitude to determine the potential financial impact.

Results Verification

The final list of material topics was reviewed and validated by our core DMA working group in close collaboration with internal subject matter experts and executive leadership. We also intend to engage an independent third-party auditor to review and verify both our materiality process and the final results.

Material topics

From the original list of 213 IROs, 25 were identified as material. They have been grouped into the 6 material topics shown below.

SAFETY

- Workplace health and safety

PEOPLE

- Talent management
- Diversity, equity and inclusion
- Corporate governance

ENVIRONMENTAL

- GHG emissions and energy
- Responsible product development

OUR SUSTAINABILITY GOALS AND COMMITMENTS

We are advancing our sustainability program through a strengthened commitment to accountability, transparency, and long-term impact. Over the past year, we have focused on establishing clear and measurable sustainability goals across three strategic pillars—safety, people and the environment. These goals reflect our dedication to proactive safety management, employee engagement, development, and inclusion, and driving operational efficiency through innovation.

To support the delivery of our goals, we are enhancing the quality and consistency of our data, enabling more effective performance tracking, and providing stakeholders with a transparent view of our progress. By aligning our goals with the results of our latest materiality assessment, we are ensuring that our sustainability efforts meet regulatory expectations and industry standards while building long-term value for our employees, customers, and the communities we serve.

Safety Goals

TIR & LTIR Reduction
ProMach continuously strives to reduce our Total Incident rate and Lost Time Incident Rate through employee safety initiatives and identification and correction of potential unsafe conditions.

People Goals

Attracting and Retaining Underrepresented Talent	Driving Growth Through Development	Ensuring Pay Equity	Fostering Belonging and Inclusion
We are dedicated to recruiting, developing and retaining employees from underrepresented groups and to ensuring our workforce reflects the communities where we operate	We are committed to providing employees with regular performance and development feedback.	We are committed to achieving and sustaining fair pay practices across our workforce.	We aim to build a workplace where every voice is valued and a culture that both supports people and drives results.

Environmental Goals

Within our Own Operations		Efficiency for Our Customers' Operations	
Operational Efficiency		Promote Circular Packaging Innovation	Machinery End of Life
ProMach aims to reduce our Scope 1 & 2 greenhouse gas emissions by implementing energy savings initiatives in our sites.		We commit to promote our customers' circular packaging innovation by enabling the incorporation of bio-based and recycled content materials in our new product designs.	ProMach commits to increase revenue from its machinery refurbishment and remanufacturing and to ensure that new machinery products are in part reusable and/or recyclable at end of use.

MANAGING ENVIRONMENTAL IMPACT

Section Highlights

ProMach is committed to advancing environmental stewardship by delivering innovative, customized packaging solutions that help customers across diverse industries reduce their environmental footprint. From lightweighting materials to optimizing energy efficiency in packaging lines, ProMach's technologies support sustainable product design and delivery. For our operations, we are proud to have made significant strides in enhancing the transparency of our own environmental impact by measuring and disclosing our GHG emissions for the first time. Our ongoing efforts reflect ProMach's dedication to aligning our business with responsible environmental practices.

OUR EFFORTS ARE ILLUSTRATED IN THE HIGHLIGHTS BELOW:

Conducted inaugural Scope 1–2 GHG emissions inventory to establish a carbon emissions baseline

Expanded LED lighting and increased renewable energy adoption across facilities

Continued to support our customers in reducing environmental waste through recyclable and plastic-free packaging solutions

OUR GOVERNANCE PROGRAMS IMPACT THE FOLLOWING UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

6 CLEAN WATER AND SANITATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

JUMP TO SECTION HIGHLIGHTS

Accelerating Industry Innovation

At ProMach, we see technology as central to advancing sustainability in the packaging industry. As a partner to our customers, we support solutions that reduce material use, improve recyclability, increase resource efficiency, and lower transportation-related emissions.

Our work aims to deliver packaging innovations that help customers cut their environmental footprint while improving efficiency and staying competitive in a changing market. Through collaboration and testing, we apply new technologies to create practical solutions that address environmental challenges without sacrificing product quality or performance.

HOW PROMACH CONTRIBUTES TO A LOWER IMPACT FUTURE

Recyclable packaging solutions
Packaging that not only uses less plastic but also incorporates recycled materials and design features to improve overall recyclability.

Improved machinery and resource efficiency
Ongoing adjustments to machinery and keeping pace with the ongoing evolution of more sustainable packaging materials, while maintaining the same high standards of quality and safety.

Collaboration and partnership
Working closely with customers to understand their specific business and sustainability challenges and streamlining the development and deployment of more sustainable packaging technologies.

Solutions by Product Line
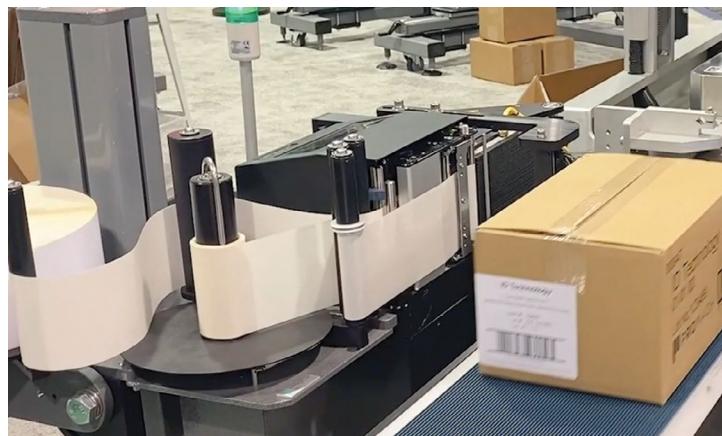
Labeling

Inefficient label printing once led to unnecessary resource use, machinery wear, and excess waste and emissions. By increasing the number of labels per roll, we've boosted output, lowered costs, and cut waste. Fewer rolls mean less freight and forklift use, reduced fuel consumption, and lower maintenance needs—all while minimizing environmental impact. In addition, having labeling plants located across North America helps reduce transportation distances, lowering fuel usage and upstream carbon emissions for our customers.

Bottling

Bottle caps on non-returnable PET bottles have long been a source of environmental pollution, often separated from the bottle and excluded from the recycling stream. To address this, the EU mandated the use of "tethered caps" on all single-use plastic bottles beginning in July 2024. In response, our French product brand, Zalkin, updated its capping machines to enable customers to seamlessly convert legacy screw caps into tethered caps. Since then, hundreds of machines have been successfully converted, supporting compliance with the new regulations and improving recycling rates.

Packaging

Packaging materials account for about 40% of global plastic waste, making them a major source of environmental impact (OECD). ProMach partners with customers to address this challenge by developing solutions that use recyclable and biodegradable materials, increase post-consumer recycled content, and reduce reliance on virgin plastics. Product brands such as CL&D and Serpa have delivered bespoke innovations ranging from premium pouches with high post-consumer recycled (PCR) content to carton designs that eliminate plastic altogether. These efforts help customers cut waste sent to landfills, improve recyclability, and advance their own sustainability goals.

Enabling Our Customers to Achieve Their Sustainability Goals

ORGANIC NUTRITION BRAND

Opportunity
A leading organic nutrition brand partnered with ProMach's CL&D team to increase the recyclability of its protein powder and bar packaging without losing the premium look customers expect.

Solution
For the protein powder, CL&D created a paper-aesthetic pouch that uses a soft-touch film for a distinctive feel and a sealant layer with 50% PCR content. To match the look of the pouch, CL&D also developed a cold-seal bar wrap for the protein bars that contain 32% PCR content.

Outcome
The updates delivered on both our customers' design and sustainability goals. The protein powder pouch now has an overall PCR content of 34%, and together, the packaging changes saved about 4,500 pounds of virgin plastic in 2024 for pouches and 2,200 pounds for bar wraps.

MAJOR NATIONAL RETAILER

Opportunity
For the past five years, ProMach's ID Technology product brand has been a key supplier of labeling solutions for a major national retailer and consumer goods company. During this time, we've built a strong, collaborative relationship grounded in reliability and shared goals. Through this partnership, we've showcased the sustainability advantages of our solutions, demonstrating how they enhance operational efficiency and reduce environmental impact.

Solution
With plants located across North America, ID Technology provides a multi-location advantage to our customer's previous single-source supplier, reducing the need for long-haul shipments. This network of facilities allows labels to be produced closer to distribution centers, saving fuel and lowering emissions.

Outcome
In 2024 alone, this approach saved our customer an estimated 400,000 transportation miles, the equivalent of 800 pounds of CO_2 emissions.

CANNED PET FOOD MANUFACTURER

Opportunity
Commercial sterilization is a critical process for many food and beverage companies which rely on steam and natural gas to get the job done. In response to customer requests for more efficient and sustainable solutions, ProMach's Allpax division designed a new line of energy recovery systems to reduce energy usage and lower costs.

Solution
The system captures energy from steam for reuse and incorporates engineering improvements that significantly reduce natural gas consumption during retorting. This approach not only reduces the environmental footprint of sterilization but also delivers measurable cost savings for customers.

Outcome
The deployed Vented Steam Recovery system reduces the plant's steam generation demand by 4.2 million pounds annually while simultaneously recycling energy to heat 5.4 million gallons of water each year for other operational purposes.

Reducing Our Operational Footprint

At ProMach, managing our environmental impact is a key part of how we operate. In 2024, our priority was to address our own carbon footprint by measuring our global GHG emissions for the first time. This marks an important milestone for our business and a step forward in taking a more proactive approach to environmental management.

While compliance with environmental laws and regulations remains fundamental, our goal goes beyond that—to operate in ways that respect our employees, contractors, neighbors, and the environment. Our Environmental, Health & Safety department leads this work at the corporate level, while each division is responsible for implementing initiatives that align with our broader strategy. Through data collection, surveys, and analysis, divisions have the tools to strengthen their operations and pursue more sustainable practices. By embedding these efforts into daily operations, we are laying the groundwork for continual improvement and long-term progress.

MANAGING OUR CARBON FOOTPRINT

Understanding our environmental impact begins with data, and in 2024, we laid the foundation through our inaugural GHG emissions inventory. This effort included tracking energy consumption across our operations, as well as reporting on Scope 1, 2, and relevant Scope 3 emissions. We also introduced a GHG emissions intensity metric, that allows us to evaluate performance relative to business growth.

By establishing this baseline, we can better identify where gaps exist and where improvements are needed. This understanding will guide us as we move toward setting measurable and achievable carbon reduction goals. Equally important, it helps align our carbon management approach with the expectations of our customers as we strive to be a responsible partner in supporting their sustainability commitments.

We are enhancing data tracking and accountability measures across our global operations to meet evolving GHG disclosure requirements. By strengthening transparency in how we collect and report emissions data, we aim to build trust with stakeholders and ensure that our reporting reflects the highest standards of accuracy and accountability.

Scope 1 and 2 emissions (MT CO2e) in 2024

29%
71%

■ Scope 1   ■ Scope 2 (Market-based)
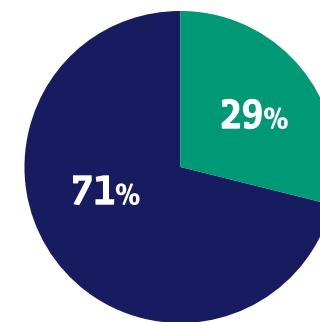
Total energy consumption (Gigajoules) in 2024

16%
84%

■ Non-renewable   ■ Renewable
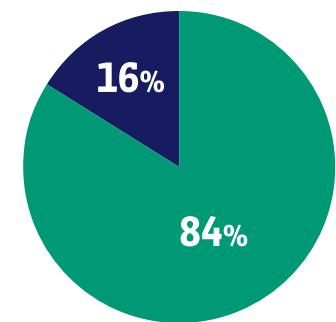
RESOURCE EFFICIENCY AND WASTE MANAGEMENT

Managing environmental impacts at the operational level is an important part of ProMach's broader environmental strategy. Across our global footprint, site-specific teams continue to implement responsible practices that comply with all local regulations while seeking new ways to improve efficiency and minimize waste.

We are maintaining initiatives that improve resource and energy efficiency, such as machinery innovations that reduce reliance on plant air and facility upgrades like LED lighting to lower overall energy consumption. These efforts not only cut costs for our customers but also help avoid or reduce GHG emissions.

% of LED lighting usage across ProMach business divisions

2023	2024
55%	7%
45%	93%
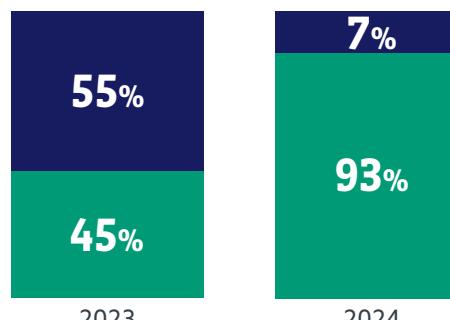
■ LED* ■ Non-LED

*Indicates business divisions that have partially or fully implimented LED lighting within their facilities

LED RETROFIT PROGRAMS

ProMach is advancing its commitment to energy efficiency and cost reduction through a comprehensive LED retrofit program launched across all company facilities. Initiated in December 2023 and led by the ProMach Business Process team, the program is tailored to meet the unique needs of each operating division, a customized approach that has been central to its success. Today, 93% of ProMach's business divisions have partially or fully implemented LED lighting, marking a major milestone in reducing energy consumption and reinforcing sustainability as a core element of business strategy.

A standout example comes from our Sentry division. Beginning in 2024, Sentry retrofitted over 100,000 square feet to achieve 100% LED lighting, demonstrating both leadership and the tangible impact of ProMach's energy-saving initiatives.

SOLAR INVESTMENT AT SHUTTLEWORTH

ProMach's Shuttleworth operations in Europe invested in solar panels at its facilities to support its commitment to energy efficiency, complementing its existing use of heat pumps for office heating and cooling, sensor-controlled LED lighting throughout the building, and LED high-beam lighting in the workshop.

A detailed pre-study was conducted prior to installation, ensuring optimal energy generation and reducing reliance on external power sources.

Anticipated overproduction during the summer months can be efficiently managed through a stationary battery storage system, or by creating more electric vehicle (EV) charging infrastructure for Shuttleworth employees. Utilizing solar power in this way not only reduces the business's operational footprint but also further lowers emissions associated with employee commuting by supporting EV uptake.

EMPLOYEE ENGAGEMENT AS PART OF OUR ENVIRONMENTAL SUSTAINABILITY STRATEGY

At ProMach, we recognize that meaningful progress on environmental sustainability requires the involvement of every employee, across all roles and divisions. Our approach is grounded in the belief that sustainability is not only driven from the top down, but also through the active participation and ideas of our workforce. By fostering awareness and encouraging action at every level of the organization, we seek to build a culture in which employees see themselves as key contributors to reducing our environmental impact and advancing long-term business success.

EMPLOYEE-LED ENERGY REDUCTION IN FRANCE

Energy procurement in Europe has become more expensive and less reliant. To mitigate these impacts, our EU-based operations launched an employee-led campaign to develop innovative ideas on how to become a more energy-efficient organization. Employees took to the task, engaged with one another, and shared ideas through group discussions, message boards, and other channels. From the list of recommendations collected, more than 50 energy-saving initiatives were implemented.

"ProMach takes a continuous improvement approach to managing its environmental impact. Regular evaluations help us remain in compliance with regulations while also uncovering opportunities to operate more efficiently and responsibly. Looking ahead, we plan to formalize an Environmental Management System that will provide a consistent framework for our divisions, strengthening accountability and supporting measurable progress across the organization."

— **Marty Stewart**, Director of Environmental Health & Safety

PEOPLE AND SOCIETY

Section Highlights

ProMach is committed to building a fair, inclusive, and people-first workplace for our 6,000+ employees around the world. We have invested in transparent talent management processes, expanding learning and development programs to support career growth and skill-building across all levels. Through our inclusion initiatives, we create new pathways for employees from all backgrounds, fostering a culture where diverse perspectives are valued and empowered. Recognizing our role in the manufacturing industry, we prioritize workforce health and safety (H&S), maintain rigorous compliance standards and increase training efforts to ensure that every employee feels safe, supported, and respected at work.

OUR EFFORTS ARE ILLUSTRATED IN THE HIGHLIGHTS BELOW:

Hired 540 new employees across the globe in 2024

Expanded learning opportunities by hosting 30+ professional development events globally

Conducted 225+ health & safety site audits in 2024 and reduced our year-over-year lost time incident rate (LTIR) by 3%

OUR GOVERNANCE PROGRAMS IMPACT THE FOLLOWING UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES
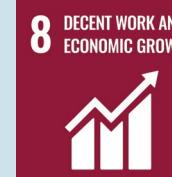
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Human Capital Management

At ProMach, talent management is more than a process—it is a commitment. When employees join our company, we commit to being responsible and honest, keeping them safe, and helping them grow. The success of our business is directly linked to the skills, engagement, and dedication of our people, so we invest in their development, well-being, and career growth.

We look for individuals who want to excel. Employees have the chance to shape their own career paths— whether their strengths are creative, strategic, technical, or operational. Our structure combines the personal support of a small company with the resources and accountability of a larger organization, giving our people the best of both worlds.

From the outset, our focus is on matching the right people with the right roles. In 2024, as part of our talent acquisition strategy, we continued to make a deliberate shift away from relying on external search firms. Instead, we built strong candidate pipelines through our in-house talent acquisition team. We worked closely with our marketing team to refresh our careers page,

with a focused effort on diverse talent representation and stronger employer brand visibility.

Once hired, employees gain access to training, tools, and professional development to build new capabilities and advance their careers. They are challenged and rewarded, form strong relationships, and see the direct impact of their work on our customers' packaging performance and efficiency—while helping us drive innovation across the industry. We support them with competitive pay, strong benefits, meaningful incentives, and an inclusive environment that enables them to perform at their best.

We take pride in our record of hiring, retaining, and supporting top talent. Our people are at the center of everything we do, and their contributions are shaping the future of packaging automation.

2024 TALENT HIGHLIGHTS

540	**37%**	**38%**	**4.8** out of **5**
New Hires Across Global Operations	Increase in Applications from 2023	Increase in New Hire Average Time-to-Start from 2023	Average New Hire Satisfaction Score in North America

LEARNING AND DEVELOPMENT

We recognize that our long-term success is tied directly to the talent, engagement, and growth of our people. Our learning and development programs blend formal, social, and hands-on experiences. Formal training offers structured skill-building and career progression, while social learning encourages collaboration and connection among peers. We also emphasize experiential learning, giving employees opportunities to apply their skills in real-world situations.

Opportunities span every stage of a career—from internships, mentorships, and early career programs to performance development planning and progression pathways. By combining company-wide initiatives with training tailored to each division, we provide a mix of consistency and flexibility that supports individual growth, strengthens relationships, and prepares teams to meet current and future challenges.

"At the end of the day, we are a relationship company, and you cannot beat in-person connection. We are intentional about organizing activities that bring people together."

— **Krista Combs**, SVP of Human Resources

"The culture within ProMach is refreshing —it's really very collaborative. You're surrounded by people who are willing to share their knowledge and help you grow."

— **Michael Digregorio**, VP and GM, Pace

"I think a lot of our professional growth happens both purposefully and organically. There's a clear path for development, but also plenty of room to learn through real experiences and collaboration."

— **Landen Stoker**, SVP and GM, Brenton and Orion

2024 LEARNING AND DEVELOPMENT HIGHLIGHTS

- Executed **31 learning and development events** globally, including 25 across North America
- Expanded our **Project Management Academy** (PMA) into Italy and France
- Launched and concluded a **four-part leadership development program** across Italy and France
- Launched **Journey: Our Trusted Advisors**, a six-part Field Service Technician learning path in ProMach University, our web-based learning management system

ProMach Talent Development Programs
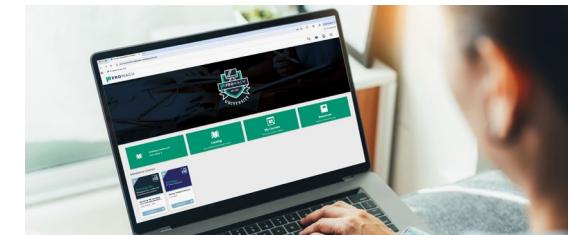
PROJECT MANAGEMENT ACADEMY

The ProMach PMA equips project managers with essential skills to navigate project complexities and drive success. Focused on up-leveling planning process skills, the PMA targets ProMach employees with full-time or peripheral project management responsibilities. The program emphasizes project planning and execution capabilities while building leadership confidence. The course features six modules, covering budgeting, risk management, negotiations, adapting to change, and project closure. Program targets include enhancing communication, fostering cross-team collaboration, streamlining project timelines, and optimizing budget tracking and contract negotiations. Launched in April 2023 in the United States and Canada, the program expanded to Italy and France in 2024.

FUTURE LEADERS AND FUNDAMENTALS OF FINANCE

Future Leaders and Fundamentals of Finance learning programs offer invaluable platforms for participants to delve deeper into ProMach's operational structure and key focus areas. Engaging with ProMach leaders, participants gain insights into the company's strategic direction while forging connections across divisions. Interaction with peers from diverse backgrounds sparks continuous growth opportunities, while post-learning activities and follow-up meetings solidify learning. This interconnected approach enriches individual skill-sets and propels the organization forward, ensuring a resilient and adaptable workforce ready to take on future challenges.

PROMACH UNIVERSITY

ProMach University is our digital learning management system, designed to train, develop, and mentor team members across the globe—delivering content in their local language and bridging distances when face-to-face learning isn't possible. The platform offers a wide range of courses, programs, and resources tailored to both technical and professional skill development. Through interactive modules, virtual classrooms, and on-demand learning, employees can advance at their own pace while aligning their growth with ProMach's strategic priorities. This approach ensures consistent learning experiences across regions, fosters knowledge-sharing, and strengthens capabilities company-wide, helping employees stay connected, engaged, and equipped for success no matter where they are in the world.

GENERAL MANAGER COHORT PROGRAM

The GM Cohort Program is a structured two-year initiative designed to build leadership capacity across the organization. Each quarter, GMs participate in three-day onsite sessions featuring case studies, group work, facilitator-led instruction, and customized assessments. The curriculum spans 12 core development areas, including transformational and inclusive leadership, emotional intelligence, finance, agile leadership, and coaching high-performance teams. In 2024, three cohorts of approximately 10 GMs each took part.

The participants reported stronger peer connections, increased idea sharing, and continued collaboration beyond formal sessions—helping drive performance and problem-solving across divisions. At the organizational level, feedback from the program has influenced the design of new internal learning initiatives, improved communication practices among GMs, and enhanced how strategic priorities are shared company-wide. These outcomes reflect the program's growing impact on leadership behavior, communication, and strategic alignment.

"The GM Cohort Program helps you discover more about yourself, understand your team, and learn new tools to lead. You grow as a coach, a leader, and a GM."

— **Steve Leduc**, VP General Manager at NJM

"The GM Cohort Program builds lasting friendships, grows leadership skills, and sharpens the tools we need to succeed. It offers more than just training. It creates a shared experience that pushes us to grow and learn from each other."

— **Matt McLean**, General Manager and VP of Engineering at ID Technology

EMPLOYEE BENEFITS

As a company, we understand the important role that a strong benefits package plays in attracting and retaining top talent around the world. Our comprehensive offerings for all full-time employees are designed to be competitive, supportive, and equitable, with options tailored to meet regional needs. From educational reimbursements to family care support and time-off programs, our benefits prioritize employee well-being at every life stage and align with leading practices in each region we operate in.

ProMach's U.S. benefits program includes the following:

- Health, dental, and vision insurance
- Flexible spending account (FSA)
- Tuition assistance program
- 401(k) and retirement matching program
- Paid time off

Learn more about the benefits available to ProMach employees.

Building a Culture of Inclusion

EXPANDING OPPORTUNITIES

At ProMach, fostering inclusion is integral to how we operate. Our company is built on the ideas, perspectives, backgrounds, and experiences of both our people and our distinct operating divisions. With a decentralized structure, each division has the flexibility to address the priorities most relevant to their teams and local communities, while still aligning with the organization's broader talent strategy through a mix of top-down guidance and bottom-up initiatives.

We recognize that our inclusion journey is ongoing, but we are committed to steady progress. Recent steps include increasing the use of data to guide talent decisions, launching a women's resource group, and integrating inclusivity topics into management training. We are also enhancing recruiting practices and expanding opportunities for diverse candidates to grow and succeed within our fast-growing organization.

INCLUSIVE HIRING

We know that improving diversity starts with attracting and interviewing a broad range of candidates. Across ProMach, we take a deliberate approach to building fairness and inclusion at every stage of our hiring process. From the channels we use to reach talent to the way we write our job postings, our goal is to create an equitable and welcoming experience for all candidates.

In 2024, our talent acquisition team focused more intentionally on sourcing diverse talent through platforms such as LinkedIn, Indeed, and Google, using AI tools and Boolean search methods to broaden our reach. As a result, we saw a 6% year-over-year increase in the percentage of new hires who identify as people of color. Overall, 29% of our 2024 hires were ethnically diverse, compared to 23% in 2023. Female hiring rose by 5% year-over-year, with women representing 25% of all hires in 2024, up from 20% the prior year.

HIRING FOR WHAT MATTERS

To reach top talent from a variety of backgrounds, we look beyond traditional candidate pools. In some cases, this means placing less weight on certain requirements—like degrees or direct industry experience—that could exclude strong applicants. For example, we have seen strong results in hiring military veterans into sales roles. While they may not have industry-specific degrees, their transferable skills, work ethic, and commitment to our core values have led to successful careers at ProMach.

Our approach is intentional. We build pipelines, create brand awareness, and seek out talent in strategic places. In addition to LinkedIn, we work with agencies to connect with niche groups like women in manufacturing. We've also refreshed our careers page to better reflect on who we are and expanded our social media presence to share these initiatives more widely.

INCLUSIVITY-FOCUSED TRAINING

At ProMach, we know that when leaders make inclusivity a priority, they create an environment in which every team member feels valued, respected, and empowered to share their perspectives. To support this, we provide our GMs with formal training on building and sustaining an inclusive team culture. Leaders who champion inclusivity help remove barriers, encourage creativity, and set the stage for collective success.
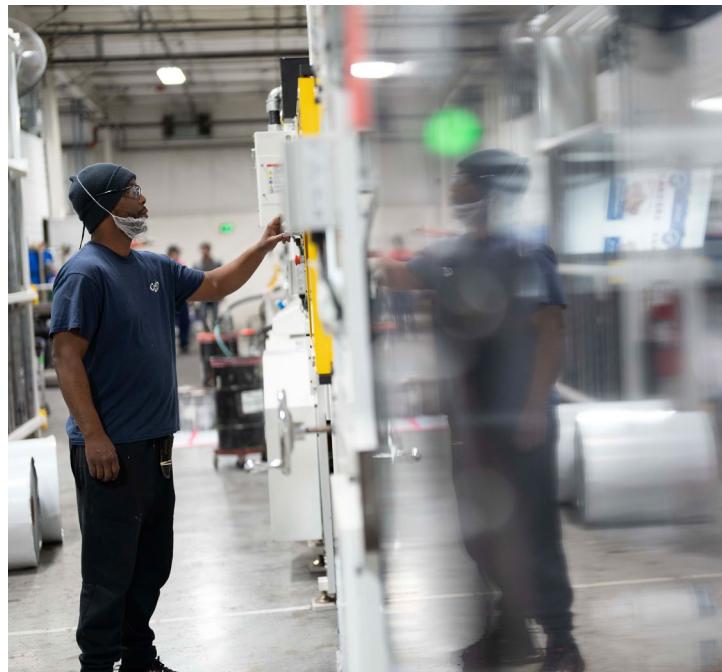
UNCONSCIOUS BIAS AND GENERATIONAL DIFFERENCE TRAINING

In 2024, GMs took part in training sessions on unconscious bias and generational differences that sparked important conversations and changes in day-to-day leadership. Several GMs said that the "Unconscious Bias" session made them more aware of how they lead. One shared that he now keeps bias in mind when making decisions and makes a point to communicate in ways that help his team feel comfortable speaking up. Another said he's more mindful of how bias can influence his thinking and now encourages his team to pause and re-evaluate their approach. Others said the session helped them better understand the needs and motivations of their coworkers, which has improved both casual conversations and more formal discussions such as meetings or difficult conversations.

Feedback from across the group showed that GMs left the training with greater awareness and a stronger commitment to leading in an inclusive and thoughtful way.

INCLUSIVE HIRING PRACTICES

- Leveraging AI resources helps to ensure bias-free job postings, promoting inclusivity and avoiding unintentional biases.

- Specialized training through our "A Method" interview model equips our team to notice and eliminate unconscious biases during hiring.

- In recognition of the value that varied skill-sets provide, we craft job descriptions focused on core capabilities instead of excessive requirements that may eliminate otherwise qualified candidates from different backgrounds.

- We adhere to Equal Employment Opportunity (EEO) standards and Americans with Disabilities Act (ADA)-compliant recruiting practices.

- To assess the effectiveness of our talent sourcing strategy, and where permitted by law, we track diversity metrics, including veteran status, gender, and ethnic identity.

- We also monitor the mobility of diverse talent into leadership roles, which has led to the development of our women's employee business resource group, PowHer.

ADVANCING WOMEN IN LEADERSHIP: POWHER

Understanding the challenges women face in the historically male-led manufacturing industry, we launched the PowHer employee resource group in 2021 to help change the status quo. PowHer supports women at ProMach by helping them grow personally, build leadership skills, expand their networks, and collaborate across divisions. By amplifying the voices of current and future female employees, the group makes an impact within ProMach and in our communities.

Through events, seminars, and networking opportunities, PowHer connects women across geographies, decision-making levels, and business sectors. These gatherings create space for sharing ideas, best practices, and mentorship—equipping women with the tools and connections to thrive both inside and outside the organization.

In 2024, the group organized the following events:
• International Women's Day event
• Special guest speakers
• Breast Cancer Awareness Month event
• Emotional intelligence and imposter syndrome trainings

POWHER BY THE NUMBERS

The success of PowHer is reflected in its strong impact on employee satisfaction and retention.

In a recent survey:

• **100%** of respondents said they are very satisfied with the initiatives presented to date

• **98%** rated the topics and meetings as "excellent" or "good"

Since joining PowHer:

• **80%** reported being very satisfied or somewhat satisfied with their overall experience at ProMach

• **68%** said their participation has positively influenced their intent to stay with the company

The PowHer community has also grown significantly, with a **478%** increase in participation since its inception.

Workplace Health and Safety

H&S is a fundamental part of who we are and how we operate. Our employees—the driving force behind our success—deserve more than compliance; they deserve an environment where safety and well-being are top priorities. This commitment is embedded in our daily operations and supports a culture that values safety, innovation, and long-term growth.

Our corporate Environmental, Health and Safety (EHS) department supports and empowers each operating division to manage H&S programs that address local needs and meet regulatory requirements, while also leveraging business-specific expertise for the best results. At the company level, we set clear safety standards, ensure compliance, and encourage the sharing of best practices so that every division's approach meets or exceeds our requirements. Prioritizing safety is not only the right thing to do—it reduces the risk of operational disruptions caused by injuries or illnesses.

Knowledge sharing is central to our safety strategy. We regularly summarize and distribute safety alerts and proven practices across the organization, helping teams adopt the most effective approaches. Each quarter, representatives from every division exchange data, review performance trends, identify improvement opportunities, and align broader H&S strategies.

Our centralized approach to H&S, is also supported by the following programs:

- Consistent, streamlined communication between meetings to share safety updates, alerts, and early identification of potential risks

- Increased investment to grow our safety team across the organization

- Emphasis on leading indicators, including the proactive identification of at-risk or hazardous conditions, to help inform future strategy

- Annual safety audits at all facilities, including international locations, to ensure compliance and inform new initiatives

By combining top-down direction with bottom-up insights from mid-level managers, we have built a collaborative and accountable safety culture that delivers consistency across the business.

2024 SAFETY HIGHLIGHTS

228
Completed
228 worksite audit
assessments

3%
LTIR reduced
by 3% since 2023

3,000
Two divisions achieved more than
3,000 days without a lost time accident

GOVERNANCE AND ACCOUNTABILITY

At ProMach, our H&S governance framework is built on accountability and shared responsibility. Corporate leaders, operating division GMs, and safety leads work together to review safety data, spot trends, and identify opportunities for improvement.

Alongside our regular internal safety meetings, we partner with a third-party consulting firm to conduct safety audits at all U.S. and Canadian facilities. Depending on the site, these audits take place monthly, quarterly, or annually. They provide an independent perspective, offering recommendations that strengthen our programs while reinforcing our internal safety controls.

We believe safety is everyone's responsibility. Our top-down, bottom-up approach ensures accountability at every level and gives employees a voice in the process. Team members are encouraged to report incidents or concerns through on-site, email, or digital channels, helping us maintain a safe, and proactive work environment for all.

QUARTERLY SAFETY REVIEW

ProMach divisions conduct a quarterly safety review, which helps capture and share process and performance data across divisions. Relevant findings are shared with team members, and actions are taken where necessary. Information covered includes:

- Incident review

- Recordable and total incident rate (TIR)

- Lost time incidents and LTIR

- ProMach's performance rates compared to industry averages

- Ongoing H&S initiatives (e.g., chemical inventory, electrical safety, knife/blade survey)

SAFETY TRAINING

We take a comprehensive approach to safety training, tailoring programs to meet the needs of each division. Held quarterly in both virtual and in-person formats, these sessions give employees the role-specific knowledge they need to work safely and contribute effectively to their teams. Our goal goes beyond meeting compliance requirements—we aim to engage and empower our workforce to maintain a safe environment for everyone.

Safety Training Examples

In 2024, training covered a range of critical topics, examples include:

- Accident prevention
- Fire preparedness
- Driver safety
- First aid fundamentals
- Incident investigation
- Chemical safety
- Hazardous material Identification and waste management
- Electrical safety preparedness
- Industrial ergonomics

SERVICE TECH INJURY CHECKLIST INITIATIVE

In 2024, we introduced a proactive safety checklist for our field service technicians (FSTs) to help prevent injuries and build stronger safety habits. While the checklist is not a full-scale safety assessment, it marks an important step toward our long-term safety goals.

The results in the first year were significant. We completed 447 checks in the field in 2024, and since implementing the process, there have been zero serious injuries among FSTs compared to two in 2023. Adoption is growing, and the checklist is gaining traction as an important tool for reinforcing safe work practices before jobs begin.

ARC FLASH SAFETY ASSESSMENT INITIATIVE

Electrical safety has been a top priority at ProMach, and in 2024 we set an ambitious goal to complete Arc Flash safety assessments across our U.S. and Canadian facilities, a critical step in the NFPA 70E standard. An arc flash is a sudden release of electrical energy caused by a short circuit through the air, which can produce extreme heat, light, and pressure—posing serious risks to anyone nearby. These assessments identify potential hazards, determine protective measures, and ensure compliance with the NFPA 70E standard.

By year-end, we had completed 19 assessments—covering 42% of applicable sites—more than double the progress originally expected. This achievement was possible thanks to strong support from our leadership, who played a critical role in driving the project forward.

Our goal for 2025 is to complete Arc Flash assessments at 75% of applicable facilities, continuing the momentum built in 2024.

Community Involvement

As a company, we are committed to making a meaningful impact through philanthropy. Our approach goes beyond financial donations, encompassing employee-led campaigns, fundraising events, and sponsorship of local initiatives. Reflecting our divisional structure, we place a strong emphasis on supporting the causes that matter most in the communities in which we operate. Across our divisions, teams partner with local charities, sponsor food and toy drives, and take part in blood donation campaigns. We value the role we play in each community and are always looking for new ways to make a positive difference.

CANCERFREE KIDS

ProMach has proudly supported **CancerFree KIDS** for over a decade, exemplifying a longstanding commitment to advancing the well-being of children and families affected by pediatric cancer. This enduring partnership underscores our dedication to funding critical research aimed at finding cures and improving outcomes for young patients facing this devastating disease.

In 2024, ProMach participated in the **100 Mile Challenge** for the second consecutive year, further strengthening our engagement with this meaningful fundraising and awareness initiative. A total of **51 employees** from divisions across the United States took part in the challenge, collectively demonstrating a unified commitment to the cause through walking, running, and cycling activities.

Our involvement in the 100 Mile Challenge reflects more than just physical effort—it represents ProMach's broader values of compassion, community engagement, and corporate social responsibility. We are honored to support the mission of CancerFree KIDS and remain steadfast in our efforts to help accelerate progress in the fight against pediatric cancer.

LEADING
WITH
INTEGRITY

Section Highlights

With a governance model that combines centralized oversight with divisional agility, ProMach remains committed to operating with integrity, accountability, and transparency. Our leadership team provides strategic direction while ensuring consistent alignment across more than 50 operating divisions, supported by strong ethical standards and clear compliance policies. We continue to strengthen oversight through evolving structures, including the planned formation of a dedicated environmental, social, and governance (ESG) committee, and maintain a culture of ethical conduct reinforced by our Code of Business Conduct and supporting policies. At the same time, we are advancing our cybersecurity and data privacy practices, embedding resilience and preparedness across our global operations.

OUR EFFORTS ARE ILLUSTRATED IN THE HIGHLIGHTS BELOW:

Consolidated multiple cybersecurity safeguards into a single global security solution

Required all cloud services and third-party providers to meet ISO 27001 standards

Built a preferred supplier network and improved transparency in supplier performance tracking

OUR GOVERNANCE PROGRAMS IMPACT THE FOLLOWING UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

8 DECENT WORK AND ECONOMIC GROWTH
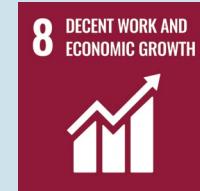
JUMP TO SECTION HIGHLIGHTS

Maintaining Strong Corporate Governance

At ProMach, our business model combines the resources and support of a strong corporate team with the agility and specialized expertise of more than 50 product divisions. At the corporate level, we set the overall strategy to ensure consistency, accountability, and compliance across the organization. Each division then tailors its own strategies and processes to align with the company-wide standards while addressing the specific needs of its business and markets.

BOARD STRUCTURE AND GOVERNANCE APPROACH

Our business is guided by the strategic direction of a leadership team led by the chief executive officer (CEO), who also serves as chairman. Key investors hold the remaining board seats, and the full board is committed to ensuring accountability to stakeholders. The CEO communicates critical concerns or incidents to the board during quarterly meetings.

Our board and committees work together to address sustainability and other ESG-related matters. ProMach's sustainability team meets quarterly with the CEO to review progress on ESG priorities, discuss emerging risks and opportunities, and align initiatives with company strategy. In 2025, we plan to strengthen this oversight by forming a dedicated ESG committee that will meet quarterly with the executive leadership team. This committee will provide more structured governance, promote cross-functional collaboration, and maintain a focused commitment to advancing our sustainability commitments.

As we continue to grow, we look forward to evolving our approach to ESG oversight in step with our expanding capacity while remaining committed to transparency, accountability, and long-term business success.

For more information on our leadership team, please visit **here**.

ACTIVE OVERSIGHT THROUGH AUDIT AND COMPENSATION COMMITTEES

ProMach's board actively oversees two committees:

The **Audit Committee** ensures financial integrity, reviewing accounting policies, internal controls, and external auditor independence. The chief financial officer informs the committee, and the committee reviews the completeness and accuracy of financial statements, adhering to accepted accounting principles.

The **Compensation Committee** aids the Board in aligning compensation structures with strategic objectives. The Chief Administrative Officer, acting as committee Secretary, ensures that committee provides the proper oversight of compensation matters as required by the committee charter.

Regular meetings of both committees ensure accountability and alignment with leading governance practices.

Ethical Conduct

At ProMach, our commitment to ethical conduct is a constant across the organization, no matter how diverse or decentralized our operations may be. While each department and operating division manages its own day-to-day business, all are held to the same high standard of doing the right thing and doing it well.

Our Code of Business Conduct serves as the foundation for this commitment. It goes beyond meeting the requirements of local, national, and global regulations and reflects our dedication to integrity in every aspect of our business.

Risk management follows the same approach. Each department addresses risks in line with corporate policies and applicable regulations, ensuring that decisions are both responsible and compliant. By combining independent operations with a shared commitment to ethical excellence, we uphold a culture of trust and accountability for our customers and stakeholders.

CODE OF BUSINESS CONDUCT—GUIDING PRINCIPLES

- We create and maintain a safe and healthy workplace that respects individuals and is free from discrimination.
- We comply with applicable laws that govern our operations.
- We earn our customers' business and trust by providing outstanding products and services and by representing our products, services, and people honestly.
- We base our business decisions and supplier selections on merit and value.
- We safeguard proprietary information.

GOVERNMENT-RELATED PROMACH POLICIES

- Anti-Boycott Compliance
- Anti-Corruption Compliance
- Anti-Harassment
- Data Privacy
- Export Controls and Economic Sanctions
- Equal Employment Opportunity
- IT Acceptable Use

While no changes were made to these policies during the reporting period, ProMach continues to actively monitor regulatory updates, industry trends, and stakeholder expectations to ensure that they remain aligned with current best practices and compliance requirements. This ongoing review process helps maintain the relevance, effectiveness, and integrity of our governance framework.

ENSURING ACCOUNTABILITY: ETHICS HOTLINE

ProMach's ethics and compliance reporting program reflects a commitment to transparency and ethical conduct. Through this program, employees can raise concerns or report incidents at any time, with the option of remaining anonymous. Reports are submitted through an anonymous hotline managed by an independent third party and monitored by a human resources team member who promptly notifies the chief administrative officer of submissions. Depending on the nature of the concern, the SVP of Human Resources, the chief financial officer, and/or the Audit Committee may also be informed. This process ensures that every concern is addressed appropriately and reinforces our commitment to the highest standards of integrity.

Cybersecurity and Data Privacy

At ProMach, we take a layered approach to managing and operating our information security strategy. A standardized security framework is developed at the corporate level, while in some instances, implementation and day-to-day tasks are delegated to divisional information technology (IT) teams. This structure allows for more nuanced application by teams with division-specific expertise while enabling more efficient oversight, troubleshooting, and support from corporate IT through a centralized, standardized approach.

Our IT security governance framework includes quarterly briefings with the CEO and executive leadership team, where the VP of IT and Senior Director of IT Operations review incidents, track progress on strategic initiatives, and align the broader security strategy with the evolving priorities of the business. These quarterly meetings also involve divisional IT leads to ensure the consistent implementation of security measures across decentralized operations, helping maintain a unified and resilient security posture. In 2024, we expanded the IT security team to strengthen

capabilities in areas such as vulnerability management and security operations, enabling more proactive monitoring and faster incident responses.

PROTECTING DATA PRIVACY

We prioritize the protection of customer and employee data and invest in security resources and third-party partnerships to strengthen our systems. Our approach to managing and reducing cybersecurity risk is guided by the leading practices outlined in the National Institute of Standards and Technology Cybersecurity Framework.

Given our global operations, we also work to align with current regulations and prepare for emerging cybersecurity requirements in every jurisdiction in which we operate. ProMach upholds strong governance supported by regular audits and proactive controls. Preventive measures include anti-phishing testing, continuous system monitoring, fortified firewalls, network penetration testing, and information synchronization across divisions. Our robust cybersecurity and IT policies reflect our ongoing

commitment to safeguarding sensitive information and staying ahead of evolving threats.

CYBERSECURITY TRAINING

ProMach partners with leading education providers to deliver comprehensive IT security awareness training for all employees that use company technology. New hires are required to complete a comprehensive web-based course as part of their onboarding, and every employee participates in a mandatory refresher course each year. Training covers key topics, such as social engineering, email phishing scams, and common impersonation threats.

To keep security top of mind, our training partner also runs monthly automated phishing simulations. These exercises reinforce awareness, highlight potential vulnerabilities, and identify areas where additional coaching may be needed. Together, these efforts help maintain a strong security culture across the company.

CYBERSECURITY RESPONSE PLAN

ProMach's incident reporting process plays a key role in strengthening cybersecurity across the organization by quickly capturing and addressing incidents in every division. Detailed reports—covering the nature of the incident, when it was discovered, and who is responsible for follow-up—provide a clear, transparent view for leadership. In 2024, we advanced this process by implementing a centralized security log collection system Security Information and Event Management (SIEM), enabling continuous monitoring by three independent security teams. This layered approach enhances real-time threat detection and supports a faster, more effective incident response.

A UNIFIED APPROACH TO CYBER PROTECTION

In 2024, ProMach took major steps to unify and strengthen its cybersecurity posture across the organization. Key initiatives included:

- **Cybersecurity Standardization**
  Consolidated multiple antivirus platforms into a single global security solution, improving threat detection, streamlining incident response, and ensuring consistent protection measures across all operations.

- **Multi-Factor Authentication (MFA) Rollout**
  Completed company-wide deployment of MFA for all user accounts, adding an extra layer of protection. At the same time, we strengthened VPN security protocols to safeguard remote access and sensitive company data.

- **Security Patch Management**
  Implemented a centralized system to apply security updates across all company devices. This increased visibility into vulnerabilities, reduced remediation timelines, and minimized potential exposure to threats.

- **Proactive Threat Monitoring**
  Established daily automated vulnerability scans and annual live penetration testing to identify and address risks before they can be exploited. Vulnerabilities are remediated monthly to maintain strong defenses.

- **ISO 27001 Alignment**
  Required all cloud services and third-party providers to meet ISO 27001 standards. We also continue to integrate ISO 27001 principles and other internationally recognized best practices into ProMach's own information security management systems and IT general controls.

Engagement Across our Value Chain

SUPPLY CHAIN MANAGEMENT

ProMach's supply chain management is guided by a decentralized structure that reflects the diversity of its divisions and product lines. At the corporate level, teams support divisions through strategic sourcing initiatives, such as cost-saving programs and the development of a preferred supplier network. Corporate supply chain leaders also provide process guidance, trainings on system improvements, and coordinate with functions such as engineering, finance, and legal to maintain alignment across the business.

While divisions retain autonomy in managing certain day-to-day supplier relationships, ProMach regularly shares best practices across the enterprise to drive efficiency and consistency. For example, corporate teams are working to enhance visibility into inventory management, on-time delivery, and supplier performance through improved data tools and dashboards. At the same time, divisions are beginning to explore tools such as supplier scorecards and performance metrics to strengthen engagement at the local level.

Looking ahead, ProMach plans to encourage greater adoption of consistent practices across its divisions, with the aim of improving transparency, efficiency, and risk management. As the business evolves, ProMach will continue to identify opportunities to enhance oversight, promote responsible sourcing, and build stronger supplier partnerships across its global network.

INDUSTRY ENGAGEMENT

With a business model that spans the full packaging lifecycle—from concept to shipment and beyond—ProMach is well-positioned to anticipate market trends and understand evolving customer needs. We remain actively involved in respected industry associations, allowing us to deepen our expertise across multiple industries and service lines. These connections foster continuous learning, keep us aligned with changing market dynamics, and provide a platform for sharing insights. We remain committed to advancing ESG principles within our own operations while encouraging their broader adoption across the packaging industry.

We actively engage with several respected industry associations to further enrich our expertise across diverse industries and service lines. They include:

- **Institute of Packaging Professionals**
- **National Association of Manufacturers**
- **The Association for Packaging and Processing Technologies**

APPENDIX

About This Report

The ProMach 2024 Sustainability Report details the company's objectives and progress in the areas of environmental sustainability, social initiatives, and governance performance.

The information contained in this document reflects the global activities and initiatives undertaken by ProMach from January 1, 2024, to December 31, 2024, unless otherwise noted. The company intends to continue issuing updated sustainability reports annually.

The structure and content of this report has been informed by Global Reporting Initiative (GRI) standards, using the latest Universal Standards released in October 2021. GRI is an independent standards organization that provides a comprehensive framework

for transparent and consistent reporting on economic, environmental, and social impacts. As our reporting becomes increasingly robust, we will seek to expand the details of our disclosures including aligning with additional standards and frameworks.

We are committed to transparent and regular updates on our ESG initiatives and will provide ongoing information through our website and other communication channels.

We look forward to bringing our stakeholders along with us as we further develop and disclose our ESG strategy. Please reach out to **esg@promachbuilt.com** with any questions or comments about this report.

FORWARD LOOKING STATEMENT DISCLAIMER
This report contains forward-looking statements based on management's current expectations and information presently available, including current economic and industry conditions. These statements are not guarantees of future performance, and actual results, developments, and business decisions may differ materially from those expressed or implied due to various risks, uncertainties, and factors beyond our control, including but not limited to changes in laws and regulations, severe weather events, integration challenges from mergers or acquisitions, and shifts in global economic or market conditions. Forward-looking statements can often be identified by words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "goal," "intend," "may," "plan," "project," "seek," "should," "target," "will," "would," and similar expressions. These statements speak only as of the date they are made, and we undertake no obligation to update them except as required by applicable law.

GRI Index

Statement of use
ProMach, Inc. has reported with reference to the GRI standards for the period starting January 1, 2024 and ending December 31, 2024.

GRI 1 used
GRI 1 Foundation: 2021

Applicable GRI standard(s)
None

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-1	Organizational details	**Our Company, p. 5**
2-2	Entities included in the organization's sustainability reporting	**About this Report, p. 43**
2-3	Reporting period, frequency and contact point	**About this Report, p. 43**
2-4	Restatements of information	No restatements of information
2-5	External assurance	This report nor the data included within it were externally assured.
2-6	Activities, value chain and other business relationships	**Our Company, p. 5**
2-7	Employees	**Performance Data Tables, p. 51**
2-8	Workers who are not employees	**Performance Data Tables, p. 51**

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-9	Governance structure and composition	**Maintaining Strong Corporate Governance, p. 36**
2-10	Nomination and selection of the highest governance body	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.
2-11	Chair of the highest governance body	Mark Anderson is the Chief Executive Officer (CEO) of ProMach and also serves as its Chairman of the Board. **Maintaining Strong Corporate Governance, p. 36**
2-12	Role of the highest governance body in overseeing the management of impacts	**Maintaining Strong Corporate Governance, p. 36**
2-13	Delegation of responsibility for managing impacts	**Maintaining Strong Corporate Governance, p. 36**
2-14	Role of the highest governance body in sustainability reporting	**Maintaining Strong Corporate Governance, p. 36**
2-15	Conflicts of interest	**Ethical Conduct, p. 37**

GRI Index

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-16	Communication of critical concerns	We implement a variety of measures to ensure ethical issues are brought to the correct stakeholders in a timely and safe manner. These include: • Implementation of our internal and anonymous ethics hotline • ProMach's Business Process group **Ethical Conduct, pp. 37-38**
2-17	Collective knowledge of the highest governance body	**Maintaining Strong Corporate Governance, p. 36**
2-18	Evaluation of the performance of the highest governance body	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.
2-19	Remuneration policies	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.
2-20	Process to determine remuneration	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-21	Annual total compensation ratio	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.
2-22	Statement on sustainable development strategy	**Letter from our CEO, pp. 3-4**
2-23	Policy commitments	Each department navigates risks in alignment with corporate policies and local regulations. ProMach celebrates independent operations guided by a shared commitment to ethical excellence, ensuring that every business entity reflects the standards necessary to earn and maintain trust with stakeholders and customers. ProMach's governance-related policies include: • Anti-Boycott Compliance • Anti-Corruption Compliance • Anti-Harassment • Data Privacy • Export Controls and Economic Sanctions • Equal Employment Opportunity • IT Acceptable Use

GRI Index

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-24	Embedding policy commitments	ProMach prioritizes responsible business conduct across all aspects of its operations and business relationships. Our approach to embedding policy commitments involves a decentralized governance model, where individual autonomous business units play a vital role in implementation and integration efforts. This is achieved through a multi-step approach: a. ProMach corporate provides each business unit relevant commitments to implement within its own operations sphere that are aligned with our broader corporate strategy. b. ProMach embeds policy commitments into organizational strategies and operations through a centralized, top-down approach, involving business units in the decision-making process before finalization. c. We work with partners to promote shared ethical standards, often reflecting these commitments in our contracts. d. Comprehensive training programs equip employees at all levels to uphold policy commitments, fostering a culture of responsibility.

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-25	Processes to remediate negative impacts	We provide employees the ability to raise concerns or report incidents at any time, with the option of doing so anonymously. Our anonymous hotline is managed through a third-party and is closely monitored by a Human Resources staff member. This staff member promptly alerts the Chief Administrative Officer of any submissions. Depending on the nature of the alerts, the Vice President of Human Resources, Chief Financial Officer, and/or the Audit Committee may also be notified. **Ensuring Accountability: Ethics Hotline, p. 38**
2-26	Mechanisms for seeking advice and raising concerns	**Ensuring Accountability: Ethics Hotline, p. 38**
2-27	Compliance with laws and regulations	ProMach is committed to complying with all relevant laws and regulations, reflecting our dedication to ethical business practices. As a privately held company, we do not disclose specific details regarding any fines or non-monetary sanctions that may have been incurred.

GRI Index

Disclosure	Description	Cross-Reference, Omissions, and Explanations
General Disclosures		
2-29	Approach to stakeholder engagement	ProMach engages with a variety of stakeholders throughout its value chain. These include: • Industry stakeholders: We actively engage with several respected industry associations to further enrich our expertise across diverse industries and service lines. This engagement fosters continuous learning and ensures we keep pace with evolving market demands and industry dynamics. • Internal stakeholders: The company engages internal stakeholders in business decisions through regular consultations and feedback, incorporating their insights into our strategic planning. This approach ensures alignment with organizational goals and stakeholder expectations.
2-30	Collective bargaining agreements	Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed.
Materal Topics		
3-1	Process to determine material topics	**Commitment to Sustainability, pp. 10-12**
3-2	List of material topics	**Commitment to Sustainability, pp. 10-12**

Disclosure	Description	Cross-Reference, Omissions, and Explanations
Corporate Governance		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Ethical Conduct, p. 37** **Cybersecurity and Data Privacy, pp. 39-40**
205-2	Communication and training about anti-corruption policies and procedures	**Ethical Conduct, p. 37**
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	**Cybersecurity and Data Privacy, pp. 39-40**
Diversity, Equity, and Inclusion		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Human Capital Management, pp. 23-26** **Building a Culture of Inclusion, pp. 27-29**
404-2	Programs for upgrading employee skills and transition assistance programs	**Human Capital Management, pp. 24-25**

GRI Index

Disclosure	Description	Cross-Reference, Omissions, and Explanations
GHG Emissions and Energy		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Reducing Our Operational Footprint, pp. 18-20**
302-1	Energy consumption within the organization	**Performance Data Table, p. 50**
305-1	Direct (Scope 1) GHG emissions	**Performance Data Table, p. 50**
305-2	Energy indirect (Scope 2) GHG emissions	**Performance Data Table, p. 50**
305-5	Reduction of GHG emissions	**Reducing Our Operational Footprint, pp. 18-20** **Accelerating Industry Innovation, pp. 15-17**
Responsible Product Development		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Accelerating Industry Innovation, pp. 15-17** **Reducing Our Operational Footprint, pp. 18-20**
306-2	Management of significant waste-related impacts	**Reducing Our Operational Footprint, pp. 18-20**

Disclosure	Description	Cross-Reference, Omissions, and Explanations
Workplace Health and Safety		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Workplace Health and Safety, pp. 30-32**
403-1	Occupational health and safety management system	**Workplace Health and Safety, pp. 30-32**
403-2	Hazard identification, risk assessment, and incident investigation	**Workplace Health and Safety, pp. 30-32**
403-4	Worker participation, consultation, and communication on occupational health and safety	**Workplace Health and Safety, pp. 30-32**
403-5	Worker training on occupational health and safety	**Workplace Health and Safety, pp. 30-32**
403-6	Promotion of worker health	**Employee Benefits, p. 26** **Workplace Health and Safety, pp. 30-32**
403-8	Workers covered by an occupational health and safety management system	**Performance Data Table, p. 51**

GRI Index

Disclosure	Description	Cross-Reference, Omissions, and Explanations
Talent Management		
3-3	Management of material topics	**Commitment to Sustainability, pp. 10-12** **Human Capital Management, pp. 23-26** **Building a Culture of Inclusion, pp. 27-29**
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	**ProMach employee benefits webpage** **Employee Benefits, p. 26**
404-2	Programs for upgrading employee skills and transition assistance programs	**Human Capital Management, pp. 24-25**

Performance Data Tables

Metric	2024
Environment[1,2]	
Energy Use (Gigajoules)	
Total Energy Consumed	529,446
Non-Renewable	445,230
Scope 1 - Natural Gas and Fuels[3]	202,493
Scope 2 - Electricity	242,737
Renewable[4]	84,216
Emissions (Metric tons CO2e)	
Total GHG Emissions (Scope 1 + Scope 2 Market-based)	34,729
Total GHG Emissions (Scope 1 + Scope 2 Location-based)	32,509
Scope 1	10,163
Scope 2 (Market-based)	24,566
Scope 2 (Location-based)	22,346

Metric	2024
Environment[1,2]	
Waste (Metric tons)	
Total weight of waste generated	38,148
Total weight of waste diverted from disposal[5]	15,276
Total weight of waste directed to disposal[6]	22,871
Hazardous Waste (Metric tons)	
Total hazardous waste generated	729

[1]Data as of 31 December of each year.

[2]Environmental data disclosed in this report pertains solely to the 2024 reporting year. Historical data and comparative figures are not included, as this represents our baseline year for environmental reporting.

[3]Includes energy use from natural gas, diesel, and propane.

[4]Renewable energy consumed is generated from on site solar panels installed at 2 Italian facilities. Energy totals provided do not include energy that was sold back to the grid.

[5]Diverted waste includes recycling of mixed materials and hazardous waste.

[6]Disposed waste includes landfill waste and incinerated waste.

Performance Data Tables

Metric	2022	2023	2024
Health & Safety[1,2]			
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by a health and safety system	100%	100%	100%
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an internally audited health and safety system	100%	100%	100%
Number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an externally audited or externally certified health and safety system	4,172	4,542	4,740
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an externally audited or externally certified health and safety system	89.9%	89.6%	78.9%

Metric	2022	2023	2024
Workforce Data[1]			
Total Workforce	**3,198**	**3,651**	**4,126**
Total Workforce by Region			
Americas	2,855	3,248	3,681
Europe	342	401	443
Asia	1	2	2
Full-Time Employees by Region			
Americas	2,820	3,211	3,637
Europe	327	369	408
Asia	1	2	2
Part time Employees by Region			
Americas	35	37	44
Europe	15	32	35
Asia	0	0	0

[1]Data as of December 31 of each year.

[2]Data related to non-employees is not readily available. This data is for full-time employees only.

[1]Data as of December 31 of each year. Includes active employees and those on leave.

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