

HIGHLIGHTS

Novolex® is proud to release our sixth annual sustainability report that includes accomplishments across our company sustainability pillars: Products, Operations, and People & Communities. Across our facilities, we continue to elevate our efforts to be a best-in-class company in sustainability. Below are some highlights.

PRODUCTS

Across the Novolex products portfolio, we take a holistic view of the total lifecycle of our products. Novolex continues to enhance our capability to provide product-level carbon data to support customer purchase decisions. Our strategy is to use this information to support raw material selection and product design decisions in the major end-markets we serve. The process is improving our understanding of emissions generated at different stages of the supply chain, putting Novolex in a position to have strategic conversations with customers about how our products support achievement of their carbon reduction goals.

 **47%**

47% of Raw Materials Came From Renewable, Bio-Based, or Post-Consumer Recycled (PCR) Sources – Use of these materials shows that Novolex is at the forefront of commercializing products made from renewable and lower-carbon raw materials.

 **84%**

84% of Applicable Revenues from Recyclable, Compostable, or Reusable Products – This was an increase of 6% compared to 2022, which reflects ongoing efforts across the Novolex portfolio to innovate products for recycling, composting and reuse.

 **52%**

PCR Represents 52% of Novolex Fiber Purchases, and 4% of Resin – In 2023, Novolex saw an increase in PCR across both resin and fiber procurement.

 **Bronze**

Bronze Medal | Top 35th Percentile EcoVadis Sustainability Rating – Bronze Medal acknowledges Novolex achievements relative to other assessed companies participating in the EcoVadis survey of sustainability performance.

OPERATIONS

Novolex has a responsibility to reduce our impact on the environment across our manufacturing operations. Our environmental efforts, performance, and progress are measured by our increasing number of operational KPIs focusing on emission reductions, energy efficiencies, waste reduction, and more.

 **24%**

24% Reduction in GHG Emissions – We continued to make progress towards achieving our goal to reduce GHG emissions 30% per ton of production by 2030.

 **Zero-Waste Certified**

Waddington Europe Maintains Zero Waste to Landfill Status – Our Waddington Europe operations have been zero-waste certified by waste partner, Valpak, since 2020.

 **75%**

75% of Waste Recycled – Novolex generated approximately 75,000 metric tons of waste from operations in 2023, the majority of which was diverted from landfill and recycled.

 **40**

40 Manufacturing Facilities Certified to GFSI Standards – The Global Food Safety Initiative (GFSI) is designed to reduce food safety risks and build trust throughout the supply chain by driving continuous improvement in food safety management systems.

PEOPLE & COMMUNITIES

Investing in our Novolex family and the communities in which we operate is central to our values. We remain committed to creating a workplace where safety, ethical conduct, inclusivity, health and well-being, and community support are at the forefront.

 **40%**

40% of Women or People of Color in Leadership Role – In the U.S. and Canada, women or people of color held 40% of the company's top 60 leadership positions.

 **145,000**

145,000 Total Training Hours – Employees logged more than 145,000 training hours company-wide across a range of topics to enhance skills and promote personal development.

 **32%**

32% Increase in Spending on Diverse Suppliers – In line with our broader Diversity, Equity and Inclusion program, we increased our spending with diverse suppliers.

 **7,000**

7,000 Hours of Human Performance Safety Training – We conducted over 7,000 hours of safety training across 55 manufacturing locations.

 **43%**

43% Positions Filled Internally – In our U.S. operations, we filled 43% of open salaried positions with internal promotions, of which **60%** were awarded to individuals who identify as women, people of color, or other marginalized identities.

 **B Corp**

B Corp Certifications – Novolex brands Eco-Products® and Vegware™ received B Corps certifications, in part for their commitment to social and environmental programs and progress.

Our Brand Promise: Choice. Innovation. Sustainability.



Choice

Provide customers with packaging solutions using a range of designs, materials and functionality



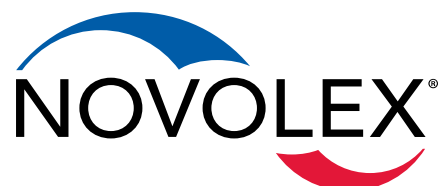
Innovation

Develop and adapt products that meet evolving customer and market driven needs



Sustainability

Promote the use of packaging materials and designs that support the circular economy



For the full report, visit: <https://novolex.com/2023-sustainability-report/>.