



SUSTAINABILITY

rockline[®]

2023

MESSAGE

FROM OUR LEADER



THESE EFFORTS REFLECT OUR COMMITMENT TO THE ENVIRONMENT BY REDUCING OUR CARBON FOOTPRINT.

Welcome to Rockline's 2023 Annual Sustainability Report

We began our sustainability journey on Earth Day 2008, with the intention of building a program that would create an organizational focus on reducing our environmental footprint. Though this might not sound too impressive today, sixteen years ago it was a lofty goal - the program would have to be built from the ground up. One short year later, we were on our way: in 2009 we developed our 2015 mid-term goals in the areas of waste, wastewater, energy and carbon. We not only set out to accomplish these goals through initiatives from our sites, but we set out to increase our transparency as a company in regard to our efforts and results.

In the past year, we have committed to a near-term carbon reduction goal. We set out to reduce our absolute Scope 1 & 2 emissions by 50% in ten years. Back in July, we successfully began implementing our Green Power Strategy by sourcing green electricity at 2 of our largest manufacturing sites in Arkansas by partnering with the utility provider. This is the first step of many that shows our commitment to the planet.

I am very proud of Rockline's accomplishments in sustainability, particularly with reducing solid waste intensity by 35% and reducing greenhouse gas intensity by 28%, since 2009. I believe these efforts reflect our commitment to the environment by reducing our carbon footprint.

Rockline's ever expanding sustainability program, our Green Power Strategy, and our drive to infuse sustainability even deeper into Rockline's culture are a signal to our stakeholders of our continued commitment of being good stewards of the Earth's resources and taking accountability for our environmental impact.

Thank you for taking time to read this report. We invite you to reach out to us with questions, comments, and insights as we continue our journey.

Randy Rudolph,
President, Rockline Industries

OVERVIEW

OF OUR COMPANY

Founded in Plymouth, Wisconsin in 1976 by Ralph Rudolph, Rockline has grown into a global enterprise made up of over 2,600 associates worldwide. Headquartered in picturesque Sheboygan Wisconsin, Rockline remains a privately held organization, and we are proud to be one of the world's leading manufacturers of wet wipes, coffee filters, and baking cup products

We began as one manufacturing facility located in Wisconsin. Today we operate 7 manufacturing facilities worldwide. Six sites are located in the United States, one in England, and a partner facility located in China. We are proud of the progress thus far and most importantly are grateful for the people who have helped us get to where we are today!

What do we do? Simply put we convert raw materials such as nonwovens or paper,

chemicals, and packaging into finished products. We partner with over 230 suppliers worldwide to provide us with the highest quality materials, so we can consistently deliver the right product solutions to our customers. The geographies of our raw material suppliers are global, but primarily located in North America, Europe, and Asia. Components include pulp, wood-fiber, personal and home care chemicals and various plastics. Rockline regularly surveys much of its supply base in the areas of energy use, wastewater, and other environmental factors.

Rockline customers are global retail leaders, wholesalers, online distributors, and brand owners. Our primary customers are private label and healthcare brands. Our products span consumer-packaged goods, healthcare, and commercial customers.



MISSION AND VALUES

Corporate Mission

To inspire customer loyalty by making everyday products that deliver superior value.

Corporate Vision

Rockline will take positive steps to develop environmentally sustainable processes, products, packaging, and raw materials throughout the supply chain that will deliver long-term value for our customers, communities, and associates.

Sustainability Mission

To be the global supplier of choice by bringing our best minds, hearts, and efforts everyday.

Values

Renew

Invest all earnings in continuous improvement.

Respect

Treat others as we want to be treated.

Integrity

Do the right thing.

Teamwork

Individual goals are secondary to team goals.

Excellence

Best in class.



OUR STAKEHOLDERS

Maturity

Our stakeholders were identified as customers, suppliers, associates, and communities by our Environmental Steering Committee during a material assessment in 2008. Rockline continues to integrate those terms in our sustainability program in many ways. We collect sustainability metrics in our supplier reviews and use that information to engage with our supply base in a meaningful and collaborative ways. We take pride in working with our customers on sustainability

projects, whether that is in designing new products, processes, or programs to meet mutually beneficial sustainability goals. We have been recognized as leaders in sustainability, and we in turn recognize our associates for their role in our sustainability story. We know that a sustainable community is a strong community, which is why we give back to the local areas where we operate. We do this for one simple reason – it's the right thing to do.

Environmental Steering

While Rockline's Sustainability Program continues to be governed by a steering committee consisting of an internal, cross-functional team we have recently created an additional team. One is our Sustainability Steering Team and the other, our Executive Leaders. Each committee meets 3 times

a year to review and adjust the program based on upcoming legislation and customer needs. The committees have oversight on developing program goals, objectives, and guiding the overall direction of the program

Environmental Steering Team

Carlos Giraldo
VP Supply Chain

Eva Lilly
Sustainability Coordinator

Josh Eldridge
National Retail Sales Director

Dave Deising
VP NA Retail Products

Ben Miller
Director Cont. Improvement

Aaron Miller
Corporate Sustainability Manager

Matt Koele
Technical Director GMD

Chris Dresselhuys
Business Director - NARW

RJ Rudolph
Sr. Director Global Sourcing

David Cook
Sr. Director - GCMS

Executive Leadership

Randy Rudolph
President

Nick Santoleri
Chief Operating Officer

Kris Delano
VP Human Resources

Jeremy Cramey
VP Global Quality

Ron Kerscher
Sr. VP Sales & Marketing

Craig Roush
Executive Vice President

ABOUT THIS REPORT

Methodology

Unless indicated otherwise, all data, figures, and charts cover the period of July 1, 2022, to June 30, 2023. Rockline reports annually, with our last report being published in January 2023. The data in this report has been collected from invoices and statements of account, sent to Rockline by our utility providers and other vendors. We have calculated our carbon footprint using the Greenhouse Gas Protocol Corporate Standard, as well as emissions coefficients from the United States Environmental Protection Agency (US EPA) and the United Kingdom Department of Farm, Environment, and Rural Affairs (UK DERFA). We update our emissions factors for Scope 2 e-grid regions as they are released by the EPA.

Boundaries

This report covers operations over which Rockline exercises financial and operational control, except for two minor subsidiaries: Rockline Netherlands B.V. and Rockline Trading Hong Kong, which together represent less than 2.5% of our global business activities and environmental impact. We have also excluded Soshio (HK) Industrial Co. Ltd., our Chinese manufacturing partner, as we do not exercise financial control over their operations.

Scope

The greenhouse gas (GHG) emissions data in this report are comprised of Scope 1 and Scope 2 data from our manufacturing facilities. This report also contains Scope 3 data in seven categories. This report has been prepared in accordance with GRI 2016 standards.



PROGRAM ASPIRATIONS

Rockline's Sustainability Program Aspirations are the ways we envision bringing our Sustainability Mission to life. If our Sustainability Mission is the "Why", our Aspirations are the "What."

Ecologically Intelligent Products

- Make products that perform using less material.
- Use materials that come from sustainable sources and recycled inputs.
- Incorporate chemicals that are safe for human health and the environment.
- Eliminate unnecessary or excessive packaging and choose packaging materials that are more recyclable by consumers.
- Source materials to achieve net zero deforestation for our products.

Create Value, Not Waste

- Design waste out of our systems and processes.
- Increase manufacturing efficiencies.
- Divert solid waste from landfill
- Investigate alternative waste strategies like reuse, recycling, and energy recapture.

Fossil Fuel Independence

- Use energy more efficiently.
- Show preference for low-carbon fuels.
- Adopt alternatives and renewable energy sources.
- Eliminate sources of energy use.

Be People Who Make It Right

- Pursue excellence in people development.
- Be a committed community partner.
- Make a difference for those seeking a brighter future.



HOW WE ACHIEVE SUCCESS

We began our journey on Earth Day 2008 and have maintained strong sustainability goals in our operations and product development since that time. Our goals are how we developed our Aspirations in Action and are a direct reflection of our commitment to the environment, associates,

customers, consumers, and the community. The foundation of our goals is linked across the supply chain, and we must work together with all stakeholders to develop sustainable operations and products.

We are committed to the following actions to support our Sustainability Mission and Aspirations:

Measure and track Scope 1, 2, and 3 emissions covering all company operations, annually.

Set time-bound goals for reduction in key areas of operational performance.

Set time-bound goals for reduction of carbon.

Report annual progress through:

- Public disclosure platforms including CDP, HIGG, THESIS, and EcoVadis.
- Customer-specific data tracking surveys.
- Our annual Sustainability Report.

Set time-bound goals for sustainable product development innovations that are in line with state and federal regulations, the US Plastics Pact, or other key stakeholder and customer commitments.



ASPIRATIONS

IN ACTION

1 FOSSIL FUEL INDEPENDENCE

**Reduce absolute Scope 1 and Scope 2
combined emissions by 50% in 10 years
against 2022 baseline year.**



GREEN POWER STRATEGY

This year we aligned with near term Science Based Targets to reduce our absolute greenhouse gas emissions by 50% in ten years compared to a baseline year of 2022. We developed a strategy that not only will help us meet that target but exceed it within just a few years. We are partnering with our utility providers in each of the regions we operate to source green power.

As of July 2023 we began implementing our strategy by purchasing green electricity at 3 of our largest manufacturing facilities. Due to our production process using mostly electricity to convert raw materials into finished goods; our primary focus at this time is Scope 2 emissions associated with electricity. Each year we will bring on additional facilities until this phase of our strategy is complete.

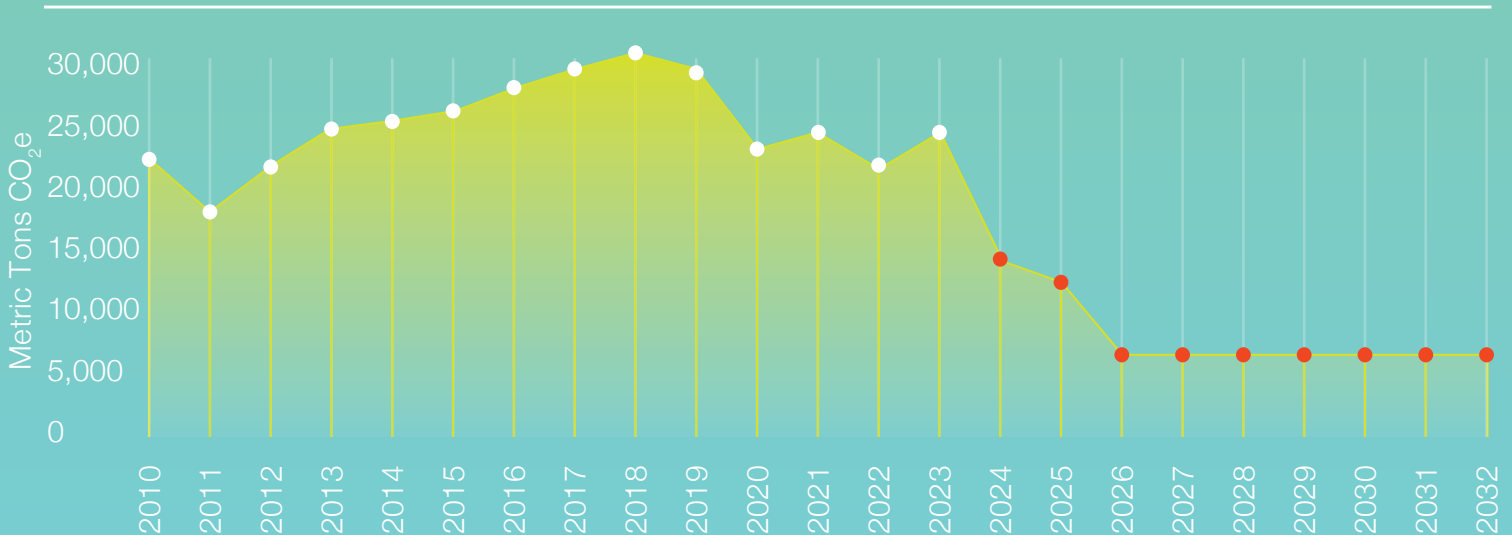
Scope 1 emissions are direct emissions from sources controlled or owned by Rockline and includes thermal fuels used to heat our manufacturing sites. Scope 2 emissions are indirect emissions that are generated as a result of purchased electricity.

Scope 3 emissions are those upstream and downstream emissions for which Rockline does not have direct control. Also called “value chain emissions,” Scope 3 emissions now represent Rockline’s largest source of emissions. We are working with our sourcing team, supply chain team, and suppliers to understand ways we can collectively make an impact.

-50%

Reduction in absolute Scope 1 & 2 emissions by 2032 compared to a 2022 baseline year.

Projection: Absolute Greenhouse Gas Emissions Reduction.



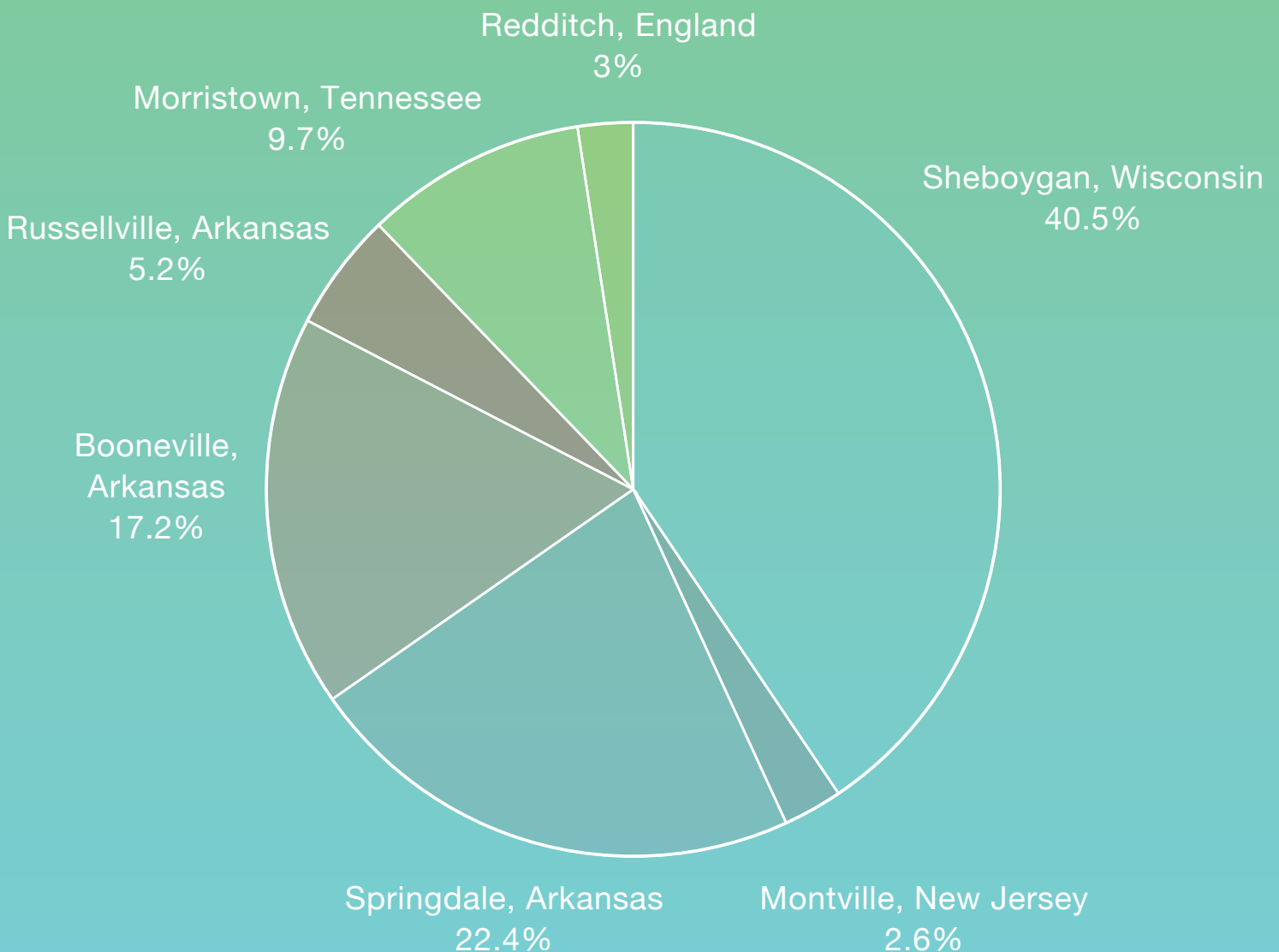
CLIMATE

Rockline operates eight manufacturing sites globally. Of those sites, our Sheboygan, Wisconsin site represents our largest source of Scope 1 and Scope 2 combined emissions. One of the largest contributors of the higher emissions is our Wisconsin facilities natural gas usage. Natural gas is used to heat the multi-building campus facility during Wisconsin

winters, and is also used to create steam that is used during the coffee filter forming process.

As we begin to implement and see the progress of our green power strategy, our green power strategy will be updated to include other areas of focus, i.e. natural gas & transportation, etc.

Absolute Greenhouse Gas Emissions per Site



STRATEGIC ENERGY MANAGEMENT

Several of our facilities have partnered with the utility providers in their areas to look at ways to reduce electricity consumption.

We began the project by attaching data loggers to specific equipment to monitor our energy consumption in various areas of the manufacturing process. This allows a more accurate measurement of energy use for the individual equipment. We then can focus on our highest contributors and implement projects to reduce usage.

One of the projects identified was the lighting used in the facilities. Over the past several years, we set out to update all of our lighting to LED bulbs. At this time, we are roughly 92% complete, company-wide.

Although our Springdale facility set out to upgrade their roof for other reasons, we saw an impact to our energy usage for that site. The roof provided more insulation and better seals, keeping the temperature regulated more efficiently.

Other projects at our Arkansas sites include lowering the pressure for the compressed air in the facility; adding timed and motion sensors for lights; implementing shut off timers for conveyor belts and repairing air leaks on equipment.

We have found that by educating our associates and allowing them a platform to bring ideas forth, they will contribute to our success. The site's Green Teams collaborate with each other to standardize these energy saving methods for a greater impact to the organization's energy reduction.

Rockline's goal is to uphold the commitments made to customers, to continue working towards a cleaner, more resourceful process, and have a positive impact on the environment.



ASPIRATIONS

IN ACTION

2 ECOLOGICALLY INTELLIGENT PRODUCTS

Align all Rockline packaging to US Plastics Pact and emerging packaging legislation.

Identify and remove any chemicals of concern from wet wipe formulations.



RAW MATERIALS

Ecologically Intelligent Products begin with innovative, safe, and sustainable raw materials.

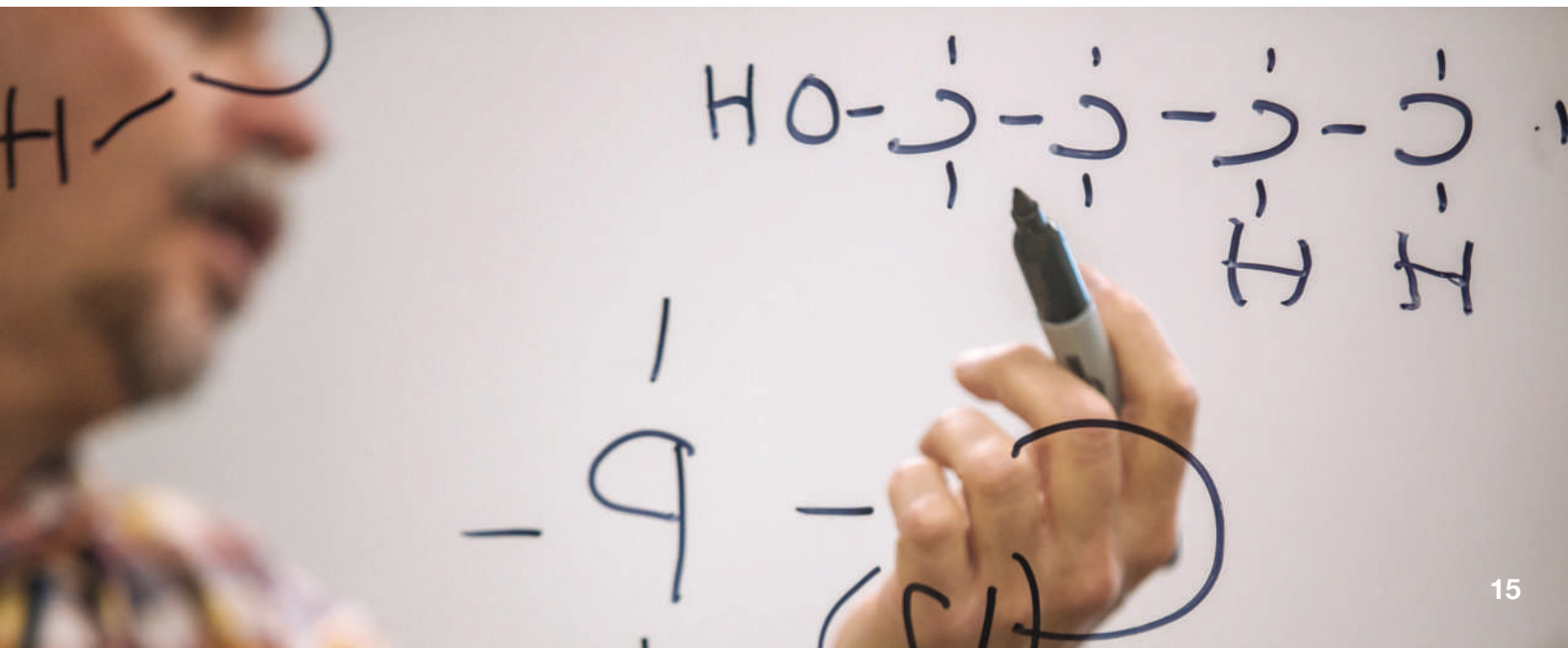
Rockline's raw materials are comprised of three main components - packaging, nonwoven or paper, and chemical solutions. Our primary source of packaging are flexible and rigid plastic, paperboard, and corrugate. Nonwoven is the wipe solution applicator and is comprised of wood and plant-based fibers and plastic fibers. Our chemical solutions range in function and water content but are comprised of human-safe materials.

Our largest source of plastic packaging is HDPE canisters, which are recyclable in US curbside recycling systems. Non-recyclable packaging includes multi-layer flexible plastic packaging use for baby wipes, facial wipes, and moist toilet tissue wipes. Rockline has committed to developing recyclable, flexible packaging options for folded wipes by 2025 and to increase post-consumer recycled plastic in all plastic packaging.

Wet wipe formulations are, on average, comprised of 95% water or greater. Chemicals used in wet wipe formulations serve a specific purpose, for example, to disinfect or kill germs on a surface or to moisturize and clean human skin.

All materials in Rockline's wet wipes and coffee filters are vetted for environmental and human health regulatory compliance. We have close relationships with our material supply partners and collaborate with them for specific innovations to address human or environmental needs.

All raw material suppliers are required to provide safety datasheets on all materials and keep those documents current with our organization. 80% of suppliers by spend are also administered a Supplier Scorecard twice annually and scored on multiple criteria including quality, sustainability, and environmental performance.



A CIRCULAR FUTURE

Rockline's Second Aspiration in Action

Rockline's second Aspiration in Action is to align all product packaging to the US Plastics Pact and emerging legislation. What does this mean for Rockline's stakeholders?

The US Plastics Pact calls for four specific actions in order to create a more circular economy for plastics. A circular plastics economy will keep plastics in circulation and out of landfills.

The primary packaging for wipes and filters is plastic. Currently over 50% of all product packaging is recyclable in either curbside systems or store drop off takeback programs. Rockline is committed to making the remaining 50% of our packaging recyclable for consumers by 2025, in line with the US Plastic's Pact.

Rockline launched our first wipes packaging with post-consumer recycled content in 2023, with plans to increase PCR use across categories leading up to 2025.

US Plastics Pact Goals

1

Define a list of packaging that is problematic or unnecessary by 2021 and take measures to eliminate them by 2025.

2

100% of plastic packaging will be reusable, recyclable, or compostable by 2025.

3

Undertake ambitious actions to effectively recycle or compost 50% of plastic packaging by 2025.

4

An average of 30% recycled

ASPIRATIONS

IN ACTION

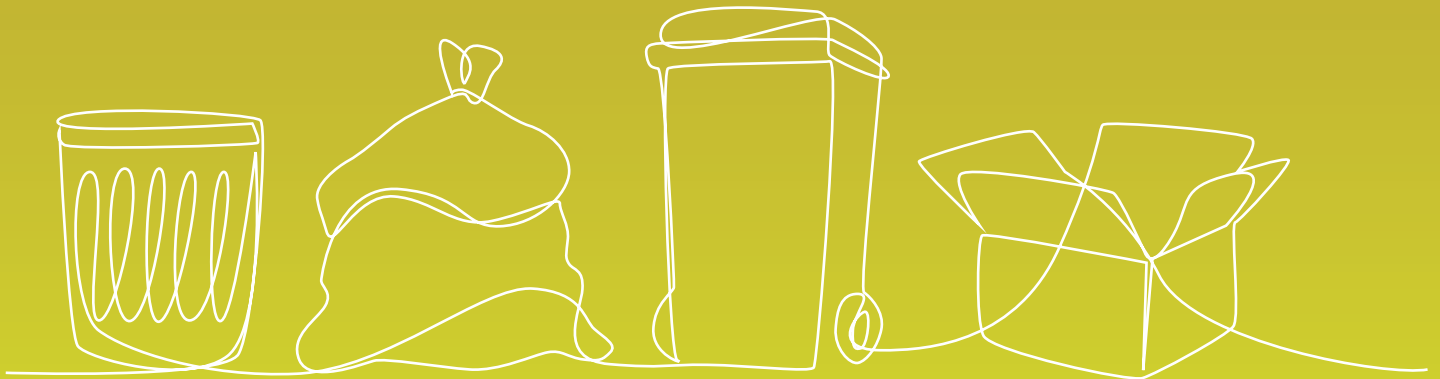
3 CREATE VALUE NOT WASTE

Solid Waste

Reduce absolute solid waste by 10% in 10 years against 2022 baseline year.

Water

Develop Water Stewardship Program



SOLID WASTE

Rockline's third Aspiration in Action is Create Value not Waste. In this section we will discuss both solid waste and wastewater. Solid waste is any material that does not go into a finished product. Waste that is not recycled, reused, or incinerated for energy recapture is sent to landfill. We focus on measuring, reducing, and eliminating waste from our manufacturing process to provide better value to our customers and to reduce our carbon footprint.

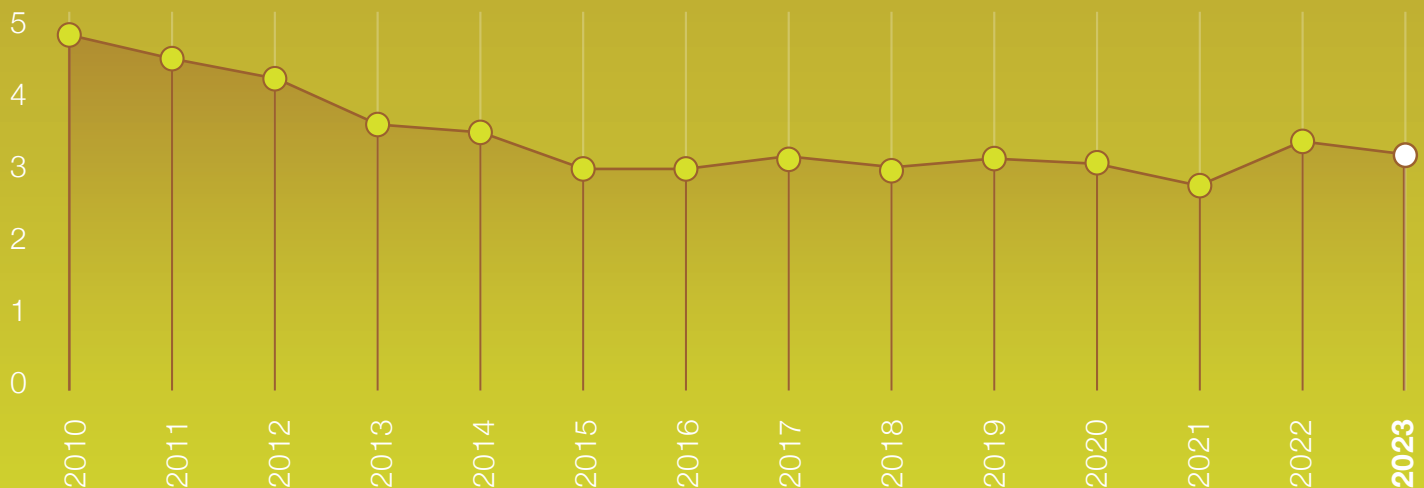
The greatest opportunity Rockline has to divert waste from landfill is eliminating waste from occurring in our operations and production. Rockline focuses on continuous improvement in every aspect of our business including ensuring our operating efficiencies increase while our waste decreases. When waste does occur, we have a responsibility to find outlets other than the landfill. Finding customers downstream who value our waste and will use it as inputs in their manufacturing process is part of this strategy. Each site manages waste recovery efforts locally

-31%

Reduction in solid waste intensity across all Rockline-owned facilities since 2010.

Normalized Waste - kg/su

One standard unit (su) is equal to 1,000 sheets of filters or wipes

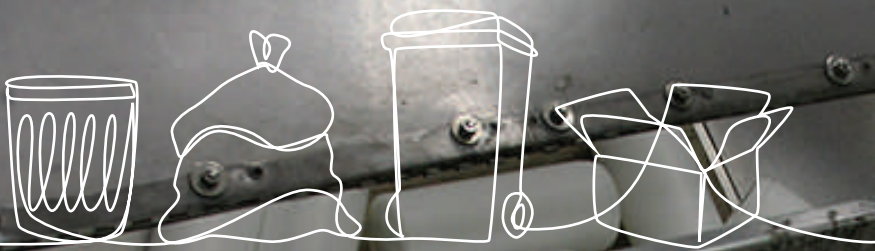


SOLID WASTE

To accomplish this, Rockline will work with suppliers to understand where we can reduce or reuse incoming raw material packaging and dig into our operations to better understand how waste from manufacturing processes can be reduced. We will also work with our customers to ensure all raw materials are used in production and do not go into a landfill or recycling center.

Rockline has invested heavily into a state of the art system to track raw materials and finished goods throughout our buildings, taking quality samples along the way to ensure no contamination occurs. This system also tracks water quality and cleaning processes to make sure water contamination does not occur along any step of the manufacturing process. In our microbiology labs, Rockline conducts on average 8,500 tests per month across our wetwipe facilities, ensuring the highest quality and safety.

One of the best strategies for keeping waste in operations low is to reduce or eliminate finished product that cannot be sold due to manufacturing errors or quality concerns.



WATER

Our wet wipe operations use water in a couple key areas of production. Not only do we use water in our formulations to wet our wipes, but we also use significant amounts of water to clean our production lines. Water is an essential element to our products, and the amount of water used in this application is largely driven by our customers. We have chosen to focus on increasing the efficiency of our water use because that is an area in which we have direct control.

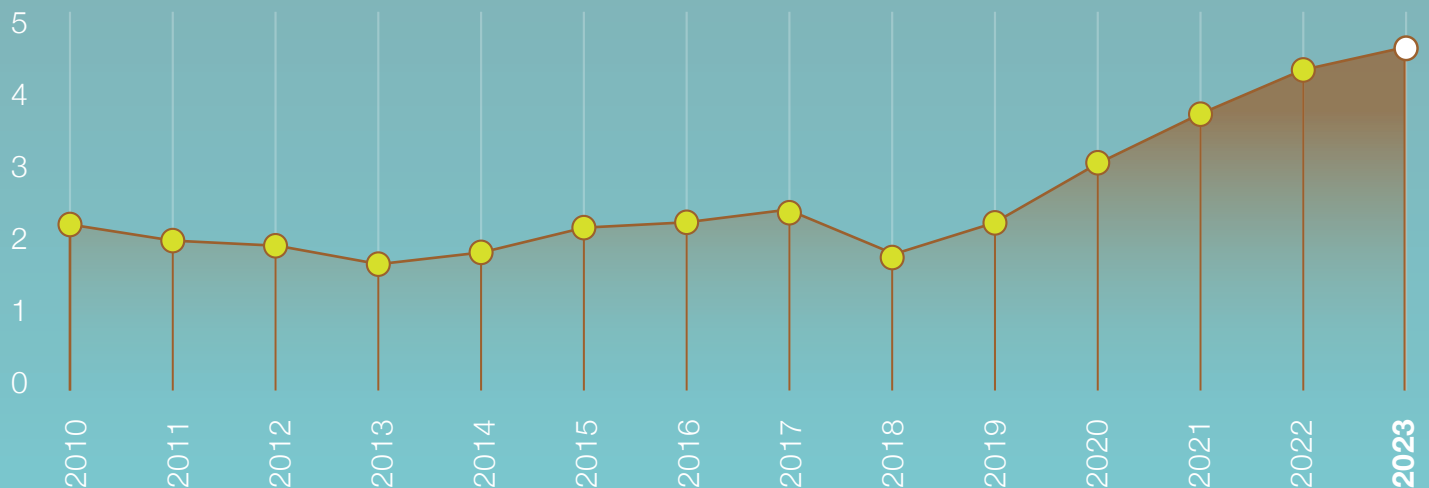
All of Rockline's incoming water is from municipal water sources. Wastewater is disposed of in accordance to state and local guidelines. Wastewater is considered all water that leaves the facility that is not in finished goods. Our wastewater totals are calculated by subtracting enterprise-level data on total solutions produced from our sites' water meter data.

Long Term Wastewater

Rockline has experienced significant increases in wastewater since 2016. The main source of wastewater is water used for cleaning and sanitation. We are developing subcategories for wastewater to further identify areas where we can make improvements.

Normalized Waste - kg/su

One standard unit (su) is equal to 1,000 sheets of filters or wipes



WATER STEWARDSHIP

The quality of incoming and outgoing water is a priority for Rockline because our relationship with water is vital to our existence as a company and our survival as a species.

Rockline monitors, filters, and treats incoming water to the highest standard when it is used in wet wipe products. Product quality is dependent on water quality which is why Rockline puts such emphasis on this part of our business.

This past year we conducted a risk assessment to identify if any of our manufacturing facilities operate in water scarce regions. We determined that all sites

operate in water rich areas, however we should continue to monitor our wastewater and water use. Our water stewardship program will continue to expand as we are creating subcategories for our wastewater metric. This will help us identify and prioritize specific areas in our process that we can improve. Water stewardship will focus on the company's total relationship with water - in our supply chain, in our operations, in our communities, and in the environment.



ASSOCIATE RECOGNITION

Associate of the Year

Steve Feller

Plant Controller, Sheboygan Operations

Continuous Improvement Award

Ana Cortes Mata

Sourcing Analyst I, Global Sourcing Team,

Joe Wahlquist Innovation Award

Dylan Rylee

Technical Training Specialist, Corporate HR Team, Russellville

President's Award

Chad Ellis

Global Transportation Manager, Supply Chain Team, Sheboygan

Ralph & Clare Rudolph Integrity Award

Ron Thompson

Regional Sales Director, Retail Sales Team, Sun Prairie, WI

Teamwork Award

Cone Filter Service Recovery Team

Sheboygan

Operations:

Maritza Gonzales

Pam Hall

Jeff Froh

Kim Rohde

Lisa Stobbe

Antonia Bonilla

Brady Froh

TJ Stopar

Michael Xiong

Angel Rodriguez Jr.

A SAFE PLACE TO WORK

A culture of safety runs deep at Rockline, and we believe we cannot be sustainable without being safe.

In October 2023, the Arkansas Department of Labor recognized the Rockline Springdale campus with an award for exceptional safety, achieving 17 million safe work hours without a lost time accident (LTA). With this recognition Rockline Springdale campus surpassed the previous state record of 16 million work hours. This is the first company to achieve such a milestone in Arkansas state history.

The award from the Department of Labor's Occupational Safety and Health Division is part of the state's overall educational program to encourage workplace safety by honoring companies whose employees have accumulated a significant number of workhours without a lost day away from work due to a work-related injury or illness.

In November 2023, the Arkansas Department of Labor also recognized the Rockline Booneville campus. Our Booneville site achieved 12 years with no lost time accident.

"We are grateful for the unwavering dedication of our associates who consistently prioritize the well-being and safety of their colleagues above all else," says Mark Fougousse, EHS manager of Rockline NWA. "It is their determination to create a safe and secure work environment that has led to this success. I'm proud to be a part of this history making accomplishment. But as I always express, the most important thing is everyone going home safe and sound each day."

Compliance

Compliance with local, state, and federal laws is a primary responsibility of Rockline. We take seriously our role in maintaining operations that are safe, compliant, and transparent.

Rockline managed environmental compliance at the site-level with Environmental, Health, and Safety managers and coordinators in full time dedicated positions that track safety and compliance and report to plant management.

DEVELOPING FUTURE LEADERS

Rockline is interested in developing our future leaders. Associates who are responsible for leading others need competencies and skills to ensure they can successfully translate the needs of the business into deliverable results.

To this end, Rockline developed a leadership program that follows our company's values. Lead RRITE is designed to equip leaders with the skills they need to be effective in their role, and to prepare them for future leadership opportunities.

Participants in Lead RRITE develop leadership competencies through lectures, group activities, discussion, individual assignments, and project work. The cohort learning model facilitates social interaction and collaboration with other leaders in the organization strengthening our best practices and leadership consistently across Rockline.

Participants bring their newly developed skills to the organization and directly apply to their roles. Whether it's relationship building, problem solving, strategic planning, conflict management, or change management, Lead RRITE participants are ready to take an active role in leading their teams and leading Rockline. More than 200 Rockline associates have now participated in the Lead RRITE program.

Lead RRITE is a complementary program to Rockline's other training and development, which includes e-learning, video based training, and structured, hands-on training that is role-specific.



TRAINING IN DEVELOPMENT

As part of Rockline's promise to Be People Who Make it Right, we are committed to associate training and development. Below are some of our key accomplishments this year in associate training and development.

7,000

Hours of e-learning and classroom training completed.

\$764,000

Spent on conferences, seminars, professional licensures and certificates, industry subscriptions, e-learning platform, and leadership training.

\$156,000

Tuition costs reimbursed to associates in FY23.



Chris Rabe earned his Bachelors in Chemistry and Robert Morris earned his Associates in Quality Assurance this past spring, thanks to Rockline's education assistance program.



Sharif Uddin passed his 3-A Sanitary Standards Exam this year, making him only one of 16 people worldwide to hold this certification.

A HELPING HAND

Rockline recognizes outstanding leadership and innovation with our annual RRITE Awards. These awards are a celebration of Rockline's values in action and are one of the ways Rockline celebrates our associates who go above and beyond.

Back in September, the United Way held their Annual Day of Caring. United Way's Day of Caring is a community-wide effort that brings together volunteers and local businesses to provide volunteer service with non-profit and public organizations. Several of our Rockline Wisconsin associates were up for the challenge. They were given an opportunity to assist a local non-profit organization called Reins.

Reins is an organization that is committed to providing members of the community with equine therapy. They provide emotional, physical, and mental support through activities involving horses. Participants can ride, walk alongside, and connect with

horses to help improve their physical and mental health.

Our associates volunteered their time to assist Reins in preparing for their next season. Those activities included cleaning the barn, moving hay bales, cleaning equipment, and even mowing. Check out the photos of our teammates having fun while also making an impact.

“ I loved being around the horses and getting my hands dirty. I used to ride horses as a kid, so it was nice to be around them again.”

- Stephanie Salchert

RT Quality Assurance Manager



A HELPING HAND



Rockline Russellville held a Golf Tournament at Eagle Crest, raising over \$800 in the process. All proceeds were donated to CARTI in memory of Karla Groff.



Rockline sponsored a youth baseball team, the Rockline Royals, who won their local district championship for the Senior division this past year!



President Randy Rudolph shakes hands with Noah Hacker, our 2023 Ralph & Clare Rudolph Scholarship recipient.



Rockline Booneville volunteers at a local nursing home.



Rockline Booneville hosts the Logan County Leadership.



Associates from our Sheboygan location volunteer at Making Spirits Bright, a nonprofit event benefitting the Sheboygan Food Bank.

THE FUTURE IS OURS

I appreciate your time in reviewing our 2023 Sustainability Report. Simply put, this report is a reflection of the entire organization's efforts in furthering our sustainability journey. Though each year I try to compile these efforts into a number of pages and stories, it is every person that makes up Rockline's workforce that should be recognized. We embody our company culture and values everyday by living our brand promise of being People Who Make it Right.

I hope that our commitment to the environment is strongly conveyed in this

report. Each year, we continue to move further along and will provide transparency in our progress.

The announcement of Rockline's Green Power Strategy is truly a cause to celebrate, as now more of our Aspirations are turning into Action.

Aaron Miller

Corporate Sustainability Manager

sustainability@rocklineind.com



DATA CENTER

Environment

Metric	UOM	2018	2019	2020	2021	2022	2023
--------	-----	------	------	------	------	------	------

GHG Emissions

Scope 1 - Absolute	MT CO2e	4,570	4,913	5,369	6,499	5,607	5,859
Scope 2 - Absolute	MT CO2e	22,054	18,651	16,756	17,225	17,077	17,833
Total Scope 1 & 2 - Absolute	MT CO2e	26,624	23,563	22,362	23,669	22,660	23,669
Total Scope 1 & 2 - Intensity	kg CO2e/1K su	0.360	0.353	0.314	0.356	0.408	0.394
Scope 3 - Absolute	MT CO2e				764,924		

Energy Use

Electricity - Absolute	GJ	114,209	109,995	125,019	128,924	127,932	234,366
Natural Gas - Absolute	GJ	78,803	84,998	86,292	107,850	99,485	103,382
Propane - Absolute	GJ	77	89	71	79	61	136
Total Energy - Intensity	MJ/1K su	3.197	3.447	3.116	3.734	4.093	3.903

Solid Waste

Landfilled Waste - Absolute	MT	9,829	8,963	9,723	7,730	8,342	8,937
Recycled Waste - Absolute	MT	11,368	11,277	11,758	9,741	9,742	9,882
Incinerated Waste - Absolute	MT	1,455	1,322	1,047	900	915	685
Total Waste - Absolute	MT	22,652	21,562	22,528	18,371	18,999	19,505
Total Waste - Intensity	kg/1K su	0.306	0.323	0.371	0.283	0.342	0.325
Landfill Diversion Rate	% of total waste diverted	56%	58%	57%	58%	56%	54%

Water Use

Incoming Water - Absolute	M	366,797	366,968	437,740	431,294	426,071	476,544
Product Water - Absolute	M	229,770	213,963	229,487	197,196	177,925	201,049
Non-Product Water - Absolute	M	137,026	153,005	208,253	234,098	248,146	275,495
Total Water - Intensity	L/1K su	1.853	2.291	2.929	3.606	4.466	4.588

DATA CENTER

Associates

Metric	UOM	2020	2021	2022	2023
Associate Volunteer Hours	Hours	2,295	2,224	372	296
United Way Contributions	Dollars	132,906	150,074	138,544	113,000
Education Reimbursement	Dollars	175,340	138,000	134,031	156,000
Associate Development	Dollars		538,000	722,362	764,000
Product Donations	Dollars		227,620	811,638	115,000

DATA CENTER

GRI Index

GRI 102: General Disclosures 2016

102-1	Name of Organization	3
102-2	Activities and Services	3
102-3	Location of headquarters	3
102-4	Location of Operations	3
102-5	Ownership	3
102-6	Markets Served	3
102-8	Information on employees (ltd.)	3
102-9	Supply Chain	3
102-14	Statement from senior decision-maker	2
102-16	Values	4
102-18	Governance Structure	5
102-40	List of stakeholder groups	5
102-46	Defining report content and topic boundaries	6
102-50	Reporting Period	6
102-51	Date of most recent report	6
102-52	Reporting Cycle	6
102-53	Contact point for questions regarding report	30
102-54	Claims of reporting in accordance with the GRI standards	6
102-55	GRI content index	33-35

DATA CENTER

GRI Index

GRI 103: Management Approach 2016

GRI 300: Environmental Disclosures 2016

GRI 302: Energy 2016

103-1	Explanation of the material topic and its boundary	12
103-2	The management approach and its components	12
103-3	Evaluation of the management approach	12
302-1	Energy consumption within the organization	31
302-3	Energy intensity	31
302-4	Reduction of energy consumption	31

GRI 303: Water and Effluents 2018

103-1	Explanation of the material topic and its boundary	21
103-2	The management approach and its components	21
103-3	Evaluation of the management approach	21
303-1	Interactions with water as a shared resource	21-22
303-2	Management of water discharge-related impacts	21-22
303-3	Water withdrawal	31
303-4	Water discharge	31
303-5	Water consumption	31

GRI 305: Emissions 2016

103-1	Explanation of the material topic and its boundary	10-11
103-2	The management approach and its components	10-11
103-3	Evaluation of the management approach	10-11
305-1	Direct (Scope 1) GHG emissions	31
305-2	Energy indirect (scope 2) GHG emissions	31
305-3	Other indirect (Scope 3) GHG emissions	31

DATA CENTER

GRI Index

GRI 306: Waste 2020

GRI 306: Waste 2020

103-1	Explanation of the material topic and its boundary	19
103-2	The management approach and its components	19
103-3	Evaluation of the management approach	19-20
306-3	Waste generated	31
306-4	Waste diverted from disposal	31
306-5	Waste directed to disposal	31

GRI 307: Environmental Compliance 2016

103-1	Explanation of the material topic and its boundary	25
103-2	The management approach and its components	25
103-3	Evaluation of the management approach	25
307-1	Non-compliance with environmental laws and regulations	25

GRI 400: Social 2016

GRI 404: Training and Education 2016

103-1	Explanation of the material topic and its boundary	26-27
103-2	The management approach and its components	27

GRI 413: Local Communities 2016

103-1	Explanation of the material topic and its boundary	28
103-2	The management approach and its components	28
413-1	Operations with local community engagement, impact assessments, and development programs	28-29