



PRINTING WITH **PURPOSE**

EMPIRE SCREEN PRINTING
2025 ESG REPORT



ENVIRONMENTAL · SOCIAL · GOVERNANCE · ENVIRONMENTAL · SOCIAL · GOVERNANCE · ENVIRONMENTAL · SOCIAL · GOVERNANCE



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EMPIRE SCREEN PRINTING

Box 218, N5206 Marco Rd.
Onalaska, WI 54650
608.783.3301
www.empirescreen.com



INTRODUCTION

This ESG report incorporates our existing Environmental Management System (EMS), with Social and Governance aspects of our company.

ESG INTRODUCTION · ESG INTRODUCTION · ESG INTRODUCTION · ESG INTRODUCTION · ESG INTRODUCTION · ESG INTRODUCTION

Empire's ESG content is structured to highlight key areas that impact our operations, employees, and community.

Topics essential to our  Green Tier participation are marked accordingly, reinforcing our dedication to exceeding environmental standards and fostering a culture of continuous improvement.

This initiative aims to showcase our progress, share our vision, and inspire further action toward a more sustainable future.

Metrics within this 2025 Annual Report are based on Empire Screen Printing's Fiscal Year:

October 2024 - September 2025



EMPIRE'S APPROACH TO ESG: OUR ESG POLICY

As a leader in sustainable printing, Empire Screen Printing recognizes the importance of Environmental, Social, and Governance (ESG) principles in building a responsible, forward-thinking business. While not required to publish an ESG report, we value transparency and accountability as drivers of meaningful progress. This report reflects our ongoing commitment to sustainability and is grounded in our Environmental Management System, developed and strengthened through our participation in the Wisconsin DNR Green Tier program.

Green Tier provides a disciplined, systems-based framework that enables Empire to move beyond compliance by proactively managing environmental risk, measuring

performance, and driving continuous improvement. This integrated EMS and ESG approach reinforces regulatory confidence, supports operational efficiency, and differentiates Empire as a trusted manufacturing partner committed to long-term environmental and business resilience.

We empower employees to improve processes, workplaces, and professional growth while integrating sustainable environmental, health, and safety practices across operations. Through collaboration, education, and continuous improvement, we deliver products and services that drive sustainable results, uphold ethical business practices, and strengthen relationships with our customers and communities.



OUR ESG POLICY

ENVIRONMENTAL RESPONSIBILITY

- » Compliance and Continuous Improvement
- » Innovation in Sustainability
- » Preventative Practices

SOCIAL RESPONSIBILITY

- » Employee Well-Being & Development
- » Community Engagement
- » Diversity & Inclusion

GOVERNANCE RESPONSIBILITY

- » Ethical Business Practices
- » Stakeholder Communication
- » Accountability & Transparency

By integrating these three principles into our business practices, Empire aims to not only meet but exceed expectations, thereby contributing to a sustainable future for all.

EXECUTIVE SUMMARY

Our Company

Empire Screen Printing's 2024-2025 ESG annual report highlights our success as a leading print provider for the OEM and POP markets.

Empire was established in 1960. Our building has 150,000 square feet of manufacturing and is nestled between the bluffs in Onalaska, Wisconsin. As a family-owned, award-winning business, we take pride in our commitment to sustainable business practices that preserve the natural beauty of our surroundings.

Empire offers a full range of products, including overlays, vinyl decals, nameplates, magnets, and crystal-line domes, produced using UV LED screening, digital and flexographic printing.

With a dedication to excellence and customer satisfaction, we focus on innovative solutions and sustainability that positions Empire Screen Printing for continued success for years to come.





ED WITH HUMAN EXPER
FROM START TO FINISH!



OUR MISSION

To be a cutting-edge print supplier.

At Empire, we are dedicated to being a cutting-edge print supplier.

We create custom products that enrich our customers' brand and identify by providing a friendly, knowledgeable customer experience every time.

OUR VISION

To make our company strong by being customer-focused, investing in our people and implementing sustainable production methods.

Empire is customer focused. We listen to both our internal and external customers and look to improve based upon their input.

Through relentless pursuit of customer satisfaction, we work to grow our customer base and make our company strong.

We develop our people by investing in education and training to empower them to make improvements to the products, services, processes and themselves.

We concentrate on implementing sustainable production methods that are environmentally safe to protect our planet for future generations.





OUR CORE VALUES

RESPECT

Create a culture that inspires creativity and regard for one another's input and contributions.

INTEGRITY

Demonstrate sound moral and ethical values to instill trust with our employees, customers, suppliers, and within our community.

RESPONSIBILITY

Take the initiative to lead by example and challenge oneself to shape the future.

CONTINUAL IMPROVEMENT

Have the ability to not only accept change, but to look for it through strategic goals and teamwork.

KNOWLEDGE

Take every opportunity to learn and share one's expertise.

EXCELLENCE

Never settle for good. Strive for greatness.

MESSAGE FROM OUR PRESIDENT

Dear Stakeholders,

As part of Empire Screen Printing's ongoing commitment to Environmental, Social, and Governance (ESG) responsibility, I am pleased to share our environmental sustainability summary for the past year.

Empire Screen Printing continues to focus on operating efficiently while reducing our environmental impact. A core component of this commitment remains our use of UV LED ink curing technology across production. This technology significantly lowers energy consumption compared to traditional curing methods and eliminates volatile organic compound (VOC) emissions, contributing to both environmental protection and a safer workplace.

This past year, we made meaningful progress in material efficiency. Through improved process control, lean manufacturing practices, and tighter job setup standards, we reduced excess material required to complete jobs from approximately 8% to 4% across most product lines. This reduction represents a substantial decrease in material waste, lowers overall resource consumption, and improves cost efficiency without compromising product quality.

In addition to material efficiency improvements, we continue to prioritize waste reduction and recycling throughout our operations. Materials such as inks, substrates, packaging, and other consumables are recycled whenever possible, and production teams actively work to minimize scrap and rework.

As a Wisconsin Green Tier Company, Empire Screen Printing consistently meets and exceeds state environmental standards. Participation in the Green Tier program reflects our proactive approach to environmental compliance, transparency, and continuous improvement.

Preventive maintenance and lean operating principles remain integral to our sustainability efforts. By focusing on right-first-time production, efficient changeovers, and improved workflow, we reduce unnecessary energy use, excess materials, and reprocessing.

Looking ahead, we remain committed to further reducing waste, improving energy efficiency, and identifying additional opportunities to strengthen our

John Freismuth

President & Owner,
Empire Screen Printing



Empire Screen Printing continues to focus on operating efficiently while reducing our environmental impact.

environmental performance. Sustainability at Empire Screen Printing is not a one-time initiative—it is embedded in how we operate and how we plan for long-term success.

We appreciate the trust of our customers, employees, and partners and remain committed to conducting business responsibly while delivering consistent, high-quality results.

Sincerely,

John Freismuth
President & Owner, Empire Screen Printing

OUR STORY

Empire’s journey started 65 years ago in a small garage on French Island. Our founder, Jim Brush, started the company in 1960 – living out of his car – and built the business on self-reliance, Innovation, and making do with what he had. Long before “sustainability” was a buzzword, Jim’s forward-thinking launched Empire into what it is today. For him, it was determination and survival. This same mindset, of making things better, smarter, and more efficient, has guided us ever since.

Empire Screen Printing, Inc. is a leader in the printing industry, dedicated to merging traditional craftsmanship with modern technology. Empire has been at the forefront of innovation for over six decades, using sustainable practices and the latest advancements to deliver superior-quality, printed products for the OEM and POP markets. Empire’s award-winning UV LED technology reflects its commitment to excellence, environmental stewardship, and customer satisfaction.



WIDE RANGE OF CUSTOM PRODUCTS

Overlays • Crystal-line Domes • Magnets • Embossing • Continuous Print • Nameplates
Decal Sheets • Serializing • Roll Labels • POP Signage • Kitting • Pre-spaced Decals

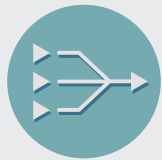


SUSTAINABLE SOLUTIONS
UV LED INK Curing Technology

Our Story: Products and Manufacturing Process

Empire’s Proven Process combines advanced printing technologies, integrated cellular manufacturing, and a commitment to versatility and eco-friendly practices. By leveraging real-time risk identification and process improvement, Empire aligns efficiency with environmental responsibility to deliver high-quality, consistent, custom products that meet our customers' needs.

CELLULAR MANUFACTURING



90%

Steps eliminated moving product from process to process.

17

Years incorporating cellular manufacturing at Empire Screen Printing.

1.3%

Total lost dollars to dollars shipped (includes In-Plant losses and RAs)

- Transforms raw materials into finished goods using a one-piece flow system.
- Ensures high-quality, consistent products with on-time delivery.
- Real-time risk identification and resolution, minimizing downtime and defects.

PRECISION IN PRINTING



±.0005"

Cutting tolerance, using Preco Press camera registration.

3

Presses using Integrated automation Cobots.

- Diverse printing and finishing options.
- Visual registration.
- Allows Empire to cater to our customers' specific needs and unique requirements.
- Automation Technology incorporated into Empire's workforce to improve consistency and eliminate repetitive movements.

SUSTAINABLE SOLUTION



100%

Inks used at Empire are UV (no VOCs emitted).

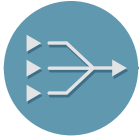
98%

Reduction in energy using UV LED Technology compared to UV Mercury curing.

92%

Screen print presses converted to LED.

- Environmentally friendly UV LED ink curing screen printing technology.
- Aligns with the growing focus on ESG criteria.
- Award-winning UV LED technology lessens our environmental impacts.



Cellular Manufacturing

After reading the book *The Toyota Way: 14 Management Principles from the World's Greatest Manufacturer* written by Jeffrey K. Liker, our president, John Freismuth imagined a version of cellular manufacturing that would make Empire a leader in the printing industry. Not only would it impact lead time and quality, but it would also be the most sustainable screen-printing process available.

Using this idea, Empire created a manufacturing process that produced products from raw materials to finished goods in one-piece flow, allowing operators to have a finished product within 20 minutes. The cell's gap is between three to five feet from process to process which gives cell operators total control over its quality; communicating any concerns in real-time, improving instantaneously to fix the issues and removing defective parts with minimal downtime and material waste. With conveyance as one of the leading wastes in manufacturing, cellular functionality helps eliminate over 90% of the steps needed to move the product from process to process.



Precision in Printing

At Empire, we take pride in our precision and versatility in printing, offering a wide range of printing and finishing options tailored to our customers' specific needs. Our advanced 12-color Legacy Press delivers remarkable mechanical tolerances of .001" and maintains color-to-color registration within .005" to .007". This exceptional accuracy enhances efficiency and significantly improves quality and lead times by allowing us to run all 12 colors in one pass, eliminating the need for additional setups and registration issues that can occur when running through the press twice.

Furthermore, our Roll-to-Roll presses maintain a color-to-color registration of $\pm .005"$ and a graphic-to-die-cut register of $\pm .005"$. Our finishing operations utilize camera registration to ensure accuracy throughout manufacturing. To further reinforce our commitment to excellence, we have integrated Automation Technology into our operations, enhancing consistency and precision from start to finish.



Sustainable Solutions

Empire has always been ahead of the curve in regards to sustainability in screen printing. In the 1970s we started transitioning from vinyl ink to UV ink, well ahead of the industry trend. We increased our ink sustainability in 1988 by internally recycling our ink; light colors from previous runs are computer-matched as a darker color and re-purposed for another press run. In 1994, we began sending our waste ink to WRR Environmental Services where it is converted into clean energy.

Even though we were using safer inks, curing UV inks still used mercury vapor bulbs, which produced ozone emissions and required large ventilation systems that caused high energy usage. In the early 2000s, we began research for UV-LED curing, and successfully implemented it into production in 2011. LED curing uses light rather than heat (from Mercury bulbs) and doesn't emit ozone emissions, eliminating the need for large ventilation systems. It's instant on/off and plugs into a standard 120w outlet, reducing the amount of energy being used by 98%.

Empire has been the driver of UV LED ink-curing technology in screen printing - today, we have converted 92% of our screen print presses to LED and use 100% UV inks with no VOCs emitted, making us a viable screen print manufacturer that can compete in a digital era with the ability to produce long-lasting quality printed products with quick turn times for our customers.

A BRIEF HISTORY OF EMPIRE



Empire moves to its new and current home in Onalaska, Wisconsin.

1967
THE MOVE



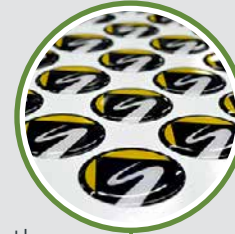
Empire builds its corporate headquarters with 19 additions added since then.

1975
HEAD QUARTERS



Empire starts printing the Children's Miracle Network holiday cards. All labor and material are donated.

1987
OUR COMMUNITY



First Empire Express 3-color press goes into production. Direct-to-Screen output is implemented.

2007
CUTTING EDGE

ORIGINAL LOCATION
1960

Empire's first production facility opens on French Island in La Crosse, Wisconsin.



APPLIANCE INDUSTRY
1970's

Empire adds the appliance industry (Speed Queen).



A NEW FRONTIER
1985

Empire receives its first NASA government contract.



CRYSTAL-LINE DOMING
1995

Empire adds doming to its production line.



A BRIEF HISTORY OF EMPIRE



After years of R&D, Empire introduces the world's first 5-color Roll-to-Roll Screen Printing press using UV LED Curing Technology.

2011
INDUSTRY LEADING

PIP EXPO
2010

Empire organizes its first Partners in Printing (PIP) National Sales Meeting, to promote the industry.



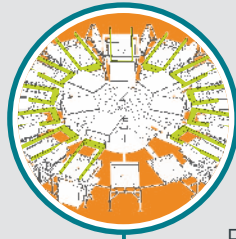
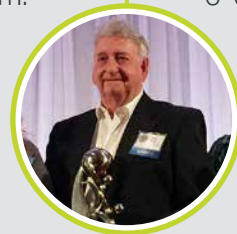
GREEN TIER

Empire wins the Wisconsin Family Business of the Year Award.

2016
AWARD WINNING

GREEN TIER
2013

Empire becomes Green Tier 1 certified, and creates an Environment Management System.

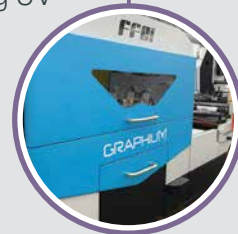


Empire introduces the Graphium, a UV LED roll-to-roll digital, flexo hybrid press.

2019
DIGITAL EXPANSION

LEGACY PRESS
2017

Empire's Machine Shop designs a 12-color press retrofitted from a former 6-color press, utilizing UV LED Technology.



Sustainable Business Council, Green Master Status - 3 years in a row.

2025
GREEN MASTERS

AUTOMATION INTRODUCED
2023

Empire introduces robotics into cellular manufacturing.



ENVIRONMENTAL PARTICIPATION

Sustainability Business Council Member



As a member of the SBC (formerly Wisconsin Sustainable Business Council), Empire has utilized the Green Masters Materiality Matrix to strengthen our ESG journey. SBC

differs in that it incorporates more Social and Governance components that enable us to strategically enhance all aspects of our business while still working within the framework of our Environmental Management System. This approach looks at all aspects of the business and how they overlap and integrate into the whole. The tools and resources help us identify and address our needs and objectives for running our business, and how we fit into the printing industry.

Green Masters Materiality Assessment

The Green Masters Program was created by SBC as a tool to define, prioritize, measure and manage a company's sustainability performance in environmental, social and governance (ESG) topics. A materiality matrix assessment is completed to help businesses identify and prioritize topics that are meaningful to their organization and stakeholders.

SBC Conference

Each year, the Sustainable Business Council holds its annual conference, where it continues to live by its mission: "To accelerate the integration of sustainable principles and practices into business strategies and operations." This year, the conference was held at the La Crosse Center. As a member, Empire has participated on a number of occasions, either as a guest or as a panel speaker, and even hosted the event in 2016. See the Social section of this ESG for more information on this year's conference.

DNR GREEN TIER: Added Value



GREEN TIER

As a member of the Wisconsin DNR Green Tier program, Empire Screen Printing has gained meaningful insight and added value in advancing our environmental responsibility. Green Tier provides tools, resources, and guidance to assess environmental performance, track progress, and strengthen environmental management practices.

By leveraging Green Tier frameworks and best practices, we align our sustainability objectives with our organizational values—while maintaining a practical, realistic approach to continuous improvement. Through this guidance, Empire established a formal Environmental Management System (EMS) that is audited both internally and externally, ensuring accountability, transparency, and measurable progress.

Green Tier participation strengthens Empire's Environmental System through a systems-based approach that drives measurable improvement, proactive risk management, and transparent environmental performance.

Jennifer Schloesser,
Creative Director &
Sustainability Coordinator





ESG POLICY

ENVIRONMENTAL

RESPONSIBILITY

- » Compliance and Continuous Improvement
- » Innovation in Sustainability
- » Preventative Practices

ENVIRONMENTAL RESPONSIBILITY · ENVIRONMENTAL RESPONSIBILITY · ENVIRONMENTAL RESPONSIBILITY · ENVIRONMENTAL RESPONSIBILITY

ESG POLICY: ENVIRONMENTAL RESPONSIBILITY

Compliance and Continuous Improvement

We are committed to full compliance with all applicable EHS and labor regulations at both the Federal and State levels, and will continue to implement programs and procedures that meet or exceed these regulatory requirements.

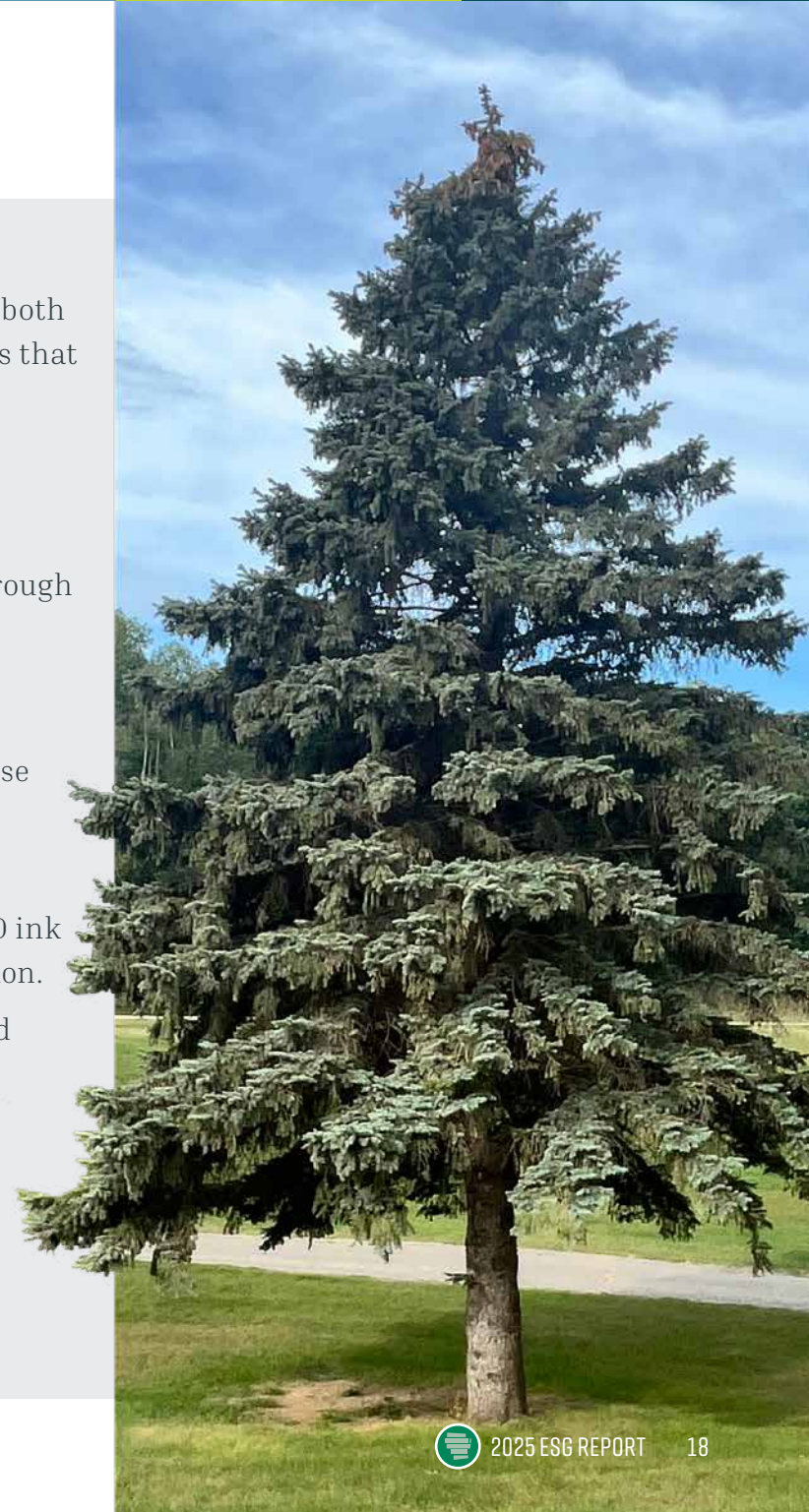
Innovation in Sustainability

We pledge to seek new opportunities and innovations that enhance and improve our sustainability program beyond regulatory compliance. Progress will be measured through regular audits and annual reviews.

Preventative Practices

Empire will establish procedures to prevent activities, services or products that may pose health, safety or environmental risks to Empire and the surrounding community.

- » The health and safety of our employees will always be our top priority.
- » We will utilize sustainable printing methods with equipment, incorporating UV LED ink curing technology, which eliminates ozone emissions and reduces energy consumption.
- » We will monitor our equipment, heating/cooling systems, water and air quality, and our facility through preventative maintenance to ensure everything operates safely and efficiently.
- » Using LEAN Principles, we will strive to improve our efficiencies, standard work, and process controls to eliminate waste in our manufacturing process.
- » We are committed to sustaining and improving our recycling program to reduce our solid waste removal.



ENVIRONMENTAL PERFORMANCE

Water Usage Increase

Empire Screen Printing has observed a 64% increase in water usage compared to our baseline year, despite a reduction in total impressions and the number of screens/colors produced. This increase is largely associated with the implementation of automated developing systems, including DANE and CST/ZETNER units, which have improved process consistency but require higher water consumption.

However, a detailed review of screen production metrics indicates a notable shift in water intensity. Between 2021 and 2022, 33,687 screens were produced using an average of 25.83 gallons per color. In contrast, during 2024–2025, screen production decreased to 24,201 screens, while water usage increased to 39.61 gallons per screen. This trend highlights a disconnect between production volume and water efficiency, indicating an underlying process or equipment-related inefficiency.*

While initial improvement efforts were evaluated, cost constraints limited implementation, and the objective was temporarily closed in 2024. However, based on this analysis, water usage has been re-identified as a priority area for further investigation.

**Numbers do not include reshoots*



CST/Zetner Imaging Unit



DANE washing unit

Performance Improvements

In March, 2025, the Green Committee created an assessment survey to be filled out by supervisors and leads on all shifts. The results were used to update our Aspect Recording sheet, which helps us ascertain future objectives. This survey also gave us insight on ensuring the correct training and procedures were being followed, which many fall under safety and environmental. Overall, the survey showed we are doing well with training and procedure documentation, with some areas for improvement.

GT_2.1_1 DEPARTMENTAL EMS ASPECT/IMPACT ASSESSMENT (2025)

[Updated 02/25/2025]

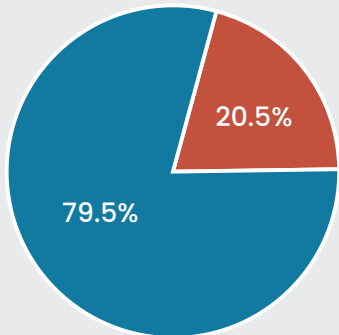
This form is to assess environmental risk and opportunity for improvement within departments. Results of this assessment will be used to update the master file?

GT_2.1_EMS Aspect Recording Sheet

- A Supervisor &/or Lead will review and fill out the form.
- It is recommended to include one or more employees in this assessment.

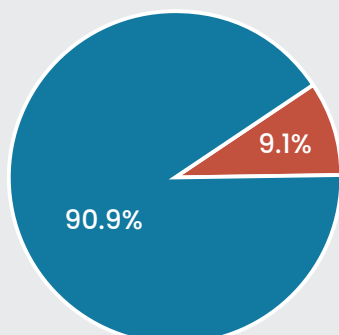
Graphs below contain information that pertains to the training part of our Aspects Recording Sheet. This information will provide opportunities for improvement, which in turn will reduce impacts on the employees and the environment.

Are all procedures/specs for using departmental equipment updated and saved in the QMS?



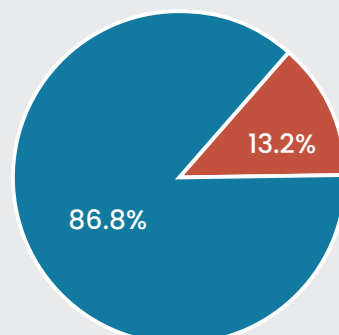
● YES ● NO

Are all employees in your department properly trained on the equipment they use?



● YES ● NO

Do your employees understand & know the GHS pictogram label requirements & the hazards they represent?

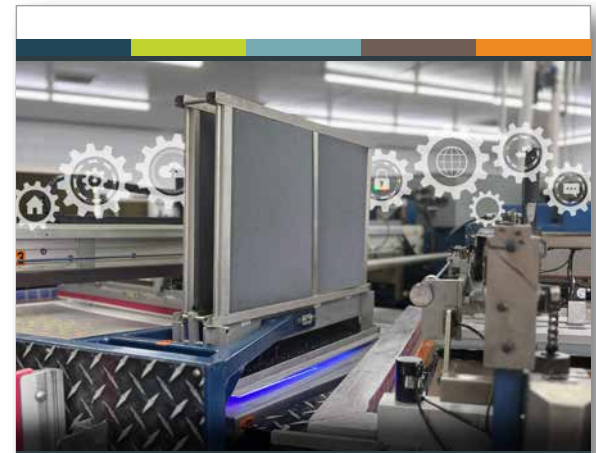


● YES ● NO

Strengthening ESG

Empire updated its Environmental Management System (EMS) manual to align with ISO 14001:2015 standards and ensure that it satisfies all elements as defined in the Green Tier statute, Wis. Stats. §299.83(dg).

This represents a continuous improvement from our original EMS, which was established in 2014 under the ISO 14001:2004 guidelines.



Empire Screen Printing ENVIRONMENTAL MANAGEMENT SYSTEM



Continually Improving Environmental Performance

2024-25 METRICS AT A GLANCE



10.25M
ANNUAL IMPRESSIONS



68.14 TONS
RECYCLED WASTE



7,471 LBS
VOCs (lbs)



4.63B MMBTU
NATURAL GAS • XCEL ENERGY



179.55 TONS
BURN-FOR-ENERGY WASTE



28.73 LBS
OZONE-DEPLETING
SUBSTANCES (lbs)



2.79M KWH
ELECTRICITY • RIVERLAND



22.47 TONS
LANDFILL WASTE



958,700
GALLONS OF WATER
(Screen Making Tanks)



1,525 GAL.
DIESEL EMERGENCY
GENERATOR (gal)



3,211 LBS
HAZARDOUS WASTE



5 COMPANY VEHICLES
(2) gas vehicles, (1) hybrid, (1) gas-run
equipment, (1) diesel-run equipment

METRICS AT A GLANCE • METRICS AT A GLANCE • METRICS AT A GLANCE • METRICS AT A GLANCE • METRICS AT A GLANCE • METRICS AT A GLANCE

Business Index

As a means of measuring the total throughput of our products, Empire uses **IMPRESSIONS** as our business index.

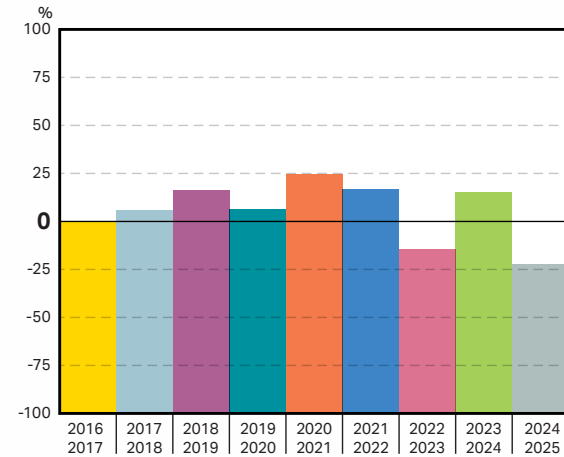
Impressions refer to a single sheet or repeat length (if produced on a roll) of material that is used to produce the product. The number of impressions per job determines the set quantity needed to complete the order. This number also includes the setup material.

Impressions measure the total throughput of our product, as the equipment needed to produce the product is being measured. This indicator supports increases and decreases in company performance, establishing a bigger picture of the company’s sustainable efforts.

The number of impressions for the fiscal year of 2024-25 were 10,251,287.

IMPRESSIONS (BUSINESS INDEX)

↑↓ % from baseline



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	----- Baseline	2021-22	----- 16.77%↑
2017-18	----- 5.91%↑	2022-23	----- 14.09%↓
2018-19	----- 16.35%↑	2023-24	----- 15.38%↑
2019-20	----- 6.38%↑	2024-25	----- 21.91%↓
2020-21	----- 24.74%↑		

ENVIRONMENTAL METRICS Business Index & Annual Totals

Metrics Based on Business Index Quantity

*2016-17 is baseline except for the following: *19-2020 is baseline for Diesel • †2021-2022 is baseline for water usage*

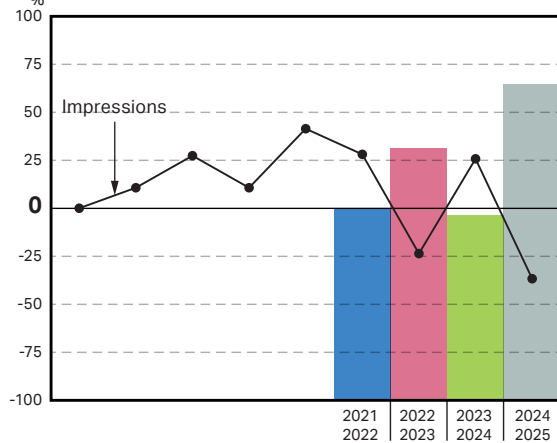
Total Impressions	13,126,947	13,903,316	15,273,643	13,964,675	16,374,440	15,328,079	11,377,360	15,146,483	10,251,287
<i>Metrics are per 1,000 Impressions</i>	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
VOCs - lbs	1.09	1.27 ↑	1.07 ↓	1.09	1.14 ↑	1.05 ↓	1.04 ↓	.503 ↓	.729 ↓
Ozone-Depleting Substances - lbs	.0042	.0050 ↑	.0041 ↓	.0042 ↑	.0044 ↑	.0041 ↓	.0040 ↓	.0019 ↓	.0028 ↓
Hazardous Waste - lbs	.22	.231 ↑	.30 ↑	.328 ↑	.196 ↓	.299 ↑	.325 ↑	.151 ↓	.313 ↑
Solid Waste (Recycled) - tons	.009	.008 ↓	.008 ↓	.012 ↑	.014 ↑	.006 ↓	.006 ↓	.004 ↓	.007 ↓
Solid Waste (Energy) - tons	.014	.014	.012 ↓	.013 ↓	.011 ↓	.011 ↓	.017 ↑	.012 ↓	.018 ↑
Solid Waste (Landfill) - tons	.011	.011	.010 ↓	.010 ↓	.009 ↓	.008 ↓	.003 ↓	.002 ↓	.002 ↓
Electricity (Riverland) - kWh	265.5	258.9 ↓	222.5 ↓	225.1 ↓	186.7 ↓	199.7 ↓	246.8 ↓	188.7 ↓	272.4 ↑
Natural Gas (Xcel Energy) - MMBTUs	399,654.30	474,945.90 ↑	408,522.00 ↑	420,523.90 ↑	391,505.10 ↓	446,960.50 ↑	513,691.00 ↑	288,373.60 ↓	452,039.00 ↑
Diesel - gallons	--	--	--	.128	.103 ↓	.052 ↓	.061 ↓	.137 ↑	.149 ↑
Water (Screen making tanks only) - gallons	--	--	--	--	--	56.8	74.8 ↑	54.99 ↓	93.52 ↑

Annual Totals

Total Impressions	13,126,947	13,903,316	15,273,643	13,964,675	16,374,440	15,328,079	11,377,360	15,146,483	10,251,287
<i>Business index NOT applied</i>	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
VOCs - lbs	14,282	17,702	16,350	15,267	18,627	16,149	11,739	7,617	7,471
Ozone-Depleting Substances - lbs	54.93	68.09	62.89	58.72	71.64	62.11	45.15	29.30	28.73
Hazardous Waste - lbs	2,890	3,211	4,587	4,587	3,211	4,587	3,670	2,294	3,211
Solid Waste (Recycled) - tons	88.04	107.91	119.37	163.18	228.66	88.96	64.87	64.66	68.14
Solid Waste (Energy) - tons	179.8	189.4	178.4	179.4	186.1	175.3	191.74	181.98	179.55
Solid Waste (Landfill) - tons	140.6	159.7	148.9	145.6	147.4	126.3	35.82	36.22	22.47
Electricity (Riverland) - kWh	3,485,640	3,600,080	3,399,000	3,142,880	3,057,160	3,061,760	2,782,720	2,858,200	2,792,240
Natural Gas (Xcel Energy) - MMBTUs	5,246,240,600	6,603,314,824	6,239,602,136	5,872,490,264	6,410,661,072	6,851,055,352	5,793,109,320	4,367,851,464	4,633,987,576
Diesel - gallons	--	--	--	1,789	1,680	792	685	2,070	1,525
Water (Screen making tanks only) - gallons	--	--	--	--	--	870,420	843,050	832,900	958,700

Water Usage (Screen Making Tanks)

↑↓ % from baseline, based on 1,000 Impressions

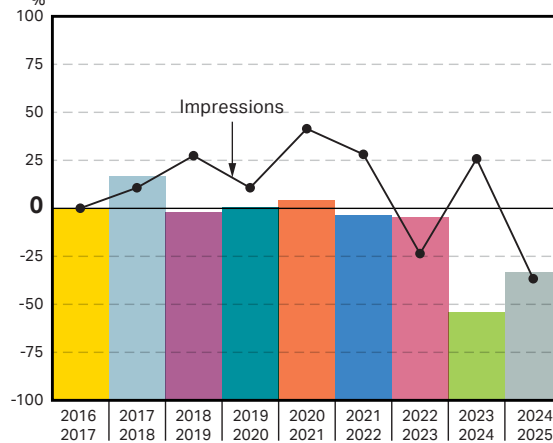


FISCAL YEAR	↑↓%
2021-22	Baseline
2022-23	31.60%↑
2023-24	3.20%↓
2024-25	64.70%↑

Baseline is due to new equipment acquired in 2021-2022:
 • Dane Reclaiming Unit.....added 2021
 • Zentner Developer.....added 2022
 These two additions have impacted our water usage.

Air Emissions (VOCs & ODS)

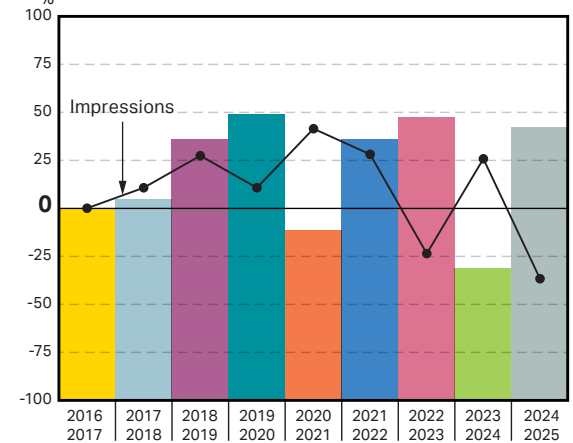
↑↓ % from baseline, based on 1,000 Impressions



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	Baseline	2021-22	3.20%↓
2017-18	17.00%↑	2022-23	4.30%↓
2018-19	1.60%↓	2023-24	53.80%↓
2019-20	.50%↑	2024-25	33.00%↓
2020-21	4.60%↑		

Hazardous Waste

↑↓ % from baseline, based on 1,000 Impressions



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	Baseline	2021-22	35.90%↑
2017-18	4.90%↑	2022-23	47.80%↑
2018-19	36.40%↑	2023-24	31.20%↓
2019-20	49.20%↑	2024-25	42.30%↑
2020-21	10.90%↓		



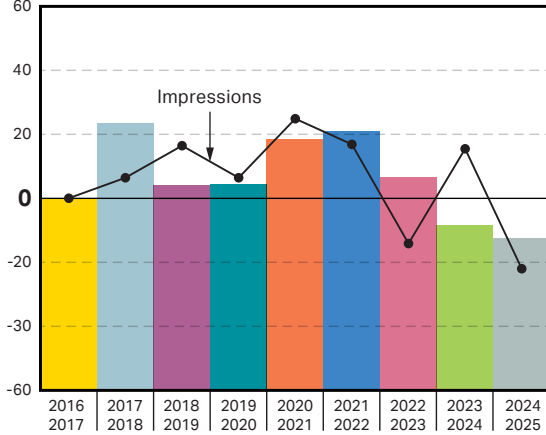
33% Reduction in VOCs achieved through UV Inks, LED curing, and reduced solvent use.

AIR EMISSIONS | Based on our production-normalized business index (lbs VOCs per 1,000 impressions), Empire Screen Printing has achieved a 33% reduction in VOC emissions from our baseline of 14,282 lbs. This improvement is primarily driven by our transition to 100% UV inks in 2020 and the adoption of UV LED curing technology, which is now used in 92% of our screen printing operations. In 2021, we further reduced emissions by converting our flexographic press to LED curing. We have eliminated high-energy air-exchange units in 2019 and implemented more efficient models for our current use. Today, solvent use is limited to a single digital press and to screen-cleaning processes, significantly reducing overall VOC output.

HAZARDOUS WASTE | Increase in hazardous waste is due to throwing out 3-year old unused ink and eliminating VYB ink series.

Energy: **Natural Gas** (Xcel)

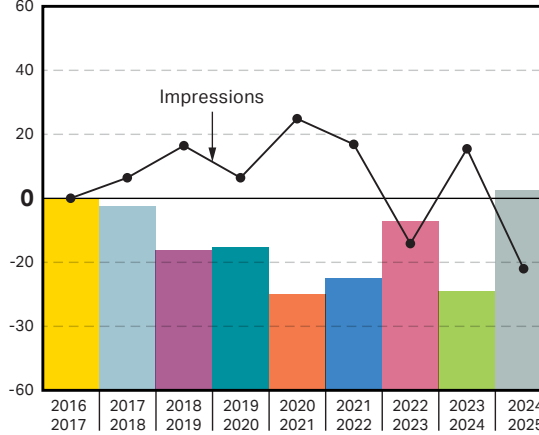
↑↓ % based on Heating Degree Days



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	Baseline	2021-22	20.90%↑
2017-18	23.38%↑	2022-23	6.47%↑
2018-19	3.98%↑	2023-24	8.46%↓
2019-20	4.48%↑	2024-25	12.44%↓
2020-21	18.41%↑		

Energy: **Electricity** (Riverland)

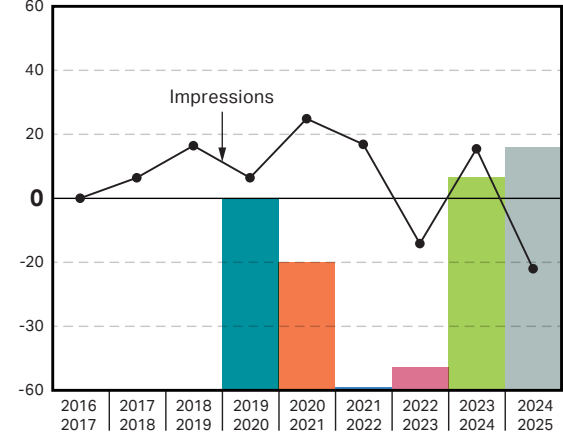
↑↓ % from baseline, based on 1,000 Impressions



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	Baseline	2021-22	24.80%↓
2017-18	2.50%↓	2022-23	7.10%↓
2018-19	16.20%↓	2023-24	28.90%↓
2019-20	15.20%↓	2024-25	2.60%↑
2020-21	29.70%↓		

Energy: **Diesel** (used for generator)

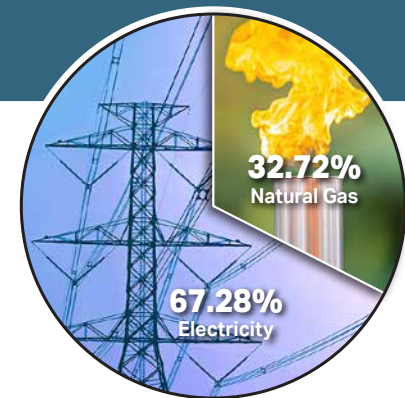
↑↓ % from baseline, based on 1,000 Impressions



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2019-20	Baseline	2022-23	52.60%↓
2020-21	19.90%↓	2023-24	6.70%↑
2021-22	59.70%↓	2024-25	16.10%↑

NATURAL GAS | Natural gas usage is not impression-dependant, so our business index is not a good indicator of efficiency. The chart above reflects the Heating Degree Days (HDD) based on a 70° base,

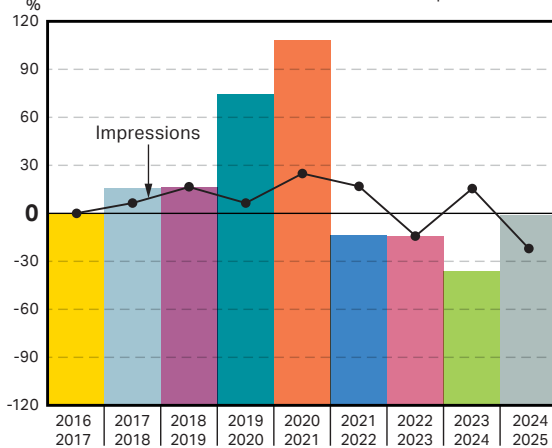
DIESEL USAGE | During the 2021–22 and 2022–23 fiscal years, diesel usage appeared to decline significantly compared to the previous two years. Upon further review, it was determined that complete data was not available to accurately document usage prior to the 2023–24 fiscal year. In addition, a portion of the diesel company was sold in 2022, which may have contributed to changes in invoice reporting. Moving forward, the 2023–24 fiscal year will serve as the new baseline for tracking diesel usage.



2024-2025 TOTAL ENERGY DISTRIBUTION

Solid Waste Recycled

↑↓ % from baseline, based on 1,000 Impressions

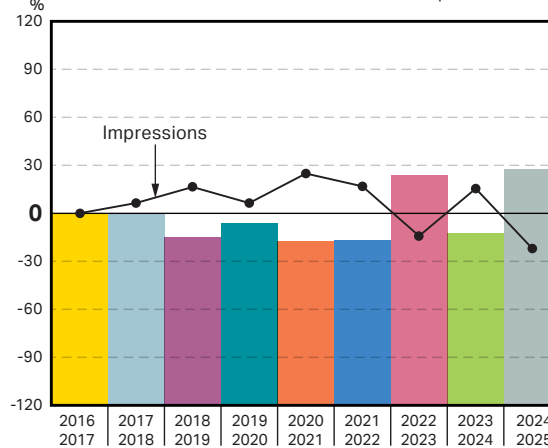


FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	----- Baseline	2021-22	----- 3.40%↓
2017-18	----- 15.70%↑	2022-23	----- 14.20%↓
2018-19	----- 16.60%↑	2023-24*	----- 36.30%↓
2019-20	----- 74.30%↑	2024-25*	----- .80%↓
2020-21	----- 108.30%↑		

**Some Data Missing*

Solid Waste to Energy

↑↓ % from baseline, based on 1,000 Impressions

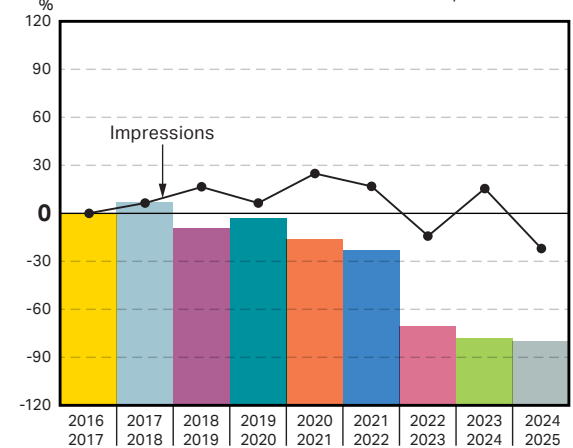


FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	----- Baseline	2021-22	----- 16.50%↓
2017-18	----- .60%↓	2022-23	----- 24.10%↑
2018-19	----- 14.70%↓	2023-24*	----- 12.30%↓
2019-20	----- 6.20%↓	2024-25*	----- 27.90%↑
2020-21	----- 17.00%↓		

**Some Data Missing*

Solid Waste to Landfill

↑↓ % from baseline, based on 1,000 Impressions



FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	----- Baseline	2021-22	----- 23.10%↓
2017-18	----- 7.20%↑	2022-23	----- 70.30%↓
2018-19	----- 9.00%↓	2023-24*	----- 77.70%↓
2019-20	----- 2.70%↓	2024-25*	----- 79.50%↓
2020-21	----- 16.00%↓		

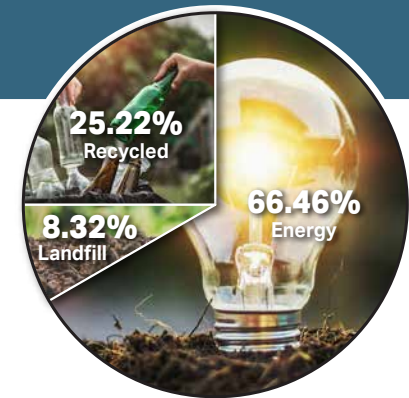
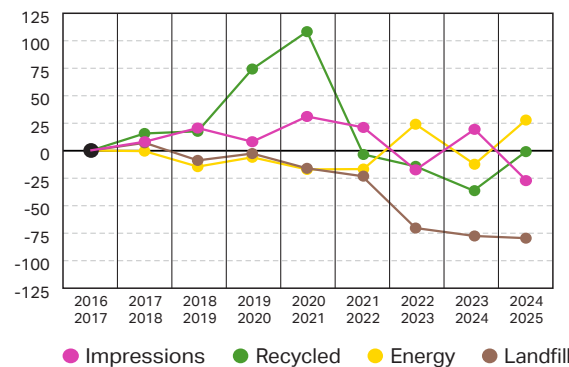
**Some Data Missing*

Landfill reduction goal of 23.85% was achieved in 2022

SOLID WASTE | Empire Screen Printing established an EMS objective in 2013 to reduce landfill waste by 50% through phased, year-over-year improvements. The goal was achieved in 2022, with landfill waste reduced to 23.85% of total waste, supported by a production-based business index for improved performance tracking. Although the objective has been met, waste diversion remains a priority. Through lean principles and one-piece flow cellular manufacturing, production overage for work completed in flow has been reduced from 8% to 4%, minimizing excess material use. Recycling and waste-to-energy initiatives continue to expand, reinforcing our commitment to continuous improvement and responsible resource management.

Solid Waste Comparison

↑↓ % from baseline, based on 1,000 Impressions



2024-2025 TOTAL SOLID WASTE DISTRIBUTION

2024-2025 GOALS & OBJECTIVES SUMMARY

OBJECTIVE #1

Refurbish a used 25 x 38 press with LED ink curing technology

OBJECTIVE #2

Research renewable solar energy

OBJECTIVE #3

ESG improvements

OBJECTIVE #4

New business development

OBJECTIVE #5

NetSuite Phase 2 implementation



OBJECTIVE #1

Refurbish a used 25x38 press with LED curing technology

Objective Overview

Empire purchased a used 6-color 25x38 mercury vapor carousel press in July, 2024, which will be converted to a 6-color press with LED Ink Curing Technology for our Medium Value Stream (MVS). Energy use for this press will be 3.52 kWh, based on 6 stations (at 60% run time and 40% idle) using .59 kWh per station. This is a 96.5% reduction from traditional UV Mercury presses. This will be the third cell within the MVS.

Progress of Action Items:

1. Reassemble the press and retrofit with LED lights. LED lights were originally purchased for the ROQ press (see 2022-2023 annual report regarding the ROQ press). Will be print-ready on March 31, 2025.

COMPLETED APRIL, 2025

The press was fully assembled and LED units installed in April.

2. Move the existing die-cut unit to the cell by April, 2025.

COMPLETED APRIL, 2025

There have been no additional die cutting options added out by this press, but the Thompson die press was moved across the entrance to the room, which will be used at this time. Any additional die presses may be determined at a later date.

3. Build an Auto-Laminator and incorporate it into the cell by September, 2025.

COMPLETED OCTOBER, 2025

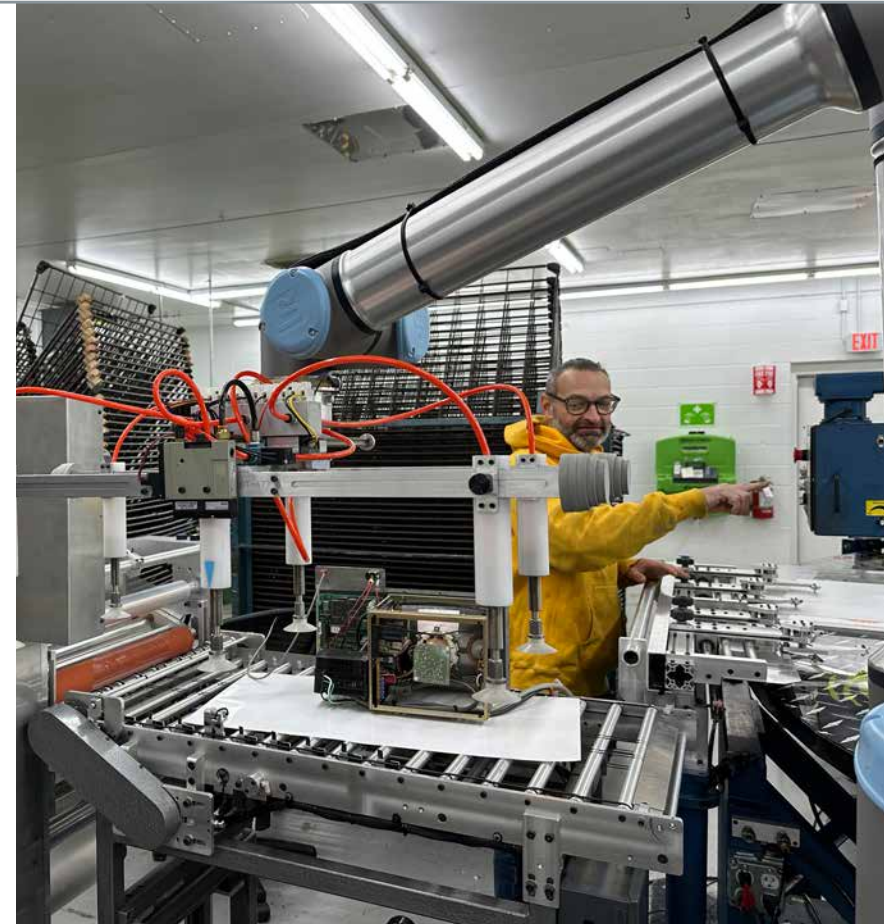
4. Purchase a Cobot for the press by September 30, 2025.

COMPLETED OCTOBER, 2025

5. The press will be completed and running in production by December 2025.

COMPLETED DECEMBER, 2025

A test job was run in December. It went well, with a few minor adjustments to address. Press is ready for production. Any tweaks needed will be done as it is being used.



Programming the Cobot on the press.

OBJECTIVE #2

Research Energy Integrations Systems

Objective Overview

Take steps to determine if solar power is a viable energy system for Empire Screen Printing

Action Items:

1. Seek a minimum of two proposals for solar power installation by August, 2025.
2. Have employee(s) attend a 16-hour solar power training course with WETC (Wisconsin Electrical Trades Council) in August, 2025.
This action is to expand our electrician's credentials in order to be able to do solar P/V installation in house.
3. Research managing our H-Vac units using AI technology systems.
4. Review proposals to determine Solar viability.

Progress:

Our team researched solar energy integration to determine if solar power would be a viable energy source in parts of our manufacturing facility. Empire secured proposals from SunPeak and Olson Solar and trained in-house electricians through a WETC solar certification course, preparing us for potential solar power installation. Research into AI-managed HVAC systems began with Trane to optimize facility energy use. These improvements would move us closer to decarbonization and intelligent resource management. However, considering the implementation costs, scale of project, and ROI, we have determined that this large scale project is not feasible at this time. However, we are looking at small projects that utilize solar power.

OBJECTIVE #3

ESG Improvements

Objective Overview

Make improvements to impact environment, social and governance

Progress on Action Items:

1. Update the EMS Manual to ISO 14001-2015 requirements. **COMPLETED APRIL, 2025**
Empire updated its Environmental Management System (EMS) to align with ISO 14001:2015 standards, further strengthening our environmental compliance and continuous improvement efforts.
2. Organize the Partners in Printing 2025 Expo, July 15-17,2025. **EVENT CANCELLED**
We started the year planning for our Partners in Printing Expo 2025. Unfortunately, due to uncertainty in the marketplace, we decided to forgo our event in 2025. We will continue to evaluate the impact this event has had on our Industry to determine how we can bring together industry leaders to discuss sustainability, resilience, and innovation across the printing sector.

OBJECTIVE #4

New Business Development

Objective Overview

Enhanced Marketing and Sales Process aims to rebound from a sales dip in 2023 by targeting growth to \$27 million in 2024. This objective focuses on capitalizing on market dynamics during economic downturns, where companies seek more competitive pricing and opportunities. Empire plans to boost sales by deepening relationships with existing customers, optimizing processes with outside reps, and expanding in-house accounts. *This objective is a continuance from the previous year.*

Progress:

While new business development remains an important element of Empire Screen Printing's overall business strategy, it is no longer included as a standalone objective within the ESG framework. In alignment with ISO 14001, DNR and Green Masters guidance, Empire's ESG program is focused on initiatives that drive direct, measurable environmental, social, and governance outcomes rather than general commercial or operational growth activities.

Going forward, customer partnerships and sales efforts that contribute to sustainability—such as reductions in waste, emissions, supply-chain risk, or resource intensity—will be captured within applicable Environmental or Governance objectives where outcomes can be clearly measured and reported.

Objective #4 is closed at the conclusion of the 2024–2025 reporting period.

OBJECTIVE #5

NetSuite Phase 2 Implementation

Objective Overview

NetSuite is Empire's internal ERP system, which currently functions all elements of Phase 1. Phase 1 was implemented in February 2022. Building off of Phase 1, Phase 2 will focus on workflows and automation. NetSuite is both an ERP and a CRM system*.

Progress:

The NetSuite Phase 2 implementation supported internal operational efficiency, data accuracy, and process standardization. While these improvements strengthen Empire Screen Printing's overall management systems, the company has refined its ESG framework to align with DNR and Green Masters expectations by prioritizing externally relevant governance outcomes over internal system or software implementations.

Future ESG reporting will focus on governance performance indicators such as policy compliance, data integrity, transparency, and risk management, rather than the implementation of specific internal operational tools.

Objective #5 is closed at the conclusion of the 2024–2025 reporting period.

2025-2026 FUTURE GOALS SUMMARY

OBJECTIVE #1

Equipment and Manufacturing Improvements

OBJECTIVE #2

Green House Gas/Carbon Emissions for SCOPE 3 Case Study

OBJECTIVE #3

Water Usage: Root Cause and Reduction Strategy

OBJECTIVE #4

Training Records Enhancements



2025-2026 Future Goals

OBJECTIVE #1 · EQUIPMENT AND MANUFACTURING IMPROVEMENTS

Purchase and implement a new Durst TAU G3 Peak Digital Roll-to-Roll press. This press is a UV inkjet printer with LED curing technology. With LED technology, the manufacturer suggests an average of 30-35% reduction in energy consumption.*

The DURST TAU G3 Peak is a Digital Roll-to-Roll UV inkjet printer produced by DURST. A European press, built in accordance with European sustainable policies, the TAU G3 Peak comes equipped with intelligent automation HAWK AI(™), MEP, and ARC, which is designed to optimize print quality, protect printheads, and ensure precise color alignment. Together, they eliminate manual intervention, minimize downtime and material waste, and deliver consistently high-quality output at full production speed.

The LED ink set is formulated in accordance with the most current regulations. It is free of mineral oils, PFAS, TPO, and BPA, and does not contain any cancerogenic, mutagenic, or reprotoxic elements, making it CRM-free. The Tau RSC LED ink successfully passed the required tests for ANSI/UL 969 (UL/USR), CSA C22.2 No. 0.15, and British Standard BS5609 section 3, as well as the Reach compliance tests.

**Savings depends on equipment useage and other factors. www.durst-group.com/en/inks/tau-inks#tau-rsc-led.com*

Action Items:

- 1. Pre-installation Preparation..... March 2026
- 2. Press Arrival.....April 2026
- 3. On Press Durst/Empire Training.....April 2026
- 4. Workflow Training.....April 2026
- 5. Employee Training..... May 2026
- 6. Environmental Baseline July 2026

OBJECTIVE #2 · GHG/CARBON EMISSIONS CASE STUDY

Create a case study report showing Empire’s GHG/Carbon Emissions for SCOPE 3 reporting. The report will highlight a customer’s journey from traditional screen printing to Empire’s UV LED manufacturing process.

Action Items:

- 1. Create a baseline metric for GHG/carbon emissions.....April 2026
- 2. Define methodology for ESG and customer Scope 3 sharing (standard reporting).....April 2026
- 3. Evaluate Empire's current case study form and update to capture ESG information_Create a Template.....April 2026
- 4. Determine Case Study CustomerApril 2026
- 5. Work with customer to create an initial case study..... June 2026
- 6. Standardize format for future sales/marketing tools.....September 2026

2025-2026 Future Goals

OBJECTIVE #3 · WATER USAGE: ROOT CAUSE & REDUCTION STRATEGY

Water usage has increased by 64% despite lower production volume, prompting a renewed EMS objective from last year's report. We will identify the root cause(s) and define actionable strategies to decrease water usage intensity (gallons per screen) while maintaining product quality and process efficiency.

Action Items:

1. Compare historical vs. current process parameters to identify inefficiencies or changes in usage patterns March 2026
2. Conduct a comprehensive audit of the automated developing equipment (DANE and CST/ZETNER) to assess water flow rates, cycle times, process/procedures, and operational settings. Enhanced tracking metrics will be implemented, including reshoots in and out of the department, to improve visibility and accountability May 2026
3. Evaluate opportunities for water reduction, including recirculation, flow control optimization, and equipment calibration September 2026
4. Assess cost-benefit scenarios for potential improvements to support future implementation decisions September 2026

OBJECTIVE #4 · TRAINING RECORDS ENHANCEMENTS

Update Empire's Training records to reflect functionality, scalability, usability, and reporting as outlined in Empire's Quality Manual and Green Tier Environmental Management System. Create a Training Matrix that stores department job descriptions and required training materials to verify training and establish competency.

Training Records Action Items:

1. Define the procedure for the training records process March 2026
2. Train supervisors on the training record process April 2026
3. Supervisors will review/update the job description and include all documented training requirements October 2026
 - Establish a schedule and a timeline for training. Time line should include follow-up
 - Use the training log to capture training sessions. Signed by both the TWI trainer and the trainee
4. Finalize the training record that includes all departments' training materials, schedule, and personnel November 2026
5. HR to retain the training records and update the training matrix December 2026

Annual Compliance Training:

Empire purchased updated compliance training videos that all employees must complete.

These videos will be incorporated into the onboarding process May 2026



ESG POLICY

SOCIAL

RESPONSIBILITY

- » Employee Well-Being & Development
- » Community Engagement
- » Diversity & Inclusion

SOCIAL RESPONSIBILITY · SOCIAL RESPONSIBILITY · SOCIAL RESPONSIBILITY · SOCIAL RESPONSIBILITY · SOCIAL RESPONSIBILITY

ESG POLICY: SOCIAL RESPONSIBILITY

Employee Well-being and Development

We are intent on fostering a work environment that promotes the health, safety, and well-being of our employees. This includes providing continuous education and training opportunities that enable our employees to grow both personally and professionally.

Community Engagement

Empire will actively engage with our community by promoting sustainability and social responsibility initiatives. We will seek to build strong relationships with local organizations and participate in community-focused projects that align with our values.

Diversity and Inclusion

We value diversity and are committed to creating an inclusive workplace where every employee is respected and valued. Our policies and practices will support equal opportunities and aim to eliminate any form of discrimination.





EMPLOYMENT ENGAGEMENT

WELL-BEING & DEVELOPMENT

- Policy Handbook
- Health & Benefits
- Training
- New Hire & Milestone Luncheons

ENGAGEMENT

- T.E.A.M.
- Design Contests
- Picnic
- Holiday Party
- Earth Day Clean-Up

SAFETY

- Safety Policy
- Safety Training
- 5S
- Lost-Time Accidents

EMPLOYEE WELL-BEING & DEVELOPMENT

Enhanced Updates to Policy Handbook

Empire is pleased to announce comprehensive enhancements to our Policy Handbook, reflecting our unwavering commitment to a fair, inclusive, and compliant workplace. Chief among these updates is the expanded Equal Opportunity policy, which reinforces anti-discrimination protections and addresses ADA requirements to ensure that employees of all abilities can thrive. By clarifying our zero-tolerance stance on any form of discrimination or harassment, the policy creates an environment in which every individual’s dignity is safeguarded.

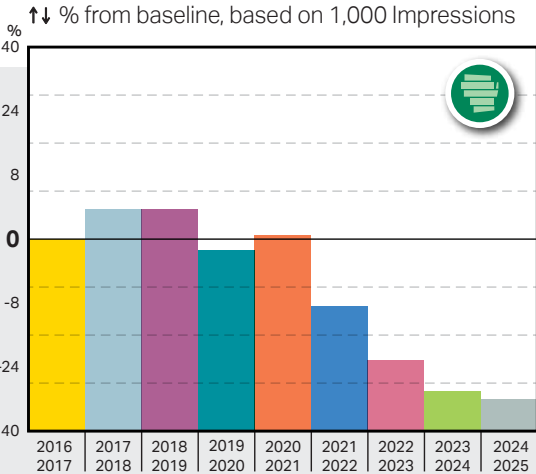
EMPIRE’S DIVERSITY AND INCLUSION POLICY

Empire Screen Printing is committed to fostering a workplace where every employee feels valued, respected, and empowered to contribute. Our company believes that diversity and inclusion are vital to our mission of excellence, creativity, and innovation, enabling us to understand and respond to the needs of our employees, customers, and the community. We are dedicated to creating and maintaining an inclusive environment that embraces each employee's unique backgrounds, perspectives, and experiences.

Complementing this effort, we have formalized a Pay Scale policy that promotes transparency and equity in compensation. By setting clear parameters on pay ranges and offering cost-of-living adjustments where appropriate, we strengthen our commitment to fairness and respect for all employees.

By melding robust policies with proactive compliance education, Empire fosters a workplace culture where legal obligations, ethical standards, and inclusive practices intersect. These enhancements—covering everything from anti-human-trafficking measures, and equal opportunity assurances to transparent pay scales—demonstrate our unwavering commitment to a safe, equitable, and forward-looking environment. Ultimately, our success lies in harnessing the collective strengths of a diverse team that values and respects every individual’s contribution.

Number of Full-Time Employees



FULL-TIME EMPLOYEES AT END OF FISCAL YEAR

2016-17 Baseline	258	2021-22	222
2017-18	274	2022-23	193
2018-19	274	2023-24	176
2019-20	252	2024-25	172
2020-21	260		

FISCAL YEAR	↑↓%	FISCAL YEAR	↑↓%
2016-17	Baseline	2021-22	14.00%↓
2017-18	6.20%↑	2022-23	25.20%↓
2018-19	6.20%↑	2023-24	31.80%↓
2019-20	2.30%↑	2024-25	33.30%↓
2020-21	.80%↑		

EMPLOYEE INFORMATION

Full-Time	172
Part-Time	22
Average Years	13.56
YTD Turnover rate	30.60%

Health & Benefits

Empire Screen Printing offers health, dental, and vision insurance options for all full-time employees, as well as a 401 (k) and PTO (Paid Time Off).

In October 2023, Empire took an essential step towards prioritizing our employees' and their families' health and well-being by continuing and expanding our healthcare benefits.

With rising healthcare costs, we are proud to maintain free access to non-emergency services for all employees—regardless of whether or not they are enrolled in our healthcare plan—through The Neighborhood Family Clinic. Dependents are also covered under this benefit, reflecting our deep commitment to the safety and the overall health of our workforce.

By offering options to reduce financial barriers to health care, we aim to ensure that our team members can access quality medical services whenever needed, fostering a healthier, more productive work environment. This comprehensive approach underscores our belief

that our employees' well-being is fundamental to our business's success and sustainability. Through this enhanced healthcare provision, Empire demonstrates its dedication to nurturing a supportive and caring workplace where every team member's physical and mental health is a top priority.

Training & Development

At Empire, our dedication to training and development is a cornerstone of our operational excellence. We employ the Training Within Industry (TWI) methodology, a time-tested approach that ensures our workforce is skilled, efficient, and adaptable. Complementing this is our implementation of LEAN principles, drawing inspiration from the Toyota Production Systems and the Toyota Way. This integration creates a dynamic culture and a cellular manufacturing process grounded in the 14 principles and the philosophy of W. Edwards Deming: “The average worker is competent and willing to work well, given an environment in which they are permitted to think and exercise control over quality.”

Our adoption of LEAN principles spans from HR on-boarding to the manufacturing floor, fostering a system that inherently builds in quality and consistency. This

approach not only identifies risks and defects but also empowers our team to address and rectify issues in real-time. It's a strategy that centers on what the customer is willing to pay for, aiming to eliminate waste in all forms.

By investing in our employees' growth and development, we not only enhance their individual competencies but also bolster our collective ability to meet and exceed customer expectations. Our focus on training and development is more than a process; it's a commitment to creating a workplace environment where continuous improvement is not just encouraged, but ingrained in every aspect of our operations. This commitment ensures that we remain at the forefront of our industry, setting standards for quality, efficiency, and customer satisfaction.

We focus on employee development through our weekly traction meetings with our middle management teams. Where we focus on improvements, setting rocks, and discuss pain-points and problem-solving. These meetings also coincide with book studies on various topics, from LEAN to developing leaders. Managers also hold daily sunrise meetings with all employees within their designated areas. These are opportunities to discuss safety, quality, and production issues on a daily basis.



New Hires and Milestones

Empire Screen Printing prioritizes employee retention through a comprehensive program designed to foster a strong sense of community and appreciation.

A key initiative within this program is the **Empire Team Pizza Party**, which serves as both a "Welcome Aboard" lunch for new employees and a milestone celebration for long-standing team members. This event brings together new hires, their immediate supervisors, members of the upper management, HR, and employees celebrating milestone anniversaries (5, 10, 15, 20, and 25 years).

The goal of this initiative is to introduce new employees to the company culture, strengthen interdepartmental connections, and reinforce Empire's core values.

T.E.A.M.

Empire has an employee-run group called T.E.A.M. (The Empire Ambassadors of Morale) that finds ways to inject a little Empire "family" fun, while continuing to keep a safe and productive work environment. With the help of management, they are able to organize activities and events throughout the year, such as:

- » Company Picnic
- » Halloween Contests
- » Retirement Luncheons
- » Holiday Party
- » March Madness
- » Bingo



EMPLOYEE ENGAGEMENT: SHOWING A CREATIVE SIDE

Employee creativity is encouraged through initiatives such as our shirt and calendar contests, where team members showcase their ideas and talents. The creativity expressed in these events carries into daily work, fostering innovative thinking, attention to detail, and pride in craftsmanship that positively impact the quality of our products and services.

of community involvement and promoting our capabilities and quality.”

While Nancy developed the original concept, she sought assistance in translating it into a digital format. Lexxie Howe, Account Manager, Customer Service, offered her support and applied her technical expertise to transform the concept into a finalized design, demonstrating collaboration and teamwork across departments.

Designing a 65-Year Legacy

In April, Empire held a contest to design the back of our next company shirt, to be printed this fall. There were many creative designs, but the one that stole the show was a celebration of Empire’s 65 years of printing, created by Nancy Gilbertson (expediter, customer service).

Nancy explained that her design was intended to reflect Empire’s long-standing legacy in the printing industry. “My t-shirt design represents what Empire has done over the last 65 years,” she noted. “The road was made to show you coming to Empire, the pictures show growth, and the words are things that, to me, represent Empire values: many years

Annual Calendar Contest

Since 2010, Empire has produced a themed calendar distributed to customers and external representatives. What sets this calendar apart is that the photographs are submitted by employees and their family members, selected through employee voting, and designed in-house by our team.

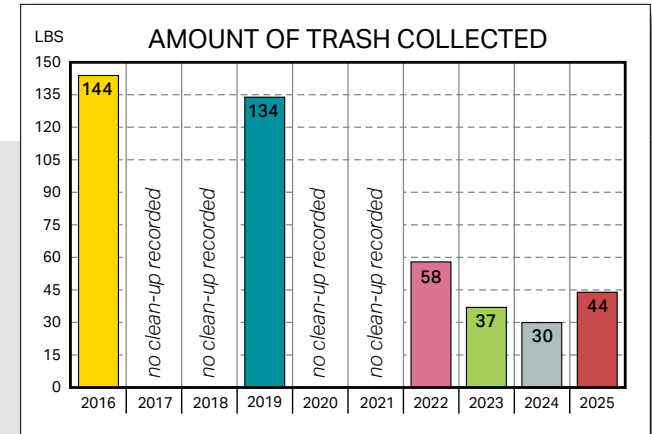
Offered in both flat and flip formats, the calendar highlights the creativity and talent of our personnel.



Lexxie Howe

Nancy Gilbertson

EMPLOYEE ENGAGEMENT: EARTH DAY CLEAN UP DAY

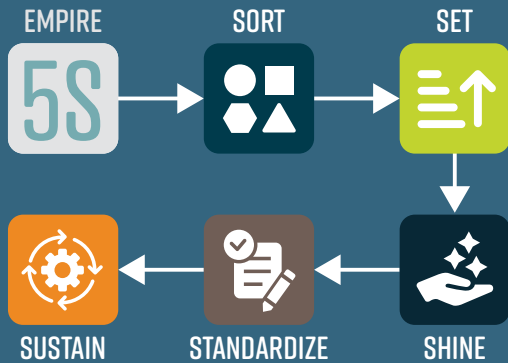


Celebrating Earth Day

Every year, we celebrate Earth Week by doing a spring clean-up day outside. It's a great way to enjoy the outdoors, engage with other employees, and do something good for our environment. This year, the group collected 44 pounds of waste. We had volunteers from customer service, art department, small, medium and large value screen printing, HR, digital printing, IT, R&D, maintenance, and hard tool.

Since we began tracking the waste collected during our annual outdoor cleanup, we've seen a remarkable improvement. Our cleanup totals have dropped from over 100 pounds to less than 50 pounds in the past three years—showing that employees are more mindful about keeping our grounds clean and properly recycling and disposing of waste.

5S: EMPIRE'S HOUSEKEEPING PHILOSOPHY



The Five Pillars of 5S

SORT

(organize & eliminate items not needed for production)

SET IN ORDER

(orderliness: a place for everything)

SHINE

(clean your area and stay organized)

STANDARDIZE

(maintain and monitor the first 3)

SUSTAIN

(self-discipline: stick to the rules)

SAFETY IN THE WORKPLACE

Safety Policies

Safety is incorporated into every aspect of what we do at Empire. We have a Safety Committee that meets monthly to discuss any potential health and safety issues, and each department is regularly audited to make sure everything is organized and OSHA procedures are being followed. In addition, each department addresses any safety issues during their daily sunrise meetings.

Empire has an Emergency Action Plan and a Disaster Recovery Plan, which are available on our network in our Quality Management System (QMS) to all employees.

Safety Training

Empire is strongly committed to workplace safety, ensuring that all necessary training is readily available to employees so they can perform their work efficiently and safely.

- » Regular fire extinguisher training, alarm drills, and severe weather preparedness ensure employees know how to react in emergencies.
- » Training on chemical hazards using GHS pictograms and safety data sheets helps prevent exposure risks.

- » Forklift training is also required for any employees operating them, including proper handling, load limits, and safety precautions.
- » Lockout/tagout (LOTO) procedures are implemented to protect workers from hazardous energy during equipment maintenance or repair.
- » Signs regarding safety and emergency information are posted throughout the plant.

5S Housekeeping Philosophy

Empire incorporates a daily 5S Philosophy in the workplace, which goes beyond just sweeping the floor or picking up trash. It helps each department stay organized, and promotes a safe work environment.

Incident & Accident Rates

We have been accident-free with 865 days of no lost-time recorded at the end of December 2025.

COMMUNITY ENGAGEMENT

CMN

Holiday Cards

STEPPIN' OUT IN PINK

Sponsorship & Printed Donations

SANDLAKE SCAMPERS

Printed Donations

RING & RUN

Printed Donations

WEST SALEM HOCKEY ASSOCIATION

Printed Donations



COMMUNITY: CMN HOLIDAY CARDS

Holiday Cards

Empire's founder, Jim Brush, was deeply committed to giving back to the community, particularly in support of children. In keeping with that commitment, Empire has served as the official printer of the Children's Miracle Network Holiday Cards for Emplify Health by Gundersen in La Crosse, Wisconsin, since 1987.

Holiday Magic on the Press

CMN Article, By Abby Ryan (CMN Hospitals Specialist)

The 2025 CMN Heroes took part in a very special tradition that has been happening for 38 years. As the holiday season approaches, our Heroes witnessed the magic of their holiday cards coming to life. Empire Screen Printing, known for its high-quality printing and being a staple in the community, welcomed the CMN Heroes into their facility, where they watched in awe as their vibrant holiday designs rolled off the press.

Seeing their creative work transformed into holiday cards was an exciting moment for each CMN Hero. From snowmen, candy canes, holiday trees and Santa, to gifts under the tree, each Heroes' design reflected their unique creativity that makes them so special.

In addition to seeing their holiday cards come to life, Empire Screen Printing made it extra special by giving the CMN Heroes and their families a tour of the entire facility and even printing off pictures and stickers of their favorite things. Each Hero went home with so many memories.

Children's Miracle Network would like to give a special thanks to Empire Screen Printing of Onalaska, WI who generously donates their time and materials to bring these designs to life, allowing 100% of card sales to help fund miracles for local kids.



Photos provided by CMN

CMN Hero Empire Tour



GRAPHIUM PRESS



Abby Ryan
CMN Hospitals Specialist
Empify Health by Gundersen

Seeing their creative work transformed into holiday cards was an exciting moment for each CMN Hero.

COMMUNITY: STEPPIN' OUT FOR A GOOD CAUSE



Steppin' Out in Pink

Steppin' Out in Pink is a non-competitive fundraising walk for all ages and abilities. It raises money to support breast cancer research and patient support programs at Gundersen Health System's Norma J. Vinger Center for Breast Care. Since 2006, Steppin' Out in Pink has raised over \$7 million for local breast cancer initiatives.



Empire Sponsorship

As a silver sponsor for the Steppin' Out In Pink Fundraiser on September 13th, 2025, we proudly donated \$3,000 and provided 4,000 decals for the organization to sell during the event. We also printed and donated "In Memory" coroplast signs that were displayed throughout the walking route.

Employee Participation

Our sponsorship covered the cost of 20 Empire employees to walk at the benefit. Some were long-time supporters, while others, like Cathy Buttell (project manager in the art department), were first-time walkers. *"Most of us have been touched by this disease in some way—a spouse, parent, child, friend, or even a colleague,"* noted Cathy. *"Events like Steppin' Out in Pink remind us how crucial it is to continue supporting programs like this, both as a company and individually."*



COMMUNITY ENGAGEMENT

Empire has a long-standing commitment to supporting the communities we serve. In addition to our annual role as the official printer of **Children's Miracle Network Holiday Cards and our support of the **Steppin' Out in Pink** event through printed signage and stickers, Empire is proud to support a variety of smaller local organizations, many of which are meaningful to our employees who are involved with these causes.**

Sand Lake Scampers

The Sand Lake Scamper is a school fundraiser in which students collect monetary pledges from family and friends to support Sand Lake Elementary School. The Parent-Teacher Group (PTG) set a goal to ensure every participating student received a T-shirt featuring the Scamper logo on the front and event sponsors on the back.

Empire was proud to support this effort alongside Russ Kuehn, machine shop supervisor, whose daughter is an alumna of Sand Lake Elementary. After being approached by the PTG, Empire agreed to sponsor the event by providing the labor and heat-transfer printing for 400 T-shirts, while the PTG secured the shirts through additional sponsors.

Ring & Run, Inc.

Ring & Run is a non-profit organization dedicated to bringing cheer to individuals and families in Houston County, Minnesota. Founded in 2013 by Mark and Cathy Buttell (art department project manager), the organization relies on community nominations to identify those in need of cheer due to illness, death of a loved one, or an unexpected tragedy.

Each year, just before Christmas, the Ring & Run committee anonymously delivers

monetary gifts in a “ding-dong ditch” style to preserve the spirit of surprise. Since its inception, Ring & Run has supported more than 700 individuals and families. Empire has played a meaningful role in the organization’s success by donating raffle tickets since 2022, along with a prize board used at the annual Mingle Jingle event.

West Salem Hockey Associations

West Salem Hockey Association (WSHA) is a non-profit organization established in the mid-1970s and based in West Salem, Wisconsin. Guided by core values of effort, teamwork, dedication, respect, and physical fitness, WSHA is dedicated to promoting youth ice hockey in the West Salem, Bangor, Rockland, and Mindoro areas. The organization supports more than 120 youth ages 4–15 across its programs.

This strong sense of community and commitment to young athletes is further reflected through the involvement and generosity of families and local partners. Jennifer Schloesser, creative art director and parent of a player on one of the teams, contributes her talents by creating custom artwork. Empire graciously donates items such as trading cards, welcome signs, tournament bag tags, stickers, and magnets.

RAISING AWARENESS

WEBSITE

Empire's Website

CONSTANT CONTACT

Keeping Customers Informed

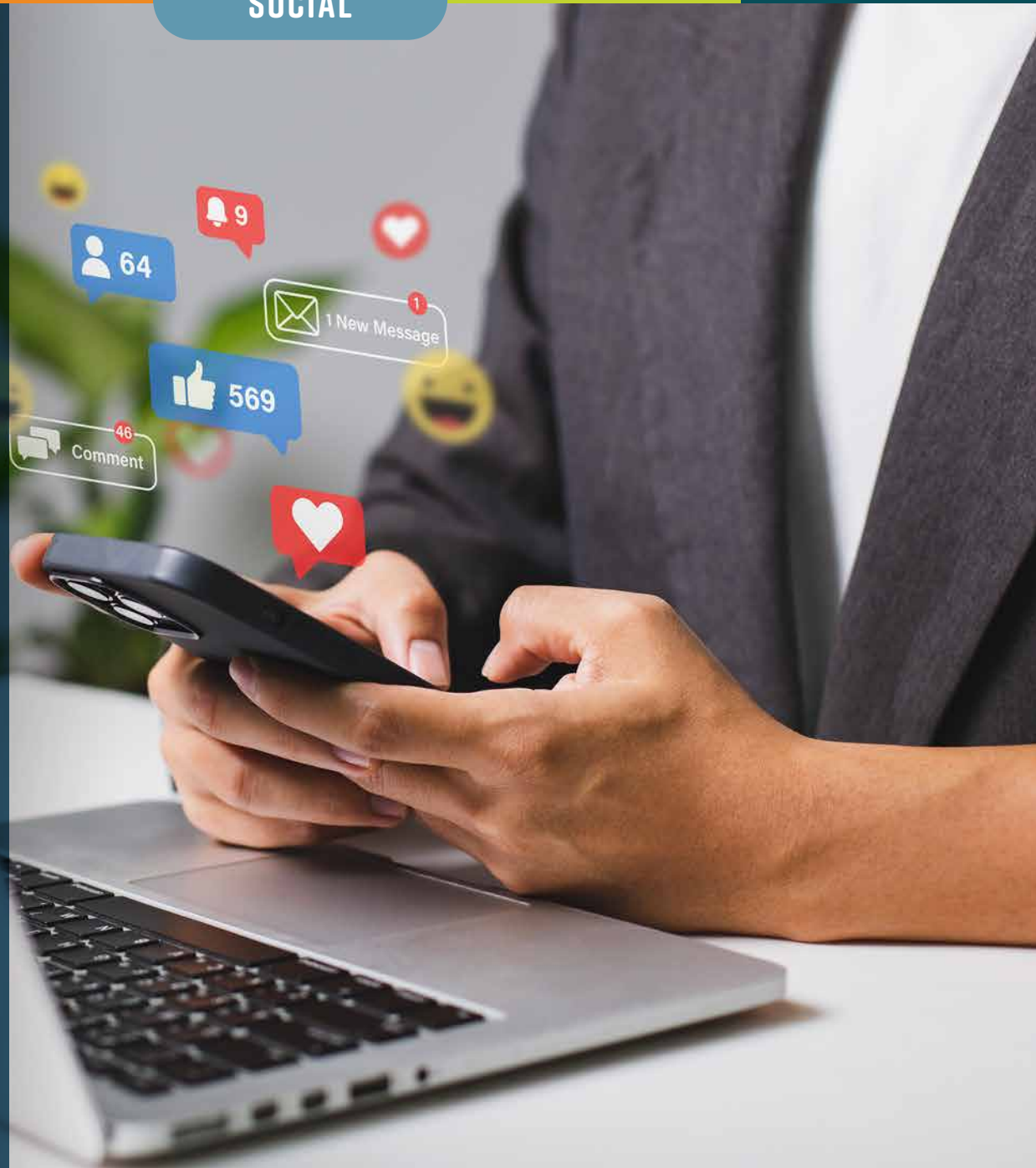
SOCIAL MEDIA NEWSLETTERS

Raising Awareness Across Platforms

SUSTAINABILITY CONFERENCE

Wisconsin Sustainable Business
Council

AWARDS & RECOGNITIONS



KEEPING EVERYONE INFORMED

Empire's Website

Our website is a valuable resource for customers, vendors, and suppliers, offering the latest information about our products, capabilities, sustainable printing methods, Environmental Management System (EMS) reports, sustainability policy, and Green Tier status. Our blog further highlights recent publications about Empire and provides insights into the printing industry.

<https://www.empirescreen.com>

Social Media Posts



Empire utilizes Facebook, LinkedIn, X and Instagram to post daily messages promoting our brand, bringing awareness to our sustainability efforts, innovations, products, and services. We also post videos on YouTube showing our different presses and processes.

Empire's T.E.A.M. Facebook page is an extra resource for employees only. Here they will find information about what's going on at Empire, such as new equipment, department

updates, Human Resource notices, insurance and safety information, and employee events and reminders.

Constant Contact

Empire converted to Constant Contact in August 2022, which is a customer relationship management tool. We are able to setup an Empire Contact List, allowing us to streamline more internal communications to our customers, suppliers and employees. We notify them of recent publications, our sustainability efforts, and any information that helps build our internal and external communications.

Newsletters

Empire's newsletters provide insights into the latest activities and updates within our company. They feature safety initiatives, sustainability efforts, employee engagement, and company events, along with updates on new equipment, new hires, and retirees. Employees are encouraged to contribute articles, promoting a strong sense of community and collaboration. The newsletter is available on our website for easy access.





SBC SUSTAINABILITY CONFERENCE

SBC Participation

Each year, the Sustainable Business Council (SBC) hosts its annual conference to advance its mission of accelerating the integration of sustainable principles and practices into business strategies and operations. The 2025 conference was held on November 5th at the La Crosse Center in La Crosse, Wisconsin, bringing together business leaders from across the state committed to environmental and social responsibility. Empire Screen Printing is a longstanding SBC member and has participated in the conference as a guest, panelist, and host, including hosting the event in 2016.

As part of the conference, Empire welcomed attendees for a guided tour of its facility, providing insight into how sustainability is embedded throughout its operations. The tour highlighted Empire's UV LED ink-curing technology, cellular manufacturing model, lean automation initiatives, and sustainable print manufacturing practices that reduce environmental impact while delivering high-quality, durable products that support customers' ESG objectives.



Keynote Panel

Empire was also represented in multiple conference sessions. Alexis Marsh, Vice-President of Operations, participated in the keynote panel, "The Green Masters Program® as a Tool to Advance and Integrate Sustainability", moderated by Erin Bauer of Tack & Clew LLC and UW-Green Bay. Additional panelists included Jennifer Koenig, Chief Sustainability Officer at Brunswick Corporation, and Lisa Geason-Bauer, President of Evolution Marketing.

The panel explored how organizations can leverage the Green Masters Program® to measure, prioritize, and advance sustainability performance across environmental, social, and governance areas.

Breakout Session Panel

In a breakout session, Jennifer Schloesser, Creative Director and Green Committee Coordinator, contributed to a discussion on how to leverage Environmental Management Systems (EMS) to build sustainability programs that extend beyond regulatory compliance. Moderated by Douglas Johnson of Keen Works, LLC, Empire's EMS Green Tier auditor, and Jamie Wallner of Brady Corporation, the session emphasized the use of documented processes, strategic planning, and participation in Wisconsin Green Tier and Green Masters programs to drive continuous improvement, reduce emissions, and achieve long-term environmental goals.

Participation in the SBC Annual Conference reinforces Empire's commitment to sustainability leadership, collaboration, and continuous improvement. Through ongoing investment in technology, people, and partnerships, Empire continues to integrate responsible practices that strengthen both business performance and environmental stewardship.

SBC SUSTAINABILITY CONFERENCE

SBC RECOGNITION



On November 4th, the SBC's Green Master Ceremony was held to recognize organizations that are setting new standards for sustainability and innovation. Empire received two recognitions:

GREEN MASTER STATUS

Green Master was achieved by effectively managing all material sustainability issues and performance related to those issues.

TOP PERFORMER IN CUSTOMER WELFARE

Manufacturing and Heavy Industrial Category

On November 5th, Jennifer Schloesser and Alexis Marsh participated in conference sessions.

Alexis Marsh joined a keynote panel, discussing:
The Green Masters Program® as a Tool to Advance and Integrate Sustainability
 Jennifer Schloesser brought her expertise to a breakout session:
Leveraging Environmental Management Systems to Build Sustainability Programs

"It was an honor to be asked to participate in the SBC conference and work alongside like-minded individuals and companies who strive for environmental excellence, observed Jennifer. "Empire always enjoys the opportunity to share our story and the great work of our employees".



Keynote Panel (L-R): Lisa Geason-Bauer, Alexis Marsh, Jennifer Koenig



Breakout Session: Jennifer Schloesser shown with Douglas Johnson

AWARDS & RECOGNITIONS • HISTORY TIMELINE

- 2013** — Nominee for Wisconsin Manufacturer of the Year
PrUA Sustainability Recognition Award
- 2014** — Nominee for Wisconsin Manufacturer of the Year
- 2015** — PrUA Sustainability Recognition Award
- 2016** — Nominee for Wisconsin Manufacturer of the Year
PrUA Sustainability Recognition Award
WSBC Green Masters-Professional
SGIA Safety Recognition Award
WMC Business Friend of the Environment
WSBC Earth Day Award - Sustainable Process of the Year
SGIA Golden Image Award Category 30: Dials, Gauges, Panels
- 2017** — PrUA Sustainability Recognition Award
SGIA Safety Recognition Award
- 2018** — Nominee for Wisconsin Manufacturer of the Year
PrUA Sustainability Recognition Award
WSBC Green Masters-Professional
SGIA Safety Recognition Award
Sustainability Institute: Inspiring Sustainability Award
- 2019** — Nominee for Wisconsin Manufacturer of the Year
WSBC Green Masters-Professional
WMC Business Friend of the Environment
SGIA Safety Recognition Award
SGIA Golden Image Awards; 1 gold and 1 bronze
La Crosse Area Development Corporation
Diamond Recognition
- 2020** — Gold™ SGIA Sustainability Business Recognition Award
WSBC Green Masters-Professional
- 2021** — PrUA Sustainability Recognition Award
WSBC Green Masters-Professional
- 2022** — Nominee for Wisconsin Manufacturer of the Year
10-year milestone of being a DNR Green Tier participant
Wisconsin Sustainable Business Council Innovative Service of the Year
- 2023** — Nominee for Wisconsin Manufacturer of the Year
WSBC Green Masters*-first time as a Master
Recognition for 10 years of Wisconsin DNR Green Tier participation
- 2024** — WSBC Recognition:
Green Master Status
Top Performer with 100-500 Employees
Top Performer: Ethical Governance & Sustainable Leadership
- 2025** — **SBC (formally WSBC) Recognition:**
 - Green Master Status
 - Top Performer: Customer Welfare in Manufacturing and Heavy Industrial Category





ESG POLICY GOVERNANCE RESPONSIBILITY

- » Ethical Business Practices
- » Stakeholder Communication
- » Accountability & Transparency

GOVERNANCE RESPONSIBILITY · GOVERNANCE RESPONSIBILITY · GOVERNANCE RESPONSIBILITY · GOVERNANCE RESPONSIBILITY

ESG POLICY: GOVERNANCE RESPONSIBILITY

Ethical Business Practices

We are dedicated to maintaining the highest standards of integrity and transparency in all our business operations. This includes ensuring that our governance structures are robust, fair, and aligned with best practices.

Stakeholder Communication

Through educational training and marketing initiatives, we will communicate our ESG commitments to our employees, vendors, customers, and the broader community. We encourage their input in achieving our goals and improving our procedures.

Accountability and Transparency

Empire is committed to continuously evolving our ESG to ensure it aligns with best practices and latest technology. We will regularly review and report our ESG performance to ensure accountability. We will strive to maintain transparency in our operations and decision-making processes to build trust with our stakeholders.



MANAGEMENT STRUCTURE & ENGAGEMENT

At the start of each year, Empire's management team convenes to assess the previous year's achievements and set goals for the year ahead, all within the framework of our 3-year business vision. Using the Entrepreneurial Operating System (EOS) Traction organizer, the team conducts a detailed review of outcomes, with each member presenting a management review of their respective areas of responsibility.

This week-long meeting includes a dedicated session with our EMS management and Green Team stakeholders to review environmental legal updates, audit results, and fiscal objective achievements. By incorporating these insights, the team identifies opportunities for continuous improvement and integrates them into future environmental and organizational goals, ensuring alignment with Empire's all-encompassing vision.

Once the 3-year vision is set, we establish 1-year goals, and then from there, each manager selects rocks that support the 1-year plan. These rocks are carried out throughout middle management and discussed with employees so that the organization is all working towards the common goal and vision of the company.

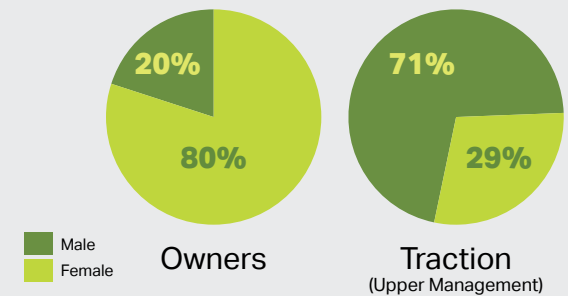
Daily Sunrise meetings at the supervisor level discuss safety, quality, and production. Any



issues or concerns are discussed and either put on the Issues list for discussion in Traction or are assigned out to make the improvement. Supervisors will then carry out the discussions with departmental meetings, where employees can bring up concerns, improvements, or needs as they relate to safety, quality, and production. This is an open means of communication between employees, supervisors, and upper management.

Upper Management holds weekly, Level 10 meetings to discuss every aspect of the company, from sales, quality, safety, and environment, to customer and employee relations. This meeting goes over rock review and discusses areas of concern in our IDS

MANAGEMENT STRUCTURE



(Identify, discuss, solve) segment of the meeting. The EOS Traction model creates a circular form of communication that works throughout the company and allows engagement at every level of the organization.

STAKEHOLDER'S RELATIONSHIP

Employees

At Empire, we value our employees immensely, prioritizing safety above all in our daily operations and embedding it within our culture to foster mutual accountability. We address challenges in employee retention and labor shortages by promoting work-life balance, enhancing health care benefits, offering training opportunities, and maintaining a clean, climate-controlled environment. Our management encourages open communication, allowing for free expression and trust-building across the organization.

Outside Reps

Empire collaborates with independent sales representative agencies across the United States to sell our products. To foster strong relationships with these agencies, Empire holds quarterly group meetings and one-on-one sessions with each rep agency. These meetings focus on key topics such as marketing strategies, market leads, and updates on new process improvements implemented by Empire.

Additionally, these discussions provide a platform to address any issues or concerns, ensuring open communication and effective collaboration. To support our mutual business strategies and environmental goals, Empire equips representatives with leads and marketing materials, reinforcing our shared commitment to success and sustainability.

Customer Satisfaction

We understand the critical importance of customer satisfaction in driving our business success. We conduct annual customer satisfaction surveys to gauge our performance and identify improvement areas. These surveys are meticulously designed to cover a comprehensive range of topics, including pricing, delivery efficiency, customer service quality, product quality, frequency of orders, and the role of sustainability in our customers' purchasing decisions. Moreover, the survey includes open-ended questions, inviting candid feedback on our services and any challenges or pain points experienced with our services. This customer feedback is invaluable; it provides us with direct insights into our customers'

4.75 ★★★★★
overall customer experience rating

.438%
of sales recorded RAs in 2025

needs and expectations, allowing us to tailor our services and product offerings effectively. The survey also plays a crucial role in helping us refine our strategies and operational processes, ensuring we consistently align with our customers' evolving preferences. In 2025, our customer's gave us a 4.75 (out of 5) overall experience rating.

In addition to the survey, we closely monitor our Return Authorization (RA) satisfaction rates as a key indicator of product compliance and customer contentment. Our recorded RAs for 2025 was .438% of sales.

By consistently evaluating and responding to customer feedback, we strengthen our commitment to enhancing customer satisfaction, fostering long-term relationships and driving sustainable growth for Empire.

DNR Relationship

Our Green Tier 1 status with the Wisconsin DNR holds us accountable while validating our commitment to environmental stewardship. As part of this program, our environmental practices are independently reviewed through third-party audits conducted every three years, ensuring transparency and continuous improvement. This trusted framework allows us to confidently share our technology and expertise, promote eco-friendly printing practices, and raise broader awareness of sustainability within our industry.

Suppliers

Suppliers play a critical role in the quality of our products. We vet partners and use annual scorecards to drive continuous improvement and strengthen our supply chain relationships. Incoming materials are inspected and tested for ink adhesion, and any non-conforming materials are quarantined and reported to the supplier..

Since 2023, Empire has been recognized by 3M as a Preferred Converter, reflecting our long-standing commitment to process improvement, customer satisfaction, environmental stewardship, and growth in OEM markets.

Memberships

Manufacturing with UV LED technology has put Empire at the forefront of sustainability and is leading the print industry with this technology. It has been our focus to share this technology and our story. We are members of a variety of associations. To be part of an industry, we believe you must fully embrace and develop through like-minded associations, businesses, and organizations to understand your company philosophy better and improve through others.

Some of our memberships include:

- » **PRINTING United Alliance**
- » **National Association of Graphic and Production Identification Manufacturers (GPI)**
- » **Printing Industry Midwest (PIM)**
- » **WMC (Wisconsin Manufacturers & Commerce)**
- » **Manufacturers' Agents National Association (MANA)**
- » **Sustainable Business Council**
- » **Great Lakes Graphics Association (GLGA)**
- » **Epic 21**
- » **Explore La Crosse**



PRODUCT RESPONSIBILITY

First Articles Inspection (FAI)

Empire offers customers First Article Inspection Reports for the management of their quality system. The purpose of the FAI is to provide objective evidence that all engineering design specifications, such as blueprints, artwork, and specification requirements found on the purchase order or indicated by the customer, are properly understood, accounted for, verified, documented, and manifested in the manufactured part. FAI reports are done when the product is first manufactured, revised, or indicated by the customer on the purchase order.

In addition to FAIs, we also submit PPAPs (production part approval process), C of C documents (certificate of conformance), material certification, and compliance documentation.

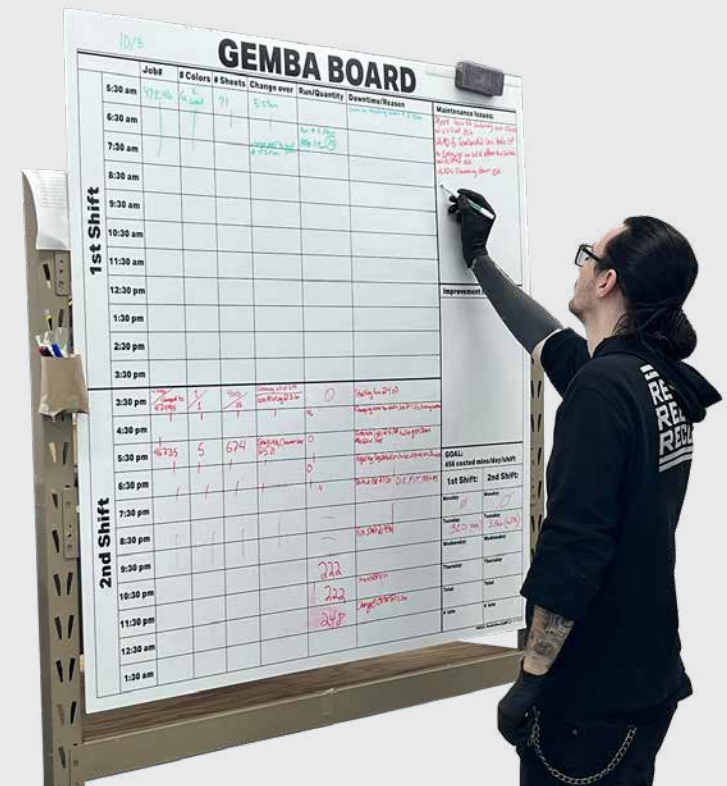
Non-Conforming Product

Empire Screen Printing, Inc. has an established procedure to manage and resolve products that fail to meet quality standards, preventing their unintended use or delivery. This process applies to products identified at any stage of production or returned by customers. Non-conformance reports are used to track and analyze these issues, enabling the prevention of recurrence. Department managers are responsible for conducting root cause analysis and implementing corrective actions. The ultimate goal is to maintain high-quality standards and ensure all products meet both customer expectations and Empire's specifications.

Customer Complaints

When a customer raises a concern with their Account Manager regarding our products or services, the manager gathers all pertinent details, like part and job numbers, and customer communications, to thoroughly investigate the issue. Depending on the nature of the complaint - be it shipping, product quality, or customer service - the Account Manager either resolves minor issues directly or includes the Customer Service Manager or the Director of Quality for more complex issues.

For product returns, the Director of Quality issues return instructions or approves replacements, with all actions recorded in an NCR (Form 8.3_1) report and communicated back to the customer for resolution. Customer concerns and resolutions are recorded within our NetSuite CRM system, so we can retain communication regarding accounts or job specific requirements.



REGULATORY CERTIFICATION

- » Increased efficiency
- » Lower costs and shorter cycle times through effective use of resources
- » Enhanced customer satisfaction
- » Consistency in the delivery of your product or service
- » Improved communication, planning and administration processes
- » Stronger supplier relationships
- » Controlled and documented processes



ISO 9001



Empire Screen Printing has proudly maintained ISO 9001 certification since 2006 and is currently certified under the ISO 9001:2015 standard.

The International Organization for Standardization (ISO) is an independent, non-governmental membership organization and the world's largest developer of voluntary international standards. While ISO does not dictate how a company should be managed, it requires organizations to define how they will meet the standards outlined in the ISO requirements.

Empire's certification is upheld through third-party audits conducted twice a year. These audits verify compliance by requiring evidence that processes and procedures are both documented and implemented as intended.

Green Tier EMS



Empire recognizes the importance of reducing our carbon footprint, and we have made a documented decision to implement processes that reduce environmental impacts.

As a Wisconsin Green Tier 1 company since 2013, Empire is committed to going above and beyond local, state, and EPA environmental standards. Our Environmental Management System (EMS) is designed to meet the ISO 14001:2015 equivalency requirements set forth by the Wisconsin DNR [Wis.Stats. §299.83(1)(dg)].

The EMS is audited by an external auditor every three years and is required to be internally audited annually.

Empire QMS

Empire follows the guidelines outlined in the ISO 9001 system to develop our documented control process, known as the Quality Management System (QMS). The QMS is organized into three key components: Policies, Processes, and Resources. Within this framework, all policies, documented processes, procedures, work instructions, and job breakdowns are systematically stored, evaluated, and maintained.

To view our certification, visit our website:

www.empirescreen.com/our_certifications

COMPLIANCE REPORTING

Adhering to agency regulations and maintaining compliance is critical to fulfilling our customer requirements. Our team collaborates with suppliers and compliance bodies to ensure that all materials and processes meet the specific needs of each order from start to finish, guaranteeing product integrity and customer satisfaction.

Third-Party Audits

ISO-9001 Audits

To maintain certification for our ISO-9001, Empire is audited every six months through a third-party auditor. During this process, the audits require evidence to show that the processes and procedures exist and are carried out as intended.

EMS Audits

Our Environmental Management System (EMS) integrates procedures that reduce environmental impact and improve operational efficiency, including employee training, operational controls, compliance requirements, and defined environmental objectives.

The EMS is audited internally each year and externally every three years by a Wisconsin-certified auditor. These audits verify conformance with ISO 14001:2004 and applicable statutory, regulatory, contractual, and Green Tier requirements. The next external audit is scheduled for 2028.

UL Certification

Marking and labeling (decals) usage for UL may be referred to as UL 969. Empire Screen Printing is an authorized label supplier for UL (File #MH9996).

As authorization from UL to print Type R marks, suppliers (Empire) must obtain from the UL customer a copy of the Listing Mark Data page, Classification Mark Data Page, or a copy of the UL Mark stamped artwork that was submitted to UL by the manufacturer.



Meeting the International Standards means that you can have confidence that your products are safe, reliable and of good quality.

COMPLIANCE REPORTING

Non-Conformance

During external and/or internal audits, the auditor may identify non-conformance within our ISO or EMS quality manual and procedures. When a non-conformance occurs, it is listed as either a minor or major non-conformance, of which management seeks out the proper course of action to correct the non-conformance. New work instruction may be needed or revising existing, may be needed. Upon approval and demonstration of compliance, the auditor must approve the resolution.

2025 Audit Results

- **ISO Audit • February and September 2025**

There were two corrective actions from the February 2025 audit and one non conformance from the September audit. As of December 2025, the non-conformance has been complete and will be reviewed for closure with the February 2026 audit

[see Appendix A].

- **EMS External Audit • 05/22/2025**

Our external audit was performed by Doug Johnson of Environmental Intelligence, Inc. Our EMS manual was recently updated to the international standard, ISO 14001:2015, so the auditor took this into consideration.

On a tour of the facility, there were a few observations where preventative measures and areas of improvement were needed, otherwise there were no issues and Empire was in conformance for Green Tier I certification.

[see Appendix B].



COMPLIANCE



APPENDIX

- A. ISO Audit Results
- B. EMS Internal Audit Results
- C. DNR Green Tier Metrics Form Results
- D. SBC Materiality Matrix

APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX · APPENDIX





Appendix: A1

ISO AUDIT RESULTS 02/025

Audit No. 222994

ISO Non-Conformance CAR No. 1

The Management Review report did not directly address individual items discussed. There was no evidence of action plans or who was responsible for follow-up.

Reviewed and verified the actions implemented to close the corrective action Weekly Management Traction and ROCKS conducted on 7-7-25.

Status is closed: 09/2025

Corrective Action Report

PART 1 To Be Completed by the NQA Auditor					
Auditor's Name	JMackay	Site	Onalaska	CAR No.	1
Standard	ISO 9001-2015	Clause	9.3	Criticality (Major / Minor)	Minor
Statement of Nonconformity				Date Issued	2.28.2025
Stated Requirement: Empire Screen Printing Management Review FORM 5.6_1.2 Issue date 3,6.2007					
Nonconformance Statement: The Management review report (record) includes documented evidence of processes that are nonconforming and not effective, these are documented as Customer Satisfaction, Quality Objectives Nonconformities and Corrective Action Monitoring and Measurement and Internal Audits Example Process Performance High Defect Rates in Screen Printing require improvements However there is no evidence of action assigned to person or department responsible, no timeline for monitoring or measurement or any follow up planned.					
PART 2 To Be Completed by the Organization within 30 calendar days					
Please complete this section and submit to NQA, USA to this email address ncr@nqa-usa.com					
Immediate Correction (what did you do to resolve the Nonconforming situation) Please include/attach objective evidence for the correction as appropriate					Completion date:
Reviewed the Input information and determined the failures were detected within the process and that failure did not reach customer and that current detection was working.					3.6.2025
Root Cause Analysis ('how/why did this happen?')					
Management review did not directly address individual items that were discussed and reviewed and made a broader Follow up activity to address items. The activities included "Managers will manage systems to standards" under the broad activity there are assigned objectives or (Rocks) to help reach the goal such as "Standardized training schedule for every operator position in SVS, MVS, and LVS" this is assigned to Director Of Manufacturing. "Evaluate EQMS software to purchase" to maintain accountability to the standards and training this is assigned to Director Of Quality Assurance.					
Corrective Action(s) (actions taken to eliminate the Root Cause(s) to prevent recurrence)					Planned completion date:
Review the Input information and if determined the need to develop action items that directly represent the input, the action item will be assigned to a management level official for accountability for completion time and measureable or verifiable resolution to the issue.					6.30.2025
Organization's Representative	Steve Johnson			Date of signature:	3.31.2025



Appendix: A2

ISO AUDIT RESULTS 02/025

Audit No. 222994

ISO Non-Conformance CAR No. 2

The job descriptions entered into Navision ERP were not complete for Small Value Stream operators and shipping personnel. They did not identify any requirements for training or competence.

Both positions were reviewed and updated in the Navision program to reflect the requirements needed.

Status is closed: 09/2025

Corrective Action Report					
PART 1 To Be Completed by the NQA Auditor					
Auditor's Name	JMackay	Site	Onalaska	CAR No.	2
Standard	ISO 9001-2015	Clause	7.2	Criticality (Major / Minor)	Minor
Statement of Nonconformity				Date Issued	2.28.2025
<p>Stated Requirement: The organization shall: a) determine the necessary competence of person(s) doing work under its control that affects the performance and effectiveness of the quality management system; b) ensure that these persons are competent on the basis of appropriate education, training, or experience; c) where applicable, take actions to acquire the necessary competence, and evaluate the effectiveness of the actions taken; d) retain appropriate documented information as evidence of competence</p> <p>Nonconformance Statement: The job descriptions for Small Value Stream Operators and Shippers Final Release do not identify any requirements for competence or requirements for the positions B There is no evidence of awareness, training or competence records in evidence or planned.</p>					
PART 2 To Be Completed by the Organization within 30 calendar days					
Please complete this section and submit to NQA, USA to this email address ncr@nqa-usa.com					
Immediate Correction (what did you do to resolve the Nonconforming situation) Please include/attach objective evidence for the correction as appropriate					Completion date:
Review of job descriptions for all Empire Job positions					4.25.2025
Root Cause Analysis ('how/why did this happen?')					
Job descriptions entered Navision ERP were not complete and were taken from the information used to advertise for job openings at Empire Screen Printing to hire new employees.					
Corrective Action(s) (actions taken to eliminate the Root Cause(s) to prevent recurrence)					Planned completion date:
Upon review of job descriptions for each Empire position required updates will be addressed and entered the job description and maintained in the NetSuite ERP system.					4.25.2025
Organization's Representative	Steve Johnson			Date of signature:	3.31.2025



Appendix: A3

ISO AUDIT RESULTS 09/2025
 Audit No. 230593
 ISO Non-Conformance CAR No. 2

On 10/09/2025, the following Empire files were reviewed by stock cutting and customer service department personnel:

- Empire Quality Manual ISO 9001-2015.pdf
- Incoming Material Controls Procedure_X.pdf

They were updated to include who is responsible for recording property that is lost, damaged, or unsuitable for use.

When there is unusable customer-supplied material, the **Account Manager** will be the assigned person who is responsible for the following:

- Notify the customer by email
- Retain the email in the internal part file as a record of the communication with the customer.

Status is open upon review at next ISO audit in 02/2026.

Corrective Action Report					
PART 1 To Be Completed by the NQA Auditor					
Auditor's Name	JMackay	Site	Onalaska	CAR No.	1
Standard	ISO 9001-2015	Clause	8.5.3	Criticality (Major / Minor)	Minor
Statement of Nonconformity				Date Issued	9.2.2025
Stated Requirement:When the property of a customer or external provider is lost, damaged or otherwise found to be unsuitable for use, the organization shall report this to the customer or external provider and retain documented information on what has occurred					
Nonconformance Statement: Through the interviews and documentation reviewed - Incoming Material Controls Procedure Rev 4 Control of Nonconforming Product Rev 10 ad Quality Manual QM 1 Rev 6 it was determined that there is no requirement or evidence to show who has the responsibility for recording property that is lost damaged or unsuitable for use and what the actual record is. (shared verbally Nonconformity report and created by Quality Manager)					
PART 2 To Be Completed by the Organization within 30 calendar days					
Please complete this section and submit to NQA, USA to this email address ncr@nqa-usa.com					
Immediate Correction (what did you do to resolve the Nonconforming situation) Please include/attach objective evidence for the correction as appropriate					Completion date:
During time of discovery Empire did not have an occurrence of customer supplied material failure or rejection.					10/09/2025
Root Cause Analysis ('how/why did this happen?')					
It was indicated in the Incoming Material Controls Procedure. Pdf : "Customer supplied material is subject to the same controls and testing as incoming purchased material indicated in this procedure." ""Any test samples deemed substandard or unacceptable by the ink department are transferred to QA where a decision is made on the acceptance, rejection or to re-sample. Per Control of Nonconforming Product_Procedure.pdf" The Director of Quality Assurance approved the use of the Corrective Action reporting as use for identifying, recording and a record of customer supplied materials that did not meet requirements for use in the product. This did not directly corilate how the customer was to be made aware of the issue.					
Corrective Action(s) (actions taken to eliminate the Root Cause(s) to prevent recurrence)					Planned completion date:
The Empire "Empire Quality Manual ISO 9001-2015.pdf" and "Incoming Material Controls Procedure_X.pdf" were updated in the case of unusable customer supplied material, the Account Manager is the responsible person to notify the customer by email and retain the email in the internal part file as a record of the communication with the customer.					10/092025
Organization's Representative	Steve Johnson			Date of signature:	10/09/2025



Appendix: B

EMS EXTERNAL AUDIT RESULTS

On a tour of the facility, there were a few observations where preventative measures and areas of improvement were needed, otherwise it was a very successful audit and Empire was again in conformance for our Green Tier I certification.

Company Name:	Empire Screen Printing	Lead Auditor:	Douglas B Johnson
Facility Name:	HQ	Auditor Company:	Environmental Intelligence Inc
Facility Address:	Box 218, N5206 Marco Road, Onalaska, WI 54650	Auditor Phone:	612-387-3430
Point of Contact:	Jennifer Schloesser	Auditor Email:	doug@keenworks.life
Contact Phone:	608-783-3301	Audit Team Members:	None
Contact Email:	jshloesser@empirescreen.com		

Date(s) of Audit:	22 May 2025
Scope of Audit:	The processes, products and activities underway within the fence line of the property located at M5206 Marco Road, Onalaska, WI 54650
Audit Objectives:	<ul style="list-style-type: none"> To determine the conformity of the ISO 14001:2004 FE & applicable statutory, regulatory and contractual requirements, including Green Tier Law, §299.83(dg); To determine the conformity of the defined processes & documented procedures within the management system To determine effectiveness of the management system to ensure the client organization is continually meeting its specified objectives; To identify areas for potential improvement of the management system. N.B. This audit included consideration of the updated international standard, ISO 14001:2015.

A. Audit Report

Finding(s) Summary:

Empire Screen Printing has established and maintains the ISO 14001FE based on the requirements of the Green Tier program, which when authorized was grounded in the requirements of ISO 14001:2004. At the time of this audit, Empire has initiated an update to the basis for the FE EMS to conform with the requirements of ISO 14001:2015. Adoption of the newer standard is yielding some insights into the relationship of the FE EMS to the third-party certified ISO 9001:2015 system in place for several years. In addition, the management team is in early stages of using the QMS/EMS framework for addressing emerging issues on the horizon, e.g., personnel changes related to planned retirements and unplanned personnel events with potential to present risk to business continuity. Using the EMS as framework and process tool, Empire's team has led the industry in shifting from solvent inks to solventless inks and use of UV cure, resulting in significant and sustained energy savings. Empire's team is employing EMS processes to improvement of the quality of management with renewed focus on internal communication to support planning and operations and external communication with customers on the value of decarbonization.

Major Findings: No adverse findings.

Strengths:

Empire shares its process innovations with peers and competitors because it's the right thing to do. This is superior environmental performance manifested. Now, some of these competitors direct some work to Empire because they understand and appreciate that innovations in process can result in lower costs and reduced environmental impact.

Observations / Comments:

It is generally thought that Tier III emissions are difficult to quantify or to solicit cooperative reductions from within a supply chain. It's like Christmas every day at Empire Screen Printing. Each print job run without solvent ink results in Tier III emissions reduction for a customer. Good values create value. Lower costs and sustainable environmental outcomes that accrue to customers and the planet are evident.

Audit Report Distribution: Jennifer Schloesser

Audit Conclusions:

The audit yields a recommendation for continued renewal of program participation.

B. Declaration of Conformance

CURRENTLY IN CONFORMANCE:

The EMS is mostly effective and fulfills requirements in accordance with Green Tier law [299.83 (1) (dg)].

Auditor (please print): Douglas B Johnson	Declaration Date: 22 May 2025
Signature: Douglas B Johnson	

C. Declaration of Non-Conformance

NOT CURRENTLY IN CONFORMANCE: The EMS for the facility/organization is not fully implemented and does not demonstrate the ability to achieve requirements for products and services in accordance with the requirements of Green Tier law [299.83 (1)(dg)]. Corrective Action Requests are attached.

If EMS is found to be non-conforming, the auditee (Green Tier participant) has **90-days** to make corrections to bring EMS into conformance per Green Tier law (299.83 6m).

Auditors – Please hold the Declaration of Conformance until all minor and major nonconformances are corrected to your satisfaction.

Corrective Action Plans Required

CORRECTIVE ACTIONS COMPLETED AND EMS FOUND TO BE FUNCTIONING (if applicable)

Signature: Click or tap here to enter text.	Follow-up audit/due date: Click or tap here to enter text.
Notes: Click or tap here to enter text.	
Signature: Click or tap here to enter text.	Completion Date: Click or tap here to enter text.



Appendix: C

DNR GREEN TIER METRICS • 2024-25

Participant Name	Empire Screen Printing
Reporting Year Start	10/1/2024
Reporting Year End	9/30/2025

IMPRESSIONS	-21.91%
Base 2016-17	13,126,947
Fiscal Year	10,251,287

Did you enter your data in the raw format (not normalized)?
Type Yes or No Yes

GENERAL INFO

Metric	% Change	% Change	Current	Baseline
# of Employees	-33.30%	-33.30%	172	258
Primary NAICS Code			323113	
Secondary NAICS Code			323111	
% Local Purchases	#VALUE!	0.00%	UNK	UNK
% In-State Purchases	#VALUE!	0.00%	UNK	UNK

WASTE

Metric	% Change	% Change	Current	Baseline	Units
Solid Waste Reused	UNK	UNK	UNK	UNK	US tons / 1000 impressions
Solid Waste Recycled	-0.80%	-0.80%	0.007	0.007	US tons / 1000 impressions
Solid Waste Composted	n/a	n/a	n/a	n/a	US tons / 1000 impressions
Solid Waste-to-Energy	27.90%	27.90%	0.018	0.014	US tons / 1000 impressions
Solid Waste to Landfill	-79.50%	-79.50%	0.002	0.011	US tons / 1000 impressions
Solid Waste to Incinerator	n/a	n/a	n/a	n/a	US tons / 1000 impressions
Universal Waste	UNK	UNK	UNK	UNK	lbs / 1000 impressions
Hazardous Waste Generated	42.30%	42.30%	0.313	0.22	lbs / 1000 impressions

WATER

Metric	% Change	% Change	Current	Baseline	Units
Water used	64.70%	64.70%	93.52	56.786	gallons / 1000 impressions
Water recycled/reused	UNK	UNK	UNK	UNK	gallons / 1000 impressions
Wastewater Discharged	#VALUE!	0.00%	UNK	56.8	gallons / 1000 impressions



Appendix: C

DNR GREEN TIER METRICS • 2024-25

ENERGY USE AND GENERATION					
Metric	% Change	% Change	Current	Baseline	Units
Electricity from utility	2.60%	2.60%	272.379	265.533	kWh / 1000 impressions
Natural Gas	13.10%	13.10%	452,039.00	399,654.30	MMBtus / 1000 impressions
Coal	n/a	n/a	n/a	n/a	US tons / 1000 impressions
Propane (LP)	UNK	UNK	UNK	UNK	gallons / 1000 impressions
Diesel (#2 Fuel Oil)	16.10%	16.10%	0.149	0.128	gallons / 1000 impressions
Biodiesel	UNK	UNK	UNK	UNK	gallons / 1000 impressions
Residual Fuel Oil (#4-6)	n/a	n/a	n/a	n/a	gallons / 1000 impressions
Wind	n/a	n/a	n/a	n/a	kWh / 1000 impressions
Hydro	n/a	n/a	n/a	n/a	kWh / 1000 impressions
Solar Photovoltaic (PV)	n/a	n/a	n/a	n/a	kWh / 1000 impressions
Solar Thermal	n/a	n/a	n/a	n/a	MMBtus / 1000 impressions
Geothermal	n/a	n/a	n/a	n/a	MMBtus / 1000 impressions
Biomass	n/a	n/a	n/a	n/a	US tons / 1000 impressions
Biogas	n/a	n/a	n/a	n/a	MMBtus / 1000 impressions
Other (quantity)	n/a	n/a	n/a	n/a	/ 1000 impressions
Other (fuel type)			N/A		

ON-SITE RENEWABLE ENERGY CAPACITY					
Metric	% Change	% Change	Current	Baseline	Units
Wind	N/A	N/A	N/A	N/A	kW
Hydro	N/A	N/A	N/A	N/A	kW
Solar Photovoltaic (PV)	N/A	N/A	N/A	N/A	kW
Solar Thermal	N/A	N/A	N/A	N/A	MMBtus
Geothermal	N/A	N/A	N/A	N/A	MMBtus
Biomass	N/A	N/A	N/A	N/A	US tons
Biodigester	N/A	N/A	N/A	N/A	US tons
Other (quantity)	N/A	N/A	N/A	N/A	N/A
Other Energy Type			N/A	N/A	
REC Amount Purchased	N/A	N/A	N/A	N/A	kW
REC Energy Source			N/A		



Appendix: C

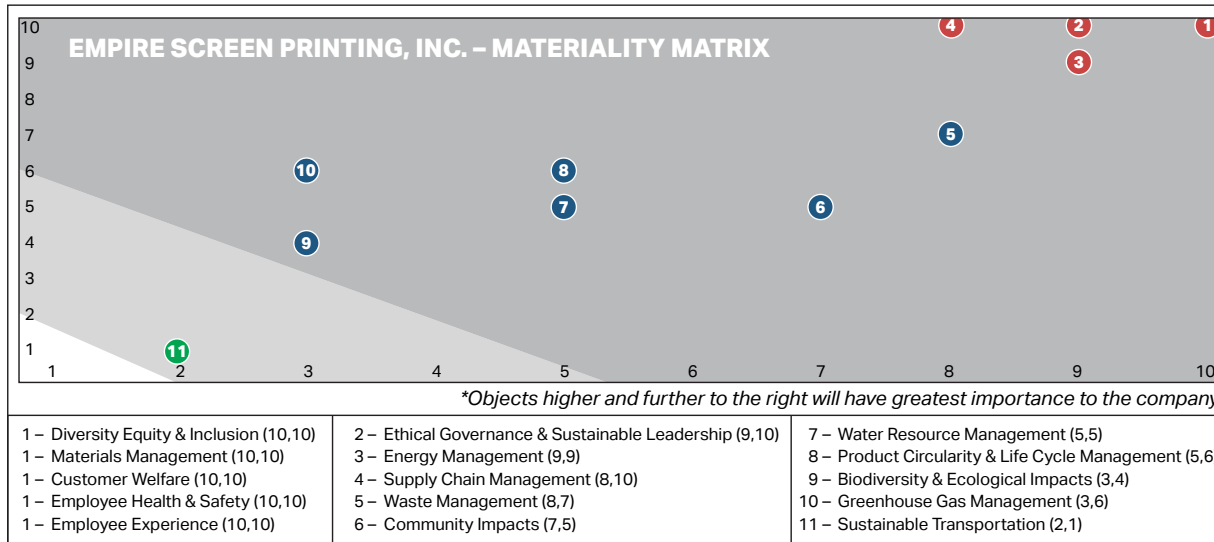
DNR GREEN TIER METRICS • 2024-25

AIR					
Metric	% Change	% Change	Current	Baseline	Units
Volatile Organic Compounds	-33.00%	-33.00%	0.729	1.088	lbs / 1000 impressions
Ozone-depleting Substances	-33.00%	-33.00%	0.0028	0.0042	lbs / 1000 impressions
Greenhouse Gas Emissions	n/a	n/a	n/a	n/a	lbs / 1000 impressions
Hazardous Air Pollutants	n/a	n/a	n/a	n/a	lbs / 1000 impressions

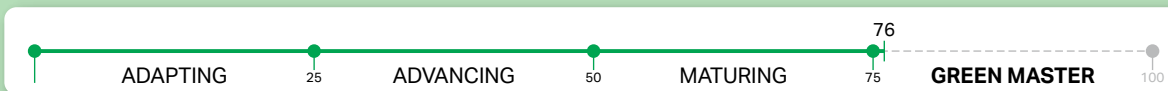
TRANSPORTATION		Totals of each fuel type			
Metric - Fleet	% Change	% Change	Current	Baseline	
Gasoline	200.00%	200.00%	2	2	
Diesel	N/A	N/A	N/A	N/A	
Electric - plugin	N/A	N/A	N/A	N/A	
Electric - hybrid	-50.00%	-50.00%	1	2	
CNG	N/A	N/A	N/A	N/A	
Propane	N/A	N/A	N/A	N/A	
Biodiesel	N/A	N/A	N/A	N/A	
RNG/BioGas	N/A	N/A	N/A	N/A	
Other (quantity)	N/A	N/A	N/A	N/A	
Other (fuel type)			N/A	N/A	
Total	-25.00%	-25.00%	3	4	
METRIC - Equipment		% Change	Current	Baseline	
Gasoline	100.00%	100.00%	1	1	
Diesel	100.00%	100.00%	1	1	
Electric - plugin	100.00%	100.00%	N/A		
CNG	100.00%	100.00%	N/A		
Propane	100.00%	100.00%	N/A		
Biodiesel	100.00%	100.00%	N/A		
RNG/BioGas	100.00%	100.00%	N/A		
Other (quantity)	100.00%	100.00%	N/A		
Other Fuel Type (enter fuel type used for "other" above)			N/A		
Total Equipment	200.00%	200.00%	2	2	



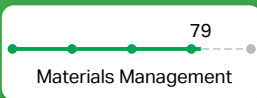
Appendix: D
SBC MATERIALITY MATRIX



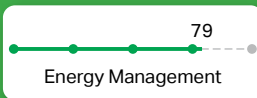
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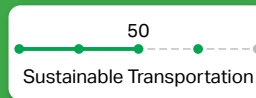
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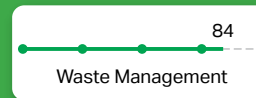
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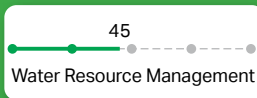
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ENVIRONMENT



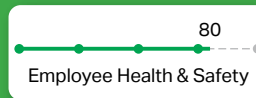
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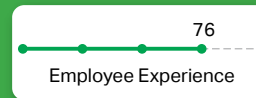
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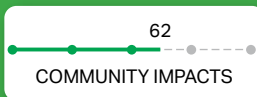
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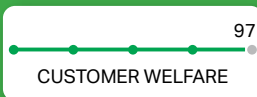
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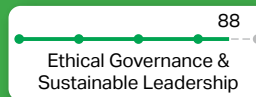
SOCIETY



SOCIETY



GOVERNANCE/LEADERSHIP

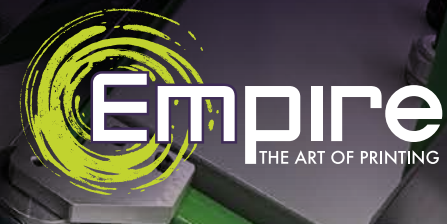


EMPIRE SCREEN PRINTING, INC. – DASHBOARD
Assessment Period: 04/01/2025 – 09/30/2025



OUR INNOVATIVE **PROCESS**

EMPIRE'S ADVANCED printing technologies, integrated cellular manufacturing, commitment to versatility, and eco-friendly practices creates a proven process within our industry. With real-time risk identification and process improvement, Empire aligns efficiency with environmental responsibility to deliver high-quality, consistent, custom products that meet our customers' desired needs.



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