



ENVIRONMENTAL,
SOCIAL & GOVERNANCE
REPORT

2
0
2
5



TABLE OF CONTENTS

3 FROM THE CEO

4 ABOUT

5 ESG

9 ENVIRONMENTAL

16 SOCIAL

20 GOVERNANCE

22 CONCLUSION



FROM THE CEO.....



As we look ahead to Bemis's 125th anniversary in 2026, I am reminded that sustainability has always been part of how we operate. Long before it became a mainstream priority, we worked to do what is right for our people, customers and communities.

Humility remains central to who we are. Our goal isn't recognition: it's progress. As the world changes, we continue to share our journey in a way that encourages others while staying true to our values.

Sustainability brings new expectations and new opportunities. We meet them by applying the same technical expertise, curiosity, and innovation that have defined Bemis for generations. Our focus is producing durable, high-quality products that meet customer needs and contribute to a more sustainable future.

Bemis's values continue to guide every decision we make. They shape how we treat our employees, serve our customers and support the communities we call home. We invest in our people through skills-based training and education. These efforts help employees grow professionally and reinforce the culture that defines Bemis.

For nearly 125 years, our purpose has remained clear: operate with integrity, innovate with purpose, and care for the people and places that make our work possible.

Jeff Lonigro
President and CEO



ABOUT BEMIS

Founded as a wooden wagon and furniture manufacturer in 1901, Bemis has always been guided by two principles: quality and innovation. Family ownership has shaped Bemis's long-term approach from the start. Twelve decades and several hundred patents later, Bemis has grown into a leading proprietary and contract manufacturing company with over 2,000 employees in six countries around the world.

From toilet seats to engineering-grade thermoplastic injection molded components, Bemis products range from everyday use to precision manufacturing. Thinking outside the box has driven our success and growth, and we're committed to advancing technologies in the industries we serve.

ABOUT THIS REPORT

We're proud to share our second annual ESG Report and reaffirm our continued commitment to integrity, respect, sustainability, stewardship, and innovation at the heart of everything we do.

Sustainability has guided Bemis's work for decades, well before it was widely recognized as an essential business practice. We've consistently aimed to minimize waste, care for our people, and act responsibly in our communities. What's new is our dedication to formally measuring and supporting our efforts.

This year, we remain focused on building a clear, accurate understanding of our impacts; we're laying a solid foundation of reliable data to guide meaningful progress. This report reflects that groundwork and our determination to keep advancing responsibly.

We extend our sincere appreciation to our employees, partners, and stakeholders for supporting us on this journey toward a more sustainable future.



INTRODUCTION

ESG: ENVIRONMENTAL, SOCIAL & GOVERNANCE

We use an ESG framework because it gives us the clearest view of our impacts across the value chain, and helps guide our decisions as a business.

BEMIS ESG VISION

As a family-owned business, we are stewards of our environment and communities. We intelligently use resources as we bring innovation to products and processes that deliver value.



BEMIS WORLDWIDE LOCATIONS





2025 FOCUS AREAS

At Bemis, ESG is simply good business. It's a reflection of our long-standing values and of our commitment to doing what's right. We take practical, responsible actions across our operations every day, and ESG provides a clear way to communicate that work and measure our progress. In 2025, we are especially proud of the advances we've made in these focused ESG areas:



ENVIRONMENTAL (E)

Energy efficiency in operations
Design for Sustainability (DfS)



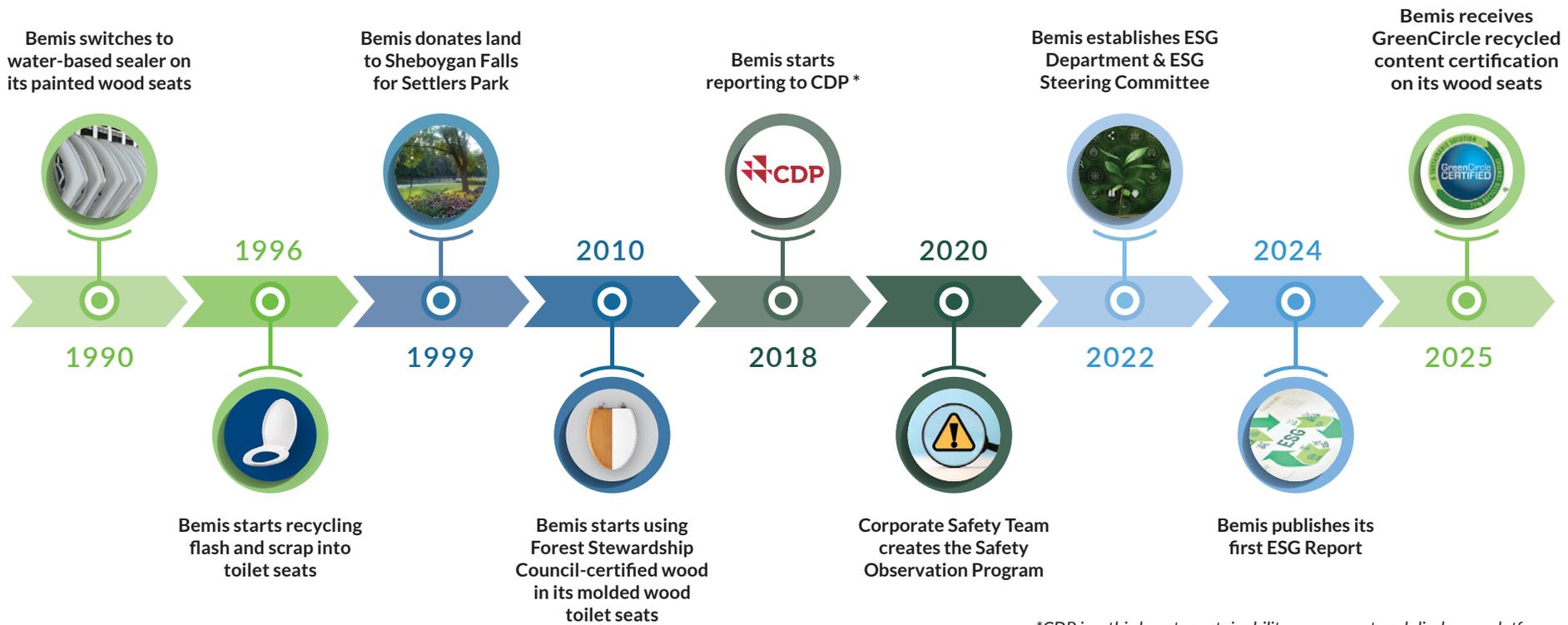
SOCIAL (S)

Employee safety | Talent management
Community support



GOVERNANCE (G)

Risk management | Ethics
Independent oversight



*CDP is a third-party sustainability assessment and disclosure platform

PEOPLE & PLANET: A COMMITMENT, NOT A TREND

Bemis's efforts to improve sustainability and positively impact the community predate the creation of a formal ESG advisory body. For decades, teams at Bemis facilities around the world have worked to adopt processes, materials, and actions that promote our deep commitment to environmental stewardship. These efforts are not about charity; they're about running a resilient, adaptable business that balances the needs of our workforce, our environment and our long-term success.

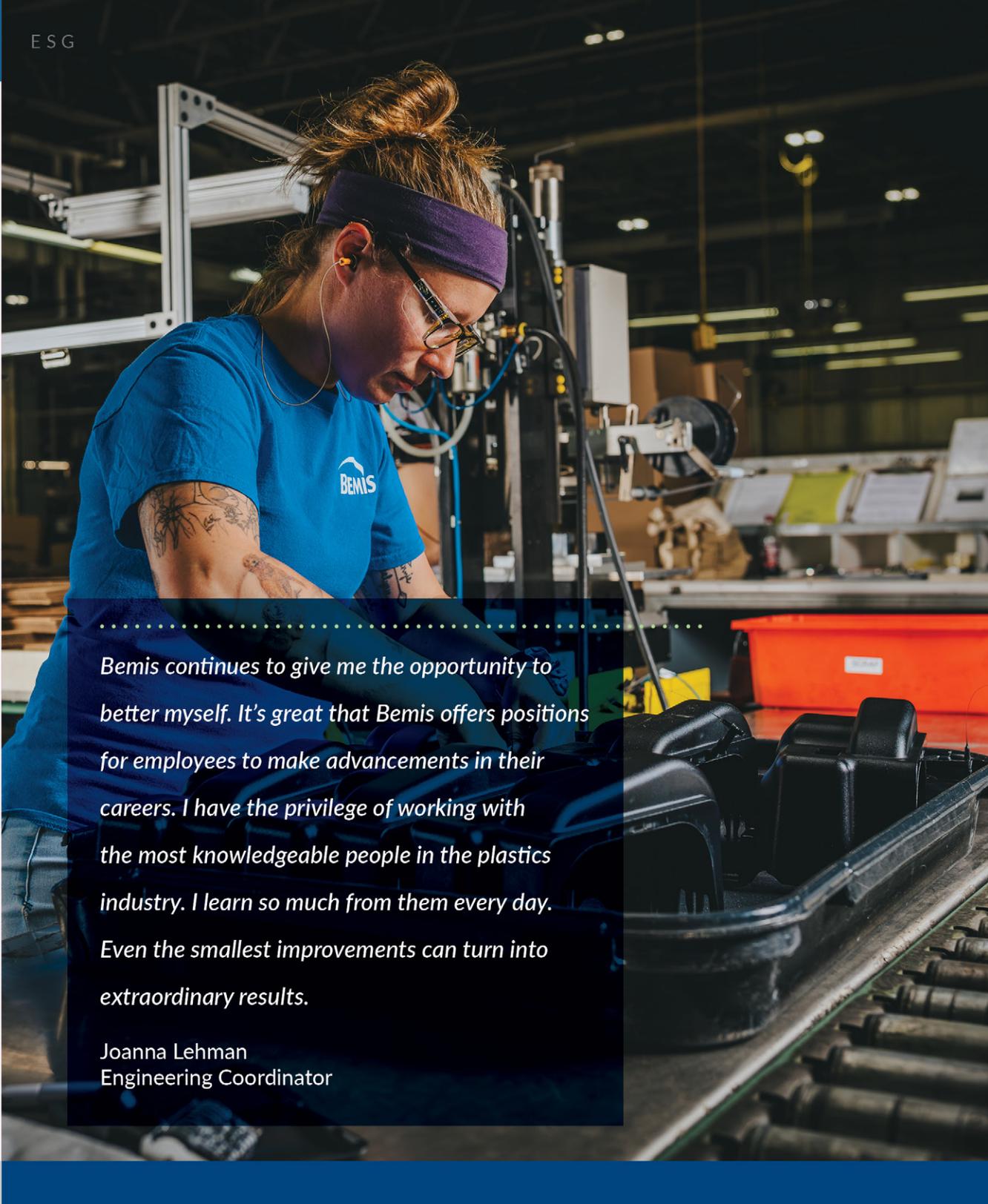


2025 HIGHLIGHTS

In 2025, we've continued to formalize and strengthen our long-standing commitment to Environmental, Social and Governance (ESG) principles. Our people remain at the heart of our progress, and we are proud of the measurable steps we've taken to advance responsible business practices across all areas of our operations.

In 2025, we are proud to have:

- E** Earned a third-party recycled content certification on our molded wood toilet seats.
- E** Enhanced the systemization of our environmental impact calculations to increase efficiency and direct more resources to meaningful sustainability initiatives.
- S** Refined our talent management system to support employee development and organizational growth.
- S** Achieved our lowest employee injury incidence rate in company history.
- G** Implemented new Supplier Code of Conduct & Conflict Minerals Policy to strengthen responsible sourcing and governance standards.

A woman with her hair in a bun, wearing a purple headband, glasses, and a blue Bemis t-shirt, is working in a factory. She is focused on her task, and the background shows industrial machinery and a red storage bin.

Bemis continues to give me the opportunity to better myself. It's great that Bemis offers positions for employees to make advancements in their careers. I have the privilege of working with the most knowledgeable people in the plastics industry. I learn so much from them every day. Even the smallest improvements can turn into extraordinary results.

Joanna Lehman
Engineering Coordinator

ENVIRONMENTAL



CLIMATE

Measured through carbon footprint metrics and defined as the total amount of greenhouse gas emissions.



WATER

Measured through water scarcity metrics and defined as available water remaining per area in a watershed after the demand of humans and aquatic ecosystems has been met.



RESOURCES

Measured through resource depletion metrics and defined as the amount of critical resource depletion, resulting in resource scarcity.



HEALTH

Measured through human toxicity metrics and defined as toxicological impacts on human health resulting from exposure to various chemicals.

DRIVING MEASURABLE ENVIRONMENTAL IMPACT

As a multinational manufacturer with a wide range of products, Bemis's environmental impact is complex. We identified our four environmental principles – climate, water, resources, and health – in 2023 and continue to track them on an ongoing basis. In 2025, we focused on refining our baseline and improving how we track progress and identify opportunities for improvement.

“Bemis exemplifies what it means to be a true environmental partner, and continues to do so by integrating sustainability into every stage of product development.”

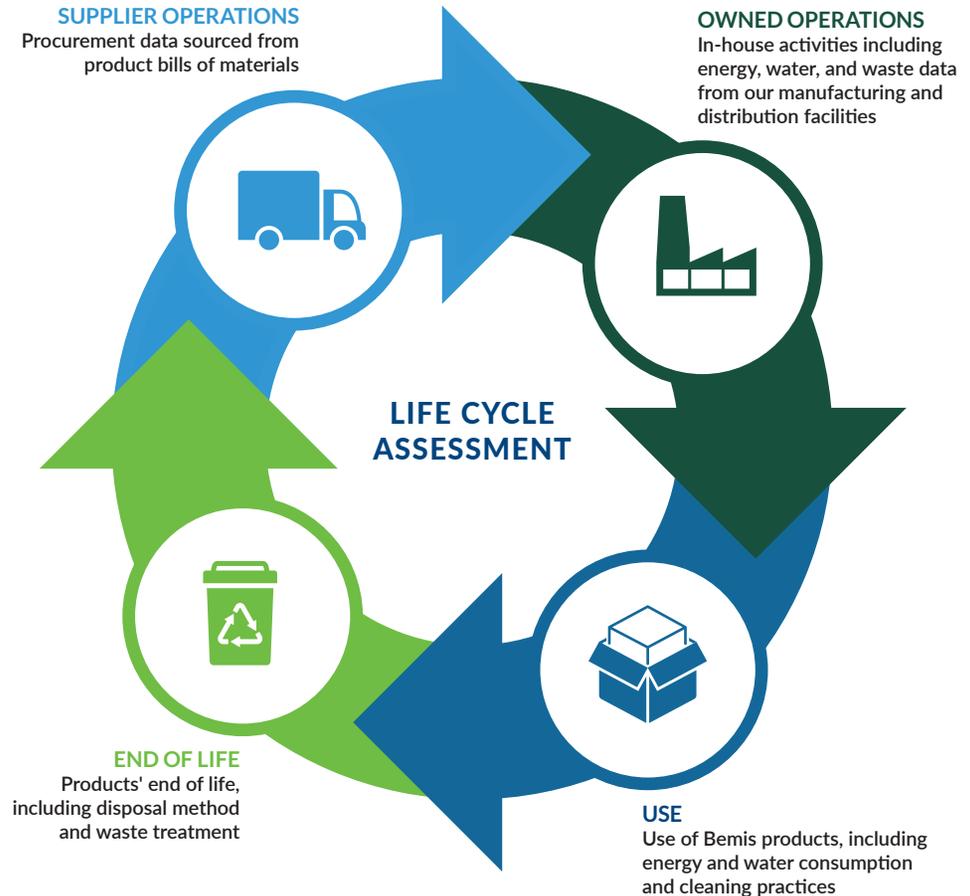
The Home Depot Canada

MATERIALITY & PRODUCT LIFE CYCLE

We rely on credible primary data to understand our impacts and identify opportunities for improvement.

In 2025, we completed our fourth quantitative materiality assessment using a life cycle approach. This assessment gives us a comprehensive view of our operational, upstream, and downstream impacts, including data for all Scope 3 emissions categories. As a manufacturer of durable goods, most of our impacts are determined through product design.

Understanding where these impacts occur is essential to advancing our Design for Sustainability practices. We are committed to developing products that meet customer needs while supporting environmental responsibility and long-term value creation.



Life Cycle Assessment (LCA) is a comprehensive methodology that quantifies environmental impacts across the full value chain, not limited to greenhouse gas emissions. At Bemis, LCA forms the foundation of our sustainability program and provides the credibility and rigor needed to measure impact, guide innovation and reduce environmental footprint.

ESTABLISHING A STRONGER BASELINE FOR GHG & WATER CALCULATIONS

In 2025, we developed a more accurate and repeatable methodology for calculating greenhouse gas (GHG) and water impacts using 2024 calendar year data. Many companies face challenges with these calculations, but our methodology provides reliable results without adding extra work for teams. Calculating upstream and downstream environmental impacts—known as Scope 3 GHG emissions—is complex, yet essential, as these areas commonly represent the largest share of total impacts for durable goods manufacturers.

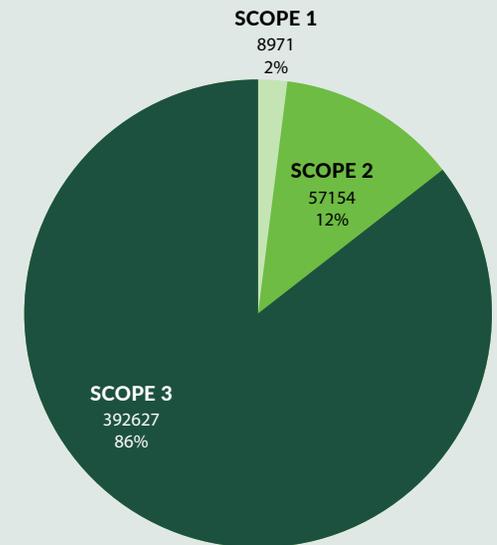
To improve both accuracy and consistency, we updated our calculation approach in 2025, expanding it to include water impacts. Our method follows GHG Protocol principles and uses a representative product approach and bottom-up calculations reflecting our materials, manufacturing processes, and end uses. These updates establish a stronger and more dependable baseline. Because of this baseline reset, we are not publishing year over year results in this year’s report. Our results show that 12% of GHG impacts fall within Scope 2 and 86% within Scope 3, highlighting two major areas of opportunity: energy efficiency in our facilities and the integration of Design for Sustainability (DfS) into our product development process.

			
CLIMATE	WATER	RESOURCES	HEALTH
Results in this report	Results in this report	Results being internalized	Results being internalized

2025 CALCULATION HIGHLIGHTS

- Completed our second consecutive year of accounting for all Scope 3 emissions categories
- Produced shareable water data results (published on page 23 of this report)
- Improved our calculation methodology to establish a robust and reliable baseline, a critical step for future goal setting and progress tracking
- Systematized calculations into a standard process and tool for calculations

CORPORATE GHG EMISSIONS (METRIC TONS)



Impacts shown are for CY2024. As our systems mature, future reports will reflect the prior reporting year.

ENERGY IMPROVEMENTS THAT MATTER

The stronger baseline we established in the past year supports on-site energy improvements across our manufacturing operations. 2025 marks our third year of focused energy management. We identify projects based on their potential for energy and water savings, as well as their ability to improve system health throughout our manufacturing facilities. We continue to partner with Focus on Energy, a Wisconsin-based organization that works with utilities to offer strategic energy efficiency guidance to businesses across the state. Since launching this program, we have completed upgrades to lighting, process controls, and compressed air at our Sheboygan Falls facilities.

COMPLETED ENERGY IMPROVEMENTS

now save enough power each year to supply 335 homes—a 3.8% reduction from our 2022 baseline.

2025 HIGHLIGHT

- Conducted analyses to quantify energy savings from replacing older hydraulic presses with newer hybrid or electric models. The new presses save 20-75% energy, depending on press size and part type. These results will guide future press upgrades.



DESIGNING FOR SUSTAINABILITY

Design for Sustainability (DfS) is the inclusion of sustainability considerations in product design. It involves identifying impact hotspots, aligning those with business needs and opportunities, and tracking resulting environmental impacts.

2025 HIGHLIGHTS

- Cross-functional teams applied DfS principles in product development and identified key opportunities to reduce environmental impacts through material selection and transportation considerations.
- The teams used early project insights to refine our DfS framework and strengthen its integration into future product design processes.

USING DATA TO GUIDE DfS

We are excited to have a robust baseline from which we can identify opportunities and track improvements resulting from our operational and value chain efforts. We remain committed to integrating Design for Sustainability into our product design process and have completed pilot projects to begin this implementation journey. Our pilot projects have introduced cross-functional product development teams to DfS thinking and have allowed us to start seeing results from design choices, including impacts resulting from different material choices and tradeoffs in material selection and transportation, based on material availability.

DfS PROCESS



1 DEFINE
BASELINE



2 IDENTIFY
OPPORTUNITIES



3 INNOVATION
SESSION



4 ASSESS
ALTERNATIVES



5 REPORT
RESULTS

SUSTAINABLE MATERIALS AT WORK

Our wood toilet seats are made from a blend of wood flour and resin, with 100% of the wood sourced from pre-consumer recycled content. We also recover approximately 1.5 million pounds of wood dust and 3 million pounds of scrap seats each year and reintegrate this material into new wood seats.

In our plastic manufacturing, we use roughly 2 million pounds of purchased post-industrial recycled resin each year. Additionally, we regrind scrap parts whenever possible, incorporating about 1 million pounds of this material annually into new products.

Experts at Bemis's Advanced Polymer Center collaborate with product development and process engineering teams to continually enhance the materials used in our products.



RAW MATERIALS ARE A MAJOR DRIVER OF OUR IMPACTS

Our materiality results and DfS pilot project results show that raw materials are a major driver of environmental impacts. As a manufacturer of durable goods, raw material quality is critical to product performance, longevity and customer experience. One key opportunity to reduce impacts is through greater use of recycled content where possible.

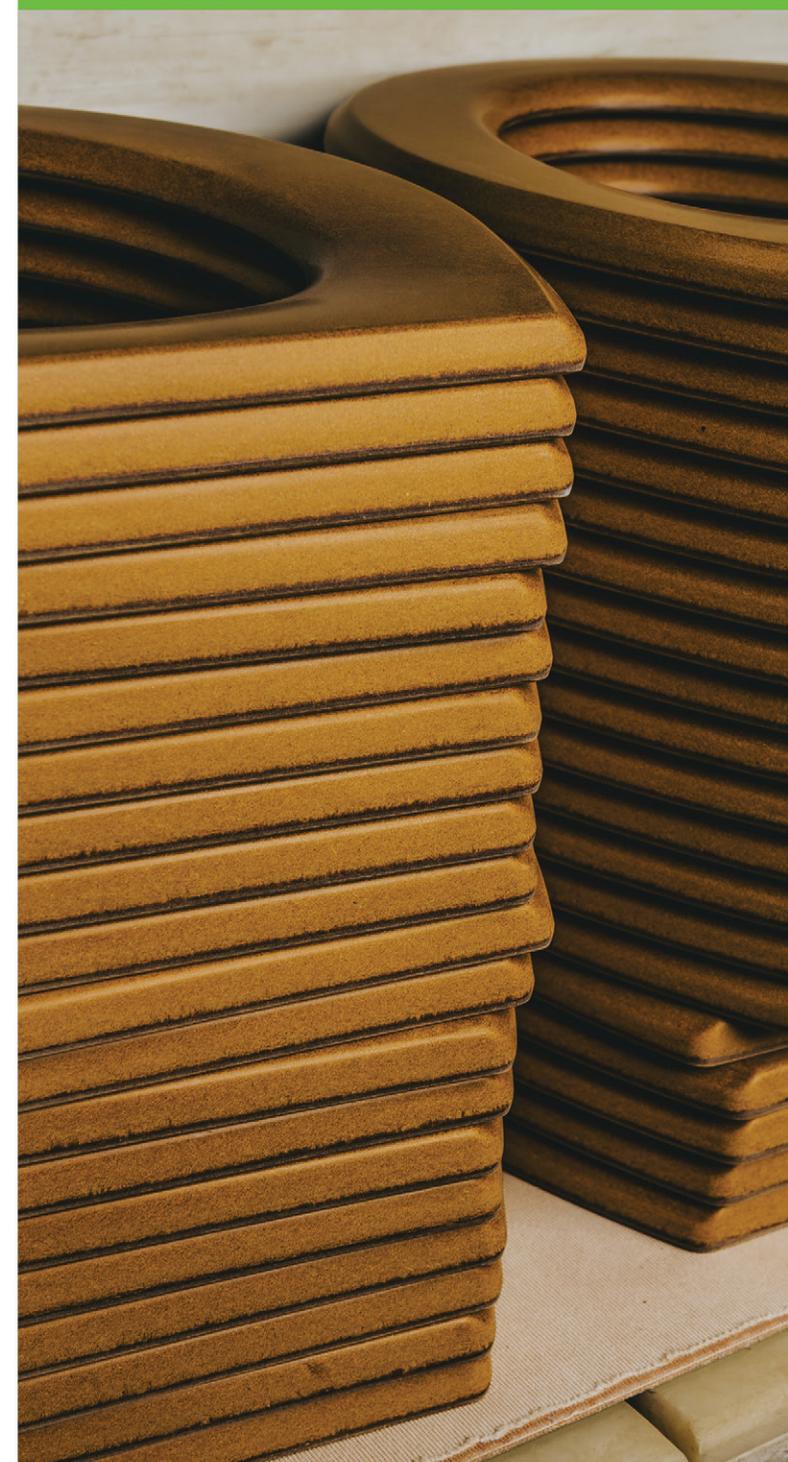
In 2025, a critical step in our use of recycled content was evaluating the recycled materials we already purchase to ensure they meet customer expectations for what qualifies as “recycled content.” Through this process, we identified the need for third-party verification that the wood in our molded wood toilet seats meets the Federal Trade Commission’s definition of recycled content.

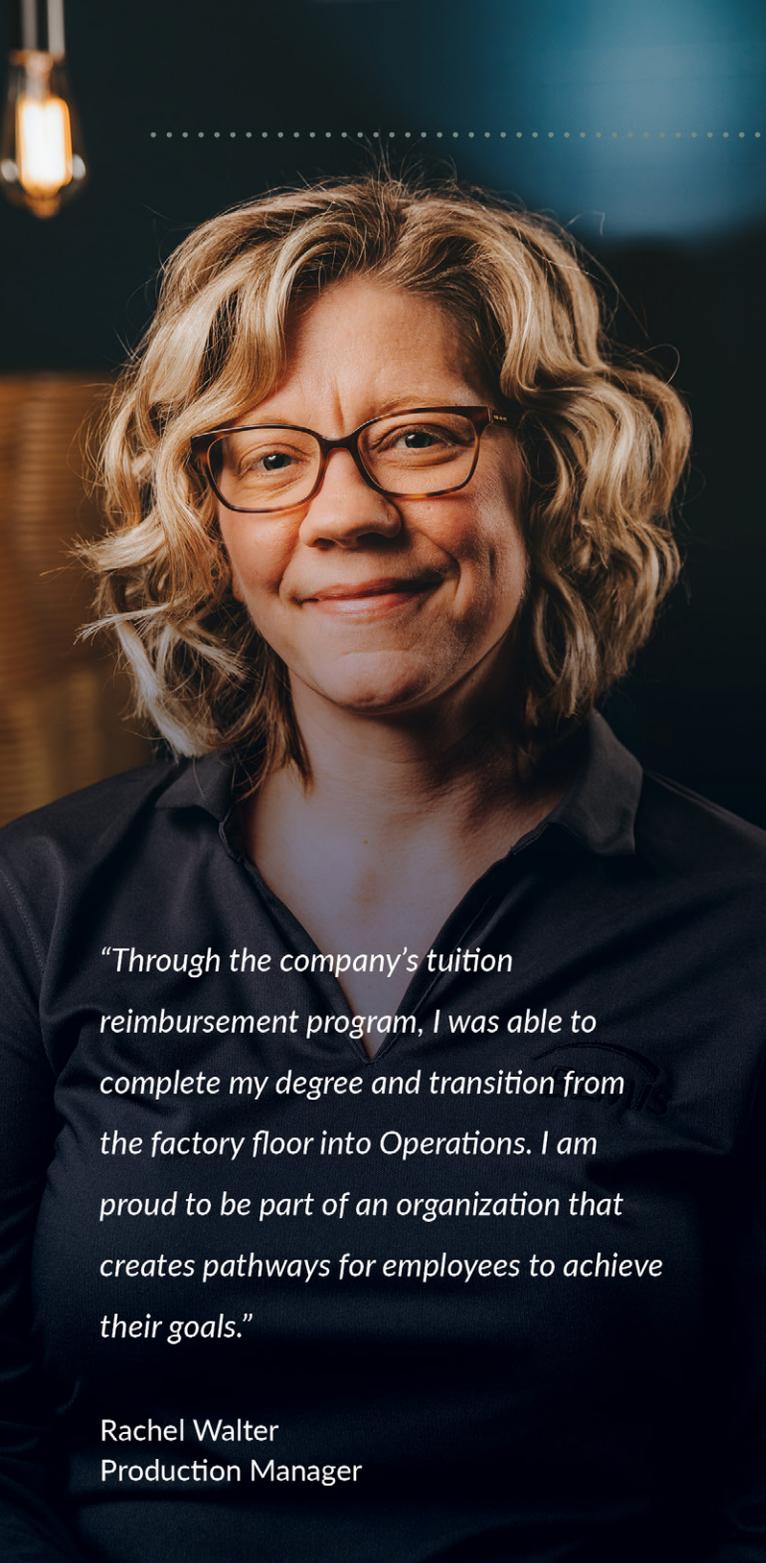
Bemis engaged GreenCircle to complete this verification. The certification process verified that all wood used in our molded wood seats is pre-consumer recycled. The finished products contain at least 71% recycled content by weight for seats with plastic hinges, and at least 66% recycled content for seats with metal hinges.



Additionally, one of our DfS pilot projects assessed the environmental impact differences between recycled and virgin resin in plastic toilet seats. We will further explore this analysis and its implications for future improvements to our product design.

Reducing environmental impacts through the responsible use of recycled materials remains a key focus of Bemis’s DfS work.





SOCIAL

LOCAL ROOTS, GLOBAL RESPONSIBILITY

Bemis has been headquartered in Sheboygan County for over a century, and our impact begins in our own backyard. We believe the strength of our company depends on the well-being of the communities where we operate. As we've expanded globally, we've carried this same sense of local responsibility to manufacturing sites around the world.

Our company culture reflects the values of a family-owned business. We treat employees like family, and give them opportunities to grow, work together, and speak candidly across all levels of the company. When stakeholders know their voices matter, we strengthen our core values and ensure our culture continues to grow alongside the communities we serve.

2025 HIGHLIGHTS

- Developed a new labor forecasting system to better anticipate manufacturing labor needs and streamline onboarding and training.
- Implemented a new HR and payroll system to simplify how employees access and update personal and family information.

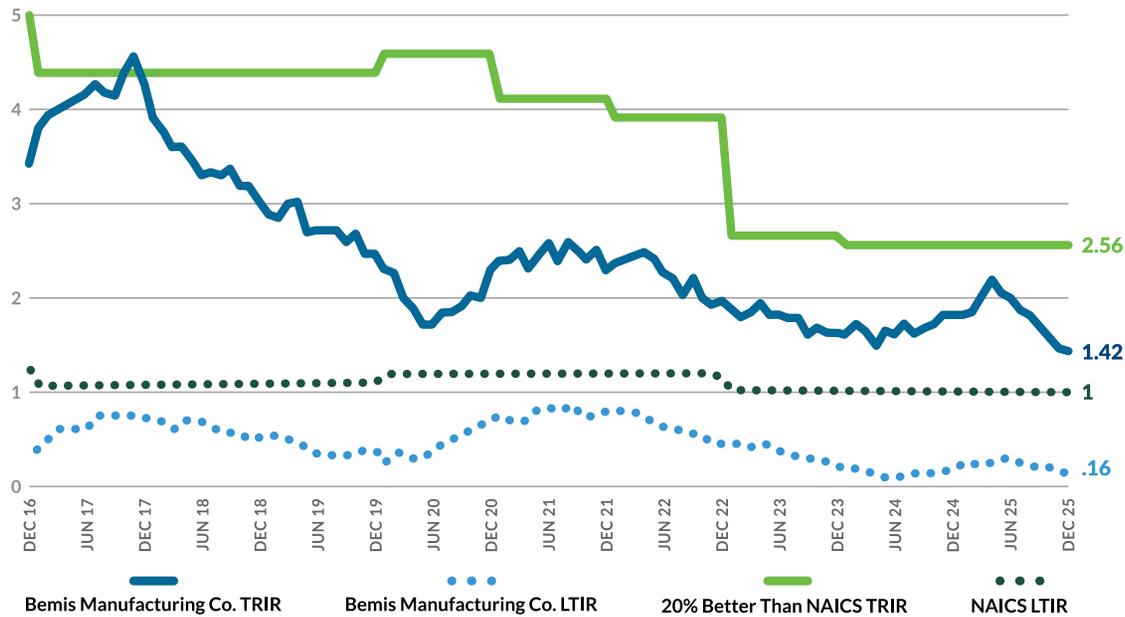


“Through the company’s tuition reimbursement program, I was able to complete my degree and transition from the factory floor into Operations. I am proud to be part of an organization that creates pathways for employees to achieve their goals.”

Rachel Walter
Production Manager

12-MONTH ROLLING INCIDENT RATE - HISTORICAL

TOTAL RECORDABLE INCIDENT RATE | LOST TIME INCIDENT RATE



ACCOUNTABILITY IN ACTION

Bemis facilities worldwide track Total Recordable Incident Rate (TRIR), Days Away and Restricted Time (DART), and Lost Time Incident Rate (LTIR).

A system that encourages open, consistent reporting has made employees more likely to identify and share potential hazards beyond their own work areas. This approach reflects the family values at the heart of Bemis: we look out for one another and speak up when someone’s safety could be at risk.

2025 HIGHLIGHTS

- Expanded safety observation and near miss tracking program to all Bemis facilities worldwide.
- Achieved record-low TRIR across Bemis globally.



LOOKING OUT FOR EACH OTHER

At every Bemis facility, safety teams comprised of production and office employees drive initiatives to protect employees and prevent injuries. Their efforts contributed to Bemis achieving a record-low TRIR globally.

We strongly believe that workplace safety depends on continuous improvement and open communication. Our safety teams lead weekly “Toolbox Talks,” host monthly education programs, and work closely with production employees to communicate hazards and maintain a strong culture of safety.

INVESTING IN OUR PEOPLE

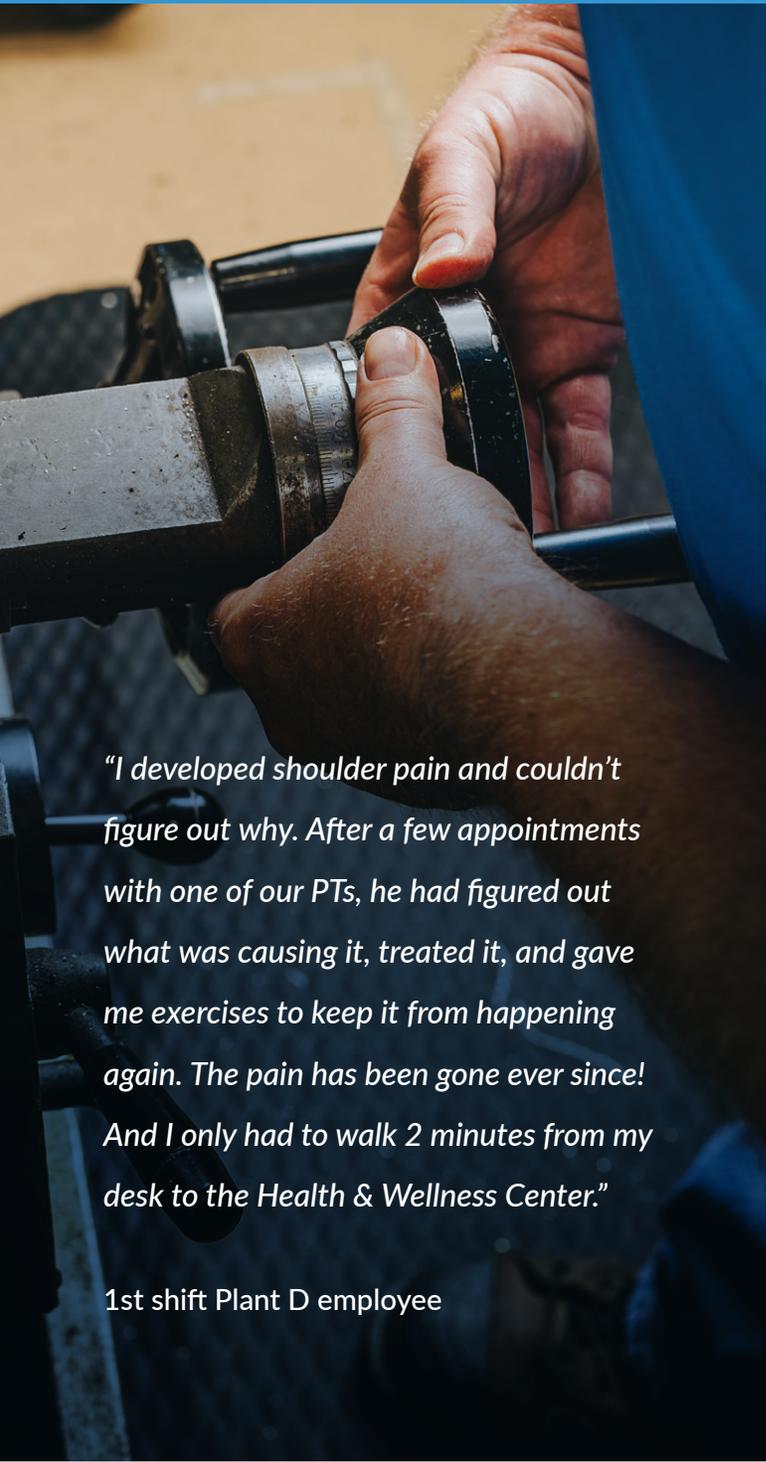
Bemis strives to create a positive experience for current and prospective employees. Our actions show that we invest in our people. This commitment is essential to maintaining our culture and strengthening the talent pool that drives long-term success.

Talent Development is a major area of focus at Bemis and supports employees throughout their careers, from hiring to retiring. We provide training in technical, leadership, and interpersonal skills and encourage managers and employees to create Individual Development Plans aligned with personal goals. We take pride in offering resources like financial education and career development opportunities and prioritize promoting from within to help employees build rewarding careers.

HEALTH AND WELLNESS, ON SITE

Bemis's on-site Health & Wellness Center provides employees with convenient access to quality care. The center is staffed by a physical therapist, a certified occupational health nurse, and a dietitian available as needed. Employees can visit for both work-related and non-work-related medical needs.

In addition to providing direct care, our physical therapist who is a Certified Ergonomics Assessment Specialist, assesses workstations across Bemis facilities to identify and implement ergonomic improvements that prevent injuries and support long-term well-being.



"I developed shoulder pain and couldn't figure out why. After a few appointments with one of our PTs, he had figured out what was causing it, treated it, and gave me exercises to keep it from happening again. The pain has been gone ever since! And I only had to walk 2 minutes from my desk to the Health & Wellness Center."

1st shift Plant D employee

WHERE WE WORK, WE GIVE BACK

Bemis has called Sheboygan Falls, Wisconsin, home for generations. Our deep roots in the community have shaped who we are and how we operate. Employees across the company take pride in supporting their local communities, carrying forward our family values of care and responsibility wherever we work.

Across the United States, Europe and Latin America, the Bemis Manufacturing Company and the F.K. Bemis Family Foundation support programs that strengthen communities through education, youth engagement, and the arts.

Around the world, Bemis employees bring these same values to life by organizing cleanup events, contributing to disaster recovery efforts, and building lasting connections in the places where we live and work.

2025 HIGHLIGHTS

- Launched the Big Brothers Big Sisters Lunch Buddies program in Sheboygan Falls, in which employees mentor local students during one-on-one lunch sessions.
- Bemis de México employees celebrated Arbor Day by planting trees with reforestation specialists to show their commitment to environmental stewardship and community well-being.





GOVERNANCE

LEADERSHIP WITH ACCOUNTABILITY

Bemis has a diverse fiduciary board that is primarily composed of independent directors. Alongside Bemis family members, these directors provide guidance and mentorship to the CEO and other senior executives. In 2025, Bemis further strengthened its governance by adding two additional independent board members. The board is now comprised of six independent directors, three family directors, and the CEO, which enhances accountability and supports robust succession planning.

Independent directors contribute their experience from other publicly and privately held companies across multiple sectors, while Bemis family members bring deep knowledge of the company's history, culture and values. This governance structure is unique within our industry and fosters effective decision-making and guidance within the business.

Bemis's governance framework includes comprehensive corporate policies covering antitrust, ethics, conflicts of interest, and codes of conduct. Employees receive regular training to ensure understanding and compliance and are encouraged to report unethical or inappropriate behavior through established channels.

Our commitment to ethics extends beyond Bemis facilities. In 2025, we introduced our Supplier Code of Conduct and Conflict Minerals Policy to ensure business partners uphold our values and maintain high standards of accountability. We also work to minimize supply chain risks by expanding insourcing of key components and materials to ensure we can reliably deliver quality products to our customers.

FAMILY VALUES GUIDE EVERY DECISION

The Bemis Family Values (integrity, respect, sustainability, stewardship, and innovation) are the foundation of our company's governance.

2025 HIGHLIGHTS

- Releasing two new policies: Supplier Code of Conduct and Conflict Minerals.
- Adding two new independent Board members.
- Investing in development efforts to insource key components and materials.

Bemis has received the following recognition:

Environmental Partner of the Year Award

The Home Depot Canada | 2025

Transformative Philanthropy Award

(Richard & Kristin Bemis)

United Way | 2025

On Time Delivery Excellence Award

Whisker Supply Summit | 2025

KBIS “Reviewed” Best of the Year Award

Bemis Universal Fit Seat | 2025

Supplier Excellence Award

Yamaha | 2024 & 2025

ALTAIR Enlighten Award

Enabling technology for large hydraulic tanks for compact excavators | 2024

Power of 3 Award

Milwaukee Women Inc. | 2024

Most Innovative Part Award in the Automotive Composites Conference & Exhibition - Society of Plastics Engineers (SPE) | 2024

Supplier of the Year Award

The Home Depot | 2024

Deloitte Wisconsin 75 list of the state’s top privately-owned companies 2023

CERTIFICATIONS

Contract Molding Solutions & Kelch

Sheboygan Falls, Wisconsin

- ISO 9001:2015

Bemis Health Care

Sheboygan Falls, Wisconsin

- ISO 13485:2016
- FDA Registration & Device Listing
 - FEI No.: 3000209940

Bemis SAS

Fontaine, France

- ISO 9001:2015
- ISO 13485:2016
- NF 240
- NF 076

Bemis Limited

Burnley, UK

- ISO 9001:2015
- Made in Britain

Bemis de México

Monterrey, México

- ISO 9001:2015
- ISO 13845:2016
- FDA
- Class 8 Clean Room Availability
- CE Marked Products
- GMP Compliance
- IMMEX
- SMETA audited
- RESA audited
- ESR distinction
- Made in Mexico

Bemis Croatia (Ivanicplast d.o.o.)

Ivanic-Grad, Croatia

- NF 240

Contract Molding Solutions

Lenoir, North Carolina

- ISO 9001:2015a

TRANSPARENCY AND REPORTING

Bemis has reported to third-party sustainability assessment and disclosure platforms CDP and EcoVadis since 2018 and 2021, respectively. These partnerships help us maintain transparency about our ESG impacts and provide valuable insights to guide our sustainability goals.

We also conduct regular third-party audits of workplace practices to ensure employees understand and uphold Bemis’s commitment to safety and integrity.

In 2025, Bemis continued to update and expand materiality data collection to improve program monitoring and support development of key performance indicators for long-term progress.



CONCLUSION

BUILDING ON OUR PROGRESS

As Bemis continues its ESG journey, we remain guided by what's right for our people, our communities and the environment. This commitment supports the long-term health and success of our business.

In the years ahead, Bemis will focus on key ESG initiatives that build on our progress and strengthen our foundation for responsible growth:

- E** Continuing to incorporate recycled materials and deepen our understanding of their impacts.
- E** Continuing to embed “Design for Sustainability” into our new product development process.
- E** Using our systematized environmental impact calculations to identify new opportunities for improvement.
- S** Executing additional energy and water efficiency projects across our facilities and processes.
- S** Expanding programs that support employee growth and career development.
- S** Offering more opportunities for employees to engage in ESG topics.
- S** Upholding the proactive safety culture that defines our workplace.
- G** Enhancing our understanding and minimization of supply chain risks.

IMPACT TYPE	VALUE
GHG Emissions metric tons CO₂e	
Total - Enterprise	458,752
Scope 1 - Total	8,971
Croatia	85
France	14
Mexico	138
United Kingdom	73
United States	8,661
Scope 2 - Total	57,154
Croatia	448
France	111
Mexico	9,092
United Kingdom	234
United States	47,270
Scope 3	392,627
Scope 3, Category 1 - Purchased goods & services	253,572
Scope 3, Category 2 - Capital goods	1,632
Scope 3, Category 3 - Fuel- and energy-related activities	2,069
Scope 3, Category 4 - Upstream transportation & distribution	30,055
Scope 3, Category 5 - Waste generated in operations	387
Scope 3, Category 6 - Business travel	230
Scope 3, Category 7 - Employee commuting	1,063
Scope 3, Category 8 - Upstream leased assets	173
Scope 3, Category 9 - Downstream transportation & distribution	38,424
Scope 3, Category 10 - Processing of sold products	N/A
Scope 3, Category 11 - Use of sold products	63,020
Scope 3, Category 12 - End-of-life treatment of sold products	1,861
Scope 3, Category 13 - Downstream leased assets	92
Scope 3, Category 14 - Franchises	N/A
Scope 3, Category 15 - Investments	47
Water Consumption megaliters	
Operations Water Consumption (Volume based) *	308
Croatia	1
France	1
Mexico	18
United Kingdom	1
United States	287
Life Cycle Water Consumption (Scarcity based) **	390,783

Today, we see an ever-increasing demand from our customers to support their climate goals. At Bemis, we use an enterprise-wide Life Cycle Assessment (LCA) framework, aligned with GHG Protocol principles, to estimate our Scope 1-3 GHG emissions and to expand our assessment beyond carbon, considering water use, use of fossil resources, and human health impacts. Our assessments cover 100% of the manufacturing facilities and 50% of the distribution centers for Scope 1 and 2 and all relevant Scope 3 categories. As we work on the next steps, we are committed to building a credible program using accurate data and to seeking external review and verification of our calculations.

*Water consumed within manufacturing; it does not include life cycle water embedded in energy or manufacturing consumables.

**Based on AWARE methodology implemented in SimaPro software.

BE A PART OF BEMIS'S ESG JOURNEY

This report outlines how Bemis approaches Environmental, Social, and Governance practices and summarizes the steps we have taken to formalize long-standing values.

Above all, it shows how our people contribute to this work across the company.

Bemis team members are encouraged to participate actively in ESG initiatives through Safety Committees, the Wellness Committee, the Young Professional's Network, and the Bemis Professional Women's Network.

The Bemis community is also invited to contact Bemis directly with questions about our work or for more ways to get involved.

Corp@BemisMfg.com



Bemis Manufacturing Company
300 Mill Street | Sheboygan Falls, WI 53085
BemisMfg.com | 800.233.7328 | ©2026 OB7912005A

