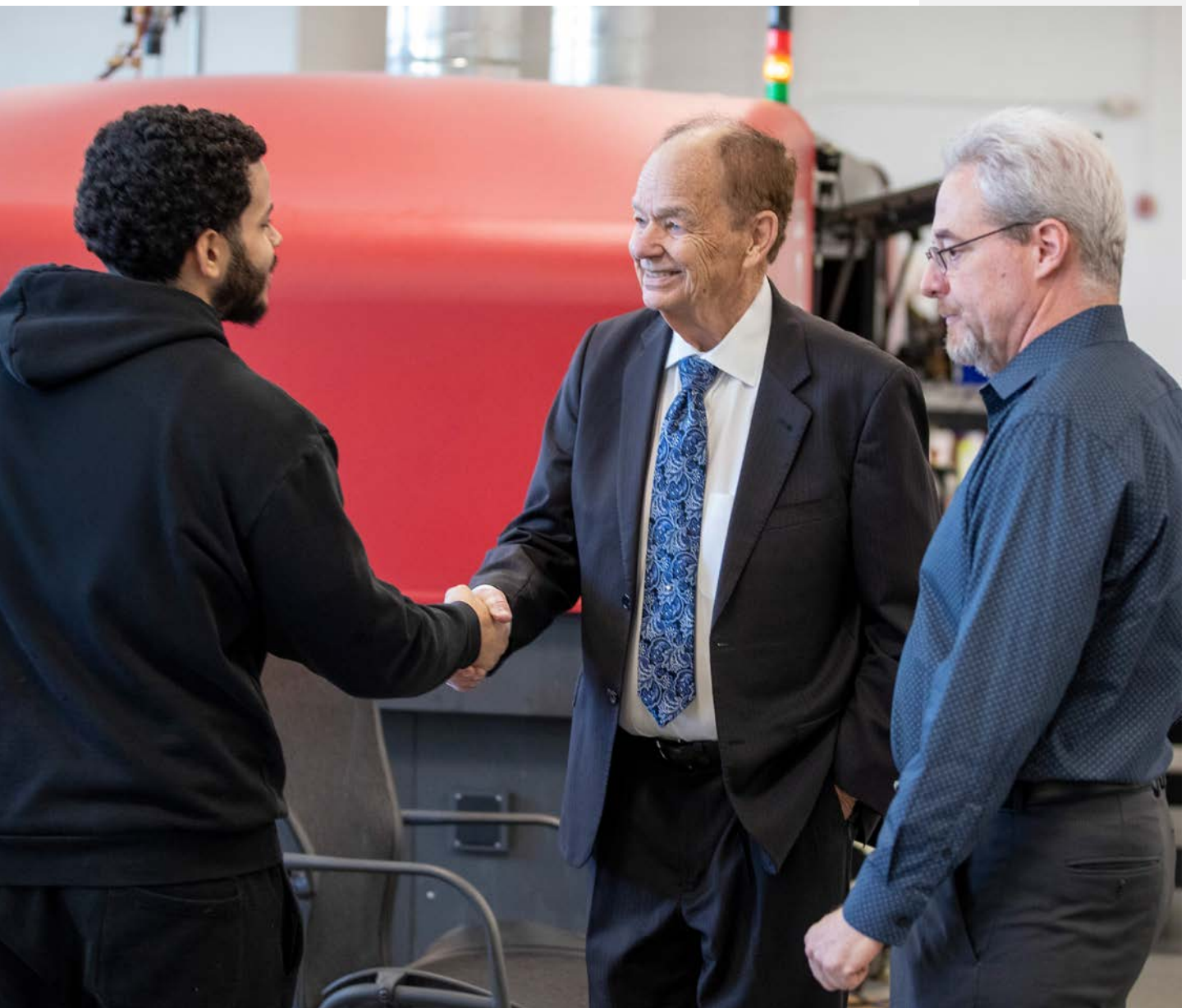




2025 Social Responsibility Report

Environmental, Social and Governance Accomplishments in 2024



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Environmental, Social and Governance Strategy

From our headquarters in Minnesota to our locations across North America and around the globe, Taylor's core purpose as a company is to create opportunity and security for our employees. This begins with the steps we take as an organization to make positive impacts on the world we all share.



Environmental

We seek to function as a responsible manager of natural resources in everything we do — both in the materials and methods we utilize to serve our customers and the choices we make in operating the company.



Social

Being a good corporate citizen begins with our efforts to foster a culture that embraces diversity; promotes the health, safety and security of all who interact with Taylor; and, strives to advance equality, equity and opportunity in the world around us.



Governance

Our leadership team and decision-making practices are grounded in transparency, accountability and an innate belief that doing the right things for the right reasons always leads to long-term success.

The report that follows summarizes Taylor's commitment to maintaining high standards of performance and continuous improvement in all three of these areas.



Environmental Stewardship

Concern for the earth is a natural fit with our mission

As good stewards of the environment, Taylor and its family of companies maintain, review and evaluate the effectiveness of our policies for hazardous substances, waste, wastewater, stormwater, air emissions and noise. We pursue process improvements that include, where possible, reduced consumption of energy, water and other natural resources.

Here are some of our environmental stewardship accomplishments in 2024.

- We recycled nearly 28,000 tons of waste materials — approximately 75% of our total waste tonnage.
- Included in our recycling total was more than 67 tons of electronics.
- More than 4,300 tons of our non-recyclable waste was used to create energy. This effort to divert waste from landfills gives us a diversion-from-landfill rate of 87%.

Learning Leads to Growth

Taylor set aggressive recycling (78%) and diversion rate (87%) targets for 2024 knowing these would be “stretch” goals. While we achieved the diversion rate goal, we fell short of our recycling goal due to a continued shift in the types of products ordered by our customers. Learning from our experiences in 2024, we have retained these same goals for 2025.



ISO 14001

Taylor now has four ISO 14001-certified environmental management facilities: Dayton, Ohio; Monterrey, Mexico; Radcliff, Kentucky; Tampa, Florida.

In 2024, Taylor continued to emphasize the use of 100% recycled corrugated boxes and displays. This had significant environmental effects, including:

- 3,257 cubic yards of waste diverted from landfills
- 987 tons of carbon dioxide (CO₂) emissions saved
- 3.9 million kilowatt hours of power saved
- 6.9 million gallons of water saved

As our organization grows and changes, we are expanding our sustainability program. Because Taylor provides a broad range of goods and services, this expansion can be challenging, and each of our locations must have its own program based on its product mix and the waste and recycling options in the local area.

Carbon Footprint/GHG

Taylor's largest business unit participates annually in CDP reporting (formerly The Carbon Disclosure Project), which involves calculating that business unit's carbon footprint and setting reduction goals.

One ongoing green initiative has been the implementation of lighting and HVAC projects to make our facilities more energy efficient. In 2024, Taylor invested nearly \$1.6 million on HVAC replacements, lighting upgrades, weatherizing of facilities and various equipment updates. Our continued migration from traditional printing platforms to digital platforms also results in lower energy usage, further lowering carbon emissions.

Responsible Forest Management Practices

Across Taylor's U.S. production network, many facilities have earned certifications from the Forest Stewardship Council® (FSC®) [see license codes to the right*] and the Sustainable Forestry Initiative® (SFI®). Through the FSC® and SFI® chain of custody systems, Taylor connects responsible forest management practices and products with our customers.

Certified sustainable papers are alternatives to recycled paper. They provide an opportunity to show commitment to lessening the environmental impact of daily operations without the added costs of post-consumer materials.



*The following Taylor companies had FSC® COC certified sites as of the publication date of this report.

Corporate Graphics Commercial
FSC-C008080

Heinrich Envelope
FSC-C115152

Taylor Communications, Inc.
FSC-C002101

Taylor Corp Identity & Branding
FSC-C018289

Taylor Print & Packaging
FSC-C019376

**Taylor Print Impressions
Bloomington**
FSC-C021826

Taylor Print Impressions Byron
FSC-C008939

Taylor Print Impressions Las Vegas
FSC-C204008

**Taylor Visual Impressions
Beaverton**
FSC-C210721

The Occasions Group, Minnesota
FSC-C018308



Forest Stewardship Council®

The Forest Stewardship Council® was created to change the dialogue and practices around sustainable forestry worldwide, setting forth principles, criteria and standards that span economic, social and environmental concerns. FSC® certification standards represent the world's strongest system for guiding forest management toward sustainable outcomes.

Sustainable Forestry Initiative®

The Sustainable Forestry Initiative® is one of the world's largest forest certification programs and is internationally recognized and accepted. Taylor's relationship with SFI® offers the advantage of a steady supply of certified products to meet growing demand. By choosing SFI® certified products, companies of all sizes can use their buying power to improve forest management while sending a clear signal that they care about forests.



HELPING LEAD THE WAY

Twelve of Taylor's production facilities were certified both by the Sustainable Forestry Initiative® (SFI®) and the Forest Stewardship Council® (FSC®) and another twelve were solely FSC® certified. Twenty-four total facilities had one or both certifications.

SGP Partnership Certification

The Sustainable Green Printing Partnership (SGP) is a nonprofit organization that certifies printing facilities' sustainability best practices, including and beyond regulatory compliance. SGP advocates best practices and innovation among print community stakeholders, aligning the printing industry and its customers in the pursuit of a more accountable and sustainable supply chain. Taylor's facility in Beaverton, Oregon, is SGP certified.



LIVING OUR COMMITMENT EVERY DAY

To help ensure that we are good stewards of our environment, communities and employees, our standard audit process includes meetings with, among others, our production, environmental, health and safety, warehouse/materials control, engineering, and supply chain managers.



Special Focus: Conflict Minerals

Tantalum, tungsten, tin and gold are mined in African countries under some of the most horrific and abusive conditions imaginable: torture, genocide, slave labor and child labor. Because their extraction helps finance conflict in that region, these metals are classified as “conflict minerals.”

Yet these troubled minerals are essential to manufacturing. Tantalum is used in capacitors and dental and surgical implants. Tungsten is found in fluorescent and incandescent light bulbs. Most electronic devices contain small amounts of gold, and tin is used in many alloys. Traces of tin are also found in some label adhesives and ink toners.

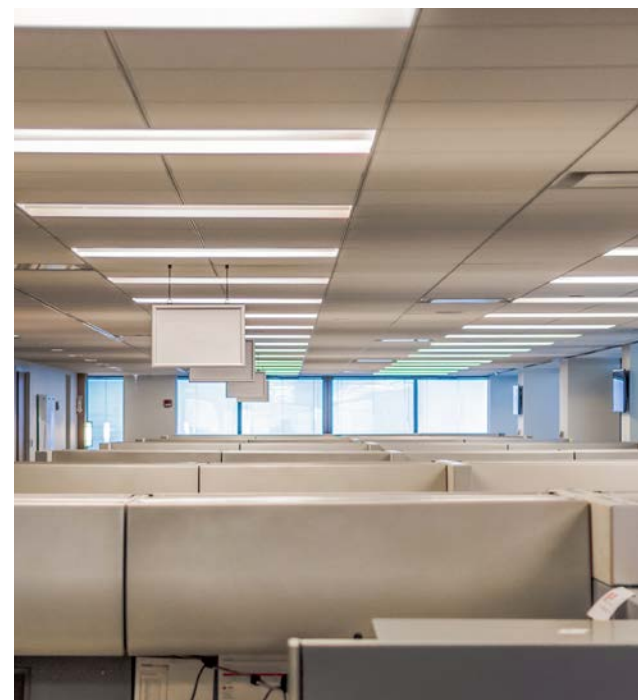
In an effort to hold U.S. companies accountable for their use of these minerals and their possible contribution to human rights abuses in Africa, in 2010 President Obama signed into law the Dodd-Frank Consumer Protection Act. Starting on May 31, 2014, all publicly traded companies became obligated to tell the U.S. Securities and Exchange Commission (SEC) if their products contain these conflict minerals and where they were obtained.

Taylor is equipped to help our customers investigate and eliminate the use of conflict minerals, ensuring regulatory compliance. Our team has the expertise to uncover these often overlooked elements in manufacturing supply chains.



QUESTIONS?

For questions about Taylor’s sustainability efforts, email:
sustainability@taylor.com





Shelbyville, IN | Shelbyville Facility Honored for Community Support



Monterrey, MX | Monterrey Team Brings Joy to Foster Children

Commitment to Our Communities

Anyone can serve, because we all have something to give

Taylor is deeply committed to enriching the communities where we live and work. This culture of community involvement includes being good corporate citizens by creating jobs and paying taxes; offering flexibility in workday hours for employees who volunteer in their communities; and supporting nonprofit organizations that rely on volunteer workers and financial support.

Taylor employees are involved in their communities in a variety of ways:

- Supporting local United Way chapters through single donations, volunteerism and payroll deductions
- Volunteering time and skills in schools and educational programs
- Raising money and collecting food and other supplies for people in need
- Organizing and participating in blood drives
- Offering monetary contributions and in-kind support

The Taylor Foundation

Created by Glen Taylor, the company's Chairman and former CEO, the Taylor Foundation focuses on supporting education — with special emphasis on early childhood development and students in need — by providing scholarships and other types of assistance.

The foundation also helped fund the Taylor Center, located on the campus of Minnesota State University, Mankato. The facility hosts many sporting events, ceremonies, concerts and lectures.

Finding Ways to Give Back

Taylor employees nationwide found a variety of ways to make an impact on the communities that we call home. Their efforts were a reflection of Taylor's core value to always embrace personal as well as shared responsibility and accountability. The following page depicts just a few examples.

Shelbyville, Indiana

The Shelbyville, Indiana, facility went above and beyond in support of SCUFFY, the Shelby County United Fund For You. More than \$6,500 was raised for local charities funded by SCUFFY including Meals on Wheels, Project Clothes for Kids, Turning Point Domestic Violence Services, the Salvation Army and more. The Shelbyville team received a special award from SCUFFY in acknowledgment of its unwavering passion for community involvement.

Monterrey, Mexico

The Taylor team in Monterrey, Mexico, put social responsibility into action on behalf of at-risk children in the surrounding community. A party was held in honor of 23 children at Bethany's Foundation, a local foster care program. Gifts and games were enjoyed by all.

York, Pennsylvania

For the eighth year in a row, the Taylor team in York, Pennsylvania, helped lift the spirits of patients at the York Cancer Center. A total of 70 Easter baskets were assembled for people in the process of receiving cancer treatments.

Cranbury, New Jersey

Taylor's Cranbury, New Jersey, facility also got into the Easter spirit. In a show of support for children and families staying at the local Ronald McDonald House, Easter baskets were assembled and special adopt-a-pet plush toys were donated for kids unable to have candy.

Omaha, Nebraska

The Omaha, Nebraska, team held a donation drive to benefit Anchor Commons. Established through the Corporal Daegan Page Foundation, Anchor Commons provides support to past and present military service members and their loved ones. The son of a Taylor employee, United States Marine Corporal Daegan Page lost his life in 2021 while serving his country.

Dallas, Texas

Who says sweets are bad for you? Taylor employees at the Dallas, Texas, label plant held a bake sale in support of Nourish North Texas. Enough money was raised through bake sale proceeds and other donations to fund 12,987 meals for families struggling with food insecurity.

Jeffersonville, Indiana

Team members at the Taylor facility in Jeffersonville, Indiana, partnered with Volunteers of America to give back to the local community. Two pickup truck loads of hand sanitizer were donated to a local nonprofit that provides emergency housing to families in need.



Omaha, NE | Honoring Corporal Page with Donations



Dallas, TX | Sweet Success: 12,987 Meals Funded



Jeffersonville, IN | Team Donates Hand Sanitizer





Health, Safety and Respect

We exist to create opportunity and security for employees

The Taylor family of companies shares a core set of values that promote respect, accountability and passion for our customers, and we are always looking for better ways to do business. That includes our work environment, our expectations for fairness and equality, and the steps we take to maintain a positive workplace overall.

Labor and Human Rights

Taylor provides equal employment opportunities to all employees and applicants for employment. All applicants will receive consideration for employment and will not be discriminated against based on race, color, creed, religion, sex, national origin, genetic information, marital status, status with regard to disability, age, veteran status, sexual orientation, gender identity or any other legally protected characteristic.

Opportunity and Equality

We recruit, hire, train and promote people based upon skills, abilities, merit and other appropriate criteria. We administer all employment programs in a manner to avoid improper discrimination. This includes those programs involving compensation, benefits, training and discipline.

Anti-Discrimination

It is our policy to maintain a working environment free from discrimination based on an individual's age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership or other legally protected class.

Anti-Harassment

It is our policy to maintain a working environment free from offensive behavior or harassment based on an individual's age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership or other legally protected class.

Reasonable Accommodation

We are committed to the fair and equal employment of people with disabilities. We will make reasonable accommodation for employees with disabilities, provided that the individual is otherwise qualified to safely perform the essential functions of the job, with or without accommodation, and provided that any accommodations made do not impose an undue hardship on the company.

Religious Observation

We are committed to the fair and equal employment of people without regard to a person's religious beliefs. We will make reasonable accommodation for employees who wish to observe religious holidays or other practices, as long as accommodations can be implemented without causing inordinate strain on company resources.

Relationships With Suppliers

Our suppliers help us provide goods and services that meet customers' needs at prices that keep us competitive in the marketplace. We expect our employees to treat all suppliers and potential suppliers with respect. At the same time, we will work with suppliers of the highest integrity and social responsibility and will exercise skill and good judgment in negotiations, thereby obtaining the maximum value for each dollar of expenditure.

Child Labor, Forced Labor and Human Trafficking

We are committed to human rights which includes supporting the elimination of all forms of modern slavery, forced or compulsory labor, child labor and human trafficking. We prohibit our suppliers from using modern slavery, forced or compulsory labor, child labor and human trafficking.

Work Environment

We want our employees' work environment to reflect our dual values of respect and responsibility. Our companies strive to provide a positive work environment free from inappropriate conduct by management, co-workers or others with whom our people must interact in the course of their work. Taylor companies also seek to provide safe working conditions, competitive wages and benefits, fairness, and opportunities for each employee's development.





Environmental, Health and Safety Policy

Taylor is committed to ensuring the health and safety of its employees, clients, vendors and visitors and being responsible toward the environment. We rely on our people, systems and procedures to support these commitments and we strive to continuously improve our EHS performance.

Executive Leadership Commitment

Taylor Executive Leadership commits that Taylor will meet or exceed all applicable regulatory and corporate environmental, health and safety requirements. We will regularly evaluate our EHS performance by monitoring ongoing performance results through periodic management reviews. When regulatory requirements do not adequately protect employee health and the environment, Taylor will create its own standards to ensure adequate controls.

Managers and Supervisors

Taylor believes that all managers must take an active role in ensuring a safe work environment by:

- Being visibly involved in reinforcing safety policies and procedures,
- Providing the resources necessary to ensure safe operations, and
- Incorporating safety as a key element in strategic business planning.

Employee Role

Taylor believes each employee must:

- Report unsafe working conditions, near misses, or injuries,
- Stop any unsafe situation and seek a safe solution,
- Complete required safety training,
- Wear required personal protective equipment, and
- Follow safety rules in the employee handbook and site-specific safety programs.

Safety Coordinator

Taylor locations must assign a safety coordinator to assess the applicability of safety and environmental regulations and administer site safety and environmental programs. The position may be a full or part-time position based on site-specific need.

A safety coordinator:

- Attends corporate safety and environmental update meetings,
- Educates the site management team on safety and environmental compliance needs,

- Coordinates the site safety committee,
- Coordinates the site safety/environmental inspection program,
- Organizes site-specific written compliance programs and training,
- Leads injury and incident investigations, and
- Responds to corporate information requests.

Corporate Center of Excellence – Legal, EHS

Taylor's Legal Center of Excellence includes EHS professionals responsible for the following duties:

- Track site safety and environmental compliance activities,
- Report corporate EHS performance to Executive Leadership,
- Educate Site Safety Coordinators on safety and environmental program areas,
- Audit sites to assess risk and analyze EHS performance,
- Create or identify safety and environmental training materials,
- Create and implement safety and environmental compliance programs, and
- Monitor regulatory agencies for new or updated rules.

Safety Coordinator Training

Safety and Environmental Update web meetings are held regularly throughout the year to refresh safety coordinators on the primary safety and environmental compliance topics and review injury and near-miss incidents. The meetings are recorded, and the slide decks and recordings are provided.

Safety Audits

Corporate EHS staff audit sites on a rotating basis to assess risk.

Employee Training

Safety and environmental training is delivered and documented through a learning management system. Topics are assigned corporately for topics with wide applicability and by the location for site-specific topics.

Incident Reporting

Injury and near-miss incidents must be documented by the locations using standard employee and supervisor incident forms. The incidents are reported to a central email inbox that is monitored by:

- Corporate Risk Management staff who are responsible for filing workers' compensation claims; and
- Corporate EHS staff who review incidents for good corrective action and select incidents for wider sharing across the organization.





Procedures

Taylor puts its EHS Policy into practice through 25 specific, documented procedures. These procedures address everything from Employee Health and Safety Metrics, Safety Committees and Taylor's Emergency Action Plan to the handling of Bloodborne Pathogens, Asbestos and Industrial Wastewater. Procedure details are available upon request.

Compliance

Taylor complies with all applicable laws, rules and regulations of the countries where we operate. Should an employee or downstream supplier of Taylor believe there is a conflict between this policy and the laws applicable to such employee or downstream supplier, we partner with a third party to provide an anonymous hotline for those who wish to report such concerns.

Continuous Improvement

Taylor strives toward continuous improvement through focus on the following areas:

- Reduction of energy consumption and greenhouse gas emissions caused by the use of electricity, natural gas and petroleum products in operations.
- Reduction of industrial wastewater discharge to municipal water treatment plants.
- Minimization of air pollution through the reduction of volatile organic compounds in processes.
- Reduction of chemical and hazardous waste generation and practicing responsible chemical management including safe handling and disposal of all hazardous and nonhazardous wastes.
- Reduction of environmental impacts from use of products by sourcing sustainable materials where available and prudent, and increasing efficiency of product production and design.
- Reduction of environmental impacts from the products we produce (including materials used) by collaborating with suppliers and customers interested in waste reduction initiatives.
- Encouragement of sustainable consumption of products by customers.
- Reporting to, and certification by, third parties.



Supplier Diversity

Taylor takes great pride in our ability to create economic and business value for our customers and supplier partners. We strategically align our organization with industry-leading suppliers who share our commitment to always finding “a better way” to serve our customers and (where applicable) support our diversity programs. In doing so, we create relationships that are designed to enhance our value to customers while adding strength to our corporation and our supplier partner organizations.



Our strong dedication to working with a **diverse supplier base** continues to be not only good for business, but it also helps **build the communities** where our employees live and work.”

JAY PARKER

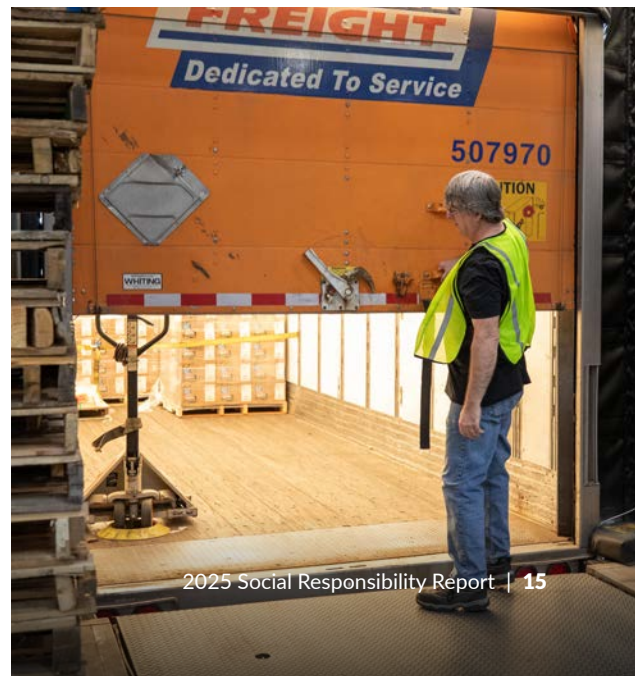
Chief Supply Chain Officer
Taylor Corporation

In addition to working with diverse suppliers, we are also committed to helping our suppliers grow. For example, Taylor employees are active in the North Central Minority Supplier Development Council (NCMSD).



LIVING OUR COMMITMENT EVERY DAY

Taylor ensures that staffing agencies with which we do business are kept informed about upcoming social compliance audits and that their employees are expected to uphold Taylor’s code of conduct.





Diversity, Equity and Inclusion

Diversity, equity and inclusion (DE&I) are topics of vital importance to all organizations. At a company like Taylor, DE&I work together to ensure that all employees feel a sense of belonging and value and are able to bring their collective differences and experiences to work each day.

Taylor has developed a company-wide DE&I strategy in the belief that these differences hold the key to Taylor's ultimate purpose: to create opportunity and security for all employees. As part of that effort, we have crafted a Diversity, Equity & Inclusion Pledge as an expression of core beliefs that will shape the company's decisions — and culture — for many years to come.

In the words of our Founder, Glen Taylor, **"We are on a path and the name of the path is 'goodness.' The path is much longer and we have miles to go."** The Taylor DE&I Pledge is an important step on that never-ending journey.

Diversity

The state of being different.

Equity

Giving people what they need to succeed.

Inclusion

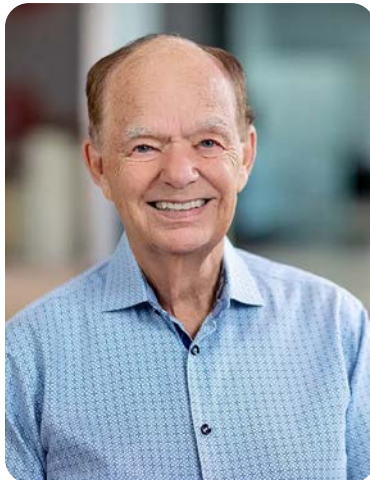
The act of making people feel welcome and included.

Leadership DE&I Pledge

Diversity, equity and inclusion are central to the Taylor mission of creating opportunity and security for our employees. True innovation begins with highly engaged and varied perspectives throughout our workforce. These meaningful interactions directly lead to a more successful Taylor.

A lasting commitment to diversity, equity and inclusion goes beyond the “four walls” of Taylor. It is integral to our partnership with customers, suppliers and the communities we serve. Together, we focus on measurable outcomes like new jobs created, educational access provided and direct assistance granted. Ensuring this alignment raises the bar and the results.

While our journey has a current focus on women and African-Americans, we know that the road to sustainable equality is much wider. Taylor will not waver from its resolve to make a difference for all minority populations in a way that respects and empowers every individual to express their voice and their authentic self.



Glen Taylor
Chairman, Taylor Corporation



Charlie Whitaker
CEO, Taylor Corporation





Learn More

Taylor is one of the largest privately held companies in the United States. We provide a diverse set of customer communications products, services and technologies, enabling businesses to operate efficiently and effectively while building memorable brands. Everything we do begins with identifying the unique priorities and needs of our customers and creating one-of-a-kind solutions.

taylor.com

TAYLOR

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