



BELMARK 2025 SUSTAINABILITY REPORT

Mindful Solutions for Brands, People, and the Planet.

Reporting year: January 1 – December 31, 2025





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Message from the CEO



Matt Nowak

CEO & CFO, Belmark Inc.

As I reflect on 2025, I'm proud of what we accomplished together at Belmark. We continued to grow, invest in the future, and strengthen our ability to serve customers while staying true to the values that have guided us for nearly five decades. Our commitment to being fast, friendly, caring, and dependable remains at the center of everything we do.

Throughout the year, we made meaningful progress across many areas of sustainability. We strengthened how we measure and manage our environmental impact, continued investing in employee safety, training, and wellness, and worked to further align our suppliers with our expectations for responsible business practices. We also expanded opportunities to help customers meet their sustainability goals through innovative packaging solutions.

The development of Plant 9 in Scottsville, Kentucky, and the opening of the Belmark Family Center represent more than facilities—they reflect our belief that sustainable success comes from creating opportunities for our employees, supporting our communities, and building capacity for future growth.

For us, sustainability isn't a standalone initiative. It's embedded in the decisions we make every day—in how we operate our facilities, reduce waste, develop our teams, partner with suppliers, and serve our customers. While we've made important progress, we know there is more work ahead, and we remain committed to improving our data, strengthening our processes, and holding ourselves accountable as we advance the goals outlined in this report.

Thank you to our employees, customers, suppliers, and community partners for your trust and partnership. Together, we are building a stronger Belmark and creating mindful solutions for brands, people, and the planet.

2025 Year in Review

Building for the future while staying grounded in our mission to provide fast, friendly, caring, and dependable service.

In 2025, Belmark continued building for the future while staying grounded in its mission to provide fast, friendly, caring, and dependable service. A major milestone was the continued progress of Plant 9 in Scottsville, Kentucky, where construction moved forward on a new facility designed to increase production capacity, support advanced manufacturing systems, improve operational efficiency, and help Belmark serve customers faster and more flexibly.

The Scottsville plant is expected to open in 2026, bringing long-term opportunities, competitive benefits, mental wellness resources, tuition reimbursement, profit sharing, and clean, climate-controlled workspaces to the Kentucky community.

At the same time, Belmark continued planning for another major investment in employees and families: the Belmark Family Center, expected to open in 2027 and designed to expand access to childcare, healthcare, mental health services, physical therapy, fitness, and wellness resources.

Together, these projects show how Belmark's growth is not only about adding facilities or production capability, but also about creating stronger support systems for employees, customers, and communities.

Belmark also continued strengthening employee training, safety engagement, responsible sourcing, sustainable packaging education, community partnerships, youth mentorship, and career development programs.

BY THE NUMBERS

1,566

employees in 2025

\$121M

total investment in facilities, technology & people

2026

Plant 9 expected to open

2027

Belmark family center expected to open



About Belmark

A packaging manufacturer helping brands grow — with a culture built on doing things differently since 1977.





Company Overview

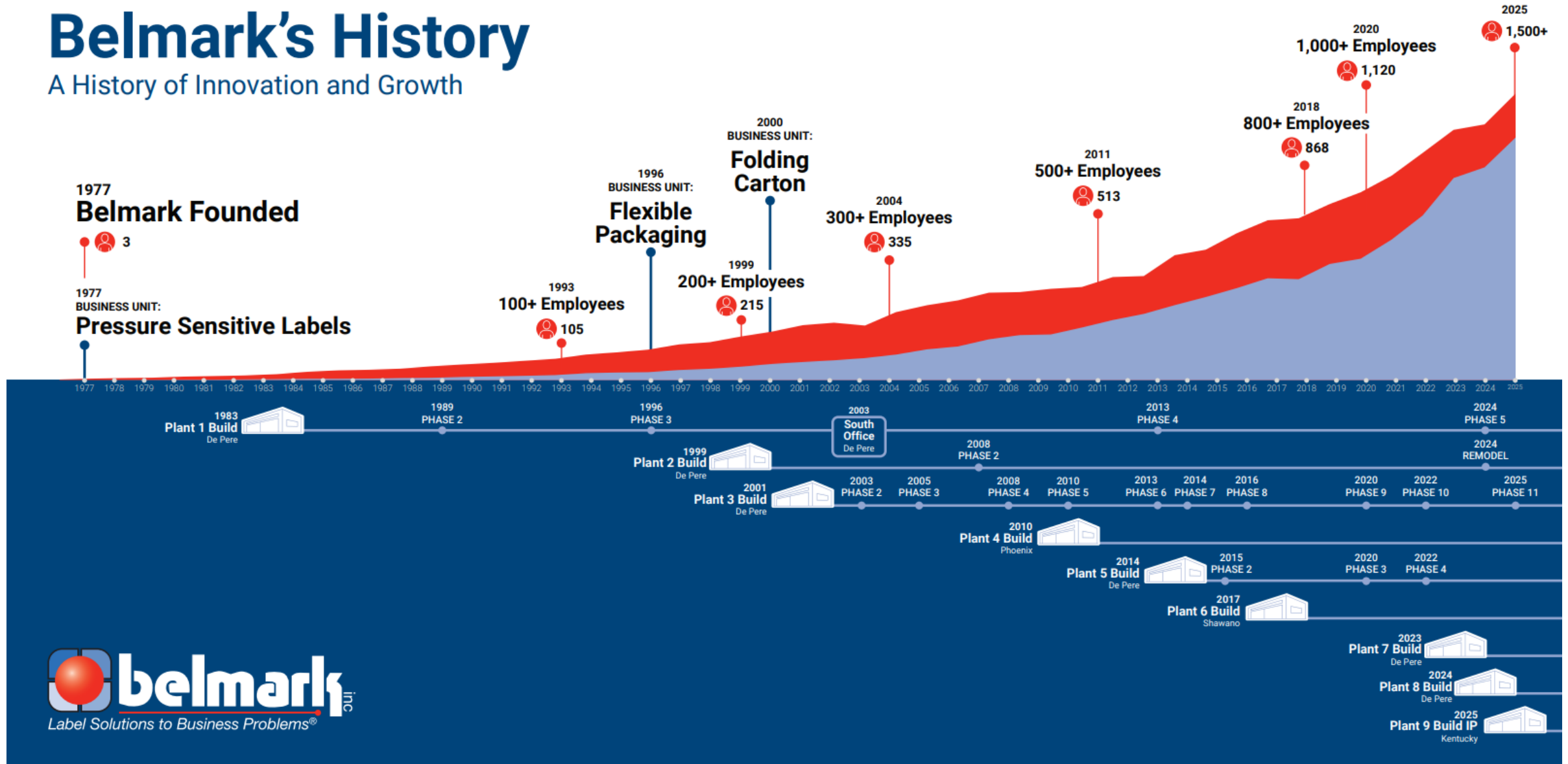
Belmark is a packaging manufacturer helping brands grow through high-quality labels, flexible packaging, folding cartons, pouches, lidding film, digital printing, prototype programs, and sustainable packaging solutions. Our packaging appears across grocery, big-box retail, specialty shops, and e-commerce channels, supporting brands in markets such as nutraceuticals, pet, craft beer and distillery, snack food, produce, meat and seafood, cheese, coffee, and confectionary.

Since 1977, Belmark has built a culture centered on doing things differently — caring for customers, respecting one another, and delivering service, quality, and innovation.



Belmark's History

A History of Innovation and Growth



What We Make

Product categories



Pressure Sensitive Labels

Labels designed to support brand visibility, accuracy, and shelf appeal.



Flexible Packaging

Custom roll stock, pouches, films, and lidding solutions built for speed, quality, and product protection — with sustainable options and no order minimums.



Folding Cartons

Custom folding cartons with strong graphics, fast turnaround, no order minimums, finishing options, and sustainable material choices.



Digital Printing & Prototype Programs

Solutions that help brands test, launch, and scale without overcommitting excess inventory.

Markets We Serve

Belmark supports brands across a wide range of markets. Across these categories, Belmark helps customers solve packaging challenges through listening, tailored recommendations, and long-term service relationships.



Craft Beer & Distillery



Produce



Nutraceuticals



Meat & Seafood



Cheese



Coffee



Snack Food



Pet



Confectionary



SECTION 02



Our Sustainability Mission

A broad view of sustainability — balancing society, economy, and environment in the decisions we make every day.



Mindful Solutions: Society, Economy, Environment

Belmark takes a broad view of sustainability. It is not limited to green initiatives or recycling programs — it includes how we support people, strengthen our business and regional economy, and reduce environmental impact through everyday decisions and long-term investments. Our approach is organized around three pillars.



Society

We seek to make a positive difference in people's lives by supporting local, regional, and national events and charities, offering health and wellness programs for employees and families, and maintaining ethical and compliance standards through regular auditing.



Economy

Belmark is committed to reinvesting in ways that support business growth and regional economic strength. Our business processes meet ISO 9001 standards, and we continue investing in energy-efficient and waste-reducing manufacturing technologies.



Environment

Belmark makes everyday decisions and long-term investments designed to preserve and protect natural resources, including energy-efficient, waste-reducing printing presses and process innovations that reduce solvent use and hazardous waste.



Path Ahead: Initiatives & Sustainability Goals

The United Nations Sustainable Development Goals (SDGs) provide a global framework for addressing social, environmental, and economic priorities. Belmark's goals align with the SDGs most relevant to our business, operations, employees, customers, and communities — connecting day-to-day improvements with long-term progress through FY2028.





Path Ahead: Sustainable Packaging & Customer Impact

Belmark helps customers move toward more sustainable packaging without sacrificing speed, quality, shelf appeal, or product protection.

Through tru-IMPACT®, eco-READY™, and Sealutions™, Belmark offers waste-reducing and recyclable packaging options across pressure-sensitive labels, flexible packaging, lidding film, and folding cartons.

Our approach is designed to address common customer barriers — including high minimum orders, concerns about shelf quality, cost, supply chain delays, and uncertainty about material performance. Through material innovation, packaging expertise, and collaborative customer partnerships, Belmark helps brands achieve their sustainability goals without compromising operational efficiency or product quality.



tru-IMPACT®

Waste-reducing packaging solutions.



eco-READY™

Recyclable packaging options.



Sealutions™ Lidding Film

Using 30-40% less plastic than clamshell packaging



SECTION 03



Sustainable Manufacturing

As we grow, we are focused on improving how we use energy, manage emissions, conserve water, reduce waste, and responsibly source materials.



Sustainable Manufacturing Overview



Overview

Belmark's manufacturing operations are central to our sustainability strategy. Our investments in next-generation printing presses and process innovations help reduce solvent use, lower hazardous waste, and improve manufacturing efficiency.



eKPI Monitoring

As a growing company, absolute metrics don't tell the full story. In 2025 we began framing performance using an environmental key performance indicator (eKPI) indexed to sales dollars — comparing impact to business activity to show whether we are becoming more efficient as we grow.



Environmental Training

In 2025, 95.35% of assigned Quality Team members completed advanced environmental training through Belmark University, supporting consistent understanding of environmental reporting, raw materials, quality, and hazardous waste practices.



Air Emissions & VOC Management

Oxidizers in our Flexible Packaging plants in De Pere and Shawano, WI, capture and eliminate more than 90% of VOC emissions generated at press. Belmark tracks VOC emissions as part of its environmental performance program, recording 324.19 metric tons of VOC emissions and 28.57 metric tons of other monitored air pollutants in 2025.

324.19

metric tons of VOC emissions (2025)

0.4685

mt VOC per \$1M in sales (intensity)

0.4%↓

VOC-intensity improvement, 2021–2025

WHAT THIS MEANS

Over the long term, VOC emissions intensity has remained relatively stable while Belmark expanded operations and increased sales. Continued implementation of solvent-reduction initiatives, process standardization, and operational improvements will support progress toward Belmark's FY2028 VOC intensity reduction goal.



FY2028 GOAL

10%

**lower VOC-emissions intensity
vs. the 2025 baseline**

By FY2028, through next-generation label print technologies, standardized Trident processes, and EDGE process optimization — focusing on solvent reduction, process control, waste reduction, and press efficiency.





Greenhouse Gas (GHG) Emissions

As Belmark continues to grow, emissions intensity provides an important measure of environmental performance relative to business activity. Based on our latest review, Belmark is on track to achieve its goal through continued focus on energy efficiency, emissions management, and sustainable operations.

22,391

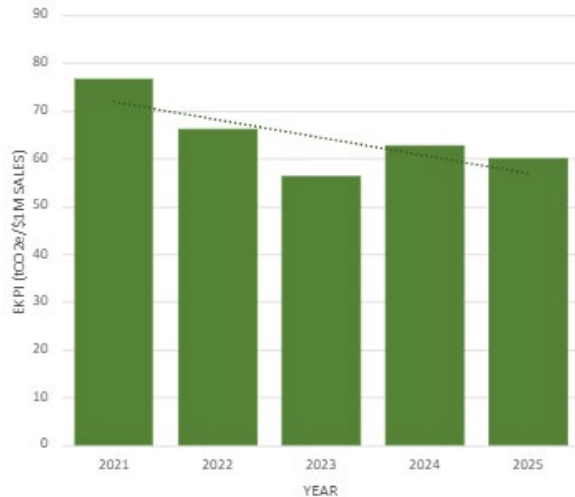
tCO₂e Scope 1 & 2 (2024)

59.9

tCO₂e per \$1M in sales (2024)

21.7% ↓

GHG-intensity reduction, 2021–2025



WHAT THIS MEANS

This trend indicates that greenhouse gas emissions have grown at a slower rate than business activity over the reporting period. Continued investments in operational efficiency, facility improvements, and emissions management programs are expected to further reductions in emissions intensity as Belmark grows.



FY2028 GOAL

5%

GHG emissions intensity reduction from the 2025 baseline

Achieving this goal will further support Belmark's commitment to energy efficiency, operational excellence, and sustainable growth while decoupling business growth from emissions impacts.



Energy Consumption

Energy efficiency remains a key focus area for Belmark. Belmark purchases electricity from Wisconsin Public Service (WPS). As WPS continues investing in renewable energy generation, including large-scale solar and wind projects across Wisconsin, a portion of the electricity supplied to Belmark is derived from renewable energy resources. The company used 185,780.16 GJ of electricity in 2025, with a sales-indexed energy intensity of 268.47 GJ per \$1M in sales.

185,780

GJ of electricity used (2025)

268.47

GJ per \$1M in sales (intensity)

11.7% ↓

energy eKPI improvement, 2021–2025

WHAT THIS MEANS

This represents an 11.7% improvement compared with 2021 and a 1.9% improvement compared to 2024. The long-term reduction in energy intensity demonstrates improved energy performance relative to sales growth. As Belmark continues expanding operations, future energy-efficiency projects, equipment modernization, and facility investments will support continued improvement in utilization.



FY2028 GOAL

5%

**lower electricity intensity vs.
the 2025 baseline**

By FY2028, through next-generation print technologies, facility modernization, ERP-enabled operational visibility, and Plant 9 startup — while evaluating energy-efficiency opportunities during major capital investments.





Water Stewardship

Water is primarily used for facility operations, sanitation, and manufacturing support. Belmark monitors total water use and continues improving efficiency through facility monitoring, equipment upgrades, preventative maintenance, and employee awareness. Belmark used 25.25 ML of water in 2025.

25.25

ML of water used in 2025

0.0365

ML per \$1M in sales (intensity)

33.2% ↓

water eKPI improvement, 2021–2025

WHAT THIS MEANS

The overall water use trend reflects improved water efficiency relative to business activity and provides a strong baseline for future monitoring and conservation efforts as Belmark continues to expand operations.



FY2028 GOAL

5%

**lower water-use intensity vs.
the 2025 baseline**

By FY2028, through preventative maintenance, equipment improvements, and expanded facility-level water monitoring and operational reporting systems.





Hazardous Waste

In 2025, Belmark generated 364,355 pounds (182.2 tons) of hazardous waste across its manufacturing facilities — primarily spent solvents, solvent-contaminated materials, printing ink-related waste, still bottoms, and other ignitable manufacturing byproducts managed in accordance with applicable environmental regulations.

364,355

pounds (182.2 tons) generated in 2025

172.7

tons directed to beneficial recovery

94.8%

of hazardous waste directed to recovery, recycling, solvent reclamation, fuel blending, or waste-to-energy — rather than final disposal.

CIRCULAR ECONOMY

As a founding member of the Consortium for Waste Circularity, Belmark actively collaborates with industry partners to advance circular economy solutions, expand material recovery opportunities, and reduce landfill dependence throughout the packaging value chain.

Recovery activities include solvent recovery, material reclamation, fuel blending for energy recovery, and recycling of solvent-contaminated wipes, rags, absorbents, and process residuals through approved waste-management facilities.



Waste Reduction: Landfill Diversion

Beyond hazardous waste, Belmark reduces the impact of its broader non-hazardous waste streams through landfill diversion, recycling, reuse, and waste-to-energy. In 2025, Belmark generated 24,719.9 metric tons of non-hazardous waste and diverted 11,967.6 metric tons from landfill.

48.4%

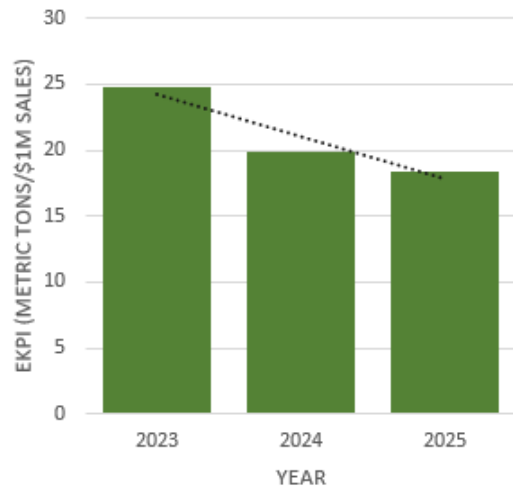
landfill diversion rate (2025)

35.72

mt waste per \$1M in sales (↑19.1% since 2023)

25.7%

landfill-waste intensity improvement, 2023–2025



WHAT THIS MEANS

Waste is one of Belmark's strongest eKPI stories. These results demonstrate continued progress in waste management and resource recovery efforts. Ongoing investments in recycling, reuse, recovery initiatives, and circular economy partnerships will support Belmark's goal of increasing landfill diversion in the future.



FY2028 GOAL

>55%

landfill diversion by FY2028

While maintaining production waste at least 5% below established standards — through recycling, reuse, recovery, and circular economy partnerships alongside next-generation label print technologies.





Waste Reduction: Quality Compliance

Belmark views quality as a sustainability issue because packaging defects, customer complaints, product damage, and avoidable remakes can waste raw materials, production time, energy, labor, transportation, and finished product.

In 2025, Belmark continued emphasizing packaging quality, product protection, and customer service as part of our broader sustainability approach. Our flexible packaging solutions are designed to support shelf life, barrier protection, durability, product integrity, and consistent brand presentation — helping reduce the risk of damaged product, rejected packaging, rework, and unnecessary replacement production.

Belmark also supports product performance through packaging formats such as resealable lidding film, which must open cleanly, reseal reliably, work with customer equipment, and maintain consistent shelf quality at every volume.



FY2026 GOAL

10%

fewer customer complaints

Improve process documentation, standardize training through Belmark University, and drive out variability through Trident optimization and EDGE standardization — reducing defects, remakes, scrap, and avoidable resource consumption.





SECTION 04



Social Responsibility

A people-first culture — we recognize our responsibility to support the community.



Social Responsibility Overview

Belmark's social responsibility approach is grounded in a people-first culture and formalized through employee policies, benefits, communication channels, training expectations, and community commitments.

Belmark's principles state that the company does what is right, cares about people, respects the needs of others, helps each other, uses open and straight communication, keeps operations safe, clean, and efficient, supports employee well-being, and recognizes its responsibility to support the community.

These principles connect directly to Belmark's social sustainability priorities: protecting employees, supporting wellness, developing people, encouraging fair treatment, maintaining ethical conduct, and strengthening the communities where Belmark operates.

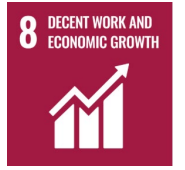


1,566

employees in 2025 — reinforcing the importance of strong social systems as the company expands.



Health & Safety: Commitment



Safety is a shared responsibility across Belmark. Each manufacturing facility maintains a Safety Committee of both production and office employees.

Safety Committees

Committees meet every two months to:

- Review safety incidents
- Discuss employee concerns
- Identify workplace risks
- Evaluate corrective actions
- Share best practices
- Recommend future improvements

Safety Suggestion Program

Belmark maintains a Safety Suggestion Program, giving employees an opportunity to submit safety concerns, observations, or improvement recommendations — including anonymously. This encourages open communication and proactive hazard identification, allowing employees closest to daily operations to provide direct feedback and help create safer workplaces.



Health & Safety: Progress

Belmark tracks safety performance through its Safety Incident Rate and total recordable injuries to identify trends, measure improvement, and focus resources where they can have the greatest impact.

4.90%

Safety Incident Rate — lowest in four years

4

-year low in incident rate

WHAT THIS MEANS

In 2025, Belmark recorded a Safety Incident Rate of 4.90% — the lowest reported during the previous four-year period. This reflects ongoing focus on employee engagement, safety awareness, and hazard communication. While rates fluctuate year to year, the long-term trend demonstrates progress toward a safer workplace as the company grows.



FY2028 GOAL

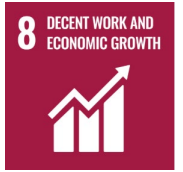
4.1%

Safety Incident Rate

While maintaining active employee safety reporting and suggestion pathways.



Employee Wellness & Family Support



Belmark is committed to supporting the physical, mental, financial, and family well-being of employees through comprehensive benefits, healthcare access, wellness resources, and employee support programs.

Available to employees and eligible family members:

- Medical, dental & vision
- Life & disability insurance
- Flexible spending accounts
- Telemedicine services
- Identity theft protection
- Tuition reimbursement
- Prescription savings programs
- Welmark Clinic & Bellin/Emplify near-site clinics
- Nutrition counseling & health coaching
- Preventive care resources





The Belmark Family Center



As part of a broader \$121 million investment in facilities, technology, workforce development, and employee support, Belmark broke ground on the new Belmark Family Center in 2025. Representing more than \$15 million in employee and family-focused investment, the facility reflects Belmark's long-term commitment to supporting employees both inside and outside the workplace — in partnership with Encompass Early Education & Care and Emplify Health by Bellin.

\$15M+

family-focused investment

~140

childcare spaces added

2027

expected to open

The Family Center expands healthcare and wellness access through integrated childcare, medical, mental health, and fitness services in a single location, reserving a portion of enrollment for Belmark employees and their families.

The Family Center will provide:

- Childcare services
- Early childhood education
- Primary healthcare
- Mental health support
- Physical therapy
- Dietitian services
- Nursing services
- Fitness & wellness resources
- Family wellness support





Community Impact



Grounded in our principle that we recognize our responsibility to support the communities where we live and work, in 2025 Belmark continued investing in youth mentorship, education, workforce development, and local nonprofit organizations.

Community Partnerships

- Encompass Early Education & Care
- Big Brothers Big Sisters of Northeast Wisconsin
- Matt Schmidt Faith Foundation
- Local youth development & educational partnerships
- Community fundraising initiatives

Community Healthcare Investments

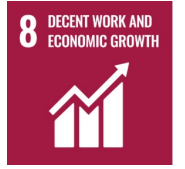
- Largest single corporate donation to Donate Life Wisconsin
- Organ & tissue donation awareness initiatives
- Support for regional healthcare organizations
- Contributions toward the new Belmark NICU at Bellin Hospital

HIGHLIGHT

Belmark made the largest single corporate donation to Donate Life Wisconsin and is contributing toward a new Belmark Neonatal Intensive Care Unit (NICU) at Bellin Hospital.



Employee Training & Development



Belmark invests in employee development through onboarding, compliance training, quality training, environmental reporting training, and role-specific learning. Since 2024, Belmark University assigns training based on an employee's department, role, or required policy area — covering onboarding, Employee Handbook expectations, safe operations, quality compliance, environmental reporting, raw materials, hazardous waste, ethics, anti-harassment, security, and other policy requirements.

9,976

courses completed in Belmark University (2025)

42.5 hrs

average per employee, a week of hands-on supervised training + Belmark University training

2024

Belmark University in use since

Belmark also supports employee growth through a 90-day orientation/training period, annual performance evaluations, job posting opportunities, open communication, bulletin boards, and quarterly employee meetings.



Building an Inclusive Workplace

Belmark supports equal employment opportunity, anti-harassment, reasonable accommodation, pregnancy and religious accommodations, freedom of association, and labor and human rights commitments. In 2025, Belmark recorded **zero** reported incidents of discrimination through formal reporting channels.

Belmark policies support:

- Equal employment opportunity
- Non-discrimination
- Anti-harassment
- Reasonable accommodation
- Fair treatment
- Respectful workplace expectations

0

validated discrimination incidents (2025)

100%

new hires completed handbook training via Belmark University



GOAL

100%

**Employee handbook training,
maintained**

Belmark will maintain equal employment opportunity practices and continue workforce demographic monitoring to improve transparency and support an inclusive workplace culture (leaving room for year-end new hires).



Workforce Representation

In 2025, Belmark collected workforce demographic data to better understand employee representation and establish a baseline for future reporting. As Belmark grows, the company will use this data to improve transparency, guide employee engagement, and promote a culture where team members from all backgrounds have opportunities to participate, advance, and lead.

31.9%

of the total workforce are women

22.7%

of top management positions are held by women

24.8%

of the total workforce are ethnic minority employees

Data includes Belmark Plants 1–8, including employees, temporary, seasonal, interns, and other worker categories where listed.

SECTION 05



Sustainable Procurement

Building a more sustainable supply chain through supplier collaboration, responsible sourcing, and certified fiber.



Supplier Involvement

Belmark recognizes that creating a more sustainable supply chain requires strong collaboration with suppliers. We engage suppliers through qualification activities, compliance surveys, certifications, audits, and ongoing business reviews to promote responsible sourcing, quality, food safety, environmental stewardship, and ethical business practices.

All suppliers are expected to comply with Belmark's Supplier Code of Conduct and participate in the supplier qualification process. For suppliers operating in higher-risk countries or regions, Belmark conducts additional due diligence focused on labor practices, human rights, child labor prevention, ethics, anti-corruption, and environmental compliance.

Through ongoing engagement and collaboration, Belmark works with suppliers to drive continuous improvement and advance responsible business practices across its value chain.





Supplier Training & Qualifications

100%

of new suppliers must complete Belmark's Supplier Qualification Process before approval

Supplier Code of Conduct

Distributed annually; all suppliers must comply. Expectations cover:

- Ethical business practices
- Human rights & labor standards
- Child & forced labor prevention
- Health and safety
- Environmental responsibility
- Regulatory compliance

High-Risk Supplier Management

Suppliers in countries with a Transparency International CPI score below 50, or otherwise identified as high risk, receive enhanced review:

- Assessment of child labor and forced labor controls
- Evaluation of business ethics and anti-corruption programs
- Review of environmental compliance practices





Responsible Sourcing: Plan

Belmark's sustainable procurement approach focuses on responsible sourcing, supplier accountability, certified fiber tracking, and continued improvement in material transparency. Because packaging materials represent a significant part of Belmark's value-chain impact, Belmark prioritizes supplier documentation, certified sourcing claims, and internal inventory tracking to help customers make informed packaging decisions.

Belmark is committed to responsible forest stewardship through participation in both the Forest Stewardship Council® (FSC®) and Sustainable Forestry Initiative® (SFI®) certification programs. These certifications support fiber traceability, responsible sourcing practices, and sustainable forest management throughout Belmark's supply chain.





Responsible Sourcing: Metrics & Goals

During 2025, Belmark sourced approximately 136,425 metric tons of wood and wood-based materials across Folding Carton and Pressure Sensitive operations.

95.2%

certified fiber sourcing rate (FSC & SFI)

45.1%

recycled content in Folding Carton operations

136,425

metric tons of wood-based materials sourced

WHAT THIS MEANS

Belmark's responsible sourcing metrics indicate that certified and recycling materials remain a significant part of the company's packaging supply chain. Future efforts will focus on maintaining high levels of certified sourcing, strengthening supplier partnerships, and identifying opportunities to expand recycled-content utilization where product performance and customer requirements allow.



FUTURE GOALS

95%+

**certified fiber sourcing,
sustained**

Strengthen FSC® and SFI® programs, expand supplier engagement on responsible sourcing, and increase visibility into recycled-content opportunities where product performance, customer requirements, and material availability allow.



Industry Advocacy & Partnerships

Sustainable packaging solutions: Belmark supports customers through sustainable packaging programs including tru-IMPACT® for waste reduction and eco-READY™ for recyclable packaging options across pressure-sensitive labels, flexible packaging, lidding film, and folding cartons.



Product end-of-life Belmark participates in How2Recycle®, a standardized labeling program that provides clear disposal and recycling instructions for consumers. Belmark supports customers with How2Recycle label requests and packaging recyclability guidance for both recyclable and non-recyclable materials.



Supply chain & fiber sourcing: Belmark maintains FSC® and SFI Certified Sourcing certification to support responsible sourcing of fiber-based packaging materials, including folding cartons and other paper-based packaging products.



Waste diversion: Belmark partners with Convergen for waste-to-energy and recycling initiatives that help divert eligible production materials from landfill, including label stock, cores, cardboard, corrugate, clean packaging waste, and wood.



Employee wellness & family support: Belmark partners with Encompass Early Education & Care and Emplify Health by Bellin through the Belmark Family Center to support childcare, healthcare, mental health, fitness, and wellness access.



Community impact: Belmark supports community organizations including Big Brothers Big Sisters of Northeast Wisconsin and Donate Life Wisconsin through fundraising, awareness, and community partnership efforts.



Industry circularity: Belmark is a member of the Consortium for Waste Circularity, supporting industry collaboration to advance landfill diversion, material recovery, waste-to-energy solutions, and circular economy pathways for packaging and manufacturing waste.



Sustainable packaging & industry education: Belmark participates in industry groups such as the Sustainable Packaging Coalition (SPC) and Flexible Packaging Association (FPA) to stay informed on sustainable packaging trends, policy, recovery systems, flexible packaging innovation, and industry best practices.



Quality, print & food safety standards: Belmark is G7 certified for print color consistency and quality, and is SQF certified to support food safety and quality expectations for food-sector packaging.





Responsible Management

Responsible management requires leadership oversight, clear owners, reliable data, and documented follow-up. As Belmark grows, the company is building stronger sustainability systems that scale alongside operations.

Sustainability oversight is coordinated by Belmark's Quality and Compliance team with support from Operations, HR, Procurement, Facilities, Safety, and Executive Leadership. Metrics are reviewed annually and incorporated into strategic planning, customer reporting, risk management, and operational improvement. Functional leaders collect and maintain data within their areas — emissions, energy, water, waste, safety, training, and responsible sourcing.

By FY2028, Belmark aims to strengthen governance by assigning owners to core metrics, reviewing progress annually with leadership, maintaining evidence for customers, and improving data reliability.

FY2026–FY2028 Initiatives

- Formal sustainability reporting mechanism
- Documented processes & metric ownership
- Standardized training through Belmark University
- HubSpot CRM discipline
- ERP implementation beginning Q1 FY27
- EDGE standardization & process costing tools
- Cybersecurity accountability

SECTION 07



Appendix



Appendix C: GRI Content Index

Belmark has reported the information cited in this GRI content index for the period January–December 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	5-9
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GRI 302: Energy 2016	302-1 Energy consumption within the organization	18
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GRI 303: Water and Effluents 2018	303-5 Water consumption	19
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	17
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GRI 306: Waste 2020	306-3 Waste generated	20-21
	306-4 Waste diverted from disposal	20-21
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GRI 308: Supplier Environmental Assessment 2016	308-1 Suppliers screened using environmental criteria	34-37
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	403-2 Hazard identification, risk assessment, and safety management system	25-26
	403-5 Worker training on occupational health and safety	25,30
	403-9 Work-related injuries	26
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance	30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	32
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	31
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs.	29
GRI 414: Supplier Social Assessment 2016	414-1 New supplier screened using social criteria	34-35



Notes & Disclaimers

Unless otherwise stated, this report covers Belmark's environmental, social, governance, and responsible sourcing performance for the 2025 reporting year (January 1 – December 31, 2025), reflecting operations under Belmark's operational control where data was available. It has been prepared with reference to the Global Reporting Initiative (GRI) Standards and includes selected disclosures relevant to Belmark's environmental, labor and human rights, ethics, and sustainable procurement topics, and is intended to support stakeholder transparency and sustainability assessment submissions.

Belmark prepared this report in good faith using available internal records, supplier documentation, environmental reports, utility data, training records, workplace data, and other business information. Some metrics may rely on estimates, assumptions, internal calculations, or current reporting-system capabilities. Historical data may be updated in future reports if improved methodologies, corrected data, or expanded tracking systems become available.

Environmental and operational performance may vary year to year due to production volume, business growth, facility expansion, process changes, regulatory updates, data availability, and methodology improvements. Intensity metrics are included where available to provide additional context during periods of growth. Unless specifically stated, the data in this report has not been externally assured.

Certain statements are forward-looking, including goals, targets, planned initiatives, facility investments, emissions reductions, waste reduction, supplier engagement, employee programs, and reporting improvements. These are based on current expectations and are subject to risks and uncertainties; actual results may differ. Product-related sustainability information is based on available supplier documentation, product specifications, internal records, or certification information at the time of reporting and may vary by application, region, and infrastructure. Nothing in this report should be interpreted as a warranty, guarantee, certification, legal opinion, or modification of Belmark's contractual obligations, product specifications, supplier requirements, or terms and conditions of sale.