



2023 / ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

WE'RE MAKING A WORLD OF DIFFERENCE

HUSKY[®]



2 INTRODUCTION

A Letter From Our CEO	03
Industries We Serve	04
About Our Company	05
About Our Report	06

7 HUSKY IS MAKING A WORLD OF DIFFERENCE

Circular Economy	08
Innovation and Technology	21

29 ENVIRONMENTAL STEWARDSHIP

Waste	30
Water	32
Energy Management	33
GHG Emissions Management	34
TCFD Report	37

41 SOCIAL IMPACT

Talent	42
Diversity, Equity, and Inclusion	51
Health, Safety, and Well-being	53
Community Impact	54

55 GOVERNANCE

Responsible Products and Services	56
Data Privacy and Cybersecurity	57
Responsible and Resilient Supply Chain	58
Human Rights and Business Ethics	59

61 APPENDIX

Environmental Metrics	62
Social Metrics	64
Governance Metrics	65

This report contains forward-looking statements based upon current expectations and assumptions regarding anticipated developments and other factors. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "believe," "drive," "estimate," "expect," "goal," "intend," "may," "plan," "project," "strategy," "strive," "target," "would," "should," and "will," or similar statements or variations of such terms and other similar expressions. They are not historical facts, nor are they guarantees of future performance, as they are subject to numerous assumptions, risks, and uncertainties that change over time. Forward-looking statements speak only as of the date they are made, and various factors could cause actual performance to differ materially from that expressed or implied by these forward-looking statements. Husky assumes no duty to, and does not undertake to, update forward-looking statements, whether as a result of new information, future events, or otherwise. The reader is cautioned not to place undue reliance on forward-looking statements.

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Together,
we are making a difference
and shaping a better world
for generations to come.

A LETTER FROM OUR CEO

We share the common goal of protecting the environment. **Sustainability is more than a guiding principle for us—it is our fundamental belief**, shaping our business decisions, programs, and operations. In today's complex world, driving sustainability forward is a challenge we have fully embraced.

Our annual ESG report showcases the collaborative efforts of our global team, united around a common cause: **Enabling Healthy and Sustainable Livelihoods Globally**. We are proud to highlight our ongoing dedication to environmental stewardship, social responsibility, and strong governance. At Husky, we firmly believe that sustainable practices are invaluable for both business longevity and the well-being of families all around the world. We are committed to making a positive impact, and we are excited to share our progress with you.

Over the past year, Husky has made significant strides in advancing sustainability, working together with various entities—including our customers, industry peers, countries, organizations, government representatives, and global leaders worldwide—**to foster a circular economy**. Our continuous efforts in encouraging dialogue have created greater awareness around the importance of innovating and collaborating for circular solutions and led to meaningful discussions between both industry representatives and policymakers globally. It is Husky's relentless pursuit of innovation and sustainability that underscores our reputation as a trusted partner, advocating for a sustainable future, and empowering us to meet market demands while serving our customers with utmost commitment.

We have developed several tools and initiatives at Husky to further our mission of enabling a sustainable future by inspiring our team members to join us in creating this positive environmental impact. For example, **Sustainability Spotlights** is an internal digital knowledge-sharing platform, and the **GreenShares** program rewards our employees for the steps they take to care for the planet. We believe that everyone has a role to play in this mission, and together, as a global team, we are making meaningful strides.

At Husky, we serve vital industries, providing them with the technology and innovation required to embrace sustainable packaging solutions and contribute to a circular economy. Together with our customers, we're keeping resources in circulation and reducing environmental impact.

Everything we have achieved has been made possible because our **success is rooted in our people**—innovative, diverse, united, and committed to continuous learning. They are dedicated to fostering a culture of excellence and a sustainability mindset, which they proudly uphold.

Looking ahead, we're excited to continue enabling the circular economy through our innovative solutions and sustainability advocacy efforts. With a wealth of patents and **cutting-edge technology**, we are better positioned than ever to lead the way in sustainable practices. We are driven to collaborate with customers who share our vision for a sustainable future, turning possibilities into reality.

To our team, customers, partners, and stakeholders: we are grateful for your trust and support. Together, we are making a difference and shaping a better world for generations to come. I believe in us and our ability to overcome challenges through **courage and creativity**.

Thank you for joining us on this important journey.

John Galt

CEO, Husky Technologies™

INDUSTRIES WE SERVE

The World Is Our Customer



For nearly seven decades, Husky Technologies™ has been at the forefront of technological innovation, serving the essential needs of the global community. **With a strong emphasis on sustainability and dedication to innovation, we have established ourselves as industry leaders.**

We are making a world of difference through our systems and solutions, which serve crucial markets. From food and beverage containers to medical products and consumer goods, Husky Technologies™ is helping to make the world a better place.

Powered by People, we are dedicated to promoting sustainability both now and in the future, by focusing on sustainably sourced feedstocks, material reuse, and the use of medical-grade polymers.



To discover more about our cutting-edge solutions and comprehensive range of services, please visit [husky.co](https://www.husky.co)

OUR SOLUTIONS

OUR SYSTEMS

Husky's HyPET®5e family, NexPET™, Hyletric®, HyperSync™ and HyCAP™4 injection molding systems are engineered to work as one alongside the molds, hot runners, temperature controllers, auxiliaries and more.



TOOLING

Molds are at the heart of Husky's system performance.



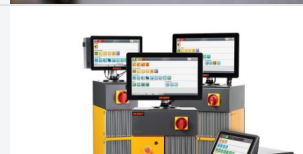
HOT RUNNERS

Husky hot runners like Ultra®, Pronto® and Unify® are industry front-runners.



MOLD CONTROLLERS

Husky Altanium® mold controllers offer the industry's best integrated platform for melt stream management.



OUR SERVICES

OEM PARTS

We offer genuine OEM parts and repair services to optimize system performance.



SERVICE CONTRACTS

Husky service contracts, including Advantage+Elite™, Shotscope™, and Pro-Act™, provide proactive solutions to optimize the total cost of ownership of Husky Systems.



UPGRADES AND ENCORE®

Our upgrades and Encore® provide solutions to extend service life and improve the performance, cycle, productivity and energy efficiency for Husky legacy systems.



ABOUT OUR COMPANY

OUR PURPOSE

We enable healthy and sustainable livelihoods, globally.

OUR CORE VALUES

Act with Integrity, Respect and Courage

Foster Teamwork

Learning Commitment to Excellence

OUR PEOPLE

 **4,280+**
HUSKY EMPLOYEES

Husky is a lifelong employer for many of our team members.

11.2 YEARS
Global average employee tenure

11.7 YEARS
Average employee tenure in North America

OUR GLOBAL FOOTPRINT

 **140 COUNTRIES**
Network of customers

 **HEADQUARTERS AND MANUFACTURING CAMPUS**
Canada

 **MANUFACTURING CAMPUSES**
U.S., Luxembourg, Switzerland, China and India

 **MONITORING CENTERS**
Canada, Luxembourg, China, Japan, Brazil, Mexico and India

OUR INNOVATION

175+ FAMILIES OF ACTIVE PATENTS AND DESIGNS

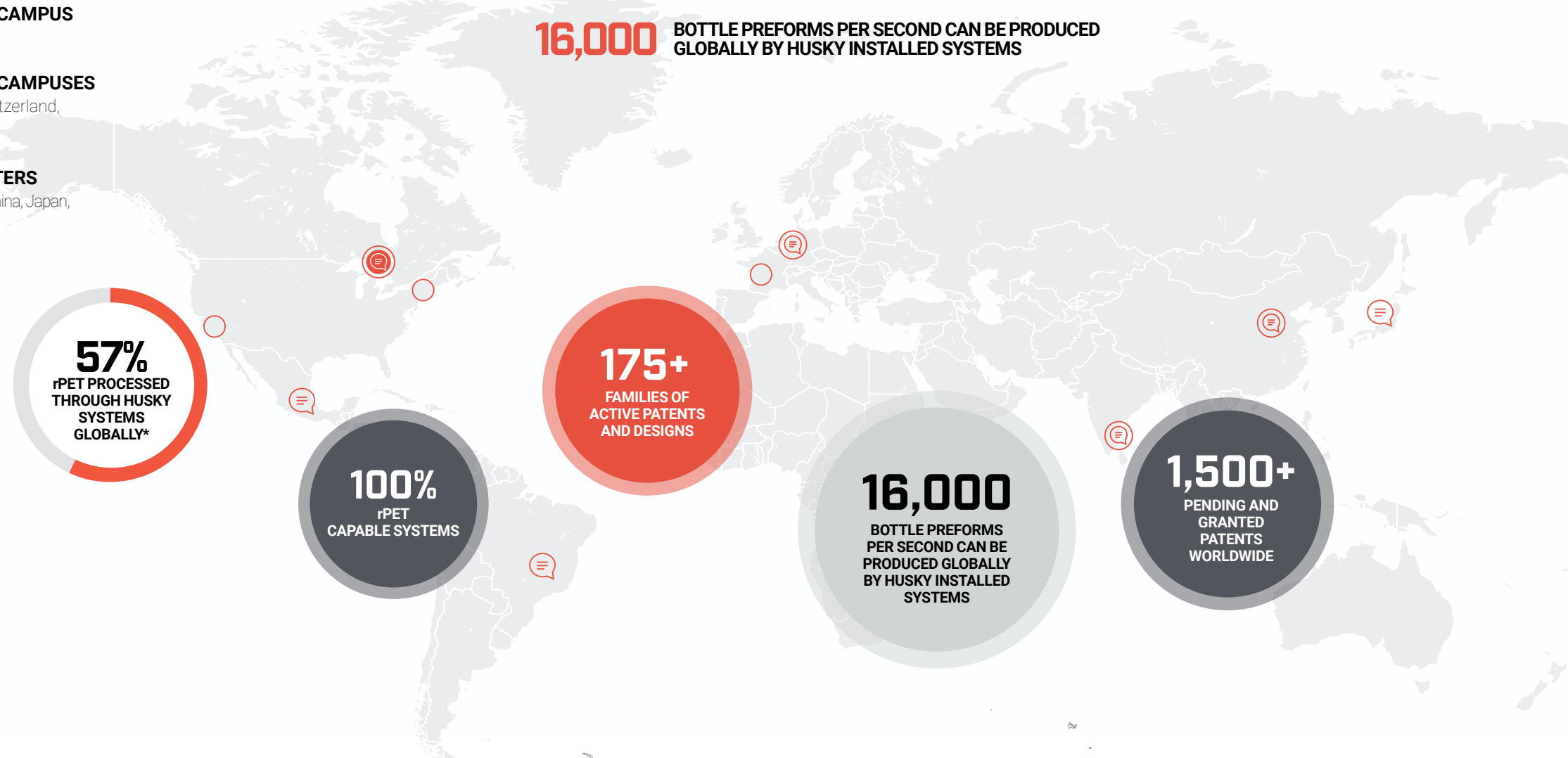
1,500+ PENDING AND GRANTED PATENTS WORLDWIDE

OUR SYSTEMS

57% rPET THROUGH HUSKY SYSTEMS GLOBALLY*

100% rPET CAPABLE SYSTEMS

16,000 BOTTLE PREFORMS PER SECOND CAN BE PRODUCED GLOBALLY BY HUSKY INSTALLED SYSTEMS



*Husky estimation based on market share



ABOUT OUR REPORT

Enabled by Husky. Powered by People.

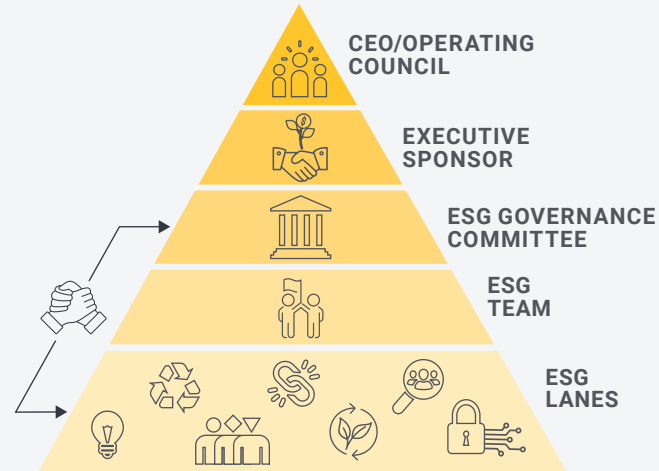
At Husky, we believe that strong ESG initiatives guide sound business decisions and operations, and transparency around these initiatives strengthens relationships with customers, employees, suppliers, and communities. Our ESG report covers updates on our ESG goals and progress on key ESG Topics. This report is informed by the **Sustainability Accounting Standards Board (SASB)**, Industrial Machinery and Goods Standard and selected **Global Reporting Initiative (GRI)** indicators. Husky obtained the Committed Badge from EcoVadis in 2024 and a C grade from CDP in 2023. We remain committed to improving our ESG ratings through impactful actions.



ESG GOVERNANCE

Our ESG strategy is guided by our ESG Governance Committee, which includes C-level executives and leaders from innovation, sustainability, HR, legal, finance, operations, and engineering. The Committee oversees priority material ESG topics to ensure alignment with our goals.

The ESG Team operationalizes our ESG strategy by coordinating activities, managing data collection, and handling external disclosures. They work closely with the Lane Leaders, recommend ESG initiatives, and collaborate across departments to report progress towards Husky's ESG goals. Senior team leaders, known as ESG Lane Leaders, oversee the integration of ESG goals into their respective business areas and serve as key drivers of sustainability.



ESG GOVERNANCE TEAM



MATERIALITY ASSESSMENT

It is important that we understand the expectations of our internal and external stakeholders to support our ESG journey. Understanding these expectations helps us prioritize the most important ESG topics to our business and remain informed of emerging risks and opportunities. Informed by global external guidelines and developed in consultation with stakeholders and senior leadership, our inaugural **2021 ESG Report** featured a materiality assessment. This assessment was based on ESG practices, industry trends, peer practices, ESG rating criteria and reporting framework requirements, helping to identify the priority material topics covered in the report.

PRIORITY MATERIAL TOPICS

SUSTAINABLE DEVELOPMENT GOALS	PRIORITY MATERIAL TOPICS
	Circular Economy
	Diversity, Equity, and Inclusion
	Energy and GHG Emission
	Innovation and Technology
	Responsible and Resilient Supply Chain
	Talent Training and Development Talent Attraction, Engagement, and Retention
	Waste
	Water

HUSKY IS MAKING A WORLD OF DIFFERENCE

**OUR TALENT DRIVES
INNOVATION AND
TECHNOLOGY TO ENABLE
A CIRCULAR ECONOMY**

02





CIRCULAR ECONOMY

RECYCLED POLYETHYLENE TEREPHTHALATE (rPET) THE KEY TO A CIRCULAR ECONOMY

PET plays a critical role in supporting people globally with essentials such as food, water, and medicine. This medical and food-grade polymer has a demonstrated track record of recyclability, as the most recycled plastic in the world.

Expanding on extensive research showing PET as a preferred choice when it comes to environmental impact,²⁻⁶ Husky commissioned its own Life Cycle Assessment (LCA).¹ The purpose of the LCA was to assess the environmental impact of 500 mL PET bottles and compare it to the impacts associated with current alternatives. The result of the study provides fact-based, science-driven evidence that when compared to glass and aluminum, PET plastic delivers significant environmental savings across several key environmental impact categories. Additionally, future developments for PET include the ability to be processed into high-quality recycled material through advanced recycling, and to be sourced from bio-based feedstocks to be both renewably sourced and recycled at scale.

We recognize that a circular economy requires intentional innovation, collaboration, and partnerships to drive solutions, including increasing recycling rates and supporting infrastructure.

An internationally proven and effective method to increase collection rates to over 90% is by placing a value on the package, such as implementing deposit return systems (DRS). Existing examples of success can be found in the USA and many parts of Europe. Refer to Page 9 of our [2021 ESG report](#) for examples of PET collection rates across different countries with DRS.

Key Findings of Husky's LCA:

- PET plastic bottles have significantly **lower global warming** potential than glass and aluminum
- PET plastic bottles require **less energy** to produce than glass and aluminum counterparts
- Beyond PET's beneficial reduction in global warming, PET plastic bottles consume **less blue water** (freshwater from lakes, rivers, and aquifers) compared to glass and aluminum
- The analysis of future scenarios shows that continued efforts to **lightweight** PET bottles, increase the use of **recycled content**, and increase **recycling rates** can continue to offer significant reductions in key environmental impact categories

PET AS THE CIRCULAR CHOICE FOR CARBONATED SOFT DRINK PACKAGING



100%
OF HUSKY SYSTEMS
OFFERED FOR SALE TODAY
ARE CAPABLE OF RUNNING
100% RECYCLED MATERIALS

Carbon Footprint	
Blue Water Consumption	
Energy Demand	

¹ Husky LCA

² Life cycle assessment of predominant U.S. beverage container systems for carbonated soft drinks and domestic still water

³ Potential trade-offs between eliminating plastics and mitigating climate change: An LCA perspective on Polyethylene Terephthalate (PET) bottles in Cornwall – ScienceDirect

⁴ Examining Material Evidence: The Carbon Fingerprint – Imperial College London

⁵ Beverage Packaging: A Comparative Life Cycle Assessment

⁶ Climate impact of plastics | McKinsey

CIRCULAR ECONOMY

REDUCING ENVIRONMENTAL IMPACT THE CASE FOR PET BOTTLES IN BEVERAGE PACKAGING

PET bottles have the lowest carbon footprint compared to alternatives like glass bottles and aluminum cans.¹ The graph illustrates the potential negative impact on greenhouse gas emissions if the U.S. beverage industry were to shift to a packaging scenario without plastic or PET. Conversely, switching all beverage packaging to PET could lead to a reduction in greenhouse gas emissions.

Specifically, converting the packaging of a 500 mL (16.9 oz) carbonated soft drinks (CSD) in the U.S. to PET could reduce the global warming potential (GWP) by 39% compared to aluminum and by 82% compared to glass. Reducing the weight of the PET packaging for water bottles would further enhance the environmental benefits of these beverage containers.

REDUCING GLOBAL WARMING POTENTIAL (GWP) THROUGH PET RECYCLING THE IMPACT OF HIGHER COLLECTION RATES

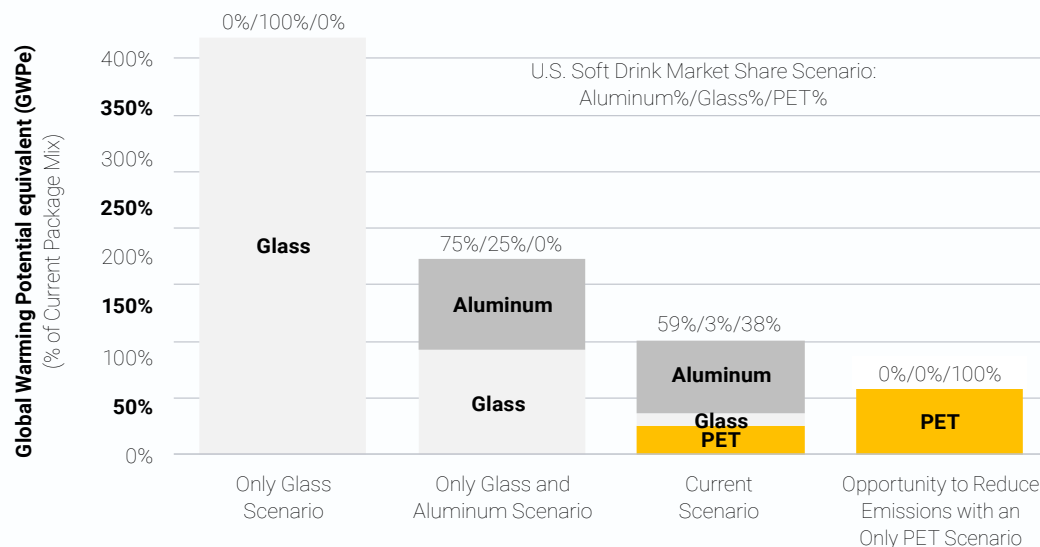
In certain jurisdictions, PET bottle collection rates have exceeded 90%.²⁻³ Higher recycling rates of PET bottles can support greater circulation of the material over multiple cycles and significantly reduce greenhouse gas emissions. In the U.S., the collection rate for PET bottles improved from 27% in 2020 to 29% in 2022.⁴ If this collection rate were to rise to 54%, which is the estimated level needed to achieve the widely cited goal of 25% recycled content by many companies, it could lower the Global Warming Potential (GWP) of a 500 mL carbonated soft drink (CSD) PET bottle by over 18%¹ compared to 2020 levels.

The graph illustrates this relationship, showing that as the recycling rate of PET bottles increases, GWP decreases. This underscores the importance of enhancing PET recycling rates to achieve a significant reduction in greenhouse gas emissions.

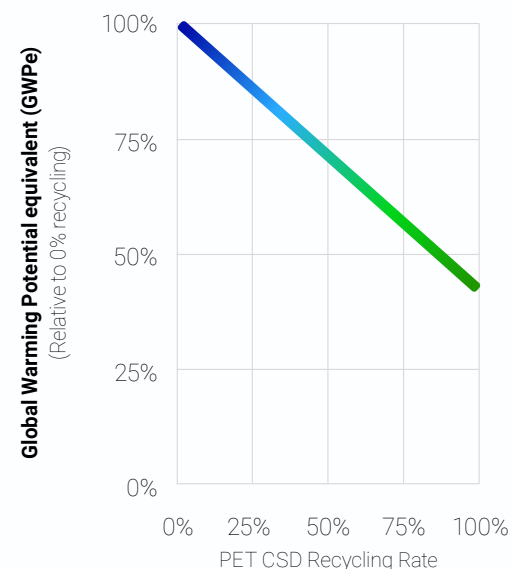
¹ Husky LCA
² Study into the PET recycling process
³ State Of Green
⁴ NAPCOR 2022 PET Recycling Report

Global Warming Potential of Flavored and Carbonated Beverage Packaging: Market Distribution and Future Scenarios

The analysis assumes an average 500ml package.



500 mL Flavored and Carbonated Soft Drink Recycling



CIRCULAR ECONOMY ESG GOALS

GOAL 1

100% of our packaging-solutions revenue will enable the production of reusable, recyclable or compostable packaging by 2025, aligned with Ellen MacArthur Foundation targets.

PROGRESS 2023

100% of our current packaging solutions revenue enable the production of reusable, recyclable or compostable packaging. PET is the world's most commonly recycled plastic and Husky's PET systems are designed and optimized to process 100% rPET.

GOAL 2

Husky will inspire and enable the industry to adopt the most circular and sustainable packaging solutions through our innovation and global-scale market position.

PROGRESS 2023

We are continuously enhancing our solutions to adopt the most circular and sustainable packaging solutions. For further information, please refer to the Circular Economy and Innovation and Technology sections of this report.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

We signed the Ellen MacArthur Foundation New Plastics Economy commitment to help accelerate the transition to a circular economy and to help customers achieve their sustainability goals. We have pledged the following four commitments:

1 COMMITMENT ENABLING SUSTAINABLE AND RECYCLED MATERIALS



We design and develop new solutions that enable our customers to use greater amounts of sustainable materials and recycled content in their packaging.

2 COMMITMENT REDUCING ENVIRONMENTAL IMPACT BY REDUCING PACKAGING WEIGHT



We proactively improve resource efficiency through the development of consumer packaging solutions that minimize environmental impact through reducing packaging weight.

3 COMMITMENT DESIGNING FOR CIRCULARITY



We continuously innovate and collaborate on solutions that enable packages with improved recyclability and circularity.

4 COMMITMENT INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE



We partner and advocate for the advancement of the circular economy and sustainable packaging.

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

1

COMMITMENT

ENABLING SUSTAINABLE AND RECYCLED MATERIALS

We design and develop new solutions that enable our customers to use greater amounts of sustainable materials and recycled content in their packaging.



HUSKY COMPLETE™

THE INDUSTRY'S ONLY COMPLETE, CONNECTED, END-TO-END PRODUCTION SOLUTION

HUSKY COMPLETE™ is supported by Husky's latest generation platform of proven PET and packaging systems tailored for processing of rPET. Whatever our customers' sustainability or rPET packaging goals, the HUSKY COMPLETE™ solution transforms rPET variability into stability, enabling the production of more sustainable packaging with world-class productivity and minimizing the total cost of ownership.



APPLICATION AND PART DESIGN

Expert knowledge enhances the complete part from concept to completion.



FACILITY OPTIMIZATION

Complete and integrated turnkey solutions from bottle to plant.



FULLY DIGITIZED DELIVERY MODEL

Automated processes ensure speed to market and unmatched part quality.



TOOLING AND LIFECYCLE MANAGEMENT

Extending the life of your mold to reduce costs and optimize part quality.



TALENT DEVELOPMENT

Services, support and training for skill enhancement and upgrades.



ADVANTAGE+ELITE™ WE CALL YOU SERVICE MODEL

Fully connected proactive, predictive, transparent monitoring solution.



DIGITIZED OEM PARTS SOLUTION

Minimizing downtime and optimizing investment.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

1

COMMITMENT

ENABLING SUSTAINABLE AND RECYCLED MATERIALS

We design and develop new solutions that enable our customers to use greater amounts of sustainable materials and recycled content in their packaging.



OPTIMIZATION OF HOT RUNNERS ENABLING BIORESIN APPLICATIONS

Hot runners are a sophisticated technology that transfers molten plastic from the injection-molding machine nozzle to the mold, improving the quality of the final plastic part. Hot runners help produce parts with minimal waste.

Husky launched the hot runner system UltraMelt™, which helps customers produce parts for applications that require faster processing times and thermal control. UltraMelt™ features non-reactive surfaces and stainless-steel components to preserve the sensitive chemistry of bioresins, while minimizing corrosion and other challenges.

Bioresins, also known as bio-plastics, bio-polymers, or bio-materials, are made from renewable resources. Some bioresins are also biodegradable or compostable. While environmentally conscious, bioresins also pose challenges for hot-runner systems, as they require different processing parameters, such as temperature and pressure. After rigorous testing and optimization, UltraMelt™ was introduced to the marketplace in 2022, becoming a pioneering solution for bioresin melt delivery.

BIORESIN FEEDSTOCK



Corn/Maize



Sugarcane starches



Potato starch



Vegetable oil starches



Tapioca starch



Wood pulp cellulose

BIORESINS BENEFITS



Bio-based



Biodegradable



Compostable

HUSKY WINS PLASTICS INDUSTRY ASSOCIATION BIOPLASTICS INNOVATION AWARD

The **Plastics Industry Association (PLASTICS)** announced Husky as the winner of PLASTICS' 2023 Innovation in Bioplastics Award. The announcement came as part of PLASTICS' eighth annual online #BioplasticsWeek awareness and education event. Husky won the award for the UltraMelt™ hot-runner system, which was engineered for the efficient and sustainable injection molding of bioresins.

PATRICK KRIEGER
Vice President of Sustainability, PLASTICS



This is the first time PLASTICS has awarded an equipment company and their original technology for using more bioplastics. I congratulate Husky on this achievement. Equipment design is complex and takes significant investment. The resources Husky spent on this technology speaks to the importance and potential of bioplastics in the plastics industry.

JOHN GALT
CEO, Husky Technologies



On behalf of the Husky team, I would like to thank the Plastics Industry Association for this prestigious honor. Bioplastics, together with advancements in circular polymer processing, are key parts of Husky's sustainability strategy. We are convinced that, by working together as an industry, we will turn challenges into opportunities. We will demonstrate that the circular economy is not just a buzzword but a reality.

Polymers preserve and protect more effectively than any other substrate. They can be formed into an infinite number of shapes and sizes. They are lightweight and unbreakable. They have the lowest overall environment footprint. They keep consumer costs down. Investing and working together to building truly circular solutions is good for our industry, for our children and the planet.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

2

COMMITMENT REDUCING ENVIRONMENTAL IMPACT BY REDUCING PACKAGING WEIGHT

We proactively improve resource efficiency through the development of consumer packaging solutions that minimize environmental impact through reducing packaging weight.



Beverage producers are increasingly pursuing lighter-weight preforms and closures to achieve more sustainable beverage packaging solutions.

The concept of lightweighting is straightforward: reduce as much resin as possible without negatively impacting performance or user experience. Lightweighting can lower part weight and raw material cost-per-piece, which also enhances manufacturing productivity by reducing cycle times.

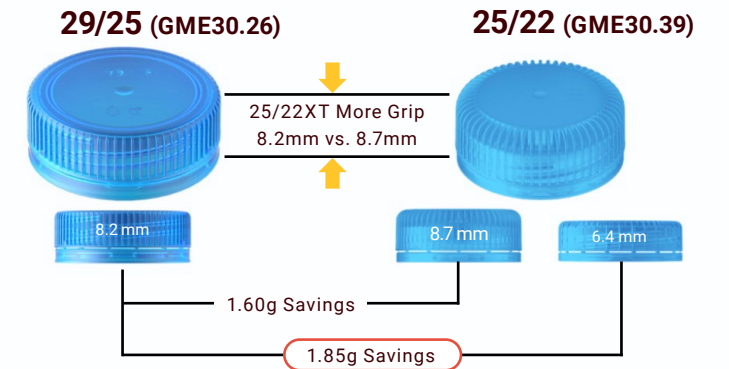
Benefits of Lightweighting

- 1 Reducing the amount of resin in PET bottles lowers production costs.
- 2 Every gram of resin saved helps reduce CO₂ emissions.
- 3 Customers' new neck and closure designs to reduce weight can be part of a market differentiation strategy.

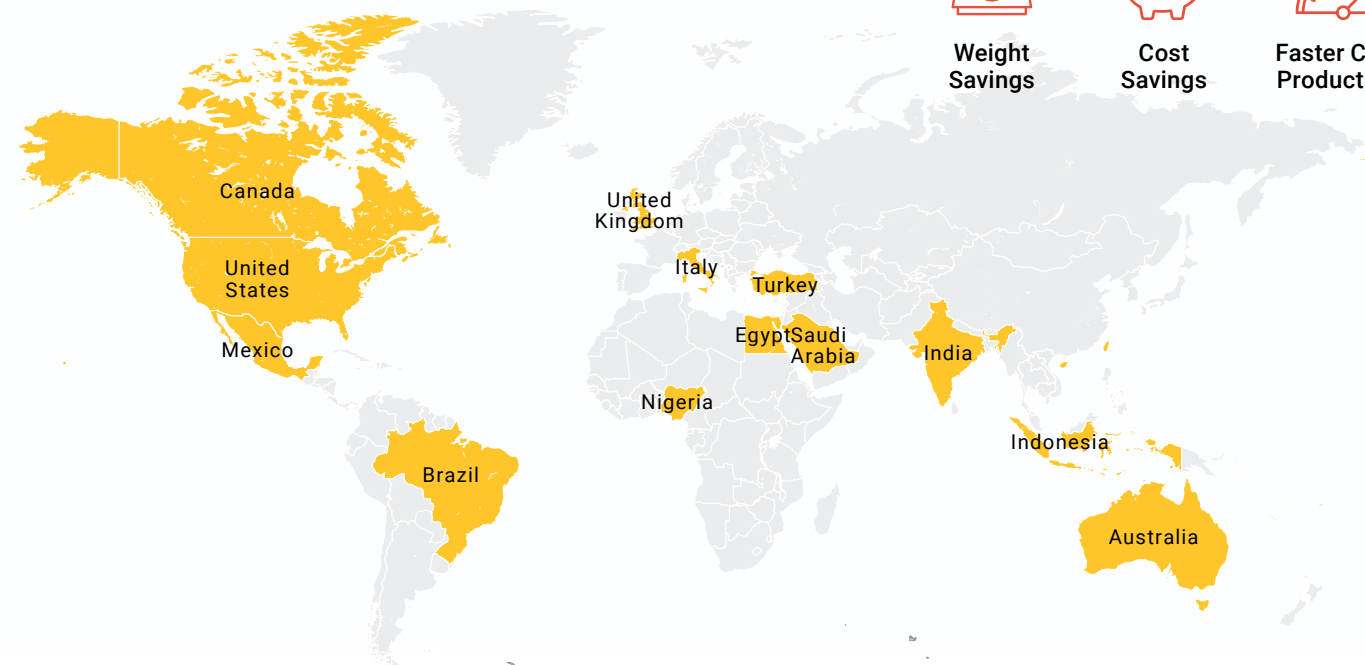
NECK FINISH CONVERSION: EMBRACING LIGHTER OPTIONS

An interesting trend concerning lightweight water bottle neck and closure finishes is emerging on a global scale. The 25/22 (GME30.39) and 26/22 3s (GME30.28) finishes are attracting brand attention as viable alternatives to the universally accepted 29/25 (GME30.26). Originally, these finishes appealed to commodity brands in North America. Over the past few years, adoption rates of the 25/22 and its variants have expanded beyond North America to the countries identified below. The key value drivers for this trend are primarily environmental (improved sustainability) and a reduced cost of production.

Comparison of the 29/25 (GME30.26) and 25/22 (GME30.39) dispensing systems shows that the weight savings are significant – up to 1.85g! Husky has developed a portfolio of 25/22 solutions that help brands save on weight without compromising the consumer experience. 25/22 XT (~8.9mm) versions in tethered and non-tethered configurations offer more grip than the typical 29/25 (~8.2mm) closure.



Adoption of the GME30.39 (25/22) and variants globally



Drivers for Adopting Lightweighting



Weight Savings



Cost Savings



Faster Cycle Productivity



Storytelling Opportunity for Brands

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

3

COMMITMENT DESIGNING FOR CIRCULARITY

We continuously innovate and collaborate on solutions that enable packages with improved recyclability and circularity.



TETHERED CLOSURES

Threaded Neck – Standard and premium tethering approaches compatible with all beverage types.



Snap Neck – Single hand operation suitable for still water



The recently introduced European Single-Use Plastic Directive mandates that by July 2024, all plastic beverage containers sized three liters and below must have the closure tethered to the container. This sustainability initiative creates challenges for the brand owner in the short term.

The effectiveness of a tethered solution can be assessed by its intuitiveness and user feedback, both of which greatly influence consumers' perceptions of the brand. Husky's portfolio of tethered solutions has been developed with the consumer experience as a critical design input.

Why switch to a tethered closure?

- **Sustainability:** Many brands are tethering closures as part of their overall sustainability commitments, helping to recover more beverage caps for recycling. Consumers are also demanding more sustainable and environmentally friendly packaging.
- **Compliance:** The EU Directive 2019/904 made tethering mandatory for all single-use PET bottles under three liters. Producers have until July 2024 to achieve compliance. Other countries around the world are also considering mandates for tethered closures.
- **Differentiation:** Consumers are interested in novel packaging solutions, and tethered closures offer brands a great opportunity to deliver on that demand. Tethering is still in the early phases of adoption, which provides brands with a window of opportunity to introduce a unique, premium experience before their competitors do.

Husky has developed a portfolio of closure designs—including Easy Closing, Snap-Style, Premium Locking Closure and Locking Closure with Wide Support Ledge—that comply with EU guidelines, while prioritizing positive consumer experience and sustainability.



Weight Neutrality
Target



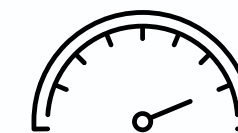
Intuitive
Operation

Cetie

Fully Compatible
Industry Neck Standards



Compliance
Europe SUP Legislation



Same Performance
As non-tethered variants

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

COMMITMENT

INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



RESEARCH

Husky partners with leading universities, research institutions, and organizations that study and analyze rPET and remove barriers for large-scale production and commercial adoption. In 2023, Husky spent approximately \$24 million on research, design and development.

STAKEHOLDER OUTREACH

Our talented individuals also serve as thought leaders within the innovation and circular economy space. In 2023, through over 70 online events, industry tradeshows, and conferences, we reached over 20,000 stakeholders.

INDUSTRY MEMBERSHIPS AND COLLABORATIONS

Husky also works with several industry associations to drive circular and sustainable packaging solutions. In 2023, Husky was involved in eight active partnerships with the APR, FEDIL, PACE, NAPCOR, CIAC, PLASTICS, Abipet, and Petcore Europe.



TRADE SHOWS



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

COMMITMENT

INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



THE PACKAGING CONFERENCE

Husky was excited to return to The Packaging Conference, where we delivered an engaging presentation on how Husky's Multi-Layer Technology can enhance PET packaging solutions, opening new frontiers in sustainability, performance and differentiation.

During the presentation, we addressed industry trends driving innovations in PET packaging, including sustainability, e-commerce, health consciousness, differentiation, and cost savings.



APPLIED MARKET INFORMATION LTD. (AMI) SINGLE-SERVE CAPSULES CONFERENCE

Husky was excited to return to the AMI Single-Serve Capsules Conference, where we delivered an engaging presentation on our compostable solutions for single-serve capsules. The presentation was followed by supportive comments from a representative of Green Packaging Solution, a company that is using Husky's single-serve capsule solutions.



MOLDING CONFERENCE

Husky presented at the **Molding Conference**, discussing how to elevate the quality and performance of syringe components. We are proud to bring precision and consistency to our medical injection molding solutions. Our presentation also highlighted **'Runnerless Injection Molding for LSR (Liquid Silicone Rubber) Applications,'** focusing on how this technology reduces waste, saves costs, and maximizes production. As LSR applications are increasingly adopted in the medical, technical, and automotive sectors, runnerless molding is becoming a game-changer for efficiency.

2023 PARENTERAL DRUG ASSOCIATION UNIVERSE OF PRE-FILLED SYRINGES AND INJECTION DEVICES CONFERENCE

Husky presented on how to elevate the quality and performance of syringe components. We are proud to bring the precision and consistency that medical injection molding demands. Leveraging the impeccable craftsmanship of our Swiss-manufactured Schöttli molds, we ensure that every component meets the industry's highest standards.



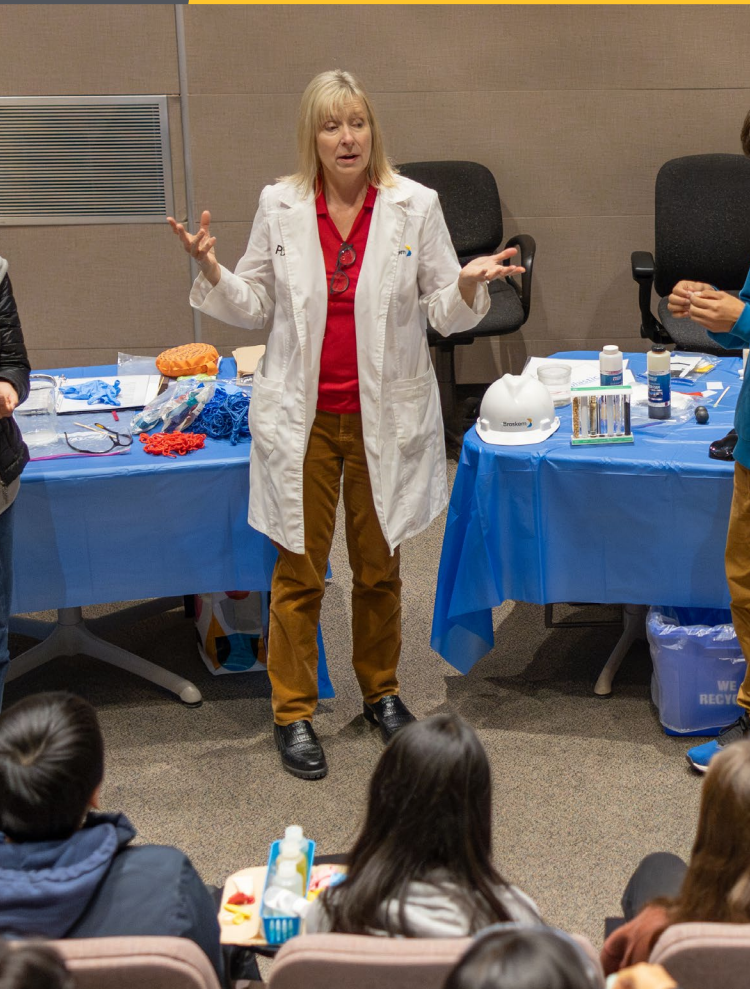
DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

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INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



SUSTAINABILITY EDUCATION AND ADVOCACY

1. YOUTH EDUCATION PARTNERSHIPS



Through its sponsorship in 2023, Husky educated more than 300 students on plastics and the circular economy.

PLASTIVAN®

Husky is proud to sponsor the PlastiVan® program across the U.S. and Canada. PlastiVan® is a science, technology, engineering and mathematics (STEM)-based initiative that educates students about **plastic recycling, environmental awareness and sustainable practices**. The lively demonstrations and hands-on activities are designed to excite students about opportunities in science and engineering within the plastics industry. Students are educated about the chemistry, history, processing, manufacturing and sustainability of plastics, and how the science and real-world applications relate to their everyday lives. The framework also includes interactive lessons that can be customized for K-12 students.

EVE VITALE
Chief Executive Officer, SPE Foundation

The SPE Foundation believes that positive plastics education is crucial in engaging students who are passionate about the environment and who are interested in materials and engineering. The PlastiVan® program helps them understand the importance of polymeric materials in our modern lifestyle and encourages them to join us in innovating for a more sustainable world.

Our partnership with Husky has impacted hundreds of students, educating them on their role in supporting a circular economy through science, personal responsibility, and the recycling of thermoplastics materials like PET.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

COMMITMENT INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



WASTE HERO

Husky is proud to encourage and empower teachers and educators with free resources to promote the recycling of all materials through **Waste Hero Education**, a global education program that offers free activity-based lessons for K-12 and university students, **aiming to educate one million people by 2030 on recycling, zero waste and the circular economy.**

Waste Hero Education was launched by Nobel Peace Prize winner Professor M. Yunus and developed alongside a panel of teachers, academics, educators and zero-waste specialists. The lessons are all available for free download on their [website](#). This free education resource is aimed at empowering teachers to educate the next generation about recycling and the importance of responsible waste management. Resources are currently available in English, Portuguese, Spanish, Thai and Polish.



2. CONSUMER AWARENESS CAMPAIGNS

RECYCLE BOWL

At the 2023 Recycle Bowl, the University of Michigan and the University of Tennessee football teams competed on the field, while the crowds in each stadium also competed to see who could recycle the most. Husky was proud to co-sponsor this event alongside industry partners, such as Amcor, the Plastics Industry Association, Plastipak, and others.

University of Michigan fans took the win, setting **a new world record by collecting 44,950 pounds of recycled material.** Combined, Michigan and Tennessee fans collected more than 85,000 pounds, or the equivalent of 100,000 footballs, of recyclable material.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

COMMITMENT INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

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3. ENGAGING WITH POLICYMAKERS AND INDUSTRY

In 2023, Husky continued its commitment to advocating for sustainable solutions and circularity by leveraging trade associations and inspiring industry peers to embrace sustainability.

PLASTICS INDUSTRY FLY-IN

We engaged with 75 members of the United States Congress and senior legislative staff. Our CEO, John Galt, also spoke at the PLASTICS Spring Conference and participated in a CEO Roundtable Discussion with U.S. policymakers.



UNITING GLOBAL VOICES

Husky hosted virtual calls, bringing together 15 associations from around the world with the goal of inspiring and encouraging alignment on sustainability advocacy efforts globally. In parallel, Husky engaged 35 customers through a virtual event to advocate for and inform the development of a united industry voice. Husky also participated in the first PLASTICS Re:Focus Sustainability Conference, addressing hundreds of industry professionals across the plastics value chain on the importance of moving towards a circular economy through innovation.



UNEP ENGAGEMENT

In 2022, the United Nations Environment Programme (UNEP) convened an Intergovernmental Negotiating Committee (INC) to address plastic pollution. Two of the INC meetings, INC-2 and INC-3, were held in 2023, and Husky was honored to participate through UNEP-accredited associations. Husky is committed to supporting governments worldwide in developing fact-based, effective policy measures proven to reduce plastic pollution. Husky advocates for solutions that balance environmental protection with the essential role plastics play, aiming to keep plastics out of the environment while retaining their value in the economy.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4

COMMITMENT INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

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RETAIL COUNCIL OF CANADA SUSTAINABILITY CONFERENCE

Husky took the stage at the Retail Council of Canada Sustainability Conference and explained that when value is placed on a material, it is recognized as a resource rather than as waste.



THE PLASTICS FALL MEETING

Husky was invited to speak on a panel at the PLASTICS Fall Meeting to discuss the critical role industry can play in providing solutions and promoting keeping plastics out of the environment, and within the economy.



PET RECYCLING COALITION

The PET Recycling Coalition convenes a group of stakeholders driving improvements to expand the PET plastic recycling landscape. The growing coalition is part of The Recycling Partnership's (TRP) Pathway to Circularity, an initiative that creates scalable solutions to packaging and system challenges, accelerating the shift to a circular economy that uses fewer finite resources. Husky proudly supports TRP's PET Recycling Coalition by sponsoring the National Association for PET Container Resources (NAPCOR) on the Coalition's Steering Committee.



ADVANCED DESIGN AND MANUFACTURING TRADE SHOW

Husky spoke at the Advanced Design and Manufacturing Trade Show and discussed the importance of driving sustainability in both operations and product innovation within the manufacturing industry.



COMMITMENT AND COLLABORATION

Husky belongs to several associations and has built strategic partnerships that support our industry and promote strong sustainability practices.

- [All India Plastic Manufacturer's Association \(AIPMA\)](#)
- [American Chamber of Business in Luxembourg](#)
- [The Association of Plastics Recyclers](#)
- [Brazilian PET Industry Association \(ABIPET\)](#)
- [Canadian Association of Mold Makers \(CAMP\)](#)
- [Circular Innovation Council \(CIC\)](#)
- [Chemistry Industry Association of Canada \(CIAC\)](#)
- [China Beverage Industry Association \(CBIA\)](#)
- [China Plastics Reuse & Recycling Association \(CPRRA\)](#)
- [Ellen MacArthur New Plastics Economy Global Commitment Signatory](#)
- [FEDIL – The Voice of Luxembourg's Industry](#)
- [Forum PET](#)
- [Inspiring More Sustainability \(IMS\) Luxembourg](#)
- [Medical Polymer Products Branch of China Association for Medical Devices Industry \(CAMDI\)](#)
- [National Association for PET Container Resources \(NAPCOR\)](#)
- [Organization of Plastic Processors of India \(OPPI\)](#)
- [PET Packaging Association for Clean Environment](#)
- [Petcore Europe](#)
- [Plastics Industry Association \(PLASTICS\)](#)
- [Retail Council of Canada \(RCC\)](#)
- [Luxinnovation](#)



INNOVATION AND TECHNOLOGY

At Husky, innovation is ingrained in our processes as we strive for our products, systems, and services to consistently promote sustainability, both now and in the future.

DRIVING CIRCULARITY THROUGH RESEARCH

R&D EXPENSE

\$24M

R&D EXPENSE

ACTIVE PATENTS AND DESIGNS

Husky holds over 175 active patent families and designs globally, with more than 1,500 pending and granted patents. These include approximately 155 granted and approximately 37 pending U.S. patents and designs.

1,500+

PENDING AND GRANTED PATENTS WORLDWIDE

155

GRANTED U.S. PATENTS AND DESIGNS

37

PENDING U.S. PATENTS AND DESIGNS

175+

FAMILIES OF ACTIVE PATENTS



ESG LANE LEADER

SEBASTIAN KAIVERS

Director, Innovation and Sustainability



To us, innovation means embracing a unique perspective, seeing beyond the ordinary, and thinking creatively. Our diverse team of experts help Husky remain at the forefront of technological advancements, driven by our commitment to sustainability and the power of collaboration. We are dedicated to minimizing waste and enhancing efficiency, incorporating 100% Post Consumer Recycled (PCR) material, and systematically optimizing packaging to reduce CO₂ emissions, preserve material value, and facilitate circularity. Our expanded ESG reporting encompasses our innovative medical system solutions, empowering healthcare and pharmaceutical companies to excel in producing essential and life-saving products.

INNOVATION AND TECHNOLOGY

MORE SUSTAINABILITY WITH PACKAGING

1. 100% RECYCLED HDPE HANDLES

Today's global economy needs producers to address the challenges of evolving markets while driving more sustainable practices. A leading North American producer of sustainable packaging handles for the food, beverage and consumer goods industries required a robust injection molding solution. They needed to support mass production of 100% recycled HDPE handles using multi-cavity molds. The challenge was meeting demanding output, productivity, and quality standards, while effectively processing recycled material to support circular economy principles.

Husky proposed its Hylectric machine platform to produce handles for canned beverage applications. The Hylectric machine features Reflex platens, ensuring uniform clamp force distribution for improved part quality, reduced scrap, and extended tool life. Its optimized screw geometry enhances the processing efficiency of recycled resin. Moreover, melt stream delivery components are built with specialized high-wear resistant materials to improve handling of recycled material and prolong equipment lifespan.

Husky's Hylectric system has delivered ongoing performance, productivity, and sustainability improvements for this customer. Combined with Husky hot runner systems optimized for recycled resin processing, Hylectric machines provide optimum performance, part quality and reliability over long-term runs.



Based on the producer's study, they reported that by incorporating recycled materials, they achieved a **78% reduction in greenhouse gas emissions, a 90% decrease in energy consumption, and eliminated the use of newly extracted petroleum compared to using virgin HDPE.**



JOHN BISSELL
Co-founder and Co-CEO, Origin Materials



This is a key moment in the commercialization of cost-effective, low-carbon FDCA and PEF, and the development of next-generation sustainable polymers. We believe these materials hold transformative powers for plastics and the material economy. We are pleased to work with Husky, a trusted leader in injection molding technologies and polymer processing development, to achieve this performance milestone. It demonstrates the ready processibility of our innovative hybrid polymers using Husky's commercial-scale injection molding equipment. This is a significant step in our mission to facilitate the global transition to sustainable materials.

2. PACKAGING WITH UP TO 100% BIO CONTENT

Origin Materials, Inc., a company advancing sustainable materials, partnered with Husky to achieve a significant milestone in bio-based material innovation.

Origin achieved successful polymerization of the bio-based sustainable chemical furan dicarboxylic acid (FDCA) into PET. Husky then molded the resulting PET/F hybrid polymer into preforms, which were then blown into bottles. Utilizing Husky's injection molding technologies and manufacturing equipment, the companies demonstrated PET/F's integration into existing PET production systems at commercial manufacturing-scale level of processing.

Origin anticipates developing and selling a range of 100% bio-based, low-carbon PET/F polymers ensuring full recyclability and superior performance compared to traditional 100% petroleum-derived PET. They expect PET/F to offer "tunable" performance, with properties such as enhanced mechanical performance and superior barrier properties for extended shelf life.



Advanced co-polyester made by Origin Materials and Husky Technologies™ using PET/F. Resin, mold, and bottle shown.

3. LABEL-LESS BOTTLES

Label-less bottles reduce the impact of ink, paper, and glue on post-consumer recycling. Through strong partnerships, Husky enables label-less packaging technology that enhances recycling efficiency. We encourage our customers to use label-less packaging, or opt for labels that cover minimal surface area, or clear labeling.



JOHN GALT
CEO, Husky Technologies™



At Husky, driving sustainability through innovation is central to our mission of advancing the circular economy of plastics. Preserving and protecting what matters in increasingly sustainable ways is fundamental to our ethos. Our collaboration with Origin Materials is an exciting example of combining material innovation with state-of-the-art polymer processing technologies.

INNOVATION AND TECHNOLOGY

ADVANTAGE+ELITE™ – “WE CALL YOU”

HUSKY
Advantage+Elite™
 WE CALL YOU



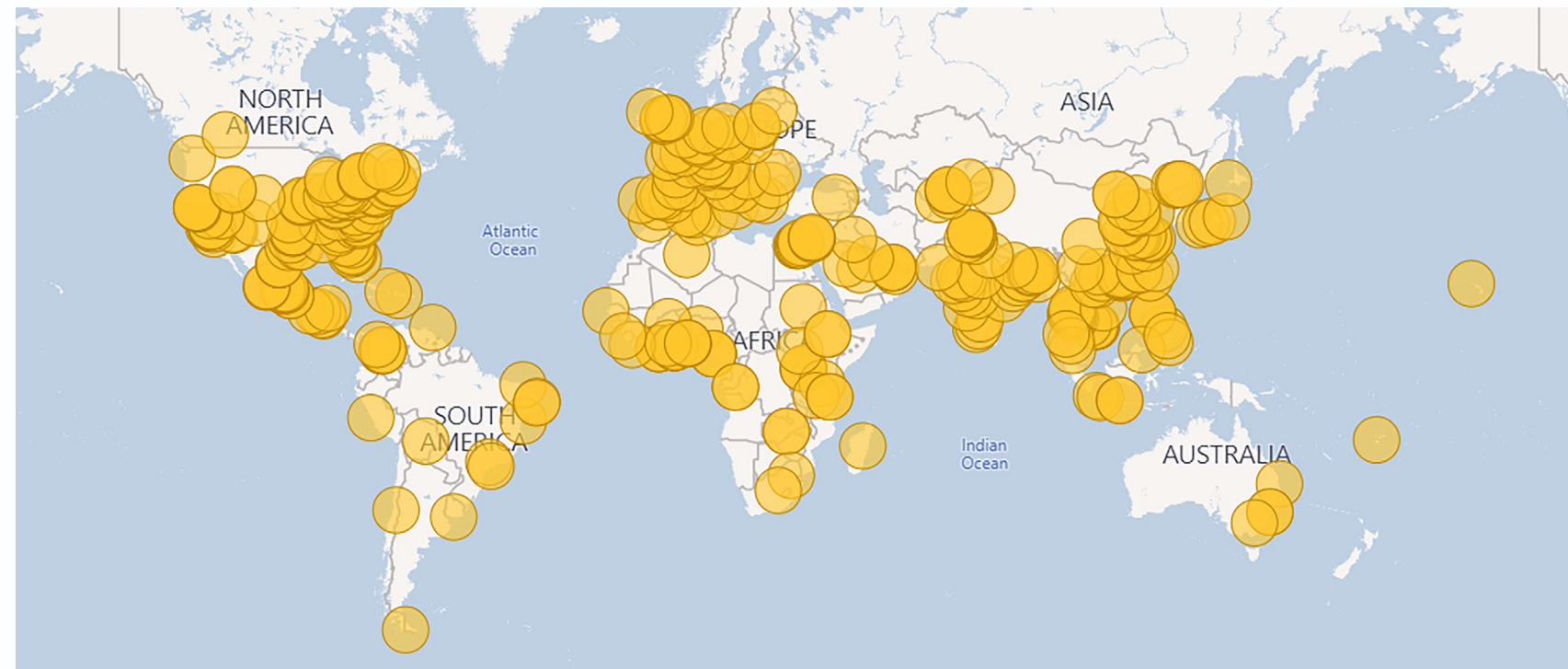
Advantage+Elite™ helps customers’ equipment consistently function with optimal energy and resource efficiency. It has undergone continuous development and evolution to deliver superior value to our customers. In 2023, we integrated an innovative module designed to quantitatively assess mold degradation over time. This module synergizes machine utilization data with real-time monitoring of critical machine tooling variables, enabling precise quantification of what we term “Mold Health.” This comprehensive analysis provides actionable insights, allowing us to optimize operational strategies and prolong mold longevity.

Moreover, our Mold Health monitoring module significantly improves our collaborative planning for Mold Refurbishment

events with our Advantage+Elite™ customers. By leveraging detailed mold condition data, we can create more effective project plans for refurbishment. This strategic approach empowers clients to optimize inventory levels, reducing operational disruptions during refurbishment phases and improving overall process efficiency.

A critical element of our system is its focus on “Part Quality.” The quality of the parts is closely tied to Mold Health. Our system’s advanced predictive capabilities allow us to anticipate the onset of part-quality degradation, proactively alerting our clients. This early detection is crucial in minimizing potential product recalls, safeguarding our clients’ business integrity, and upholding consumer trust.

Advantage+Elite™ footprint – Each circle represents a plant connected to our solution.



CHRIS GARZON
 Regional Project Management, Cargill



Through our partnership with Husky, Cargill has achieved all project- and production-related goals during the first year after startup. High operational efficiency, driven by Husky’s Advantage+Elite™ program has played, and continues to play, a major role in this success. Thank you, Tim, and Husky, for all the effort and support from project ideation through commissioning, startup, and continued operations.

MARIO CERNA
 General Manager, Ficasa



Advantage+Elite™ has definitely given us greater confidence and insight, enabling our technicians to learn more about what’s going on with our machines. It’s also been an important training tool for our operators and management.

INNOVATION AND TECHNOLOGY

ENCORE®

Our mission is to transform underperforming assets into top-tier operational machinery. At Husky, we don't just provide equipment; we breathe new life into existing systems, elevating them beyond original specifications. This commitment to excellence propels our customers toward acquiring the most advanced, efficient machinery available. It reinforces our position as the premier provider of injection molding systems across a wide range of industries, including consumer goods, medical devices and the beverage sector.

We are dedicated to maximizing return on investment, ensuring long-term value and offering comprehensive solutions.

The Husky Encore® program offers a solution for modernizing Husky's legacy systems, increasing productivity while reducing energy consumption. As technology evolves, older components

are at risk of obsolescence. Encore® prolongs the lifespan of customer systems, reducing the need for replacement and reinforcing our commitment to designing solutions built to last decades. Coupled with Advantage+Elite™, Encore® allows for remote connectivity and troubleshooting of legacy systems, modernizing our customers' systems by optimizing energy efficiency processes in real time.

Monitoring centers are a cornerstone of Husky's Encore® program, embodying our promise to virtually oversee all of Husky's Advantage+Elite™ machinery and replace components when they become inefficient or obsolete. Through Encore®, **we have enabled some of our customers to save an average of 70,000 kWh* per system annually.**



* Estimated annual energy reduction per machine based on 8,000 hours annual production at \$0.12/kWh. Results are dependent on application, machine hydraulic conditions and machine calibration.

CUSTOMER TECHNOLOGY UPGRADES

Energy consumption can also be a significant cost factor in the injection molding process. Machine upgrades, such as Adaptive System Pressure, exemplify our commitment to energy efficiency. This technology uses sensor feedback to determine the best pressure setting, automatically adjusting to optimize system pressure without impacting cycle time or preform quality. By reducing energy consumption, this upgrade significantly lowers operating costs. Implementing the latest technologies from HPP5e can reduce energy consumption on many generations of HyPET® systems.

Advanced Process Optimization Case Study

11 SEC

CYCLE TIME (PRE OPTIMIZATION)

10.5 SEC

CYCLE TIME (POST OPTIMIZATION)

0.5 SEC

OVERALL GAIN

19.5 G

CSD, PART WEIGHT

\$10K

ON-SITE PROCESS OPTIMIZATION INVESTMENT**

** Estimated savings. Detailed quotations can be provided to customers upon request.

SHOTSCOPE™ 4.0

A real decision-making tool, Shotscope™ 4.0, is a plant-monitoring software that collects real-time data, including energy and resin consumption (kWh/kg). This allows Husky customers to reliably assess their operation's consumption efficiency, while reducing costs. For example, Shotscope™ 4.0 can predict when a tool requires refurbishment, reducing downtime, optimizing logistics planning and improving overall cost efficiency.



INNOVATION AND TECHNOLOGY

HUSKY ANDON CLINIC+

The Andon Clinic is where our teams come together to ensure our products and services consistently meet the highest quality standards. It is a vital addition to our global Quality Clinic ecosystem, allowing us to address quality issues at their source and provide our customers with top-notch products and services.

This state-of-the-art campus embodies our dedication to quality and continuous improvement. Key features of the Andon Clinic include:

- Robust Failure Analysis and Investigation Capabilities
- Proactive Issue Prevention and Swift Detection
- Subject Matter Experts (SMEs) Engaging in Quality Enhancement
- Cross-Functional Collaboration for Global Impact

Andon Clinic operates as a robust system that promptly notifies managerial, maintenance, and other workers of quality or process problems, embodying the principles of accountability, speed, and velocity. Similar to a 911 call, it ensures that support teams swarm in response to issues, enabling swift problem resolution. Committed to providing “**First Aid**” solutions in under one hour, the Clinic focuses on understanding quality issues and implementing timely remedies. Within 24 hours, containment measures halt the spread of defects through quarantine, preventing their passage or production by suppliers. Moreover, the Clinic conducts thorough root-cause analysis and implements permanent corrective actions to drive continuous performance and prevent recurrence. **With 50,000 customer contacts and an 85% remote resolution rate, the Clinic demonstrates its dedication to customer satisfaction and efficient issue resolution.**

HUSKY CANADA ANDON CLINIC



50K
CUSTOMER CONTACTS MADE

85%
REMOTE RESOLUTION RATE

FACTORY OF THE FUTURE 2023 – A YEAR OF PROGRESS AND GROWTH FOR HUSKY’S FACTORY OF THE FUTURE

Husky’s Factory of the Future (FOF) showcases the epitome of efficiency in mold manufacturing technology. It boasts a growing number of fully automated manufacturing cells in Canada and Luxembourg, totaling 20 cells. These cells consistently produce high-tolerance mold components for customers worldwide. The manufacturing cells are equipped with state-of-the-art automation and closed-loop quality control systems, enabling real-time autonomous optimization of the manufacturing process. We are dedicated to improving process efficiency and manufacturing capability to drive productivity and achieve world-class quality standards at the lowest possible cost.

The exceptional flexibility of our work cells allows for manufacturing a variety of complex parts within a single automated cell. Coupled with rapid changeovers and digital information management, our FOF work cells achieve the highest Total Effective Equipment Performance (TEEP) across Husky, where TEEP is defined as **Availability x Performance x Quality x Utilization**. These breakthroughs enable world-class operational performance. Husky’s FOF work cells continue to produce the majority of mold components for our rigid packaging customers.



INNOVATION AND TECHNOLOGY

ART 2.0 TECHNOLOGY

Our ART 2.0 technology enables molders to decrease energy consumption and increase part production during each startup. With superior control, accuracy and precision, ART 2.0 delivers increased productivity, and reduced scheduled and unscheduled downtime. The latest Altanium® controllers running ART 2.0 offer unparalleled performance in mold control, featuring autotuning, rapid heat-up times, energy efficiency, diagnostics, and fault recovery.

Compared to other units, the latest Altanium® controllers can save molders up to 30% in energy usage and costs.



PACKAGING ENHANCEMENT WITH SUSTAINABLE MULTI-LAYER TECHNOLOGY

Husky's Multi-Layer equipment is based on a high-precision co-injection process, which sandwiches a functional component between two layers of the main resin. Husky's accurate layer control provides unlimited freedom in selecting the material's amount, thickness and placement.

Husky's Multi-Layer systems are based on the HyPET®HPP5e family of systems, which are designed for maximizing production output, while reducing part variability, and increasing part quality.



30%
SAVED IN
ENERGY USAGE
AND COSTS

APR RECOGNIZES HUSKY'S LATEST DEVELOPMENT OF LIGHTWEIGHT RECYCLABLE CSD BARRIER PACKAGING

Husky's continued collaboration with Mitsubishi Gas Chemical has led to a significant evolution of our fully **recyclable Multi-Layer PET solution** for small-format carbonated soft drinks (CSD). This solution has earned recognition from the Association of Plastic Recyclers (APR) for 3.3% MXD6 integration.

Building on our **2020 APR accreditation for 2.5% MXD6**, this new milestone can be applied to single-serve CSD bottles, starting at just 12g. The incorporation of high-barrier material in a fully recyclable package enables us to significantly reduce the amount of PET resin required.

Our ongoing refinement of the solution extends its applicability to a broader range of bottle sizes, meeting the needs of beverage packaging producers for recyclable barrier packaging across various application formats.

As a leading standard for recyclability, the APR is highly regarded globally. Their recognition underscores Husky's commitment to sustainable practices and processes, empowering our customers to optimize operations, increase design circularity, and minimize costs.



 INNOVATION AND TECHNOLOGY ESG GOAL	
GOAL	>85% new packaging product launches within the next 5 years will be part of Husky's clean technology solutions suite.
PROGRESS 2023	100% of all Husky PET systems enable the use of 100% recycled PET (rPET).

INNOVATION AND TECHNOLOGY

HUSKY EXPANSION IN INDIA AT CHENNAI CAMPUS



ROBERT DOMODOSSOLA
President of Rigid Packaging, Husky Technologies™



I'm delighted to return to India and mark this special occasion as we expand our presence in this exciting and dynamic market. This celebration reaffirms our dedication to the strong relationships we've cultivated with our customers here since 1999. As we embark on our seventieth year in business, this investment reflects the exciting growth opportunities and demand for Husky's diverse range of complete solution offerings in India.

Developments executed throughout 2023:

- Additional capacity and capability for manufacturing hot runners.
- The first ICHOR™ integrated medical injection molding system that produces blood collection tubes locally.
- The addition of an Advantage+Elite™ monitoring center to provide proactive, predictive, and transparent monitoring services to our existing customers.
- Expansion of local OEM parts inventory and a team of highly skilled service technicians located throughout the country to respond to customer service needs swiftly and efficiently.

Since selling the first PET system in India in 1999, Husky's presence now includes more than 250 systems running in the field, delivery of more than 500 hot runners per year, a team of 10 trained service technicians and a robust parts inventory to support local customers.

250

SYSTEMS RUNNING IN THE FIELD

500

HOT RUNNERS PER YEAR



FIRST INTEGRATED MEDICAL INJECTION MOLDING SYSTEM FOR THE PRODUCTION OF BLOOD COLLECTION TUBES (BCT) IN INDIA



This milestone installation is located at the facilities of CML Biotech Limited, one of the country's largest BCT manufacturers.

Following the manufacturing challenges identified by CML Biotech, Husky recommended the **ICHOR™ injection molding system**. Leveraging Husky's renowned PET technology expertise, with a track record of delivering over 3,000 high cavitation, fully integrated PET systems worldwide, combined with Schöttli™ High Precision Medical Molds, the ICHOR™ system will enable CML Biotech to improve part quality, cycle times, and overall efficiency of the BCT production process.

The ICHOR™ system is the first of its kind in the medical injection molding industry in India and is monitored in real-time through Advantage+Elite™.

PAUL JACOB
Managing Director, CML Group



We sought a trusted supplier who understood our business and our challenges. We found that Husky understood it's not just about producing a BCT for the local market, it is about producing the highest-quality BCT in India for the global market.

THOMAS BONTEMPI
General Manager Medical Business, Husky Technologies™



Husky is honored to work with CML Biotech on this significant project. Our goal was to facilitate their business growth by delivering an integrated medical injection molding system that provides end-to-end visibility on the manufacturing process. Combined with proactive, predictive, and transparent monitoring, this promotes consistent performance and optimal production. ICHOR™ offers new levels of performance and efficiencies in part quality and cost, weight variations and cycle time.

This collaboration signifies Husky's ongoing commitment to transforming the manufacturing process of blood collection tubes and other medical devices, while making a positive global impact on healthcare.

3,000

FULLY INTEGRATED PET SYSTEMS WORLDWIDE

70

YEARS EXPERIENCE IN MEDICAL MOLDING SOLUTIONS

INNOVATION AND TECHNOLOGY

LIQUID SILICONE RUBBER MEDICAL APPLICATION

Utilizing Liquid Silicone Rubber (LSR) injection molding technology, along with direct gating with a Husky cold deck, Reed City Group has been able to provide tailored manufacturing solutions for their customers by:

- Enhancing production efficiency:
 - 16% cycle time reduction
- Reducing waste with no runner scrap
- Improving product quality

LSR cold deck—A fully optimized LSR cold deck or manifold system with specially designed features based on decades of field experience and fully customized based on customer application specifications. Husky offers several customizable options for every cold deck application.

[Click here to view a testimonial from Reed City Group.](#)



ENVIRONMENTAL STEWARDSHIP



03

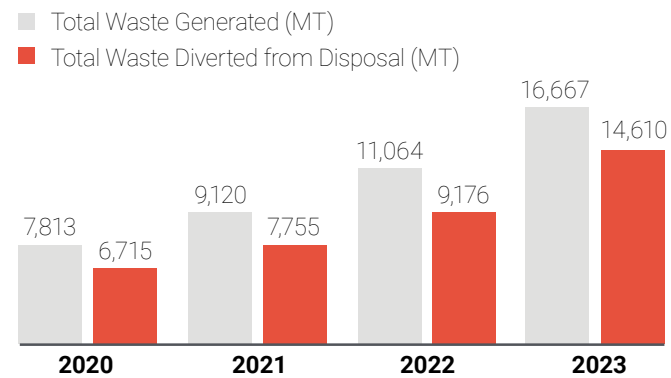
WASTE

Husky's mission to foster a circular economy is rooted in two core beliefs: that every material input and output can have circular solutions, and that all waste is a potential resource.



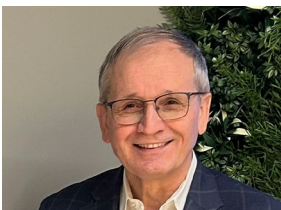
Husky places a strong emphasis on environmental values. **We have been proactively collecting data and diverting waste since the early 1990s.** We practice waste minimization and recycling programs across our global campuses, and waste diversion solutions at our offices and facilities, worldwide. The Environmental, Health, and Safety (EHS) department oversees waste-related policies and procedures in order to maximize waste diversion rates. **This is evident in our 93% global non-hazardous waste diversion rate.** Husky has designated spaces in each campus for recycling and hazardous waste collections. Team members are trained on hazardous waste handling, spill response, and regulatory awareness. Compliance with the Globally Harmonized System (GHS) is maintained, and internal audits and site inspections are conducted regularly. External audits of service providers are periodically performed by the EHS team to ensure that our recycling partners are safely handling and processing our diverted materials, contributing to responsible waste management.

WASTE DATA 2023



Please refer to the [Appendix](#) for more information on waste related metrics.

JIM PILAVDZIC
Global Director, EHS, and Product Safety



ESG LANE LEADER

Waste diversion is not just an action; it's a commitment to a sustainable future, it's a way of life. Join the movement and make a difference.

FOOD WASTE: NOT ON MY WATCH

Our Canada Campus, in collaboration with Sodexo, has implemented WasteWatch (powered by LeanPath) to tackle global hunger and climate change by reducing food waste in cafeterias. Sodexo uses automated waste tracking and an analytics platform to quantify and identify food waste cases, aiming to eliminate food waste by better inventory management.



22
metric tons of CO₂ avoided in 2023

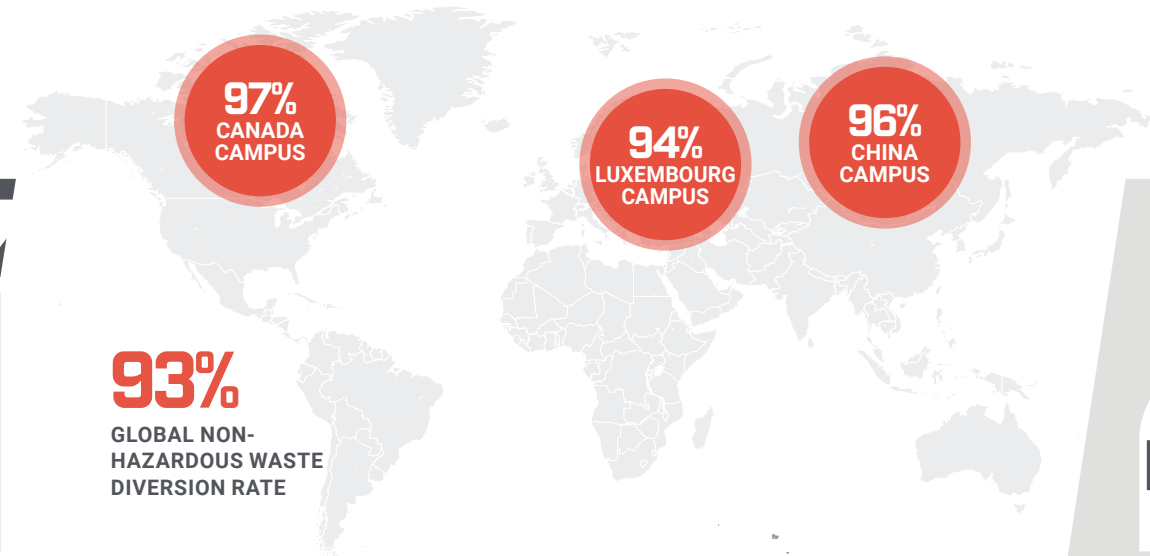


5,788
Meals saved



\$7,107
Food waste prevented (CAD)

GLOBAL WASTE DIVERSION RATE



93%
GLOBAL NON-HAZARDOUS WASTE DIVERSION RATE

4 ALL WASTE IS A POTENTIAL RESOURCE



WASTE

HUSKY'S BATTERY RECYCLING PROGRAM

Since the initiation of the recycling program in Canada, the EHS team has successfully sent **675 kilograms of batteries for recycling.**



675
KG OF BATTERIES
FOR RECYCLING

PATH TO ZERO WASTE

Husky's India campus converted food waste into compost and donated used tools, like carbide tips, to a petrochemicals engineering and technology institute for educational purposes.

Husky's Milton, U.S., campus partnered with a waste management company to convert **5.4 short/US tons of food waste through composting**, which transformed food scraps into nutrient-rich compost. In addition to composting, the campus also installed anaerobic digestion technology to break down organic matter into biogas, a renewable energy source. These methods helped the campus close the loop in the food cycle, reduce methane emissions, and support sustainability.

CELEBRATION OF EARTH WEEK

To celebrate Earth Week, Husky's EHS team organized a week of activities across global campuses from April 16-22, 2023, reinforcing the company's commitment to environmental responsibility. The events educated and engaged team members in sustainability efforts. The activities encouraged participation in the GreenShares® program, which **incentivizes proactive environmental stewardship** among employees.

This year, the Canada campus celebrated Earth Week with a series of engaging events and activities, offering something new for team members to enjoy each day of the week. Some of these events included:

- Lunch and Learn: Sustainability Talk Videos and Introduction to GreenShares® Program
- Lunch and Learn: Sustainable Urban Beekeeping
- Canada Campus Cleanup

At our China campus, team members celebrated Earth Week with a variety of fun events. The standout event was an art competition for team members' children, where the theme was "Care for the Earth." The submissions showcased remarkable talent with Lego sets awarded as prizes.

In Milton, U.S., dedicated team members took part in "Green Up" day, cleaning up the Husky property and surrounding areas. The event was well-attended, and participants were gifted fresh flowers for their gardens.



JEFF WELD
Vice President of Communications, Casella

Our work with Husky demonstrates the value of collaborative partnerships when it comes to advancing sustainable materials management and over time we have grown to leverage each other's collective expertise to manage some of their most complex waste streams in the most economically and environmentally sustainable way possible. We look forward to continued collaboration that will deploy resources in a number of key areas to help advance company, supply chain, and public policy initiatives that will move us closer to a circular economy.



WASTE ESG GOALS

GOAL	90% waste diversion at global manufacturing campuses by 2025.
PROGRESS 2023	94% global waste diversion rate.



WATER

INTEGRATING WATER MANAGEMENT INTO OUR OPERATIONS

We closely monitor and investigate water usage in our manufacturing campuses, collaborating across teams to implement conservation projects with innovative solutions, such as **landscaping**, **condensate recycling**, and **dry cooling technology**, especially in campuses identified as water-stressed by the World Resources Institute Aqueduct tool. Husky campus landscapes are designed to promote natural growth, integrated with native ecosystems, minimizing water usage, and preventing contaminant runoff. We also use **natural pre-filtering techniques**, collecting stormwater in ponds where microorganisms filter out contaminants.



IMPACTING WATER MANAGEMENT THROUGHOUT THE VALUE CHAIN

Husky is committed to responsible water management, implementing measures in our operations and extending these benefits to our customers. We develop technologies that **minimize water consumption and pollutants**, reducing the water impact throughout a product's lifecycle. Our equipment is designed as closed-loop systems, **requiring minimal water treatment**. We recommend efficient technologies during factory planning and continuously strive to optimize solutions to minimize water usage, promoting progressive water management practices and helping customers achieve their water consumption goals.

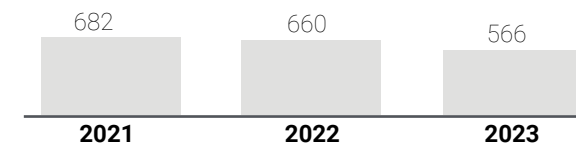
Husky's campuses are designed to minimize their impact on the environment using these design principles:

- 1 Minimize domestic water consumption using:**
 - a. Low-flow plumbing fixtures.
 - b. Sensor-equipped washroom fixtures.
 - c. Landscaping requiring no irrigation five years after planting.
- 2 Reduce storm water impact using:**
 - a. Ponds for biofiltration and discharge regulation.
 - b. Natural landscaping that requires no pesticide or fertilizer use.

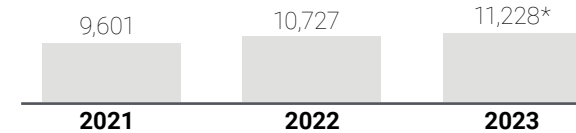
WATER WITHDRAWAL IN WATER STRESSED AREA



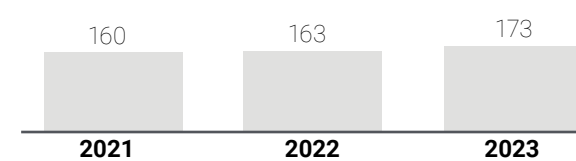
San Dimas, U.S. (m³)



Chennai, India (m³)



Total Global Water Withdrawal (megalitres)



*Increase in water withdrawal is due to increase in operations. Please refer to the [Appendix](#) for more information on water withdrawal.



ESG LANE LEADER

LEE RIDDLE
Director, Global Facilities and Security

I'm incredibly proud of our commitment to water management and conservation. In everything we do—from building our campuses to deploying cutting-edge machinery and technologies, our closed-loop systems reduce water consumption and encourage recycling. Our innovations and solutions are not only good for us, but also good for the environment and for our customers. It's an honor to be part of this team that works so hard to make a better world for us all.

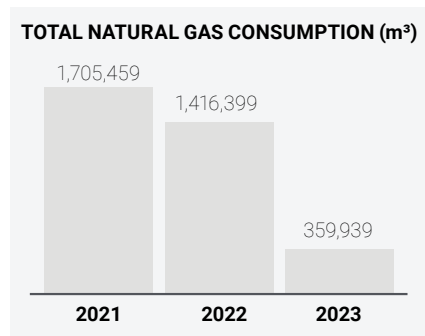


ENERGY MANAGEMENT

Husky leverages innovation and advanced technologies to minimize energy consumption and reduce our carbon footprint worldwide.

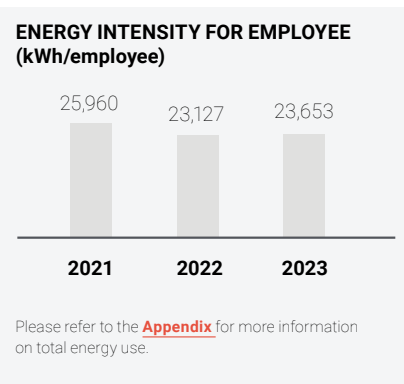
ENERGY EFFICIENCY THROUGH EQUIPMENT UPGRADES

Our major manufacturing campuses have maintained a consistent energy consumption rate. This achievement is attributed to the gradual replacement of older equipment with high-efficiency alternatives, effectively controlling our electricity and natural gas consumption.



ENERGY INTENSITY FOR EMPLOYEES

Energy Intensity for employees **decreased by 9%** as compared to 2021 due to the reduction in consumption of energy at source and all the various energy related programs implemented at our campuses.



INVESTMENTS IN GREEN ENERGY

In addition to managing energy within our buildings and operations, we also source renewable energy for some of our campuses, buildings, and operations.

HARNESSING RENEWABLE ENERGY

INDIA
In 2023, 32% of the India campus's energy requirements were met by wind energy. **In June and July, 100% of the campus's energy was supplied by wind.** This strategic shift to cleaner energy supports our ESG goals.

OPTIMIZING ENERGY EFFICIENCY: COMPRESSOR INTAKE AIR TEMPERATURE REDUCTION

LUXEMBOURG
As part of our ongoing environmental commitment, we initiated a program to reduce compressor intake temperature at our campus. Given that compression work and electrical power consumption are significantly reduced at 5 °C compared to 30 °C, we utilized the opportunity by directing cool outside air into our duct system. This is projected to result in an **annual electricity saving of 90.7 MWh**, translating into a cost reduction of €8,600. With an estimated investment of €25,000 and a subsidy of €4,769, we anticipate a return on investment in just 2.4 years. This strategic move aligns with our energy efficiency goals and contributes to our broader ESG objectives by reducing our carbon footprint and operational expenses.

90.7 MWH
ANNUAL ELECTRICITY SAVING

LED SMART LIGHTING UPGRADES ACROSS CAMPUSES

CANADA, LUXEMBOURG, AND SWITZERLAND
To optimize energy efficiency as part of our ongoing environmental commitment, our campuses in Canada, Luxembourg, and Switzerland have successfully transitioned to high bay LED lighting. This upgrade, completed in early 2023, not only significantly reduces our kWh consumption but also enhances staff safety and well-being by decreasing the need for light maintenance at heights.

STRATEGIC ENERGY CONSERVATION: IMPLEMENTING FREE CHILLING

LUXEMBOURG
We've made strides in energy efficiency by implementing a "free chilling" system. This innovative approach, which reduces the need for conventional cooling unit operation, is projected to **save 240 MWh per year in electricity and reduce gas consumption by 148 MWh**. By leveraging cooler ambient air temperatures, chilling provides cooler water without relying on energy intensive chillers, particularly effective during the temperate seasons.

240 MWH
PROJECTED ELECTRICITY SAVED PER YEAR

148 MWH
PROJECTED GAS CONSUMPTION REDUCED

GHG EMISSIONS MANAGEMENT



We are actively engaged in developing our climate strategy, including through the Task Force on Climate-Related Financial Disclosures (TCFD). Through our internal practices, enablement of our customers' carbon reduction and sustainability targets, and investments in innovation and product development, we create efficient, reliable, and safe technologies that can significantly reduce carbon emissions and enable the circular economy.

GHG emissions intensity ratio (by number of full-time employees) = 8.91 tCO₂e per full-time equivalent employee (location based)



In 2023, Husky invested in an **accredited** renewable energy project by Climate Impact Partners in India. Energy generation is one of the biggest emitters of greenhouse gases; renewable energy investment is an effective solution to reduce these emissions. Carbon financing for renewable energy projects accelerates our low-carbon transition while supporting infrastructure reliability and resilience for consumers.

In addition to delivering emissions reductions to take climate action (SDG 13), the project delivered other benefits:

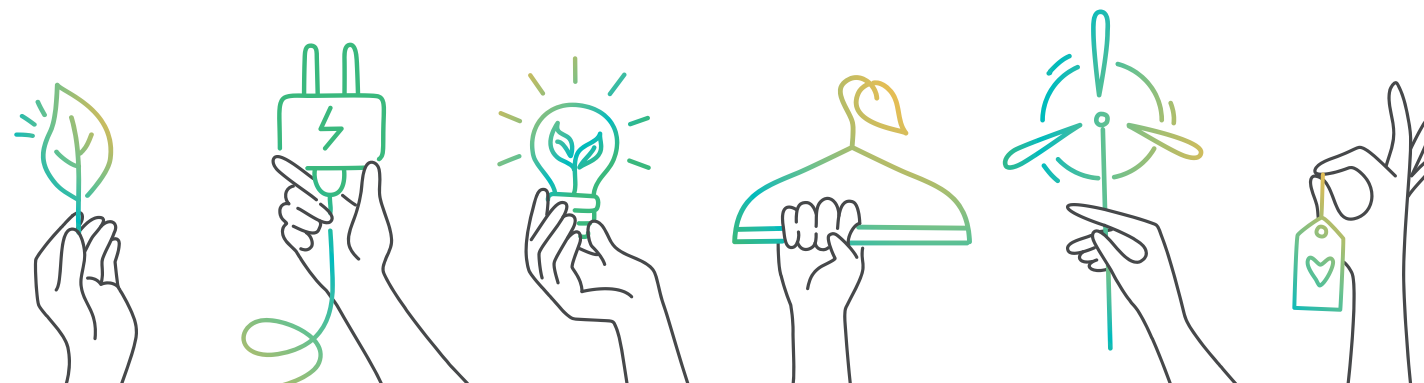
Affordable and Clean Energy: Contributes to increasing the share of renewable energy in the global energy mix. The clean electricity generated by the project displaces electricity that would be otherwise powered by fossil fuels.



Decent Work and Economic Growth: Contribute to the local economy and livelihood of residents through job creation, including full-time maintenance and operational roles, and temporary roles during planning and construction.



Industry, Innovation and Infrastructure: Support the development of sustainable and resilient energy infrastructure, helping reduce electricity shortage incidents during peak demand hours. The project also often helps develop road infrastructure, which aids site access.



GHG EMISSIONS MANAGEMENT ESG GOALS

GOAL 1	Achieve Scope 1 and Scope 2 carbon neutrality by 2025.
PROGRESS 2023	Currently in the process of modernizing carbon neutrality targets and setting targets in line with a science based approach.
GOAL 2	Establish Husky's climate strategy, including approach to Scope 3 and addressing TCFD requirements, by 2023.
PROGRESS 2023	Established a TCFD team in 2023. Husky's climate strategy remains ongoing.



GHG EMISSIONS MANAGEMENT

HELPING CUSTOMERS ACHIEVE THEIR CARBON GOALS

Husky is dedicated to enhancing internal standards and providing systematic energy-saving solutions to our customers. Through services like Encore® and Advantage+Elite™, we **extend system life** and **optimize output**, ensuring customers benefit from efficient technologies. We collaborate with customers to design optimized factory plans that reduce machinery while increasing capacity and cutting emissions and energy usage.

Our focus is on achieving the smallest carbon footprint and delivering safe, reliable solutions. We design machinery to produce sustainable, low-carbon packaging solutions, work with customers to optimize equipment operations, and offer services to extend product lifecycles. We believe our manufacturing innovations have also helped facilitate significant improvements in the production of PET bottles, including lightweighting. Since 2000, the **PET bottle has become 40% lighter.*** For more on our technological innovations, see [the Innovation and Technology section](#) of this report.

* PETCORE EUROPE-Recycle The One.

SYSTEMATIC ENERGY-SAVING SOLUTIONS



40%
REDUCTION IN
PET BOTTLE
WEIGHT SINCE
2000

GHG EMISSIONS MANAGEMENT



GreenShares® is an **incentives program** that encourages all Husky team members to **be proactive** in the responsible use and **protection of natural resources**. The program aims to reduce the carbon footprint of Husky team members through environmentally sustainable practices. Through the GreenShares® program team members receive points for behaving in an environmentally responsible way. Some examples of activities that earn points are:

- Carpooling, riding your bike or walking to work
- Purchasing environmentally friendly cleaning products
- Eating one vegetarian meal a day
- Turning off your lights when you leave a room
- Attending an exercise class

At Husky, we engage our employees in our shared vision and principles, encouraging them to lead the industry through innovation, expertise, and dedication to developing cutting-edge technologies, environmentally responsible products, and highly efficient manufacturing solutions. We foster a sense of pride by encouraging them to align their personal sustainability goals with company objectives, recognized through our GreenShares® program. Our team members shape our future goals, ensuring that they are integral to the strategy development process.

MARVIN FRICK
Team Member, Husky Technologies™



The GreenShares Activity list is a great way to reflect on your daily consumption behaviors and how you interact with the environment. As part of my daily routine, I wake up in the morning and do some spinning and yoga to prepare myself for the day, which I mostly spend seated in

front of my laptop. During Covid, we started our own small garden project to plant potatoes, tomatoes, and strawberries. It was a delightful experience to see the joy and fun my young son had caring for the plants with his watering can, running between the plants and the rainwater barrel to spread the water.

In my opinion, we have a responsibility to ensure future generations can still grow up in a green world. I can highly recommend the GreenShares Program for anyone looking to make a positive impact and gain their own valuable experiences.

CHAO ZHANG
Team Member, Husky Technologies™



Becoming increasingly aware of our impact on the planet, I recognized the importance of passing on the value of environmental responsibility to the next generation. When I came across the GreenShares program, I enthusiastically decided to participate — not just on my own,

but as a family. We made a collective commitment to change our lifestyle and contribute to caring for the planet.

Together, as a family, we constructed a garden bed and set up a compost bin in our backyard. This initiative serves as a resourceful means to manage waste more sustainably, transforming food scraps into high-quality soil for our garden. This practice not only reduces the need for fertilizers and pesticides but also creates a tangible connection to the Earth.

In an effort to make recycling engaging for our son, we repurposed cardboard boxes into toys. This not only adds an element of fun but also teaches him the valuable lesson that creating new items from recycled materials requires less energy and allows items to be used to their fullest extent.



TCFD REPORT

Task Force on Climate-Related Financial Disclosures

INTRODUCTION

This TCFD report serves as Husky’s 2023 disclosure of the climate-related risks and opportunities to our business. It describes how climate change scenarios may impact our business and outlines our strategy to mitigate those potential impacts while ensuring our resilience, based on our understanding of evolving challenges.

The report is structured in accordance with the TCFD recommendations. As such, it covers our governance structures, strategy and risk management, assessment of resilience and our metrics and targets.

This publication of our first TCFD report is another important step in our ongoing journey to integrate sustainability into our strategy and risk management framework. We look forward to sharing future updates with our investors, customers, and other stakeholders.

Husky has demonstrated our commitment to a more sustainable future through internal actions, programs, and support for our customers’ carbon goals. Our investments in innovation and product development deliver efficient, reliable, and safe technologies that

enable the circular economy and lower carbon emissions. By building our technologies to use rPET, we help our customers reduce their carbon footprint.

We provide our customers with systematic energy-saving solutions, including our aftermarket services like Encore® and Advantage+Elite™, which enable our customers to extend system life and optimize their current production output. We seek to focus on achieving the smallest carbon footprint while providing customers with the safest and most reliable solutions. By developing machinery to produce sustainable low carbon packaging solutions, optimizing equipment operations, and proactively offering services to extend product lifecycles, we support customers in their journey to reduce their direct emissions and reach energy reduction goals.

In 2009, six years before the Paris Climate Accords, we set a goal to achieve Scopes 1 and 2 carbon neutrality by 2025. We are currently working on modernizing our climate neutrality goal to align with a science-based approach.



TCFD REPORT



GOVERNANCE

ESG GOVERNANCE

ESG Governance Committee:

Our ESG strategy is guided by our ESG Governance Committee, which comprises C-level executives and other team members from departments such as innovation, sustainability, human resources, legal, finance, operations, and engineering, among others. The Committee oversees the governance of all **priority material ESG topics**, ensuring alignment with our ESG goals. The ESG Governance Committee meets quarterly to review and discuss the ESG strategy and its implementation across the business.

ESG Team:

The ESG Governance Committee is supported by the ESG Team. The ESG Team coordinates the ESG activities, has oversight of internal ESG data gathering and external disclosures, makes recommendations to the ESG Governance Committee and takes decisions on behalf of the ESG Governance Committee within its delegated authority on climate-related issues and other relevant ESG material topics. At an operational level, the ESG Team drives the implementation and execution of strategies in support of Husky's sustainability commitments. The ESG team provides updates on ESG related topics to the ESG Governance Committee on a quarterly basis.

ESG Lanes:

The material ESG topics are assigned to senior team leaders within their respective business mandates, who are directly responsible and accountable for achieving the applicable ESG goals. These ESG Lane Leaders act as key drivers of sustainability within their businesses and report to their team leaders on ESG topics.

TCFD GOVERNANCE

We established an internal TCFD team in 2023 to support TCFD reporting and climate strategy development. The internal TCFD team includes the Chief Operating Officer, ESG Lane Leaders, and members from the ESG Team and the Investor Relations, Finance, Internal Audit, and Legal departments. All TCFD team members have received training on TCFD recommendations. The TCFD team provides support for the management of climate change-related risks and is responsible for preparing recommendations for Husky's climate strategy, which will be reviewed and approved by the ESG Governance Committee. This process will ensure the integration of climate goals into various operational streams and ESG material topics.

TCFD REPORT

STRATEGY

The ESG team conducted a preliminary qualitative analysis of two distinct scenarios: (1) a swift global transition to a low-carbon economy, and (2) business operations proceeding as usual.

In a swifter global transition, anticipated stricter regulations on greenhouse gas emissions and energy management over the coming decade are likely to prompt Husky to amplify investments in research and development focused on low-carbon energy solutions, seek further efficiency enhancements in our facilities, and diversify our energy sources

more than in a business-as-usual scenario. The opportunities presented by the business-as-usual scenario may be more muted; however, we believe that the performance and efficiency gains of our newer solutions and services for our customers will continue to align with our overall goals related to climate change.

As per TCFD recommendations, we have identified the following climate-related risks and opportunities.

CLIMATE-RELATED RISKS

TYPE	SUB-TYPE	DESCRIPTION OF CLIMATE RELATED RISKS	POTENTIAL FINANCIAL IMPACT	HUSKY RESPONSE
Transition Risks	Policy and Legal	New regulatory requirements and enforcement that govern our business activities and those of our suppliers.	Increased operating costs are tied to higher compliance costs.	<p>We track local and regional policy developments, including those related to climate change. The ESG team regularly collaborates with financial, legal, and other teams (including external consultants) at regional and global levels to ensure that Husky is meeting or prepared to meet mandatory legal disclosures. We participate in policy and regulatory discussions regarding the regulation of plastic goods production to help inform science-based decision-making. Please click here to read about our Sustainability Advocacy efforts.</p> <p>Stricter mandates around emission reduction also present Husky with an opportunity since PET has been found to have the lowest carbon footprint relative to other packaging materials such as glass and aluminum. Please click here to read the LCA study.</p>
	Technology	Substitution of existing products and services with lower emissions options.	Increase in costs to adopt new practices and processes to lower emissions.	<p>We monitor market trends to keep track of technology developments related to our products and services. Innovation has long been at the heart of what defines Husky. We have a proven track record of continuously improving our products, and we collaborate with innovators in the value chain to develop energy-efficient solutions that help our customers reduce their carbon footprint. For an example of how our HyPET family of systems has evolved to support our customers' energy reduction goals, please refer to our 2021 ESG report, page 15. Additionally, refer to our Innovation and Technology section for more recent examples of how we help our customers reduce their direct emissions.</p>
	Market	Changing customer behavior.	Reduced demand for goods and services due to shift in consumer preferences.	<p>We actively engage with customers and utilize market intelligence to stay informed about their demands and preferences. Innovation and Circular Economy are two priority ESG material topics for Husky and are central to our operations. We believe that our solutions (products and services) can better enable the circular economy and the demand for low-carbon products. For examples of how we met the changing demand for lightweight packaging material and tethered closures, please refer to the Circular Economy section. Additionally, PET has great potential as a circular choice for packaging for customers looking to reduce their carbon footprint. Please refer to the Circular Economy section for a PET carbon footprint comparison versus alternative packaging materials for more details.</p>
	Reputation	Changing customer behavior and preference for low-carbon products.	Impact in demand for goods and services due to shift in customer preferences.	<p>We believe that our solutions have a lower carbon footprint to alternative packaging solutions, such as aluminum or glass.</p> <p>We remain dedicated to further lower emissions throughout our internal business operations and in the solutions that we sell to our customers. All Husky systems are capable of processing up to 100% rPET, which further contributes to a circular economy.</p> <p>Amid widespread misconceptions about plastics, we also engage in advocacy for scientific and fact-based information about PET, which is one of the most recycled plastics globally. It is a fully recyclable polymer that provides essential item containers for food, water, and medicine.</p> <p>Please refer to the Circular Economy section for the LCA study and our sustainability advocacy efforts.</p>

TCFD REPORT

CLIMATE-RELATED RISKS

TYPE	SUB-TYPE	DESCRIPTION OF CLIMATE RELATED RISKS	POTENTIAL FINANCIAL IMPACT	HUSKY RESPONSE
Physical Risks	Acute	Extreme weather events such as cyclones, hurricanes, floods, etc.	Increased costs due to the negative impact on production capacity and on the workforce.	While extreme weather events can be unpredictable, we help protect our facilities and workforce from their impacts, including emergency response plans for each of our campuses. Additionally, our global footprint and network should help us mitigate substantial financial impacts due to localized supply chain disruptions.
	Chronic	Longer-term shifts in climate patterns may cause sea levels to rise or heat waves.	Increased operating and capital costs due to impacts on the workforce, facility damage, and supply chain disruptions.	Husky facilities are not situated in areas historically prone to high-risk flooding or significant water or temperature stress. However, we will assess potential future risks related to these climate factors and address as necessary. Additionally, our global footprint and network should help us mitigate substantial financial impacts due to supply chain disruptions.

CLIMATE- RELATED OPPORTUNITIES

TYPE	SUB-TYPE	DESCRIPTION OF CLIMATE-RELATED OPPORTUNITIES	POTENTIAL FINANCIAL IMPACT	HUSKY RESPONSE
Resource Efficiency		Use of more efficient production and distribution processes within our operations.	Impact on operating costs from resource efficiency gains.	We consistently strive to enhance the efficiency of our processes by optimizing resources for sustainability. Please refer to the Environmental Stewardship section for examples of resource efficiency in waste, water, and energy.
Energy Source		Use of lower-emission sources of energy.	Impact on operating costs from lower-emission sources of energy.	By monitoring areas of improvement in our facilities, we initiate energy efficiency development projects. Please refer to the Energy section for more details.
Products and Services		Development and expansion of low-emission goods and services.	Revenue impact resulting from enhanced competitive positioning that aligns with evolving consumer preferences.	Husky is committed to better understanding the full impact of its products along the value chain. Husky integrates feedback from continuous sustainability discussions with its various customers into its strategy, marketing, and product development efforts to align with evolving consumer preferences, including a desire for low-emission goods and services.
Markets		Access to new markets.	Impact on revenue due to new market access.	Husky’s emphasis on product development and innovation equips us to seize market opportunities brought about by climate-related developments.
Resilience		Resource diversification.	Impact on revenue due to supply chain resiliency.	We operate a diversified supply chain which increases reliability and the ability to operate under changing conditions.

RISK MANAGEMENT

Within the next two years, our objective is to build a GHG roadmap, which will outline our strategy, establish goals aligned with a science-based approach for emissions reduction, and foster engagement with key stakeholders.

METRICS AND TARGET

Please see the **Appendix** for our disclosures on Scope 1, 2, and 3 emissions. We are currently working on modernizing our climate neutrality goal to align with a science-based approach.

SOCIAL IMPACT

04





TALENT

Powered by People, Husky focuses on attracting, developing, and retaining the best and the brightest.

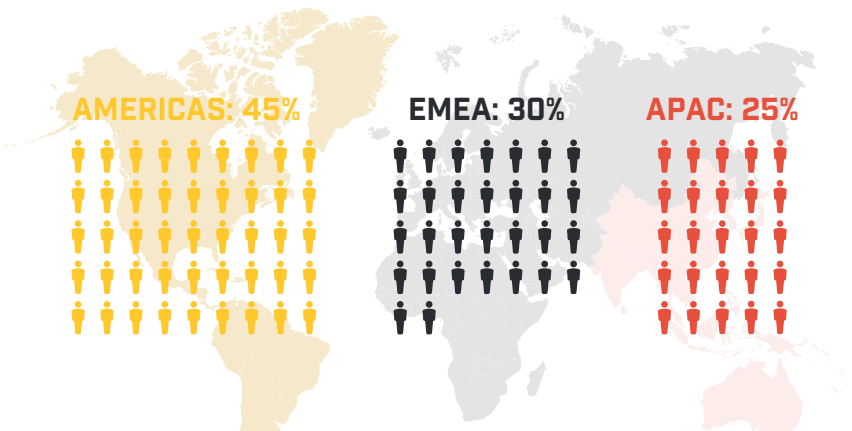
A GLOBAL TALENT POOL WITH A GLOBAL PERSPECTIVE

At Husky, we cultivate an innovative and sustainable culture by selecting and promoting team members who value creativity, collaboration, and sustainable improvement. We achieve this by setting clear goals, rewarding innovative ideas, and delivering results in a meaningful way.

With team members in **65 different countries**, our global talent pool brings diverse skills, experiences, and viewpoints, strengthening Husky in today's interconnected world. By tapping into talent from various cultural backgrounds and regions, we leverage a broader set of ideas and insights to adapt to the ever-changing global market and to better serve our customers worldwide.

Husky's global community gathers quarterly for virtual sessions to review business results and participate in live Q&A sessions with CEO John Galt and other executives. We also have **"ASK JOHN,"** a forum where questions from team members are answered on HuskyConnect, our intranet page.

GLOBAL EMPLOYMENT DATA 2023



RITA CEPPARO
Director, Organizational Development and Change Management



ESG LANE LEADER

I'm so proud of our people. It's gratifying to see how much they care about the quality of their work, and how they can contribute to our company. They're constantly learning and applying their new skills to improve every outcome.

HUSKY INTEGRATED TALENT MANAGEMENT PROGRAMS



TALENT

ADDRESSING THE GLOBAL TALENT SHORTAGE

HUSKY'S APPRENTICE AND TALENT DEVELOPMENT PROGRAMS

Husky's apprenticeship, co-op student, and internship programs offer valuable experience for students, while benefiting both the company and the communities it serves. By providing real-world experience, practical skills development, and networking opportunities, these programs contribute to talent pipeline growth and fresh perspectives for Husky. Collaborations with educational institutions also support community learning about sustainability in plastics and enhance educational programs. Overall, these programs serve as a bridge between academia and the workforce, benefiting the students, the company, and the community alike.

BENEFITS OF STUDENT PROGRAMS

- Build a talent pipeline for future business needs
- Retain talent as employees or future employees
- Create Husky brand ambassadors

STUDENTS IN 2023



PROGRAM DISTRIBUTIONS

41% Internships

56% Apprenticeships

2% Co-ops



TALENT ESG GOALS

GOAL 1	6% Voluntary turnover rate using three-year rolling average.
PROGRESS 2023	7% Voluntary turnover rate using three-year rolling average.
GOAL 2	33% Roles filled by internal candidates.
PROGRESS 2023	37% Roles filled by internal candidates.
GOAL 3	100% Employees will leverage professional development courses in Husky University by 2025.
PROGRESS 2023	79% Employees have completed professional development courses in Husky University.

TALENT



ENGAGING WITH THE COMMUNITY TO ATTRACT TOP TALENT

BOLTON, CANADA

In late 2023, Husky established an academic partnership with a college in Toronto, Ontario. This partnership will allow Husky experts to contribute to the development of academic content, ensuring that plastics programs align with the company's talent needs. It will also allow Husky to engage the next generation in its sustainability efforts and highlight the vital role plastics play in preserving essential products like food, medical supplies, and other life-dependent products.



SHANGHAI, CHINA

Husky actively engaged with local educational institutions through campus job fairs, participating in four sessions. Additionally, more than 30 students visited Husky's campus and took part in group interviews. These efforts resulted in the hiring of nine students as interns, filling roles such as Production Designer, Assembly Technician, and Manufacturing Technician. Husky is committed to fostering local talent and providing students with valuable industry experience.

CHENNAI, INDIA

The Hot Runners and Controller Engineering (HRC) team ran a six-month internship program, hiring three students. One of the interns was placed in a Production Designer role, demonstrating Husky's commitment to developing future industry talent.

GANESHNATH D Team Member, Husky Technologies™



I had a great experience while working as an intern with Husky's Hot Runner team. I was involved in various important project activities. Husky taught me how to maintain quality work, contribute as part of a team, and manage my time. I now understand how a professional environment works and have become more self-confident. I also learned about

CAD software and gained a deep knowledge of hot runners, and its working process. My knowledgeable mentor and other team leaders supported my learning journey. This positive and encouraging environment significantly enhanced my learning experience. I am happy to say that I continued to work at Husky as a production designer after my internship.

HANDS ON LEARNING WITH HUSKY SYSTEMS

A Husky system was acquired for a new plastics program by a college in Canada. This machine will be used in a laboratory environment and aims to offer students practical experience in a range of skills, such as equipment maintenance, operation, and injection molding. The Husky system will help facilitate hands-on learning for the students.



TALENT

HUSKY UNIVERSITY LMS AND LEADERSHIP DEVELOPMENT

Husky is dedicated to the continuous development of its team members through our online learning management system, Husky University. Seventy-nine percent of Husky team members have completed at least one development training module in Husky University, reflecting our commitment to ongoing professional growth. Of the 139 training modules available, 39 were released in 2023.

The three most popular trainings in 2023 based on completion:

- 1 Introduction to Performance Development Planning (1,605 users completed):** This course provides an introduction and refresher on performance development planning, covering goal setting, individual development plans, and performance reviews, highlighting Husky's commitment to organizational development.
- 2 5S and Housekeeping Guidelines (2,285 users completed):** Learners explore Husky's standards of excellence in cleanliness and quality, emphasizing the importance of maintaining a clean, organized, and safe work environment.
- 3 Bravo! (1,570 completed as of 2023):** This course introduces employees to Husky's recognition and service anniversary program, which acknowledges team members who demonstrate behaviors critical to the company's success.

Other notable courses include the New Hire Onboarding Program for Team Leaders to support the onboarding of new team members and the Molds Annual Manufacturing Safety talks. Programs such as these further demonstrate Husky's dedication to leadership development and the digital transformation of training.

SITUATIONAL SELF LEADERSHIP FOR TEAM MEMBERS IN 2023

Creating a culture of self-leadership to support and expand our people's potential

To thrive in today's competitive landscapes, it's crucial for every member of our workforce to feel empowered, proactive, and committed to our organizational objectives. The Self-Leadership program equips individuals at all levels with the knowledge and tools to foster self-leadership, promoting accountability and encouraging initiative for personal advancement.

This program equips participants with a shared vocabulary for discussing their development and productivity. It fosters more constructive dialogues and cultivates trust and transparency in their interactions with leaders.

Self-Leadership equips our team to embrace proactive approaches, such as seeking guidance and feedback and advocating for their ideas within the leadership framework. We've extended this transformational learning experience to **67 team members** worldwide.

SITUATIONAL LEADERSHIP FOR TEAM LEADERS IN 2023

Cultivating success with a situational approach to leadership

In the face of rapid organizational evolution, leaders grapple with the need to effectively manage and steer successful teams. This program equips leaders with the tools to cultivate adaptability, enabling them to navigate modern-day complexities. Leaders who can support and guide their teams forge deeper connections and imbue each day with greater inspiration, motivation, and significance.

In 2023, this paradigm-shifting program saw **76 leaders successfully complete their journey**, contributing to a culture of adaptive and effective leadership within our organization.



TALENT

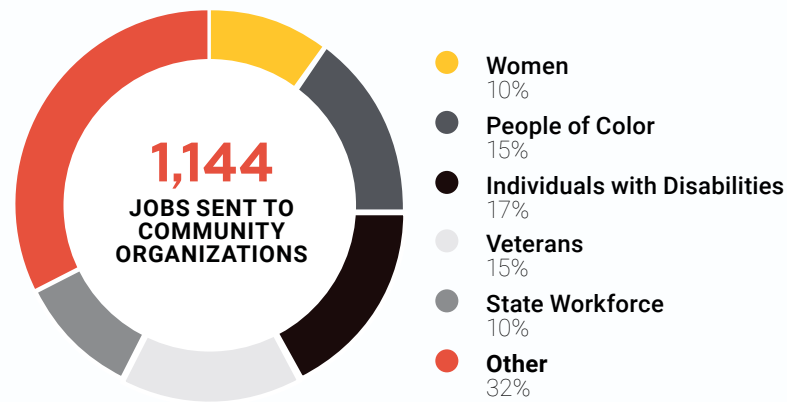
HUSKY SOURCING STRATEGY

Husky places a strong emphasis on attracting top talent by continually refining its programs and policies to align with global market demands. With a strategic sourcing approach tailored to each region, Husky ensures the right talent is aware of available roles. Casting a wide net ensures we assemble diverse teams with the highest skill sets.

Moreover, Husky is dedicated to developing inclusive, barrier-free selection processes and work environments. Our recruitment practices are consistent and transparent and comply with local laws and policies. Additionally, hiring managers are trained to hire the best person for the job.

Husky promotes career advancement for all team members by posting job opportunities internally and externally. Husky team members can also participate in Husky's employee referral program by sharing the job posting with friends and family.

CIRCA OUTREACH 2023 U.S.



EMPLOYEE REFERRAL PROGRAM

The Global Human Resources team has revitalized the Global Husky Employee Referral Program (ERP) to make employee referrals the best source of talent. Husky focuses on developing talent from within the organization whenever possible through challenging work assignments, mentoring and coaching, and skills training. If it's not possible to develop skills internally, Husky seeks external talent.

308
INTERNAL
PROMOTIONS

446
NEW HIRES
GLOBALLY

838
JOBS POSTED IN 35
LOCATIONS GLOBALLY

115
NEW HIRES THROUGH
REFERRAL PROGRAM

12
AVERAGE YEARS
OF SERVICE
AMERICAS

12
AVERAGE YEARS
OF SERVICE
EUROPE, MIDDLE
EAST, AND AFRICA
(EMEA)

9
AVERAGE YEARS
OF SERVICE
ASIA-PACIFIC
(APAC)

GLOBAL INTRO TO HUSKY FOR NEW TEAM MEMBERS

In 2023, Husky's Human Resources conducted 'Introduction to Husky' seminars for new team members globally, including in India, China, Canada, and online for our remote team members. A total of 116 new team members participated in these seminars. The sessions were a great success, with a senior member of our Leadership Team present to provide a kick-off, giving our new team members an opportunity to ask questions directly to our leaders.

This seminar is also part of our transformed New Hire Global Onboarding Program, which combines in-person sessions with online eLearning modules through Husky University. The program, **completed by 231 of our new team members**, enables them to:

- Learn about Husky and our Core Values
- Clarify how they contribute to organizational goals
- Help connect with colleagues and the organization
- Perform independently, quickly

HUSKY IS A LIFELONG CAREER CHOICE FOR MANY

Husky customizes its specialized programs for each region to attract, engage, and retain employees. Additionally, the company implements incentive programs worldwide, rewarding team members for embodying company values and translating business strategy into action. Husky takes pride in its high employee retention rates.

D MADHU SUDHANAN
Team Member, Husky Technologies™



Husky, being a global leading organization, not only delivers quality products but also fosters a multicultural work environment. I joined in 2011 as a design engineer and felt empowered by the team. The global aspect helped me grow and transition to an Area Manager position. Husky's commitment to making, delivering, and maintaining excellence right from the start inspires me to push my boundaries. It motivates me to set bold goals and continually learn and improve in order to deliver my best. I am proud to be part of a company like Husky that contributes to a sustainable future.

TALENT

BRAVO! HUSKY'S SERVICE ANNIVERSARY PROGRAM AND RECOGNITION PLATFORM

Husky has a strong tradition of recognizing Team Members' tenure through a service awards program. BRAVO! continues to build on the success of that program by providing an easy-to-use, modern, and interactive platform for Team Members to share congratulatory remarks with colleagues celebrating work anniversaries. Service anniversaries are recognized at years 1, 3, 5, 10, and every five years thereafter, up to 50 years of service.

In 2022, we introduced e-BRAVO!, a fast and convenient platform for recognizing, acknowledging, and celebrating Team Members who consistently demonstrate and uphold our company values, contribute to our enterprise goals, and exceed expectations in their support of our success.

COMMITMENT TO FAIR PAY

We are committed to ensuring fair pay for our employees, adhering to national statutory minimum wages by location. To support this, we establish salary ranges by country and align all positions using an international job evaluation system, promoting a pay-for-skill environment. When considering promotions, transfers, and new hires we systematically review salaries to ensure competitiveness in the market for the required skills.

Husky is dedicated to ensuring compliance with pay equity regulations by country and actively strives to implement additional pay equity guidelines. In 2023, Husky's Medical Business in Switzerland (Schoettli) underwent a pay equity audit conducted by an external auditing firm. This audit was required by Swiss law for companies with more than 50 employees to certify equal pay across genders. Husky passed this audit, demonstrating compliance with equity regulations.

REGULAR ASSESSMENT OF INDIVIDUAL PERFORMANCE AND SETTING OF DEVELOPMENT PLANS

Husky emphasizes the importance of talent management by facilitating performance development planning (PDP) for every team member. We want every team member to be challenged, to do their absolute best, and take on meaningful work that supports our company goals. Our PDP process helps build a performance-oriented culture where every team member is part of our success, and their contributions are connected to Husky's overall objectives.

Our PDP process is made up of two parts: Personal Performance Commitments (PPCs) and an Individual Development Plan (IDP).

PPCs are goals or annual objectives set collaboratively with leadership to drive Husky toward its strategic objectives. In addition, IDPs help team members develop their careers and deliver high performance at an individual level. Continuous feedback and check-ins between team members and their leaders are conducted throughout the year to ensure alignment with their goals, support personal growth and facilitate development planning.

INCLUSIVE POLICIES

Respect for human rights is fundamental to Husky's culture. We strive to respect and promote human rights according to the United Nations (UN) Guiding Principles on Business and Human Rights, particularly in relationships with our employees and suppliers. Our Human Rights policy is guided by international human rights principles, including those outlined in the Universal Declaration of Human Rights, the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. Through due diligence, we seek to identify and prevent human rights risks within our business and value chain. In cases where adverse human rights impacts are identified, we are committed to facilitating fair and just remediation efforts. The Human Rights Policy is overseen by Husky's Board of Directors, including the Chief Executive Officer.

Our Human Rights policy encompasses various aspects of our operations, including hiring, recruitment, and employment practices, as well as promotion or demotion; layoff and termination procedures; employee compensation; training and apprenticeship selection; transfers of employment and workplace harassment.

Additionally, our policy addresses key areas such as diversity and inclusion, freedom of association and collective bargaining, ensuring a safe and healthy workplace, workplace security, combating forced labor and human trafficking, regulating work hours, and providing fair wages and benefits to all employees.



TALENT

COMMUNICATION CHANNELS

Husky values effective internal communication within its global organization, actively engaging employees to ensure they are well-informed, connected, unified, and listened to. This dedication to transparent communication is evident in our quarterly business updates and the use of digital tools that facilitate engagement. We promote continuous, multi-directional communication through initiatives such as "Ask John," which allows employees to submit questions directly to our CEO. Our internal social platforms also help build a sense of community and foster engagement among team members.



QUARTERLY BUSINESS UPDATE

ASK JOHN

Viva Engage

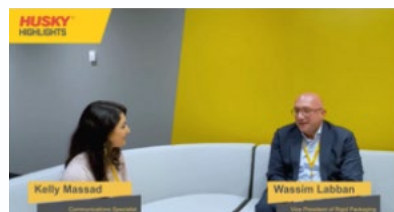
VIVA ENGAGE

Viva Engage is our core internal platform for engagement, global collaboration, and dissemination of important information. This digital tool plays a key role in fostering a culture of open discussion and two-way communications. To create more awareness and enable global conversations on this forum, we have a group of Ambassadors who are proactively engaged in promoting the Viva Engage platform.



HUSKY HIGHLIGHTS

Husky Highlights was launched to promote internal storytelling and engage employees worldwide. Success stories, shared as videos, interviews, articles, and interactive PDFs, are distributed via email, intranet, and social platforms. These stories showcase our customer commitments and company culture, inspiring employees with accounts of individuals or teams who have directly contributed to the success of our business and our customers. Husky Highlights is a powerful way to recognize and celebrate employees who exemplify our values: Acting with Integrity, Respect, and Courage, Fostering Teamwork and Learning, and Commitment to Excellence.



2.5K

AVERAGE VIEWS PER POST ON VIVA ENGAGE

15+

POSTS UPLOADED EVERY MONTH

SUSTAINABILITY SPOTLIGHTS

Husky is committed to sustainability and providing innovative solutions with a focus on quality and reliability. We aim to make a meaningful and sustainable impact for customers, consumers, and the environment, both now and in the future. To bring our "Enabling healthy and sustainable livelihoods globally" purpose to life, Husky launched Sustainability Spotlights, an educational and interactive internal communications series focused on sustainability. Sustainability Spotlights covers a range of topics through engaging videos, infographics, and interviews, from Husky's innovation and sustainability philosophy to how we enable the circular economy.

ENDLESS RECYCLING: THE SUSTAINABLE JOURNEY OF PET BOTTLES

- ✓ The process of recycling PET bottles into new bottles is called "bottle-to-bottle" recycling.
- ✓ The recycling rate for PET bottles varies widely by region, with some countries achieving rates above 90%.
- ✓ The recycling symbol on PET bottles consists of a number "1" inside a triangle, indicating the type of plastic resin used.



SUSTAINABILITY SPOTLIGHTS

HUSKY'S CIRCULAR ECONOMY GOALS



- 100% of our packaging solutions revenue will enable the production of reusable, recyclable or compostable packaging by 2025, aligned with Ellen MacArthur Foundation target.
- Husky will inspire and enable the industry to adopt the most circular and sustainable packaging solutions through our innovation and global scale market position.

SUSTAINABILITY SPOTLIGHTS

CHAMPIONS OF CHANGE

Powered by Collaboration and Innovation

Champions of Change is a people-centric initiative dedicated to showcasing the exceptional talent we have at Husky. As a global team doing some incredible work across the globe, this program features the team members who are leading by example, delivering impactful solutions.



CHAMPIONS OF CHANGE
Powered by Collaboration and Innovation



WASTEWATER MANAGEMENT PROJECT SHANGHAI

CHAMPIONS OF CHANGE
Powering sustainability with innovation



SINA MOMENI
Sustainability Specialist

YOUR ROLE AT HUSKY

At Husky, I am actively involved in supporting Husky uphold our sustainability roadmap. To make an impact, I delve into researching, analyzing, and assessing sustainable materials such as rPET, and emerging technologies.



TALENT

HUSKY'S HEALTH AND WELLNESS PROGRAM

Husky demonstrates a robust commitment to employee health and wellness through its provision of fitness centers and a dedicated wellness center. Moreover, the company collaborates with carefully selected cafeteria vendors to provide nutritious meal choices. To promote both well-being and sustainable lifestyle, Husky offers alternative transportation options like Husky bikes at certain campus locations, aiming to minimize carbon emissions.

Fitness classes

We have fitness classes in some of our campuses run by team members who are passionate about health and fitness. At Husky's Canada campus, we offer nine regular fitness classes each week, including X-Fit, Spin, ABL, Yoga, and Latin Dance. Approximately 120 team members participate in these classes, all of which are led by Husky volunteer fitness instructors.

Team members who have made great improvements to their health and wellbeing using Husky's onsite Wellness and Fitness programs are recognized as the **Athlete of the Month**.



XFIT class



ABL class



LISA CONNER HUTCHINSON Team Member, Husky Technologies™



If it doesn't challenge you, it doesn't change you." Having the fitness center here on our campus is a great tool for initiating challenge and change. ABL is a class focused on lower body and core conditioning, using a variety of equipment. When I first met Sonia, she was very

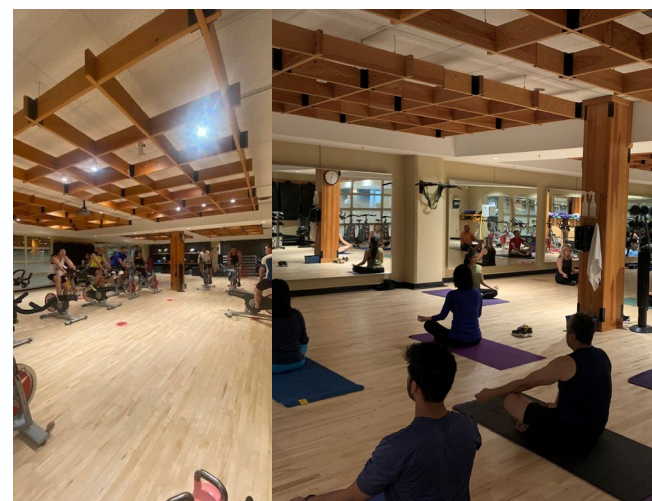
dedicated and driven to make a change. Collectively, we reviewed her fitness goals and modified exercises to suit her comfort level. Within weeks, we no longer needed to modify the exercises, and Sonia's strength, coupled with her determination, had her surpassing her fitness goals. As a group, we work weekly to push fitness boundaries, grow stronger, and make healthy changes!

SONIA ZANARDI Team Member, Husky Technologies™



While I'm no stranger to the gym, my routine came to a halt due to some health issues. In 2019, I began getting back into the gym as I noticed changes in my body and realized I needed to refocus on my health goals. I started attending the ABL class weekly—not knowing what to expect each time, but one thing was certain: I always left feeling good and knowing I worked hard. Lisa, the instructor, is amazing. Her routines

are always different, fun, and challenging, offering a full-body workout. We have a tradition of ending class with a 'high-five, I LOVE LISA,' and we genuinely mean it. I admire how she is in tune with each attendee, ensuring correct form and knowing our limits, always ready to offer an alternate exercise if needed. Her class has been instrumental in helping me reach my health goals. I highly recommend ABL to anyone looking to improve their health, have fun, and get a great workout. No matter your fitness level, ABL is a perfect fit for you.



SPIN class



Yoga class



TALENT

LEARN TO RUN 5K

Husky team members take pride in organizing various fitness events, one such event was led by Paul Hidy called Learn to Run 5K program. It was a 12-week program that uses a combination of weekly run/walk intervals which increasingly get more difficult by adding more run time and reducing walk time while approaching the goal. The expected goal is to run 5k continuously in approximately 30min.



PAUL HIDY
Team Member, Husky Technologies™



When I accepted an opportunity to teach the Learn to Run 5k program offered by the Husky Wellness Center, I could not have imagined the outcome. Running adds value to your physical, mental, and social health and wellbeing. I like being active, enjoy running and using strategies for training to achieve goals. Overall, it was a great summer for running. Despite some heat warnings, high humidex values and a few cancellations due to poor air quality caused by smoke from wildfires we managed to persevere and stay focused on our goal. I am very appreciative and grateful for this opportunity to make some new friends while having a lot of fun along the way. Thank-you to the Husky Wellness Center for your support and to all the great people at Husky!

HEALTHY HABITS CHALLENGE

In 2023, 50 employees from Husky's U.S. campuses and area service teams participated in a **12-day program** designed to challenge themselves to make healthy lifestyle choices and achieve their wellness goals.

LUNCH AND LEARN

We hosted Lunch and Learn sessions for team members at Husky's Canada campus. The sessions were planned by Experts on various topics, including aging and lifestyle prevention and men's health. The slides are posted on Husky's Intranet Wellness page along with a variety of health information articles. It is also promoted on Husky's internal social media tool, Viva Engage, for all Husky team members to view.



In 2023, the virtual presentation for Canada and U.S. team members by the onsite Nurse Practitioner focused on the topic of **Safety in your backyard**. This included ticks and mosquitoes, rabies, and tips on how to prevent heat stress and stroke. Other sessions included **Know More About Your Immune System, Introduction to Chinese Medicine** and **Learn More About Acupressure and its Benefits**.



EMERGENCY FIRST AID TRAINING

Husky provides Emergency First Aid, CPR Level 'A' and Automated External Defibrillator (AED) Provider Level training onsite to all interested team members. Those who commit to this training are identified as Husky First Aid Attendants. At the Luxembourg campus, **60 additional team members** completed first aid certification in 2023, bringing the total number of first aiders at the campus to 100.

60
TEAM MEMBERS WITH FIRST AID
CERTIFICATION

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Husky provides a confidential and short-term counseling service in North America that assists employees and their dependents in addressing personal issues. The program includes Work/Life Services that offer access to resources that help balance work and home responsibilities. The program provides timely and professional support for issues related to work, health, or life. Additionally, the program offers online emotional well-being support, life event resources, and access to family and care resources, health and wellness resources, daily living resources, and immediate help during a crisis.

HEALTH SCREENING

In November, during Diabetes Month, Husky's Wellness Center offered accessible and confidential blood glucose testing across its Canada campus. A total of **244 employees** had their blood glucose levels checked before and after lunch to determine if they were at risk for diabetes, and the Wellness Center provided guidance to those whose levels indicated a potential risk. The Canada campus also offered a seasonal influenza vaccine, which 112 employees opted to receive. The China campus also completed a general health check for over 250 employees.

244
EMPLOYEE
BLOOD CHECKS

250+
GENERAL
HEALTH CHECKS
COMPLETED



DIVERSITY, EQUITY, AND INCLUSION

Husky prioritizes building an inclusive team representing various ethnicities, religions, cultures, genders, abilities, sexual orientations, and ages.



Valuing and incorporating diverse perspectives fosters continuous learning, improvement, and innovation, while celebrating inclusivity and empowering team members to thrive. RIGHT PEOPLE, RIGHT SEATS: We commit to developing culture while promoting equity within the company.

OUR DEI GUIDING PRINCIPLES:

- 1 Measurable goal-based efforts** — We will focus on tangible and measurable outcomes whenever possible
- 2 Equity and fairness** — We will ensure equity and fairness in our corporate culture and management practices, including training and development, hiring, promotions, and compensation and inclusive policies
- 3 Continuous learning and improvement** — We will create opportunities for our team members to embrace continuous learning and improvement through training programs and educational initiatives



ESG LANE LEADER

TANIA FERLIN,
Director, Sustainability Advocacy

Diverse and inclusive communities are the way forward—to understanding each other and understanding ourselves. I’m proud to be a part of such a welcoming and inclusive community at Husky, where we seek to have all voices heard, and where diverse perspectives are valued. It’s how we build a successful company. By embracing and celebrating diversity, and we move towards creating a thriving world for all.

GLOBAL REPRESENTATION

As a global enterprise, we celebrate our diverse workforce. With operations spanning over 50 countries, our people foster a dynamic atmosphere of collaboration that distinguishes Husky. By harnessing the collective power of our team members’ distinct perspectives, we drive innovation and develop state-of-the-art technologies, while cultivating an inclusive environment that values and empowers the individuals shaping our organization.



DIVERSITY, EQUITY, AND INCLUSION

PROMOTING DIVERSITY, EQUITY, AND INCLUSION IN RECRUITMENT

Husky's recruiting, hiring, and training processes are designed to overcome barriers to employment and attract candidates from historically marginalized communities. We follow equitable hiring regulations, use inclusive language in job descriptions, and train managers on diverse and inclusive practices. In the United States, we collect diversity data and implement an Affirmative Action Plan to enhance representation and tackle employment barriers. Through partnerships with Circa and a veteran recruitment agency in the United States, we expand our outreach and create a more inclusive organization.

DR SOLMAZ KARAMIKAMKAR
Team Member, Husky Technologies™



Dreamer Day Festival provided an inspiring platform for young individuals, especially women, to explore careers in STEM and entrepreneurship. As a panelist, I witnessed their enthusiasm and shared firsthand experiences of future focus of industry today. The festival fostered meaningful

discussions and one-on-one conversations, answering questions, and showcasing opportunities in STEM. It was an honor to contribute to igniting curiosity and ambition in the next generation of innovators, while promoting diversity and inclusivity in STEM fields. Grateful for this transformative experience.

FOSTERING INCLUSIVITY IN THE WORKPLACE

At Husky, building a diverse workforce is just the beginning; we are dedicated to creating a supportive and inclusive environment where all can thrive. To foster inclusivity, we established **multi-faith rooms** in areas where needed. We have a **zero-tolerance harassment and discrimination policy**, as outlined in our Workplace Violence, Harassment and Anti-Discrimination Program. For more details on our programs, please refer to the Business Ethics section.

INTERNAL INTRODUCTION TO DEI WEBINAR

We conducted an internal DEI virtual webinar for all team members, globally. The webinar introduced team members to DEI, and explored how DEI impacts the workplace, DEI customer case studies, and action points and recommendations. Before the DEI webinar, 85% of team members rated their knowledge/ understanding of DEI as medium or low. **Post-webinar, 76% of team members rated their knowledge as high.**

Feedback from a team member post DEI webinar: "I appreciate the awareness and efforts Husky has put into building and reinforcing DEI in the workplace. The questions raised during the session were thought provoking!"



HUSKY DEI INITIATIVES HIGHLIGHTS:

DNI. Toronto – Husky participated in this **DEI-focused recruiting event** for mid and senior software engineers, technical Project MsManagers, and data scientists. Event outreach focused on women in technology and other underrepresented groups in the industry. A female senior leader from our Digital Solutions Team department delivered a keynote speech, and we joined the hiring event to interview prospective candidates.

Dreamer Day – Dreamer Day is an event that celebrates and recognizes underrepresented groups working in fields, such as skilled trades, and science, technology, engineering, art, and math (STEM). In 2023, Husky, partnering with the Canadian Association of Mold Makers, attended Dreamer Day in Toronto, Canada. Over **4,000 high-school and post-secondary students and educators attended this event**. Two of Husky's talented engineers presented. They talked about their road to becoming design engineers, specifically as members of an underrepresented group in STEM.

Girls Day – Each year, Husky's Luxembourg campus participates in Girls Day, an event that encourages young women to re-evaluate their attitudes towards vocational orientation and consider careers in manufacturing and technology.

Outreach – Our outreach approach in the U.S. uses Circa to connect with DEI-focused groups, highlighting our jobs opportunities and inviting them to apply.



DIVERSITY, EQUITY, AND INCLUSION ESG GOALS

<p>GOAL 1</p>	<p>Establishing a Diversity, Equity, and Inclusion Advisory Council, with lived experience, to help inform our team and grow our DEI strategies for success.</p>
<p>PROGRESS 2023</p>	<p>We achieved our goal of establishing a Diversity, Equity, and Inclusion Advisory Council, comprising of team members from diverse backgrounds. Sponsored by Husky's Vice-President of HR and Chief Financial Officer, this council plays a pivotal role in informing and shaping our DEI strategies for success.</p>
<p>GOAL 2</p>	<p>100% of hiring managers will have access to Husky's recruitment principles and guidelines.</p>
<p>PROGRESS 2023</p>	<p>All hiring managers have access to Husky's recruitment principles and guidelines.</p>

HEALTH, SAFETY, AND WELLBEING

At Husky, the health and safety of our people matter.



The benefits of strong workplace health and safety practices include higher productivity, healthier workplaces, and better recruitment and retention. Here are some corporate initiatives that demonstrate our commitment to both.

HEALTH AND SAFETY IS EVERYONE'S RESPONSIBILITY

Our Joint Environmental Health and Safety Committees (JEHSC) bring together management and workers to identify, assess, and control workplace hazards to promote a healthy and safe work environment. While JEHSCs are mandatory in Canada, Husky has implemented JEHSC committees in each of our campuses globally. **The JEHSC safety committees inspect the workplace** in scheduled monthly intervals striving to eliminate workplace injury, illness, and environmental occurrences at Husky. The Internal Responsibility system ensures everyone in the workplace has a role to play and a duty to actively ensure workers are safe.



WSIB HEALTH AND SAFETY EXCELLENCE PROGRAM

In Ontario, Husky engages in the Workplace Safety and Insurance Board (WSIB) Health and Safety Excellence program to assess our programs. This voluntary initiative improves health and safety performance, reduces the risk of workplace injuries and illnesses, and reaps associated benefits, such as reduced costs, increased employee engagement and recognition.

After reviewing our program, WSIB awarded Husky with a rebate and recognition.



PROJECT SAFETY SIGNS

Husky is committed to safety by utilizing technology and implementing project safety signs to keep workers informed about conditions as they perform their duties. Instead of repairing deteriorated and illegible signs, Husky has adopted cost-effective and reliable projector-based safety signage. After the pilot project in 2022, we installed projectors for safety signs in 2023.

BENEFITS OF PROJECTOR-BASED SAFETY SIGNS:

- **Increased clarity:** The machinery grease in our work environment often obscures safety labels and paint, and general wear can cause signs to fade rapidly. This requires repeated maintenance, incurring costs for repainting or re-marking and, more critically, compromises signage, increasing the risk of injuries. This is mitigated with the use of projector-based safety signs.
- **Easy to install:** These projector-based signs are plug-and-play, reducing installation time.
- **Customizable:** Unlike traditional floor painting, projector-based signs can be easily modified to fit specific requirements.
- **Easy to move:** Portable projectors can be relocated without additional expense, making them adaptable to changing facility layouts.
- **Environmentally friendly** – they do not require repainting.

SAFETY ALWAYS GLOBAL METRICS (LIVE EHS DASHBOARD)

The Environmental, Health and Safety (EHS) live dashboard empowers Husky with **real-time visibility** into our EHS metrics, enabling proactive management of potential risks and ensuring compliance with regulatory requirements. By centralizing data from various sources, it provides a comprehensive overview of Husky's EHS performance at a glance. This instant access to critical information facilitates **data-driven decision-making**, allowing managers to quickly identify trends, areas requiring improvement, and allocate resources more efficiently. Consequently, we are committed to the well-being of our employees, enhancing **operational efficiency** and reducing costs associated with workplace incidents.



COMMUNITY IMPACT

Committed to positively impacting the communities in which we operate, Husky's charitable giving reflects our values and strategic priorities, including community engagement, environmental stewardship, education, and fostering strong relationships with customers and suppliers.



CORPORATE SOCIAL RESPONSIBILITY (CSR) GOVERNANCE PROCESS

Husky's Global Corporate Social Responsibility (CSR) Committee coordinates our community-giving budget and evaluates donation requests. Each Husky campus has a local CSR Committee, which includes a senior executive, a Human Resources representative and team members who are passionate about community. The committee manages an annual giving budget that is allocated between major initiatives, where Husky is a significant donor, and local projects.

COMMUNITY HEALTH

WALK TO END ALZHEIMER'S

Held annually in more than **600 communities nationwide**, the Alzheimer's Association Walk to End Alzheimer's® is the world's largest fundraiser for Alzheimer's care, support and research. This inspiring event calls on participants of all ages and abilities to join the fight against the disease. Husky sponsored the Champlain Valley walk in Milton, U.S.

THE AFTERGLOW FOUNDATION

This non-profit organization helps families raise awareness and prevent suicide. Husky's Milton campus in the U.S. donated to organize a music festival to 'Shine the Light' on suicide awareness and prevention.

COMMUNITY HEALTH

LIONS BLOOD BANK

One of Tamil Nadu, India's largest and most modern blood banks, striving to reform Indian blood banking.

80+ employees from Husky's India campus participated in the donation camp.



ENVIRONMENT

GREEN UP DAY

Green Up Vermont, a non-profit group in Vermont, promotes the stewardship of our natural landscape, waterways, and the livability of our communities. Husky sponsors this initiative and participates in their signature event "Green Up Day," collecting litter on Husky's property and the roadside.



EDUCATION

WOMEN CAN DO!

Vermont Works for Women (VWW) is a nonprofit working to promote economic justice by advancing gender equity and supporting women and youth at every stage of their career journeys. Women Can Do is VWW's career exploration



conference for high school girls and gender-expansive youth in Vermont. Husky's Milton, U.S., campus donates to "Women Can Do." Every year, hundreds of students attend "Women Can Do" to meet local employers, learn to use a variety of tools and equipment, and expand their sense of what's possible in education and career pathways. From the Action Expo to the Resource Hall, every part of "Women Can Do" is about supporting young women to step outside their comfort zones, take positive risks, and feel confident in making decisions about their futures. VWW welcomes anyone who identifies as a woman, regardless of assignment at birth, to attend "Women Can Do." Their programs also welcome non-binary or gender-expansive youth who are comfortable in woman-centered spaces.

SOS VILLAGES D'ENFANTS MONDE

For over 16 years, Husky Luxembourg has steadfastly supported SOS Villages d'Enfants Monde in their efforts to improve the lives of underprivileged children. With a focus on the Madagascar project, Husky has contributed to the care and education of over 6,500 individuals, with the help of donors and partners. To help address the difficulties arising from a lack of access to education and infrastructure, the SOS Villages team has recently opened a school in Tanandava village, Madagascar, to provide quality education to 350 children.

Husky remains committed to SOS Villages d'Enfants Monde Luxembourg, and to ensuring a brighter future for underprivileged children, worldwide.

GOVERNANCE

05

RESPONSIBLE PRODUCTS AND SERVICES

Safety Always—At the heart of everything we do is a commitment to safety.



SERVICE AND SALES PRODUCT SAFETY PROGRAM

At Husky, safety is central to everything we do. We are dedicated to ensuring that our products are both reliable and safe, with a strong focus on operator protection during servicing and maintenance through our Service and Sales Product Safety Program. Our dedication begins with the Stage Gate product development process, where we follow a structured approach to deliver products that meet customer needs and expectations.

To proactively address potential issues, we use Failure Mode and Effects Analysis (FMEA) to identify and mitigate risks before products reach the market. Our comprehensive risk assessments adhere to **ANSI/ISO 12100:2012 standards**, ensuring our machines are equipped with advanced safety features in line with **ISO 20430** and **ANSI B151.1-2017 standards**. Husky machines are built to standardized safety configurations from ISO 20430 for Injection Molding Machines (IMMs), with any modifications rigorously controlled and monitored through an auditable quality management system.

Husky is certified under Machinery Directive 2006/42/EU - ANNEX X and holds **ISO 9001 certification**. Both certifications are in accordance with Machinery Directive 2006/42/EC, ensuring ongoing compliance and reliability. We maintain open communication with users to address safety concerns, provide updates on equipment modifications, and disseminate information on safety regulations.

PRODUCT AND SERVICE SAFETY AT HUSKY

Husky is at the forefront of setting safety standards and actively contributes to the development of ANSI and ISO standards for Injection Molding Machine Safety Requirements. Our Director of Product Safety oversees the entire product lifecycle—from development and manufacturing to validation and testing—ensuring compliance with regulations and minimizing risks. We are dedicated to fostering safe workplace environments wherever our systems are used. Our Product Safety Guidelines are designed to uphold **safety and efficiency throughout the Husky system's lifecycle**, especially during servicing and maintenance at customer facilities.

* For more information about the ANSI standard we helped develop, please visit [this link](#).



DATA PRIVACY AND CYBERSECURITY

At Husky, we prioritize the protection of your confidential information.



CYBER SECURITY INSURANCE POLICY

We enforce robust measures to protect the privacy and security of our valued customers, team members, suppliers, and all those who rely on us to safeguard their data.

DATA PRIVACY AT HUSKY

Husky's Data Privacy Steering Committee, consisting of the Chief Information Officer, Vice President of Human Resources, and other leaders, provides guidance and makes decisions regarding security and privacy controls, ensuring the effectiveness of security measures and policy requirements while appropriately managing risks. Key policies and procedures guiding these efforts include the Personal Data Protection Policy, Information Security Policy, Data Classification and Handling Policy, Data Retention Policy, GDPR and CCPA Data Subject Access Request (DSAR) Guidelines, Data Protection Impact Assessment Procedure, Acceptable Use Policy, and Privacy Notice. **The Chief Privacy Officer**, in collaboration with the Legal Team, conducts annual reviews and revisions of privacy policies and template agreements. Husky maintains compliance with major regulations such as the **General Data Protection Regulation (GDPR)** and has implemented internal processes to support this. Regular data privacy and cybersecurity training, including phishing simulations and education on acceptable use and cyber threats, enables Husky team members to be equipped to identify and respond to potential risks and threats, thereby safeguarding data privacy and cybersecurity.

CYBERSECURITY AT HUSKY

Husky's Information Security Program protects digital assets and network systems through technical and non-technical controls that prevent, detect, and respond to security risks. Husky leverages industry best practices and frameworks such as **ISO 27001**, **NIST CSF**, **NIST SP 800-61**, and **CIS Critical Controls**. Oversight of the program rests with the Chief Information Officer, who delegates information security responsibilities. The Cybersecurity Council, comprising the Executive Leadership Team, Chief Information Officer, Director of Information Security, and other leaders, meets quarterly to share updates and review progress in information security. Husky maintains a **Cyber Incident Response Plan** to efficiently identify, contain, and recover from security incidents and meet notification requirements to regulators, law enforcement, affected individuals and customers in accordance with law and contracts. Husky regularly engages independent security experts to test our security posture and program maturity. Husky maintains a cyber security insurance policy with coverage for data breaches, privacy liability, network security liability, business interruption, cyber extortion, crisis management, and public relations.



RESPONSIBLE AND RESILIENT SUPPLY CHAIN

For Husky, a global company, having a responsible and resilient supply chain based on sustainable procurement practices is essential to ESG.



We continued building our sustainable procurement foundation in 2023, setting high expectations for our supplier partners while balancing risk and resiliency. The result yielded cultivated partnerships that not only drive transformative change, but also align with our ESG objectives.

We grew our ESG governance by enhancing our Supplier Code of Conduct and Terms and Conditions, further refining Husky's core values of human rights, health and safety, sustainability, and ethics beyond our organization and into the communities of our supplier partners.

Supply chain diversification is pivotal to our strategy. By strengthening relationships with key suppliers, we continue to find ways to leverage their businesses, reduce risks and execute on cost-benefit opportunities. This strategic evolution underscores our commitment to building relationships based on shared ESG values, ensuring consistent customer satisfaction, and navigating the ever-evolving dynamics of a sustainable supply chain.

UPDATED SUPPLIER AGREEMENTS TO STRENGTHEN GOVERNANCE

In 2023, we strategically enhanced our ESG governance by strengthening our Supplier Code of Conduct and Terms and Conditions. Husky's supplier partners must agree to abide by our updated Supplier Code of Conduct, comply with all applicable laws and regulations, and safeguard all private information in accordance with General Data Protection Regulation (GDPR) guidelines.



SUPPLY CHAIN ESG GOAL

GOAL	100% of both new and existing suppliers align to Husky's Supplier Code of Conduct.
PROGRESS 2023	All new suppliers align with Husky's Supplier Code of Conduct. We are currently working to strengthen our governance in this area.



HUMAN RIGHTS AND BUSINESS ETHICS

Respecting human rights is a fundamental value of Husky.

EMPLOYEES

Our Human Rights Policy sets our standard for respecting the rights of employees, suppliers and other third parties. All team members review and acknowledge the Human Rights Policy as part of their employee onboarding and annually thereafter.

We are committed to compensating employees fairly, maintaining a **workplace free from violence and harassment**, and providing **equality of opportunity** throughout our workforce. We value and advance the **diversity and inclusion** of the people with whom we work, and we are committed to maintain workplaces that are free from violence, discrimination, or harassment on any basis protected by applicable law.

As stated in our Human Rights Policy, all team members are free to join organizations that represent them, in accordance with local regulations, and if an organization is recognized as an appropriate agent, they may engage in collective bargaining. In 2023, **approximately 18% of employees** were under collective bargaining agreements.

Our Milton, U.S., and Shanghai, China, locations completed the **Sedex Members Ethical Trade Audit (SMETA)** in 2023, in line with our commitment made in 2021 to conduct biannual SMETA audits at our major manufacturing campuses. SMETA audits involve a thorough review of our practices and enable us to identify areas for

improvement and implement corrective actions to deliver on our commitment to responsible business practices, including regarding our supply chain, labor standards, workplace health and safety, environmental sustainability, and business ethics.

SUPPLIERS

Suppliers are required to undergo a risk assessment and agree to our Supplier Code of Conduct prior to commencing a business relationship with Husky. This assessment seeks to align our supply chain with our values and responsible supply chain standards. Our Supplier Code of Conduct was recently updated to **reflect evolving industry standards and positions Husky to continuously improve its ethical and responsible procurement practices**. Our Supplier Code of Conduct has obligations regarding labor practice and standards (including a prohibition on any forced labor, human trafficking, or child labor), ethical business dealings and business integrity, responsible business and environmental activities, compliance, and reporting. We reserve the **right to demand corrective actions** for any non-compliance with our Supplier Code of Conduct and/or to terminate our arrangement with the supplier.

CODE OF CONDUCT

Husky's Code of Conduct outlines the ethical standards and professional behaviors expected from all team members in our organization and reinforces our culture of ethics and compliance. It serves as a guiding framework for decision-making, enabling individuals at all levels to take actions that align with our core values of integrity, respect, and accountability. The Code of Conduct covers various aspects such as compliance with laws and regulations, conflict of interest policies, confidentiality agreements, and fair dealing practices. By adhering to these guidelines, we maintain a workplace environment that fosters trust, respect, and cooperation among all employees and stakeholders. This **commitment to ethical practices** is integral to our mission and reduces legal risks, enhances our reputation, and contributes to a sustainable business model.



HUMAN RIGHTS AND BUSINESS ETHICS

WHISTLEBLOWER PROGRAM

Our whistleblower program is a key component of our internal controls and accountability, designed to empower employees, suppliers, customers, and other stakeholders to report any instances of misconduct, unethical behaviour, or violations of regulatory compliance without fear of retaliation. **Anonymous** and **confidential** reports can be made via phone, email, or web, or internally to Husky's Secretary and General Counsel. The program is supported by robust policies and procedures that protect the rights of whistleblowers while ensuring thorough investigations are conducted.

ANTITRUST COMPLIANCE

All Husky employees must review and understand the Antitrust Compliance Manual. Certain team members undergo **antitrust compliance training** and certify their understanding. The Antitrust Compliance Officer prepares an annual report covering identified risk areas, reported violations, investigations, third-party complaints, and other relevant information. Husky monitors new developments in antitrust laws to ensure compliance.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

As a global company, Husky is committed to the highest levels of integrity, both in the marketplace and in interactions with government personnel. Corruption in any form contradicts Husky's commitment to integrity and is strictly prohibited.

Husky prohibits bribery in all its forms, including offering or accepting bribes, kickbacks, or inappropriate gifts, regardless of local customs. All team members and third parties acting on Husky's behalf must adhere to applicable **Anti-Bribery Laws** such as the **U.S. Foreign Corrupt Practices Act**, the **UK Bribery Act**, and the **Canadian Corruption of Foreign Public Officials Act**.

Husky's Anti-Bribery and Anti-Corruption Policy is an integral part of its compliance program. All team members are required to carefully read and acknowledge compliance with the policy annually.

INTERNAL CONTROL ENVIRONMENT

Husky is dedicated to establishing and maintaining an adequate internal control environment that aligns with the standards set by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in the Internal Control-Integrated Framework, providing reasonable assurance over the preparation and presentation of financial statements. To maintain a strong control environment, Husky's leadership team acknowledges and emphasizes the **importance of integrity, ethical values, and a commitment to reliable financial reporting**. Our internal controls program is supported by our Internal Audit team, Disclosure Committee, and Audit Committee.



APPENDIX



APPENDIX

ENVIRONMENTAL METRICS

		2020		2021		2022		2023		FRAMEWORK REFERENCE
EMISSIONS (tCO ₂ e/yr)		Location based	Market Based	Location based	Market Based	Location based	Market Based	Location based	Market Based	
Scope 1 Emissions (tCO₂e/yr)	Company Owned/Leased Vehicles	1,311	1,311	1,399	1,399	1,215	1,215	1,956	1,956	The data disclosed is in reference to GRI 305-1, 305-2, and 305-3.
	Premises Total	3,806	3,806	3,584	3,584	3,890	3,890	3,174	3,174	
	Total Scope 1 Emissions	5,117	5,117	4,983	4,983	5,105	5,105	5,130	5,130	
Scope 2 Emissions (tCO₂e/yr)	District heating	782	782	770	770	655	655	552	552	
	Electricity	15,595	12,608	15,353	21,089	13,684	17,244	12,342	19,150	
	Total Scope 2 Emissions	16,376	13,389	16,123	21,860	14,338	17,899	12,894	19,702	
Scope 3 Emissions (tCO₂e/yr)	Business Travel Total	1,454	1,454	2,683	2,683	5,756	5,756	6,819	6,819	
	Premises Total	2,251	2,251	9,588	9,588	8,143	8,143	7,755	7,755	
	Homeworkers Total	573	573	362	362	303	303	15	15	
	Downstream transportation and distribution Total	N/A	N/A	7,416	7,416	19,154	19,154	5,712	5,712	
	Vehicles Upstream Emission Total	N/A	N/A	317	317	290	290	455	455	
	Total Scope 3 Emissions	4,278	4,278	20,366	20,366	33,645	33,645	20,756	20,756	
Total Emissions (tCO₂e/yr)	Includes Scope 1, 2 and 3 Emissions	25,771	22,784	41,472	47,209	53,088	56,649	38,780	45,588	
Intensity	CO ₂ e per full time employee (tCO ₂ e/full time employee)	6.26	5.54	9.77	11.10	12.5	12.50	8.91	10.5	
	CO ₂ e per unit building area (tCO ₂ e/ft ²)	0.012	0.106	0.019	0.022	0.0263	0.026	0.019	0.023	

Please note that all data points are rounded, so the total may not match exactly.

APPENDIX

ENVIRONMENTAL METRICS

WASTE DIVERSION		2020	2021	2022	2023	FRAMEWORK REFERENCE
Waste (MT)	Hazardous Waste	1,241	1,291	1,244	1,333	The data disclosed is in reference to GRI 306-3 and 306-4.
	Non-Hazardous Waste	6,571	7,829	9,820	15,335	
	Total Waste	7,813	9,120	11,064	16,667	
	Total Waste Diverted from Disposal	6,715	7,755	9,176	14,610	
Hazardous Waste Diverted from Disposal (MT) [Hazardous waste is reported for manufacturing campuses but not total operations.]	Preparation for Reuse	0	0	0	0	
	Recycling	707	735	671	293	
	Other Recovery Options	0	0	0	0	
	Total Hazardous Waste Diverted from Disposal	707	735	671	293	
Non-Hazardous Waste Diverted from Disposal (MT)	Preparation for Reuse	0	0	0	0	
	Recycling	5,873	6,884	8,346	14,133	
	Other Recovery Options (composted)	135	137	159	184	
	Total Non-Hazardous Waste Diverted from Disposal (MT)	6,009	7,021	8,505	14,317	
WATER USAGE IN WATER STRESSED AREA		2020	2021	2022	2023	FRAMEWORK REFERENCE
Water Usage		We assume all water withdrawn is discharged.				The data disclosed is in reference to GRI 303-3.
Water Withdrawal in San Dimas, U.S. (m³)		699	682	660	566	
Water Withdrawal in Chennai, India (m³)		7,178	9,601	10,727	11,228	
Total Global Water Withdrawal (mega liters)		158	160	163	173	
ENERGY USE		2020	2021	2022	2023	FRAMEWORK REFERENCE
Reduction in energy requirements of products and services (GRI302-5)		See Energy Section				The The data disclosed is in reference to GRI 302-1 and SASB Industrial Machinery and Goods standard.
Energy Intensity for employees (kWh/employee)		25,248	25,960	23,127	23,653	

Please note that all data points are rounded, so the total may not match exactly.

APPENDIX

SOCIAL METRICS

DIVERSITY		2020	2021	2022	2023	FRAMEWORK REFERENCE
Global Employees by Employment Type	Full time Equivalent:	4,197	4,430	4,669	4,281	The data disclosed is in reference to GRI 102-7,401-1 and SASB Industrial Machinery and Goods standard
	Part-time:	2%	2%	2%	2%	
	Contract:	4%	6%	6%	3%	
Global Hires	Global Hires	7%	11%	13%	8%	
Global Hires by Region	Asia/Pacific	18%	21%	16%	28%	
	EMEA	38%	27%	25%	15%	
	Latin America	1%	1%	3%	1%	
	North America	43%	51%	56%	57%	
Global Hires by Age group	Under 30 years	39%	42%	41%	44%	
	30-50 years	49%	46%	50%	45%	
	Over 50 years	12%	12%	9%	11%	
Internal Hires/New Hires	Internal Hires	42%	39%	33%	37%	
	New Hires Total Global	343	650	685	446	
	New Hires Through Employee Referral Program	100	191	242	115	
Turnover	Voluntary Turnover	5%	7%	8%	7%	
	Total Turnover	9%	9%	10%	11%	
HEALTH AND SAFETY (ALL TEAM MEMBERS)		2020	2021	2022	2023	FRAMEWORK REFERENCE
Total Recordable Incident Rate TRIR	(per 200,000 hours worked)	0.9	0.6	1.4	2.2*	The data disclosed is in reference to GRI 403-9, 403-10 and SASB Industrial Machinery and Goods standard.
Near Miss Frequency Rate (NMFR)		0.0	0.1	1.1	1.6	
Loss Time Injury Frequency Rate (LTIFR)		0.4	0.5	0.5	1.1	

* We encourage employees to proactively report injuries, allowing us to better monitor the trend and implement preventative measures.

Please note that all data points are rounded, so the total may not match exactly.

APPENDIX

SOCIAL METRICS

DIVERSITY		2020	2021	2022	2023	FRAMEWORK REFERENCE
Age Breakdown – All team members (%)	≤30 years old	18%	18%	20%	18%	The data disclosed is in reference to GRI 102-7, 401-1 and SASB Industrial Machinery and Goods standard.
	30–50 years	58%	56%	55%	56%	
	>50 years old	25%	26%	25%	25%	
Age Breakdown – Management	≤30 years old	1%	0%	1%	1%	
	30–50 years	70%	68%	66%	63%	
	>50 years old	29%	32%	33%	36%	
Age Breakdown – Senior Management	≤30 years old	0%	0%	0%	0%	
	30–50 years	49%	44%	40%	38%	
	>50 years old	51%	56%	60%	62%	
Gender Breakdown – All team members	Female	13%	13%	13%	14%	
	Male	87%	87%	87%	86%	
Gender Breakdown – Management	Female	14%	13%	15%	16%	
	Male	86%	87%	85%	84%	
Gender Breakdown – Senior Management	Female	14%	14%	11%	11%	
	Male	86%	86%	89%	89%	

GOVERNANCE METRICS

GOVERNANCE		2020	2021	2022	2023
SMETA audits completed	(Sedex Members Ethical Trade Audit)	0	0	1	2

Please note that all data points are rounded, so the total may not match exactly.