



Innovative Solutions

Continuing the Momentum
Toward Global Sustainability



2024 Sustainability Report

Reporting at CCL Industries Inc.

This report covers Corporate Social Responsibility (CSR) and Environmental, Health & Safety (EHS) data for the calendar year 2024. All data are global in nature (unless otherwise noted) and include all facilities where CCL Industries Inc. (CCL Industries or the Company) holds financial control, defined as at least a 50% ownership stake. This includes manufacturing plants and nonproduction-related facilities, such as distribution centers and headquarters/sales offices. Emissions are calculated in compliance with the Greenhouse Gas Protocol reporting standard and verified by an independent third party, which is included as Appendix 3 at the end of this report.

The Science-Based Targets Initiative (SBTi) validated that our science-based greenhouse gas (GHG) emissions reduction targets conform with the SBTi Standards and Guidance (Criteria version 5.1) and the SBTi Corporate Net-Zero Standards and Guidance. Details of our science-based targets (SBTs) can be found in the Sustainability section of this report (page 11). In preparation for this report publication, our environmental data inventory was revitalized. Historical data (2019 – 2021) were revisited for consistency purposes and more recent (2022 and 2023) emissions data inventories were revamped to accurately reflect updates and learnings adopted from our SBT experience. Specifically, these revisions consisted of recalculations of various aspects of our scope 1, 2 and 3 emissions data as well as expanding our scope 3 data inventory to include categories 2 (Capital Goods), 10 (Processing of Sold Goods), 11 (Use of Sold Products), 12 (End of Life Treatment of Sold Products) and 13 (Downstream Leased Assets). A new methodology is also being utilized to calculate emissions from third-party deliveries. Appendix 3 reflects these improvements.

The Company continues to collect data from Scope 1, 2 and 3 emissions using the market-based methodology for Scope 2 calculations and utilizes the financial control approach to set the organizational boundary of our reporting. The Company remains committed to aligning with current best practices for reporting and disclosure by making necessary calculation methodology improvements year over year.

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CCL Label Healthcare » Raleigh, North Carolina » 2024



CCL Label Healthcare » Sioux Falls, South Dakota » 2024

LETTER FROM THE President and CEO



Geoffrey T. Martin
President & CEO



In 2024, CCL Industries continued to strengthen our commitment to sustainability across all areas of the business. From how we source raw materials to how we serve our customers, we are integrating responsible practices that reflect both our values and our long-term view.

We advanced this commitment by validating ambitious near and long-term emissions reduction targets through the SBTi. Achieving these goals requires practical steps—improving operational efficiency, expanding renewable energy use, adopting low-emission and circular waste systems, and building more resilient supply chains.

Beyond these measurable actions, sustainability must be part of how we operate every day. In 2024, we made progress by integrating energy-efficient curing systems, low-impact coatings and inks and precise material application techniques that reduce waste at the source. Coupled with broader use of renewable energy across key operations,

these developments support our environmental objectives while maintaining the high standards of performance and security that define our products.

Our progress reflects the strength of our culture—grounded in innovation, collaboration, and a shared responsibility to future generations. I want to thank our people, customers, and partners for their continued commitment as we build a more sustainable, resilient business together.

A handwritten signature in black ink, appearing to read 'Geoffrey T. Martin'.

Geoffrey T. Martin

President & Chief Executive Officer

Company Overview

Financial Data 2024¹

\$1,497.10
Adjusted EBITDA

299 MT
CO₂e

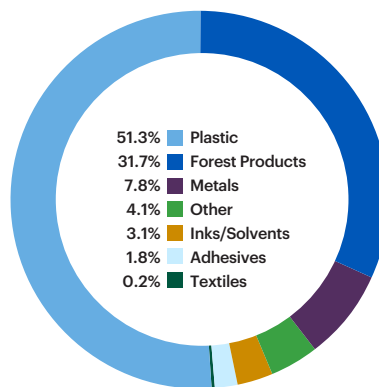
Per Unit of Revenue

\$769.8
Adjusted Net Income

\$7,245
Net Sales

\$4.32
Adjusted Basic Earnings
Per Class B Share

Purchases by MATERIAL



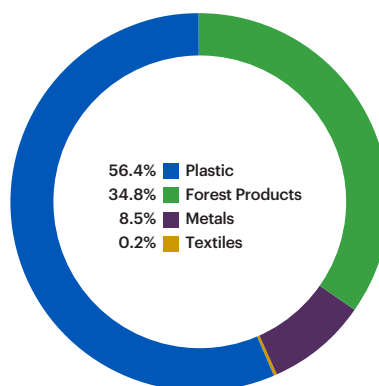
26,300
Employees

37%
Female



213
Production Facilities

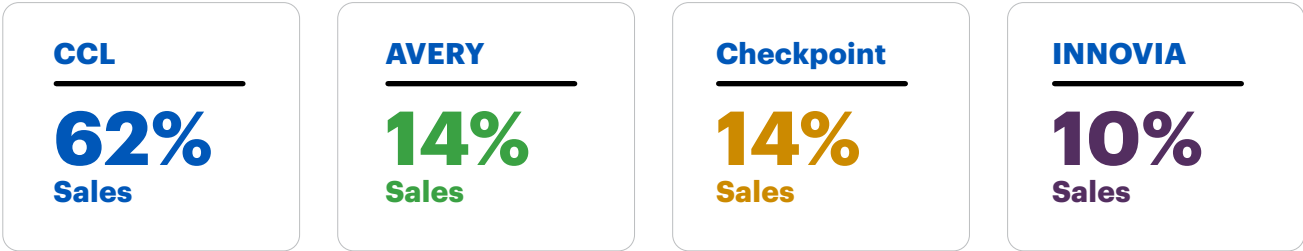
Production by SUBSTRATE MATERIAL



42
Countries
6
Continents

¹) in millions CAD except per share

CCL Industries Sales



CCL is the world’s largest converter of pressure sensitive and specialty extruded film materials for a wide range of decorative, instructional, functional and security applications for government institutions and large global customers in the consumer packaging, healthcare & chemicals, consumer electronic device and automotive markets. Extruded & laminated plastic tubes, aluminum aerosols & specialty bottles, folded instructional leaflets, precision decorated & die cut components, electronic displays, polymer banknote substrate and other complementary products and services are sold in parallel to specific end-use markets.

Production by Substrate in Metric Tons			
Plastic	Paper	Aluminum	Steel
107,567	56,936	36,824	1,207

Avery is the world’s largest supplier of labels, specialty converted media and software solutions for short-run digital printing applications for businesses and consumers available alongside complementary products sold through distributors, mass-market stores and e-commerce retailers.

Production by Substrate in Metric Tons				
Plastic	Paper	Aluminum	Steel	Cardboard
16,387	25,214	132	3,792	16,096

Checkpoint is a leading developer of radiofrequency (RF) and radiofrequency identification (RFID)-based technology systems for loss prevention and inventory management applications, including labeling and tagging solutions, for the retail and apparel industries worldwide.

Production by Substrate in Metric Tons				
Plastic	Paper	Aluminum	Steel	Electronics
6,787	16,802	1,604	773	285

Innovia is a leading global producer of specialty, high performance, multi-layer, surface engineered films for label, packaging and security applications.

Production by Substrate in Metric Tons	
Plastic	
162,427	

Corporate Governance

- Materiality Assessment
- Corporate Reporting & United Nations
- Sustainable Development Goals

Corporate Governance



Donald G. Lang
Executive Chairman



Claude Tessier
Lead Director

The Board of Directors of CCL Industries is responsible for the stewardship of the Company, and for overseeing the management of the Company's business and affairs. This includes oversight of EHS and social risks, including climate change, the impacts of which are assessed on an ongoing basis by Management and reviewed quarterly by the Board of Directors from a strategic and risk management perspective.

The Nominating and Governance Committee of the Board is responsible for assessing the Company's governance-related policies and proposing amendments to the Board, including with respect to the Company's policies and practices in the sustainability arena.

The Corporate Social Responsibility Committee of the Board oversees the Company's policies, management systems, quarterly performance, and acquisition due diligence with respect to EHS matters including compliance with regulatory requirements. The Committee also monitors the Company's sustainability risks and practices, including climate change, and oversees public reporting of its annual data.

The Human Resources Committee of the Board is responsible for overseeing the Company's Ethics Policy as part of its charter.

The Mandate of the Board and the Charters of its various Committees are available on our website at www.cclind.com.

Risk Management: The Company is committed to preserving the environment, not just because it's the right thing to do, but because we all breathe the same air, drink the same water and live with the limited resources of this planet. We believe all companies, as well as people, have an inherent responsibility to do their part, and we are no different. Risk management policies are established to identify and analyze the risks faced by the Company, to set appropriate limits and controls and to monitor performance and regulatory compliance. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and business activities.

Climate Change Risks: The Company assesses risks due to climate change on an ongoing basis, including the frequency and severity of weather-related events which could damage

facilities, disrupt operations, impact revenues and cash flow and create financial risk. These could result in substantial costs such as emergency response efforts during the event, reinstatement of regular business operations and repair or replacement of premises and equipment. With over 210 locations spread around the world, our climate change event risk is broadly distributed geographically with average annual sales per site below \$34 million. The Company maintains insurance coverage for its facilities that we believe is customary or reasonable given the cost of procurement and current operating conditions. Global climate change also gives rise to other risks to the Company's business and operations, including supply chain disruptions, increased regulation and market shifts in availability and demand.

Turning Risks into Opportunities: Our global businesses work closely with customers to innovate products that address their sustainability needs often driven by the changing demands of consumers. We have increasingly adopted sustainable practices and deployed initiatives to reduce our carbon footprint, create cost-savings and position the Company as an innovation leader in the field. Our global businesses deploy the best ideas from employees and supply chain partners to create additional opportunities out of climate-related market shifts, including investing in resource-saving technologies and waste-reducing processes.

Regulatory Compliance: We closely monitor all regulatory matters including environmental and social compliance using resources reporting directly to the CEO. This includes, but is not limited to the Regulation on Deforestation-free Products (EUDR), Corporate Sustainability Reporting Directive (CSRD), and the Anti-Greenwashing Rule.

Corporate Governance

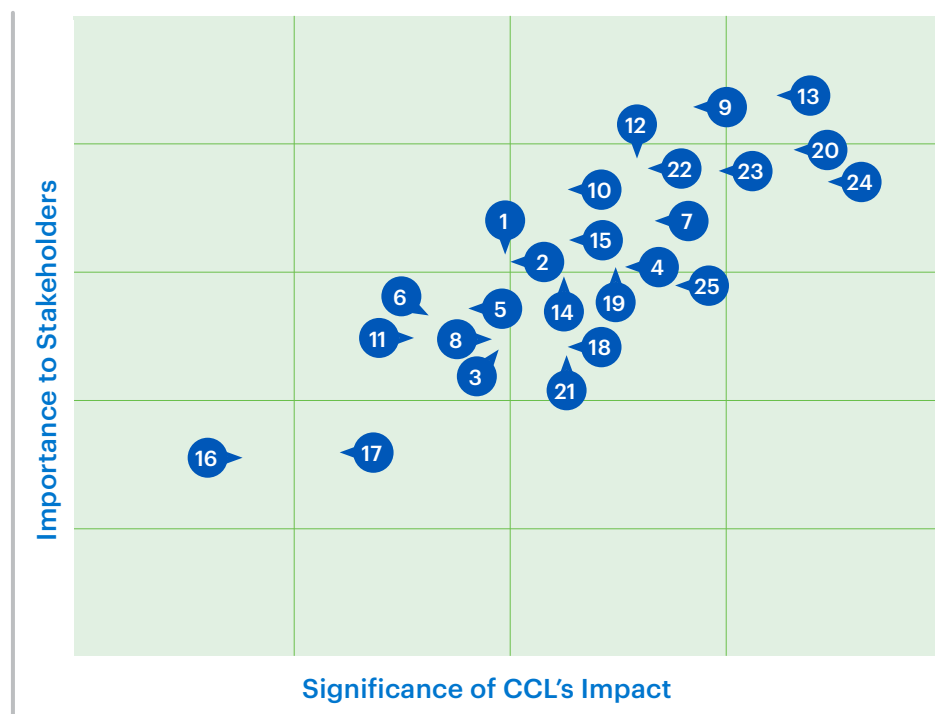
Materiality Assessment

In 2020, CCL Industries conducted its first Materiality Assessment in line with Global Reporting Initiative (GRI) materiality guidance to identify the priority CSR topics and issues for our Company. The results of this assessment will continue to guide our sustainability reporting, goal-setting and related initiatives. We invited customers, suppliers, investors

and employees to rank areas of greatest importance to them as key stakeholders. In the coming months, the Company will conduct its first Double Materiality Assessment to consider its impact materiality and financial materiality in preparation for the forthcoming CSRD reporting.

MATERIALITY ASSESSMENT RESULTS

- 1 Climate Risks
- 2 Emissions
- 3 Energy
- 4 Waste
- 5 Hazardous Waste
- 6 Water
- 7 Circular Innovation
- 8 Life Cycle Assessments
- 9 Workplace Safety
- 10 Diversity & Inclusion
- 11 Compensation, Remuneration, & Benefits
- 12 Human Rights
- 13 Legal Compliance
- 14 Compliance with Standards
- 15 Talent Management
- 16 Corporate Citizenship & Philanthropy
- 17 Local Impacts
- 18 Supply Chain Environmental Engagement
- 19 Supply Chain Social Responsibility
- 20 High Quality Products
- 21 Sustainability Project Partnerships
- 22 Data Privacy & Security
- 23 Economic Performance
- 24 Long-Term Strategy
- 25 Transparency



The graph shows the distribution of materiality assessment results ranked from lowest significance of CCL's impact and lowest importance to stakeholders to highest significance of CCL's impact and highest importance to stakeholders. Results have been weighted to represent each of our stakeholder categories equally.

The results of the survey showed that priority issues for CCL Industries' stakeholders include Workplace Safety, Legal Compliance, High Quality Products, Economic Performance and Long-Term Strategy. These categories align with the policies and programs in place at the Company to deliver high quality and innovative products, establish a safe and healthy workforce and increase economic performance and shareholder value.

Corporate Governance

Corporate Reporting & United Nations

CCL Industries supplies our corporate data on an annual basis to key platforms that rank the Company's performance for a variety of stakeholders including investors and customers. While there are many different platforms that rate companies on publicly available data and/or may request data submissions, the Company actively engages with the following platforms

to ensure accurate reporting of the Company's performance: CDP, EcoVadis, and S&P Global.

Overall, the Company is in alignment with or exceeds current industry averages on all of the platforms that are actively managed with contributed data.

CCL Industries Sustainability Scores				
	CCL Industries Score	Light Manufacturing Average Score	North America Average Score	Global Average Score
CDP Climate	B	C	C	C
CDP Water Security	B	C	C	C
CDP Forests	C	C	C	C

	CCL Industries Score	Average Industries Score	Ranking
EcoVadis	73	59	92 nd percentile
S&P Global	38	35	62 nd percentile

"CCL Industries earned our highest EcoVadis score yet, ranking in the 92nd percentile of all disclosers."

SILVER | Top 15%

ecovadis

Sustainability Rating

MAY 2025

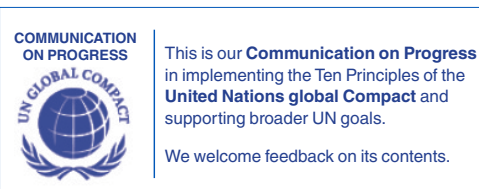
Corporate Governance

SUSTAINABLE DEVELOPMENT GOALS

UNSDG: Improving long-term sustainability performance is one of our primary corporate objectives. To demonstrate our commitment, CCL Industries adopted the 17 United Nations Sustainable Development Goals (UNSDG). Each goal has specific targets to be achieved by 2030, providing a framework to benchmark performance and identify next steps to improve. In 2019, we identified seven of these goals most closely interlinked with the five pillars of our CSR program: Sustainability, Ethics, Health & Safety, Circular Innovation and Responsible Supply Chains. Initiatives relating to these goals are marked with the corresponding UNSDG logos throughout this report.



UNGC: The mission of the UNGC is to mobilize a global movement of sustainable companies and stakeholders to create a better world in alignment with the ten principles. CCL continues to act upon our commitment and to make progress on the ten principles of the UNGC. The Company tracks training hours on labor practices including discrimination, child labor, forced labor, health and safety and human trafficking to ensure full implementation of our corporate standards at all levels within the Company. Environmental initiatives remain at the forefront of the mission of the Company with the validation of our SBTs.



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Corporate Social Responsibility Initiative

- Sustainability
- Ethics
- Health & Safety
- Responsible Supply Chains
- Circular Innovation



Corporate Social Responsibility Initiative

CCL Industries' CSR initiative is designed to enhance the integration of social and environmental concerns into our business operations and interactions with stakeholders. Five key pillars have been identified under this program to align with previous and existing corporate initiatives: Sustainability, Ethics, Health & Safety, Responsible Supply Chains and Circular Innovation.



Sustainability: CCL Industries received verification of our science-based emissions reduction targets by the SBTi. In working toward reaching our own targets, the Company is committed to supporting customers in meeting their Scope 3 emissions reduction targets, as well as other sustainability goals, by constantly developing new products while reducing the environmental impact of its manufacturing processes. *To do this, we collaborate with customers and evolve with the industry best practices to be able to provide customers with accurate Product Carbon Footprint (PCF) calculations in line with the GHG Protocol. Our business units are rapidly adopting more sustainable printing processes such as high-resolution digital printing, eliminating the need for high volatile organic compound (VOC) solvent-based inks which can be harmful to air quality. We are also adopting light emitting diode (LED) ultraviolet (UV) curing systems for our printed solutions, which has significantly reduced waste and electricity usage as compared to traditional mercury UV curing techniques.*

Ethics: The Company's Global Business Ethics Guide (GBEG), enhanced in 2021 to align with the Company's CSR strategy, is the primary policy on workplace practices, human rights, health and safety, ethical conduct and fair business practices for all employees. Reviewing the GBEG is an important part of new hire training and global facilities are audited to ensure all new hires receive a copy of the GBEG and sign a commitment of adherence to the code. The GBEG is also publicly available on our website at www.cclind.com/global-business-ethics-guide-5/.

Health & Safety: The health and safety of the Company's employees around the world is a top priority. The Company's current EHS policy and robust safety reporting programs address the statutory requirements of the countries where

the Company does business. The EHS policy is reviewed and revised as needed as part of our annual Sustainability Report disclosure. Quarterly reporting of health and safety performance statistics to management and the CSR Committee is required, with the objectives of an injury-free workplace and appropriate responses to all incidents. Each facility is assessed a colour code ranking for safety in each calendar year, with a focus on improvement of their health and safety standards.

Responsible Supply Chains: The Company continues to work with its supply chain partners to reduce the overall environmental and social impacts of its products including transportation, secondary packaging and material sourcing. Through predictive forecasting and responsive production, the Company is able to drive down lead times and help lower inventory throughout the supply chain with the added benefit of reducing waste and obsolescence and minimizing impacts on the environment. *To further enable ethical business practices throughout our supply chain, CCL published its first Supplier Code of Conduct (the Code) on our website (cclind.com). We will continue to disseminate the Code to our suppliers and uphold our reputation of ethical excellence in our supply chain and our own business practices.*

Circular Innovation: The Company's product innovation teams work directly with customers to create sustainable products enabling the circularity of customers' primary packaging while supporting end consumer sensitivity to reduce waste in the environment and reduce overall environmental impacts.



Sustainability



In 2024, the Company worked through the SBTi validation process resulting in an expanded Scope 3 emissions data inventory and verified SBTs. The Company set near- and long-term SBTs to reduce GHG emissions globally. In the next year, the Company will complete the development of our decarbonization strategy to reach these goals. This strategy will include a variety of emissions reduction levers including, but not limited to operational efficiency, electrification, renewable electricity procurement, product redesign for sustainability and supply chain engagement.

Emissions

In 2024, the Company experienced relatively small fluctuations in absolute global Scope 1, 2 and 3 emissions as compared to base year 2022 data. Scope 1 emissions increased 0.7%. Scope 2 emissions decreased 2%. Scope 3 emissions increased 1.2%. As a result, total emissions increased 0.8% in 2024 since 2022. Despite this slight increase in total emissions, emissions intensity (MT CO₂e / millions CAD) decreased 11% in 2024 since 2022. This tells us that the business is growing faster than its emissions and we're on the right path to see further reductions in the coming years.

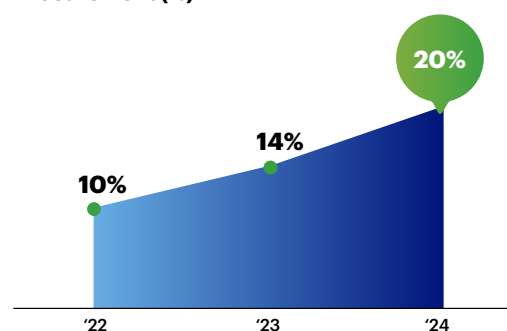
Near-Term Targets

- CCL Industries, Inc. commits that 75% of its suppliers² will have SBTs by 2029.
- CCL Industries, Inc. commits that 20% of its customers³ will have SBTs by 2029.
- CCL Industries, Inc. commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2022 base year.

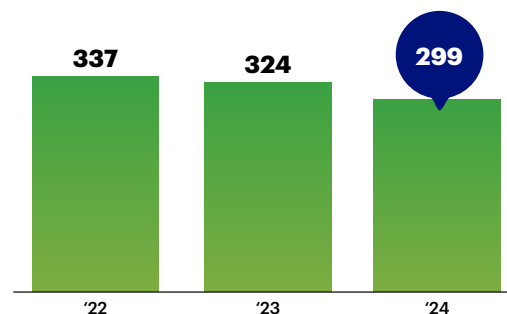
Long-Term Targets

- CCL Industries, Inc. commits to reduce absolute scope 1, 2 and scope 3 GHG emissions⁴ 90% by 2050 from a 2022 base year.

Renewable Electricity Procurement (%)⁵



Emissions Intensity (MT CO₂e / millions CAD)



2) Suppliers by emissions covering purchased goods and services, capital goods, upstream transportation and distribution and waste generated in operations

3) Customers by revenue covering downstream transportation and distribution, processing of sold products, and end-of-life treatment of sold products

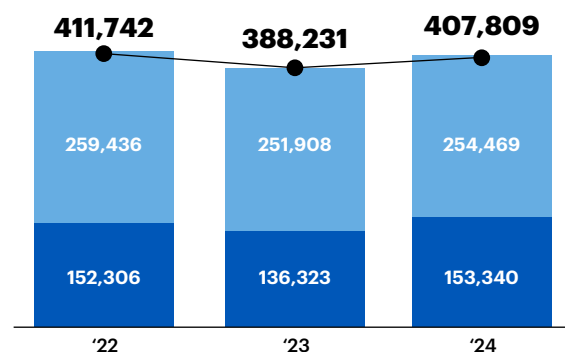
4) Scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, downstream transportation and distribution, processing of sold products, use of sold products, and end-of-life treatment of sold products

5) Renewable electricity refers to the purchase of renewable electricity credits (or regional equivalent), power purchase agreements, on-site generated and utility supplied

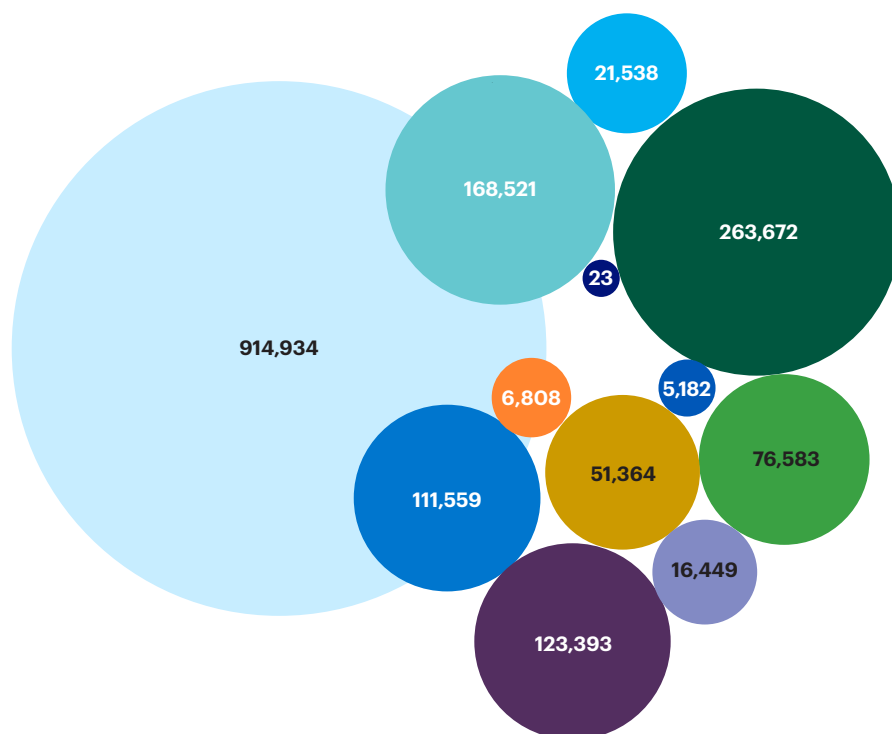
Corporate Social Responsibility Initiative – Sustainability

Scope 1 + 2 GHG Emissions (MT CO₂e)

- Scope 1 GHG Emissions
- Scope 2 GHG Emissions, Market-Based
- Scope 1 + 2 GHG Emissions, Total

Scope 3 GHG Emissions (MT CO₂e) Source

- 914,934 ● Purchased Goods & Services⁶
- 123,393 ● Capital Goods
- 111,559 ● Fuel- and Energy-Related Activities
- 51,364 ● Upstream Transportation and Distributions
- 21,538 ● Waste Generated in Operations⁷
- 5,182 ● Business Travel
- 6,808 ● Employee Commuting
- 76,583 ● Downstream Transportation and Distributions
- 263,672 ● Processing of Sold Products
- 16,449 ● Use of Sold Products
- 168,521 ● End-of-Life Treatment of Sold Products
- 23 ● Downstream Leased Assets



⁶) Includes purchased raw materials and water supply

⁷) Includes waste categories and wastewater

Water:

CCL Industries understands and prioritizes the need to use water responsibly. We do so by minimizing consumption, installing water-saving faucets and other hardware and always maintaining the quality of wastewater leaving our facilities. Approximately one in three of our global facilities are based in water stressed regions, which is why the Company ensures our impacts from operations are low with water primarily used for sanitation, cleanup processes and cooling systems within the manufacturing process. To ensure responsible water usage practices are followed in operation processes, most of the chillers and cooling systems incorporated within our manufacturing equipment are closed-loop, requiring no additional water consumption. As compared to 2023 data, our 2024 water consumption levels of renewable ground water supply have decreased by 10%, while our usage of municipal water has increased by 11%.

Corporate Social Responsibility Initiative – Sustainability

Waste:

The Company remains at the forefront of the industry, driving innovation while diverting manufacturing byproducts from landfill. We continue to make progress toward the following waste goals as part of the New Plastics Economy Global Commitment, a part of the Ellen MacArthur Foundation:

- By 2025, customers of CCL Industries will be able to choose label products and solutions that will not hinder consumer-packaged goods to be recyclable, reusable or compostable.
- CCL Industries will limit industrial waste ending up in the environment or in landfills by implementing waste reduction strategies. CCL Industries is setting goals of achieving 90% landfill diversion globally by 2025 and achieving net-zero waste to landfill from our manufacturing process by 2030 in North America and Europe.
- CCL Industries will use a fixed financial percentage of its research and development (R&D)

resources annually towards further development of sustainable and circular products.

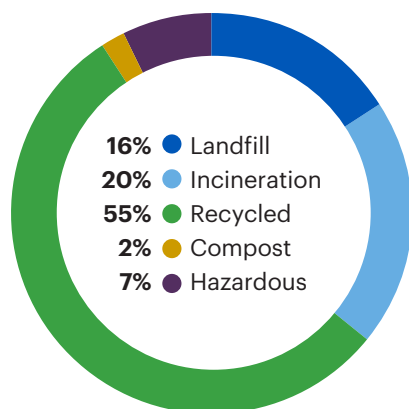
- CCL Industries will continue to work collaboratively across the plastic value chain to ensure packaging is sorted and recycled in practice and at scale by developing enabling label solutions.

» Recycled plastic pellets made from CCL Industries' manufacturing byproducts

**2024 WASTE BREAKDOWN**

by End of Life Treatment Method

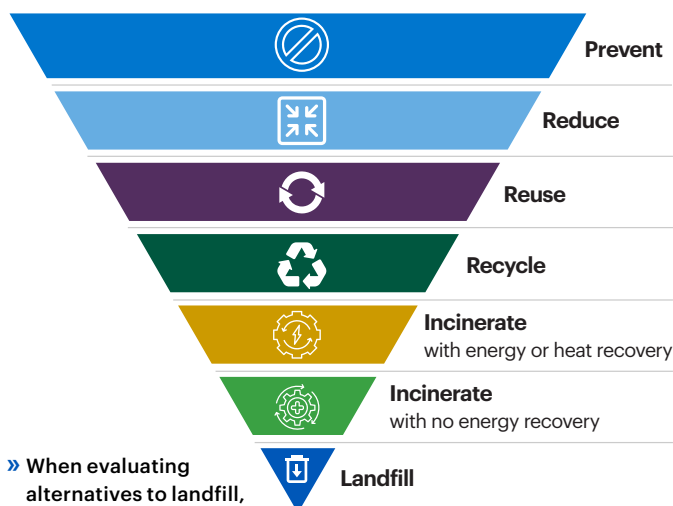
CCL Industries diverts 84% of global manufacturing byproducts from landfill



In 2022, the Company dedicated resources to reaching our goals by creating a landfill reduction taskforce as a part of the CSR team. The purpose of the taskforce is to divert CCL Industries' manufacturing byproducts from landfills, increase recyclability of our finished products and improve circularity within our supply chains. The breadth of CCL Industries' finished products means we need to find unique solutions, often personalized on a site-by-site level basis, to meet our waste goals. The taskforce does this by collaborating with recyclers, engineers and industry trade groups to recycle our byproducts and redesign our finished products for sustainability and recyclability.

➔ **These efforts have resulted in a 16% decrease in total waste sent to landfill in 2024 as compared to 2022.**

While the Company's manufacturing processes generate minimal hazardous waste, we are firmly committed to full compliance with applicable local, national, and international hazardous waste regulations, including that of the International Air Transport Association, International Civil Aviation Organization and International Maritime Dangerous Goods Code. We also follow the Globally Harmonized System (GHS) for the classification and labeling of hazardous materials. Each site or operation that handles hazardous waste or materials must maintain local policies that meet the regulatory requirements of the area in which it operates. For example, in the United States, we comply with the Department of Transportation's and Environmental Protection Agency's regulations, and the same level of compliance is expected at all CCL facilities worldwide.



» When evaluating alternatives to landfill, the Company utilizes this waste hierarchy to guide their decision-making.

Process for Recyclable byproduct

On our journey to making our manufacturing byproducts recyclable, the Company had to evolve process techniques of the most abundant waste in the label industry, plastic label matrix waste. Conventionally, a cardboard core is used to wind up the plastic label scrap in preparation for disposal. However, the cardboard core makes recycling this product impossible. Alternatively, we developed a process to remove the core altogether, paving the path towards recycled plastic matrix waste.



Avery's facility in Hamilton, Canada, collaborated with a local recycler to develop an innovative end-of-life solution for their liner byproduct by repurposing it into residential and commercial building insulation. This approach not only reduces the site's landfill waste but also reduces the demand for virgin insulation materials in other industries.

This project diverts **42%** of the site's waste from landfills

As one of our largest facilities, CCL Label Lumberton, located in New Jersey, utilized its breadth of production materials to partner with various end markets, transforming their waste streams into other industries' raw materials. CCL Lumberton has mastered the waste hierarchy process by first reducing their consumption, then reusing materials, recycling when possible, and incinerating with energy recovery when recycling is not possible.

These initiatives diverted **50%** of the site's waste from landfills in the past two years

Corporate Social Responsibility Initiative – Ethics



Ethics

Ethical excellence values are the foundation of our success. They reflect our history and define our future, demonstrating a commitment to high standards, honesty and integrity. Our GBEG, updated in 2021, represents the primary policy on ethical conduct and fair business practices for all employees. Reviewing the GBEG is an important part of employee training and our global facilities are audited to ensure all new hires receive a copy and sign a commitment of adherence to the GBEG.

Human Rights and Community Relations

CCL Industries respects the human rights of all employees globally, does not tolerate harassment or discrimination and is committed to the communities in which we do business. We are dedicated to diversity and inclusion in the workplace providing equal opportunities to all employees and applicants respecting applicable laws and regulations. We adopt best global practices and comply with all applicable regulations protecting human rights including but not limited to child labor, forced labor, discrimination and human trafficking. We seek to improve the communities in which we do business by supporting local health and social services, community development, protection of the environment and other local initiatives by encouraging our employees to volunteer their time to such programs.

Data Security

CCL Industries' assets and information include physical property and equipment, technology and confidential & proprietary information. The Company considers data a corporate asset and as such, has implemented many security initiatives to protect data from unauthorized access. All authorized users of computer resources are required to protect these assets against unauthorized usage, access, modification, destruction, disclosure, loss or transfer of data, whether accidental or intentional. Violation of this policy could result in termination and, where appropriate, criminal prosecution of the responsible person(s).



2024

68%

of global employees received training on diversity, inclusion, harassment and/or discrimination during the year.

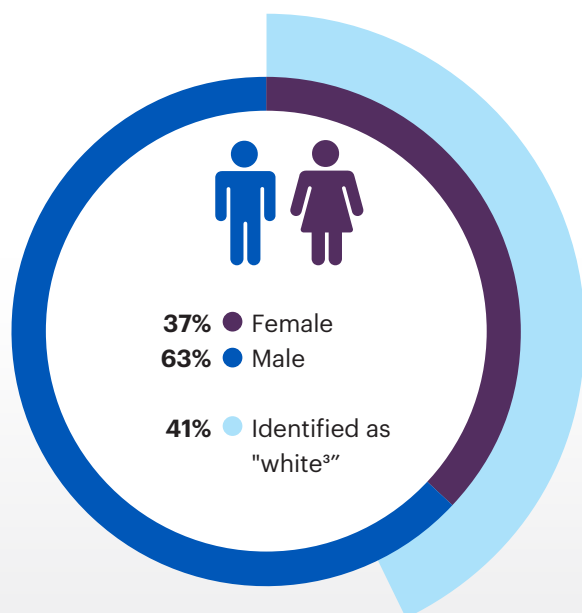


Corporate Social Responsibility Initiative – Ethics

Diversity: CCL Industries prides itself on having a diverse workforce. In 2024, 41% of employees identified themselves as white³ and the Company workforce was made up of 37% female employees and 63% male employees. We remain deeply committed to the principle that our people must reflect the cultural norms where our plants, distribution centers and offices are located globally. On the Company's Board of Directors, there are four women, representing 36% of Directors, and one member from a culturally diverse background representing 9% of Directors.

Product Quality & Safety: As a global company, CCL Industries serves a variety of markets where the quality of our products is critical to consumer safety. In Healthcare, a printing error can result in altered label content and potentially negative health outcomes for patients. High quality standards and strict adherence to regulatory requirements at our global facilities protect the consumer, reducing overall risk for customers. All global facilities follow Good Manufacturing Practices (GMPs) and have Standard Operating Procedures (SOPs) in place to identify quality issues prior to shipment of our products while minimizing scrap and waste. Additionally, many of our facilities carry externally audited certifications of their quality systems.

2024 WORKFORCE



2024 BOARD OF DIRECTORS



36%
Women

9%
culturally diverse
background

3) Balance of Latin, Asian (including Indian subcontinent), African and other origins.



Health & Safety



CCL is committed to protecting the health and safety of its employees. While our Company operates with many highly diverse manufacturing plants around the world, including emerging markets, our employees are treated with the same respect and care no matter the jurisdiction.

The Company ensures all global locations provide a safe work place for employees through our EHS policy and ongoing performance assessments implemented worldwide, setting the following enhanced expectations to create a world-class safety culture:

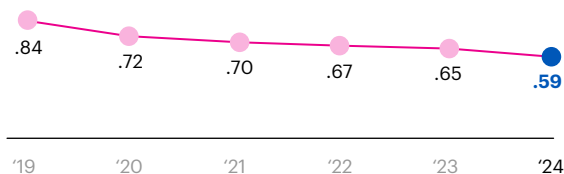
- All locations are required to have a Safety Handbook available in local languages, integrating EHS considerations into operating practices and employee training programs.
- Quarterly reporting to the CCL Corporate EHS team from all operations includes a review of root causes as well as corrective actions for all incidents in addition to quarterly reviews by the Board of Directors CSR Committee and corporate leadership teams. The Company strives for an injury free work place and best practice incident response protocols. Each facility is ranked on safety performance every year based on a color coded system.
- All facilities must comply with applicable local and international laws & regulations adopting global industry best practices that meet or go beyond country or regional standards
- All locations must establish a Safety Committee with representation from both management and employees. In 2024, 69% of CCL's total workforce participated in joint management-worker health and safety committees. Corporate EHS provides Global Safety Awareness Programs and support to all operations.

- All General Managers must annually certify that all required and relevant EHS processes are in compliance and trainings have been completed.
- CCL has a goal of performing safety audits at 25% of its plants on an annual basis.

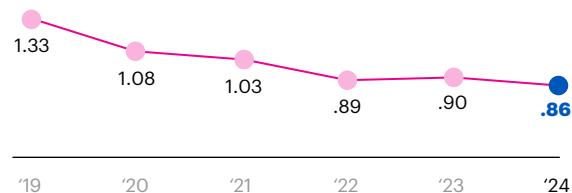
In 2024, the Company exceeded this goal by performing audits at 56% of facilities worldwide.

HEALTH & SAFETY DATA RATES PER 100 EMPLOYEES

Lost Time Injury Rate



Total Incident Rate



52,286,000
hours worked
2024



Responsible Supply Chains



CCL Industries' supply chain model seeks to reduce waste and obsolescence for customers, suppliers, and our own operations with a focus on optimization of resources and minimization of environmental impacts. Where local manufacturing is not economically viable, CCL Industries globally deploys near site distribution centers, minimizing our combined carbon footprint through reduced transportation and obsolescence.

In 2024, CCL Industries opened its new shrink sleeve hub in Dornbirn, Austria. The facility supports the development of CCL's EcoFloat design, which improves product recyclability by allowing sleeves to easily separate from their primary packaging during the sink/float process at recycling facilities. The building's sustainable features include heating provided

entirely by recovered energy from production machinery, compressors and thermal oxidation systems as well as a roof that holds solar photovoltaic panels generating 721 megawatt-hours (MWh) per year of renewable electricity and a rooftop garden featuring various plant species.



» CCL Dornbirn, Austria

“The building is state-of-the-art and provides a modern workplace for our employees, with leading edge technology. The building has been designed according to modern sustainability aspects with the long-term goal of further reducing our carbon footprint in production.”

—Günther Birkner

Member of the management team at CCL

CCL Tube continues to increase PCR content usage, seeing an increase to **37% of total resin in 2024.**

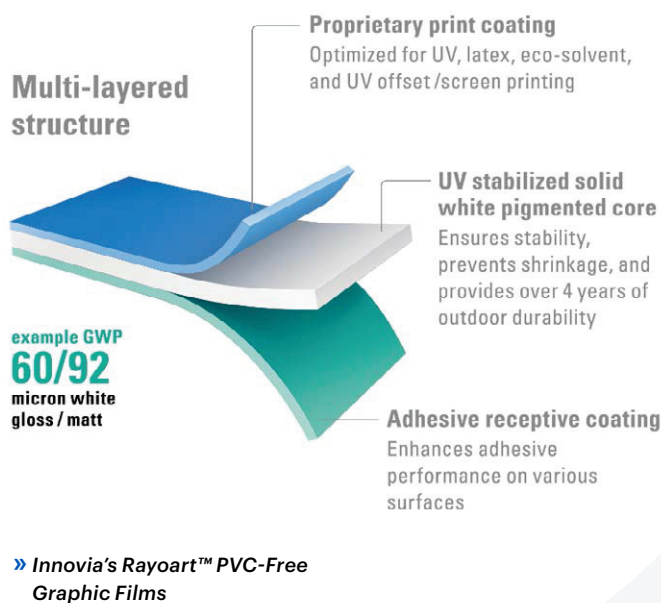
	Virgin	PCR	Total	% PCR
2019	12,815,859	473,704	13,289,563	4%
2020	11,009,217	754,000	11,763,217	6%
2021	11,763,232	1,024,178	12,787,410	8%
2022	8,365,885	2,957,500	11,323,385	26%
2023	7,158,430	3,822,895	10,981,325	35%
2024	6,155,782	3,551,515	9,707,297	37%



» CCL Tube's mono-material package (PE tube and airless dispenser) designed for recycling and for controlled dispensing when dosing is critical.

Corporate Social Responsibility Initiative – Responsible Supply Chains

Avery's facility in Tijuana, Mexico started collecting the waste generated from their binder manufacturing and reusing it in a molding process. Specifically, polypropylene (PP) scrap is shredded and mixed with resin to create the raw material needed for the molding machines to manufacture caps for black and yellow markers and plugs for highlighters.

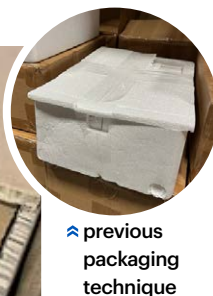


In 2024, Innovia announced the launch of a sustainable graphic film digital information hub targeting an audience of printers, advertising agencies, event firms, brands and retailers. The new online hub will communicate the performance and sustainable advantages of polyvinyl chloride (PVC)-free film products, such as Innovia's Rayoart™ PVC-Free Graphic Films, to help support customers in their decision to eliminate PVC in their advertising practices and instead use polyolefin-based alternatives.



Checkpoint joined Canopy, a group advocating for protecting the world's forests through their approach to procurement of pulp, paper and packaging. By committing to the principles of their Pack4Good initiative, Checkpoint is working alongside Canopy and its other signatories to ensure the packaging supply chain is Ancient and Endangered Forest-free.

Corporate Social Responsibility Initiative – Responsible Supply Chains



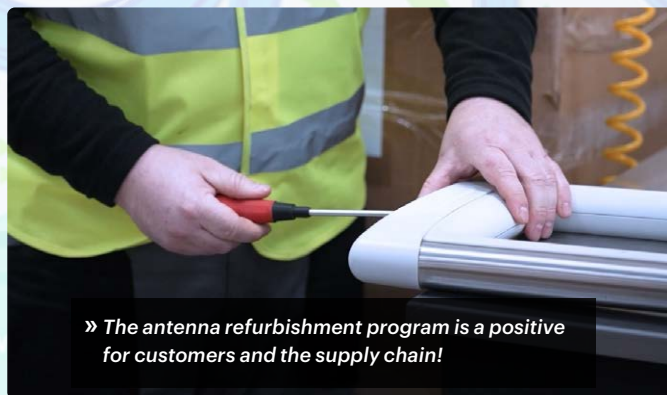
In 2024, Avery's facility located in Richmond, British Columbia transitioned from using styrofoam in their packaging components for magnet boxes to exclusively utilizing cardboard corrugated flutes. This shift diverted hundreds of pounds of styrofoam from landfills and the new packaging is fully recyclable.

In 2024, CCL's Oberlaidern facility in Germany installed rooftop solar panels, generating approximately 800 MWh of renewable energy annually. CCL utilizes approximately 560 MWh, while the surplus 240 MWh is fed back into the public electricity grid. With growing customer demand for products manufactured using renewable energy, the addition of solar panels at CCL Oberlaidern contributed to the expansion of CCL's renewable energy portfolio and reduced the greenhouse gas emissions footprint of products supplied from this facility.



CCL Label hosted its first Sustainability Day at the Bangkok facility in Thailand, welcoming over 180 customers. Attendees were given a comprehensive plant tour, showcasing the labeling manufacturing process and allowing them to interact directly with CCL's sustainable product offerings. The event fostered collaboration and facilitated open discussions among participants from various industries, focusing on circular innovation and recyclability in packaging.

Checkpoint continues to grow their antenna refurbishment program, increasing to 1000 antennas yearly in Europe, the Middle East and Africa. This program reduces the amount of virgin plastic needed to produce new antennas while providing the same great product protection at a lower price point.





Circular Innovation



The Company prioritizes the innovation of sustainable products and ground-breaking technologies to continue to be the leader in sustainable labeling and packaging and provide our customers with best-in-class solutions all the while making great strides toward a circular economy and global sustainability.

CCL's Food & Beverage division expanded their EcoFloat product portfolio by developing EcoFloat WHITE, which enables greater recyclability for light sensitive products including dairy, vitamins and supplements. Products of the dairy industry such as milk, yogurt, and probiotic drinks are often packaged in opaque white bottles due to their light sensitivity. This opaque packaging is rarely recycled back into food grade quality, but EcoFloat WHITE offers an innovative alternative.

“Shifting from an opaque bottle to a clear PET bottle with an EcoFloat WHITE shrink sleeve provides product protection and increases the amount of clear PET that can be reclaimed for bottle-to-bottle recycling.”

—Shivern Reddy

Sales Director at CCL Label South Africa

» EcoFloat WHITE Shrink Sleeve Line

enlabeling
YOUR BRAND



Corporate Social Responsibility Initiative – Circular Innovation



Avery's PC/Nametag launched their innovative natural name tag holders, which offer a unique and eco-friendly alternative to traditional vinyl options. These paper name tag holders are mono-material, making them curbside recyclable.

“These [labels] have a proven track-record of supporting polyethylene terephthalate (PET) bottle re-use and are in line with the RecyClass and European PET Bottle Platform (EPBP) design guidelines.”

—Sandra Kessow

Business Development Manager at CCL Label

» Avery Label Packets made with recycled cardboard



As of 2024, Avery label packets are now made with 100% recycled cardboard rather than virgin cardboard. Additionally, the cardboard caliper was also reduced without impacting the integrity of the product. Avery uses more than 7 million label packets in their retail printable label business and making these sustainable adjustments will have a positive impact on their Scope 3 GHG emissions.

CCL's Home and Personal Care division, collaborated with stakeholders within the cosmetics supply chain to support a consumer reuse program and ultimately a circular economy for cosmetics packaging by supplying sustainable and functional labels. These labels support fast and efficient cleaning when the packaging is returned to the store by consumers.



Corporate Social Responsibility Initiative – Circular Innovation

Innovia extended its portfolio to reflect growing demand for films with recycled content and to comply with upcoming Packaging and Packaging Waste Regulation (PPWR) within the European Union. This portfolio includes Innovia's engineered biaxially-oriented polypropylene (BOPP) plastic film that incorporates 30% Prevented Ocean Plastics (POP) into its design. POP refers to the recycled plastic business, which collects and recycles plastic waste from coastal regions, thereby reducing reliance on virgin plastics and mitigating ocean pollution. Across all applications, the BOPP film retains its essential functionalities, demonstrating performance on par with virgin-grade materials.

At Checkpoint's facility in Dongguan, China, polyester textile waste from weaving looms is repurposed to produce yarn and labels. The fiber waste is chemically recycled into pellets, which are then spun into yarn for reuse in the textile industry. Additionally, they have successfully created labels from this material, resulting in a circular, fiber-to-fiber recycled polyester product.



Checkpoint's FIBER-TO-FIBER RECYCLING PROCESS



Following CCL's 2023 acquisition of Imprint Energy, a new research & development (R&D) facility opened in 2024 for the group located near the heart of California's technology hub. This investment supports Imprint Energy's commitment to innovation and expanding their R&D and manufacturing capabilities, enabling its team of experts to further develop its groundbreaking ultrathin, flexible, printed batteries. CCL Design's battery technology addresses critical inefficiencies in pharmaceutical and healthcare supply chains, including lost cargo, manufacturing waste, product shortages, and empty miles. Compared to lithium coin batteries, CCL Design's sustainable zinc battery offers significant environmental advantages, generating approximately 78% less GHG emissions and reducing water consumption by 98%.



Appendix

- [Appendix 1: Environmental Data](#)
- [Appendix 2: SASB Index](#)
- [Appendix 3: Verification Statements](#)



Appendix 1: Environmental Data

Greenhouse Gas Emissions MT CO ₂ e ¹						
	2019	2020	2021	2022	2023	2024
Scope 1	142,830	143,327	148,142	152,306	136,323	153,340
Scope 2	259,301	263,665	255,786	259,436	251,908	254,469
Scope 3	993,574	824,686	1,035,446	1,739,344	1,763,065	1,760,026
Total	1,395,705	1,231,678	1,439,374	2,151,086	2,151,296	2,167,835
Emissions Intensity (MT CO ₂ e/CAD) ²	262	235	251	337	324	299

¹ Beginning in 2022, emissions data inventories were revamped to accurately reflect updates and learnings adopted from our SBT experience. This resulted in changes to our methodology and the addition of various Scope 3 categories.

² In millions of CAD

	2019	2020	2021	2022	2023	2024
Total Scope 3	993,508	824,676	1,035,434	1,739,344	1,763,065	1,760,026
Purchased Goods & Services ³	639,025	594,464	705,071	841,427	891,225	914,934
Capital Goods	—	—	—	112,914	119,651	123,393
Fuel- and Energy-Related Activities	98,950	84,426	111,585	113,183	105,606	111,559
Upstream Transportation and Distributions	92,623	46,949	69,662	102,519	71,960	51,364
Waste Generated in Operations ⁴	25,475	23,940	25,545	28,229	22,975	21,538
Business Travel	21,250	6,023	7,559	5,392	3,868	5,182
Employee Commuting	8,360	7,299	7,876	8,825	9,001	6,808
Downstream Transportation and Distributions	107,825	61,575	108,136	111,409	94,799	76,583
Processing of Sold Products	—	—	—	281,501	289,688	263,672
Use of Sold Products	—	—	—	18,399	18,903	16,449
End-of-Life Treatment of Sold Products	—	—	—	115,529	135,368	168,521
Downstream Leased Assets	—	—	—	17	22	23

³ Includes purchased raw materials and water supply

⁴ Includes waste categories and wastewater

Appendix 1: – Environmental Data Continued

Environmental Data Usage	Unit	2019	2020	2021	2022	2023	2024
Energy Consumption	MWH	1,271,028	1,299,945	1,339,495	1,345,650	1,233,477	1,405,387
Natural Gas	MWH	638,672	667,960	697,210	721,081	633,519	717,708
Grid Electricity	MWH	572,141	600,948	618,357	601,851	578,015	626,681
% Renewable Electricity ⁴	%	2	4	5	10	14	20

⁴In previous reports this was reported as renewable energy when it has always been a measure of renewable electricity only. Renewable electricity refers to the purchase of renewable electricity credits (or regional equivalent), power purchase agreements, on-site generated and utility supplied.

Water							
Renewable Groundwater Supply	m ³	582,329	682,288	731,958	503,362	636,659	573,911
Municipal Water Supply	m ³	1,287,596	1,136,038	1,176,195	1,204,654	1,073,570	1,190,244
Total Water Usage	m ³	1,869,925	1,818,326	1,908,153	1,708,016	1,710,229	1,764,155

Waste							
Landfill	MT	27,964	27,313	27,386	26,830	23,009	22,484
Incineration	MT	24,170	21,745	26,688	27,415	24,169	27,157
Incineration with energy recovery	MT	17,360	19,382	23,654	21,280	18,839	22,702
Incineration without energy recovery	MT	6,810	2,363	3,034	6,135	5,329	4,455
Recycled	MT	38,341	44,561	55,744	61,449	59,715	76,519
Paper	MT	9,732	10,506	8,431	10,031	9,927	9,258
Cardboard	MT	3,195	5,508	2,998	3,029	3,460	2,798
Plastic	MT	12,979	13,643	12,971	16,969	16,898	19,874
Metals	MT	4,640	5,568	5,709	5,914	4,812	9,741
Wood	MT	—	2,268	2,217	2,845	2,590	3,437
Mixed Materials	MT	7,796	5,238	4,330	3,048	2,974	9,261
Other	MT	—	1830	19,087	19,613	19,054	22,150
Compost	MT	1,698	532	2,192	1,505	2,602	2,508
Hazardous	MT	—	3,203	3,690	4,001	3,642	10,220
% Hazardous Waste Diverted from Landfill	%	—	92%	94%	93%	85%	98%
Wastewater	m ³	1,447,940	1,280,080	1,349,839	1,328,140	1,397,571	1,342,891

⁵Includes hazardous waste recycled and incinerated

Materials Purchased							
Paper	MT	82,295	73,794	100,018	97,748	92,877	98,962
Cardboard	MT	28,371	15,338	30,025	34,550	35,402	31,068
Aluminum	MT	16,627	25,266	31,964	26,877	24,079	38,599
Steel	MT	4,146	4,660	4,465	4,696	5,039	5,772
Other Metals	MT	—	32	61	440	28	74
Total Plastic	MT	209,870	251,093	277,895	280,025	264,948	293,168
Recycled Plastic	MT	434	787	865	3,176	4,455	2,320
Adhesives	MT	—	5,576	9,651	8,281	8,734	10,148
Inks/Solvents	MT	—	13,463	17,636	16,541	16,705	17,558
Yarn/Textiles	MT	—	468	8,531	507	574	1,183
Chipboard/Wood	MT	—	4,005	11,218	14,890	16,030	27,338
Electronic Components	MT	—	193	290	2,240	1,200	334
Other	MT	—	9,879	18,429	21,536	18,565	23,672

Appendix 2: SASB Index

Topic	Code	Metric	Unit of Measure	Response
Greenhouse Gas Emissions	RT'CP'110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO ₂ e, Percentage (%)	Pages: 25
	RT'CP'110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A (Discussion)	Pages: 11, 12, 25
Air Quality	RT'CP'120a.1	Air emissions of the following pollutants: (1)NO _x (excluding N ₂ O), (2)SO _x , (3)volatile organic compounds(VOCs), and (4)particulate matter (PM)	Metric tons (t)	CCL Industries complies with applicable regulatory requirements regarding air quality in the locations where we do business. Air emissions from VOCs, NO _x , SO _x , and particulate matter are not material to the Company at this time.
Energy Management	RT'CP'120a.1	(1)Total energy consumed, (2)percentage grid electricity, (3)percentage renewable, (4)total self-generated energy	Gigajoules (GJ), Percentage (%)	Pages: 25, 26
Water Management	RT'CP'140a.1	(1)Total water withdrawn, (2)total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	Pages: 12, 25, 26
	RT'CP'140a.1	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A (Discussion)	Pages: 12, 25, 26
	RT'CP'140a.1	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	Pages: 12

Appendix 2: – SASB Index Continued

Topic	Code	Metric	Unit of Measure	Response
Waste Management	RT'CP'150a.1	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	Pages: 26
Product Safety	RT'CP'250a.1	Number of recalls issued, total units recalled	Number	Recalls are not materially relevant to the Company.
	RT'CP'250a.1	Discussion of process to identify and manage emerging materials and chemicals of concern	Number	
Product Lifecycle Management	RT'CP'410a.1	Percentage of raw materials from: (1)recycled content, (2)renewable resources, and (3)renewable and recycled content	Percentage (%) by weight	Pages: 18, 19, 20, 26
	RT'CP'410a.2	Revenue from products that are reusable, recyclable, and/or compostable	Reporting currency	Not disclosed. As a publicly traded company, CCL Industries is unable to disclose metrics related to sales outside of those included in our financial reporting.
	RT'CP'410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	N/A (Discussion)	Pages: 5, 18, 19, 20
Supply Chain Management	RT'CP'430a.1	Total wood fiber procured, percentage from certified sources	Thousand cubic meters (m3), Percentage (%)	Pages: 21, 22, 23, 26
	RT'CP'430a.2	Total aluminum purchased, percentage from certified sources	Metric tons (t), Percentage (%)	Pages: 26
Activity Metrics	RT'CP'000.A	Amount of production, by substrate	Metric tons (t)	Pages: 2, 3
	RT'CP'000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Percentage (%) by revenue	Pages: 2, 3
	RT'CP'000.C	Number of employees	Number	Pages: 2

Appendix 3:

Verification Statements



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of CCL Industries Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by CCL Industries Inc. (CCL) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of CCL. CCL is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Financial Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- **Scope 1:** 153,340 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 258,001 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 254,469 metric tons of CO₂ equivalent
- **Scope 3**
 - Category 3 – Fuel and Energy Related Activities: 111,559 metric tons of CO₂ equivalent

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were generally historical in nature, and in some cases were estimated.

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators.

Appendix 3: Verification Statements Continued**GHG Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of CCL;
- Review of documentary evidence produced by CCL;
- Review of CCL data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions;
- Site visits to CCL manufacturing facilities in New Jersey; and
- Audit of sample of data used by CCL to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that CCL has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with CCL, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

A handwritten signature in blue ink, appearing to read 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Lead Verifier
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

A handwritten signature in blue ink, appearing to read 'Jessica Jacobs'.

Jessica Jacobs, Technical Reviewer
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio

May 15, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to CCL Industries Inc. and is solely for the benefit of CCL Industries Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

Appendix 3: Verification Statements Continued**INDEPENDENT LIMITED ASSURANCE STATEMENT**

To: The Stakeholders of CCL Industries Inc.

Introduction and objectives of work

Apex Companies LLC (Apex) has been engaged by CCL Industries Inc. (CCL) to provide limited assurance of its global water consumption. This assurance statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation are the sole responsibility of the management of CCL. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter.

Scope of work

The scope of our work was limited to assurance over water consumption data for the period January 1, 2024 to December 31, 2024 (the 'Subject Matter'). Our assurance does not extend to any other information reported by CCL.

Reporting Boundaries

The following are the boundaries used by CCL for reporting sustainability data:

- Financial Control
- Worldwide Operations

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period

This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the water consumption data are the sole responsibility of the management of CCL.

Apex was not involved in the development, tracking, or reporting of the water consumption data. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Stakeholders of CCL.

Assurance Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15,

Appendix 3: Verification Statements Continued

2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ± 5 -percent was set for the assurance process.

Summary of Work Performed

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of CCL;
3. Conducting site visits to CCL manufacturing facilities in New Jersey;
4. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
5. Reviewing documentary evidence provided by CCL;
6. Agreeing a selection of the Subject Matter to the corresponding source documentation;
7. Reviewing CCL systems for quantitative data aggregation and analysis; and
8. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.

Reported Data

The global water consumption within the defined boundary was 1,764,156 cubic meters.

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and
- It is our opinion that CCL has established appropriate systems for the collection, aggregation and analysis of quantitative data.

Appendix 3: Verification Statements Continued**Statement of Independence, Integrity and Competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with CCL, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data.

Attestation:

Mary E. Armstrong-Friberg, Lead Verifier
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

Jessica Jacobs, Technical Reviewer
ESG Program Manager
Apex Companies, LLC
Cincinnati, Ohio

May 15, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to CCL Industries Inc. and is solely for the benefit of CCL Industries Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.



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