



**CORPORATE
SUSTAINABILITY
AND STEWARDSHIP**



SUSTAINABLE



This logo represents Nekoosa's commitment to sustainability and stewardship. When you see it on our content and products, it is guaranteed we are supporting a healthy, safe and sustainable present and future.

WE ARE NEKOOSA.

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WHO WE ARE

What began in 1961 with the start of a carbonless paper legacy, has evolved exponentially over the last 15 years. Today, Nekoosa is centered on a strong culture with incredible team members who deliver market leading brands and world class manufacturing of application tape, specialty print media, carbonless paper and extruded products.

Nekoosa has been private equity owned since 2005 and built an energized culture focused on team member development, growth and market leadership. With a history rooted in quality and innovation, one constant that has not changed is Nekoosa's commitment to providing unsurpassed value to our team members, customers and shareholders. We have a constant drive to develop innovative products and programs that allow our distribution partners to thrive in today's market while keeping our mission, 'What's New ...' at the forefront of our decision making.

We understand that we hold a tremendous amount of societal and environmental responsibility. We are committed to making a positive impact and building a better, more sustainable future.



"Nekoosa is integrating sustainability and business strategy so we can be the best company possible for all our stakeholders. We are committed to invest and take deliberate actions to keep our team members healthy and safe, reduce environmental impacts from our operations and make our communities better places because we are a part of them."

A handwritten signature in black ink, reading "Re J. C.", which is a stylized representation of the CEO's name.

PAUL J. CHARAPATA, CEO



WE DO THINGS RIGHT.

OUR LEGACY

Nekoosa embodies a strong legacy of manufacturing and converting specialty paper. With deep rooted values and a rich history, we use inspiration and lessons from our past to guide our future.

Our story originated as a division of 3M and has evolved over the past 50 years to become a conglomeration of diverse companies with one singular mission. Together, Nekoosa sustains our reputation as a market leader producing high quality products with globally recognized and trusted brands.

Through investments in team members and technology, we build upon our legacy of innovation to ensure Nekoosa remains a successful company for the next 50 years.



THE HISTORY OF NEKOOSA EST. 1961

 1961 3M enters carbonless paper business 1971 3M builds Nekoosa, WI manufacturing facility	 1980 RTape started serving the graphics market	 1996 3M spins off carbonless business, forms Imation Corp	 2002 RTape purchases Coburn Corp (also known as CET Films)	 2005 Nekoosa Coated Products formed, carve-out from Imation	 2012 Nekoosa partners with Wingate	 April 2013 Nekoosa acquires RTape and CET Films September 2013 Nekoosa acquires MagneCote®	 May 2015 Nekoosa acquires Main Tape 2016 Nekoosa sells Main Tape Surface Protection to Novacel	 January 2017 Nekoosa acquires ClingZ®	 November 2017 Nekoosa partners with Sentinel Capital Partners	 March 2018 Nekoosa acquires Catalina Graphic Films	 January 2021 Nekoosa acquires NCR PAPER® carbonless sheet brand
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OUR VALUES.

ACCOUNTABLE

Empowered, Disciplined, Results



DIFFERENT

Curious, Energetic, Agile



RESPECTFUL

Caring, Honest, Appreciative



WE INVEST IN: OUR PEOPLE.

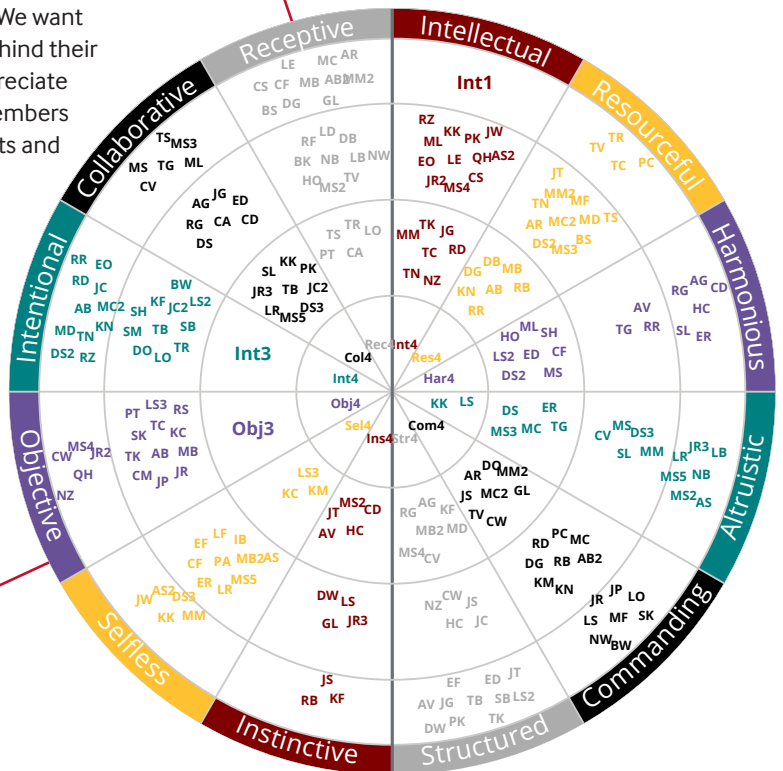
We provide each and every one of our team members with opportunities to learn and grow so they can build valuable careers. To do this, we offer a wide range of assessments and programs that embrace challenges, encourage team members development and help instill an ownership mentality.

- Nekoosa offers an array of **Team Member Benefit and Recognition Programs**. This includes 401k match, scholarships, tuition reimbursement, team member referral, top performer awards, attendance program, quarterly and annual bonus programs, and company ownership opportunities. These programs allow team members to embrace how success is only possible if all team members contribute and share in success when it is achieved.



- **DISC** analysis determines personalities, communication styles and driving forces to ensure a productive, cohesive work environment. We want team members to understand the HOW behind their behaviors and actions. At Nekoosa, we appreciate the diverse personalities of all our team members and value the concept that different insights and approaches make us better.

- We use **Weekly10** as our performance management platform to encourage and recognize team member development. It is a highly effective, targeted weekly team member check-in and 1:1 monthly coaching session that integrates team member goals, behavioral tracking and engagement. This tool promotes meaningful and timely two-way communication so goals are achieved and promises are kept.



“



“Nekoosa always has a forward thinking, winning culture. I appreciate working for a company that is guided by the mission statement of ‘What’s New...’, and is always searching for the next growth opportunity for our business and team members. In my 12 years at Nekoosa, I’ve held five positions and worked on many different projects that have broadened my knowledge across many departments.”

— LAURA SLOVENSKY, Marketing Manager



“Nekoosa has very honest communication from the top – it’s refreshing to have communication from the CEO that we are always looking for the next fit and new equity partners. The vision is clear, and you always know the direction of Nekoosa.”

— DARYL SMITH, Pricing Manager



“At Nekoosa, inclusivity is a top priority. For example, when a new employee starts, we all get together and have lunch their first day as an ice breaker to get to know each other. Small gestures like this help all Nekoosa employees to feel equally welcomed and appreciated.”

— CAROLYN VANASTEN, Pricing Specialist – Carbonless



“Nekoosa is a company vigorously challenging itself to innovate, grow and get better at what we do. As an employee of Nekoosa, their mission inspires me to take the same opportunity to develop myself and my technical skills to best meet our needs.”

— JESSICA BOWER, Business Integration Analyst



“Nekoosa provides several tools that allows team members to voice their opinions and ideas to upper management through an anonymous suggestion box, employee surveys, a weekly check-in through its engagement platform and an open door policy for all employees. And, it is not unusual for Nekoosa to deploy cross-functional teams to execute on special projects, achievement of metrics or troubleshoot issues.”

— KRISTY NINNEMAN, Human Resources Director

”



OUR COMMUNITIES.

We aim to act in ways that mutually benefit our communities and strengthen the businesses and families within them. By creating economic opportunities, supporting local causes and volunteering our time and resources, we seek to add value to our communities.

\$100K

*Our goal is to contribute **\$100K** in charitable donations each year.*

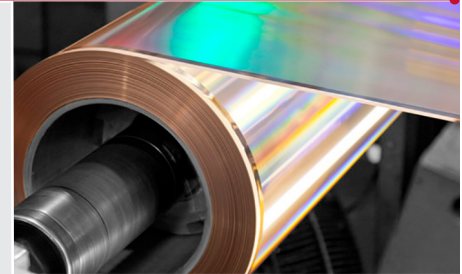
OUR OPERATIONS.

At Nekoosa, we embrace new technologies and innovations that allow our team members to work, safely and efficiently. Additionally, we focus on investing in quality equipment that will reduce waste and resource usage to help contribute towards a more sustainable future. Our products are safe and produced with raw materials that do not harm the environment.

10%

REDUCE WASTE

*Our goal is to reduce waste by **10%** per year.*



WE ARE DIVERSE.

OUR PRODUCTS & APPLICATIONS

Nekoosa offers a diverse array of products with countless application options that meet the unique needs of each customer. From capping films for international equipment manufacturers, to adhesive-free window film on fast food restaurants – the options are endless.

Work with over
50,000
customers around
the world.

6
locations acting
as **ONE**.

Serve over
65
countries worldwide.



Provide products
and services
for customers in
8
languages.

Offer over
50
different products.

Products sold
through
1,000+
distribution sites
worldwide.

OUR PEOPLE

We pride ourselves on the longevity of our team members and support a diverse, inclusive team that embraces our similarities and differences.



53% of administrative positions at Nekoosa are held by women.



45% of team members have over 10 years of longevity at Nekoosa and 64% have over 5 years.



37% of Nekoosa's workforce comes from a culturally diverse background.



| [NEKOOSA.COM](https://www.nekoosa.com)

WE ARE WELL.

OUR SAFETY



- **"SAFETY FIRST – Always"**... is Nekoosa's safety mission.
- Nekoosa provides a **safety participation program** to recognize team members for working safely each and every day. The program consists of a quarterly bonus payout for zero OSHA recordable injuries and payouts for the team members' contributions in the safety participation program.
- **100%** participation in all safety activities.



"Safety is our top priority in order to protect everyone. Each employee understands Nekoosa's commitment to safety and makes an effort to do their job safely and look out for their colleagues. Additionally, teamwork is an important part of the entire process. We are successful when each team member works in step and communicates with each other along the way." – DAN DEMERASKI, Shipper/Warehouse Worker

100% Participation

OUR HEALTH

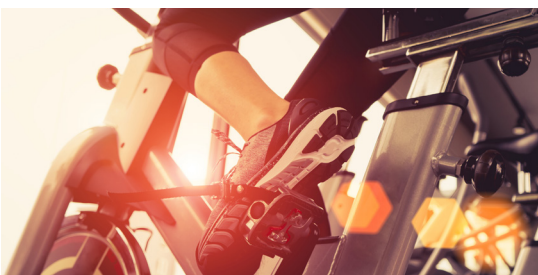
Over **90%** of our team members voluntarily participate in our annual Health Assessment Program. Our overall health score increased 10% since the program's inception.



- **\$300** yearly compensation for exercise equipment and health products.
- **\$100** for all Nekoosa team members who participate in the health assessment.
- **\$100** for group participation and company-wide score.
- **\$100** for improving personal health assessment score.

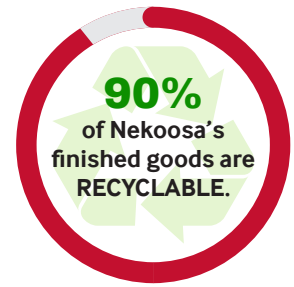
= \$600/Team Member

90% Participation



OUR ENVIRONMENT

We strive to do our part in creating a better, more sustainable future for everyone by doing business the right way. Our goal is to minimize environmental impacts and do our best to preserve our planet. We hold great responsibility in our efforts and aim to build sustainability into everything we do. Nekoosa has had ZERO environmental impact events at our facilities and we plan to keep it that way.



"Through research and development, we continue to improve our product and find alternative raw materials to improve the sustainability of carbonless papers. These efforts help us maintain REACH compliance along with other state, US and European/International environmental and safety compliance standards. Additionally, we take extra precautions to stay ahead of standards that are emerging, such as being PFAS free."

— LORI ERIKSSON, Technical Manager — Coating

CARBONLESS PAPER

All of Nekoosa branded carbonless papers are SFI® certified (Sustainable Forestry Initiative). SFI® certified forests and products are powerful tools to achieve shared goals such as climate action, conservation of biodiversity, education of future generations and sustainable economic development.



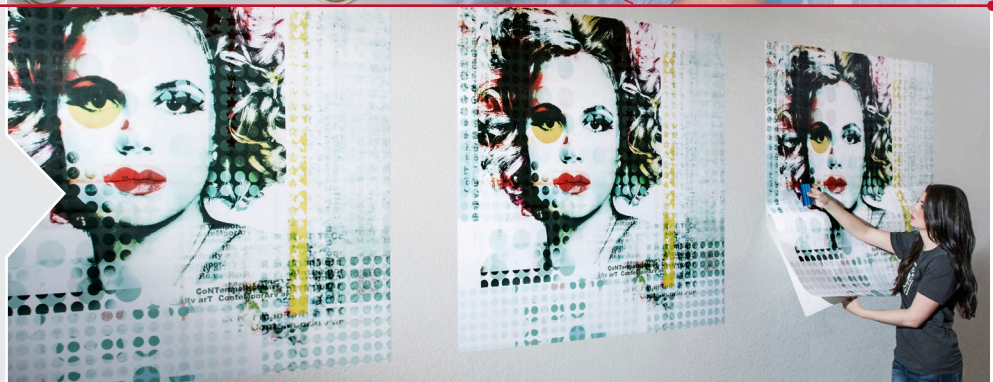
APPLICATION TAPES

Nekoosa's paper application tapes are **climate friendly** and significantly reduce our carbon footprint. Each of our application tapes are made with natural and environmentally friendly water based adhesives.



VISCOM PRODUCTS

60% of Nekoosa's film substrates are made with recyclable resins and all-natural water-based adhesives.



NEKOOSA.COM

WE WILL GET BETTER.

Sustainability requires us to do better each day. We pride ourselves on making investments in sustainability and making positive impacts for generations to come. We believe sustainability has never been more important, which is why we are telling our great story and sharing our commitment to being responsible stewards of our business, communities and planet.

We established the following sustainability goals through research and collaboration. As we continue to evolve, more initiatives will be added to fully achieve our vision of a better shared future for all.

SAFETY AND WELLNESS



ZERO safety and environmental incidents while getting healthier every year.

... working safe, living a healthy life and protecting our environment are critical to success and happiness. We will invest dollars and effort to help our team members live better.



We will expand our team member diversity to exceed **50%**.

... to create a team with unique perspectives, experiences and opinions.

ENVIRONMENTAL



100% of our pulp-based products will be sustainably sourced by 2026.

... paper is a renewable resource that helps our environment and we will do our part to ensure our pulp is sourced from certified sustainable forests.



Reduce waste and resource consumption by at least **10%/year**.

... by using less and better energy, increasing efficiency and improving our products.

COMMUNITIES



Invest **\$200k/year** in the development of our team members and support of our communities.

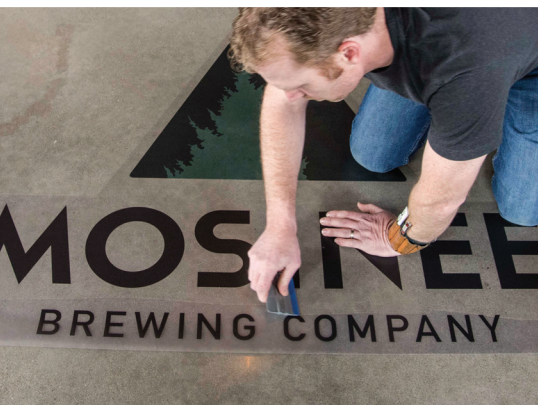
... by assembling new programs and events, donating to local causes and constructing community fundraisers.





WE MAKE A DIFFERENCE,

for our team members, communities, customers, suppliers and investors ALWAYS.



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