



DCM Sustainability Policy: Creating a better world for tomorrow

At DCM, we believe it's possible to be profitable *and* have a positive impact on the planet. In fact, we believe corporate responsibility isn't just the right thing to do, it also makes good business sense. Companies that hold themselves to strong environmental, social, and corporate governance guardrails are companies that win business and prosper.

Together, we are working to transform the way we do business to ensure strong sustainability practices are ingrained into how we operate. Our platform focuses on three key pillars:

- Reducing the environmental impact and increasing the sustainability of our facilities by setting science-based targets to reduce our Scope 1 and Scope 2 emissions
- Improving the quality of life of our people by being socially responsible and ensuring a welcoming, diverse workforce
- Holding ourselves to rigorous and transparent standards through strong corporate governance

DCM Commitments

Lowering our GHG emissions

We are committed to track our energy usage annually and report our Scope 1, 2, & 3 greenhouse gas (GHG) emissions. We will explore and implement measures to reduce our GHG emissions, which historically has included the consolidation of facilities and improving the energy efficiency of our facilities.

Planting more trees to mitigate our impact on the environment

We will continue to make reforestation a priority through our partnership with PrintReleaf. Participating in PrintReleaf's reforestation solution means supporting the global push to replenish vital natural systems such as forests. Planting new trees to replace those consumed through human economic activity is one way to support those systems.

Building a more inclusive workforce and supporting communities

We are committed to ensuring our employees feel supported, included and empowered to be their authentic selves. We will promote a diverse and inclusive supply chain; use fair labour practices; apply strict business and personal ethics rules; and encourage employee volunteerism in the communities in which we operate.

Ensure company-wide compliance

Across all our business units and in all our activities, we will identify, monitor, and comply with all applicable environmental, health, safety, and employment regulations.

Be transparent about our performance

We will regularly share information about our sustainability programs with all internal and external stakeholders: our employees, our suppliers, our customers, our investors, and our community.

**Strive for continual improvement**

When it comes to Sustainability, change must be a constant. We are committed to having endless curiosity about how we can do better, and changing the way we do business to become better stewards of the environment, our people, and the industries we serve. We will continually re-evaluate and challenge ourselves to find new avenues for improvement.

A stylized, handwritten signature in black ink, appearing to read "Richard Kellam".

Richard Kellam
President & Chief Executive Officer

November 10, 2025