

SUSTAINABILITY KEY PERFORMANCE INDICATORS (KPIs)

LABOUR PRACTICES & HUMAN RIGHTS

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Percentage of employees who completed an annual performance review | 100% |
| Percentage of employees under a collective bargaining agreement | 0% |
| Percentage of women employed in relation to the whole organization | 44% |
| Percentage of women in top executive positions (excluding boards of directors) | 20% |
| Lost time injury (LT I) frequency rate for direct workforce <i>(total number of lost time injury events) x 1,000,000 / total hours worked company wide</i> | 4.1 |
| Lost time injury (LT I) severity rate for direct workforce <i>(number of days lost due to injuries) x 1,000 / total hours worked</i> | 0.4 |
| Training hours per employee | 5 |
| Total training hours | 1,251 |
| Percentage of new employees who signed-off on Employee Handbook | 100% |

ETHICS

| | |
|-------------------------------------------|---|
| Ethics-related incidents or legal actions | 0 |
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ENVIRONMENTAL

| | |
|----------------------------------------|----------|
| Preservation of trees (#) | 43,179 |
| Landfill space saved (ft3) | 204,532 |
| Energy consumption (MWh) | 6,869 |
| Hazardous waste (L) | 1,204.50 |
| Hazardous waste (kg) | 133,780 |
| Post-consumer recycled board (%) | 21% |
| AIR EMISSIONS | |
| Volatile Organic Compounds (VOCs) (kg) | 8,409 |
| NOx (kg) | 353 |
| PM2.5 (kg) | 27 |

* Some of our environmental data is not yet company-wide. Bellwyck is working on enhancing and improving environmental data collection efforts in 2021. 2020 data is currently being compiled and validated. This information will be uploaded mid to late February. Accumulated KPI's will be reviewed for 2021.