

SupremeX

ENVIRONMENT SOCIAL GOVERNANCE

ESG REPORT

2024





TABLE OF CONTENTS

01	About this Report
04	Message from the President & CEO
06	Message from the ESG Committee
08	SupremeX at a Glance
12	2024 ESG Highlights and Strategy Update
14	Environment
24	Social
28	Governance

ABOUT THIS REPORT



We are pleased to present our second Environment, Social and Governance (“ESG”) report where we provide updates on our journey to deliver sustainable results for all stakeholders of SupremeX, and the broader environment in which we operate. We recognize that our operations do more than just provide products for customers – we provide meaningful employment to people across North America, we are part of a global supply chain that responsibly sources resources from around the world, and we make active efforts to ensure our operations are sustainable for generations to come.



SupremeX has continued to invest time, energy, and resources in understanding our impact on the environment, supporting our employees across the organization, and ensuring the governance programs in place provide transparency and accountability in all of our actions.

As the reporting ecosystem continues to evolve we remain committed to increasing our understanding of environmental footprint and sharing information in an open and honest fashion. Targets remain an important concept in ESG reporting, but must be rooted in empirical evidence and based on realistically achievable goals. We continue to invest resources in building a rigorous reporting system that is understood by management and aligned with our business goals. With this in mind we ensure that any future targets are realistic, time bound, and ultimately support our goal of running a sustainable business.





REPORTING SCOPE AND BOUNDARY

For the purposes of this report SupremeX Inc. will hereby be referred to as “SupremeX” or the “Company”.

The data in this report covers both of SupremeX’s operating segments, Envelope and Packaging, and each reporting cycle is based on its fiscal year ended December 31st, unless otherwise indicated. Impression Paragraph Inc. and Royal Envelope Chicago’s data are only included in 2023 and beyond, with the exception of GHG Inventory and related Energy Metrics, for which figures have been re-stated back to 2021 as a result of the acquisitions. Data for the Forest Envelope acquisition is excluded, as operations were consolidated into existing facilities within 90 days.

The non-financial data has been subject to a formal internal review process and it has been approved by SupremeX’s senior management and the Board of Directors. The information is accurate and complete to the best of our knowledge. This report has not been subject to any external assurance process. In this document, unless otherwise specified, the term “dollar” and the symbol “\$” refer to Canadian dollars.

NON INTERNATIONAL FINANCIAL REPORTING STANDARDS (“IFRS”) FINANCIAL MEASURES

Non-IFRS financial measures do not have any standardized meaning prescribed by IFRS and therefore may not be comparable to similar measures presented by other companies and should not be viewed as alternatives to measures of financial performance prepared in accordance with IFRS. Management considers these metrics to be information which may assist investors in evaluating the Company’s profitability and enable better comparability of the results from one period to another. Please refer to the MD&A for fiscal year ended December 31, 2024 for definitions and reconciliations.

FORWARD-LOOKING INFORMATION

This report may contain “forward-looking information” within the meaning of applicable Canadian securities laws. Such forward-looking information reflects current assumptions, expectations and estimates of management and is based on information currently available to SupremeX as at the date of this report. Forward-looking information is subject to certain risks and uncertainties and should not be read as a guarantee of future performance or results and actual results may differ materially from the conclusion, forecast or projection stated in such forward-looking information. Such risks and uncertainties are discussed throughout the MD&A for fiscal year ended December 31, 2024, and in the Company’s Annual Information Form dated March 20, 2025, which are available on its website at www.SupremeX.com.

*At SupremeX, we believe that
sustainability really is at the core of
what we do as an organization.*

”



MESSAGE PRESIDENT & CEO

I am pleased to introduce our 2024 ESG report. As the second year of our endeavor we are very happy with the progress that has been made. The team has spent tremendous energy working towards driving a sustainable organization.

At SupremeX, we believe that sustainability really is at the core of what we do as an organization. This report provides an overview of the hard work and efforts that are ongoing every day of the year. It's by really embracing the company values of open and honest communication, continuous improvement and integrity that we deliver results day in and day out for all of the stakeholders.

As we continue on our sustainability journey, we are happy to share our environmental footprint in this report. Shared information is the starting point for all action, and beyond publishing this ESG report, we also participate in the Carbon Disclosure Project ("CDP"). As a globally recognized non-profit that runs the only independent environmental disclosure system, a CDP disclosure confirms we really are committed to complete transparency in sharing our environmental footprint.

We continue to study our environmental impact, and although we have not made any specific commitments to reductions at this time, we are taking active steps across the organization to ensure that we sustainably and responsibly use resources in our production processes and in our facilities. Furthermore, we take active steps in the market to promote certified chain of custody sourced material to all of our customers. Finally, we take a leadership role in the market by ensuring our sales teams present low carbon options to customers whenever appropriate.

Beyond any environmental footprint, we make an impact where we work and live by supporting our employees through various local initiatives. I'm incredibly proud of the efforts put forward by the Scoop Squad, a dedicated team of individuals across the organization who dedicate time to leading social and charitable activities. It's commitment and dedication like this that really help build a sustainable culture in our organization.

Ensuring that we have an organization that will stand the test of time is critically important. Our governance and oversight processes help us build an organization that will be here today and for generations to come. We have strong policies and procedures to ensure independent oversight of the Company. We also have a robust enterprise risk management program in place to help management take a holistic look at the various factors impacting the organization and proactively work to address them.

This report showcases the hard work and dedication of the team across the organization. I am very proud of the results that we have collectively delivered. Sustainability is more than a buzzword at SupremeX; it's embedded in our DNA.

Sincerely,

A handwritten signature in blue ink that reads "Stewart Emerson".

Stewart Emerson

President and Chief Executive Officer



MESSAGE

ESG COMMITTEE

As we publish our second annual ESG Report, the ESG Committee of SupremeX took some time to reflect on the progress we've made and the foundations we continue to strengthen on our sustainability journey. Over the past year, we have taken deliberate steps to embed environmental, social, and governance considerations deeper into our business strategy and operational practices. We believe this is not only the right thing to do but essential to creating long-term value for our stakeholders.

The ESG Committee plays an important role in overseeing the direction and execution of our ESG program, but the real action happens with the efforts of our teams. We work closely with local management teams across the organization to ensure alignment with sustainability objectives and to provide support to region-specific actions and challenges. Our responsibility is to provide guidance, track performance, and ensure that the appropriate resources and attention are directed toward ESG initiatives that matter most to our people, customers, investors, and communities.

This past year, SupremeX made meaningful progress in several key areas. We have improved how we track and manage energy consumption and emissions across our facilities and continue to evaluate our product offerings through the lens of circularity and innovation. On the social front, we continue to foster a workplace culture that prioritizes health and safety, diversity and inclusion, and employee engagement. In governance, we've enhanced

oversight with a formal committee charter, and continue to push ESG risk oversight to ensure accountability and transparency at every level.

We recognize that building a sustainable business is an ongoing journey; one that demands collaboration, adaptability, and a commitment to continuous improvement. These demands are well understood across our business and align closely with our strong corporate values. Overall, our ESG ambitions are biased towards pragmatic action. We not only focus on understanding our environmental footprint but also on creating shared value by contributing positively to the communities we serve and supporting the well-being of our employees.

Looking ahead, we are committed to deepening our impact through robust data collection and continued stakeholder engagement. With the support of our leadership and the dedication of our teams, SupremeX is well-positioned to meet the evolving expectations of our industry while contributing to a more sustainable future.

We thank all our stakeholders for their continued support and partnership.

The ESG Committee

SupremeX

Over the past year, we have taken deliberate steps to embed environmental, social, and governance considerations deeper into our business strategy and operational practices.

”

SUPREMEX AT A GLANCE

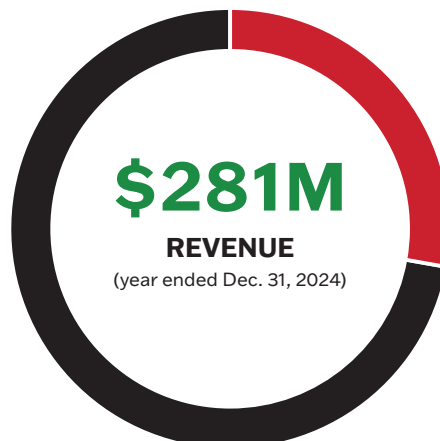
SupremeX (TSX: SXP.TO) is a leading North American manufacturer and marketer of envelopes and a growing provider of paper-based packaging solutions for large national and multinational customers, direct mailers, solutions providers and e-tailers.



ENVELOPE	PACKAGING
#1 in Canada #2 in North America ⁽¹⁾	#1 Independent folding carton provider in Quebec ⁽¹⁾

(1) Based on Management estimates.

~71%
Envelope



~29%
Packaging

OUR VALUES



COMMUNICATION

Open and Honest



INTEGRITY

Ethical, truthful
and unwavering



EXCELLENCE

In everything we do,
a spirit of continuous
improvement



TEAMWORK

The magic is the
people. The power
is the team



RESPECT

Of people,
places and things



OUR MISSION

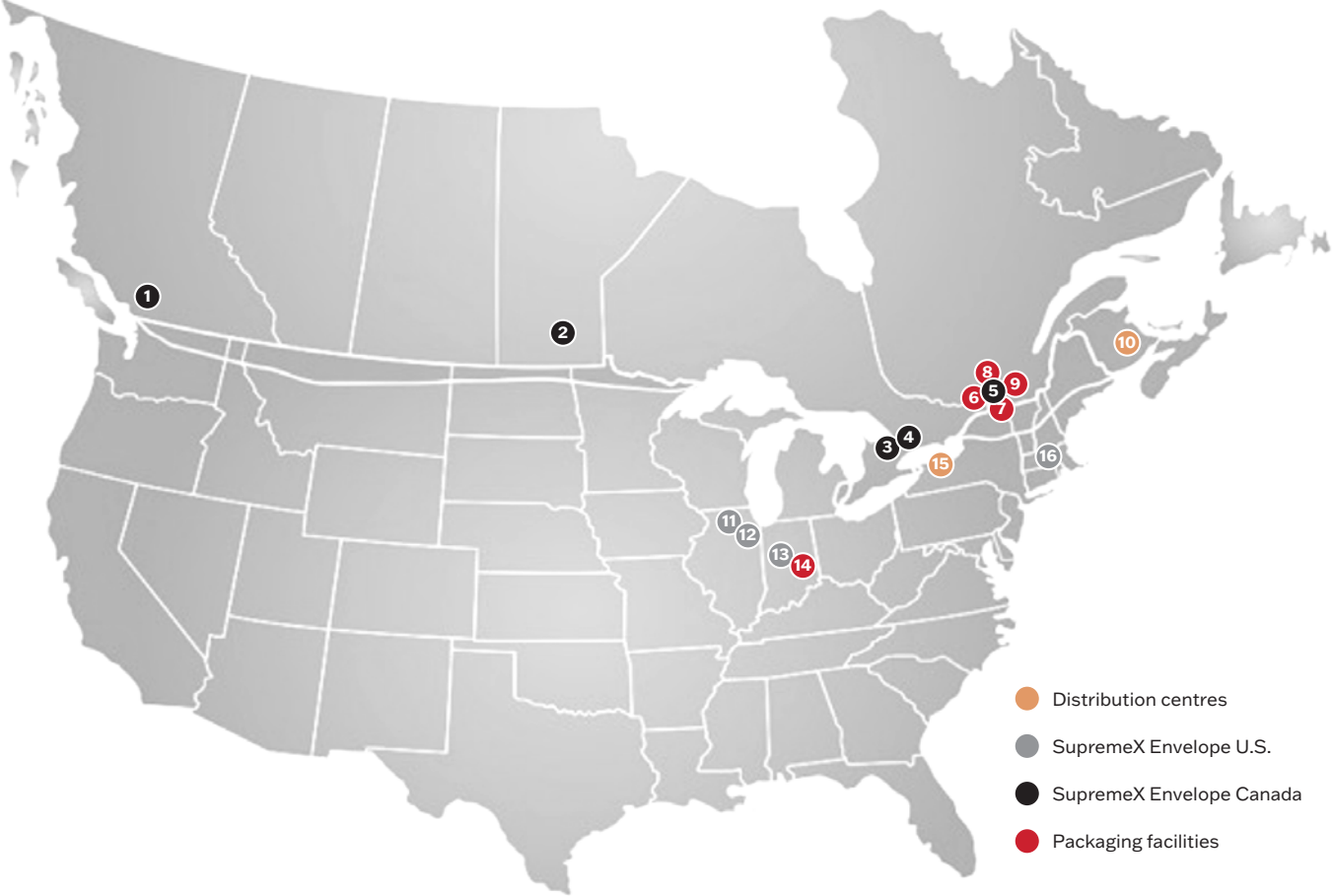
We aim to become the best-managed company in the North American fine paper conversion industry by focusing on the manufacturing, sale and distribution of packaging, envelopes and labels in high potential markets.

We will continue to grow by leveraging the flexibility of our production capacity through our interrelated plant network in order to offer a complete variety of value-added products on a timely basis.

OUR VISION

Our vision is to be recognized as a dynamic employee-oriented organization creating revolutionary ways of providing exceptional service to support low-cost quality products.

OUR NETWORK



- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Envelope Canada
Richmond, BC 2. Envelope Canada
Winnipeg, MB 3. Envelope Canada & Packaging*
Etobicoke, ON 4. Envelope Canada
Mississauga, ON 5. Envelope Canada & Packaging*
Lasalle, QC 6. Packaging
Lachine, QC 7. Packaging
Ville St-Laurent, QC 8. Packaging
Laval, QC | <ol style="list-style-type: none"> 9. Packaging (Labels)
Laval, QC 10. Envelope Distribution Centre
Moncton, NB 11. Envelope U.S.
Naperville, IL 12. Envelope U.S.
Chicago, IL 13. Envelope U.S.
Indianapolis, IN 14. Packaging
Indianapolis, IN 15. Envelope Distribution Centre
Niagara Falls, NY 16. Envelope U.S.
Douglas, MA |
|---|---|

* Owned.

14

Manufacturing facilities

2

Distribution centres

1,101,000

Square footage

~900

Employees

~3,000

Customers



...we focused our efforts on providing the relevant metrics required to support our customers ESG journeys with specific geographic and product level carbon footprint data.

”

2024 ESG HIGHLIGHTS AND STRATEGY UPDATE

In 2024, SupremeX continued to evolve its ESG strategy with a pragmatic and focused approach. Building on the foundational work of 2023, we shifted from preparation to integration—broadening our understanding and translating insights into action.



We placed greater emphasis on listening to our customers, employees, suppliers, and other stakeholders to ensure our ESG priorities remain aligned with their expectations. This dialogue helped guide refinements in both our strategy and operations, emphasizing areas where we can create the most meaningful impact. With this in mind, we focused our efforts on providing the relevant metrics required to support our customers ESG journeys with specific geographic and product level carbon footprint data.

Collaboration across our supply chain also intensified, as we worked more closely with suppliers to identify shared opportunities for improvement in sourcing practices, material certifications, and emissions transparency.

A major focus this year was on enhancing our internal capabilities. We invested time, effort, and energy in expanding our ESG knowledge across teams with a keen focus on improving our data collection methods, enabling more accurate and consistent performance tracking across business units. These improvements are critical as we begin to benchmark progress and define long-term targets.

Our approach remains grounded in practicality, ensuring that each step forward supports both business requirements and sustainable growth. We look forward to continuing this momentum in 2025, guided by engagement, insight, and action.



ENVIRONM

In 2024, SupremeX continued its efforts to advance how we measure, manage, and communicate our impact. Recognizing that meaningful progress requires a clear understanding of where we stand, this year was marked by a concerted effort to strengthen the quality and consistency of our environmental data. Consistent and accurate data forms the foundation for decision-making and accountability, and we enhanced internal systems to better track and analyze our resource use, energy consumption, and emissions across all operations.

ENT



A major milestone in this journey was our work with key customers to develop and assess product carbon footprints. By examining the life cycle impact of our products, from raw material sourcing through to manufacturing, we gained valuable insights into which areas of the value chain offer the greatest opportunity for emissions reduction. We intend to leverage this work to support our customers, many of whom are at various stages of their own ESG journeys and are seeking reliable partners who can contribute to their climate-related goals. By sharing data and collaborating on solutions, we are helping customers understand the impact of their procurement choices.

In response to evolving customer expectations we integrated sustainable options more systematically into our response process for Requests for Quotations (“RFQs”). Customers are increasingly asking for alternatives that reflect their environmental commitments, and we are ready to support by offering certified materials, information on product lifecycle emissions, and full-process transparency. These discussions are not just transactional; they are a key part of our role in promoting sustainability across the broader industry.

Our long-standing commitment to responsible sourcing continued in 2024 with an on-going focus on using chain of custody certified materials. FSC® and SFI® certifications

remain central pillars of our approach, and we prioritized expanding the use of certified paperboard, particularly in our growing packaging division. Education remains vital to this effort. We invested in targeted training for our sales and production teams, ensuring they can clearly communicate the value of certified materials to our customers. Internally, we also enhanced training for operations and procurement personnel, reinforcing the role each team plays in upholding our environmental and certification commitments.

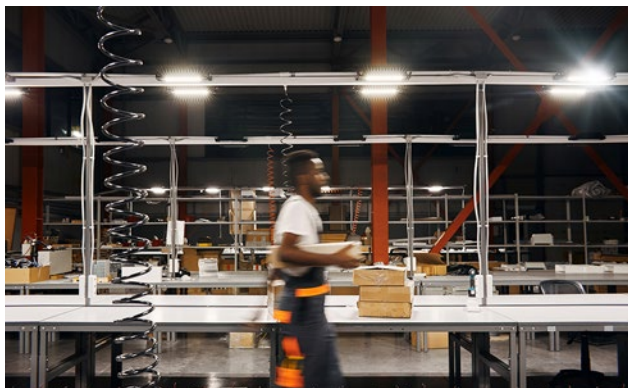
We believe that true sustainability is not achieved through isolated actions but through an integrated approach and an informed culture. That’s why ongoing education has become a core part of our environmental strategy. Whether through structured training sessions, cross-functional meetings, or sharing success stories across our business units, we are actively building a workforce that understands and embraces sustainable practices.

As we look ahead, our priority remains clear: to continuously improve how we understand and manage our environmental impact, and to work collaboratively with customers, suppliers, and employees to advance practical solutions. SupremeX is committed to delivering on this responsibility with transparency, integrity, and purpose.

Customers are increasingly asking for alternatives that reflect their environmental commitments, and we are ready to support by offering certified materials, information on product lifecycle emissions, and full-process transparency.

”

PRACTICAL UPGRADES



LIGHTING RETROFIT

In 2024, SupremeX took action with an energy efficiency initiative at our 38,000 sq. ft facility in Winnipeg, Manitoba. Local management led a project converting the entire facility's lighting system from fluorescent to energy-efficient LED technology. This project is part of our broader environmental strategy to reduce energy consumption and operational emissions through practical, facility-level upgrades.

LED lighting offers substantial energy savings compared to traditional fluorescent bulbs. According to Natural Resources Canada, LED bulbs consume significantly less energy than traditional fluorescent bulbs and last much longer.

Beyond the energy savings, the upgraded lighting also delivers operational benefits. LED bulbs produce brighter, more consistent light, allowing us to reduce the total number of fixtures by approximately 50%, further lowering our overall energy demand while giving our employees an improved workspace.

This project demonstrates how targeted infrastructure upgrades can yield both environmental and operational benefits. SupremeX will continue to identify and implement similar opportunities across our facilities to reduce emissions and improve efficiency.



UPDATES ON SOLAR

In 2023, SupremeX reported on the solar panels at our Naperville, IL facility, targeting the generation of approximately 479,254 kWh of renewable electricity annually.

In 2024, the system generated 445,690 kWh of electricity — slightly below the initial target. The shortfall was due to technical issues with inverters that required unplanned maintenance and resulted in temporary downtime. Despite this, the project successfully transitioned a meaningful portion of the facility's energy use to a renewable source.

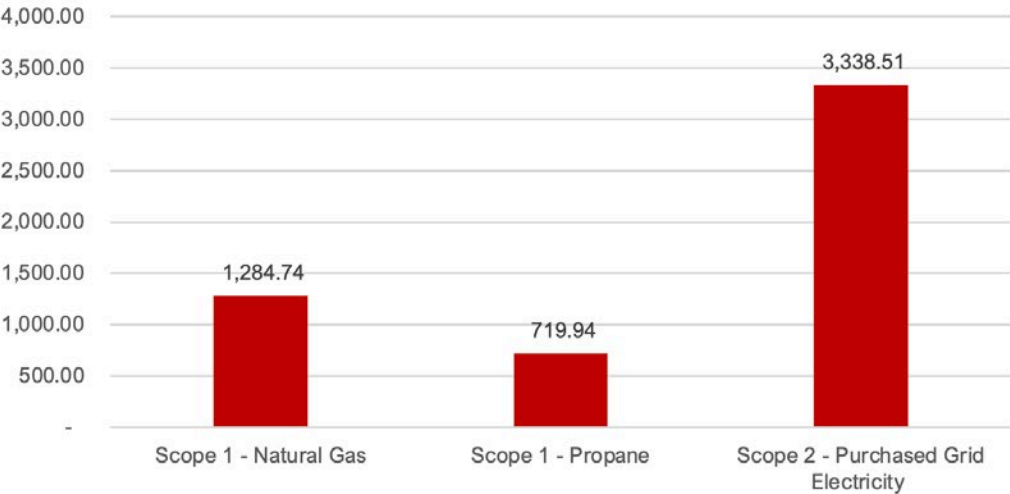
We continue to monitor system performance and plan to use learnings from this project to guide future renewable energy initiatives across our facility network.

ENVIRONMENT DATA

SCOPE 1 & 2 GHG INVENTORY

In 2024, SupremeX continued its efforts to measure the company’s operational carbon footprint, inclusive of our Scope 1 & 2 GHG emissions sources across the operating business units. The company’s Scope 1 and 2 GHG Inventory has been measured and reported in accordance with GHG Protocol Corporate Standard. Figure 1 below outlines SupremeX’s Scope 1 and 2 GHG emissions for the 2024 calendar year, which amounted to 5,343.19 tCO₂e (metric tonnes of carbon dioxide-equivalent) in total.

SupremeX 2024 Scope 1 & 2 GHG Emissions by Category (tCO₂e)

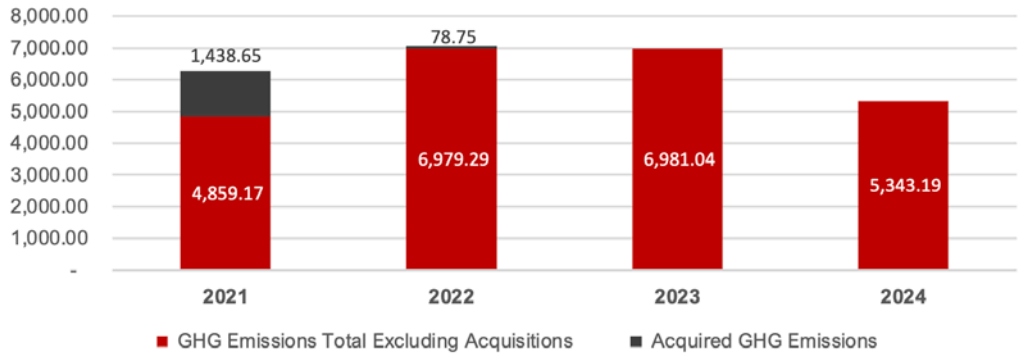


In 2024, SupremeX engaged a third-party consultant to review the company’s existing emissions measurement methodology and previous 2021-2023 GHG Inventory results, which has introduced changes to previous years’ Scope 1 & 2 emissions totals previously reported in our disclosures. The changes in GHG Inventory results reported in our 2024 disclosure are primarily due to improved emission factor selection and a revised methodology for re-stating emissions after accounting for the company’s acquisitions between 2021 and 2024, for which emissions have been re-stated back to our 2021 base year.



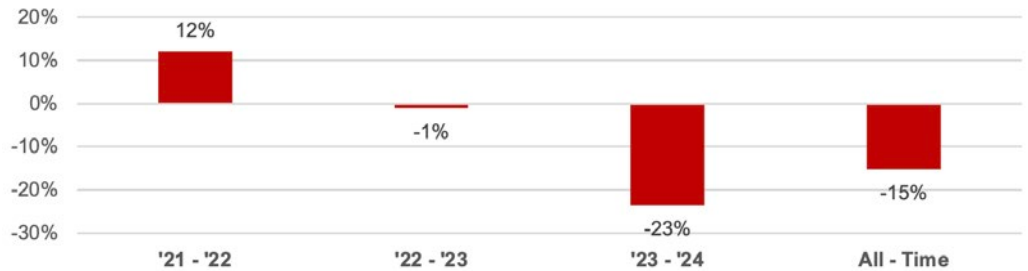


SupremeX Acquired GHG Emissions 2021 – 2024 (tCO₂e)



SupremeX’s Scope 1 & 2 GHG emissions amounted to 5,343.19 tonnes of CO₂-equivalent (tCO₂e) in 2024, which reflects a 23% decrease from our most recent 2023 GHG Inventory total (6,981.04 tCO₂e), and a 15% decrease from our 2021 base year total (6,297.82) tCO₂e). Figure 3 below displays SupremeX’s year-over-year changes in GHG emissions.

SupremeX Percent Change in Total Annual GHG Emissions (%)

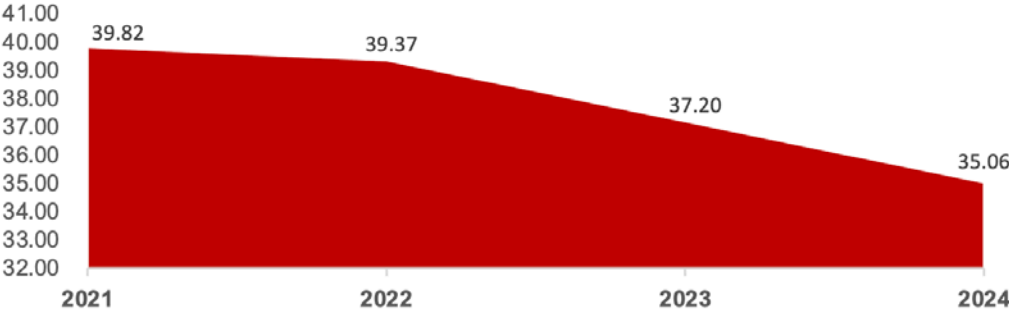


Our decrease in operational emissions was driven partially by a changing product mix and load leveling across our plant network, as well as some electricity emission factors in major United States facilities decarbonizing relative to previous years. Scope 2 emissions from our grid electricity emissions continue to be the primary contributor to the Company’s GHG emissions, representing approximately 65% of our 2024 GHG Inventory, with the balance coming from Stationary Combustion of fossil fuels, namely natural gas and propane.

FACILITY ENERGY BENCHMARKING

Between 2021 and 2024, SupremeX has achieved a steady reduction in energy use intensity (EUI). EUI is measured in equivalent kilowatt-hours per square foot (e-kWh/sq ft), providing a normalized view of energy consumption relative to our building portfolio as a whole. Product mix changes and load leveling across our network of plants are the primary driver of changes in our EUI. This trend is illustrated in Figure 4 below.

SupremeX Facility Average EUI 2021 – 2024 (e-kWh / sq ft)



In total, SupremeX's average EUI from all facilities has decreased by 12%, from 39.82 e-kWh / sq ft in 2021 to 35.06 e-kWh / sq ft in 2024.



PRIOR YEAR MATERIAL PURCHASE INFORMATION RESTATEMENT



As part of our commitment to data integrity and transparency, we conducted a detailed review of our prior year material purchase information and determined that a restatement was necessary. This decision was driven by our continuous efforts to improve data accuracy and align reporting a realistic picture of our operations.

The discrepancies stemmed from issues in extracting data from our ERP systems, where inconsistencies in conversion factors affected how material weights were calculated. Additionally, certification status information was not always accurately extracted at the item level, which impacted our reporting on certified versus non-certified material purchases.

Furthermore, due to the integrated nature of our manufacturing plants, a specific challenge arose with our material transferred between sites, particularly related to “die cut” items. These high-volume packaging blanks were inadvertently included in purchased material totals without proper conversion to weight. Moreover, many of these items had already been accounted for under sheet purchases, resulting in double counting. After careful analysis, we determined that these entries should be removed from material calculations to avoid overstating totals.

This restatement ensures our reporting reflects a more accurate view of our material use and sourcing practices. We remain committed to continuous improvement in our ESG data and will use these insights to strengthen our systems going forward.

ENVIRONMENT

KEY INDICATORS

Indicators/Metrics	Unit of measure	2024 Results	2023 Results	2022 Results
SUPPLY CHAIN MANAGEMENT				
Amount of substrate purchased	MT	41,082	38,987	46,168
Amount of paper purchased	MT	29,912	32,154	38,637
Amount of paper board purchased	MT	10,992	7,672	7,530
Amount of certified paper purchased	MT	22,656	23,544	31,628
Percentage certified paper purchased	%	76%	73%	82%
Amount of certified paper board purchased	MT	4,355	2,921	2,101
Percentage of certified paper purchased	%	40%	38%	28%
Total certified material purchased	MT	27,011	26,465	33,729
Total certified material	%	66%	66%	73%


GREENHOUSE GAS EMISSIONS				
GHG emissions	MT CO ₂ e			
Scope 1 GHG Emissions		2,005	3,137	3,141
Scope 2 GHG Emissions (Location Based)		3,339	3,844	3,917
Total Annual GHG Emissions		5,343	6,981	7,058
GHG emissions intensity	MT CO ₂ e / MT substrate purchased			
Scope 1 & 2 excluding acquisitions*		0.130	0.175	0.115

ENERGY MANAGEMENT				
Energy consumption	e-mWh	40,845	43,346	45,870
Energy consumption intensity	e-mWh / MT substrate purchased	0.994	1.084	0.994
Energy use intensity	e-kWh / sq ft	35.06	37.20	39.37

* Our emissions intensity per purchased material reflects then-current data using inclusive purchasing and emissions data that was available at the end of the completed year. Due to the unavailability of historical weight-based purchasing records, the emissions intensity shown will not directly correlate to our Gross Scope 1 & 2 data presented in every instance.



SOCIAL

A close-up photograph of a person's hand holding a branch of a tree with long, thin, bright green leaves. The background is a soft-focus outdoor setting with other people, suggesting a park or community event. The lighting is bright and natural, creating a warm and vibrant atmosphere.

At SupremeX, our people continue to be the heart of everything we do. In 2024, we remained focused on fostering a strong, inclusive, and engaged workplace culture while ensuring we make a meaningful difference in the communities where we work and live.



Our commitment to employee engagement was strengthened this year through regular and transparent communication. Town Halls meetings continue to be a central platform for sharing business updates, celebrating successes, and listening to employee feedback and remain an important part of our culture. These open and honest sessions have helped build trust, alignment, and a stronger sense of shared purpose across all our business units.

Our Diversity, Equity, and Inclusion (“DEI”) efforts gained momentum in 2024. We launched the HR-led DEI Committee in June, and held seven focused meetings over the year. The committee conducted a thorough review of company materials, benchmarked against industry best practices, and developed a draft DEI Statement and Comprehensive Policy. We also laid the groundwork for a three-year DEI action plan aligned with business goals. We look forward to sharing further updates as our initiatives continue to take shape.

Our “Scoop Squad” once again brought our culture to life by connecting employees and communities through fun and meaningful initiatives. Local teams led the way with events that brought people together while giving back. Notable examples include holiday toy drives supporting local families, creative contests that sparked friendly competition and team spirit, and festive Holiday parties that celebrated our

collective accomplishments. These locally driven initiatives help strengthen employee bonds and reinforce our identity as a people-first organization.

Health and safety remained a top priority. We continued conducting regular safety audits across our operations, reinforcing our commitment to maintaining safe, healthy work environments. In 2024, we also placed added emphasis on employee well-being by expanding awareness and access to our Employee Assistance Program (“EAP”). The EAP provides confidential support for mental health, financial guidance, and other personal matters—ensuring our employees and their families have the resources they need to thrive.

Our people are not just employees—they are leaders, innovators, and ambassadors of the SupremeX culture. By empowering local teams, enhancing our DEI strategy, and investing in meaningful communication and support structures, we are building a workplace that is resilient, inclusive, and community-minded.

Looking ahead, we will continue to amplify local efforts, support our DEI goals with action, and ensure that every employee feels valued, heard, and empowered to make a difference.

SOCIAL

KEY INDICATORS

Indicators/Metrics	Unit of measure	2024 Results	2023 Results	2022 Results
--------------------	-----------------	--------------	--------------	--------------

EMPLOYEES PROFILE & DIVERSITY, EQUITY AND INCLUSION (DEI)


Number of employees	Count	891	1,006	885
Number of female employees	Count	321	379	342
	%	36%	38%	39%
Number of male employees	Count	570	627	543
Number of women in senior executive/ director roles	Count	4	3	3
Percentage of women in senior executive/ director roles	%	20%	19%	20%
DEI policy or program in place	Qualitative	Yes	Yes	Yes
Voluntary turnover rate (excluding retirement)	%	15%	15%	18%

OCCUPATIONAL HEALTH AND SAFETY (OHS) AND WELL-BEING

Total incident rate	Incidents per 200,000 worked hours	2.07	2.64	4.15
Total loss time Incident rate	Incidents per 200,000 worked hours	1.46	1.38	1.61
Lost time accident severity rate	Total Hours Lost / Total Hours worked	0.40%	0.42%	0.34%
Number of fatalities	Count	0	0	0



GOVERNAN



At SupremeX, strong governance is the foundation of our long-term success. In 2024, we deepened our commitment to transparency, ethical operations, and risk oversight strengthening the practices that allow us to grow responsibly while staying true to our values. Good governance is not just a compliance requirement; it's a critical enabler of trust, resilience, and sustainability.

CE

TRANSPARENCY & ACCOUNTABILITY

We continued to prioritize transparent disclosure through our participation in globally recognized sustainability platforms. In 2024, our EcoVadis rating improved, reflecting progress in our environmental and social practices, especially in supply chain oversight and data transparency. The insights gained from EcoVadis helped refine our internal processes and supported our customers' own ESG goals.

We also submitted our latest Carbon Disclosure Project ("CDP") report, showing notable improvement in our emissions tracking and climate-related risk analysis. These enhanced scores are a result of deliberate efforts to improve data quality and integrate climate considerations into operational decisions.

In addition to EcoVadis and CDP, we participated in Sedex and M2030, further reinforcing our commitment to responsible sourcing and global ESG alignment. These platforms help us benchmark our progress and communicate our performance to customers, suppliers, and stakeholders. We remain committed to meeting evolving customer ESG requirements and sharing our results publicly, reinforcing our dedication to accountability.

LEGISLATIVE COMPLIANCE: BILL S-211

One major area of focus in 2024 was our response to Canada's Bill S-211, aimed at eliminating forced labour from supply chains. We undertook a deep review of our supplier network and purchasing practices, going beyond our direct operations to ensure ethical sourcing throughout our supply chain. This review was conducted in alignment with both legislative expectations and broader societal values. It also reinforced our responsibility to look beyond geographic boundaries and keep human rights and labour practices central to how we do business. We reviewed our supply chain to identify industries, products, and countries considered to have a high risk of forced labour and child labour practices. Published indexes, such as the Global Slavery Index and the Corruption Perceptions Index, were used for this exercise. Canada, the United States, and Western Europe, at a country level, have a low inherent risk of forced labour, modern slavery, and child labour. Our risk assessment concluded that the majority of products and services in our supply chain are considered low-risk. With the majority of our supply chain in a low risk environment, we rely on our code of ethics and use of reputable suppliers to mitigate any risk with forced labour or child labour.

Following our core company values of excellence and integrity, we recognize that a small portion of our supply chain may contain paper sourced from Asian countries that carry a risk of forced labour or child labour being used. To mitigate this risk, we continually evaluate our supply base and rely on any imported material to comply with all Canadian law. Canadian law prohibits the importation of goods produced with forced or child labour and provides assurance that our suppliers are not using any inputs that may have been produced using child labour or forced labour.

Our focus for the coming year includes on-going review of our policies and procedures with a special attention related to forced labour and child labour. We also plan continued dialogue with our key vendors to understand their actions to address forced labour and child labour.

ENTERPRISE RISK MANAGEMENT (“ERM”)

Our ERM program continued to serve as an integrative framework connecting governance, operations, and ESG. In October 2024, we hosted our second company-wide Risk Summit, bringing together leaders from across the business for a full-day workshop. This event helped identify emerging risks and develop shared responses, while reinforcing a risk-aware culture across the organization. ESG considerations were central to these discussions, from climate risks to supply chain dependencies.

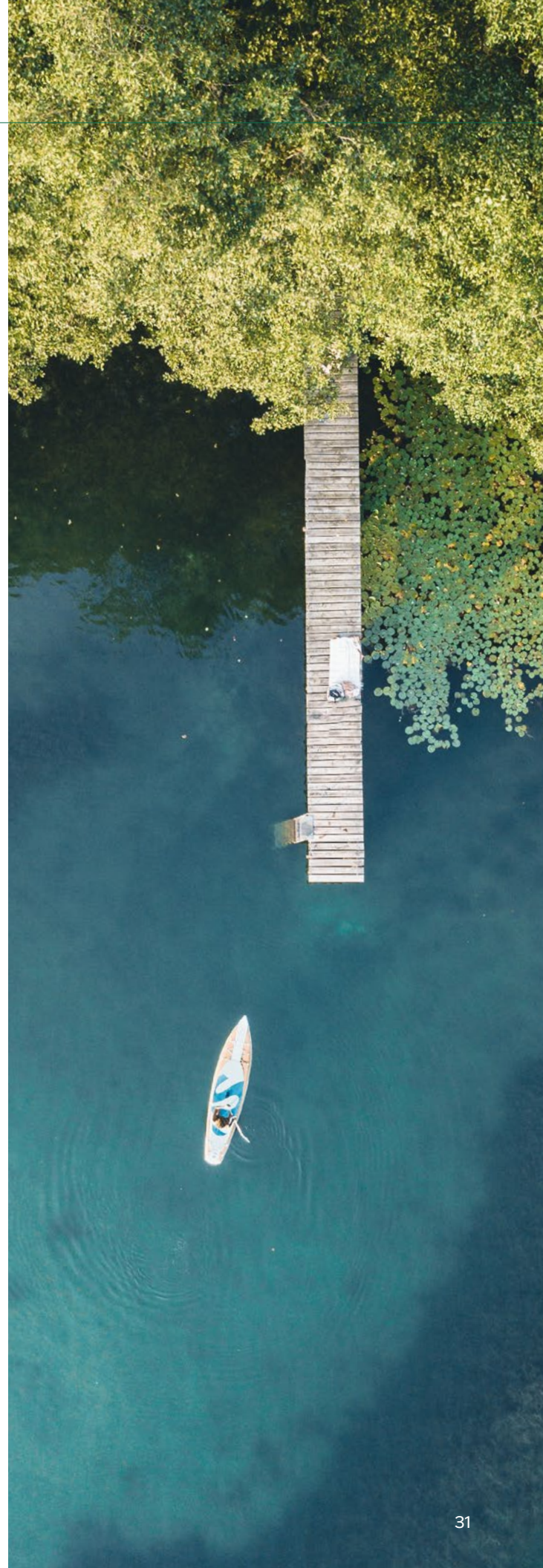
STRENGTHENING ESG OVERSIGHT

In 2024, we adopted a formal ESG Committee Charter, further embedding sustainability into our governance framework. The ESG Committee remains accountable to the Board through the Corporate Governance Committee and plays a critical role in:

- Defining ESG priorities, objectives, and strategy;
- Coordinating and overseeing ESG initiatives across business units;
- Presenting results and recommendations to senior leadership and the Board;
- Ensuring transparency in internal and external ESG disclosures.

By formalizing this mandate, we’ve strengthened the alignment between sustainability and corporate governance, ensuring ESG considerations are embedded in decision-making and not siloed.

Looking ahead, SupremeX remains committed to maintaining the highest standards of governance. Through continuous improvement, open reporting, and integrated risk management, we are ensuring that sustainability and ethics remain at the heart of our business operations.



GOVERNANCE

KEY INDICATORS

Indicators/Metrics	Unit of measure	2024 Results	2023 Results	2022 Results
--------------------	-----------------	--------------	--------------	--------------

BOARD AND GOVERNANCE INFORMATION				
Number of Directors	Count	7	8	8
Number of Independent Directors	Count	6	7	7
Percentage of Independent Directors	%	85.7%	87.5%	87.5%
Independent Chair	Qualitative	Yes	Yes	Yes
Separate Chair and CEO	Qualitative	Yes	Yes	Yes
Number of Board Meetings Held	Count	7	7	10
Average Meeting Attendance	%	96.2%	92.7%	99.0%
Whistleblowing Policy	Qualitative	Yes	Yes	Yes
Code of Ethics	Qualitative	Yes	Yes	Yes
Board Committee Overseeing ESG	Qualitative	Yes	Yes	Yes

BOARD RENEWAL AND DIVERSITY				
Annual Election of Directors	Qualitative	Yes	Yes	Yes
Average Age of Directors	Years	67	66	65
Mandatory Retirement Age	Qualitative	No	No	No
Average Director Tenure	Years	10	9	8
Percentage of Women on Board	%	14.3%	12.5%	12.5%

CONTACT

SupremeX Head Office

7213 Cordner Street

LaSalle, Quebec

H8N 2J7

ESG Committee

esg@supremex.com

1 800 268-0955



FSC
www.fsc.org

RECYCLED

Paper made from
recycled material

FSC® C002262



SupremeX

www.supremex.com