



Annual Sustainability Report (ASR)

2024



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Annual Sustainability Report **2024**



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Introduction

CJK Group
Annual Sustainability Report **2024**



At the heart of CJK Group is an entrepreneurial spirit, a devotion to the craft of printing, and a desire to provide the publishing communities we serve with solutions and services that go well beyond ink on paper.

We are committed to growth through acquiring the best-in-class content production facilities in the world to ensure that today's publishers, educators, catalogers, and information providers have a choice to partner with exceptional companies, all dedicated to the highest level of quality and service.

Being environmentally friendly is not the same as being absolutely committed to operating facilities at a high level of constant and ongoing improvement in every area that affects sustainability. CJK Group, as parent company to industry-leading print and publishing services facilities as well as multiple OEM service provider facilities around the world, believes this and lives this.

Our sustainability commitment isn't new. In fact, year after year, we continue to put more measures in place to:

- Demonstrably decrease our carbon footprint.
- Reuse or recycle all possible materials and energy resources.
- Eliminate over-consumption and minimize waste.
- Inspire our employees to live sustainably in their own lives.
- Take the lead within our industries in this critical effort.

In addition to these key initiatives, we operate within compliance of all local, state, and federal environmental regulations and laws, including obtaining materials from responsible and certified sources that provide fair and acceptable working conditions for their own employees. Our printing papers are sourced from responsible mills and distributors that are certified with at least one certification from an independent third-party verification.

Message from Our Leadership

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At CJK Group, our commitment to sustainability remains a core part of how we operate and how we serve our customers. Every story we help bring to life depends on real resources, and it is our responsibility to use those resources wisely.

This past year brought meaningful changes across the print and publishing industry. The introduction and eventual full implementation of the European Union Deforestation Regulation (EUDR) is a particularly important development. It raises the bar for transparency and accountability across the supply chain, especially when it comes to fiber sourcing. While meeting these new expectations will require effort, we believe collaboration across the value chain will be essential in getting it right. That means closer alignment with our suppliers, customers, and third-party partners as we move forward together.

To support this regulation, we have begun working with a trusted organization, LiveEO and their TradeAware system, to improve traceability and compliance. This partnership, along with others across our network, are helping us prepare for a more connected and accountable future. More information to follow in both this report and the months to come.

In addition, we have made steady progress toward our broader environmental goals. Our long-term commitment to reach Net Zero emissions by 2050 remains in place. With support from partners like Nero, M2030, and Renew Energy Partners, we continue to improve how we measure, manage, and reduce our impact, from emissions reporting to infrastructure improvements.

We recognize there is more work to do, and we appreciate the continued collaboration across our teams, our partners, and the industry as a whole. Sustainability is not just a goal; it is a shared responsibility. And we remain committed to doing our part.

~Rob Nawfel
Chief Operations Officer
CJK Group

"Sustainability is not just a goal; it is a shared responsibility. And we remain committed to doing our part."



Measuring Progress

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CJK Group has many internal progress goals and KPIs that we collect and report on internally each quarter. These progress reports let us analyze how each of our locations are trending towards net-zero and where our focus needs to be.

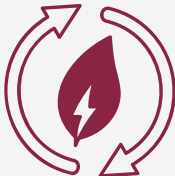
Key Indicator (KPI)	Activity / Project	Data / Outcome
Downward Trending Energy Usage	Activities should be centralized around energy use reduction	<ul style="list-style-type: none">• Meet or exceed internal energy reduction target
Upward Trending Overall Production	Projects should focus on increase in production without increase in energy use	<ul style="list-style-type: none">• Increase in overall production without increased energy use
Company-Wide Involvement	Initiatives should involve all levels of the corporation	<ul style="list-style-type: none">• 100% participation in reporting

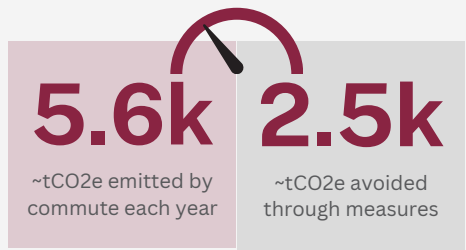
Carbon Emissions Data

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Summary and Trends*

Data on relevant environmental categories with yearly changes & trends (%)

	CURRENT REPORTING YEAR (FY 2024)	COMPARISON REPORTING YEAR (FY 2023)	% CHANGE
Total gross Scope 1 emissions (tCO2e)*	12,522	13,164	-4.88%
Total gross Scope 2 emissions (tCO2e)*	44,512	48,051	-7.37%
Total Emissions (tCO2e)*	57,034	61,215	-6.83%
Energy consumption used to calculate emissions (kWh)*	173,987,547	182,638,258	-4.74%



**=Updated Scope 1 and Scope 2 emissions data based on more robust data collection methodologies in partnership with Nero. Scope 3 emission data collection 3rd Party data validation to occur in 2025. Please find a link to full Nero emissions and energy data report on our website.*

Carbon Emissions Data

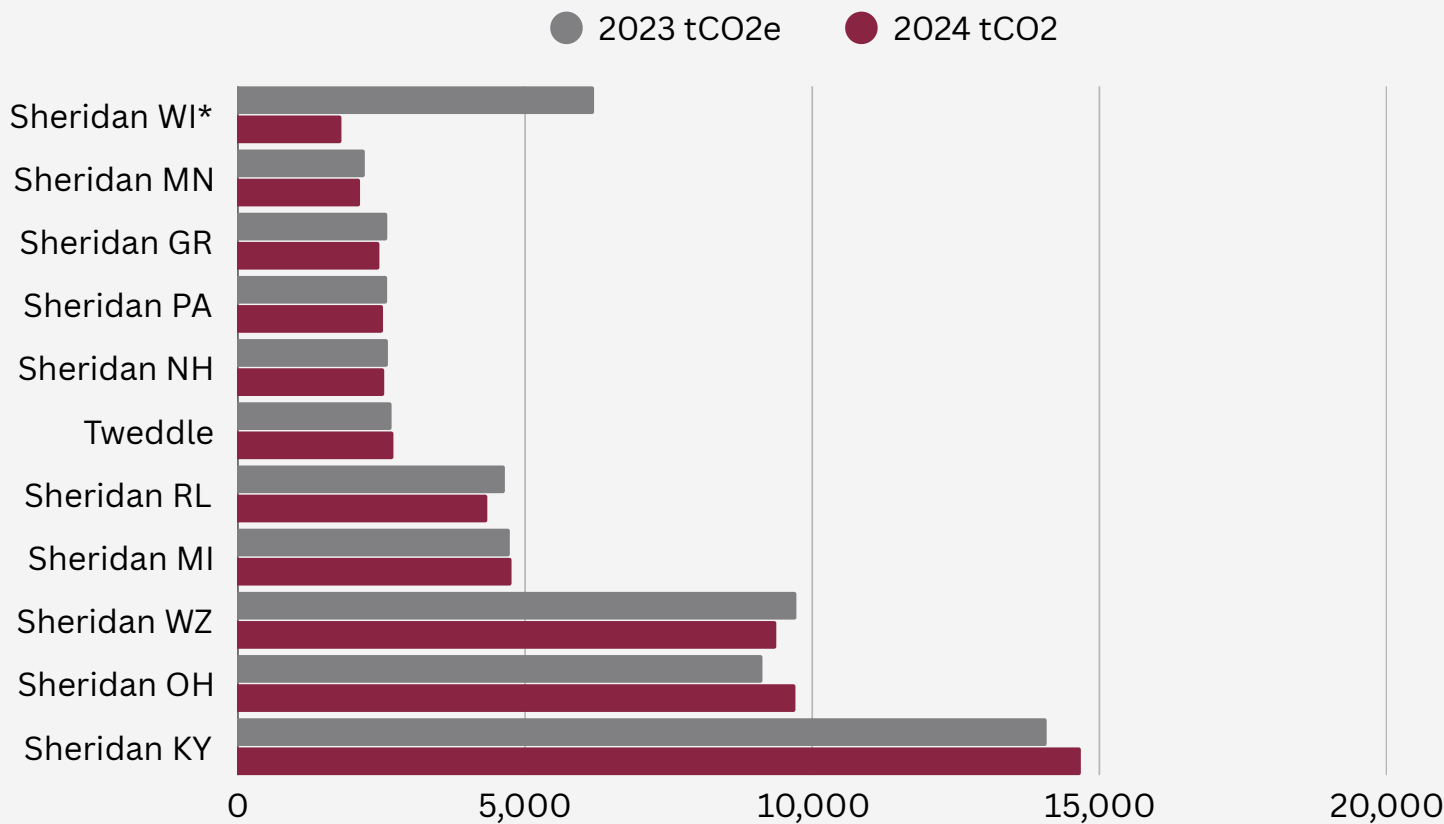
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Through our new partnership with Nero and the use of location-specific EPA emission factors, we have improved the accuracy of our environmental data collection. As a result, our Scope 1 emissions (tCO₂e) decreased by 4.88%, and our Scope 2 emissions (tCO₂e) fell by 7.37%. Overall, combined Scope 1 and Scope 2 emissions across all facilities dropped by approximately **6.83%** year-over-year from FY 2023 to FY 2024. Our absolute energy consumption (kWh) also declined by **4.74%**.

CJK Group continues to monitor environmental data closely and seek out new ways to reduce our environmental footprint. Recent efforts include investments in more energy-efficient production equipment across multiple facilities, as well as operational restructuring to optimize resource use. *One example is the decommissioning of our Sheridan Wisconsin facility in early Q2 2024 and the strategic reallocation of its work across our broader network.

Emissions Breakdown by Facility

Updated tCO₂e per Sheridan & Tweddle production facility for 2023 to 2024



Note that data for recently acquired Sheridan LI, Sheridan LJ, and Sheridan PO facilities (from CJK Group’s recent Kodi Collective acquisition) is not included in this chart as those officially joined the Sheridan family starting in 2025. We are working to gather updated environmental data from these facilities and plan to have the new carbon emission profiles updated for our 2025 Annual Sustainability Report.

Important Note: emission factors and calculations for CO₂e provided by Nero (previously M2030) and based on facility-reported Scope 1 and Scope 2 environmental data. Emission factors derived from EPA factors average for North America, year of factor(s) utilized, and accuracy of data may vary.



Demystifying the EUDR

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The European Union Deforestation Regulation (EUDR) is coming, and it's bringing major changes for industries like ours. This guide will walk you through the basics of the regulation, how it impacts you, and what steps are being taken to prepare.

What is the EUDR?

The [European Union Deforestation Regulation](#) is a law designed to combat global deforestation and forest degradation. Under the EUDR, companies selling certain products in the EU must prove their goods are not linked to deforestation. This includes products made from wood, such as paper, books, and publications—key components of the publishing and printing industries. Essentially, the goal is to ensure the raw materials we use are sourced responsibly and legally.

Originally set to go into effect in December 2024, the European Union granted an additional 12-month phasing in period, setting December 30, 2025 as the deadline for compliance for large and medium companies, and June 30, 2026 for [small and micro enterprises](#).

Why Does it Matter to Publishers, Printers, and Mills?

Let's break it down by role:

Publishers

If you sell books or publications in the EU, you'll need to prove that your products comply with the EUDR. Non-compliance could mean large fines or losing access to the EU market—a significant concern for publishers with international sales.

Printers

Printers like Sheridan play a critical role in the supply chain. We purchase paper from mills, transform it into books or publications, and supply it to publishers. That means we need to work closely with suppliers to ensure every sheet of paper meets EUDR requirements for products being sold in the EU.

Mills

Paper mills are at the start of this process. They source raw wood fiber, manufacture paper, and ship it to printers. For mills, compliance means tracing the origins of raw materials and proving that the forests they source from are managed sustainably.



Demystifying the **EUDR** continued...

What Conditions Must Be Met to Ensure Compliance of a Product

- Does not contribute to deforestation or forest degradation
- Produced in accordance with applicable local legislation
- Covered by a due diligence statement (includes geolocation of trees, risk assessment, risk mitigation)



Where Do Things Stand?

The implementation of the EUDR has been pushed back to the end of 2025, giving the industry more time to prepare. However, the timeline is tight for publishers and printers. Paper used in books and publications for sale in the EU after the deadline must comply with the regulation beforehand. Since sourcing, production, and distribution take time, mills, printers, and publishers need to have their processes in place well in advance.

Sheridan is actively collaborating with our suppliers to ensure full compliance and transparency across the supply chain. Our focus is on making this transition as seamless as possible for our customers.



Demystifying the EUDR continued...

Top 4 Questions We Hear:

- **What data is required for each product (printing) going to the EU?**
Among the data required in the Due Diligence Statements (DDS) for the submission to the Traces-NT system are the geolocation of the harvested wood (actually the polygon defining the area of harvest) associated with all paper products in the publication including supplied components (covers, advertising inserts, etc.), the species, the weight of the product, the harvest dates, conformity to local laws and a number of supporting fields. This is not a comprehensive list, but it should give you an idea of the scope of the data collection effort.
- **How are reference numbers registered with the EU:** The EU maintains a database called Traces-NT which houses due-diligence documentation at each step in the supply chain. It is our understanding that this program will only be accessible to those acting as an “Operator” in the EU, so information will pass along the supply chain. See graphic on the following page.
- **Does FSC certification cover EUDR?** FSC certification (and SFI) help with overall risk assessment and due diligence (which is the obligation of the entity putting the product on the market), but it does not provide the specific data required to be submitted to the Traces-NT system for compliance.
- **Do I qualify for SME exceptions?** As noted earlier, SMEs are small and mid-sized businesses who are granted some extra time and other latitudes in the EUDR rules. In many instances the publisher may be an SME but the entity putting the product on the market in the EU may not meet the SME criteria which means that they will need the full data set to bring the materials into the EU. Additional information regarding SMEs can be found on the [EU website](#).

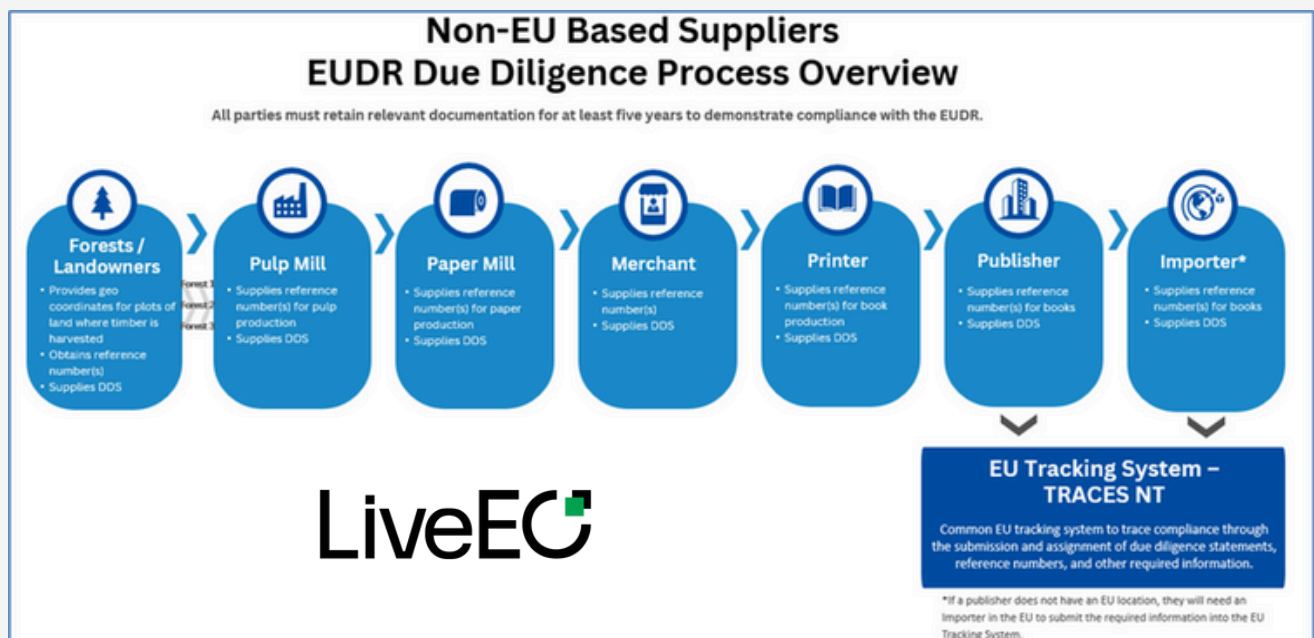
Additional FAQs can be found here: <https://www.sheridan.com/news-insights/eudr>

Demystifying the EUDR continued...

How is Sheridan Helping Publishers Navigate EUDR?

Sheridan understands that navigating a new regulation like the EUDR can feel overwhelming, so here's how we are stepping up:

- **Supplier Collaboration:** We're working with mills to secure EUDR-compliant paper and ensure traceability documentation is available.
- **Planning:** For publishers requiring EUDR compliance, we will confirm that their stocks will meet the requirements or suggest changes to compliant substitutes.
- **Guidance for Publishers:** Once available, we'll provide you with information about our workflows and IT protocols to provide you with the data you will need to register your products into the Traces-NT system. The submission of the data to the Traces System can only be done by the EU registered entity placing the product on the EU market which is either you, the publisher, or the distributor you are working within the EU. When the data is accepted by the Traces system you will receive a Due Diligence Reference Number (DDR) which you must have in order to clear customs. We have also entered into partnership with LiveEO, that leverages their TradeAware system for all things DDS and EUDR related.
- **Regular Updates:** As the compliance and data/workflow landscape evolves, we'll keep you informed of progress and timelines.





Demystifying the EUDR continued...

What's Next?

Publishers and printers should start preparing now. Communication is key: talk with your printers about their plans for compliance, discuss sourcing with mills, and stay informed about regulatory updates. Also, review your publication calendar for any titles that may be shipping to the EU around the time of the deadline or thereafter. Consider what types of paper they will print on and make preparations now to ensure they meet the requirements.

EUDR is a complex regulation and a significant challenge for all the actors in the supply chain. This overview is meant to be a very high-level view of the requirements. We urge you to become familiar with the regulation and to understand that the workflows and IT integrations required to transfer the information.

While Sheridan's ability to support you is entirely dependent upon the mills, pulp producers, and woodlot owners who make up the supply chain, together, we'll navigate these changes and ensure the books and publications you create continue to meet the highest standards— while protecting our planet's forests for generations to come.

Additional Resources

For more updates on the EUDR and what it means for the publishing industry, follow Sheridan's blog at <https://www.sheridan.com/news-insights> or reach out to your Sheridan representative.

European Commission Resources

- **Regulation on Deforestation-Free Products:**
https://environment.ec.europa.eu/topics/forests/deforestation/regulation-deforestation-free-products_en
- **Implementation of the EU Deforestation Regulation (includes link to FAQs):**
https://green-business.ec.europa.eu/deforestation-regulation-implementation_en
- **Key EU Regulatory and Guidance Documents related to EUDR:**
<https://ec.europa.eu/newsroom/env/items/879250/>

Sustainability Spotlight

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TWEDDLE™ — GROUP — CJK GROUP

Green Week 2025

For the past 10 years, Tweddle Group has celebrated Green Week—an interactive event focused on educating employees about the environment. The goal is to inspire positive change through awareness and simple, impactful actions.

GREEN WEEK 2025 “WILD OUR WORLD”

- Plants
- Pollinators/Bees/Monarchs
- Garden and Wildflowers
- Animals & Nature
- Beneficial Bugs

Collections, Swap Table, Pet Sharing Photo Page, Garden Planting, Apiary Bee Introduction, Plant Adoption, Wildflower Planting, Awareness and Information, Participation Prizes.

Charity for 2025

“Humane Society of Macomb” Towel and Wash Cloth Drive. The Green Week Team will be teaming up with the Charity Committee.

To learn more about
Tweddle Group’s
sustainability
commitment, visit

TWEDDLE.COM





2013



2015



2017



2023



2021



THE SUSTAINABILITY TEAM ESTABLISHED GREEN WEEK IN 2009

Green Week revolves around a specific theme, and all activities are designed to align with that theme. This approach helps to focus efforts and creates a cohesive message about sustainability. Most of the team has been together for years, and new members are added often.

Current members include: Beverly Harris, Sinney Merriwether, Karen Scaramuzzino, Janet Berendson, Dottie Rocke, Irving Thompson, Sangita Kamat, Kristie Farkas, Krista Miller, Ana Aguilera and Shannon Herbert

Activities have included:

- Awareness • Info Fair
- Participation Prizes •
- Community Clean-ups
- Community Garden •
- Live Bat Demo •
- Repurposed Art Show
- Pledges
- Outdoor Green Vendor Festivals
- Bee Demo
- Art & Scraps Bus
- Swap Table
- Electronic Recycling
- Shredding
- Stories from Employees

Yearlong Initiatives

E-Cookbook on the Intranet Home Page and plastic bags brought from home and returned to a recycling center.

Collections:

Cell Phones, Eyeglasses, Shoes, Clothing, Household Items, and Small Appliances.



Monetary & Charitable Donations:

Soles for Souls, Wigs 4 Kids, Cranbrook Institute of Science, Michigan Beekeepers Association, Clinton River Watershed Council, Green Living Science, Arts & Scraps, Flint Water Crisis, Humble Design, Michigan DNR, The Nature Conservancy, Vietnam Veterans of America, Lions Club/Cell Phones for Soldiers.

Looking Forward

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Where do we go from here? This sustainability report is not just about looking back, but also looking forward. Our Annual Sustainability Report is a continuous work in progress - a way for our organization to track our impact and improvements over time. Below are a few of our future centralized goals moving into 2025:

01 — EUDR Prowess, Knowledge & Systems

We want to be at the forefront of EUDR compliance in the Printing Industry for 2025 and beyond. With our new partner, LiveEO, we plan to provide all required due diligence data in a timely and efficient manner, while remaining a trusted resource within the entire supply chain on the subject matter.

02 — Data Collection Accuracy and Scope 3

Although we have captured some of our Scope 3, we must cover more Scope 3 datasets. We also want our environmental data to be 3rd party audited and verified. Our new partner, Nero, will assist us in achieving these goals.

03 — Publish Near-Term Reduction Targets

We remain committed to and published our Net-Zero by 2050 goal, but we still need to release our Near and Short-Term reduction targets to the public. Our priority is to leverage our new partner, Nero, to ensure our data reporting is accurate and target setting remains realistic and achievable.

Summary

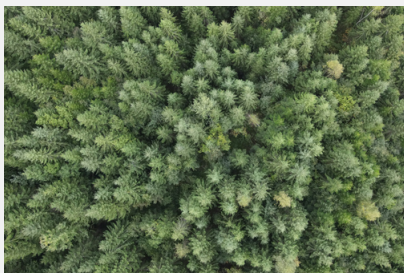
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CJK Group and its subsidiaries remains committed to achieving Net Zero emissions by 2050. New partnerships established in 2024 are accelerating progress toward several of our long-term sustainability goals. Key highlights from this year's Annual Sustainability Report include:



Global Sustainability Initiatives

Emerging global sustainability initiatives, including the EUDR and other regulations, continue to reshape the industrial landscape. CJK Group remains committed to leading efforts in adapting to these changes and maintaining full compliance.



Achieved Overall CO2e Reduction

Total reduction was again nearly 5% year-over-year, driven in large part by the sunsetting and strategic consolidation of work from our Sheridan Wisconsin facility.



Growth and New Capabilities

Through our investments in both new acquisitions and equipment, we are positioning ourselves across the organization to be able to continue to drive improvements in overall production and energy efficiency.

Contact Us

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CJK Group Corporate Sustainability Team:

Grant Miller | **CIO; CTO - CJK Group**

Rob Nawfel | **Chief Operations Officer - Print - CJK Group**

Paul Bozuwa | **Executive VP for Strategic Solutions - Sheridan**

Paul Loy | **Group Vice President - Books, Journals - Sheridan**

Ben Goers | **Director - Quality, Environmental, Health & Safety - Tweddle**

Nick Stratta | **Sustainability and Compliance Coordinator**

Our Partners:

nero

MANUFACTURE
2030

RenewEnergy
PARTNERS

CPI

LiveEC

ecovadis

BOOK
CHAIN
PROJECT

**We thank you for your continued support of our sustainability efforts.
We are excited for you to grow with us and to work with you on this journey!**

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