OUR LEGACY

A Commitment to People, Planet, and Purpose

EST. 1907
FRIESENS
EMPLOYEE-OWNED

Our dedication to environmental and social responsibility is at the core of our operations.

We strive to make the most efficient use of our resources while minimizing our ecological footprint. By carefully managing materials and processes, we prioritize reuse and recycling wherever possible, and all recyclable materials from our plants are directed to appropriate facilities.

As employee-owners, everyone on our team shares responsibility for how we operate, the decisions we make, and the impact we create. This ownership mindset is reinforced by a Board elected by our employee-owners, promoting transparency, shared accountability, and long-term stewardship.

Our mission is to safeguard the well-being of our employees, customers, community, and the natural environment. We take proactive steps to prevent or mitigate any adverse impacts from our operations and products, supported by regular evaluations to ensure compliance with environmental laws and regulations. We continuously implement best practices across our organization.

As long-standing stewards, our commitment extends beyond compliance. Guided by our employee-ownership culture, we actively support initiatives that deliver long-term environmental, social, and economic benefits—reflecting our shared responsibility to contribute positively to the world around us.

Chad Friesen, CEO

The Friesens Way to **Sustainability**

We're committed to thoughtful innovation—sourcing materials and adopting processes that reduce our environmental impact. Sustainability is part of how we do business every day.

- We prioritize environmentally responsible materials and technologies.
- Our commitment to continuous improvement embraces reduce, recycle, and compost.

The Friesens Way to **Employee-Ownership**

We believe in leading with purpose, grounded in employee-ownership, to support the people, industries, and communities we serve.

1. Everyone is included
2. "We" before "Me" philosophy
3. Beneficial ownership
4. It influences every strategy
5. Perpetual ownership

A Longstanding Commitment to Sustainable Choices

Sustainability isn't a trend at Friesens—it has been woven into our operations for decades.

Forest Stewardship Council (FSC) Leader:

Among the first printing companies in Canada to earn FSC certification.

Responsible Paper Sourcing:

- 97% of all paper used is FSC certified.
- 100% of coated paper is FSC certified.
- 95% of uncoated paper is FSC certified.

Innovating Before Sustainability Was Popular

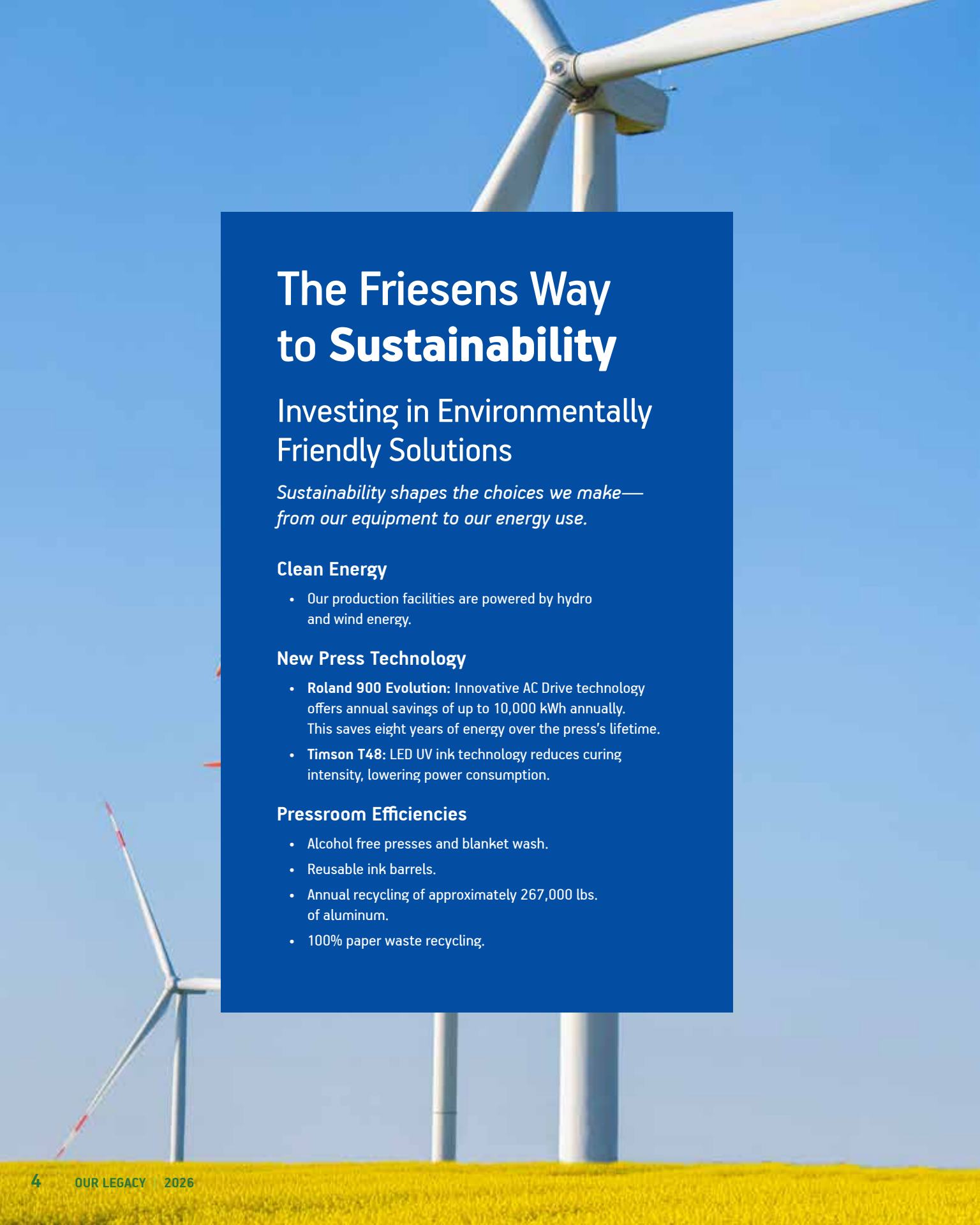
Ink Cans:

Since the 1970s, we've used reusable barrels and piping systems to deliver ink directly to the press—preventing countless disposable cans from reaching the landfill.

Paper Recycling:

As early as 1950, when we installed our first press, we also installed a baler and established a recycling program for paper waste. Today 100% of our paper waste is recycled.

Our commitment to sustainability extends beyond our operations and into the communities we serve. We are proud to support tree planting initiatives along the Trans Canada Trail, helping restore natural spaces and strengthen Canada's environmental legacy. Through this sponsorship, Friesens employee-owners come together to plant trees—actively participating in efforts to grow and sustain these ecosystems. It's one more way we live out our responsibility as environmental stewards, creating lasting environmental, social, and economic benefits for generations to come.



The Friesens Way to **Sustainability**

Investing in Environmentally Friendly Solutions

Sustainability shapes the choices we make—from our equipment to our energy use.

Clean Energy

- Our production facilities are powered by hydro and wind energy.

New Press Technology

- **Roland 900 Evolution:** Innovative AC Drive technology offers annual savings of up to 10,000 kWh annually. This saves eight years of energy over the press's lifetime.
- **Timson T48:** LED UV ink technology reduces curing intensity, lowering power consumption.

Pressroom Efficiencies

- Alcohol free presses and blanket wash.
- Reusable ink barrels.
- Annual recycling of approximately 267,000 lbs. of aluminum.
- 100% paper waste recycling.

Our Sustainability Culture Lives in Every Department

Paper Stewardship

- We use 13,000 tons of paper yearly and recycle 100% of paper waste.

Lunchroom Leadership

- Our internal composting initiative inspired the development of the community wide composting program in Altona, MB.
- Styrofoam has been fully eliminated from lunchrooms.

Waste Management & Local Partnerships

- Active participation in local recycling programs.
- Locally sourced, reusable pallets enabling purposeful employment for individuals with intellectual challenges.
- A waste tracking system helps us reduce waste in book production.

Scan to learn more about Friesens Sustainability.

The Friesens Way to **Employee-Ownership**

Employee-ownership is central to Friesens commitment to responsible and sustainable business. Governed by our employee-owners rather than external shareholders, we are able to prioritize long-term stewardship, ethical decision making, and shared prosperity alongside financial performance. This model strengthens employee engagement and accountability, resulting in consistent quality, stable partnerships, and resilient supply chains for publishers. Beyond our own operations, Friesens actively advances employee-ownership within the broader publishing and business community, helping preserve independent organizations, support local economies, and contribute to a more sustainable and people centered future for publishing.

Our Commitment Beyond Print

Investing in students, the publishing industry and the communities we serve.

Supporting Teachers & Students

- Supporting educators as they develop and deliver career-ready skills through in-class curriculum and hands-on learning.
- Sponsoring literacy programs that help place more books into children's hands.

Supporting Publishers & Book Industry Organizations

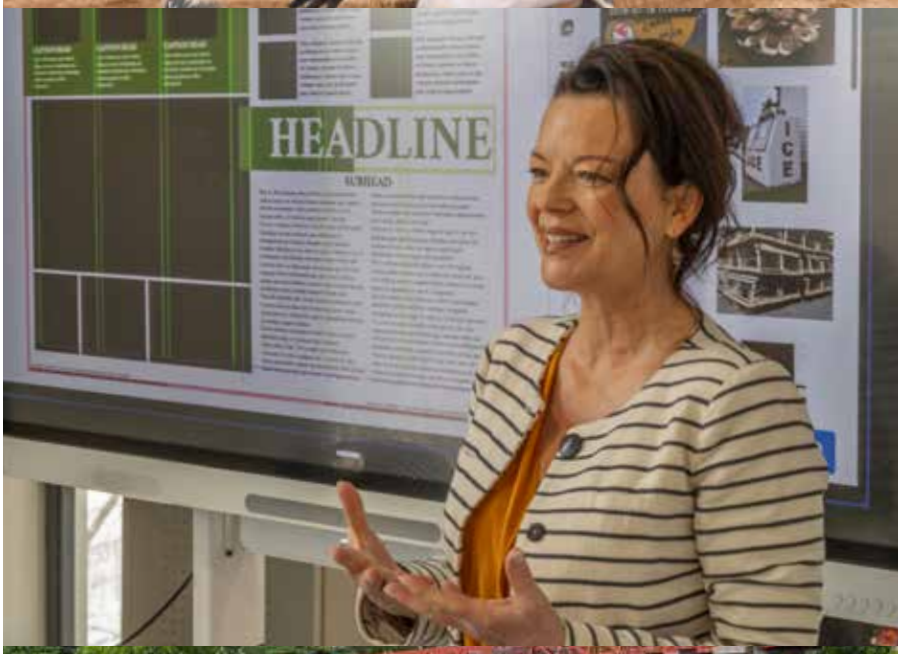
- Proud sponsor of the *Green Book Alliance Carbon Calculator for BookofOne.*
- Sponsorship of more than 18 industry associations supporting publishers, authors, and literacy.

Supporting Our Local & Global Communities

We invest in over 90 community organizations, including:

- Community festivals
- Safe homes and mental health programs
- Local health initiatives: hospitals, air ambulance, medical support
- Youth sports and arts
- Animal rescue organizations

Scan to learn more about Employee-Ownership.



The Friesens Way to **Governance**

Governance at Friesens is rooted in employee-ownership and shared accountability. Two-thirds of our Board of Directors are employees of the company, and at least one director serves as a non-management representative, helping ensure a range of perspectives in board oversight. All directors are elected by employee-owners, reinforcing a governance model that keeps leadership closely connected to the people who help guide our business every day.

Our Board of Directors

Scan to learn more about our Governance.

Sending Big Waves into Motion

Scaling our sustainability efforts through a bold 10-year vision, world-class systems, and strategic reinvestment

Our 10-Year Vision

We've set ambitious goals to strengthen sustainability and social impact—while growing our business and creating opportunity.

Building a World Class Sustainability Program

- **Phase One:** Implement a sustainable framework to identify priority initiatives that deliver the greatest long-term environmental and social impact.
- **Phase Two:** Develop an action plan aligned to sustainability goals and responsible resource use.
- **Phase Three:** Execute initiatives while tracking outcomes, measuring impact, and continuously improving performance.

Aggressive Reinvestment in Equipment & Automation

- Replace aging equipment with modern, energy efficient solutions.
- Expand capabilities to better serve customers.
- Introduce automation to reduce repetitive movements, minimizing chronic injuries and improving quality of life for employee-owners.
- Use AI responsibly to enhance employee value, efficiency, and opportunities for personal financial gain.

FRIESENS.COM