

2023

ESG Report

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Letter from our CEO

I am pleased to share ProMach's inaugural Environmental, Social, and Governance (ESG) Report. This report captures who we are, our values as a company, and our contributions towards making a positive impact on the world.



Mark Anderson
President and
Chief Executive Officer

Since day one, ProMach has been driven by a mission to provide trusted products that safeguard the operations and reputation of our customers, and many of the ESG topics covered in this report have been integral in helping us bring that mission to life. Formalizing our ESG approach is a natural progression of our longstanding commitment to our employees, customers, and communities we serve. This report is our opportunity to offer a clear narrative about our current ESG initiatives and provide insights into future strategies.

We strongly believe in being accountable for our impact on all our stakeholders, including our customers and employees. We are intentional about engaging stakeholders to ensure that our strategy reflects the varied perspectives and voices of those in our operational sphere.

Completing our inaugural materiality assessment this year was critical in understanding our impact, stakeholders' priorities, and how those criteria intersect. This assessment represents a critical step forward in our ESG journey and in formalizing our

ESG strategy. It has provided the opportunity to align our focus with key priorities held by those inside and outside the organization. While ESG topics have always been part of our business strategy and considerations, this assessment acts as a compass aligning our formalized approach to the long-term business strategy of ProMach.

OUR APPROACH TO ESG

While this report marks the first time we've used specific ESG terminology, our longstanding business practices have always reflected ESG principles. Trust, transparency, and autonomy are the cornerstones to who we are and how we run our business, providing stability amid our rapid growth and innovation. To us elements of ESG like health and safety, business ethics and compliance, and environmental considerations have always been priorities within our business strategy. This report simply showcases our dedication to continuous improvement through measurement, action, shared ethics, and transparency.

ENABLING SUSTAINABILITY FOR CUSTOMERS

In addition to championing sustainability within our own operations, we take pride in our role as a strategic partner to our customers in their sustainability journey. Through collaboration and engagement, we're finding innovative ways to help our customers and the broader packaging industry reduce waste, cut emissions, and operate more sustainably. While our efforts often create economic benefits for our customers, they are just as critical in helping to build a better world.

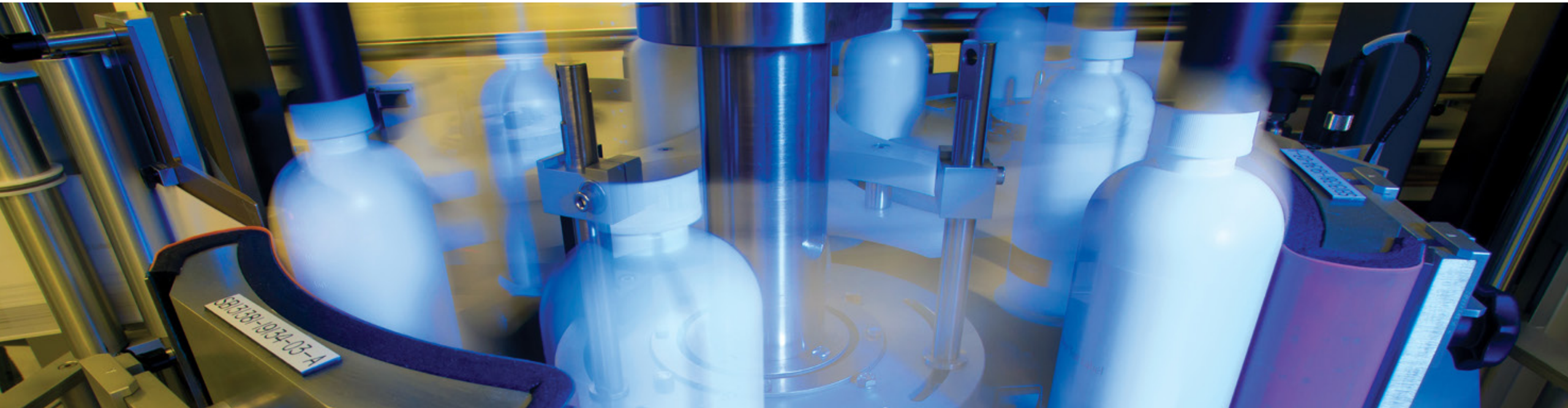
LOOKING FORWARD

While we celebrate our accomplishments to date, we acknowledge there is still much work to be done. Safety will always be a top priority for us — we have built the foundation of our business around a safety-first mindset and remain committed to making sure everyone goes home safe at the end of the day. When it comes to diversity and inclusion, we're listening, learning, and evolving every day. As we expand, the diversity of our organizations becomes increasingly vital, especially given the diverse backgrounds of the communities where we operate.

This report is just the beginning. We're dedicated to being transparent, accountable, and responsible corporate citizens. We hope to continue to create long-term success and value for our diverse stakeholders. We are grateful for the support and partnership of our employees, customers, and community, and with that support, we'll continue to make a difference in the world around us.



Mark Anderson, President and Chief Executive Officer



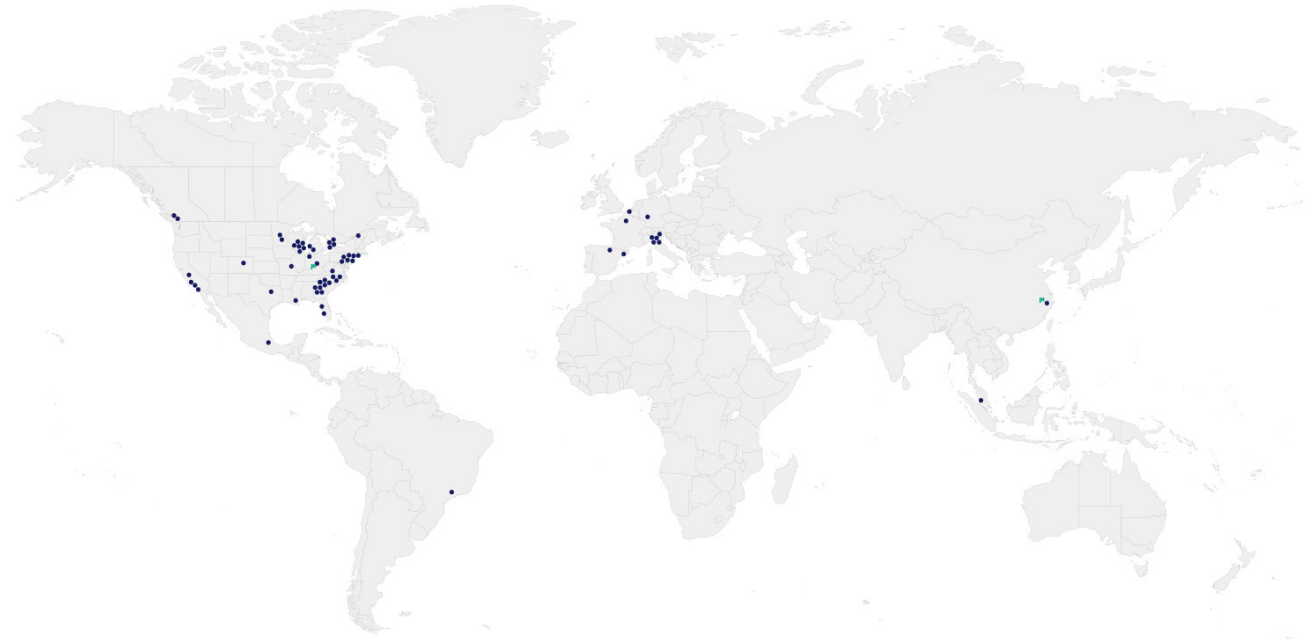
Our Company

WHO WE ARE

ProMach is a family of best-in-class packaging and processing machinery brands headquartered near Cincinnati, Ohio. With more than 50+ brands serving customers globally, we are a trusted partner that provide varied solutions that help maximize production line performance. Founded in 1998, ProMach provides single-application and integrated packaging products and machinery for industries like food, beverage, household goods, and pharmaceuticals. Our extensive range of solutions covers processing and packaging needs across diverse product categories.

Our mission is to safeguard the reputation and legacy of our customers by delivering trusted products that exceed expectations. We serve our global customers with a high level of performance and innovation, leveraging our expertise in filling, bottling, labeling, robotics, systems integration, and more. We keep production lines moving efficiently, offering customized solutions tailored to each customer's packaging needs.

PROMACH SERVES CUSTOMERS IN MORE THAN 55,000 LOCATIONS THROUGHOUT THE WORLD.



PROMACH AT A GLANCE

50+
Go-to-market product brands

150,000+
Machines in the field

6,000+
Employees around the globe

90+
Manufacturing facilities and sales offices

THE COMPANY IS MADE UP OF BEST-IN-CLASS BRANDS ACROSS A NUMBER OF BUSINESS LINES.

| S&P | FI | B&C | DL | F&T | H&S | L&C | R&E | PH |
|---|--|---|---|---|--|--|---|---|
| SYSTEMS & PROCESS | FILLING | BOTTLING & CAPPING | DECORATIVE LABELING | FLEXIBLES & TRAYS | HANDLING & STERILIZING | LABELING & CODING | ROBOTICS & END OF LINE | PHARMA |
| <ul style="list-style-type: none"> PROBREW[®] PROMACH INTEGRATED SOLUTIONS[®] SENTRY[®] STATCO-DSI[®] TECHNIBLEND[®] ZARPAC[®] ZPI[®] | <ul style="list-style-type: none"> FEDERAL[®] FOGG[®] MBF[®] MODERN[®] PACIFIC[®] PDF SEAL[®] ZACMI[®] | <ul style="list-style-type: none"> PACE[®] PACKWEST[®] ROBERTS[®] ZALKIN[®] | <ul style="list-style-type: none"> AXON[®] PACKLAB[®] P.E. LABELLERS[®] | <ul style="list-style-type: none"> BARTELT[®] CL&D[®] FL TÈCNICS[®] MATRIX[®] OSSID[®] REEPACK[®] SOUTHERN[®] | <ul style="list-style-type: none"> ALLPAX[®] BENCHMARK[®] FERLO[®] KLEENLINE[®] SHUTTLEWORTH[®] STOCK[®] | <ul style="list-style-type: none"> CODE TECH[®] EPI[®] ETIFLEX[®] GREYDON[®] ID TECHNOLOGY[®] PANTHER[®] | <ul style="list-style-type: none"> BRENTON[®] DEKKA[®] EDSON[®] ORION[®] QUEST[®] RENNCO[®] SERPA[®] TEXWRAP[®] WEXXAR BEL[®] | <ul style="list-style-type: none"> NJM[®] PHARMAWORKS[®] WLS[®] |

53 Product Brands. 1 Global Company.

WHAT WE DO

At ProMach, we are committed to helping our customers make better products, more efficiently. Our 50+ separate operating divisions provide varied services to our customers across four main pillars:

01

Standalone machines

Downtime is highly detrimental to production. That’s why each of our 50+ product brands is dedicated to crafting superior standalone machines. Our general manager-led model ensures localized attention with parts and service support at every stage of the production line.

02

Cellular integrated systems

We excel in creating combination systems featuring multiple, strategically integrated machines and applications. Our collaborative approach configures systems to fit specific footprints, reducing complexity and enhancing operational efficiency.

03

Complete turnkey lines

With a comprehensive portfolio covering the full production line, we provide turnkey processing and packaging solutions. From line design to mechanical and electrical integration, our engineering services team ensures accountability throughout the project.

04

Production line digital intelligence

Our digital intelligence solutions transform production line machines into smart systems. Leveraging years of experience, our platform collects critical production line data from sensors and provide real-time actionable insights. Our data specialists help customers identify the right analytics, empowering them to optimize performance.

PROMACH PROVIDES SOLUTIONS ACROSS SEVERAL PACKAGING AREAS

- Bottling and Capping
- Decorative Labeling
- Filling
- Flexible and Trays
- Handling and Sterilizing
- Labeling and Coding
- Pharma
- Robotics and End of Line
- Systems and Processes

THE PROMACH DIFFERENCE

Our approach

At ProMach, our refined, replicable, and scalable process ensures that our product brands drive value and deliver a tailored customer experience. Backed by experience and continuous improvement, our decentralized and general manager-led approach means every brand is focused on delivering best-in-class, innovative, and targeted solutions to our customers. Our senior leadership actively engages with the general managers to discuss product innovation, identify and share best practices, uphold workplace health and safety, and strategize processes to support customers with their sustainability goals.

Customers trust ProMach to address their most challenging obstacles. We stay at the forefront of industry solutions through regular stakeholder engagement, market analysis, and partnerships with

client groups. We consistently innovate to support customers to deliver solutions that address some of the packaging industry’s most pressing issues on safety and environmental sustainability.

Our purpose and values

At ProMach, we prioritize a Performance Culture to promote excellence across our product brands, operations, and customer service. Anchored in our “ProMach Be’s” ethos, our work culture fosters an efficient, collaborative, and effective workforce. The Be’s ensure accountability across our family of businesses and that we remain committed to the success of one another and our customers.

With ProMach, performance excellence is not just a promise, it’s embedded in our DNA. We are dedicated to maximizing the performance of our customers’ operations while upholding the highest standards of quality and reliability.

| | | | | | | |
|---------------------------------|-----------------------------|----------------------------------|--------------------------------|---------------------------------|-------------------------------|---------------------------|
| <p>Be Responsive</p> | <p>Be Honest</p> | <p>Be Responsible</p> | <p>Be Committed</p> | <p>Be Respectful</p> | <p>Be an Owner</p> | <p>Be Safe</p> |
|---------------------------------|-----------------------------|----------------------------------|--------------------------------|---------------------------------|-------------------------------|---------------------------|



A COMMITMENT TO ESG

ESG at ProMach

Our core values and business practices reflect our commitment to Environmental, Social, and Governance (ESG). While we may not have always labeled our efforts with ESG terminology, our dedication to creating safe working environments, fostering transparency, supporting our communities, and innovating for sustainability has long been integral to our operations.

An ESG focus aligns with our mission to safeguard the legacies and reputations of our customers. We strive to help them deliver products of the highest quality,

while ensuring safety, compliance, and sustainability throughout the production and packaging process. As we kickstart the formalization of our ESG strategy we are enthusiastic about sharing insights into our sustainability initiatives and performance.

Stakeholder engagement and material issue identification

In 2023, ProMach conducted our inaugural materiality assessment with the help of a third-party consulting firm to identify and prioritize key ESG topics. The purpose of the engagement was to understand and prioritize the material topics of key stakeholder groups through a financial and impact material lens. Through

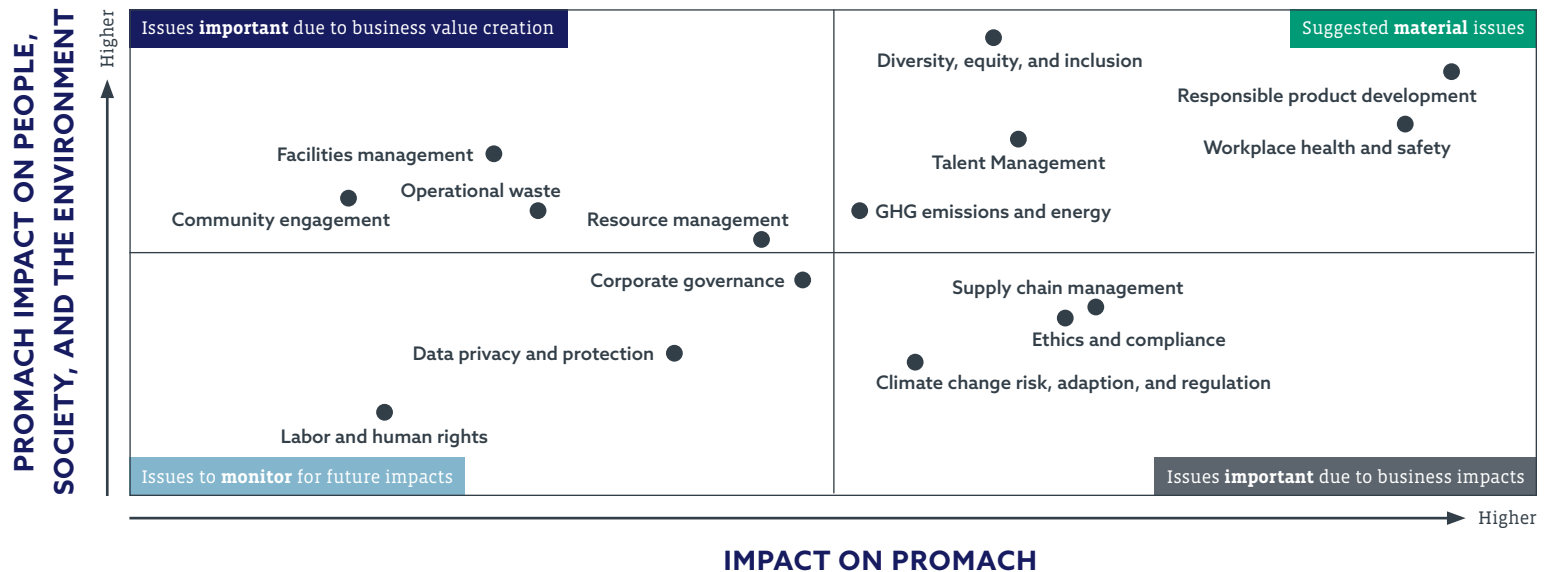
a series of stakeholder interviews, engagement surveys, and document research, we identified a set of key material topics that we are focusing our broader ESG strategy development toward. These topics include:

- Diversity, equity, and inclusion
- Greenhouse gas (GHG) emissions and energy
- Responsible product development
- Workplace health and safety

Our material topics will serve as focal points for our ESG strategy and guide our initiatives as we strive for continuous improvement and progress within this space. We are excited to formalize the ESG work that has long been embedded in our culture and processes.

OUR MATERIALITY ASSESSMENT INCORPORATED PERSPECTIVES FROM THE BELOW STAKEHOLDER GROUPS:

- Employees
- Customers
- Investors
- Communities in which ProMach operates
- Policymakers



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PROTECTING THE PLANET



Accelerating Industry Innovation

DRIVING CHANGE TO MEET EVOLVING NEEDS

At ProMach, we recognize the pivotal role technological innovation has in meeting the increasing demands for environmental sustainability within the packaging industry. Serving as a strategic partner to our customers, we are committed to advancing their corporate sustainability priorities by developing cutting-edge products and processes that incorporate environmental considerations. We are going beyond

standard compliance to focus on delivering solutions that enable our customers to not only remain competitive but differentiate themselves amidst shifting market dynamics and expectations.

Through rigorous testing and collaboration, we leverage technological advancements to address the environmental challenges our customers face while ensuring product quality and safety. Whether it's

reducing material usage, shifting to lower impact packaging inputs, or optimizing transportation logistics, our solutions are designed to help customers minimize their environmental footprint while maximizing the efficiency of their packaging operations. By partnering with customers, we navigate these complexities together, identifying innovative solutions that balance sustainability priorities and operational requirements.

HOW PROMACH IS CONTRIBUTING TO A LOWER IMPACT FUTURE

Recyclable packaging solutions

Packaging solutions that not only use less plastic but also incorporate recycled materials and designed characteristics to improve overall recyclability.

Improved machinery and resource efficiency

Regularly fine-tuning machinery and evaluating packaging materials for more sustainable alternatives, all while maintaining the same high standards of quality and safety.

Localized shipping

Our decentralized business model increases the number of distribution locations for customers, helping to enable more efficient distribution routing and fuel usage.

Collaboration and partnership

Working in step with customers to understand the unique business and sustainability challenges they face, we streamline the development and deployment of sustainable packaging technology.

SOLUTIONS BY PRODUCT LINE



LABELING

Problem

Inefficient label printing processes result in unnecessary resource consumption, machinery usage, and the excess generation of waste and emissions.

Solution

Over the years, we have optimized our label printing processes, doubling the number of labels per printer roll to boost output, cut costs, and reduce unnecessary waste. Fewer rolls and reduced freight have significantly minimized our use of heavy machinery, such as warehouse forklifts, and less freight reduces the amount of fuel required to transport label rolls. This streamlined process not only translates to lower machinery usage and associated maintenance requirements, but also contributes to fewer negative environmental impacts.



BOTTLING

Problem

Bottle caps on non-returnable PET bottles are a major source of environmental pollution, and because they have traditionally been separated from the bottle once disposed of, they often do not find their way into the recycling stream. Thus, in May of 2018 the EU mandated the use of “tethered caps” on all single use plastic bottles by July 2024.

Solution

To support this measure, we have turned our focus to tethered caps on plastic bottles to help streamline the recycling process. Our French operation, Zalkin, has developed an update to its capping machines, enabling customers to seamlessly convert their legacy screw caps to tethered caps. As a result, we have successfully converted hundreds of machines to accommodate tethered caps.



PACKAGING

Problem

According to the Organization for Economic Co-operation and Development (OECD), packaging material contributes to 40% of the plastic waste generated globally and is a major source of environmental impact.

Solution

Collaborating closely with our customers, we have come up with solutions, including the use of enhanced recyclable materials and bio-degradable plastics, to both reduce the amount of product packaging waste sent to landfills and improve the recyclability of that waste.

HOW PROMACH ENABLES CUSTOMERS TO ACHIEVE THEIR SUSTAINABILITY GOALS



MAJOR WATER BOTTLER

ProMach partners with a leading provider of bottled water to advance bottle packaging, by prioritizing recyclable materials and minimizing plastic pollution without compromising water quality. By updating the packaging process, we ensure environmental sustainability throughout the value chain, offering efficient solutions that reduce environmental impact while maintaining product integrity. Roberts PolyPro, a ProMach division supplying handles for 1-gallon water bottles, has developed a biodegradable plastic handle that decomposes more efficiently, designed for handles that cannot be recycled.



LEADING MINERAL WATER PRODUCER

This company is the largest bottled mineral water producer in France. They are also the parent company of a popular spring water company in the United States. This customer is the largest customer of ProMach's capping division, Zalkin. Zalkin is located in France and has played a critical role in the conversion of dozens of capping machines to the new tethered cap which is mandated by the European Union. The use of tethered caps represents a significant environmental impact as caps can be recycled along with their specific bottle, increasing recycle rates of caps and preventing caps from finding their way into the environment, especially bodies of water where they can cause damage and adversely affect marine life.



MAJOR SNACK FOOD PROVIDER

Working closely with this customer, we have found ways to increase packaging output while simultaneously using fewer resources. We have also focused on transitioning to using more recyclable materials for the packaging output. By creating sustainable packaging solutions with better product quality and longer shelf-life, we help advance our customers' commercial potential while minimizing their environmental footprint.

Reducing our Operational Footprint

For us, excelling in our ESG initiatives translates directly to excelling as a business, and we are keenly aware of our impact on employees, customers, communities, and the broader environment. As with any component of ESG, our approach to our environmental impacts reflects a dynamic process of continual improvement.

We understand that our work must be undertaken in a manner that is safe for our employees, contractors, neighbors, and the environment. Thereby, we strive to conduct our operations in a manner that respects the environment and is, at minimum, in compliance with the applicable environmental laws and regulations for where we operate.

In France, we're enhancing data tracking and accountability measures to meet newly established greenhouse gas (GHG) disclosure requirements. We are also ensuring transparent reporting of our data and information to continue to build trust amongst our stakeholders.

Our corporate Environmental, Health and Safety (EHS) department is responsible for the organization's environmental strategy and management, however, given the decentralized nature of our organization, operating divisions have the responsibility to align, implement, and manage their own environmental initiatives. Through assessment surveys, data and trend analysis, and more, each business unit has the information to enhance their operations and better align to sustainable initiatives. Our General Managers in each operating division support the EHS department by emphasizing ESG-related factors, where applicable, into our everyday operations.

LED RETROFIT PROGRAMS

ProMach launched an LED retrofit program across all facilities to lower energy use and drive cost savings. The program's success, is attributed to how the program is customized to the local needs of each operating division.

Led by the **ProMach Business Process (PMBP)** team, initiatives like the LED retrofit launched in December 2023 help drive energy savings and cost reductions, accelerate innovation and reinforce ESG as an integral element of business strategy.

45%

of ProMach's business divisions have already been retrofitted with LED lighting.

From energy and resource efficiency to air pollution, and waste management, our site-specific teams are continuously looking for ways to mitigate impact through machinery advancements and more efficient work processes. Our focus is to use resources appropriately and efficiently to reduce unnecessary resource use and waste generation. For example, historically, our equipment relied on pneumatic systems, necessitating the use of plant air. We've innovated to eliminate the need for plant air altogether, reducing resource consumption and resulting in cost savings for our customers. We have also focused

efforts on, wherever feasible, reducing our waste generation. Responsible waste management throughout our operations, including reducing hazardous waste production and improving the recyclability of our products is a critical component to our low impact packaging strategy.

We are also taking proactive steps to reduce our overall energy consumption. Responsible energy consumption initiatives like the installation of LED lighting at our facilities help lower our total energy usage and avoid or reduce harmful GHG emissions.

“ProMach is always evaluating its environmental programs. This process allows ProMach to continually improve our operations, ensuring environmental compliance and identifying areas where we can lower our environmental impact. Over the next few years, these impacts will be strengthened by ProMach formalizing an Environmental Management System that divisions will utilize.”

– Marty Stewart, Director of Environmental Health & Safety

EMPLOYEE ENGAGEMENT AS PART OF OUR ENVIRONMENTAL SUSTAINABILITY STRATEGY

At ProMach, we believe that everyone, no matter their role or operating division, has a responsibility to help us in lowering the environmental impact of our organizations. Our bottom-up philosophy means that employee engagement is integral to our sustainability strategy and broader business success. We understand it will take awareness and action from our entire workforce to make the changes needed.

EMPLOYEE-LED ENERGY REDUCTION IN FRANCE

Energy procurement in Europe has become more expensive and less reliant. In an effort to mitigate these impacts, our EU-based operations launched an employee-led campaign to develop innovative ideas on how to become a more energy efficient organization. Employees took to the task, engaged with one another and shared ideas through group discussions, stickers, and other channels. From the collected list of recommendations, more than 50 energy saving initiatives were implemented.



PEOPLE AND SOCIETY

Human Capital Management

OUR APPROACH TO TALENT MANAGEMENT

At ProMach, talent management is a top priority. Our approach to talent management focuses on hiring, developing, and retaining top talent. We understand that the success of our organization is tied directly to the talent and engagement of our employees, and we invest heavily in their growth, well-being, and development.

Our unique company structure empowers customized, location- and operating division-specific employee support. Employees benefit from the personalized support of a small company combined with the resources and accountability that come from a larger organization.

A key aspect of ProMach's talent management approach is a focus on hiring the right people for the job. We have a comprehensive hiring process designed to identify candidates who have the right skills and experience and fit well with our company culture. Once hired, employees receive tools and resources, including ongoing training and professional development opportunities, to further enhance their skillset for the job.

Equally important to our talent acquisition strategy, is retaining and upskilling our workforce. We offer competitive compensation and benefits packages, plus a range of employee perks and incentives. For more information on our benefits, please refer to the [employee benefits section](#) of this report. We also focus on intangible benefits, like creating an inclusive workplace whereby employees can come to work as their best professional selves.

We recognize the importance of diversity and inclusion in our talent management practices. We seek out candidates from diverse backgrounds and strive to create an inclusive work environment where everyone can thrive. This approach helps attract and retain top talent, encourages creativity and innovation, and contributes to our business success.

We are proud of our record of hiring, retaining, and supporting top talent. We know our policies have been instrumental in our success, and we look forward to continuing to learn and evolve.

LEARNING AND DEVELOPMENT

We recognize employee development as a critical factor in fostering innovation and improving the company's overall market position. What started as a focus on growth at the manager level has evolved into a broad,



intentional focus on helping every employee achieve their potential. We strive to provide opportunities for all employees to take on new challenges and grow within the company, fostering engagement and motivation.

By blending divisional learning opportunities with enterprise-wide development trends, we strike a balance between standardized processes and customizable support, offering employees the best of both worlds. Employees can readily connect learning curricula with overarching company strategies, encouraging a culture of responsiveness and sustainability.

Furthermore, we recognize the importance of building relationships and capabilities through a blend of formal and social learning opportunities and programs. By leveraging both structured learning programs and informal learning opportunities, we create avenues for continuous growth and development while building meaningful connections across the organization. This holistic approach to talent management ensures that we not only meet the current needs of our divisions but also anticipate and adapt to future challenges, driving long-term growth and success.

EXAMPLES OF PROMACH TALENT DEVELOPMENT PROGRAMS

Project Management Academy

The ProMach Project Management Academy (PMA) equips project managers with essential skills to navigate project complexities and drive success. Focused on up-leveling planning process skills, the PMA targets ProMach employees with full-time or peripheral project management responsibilities. The course features six modules covering budgeting, risk management, negotiations, adapting to changing variables, and project closure. Program targets include enhancing communication, fostering cross-team collaboration, streamlining project timelines, and optimizing budget tracking and contract negotiations.

Future Leaders and Fundamentals of Finance

Future Leaders and Fundamentals of Finance learning programs offer invaluable platforms for participants to delve deeper into ProMach's operational structure and key focus areas. Engaging with ProMach leaders, participants gain insights into the company's strategic direction while forging connections across divisions. Interaction with peers from diverse backgrounds sparks continuous growth opportunities, while post-learning activities and follow-up meetings solidify learning. This interconnected approach enriches individual skill sets and propels the organization forward, ensuring a resilient and adaptable workforce ready to take on future challenges.

General Manager Cohort Program and Organizational Leaders Program

The ProMach General Manager (GM) Cohort Program and Organizational Leaders Program exemplify our commitment to fostering leadership excellence. These initiatives offer a comprehensive approach to developing GM talent and empowering leaders to navigate change confidently. By promoting cultural competency and equipping leaders with tools for team development, we enhance engagement and retention while driving productivity. Tangible outcomes include the implementation of a new performance scorecard for automation processes and significant enhancements in workforce planning procedures.

EMPLOYEE BENEFITS

At ProMach, we understand the importance of a strong benefits package in attracting and retaining top talent globally. Our comprehensive offerings, available to all full-time employees, are thoughtfully crafted to be competitive, supportive, and equitable. Tailored to varying regional needs, our benefits—from educational reimbursements to family care support and time-off programs—prioritize employee well-being at every life stage, aligning with leading practices in each region we operate.

ProMach benefits overview

ProMach's U.S. benefits program includes:

- Health, dental, and vision insurance
- Flexible spending account (FSA)
- Tuition assistance program
- Professional learning and development stipends
- 401(K) and retirement matching program
- Paid time off

[Learn more](#) about the benefits offered to ProMach employees.

PARTNERSHIP WITH HEALTH INSURANCE ADVOCACY & MANAGED CARE VENDOR

Through our partnership with this vendor, ProMach offers U.S. employees access to a specialized healthcare managed care service. Employees eligible for this service receive support with the following services, among others:

- Answering claims, billing and benefits questions
- Find in-network providers
- Help save on out-of-pocket costs
- Provide information on health issues

COMMUNITY INVOLVEMENT

As a company, we are committed to making a concrete impact through philanthropy. Our efforts extend beyond financial donations to include employee campaigns, fundraising events, and initiative sponsorships.

In keeping with our unique structure built around divisional-level operations, we maintain an authentic focus on truly local philanthropic work. Across our divisions, we support local charities by sponsoring events such as food and toy drives and participating in blood donation campaigns. It is important to us that we serve as a positive part of each community in which we operate, and we continue to look for ways to make a positive difference.



Building a Culture of Inclusion

EXPANDING OPPORTUNITIES

At ProMach, Diversity, Equity, and Inclusion (DEI) is foundational to who we are as a company. That's because our entire organization is built on the ideas, perspectives, backgrounds, and experiences of each individual and each distinct operating division.

Our decentralized approach empowers each operating division to address the unique DEI challenges in their division and local communities. Our blend of top-down and bottom-up management ensures cohesive alignment with the organization's broader talent strategy while providing ample space for nuanced, unit-specific initiatives.

While we acknowledge that we are at the beginning of our DEI journey, we are committed to continuous improvement. We have made significant strides, including ramping up the use of DEI data to inform our talent-related decision-making processes, establishing a Women's Resource Group, and including DEI-related topics in our management training curriculum. We are also working to enhance our recruiting processes and expand opportunities for diverse candidates to thrive within our rapidly growing organization.

INCLUSIVE HIRING

We understand that to improve diversity within our organization, we need to ensure we are attracting and interviewing a broad range of candidates. To help foster fair hiring practices, we are intentional about

the use of DEI-focused recruitment strategies across the organization. From the channels we use to reach candidates, to the language used within our job postings, we are working to ensure that our talent acquisition practices create an equitable experience for all.

EXAMPLES OF INCLUSIVE HIRING PRACTICES

- Leveraging AI resources helps to ensure bias-free job postings, promoting inclusivity and avoiding unintentional biases.
- Specialized training through our "A Method" interview model equips our team to notice and eliminate unconscious biases during hiring.
- In recognition of the value that varied skill sets provide, we craft job descriptions focused on core capabilities instead of superfluous requirements that may eliminate otherwise qualified candidates from different backgrounds.
- We adhere to Equal Employment Opportunity (EEO) standards and ADA-compliant recruiting practices.
- To assess the effectiveness of our talent sourcing strategy, we track diversity metrics, including veteran status, gender, and ethnic identity.
- We also monitor the mobility of diverse talent into leadership roles, which led to the development of our Women's Employee Business Resource Group, PowHer.

DEI-FOCUSED TRAINING

ProMach understands that when leaders prioritize inclusivity, they create an environment where every individual feels valued, respected, and empowered to contribute their unique perspectives to their team. In our mission to create such a workforce, we provide our General Managers with formal training on how to build and maintain an inclusive team culture. By championing inclusivity, leaders cultivate a culture where creativity flourishes, barriers dissolve, and collective success becomes not just a goal, but a reality.



HIRING FOR WHAT MATTERS

To attract top talent across varied backgrounds, we make a point of recruiting from non-traditional talent pools. This can include strategically de-emphasizing specific hiring criteria, such as educational credentials or role-specific experience, which would exclude excellent candidates.

Removing roadblocks like degrees expands opportunity and accessibility, particularly to marginalized groups and those facing socioeconomic barriers. ProMach recently had great success in hiring military veterans and will continue to do so for sales positions. While these candidates may not have relevant degrees or specific experience within the industry, we've benefited from their highly transferrable skills. This—along with work ethic, willingness to learn, and commitment to core values—makes for a successful career at ProMach.

**ADVANCING WOMEN IN LEADERSHIP:
POWHER AT PROMACH**

Understanding the challenges women face in the historically male-led manufacturing industry, we set out to change the status quo by launching the PowHer employee resource business group in October 2021. PowHer was launched to not only help facilitate the advancement of women within the ProMach organization but also in their broader professional and personal lives. Founded on the idea that change and growth happen in community, the group was developed to create a network where women are encouraged, supported, and inspired to:

- Grow personally
- Build leadership skills
- Development networks to broaden their understand of business
- Collaborate with each other
- Build a community to create impact both within and outside the ProMach organization

The PowHer network spans diverse geographical locations, decision-making levels, and business sectors, empowering women to connect, mentor, and grow personally and professionally. To help accelerate change, the group organizes live events, seminars and meetings, creating space for conversation, exchanging

of ideas, sharing of best practices and building partnerships across company divisions. Through regular meetings and initiatives, PowHer provides ample tools, mentorship, and networking opportunities to help women excel in and outside of ProMach.

In 2023 the group organized the following events:

- International Women’s Business Day event hosted by 45 women in 5 countries
- Special guest speakers



THE POWHER IS IN THE NUMBERS

The success of PowHer is evident in its positive impact on retention and employee satisfaction, with 100% of respondents expressing satisfaction and 68% reporting increased intent to stay with ProMach.

The PowHer community has undergone remarkable growth, boasting a 478% increase in participation since its inception.

“When we had our first annual meeting, I was questioning, is this going to work out well? We were blown away at the engagement. No one looked at their phone for hours.”
– **Krista Combs, VP of Human Resources.**



Our Commitment to Workplace Health & Safety

At ProMach, Workplace Health & Safety (WH&S) is at the core of our corporate identity and long-term success. Our employees, the driving force behind our achievements, deserve more than compliance — they deserve an environment that prioritizes their safety and well-being. A commitment to WH&S is embedded into our daily operations, fostering a culture of safety, innovation, and sustainable growth.

Our decentralized approach empowers operating divisions to lead their WH&S initiatives in a manner that meets the local needs and regulatory requirements of that businesses. This enables each division to leverage business-specific expertise for optimized results. We emphasize sharing best practices and enforce compliance at the company level to ensure that each division's approach meets or exceeds our companywide safety requirements. Promoting the safety of our workforce, is not only the right thing to do, but makes business sense. By focusing on well-being and safety, we minimize the risk of disruptions to our operations due to an injury or illness absence.

Knowledge sharing is a critical component of our safety strategy. Safety alerts and best practices are summarized and distributed across the company to educate teams on the most impactful, proven strategies. To further align each division to the overall company strategy and standards, representatives from each operating division exchange data each quarter to review performance trends, identify areas of opportunity, and discuss broader WH&S strategy development.

These exchanges are part of a wider shift toward a proactive approach to WH&S at ProMach. Initiatives supporting this shift include:

- Streamlined, consistent communication between meetings to foster cross-unit collaboration, knowledge sharing, safety alerts, and early identification of potential issues.
- Additional investment to expand the size of the safety team across the broader organization.
- Emphasis on leading (vs. lagging) indicators to inform strategy.
- Annual safety audits at all US and Canadian facilities ensures program compliance and helps identify future strategy initiatives across the organization.

These initiatives align with our unique framework, blending top-down directives and bottom-up insights through mid-management. The result is a comprehensive and collaborative safety culture marked by consistency and accountability.



GOVERNANCE AND ACCOUNTABILITY

At ProMach, our governance framework for WH&S reflects a unified commitment to accountability and shared responsibility. Our corporate leaders work closely with operating division general managers and safety leads to scrutinize safety data and identify areas of opportunity.

In addition to regular internal safety meetings, we enlist a third-party consulting firm for safety audits in all US and Canadian facilities. These audits occur in frequencies ranging from monthly to annually and provide objective recommendations for program enhancements while also helping to reinforce our internal safety controls.

The safety and wellbeing of self and others is everyone's responsibility. In keeping with our top-down-bottom-up structure, we ensure that everyone is accountable and that everyone's voice matters. Employees are empowered to actively report incidents and concerns through on-site, email and digital channels.

SAFETY TRAINING

We provide a comprehensive approach to safety training that aligns with diverse division needs. Organized quarterly, our virtual and in-person trainings help equip employees with the role-specific knowledge they need to be both a contributing and safe member of their team. Going beyond compliance our training programs seeks to empower and engage our workforce to ensure a safe work environment for all.

Safety training examples

In 2023, training covered a range of critical topics, examples include:

- Accident prevention
- Fire preparedness
- Driver safety
- First aid fundamentals
- Incident investigation
- Chemical safety
- Hazardous material Identification and waste management
- Electrical safety preparedness
- Industrial ergonomics

QUARTERLY SAFETY REVIEW

ProMach divisions conduct a quarterly safety review, which helps capture and share process and performance data across the different divisions. Relevant findings are shared with the team members and actions are taken where necessary.

Information covered includes:

- Incident Review
- Recordable & Total Incident Rate (TIR)
- Lost Time Incidents & Lost Time Incident Rate (LTIR)
- ProMach's performance rates compared to industry averages
- On-going WH&S initiatives (e.g., Chemical Inventory, Electrical Safety, Knife/Blade Survey)

In 2023, ProMach completed over 300 worksite audit assessments



LEADING
WITH
INTEGRITY

Maintaining Strong Corporate Governance

At ProMach, our business model blends the power of a well-resourced corporate group with the agility and diverse capabilities of more than 45+ operating divisions.

Our approach to corporate governance is to set the overarching strategy at the corporate level, ensuring consistency, accountability, and compliance across the broader organization. Each operating division customizes its individual strategies and processes to align with the companywide standards and policies.



BOARD STRUCTURE AND GOVERNANCE APPROACH

Our business is guided by the strategic direction of a leadership team led by the Chief Executive Officer (CEO), who also serves as Chairman. Key investors occupy the additional board seats, and the entire Board is committed to assuring accountability to stakeholders. Moreover, critical concerns or incidents are communicated to the Board by the CEO at quarterly Board meetings.

Our Board and Committees work together to address sustainability and other ESG-related issues. We are growing quickly and look forward to evolving our approach to ESG oversight along with our expanding capacity. At every step of the journey, we are dedicated to transparency, accountability, and sustainable, long-term business success.

For more information on our leadership team, please visit [here](#).

THE BOARD ACTIVELY OVERSEES TWO COMMITTEES:

The **Audit Committee** ensures financial integrity, reviewing accounting policies, internal controls, and external auditor independence. The Chief Financial Officer (CFO) informs the committee, and the committee guarantees the completeness and accuracy of financial statements, adhering to accepted accounting principles.

The **Compensation Committee** aids the Board in aligning compensation structures with strategic objectives. The Chief Administrative Officer, acting as committee Secretary, facilitates communication between committee members.

Regular meetings of both committees reinforce financial and governance standards.

Ethical Conduct

At the heart of ProMach's operational framework is an unwavering commitment to ethical conduct that transcends our decentralized business structure.

While each department and operating division is independently managed, this commitment is a common thread. Ethical consistency means that each of ProMach's operating divisions are held accountable to doing the right thing and doing it well.

Our Code of Business Conduct acts as the guiding light to this approach. Beyond complying with diverse state and global regulations, it reflects the highest standards of ethics and signifies our dedication to conducting business with unyielding integrity.

When it comes to risk management each department navigates risks in alignment with corporate policies and local regulations. ProMach celebrates independent operations guided by a shared commitment to ethical excellence, ensuring that every business entity reflects the standards necessary to earn and maintain trust with stakeholders and customers.

CODE OF BUSINESS CONDUCT – GUIDING PRINCIPLES

- We create and maintain a safe and healthy workplace that respects individuals and is free from discrimination.
- We comply with applicable laws that govern our operations.
- We compete aggressively and earn our customer's business and trust by providing outstanding products and service and by representing our products, services, and people honestly.
- We base our business decisions and supplier selections on merit and value.
- We safeguard proprietary information.

List of governance-related ProMach policies

- Anti-Boycott Compliance
- Anti-Corruption Compliance
- Anti-Harassment
- Data Privacy
- Export Controls and Economic Sanctions
- Equal Employment Opportunity
- IT Acceptable Use



ENSURING ACCOUNTABILITY: ETHICS HOTLINE

Our program highlights ProMach's commitment to transparency and ethical conduct. Employees can raise concerns or report incidents at any time, with the option of doing so anonymously. Managed through a third-party, our anonymous hotline is closely monitored by a Human Resources staff member who promptly alerts the Chief Administrative Officer of submissions. Depending on the nature of the alerts, the Vice President of Human Resources, Chief Financial Officer, and/or the Audit Committee may also be alerted, ensuring a thorough and appropriate response to maintain our high standards of integrity.



PROMACH BUSINESS PROCESS (PMBP)

The ProMach Business Process (PMBP) group is an important resource to our decentralized approach, identifying, capturing, and communicating best practices across divisions. The autonomy that ProMach allows each operating division is supplemented by the cohesive direction the PMBP provides to the entire organization.

When applicable, the PMBP team presents a comprehensive overview of themes and performance trends to senior leadership, helping to inform long-term strategy, business growth, and cross-departmental collaboration.

This continuous improvement approach elevates our entire company through shared examples of best practices. The PMBP team is a vital conduit, facilitating communication between operating divisions and senior leadership to foster productive partnerships and optimal outcomes across the entire organization.

Recent PMBP initiatives include:



LED Lighting

The PMBP team was the key driver in helping to facilitate the deployment of LED lighting across the ProMach organization.



Building a Best Practices Repository

In 2021, PMBP introduced the Business Process Documentation Library (PBDL) as a centralized hub for best practices across ProMach divisions.



Expanding ProMach University, our web-based Learning Management System

The PMBP group helped launch ProMach University in 2022 with the objective of providing self-paced training that provides business fundamental and best practice content to all of ProMach's employees.

PROTECTING DATA PRIVACY

At ProMach, we are vigilant on cybersecurity, emphasizing data privacy and security. We believe proactive prevention is critical. Prioritizing the safety of customer and employee data, we invest substantially in security resources and third-party partnerships to fortify our systems.

ProMach maintains a robust oversight and compliance process, by aligning data privacy and cybersecurity strategy across our operating divisions and performing regular cybersecurity audits. Committed to staying ahead, we conduct anti-phishing tests, deploy continuous system surveillance, fortify firewalls, conduct network penetration testing, and ensure information synchronization across divisions. Our cybersecurity and IT policy underpins this comprehensive approach, demonstrating a commitment to safeguarding sensitive information.

CYBERSECURITY RESPONSE PLAN

ProMach's incident reporting process enhances our company-wide cybersecurity by swiftly capturing and addressing incidents across divisions. Through detailed

incident reports, including the incident's nature, discovery date, and responsible individuals, we ensure a transparent overview. To facilitate rapid response, this information is promptly communicated to senior leadership.

CYBERSECURITY TRAINING

ProMach partners with industry-leading education vendors to fulfill our IT security awareness training requirements. Upon joining ProMach, all new hires engage in a comprehensive web-based IT security training course and all employees complete an annual mandatory refresher. The courses cover critical IT security topics, including social engineering, email phishing scams, and common impersonation threats.

In addition, our vendor facilitates monthly automated email "phishing" simulations, reinforcing security awareness and pinpointing areas for additional coaching. This proactive approach supports a heightened focus on security throughout the company.

INDUSTRY ENGAGEMENT

Our business model, spanning packaging solutions from ideation to product shipment, positions ProMach as an industry frontrunner in understanding market trends and customer needs. We actively engage with several respected industry associations to further enrich our expertise across diverse industries and service lines. This engagement fosters continuous learning and ensures we keep pace with evolving market demands and industry dynamics. We are committed to elevating ESG principles within our own company while also helping to promote the broader adoption of these principles throughout the packaging industry.

ProMach is a member of:

- [Institute of Packaging Professionals](#)
- [National Association of Manufacturers](#)
- [The Association for Packaging and Processing Technologies](#)

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APPENDIX

About This Report

The ProMach 2023 Sustainability Report details the company's objectives and progress in the areas of environmental sustainability, social initiatives and governance performance. Due to ProMach's private ownership, financial performance data is not included in this report.

The information contained in this document reflects the global activities and initiatives undertaken by ProMach from January 1, 2023 - December 31, 2023, unless otherwise noted. The company intends to continue issuing updated sustainability reports annually.

The structure and content of this report has been informed by Global Reporting Initiative (GRI) standards, using the latest Universal Standards released in October 2021. GRI is an independent standards organization that provides a comprehensive framework for transparent and consistent reporting on economic, environmental, and social impacts. As our reporting becomes increasingly robust, we will seek to expand the detail of our disclosures including aligning with additional standards and frameworks.

We are committed to transparent and regular updates on our ESG initiatives and will provide ongoing information through our website and other communication channels.

We look forward to bringing our stakeholders along with us as we further develop and disclose our ESG strategy. Please reach out to esg@promachbuilt.com with any questions or comments about this report.

GRI Index

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|--|---|
| General Disclosures | | |
| 2-1 | Organizational details | Our Company, p. 5 |
| 2-2 | Entities included in the organization's sustainability reporting | About this Report, p. 31 |
| 2-3 | Reporting period, frequency and contact point | About this Report, p. 31 |
| 2-4 | Restatements of information | No restatements of information |
| 2-5 | External assurance | This report nor the data included within it were externally assured. |
| 2-6 | Activities, value chain and other business relationships | Our Company, p. 5 |
| 2-7 | Employees | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |
| 2-8 | Workers who are not employees | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |
| 2-9 | Governance structure and composition | Maintaining Strong Corporate Governance, p. 26 |
| 2-10 | Nomination and selection of the highest governance body | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |

| | | |
|--|---|---|
| Statement of use Pro Mach, Inc. has reported with reference to the GRI standards for the period starting January 1, 2023 and ending December 31, 2023. | GRI 1 used GRI 1 Foundation: 2021 | Applicable GRI standard(s) None |
|--|---|---|

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|---|---|
| General Disclosures | | |
| 2-11 | Chair of the highest governance body | Mark Anderson is the Chief Executive Officer (CEO) of ProMach and also serves as it's Chairman of the Board. Maintaining Strong Corporate Governance, p. 26 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Maintaining Strong Corporate Governance, p. 26 |
| 2-13 | Delegation of responsibility for managing impacts | A Commitment to ESG, p. 9 Maintaining Strong Corporate Governance, p. 26 |
| 2-14 | Role of the highest governance body in sustainability reporting | A Commitment to ESG, p. 9 Maintaining Strong Corporate Governance, p. 26 |
| 2-15 | Conflicts of interest | Ethical Conduct, pp. 27-28 |
| 2-16 | Communication of critical concerns | We implement a variety of measures to ensure ethical issues are brought to the correct stakeholders in a timely and safe manner. These include: <ul style="list-style-type: none"> • Implementation of our internal and anonymous ethics hotline • ProMach's Business Process group Ethical Conduct, pp. 27-28 |
| 2-17 | Collective knowledge of the highest governance body | A Commitment to ESG, p. 9 |
| 2-18 | Evaluation of the performance of the highest governance body | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |

GRI Index

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|---|--|
| General Disclosures | | |
| 2-19 | Remuneration policies | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |
| 2-20 | Process to determine remuneration | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |
| 2-21 | Annual total compensation ratio | Due to the private nature of ProMach's business operations, this information is considered confidential and is therefore not disclosed. |
| 2-22 | Statement on sustainable development strategy | A letter from our CEO. pp. 3-4 |
| 2-23 | Policy commitments | <p>Each department navigates risks in alignment with corporate policies and local regulations. ProMach celebrates independent operations guided by a shared commitment to ethical excellence, ensuring that every business entity reflects the standards necessary to earn and maintain trust with stakeholders and customers.</p> <p>ProMach's governance-related policies include:</p> <ul style="list-style-type: none"> • Anti-Boycott Compliance • Anti-Corruption Compliance • Anti-Harassment • Data Privacy • Export Controls and Economic Sanctions • Equal Employment Opportunity • IT Acceptable Use |

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|------------------------------|--|
| General Disclosures | | |
| 2-24 | Embedding policy commitments | <p>ProMach prioritizes responsible business conduct across all aspects of its operations and business relationships. Our approach to embedding policy commitments involves a decentralized governance model, where individual autonomous business units play a vital role in implementation and integration efforts. This is achieved through a multi-step approach:</p> <ol style="list-style-type: none"> ProMach corporate provides each business unit relevant commitments to implement within its own operations sphere that are aligned with our broader corporate strategy. ProMach embeds policy commitments into organizational strategies and operations through a centralized, top-down approach, involving business units in the decision-making process before finalization. We work with partners to promote shared ethical standards, often reflecting these commitments in our contracts. Comprehensive training programs equip employees at all levels to uphold policy commitments, fostering a culture of responsibility. |

GRI Index

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|--|--|
| General Disclosures | | |
| 2-25 | Processes to remediate negative impacts | We provide employees the ability to raise concerns or report incidents at any time, with the option of doing so anonymously. Our anonymous hotline is managed through a third-party and is closely monitored by a Human Resources staff member. This staff member promptly alerts the Chief Administrative Officer of any submissions. Depending on the nature of the alerts, the Vice President of Human Resources, Chief Financial Officer, and/or the Audit Committee may also be notified. Ensuring Accountability: Ethics Hotline, p. 28 |
| 2-26 | Mechanisms for seeking advice and raising concerns | Ensuring Accountability: Ethics Hotline, p. 28 |
| 2-27 | Compliance with laws and regulations | ProMach is committed to complying with all relevant laws and regulations, reflecting our dedication to ethical business practices. As a privately held company, we do not disclose specific details regarding any fines or non-monetary sanctions that may have been incurred. |
| 2-28 | Membership associations | We actively engage with several respected industry associations to further enrich our expertise across diverse industries and service lines. They include: <ul style="list-style-type: none"> • The Institute of Packaging Professionals • The National Association of Manufacturers • The Association for Packaging and Processing Technologies |

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|----------------------------|------------------------------------|--|
| General Disclosures | | |
| 2-29 | Approach to stakeholder engagement | ProMach engages with a variety of stakeholders throughout its value chain. These include: <ul style="list-style-type: none"> • Industry stakeholders: We actively engage with several respected industry associations to further enrich our expertise across diverse industries and service lines. This engagement fosters continuous learning and ensures we keep pace with evolving market demands and industry dynamics. • Internal stakeholders: The company engages internal stakeholders in business decisions through regular consultations and feedback, incorporating their insights into our strategic planning. This approach ensures alignment with organizational goals and stakeholder expectations. The ProMach Difference, p. 8 A Commitment to ESG, p. 9 |
| 2-30 | Collective bargaining agreements | Due to the private nature of ProMach’s business operations, this information is considered confidential and is therefore not disclosed. |

GRI Index

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|--|--|---|
| Material Topics | | |
| 3-1 | Process to determine material topics | A Commitment to ESG, p. 9 |
| 3-2 | List of material topics | A Commitment to ESG, p. 9 |
| Responsible Product Development | | |
| 3-3 | Management of material topics | A Commitment to ESG, p. 9 |
| 306-2 | Management of significant waste-related impacts | Reducing our Operational Footprint, pp. 14-15 Accelerating Industry Innovation, pp. 11-13 |
| GHG Emissions and Energy | | |
| 3-3 | Management of material topics | A Commitment to ESG, p. 9 |
| 305-5 | Reduction of GHG emissions | Reducing our Operational Footprint, pp. 14-15 |
| Workplace Health and Safety | | |
| 3-3 | Management of material topics | Letter from our CEO, pp. 3-4 The ProMach Difference, p. 8 A Commitment to ESG, p. 9 Our Commitment to Workplace Health & Safety, pp. 23-24 |
| 403-1 | Occupational health and safety management system | The ProMach Difference, p. 8 Our Commitment to Workplace Health & Safety, pp. 23-24 |

| Disclosure | Description | Cross-Reference, Omissions, and Explanations |
|---|--|--|
| Workplace Health and Safety | | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Our Commitment to Workplace Health & Safety, pp. 23-24 |
| 403-5 | Worker training on occupational health and safety | Our Commitment to Workplace Health & Safety, pp. 23-24 |
| Diversity, equity, and inclusion | | |
| 3-3 | Management of material topics | A Commitment to ESG, p. 9 Human Capital Management, pp. 17-29 Building a Culture of Inclusion, pp. 20-22 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Building a Culture of Inclusion, p. 20 |
| Talent Management | | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | ProMach employee benefits webpage Employee Benefits, p. 19 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Human Capital Management, pp. 17-18 |



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