KATUN®

SUCCESS MADE SIMPLE.

Environmental
Social
Governance

SUSTAINABILITY OVERVIEW
REPORT EMEA

2025

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Message From Our
EMEA General Manager

Let's Navigate a Sustainable Future Together

"

Katun takes its role as a global citizen seriously and our ESG (Environmental, Social, Governance) position and policies reflect this. We are committed to following regulations while proactively promoting the environment, human rights, ethical business practices and healthy communities. We are obligated to our fellow citizens to act compassionately and conscientiously in all areas of business and are dedicated to doing business ethically and responsibly.

Our environmental policies are continually evolving to meet the needs of the customers we serve, the countries where we do business, and the communities where we live. At Katun, we proactively adopt sustainable business practices and participate in the circular economy – by selling remanufactured, recycled or refilled imaging supplies that provide our dealer and distributor customers with high quality, cost-effective replacement products. Katun has historically promoted environmentally friendly products and practices wherever possible and we will continue to support sustainable initiatives and ways to contribute to the preservation of the environment and the planet where we all live.

It is with honor that I represent a team of people who work hard and have been loyal to Katun for so many years, serving our customers and the industry to the best of our ability. Our commitment to these values will grow even stronger as we develop the products and services you need to succeed in the years ahead.

"

Heidi Boller

General Manager, Katun EMEA

Our Mission is to be your Trusted Partner

At Katun, it is our mission to be a vital partner to our clients, making business easier and delivering high-quality and innovative technology that transforms the print industry and helps us all grow.

Katun strives to adhere to sustainable business practices. We actively participate in the circular economy – by selling remanufactured, refilled or recycled imaging supplies.

Do the Right Thing

When it comes to the environment, Katun's policy is to "do the right thing." It applies to our local and global communities, especially in the safety of our products and how we treat the environment.

Katun is committed to doing the right thing in our overall approach, and in our compliance with environmental and safety directives from the governments where we do business.

What is Circular Economy?

The circular economy is a sustainable economic model that aims to minimize waste and and reduces the use of endless resources to maximize resource efficiency. In this system, products are designed to be reused, repaired, or recycled rather than disposed of after use. By closing the loop of production and consumption, the circular economy strives to create a regenerative system that benefits both the environment and the economy. This approach encourages innovation, reduces environmental impact, and promotes the efficient use of resources. Embracing the circular economy can lead to a more sustainable future for generations to come.

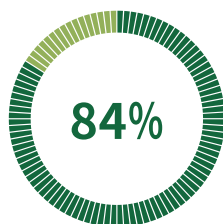| |
|---|
| Uses Fewer Raw Materials |
| Reduces Waste |
| Lower Emissions |
| Boosts Economic Growth |

Katun began its contribution to the circular economy in 1990, with the launch of the company's first remanufactured drum unit/cartridge . Not only was reuse cost-effective back then, it was pivotal in paving the way for a greener future. In more recent years, the continuation of remanufacturing and reuse is more important than ever to ensure a sustainable environment and a secure future for the planet.

Katun has been developing products and services with this in mind throughout our decades in service and today have an extensive offering dedicated to eco-friendly practices.

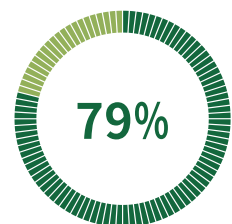## Contributing to the Circular Economy with Remanufactured and Refilled OEM Cartridges
LCA Study Results

Producing a refilled OEM A3 toner cartridge has 84% LESS environmental impact compared to a new-build.*

84%

Producing a remanufactured A4 toner cartridge has 79% LESS environmental impact compared to a new-build.*

79%

* As per Independent Lifecycle Assessment commissioned by Katun in April 2022.

Our Sustainability Journey

2008
Katun pioneered the refilled OEM cartridge concept

2020
Partnered with PrintReleaf™ to promote reforestation

2021
Launched recycled plastics products – an exclusive and first in the industry!

2022
Became Nordic Swan Certified for many remanufactured and refilled OEM toner cartridges.

2023
Introduced an industry-first refillable aftermarket toner cartridge!

2024
Offset 100,000,000 paper pages through the Print It, Plant It program resulting in over 14,000 trees being planted.
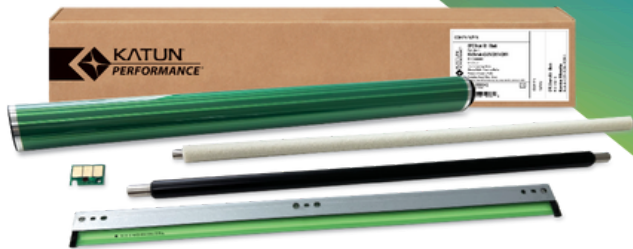
2025
Joined the UPS Carbon Neutral Logistics Program

Sustainable Products

Green Portion
34%

A third of all our products in the EMEA range are considered eco-friendly. This includes remanufactured and refilled OEM toner cartridges, remanufactured drum units, drums and drum unit rebuild kits, and products made with recycled plastics.

Sustainability Logos Explained

Katun ecoKAP™ Toners
An industry-first refillable aftermarket toner cartridge that features an innovative patent-pending cap for easy toner refilling.

Reduce

Recycled Plastics
Diverting an abundance of plastic from landfills and oceans, many products in the eco-friendly range are produced using up to 95% recycled plastics.

Reuse

Nordic Swan Certified
Katun is proud to have earned the coveted Nordic Swan Ecolabel for several refilled OEM and remanufactured toner cartridges.

Recycle

Product Recycling

Collection Partners

Katun actively participates in the circular economy by selling remanufactured imaging supplies that provide our dealer and distributor customers with high-quality, cost-effective replacement parts. We have a network of specialist licensed office equipment recycling partners throughout Europe to cater to all customers' waste management needs and dedicated to giving products a second or even third life.

We greatly encourage our customers to return all of their used cartridges and drum units to our collection partners, so we can keep providing them with remanufactured products for use in a wide range of OEM brands and avoid waste being sent to landfill.

Recycled Plastics Products

Diverting an abundance of plastic from landfill, many products in the eco-friendly range are produced using up to 95% recycled plastics.

In February 2023, Katun made the eco-conscious choice to produce all newly introduced waste toner containers using recycled plastics – in most cases that means that over 90% of the plastic used for the finished product is recycled material.

Print IT, Plant IT with PrintReleaf™

Reforestation

We understand the importance of preserving resources and strive to conduct business with an environmentally friendly approach.

"Print It, Plant It" is Katun's Reforestation program in partnership with PrintReleaf™, enabling Katun customers and end-users to contribute to the reforestation of global forests by offsetting their paper output and converting pages printed into trees.
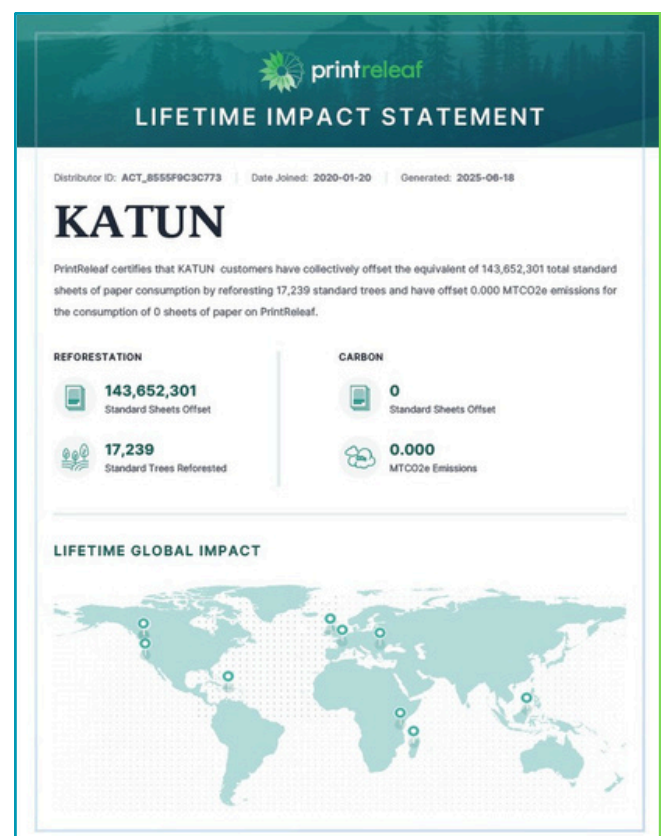

Katun partnered with PrintReleaf™ in 2020 to expand our sustainable initiatives portfolio and promote our commitment to helping the environment.

The "Print It, Plant It" program enables our dealer customers to track not only their own, but also their customer's paper consumption through an intelligent online dashboard. Here the customers can convert the number of pages printed into a tree planted in a reforestation project of choice.
The number of pages equating to one tree has been scientifically calculated and verified.

As the Lifetime Impact Statement shows to the right, Katun and it's customers in EMEA have reforested over 17,000 trees in various locations over the world!

LIFETIME IMPACT STATEMENT

Distributor ID: ACT_8555F9C3C773 | Date Joined: 2020-01-20 | Generated: 2025-06-18

KATUN

PrintReleaf certifies that KATUN customers have collectively offset the equivalent of 143,652,301 total standard sheets of paper consumption by reforesting 17,239 standard trees and have offset 0.000 MTCO2e emissions for the consumption of 0 sheets of paper on PrintReleaf.

REFORESTATION
143,652,301 Standard Sheets Offset
17,239 Standard Trees Reforested

CARBON
0 Standard Sheets Offset
0.000 MTCO2e Emissions
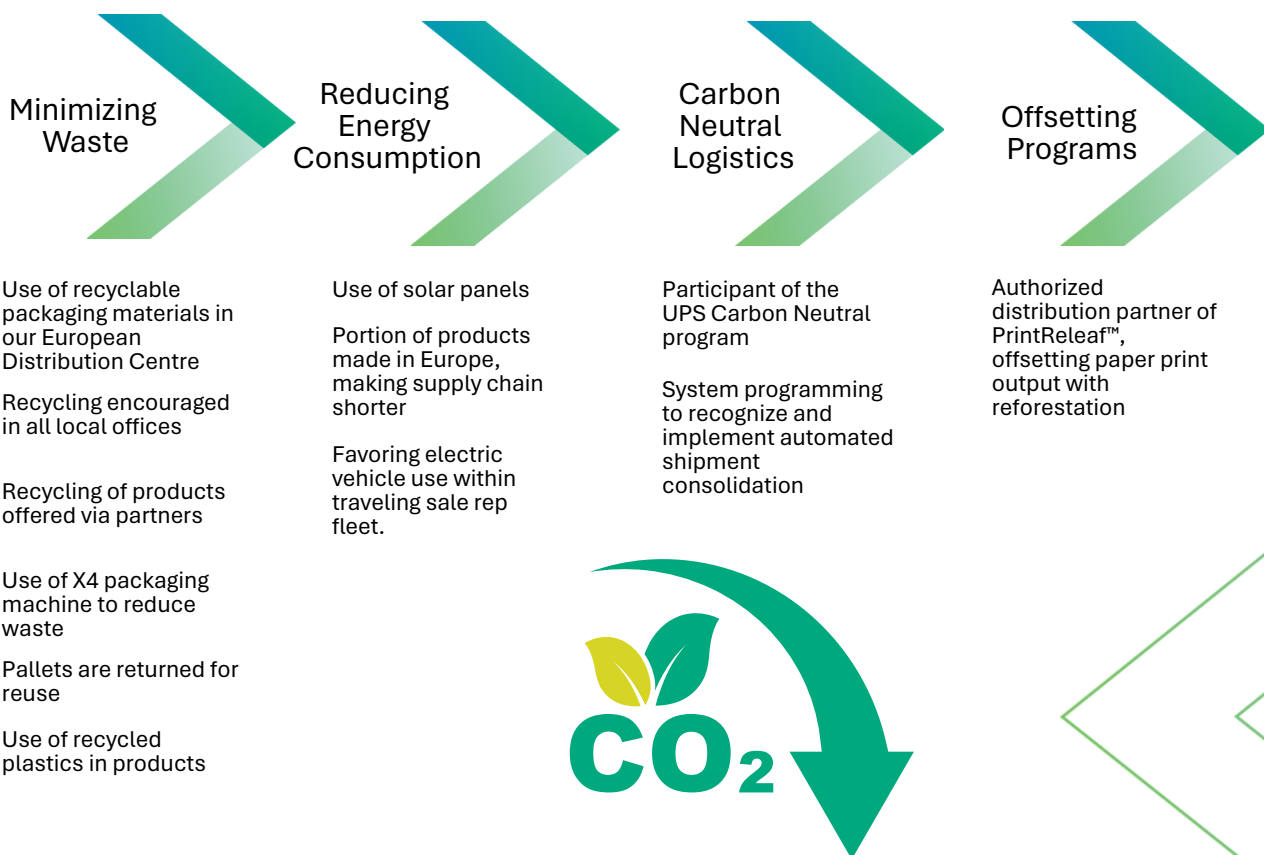
LIFETIME GLOBAL IMPACT

Carbon Footprint Analysis

What are CO_2 Emissions?

Carbon dioxide (CO_2) emissions refer to the release of carbon dioxide into the atmosphere, primarily as a result of human activities such as burning fossil fuels (coal, oil, and natural gas), deforestation, and various industrial processes. CO_2 is a greenhouse gas, meaning it traps heat in the Earth's atmosphere and contributes to global warming and climate change. Reducing CO_2 emissions is crucial for mitigating the adverse effects of climate change, such as rising sea levels, extreme weather events, and loss of biodiversity.

CO_2 Reducing Initiatives at Katun EMEA

Minimizing Waste

Reducing Energy Consumption

Carbon Neutral Logistics

Offsetting Programs

Use of recyclable packaging materials in our European Distribution Centre

Recycling encouraged in all local offices

Recycling of products offered via partners

Use of X4 packaging machine to reduce waste

Pallets are returned for reuse

Use of recycled plastics in products

Use of solar panels

Portion of products made in Europe, making supply chain shorter

Favoring electric vehicle use within traveling sale rep fleet.

Participant of the UPS Carbon Neutral program

System programming to recognize and implement automated shipment consolidation

Authorized distribution partner of PrintReleaf™, offsetting paper print output with reforestation
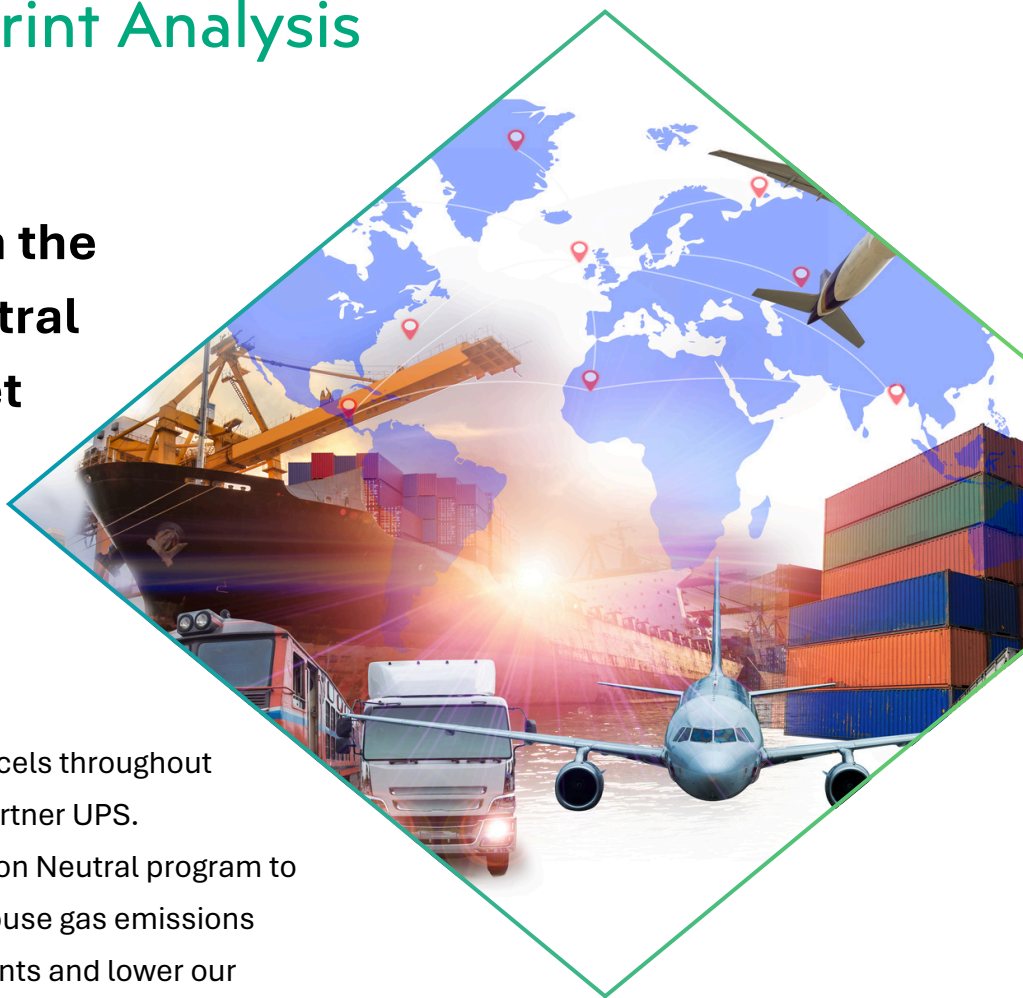
Carbon Footprint Analysis Logistics

We participate in the UPS Carbon Neutral Program to Offset Emissions

How does the program work?

Katun ships thousands of parcels throughout EMEA per year via logistics partner UPS.
We have joined the UPS Carbon Neutral program to proactively offset the greenhouse gas emissions generated from these shipments and lower our carbon footprint.
For every shipment, UPS will offset the calculated carbon emissions through certified programs around the world. These include forest conservation, renewable energy and resource recovery programs.

Since Katun's participation, 179.1945 metric tonnes of CO_2 emissions have been allocated to offset shipments via the UPS Carbon Neutral program.

Innovation for a Green Future

Katun ecoKAP™
Toner Cartridge

Katun ecoKAP™ is an innovative, exclusively designed toner cartridge that features a patent-pending cap allowing for easy toner refilling.

The design is aimed at promoting reuse and sustainability for the future preservation of the planet.

A true circular economy product

> An industry-first refillable aftermarket toner cartridge!

> Can be refilled up to 3 times!

> Made from greater than 60% recycled plastic!

Over 157,500

Cartridges in Circulation

If each of these cartridges are refilled twice; that's a saving of at least 300,000 new cartridges being produced in the future. Producing a refilled toner cartridge has 84% LESS environmental impact compared to a new-build.*

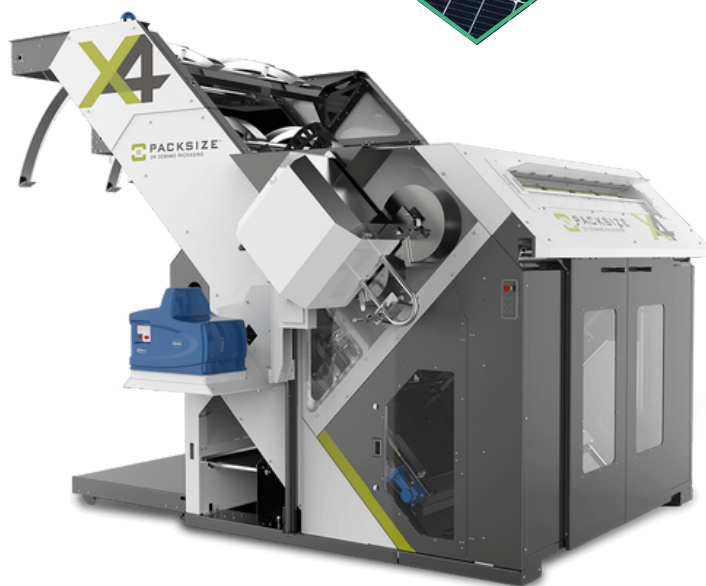*As per Independent Lifecycle Assessment commissioned by Katun in April 2022.*

Our Distribution Centre
From Green to Greener

Katun's European Distribution Centre relocated to Tiel, The Netherlands in June 2022. The modern facility boasts over 120,000 square feet of warehouse space, 13 truck loading docks and a specialist area for our technical team. Eco-friendly additions include solar panels for energy, LED lighting throughout and a waste saving innovative packaging machine. The distribution centre provides excellent service to customers throughout Europe, Africa, and the Middle East.
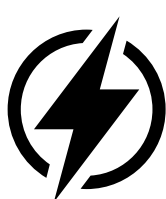
Plastic-Free Box Shipment Packaging

All box shipment packaging used in our European Distribution centre is sourced with environmental factors considered. All outer shipment boxes are composed of fully recyclable cardboard, and all insert protective packaging is recyclable paper. We use recycled wooden pallets and recycled environmentally friendly plastic film for wrapping. We ensure all recyclable material is disposed of responsibly with specialist recycling facilities on-site.

Furthermore, Katun's commitment to sustainability has extended to our packaging strategy, with the installation of a specialized on-demand packaging machine in 2022. This machine calculates the volume and box size according to order and produces a custom sized box. This reduces both the waste material produced and the amount of protective paper required within the box.

Utility Savings

Electricity
80%

Gas
25%

Based on previous facility (2021) vs current facility (2023)

EcoInk & Packaging

What is ecoink?

Ecoink refers to environmentally friendly ink used in printing processes that aim to reduce the negative impact on the planet. Traditional inks often contain volatile organic compounds (VOCs), heavy metals, and other harmful substances that can be detrimental to both human health and the environment. Ecoinks, on the other hand, are made from renewable resources and utilize natural or non-toxic ingredients, such as soy, vegetable, or water-based formulations. These inks are designed to be biodegradable, reduce emissions of harmful chemicals, and are often produced through more sustainable manufacturing processes.

What is the difference?

The table below shows the benefits of using water-based ecoink compared to traditional oil-based ink

Feature	Water-Based Ink	Oil-Based Ink
VOC Emissions	5–15% VOC content	30–45% VOC content
Toxic Chemicals	Low (0–5% hazardous substances)	High (15–30% hazardous substances)
Recyclability Impact	90–95% compatible with paper recycling	60–75% compatible (may require de-inking)
Water Pollution Risk	Minimal—non-toxic and biodegradable	Moderate to high—can release solvents/metals
Energy Use for Cleanup	Up to 50% lower energy use (cold water cleanup)	Higher—requires heat and chemical solvents
Carbon Footprint	20–30% lower lifecycle CO_2 emissions	Baseline (depends on solvent type)

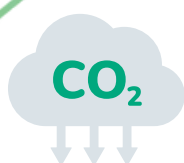## Over 55% of Katun products use ecoink on the outer packaging.

Green packaging: All new products introduced since 2021 utilize green packaging - no plastic, only cardboard inserts. A project is in place for 60 additional products to be phased to plastic free packaging with a completion target of the end of Q1 2026.

Working Towards our Green Goals

Why is ESG Important?

Businesses are increasingly focusing on Environmental, Social, and Governance (ESG) factors to make a positive impact. This includes reducing carbon emissions, promoting diversity, ensuring ethical practices, supporting communities, and innovating in sustainability. Achieving these goals enhances reputation, stakeholder relationships, and contributes to a more sustainable future.

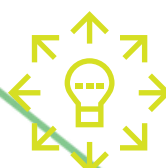## What are Katun's Goals to Support ESG for the Future?

CO_2

Reduce carbon emissions by replacing existing car fleet with low emission vehicles
Goal: 90% of fleet to be low emission vehicles by 2030

Goal Progress: The ratio of low emission cars within the fleet has increased by 25% in 2024 compared to 2023. This brings our current total percentage of low emission cars within the fleet to nearly 30%.

Plant a target of 5,000 trees per year with PrintReleaf™

Goal Progress: A total of 5519 trees were planted in 2024.

Expand the portion of eco-friendly products including eco-design elements to 45% by 2026

Goal Progress: Currently calculated at 34%, Katun aims to work proactively to improve this figure by 2026.

Our People

Introduction

At Katun, we understand that our people are our most valuable asset. Our commitment to sustainability extends beyond environmental initiatives to encompass the growth and development of our employees. This section of our sustainability report outlines our dedication to Human Resource Development and Personal Growth.

The Importance of Employee Well-being

We believe in nurturing a culture that supports continuous learning, skill enhancement, and personal development. Our strategies are designed to unlock the full potential of our employees, aligning their growth with our organizational goals.

Key Initiatives

Within our environmental, social, and governance (ESG) framework, we are committed to fostering a culture of continuous learning and support for our employees. Our approach to professional development is comprehensive, offering a variety of in-house and external training programs, workshops, and seminars. These opportunities are designed to sharpen technical skills, enhance leadership qualities, and promote innovative thinking, with a significant number of our team members engaging in at least one professional development activity over the past year.

Additionally, our mentoring and coaching programs are a testament to our dedication to fostering a nurturing and collaborative workplace. By pairing less experienced employees with seasoned professionals, we facilitate valuable knowledge transfer and career guidance, strengthening our organizational fabric.

In the realm of health and well-being, recognizing the critical importance of both mental and physical health is fundamental to our approach. Although we have not yet implemented these offerings, our future plans include the introduction of comprehensive resources and programs focused on holistic well-being. These planned initiatives will encompass stress management workshops, fitness classes, and health screenings, all aimed at supporting the overall health and wellness of our employees.

This forward-looking strategy demonstrates our commitment to adapting and expanding our support for the workforce to meet evolving health and well-being needs. By focusing on the future implementation of these health and wellness programs, we affirm our dedication to fostering a supportive and healthy work environment, aligning with our broader environmental, social, and governance (ESG) goals and organizational values.

Company Social
Equality & Diversity

Diversity and Inclusion

We are committed to creating an inclusive environment where diversity is celebrated. Our diversity training programs aim to foster an understanding and appreciation of different perspectives, enhancing teamwork and innovation. Key to this commitment is ensuring gender diversity and multicultural representation within our workforce.

The table on the below right represents our ongoing efforts to ensure a balanced and diverse workforce at all levels of the company.

We are proud of the progress we have made and remain committed to further enhancing diversity within Katun EMEA.

In our ongoing commitment to environmental, social, and governance (ESG) principles, we continuously strive to enhance our workplace environment and employee satisfaction. Our internal assessments indicate a stable and highly engaged workforce, as evidenced by minimal staff turnover. This stability suggests that our employees find our company a rewarding place to work, aligning with our core values and mission.

Looking ahead, we are excited to further strengthen our engagement with employees by rolling out regular feedback surveys starting in 2025. These surveys will help us better understand the evolving needs and aspirations of our teams and ensure that our initiatives remain responsive and effective. In addition, we are actively evaluating future opportunities for enhanced well-being programs beyond 2025 to continue supporting our employees in meaningful ways. By investing in the well-being of our people and reinforcing a culture of trust, inclusion, and high performance, we ensure that every employee has the opportunity to thrive, both personally and professionally, while building a meaningful career at Katun.

People Evaluation – EMEA

Employee Category	Men	Women
Leadership	50%	50%
Sales	76%	24%
Admin/Support	49%	51%
Warehouse	62%	38%
Overall Company	**57%**	**43%**

Data as of June, 2025

Further Development

We provide regular cyber security and data privacy training to all employees.

Skill Enhancement:

Building on the success of our existing skill enhancement initiatives, we are actively exploring ways to further enrich our training and development programs. For example, Katun prioritizes cyber security and data privacy education for all employees. All Katun employees are provided with regular cyber security and data privacy education to help the employees understand the importance of maintaining a secure online presence. Our aim is to introduce innovative and targeted learning opportunities that cater to the evolving needs of our workforce and the dynamic nature of our industry.

In the future, we plan to expand our mentorship programs and enhance our training offerings, incorporating cutting-edge methodologies and technologies. This will include a broader spectrum of in-house and external training options, designed to offer a more personalized and impactful learning experience for every employee.

By continuously improving our development programs, we are committed to not only sustaining but elevating the level of expertise and satisfaction within our team. This forward-looking approach ensures that we remain at the forefront of professional development, furthering our commitment to excellence and our overall ESG objectives.

Leadership development:

Our focus on leadership development remains a cornerstone of our organizational strategy. Last year, we saw a number of our team members advance into leadership roles, a clear indicator of the effectiveness of our leadership development programs.

Central to our approach is our leadership succession planning process, which is designed to identify and educate potential future leaders within our organization. This process ensures that we have a pipeline of skilled and prepared individuals ready to step into leadership positions as they become available. By investing in the development of our future leaders,
we not only support the growth and advancement of our employees but also strengthen the overall leadership structure of our company, ensuring sustainability and resilience in our operations.

This commitment to nurturing leadership talent underscores our dedication to fostering a robust, forward-thinking management team that is equipped to lead our company into the future.

Employee Well-Being

At Katun, we recognize that the well-being of our employees is fundamental to our success. We are committed to creating a supportive and healthy work environment where individuals feel valued, empowered, and equipped to thrive both personally and professionally. Our approach to well-being focuses on promoting work-life balance through flexible working arrangements and remote work opportunities, encouraging professional growth through continuous learning initiatives, and maintaining a safe, respectful, and positive workplace culture. We also foster a supportive management philosophy, underpinned by open-door policies that ensure employees feel heard and valued at every level of the organization.

- Work-Life Balance: Flexible working arrangements and remote work opportunities.

- Supportive Culture: Open-door management policies to encourage transparency and trust.

- Safe & Respectful Environment: Commitment to maintaining a positive, inclusive, and safe workplace.

- Professional Growth: Ongoing learning and career development initiatives.

- Future Initiatives: Launch of employee feedback surveys in 2025 and evaluation of enhanced well-being programs beyond 2025

Social responsibility and our core values

At Katun, our commitment to social responsibility is deeply rooted in our four core values. These values guide our interactions with employees, customers, communities, and stakeholders, ensuring that we create a positive and sustainable impact.

These core values shape our approach to corporate social responsibility, helping us build a workplace culture that prioritizes ethics, inclusivity, and sustainability. Through our ongoing ESG initiatives, we remain committed to making a meaningful difference in the communities we serve.

Commitment	Goodness	Honesty	Courage
We are dedicated to delivering on our promises and maintaining a steadfast focus on our goals. Our commitment extends to our employees, customers, and communities, ensuring that we continuously strive for progress and sustainable growth. We take responsibility for our actions and uphold our mission with unwavering dedication.	We believe in fostering a culture of kindness, empathy, and ethical behavior. Our commitment to goodness drives us to engage in socially responsible initiatives, support our communities, and promote well-being for all. We seek to create a positive impact by making ethical decisions and prioritizing the welfare of our stakeholders.	Transparency and integrity form the foundation of our business. We conduct our operations with openness, ensuring that our communications, decisions, and actions reflect the truth. Honesty strengthens trust among our employees, customers, and stakeholders, reinforcing a culture of ethical behavior and accountability.	We embrace challenges and take bold steps to drive innovation and change. Courage empowers us to make difficult yet ethical decisions, stand up for what is right, and push boundaries to achieve excellence. By fostering a culture of resilience and confidence, we encourage our teams to take initiative and contribute to meaningful advancements.

Our Innovation Hub

OUR DEDICATION TO QUALITY MAKES US UNIQUE

TESTING EQUIPMENT

Our Innovation Hub has a comprehensive range of test and diagnostic equipment that is used to perform a wide array of precise testing and reverse engineering procedures to ensure OEM equivalence.

TESTING PROTOCOL

Katun utilizes ISO and proprietary testing protocols, developed using decades of learning from our customers, to identify and address potential issues before releasing the products to our customers.

INTELLECTUAL PROPERTY RIGHTS

We respect intellectual property rights. Katun spends significant time and money to ensure our products are IP compliant, providing our customers a level of confidence they won't get anywhere else.

OUR PEOPLE

Decades of experience from our quality-focused teams of lab technicians, product experts, engineers and IP attorneys.

Our Innovation Hub

- Over 106,775 Sq ft (9,920m^2)

- Over 800 models of office imaging equipment

- Environmental chambers

- Controlled environment

Key functions are:

- Performance Testing and Analysis-Conducting rigorous tests to evaluate product performance under various conditions and identifying potential issue.

- Monitoring and Reporting-Continuously monitoring product performance and generating reports to track performance metrics and trends.

- Optimization and Tuning-Implementing strategies to optimize and improve product performance such as refining specs, adjusting product configuration, and upgrading chip firmware.

- Quality Management-Respond to performance related incidents promptly to minimize impact on users by gathering data and performing tests.

- User experience Focus-Ensuring that performance improvements align with enhancing the overall user experience and satisfaction.

- Collaboration-Work closely with development, operations, customers, and other teams to integrate performance considerations throughout the product lifecycle.

Compliance & Certifications

Quality You Can Depend On

Katun backs our products with industry-leading warranties. Because our products are subjected to rigorous testing, you can be confident in our product quality and reliability. Every new Katun product must pass a full battery of tests to evaluate its life/yield, compatibility with OEM products, and overall performance under a wide range of environmental and machine usage conditions. Extensively trained quality assurance inspectors maintain samples and thorough specification documentation for every product we offer.

Katun is committed to providing the highest standard of products and services.

We ensure compliance with necessary regulations and extend quality standards with industry relevant certifications.

STMC Certified Testing

Since our inception in 1979, Katun has been committed to providing industry-leading OEM-alternative replacement supplies for imaging equipment. Our thorough testing protocols are key to that commitment.

ISO

The majority of our products are manufactured in facilities that have earned the ISO 9001:2015 quality management system certificate and the ISO 14001:2015 environmental management system certificate. Katun's parent company, GPI, also hold these certifications.

REACH & RoHS Compliant

Katun proactively works with its suppliers which provide products in these two categories through a formal program requiring the supplier to confirm its compliance.

Member of ETIRA

Katun is a member of the European Toner & Inkjet Remanufacturers Association (ETIRA). This non-profit organization was formed in 2003 to represent the industry and regulate the procedures regarding remanufacturing compatible products.

WEEE Compliant

In compliance with WEEE Regulations, Katun is registered with local WEEE authorities in all countries where Katun has a fiscal entity. Katun provides regular periodical declarations to the local WEEE Authorities.

Nordic Swan

Katun is proud to have earned the coveted Nordic Swan Ecolabel for several refilled OEM and remanufactured toner cartridges. The Nordic Swan Ecolabel is a Type 1 ecolabel (ISO 14024), one of the world's most credible environmental labels. Type 1 means that the certified products meet environmental requirements set by an independent third party and based on a life-cycle assessment.

Conducting Business Ethically

Katun takes its role as a global citizen seriously. In addition to our comprehensive environmental policies, we are dedicated to doing business ethically and responsibly. As a leader in the imaging industry, we recognize that in addition to our obligation to customers, partners, shareholders, and employees, we are also obligated to our fellow citizens to act compassionately and conscientiously in all areas of business.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is the approach to every initiative to promote human rights, help communities and protect our natural environment.

Our Policies

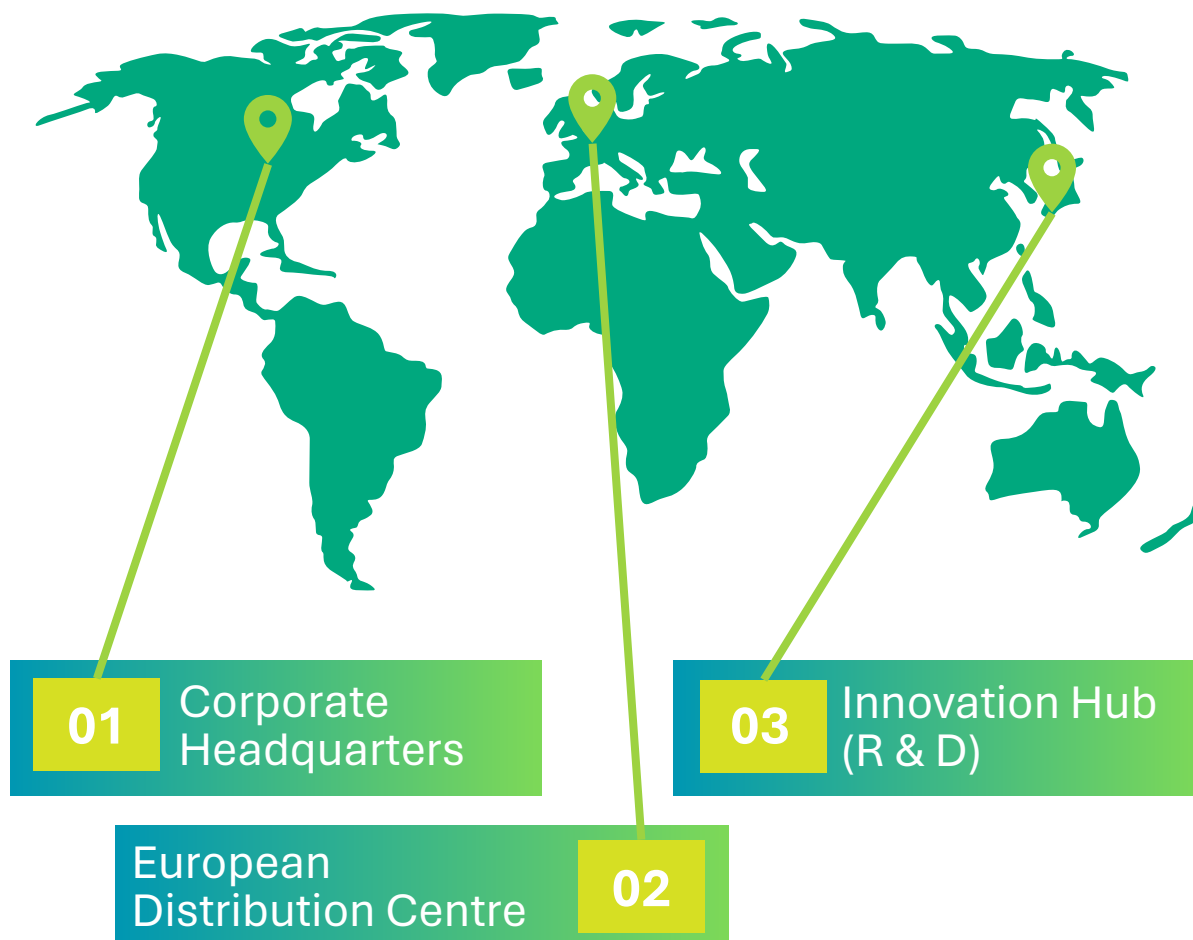| Corporate Responsibility Policy	Human Rights Policy	Supplier Code of Conduct

More Information About Us

Katun Corporation

One of the world's leading providers of high-quality OEM-alternative imaging supplies and parts for copiers, printers, MFPs and MFDs. Katun pioneered and legitimized the aftermarket starting in 1979.

01 Corporate Headquarters

02 European Distribution Centre

03 Innovation Hub (R & D)

SERVING 124+ COUNTRIES

50+ LOCATIONS

46+ YEARS OF EXPERIENCE

8000+ CUSTOMERS

KATUN®

SUCCESS MADE SIMPLE.

www.katun.com