



*Get Color Right*

Fiscal Year 2024-2025

# Sustainability Report

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# Message from the Chairman and CEO

Dear Stakeholders,

We are pleased to share Datacolor's Fiscal Year 2024–2025 Sustainability Report, highlighting another year of progress in our environmental, social, and governance (ESG) commitments. Sustainability continues to shape how we operate, innovate, and partner across our global organization.

This year, we achieved an important milestone: a 26 percent reduction in our combined Scope 1 and Scope 2 emissions since the FY2021–2022 baseline, keeping us firmly on track toward our 50 percent reduction goal by 2030. These improvements stem from continued efficiency gains in our facilities, operations, and product design.

Looking ahead, we anticipate further emissions reductions in FY2025–2026, driven especially by the commissioning of solar power at our Suzhou manufacturing site. The ongoing electrification of our company car fleet in Europe is also delivering measurable environmental benefits.

During this fiscal year Datacolor acquired two TECHKON companies in the US and Germany. Both companies will be integrated in our future sustainability reporting.

Our progress reflects the dedication of our employees, customers, and partners. Thank you for your continued support as we work together toward a more sustainable future.

**Albert Busch**  
CEO

**Werner Dubach**  
Chairman

<sup>1</sup> This target relates to Scope 1 and Scope 2 emissions, against our FY 2022-2023 baseline.

# About Datacolor

## Datacolor at a Glance

**More than 10,000 business customers rely on Datacolor instruments and software daily**

**Over 1 million photographers and creative specialists use Datacolor Spyder and ColorReader products**

**460+ dedicated employees globally**

**Sales, Service & Support available in 100+ countries**

**40+ active patents**

**ISO Certifications –  
ISO/IEC 17025:2017  
ISO9001:2015  
ISO 27001:2022**

**50+ years of delivering innovative color solutions**

**Direct presence in 18 countries**

**80+ Global Service and Support Team Members**

# Products and Services

## Empowering Color Professionals for Over 50 Years

Since 1970, Datacolor's color management tools and software have helped color experts the world over get color right.

- Color Management Solutions for Businesses

- » Color management tools integrate technology, engineering, and innovation to digitize color for the world's biggest brands.

- » Benchtop Spectrophotometers

- Increase efficiency and color confidence with our suite of precision-grade benchtop devices.

- » Portable Spectrophotometers

- Take color management and measurement on the go with these handy, easy-to-use portable instruments.

- » Color Management Software

- Access lab-grade matching and recipe optimization while saving time and money with our powerful color formulation and feature-rich quality control software.

- » Visual Evaluation and Lab Tools

- Find the color lab dyeing and dispense solutions, light booth, sample conditioning products you need to get color right for your brand and supply chain partners.

- » Color Audit Services

- Reduce the time and cost of product development and ensure supply chain quality with our color assessment and lab audit services.

- ColorReader for Pro-Painters and Designers

- » Color professionals capture color on-the-go with the Datacolor ColorReader, built for precision color measurement.

- Spyder for Photographers, Videographers and Content Creators

- » Achieve your creative vision with the Datacolor Spyder, the tool professionals use for high-quality color calibration.



## How We Help Our Customers

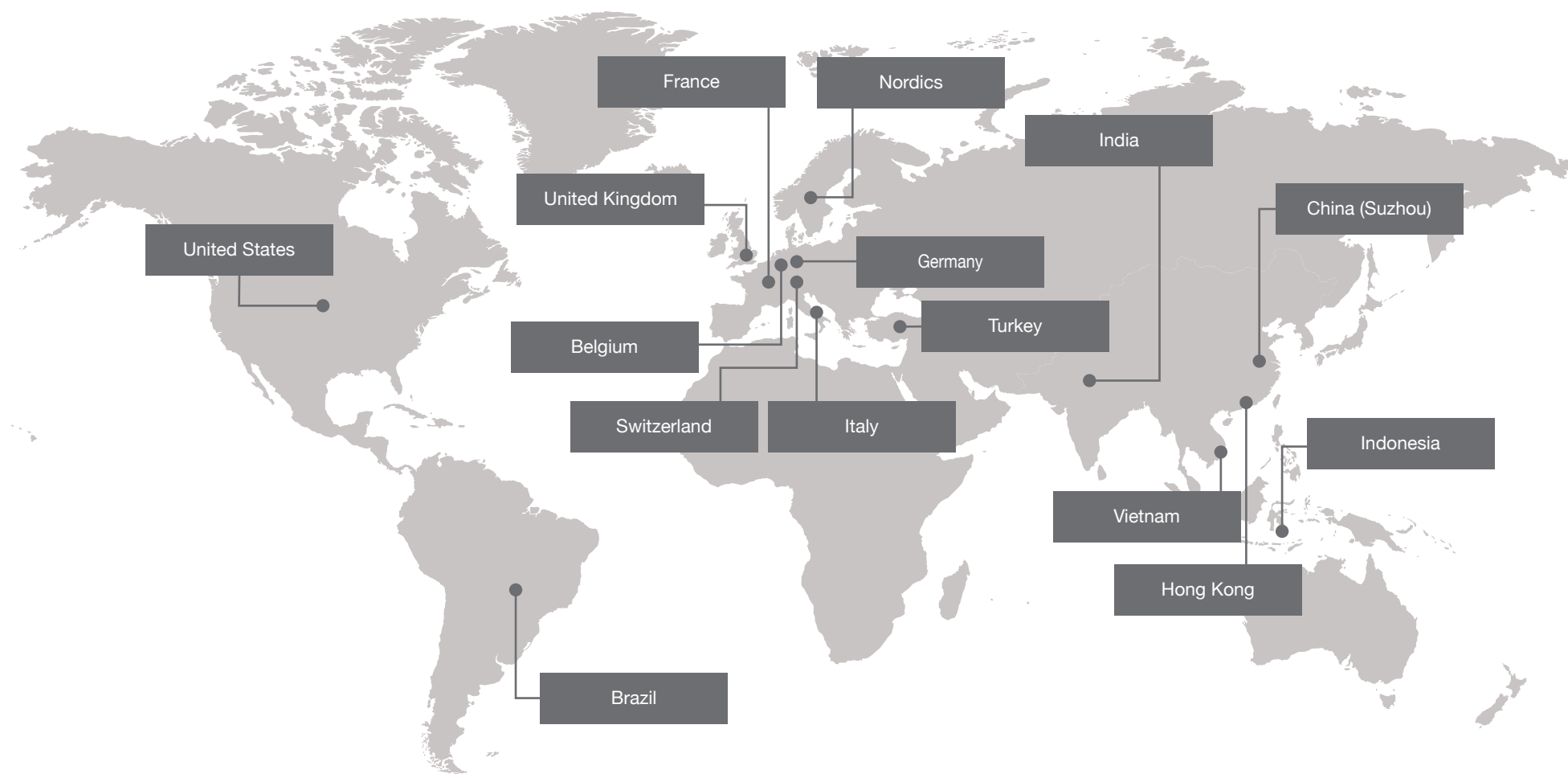
For over half a century, Datacolor has been dedicated to helping our customers “get color right” by employing cutting-edge digital hardware and software technologies to enhance their businesses and protect our planet. Our mission is realized through close collaboration with customers and the development of innovative products that address color challenges, minimize waste, and boost workflow efficiency.

We support our customers in adopting new technologies and digital color management to enhance sustainability and transparency in their supply chains. Key initiatives include:

- Educating customers on digital color management through [videos](#), [blogs](#), and training sessions.
- Providing expert guidance on establishing Standard Operating Procedures and certifying supply chains to reduce the need for physical samples.
- Highlighting sustainability at major trade events, showcasing how Datacolor solutions promote sustainable practices.

# Map of Operation

With offices across the globe, we offer the critical direct support our customers need to get color right.



# Datacolor Leadership

For over 50 years, Datacolor has remained at the forefront of color management technology. Meet the leaders in color communication.

## Board of Directors



**Werner Dubach**, 1943, CH  
Chairman, Board member since 1981

Dipl. Ing. Chem. ETH Zurich  
MBA Wharton, University of Pennsylvania

Since 2009 Chairman of the Board,  
Entrepreneur Partners AG

1981-2009 CEO and Chairman,  
Eichhof Holding AG



**Jvo Grundler**, 1966, CH  
Deputy Chairman, Board member  
since 2017

Dr. iur. University of St. Gallen

LL.M. University of Cambridge

Since 2020 Deputy Chairman, Villiger  
Söhne Holding AG

Since 2023 Partner Bratschi AG

Since 2017 General Counsel and  
Board Member, HIAG Immobilien  
Holding AG

2017 -2023 Of Counsel, Prager  
Dreifuss AG

2002-2017 Ernst & Young Legal  
Services



**Hans Peter Wehrli**, 1952, CH  
Board member since 2001

Prof. em. Dr. oec. publ. University of  
Zurich

Since 2017 emeritus Professor of  
Business Administration, University  
of Zurich

Since 2014 Board Member,  
Gebäudeversicherung Bern

Since 1991 Board Member, Härdi  
Holding AG

2002-2020 Chairman of the Board,  
Swiss Prime Site AG

1997-2019 Chairman of the Board,  
Belimo Holding AG



**Thomas Studhalter**, 1969, CH  
Board member since 2016

MS in Business Administration, Swiss  
Certified Accountant, HWV Lucerne

Since 2021 CEO and Member of the  
Board, BDO AG, and since 2024,  
Director of BDO International Ltd.,  
London

Since 2019 Board Member, Eisner  
Holding AG

Since 2019 Board Member, Bataillard AG

Since 2018 Board Member, Swiss Prime  
Site AG

2014-2020 Member of the Regional  
Management Central Switzerland,  
Partner, BDO AG

2007-2014 Head of the Central  
Switzerland region, Partner, KPMG AG



## Board of Directors



**Hanno Elbraechter**, 1980, DE  
Board member since 2018

European Business Program (EBP)  
Ecole de Management (ESC) de  
Bordeaux

and University of Applied Sciences  
Münster

Since 2014 Head of Business Unit  
Technology, Member of Executive  
Committee, DKSH

2004-2014 CEO Asia, Deckel Maho  
Gildemeister



**Danielle Bosshard-Dubach**, 1972,  
CH  
Board member since 2024

Bachelor of Science in Business  
Administration with a Specialization in  
Marketing and E-Business, University  
of Applied Sciences (ZHAW),  
Winterthur

Professional background:

- Since 2020 self-employed as a sports mental trainer
- 2010 – 2011 Consultant Marketing Communications, Young&Rubicam
- 2007 – 2010 Consultant Marketing Communications, Spillmann/Felser/Leo Burnett
- 2005 – 2007 Consultant Marketing Communications, Publicis



**Simone Dubach-Thyssen**, 1981, CH  
Board member since 2024

Master of Arts in Marketing, Services  
and Communication Management  
(MSC), University of St. Gallen (HSG)

Professional background:

- Since 2024 Participant BWBW Program, Salesforce
- 2011 – 2017 Head of Latin America, Lindt & Sprüngli
- 2009 – 2011 Business Consultant, BYT Consulting
- 2008 – 2009 Analyst, Accenture Consulting Activities on executive or supervisory boards:
- Since 2022 Board of the Association, Fotomuseum Winterthur

## Leadership Team



**Albert Busch**, 1967, US/NL  
CEO

BS & MS in Electrical Engineering, University of Ghent  
MS in Industrial Management, Catholic University Leuven  
Since 2008 with Datacolor  
Since January 2009 CEO  
1991 – 2008 Management roles, NV Bekaert SA



**Patrice Jaunasse**, 1964, FR  
Executive Vice President Sales and Support

MS in Engineering, Electronics, Telecom and Computer, ESEO  
Since 2012 with Datacolor  
2002 – 2011 General Manager and Sales Director EMEA, Tektronix  
1998 – 2002 President and Sales Director, Nettetel Telecom Instrumentation



**Philipp Hediger**, 1975, CH  
CFO

MS in Business Administration, University of Fribourg  
Since 2018 with Datacolor  
2016 – 2017 COO/CFO and Member of Executive Management Team, Sequel  
2010 – 2016 CFO, Sequel  
2007 – 2009 Director Financial Reporting, Kofax Group



**Qian Eschbach**, 1972, USA  
Vice President, Marketing

BS in Electrical Engineering, Lehigh University  
Since 2016 with Datacolor  
2007-2017 Director of Marketing, Alcatel-Lucent Enterprise  
2000-2007 Marketing Manager, Lucent Technologies



**Yazid Tohme**, 1973, USA/LB  
Executive Vice President R&D and Operations

BS in Mechanical Engineering, University of Kentucky MS  
Ph.D. in Mechanical Engineering University of Florida  
MBA, University of Massachusetts  
Since 2022 with Datacolor  
2021 – 2022 VP Advanced Mobility Solutions, Harman International  
2019 – 2020 Chief R&D Officer and Member of Executive Team, FARO Technologies  
2011 – 2019 SVP of R&D, FARO Technologies



**Winge Vrijders**, 1980, BE  
Vice President, Human Resources

BA, Management Assistance, BaNaBa, European Business Administration  
Since 2016 with Datacolor  
2012-2016 HR Generalist & HR Retail, Neuhaus Createur Chocolatier  
2010-2012 HR Generalist, The Phone House Belgium

# Our Approach to Sustainability

While Datacolor has a long history of corporate social responsibility, in late 2021 the company more formally developed its sustainability strategy and approach to environmental, social and governance (ESG) issues.

## Materiality

Working with an outside sustainability consulting firm, Datacolor completed its first materiality assessment in 2021 to identify and organize the most important sustainability topics. That framework is reviewed annually to ensure it is still relevant to our most important sustainability issues.

Using the Sustainability Accounting Standards Board (SASB) Standards for the Hardware Industry and the Software & IT Services Industry as a guide, we identified nine material topics organized into three workstreams: Responsible Operations, Sustainable Products, and Rewarding Workplace.



The resulting sustainability framework is used to develop an annual sustainability roadmap to prioritize and plan for future ESG initiatives and guide the structure and content of this sustainability report.

## Sustainability Steering Committee

Datacolor's Sustainability Steering Committee, comprising cross-functional senior leaders, is responsible for the oversight and sponsorship of ESG activities. The Committee meets bi-monthly to review progress against the annual sustainability action plan, identify and direct resources to upcoming initiatives and ensure seamless coordination between departments working on complex environmental and social initiatives. Datacolor's Chief Executive Officer, chair of the Sustainability Steering Committee, reports directly to the Board of Directors.

During the reporting year, the Sustainability Steering Committee oversaw management of a wide variety of ESG issues, but focused particularly on four key topics:

- Finalizing our sustainability product testing system to ensure that product comply with relevant laws and regulations
- Implementation of a carbon reduction plan, including the evaluation and approval of high-priority energy efficiency projects in our manufacturing facility and corporate headquarters
- Extending our e-waste management system so that all locations with significant operations have a standardized way of tracking e-waste recycling and disposal
- Formalizing a reporting mechanism for consumer product refurbishment programs across all Datacolor regions.





Responsible  
Operations

# Ethics and Integrity

At Datacolor, every decision we make is grounded in a commitment to ethics and integrity. Our corporate governance structure and sustainability practices ensure that fairness, integrity and accountability are embedded across all business functions.

## Code of Ethics/Policies

Our Global Code of Conduct, which lays out our expectations and requirements for ethical business practices, fair labor and working conditions and environmental responsibility including:

- Bribery and corruption
- Conflict of interest and competition
- Confidentiality and trade secrets
- Diversity and inclusion
- Discrimination and harassment
- Work hours, wages and benefits
- Professional growth and development
- Privacy and data protection
- Health and safety
- Workplace security
- Child labor and forced labor
- Freedom of association

This year, Datacolor employees completed compliance training covering Understanding and overcoming Bias, Understanding AI Risks, Anti-Bribery, Promoting Diversity and avoiding Discrimination, the Global Code of Conduct and Datacolor core values: Customer Focus, Teamwork, Ownership, Execution,

Passion, Learning and Ethics.

The Code of Conduct applies to all executives, directors, managers, and permanent and temporary employees of the company. This policy applies to all prospective and current employees of the company, as well as volunteers, contractors and consultants. Suppliers are expected to abide by these same values, which are covered separately in our Supplier Code of Conduct.

Oversight of this policy is provided by Datacolor's Board of Directors. Responsibility for implementing the policy is held by the Compliance Officer.



## Reporting Concerns and Whistleblower Protection

Datacolor adopted a whistleblower policy in 2019, which was later incorporated into the Global Code of Conduct. The policy provides options for employees and contractors to report breaches of general law, violations of Datacolor policies, or actions contrary to generally recognized principles of business ethics.

Under the Whistleblower Policy, Datacolor will not take adverse action against the Whistleblower for making disclosures in good faith, nor will it permit any employee or other person subject to Datacolor's control to retaliate against the Whistleblower. This protection of good faith disclosures applies regardless of the outcome of the investigation and even if a disclosure contains mistakes or errors. This protection also extends to persons who provide evidence or otherwise participate in the investigation.

Employees or contractors who retaliate against a Whistleblower or against anyone who provides evidence or otherwise participates in an investigation are subject to disciplinary action including termination of employment or business relations.

## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Monetary losses due to corruption and bribery	\$ USD	0	0	0	0
Monetary losses due to fraud and anti-competitive behavior	\$ USD	0	0	0	0
Alleged breaches to the Global Code of Conduct	Number (#)	0	0	1 <sup>1</sup>	0
Confirmed breaches to the Global Code of Conduct	Number (#)	0	0	0	0

<sup>1</sup> Datacolor received one anonymous email to our whistleblower hotline during the FY 2023-2024 year. The case was investigated by a third party and no evidence of any misconduct was found. The case was closed without further action.



# Supply Chain Sustainability

Our approach to supply chain sustainability is about ensuring that Datacolor’s sustainability values, expectations and requirements are upheld throughout the supply chain--on both the environmental and social issues. This includes how we choose our suppliers, how we mitigate sustainability risk in the supply chain, and ongoing engagement and collaboration with key suppliers that share our values.

Our strategies:

- 1. Engage with suppliers so they understand our expectations
- 2. Implement supplier screening to identify and mitigate sustainability risk
- 3. Engage in sustainable supply chain collaboration opportunities

## Supplier Code of Conduct

We are committed to conducting our business in an ethical, legal and socially responsible manner, and we expect Datacolor suppliers to share this commitment. Although there may be different legal and cultural environments applicable to suppliers, we require that suppliers comply with our Supplier Code of Conduct and meet minimum requirements in the following areas:

- Compliance with laws, regulations and published standards
- Anticorruption and fair competition practices
- Intellectual property
- Environmental practices
- Occupational health and safety practices
- Labor and human rights practices
- Monitoring, auditing and compliance

While this policy applies to all suppliers, significant suppliers—those who provide materials directly related to the production of our products—are required to sign their acknowledgment of our Code. That requirement also extends to service providers with whom Datacolor spent at least \$250,000 during the reporting period.

Datacolor reserves the right (in addition to all other legal and contractual rights) to disqualify any potential supplier or terminate any relationship with any current supplier found to be in violation of our Supplier Code of Conduct.

## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Product/component suppliers signing the Supplier Code of Conduct	Percent (%) by spend	79	87	91	93

Prior to FY 2024-2025, data reflects percent of domestic (Chinese) suppliers providing products/ components to Datacolor. Beginning in FY 2025-2026, we extended this tracking to global product/component suppliers.

## Carbon and Climate

Datacolor recognizes that climate change is an urgent and complex challenge and that we have a role to play. We are committed to reducing our carbon footprint throughout our value chain and implementing decarbonization strategies into our product design process.

Our strategies:

1. Track and report our energy use, so that we can measure progress over time
2. Take a lifecycle approach to reduce our carbon footprint

### Carbon Footprint

With climate change being an urgent and complex challenge, we are committed to reducing our Scope 1 and Scope 2 carbon footprint by 50% by 2030 against our FY 2021-2022 baseline. To date, we have achieved reductions of 26.2%, just over halfway to our goal. This progress reflects a combination of targeted energy efficiency initiatives, the gradual electrification of our company vehicle fleet, and the installation of photovoltaic solar panels at our key manufacturing facility.

Now that we have three years of greenhouse gas (GHG) data, we are well-positioned to understand emissions trends at our operations and identify the most effective opportunities for carbon reduction.

### Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Scope 1 emissions	tCO2e	242.9	226.0	228.9	189.7
<i>Stationary</i>	tCO2e	119.6	102.2	106.1	111.2
<i>Mobile</i>	tCO2e	123.3	123.8	122.8	78.5
Scope 2 emissions	tCO2e	1,279.3	1,295.4	1,189.0	933.9
<i>Electricity</i>	tCO2e	1,279.3	1,295.4	1,189.0	933.9
Scope 3 emissions	tCO2e	142.3	912.0	1,137.9	1,118.3
<i>Category 5: Waste</i>	tCO2e	Not tracked	40.9	8.9	7.6
<i>Category 6: Business travel</i>	tCO2e		616.3	692.4	671.3
<i>Category 7: Employee commuting</i>	tCO2e		254.8	436.6	437.9
Scope 1 and 2 Total	tCO2e	1,522.2	1,521.4	1,406.7	1,123.6

Notes:

- Our waste tracking methodology was updated in FY 2023-2024 to better account for different kinds of waste disposal. As a result, waste emissions from FY 2023 on are not directly comparable to prior years.
- Employee commuting emissions are determined in large part by a survey in which employees self-report their commuting habits, impacting our assumptions and the way we extrapolate data. We believe the significant differences in FY 2022-2023, in comparison to more recent years, are a result of survey participation, rather than meaningful differences in employee commuting patterns.

Emissions By Scope (MTCO2e)



● Scope 1 8.5% ● Scope 2 41.7% ● Scope 3 49.9%



## Energy

While a small number of our offices continue to use natural gas for heating during cooler months, electricity remains our primary source of energy, driven largely by operations at our manufacturing facility in Suzhou, China. In recent years, our energy strategy has focused on both efficiency improvements and the gradual transition to renewable energy, aligned with the evolving availability of clean energy solutions in the Chinese market.

Building on the findings of a comprehensive energy audit conducted in 2022, we implemented more than two dozen efficiency projects between FY2022 and FY2024, including lighting system improvements, air compressor modifications, energy monitoring technologies, and air conditioning upgrades. These initiatives laid the groundwork for a significant shift in our energy profile.

In FY2024–FY2025, we undertook a major capital investment to install photovoltaic (PV) solar panels at our Suzhou manufacturing facility. Although the system was commissioned midway through the fiscal year, it resulted in an immediate and material reduction in electricity purchased from the grid. On a monthly basis, on-site solar generation now accounts for approximately 50% of the facility's electricity consumption. In addition, the PV system generates renewable electricity in excess of on-site demand, enabling Datacolor to export clean energy back to the local grid. During the reporting year, this surplus generation totaled 124.6 mWh of renewable energy. Consistent with our carbon accounting methodology, this exported electricity is not included in our

Scope 2 emissions calculations, as it was not consumed by our operations.

Looking ahead, we expect a further increase in renewable electricity consumption and a corresponding reduction in Scope 2 emissions as the Suzhou PV system operates for a full fiscal year. This project represents a significant milestone in our longer-term transition toward renewable energy and lower-carbon manufacturing operations.

## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Total energy consumed	GJ	9,822.9	9,588.3	9,395.0	9,066.5
<i>Electricity</i>	GJ	5,696.2	5,800.2	5,395.0	5,719.4
<i>Natural gas</i>	GJ	2,372.8	2,030.1	2,107.8	2,207.2
<i>Gasoline</i>	GJ	1,148.0	894.9	1,081.0	656.4
<i>Diesel</i>	GJ	605.9	863.1	811.2	483.5

Note: Natural gas, gasoline and diesel energy are associated with Scope 1 emissions. Electricity energy is associated with Scope 2 emissions.



Sustainable  
Products

## Product Safety

At Datacolor, we think about product safety in an expansive way – from the safe operation and handling of our products to the privacy and security of the information we store.

Our strategies:

1. Ensure product safety is built into the entire lifecycle, from design → manufacturing → use → end-of-life
2. Enable customers to use our products safely through training and education
3. Implement systems to protect data privacy and security



## Quality Assurance

We are relentless about the reliability and quality of our products. Datacolor is ISO 9001:2015 and ISO/IEC 17025:2017 certified. Our quality management systems include six key elements:

- **Document control** ensures that everyone in the organization has access to the most accurate and recent instructions and maintains proper records
- **Record control** includes the identification, storage, retention, protection, disposition, and retrieval of records, supporting compliance and enhancing the accessibility of data to improve business operations
- **Internal audits** identify and mitigate operational risks and check the effectiveness of internal controls in areas like administration, accounting, and financial reporting
- **Product control** helps us identify and eliminate the production and delivery of products or services that fail to match up to the specified quality requirements
- **Corrective action** processes define a problem, determine its cause, contain it, and develop appropriate actions to prevent the issue from occurring again
- **Risk and preventive action** creates processes to determine the risks and opportunities that need to be addressed to assure the quality management system is effective and can achieve continual improvement



## Product Safety

To ensure that our products can be operated and handled safely, we engage:

- Safety-Focused Design
  - » Datacolor product designers have extensive safety guidelines and protocols, ensuring that safety considerations are taken into account throughout the design process.
- Third-Party Safety Certification
  - » Datacolor uses independent, third-party safety and reliability testing. These testing and certifications are designed to ensure that products and their components meet applicable laws, regulations and industry standards.

## Data Privacy & Security

Datacolor has integrated data protection and privacy features into system engineering, practices, and procedures. This approach, called “Privacy by Design,” guides our [Privacy Policy](#), our approach to data handling and storage, the use of personally identifiable information, and cybersecurity. We follow these seven core principles:

### 1. Privacy must be proactive, not reactive

Anticipate and prevent events that violate privacy. Identify systems that do a poor job of protecting the privacy and take steps to correct them. This principle reflects a high-level commitment to privacy and the establishment of ways to integrate privacy concerns into new projects.

### 2. Privacy must be the default setting

Systems should automatically protect privacy, even if a user does nothing. For example, you should create user settings that are automatically set to the highest privacy level, and default to collecting the least personal information needed.

### 3. Privacy must be embedded in the design

Privacy should form part of a system’s architecture. Privacy should not be sacrificed just for easier interaction and handling. When involving third-party service providers for processing personal data, those service providers also need to follow the privacy requirements that Datacolor needs to meet. This often requires a – so-called – Data Processing Agreement as part of the service contract.

### 4. Privacy integrations must offer full functionality

Users should never have to make the choice between full functionality and privacy protection. They should have full access to features without having to give up more of their personal information (positive-sum instead of zero-sum).

5. Systems must offer end-to-end security and full lifecycle protection

Privacy protections follow the data, wherever it goes. These principles apply when the data is first created, shared with others, and then finally archived. Appropriate encryption and authentication should protect the data till the very end when it finally gets deleted.

6. Privacy standards must offer visibility and transparency

Datacolor is open and accountable about how we collect, store and use personal information. We are providing a global company privacy policy which can be found on our website explaining exactly how we handle personal data.



7. Respect for User Privacy

Always keep the privacy interests of the user in mind. Ask for consent from the user, give notice about privacy policy updates, and remain open and accountable. There needs to be a purpose for collecting data. Don’t store anything personal just because “it’s nice to have” or “we might need this in the future”. Make sure that there is a reason for storing the data and that the user has given consent or there is a legal basis that allows us to store and process the data.

Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Number of recalls	Number (#)	0	0	0	0
Number of units recalled	Number (#)	0	0	0	0
Number of incidents of non-compliance with product safety laws and regulations	Number (#)	0	0	0	0
Number of data security and/or privacy breaches	Number (#)	0	0	0	0

# Materials Management

We think carefully about the materials that we use and how to minimize their impact on the environment. Because our ultimate goal is to design products that solely use recyclable and renewable materials, we're incorporating that thinking into product design and development, supplier selection, purchasing and packaging.

Our strategies:

1. Shift to low-impact raw materials
2. Prioritize raw materials with verified sustainability practices
3. Prioritize packaging that is made from renewable/recyclable materials and packaging that can easily be recycled

## Materials of Concern

Because we sell our product globally, Datacolor must comply with a complex set of rules, regulations and laws about chemicals, metals and minerals. We work carefully with customers to ensure that Datacolor products meet their specifications and are in compliance with applicable requirements.

Our product compliance processes to includes product-level testing, which allows us to more specifically target parts and components that use restricted substances and pursue modifications to parts and suppliers when needed. Our product

testing covers:

- RoHS 2.0
- China RoHS
- REACH-SVHC and Appendix 17
- EU-POPS
- WEEE Directive
- California Prop 65
- Toxic Substances Control Act (TSCA)
- Canadian Environmental Protection Act (CEPA) Toxic Substances List

**Conflict minerals** refers to raw materials that come from a particular part of the world where conflict is occurring and affects the mining and trading of those materials. They currently include the metals tantalum, tin, tungsten and gold, which are the extracts of the minerals cassiterite, columbite-tantalite and wolframite, respectively. Datacolor does not source any conflict minerals directly. For component parts that may include related metals, we work with suppliers to ensure they have appropriate tracking and controls in place.



## Packaging

Across our industrial and commercial product lines we think carefully about packaging, balancing the need to protect each product during transportation with the environmental impacts and financial cost of packaging systems.

This year, we continued our packaging impacts. First, we expanded our participation in GreenDot®, an internationally-recognized packaging take-back and recycling program. The Green Dot® on Datacolor packaging indicates that a financial contribution has been paid to a nationally authorized take-back system.

We also continued a multi-year initiative to redesign our product packaging away from plastic and towards 100% renewable and recyclable materials.

## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Total weight of packaging	Metric Tons (t)	35.8	26.94	11.17	14.57
<i>Recyclable</i>	Percentage (%)	94.4	94.5	98.7	98.9
<i>Not recyclable</i>	Percentage (%)	5.6	5.5	1.3	1.1

## End of Life Management

We are committed to integrating and optimizing the environmental impacts of our products and services at every stage of the product life cycle, with the goal that our products should never end up in a landfill. Extending the useful life of our products, creating secondary marketplaces for used/refurbished products, and empowering customers to make smart end-of-life disposition choices help us fulfill that commitment.

Our strategies:

1. Design products that can be easily repaired, refurbished and recycled
2. Extend the lifecycle of products through reuse, donation and refurbishment programs
3. Develop programs to understand and eliminate the landfilling of products at the end of their useful life

### Refurbishment Program

To manage the end-of-life impacts for our consumer products, which typically have a lower price point and a shorter lifespan, Datacolor has developed a comprehensive refurbishment program. In fiscal year 2024-2025, Datacolor generated more than \$180,000 in revenue from the sale of refurbished units.

- In the United States, Datacolor partners with eBay to sell certified refurbished products. From Datacolor's eBay store, customers get access to eBay's Certified Refurbished Programs' longer warranty. Datacolor Certified Refurbished is one of eBay's most reputable sellers, consistently delivering outstanding customer service.
- In Asia, our refurbishment program is managed by our distributor, who sells them in an exclusive e-store. Customers can purchase refurbished products at a lower price, but with the same warranty as new products.
- In Europe, users and partners send their products back to Datacolor to refurbish the units with new serial numbers and new packaging. Refurbished units are sent to selected retailers, who sell the products to new users. Units that are too damaged for refurbishment are recycled by a third party.



Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2023-2024
Weight of end-of-life products and e-waste recovered (TC-HW-410a.4)	Metric Tons (t)	0.23	2.22	0.64	1.76
Percentage recycled (TC-HW-410a.4)	Percentage (%)	100	98.9	99.0	99.1



Rewarding  
workplace



## Health and Safety

Our approach to employee health and safety is focused on the practices that ensure employees and contractors go home safe and healthy each day. While we primarily emphasize physical health, we also look at emotional, social, and psychological wellbeing.

Our strategies:

1. Implement health and safety systems to identify and mitigate job hazards
2. Equip employees to be safe at work, through training and education, personal protective equipment and sharing of best practices
3. Track and report safety incidents, including near misses, to understand and improve our safety performance
4. Inform employees on mental wellbeing through our wellbeing website

## Safety Management Approach

Datacolor is committed to providing a healthy and safe workplace. Each employee is responsible for working safely and for making use of training, resources and equipment provided to support a safe work environment. Our safety management systems include:

- **Hazard assessment:** We assess job hazards to ensure that appropriate steps are taken to maintain a safe working environment. Employees must immediately notify their manager of any immediate and significant danger to safety and health, or if any defect is found in our safety management systems.
- **Health screenings:** Selected workers at our manufacturing facilities undergo annual health screenings to ensure that they are not adversely impacted by any workplace health and safety concerns.
- **Employees receive safety training** appropriate to their job function. In particular, manufacturing and production employees receive regular training on topics ranging from how to prevent slips and falls to safe equipment handling.
- **Workplace security:** Datacolor is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

## Safety and Health Upgrades

Datacolor has a global environment, health and safety (EHS) management system. Recent activities include a new safety incident tracking tool, additional training, and an updated EHS policy that more specifically addresses key occupational health and safety considerations:

### PREVENTATIVE ACTIONS

- We comply with all applicable occupational health and safety regulations
- Preventative measures to reduce safety hazards are in place, with periodic assessments and job hazard analysis to minimize risk
- We hold employee training sessions in health & safety standards and procedures
- When employees work in dangerous contexts or locations, we make sure there are safety precautions
- We provide protective gear like gloves, uniforms and ergonomic supports, where appropriate
- Inspectors and quality control employees inspect equipment and infrastructure regularly
- Our health and safety risk assessments include additional screening for particularly vulnerable workers, such as pregnant women and new mothers

### EMERGENCY MANAGEMENT

- Technicians (external or internal) are available to repair leakages, damages and blackouts quickly
- Fire extinguishers and other fire detection and protection equipment are easily accessible
- An evacuation plan is posted on the walls of each floor in every building
- Fire escapes and safety exits that are clearly indicated and safe
- Fully-stocked first-aid kits are available at convenient locations
- Annual hazardous chemical emergency response drills ensure preparedness

## ADDITIONAL MEASURES

- We periodically review our policies and procedures to respond to changing best practices and new occupational health and safety legislation and regulation
- We analyze past incidents to discover what went wrong and how to prevent recurrence
- Clear procedures for accident reporting ensure accurate and timely health and safety tracking
- We consult experts to ensure our health and safety practices comply with relevant laws and regulations

## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022 Performance	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2024-2025 Performance
Total recordable incident rate (TRIR): Americas	Rate	0.00	0.00	0.00	0.00
Total recordable incident rate (TRIR): Europe and Middle East	Rate	0.00	0.85	0.00	0.00
Total recordable incident rate (TRIR): Asia	Rate	0.00	0.00	0.00	0.00
Fatalities	Number (#)	0.00	0.00	0.00	0.00



# Diversity

We are committed to making Datacolor a safe, welcoming and inclusive workplace where everyone can be their authentic selves. This includes a focus on diversity and inclusion in recruitment/retention practices, family-friendly and worker-friendly policies and benefits; and

Our strategies:

1. Avoid bias in the hiring process
2. Develop diverse pipelines for promotion into leadership positions
3. Track and report diversity data to understand and improve over time

## Anti-Discrimination and Equal Employment Opportunity

Datacolor is committed to equal employment opportunity. Consistent with that goal, the Company is opposed to discrimination against any employee or job applicant because of their race, color, national origin, ancestry, birthplace, culture, nationality, citizenship, linguistic characteristic associated with an ethnic group, religion, creed, age, sex, sexual orientation, gender identity or expression (including gender reassignment), liability for military service, atypical hereditary cellular or blood trait, disability or handicap, marital or family status, domestic partnership, civil union or any other characteristic protected by law. These principles apply to all personnel decisions and to all terms and conditions of employment. Datacolor makes reasonable efforts to

accommodate disabilities and religious practices in accordance with law.

In FY 2024-2025, we trained all our employees on understanding unconscious bias and overcoming bias.

## Preventing Harassment and Bullying

Datacolor seeks to provide and maintain a workplace that is free of harassment of any kind. We prohibit any conduct that contributes to an intimidating or offensive work environment and/or interferes with a person's ability to perform their job, particularly when such conduct is based on a sexual, ethnic, religious, racial slur, other verbal or physical conduct relating to a person's:

- |                            |                      |
|----------------------------|----------------------|
| ▪ Age                      | ▪ Sexual Orientation |
| ▪ Genetics                 | ▪ Disability         |
| ▪ Marital or Family Status | ▪ Gender Identity    |
| ▪ Religion                 | ▪ Race               |
| ▪ Color                    | ▪ Veteran Status     |
| ▪ Gender                   |                      |
| ▪ National Origin          |                      |

We do not tolerate harassment of employees by non-employees (e.g., clients, contractors, vendors) and, upon being made aware of same, will take steps to protect our employee from such conduct.

***Excerpt from our Code of Conduct:*** Do not assume that behavior that is not offensive to you is welcomed by others. Harassment may involve, but is not limited to, co-workers, supervisors, vendors, or clients. Harassment is a very serious violation of the Company policy and may result in counseling and disciplinary action up to and including termination of employment.



## Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Total Workforce	Number (#)	392	447	467	484
Americas					
Total Employees	Number (#)	114	119	118	124
Men	Percent (%)	63	66	65	70
Women	Percent (%)	37	34	35	30
Racial/ethnic diversity <sup>1</sup>	Percent (%)		31	44	36
Under 35 years	Percent (%)	16	18	19	16
35-55 years	Percent (%)	46	45	47	47
Over 55 years	Percent (%)	39	36	35	37
Europe and Middle East					
Total Employees	Number (#)	82	118	127	152
Men	Percent (%)	67	70	69	73
Women	Percent (%)	33	30	31	27
Under 35 years	Percent (%)	20	29	25	21
35-55 years	Percent (%)	55	52	57	58
Over 55 years	Percent (%)	26	19	18	21
Asia					
Total Employees	Number (#)	196	211	222	209
Men	Percent (%)	59	56	59	60
Women	Percent (%)	41	44	41	40
Under 35 years	Percent (%)	31	34	26	26
35-55 years	Percent (%)	67	64	71	71
Over 55 years	Percent (%)	2	2	3	3

Not all numbers add to 100 due to rounding.

<sup>1</sup> U.S. workforce only. Racial/ethnic diversity is based on United States EEO-1 categories and includes employees who self-identify as Asian, Black or African-American, Hispanic or Latino, and two or more races (not Hispanic or Latino).

## Fair Labor

At Datacolor, we are committed to upholding labor and human rights across our global operations. Our approach includes strong human resources practices that provide protections for employees, as well as opportunities for career advancement and skill building. We measure employee engagement and turnover to ensure that we remain a competitive employer, seen as a great place to work.

Our strategies:

1. Enact policies and programs that create a welcoming workplace, based on respect and inclusion
2. Use feedback mechanisms to understand and improve employee satisfaction and engagement

### Commitment to Labor and Human Rights

At Datacolor, we are committed to upholding labor and human rights in our relationships with employees, customers, suppliers, partners and in the communities in which we operate. Our approach to labor and human rights is informed by international laws, conventions and frameworks including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

We recognize that we are part of the communities in which we operate, and we are committed to engaging in good faith with communities on human rights issues important to them. Where appropriate, we also engage with a wide range of civil society and other stakeholders on human rights issues related to our business. This includes issues in our company, across our value chain and with our community involvement.

### Promise of Respect and Fair Treatment

Datacolor is committed to treating all employees with respect and fairness. To demonstrate our commitment, we encourage employees to voice concerns about their treatment in an atmosphere of respect and cooperation.

### Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

### Child Labor

We will not tolerate the use of child or forced labor in any of our operations and facilities. We do not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.



## Freedom of Association

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

## Employee Engagement

We recognize that the engagement and satisfaction of our

employees depends on listening to their concerns, equipping them to do their jobs successfully and providing opportunities for growth and advancement. To ensure that we are providing employees with what they need, so that they can perform at their best, we have a three-prong approach to engagement:

- **Training for directors and managers:** good management skills do not just appear; they need to be built and reinforced over time. In FY 2023-2024, all Datacolor Directors received training on psychological safety, a method that helps people improve their mental skills to enhance their performance.
- **Engagement surveys:** we conduct an annual engagement survey to track employee sentiment over time. We ask questions about leadership and mission, training and development, career opportunities, care for employees and performance management. In fiscal year 2024-2025 and 85% of Datacolor employees participated in the engagement survey, with an overall score of 4.2 (out of 5), the same as the previous year.



- **Ongoing feedback:** through an open-door policy and ongoing coaching and mentoring opportunities, we encourage employees to speak up outside of formal engagement channels. We are a close-knit team and opportunities to collaborate and innovate create daily opportunities to strengthen our team relationships.

In FY2024-2025, we continue to focus on two key employee development tools. First is knowledge transfer, making sure that important information and processes are conveyed from individual employees to their colleagues. Second being the succession panning system, to ensure a smooth transition as Datacolor continues to grow and evolve.

### Performance Highlights

Indicator	Unit of Measure	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Turnover	Rate	9.1	5.0	8.1	14.9\
<i>Voluntary</i>	Rate	7.2	4.2	5.1	7.08
<i>Involuntary</i>	Rate	1.9	0.8	3.0	7.85



# About This Report

## Scope and Boundaries

This is Datacolor's fourth annual sustainability report, covering fiscal year 2024-2025 performance, from October 1, 2024 to September 30, 2025. The scope includes 100% of our operations using the operational control consolidation approach, unless otherwise noted. Techkon companies acquired by Datacolor during fiscal year 2024-2025 are excluded from this report but will be incorporated into future sustainability reports.

Datacolor's carbon footprint, as well as the supporting environmental data used to make carbon calculations, following the Greenhouse Gas Protocol and included:

- Scope 1
  - » Stationary: natural gas used for heating buildings
  - » Mobile: company vehicles that utilize diesel and unleaded gasoline and which are owned or leased by the company
- Scope 2
  - » Electricity: (grid) used to power building systems including HVAC, lighting, irrigation, and water heating
- Scope 3
  - » Category 5: Waste in operations: waste generated at

our headquarters in New Jersey (USA) makes up the majority of our waste. Waste streams included: waste to landfill, mixed recycling, solid hazardous waste

- » Category 6: Business travel: passenger car vehicles owned and operated by third parties, including vehicles owned by employees, where the company reimburses employees and other third parties for vehicle use
- » Category 7: Employee commuting: calculated based on employee survey data, including in-office vs. remote work, estimated round trip travel distance to and from the office, the method of commute, carpool information, and vehicle model and fuel type for person passenger vehicle when driving/carpooling. Average documented fuel/electricity consumption data for each vehicle to determine the annual fuel or electricity usage for each commuting employee creates a reasonable estimate of average annual emissions per employee.



The emissions factors applied to activity data for this GHGI incorporate the 100-year global warming potentials (GWPs) adapted from IPCC Assessment. Datacolor's greenhouse gas inventory (GHGI) utilizes the GWPs presented in the Sixth Assessment Report (AR6). Emissions factors included WRI GHG Tool Version 4.7 International factors (electricity), EPA Climate Leaders Emissions Factor Hub (natural gas, gasoline and passenger car vehicle miles) and Environmentally Extended Input Output Emissions Factors (ground transportation spend). Some exclusions for specific data points are noted in our Inventory Management Plan, but these are deemed to be minimal and with negligible impact on our overall results.

## **External Verification and Assurance**

The Datacolor Executive Committee has reviewed this report and believes the contents to be accurate, fair and balanced. The report has not been assured by an external entity, nor has the data been third-party verified.

## **Restatements**

We have made small updates to our FY 2023 - FY 2024 carbon footprint to correct a currency conversion error for mobile emissions and a more granular approach to waste emissions. Collectively, these updates changed our FY 2023 - 2024 footprint by 0.8%.

## **Contact Information**

For more information about our sustainability efforts, please contact [sustainability@datacolor.com](mailto:sustainability@datacolor.com).

## **Cautionary Statement**

This report contains forward-looking statements that reflect management's views with respect to future events. Such statements are subject to risks and uncertainties. Datacolor disclaims any liability that actual results correspond to the forward-looking statements and does not assume any obligation to update any forward-looking statements to reflect events or circumstances after the date of this report.

# SASB Tearsheet

We have aligned our report with the Sustainability Accounting Standards Board (SASB) industry standards for the following industries:

- Hardware (TC-HW)
- Electrical & Electronic Equipment (RT-EE)

## Governance Data

Indicator	Unit of Measure	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2024-2025 Performance
Description of policies and practices for prevention of: (1) corruption and bribery and 2) anti-competitive behavior (RT-EE-510a.1)	Discussion and analysis	See page 13-14		
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (RT-EE-510a.2)	\$ USD	0	0	0
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations (RT-EE-510aa.3)	\$ USD	0	0	0
Description of approach to identifying and addressing data security risks in products (TC-HW-230a.1)	Discussion and analysis	See page 20-21		

## Environmental Data

Indicator	Unit of Measure	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2024-2025 Performance
Total energy consumed (RT-EE-130a.1)	Gigajoules (GJ)	9,588.3	9,395.0	9,066.5
Percentage grid electricity (RT-EE-130a.1)	Percent (%)	60.2	50.0	63.1
Percentage renewable (RT-EE-130a.1)	Percent (%)	0	0	10.3
Amount of hazardous waste generated (RT-EE-150a.1)	Metric tons (t)	22	20	20
Percentage recycled (RT-EE-150a.1)	Percent (%)	100	100	100
Number of reportable spills (RT-EE-150a.2)	Number (#)	0	0	0
Quantity spilled (RT-EE-150a.2)	Kilograms (Kg)	N/A	N/A	N/A
Quantity recovered (RT-EE-150a.2)	Kilograms (Kg)	N/A	N/A	N/A

## People Data

Indicator	Unit of Measure	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2024-2025 Performance
Management (TC-HW-330a.1)	Number (#)	26	24	19
Female representation	Percent (%)	34	38	26
Racial/ethnic representation*	Percent (%)	38	42	42
Technical staff (TC-HW-330a.1)	Number (#)	26	23	20
Female representation	Percent (%)	38	13	15
Racial/ethnic representation*	Percent (%)	34	35	25
All other employees (TC-HW-330a.1)	Number (#)	58	59	54
Female representation	Percent (%)	43	42	41
Racial/ethnic representation*	Percent (%)	34	37	35

\*U.S. workforce only

## Product and Supply Chain Data

Indicator	Unit of Measure	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2024-2025 Performance
Number of recalls issued (RT-EE-250a.1)	Number (#)	0	0	0
<i>Total units recalled (RT-EE-250a.1)</i>	Number (#)	0	0	0
Monetary losses as a result of legal proceedings associated with product safety (RT-EE-250a.2)	\$ USD	0	0	0
Weight of end-of-life products and e-waste recovered (TC-HW-410a.4)	Metric tons (t)	2.22	0.64	1.76
<i>Percentage recycled (TC-HW-410a.4)</i>	Percent (%)	98.9	99.0	99.1
Description of the management of risks associated with the use of critical materials (TC-HW-440a.1, RT-EE-440a.1)	Discussion and analysis	See page 22		

## Activity Data

Indicator	Unit of Measure	FY 2022-2023 Performance	FY 2023-2024 Performance	FY 2043-2025 Performance
Number of employees (RT-EE-000.B)	Number (#)	447	467	484
Area of manufacturing facilities (TC-HW-000.B)	Square feet (ft2)	19,525	19,525	19,525

**datacolor** 

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*Get Color Right*

[www.datacolor.com/sustainability](http://www.datacolor.com/sustainability)