

At American Family Insurance we are committed to strategic goals, measurable objectives and actions that support global emission reductions and climate adaptation. We recognize the risks climate change presents to our customers, our company, and the communities we serve. It is our promise – to protect what matters most. We want our shared future to be one in which our customers realize their dreams, our company remains financially strong, and our communities thrive. The company’s sustainability and climate action strategy acts as our roadmap to achieving a sustainable and equitable future for all of our stakeholders.



Appvion formulates leading-edge, water-based, and functional coating solutions applied to a wide variety of flexible substrates, including products from an FDA-compliant facility. Our sustainability strategy addresses global issues of critical importance, including doing our part to address climate change, minimizing waste, and accelerating the development of sustainably advantaged products. We are also building additional momentum by enhancing our culture of inclusion, diversity, and equity, continuously improving our occupational health and safety metrics, and strengthening our engagement with the communities where we operate.



Bankers' Bank is a Correspondent Bank for banks headquartered in Madison providing banking products and services to the community bank industry across the Midwest. We are committed to being a good corporate citizen with our efforts focused on the following four areas:

Diversity & Employee Caring:

Our goal is to treat our employees ethically with fair wages and benefits. We value the benefits of a diverse workforce and strive to improve our employment and development practices to attract and retain a multicultural team. Our goal is create an environment where people can be who they are, that values their unique talents and perspectives, and makes them want to be a part of our team.

Environment Conservation

Our commitment is to continue to reduce our carbon footprint by improving and refining recycling programs as well as reduce energy usage in both buildings and automobiles.

Philanthropy

We believe that giving back to our communities is critical. Our plan is to continue our significant efforts with the United Way as well as additional not-for-profit organizations in the form of cash, gifts and event sponsorships of approximately 1% of annual pre-tax net earnings.

Volunteerism

We encourage our employees to volunteer in our communities. We are proud of our team members' commitment to making our communities a better place to live and work through a variety of efforts such as pro bono services, helping to address food insecurity, and many more ways.



BPM is an innovative manufacturer of specialty papers and converted materials for many industries, including printing, food service, direct mail, and packaging, just to name a few. BPM has launched aggressive energy-saving efforts and continues to investigate new technologies to find more ways to save energy throughout our mill. We are consistently improving equipment operations efficiency and preventative maintenance procedures. From our efforts, we have saved over a million kilowatt-hours of electricity and thousands of therms of natural gas annually. We also look for ways to help our customers make a difference in their paper usage. BPM Inc's environmental citizenship includes the conservation of natural resources and exploring new opportunities to protect the air we breathe and the land on which we live.



BPM Inc
A Specialty Paper Mill

Empire's award-winning accomplishments in building a sustainable company go beyond local, state, and EPA environmental standards. As a Wisconsin Green Tier Company, Empire recognizes the importance of reducing our carbon footprint and using innovative printing methods that are unmatched in the screen print industry. Not only do we practice traditional methods of sustainability, we also advance our technology with the earth in mind. Empire's revolutionary UV LED ink curing technology is changing the future of screen printing. We've reached out to the community to share our story, learn from others, and build relationships for a better tomorrow.



Evergreen Credit Union is on a mission to be the most environmentally responsible credit union in the nation while continuing to provide amazing service to our members. We began our sustainability journey in 2015 with the hiring of a sustainability manager and the installation of a 198-panel solar array. In 2021, we opened our second branch, built with sustainability in mind and, of course, its very own solar array. To date, both solar arrays have produced over 400,000 kWh and helped avoid the release of 307.23 metric tonnes of CO2. In addition, we donate funds to plant trees for every new membership opened, including funding reforestation efforts in Wisconsin and local planting programs in the cities where our branches reside.



[Evolution Marketing, LLC](#) is a Wisconsin based women-owned [Certified B Corporation](#)[®] that provides sustainability consulting and impact storytelling services to purpose driven businesses, nonprofits and governmental entities. They are Wisconsin's only sustainability consultancy and marketing communications firm that works within the environmental, social and governance (ESG) niche that is also operated and managed in a triple bottom line manner. They have been adopting innovative responsible business strategies and policies since their inception in 2007. Evolution Marketing is able to offer their services in a [carbon neutral manner](#), and they proudly [donate at least one percent](#) of their sales annually to the environmental nonprofit One Percent for the Planet. As a leader in the low carbon business movement, they have publicly shared their [operational impacts and carbon footprint reports](#) in an effort to demonstrate actions that a small business could take. Learn more at: <https://greenmkting.com/doing-good>



For Green Bay Packaging (GBP), sustainability has been at the core of operations since its inception in 1933; known for innovations in the paper industry, the company demonstrates its mission for continual improvement through investments and achievements. 2022 marked the first full operational year of the new Green Bay Mill, which produces 100% recycled paper and was redesigned with best-in-class technologies; these innovations resulted in fewer GHG emissions, water and energy use per ton of paper.

As a leader in water stewardship, the mill also reclaims municipal effluent for use in operations, creating the industry's first Net Zero Water system, and has offset more than 250 million gallons of fresh surface water.

Recently, the mill began capturing biogas for green electricity onsite and GBP's corrugated converting, folding carton and lumber operations achieved 99% landfill diversion.

More information is available at: <https://gbp.com/sustainability/>



GREEN BAY PACKAGING

SMART PARTNERS ... SMARTER SOLUTIONS



Wisconsin Sustainable Business Council

20 – 50 million metric tons of E-Waste is disposed worldwide every year. 60% of that is dumped in our landfills every year. E-waste is not biodegradable, so the waste sits and ages and is buried deeper and deeper into the earth every year releasing toxins into our earth soils. Working its way into our water, the plants we grow and essentially the food we put into our bodies. Greenlight E Recycling plans on changing that!

Here at Greenlight E Recycling, we remove any electronics and all associated parts from locations safely and properly as indicated by state laws and regulations. GreenLight understands the impact E-Waste has on our day to day and continues to remove and dispose of E-waste completely free of charge. We provide certification that each item is properly disposed of and work to ensure scrap materials are sent to their proper recycling facilities and diverted from ALL landfills. GreenLight E Recycling strives for a brighter, cleaner future for tomorrow.



Kerry is the world's leading taste and nutrition partner for the food, beverage and pharmaceutical markets, with its broad range of ingredient solutions reaching over 1 billion consumers around the world. We innovate with our customers to create great tasting products, with improved nutrition and functionality, while ensuring a better impact for the planet. Our leading consumer insights, global RD&A team of 1,100+ food scientists and extensive global footprint enable us to solve our customers' complex challenges with differentiated solutions. At Kerry, we are driven to be our customers' most valued partner, creating a world of sustainable nutrition. For more information, visit kerry.com.

The Kerry logo consists of the word "KERRY" in a bold, blue, sans-serif font. Below the text is a thick, blue, curved underline that spans the width of the letters.

Kohl's operates a nationwide footprint of more than 1,100 stores in 49 states. ESG stewardship is a key component of the company's strategy and vision and these efforts guide how Kohl's works with its partners, considers the environment, and impacts the lives of its associates, customers, and the community. Kohl's has been recognized for its ESG initiatives, including: DJSI North America (2018-21), World's Most Ethical Companies (2019-22), and S&P Global's Sustainability Yearbook (2021). Kohl's strategy includes commitments and quantitative targets focused on three key areas: climate action, waste and recycling, and sustainable sourcing. Climate: Kohl's strengthened its climate leadership by committing to align its GHG reduction targets with SBTi. Additionally, through their award-winning energy management programs, Kohl's achieved a 50% reduction in scope 1 and 2 emissions, and continues to expand EV charging networks with 170+ locations offering 320+ EV stations. Waste: Kohl's recently partnered with the Sustainable Packaging Coalition to strengthen and advance the business case for more sustainable packaging. Sustainable Sourcing: Kohl's is striving to incorporate materials into private and exclusive brand products that are better for people and the planet. Select pieces of Sonoma, Little Co and FLX brands are made using sustainable methods or materials such as Global Organic Textile Standard and Global Recycle Standard. Additionally, Kohl's became a participating Friend of the Zero Discharge of Hazardous Chemicals Foundation. At Kohl's corporate offices in Menomonee Falls, honey bee hives were installed to promote biodiversity and produced 100 lbs of honey which was made available to associates for sale in the cafeteria. Kohl's associates also have access to bikes, composting, a vegetable garden and EV charging stations.

The Kohl's logo is displayed in a bold, red, distressed font. The letters are thick and have a slightly irregular, hand-painted appearance. A registered trademark symbol (®) is located at the top right of the letter 'S'. The logo is positioned to the right of a vertical black line that runs down the page.

Lands' End is committed to do better for our environment, one step at a time. Together, we are working to minimize our impact on the earth. The company supports both national and local organizations including the National Forest Foundation, the Sustainable Apparel Coalition, and the Clean Lakes Alliance. Lands' End's Dodgeville headquarters has earned its TrueZero Waste Certification in 2022 and 2023.



LEO - The sustainability experts - is a nonprofit organization that helps corporations and organizations quantify their current environmental impacts and develop sustainable practices to enhance their environmental stewardship, social responsibility, and economic prosperity. We develop new tools for sustainability and strive to make sustainability practical for everyone. We support the entire sustainability cycle: plan, implement, track achievements, and repeat for continuous improvement.



Madison Gas and Electric's ongoing commitment to sustainability continues, including the announcement of its net-zero carbon electricity by 2050 goal, the approvals and start of construction on several solar energy projects, including the expansion of its Shared Solar program, and also with the expansion of its Environmental Management System to cover all company facilities.

MGE is working with customers toward its carbon reduction goals by advancing clean energy, electrifying transportation and engaging with customers to increase energy efficiency.

As "your community energy company," MGE is committed to building a more sustainable future while maintaining energy reliability, affordability and safety.



Mercury Marine continues to set new standards for sustainability, within the marine industry and the state of Wisconsin, with its long-term commitment to waste management and other forms of environmental stewardship; responsible use of energy and water; pursuit of humanitarian causes; advancement of education; and leadership and consensus-building.



You know Nekoosa as a premier manufacturer of specialty print media, with a 60-year legacy of innovation. We've built upon the foundation of Nekoosa Coated Products by acquiring brands like RTape, Catalina Graphic Films, Mojave Digital Media, ClingZ, NCR Paper and CET Films. Today, Nekoosa's expertise spans coating, converting and custom plastic extrusion capabilities, with a product offering that includes wide and grand format rolls, offset, Screen, HP Indigo and dry toner sheets, cut films, application tapes and premasks, carbonless papers and extruded films.

Nekoosa is integrating sustainability and business strategy so we can be the best company possible for all our stakeholders. We are committed to invest and take deliberate actions to keep our team members healthy and safe, reduce environmental impacts from our operations and make our communities better places because we are a part of them.



We are a founding B-Corp whose mission is to be the leading national source for sustainable paper solutions.

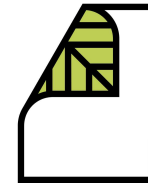
Our sustainable production practices include:

Protecting and preserving forests by using high post-consumer recycled fiber products to replace virgin fiber

Reducing pressure on our waste stream by creating more demand for wastepaper and increasing use of recycled fiber

Decreasing water usage because recycled paper manufacturing uses up to 25 % less water to make high post-consumer recycled fiber papers instead of virgin paper

Reducing greenhouse-gas emissions because the manufacture of high post-consumer recycled fiber products requires less energy than virgin paper production. Additionally, reducing the amount of wastepaper sent to landfills reduces decomposition, and trees continue to sequester carbon in forests.



**NEW LEAF
PAPER®**



In 2023 Oshkosh Corporation was named to the Dow Jones Sustainability World Index for the fourth consecutive year and named a World's Most Ethical Company by Ethisphere for the eighth straight year. Oshkosh was also recently recognized by Newsweek as One of America's Greenest Companies 2024. Oshkosh continues to drive sustainable growth by developing innovative, purpose-built vehicles and equipment. We've leveraged our insights and expertise to introduce purpose-built, battery-electric-powered products in each of our business segments to help keep our communities clean. Our EV line-up includes the Pierce® Volterra™ fire truck, and the Oshkosh Striker® Volterra™ ARFF, both of which are manufactured in Wisconsin.

To learn more, visit our sustainability web page: <https://www.oshkoshcorp.com/impact/sustainability>



Precision Plus is a value driven organization. We create value in all we do for our customers, partners and employees simply by asking what it is you are trying to accomplish and why. The mindset of price alone strips away any opportunity to think outside the box to deliver a more cost effective and quality result. If you are looking for engagement at a much deeper level we want to work with you. We have a proven track record of results through strategic partnerships which we continue to grow and evolve. The secret to this success is quite simple: a great team of talented and innovative manufacturing professionals dedicated to their craft and empowered by the best technology and tools available today.

PRECISION+



Purevant Living is a women-owned LLC that stands for health, wellness, the environment, and giving back. We aim to share information on improving physical and mental health, sustainability initiatives, and how we can protect and improve the environment. We support this through digital marketing services, sustainability consulting, and the Person & Planet podcast and publication. Our motto focuses on highlighting “all things good” in the world. As a company, we have a commitment to giving back 2% of yearly sales to organizations that support community wellness and/or the environment. Since 2020 we have operated carbon neutral, also providing services in this manner. We continue to reduce energy consumption and carbon emissions from business operations and host community paddle and river cleanup events through our brand Women Who Kayak. View our carbon footprint and impact report containing operational impacts and community outreach at:

<https://purevantliving.com/sustainability>



For over seven decades, the Sadoff companies have been synonymous with scrap metal and electronics recycling, offering prompt, professional service, competitive pricing, and an unwavering commitment to environmental stewardship. Our reputation for integrity has been forged through the trust we build with customers, assisting them in enhancing their processes and bottom lines. We refer to our distinctive approach as "Down To Earth" recycling.

Learn more at www.sadoff.com



Since 1900, SECURA has been dedicated to protecting our neighbors with property-casualty insurance.

Our purpose statement is one we encourage our associates to live out every day through each interaction they have. It truly reflects our genuine nature as a company and the direction that we will follow moving forward.



We're on a mission to make a brighter financial future accessible to everyone. Dedicated to helping more people — in more ways — make confident financial decisions at every stage. And we're committed to delivering on this belief, together. Creating opportunities beside our partners, members of our communities and our employees.



TruStageTM



Doing good is at our core, and that includes doing what's best for our planet. We take action through ongoing investments and new initiatives – because it matters now and for generations to come.

Our commitment to sustainability includes:

- Purchasing 100% renewable energy in our community branches.
- Using digital signing and paperless statements to save thousands of trees.
- Offering robust online banking options to save both time and trips to branches.
- Reducing our footprint through geothermal heating and cooling, LED lighting, occupancy sensors and more.
- Managing water use through on-demand heaters, low-flow and waterless plumbing, and special runoff and irrigation systems.
- Prioritizing regional and recycled materials in our building projects.
- Through sustainable practices, continuously reducing electrical, gas and water use at our locations.

