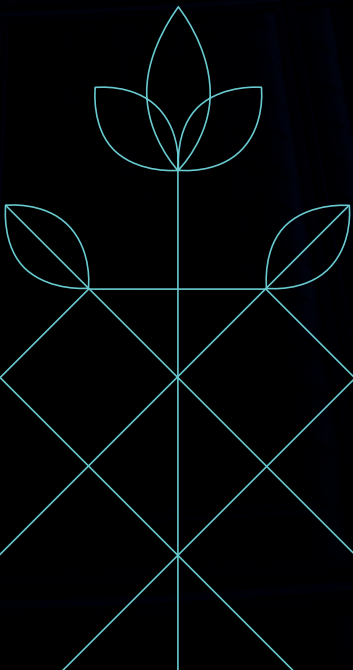




GLOBAL CORPORATE

SOCIAL RESPONSIBILITY REPORT



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A LETTER FROM THE CEO



For more than 160 years, RRD has remained committed to the values that motivate our work each and every day. Through leadership, excellence, respect, teamwork, and innovation, we continue to provide best-in-class service to our clients and maintain a culture with respect and belonging at its core, building on a legacy to carry us into the future.

For us, that legacy goes beyond business. At RRD, we are dedicated to upholding our responsibility to the environment and the communities where we live and work. In 2024, we lowered our global greenhouse gas (GHG) emissions by over 18% from a 2022 base year, moving us closer toward our 10-year global GHG reduction goal of 25%. To further our commitment to reducing our carbon footprint, RRD has partnered with the Arbor Day Foundation to plant a tree on behalf of every new employee that joins the business.

As a testament to our unwavering commitment to employee safety, our recordable case rate reached a historic low of 0.6, which is more than 65% lower than the current U.S. print industry average. We are broadening third-party reporting for our Corporate Social Responsibility (CSR) to increase transparency and accountability throughout our supply chain.

In an unpredictable world, the strongest organizations protect their legacy through innovation and transformation, quickly shifting to meet evolving needs. At RRD, the foundation of our values and accountability allows us to face change head-on and remain focused on driving progress and creating value throughout the organization. I am excited to see what the coming years bring and how we rise to the challenge.

To our teams, clients, and partners all over the world, thank you for your continued support and everything you contribute to the future of RRD. Every day. Everywhere.

Sincerely,

Tom Quinlan
President and Chief Executive Officer

Forest Stewardship Council® (FSC® License Code FSC®-C101537)

Sustainable Forestry Initiative® (SFI® License Code SFI-01042)

Programme for the Endorsement of Forest Certification (PEFC License Code PEC/29-31-75)

ABOUT RRD

RRD has over 35,000 employees with operations in Asia, Europe, North America, and Latin America, and is committed to operating responsibly throughout the world. This Global Corporate Social Responsibility Report reflects our initiatives in a variety of important areas, including Workplace Culture & Belonging, Responsible Sourcing, Education & Training, Community Relations, Ethics & Compliance, Environmental Health, & Safety, and Sustainability. The individual actions of our employees make a difference by giving priority to protecting the environment, helping their fellow employees, and being productive citizens in their communities. We all contribute whenever we turn off unused lights, follow safety precautions, volunteer in our communities, or collaborate with our clients. We take these actions not only because we must, but also because we care. Our collective efforts reveal an ongoing commitment to operational, environmental, and social responsibility.

OVER 35K EMPLOYEES WITH OPERATIONS IN

ASIA EUROPE NORTH AMERICA LATIN AMERICA



WORKPLACE CULTURE + BELONGING

A Culture of Belonging is at the heart of RRD's history and vision for the future. It represents our company's long commitment to a respectful and inclusive workplace, which values the unique talents, ideas, backgrounds, national origin, ability, religion, race, ethnicity, sexual orientation, gender, gender identity, and gender expression of more than 35,000 employees in 30 countries. It's through our people and culture that we provide innovation and excellence to our clients.

Marsha McDermott
Director, Workplace Culture
& Belonging



Our goal for Workplace Culture & Belonging is to make RRD a place where every employee feels like they belong. A lasting and sustainable culture is created by:

- Integrating inclusion, respect, and belonging into the policies, practices, and processes that govern our relationships with each other and with our client partners
- Our reach across the global marketplace
- Our support of the communities where we live and work

We want you to know that you belong — whether you are a new employee, applying for a new role within the company, seeking a mentor, sponsor, or community, leading a team, or in any place you find yourself in RRD.

Together, we're creating and sustaining a culture where our differences are valued and respected, and everyone is empowered to contribute.

WORKPLACE CULTURE

From individual contributors to our most senior leaders, we provide pathways for employees to learn and grow. We believe that no matter who you are or what your background is, at RRD, you will find a workplace that gives you an opportunity to rise to the top. We have several initiatives that specifically support the recruitment, integration, and retention of all of our employees, including:

Equal opportunity and fair treatment

RRD is committed to ensuring equal employment opportunity and fair treatment for all employees, commencing with hiring and continuing with all aspects of the employment relationship, including benefits, facilities, and employee activities. It is the policy of RRD to attract and retain the best qualified people available without regard to race, color, religion, national origin, age, sex, pregnancy, gender identity or expression, perceived or actual sexual orientation, disability, perceived disability, genetic information, and military or veteran status. We will not discriminate or utilize quotas in any employment decision because of race, color, religion, national origin, age, sex, pregnancy, gender identity or expression, perceived or actual sexual orientation, disability, perceived disability, genetic information, military or veteran status, or on the basis of any other status protected by applicable federal, state, or local laws.



Employee Resource Groups for connections, community, and career development

Employee Resource Groups (ERGs) are employee-led groups that strive to give employees of all backgrounds and identities a place to belong.

They contribute to the organization's culture by providing:

- A sense of belonging
- Professional development
- Community
- Talent engagement and recruitment

All employees are welcome to participate as a member, volunteer, committee leader, or ally. Each group has its own mission and goals, and we encourage everyone to get involved to learn, grow, and create community.

Safe spaces for learning and dialogue

From peer learning sessions to cultural celebrations and more, employees are in a safe space to share, learn, and grow together.

Networking for making meaningful connections

We are committed to fostering a culture where everyone feels connected — no matter where you are in the company. Our virtual networking events are fun and informal ways to meet other employees.

Tools and resources to drive real change

Our ready-to-use tools and resources make building a culture where everyone belongs more actionable.



RRD'S COMMITMENT TO WORKPLACE CULTURE + BELONGING TAKES MANY FORMS

To benefit the company's employees, RRD launched a committee called UNITED. The purpose of UNITED is to focus on and formalize Workplace Culture & Belonging initiatives for the company, communicate broadly, and ensure that every employee feels respected and appreciated — and can contribute to their fullest potential. UNITED is made up of six critical words: Understand, Nurture, Include, Together, Equal, and Diverse. We are on a journey of continuing to ensure that every employee at RRD understands their ownership in all that we do as a company.

RRD was proud to announce that we earned a top score of 100 this year on The Disability Index® from Disability:IN. This once again makes us a “Best Place to Work for Disability Inclusion.”

RRD is committed to hiring more veterans. It can be difficult for transitioning veterans to translate what they did in the military to the civilian world. To assist with this transition, RRD created a military job translator. This tool helps veterans match their military skills and experience to current job opportunities at RRD.

Learning Resources

We have a blended learning delivery platform and a variety of learning resources. These include online eLearning, in-person facilitated training, an online resource library of videos, articles, and recommended reading, group learning exercises, targeted learning for leaders, best-practice webinars, and a monthly inclusion newsletter. Examples include:

- **Inclusive Leadership Workshop**

The Inclusive Leadership program provides all people leaders with opportunities to build their cultural intelligence and inclusive leadership skills. Participants learn about their role in leading inclusive workplaces, managing diverse teams, and creating opportunities across the talent lifecycle.

- **RRD Voices Panel Series**

The RRD Voices Panel Series brings together RRD colleagues to share their personal and professional journeys. Topics include: culture, identity, values, traditions, and how they leverage their unique backgrounds and perspectives to advance their career. Each event provides opportunities for employees to participate and utilize resources for further learning.

- **Employee Roundtables**

From peer learning sessions to cultural celebrations and more, our roundtables provide employees with a safe space to share, learn, and grow together.

- **WoN: Women's Own Network, Diversity Forum at Global Outsourcing Solutions, Asia Pacific Region**

WoN teams across the Asia Pacific region actively engage in activities

that increase awareness and empower women. "Born To Lead" is a unique program launched for young daughters and sisters of RRD employees to create awareness about various career opportunities available in the industry and the skills required to succeed. The sessions cover topics on financial independence, leadership qualities, the importance of networking, and breaking stereotypes.

External Partnerships

We actively support and partner with organizations that focus on the recruitment, professional development, and advancement of all talent. These partnerships include:

Disability:IN

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide, with a network of more than 400 corporations that expands opportunities for people with disabilities across enterprises. Their central office and 25 affiliates serve as the collective voice to effect change for people with disabilities in business.

DePaul University

DePaul University provides professor-led seminars on leadership, communication, and workplace belonging. RRD employees are eligible for tuition discounts, access to a streamlined admission process, and professional development opportunities.

Out & Equal

Out & Equal is the premier organization working exclusively on the National Diversity Council (NDC). The NDC serves as an umbrella organization to support its statewide and regional affiliates, which foster an understanding of diversity and inclusion as a dynamic strategy for business success and community well-being. They offer various initiatives, with a specific focus on LGBTQ+ and veteran workplace inclusion.

Women in Manufacturing

Women in Manufacturing® (WiM) is a national association dedicated to supporting, promoting, and inspiring women in all manufacturing job functions.



RESPONSIBLE SOURCING

RRD works with an array of suppliers as part of our commitment to supporting historically underrepresented and underserved businesses. These efforts with suppliers encourage growth, generate economic opportunities, and stimulate innovation — which, in turn, benefit RRD and our clients.

Cam Smith

Chief Procurement Officer



RESPONSIBLE SOURCING

RRD recognizes the influence that corporate practices have throughout the supply chain and in the communities we serve. We look at different perspectives to ensure our ideas are fresh and our supplier relationships remain strong. We're committed to understanding and meeting the needs of our clients and the markets they serve, while also recognizing new opportunities on the supply side of our business.

RRD's responsible sourcing initiatives include:

- Purchasing from suppliers owned by person(s) that fall under different classifications
- Utilizing varying databases to find new suppliers, such as those that have a "small" designation
- Providing an opportunity for all types of suppliers to submit during the RFP process

Our Commitment

Our goal is to create strong, long-term relationships with our suppliers, with a focus on respecting and advancing the people along the supply chain and the planet throughout our manufacturing and purchasing practices. We know that it's imperative to develop and nurture an inclusive supplier network to provide ample growth opportunities for all businesses across the supply chain.

Valuing Supplier Inclusion

As one of the largest integrated communications companies in the world, we experience firsthand the incredible network that comprises our clients, suppliers, and the communities we serve.

- Over the last two years, our Responsible Sourcing program has evolved, and we are seeing the impact of our implemented changes as they support all businesses.
- Our comprehensive and strategic approach to our program ensures our goals are an integral part of the global strategic sourcing process.
- Our sourcing team proactively works to support supplier involvement and development to ensure both supplier and client needs are met.

Certification Partners

RRD partners with supplier.io to collect supplier classification data and ensure accuracy in our metrics. RRD considers certifications by national certifying organizations such as WBENC, NMSDC, Disability:IN, NGLCC, NaVoba, VetBiz/Veteran Affairs, state-level and local governmental certifying bodies, and SAM (System for Award Management) as accepted in our program.

Supplier Sustainability and Code of Conduct

RRD's Trace program sits within procurement, allowing for seamless integration into our Strategic Sourcing Process. All suppliers commit to adhering to the RRD Supplier Code of Conduct when signing business contracts. RRD's Supplier Code of Conduct is the basis for the entire Trace program and has three main pillars: Integrity and Legal Compliance, Responsible Business Practices, and Responsible Treatment of Individuals. It is expected that suppliers cascade the code throughout their supply chains.

Supplier Monitoring

RRD continues our commitment to supplier adherence to our Code of Conduct through supplier monitoring. In 2023, we began our partnership with EcoVadis, the leading CSR ratings assessment platform, as a requesting company to assess suppliers' practices in four areas: labor and human rights, environment, ethics, and sustainable procurement. Two years into our partnership, we have seen significant adoption of the platform by our suppliers and expect substantial increases in the number of suppliers within our EcoVadis network in the years to come.





EDUCATION + TRAINING

Our training and development offerings are core to RRD's success. Our goal is to give every team member the opportunity to develop to their full potential in an environment where every employee feels they belong. This fuels our pursuit of excellence in all areas of the business.

Mark Brothers
SVP Human Resources,
Deputy Compliance Office



RRD is dedicated to providing our employees with the opportunity to grow and enhance their skills and knowledge. We offer personal and professional growth opportunities and skill building through coached, instructor-led learning sessions (both virtual and in person), on-the-job training, and a host of online programs that are available 24/7 to all employees via our Learn@RRD training portal.

Sales

We offer training courses to equip our sales professionals with the skills and knowledge required to bring value to our clients and build long-term relationships. This includes product and solution courses that introduce our suite of capabilities, as well as sales courses that focus on the development of selling skills and sales methodology. We also offer general business courses to complement a sales professional's knowledge and skills base, plus Salesforce tools and training to further enable their success. A testament to our training approach is the participation of 100 RRD Asia sales professionals in an AI scenario-based competency assessment with executive management. These initiatives have accelerated sales team members' personal growth and have taught them how to be proactive and precise in meeting customer needs in their daily work.

Service

Another training program equips our employees with the skills and knowledge to deliver quality service internally as well as to our external clients.

Manufacturing

To support our print professionals, we

offer more than a dozen apprenticeship programs for pressroom, bindery, and warehouse roles, including production assistants, hoist and forklift operators, imaging operators, inserter operators, press assistants and operators, and more, in addition to our foundational and safety programs. We continue to develop self-paced and coached programs focusing on skills development and promoting career and operational success. Our Asia operations have trained a total of 213 front-line leaders, 105 front-line technicians, 1,068 key machine captains, and 749 inspectors.

Leadership

We offer various instructor-led and self-paced, curated courses in addition to a series of collaborative learning experiences targeted directly to new leadership-track associates, front-line managers, supervisors, and team leaders. As part of these programs, a local leader partners with participants to explore eight core leadership competencies. The primary leadership essentials explored in the program are: establishing credibility; dealing with stress; listening actively; communicating effectively; navigating conflict; coaching for performance; financial literacy; and client focus.

Our RRD Asia team has placed a high priority on the identification and development of high-potential leaders through a Leadership Excellence Program (LEP) and other talent development programs. This includes the Trainee Program for undergraduate graduates (more than 130 recruits in the last three years) and the Leadership Associate Program (LAP) for MBA graduates. These programs help us identify key talents who can take on leadership roles in the future to advance and strengthen our leadership talent pool.

Tuition Reimbursement

RRD supports employees who wish to continue their education and certifications to secure increased responsibility and growth within their professional careers. In keeping with this philosophy, RRD has established a reimbursement program for expenses incurred through approved institutions of learning. In China, from 2020 through 2023, a total of 24 front-line employees participated in academic re-education and obtained college diplomas in cooperation with Shenzhen Polytechnic University.

New Hire Programs

In support of our new hires in Sales, Operations, and Manufacturing, we provide a comprehensive and structured orientation program that equips new hires with the skills, knowledge, and tools needed for success in their roles, while fostering a deep understanding of our company's values, culture, and

commitment to excellence. These coached programs target recent college graduates entering the workforce and existing employees expanding their responsibilities. Our programs include company introduction and navigation, cross-functional collaboration, a sales and operations track, role-specific training, and advanced professional skills development.

Training and Development

A critical component of our investment in our employees is the provision of coached virtual sessions, self-paced development, and mentorship from successful leaders in every area. This training covers such topics as inclusivity, harassment prevention, ADA awareness, IT security, and a wide variety of anti-corruption/anti-bribery and compliance programs and leadership essentials. These expansive programs support hands-on job skills and professional skills, and put employee wellness and safety at the forefront, where every employee has the opportunity to lead from where they are.





COMMUNITY RELATIONS

NORTH AMERICA

RRD’s vision is to strengthen the communities in which our employees live and work. We strive to be responsive to the emerging needs that challenge our employees and their communities. Multiple community activities were performed in 2024/2025 and are highlighted below:



**Angola, IN,
Charlotte, SC,
and Kent, WA**

As part of the “Trees Into Cartons, Cartons Into Trees” (TICCIT®) educational program for school-aged children, RRD employees presented to students at local elementary schools about the sustainability of paper and paperboard packaging and the importance of recycling. Students were provided with a plantable tree in a paperboard container.

**Annapolis, MD, Cincinnati, OH,
and Philadelphia, PA**

RRD team members volunteered to spread Wreaths Across America’s mission statement — remembering the fallen, honoring those who serve, and teaching the next generation the value of freedom — by sponsoring and laying wreaths at the graves of soldiers.



Chicago, IL

The Packaging, Labels, and Supply Chain Solutions operations leaders gathered together to assemble 300 care kits to be distributed to Chicago-area community members in need by Hearts for Hope. Each kit contained an uplifting note, handwritten by a member of the RRD team.

Delicias, MX

The site manages an onsite cafeteria that serves meals to employees. Instead of disposing of unserved meals, these are donated to a neighboring orphanage. On average, 10 meals are donated each day.



Durham, NC, Reynosa, MX, Sacramento, CA, and Wilson, NC

Several activities were planned in support of International Women's Day, celebrated annually on March 8th, to honor the achievements of women across all aspects of life — social, economic, cultural, and political — while also advocating for gender equality.



Newark, CA

The site conducts an annual food drive between Thanksgiving and Christmas to benefit the Viola Blythe Center, which supports community members experiencing financial hardship.

Columbus, OH

Williams Lea, an RRD Company Columbus Onshore Delivery Center managers spent the day volunteering with Dress for Success, a local nonprofit organization working to equip women with the resources and support needed for workforce readiness and employment retention. Volunteers helped organize clothing donations that are given to women in the community to help prepare for job interviews. In March, the Columbus team also collected items to donate to Dress for Success as part of International Women's Day celebrations.

St. Charles, IL

Employees participated in a "Light It Up Blue" event to support autism awareness.



ASIA

RRD employees worldwide routinely work to make a positive difference in the communities in which they work and live.

2024/2025 Activities:



The IridioSM by RRD creative team. conducted their annual “Reach Out Day,” with this year’s focus on honoring the International Day of Older Persons. Volunteers visited eldercare facilities in Chennai, Trivandrum, Colombo, and Manila, where they performed necessary landscaping and engaged with local residents via several interactive activities.

CHENNAI



Volunteers participated in Teach for India’s ninth edition of Chennai Students Kondattam. More than 900 students from 33 government schools showcased their talents in singing, recitals, quizzes, a science expo, dance, and various sports activities. RRD volunteers were responsible for overseeing the sports events, distributing food, and ensuring the children’s safety.

Volunteers donated clothing and bedding materials to 250 disadvantaged children in Vysarapadi who were impacted by recent heavy rains.

More than 70 dedicated RRD volunteers and their families planted 1,100 tree saplings at Taramani MRTS in Chennai. This was the third Miyawaki Urban Forestry project in collaboration with Thuvakkam, and more than 3,300 total saplings were planted across Indira Nagar MRTS and Puzhal Lake.

68 volunteers traveled to the Anandam Old Age Home, where they engaged in several activities, including cleaning dormitories, making beds, and mopping floors and corridors. Our volunteers also spent time interacting with the residents, including a performance from the RRD band, plus music and dance performances by the residents.

COLOMBO

The Sri Lanka Association for Software Services Companies (SLASSCOM) initiated the “21-day step challenge” aimed at raising awareness about the importance of health with participation from various cooperative sectors. RRD actively contributed to this initiative, with employees from different departments taking part.



RRD, in partnership with the nonprofit organization Clean Ocean Force, conducted a major beach cleanup at Mattakkuliya's Crow Island Beach. A group of 72 RRD employees volunteered 144 hours in total to this event, and they successfully removed more than 77 bags of waste from the beach. This cleanup effort not only improved the condition of the beach but also reinforced the team's collective responsibility toward environmental conservation.

RRD employees visited Salina Alwis Elders Home, home to 22 elderly residents. Volunteers provided nutritious meals and essential supplies, while also interacting with the residents to ensure they felt seen, valued, and cherished.

MANILA

In partnership with Million Trees Foundation Inc., RRD volunteers planted native trees at the La Mesa watershed. These trees will be maintained by the foundation, contributing to a healthier environment.

In partnership with Childhope Philippines, a medical mission was held at the Childhope Philippines office located in Paco, Manila. The beneficiaries of the mission included 21 street children aged 7 to 14 years old. The children received medical consultations from the resident doctor, a volunteer from Childhope Philippines, while RRD volunteers organized games and art activities. Afterward, each child received a hygiene kit.



Volunteers visited the San Lorenzo Ruiz Home of the Elderly and spent quality time with its 40 residents. Volunteers organized a range of activities, including arts and crafts, games, and photo sessions, providing joyful interactions and companionship.

TRIVANDRUM

Team members delivered essential computer systems donated by RRD to three educational institutions, empowering more than 500 children with critical digital skills. This includes two government-aided schools in coastal areas and BUDS Centre — a Kerala Government initiative that ensures equitable and inclusive learning opportunities for special needs children.

Volunteers hosted an interactive session with children at the Sree Chitra Care Home, crafting beads and bracelets. The joy was mutual, with the children gifting their handmade art pieces to the volunteers.

Employees completed a beach cleanup as part of the 2024 Earth Day Theme, “Planet vs. Plastic.” More than 50 volunteers gathered at the beach near St. Thomas Catholic Church in Veli, Trivandrum, totaling 236 volunteer hours. The volunteers collected 111 bags of garbage, sorting them into paper, biodegradable, plastic, and glass categories for proper recycling and disposal.

Volunteers collected and donated more than 12,500 notebooks and school supplies to children from economically disadvantaged backgrounds. Beneficiaries included the children of housekeeping, security, and cafeteria vendor staff.

Teams organized cultural events and games and provided garden maintenance at a local government care home. Volunteers served lunch and shared the meal with the residents, fostering a sense of community. They also set up aquariums and distributed potted plants to add thoughtful touches. In all, 85 volunteers supported various activities and collectively contributed 400 hours of volunteer service.

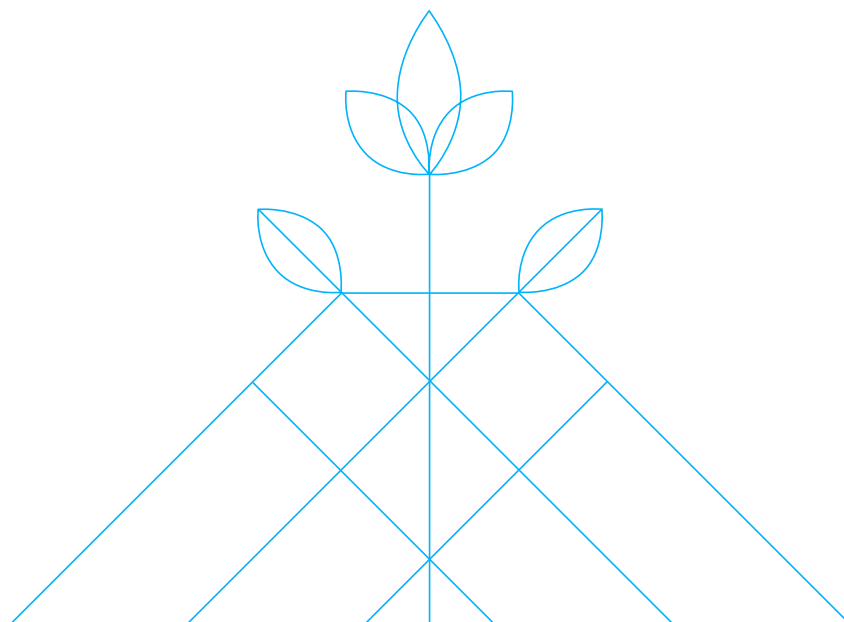
EUROPE

Aberdeen, Scotland

Williams Lea team members in Scotland organized a volunteer day at Greyhope Bay, a nonprofit organization that provides public education on ocean conservation. Volunteers helped with outdoor maintenance projects around the property.

Debrecen, Hungary

The site designated July as Environmental Awareness Month to increase employee awareness of the importance of environmental protection. Over the course of the month, employees were provided with information on a wide range of environmental conservation topics via posters, e-mail messages, and informational articles. Employees were actively involved by taking part in entertaining quizzes, a bingo game, and an environment-themed workshop series to help identify what they can do on an individual level to protect the environment through their everyday actions.





HEALTHCARE PRIORITIES

RRD provides our employees the opportunity to select health and benefits packages most suitable for themselves and their families. In the U.S., we provide access to quality programs that include but aren't limited to: preventative care, cost-sensitive medications, and personalized case management. We also offer coaching to employees and their families who may be facing a diabetes or hypertension diagnosis or who are working to quit smoking. Outside of the U.S., RRD employees receive medical coverage and life insurance, along with location-specific benefits. The health and safety of our employees is a top priority for executive leadership, and we are continually striving to ensure our benefits offerings help our employees make their health the top priority.

Sandy Perecich
Senior Director, Benefits



RRD offers the following programs to our employees and their covered dependents enrolled in our national medical options:

- Free hypertension support through Teledoc, including personalized health coaching, a blood-pressure cuff, and FDA-approved touchscreen meter plus free generic antihypertensive and generic hyperlipidemia medications
- Free diabetes support through Twin Health and CVS, including personalized health coaching from a certified diabetes instructor, unlimited strips and lancets, and an advanced blood glucose meter
- Free tobacco-cessation program that includes a tailored quit plan, virtual sessions with a certified coach, self management tools, and nicotine replacement
- Free “whole person care” through Goodpath, including GI issue, mental health, sleep, MSK, and quality-of-life support for our employees and their covered dependents
- We also provide free virtual counseling for mental health issues through our Employee Assistance Program
- Free personalized exercise therapy and unlimited one-on-one coaching designed to reduce chronic back, hip, or knee pain through Hinge
- Free Health Advocates to help employees and their covered dependents understand their health benefits, find high-quality, cost-effective providers, schedule appointments, deal with claims issues, and receive support for new diagnoses



Examples of RRD healthcare training events in the Asia Pacific Region include:

Our East China team provides traditional Chinese medicine consultation and therapeutic services for employees. South China has collaborated with Guangdong Provincial Hospital of Traditional Chinese Medicine to hold a one-week employee health consultation event every quarter, involving 800 people each time. The consultations are of multifaceted significance for employees — not only helping to improve their health levels and work efficiency, but also contributing to a harmonious corporate culture atmosphere and laying a solid foundation for sustainable enterprise development.

Healthy Mind Toolkit — Boosting Your Mental Health

Many people become concerned about meeting other people's needs and expectations at the cost of neglecting their own. This empowering session introduced various coping strategies for dealing with adversity in a constructive way and developing structured approaches for building better mental health.

Tackling Sleep and Stress Fatigue

Sleep is an essential function that allows your body and mind to recharge, remain healthy, and stave off diseases. Many factors can impact the quality and duration of your sleep, such as the amount of time you spend on screens, the amount of physical exercise you do, and your level of stress. This session covered various topics, including: understanding why sleep is important, exploring different types of sleep and sleeping disorders, understanding the relationship between stress and sleep, learning about the stages and symptoms of stress, and developing strategies to cope with stress fatigue and improve sleep quality.

Discover the World of Emotional Intelligence

Being able to recognize feelings in oneself and others, managing emotions, and balancing thoughts are invaluable traits that are associated with emotional intelligence. Embracing the nuances of human emotion has several benefits, particularly at work. These include better collaboration, compassionate leadership, boosted morale, and a happier and healthier workplace. During this session, employees learned about how the emotional brain impacts behavior, the different aspects of emotional intelligence, and practices that may be used to create calm breathing and focused listening.



ETHICS + COMPLIANCE

There are few things more important to RRD than its reputation for ethical behavior in the marketplace. We have compliance champions across the organization, ensuring that each of our business units and functional areas remains in compliance with the rigorous standards we have set for ourselves. Ethical behavior is non-negotiable.

Erin Wiggins
Chief Compliance Officer



ETHICS + COMPLIANCE

The name RR Donnelley & Sons Company has long been synonymous with integrity and ethical business operations. This focus on integrity continues today, codified in our Principles of Ethical Business Conduct. These principles apply to all employees, vendors, suppliers, and agents of RRD, as well as to RRD's Board of Directors, and govern all areas of professional conduct.

A consistent set of ethical practices is key to operating at the highest levels of integrity in every place where RRD does business around the globe. The following are some of the areas addressed by our principles:

- **Ethical and Lawful Behavior**

RRD has earned a reputation for providing top-quality marketing and business communications services honestly, ethically, and in strict compliance with all laws, rules, and regulations.

- **Gifts**

Employees must not, without written approval, accept gifts, favors, loans, entertainment, or other gratuitous services from competitors, clients, or suppliers of RRD. Cash payments or gifts must never be given to clients, and other gifts, favors, and entertainment must be legal and reasonable.

- **Anti-Corruption Laws**

RRD will not, either directly or indirectly, pay bribes to, or otherwise seek to improperly influence government officials, political parties, or candidates for political office. Further, the company strictly prohibits facilitating payments of any kind absent express, written approval from the Chief Compliance Officer.

- **Protect Proprietary and Confidential Information**

In helping our clients better connect with their customers, we interact with significant amounts of confidential data. All employees are required to protect confidential company assets and proprietary information.

- **Conflicts of Interest**

Outside work or service opportunities must not conflict with an employee's ability to perform their duties at the company with undivided loyalty.

- **Antitrust Laws**

RRD deals with suppliers, clients, employees, and competitors on a fair and honest basis, and at arm's length.

- **Environmental Laws**

RRD conducts its global business in accordance with environmental laws and strives to continuously improve global EHS (Environment, Health, and Safety) performance using practices that protect employees and the environment.

- **Employee Working Conditions**

RRD employs only workers with a legal right to work. The employment of workers under the age of 18 shall only occur in non-hazardous work or as part of legitimate workplace apprenticeships that comply with all local laws and regulations.

- RRD does not employ children under the age of 15 or forced, bonded, or indentured labor. RRD will never require workers to surrender government-issued identification, passports, or work permits as a condition of employment. RRD fairly compensates its employees in compliance with local and national laws in the subject jurisdiction. RRD also maintains work hours in compliance with local laws in the jurisdictions where we do business.

- **Nondiscrimination**

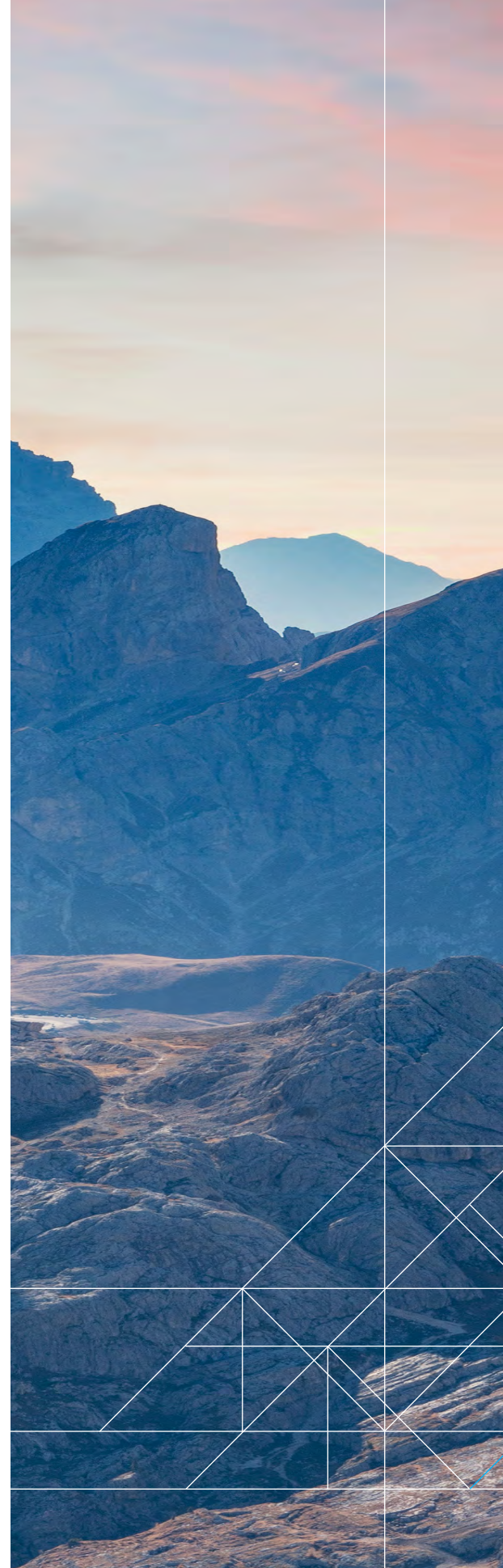
RRD selects, places, and manages all employees without discrimination based on race, religion, color, national origin, sex, gender identity or expression, age, perceived or actual disability, perceived or actual sexual orientation, military or veteran status, genetic information, pregnancy, or on the basis of any other status protected by law.

- **Securities Laws**

RRD communicates with transparency and fairness to external stakeholders. Confidential information obtained by employees may not be used for personal advantage.

- **Government Investigations**

The company and its employees shall cooperate with government investigations.



Part and parcel to a global company's successful operation is the flow of information from our more than 35,000 employees back to corporate leadership. To that end, RRD has an Open Door Policy that ensures we treat one another with respect and are aligned globally in our business goals, values, and ethical standards.

All employees, no matter their job responsibilities, geographic locations, or positions, have the opportunity to raise issues and speak their minds to drive the company forward to operations that are beyond repute.

The Board of Directors oversees the Ethics and Compliance Program at RRD. The program is led by our Chief Compliance Officer, who regularly meets with a committee of internal leaders from a cross-section of functional and business areas to monitor and shape the program.

Here are some of the areas the program monitors:

- Ethical and lawful behavior and conflicts of interest
- Anti-corruption
- Financial reporting
- Antitrust laws
- Environmental, health, and safety laws
- Employment practices
- Information technology
- Intellectual property
- Product safety
- Import/export controls
- Postal affairs
- Centers for Medicare and Medicaid Services (CMS) compliance
- Tax compliance



Governance

The leading edge of a strong governance culture is its Board of Directors. Since going private, RRD has continued with its established public company rigor, including a Board consisting of eight directors, two of whom are members of our owner, Chatham Asset Management. The Board provides expert oversight and guidance on governance matters and strategy. Our Board has two standing committees: Audit and Human Resources. Both committees are governed by a written charter that is publicly available on our website at rrd.com. Under the guidance of our Board, we are continuously driving forward the strategy of RRD while enhancing the workplace for our employees and leaving a positive impact on the communities where we work.

Each employee at RRD is personally accountable for operating with integrity. Employees receive required annual training to ensure they have an understanding of the important policies, laws, rules, and regulations that impact our businesses around the world. The training covers areas such as our PEBC, anti-harassment, anti-corruption, data security, and privacy, among others.

RRD's Open Door Hotline provides employees, vendors, and suppliers with a mechanism to report concerns regarding potential compliance or ethical matters without fear of retaliation. Our hotline is hosted by a third party, and reports can be made anonymously online or via phone.

Our commitment to operate ethically applies everywhere we do business and is a commitment we make not only to our employees but also to our stakeholders.

Our operational excellence is built on this foundation — simply put, we believe that doing what's right is not a choice, but rather the only way to do business.



ENVIRONMENTAL, HEALTH, + SAFETY

Aligning our company goals and those of our team members is critical to our EHS results. We value our coworkers and the communities where we operate. Our success is reflected in our leaders' messages, our daily actions, and the performance measures outlined in this report.

Paul Haase
Vice President, EHS



ENVIRONMENTAL, HEALTH, + SAFETY

EHS Policy

It is RRD’s policy to protect the health and safety of our employees, clients, and the public, and to conduct all activities in an environmentally responsible manner. We are committed to this policy worldwide as an integral part of being the world’s premier business and marketing communications company.

Senior corporate management ensures alignment of RRD’s business strategy and operations with this Environmental, Health, and Safety (EHS) policy and confirms the commitment of RRD to:

- Conduct global operations in accordance with all applicable laws, regulations, and other requirements, anticipate EHS issues, and promote appropriate voluntary initiatives that support this policy
- Strive for an injury-free workplace through high employee involvement and a strong health and safety program
- Minimize the EHS impact to our employees, facilities, and communities in which we do business
- Strive to continuously improve global EHS performance by utilizing practices that protect employees and the environment, including: reducing the quantity of emissions, including greenhouse gas (GHG) emissions; developing opportunities for recycling and pollution prevention; and using paper, energy, water, and other resources more efficiently
- Partner with our clients to ensure that we manufacture, source, and distribute products that meet all applicable safety regulations and identify opportunities to further minimize their products’ environmental impact
- Train and motivate employees to conduct their activities in a safe and environmentally responsible manner
- Review and report to executive management on a periodic basis the EHS performance of global operations, which may include the setting and review of EHS objectives and targets used to promote continuous improvement



EHS Management System

At RRD, we have developed a comprehensive management system that enables us to effectively control our EHS impacts using a model consistent with well-accepted international management standards such as the International Organization for Standardization (ISO).

The Elements of Our EHS Management System include:

- **EHS Policy**
A corporate policy defines the EHS principles that guide the conduct of RRD operations worldwide.
- **Programs and Standards**
Define the elements of our management system to protect the safety of employees, contractors, and visitors. These also include our environmental management expectations to ensure compliance with legal requirements.
- **EHS Roles and Responsibilities**
EHS responsibilities are integrated into every level of our organization.
- **Training**
Management of a comprehensive training and awareness program, including new employee orientation programs, online training and communications, topic-specific workshops and webinars, and mentoring activities to develop leadership and expertise in the field.
- **Measuring**
Measuring our EHS results company-wide and closely monitoring our progress toward implementing the RRD EHS standards are critical to meeting our commitment to continuous improvement.
- **Monitoring**
RRD has put processes in place to test and oversee compliance.

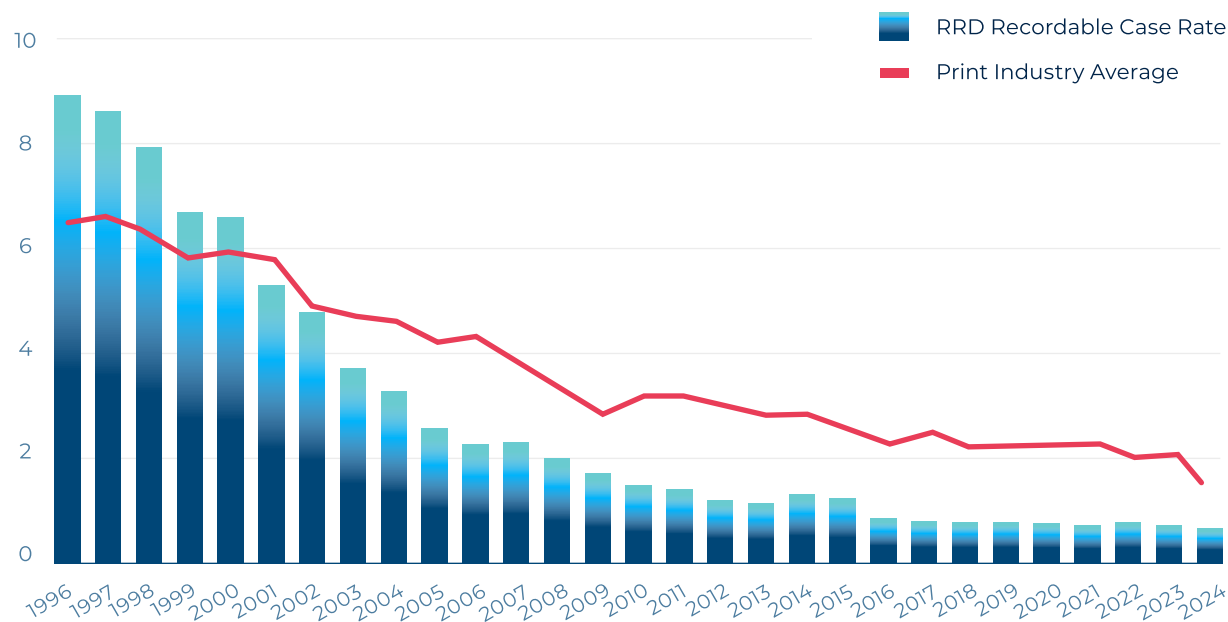


Recordable Case Rate

Our health and safety results are of utmost importance to us because they help us measure how well we are keeping our employees safe. While we report our numbers as a rate (which helps us to standardize our global reporting with the government method for calculating injury rates), what truly matters is the number of people who are hurt. Lower rates mean fewer injuries and more people able to work and support their loved ones. In the chart below, you can see the continuous improvement in our Health and Safety rates over the past several years.

The “Recordable Case Rate” (RCR) is a rate, per 100 employees, of the number of times an employee received treatment beyond basic first aid for a work-related injury or illness. Our full-year 2024 RCR finished at 0.6, which is more than 65% lower than the current U.S. print industry average and the lowest in our company's history. Multiple facilities also completed the year without a single recordable case. While we are extremely proud of our results, our continued goal is to achieve zero work-related injuries or illnesses.

RRD RECORDABLE CASE RATE AND PRINT INDUSTRY AVERAGE



2024 Milestones

Many of our worldwide locations are recognized each year for achieving a significant milestone relative to the number of recordable cases experienced.

1 Year Without a Recordable Case

- Bac Ninh, Vietnam
- Humen, China
- Irvine, CA (OCPC)
- Lancaster, OH (Cyril-Scott)
- Portland, OR (Bridgetown)
- San Diego, CA
- Timonium, MD (PCA)

2 Years Without a Recordable Case

- Austell, GA
- Dallas, TX (Jarvis)
- Des Moines, IA (Garner)
- Durham, NC
- Greenville, SC (Keys)
- Indianapolis, IN (Jackson Group)
- Kent, WA (Emerald City)
- Madison Heights, MI (EGT)
- Mount Vernon, MD
- Oberlin, OH
- San Antonio, TX (Clear Visions)
- Yamagata, Japan

3 Years Without a Recordable Case

- Houston, TX
- Osage, IA
- Sacramento, CA (Pacific Standard Print)
- San Salvador, El Salvador

6 Years Without a Recordable Case

- Tempe, AZ (Ironwood)

7 Years Without a Recordable Case

- Singapore

Large Facilities With a Recordable Case Rate Less Than Half of the 2024 Company Average

- Brno, Czech Republic
- Chengdu, China
- Debrecen, Hungary
- Huaxian, China
- Liabou Emerging, China
- Liabou Zhuyuan, China
- Reynosa, MX
- Shanghai, China
- St. Charles, IL (BCS)

EHS External Certifications

Our company's EHS Management System has positioned many locations to earn certification from third-party organizations including ISO 14001 and ISO 45001:2018. For a complete listing by site, please visit:

[LIST OF EXTERNAL CERTIFICATIONS](#)



Worldwide Health and Safety

Each of our worldwide locations works to continuously improve their health and safety performance. Examples include:

- **Brno, Czech Republic**

Established an “Employee Safety Ambassador” program where trained employees share best practices, monitor the work environment, and provide feedback to management, thereby promoting preventive measures and boosting overall team engagement. Also created a “Safety Every Day” program, where daily safety reminders are delivered to employees via internal communication channels — such as short videos, interactive quizzes, or tips — to keep safety topics at the forefront and help prevent incidents by reinforcing a preventive mindset.

- **Auburn, WA, and Salt Lake City, UT**

Addressed an employee ergonomics issue (repetitive bending to wrap finished goods) by switching to an automated process.

- **Chengdu, China**

Introduced multiple initiatives that have resulted in fewer work-related injuries and illnesses, including improved training, injury and illness trending, incident and/or near-miss investigations, and new or improved safety committees.

- **West Bend, WI**

Proactively installed dock locks; safety devices used at loading docks to secure trailers during loading and unloading operations, preventing employee injuries from trailer movement.

- **Visalia, CA**

Appointed a new Safety Lead and a team of employee volunteers to monitor and identify risks associated with employee safety, identify and implement solutions, and routinely report progress to the management team.

- Williams Lea, an RRD Company, has had a long-standing quarterly health and safety committee meeting to discuss key topics and trends that impact employee health and safety. In 2024, the meeting was expanded to include an additional session to better accommodate employees in different time zones. As a result of the second session and further promotion of the meeting, attendance increased by 127%.



- **San Diego, CA**

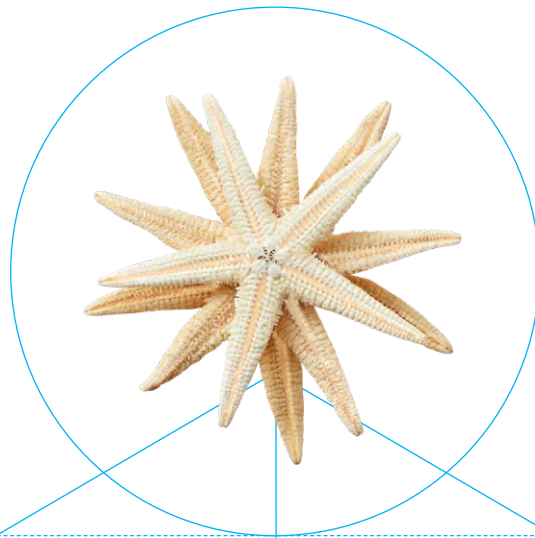
Purchased scissor lift pallet jacks for improved employee ergonomics; increased floor inspections to identify unsafe work practices and verify proper personal protective equipment use where required.

- **San Salvador, El Salvador**

Identified improved employee safety training, purchased ergonomic chair replacements for plant and office staff, and improved the site's incident investigations program for better root-cause analysis, injury prevention, and further integration with the safety committee.

- **Delicias, MX**

In an effort to improve employee health, the site has arranged for a voluntary employee program that includes one free blood screening per year, doctor follow up on test results, healthy food prep classes, and exercise recommendations. This is in addition to other site healthcare events, including free flu shots, women's health care guidance, and other annual employee health events including a local bike ride and a 5K walk.





SUSTAINABILITY

Sustainability cannot be considered an extra initiative beyond our daily priorities. In order to be successful, it must be ingrained in everything we do.

Dennis Aler
Director, EHS/Sustainability



SUSTAINABILITY

At RRD, sustainability is not considered an extra initiative. From collaborating with our clients to ensure we meet their stringent environmental specifications to continuously working to identify and implement energy and waste-reduction initiatives in our worldwide manufacturing locations, we are focused on improving sustainability performance.

The RRD Global Environmental, Health, & Safety (EHS) Policy outlines our commitment to utilizing practices that protect the environment, including: reducing the quantity of emissions, including greenhouse gas (GHG) emissions; developing opportunities for recycling and pollution prevention; and using paper, energy, water, and other resources more efficiently. This commitment informs and guides our company's sustainability objectives.

Resource Efficiency

We identify, measure, and continuously improve efficiencies associated with the consumption and use of energy, raw materials, water, and other resources.

Responsible Procurement

We extend our influence across the breadth of the supply chain by encouraging sustainable practices among our suppliers and offering raw material solutions that meet the specifications of our clients.

Waste Minimization

Every day, we reduce, reuse, and recycle in our worldwide manufacturing locations.

Stewardship

We find, learn, and share best practices and demonstrate our commitment to sustainability.

Resource Efficiency

RRD is pursuing energy-efficiency programs in our worldwide manufacturing locations. We're investing in several different programs and technologies that promote enhanced energy consumption and recovery systems. Examples include:

- **Electrical demand response programs**

RRD locations commit to reducing energy consumption during peak demand periods, allowing local utilities to avoid brownouts or investment in costly generation capacity.

- **Heat recovery**

A proprietary process that captures heat and allows it to be used again. This heat is used to reduce ambient heating needs, to more effectively dry printing inks, and to operate boilers more efficiently.

- **Lighting upgrades**

RRD is taking advantage of advances in lighting technology by continuing to install lighting system retrofits in our domestic and international facilities.

- **Alternative energy**

We continuously seek opportunities to use increased alternative energy, including through geographic power grid utilization, onsite physical installations, and power purchase agreements.

- **Greenhouse gas (GHG) emissions tracking**

We've partnered with an external organization to track our energy consumption and GHG emissions by site. This data supports our annual Carbon Disclosure Project (CDP) climate change questionnaire response and company-wide energy reduction initiatives. We've also instituted an internal Sustainability Metrics Dashboard to track our performance by site.

Greenhouse Gas (GHG) Emissions Reduction Target

RRD has made a commitment to reduce our GHG emissions by 25% over the next 10 years at our worldwide manufacturing locations in the U.S., Asia, Latin America, and Europe. This target now also includes the Valassis locations acquired in 2024. The reduction target — a total reduction of 69,058 metric tons of CO₂e — and associated progress is reported annually via the Carbon Disclosure Project (CDP) climate change questionnaire. Utilizing 2022 as the third-party verified base year, RRD's 10-year roadmap will decrease emissions (Scopes 1 and 2) across its operations by pursuing multiple energy efficiency initiatives, including those outlined above. The target builds upon our past U.S. performance of GHG reductions of approximately 17% from 2018 to 2022.

Waste Minimization

- RRD routinely works to reduce the amount and types of byproducts produced, and reuse and recycle those that are produced. Paper, our largest byproduct, is systematically segregated and recycled at all of our worldwide manufacturing locations.
- While specific initiatives will vary by site and manufacturing process, examples include: recycling of paper (including add roll trim, paper tear off, office paper, and butt rolls also used as packing material), bound and stapled waste, cardboard (including bare cores from printing rolls), plastic wrap, and aluminum printing plates; returning reusable rags, oil pigs, and oil mats to external vendors for decontamination and reuse; returning forklift batteries to battery vendors for recycling; sending used oil to licensed third parties for recycling; and repairing broken or damaged pallets for reuse.

- We partner with a national byproducts broker for U.S. manufacturing sites. Materials recycled with this broker include but are not limited to: coated board stock, old corrugated containers, mixed paper, sorted office waste, metals, and plastics. In 2024, RRD's U.S. manufacturing locations recycled more than 80,000 tons of byproducts produced. This is equivalent to the avoidance of over 1.3 million trees, 313 million kWh of electricity, 321,000 tons of CO2 emissions, 535 million gallons of water, and 264,000 cubic yards of landfill space (data equivalency conversions from: US EPA Facts and Figures about Materials, Waste, and Recycling).
- Several locations have installed on-demand corrugated box-making equipment, allowing for the onsite production of specific box sizes to match the product shipped. This results in less corrugated material, less waste material, and minimized use of non-recyclable box fillers.
- We use a licensed external vendor to manage our IT equipment at its end of life. They are R2 (Responsible Recycling)-certified, meaning they utilize the Reuse, Recycle, Recover hierarchy. They are third-party audited annually, with all of their downstream vendors also vetted. In addition to reselling reusable assets, they donate good working equipment to charities. Their ultimate goal is to extend the life of used assets and, if necessary, recycle them in an environmentally responsible manner.
- **Processless plate initiative**
17 RRD print sites have fully implemented processless plate technology, and seven sites are in the testing phase. Processless plate production represents the simplest way to make litho plates. Once the plate has been imaged in a platesetter, it's mounted directly on the press, where the removal of the plate coating has been integrated into the start up of the press. There is a complete elimination of the plate processor, associated chemistry, and energy required to power the processor, water, and waste from plate production.

Responsible Procurement

- RRD currently maintains more than 80 Forest Stewardship Council (FSC®), Sustainable Forestry Initiative (SFI®), and Programme for the Endorsement of Forest Certification (PEFC) chain of custody (CoC) certified sites worldwide in North America, Latin America, Europe, and Asia. In 2024, RRD locations sold more than 113,000 U.S. tons of certified material.
- We have robust environmental specifications that are part of our purchasing program. These Regulated Product and Material (RPM) safety specifications outline commonly supplied product and material categories in an effort to assist raw-material suppliers in

meeting their obligations to comply with applicable regulations. RRD has also developed additional requirements that, in many instances, are more protective than applicable laws.

- For inks and coatings used, we routinely collaborate with our vendors to ensure alignment with applicable industry requirements. We also consider the best new and evolving technologies and solutions with increased environmental attributes (such as by minimizing or removing hazardous constituents and identifying the optimal amount of vegetable-based content).
- RRD's suppliers can provide paper to support all of our clients' sustainability goals, including paper that includes certified fiber, recycled content, and hybrid products containing both certified fiber and recycled content.

Client Sustainability Collaboration

As a custom contract manufacturer, RRD produces products to our clients' specifications and ensures that any sourced wood-based materials meet established environmental criteria as outlined in product specifications. We are able to accomplish this because of the depth of our supply chain expertise and our subject matter experts on environmentally preferable products. Examples include:

- The use of wood fiber sourced from forestry operations certified by the FSC, SFI, or PEFC, and, as required by our clients, the use of paper products processed without chlorine or chlorine compounds in paper.
- Increased recycled content: The paper mills selected by RRD offer products with various percentages of post-consumer waste (PCW) content, usually ranging from 10% to 30%, with a few specialty products at 100% levels of PCW.
- Use of materials that are highly recyclable, and/or do not inhibit the recyclability of the product at its end of life.
- Our proactive procurement practices work to exclude fiber from sources determined to be unacceptable, aligning with our clients who have similar goals. This may include fiber from unwanted sources as defined by forestry certification, including: fiber in violation of internationally accepted instruments and treaties protecting the rights of indigenous or forest-dependent people; high conservation value areas (e.g., areas of old growth and/or endangered forests and endangered species habitat); areas that have been converted from natural forests to plantations and other land uses after November 1994; and plantations using genetically modified trees.

- **Lacey Act Compliance**

RRD will vigorously support compliance with the U.S. Lacey Act as well as all applicable environmental laws and regulations for wood-based materials purchased. We have informed all of our suppliers that we expect total compliance relative to the materials that we source.

Worldwide Sustainability

Each of our worldwide locations works to continuously improve their sustainability performance. Examples include:

United States

- **Visalia, CA**

Converted to LED lighting in the majority of the plant; warehouse rooftop upgraded with liner and Neoprene technology, reducing site energy consumption for heating and cooling.

- **Pittsburgh Shared Mail**

Converting production and warehouse overhead lighting to LED; installed automatic shut-off light switches in all restrooms.

- **San Diego, CA**

Plant lighting converted to LED technology; lights turned off during periods of no production.

- **Newark, CA**

The majority of the site's production lighting has been converted to LED; 99% of waste generated is recycled, with only bathroom and lunchroom waste sent to the landfill.

- **Dallas, TX**

Installed LED lighting with motion sensors and auto on/off water faucets.

Asia

- **Liaobu, China (Label)**

The plant previously used tap water to clean ink from press rollers and ink cartridges, resulting in slow cleaning efficiency and large amounts of wastewater. A portable water-jet ink-washing system was developed to improve cleaning efficiency, resulting in 11,000 fewer gallons of wastewater produced per year.

- **Shanghai, China**

The plant has installed a photovoltaic solar panel system on the warehouse rooftop, generating 450,000 kWh of renewable energy per year.

- **Chengdu, China**

The plant is replacing over 3,000 fluorescent light bulbs with LED lighting, resulting in an energy savings of over 150,000 kWh of electricity per year.

- **Bac Ninh, Vietnam**

The plant is replacing over 1,000 fluorescent light bulbs with LED lighting, which results in an energy savings of over 60,000 kWh of electricity per year.

- All China and Vietnam manufacturing locations implemented upgraded waste management procedures outlining on-site waste classification, collection, traceability, and end-of-life recycling/disposal verification. The Liaobu 3 and Kunshan sites have also achieved Zero Waste Landfill certification status.

- For a listing of additional current China-specific sustainability initiatives and associated results, please visit our RRD Asia Sustainability Overview document located at: rrd.com/global/asia/about

Europe

- **Brno, Czech Republic**

Replaced several outdated air conditioners with new energy-efficient units with inverter motors; installed light motion sensors; replaced outdated gas boilers with modern energy-efficient condensing units; installed a new inverter-controlled compressor that automatically adjusts to current performance demands, leading to more efficient energy use and lower operational costs.

- **Lodz, Poland**

Installation of additional onsite solar panels, tripling the site's solar energy production.

- **London, England (Williams Lea, an RRD Company)**

Replaced the previous fluorescent lighting with LED, reducing GHG emissions by over 5,000 kWh per year.

- **Norwich, England (Williams Lea, an RRD Company)**

Consolidated operations from three floors to one (releasing the other two to another tenant), saving over 185,000 kWh of energy per year.

Latin America

- **San Salvador**

Site lighting systems converted to LED; water-efficient washroom fixtures installed.

- **Delicias, MX**

The plant is in the process of switching out traditional fluorescent lighting (250 watts per lamp) to LED lighting that operates using just 100 watts per lamp. The plant has converted 96 lights since 2024.



AWARDS + RECOGNITION

YEAR
2025

AWARD NAME
Ad Age 2025 Agency Report:
World's Top 20 Agencies

**ORGANIZATION
GRANTING AWARD**
Ad Age

COUNTRY
U.S.

For the seventh consecutive year, RRD was recognized as one of the world's top 20 agencies in Ad Age's 2025 Agency Report. Now in its 81st edition, the report ranks the world's leading advertising and marketing services agencies based on U.S. and worldwide revenue. Ranking the 16th largest amongst the world's biggest agencies, RRD's inclusion reinforces our position as a trusted global provider of marketing, packaging, print, and supply chain solutions.

YEAR
2025

AWARD NAME
Printing Impressions 300

**ORGANIZATION
GRANTING AWARD**
Printing Impressions

COUNTRY
U.S.

The 2025 Printing Impressions 300 List, which ranks the largest printing companies in the U.S. and Canada based on annual sales, represents the 42nd annual list curated by the editors of Printing Impressions. RRD is once again listed in the #1 spot this year — and has topped the list for over four decades. In addition, RRD again ranked #1 in direct mail printers and #3 in book printers in the report's Market Segment Leaders list for 2025.

YEAR

2025

AWARD NAME

Package of the Year Award

ORGANIZATION**GRANTING AWARD**Paperboard Packaging Council
(PPC)**COUNTRY**

U.S.

RRD was honored with the Package of the Year Award at the Paperboard Packaging Council (PPC) 2025 North American Paperboard Packaging Competition. The PPC awarded RRD's collaboration with quip on sustainable, fully paper-based packaging for their Rev Oscillating Rechargeable Electric Toothbrush. RRD's solution replaced plastic components with molded pulp to reduce material use and environmental impact while enhancing the consumer experience. The competition, recognized as the premier showcase for paperboard packaging innovation, honors designs that demonstrate creativity, functionality, and environmental responsibility.

YEAR

2025

AWARD NAME

Excellence Awards

ORGANIZATION**GRANTING AWARD**Paperboard Packaging Council
(PPC)**COUNTRY**

U.S.

RRD was honored with five Excellence Awards at the Paperboard Packaging Council (PPC) 2025 North American Paperboard Packaging Competition for work on the following projects:

- * Avon: Far Away Carton
- * Bad Ass Coffee of Hawaii: K-Cup Carton
- * BarkBox: Subscription Dog Treats
- * Utopia Bagels: VIP Gift Box
- * Bird Buddy: Smart Bird Feeder

YEAR

2025

AWARD NAME

The Disability Index®

ORGANIZATION**GRANTING AWARD**

Disability:IN

COUNTRY

U.S.

For the third consecutive year, RRD has received a top score of USA 100 on the 2025 The Disability Index® from Disability:IN. Top scoring businesses – scoring 80 or higher – are recognized as a “Best Place to Work for Disability Inclusion.” In addition, RRD India received a score of 100 for the second time.

YEAR

2025

AWARD NAMEGuangdong Green
Manufacturing List**ORGANIZATION****GRANTING AWARD**Guangdong Provincial
Department of Industry and
Information Technology**COUNTRY**

China

Earned by RRD Asia's Humen plant, the award recognizes companies with exemplary sustainable development, manufacturing, and service systems who drive a low-carbon transformation of the manufacturing industry. This recognition is provided to only 32 manufacturers in Dongguan City and only 211 enterprises in Guangdong Province, a major manufacturing hub in China. The recognition marks a significant milestone in the Humen plant's ongoing commitment to modernization and high-quality growth.

YEAR

2025

AWARD NAME

Distinguished Company and
Executive of the Year

ORGANIZATION**GRANTING AWARD**

Asia Pacific Business Awards

COUNTRY

China

RRD Asia was named the Distinguished Company at the Asia Pacific Business Awards 2024–2025, with Stella Ye, President of RRD Asia, recognized as a Distinguished Executive.

The Asia Pacific Business Awards celebrate organizations and leaders who exemplify leadership, innovation, and growth across the region. Winners are selected through rigorous evaluation and are recognized for their significant contributions to their industries and society. These awards reflect RRD's unwavering commitment to excellence, leadership, and innovation in the Asia-Pacific region.

YEAR

2025

AWARD NAME

Mail Service Provider
of the Year Award

ORGANIZATION**GRANTING AWARD**

USPS

COUNTRY

U.S.

RRD was recognized at the 2025 National Postal Forum as the recipient of the Mail Service Provider of the Year Award. Mail service providers nominated for this award have demonstrated excellence in various facets of mail management, including First-Class Mail® and Marketing Mail campaigns. They are recognized for implementing new technologies and best practices that enhance mail's effectiveness.

YEAR

2025

AWARD NAME

Silver Industrial Achievement

ORGANIZATION

GRANTING AWARD

NEW Water, the brand of
the Green Bay Metropolitan
Sewerage District

COUNTRY

U.S.

The Green Bay and De Pere, Wisconsin, sites have received the Silver Industrial Achievement Award. This is in recognition of one year of full compliance with federal, state, and local wastewater operation and discharge standards and requirements for one year, earning the facility the Silver Award.

YEAR

2024

AWARD NAME

Top 100 Employer Excellence
of China

ORGANIZATION

GRANTING AWARD

51job

COUNTRY

China

For the fifth consecutive year, RRD Asia was named to the “Top 100 Employer Excellence of China,” which recognizes companies whose human resources practices made a significant contribution to their corporate development. In addition, RRD Asia was also awarded as a model employer for the Human Resources Management Team.

The 2024 awards were selected from a vast number of companies, and are initiated annually by 51job, China’s leading human resource service provider.

YEAR

2024

AWARD NAMEConnector Award for
Innovation**ORGANIZATION
GRANTING AWARD**

HealthEquity

COUNTRY

U.S.

RRD received the 2024 Connector Award for Innovation at HealthEquity's 2024 Key Client Summit. The award highlights RRD's commitment to employee health and well-being, notably through its implementation of Health Payment Accounts (HPAs) in partnership with Paytient®. These accounts provide an interest-free line of healthcare credit, enhancing the benefits package alongside HealthEquity's Health Savings Account (HSA) plan. This initiative addresses rising healthcare costs, offering employees additional payment options for medical expenses.

YEAR

2024

AWARD NAME

Safety Enterprise

**ORGANIZATION
GRANTING AWARD**Humen Town Safety
Production Committee**COUNTRY**

China

The RRD Humen site was recognized by the Humen Town Safety Production Committee "Safety Enterprise" for RRD Humen's excellent safety management program — including their daily safety risk management, safety awareness education and training, hazard exposure control, emergency response plan, occupational disease prevention, and employee safety culture.

YEAR

2024

AWARD NAME

Award of Distinction

ORGANIZATION

GRANTING AWARD

PAC Global Awards

COUNTRY

China

RRD Asia has been honored with a 2024 Award of Distinction at the PAC Global Awards, a renowned global packaging competition. This prestigious recognition highlights RRD's exceptional contribution to technical packaging design and innovation in partnership with Birdbuddy.

YEAR

2024

AWARD NAME

Honorable Mention,
Application of the Year Award

ORGANIZATION

GRANTING AWARD

Xplor International

COUNTRY

U.S.

RRD's proprietary Business Communication Intelligence application has been awarded an Honorable Mention for Xplor's Application of the Year Award. The recognized application was designed in-house by RRD BCS to quickly evaluate and capture large volumes of print-ready files in a PDF or AFP format.

YEAR

2024

AWARD NAME

The Disability Index®

ORGANIZATION**GRANTING AWARD**

Disability:IN

COUNTRY

U.S.

For the second consecutive year, RRD has received a top score of USA 100 on the 2024 The Disability Index® from Disability:IN. Top-scoring businesses – scoring 80 or higher – are recognized as a “Best Place to Work for Disability Inclusion.” In addition, RRD India received a score of 100 for the first time.

YEAR

2023

AWARD NAMETop Graduate
Employer Brands**ORGANIZATION****GRANTING AWARD**

51job

COUNTRY

China

RRD Asia has been selected as a winner of the “Top Graduate Employer Brands 2023” award, sponsored by 51job.com, China’s leading human resource provider. The award is presented to companies in China whose human resources practices have made a significant contribution to their corporate development. Award criteria include talent strategy, long-term cooperation with universities, development of young talent and corporate culture, and employer reputation and recognition on campus. This is one of the most comprehensive, in-depth, and far-reaching awards in the field of human resources.

YEAR

2023

AWARD NAMESustainable Rural
Employment Award**ORGANIZATION
GRANTING AWARD**

Real Leaders Impact Awards

COUNTRY

India

Recognizing business as a force for good, the 2023 Real Leaders Impact Awards ranks 300 impact companies solving existential problems through innovative and sustainable market-based solutions. The 2023 list features organizations of all sizes and industries, with RRD GO Creative™ ranked at 137 on the list. The Impact Awards are based on each company's five-year sales growth, revenue, and impact assessment.

YEAR

2023

AWARD NAME

Blood Donation Award

**ORGANIZATION
GRANTING AWARD**Sree Chitra Tirunal
Institute for Medical
Science and Technology**COUNTRY**

India

RRD Trivandrum, India, was recognized for their participation in National Blood Donation Day and for their efforts in promoting awareness and organizing multiple blood donation camps. The event was hosted by Sree Chitra Tirunal Institute for Medical Science and Technology with support from Terumo.

YEAR

2023

AWARD NAME

Best Unique or
Innovative Learning and
Development Program

ORGANIZATION**GRANTING AWARD**

Brandon Hall Group

COUNTRY

U.S.

RRD received Gold for “Best Unique or Innovative Learning and Development Program” at the 2023 Brandon Hall Group™ Human Capital Management (HCM) Excellence Awards®. Brandon Hall Group states that the HCM Excellence Award winners are “shown to be organizations that truly value their employees and invest in them through their human-capital management programs.” The awards recognize organizations that have successfully developed and deployed programs achieving measurable results.

YEAR

2022

AWARD NAME

Corporate Equality Index

ORGANIZATION**GRANTING AWARD**

Human Rights Campaign

COUNTRY

U.S.

RRD received a score of 95 out of 100 on HRC’s 2022 Corporate Equality Index, the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

YEAR

2022

AWARD NAME

2022 Exemplary Employer

**ORGANIZATION
GRANTING AWARD**Wisconsin Department of
Workforce Development**COUNTRY**

U.S.

The Wisconsin Department of Workforce Development (DWD) has recognized RRD Supply Chain Solutions – Plover as an exemplary employer for diverse and inclusive hiring practices that welcomes individuals with disabilities into the workforce. In conjunction with National Disability Employment Awareness Month (NDEAM), Wisconsin Gov. Tony Evers presented the award to RRD on October 19, 2022.

YEAR

2022

AWARD NAMEBCI Continuity & Resilience
Collaboration, BCI Continuity &
Resilience Most Effective Recovery**ORGANIZATION
GRANTING AWARD**

BCI Awards

COUNTRY

India

For the third year in a row, RRD Go Creative™ was recognized at the BCI India and South Asia Awards. The BCI Awards recognize the outstanding contributions of business continuity, risk, and resilience professionals.

YEAR

2021

AWARD NAMEAmerica's Best Employers
for Diversity**ORGANIZATION****GRANTING AWARD**

Forbes

COUNTRY

U.S.

RRD was named to the Forbes America's Best Employers for Diversity 2021 list. RRD's commitment to diversity, equity, and inclusion (DEI) takes many forms. To benefit the company's employees, RRD launched RRD UNITED (Understand, Nurture, Include, Together, Equal, and Diverse), which brings together leaders from throughout the organization to champion, advise, and provide support to achieve DEI goals by leading programs and facilitating alignment with other RRD initiatives.

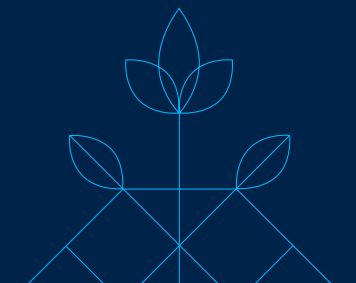
YEAR

2020-2022

AWARD NAMEBest Places to Work for
Disability Inclusion**ORGANIZATION****GRANTING AWARD**Disability:IN and the American
Association of People with
Disabilities (AAPD)**COUNTRY**

U.S.

RRD was recognized as one of the Best Places to Work for Disability Inclusion because of the numerous practices on the Disability Equality Index that have been established within the company. According to Maria Town, President and CEO of the American Association of People with Disabilities, "The Disability Equality Index top-scoring companies represent those businesses that have invested in accessibility and inclusion across their enterprise."



MEDIA RELATIONS

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