

INK WITH IMPACT

Duggal Visual Solutions
2024 ESG Report

BLUEPRINT FOR OUR FUTURE

Duggal Visual Solutions is unwavering in its commitment to leading the creative production, print, and manufacturing industry in environmental and social sustainability. We are dedicated to continuous improvement, actively working to reduce our ecological footprint, enhance employee well-being, and champion ethical practices throughout our operations and supply chain.

INSPIRATION THROUGH INNOVATION

By fostering innovation, collaboration, and aligning with global standards, we strive to catalyze positive change and cultivate a sustainable future for our business, clients, and communities.



ABOUT THIS REPORT: This is Duggal Visual Solutions, Inc.'s first ESG Report, outlining our commitment to sustainability across our operations and covering performance data for FY2024 (January 1, 2024 - December 31, 2024). This report encapsulates pertinent corporate responsibility-related developments, providing progress updates toward our goals. We report on all information we can within our own operational control. As a company committed to responsible growth, we believe transparency and accountability are essential to advancing our sustainability goals, and through this report, aim to provide a clear and comprehensive overview of our sustainability performance, aligned with global standards and best practices.

THROUGH IT ALL,
I NEVER FORGET MY FATHER'S ADVICE:

***“IF YOU’RE GOING TO DO
SOMETHING, YOU MIGHT
AS WELL BE THE BEST.”***

LETTER FROM CEO MIKE DUGGAL

At Duggal, we pride ourselves on being more than a leader in visual communication. We are a dedicated partner to our clients, a contributor to our community, and a champion of innovation. For decades, we have worked to redefine the possibilities of visual storytelling, delivering cutting-edge solutions that reflect our unwavering commitment to excellence and creativity.

Our mission is built on the belief that through collaboration, ingenuity, and responsibility, we can inspire meaningful connections and lasting impressions. We are continually evolving to meet the needs of our clients and their audiences, leveraging advanced technology, sustainable practices, and the talents of our incredible team.

Central to Duggal's ethos is our commitment to the communities we serve. We recognize the importance of using our platform and resources to drive positive change, support creativity, and foster inclusivity. Whether through partnerships with local organizations, engaging in pro bono projects for causes close to our hearts, or mentoring the next generation of creators, Duggal is dedicated to leaving a legacy of impact and inspiration.

TOGETHER, WE ARE BUILDING
*A BRIGHTER AND MORE
CONNECTED FUTURE.*

His relentless pursuit of quality continues to inspire everything we do at Duggal. It's a standard that defines our work and drives us to excel, ensuring we deliver only the best for our clients, our team, and our community.



ABOUT US

Duggal Visual Solutions specializes in producing compelling visual experiences and transforming environments. As the industry leader in integrating innovative technology with the widest array of in-house capabilities, we produce everything from global rollouts of printed materials and fixtures in 2,000+ locations, to stunning multimedia build-outs of flagship stores, stadium-size installations, world-class events, and headline exhibitions.

Our reputation is built on 50 years of delivering unparalleled quality and innovation to the world's best designers, photographers, architects, and artists—allowing them to create unforgettable materials unveiled at venues as diverse as museums, galleries, retailers, sports leagues, and corporations. Duggal's Digital Studio, CGI, retouching, and video content teams are powered by over 300,000 sq. ft. of production space, featuring the most robust collection of cutting-edge digital printing and manufacturing equipment found in the U.S. Our globally renowned HQ is able to meet an artist's every need, from concept to creation.

Founded by the late Baldev Duggal in 1961, we have always put innovation at the forefront. Headquartered in Brooklyn, NY, with 11 locations across the United States, we are proud to have the only LEED Gold graphic production facility in the U.S. As part of our commitment to fostering diversity and inclusion, 59% of our employees come from minority backgrounds, reflecting our dedication to building a workforce that truly represents the diverse communities we serve.

GOLD RATING

We have been awarded the prestigious Gold rating from EcoVadis for the second year in a row, placing us **in the top 5%** of global suppliers for sustainability performance. Our rating places us in the top 97th percentile among all companies, demonstrating Duggal's commitment and progress toward promoting sustainability and transparency.



SUSTAINABILITY CHARTER

Our vision is to be a sustainability leader in our experiential industry. We are passionately committed to the continuous improvement of our sustainability program and strive to make a major impact in these key areas.

ENVIRONMENTAL SUSTAINABILITY

We are committed to raising the bar for the entire graphics industry to adopt sustainable and responsible practices and reduce the overall collective ecological footprint. We have a dedicated team to identify ways of streamlining our manufacturing process to reduce waste, non-recyclable material, and energy consumption, as well as to prevent pollution and improve the use of recyclable and reusable materials within our organization. We follow all environmental and energy-related legal, regulatory and compliance obligations, and the requirements of our customers. We are committed to the continual improvement of our environmental systems, prevention of pollution, reduction of waste, and slowing climate change.

SOCIAL EMPLOYEE SUSTAINABILITY

We comply with our organizational regulations by implementing and actively promoting safe practices for our employees. We maintain a workplace where all employees are treated equally with dignity and respect.

We are dedicated to aligning our efforts and reporting globally, strategically aligning with both U.S. and European standards. Our Sustainability Policy is complemented by our Employee Handbook, the General Standards of Conduct within, and our Standard Operating Procedures, Policies, and Practices Manual. Our sustainability team will continue to educate, communicate, and share with employees, vendors, customers and the community in an effort to meet our goals and encourage sustainable practices throughout our supply chain. We will identify and create continuous improvement projects for our facilities’ sustainability performance and goals.

EXECUTIVE COMMITTEE IN ACTION

Our Executive Sustainability Committee meets annually to review its actions and outline progress goals for the year ahead. This committee comprises the following positions: Chief Financial Officer; Chief Technology Officer; Chief Strategy Officer; Facility Manager, Director of Procurement and Operational Efficiency; and Sustainability Manager.

INTEGRATIVE APPROACH

We evaluate sustainability through a holistic framework comprising four primary pillars: environment, ethics, procurement, and labor and human rights. These four pillars of environmental, social, and governance (ESG) guide our sustainability management system.

IMPACT INITIATIVES

We continuously assess sustainability risks and opportunities as they best align with evolving needs. A range of ESG topics are evaluated based on up-to-date stakeholder, client, and subcommittee feedback, environmental impact, economy, and society.

All sustainability topics outlined in our policy are of utmost importance. However, we target the following as priority areas on our sustainability journey:





CORPORATE GOVERNANCE

Our sustainability subcommittees support the progress of each of the four primary pillars under Environmental and Social Sustainability. In addition to these subcommittees, which feature various stakeholders, our Sustainability Manager oversees the execution of the broader sustainability initiative. During meetings, progress updates on environmental, social, and governance sustainability are shared.



ETHICS AND INTEGRITY

Our company has built a strong reputation for maintaining the highest ethical standards and ensuring full compliance. This culture extends to employees and clients alike. We remain unwavering in our commitment to conducting business with the utmost integrity across all operations, with policies and procedures created to ensure compliance. Included in our employee handbook, these policies address anti-corruption, bribery, fraud and forced labor, and Supplier Code of Conduct. Any questions regarding Duggal ethics should be directed to Human Resources and the CFO. Duggal's Labor, Human Rights, and Ethics Subcommittee includes the Human Resources department, CFO, IT Director, CTO, and Sustainability Manager.



LABOR AND HUMAN RIGHTS

We believe that everyone should be treated with dignity and respect. Any conduct that fails to show appropriate respect to others, including fellow associates, customers, professional customers, vendors and suppliers, violates our values. We comply with all federal, state, provincial and local employment laws, including regulations on pay rates, overtime, occupational health and safety and equal employment opportunity. As an equal opportunity employer, we are committed to ensuring that associates work in an environment of mutual respect, free of harassment and discrimination. We do not discriminate against any associate or applicant in regard to race, color, gender, or sexual orientation.

Our Health and Safety Committee includes the entirety of the Human Resources department, facility managers, Sustainability Manager, VP of Operations, and production department leaders.



DATA PRIVACY AND SECURITY

We are dedicated to protecting all employee and client information. Our Information Technology (IT) Security team oversees our privacy programs and safeguards, including cybersecurity. These efforts are closely aligned to mitigate risks, address potential threats, and ensure the protection of our data, networks, and systems. To uphold the highest standards, regular assessments are conducted by trusted third-party partners, ensuring industry-leading practices and robust security protocols are implemented and maintained. Additionally, employees receive ongoing training on security measures and risk evaluation.



SUSTAINABLE PROCUREMENT

We ensure that our products and materials are sourced from businesses that share our vision and are aligned in their commitment. Collaboration between the Sustainability, Purchasing and Production departments is critical to test and approve new more sustainable options to industry standards. We continuously evaluate new materials to replace industry standards and maximize our sustainability efforts.



STAKEHOLDER ENGAGEMENT

Internal and external stakeholder engagement is an essential component of our sustainability journey. Stakeholders include internal departmental managers, company executives, investors, clients and suppliers (dependent on internal and external sustainability needs). Stakeholders are engaged in an effort to foster sustainable progress forward through meaningful dialogue and advancement opportunities.



IMPLEMENTATION OF UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

These goals are a voluntary framework intended to accelerate global advancement toward a more sustainable future. Originally issued in 2015, they are a common identifier among government, private sector, and civil society industries to help track and understand sustainable progress.

These are the primary UN SDGs that Duggal contributes to improving.



2024 HIGHLIGHTS

INNOVATION IN AUTOMATION

The creative production, print, and manufacturing industry has long been a cornerstone of global commerce. Ever-evolving advancements in automation are pushing it toward new frontiers.

Robotic arms are revolutionizing the way the printing business functions. These cutting-edge devices are not only driving efficiency and improving productivity, but improving employee well-being and safety.

In any manufacturing environment, safety is paramount, and this industry is no exception. Previously, individual employees moved and lifted rigid boards from each part of the production process.

Despite undergoing training to help reduce employee injury, lower back strains still occurred. In an effort to protect employees, robotic arms now lift rigid boards onto a pile jack and transfer them to the next phase of production. By automating these tasks, handling has become more efficient.

Robotic innovations have created a safer, more efficient environment for Duggal employees, who have taken a more technical role in supervising this innovation.

DUGGAL IN ACTION

Through collaborative efforts and active participation, we strive to create positive social change in our 500+ employees' collective well-being.

- Since 1963, we have supported charitable organizations and the arts through sponsorships.
- Since the early 2000s, we have partnered with the American Cancer Society, including annual participation in the Making Strides Against Breast Cancer Walk to raise awareness and funds for research and support services.
- In 2023, we launched a matching donation program to inspire community involvement. We continue to support organizations such as The Leukemia & Lymphoma Society, AIDS Walk New York, Long Island Cares, Soldiers for Wildlife, and others in 2024, demonstrating our commitment to positive change through unity, compassion, and collaboration.

SUSTAINABLE ADVOCACY

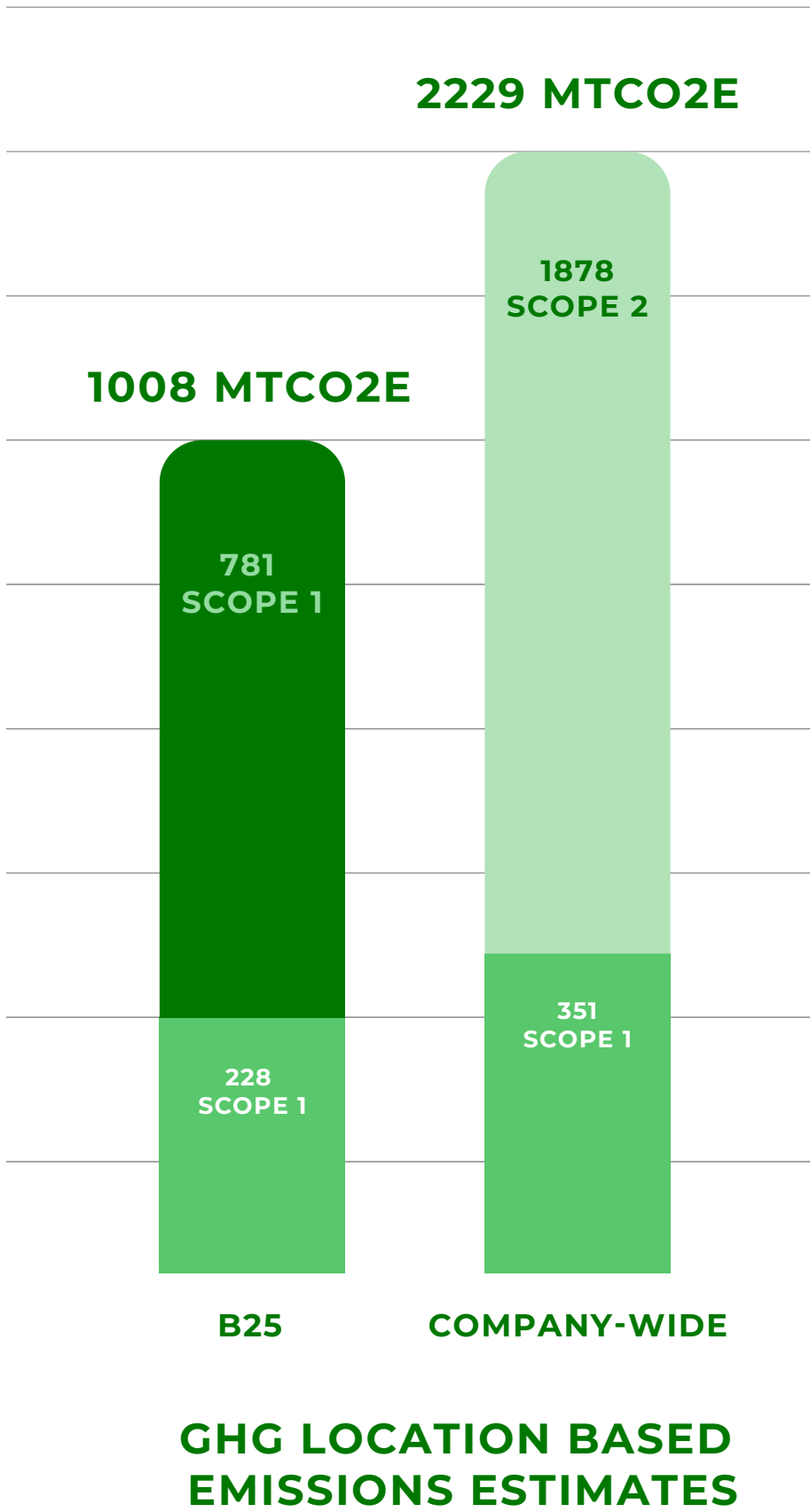
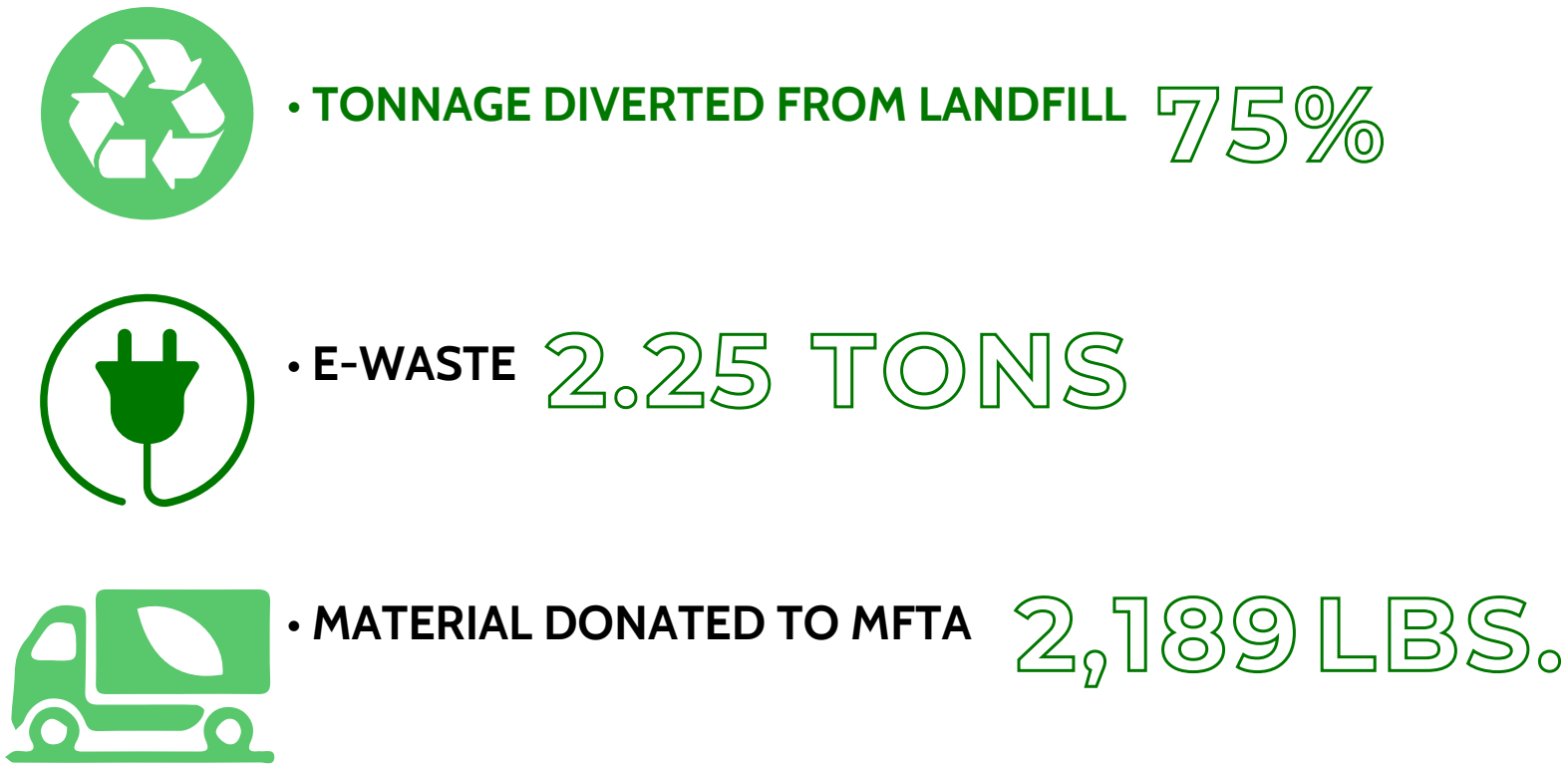
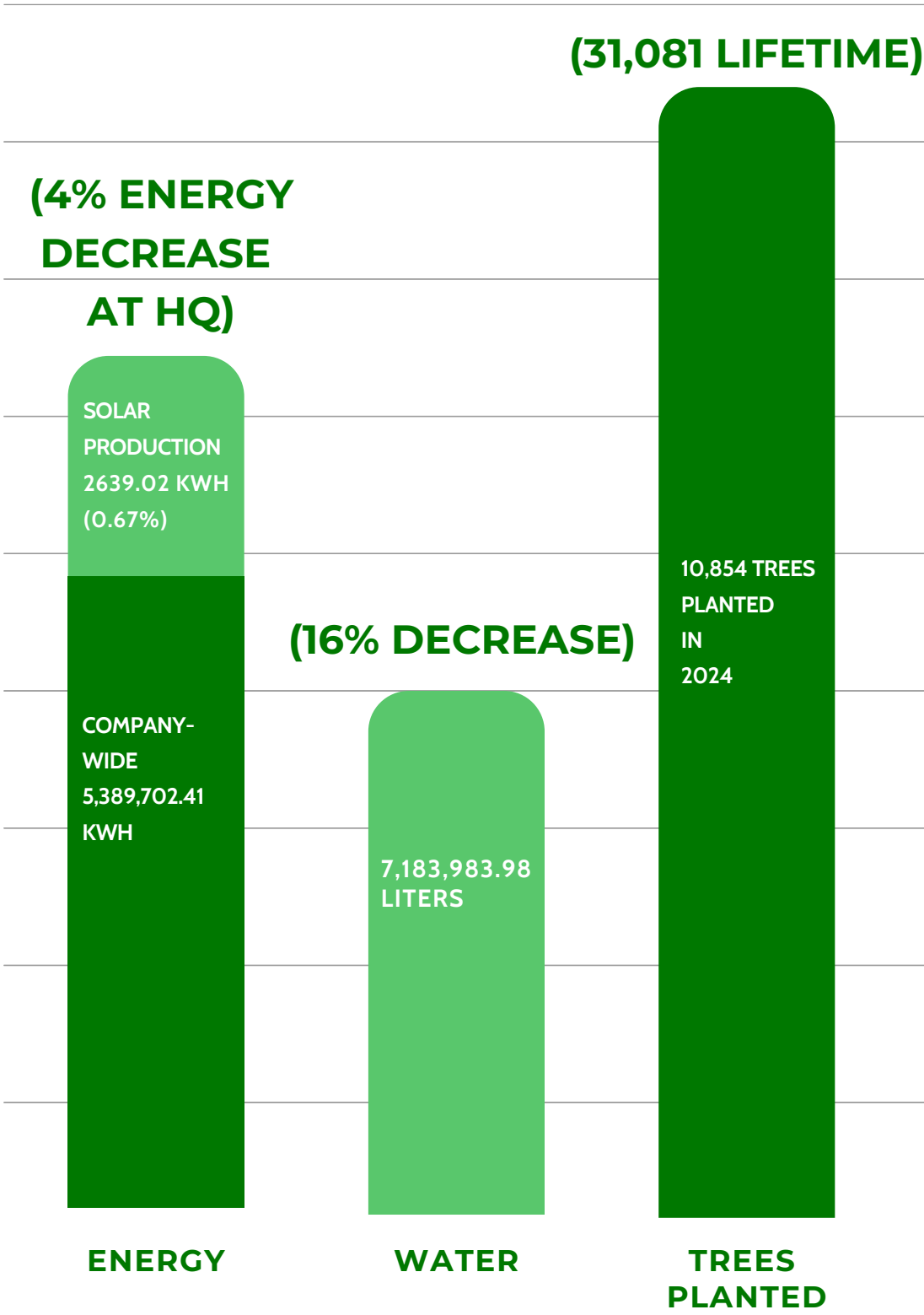
In 2024, we emphasized advocacy and sustainable engagement through education. During NYC Design Week, we participated the Brooklyn Navy Yard Green Design Day, where we shared our green manufacturing practices. Additionally, we joined NYC Climate Week, embracing cutting-edge climate innovations and solutions to shape and inform our ongoing sustainability efforts.



ENVIRONMENT

We believe increased production efficiency goes hand-in-hand with safeguarding resources. We are committed to reducing our overall environmental footprint, continuously operations to reduce emissions, energy, waste, and water impact.

12% INCREASE IN GROWTH AND PRODUCTION



ENVIRONMENT

R DESIGNS

In 2024, in collaboration with R Designs and Estée Lauder, we were able to reclaim materials from client special events and avoid landfill waste.

THE ESTÉE LAUDER SID POP-UP EVENT

In 2024, R Designs led the creation of the Estée Lauder Night Skin Science event for the 81st Society for Investigative Dermatology (SID) Annual Meeting. This event revealed the latest in nighttime skin scientific research and innovations and created an atmosphere to exhibit, test, and experience the latest in Sleep Skin Science. Following the completion of the event, all material was reclaimed by the Houston Museum of Natural Science. All displays and materials manufactured for this event, such as the fabricated fixtures, carpets and tables, were designed to be reused by the museum in an effort to reduce landfill contribution.

SUSTAINABLE PROCUREMENT

10% RECYCLED WOOD OR WOOD-BASED MATERIALS

7% OF PRODUCTION MATERIAL MADE FROM RECYCLED CONTENT

7% OF PRODUCTION MATERIAL MADE IN NORTH AMERICA

TOTAL SPEND WITH DIVERSE OWNED SUPPLIER

\$3,211,598

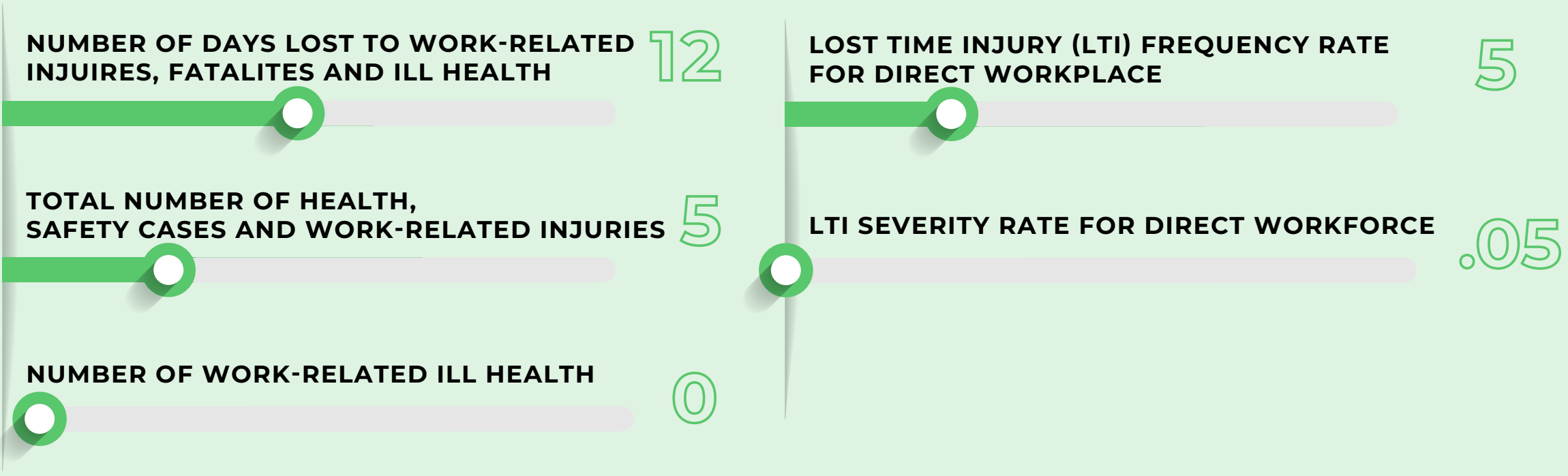


R Designs, lead by Roya Sullivan, VP Creative Director Special Projects, focuses on luxury retail markets creating and delivering retail activations, with inclusion to window displays, pop up stores and events. With firepower of production capabilities and operations skill provided by Duggal Visual Solutions. R Designs supports clients in transforming a space or window display to create a captivating visual atmosphere.

SOCIAL

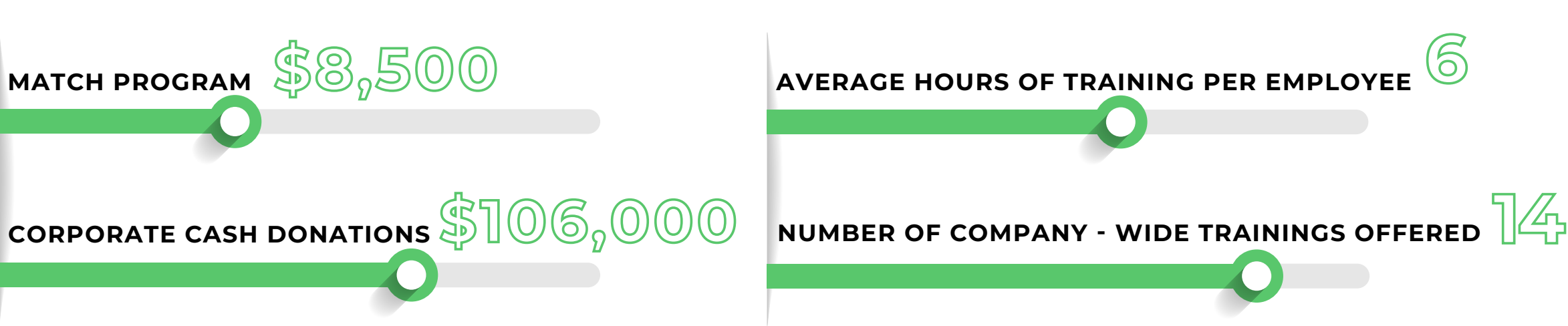
EMPLOYEE HEALTH AND SAFETY

We are committed to providing safe work environments. All locations must be compliant with Occupational Safety and Health Administration (OSHA), Environment Health and Safety (EHS) regulations, and other regulatory requirements. Employee health and safety is of utmost importance, and we are continuously improving health and safety procedures and practices.



EMPLOYEE, COMMUNITY, AND SOCIAL INVESTMENTS

We are proud of our roots in career, as well as the local, regional, national and international community; a distinction that continues to push employee personal and professional growth forward.

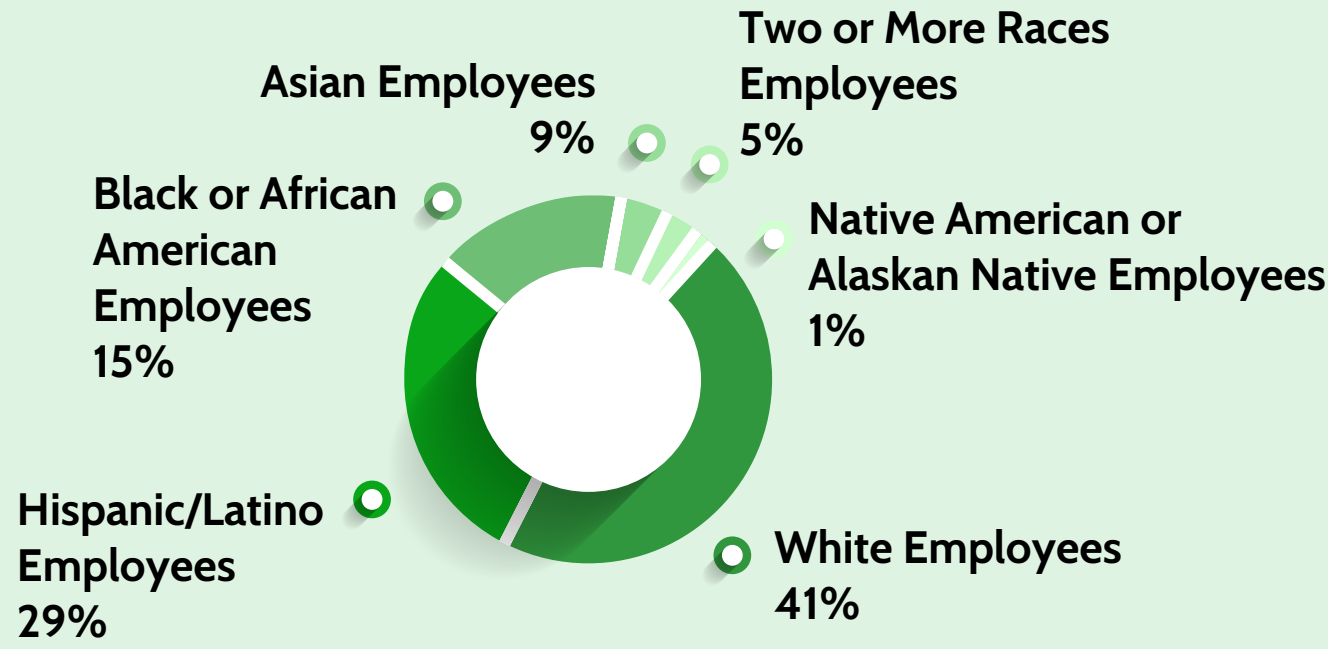


INCLUSION AND DIVERSITY

As part of our commitment to fostering diversity and inclusion, we are proud to share that the majority of our employees come from minority backgrounds, reflecting our dedication to building a workforce that truly represents the diverse communities we serve. We believe that all people should be treated with dignity and respect. Any conduct that fails to show appropriate respect to others, including fellow associates, customers, professional customers, vendors and suppliers violates our values.

As an equal opportunity employer, Duggal is founded on the ethos of inclusion and diversity, and continues to ensure these principles are maintained in all company procedures. Human Resources and departmental managers are dedicated to maintaining mutual employee respect.

RACIAL DIVERSITY %



GENDER DIVERSITY %



GOVERNANCE

COMPANY ETHICS

We conduct its business with the highest level of integrity, and maintain the highest ethical standards in the industry.

100% OF EMPLOYEES HAVE UNDERGONE
BUSINESS ETHICS TRAINING

INFORMATION SECURITY

We maintain the highest level of security and sensitivity toward safeguarding intellectual property and client confidentiality. This includes production to support forthcoming product launches for technology, communications retail, fashion, beverage, consumer products, celebrity and fine art, and real estate.

2 INFORMATION SECURITY ASSESSMENTS/
AUDITS COMPLETED



SUSTAINABILITY STEPS FORWARD

SUSTAINABILITY IS NOT A CHECK BOX OR FINAL DESTINATION. IT IS A CONTINUOUS JOURNEY

As we reflect on another year of progress, we are ready to explore the opportunities ahead. Our commitment to sustainability will continue to shape and evolve. We are focused on key areas that will drive positive change and contribute to a more sustainable future for both our business and our world.

WE REMAIN COMMITTED TO REDUCING OUR ENVIRONMENTAL IMPACT

We will focus on energy and waste reduction, and embrace new technologies, solutions, and processes. We seek to lead in sustainable practices and demonstrate that innovation is central to our environmental responsibility.

THE WELL-BEING, GROWTH, AND SAFEGUARDING OF OUR EMPLOYEES IS CENTRAL

to our sustainability approach. We are continuously identifying new opportunities to embolden our employees, and in 2025, we will invest in our employees through mentorship, training, education and resources.

OUR GOVERNANCE STRUCTURE ENSURES ACCOUNTABILITY, TRANSPARENCY, AND ETHICAL PRACTICES ACROSS ALL OPERATIONS

We will continue to build strong practices that align with global sustainability standards.

AS WE LOOK AHEAD, WE ARE EXCITED ABOUT THE
OPPORTUNITIES TO FURTHER INNOVATE, BUILDING ON DEEPEND
sustainable foundations of 2024, and in 2025. We will continue to lead with purpose—together.



DUGGAL®

THANK YOU
