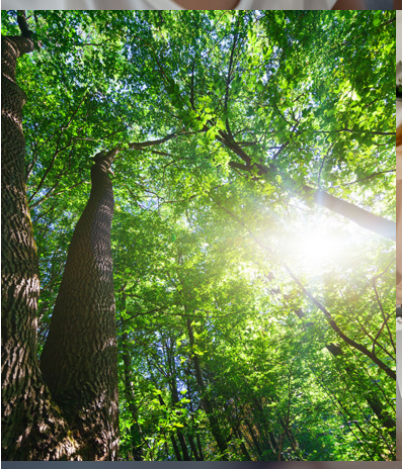
markem·imaje
a DOVER company

ENVIRONMENTAL, SOCIAL & GOVERNANCE

Our commitment to the environment, sustainability & corporate social responsibility








Contents

Introduction..... 3

Environmental..... 8

Our Solutions..... 8

Climate Strategy..... 14

Our Operations 17

Responsible Sourcing.....23

Social 24

Our People 25

Employee Health and Safety (EHS) 26

Our Social Commitment.....31

Governance..... 33

Our Culture 34

Our Current Certifications 36

Welcome

At Markem-Imaje, ESG is embedded in how we innovate, operate, and grow, helping shape a more sustainable future and long-term value for our customers, employees, partners, and communities.



Climate and Sustainable Innovation

Our climate strategy focuses on reducing our carbon footprint, advancing a lower-carbon supply chain, and developing lower-impact technologies. Through Sustainability by Design, we integrate Ecodesign into R&D and develop products designed to reduce greenhouse gas emissions while meeting high environmental standards and regulatory requirements.



Environment, Health and Safety

Environment, Health and Safety is central to our operations. Guided by Dover's Zero Harm Program, we protect people, support well-being and improve safety performance.



People and Communities

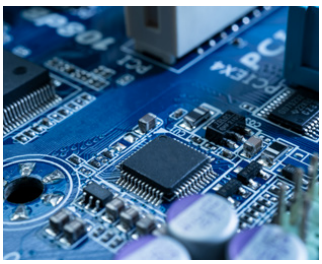
People are central to our success, and our social commitments focus on:

- Upholding human rights across our value chain
- Promoting a work environment that is professional and inclusive
- Investing in employee development and community engagement



Ethics and Responsible Business

Integrity guides how we do business, with a commitment to transparency, ethical decision-making, compliance, and Dover global standards.



Creating Long-Term Value

By integrating ESG into our innovation, operations, and partnerships, Markem-Imaje strengthens resilience, manages risk, and creates long-term value for customers, employees and society.

For Markem-Imaje, sustainable business practices support strong financial performance, responsible growth, and positive impact in the industries and communities we serve.



Vincent Van Der Poel
Markem-Imaje CEO





We are Dover





Dover is a diversified global manufacturer and solutions provider with annual revenue of over $8 billion. We deliver innovative equipment and components, consumable supplies, aftermarket parts, software and digital solutions, and support services through five operating segments: Engineered Products, Clean Energy & Fueling, Imaging & Identification, Pumps & Process Solutions and Climate & Sustainability Technologies. Dover combines global scale with operational agility to lead the markets we serve. Recognized for our entrepreneurial approach for over 70 years, our team of approximately 24,000 employees has an ownership mindset, collaborating with customers to redefine what's possible. Headquartered in Downers Grove, Illinois, Dover trades on the New York Stock Exchange under "DOV."

Markem-Imaje represents the Imaging and Identification segment and has been part of the Dover Corporation since 2007. We share the Dover values and a deep sense of accountability in everything we do.

As a Dover operating company, Markem-Imaje is focused on further embedding its corporate responsibility priorities into its business strategy and pursuing sustainability initiatives that support its employees, customers, and communities to ensure its business continues to create long-term value.

We are working to reduce our environmental impact to support the global economy transition to net zero. We are also creating greater transparency regarding our actions.

Dover and its operating companies are committed to:

01.

Managing the potential physical, regulatory, operational and financial risks and opportunities to our businesses related to climate change.

02.

Monitoring, reviewing and improving the energy and greenhouse gas efficiency of our products, services and operations.

03.

Communicating and engaging with customers, shareholders, and employees regarding our energy and greenhouse gas performance.

For more information about Dover's sustainability initiatives, please visit the Dover website at www.dovercorporation.com/sustainability.

SUSTAINABLE DEVELOPMENT GOALS



Our contributions to the UN Sustainable Development Goals SDGs

What are the UN SDGs?

The 2030 Agenda for Sustainable Development, adopted in 2015 by the member states of the United Nations, is an action plan for people, planet and prosperity. Sustainable Development Goals are a collection of 17 goals and 169 targets.

What does it mean for us?

At Markem-Imaje, we consider that the SDGs constitute a great compass for all businesses to detect operational risks, identify emerging market demand, anticipate regulatory changes, attract talent, and create more resilient supply chains. We believe in a sustainable future for all, where consumers are safe, brands are protected, waste is avoided, value chains are efficient and natural resources are preserved. In coherence with our mission, we focus our efforts on the following SDGs upon which our solutions can have the most significant impact:



Responsible consumption and production.

We help build more sustainable supply chains with end-to-end traceability solutions and deliver safer consumption with trusted best before dates and serialization. We also protect their brands with anticounterfeiting solution.



Industry, innovation and infrastructure.

Industry, Innovation and Infrastructure. We work with our customers and business partners in every corner of the world to create innovative marking, coding and traceability solutions. We deliver novel hardware and software solutions that support the transition of the entire industry in its 4th Industrial Revolution and beyond. We also ensure throughout our day-to-day business operations that we contribute to the SDGs that relate to our most material topics.



We help customers implement appropriate procedures to use our products more safely and in a more environmentally responsible manner, while promoting the well-being of our employees and workers throughout our value chain.



We choose to challenge the status quo, promote equal access to all opportunities and foster an environment of inclusion and understanding



We continuously reduce our energy intensity and increase our use of renewable energy sources.



We strive to create productive employment, high-standard working conditions for all, and protect human rights throughout our supply chain.



We quantify our scope 1, 2 and 3 greenhouse gas emissions and continue to take action to fight climate change.



We follow high ethical standards, comply with regulations everywhere we operate and combat corruption and bribery.



We recognize that contributing to the SDGs requires collaboration with our suppliers and customers as well as engaging with civil society. We therefore support SDG 17 Partnerships for the Goals.

ENVIRONMENT

Reducing our environmental impact, in everything we do

We take our responsibility as a manufacturer seriously. We are conscious that what we do — how we design our products, run our sites and serve our customers — influences the environment, and we are committed to keeping that effect to a minimum.

At Markem-Imaje, environmental care is built into the core of our corporate culture, alongside occupational health and safety. As part of Dover, we share a clear ambition: to operate more efficiently, reduce our greenhouse gas emissions, and embed sustainability into the way we design and deliver our solutions.

Our Solutions

At Markem-Imaje, our sustainability efforts extend beyond supply chain operations. In line with Dover's ESG Strategy, Innovation for Sustainable Products is a key topic covered by Markem-Imaje **Sustainability by Design Program.** Sustainable design is an approach that seeks to minimize the environmental impact of products, buildings, and services throughout their entire life cycle. It integrates low carbon materials, considers energy efficiency, and aims to reduce the environmental impacts associated with production and usage. This concept is rooted in the principles of sustainable development, which emphasize meeting current needs without compromising the ability of future generations to meet theirs.

01.

Structured roadmap including Ecodesign Objectives and Resources.
At Markem-Imaje, we have implemented a structured Sustainability by Design Program that consolidates all Research & Engineering projects, Environment Impact Evaluation initiatives, Ecodesign best practices, and Knowledge building.

02.

Integration of Sustainability by Design concept into **R&D processes & projects**. We have decided to integrate the Sustainability by Design concept at different key stages of our R&D macro-processes. This includes preliminary works of regulatory and stakeholders' analysis, identification, and evaluation of environmental impact for product baseline, conceptual design (including Ecodesign ideation workshop), detailed design and final comparative assessment.

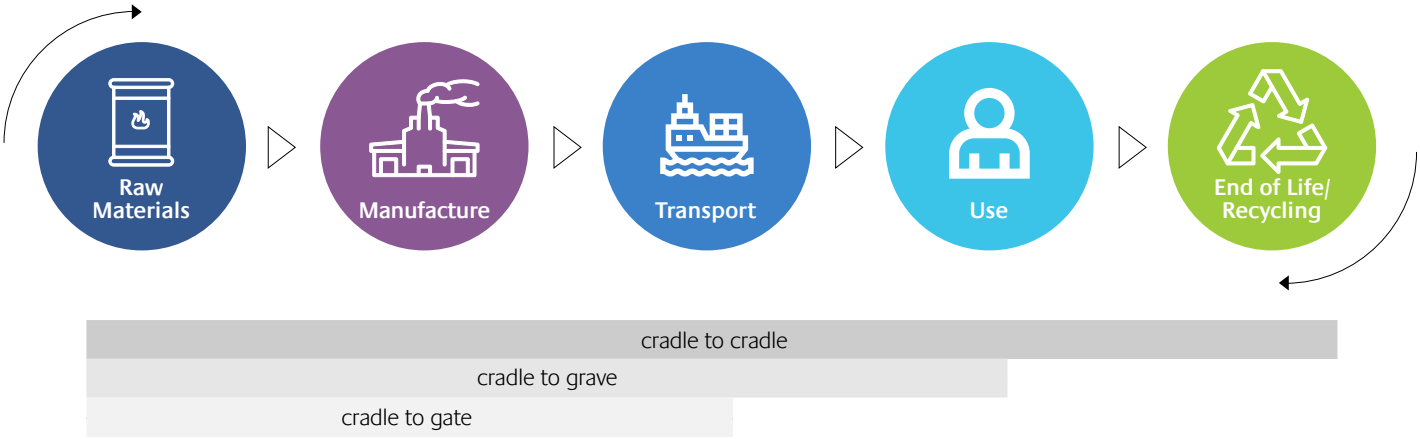
03.

Global Training & Awareness program on Ecodesign strategy and best practices. At Markem-Imaje, we develop our Sustainability by Design culture through the implementation of a Global Training & Awareness Program via generic on-line sessions and dedicated training sessions with expert consulting companies.

04.

Multi-criteria, multi-step knowledge of the environmental impacts of all Markem-Imaje systems (Engineering, Supply Chain, Customer Support) based on a Life Cycle Assessment. At Markem-Imaje, we apply **Life Cycle Assessment** methodology in line with the ISO 14040 series. This multi-criteria, multi-stages approach enables us to get a holistic view of environmental impacts of our coding and marking solutions and identify hot spots for prompt attention.

LIFE CYCLE ASSESSMENT METHODOLOGY



05.

Structured Sustainability by Design team. We have appointed Sustainability by Design representatives into our R&D Organizations to accelerate the implementation of Ecodesign strategies in research engineering projects.

06.

Active monitoring and ad hoc contribution to Ecodesign networks. At Markem-Imaje, we apply the main Ecodesign sectorial standards and guidelines. In addition to regulatory monitoring, we also actively watch Sustainability by Design best practices in the industrial field through our external networks.

We apply Plan, Do, Check, Act principles to any key business process. We embed a PDCA continuous improvement approach into our Sustainability by Design process, notably evaluating results and standardizing successful Ecodesign practices across the organization.

As a leader in industrial marking and coding solutions, Markem-Imaje embraces Sustainability by Design principles inspired by the Ecodesign Strategy Wheel from Brezet to minimize environmental impact across its product life cycle.

The company's strategy prioritizes material impact reduction through the use of recycled, low-carbon or lightweight materials and by optimizing resource efficiency. To address usage impact, Markem-Imaje designs energy-efficient and low-consumption equipment (inks, additives, and other consumables). For end-of-life, the company focuses on recyclability, disassembly, and material recovery, ensuring products can be safely reused or recycled.



CASE STUDY

Markem-Imaje 9450's refurbished printer drives sustainability

Markem-Imaje refurbished 9450 coding and marking printers offer businesses a sustainable and cost-effective solution.

By extending the equipment lifecycle and reusing more than 80% of existing parts, these printers reduce Electronic Waste, minimize Resource use and lower Product Carbon footprint (SDG#13) compared to new units.

Markem-Imaje has embraced the adoption of refurbished printers while ensuring the maintenance of exceptional printing performance.

This circular economy solution ensures resources from Fossil and Mineral sources are reused, aligning with Markem-Imaje ESG goals.

Markem-Imaje rigorous refurbishment process, executed at an ISO9001/ISO14001/ISO45001 certified site, guarantees reliability and proves that sustainability and operational excellence can go hand in hand.



Coding on more sustainable packaging

Markem-Imaje continuously develops solutions for coding and marking on a large variety of packaging substrates: paper, cardboard, aluminum, steel, glass, PET, PE, PP, etc. We are proud to help our customers deliver more responsible consumption and production (SDG#12) with innovations to print on their more sustainable packaging materials.

Coding and Marking solutions from Markem-Imaje are designed to help industrial companies meet the Packaging and Packaging Waste Regulation (PPWR) compliance objectives for substances of concern minimization (Heavy Metals, PFAS), packaging recyclability and packaging reusability.

For instance, Markem-Imaje has developed black and colored inks for our 9750 continuous inkjet printers—dedicated to refillable Polyethylene terephthalate (PET), and Glass bottle applications. Our **SmartLase**® UV500 allows ultra-precise product marking without consumables. There is no need to store or ship new supplies for the laser, significantly reducing storage demands and transport emissions. Moreover, it allows permanent coding on new and recycled surfaces. The ability to mark ultra precise, indelible codes helps with product integrity, product traceability, and supports the new environmental and recycling regulations.



Markem-Imaje colored inks



Smartlase® UV500



Laser marked product

CASE STUDY

How **Touch Dry®** Inks reduce waste and support sustainable packaging



Markem-Imaje black **Touch Dry®** Ink

Sustainability is an important part of how Markem-Imaje designs and manufactures its solutions. At the company's Keene, New Hampshire, facility, where the **Touch Dry®** inks are produced, Markem-Imaje has achieved strong sustainability recognition, including a Top 5 percent EcoVadis Gold rating in 2025. The site also maintains ISO 14001, ISO 45001, and ISO 9001 certifications, reflecting established environmental, safety, and quality management practices.

Touch Dry® inks are formulated with sustainability in mind. The inks are non-hazardous, 100% solvent free, MEK free, and contain no volatile organic compounds. This helps create a cleaner working environment, removing the need for special ventilation, storage, or waste handling systems. Unlike competitive solutions, **Touch Dry ®** inks are fully consumed during printing and with an industry leading five-year shelf-life inventory scrap is less likely, helping to reduce material waste in packaging operations.

These inks also support more sustainable packaging throughout the supply chain. **Touch Dry®** inks solidify on contact, enabling consistent, high-quality coding on corrugated packaging, even when high levels of recycled fiber are used. Several formulations, including 5X03, 5X05, and 5X55, have been tested to EN13430 recycling requirements based on ISO 18604, with rejection rates below 1 percent and no negative impact on corrugate recycling yields. The inks themselves are packaged in recyclable bottles, pouches, and case packs.

Touch Dry® inks also comply with key industry and environmental standards, including RoHS, REACH and several inks have been certified PFAS free. When used with Markem-Imaje 5000 Series printers, they can enable direct case coding and late-stage customization which helps reduce packaging materials and operational waste while delivering durable codes for today's supply chains.

CLIMATE STRATEGY

At Markem-Imaje, we are aligned with Dover's Climate Action strategy.

We are committed to fostering sustainable business practices across our operations to reduce greenhouse gas emissions (GHG) and energy consumption.

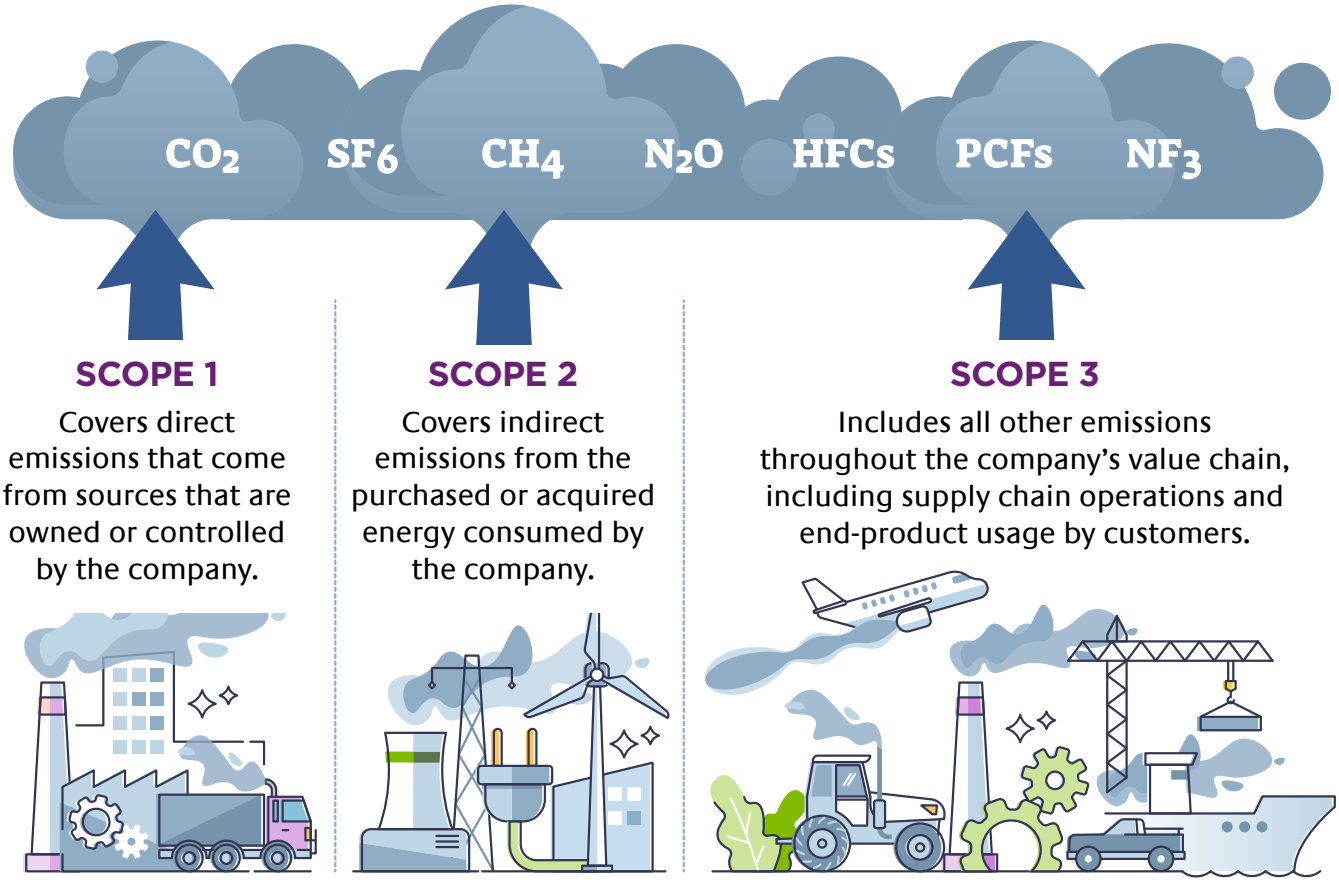
Markem-Imaje Climate Action Strategy refers to 5 key pillars:

1. Measure global carbon footprint
2. Commit to GHG emissions reduction
3. Act by deciding actions to be implemented
4. Report commitment
5. Support customers on climate strategy

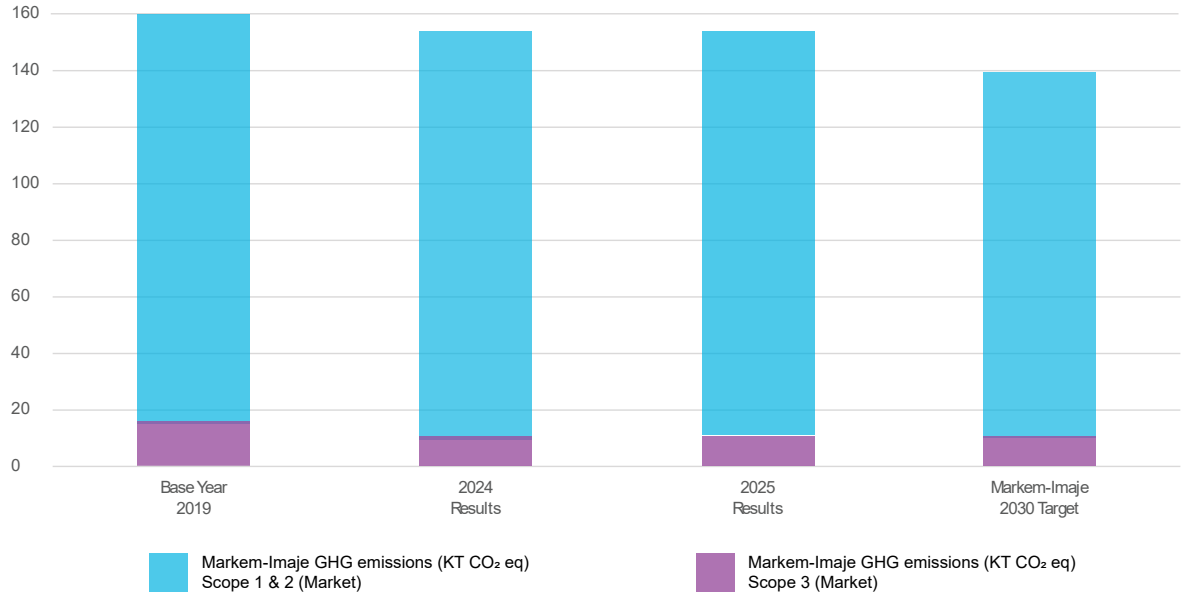
Measure global carbon footprint

At Markem-Imaje, we begin by rigorously measuring our corporate carbon footprint covering direct operations, energy use and our entire value chain using internationally recognized GHG protocol standard for Scope 1/2/3 calculation. This comprehensive assessment allows us to identify key emission sources, set meaningful priorities, and establish a transparent baseline for our sustainability journey.

THE 3 GROUPS OR "SCOPES" THAT CATEGORIZE THE EMISSIONS A COMPANY CREATES



MARKEM-IMAJE GHG EMISSIONS kT CO_2 eq

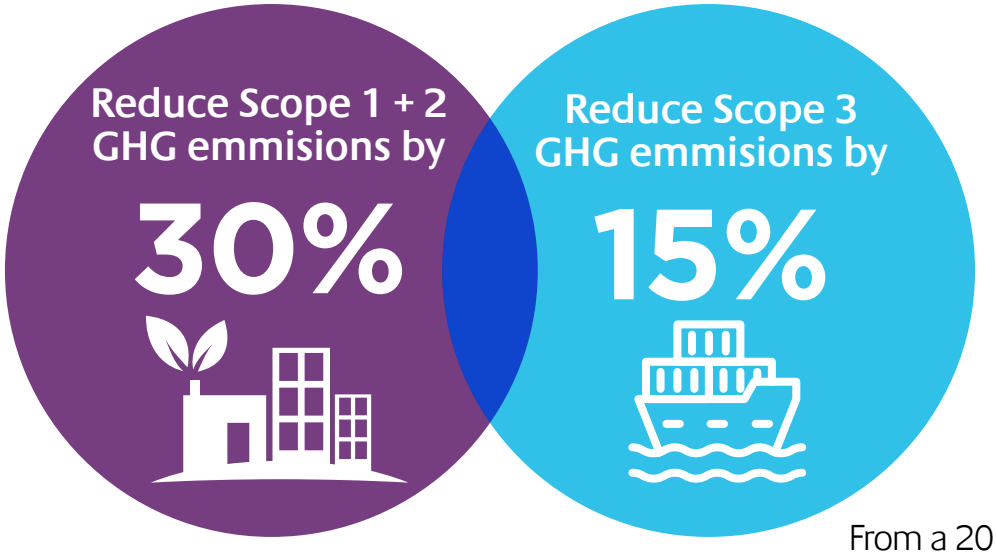


Commit to GHG emissions reduction

We are proud to align with Dover commitment to science-based targets (SBTi) for reducing our greenhouse gas emissions. Our public statement includes clear targets demonstrating our dedication to climate action.

Dover's 2030

Science-Based Targets



From a 2019 base year

Act by deciding actions to be implemented

We turn our commitments into action through targeted initiatives: investing in renewable energy, optimizing resource efficiency, collaborating with suppliers to lower emissions across our value chain, and developing Ecodesign practices in our R&D processes. These projects constitute our decarbonization trajectory.

Report on commitment

Transparency is central to the Markem-Imaje approach. We decided to publish our emissions, actions and KPIs to make key stakeholders aware of our commitment and progress.

Support customers on climate strategy

At Markem-Imaje, we believe in collective contributions, which is why we provide our customers with the data and expertise they need to reduce their carbon footprints. In addition, we can deliver on demand under NDA SDEC (Self-Declared Environmental Claim) in accordance with ISO 14021 standard.

From lower-carbon products to shared best practices, we are committed to helping our partners succeed in their sustainability goals.



OUR OPERATIONS

Our Environmental Commitments

Our Global Environment, Occupational Health and Safety Policy sets the environmental commitments that guide every Markem-Imaje site. Among others, we commit to:

- Preventing pollution and limiting our impact on air quality, including greenhouse gas and Volatile Organic Compound (VOC) emissions.
- Reducing our consumption of energy and water, and our production of waste.
- Taking environmental impact into account upstream — in the design, production, distribution, and after-sales of our products — and across their full life cycle.
- Increasing the recyclability of our systems and providing end-of-life products and waste management solutions.
- Complying with — and, where possible, anticipating — environmental regulations and all other applicable requirements.
- Involving our partners, suppliers, and sub-contractors in reaching our objectives.





A certified environmental management system

Every Markem-Imaje production site operates an environmental management system certified to the international ISO 14001 standard. This gives us a consistent, audited and continuously improved framework to identify our environmental aspects, control impacts, and set reduction objectives across our manufacturing locations.

Our environmental performance is also reviewed through the Dover EHS Audit Program, which combines formal on-site audits every three years with regular site-level self-assessments, conducted against standards such as ISO 14001 and the DOVER operational-excellence framework.

How we manage our environmental performance

Environmental compliance is led by EHS professionals at each site, with oversight and guidance from operating-company management and the Dover headquarters.

At Group level, Dover's Sustainability Steering Committee oversees energy and greenhouse gas initiatives and monitors performance across all facilities worldwide. At operating-company level, designated Greenhouse Gas (GHG) Champions plan, execute and measure emission-reduction projects, and share best practices across the enterprise. Our energy and GHG data are calculated in accordance with the Greenhouse Gas Protocol and verified by an independent third party before publication.

Climate and energy

Reducing greenhouse gas emissions is central to our environmental strategy. In 2021, Dover set 2030 greenhouse-gas targets — approved by the Science Based Targets initiative (SBTi) — to reduce absolute Scope 1 and Scope 2 emissions by 30% by 2030 from a 2019 base year, and to reduce Scope 3 emissions by 15%. Dover has already cut its combined Scope 1 and 2 emissions by 22%, more than halfway to the 2030 goal.

Markem-Imaje contributes to this trajectory through energy-efficiency actions and

investments across our sites, including lighting and heating, ventilation, and air conditioning (HVAC) upgrades, compressed-air improvements, equipment modernization, and a progressive shift to lower-emission and renewable energy sources.

Water

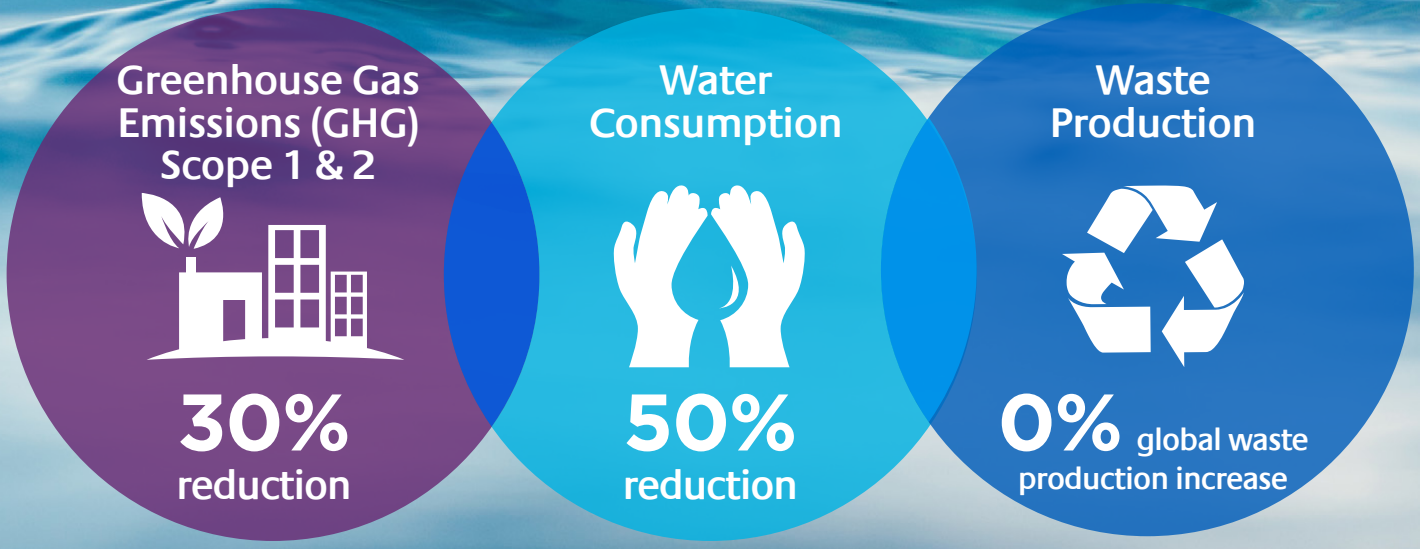
Water is a vital resource we all rely on. While our operations are not water-intensive, we manage our water use responsibly, in line with all applicable regulations, and we track withdrawal and consumption across our sites. Our efforts focus on conservation — recycling water within our processes, improving equipment efficiency and tracking losses.

Waste

We work to identify and minimize sources of waste across our operations and value chains. Our approach is built on lean manufacturing, which targets the seven recognized forms of waste defined in the DOVER operational-excellence framework, and is supported by recycling strategies, optimized packaging design, and continuous improvement. We also design for circularity, considering the full product life cycle to reduce the waste, energy and water associated with our solutions.

OUR 2030 GOALS

We measure our progress against objectives set from a 2019 baseline:



Turning commitments into action



Renewable energy on site

At our manufacturing site in India, solar panels supply close to 30% of operations; our Rovaltain site in France combines eco-friendly building insulation with on-site solar generation.



Circular economy of modular parts

An advanced exchange service (AES) program allows complex modules to be collected, refurbished and reintegrated into our used-equipment range. AES delivers prompt and effective solutions to maintain equipment availability and maximize uptime – minimizing possible production waste.

The Markem-Imaje Ultimate Coverage Program allows manufacturers to easily include all hardware, software and maintenances services needed at a leasing or renting reoccurring fee – avoiding CAPEX investment processes. With an all-in-one program, you maximize the operational efficiency of the coding and marking system. In addition, Markem-Imaje takes care of disassembling and recycling the equipment in accordance with all legal and environmental regulations. (Subject to local availability and conditions.)



Extending product life through leasing

Our leasing service improves the customer experience by providing flexible access to the equipment they need, supported throughout its use. Regular maintenance, servicing and product support help keep leased equipment operating effectively for longer.



Saving water

Our Keene, New Hampshire manufacturing site installed a closed-loop system that re-circulates cooling water, cutting water consumption by 30%.

CASE STUDY

Reducing energy use across our operations

Energy-efficient buildings

We modernize our aging buildings to reduce their energy use.

At our Bourg-lès-Valence site (France), the 1980s "MI2" building underwent a deep renovation completed in 2025 — external thermal insulation, high-performance windows and a smart-controlled HVAC retrofit — cutting its energy consumption by around half and saving an estimated 6 tons of CO_2 per year.







On-site renewable energy

We generate our own low-carbon electricity wherever our sites allow it.

A 2,000 m² solar canopy over the car park at our Bourg-lès-Valence site has been operating since 2018; in 2025 it produced over 371,000 kWh — around 17% of the site's annual electricity needs — cutting 274 tons of CO_2.

In India, our Bhiwadi site has run a 200-kW car-port solar plant since 2022, now covering close to a third of the site's energy needs.



Smart energy monitoring

We track our consumption building by building to find and eliminate waste.

Our Bourg-lès-Valence site is equipped with 82 smart energy meters that monitor electricity and gas in real time, flag abnormal consumption and quantify the impact of every corrective action — contributing to a 3% year-on-year reduction in energy use; a single corrective action in 2025 saved more than 21,000 kWh.

CASE STUDY

Electrifying our vehicle fleet

We are progressively replacing our combustion-engine vehicles with electric models to cut direct (Scope 1) emissions.

At our Bourg-lès-Valence site, a fleet-electrification plan approved in 2025 covers 22 vehicles, with the first electric vehicles entering service in early 2026 and an expected reduction of around 70 tons of CO_2 by 2030.







EV charging infrastructure

We are electrifying our sites to support both our own fleet and low-carbon employee commuting.

In 2025, 24 electric-vehicle charging points were deployed across our Bourg-lès-Valence site, supporting the transition of the company fleet (Scope 1) and helping employees shift their commute to electric (Scope 3).

Reducing propane

The goal was to reduce the Keene site propane usage by eliminating the gas fired humidifiers and replacing them with electric units in the CIJ manufacturing area. We reduced propane usage by 12% or 34,543 gallons a year, resulting in savings of $43,000.

Reducing fuel oil usage

Also in Keene, we eliminated 10,000 gallons of number 2 fuel oil usage, with a greenhouse gas emissions saving of 75 tons of CO_2 per year.



Responsible sourcing

At Markem-Imaje, we are committed to enhancing sustainability and transparency within our supply chain.

To support this, we have partnered with EcoVadis, a globally recognized CSR and Sustainability rating agency, to conduct sustainability assessments of our suppliers.

We consider the entire supply chain as an essential element in our achievements. Therefore, we actively target all our critical suppliers to support us in this approach by regularly conducting Environmental, Social and Governance assessments through recognized external sustainability organizations such as EcoVadis or equivalent on a yearly basis.



ecovadis

Our goal is to cover 60% of our direct spend portfolio with suppliers evaluated under EcoVadis framework by 2029.

MARKEM-IMAJE RESPONSIBLE SOURCING POLICY

SOCIAL

Our global commitment is to provide safe and healthy workplaces; build an inclusive and equitable culture; respect human rights throughout our value chain; support the well-being of our people; and contribute positively to the communities where we operate.



Our people

Workplace Environment and Inclusion

Respecting and valuing people in our actions and behaviors are integral to our strong ethical culture. The diversity of our workforce enables us to attract new talent, keeps our employees engaged and productive, helps us better serve our diverse customers and markets, and advances innovation.

Respectful workplace

We are committed to a respectful, supportive, and fair workplace where all employees are treated with dignity and have equal opportunities to contribute and succeed.

We do not tolerate discrimination, harassment, or retaliation, and expect everyone to foster an environment where people feel safe to speak up and are treated fairly.

We hire, develop, and promote based on merit. We use clear processes, provide training, and offer ways to raise concerns. We review our practices regularly to keep them fair and effective.

Employee health and wellness

As our health and safety policy testifies, employees' physical and mental health is critical. Our employee health and wellness program offers a wide range of benefits as well as a variety of wellness programs. We help our employees balance their work and life responsibilities.

At Markem-Imaje, we implement all means to guarantee a collaborative workspace that preserves the mental health of employees and as part of Dover, we translate our values and human rights commitments into measurable actions and review them annually.



Employee Assistance Program

All employees and their eligible immediate family members have access to a confidential Employee Assistant Program, providing professional support for work, life and health related challenges. We ensure continued access for all our employees. **2025 result: 100%**



Dover Hotline

Based on our commitment to operating with integrity, all our employees have access to a confidential reporting channel for concerns relating to ethical conduct, compliance, workplace behavior, and potential human rights issues. We ensure access and employee communication to support a transparent "speak-up" culture and ensure that concerns can be raised safely and without fear of retaliation. **2025 result: 100%**



Values based leadership training program

Our company values guide how we lead and collaborate, make decisions, and treat one another. Our Values Based Leadership Training helps managers translate our values into consistent and observable leadership behaviors. We aim to achieve and maintain a completion rate of at least 90% in the coming years. Progress is monitored annually through our learning and HR systems. Regular training cohorts are offered to newly appointed and existing managers to support continuous development and account for changes in the management population. **2025 result: 85%**

Employee Health and Safety (EHS)







Our top priority: a Zero Harm Workplace

Our employees, and everyone we work with, are at the heart of our shared success. Providing a healthy and safe working environment — protecting their well-being and that of their families — is a fundamental obligation, not an option.

At Markem-Imaje, Environment, Occupational Health and Safety (EHS) is built into the core of our corporate culture and into every stage of our activity, from product design and production to distribution, service, and end-of-life management.

As part of Dover, we share a single ambition: to create a Zero Harm Workplace. We believe a healthy and safe workforce is an engaged workforce — one that is ready and able to deliver quality products to our customers, to collaborate as a team, and to develop innovative solutions. Safety performance starts with strong leadership and is sustained by a safety-first culture and a continuous-improvement mindset.

Our EHS commitments

Our Global Environment, Occupational Health and Safety Policy sets out the commitments that guide every Markem-Imaje site. Among others, we commit to:

01. Complying with — and, where possible, anticipating — national and international regulations and all other applicable requirements.

02. Taking EHS into account upstream, in the design, production, distribution and after-sales processes.

03. Identifying, assessing, eliminating, or controlling risks to prevent injury and ill health, striving for zero accidents and zero ill health by choice.

04. Developing a strong safety culture at every level of the organization through communication, engagement, training, and recognition.

05. Involving our partners, suppliers, and sub-contractors in reaching our objectives.



How we manage safety

Our EHS leaders take part in the Dover Employee Health and Safety Leadership Council, which sets the overall EHS strategy across all Dover operating companies and meets several times a year to conduct its implementation.

At each of our sites, our EHS team works closely with the site general manager to promote safe work practices. Safety performance is assessed through proven practices designed to keep our workplaces both safe and efficient, including:



5S audits — a methodical review focused on workplace organization and cleanliness.



Daily Gemba walks — managers and teams observing safety practices directly on the work floor.



Leading and lagging KPIs — reviewed regularly to anticipate risks rather than only reacting to incidents.



ISO 45001 certification — every production site holds ISO 45001 certification for Occupational Health and Safety, with regular external audits confirming the rigor and continuous improvement of our management system.



The Markem-Imaje programs we deploy

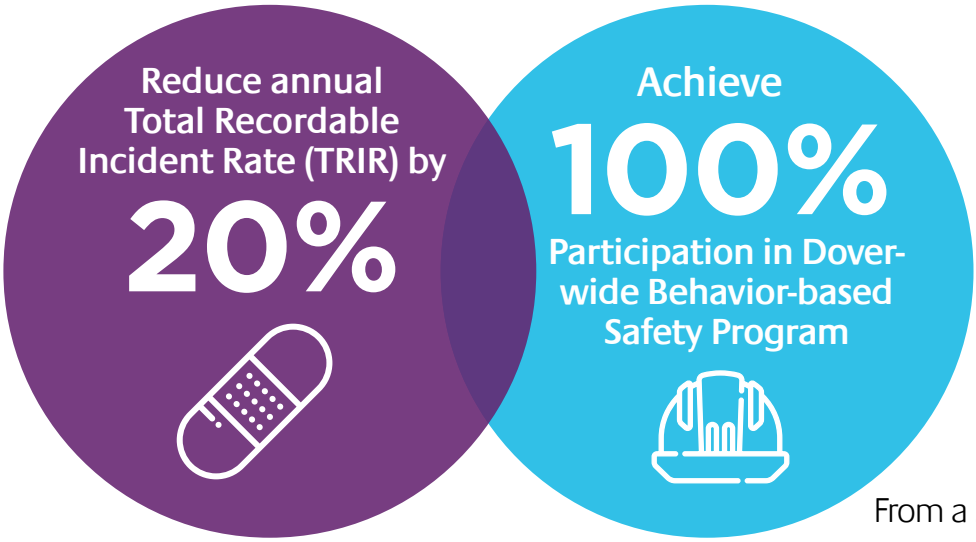
We apply Dover's EHS programs and tools to keep moving toward a Zero Harm Workplace:

- **JSA Kaizen Program —** Job Safety Analysis used to identify, prioritize, and eliminate EHS risks, and to confirm that employees have the training, equipment and supplies they need to work safely. It includes dedicated ergonomic assessment tools, as ergonomic risks are among the most frequent across our operations.
- **Proactive Observation Programs —** structured observation of work activities to detect and correct risks before an incident occurs.
- **Zero Harm Program —** built on the Zero Harm Rules, which are based on potential Serious Injury and Fatality (SIF) precursors, and supported by Toolbox Talks, Best Practice Calls, visual aids and month-long Health & Safety campaigns targeting our highest-risk activities.
- **DOVER Operational Excellence Model —** a maturity-based model that sets a minimum standard of EHS expectations and a common path toward continuous improvement and excellence.
- **EHS Compliance Audit Program —** a Markem-Imaje wide program to proactively evaluate and close compliance gaps.
- **Serious Incident and Fatality (SIF) prevention —** helps our site leadership teams identify activities that could lead to permanent injuries or fatalities and put sustainable solutions in place.
- **Values-Based Leadership —** leadership development that equips our EHS leaders with the skills, knowledge, and resources to build a Zero Harm culture within their teams.

Our safety performance

Markem-Imaje measures and manages safety performance with the same indicators used across Dover.

Dover's 2030
Health & Safety Goals



From a 2025 base year

Health and safety are the responsibility of everyone

Our credo is simple: prevention rather than cure.

- Reaching our objective of zero harm depends on the implication of every employee — reporting risky situations and near misses so they can be addressed before anyone is hurt.
- Regular risk assessment allows us to put the right measures in place before an incident occurs.
- Our Lean Safety Walks, involving both managers and staff, drive continuous improvement of our safety standards.
- Our commitment is demonstrated through on-site audits and recognized external certifications.



Our social commitment



At Markem-Imaje, we recognize that it is fundamental for our employees to prosper, to protect the environment, engage with the community where we operate, and meet the goals of our many stakeholders. As Markem-Imaje, we recognize our responsibility and need to take action in a sustainable and responsible manner.

Connecting with our stakeholders, establishing trust with them, and acting with purpose is core to the Markem-Imaje ESG program. This is the framework under which Markem-Imaje is driving its sustainability efforts.

Markem-Imaje Global Labor and Human Rights Policy, with its first edition in 2021, is a cornerstone part of this program.

Respecting Human rights and holding our business partners throughout the value chain similarly responsible is essential to the Environmental, Social and Governance aspects of our corporate activities, underpinning our vision of building a better tomorrow.

Human rights entitle everyone to work in just and favorable conditions, to have an adequate standard of living and to benefit from the highest attainable standards of physical and mental well-being, among other criteria.

Human rights must not be taken for granted, but in many countries Human rights are still violated.

Our policy gives us the framework to determine which principles are important for Markem-Imaje and what level of involvement is required from our multiple cross-functional departments. With our Global Labor and Human Rights Policy, we aim to address human rights concerns across all regions in which we operate and to create awareness among employees, partners, and external stakeholders that the protection of human rights remains an ongoing global responsibility. Our company principle is that where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible. Markem-Imaje complies with the latest human rights regulation such as German Supply Chain Due Diligence Act (LKSG) and the Canadian "Fighting Against Forced Labour and Child Labour in Supply Chains Act" and reports publicly the steps taken to enhance transparency in our supply chains, to prevent and reduce the risk of forced labor or child labor ("Modern Slavery").

Markem-Imaje has Human Rights Champions in all key locations; they are local ambassadors playing a vital role in the deployment of our policy. One important step towards ensuring everyone in the organization understands their rights and obligations under this policy was also to translate it into local languages.

Our policy is further supported by training which helps to integrate human rights principles in our actions. In order to ensure compliance with our policy, Markem-Imaje has included adherence to the standards we are setting in its internal and external auditing processes.

Friederike Kaun, Markem-Imaje Global Human Rights Officer





GOVERNANCE

At Markem-Imaje we are proud of our global operations and customer base. A sustainably strong business depends on maintaining trust, and that requires operating with high ethical and compliance standards. Every day and everywhere, we are committed to doing the right thing.

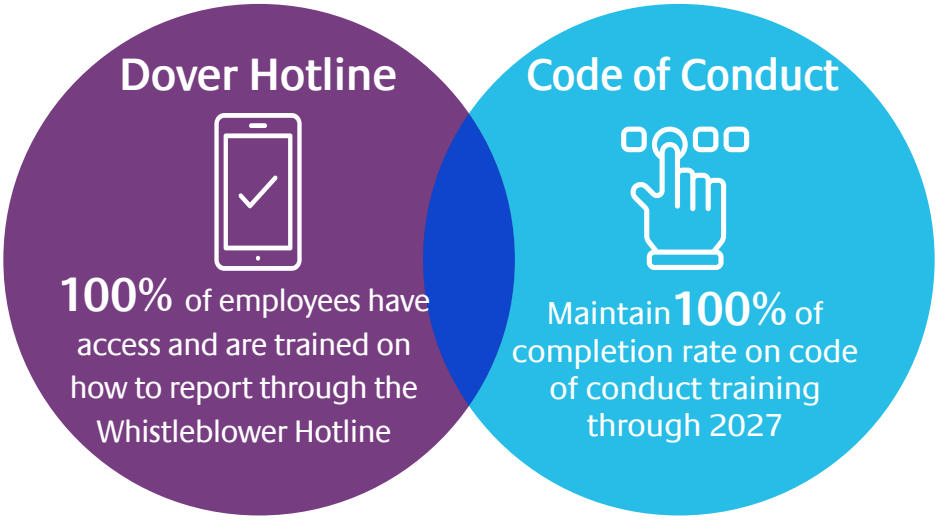
Our Culture

Our Commitment to Governance

At Markem-Imaje our reputation for operating with integrity is the cornerstone of our success. We are determined to demonstrate an unwavering commitment to high ethical standards—everywhere and every day. Markem-Imaje operates under Dover's Code of Conduct, Global Anti-Bribery and Corruption Policy, and Markem-Imaje Human Rights Policy. These policies cover areas including conflicts of interest, data security, fair dealing, and fair and safe workforce, non-discrimination workplace, and human rights.

Markem-Imaje benefits from Dover's comprehensive compliance training program, "Integrity Counts," which is based on the key risk areas identified during our compliance risk assessment process. This compliance training plan is regularly updated to help all our employees worldwide, as well as our business partners, understand and comply with applicable laws, Dover Code of Conduct, and other compliance policies.

The compliance training is done annually, and all Markem-Imaje employees are trained. The courses cover **Code of Conduct, Conflicts of Interest, Reporting Concerns, Anti-Slavery/Supply Chain Matters, Trade Compliance, Data Privacy, Data Security, Fair Competition, and Anti-Corruption.**



These standards apply to Markem-Imaje business partners too. Further, the Dover Supplier Code of Conduct and Markem-Imaje Labor and Human Rights Policy are shared with our suppliers as part of our Third-Party Due Diligence – TPG process. We are convinced that our values must be shared among our entire supply chain and that our continued business success depends on it.

Our Global Compliance team is responsible for continuously strengthening and driving the Markem-Imaje Ethics and Compliance Culture and regularly conducts detailed compliance risk assessments.



Legal & Trade Compliance

As a global supplier—directly or through our distributor partners—present in over 60 countries, we comply with international and local laws and regulations in the jurisdictions in which we operate. Markem-Imaje is committed to full compliance with all applicable export control and economic sanctions laws and regulations, including U.S. laws that restrict cooperation with foreign economic boycotts not endorsed by the U.S. Operating in compliance with all legal principles is the core of the Markem-Imaje corporate culture and provides the ground rules for global operations.



Hotline

Markem-Imaje, as part of Dover, has established a hotline, operated with an independent third party, to provide all employees and business partners with a means to ask questions and voice concerns relating to ethical matters or Dover/Markem-Imaje policies.



Data privacy and security

Markem-Imaje, as a Dover operating company, adheres strictly to the principles of the Dover Global Privacy Policy, through which it has adopted the core principles of GDPR and a companywide commitment to best data privacy practices in processing employee, customer, and third-party data.



Anti-corruption

Markem-Imaje will not tolerate corruption in any form. It is the responsibility of everyone at Markem-Imaje to strictly adhere to the Dover Global Anti-Corruption Policy and all applicable regulations everywhere we operate, and we expect the same of our business partners who are expected to comply with our policy.

Our current certifications

Markem-Imaje is committed to complying with all formal laws and regulations.

Additionally, we continuously seek to improve our business operations to meet the high expectations of our employees, customers, and other vested stakeholders. As part of our dedication to this goal, we both obtain and maintain certifications that validate our company's practices.

Site certification

ISO CERTIFICATIONS & FOOD SAFETY

	ISO 9001	ISO 14001	ISO 45001	ISO 18295	BRC Pack7
Australia	•				
Brazil	•				
China	•	•	•		
France	•	•	•	•	•
India	•	•	•		
Poland	•				
UK	•	•			
USA	•	•	•		

- **ISO 14001:** Sets criteria for an environmental management system.
- **ISO 45001:** Sets out the criteria for an occupational health & safety management system.
- **ISO 18295:** Specifies service requirements for customer contact centers (CCC) that provide customers with services that continuously and proactively meet or exceed their needs.
- **ISO 9001:** A special accreditation validates the quality of our expertise and skills. It reflects our culture, our focus on customer needs, and our fostering of innovation.
- **BRC Global Standard for Packaging Material Issue 7:** Worldwide Standard for food packaging designed to protect the consumer and recognized by the Global Food Safety Initiative (GFSI).

CSR certification

Markem-Imaje main manufacturing sites are assessed on Corporate Social Responsibility.

	ecovadis	Sedex
China		•
France		•
India		•
USA		•

- **EcoVadis:** A corporate social responsibility (CSR) assessment, covering environmental, social, ethical, and sustainable procurement topics.
- **Sedex (SMETA):** A Supplier Ethical Data Exchange (Sedex), covering environmental, social, ethical, and sustainable procurement topics with regular SMETA (Sedex Member Ethical Trade Audits) audits.

Global certification

Dover Europe represents both directly and indirectly all the Markem-Imaje entities.

Dover Europe was awarded a silver medal by CyberVadis in 2026 that demonstrates its strong and mature foundation in terms of cybersecurity and its dedication to continuous improvement.

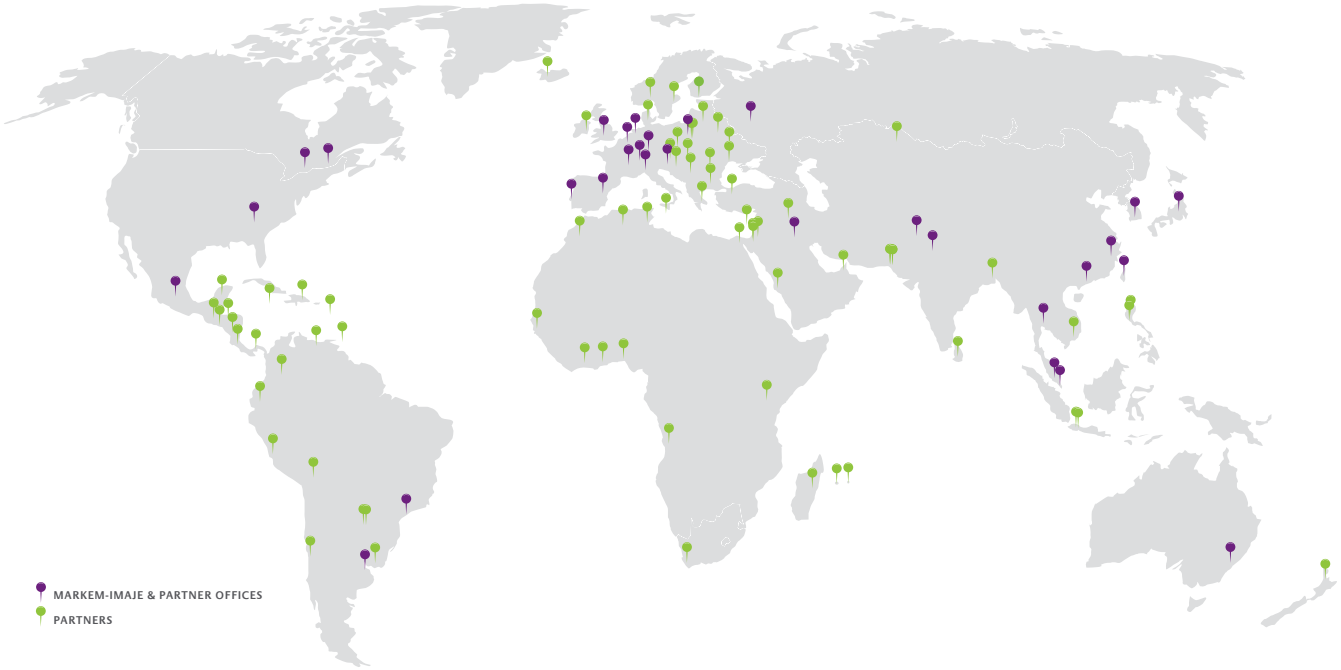


Cybervadis: independent assessment platform that measures a company's cybersecurity maturity based on international standards.

About Markem-Imaje

Markem-Imaje, a wholly owned subsidiary of Dover Corporation, connects products and protects brands through intelligent identification, traceability, and consumer engagement solutions. We offer the industry's most comprehensive range of marking and coding systems seamlessly integrated with trusted software, services and consumables. Over 50,000 customers worldwide partner with us to help them unlock the power of information in codes.

With decades of proven expertise provided through the most extensive global network, we empower our customers to optimize supply chain efficiencies, achieve sustainability and compliance objectives, keep products safe, and engage their consumers. This is intelligence, beyond the mark.



markem·imaje
a DOVER company

Chemin des Coquelicots 16
1214 Vernier, Switzerland
+41 44 956 66 00
markem-imaje.com

© 2026 Markem-Imaje. All rights reserved.
Photos: iStock, Envato, Ginko and Al Karevy. C1