

## Janus International ESG Policy

### Overview

Janus International Group (“we”, or “Janus”) is a leading global manufacturer and supplier of turn-key building solutions and new access control technologies for the self-storage industry and other industrial sectors. Janus leverages its significant industry experience to develop a comprehensive suite of storage and technology-focused access control products and to provide curated solutions for customers. We strive to deliver innovative products and services to the marketplace to achieve high-margin growth and to meet the evolving standards of public investors and stakeholders.

ESG (Environmental, Social, and Governance) management is an important part of meeting investor expectations and building long-term value. In an effort to meet these expectations and drive sustainable growth, Janus is committed to managing ESG factors throughout our organization to manage risks and identify opportunities to create unique value.

Janus believes that it is well-positioned to manage ESG factors due to a commitment to strong management systems throughout its operations and products. Safety and quality are engrained in our culture as an organization. Janus believes that safe, engaged employees and high quality, reliable products are key to managing risk and generating value for stakeholders.

To manage ESG risks and opportunities, Janus maintains a cross-functional ESG committee designed to share best practices and drive continuous improvement on our ESG initiatives. Our ESG committee routinely meets with internal business and operational leaders to identify issues and opportunities using the Sustainability Accounting Standards Board (SASB) framework, to assess progress along our ESG roadmap, and to export best practices across the organization for the purposes of continually integrating ESG management into Janus’ culture.

### Operationalizing ESG

#### Firmwide ESG Management

As a provider of building solutions to global clients, Janus believes that ESG management is vital to both create and enhance value for our customers and our stakeholders. The following areas are representative of the material ESG opportunities and risks that we are actively managing:

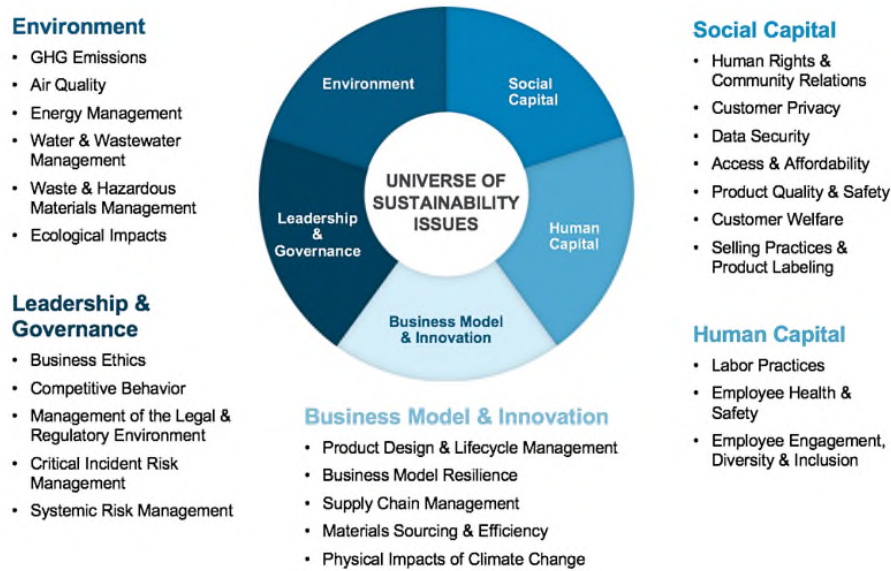
- **Environment:** Janus recognizes that building product manufacturers face increasing consumer and regulatory pressures to decrease harmful outputs in production activities. Janus already makes efforts to use energy and manage waste responsibly, and we will continue to manage our operations to ensure compliance with evolving climate regulations.
- **Consumer Experience:** Janus knows that a superior consumer experience requires an innovative product or service that addresses customer needs while also ensuring their safety. We refrain from using product components that could harm consumer health and safety and align with industry best practices to maintain high quality manufacturing. Additionally, we actively preserve brand integrity by implementing sustainable practices across our manufacturing, distribution, and installation operations to create value and deliver a superior experience.
- **Social Capital:** Janus understands that consumers with differing proficiencies may be using its products and aims to provide accessibility for everyone. All of our products are ADA compliant by default, demonstrating our commitment to accessibility. Internally, we seek ways to create a diverse, inclusive workforce through commitments to equal employment opportunity, nondiscrimination, and training for employees on appropriate conduct in the workplace.
- **Human Capital:** Janus seeks to foster a safe and fair workplace and strives to ensure that all employees benefit from fair wages and appropriate working conditions to demonstrate that it is an employer of choice relative to its competitors and the broader industry. The safety of our employees is a key priority and Janus has best practice safety management systems and dedicated personnel to oversee safety. Furthermore, proper management of social and labor conditions lowers risk of customer and/or regulatory scrutiny and raises worker engagement and retention.
- **Business Model & Innovation:** Janus acknowledges that supply chains can be highly complex due to a host of factors (including elements of outsourcing and offshoring) and therefore require strong oversight practices to both manage risk and seize opportunities to improve efficiency and reduce waste. We believe that ESG risk management in supply chains produces short-term and long-term benefits

with our suppliers to ensure appropriate wages, hours, and working conditions protections for upstream employees.

- **Leadership & Governance:** Janus recognizes that consumers and other stakeholders are increasingly interested in the social and environmental impact of products and increasingly expect transparency from the companies that they support. Janus believes that increased transparency into production and end uses increases consumer trust and credibility for a brand and can be a method of creating value.

### Alignment with Sustainability Accounting Standards Board (SASB) Framework

Janus uses the SASB Universe of Sustainability Issues and the SASB Materiality Map to assess which issues are most material to Janus’ stakeholders.



### How SASB Categorizes Janus

Under SASB, Janus is categorized within the Consumer Goods sector and the Building Products subsector. Material issues in the Building Products subsector include:

- Energy Management
- Product Quality & Safety
- Product Design and Lifecycle Management
- Supply Chain Management

In addition to issues identified by the SASB Materiality Map, our ESG committee has identified further ESG issues that are material to our stakeholders:

- Employee Health & Safety
- Customer Privacy
- Data Security
- Critical Incident Risk Management
- Employee Engagement, Diversity & Inclusion
- Physical Impacts of Climate Change
- Labor Practices