TEKNOR APEX

2024 SUSTAINABILITY REPORT



In This Report

INTRODUCTION

3 Our Company and Purpose
6 Message From the CEO
8 2024 Sustainability Highlights
10 Our Business
12 Trusted Portfolio of Materials
14 Our History
16 Advancing Our Sustainability Journey

FOSTERING ENVIRONMENTAL STEWARDSHIP

19 Investing in Sustainable Operations
24 Moving Toward a World Without Waste
26 Ensuring Water Stewardship

INNOVATING FOR A SUSTAINABLE FUTURE

29 Customer Collaboration at the Heart of Innovation
30 Product Portfolio of Trusted Brands
32 Innovating Alongside Customers
34 Increased Product Life Cycle
35 Innovation Through Collaboration

HELPING COMMUNITIES THRIVE

37 Collaborating for Positive Impact
40 Empowering and Developing Our People
44 Strengthening Our Communities

OPERATING WITH ACCOUNTABILITY AND TRANSPARENCY

51 Leading with Our Values
52 Stakeholder Engagement
54 Acting Ethically and With Integrity Every Day

Our Company and Purpose

Teknor Apex Company is a privately held material science solutions provider headquartered in Pawtucket, Rhode Island. Over the past century, we have grown into a global company that's sought out by customers and partners for our deep material expertise and collaborative approach. We deliver highly tailored solutions to meet the evolving challenges of our customers and the eight industries we serve.

Our commitment to sustainability reflects our core purpose and values. Every day, we focus on responsible environmental stewardship, empowering our people, and driving sustainable innovation with integrity. This report outlines our sustainability strategy and demonstrates how we integrate it throughout our business.

More information about our organization, operational structure, markets served, and products can be found at teknorapex.com. We also invite your comments and feedback. Please direct inquires to Brian Wojtyna, senior director, ESG & ERM, at bwojtyna@teknorapex.com or Patricia Mishic O'Brien, chief sustainability officer, at pobrien@teknorapex.com.

Our 2,000-plus global employees are committed to fulfilling our purpose: "to create sustainable solutions, engineered for our customers, with ingenuity and global stewardship."

"With sustainability at the heart of our corporate strategy, we made important strides on our journey in 2024."

Don Wiseman, CEO, Teknor Apex

OUR MISSION

Teknor Apex provides our customers with superior solutions, products, and services throughout our worldwide operations.

High ethical standards form the cornerstone of our business reputation. By acting with integrity every day, we foster long-term, trusting partnerships with employees, customers, suppliers, and communities.

Our work environment encourages innovation while promoting accountability and respect in our teams. We are dedicated to continuous learning and development, empowering our employees to reach their full potential.

We prioritize the health and safety of our employees and support the well-being of the communities where we operate. By working together toward a shared vision, we ensure a financially successful company that drives sustainable growth and instills pride in all who are part of it.



OUR VISION

To become an ecosystem magnet for sustainable, high-value plastic material science solutions.

OUR VALUES

- Integrity
- Sustainability
- Accountability
- Respect
- Safety
- Innovation
- Partnership





Message From the CEO

As we continue our journey at Teknor Apex, our commitment to sustainability remains central to our progress. For more than 100 years, we've excelled by staying ahead of the curve to meet the ever-evolving needs of our customers, communities, and industry — all while upholding our values of integrity and accountability.

Together, we're building a more responsible future.

A CENTURY OF SHARED SUCCESS

2024 marked our 100th anniversary as a privately held company, innovator, and trusted industry partner. This milestone offered a moment to reflect on the vitality of our company culture, the strength of our partnerships, our commitment to the community, and the pride our employees take in their work.

Our anniversary celebrations only heightened my pride in this company. Teknor Apex employees are our greatest asset, and they prove it every day. As one team, we strive to transform our operations, products, and solutions in ways that drive lasting value and enhance sustainability for us, our customers, communities, and the environment.

With sustainability at the heart of our corporate strategy, we made important strides on our journey in 2024. Here are a few key accomplishments, with more to follow in this report:

"As one team, we strive to transform our operations, products, and solutions in ways that drive lasting value and enhance sustainability for us, our customers, communities, and the environment."

2024 Sustainability Highlights

Enhancing Operations

- Both of our European production sites transitioned to 100% renewable energy
- Diverted 78% of our production waste from landfill, exceeding our goal of 75%

Innovating for Our Customers

- Achieved International Sustainability and Carbon Certification (ISCC) PLUS certification for products under the Sarlink® thermoplastic vulcanizate (TPV) and Monprene® thermoplastic elastomer (TPE) brands
- Introduced Monprene® TPEs with 60% post-consumer recycled content

Partnering for Progress

- Successfully met all the requirements of +Vantage Vinyl, a voluntary industry sustainability initiative

DEEPENING OUR COMMITMENT

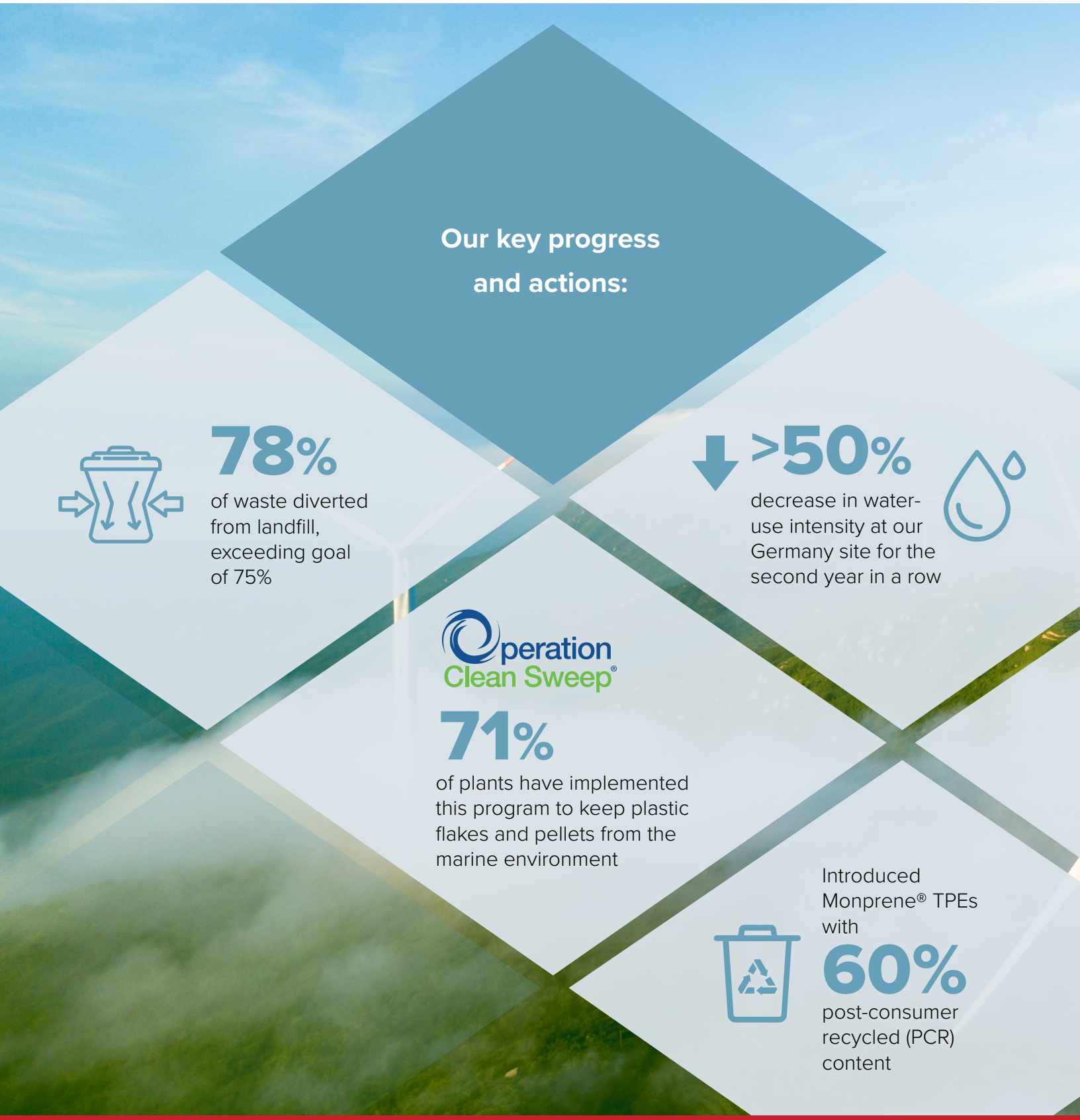
To propel our sustainability journey, we hired Patricia Mishic O'Brien as our first-ever chief sustainability officer — a process that culminated in early 2025. A seasoned C-suite executive in the global material science industry, O'Brien now develops and oversees our sustainability strategy and its alignment with Teknor's long-term vision and business goals. Her appointment underscores our commitment to a circular economy, the continued integration of responsible practices across manufacturing sites, and helping customers achieve their goals.

I invite you to explore these pages and discover the different paths Teknor Apex is taking to build a more sustainable future. Here's to the next 100 years!

Don Wiseman
CEO



2024 Sustainability Highlights



Our key progress and actions:

78%
of waste diverted from landfill, exceeding goal of 75%

>50%
decrease in water-use intensity at our Germany site for the second year in a row

Operation Clean Sweep®

71%
of plants have implemented this program to keep plastic flakes and pellets from the marine environment

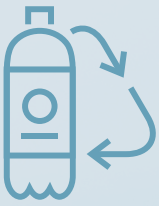
Introduced Monprene® TPEs with

60%
post-consumer recycled (PCR) content

Incorporated more than

55

million pounds of PCR and post-industrial recycled (PIR) plastic



Achieved

ISCC PLUS certification

for products under the Sarlink® TPV and Monprene® TPE brands

sarlink®
monprene®

Calculated our

Product carbon footprint

for selected grades





2.1

million kilowatt hours (kWh) generated by renewable energy and returned to the grid

Our Business

Over the decades, we have earned a reputation as the industry's trusted polymer partner through our deep expertise in polymers and compounding, broad industry experience, and strong customer relationships built on consistent delivery. We are widely recognized for our customized formulations, product development capabilities, application support, and efficiencies that accelerate speed to market. Our product portfolio includes polyvinyl chloride (PVC) compounds, thermoplastic elastomers, engineering compounds, polymer colorants, esters, and garden hoses.





TEKNOR APEX AT A GLANCE

Established in 1924; headquartered in Pawtucket, Rhode Island

Privately held, **family-owned** company

Over **2,000** employees

14 manufacturing facilities worldwide; United States, Singapore, China, Belgium, Germany

3 Application Development Centers of Excellence; United States, China, Germany

2024 revenues: **>$1 billion**

Trusted Portfolio of Materials

As a trusted partner and material science expert, Teknor Apex tailors solutions for our customers to drive progress on sustainability — without sacrificing performance.

INDUSTRIES WE SERVE
and Their Sustainable Value Drivers

AUTOMOTIVE
Lightweighting
Recycled Content
Emissions Reduction
Energy Efficiency

HEALTHCARE
Clean Materials
Sterilization Ready
Safe Manufacturing
Waste Minimization

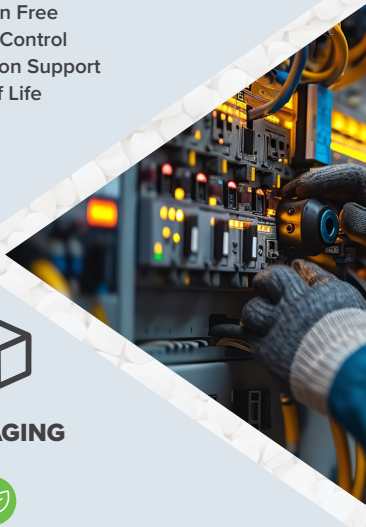


BUILDING & CONSTRUCTION
Material Longevity
Green Compliance
Energy Savings
Recycled Inputs

INDUSTRIAL
Durability
Resource Efficiency
Energy Reduction

ELECTRICAL & ELECTRONICS
Halogen Free
Thermal Control
Miniaturization Support
End of Life



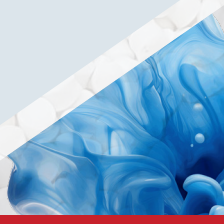


CONSUMER
Circular Design
Bio-Based Inputs
Waste Reduction

WIRE & CABLE
Decarbonization
Regulatory Readiness
End of Life
Field Durability

PACKAGING
Lightweighting
Recyclability
Safe Contact
Sorting Clarity





BROAD PORTFOLIO OF MATERIALS

to Meet the Evolving Needs of Our Customers



THERMOPLASTIC ELASTOMERS

Thermoplastic Vulcanizates
Thermoplastic Styrenic Block Copolymers
Thermoplastic Polyurethane

VINYL/PVC

Elastomer Blends
Flexible PVC
Rigid PVC

POLYOLEFINS

Low-Smoke Halogen-Free Flame Retardant
Specialty Polypropylene

SUSTAINABLE SOLUTIONS

Sustainable Vinyl Solutions
Sustainable Thermoplastic Elastomer Solutions
Sustainable Engineering Plastics Solutions
Masterbatches

ENGINEERING PLASTICS

Acrylics
Cross-Linkable Solutions
Polyamides
Polyesters
Specialty Engineering Plastic Blends



POLYMER COLORANTS & MASTERBATCH

Dry Colorants
Low-Heat-Build Colorants
Masterbatch
Pre-Colored Compounds
Special Effects
Super Concentrates®
BioResin Colors & Concentrates



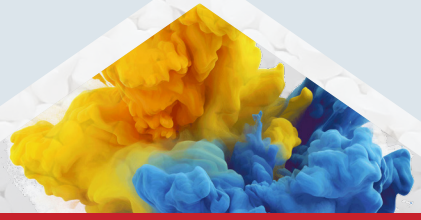
ESTERS

Ingredients
Synthetic & Bio-Based Lubricants

OUTDOOR GARDEN HOSE

All Products





Our History

100 years of innovation and partnership

1924

Founded as Apex Tire & Rubber Co, a tire recapping company, by Alfred A. Fain and his son-in-law Albert Pilavin.

1949

Production of vinyl compounds begins in response to the wire and cable industry's shift from rubber to vinyl materials.

1968

Apex is renamed **Teknor Apex**.

2001

Acquisition of SPC Polymer gives Teknor Apex an Asian presence.

2004

Acquisition of Chem Polymer U.S. and U.K. marks first production of nylon.

2007

Construction of new plant in Suzhou, China.

2010

Acquisition of Sarlink® business and application development lab from DSM diversifies automotive offerings and expands Teknor presence in the European market.

2014

Acquisition of Viking Polymers expands rigid PVC, blends, and alloys compounding business.

2016

Acquisition of Plastic-Technologie-Service expands European presence as a compounder of thermoplastic elastomers and engineering plastics.

2021

Acquisition of Dorum Color Company's dry color business expands North American portfolio.

Acquisition of Lanier Color Company expands our North American offering to PVC colorants and enhances its specialty compound solutions.

Completion of Rothenburg ob der Tauber facility for the production of TPEs and engineered thermoplastics (ETPs).

2023

Purchase of **Nu-Pro Polymers** expands our portfolio of sustainable solutions solutions, including Cycle-Tek recycled PVCs.

2024

100-year anniversary marks a century of shared success, thanks to dedicated people, collaborative partners, and future-forward products.

Advancing Our Sustainability Journey

At Teknor Apex, we lead our sustainability journey with a clear sense of purpose — as a business partner, employer, community member, environmental steward, and value creator for our stakeholders.

Across our operations, we take daily action to cut our carbon footprint, support a circular economy, and uphold high standards of corporate social responsibility. We make our products with sustainability in mind and collaborate with customers and partners to drive innovation that supports more sustainable living.

OUR APPROACH TO SUSTAINABILITY



Fostering Environmental Stewardship

We work to support a more circular, lower-carbon world and act as a responsible steward of natural resources.



Innovating for a Sustainable Future

We create high-impact innovations to tackle today's global challenges and support our customers in reaching their sustainability goals.



Helping Communities Thrive

We help our employees and communities thrive by fostering connection, creating opportunity, and improving quality of life.



SUSTAINABILITY SPOTLIGHT

Chief Sustainability Officer Joins Teknor Apex

In early 2025, we welcomed our first chief sustainability officer, Patricia Mishic O'Brien, to the Teknor Apex leadership team. In this high-profile role, O'Brien drives companywide sustainability efforts, ensuring they align with Teknor Apex's long-term vision and business objectives.

O'Brien is a respected industry professional who brings decades of leadership to her new position. Her appointment reflects our strong commitment to responsible business practices and to embedding sustainability throughout all Teknor Apex operations.

"Teknor Apex has a decades-long legacy of combining expertise in compounding with environmental awareness," said O'Brien. "I look forward to advancing Teknor Apex's sustainability journey and to helping our customers achieve their sustainability-related objectives."



How Teknor Apex Enables Sustainability

- Alternatives to traditional material solutions (metal, thermosets, ethylene propylene diene terpolymer (EPDM), silicones, latex, etc.)
- Application development engineering support
  - Designing for recyclability
  - Lightweighting
  - Optimizing operations
- Open-loop and closed-loop recycling support
- Compounded solutions with sustainable content

Alignment With U.N. Sustainability Goals

The United Nations (U.N.) established the Sustainable Development Goals (SDGs) in 2015 to create a shared blueprint for peace and prosperity for people and the planet. As a company, we align our efforts with these global objectives. We aim to support — both directly and indirectly — a more equal and sustainable future for all.

The following U.N. SDGs reflect areas where we believe that Teknor Apex can help create the greatest value for our employees, customers, and society.



Good Health and Well-Being:
Ensure safety remains the core of our operations.



Clean Water and Sanitation:
Ensure responsible use and cleanliness of water and enable access to clean water.



Responsible Consumption and Production:
Ensure sustainable consumption of natural resources while producing more sustainable products.



Climate Action:
Ensure continued reduction of reliance on non-renewable resources.


Fostering
Environmental
Stewardship

Investing in Sustainable Operations

We have set ambitious targets to reduce our operational footprint and implement sustainable practices in our manufacturing sites. In areas where we've met these goals, we continue to raise the bar.

TAKING CLIMATE ACTION

At Teknor Apex, we actively support the transition to a low-carbon society. We work to reduce greenhouse gas emissions across our global operations and value chain, while helping customers meet their climate goals. Our Global Energy Team spearheads these efforts by exploring clean energy sources and seeking new ways to reduce electricity consumption.

Reducing Our Emissions

Reducing greenhouse gas (GHG) emissions across our global operations remains a top priority. In 2020, we set a goal to reduce our GHG emissions by 10% by 2030 (Scopes 1 and 2).

Our pathway to reduce our GHG emissions in our global operations relies on two primary reduction levers:

- Reduce GHG emissions attributed to on-site combustion of fuels and electricity usage from our manufacturing plants.
- Seek opportunities to use clean, renewable energy sources to reduce environmental impact.

In 2024, our Scope 1 and 2 emissions footprint was approximately 122,000 metric tons of carbon dioxide equivalent (CO_2e), compared to approximately 121,000 metric tons in 2023. We saw higher production rates in 2024, but our overall GHG intensity fell by 0.2% from the previous year. In essence, we produced more while using less electricity.

Reducing Our Energy Usage

In 2020, we challenged our global production sites to reduce energy usage by 1 million kWh. Through implementation of energy-saving projects, automation of existing operations, and replacement of outdated equipment with energy-efficient technologies, we exceeded our goal in eight months.

In 2021, we raised the bar again with our 5X25 Challenge to reduce energy usage by 5 million kWh by 2025. This effort was such a success that we introduced our 30X30 Challenge that same year. By 2030, we intend to reduce our energy usage by 30 million kWh.

To support our energy-reduction efforts, we conduct comprehensive reviews of our consumption patterns at our facilities. Our goal is to identify areas of high energy use and potential opportunities for energy savings. In 2024, we completed energy audits at our Tennessee and California plants.

At the end of the year, our cumulative energy savings in kWh since our 2020 baseline was 12,397,793 kWh. Our total electrical use from local utilities was 131,793,867 kWh. In 2024, we purchased 13% less actual electricity than we did in our 2020 baseline year. With renewable energy credits and renewable electricity returned to utilities, our net electrical use dropped to 122,874,238 kWh in 2024.

Our energy intensity decreased to 163,131 kWh per million pounds produced in 2024 from 165,672 kWh per million pounds produced in 2023. This reduction was mainly due to increased production rates and energy-reduction projects.



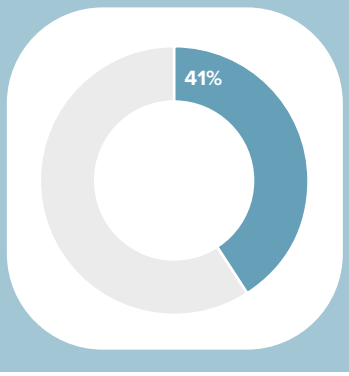
INCREASING OUR USE OF RENEWABLE ENERGY

Supporting our operations with renewable energy is critical to achieving our energy intensity and decarbonization goals. Since 2020, we have increased our use of on-site renewable energy to 6.77% of our total use.

2024 Progress & Actions

- Both of our European production sites transitioned to 100% renewable energy.
- Solar panels at our sites in Singapore, Rhode Island, Tennessee, and Suzhou, China, generated more than two million kWh of energy, which was sold back to the grid.
- We purchased 6,807,088 kWh of renewable energy certificates for three of our U.S. sites — South Carolina, Tennessee, and North Carolina — to offset 10% of their annual energy consumption.

30X30 Challenge: Our goal is to reduce our energy usage by 30 million kWh by 2030. We have achieved 41% of our goal.





SUSTAINABILITY SPOTLIGHT

Growing Our Sustainability Team

In 2024, Sarah Taranto moved from her role in the Teknor regulatory affairs department to the newly created position of senior sustainability manager.

Among her many responsibilities, she guides our products through third-party certifications such as ISCC PLUS and RecyClass. Taranto also manages our sustainability compliance reporting and plays an important part in developing life cycle analyses.

“Our products touch so many places and people,” said Taranto, an 11-year veteran of Teknor Apex. “I feel lucky to be in this role, where I have a hand in making products that meet customers’ needs and will help keep the planet sustainable for future generations.”

SUSTAINABILITY SPOTLIGHT

South Carolina Facility Cuts Electrical Consumption by 11%

Built in 1991, our South Carolina plant buzzes with almost constant activity. Inside the 400,000-square-foot facility, industrial-size mixers, mix-melt machines, and extruders generate some 400,000 pounds of product every day.

At least 200 motors, ranging from one- to 100-horsepower, run the equipment. Motors consume the highest volume of electricity in our South Carolina plant. The same holds true for all our other manufacturing sites.

As we expanded our companywide efforts to reduce electrical consumption in 2024, our South Carolina facility presented a prime opportunity. The plant's power factor — a measurement that compares actual electrical use to apparent use — was poor.

"A poor power factor means you're not using electricity efficiently," explained Director of Engineering Mickey Monarch. "In the case of South Carolina, a third-party audit revealed a lot of reactive power."

Reactive power occurs when electricity on an internal power distribution network gets out of phase with the incoming power. "You can visualize this as waves hitting a rocky shore, bouncing back and crashing into oncoming waves," said Monarch. "The magnitude of the incoming wave is decreased by the wave coming out."

In a Teknor plant, reactive power is generated when motors start and stop at different times, for instance, or a heater comes online. Some of that surge in electricity reflects back to the system, creating reactive power. It generates inefficiencies and higher costs.

A transformative technology

We've found a remedy for reactive power in a technology called Elspec Activar. Made in Israel, these compact units bundle capacitors and inductors with switches and computer smarts to take electricity that's out of phase and put it back in phase.

After installing three units at our South Carolina plant, we saw an almost instantaneous 9% drop in our electrical usage. After taking further measures, we cut consumption by another 2%.

"It's definitely a transformative technology for us," said Monarch. "Since the units came online in August 2024, there have been no maintenance issues, and no problems." In comparison, previous energy-reduction projects at Teknor Apex have demanded a high-touch approach.

The success of the Elspec Activar units at our South Carolina plant has spurred plans to install the technology at more Teknor Apex facilities, starting with California and Tennessee.

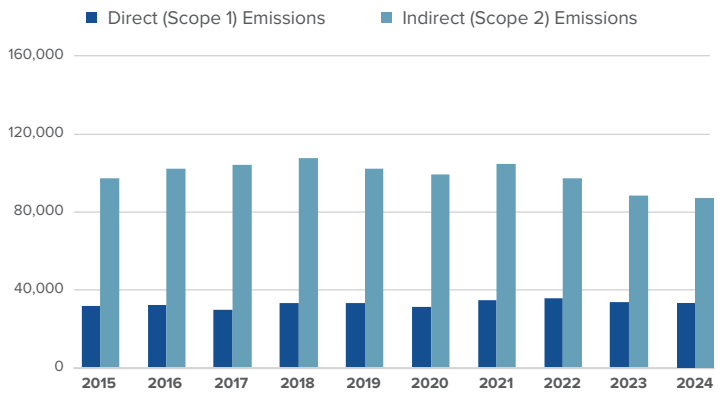
"This technology is an important step on our sustainability journey," said Global Senior Director of EHS Mark Segee. "We are committed to reducing our greenhouse gas emissions, and the excellent results at our South Carolina plant will help us move the meter, companywide."



2024 PROGRESS AND ACTIONS

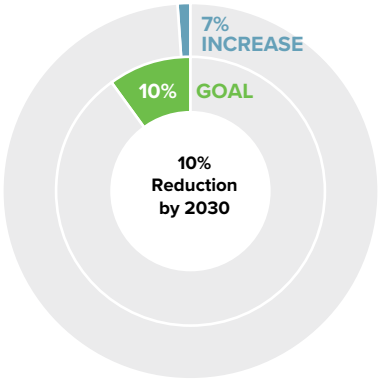
- On-site renewable energy use as a percent of total energy use was **6.77% versus 0.62% in 2020**.
- **Decreased net electricity used** (purchased electricity minus renewable energy certificates and solar power generated on site) by 18% versus our 2020 baseline.
- **Implemented energy-reduction project** at our South Carolina site.

Greenhouse Gas Emissions (CO_2e)



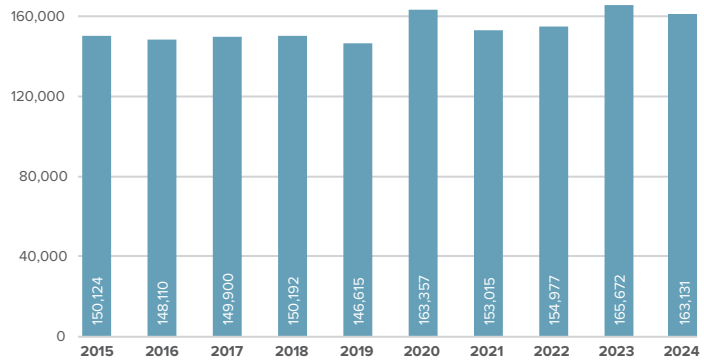


GHG Emissions Reduction



Electricity Intensity

kWh per MM lbs production



Find out about our efforts to deliver low-carbon-footprint materials that will help our customers advance their own Scope 3 goals.

LEARN MORE >>



Moving Toward a World Without Waste

A circular economy supports a more sustainable future by preserving limited resources and extending the useful life of materials. Throughout our operations, we actively focus on reducing waste, reusing materials, and recycling whenever possible. We also work to prevent plastic waste from reaching landfills and oceans by redirecting it into premium, high-value applications.

To help advance the circularity of our operations and our products, we are:

- Reducing and reusing waste at our sites.
- Expanding our recycling capacity globally.
- Growing our portfolio of circular recycled and renewable products.
- Investing in partnerships along our value chain to access a consistent, quality supply of recycled or bio-based feedstock for our polymer products.
- Engaging with industry groups to improve waste management and recycling.

REDUCING WASTE TO LANDFILL IN OUR OPERATIONS

In 2024, we diverted 78% of our waste from landfills — exceeding our goal of 75%. Across our sites, we first reduce and reuse waste, then partner with local organizations to recycle what remains whenever possible. Our Germany site has sent no waste to landfills since 2022.

In 2024, we recycled or reused 17,426 tons of waste across our global facilities. We used 776 tons of waste to produce energy. Overall, 5,227 tons of waste went to landfill. This puts our total waste-to-landfill intensity at 6.5 tons per million pounds of production.

SAVING RESOURCES IN OUR MANUFACTURING OPERATIONS

We're committed to minimizing our environmental footprint and offering more sustainable products to our customers whenever possible. In 2024, we incorporated more than 55 million pounds of recycled plastic into our products. Our hose business reuses all of our vinyl compounding waste, which amounted to more than 16 million pounds in 2024.

PARTNERING TO REDUCE PLASTIC WASTE

We are a proud pledged partner of Operation Clean Sweep® (OCS®), an international program designed to prevent plastic pellets, flakes, and powder from entering our marine environment. In 2024, 10 of our 14 plants were engaged in this important initiative, and we completed assessments to identify gaps and eliminate pellet loss.

As an OCS® partner, we are committed to transparently reporting any unrecovered plastic release of more than 0.5 kilograms to the environment. In 2024, improved recordkeeping revealed 17 such events at our facilities.



TEKNOR APEX SITES PARTICIPATING IN OPERATION CLEAN SWEEP®

Each year, more Teknor Apex sites join this international effort to reduce plastic waste.

2020	2021	2022	2023	2024
Rhode Island, Tennessee, and Vermont	California, North Carolina, and South Carolina	Kentucky and Texas	Massachusetts	Georgia

Operation Clean Sweep®



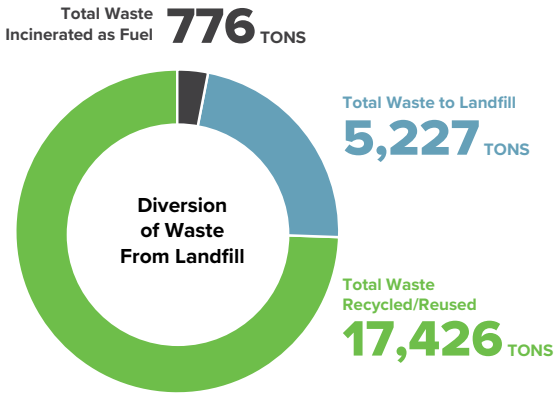
OUR GOAL>>> 75% of waste diverted from landfill by 2025

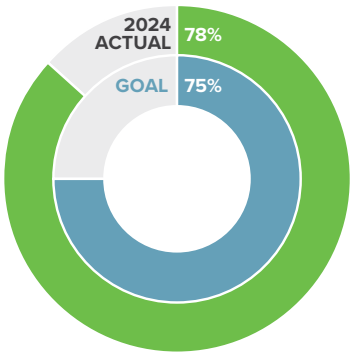
2024 PROGRESS AND ACTIONS

78% of Teknor Apex waste was diverted from landfill — exceeding our goal.

Incorporated **more than 55 million pounds of recycled plastic** into our products.

>99% of waste was recycled at our production facility in Genk, Belgium.





Discover how our products help customers to reuse and recycle plastic waste and lower their GHG emissions.

LEARN MORE >>

55.4MM

pounds of PCR and PIR recycled plastic* used in our operations in 2024

*Includes both externally and internally sourced recycled material



Ensuring Water Stewardship

Clean, plentiful water is essential for businesses, agriculture, communities, and ecosystems. To support long-term sustainability and act as a responsible steward, we continually work to improve water efficiency at our manufacturing sites.

We prioritize planning and mitigation in high-stress watersheds and at our most water-intensive facilities. We also promote water reuse and recycling where feasible and closely track the quality of our discharged water.

In 2024, our water intensity increased 35% against our 2020 baseline but dropped 2% from 2023. We are actively reviewing our sites to understand what is driving usage intensity so that we can put mitigation efforts in place.

70%
of the water needed for operations at our Belgium site is reused, thanks to our on-site water treatment facility.

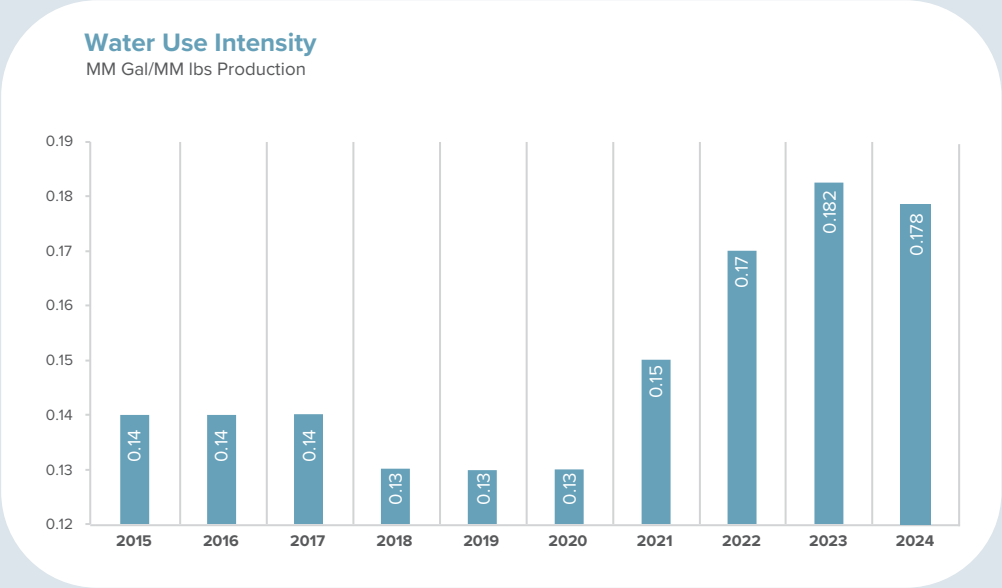
OUR GOAL >>> 20% reduction in water intensity from our 2020 baseline

2024 PROGRESS AND ACTIONS

Decreased total water volume by **2.3 million gallons** compared with 2023.

In 2024, several sites significantly reduced their water intensity against the 2020 baseline after implementing water-saving projects:

Germany: 51%
Singapore: 40%
Vermont: 40%
China: 24%
Kentucky: 15%
North Carolina: 13%
Texas: 13%
South Carolina: 11%



SUSTAINABILITY SPOTLIGHT

Saving Water in Singapore

Our commitment to sustainability includes strategies to make the most efficient use of water at our 14 global production facilities. In 2024, our team in Singapore reduced water intensity at the site by 40%.

How did they do it? The team took a two-part approach:

1. A program to reduce water leakage that included:
   - Recording all water meter readings to identify potential leaks during weekends and non-production periods
   - Encouraging employees and cleaning staff to promptly report any leaks
   - Conducting regular inspections to detect and address water leaks
2. Reuse of discharged water for the plant's cooling tower by:
   - Reusing cooling process water from equipment
   - Reusing condenser water from air conditioning systems



> "Teknor Apex is committed to sustainable practices in our operations, including the responsible use of water. We're proud of our Singapore team for their dedication, diligence, and focused effort that resulted in this 40% drop in water intensity."
>
> **Chook Pink Chye,**
> **Senior Project Engineer**

Innovating for a Sustainable Future



Customer Collaboration at the Heart of Innovation

Teknor Apex views sustainability as a catalyst for innovation and value creation — for our employees, customers, communities, and planet. We're building toward a leadership position in sustainable materials by resourcing our organization with focused roles and investing in breakthrough technologies and a robust innovation pipeline. Our solutions help customers achieve performance targets and sustainability goals while addressing global challenges such as climate change, greenhouse gas emissions, and plastic waste.

WE FOCUS OUR EFFORTS ON:



Making products with more renewable and recycled raw materials



Advancing the use of renewable energy in our operations



Developing circular solutions in collaboration with our customers and suppliers



Reducing waste and the use of natural resources in our operations companywide



Developing high-performing, more sustainable alternatives to traditional processes and products



Decarbonization of the raw materials in our products

Product Portfolio of Trusted Brands

From vinyl to thermoplastic vulcanizates, our portfolio features sustainable, cutting-edge solutions including recycled content, bio-based content, and climate-positive additives. As part of our commitment to our customers, we continue to decarbonize our product portfolio through the responsible sourcing of raw materials.



SUSTAINABLE SOLUTIONS

- BioVinyl®
- Cycle-Tek®
- Monprene®
- Sarlink®
- Recyclon®
- Terraloy™
- Creamid®
- Crealen®



VINYL

- Flexalloy®
- Apex®
- FireGuard®
- Weatherguard®
- BioVinyl®
- Cycle-Tek®
- AquaGuard™



THERMOPLASTIC ELASTOMERS

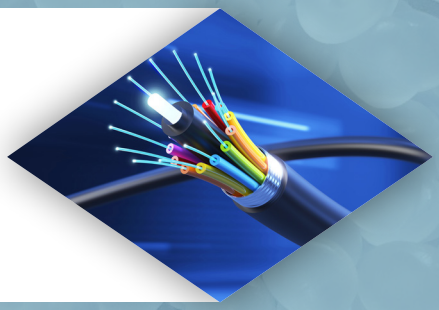
- Sarlink®
- Monprene®
- Medalist®
- Elexar®
- Desmoflex®
- Telcar®



ENGINEERING PLASTICS

- Chemlon®
- Creamid®
- Creablend
- Createc®
- Recylon®
- Terraloy™
- Weatherguard®

> As a trusted partner, Teknor Apex is focused on developing sustainable solutions that advance our customers' goals. Collaboration and innovation on new products go hand in hand.
>
> **Lou Cappucci, Executive Vice President, Teknor Apex**

Crealen®	HalGuard®	POLYOLEFINS	
MetaLustre™ SpectraCool™	Super Concentrates® Terraloy™	POLYMER COLORANTS & MASTERBATCH	
TruCare®	TruVis®	ESTERS	
All Products		OUTDOOR GARDEN HOSE	

Innovating Alongside Customers

As a plastic material science solutions provider, we drive impact through innovation — developing polymer products and applications that benefit both customers and the planet. Positioned at a critical point in the plastics value chain, we transform sustainable raw materials into high-value solutions that reduce greenhouse gas emissions and meet performance demands across industries.

We support customers in designing for recyclability, optimizing material and energy efficiency, and identifying both open- and closed-loop recycling opportunities. Our engineering expertise helps solve production challenges, accelerate time to market, and unlock new ideas — all while advancing sustainability goals. We begin by understanding each customer's performance, cost, and sustainability targets, then tailor solutions to meet them.

By taking a holistic approach to sustainability, we help our customers to meet their goals, including:

- Decarbonization
- Reduction of virgin petroleum-based plastics
- Plastic waste elimination
- End-of-life recycling and circular economy
- Sustainable design and lightweighting
- Increased product life cycle



HOW WE DRIVE SUSTAINABLE INNOVATION

DECARBONIZATION

Our portfolio includes reduced-carbon materials that help lower the embedded carbon footprint of our customers' products. To support their greenhouse gas reduction goals, we source renewable, bio-based, and recycled content that enables Scope 3 emissions reductions. We're also cutting emissions in our own operations — primarily by using renewable energy.

2024 Strategic Actions

Third-Party Verification of Carbon Footprint Data

We developed the ability to supply third-party-verified product carbon footprint data for Sarlink® TPVs manufactured in Genk, Belgium, and for Monprene® TPEs made in Rothenburg ob der Tauber, Germany.

Carbon Footprint Calculation

We created a model to calculate the product carbon footprint of Creamid® specialty polyamides manufactured in our Germany facility.

Silicone Displacement in TPEs

To increase circularity and reduce carbon footprint, we developed and commercialized a new grade of our Monprene® SP-14100 series of TPEs for swim and laboratory mask seals. These TPEs replicate silicone's sought-after performance but create less environmental impact. The new Monprene® grade passed extensive end-use testing in 2024 to demonstrate that it matches the performance of liquid silicone rubber in terms of temperature resistance, tear strength, elasticity, and chemical resistance. The series was approved and adopted by a customer that formerly used a product containing liquid silicone rubber.

CIRCULARITY

We collaborate with customers and partners to build a circular value chain — one where plastics are repurposed, not discarded. By using PCR, PIR, and renewable materials, we help keep valuable resources out of landfills and reduce reliance on fossil fuels. We cut overall carbon impact and use what could have been discarded as waste as material for new plastic products.

2024 Strategic Actions

In advance of the EU signing the end-of-life directive into law that prescribes the use of recycled content in automotive manufacturing, our customers' need for material solutions with post-consumer recycled content spiked in 2024. Driven by our commitment to collaborate, we identified a high-quality source of PCR polypropylene that's tailored for the automotive market, where low odor and emissions are critical.

We introduced two new customer-focused solutions:

Engineering Thermoplastics

Creamid® R3 B3 Series Glass-Reinforced PA6 With 30% PCR Content

This series of polyamides is designed for automotive interior applications. The success of these formulations rests on our ability to source clean recycled materials that deliver the performance our customers demand.

Crealen® R6 and R7 Series With up to 70% PCR Polypropylene

We also developed this series for automotive customers after identifying an excellent source of PCR polypropylene. This formulation grew out of ongoing research and development and a commitment to meet our customers' needs for low-odor, low-emissions, circular products for automotive interiors.

We also debuted new formulations of existing products with higher levels of recycled content:

Monprene® TPEs With 60% PCR Content

Our Monprene® R6 CP-10100 TPEs — designed for consumer products such as toys, personal care, and sports products — offer virgin-equivalent performance and are translucent to enable bright color. The R6 SP-14000 series contains PCR maritime waste and offers a high-performance material for sports and diving products such as swim fins. These materials can reduce product carbon footprint by up to 36%.

Sarlink® Rx 4100B Series With up to 30% PCR Content

These TPVs reduce carbon footprint by up to 25% while maintaining elastic performance. Available in 80 and 90 Shore A hardness, they are suitable for injection molding, extrusion, overmolding, and co-extrusion with polypropylene and other TPEs.



Increased Product Life Cycle

We design materials and solutions that contribute to longer-lasting products, helping our customers extend the life cycle of their applications and reduce waste. By enhancing durability, reusability, and recyclability, we support efforts to conserve resources and minimize environmental impact over time. Our commitment also includes integrating circular design principles and collaborating with customers to improve end-of-life outcomes for their products.

2024 Strategic Action

Medalist® Thermoplastic Elastomers (TPEs)

We expanded our portfolio with the debut of new medical-grade TPEs designed for biopharmaceutical tubing applications. The Medalist® MD-9000 series offers enhanced durability, which promotes the longevity of the tubing and extends product life. This longer-lasting TPE also reduces maintenance requirements and downtime for our customers in this critical industry. The upside? More efficient operations.



SUSTAINABILITY SPOTLIGHT

A Home for New Ideas

In 2024, we asked: How can we continue to challenge ourselves to think differently, and drive more innovation within Teknor Apex?

In response, we formed the Innovation Council, where stakeholders from across our business align on priorities and build momentum on sustainable solutions. During the council's inaugural year, we undertook a holistic market-mapping study across all six markets we serve. As we work to understand our customers' needs more deeply, we are honing in on these areas:

- Integrated building energy management
- Post-consumer recycled material integration
- Bio-based materials

In line with these priorities, we began work on a sustainable solution in TPV corner molding and started development of a new halogen-free, fire-resistant plenum for the wire and cable industry. The council also identified opportunities for sustainable solutions for data center infrastructure, including wire and cable jacketing, immersion coolants, and additives to improve thermal management capabilities.

"After sensing the market and listening to our customers, the Innovation Council is where we go to invent solutions from inside the business," said Chief Innovation Officer Mike Roberts. "Our efforts grow out of our long history as a sustainability-focused partner with a deep commitment to providing our customers with new materials to help meet their goals."

Collaborators

Association of Plastic Recyclers (APR)

Open Compute Project®

ubq

Operation Clean Sweep®

Vantage Vinyl For a Sustainable Future™

Innovation Through Collaboration

As sustainability issues become increasingly complex, global in nature, and pivotal to success, we understand that Teknor Apex can't make the necessary impact by acting alone. We have found that collaborating across the value chain — whether through industry associations, with suppliers or with startups — helps to foster sustainable innovation by addressing challenges more holistically. This in turn enables us to accelerate our positive impact.

In addition to participating in industry groups, we are partnering with scientists and startups through our Teknor Ventures Group to make meaningful acquisitions and investments in technologies that advance sustainable innovations, such as green chemistries. Our focus is to align with our vision for the future, underpinned by a commitment to doing the right thing.

2024 Strategic Actions

In the spirit of collaboration and transparency across the value chain, we hosted presentations to deliver insights for customers seeking sustainable solutions. Our offerings included:

Battery Electric Vehicle Thermal Management

To advance lightweight solutions in battery electric vehicle (BEV) thermal management, we partnered with our co-host Maillefer (a Davis-Standard company) and collaborated with key industry participants, including Hailide and HENN Connector Group, to deliver a two-week customer seminar series at Maillefer's R&D Center in Switzerland. Aimed at displacing traditional EPDM rubber, the event featured live demonstrations of Sarlink® TPV coolant hose extrusion, technical talks, and discussions on hose design, thermoforming, and long-term coolant compatibility. By bringing together stakeholders across the value chain, we can accelerate the development of lightweight, energy-efficient systems that reduce environmental impact while meeting the complex performance demands of BEVs.

Conversations for Change

At NPE 2024, a global plastics industry conference and exposition attended by more than 15,000 people, we hosted a series of presentations addressing our customers' needs for sustainable innovations. Topics included:

- From Landfill to Leading Edge: Experience the UBQ Revolution
- Sustainable Vinyl Compounds: From the Experts
- The Truth About PVC in Medical Devices
- Navigating the Diverse Landscape of Sustainability in Consumer Goods: Collaborate With Teknor Apex
- Powering the Shift: Material Solutions for the Demanding Requirements of Electrification
- Color With Consciousness: Explore Sustainable Solutions at NPE

Partnerships propel our success as an industry leader and innovator. These are a few of the organizations we collaborate with to drive positive change:

Open Compute Project®

As part of our ongoing focus on sustainable material solutions for data centers, we joined this collaborative community. The group focuses on redesigning hardware technology to efficiently support the growing demands on compute infrastructure.

+Vantage Vinyl™

Again in 2024, Teknor Apex successfully met all the requirements of this industry-wide sustainability initiative that engages companies across the U.S. vinyl value chain. The +Vantage Vinyl mark on our products shows that we achieved third-party verification by GreenCircle Certified to confirm our progress on environmental stewardship, social diligence, economic soundness, communication, and collaboration.


Helping
Communities Thrive

Collaborating for Positive Impact

Guided by our shared values, Teknor employees, customers, and partners contribute together to a thriving society. We are committed to the health and safety of our colleagues and the communities where we live and work. We actively promote a culture of respect, inclusion, and growth throughout our operations and our entire supply chain.

EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

Our top priority is the safety of our employees, contractors, suppliers, and communities. To ensure safe sites, we apply a global, integrated environmental, health and safety (EHS) approach.

Our EHS program complies with robust global safety standards and encompasses continuous risk assessments, communications, and employee training. Our EHS management system helps us to report, identify, track, and implement corrective action plans to improve workplace safety.

Our goal: a zero total recordable incident rate (TRIR).

Our approach to achieve this goal and improve safe working practices and safety risk management includes:

- Incident reporting and tracking
- Targeted risk assessments
- Employee training
- Action item tracking
- Auditing and inspections
- Change management

2024 EHS Performance

In 2024, our TRIR increased by 14% over 2023, from 0.9 to 1.03. However, our TRIR stands at 14% below the industry average of 1.9*. Our total number of reportable hazardous substance releases was zero.

Reinforcing a Safety Mindset With Employees

Continuous safety improvement relies on a combination of education and hands-on training throughout the year.

In 2024, Teknor Apex held monthly EHS training seminars for all employees. Topics ranged from Occupational Safety and Health Administration to home safety. In addition, we regularly shared safety best practices and demonstrations of targeted safe behaviors during employee meetings.



SUSTAINABILITY SPOTLIGHT

Clean and Cool Workspaces

Heat generation is an inherent part of the production process at our facilities. To provide Teknor employees with a more comfortable working environment, we installed cooling rooms at five of our facilities in 2024: California, Georgia, North Carolina, South Carolina, and Texas.

“We’re committed to doing right by our employees,” said Global Senior Director of EHS Mark Segee. “The new stations provide clean and cooler workspaces at our facilities, and ultimately support excellent, timely service for the customers who are counting on us.”

* Source: U.S. Bureau of Labor Statistics, Incidence rates of nonfatal occupational injuries and illness by industry and case types, 2023, Chemical manufacturing, Plastics material and resin manufacturing.

Supporting a Well-Balanced Life

Teknor Apex offers a comprehensive, competitive benefits program to attract and retain top talent. Employees enjoy a range of benefits, which vary by location and comply with local and national law. These include:

Health

- Medical, dental, and vision benefits
- On-site healthcare clinics at select locations
- Medical plans and flexible spending accounts
- Corporate wellness program

Life

- Paid vacation
- Paid holidays
- Family medical leave
- Leave support for military service
- Norman M. Fain college scholarship program (U.S. and Asia)

Development

- Tuition reimbursement
- Internal training programs
- Career development program

Finances

- Life insurance
- Disability

Retirement

- Defined contribution plans

QUALITY MANAGEMENT SYSTEMS

In our commitment to excellence, we adhere to various management standards, including those put forth by the International Organization for Standardization (ISO). Several of our manufacturing sites in the United States, Europe, and Asia have earned the following certifications:

- ISO 14001: Environmental management systems
- ISO 9001: Quality management systems
- ISO 45001: Occupational health and safety
- ISO 50001: Energy management systems

Annual third-party audits ensure ongoing compliance and provide independent verification of our commitment to quality.

PRODUCT STEWARDSHIP

As a highly responsible, trusted manufacturing partner, we work to ensure that our products are safe from development to disposal. Our commitment to safer, more sustainable products helps protect our customers, consumers, and the environment. In 2024, there were no health or safety incidents connected with our products. This marks our best-ever company performance for safe product handling.

Our regulatory affairs department plays a key role in product stewardship. It tracks the ever-changing regulatory environment to ensure that Teknor Apex, the materials we buy, and the products we sell comply with state, federal, and international laws, reporting requirements, and regulatory restrictions.

The regulatory affairs team compiles safety and health information about the raw materials we use, and in turn communicates about any hazards associated with our products. This data informs our safety data sheets and hazard labels, where required. For regulated customer applications, we use system-based formulation controls to ensure that each Teknor Apex product is suitable for the customer's intended use.

SUSTAINABILITY SPOTLIGHT

Heavy Metal-Free Products for a Healthier Environment

In 2024, Teknor Apex removed heavy metal from all of our formulations in all of our global manufacturing facilities. Team members from throughout our company worked together to successfully transition 20 customers and solutions from heavy metal-containing products.

This achievement marks an important step forward in our sustainability journey and contributes to a safer, healthier environment for our customers, our workforce, and the communities where we live.

SUSTAINABILITY SPOTLIGHT

An Extra Helping Hand

Marian Byars had been working as a lab technician in our Brownsville, Tennessee, plant for less than a year when disaster struck. She came home one Saturday in June 2024, to find that her house — which she shared with her two children and her parents — had burned down.

Fortunately, none of the family was injured, but they lost everything to the fire: clothes, toys, food, two freezers full of meat, decades of family mementos ... all of it gone.

Byars and her family found temporary lodging with other relatives, and she started filing insurance claims. She also put out calls for help via social media, but local assistance couldn't keep up with her family's immediate needs.

How would she provide new clothes and personal supplies for her kids? Her son's birthday was coming up fast, but Byars was hard-pressed to give him the basics, let alone gifts and toys.

An Unexpected Gift

That's when Byars approached Teknor Apex for assistance. Brownsville Senior HR Manager Katie Cox moved quickly, inquiring with our Rhode Island headquarters team about the Disaster Relief Fund. The fund is a unique benefit that's made available to employees on a case-by-case basis.

As Byars continued working her shifts, she didn't know that the Teknor HR team was working behind the scenes on her behalf. The next time she visited the Brownsville HR office, Cox was waiting with a check for $10,000. Caught by surprise, Byars broke down in tears. "I wasn't expecting it!" she said. "I've never heard of a company doing something like this for an employee."

There were no photographers on hand to capture the moment, no announcement in the plant. "It was a private event," said Cox. "This was about showing the Teknor spirit of caring and helping an employee through a very tough time."

Vice President of Global Talent Management Michelle LaFlamme agrees. "At Teknor, we truly care about our employees and their well-being," she said. "The Disaster Relief Fund is a special way we can extend our values of integrity and respect by offering an extra helping hand."

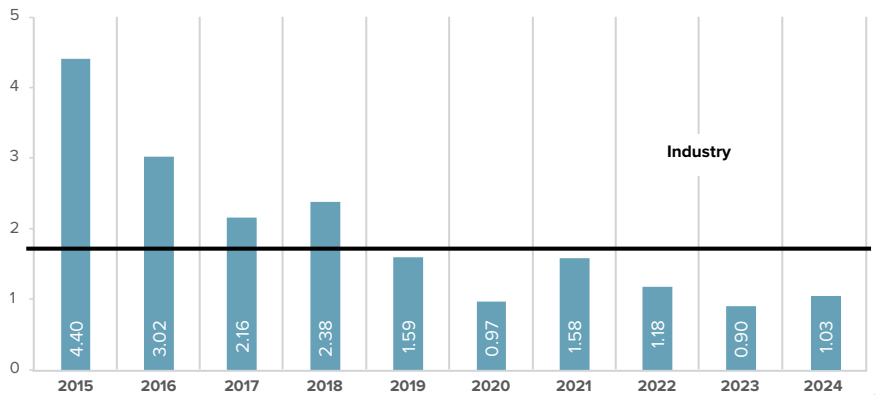
Marian Byars's father retired from Teknor Apex after 14 years in the nylon division. Now, after receiving this gift, which was a complete surprise, Byars plans to follow in her father's footsteps and finish her a career at the company, too. "I'm so grateful for Teknor Apex doing that for me," she said. "That's something I'll never forget."

OUR GOAL >>> **Total Recordable Incident Rate: Zero recordable incidents**

2024 PROGRESS AND ACTIONS

- **Zero** customer health and safety incidents connected with our products
- **Zero** hazardous substance releases
- 5 Sites with **zero recordable incidents**
  - Brownsville, Tennessee (seven years)
  - Suzhou, China (three years)
  - Henderson, Kentucky (two years)
  - Singapore (one year)
  - Saint Albans, Vermont (one year)

Employee Total Recordable Incident Rate
(Number of Incidents X 200,000/Total Hours Worked)



Empowering and Developing Our People

Our success depends on the passion, expertise, and talent of our employees. To grow a high-impact culture, we invest in their development and engagement, equipping them to grow and support our business strategy. We also promote a diverse, inclusive workplace that drives high performance.

A CULTURE OF CONTINUOUS LEARNING

We invest in developing our diverse workforce to bring together the best ideas and talent at every level. An array of internal training and development programs supports this commitment.

Performance Management

All Teknor Apex employees engage in a formal performance management process. Each year, they set goals that align with the company's overall strategic plans. We also assess employees on how they embody our core values and contribute to their teams.

Learning Platforms and Resources

We offer ongoing learning opportunities through our online platform, Percipio. This system features self-paced courses and practical exercises covering a range of topics including leadership, business, technology, compliance, and ethics. In 2024, employees completed 5,992 hours of training through Percipio — more than double the hours logged in 2023. Employees also completed 16,656 hours of industry-specific training.

Development Programs

We actively support employees to acquire new skills, hone their leadership abilities, and expand their professional networks.

- **Leading With Our Values:** In 2024, supervisors, crew leaders, and managers on our operations team continued the Leadership Journey program, which trains them to lead with Teknor Apex's core values.
- **Mentorship Program:** We grew our companywide employee mentorship program in 2024, matching 68 early-career employees with 88 mentors — a 10% increase in the number of participating mentors.

SUSTAINABILITY SPOTLIGHT

Applause and Recognition for Employees

Over the week of March 1, we celebrated Employee Appreciation Day with cookouts and food trucks at every Teknor Apex location in the United States, Europe, and Asia.

New for 2024, we debuted a Team Member of the Month program in our U.S. manufacturing plants. The goal: Recognize teammates who uphold the Teknor core values and consistently go the extra mile for their colleagues. The process starts with peer nominations. The monthly winner, selected by the Teknor HR team, receives CELEBRATE points, a parking spot, a T-shirt, and other Teknor-branded gifts.



Celebrating Employee Accomplishments

Every day, Teknor Apex employees go above and beyond to deliver outstanding results for our clients and each other. Our CELEBRATE program gathers people in a virtual setting to recognize and applaud each other's accomplishments and service milestones. For each recognition moment, employees can earn points that are redeemable for merchandise, gift cards, or donations to a charity of their choice.





Women in Business Group Promotes Inclusion and Empowerment

Launched in late 2023, our Women in Business employee group puts our company values into action with a robust lineup of employee-led events and opportunities. From gleaning information from watching TED Talks to training events, networking coffees, and holiday celebrations, employees gather to promote inclusion, empowerment, and advocacy.

Recent virtual offerings — attended by upwards of 100 employees worldwide — have included watching TED Talks that explored the leadership styles employed by successful women and unpacked the importance of building diverse teams for better decision-making. Following each viewing, Women in Business facilitators organized discussion sessions.

At our Rhode Island headquarters, in-person networking and development events regularly draw up to 40 participants. Both women and men are active in Women in Business, which formed to support women's professional development at Teknor Apex. Together, they continue the legacy of the women whose contributions have helped our business flourish for more than 100 years.

"I see Women in Business as an important tool for employee retention," said Product Manager Alyssa Rohr, a co-founder of the group. "I'm excited to join with other Teknor employees to help provide women with the tools and resources they need to achieve their goals."

SUSTAINABILITY SPOTLIGHT

A Certified Commitment to Transparency

Milestone Achievement of International Sustainability and Carbon Certification (ISCC) PLUS

As we expand our sustainable materials portfolio and shift from virgin fossil resources, we're dedicated to ensuring the transparency and traceability of our raw materials. We know that our customers demand verifiable credentials from us as a trusted supplier.

In support of these efforts, we're proud to have achieved ISCC PLUS certification for products under the Sarlink® TPV and Monprene® TPE brands produced at our sites in Belgium and Germany. ISCC PLUS is a voluntary international standard for fully traceable and environmentally, socially, and economically sustainable supply chains.

"This is another milestone in our continuous commitment to sustainability," said Brian Wojtyna, senior director ESG & ERM. "ISCC PLUS is key to supporting our customers in achieving their sustainability targets by providing them third-party verification that our processes and products align with rigorous sustainability standards."

In 2024, we continued to pursue RecyClass certification for our European sites. RecyClass is a comprehensive, cross-industry initiative that advances plastic product recyclability while promoting the traceability of plastic waste and recycled plastic content in Europe.



A CULTURE OF INCLUSION AND BELONGING

Our commitment to diversity, equity, and inclusion (DEI) grows out of our core values. We celebrate and value the diverse perspectives and experiences that each of our people brings. Every day, we strive to cultivate an inclusive environment where every employee is treated with dignity, fairness, and respect and feels they are able to fully contribute.

A diverse, inclusive workforce helps us to retain and attract top talent. It also equips us to meet the needs of our customers, communities, and other stakeholders. We strive to create a workforce that reflects the communities where we work and live, and to promote diversity at every level of the company.

2024 PROGRESS AND ACTIONS



Diverse Leadership

50% women on our Board of Directors

A diverse board can create more inclusive corporate governance and drive positive outcomes for a company's strategy, culture and business results. Teknor Apex has an equal representation of women and men on our board.



Increasing Racial and Ethnic Diversity

51% employees are U.S. ethnic minorities; of these, **36%** are Black

We aim to build a workforce that reflects the world around us to ensure equitable access to salary and benefits, resources, and advancement opportunities. We hire employees — and support their professional growth — based on individual merits and abilities, regardless of sex, race, age, sexual orientation, national origin, disability, religion, or other protected statuses.



Building Inclusion

Launched first employee resource group

Women in Business formed in early 2024. This group promotes inclusion and develops its members' leadership skills through professional development and networking events.



Creating Opportunity for Under-Represented Workers

Partnering to place candidates with disabilities in our workforce

According to the U.S. Bureau of Labor, workers with disabilities experience an unemployment rate twice that of workers without disabilities. We work with local communities and agencies across our locations to place people with disabilities in our workforce.

EMPLOYEE RESOURCE GROUP

Launched Women in Business, an employee-led resource group that promotes inclusion, empowerment, and advocacy

CULTURE OF CONTINUOUS LEARNING

Employees completed 5,992 hours of training through our online Percipio learning management system — more than double their 2023 hours

MENTORSHIP

Expanded our companywide employee mentorship program, enrolling 88 mentors and 68 mentees

INTERNAL PROMOTIONS

Promoted 81 candidates from within Teknor Apex

FAIR PAY

Our commitment to diversity, equity, and inclusion underscores our commitment to fair pay. We intend to offer pay that's competitive in the marketplace and promotes fairness for all employees. We review compensation information on a regular basis to ensure pay equity.

We also aim to offer equal opportunities to all employees. As an equal opportunity employer, we do not discriminate against any protected status under state or federal laws.

LIVING WAGE

In 2024, we introduced a policy to ensure that every employee of Teknor Apex is paid a living wage: the minimum income required for workers to meet their basic needs, including food, shelter, transportation, healthcare, and other essential services. This policy demonstrates our commitment to the well-being of our employees, sustainable business practices, and the broader community. The policy applies to all Teknor Apex employees, including full-time, part-time, temporary, and contract employees across all locations.

Our commitment includes annual and periodic wage reviews to benchmark against the cost of living and median wage data; benefits packages; employee support and development; and transparency through open dialogue.

At Teknor Apex Company, we believe that paying a living wage is not just an ethical responsibility but also a sound business practice. By ensuring our employees are compensated fairly, we support their well-being, enhance job satisfaction, and contribute to a positive work environment — which ultimately drives our business success and sustainability.

HUMAN RIGHTS

Our commitment to human rights is reflected in our policies, which aim to prevent illegal labor practices. These global policies cover worker health and safety; prevention of discrimination, harassment, and retaliation; DEI; fair wages; working conditions; work hours; freedom of association; and child labor protections. We support compliance with legislation that protects workers from exploitative employers in all jurisdictions where we operate. Our commitment is also reflected in our Code of Conduct and Supplier Code of Conduct.

We expect our suppliers to uphold human rights and reduce environmental impact.



Our Supplier Code of Conduct is modeled on, and contains language from, the Electronic Industry Code of Conduct. In preparing the code, we used recognized standards such as the Universal Declaration of Human Rights, and standards issued by organizations such as the International Labour Organization (ILO), Social Accountability International, and the Ethical Trading Initiative as references. We require that suppliers implement the code.

We verify product supply chains and support the efforts of the ILO's efforts to establish guidelines for reliable data on forced labor and trafficking of adults and children, including profiles of victims and risk factors. This data helps us monitor the business practices of our suppliers. In 2024, we conducted four supplier site audits based on risk assessments provided by our procurement and quality teams.

Employees receive training at the time of hire and materials outlining the company's expectations for upholding human rights. All employees and contractors worldwide must discourage illegal labor practices and report any abuses to the company immediately.

Strengthening Our Communities

Giving back is core to the Teknor Apex culture. We know that a thriving business is inextricably linked to resilient, healthy communities. Our employees magnify our impact by volunteering where we live and work.

Murray Community Outreach (MCO) Program

Named after our former president, William J. Murray, this employee-led volunteer program is the cornerstone of our community engagement efforts.

Through the MCO program, full-time employees may request up to eight hours of annual paid time off — and four hours for part-time employees — to volunteer at a nonprofit organization. In 2024, employees organized food drives, pitched in on Earth Day cleanup events, planted trees, and supported young learners with school supplies. At our U.S. sites, 43 employees dedicated 234 hours to support their local communities.

Norman M. Fain College Scholarship Program

We help develop tomorrow's workforce by supporting the pursuit of higher education. Available to employees' children, our Norman M. Fain College Scholarship Program offers annual scholarships for full-time study at an accredited institution of the student's choice. In 2024, 10 children of Teknor Apex employees each received a $2,500 scholarship for higher education.



Partnering for Community Impact

We support several organizations in our communities through volunteer efforts and financial donations from Teknor Apex and our employees. Together, we partner to address critical social and environmental needs.

- Our commitment to United Way of Rhode Island stretches back nearly 100 years. Grounded in a history of service and philanthropy, Teknor Apex has raised hundreds of thousands of dollars for the nonprofit through workplace giving campaigns. We also partner with the United Way of Greenville County in South Carolina and the United Way of West Tennessee.
- We continued our partnership with the Arbor Day Foundation to help plant trees in sensitive ecological areas in the United States. For every person who had their badge scanned at our trade show booths, we arranged to have a tree planted in their honor.

> "Sustainability is embedded in the Teknor Apex purpose. Our partnership with the Arbor Day Foundation is a powerful expression of our shared values as we build positive, long-lasting impact in some of North America's most critical natural habitats."
>
> **Jess Mangiapane, Senior Manager, Corporate Brand**

SUSTAINABILITY SPOTLIGHT

The Power of Partnership: Arbor Day Foundation

As part of our commitment to global stewardship, we partner with the Arbor Day Foundation. We're dedicated to helping fulfill the nonprofit's mission to inspire people to plant, nurture, and celebrate trees.

Here's how the partnership works: Whenever a person visits a Teknor Apex booth at a trade show and gets their badge scanned, we plant a tree in their honor! Since 2022, we've helped the Arbor Day Foundation to plant more than 12,700 trees in Michigan, Florida, and California with measurable impact.

"We're pleased to join forces with Teknor Apex to plant trees in forests and communities that are most in need," said Dan Morrow, vice president, partnerships, at the Arbor Day Foundation. "Our partnership mobilizes meaningful resources to help shape a better future for everyone."

In 2024, our joint efforts included:



Arbor Day Foundation

EGLIN AIR FORCE BASE FLORIDA PANHANDLE

This sprawling military training ground is home to the largest remaining contiguous stand of longleaf pine trees in the world. Once the dominant tree of the South, the longleaf pine provides habitat to animals such as the red-cockaded woodpecker, and the gopher tortoise. We're proud to contribute to restoration efforts to keep this land thriving for generations to come.

ENVIRONMENTAL BENEFITS*

IMPACT OVER 40 YEARS

1,376
METRIC TONS
CO_2 AVOIDED/SEQUESTERED

6.74
METRIC TONS
AIR POLLUTION REMOVED

234,566
GALLONS
AVOIDED WATER RUNOFF

PROJECT HIGHLIGHTS

8.5
ACRES REPLANTED THIS YEAR

2,500
ACRES REPLANTED THIS YEAR

1
TREE SPECIES
LONGLEAF PINE

HURRICANE MICHAEL RECOVERY FLORIDA PANHANDLE

In 2018, this Category 5 storm destroyed entire forests and laid waste to the livelihoods — and conservation legacies — of local landowners.

Work is underway to reestablish the tree canopy and the many lives it supports. We're helping to replant three important species: the slash pine, longleaf pine, and loblolly pine. These trees provide critical habitat for a variety of rare, threatened, and endangered species including the gopher tortoise, indigo snake, and red-cockaded woodpecker.

ENVIRONMENTAL BENEFITS*

IMPACT OVER 40 YEARS

2,025
METRIC TONS
CO_2 AVOIDED/SEQUESTERED

5.75
METRIC TONS
AIR POLLUTION REMOVED

73,378
GALLONS
AVOIDED WATER RUNOFF

PROJECT HIGHLIGHTS

3
ACRES REPLANTED THIS YEAR

2,500
ACRES REPLANTED THIS YEAR

3
TREE SPECIES
SPLASH PINE, LONGLEAF PINE, & LOBLOLLY PINE

*Benefits derived from iTree, a peer-reviewed software suite developed by the USDA Forest Service

Cultural Awareness Committee

This dynamic group formed in 2023 with a mission to better represent the cultures and heritages that comprise our global Teknor team. By recognizing and celebrating culturally significant holidays, we aim to educate our Teknor Apex colleagues about meaningful traditions and practices around the world.

Here are some of the many holidays we recognize at Teknor Apex:

United States

- Asian American and Pacific Islander Heritage Month
- Black History Month
- Hispanic Heritage Month
- Juneteenth
- Martin Luther King, Jr. Day
- Memorial Day
- Thanksgiving
- Veterans Day

Asia

- Lunar New Year
- National Day of the People's Republic of China
- Singapore National Day

Global

- Christmas Day
- Diwali/Deepavali
- New Year's Day





Pushup Challenge to Support Veterans' Mental Health

With a significant percentage of military veterans and their family members in our company ranks, the U.S. Veterans Day holds an important place in our hearts.

In 2024, we promoted a pushup challenge inspired by the nonprofit Mission 22's work on suicide prevention in the military community. From Tennessee to China, more than 100 Teknor Apex employees took on the challenge to perform a total of 22 pushups during the week of November 6-11. Whether classic pushups, a standup "wall" version, or somewhere in between, participants posted their pushup efforts to honor veterans and raise awareness about their mental health.



Black History Month: Showcasing Excellence

Throughout February 2024, we recognized Black leaders, including Teknor Apex employees, for their important contributions to our shared culture and success.

We showcased both employees and public figures in our internal and external communications, with an emphasis on Black accomplishments in science, technology, and engineering. During Black History Month, we also highlighted Black excellence through content on the digital signs at our manufacturing plants.

A HOLIDAY SPIRIT OF CARING

Giving back is core to the Teknor Apex culture. Each December, our employees step up their efforts to support the communities we call home.

Pawtucket, Rhode Island: Children's Friend

At our headquarters, our team partners with a local nonprofit called the Children's Friend, which serves struggling area families. Each year, the organization provides us with the names of 75 children, along with their Christmas wish lists. Their dreams might include anything from books, bikes, coats, gift cards, hats, video games, clothes, and more.

In turn, 50-60 Teknor employees add these items to their Christmas shopping lists. Throughout the month of December, their purchases collect in the lobby of our headquarters. It makes for a festive and highly anticipated annual display. As Christmas approaches, we load up a Teknor box truck and deliver the gifts to Children's Friend — sometimes complete with a driver in a Santa Claus costume. Employes also volunteer at the nonprofit to sort and prepare gifts to be distributed to families.

"We're proud of our longstanding tradition with Children's Friend," said Executive Administrative Manager Suzanne Williams. "It's a meaningful way to put the Teknor spirit of caring into action."



Teknor Apex employees contributed gifts to struggling Rhode Island families through the Children's Friend.

Brownsville, Tennessee: Christmas Angels

In our Brownsville facility, holiday giving is a year-round team effort supported by every department in the facility. Teknor employees organize events — bake sales, burger cookouts — to raise money for a program called Christmas Angels. In 2024, the fundraisers yielded almost $10,000 to help local families create happier holidays.

To identify Christmas Angels — children who will receive gifts — Teknor Apex joins with Haywood County schools to identify 70 families in need. Each student creates two separate lists: needs and wants. Needs might include toothbrushes and toiletries, coats and gloves. In the "wants" category, there's everything from Xboxes to scooters to dolls.

Armed with those lists, the Teknor team swings into action with after-work shopping expeditions powered by intense teamwork. "It's a lot of work, a lot of stress every year — are we going to make it happen?" said Senior HR Manager Katie Cox.

Teknor-provided Christmas gifts go directly to parents so that they can spend special time at home with their children. In the midst of last year's chaotic gift drop-off at the schools, Cox reflected on Teknor's deep commitment to the places we live and work. "We've been in Brownsville for over 50 years," she said. "We're a cornerstone of the community, with a long history of partnering to help create a better future for everyone."





Our Brownsville, Tennessee, team raised money and purchased Christmas gifts for 70 local children and their families.

A TRADITION OF GIVING BACK

Every December, Teknor Apex leaders both past and present spend a day distributing holiday baskets to Teknor families at each of our North American locations. Each gift contains an entire meal: turkey, bread, vegetables, stuffing mix — the works!

Known as Turkey Basket Day, this tradition began with the founders of our company. It has since grown into a beloved annual celebration that celebrates current and retired Teknor employees and the communities where they live.

> "They're all here because they all want to be part of something that is really special."
>
> **Ray Rockefeller, Director of Data Privacy**













SUSTAINABILITY SPOTLIGHT

100-Year Anniversary Celebrations

In 2024, Teknor Apex marked a century as a global, family-owned business. We've built our legacy on strong partnerships and a deep commitment of service to our customers and communities, with a spirit of innovation and integrity from our people. Here are a few ways we came together to celebrate this important milestone.

Cookouts and Parties

From Singapore to Southern California, celebrations erupted at all our global locations.

Extra Paid Time Off

In honor of our century of shared success, every Teknor Apex employee received an additional day off with pay in 2024.

2024 Special Matching Donations

To celebrate our anniversary, we created a year-long giving program for 2024. Teknor Apex matched employees' charitable contributions (up to $100 per person) to nonprofit organizations of their choice. And for every four hours of time that an employee volunteered, the company donated an additional $100 on their behalf.

> "I have always been extremely proud of the work our teams have done through the Murray Community Outreach Program. In our 100th year, we wanted to make an even bigger impact on our communities through our helping hands and financial support."
>
> **Jonathan Fain, Chairman of the Board of Directors & Former CEO**

2024 PROGRESS AND HIGHLIGHTS

To celebrate our centenary, we **matched employees' charitable donations up to $100** per person in 2024

In partnership with the Arbor Day Foundation, we helped plant trees in critical habitat areas in California, Florida, and Michigan, **planting nearly 13,000 since 2022**.

All employees received an additional **eight hours of paid time off** in honor of our 100-year anniversary

Operating With Accountability and Transparency

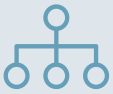


Leading With Our Values

We base our business practices on our core values of integrity, respect, and accountability, to name just a few. These are central to both our operations and our identity as a trusted industry partner, employer, and supplier. Our dedication to strong governance plays a crucial role in ensuring our company thrives in the long term and our impact is positive in the communities where we live and work.

BOARD GOVERNANCE

Effective Board governance strengthens resilience, reduces risks, and drives sustainable long-term results and growth.



Board Structure and Oversight

Our Board of Directors provides overall oversight of Teknor Apex's management team, business strategies, and associated risks and opportunities. Considering the interests and feedback of our shareholders, the Board advises our CEO and executive leadership team on the company's strategic direction.

As part of its regular agenda, the Board frequently addresses key environmental, social, and governance issues. These discussions include management's input on topics such as environmental sustainability in our operations, sustainable product offerings in our portfolio, plastic waste, leadership succession, data privacy, and other matters that impact people and planet.



Board Independence and Diversity

Teknor Apex has a Board of Directors with diverse perspectives, skill sets, and experience. Of our six directors, 50% are independent, and 50% are women.

Jonathan D. Fain, our former CEO, chairs our Board. He brings extensive expertise to this role, which he took over from his father. With more than 50 years of experience as CEO and in the industry, Fain is exceptionally qualified to lead the Board's governance and oversight of Teknor Apex's strategy.

CEO Donald Wiseman also is a Board member, acting as liaison to management.



Management Oversight of Sustainability

At the management level, our chief sustainability officer develops and implements the company's sustainability strategy in collaboration with the CEO. This includes regular reporting and discussions on key topics with our CEO, senior executives, and other managers. Each of Teknor Apex's sites and businesses plays an active role in identifying opportunities, managing risks, and advancing the company's sustainability goals. These efforts include developing circular and low-carbon solutions and reducing the company's Scope 1 and 2 emissions.

A dedicated senior director helps bring together the functional expertise and skills needed to achieve our sustainability objectives, oversee our enterprise risk management, and provide transparent reporting on our progress and results.

Stakeholder Engagement

We engage regularly with a wide variety of stakeholders, including customers, partners, employees, and suppliers. To help identify the environmental, social, and governance topics most important to our stakeholders, we regularly listen to and engage with our stakeholders through both internal and external channels. The following are examples of how we engage:

Stakeholders	How We Engage	Why We Engage
EMPLOYEES	• Face-to-face meetings with supervisors • EHS meetings • Employee intranet • Performance reviews • Recognition programs • Annual sustainability report	Engage employees on business and sustainability strategy; reinforce mission and values; prioritize company culture; communicate learning and development opportunities; emphasize safety and well-being; enhance employee experience
CUSTOMERS	• Trade shows and industry events • Customer-facing employees • Social media and corporate website • Webinars • Annual sustainability report	Share up-to-date industry information; learn about needs and goals around sustainable innovation; discuss capabilities; generate ideas for innovation; demonstrate commitment to sustainable practices
COMMUNITIES	• Meetings and collaborations with nonprofits, local governments, economic development groups, academia, and others • News monitoring • Employee volunteerism • Website • Social media • Annual sustainability report	Understand community needs; identify opportunities to amplify positive impact; transparently share progress and performance
SUPPLIERS	• Supplier Code of Conduct • Industry associations or initiatives • Supplier-facing employees • Annual sustainability report	Help establish a framework for sustainable and ethical practices in our value chain; reinforce responsible and sustainable processes; find opportunities to collaborate for positive impact
INDUSTRY ORGANIZATIONS	• Shared initiatives and partnerships • Association meetings • Websites • Social media	Keep current with industry trends, risks, and opportunities related to sustainability; share best practices; discuss opportunities to partner for greater impact
GOVERNMENTS/ REGULATORS	• Product stewardship • Legal and regulatory departments	Compliance with laws and regulations; transparency
BUSINESS STAKEHOLDERS	• News releases • Annual sustainability report	Link sustainability to long-term value; demonstrate commitment to sustainable practices; build confidence by regularly and transparently reporting sustainability milestones and metrics

Affiliations and Memberships

Collaboration across our industry is essential for generating actionable insights and navigating the risks and opportunities arising from society's transition to a more sustainable world. Our affiliations and memberships include:

- Association of Plastic Recyclers
- Open Compute Project®
- Operation Clean Sweep®
- Plastics Industry Association
- National Association of Manufacturers
- Vinyl Institute



Acting Ethically and With Integrity Every Day

For over a century, our success has been grounded in a reputation for doing what's right. Ethical behavior is at the core of our identity and shapes the way we operate. We care about more than achieving results. We care about how we achieve them. We expect every employee to take responsibility for acting with integrity and to hold their colleagues to the same standard. We do not tolerate unethical conduct or violations of the law.

ETHICS POLICY

Our Ethics Policy reinforces the integrity of our actions. It serves as the foundation for every business decision we make and reflects our commitment to building strong, trustworthy relationships with employees, customers, suppliers, partners, and the communities we serve.

The policy sets clear expectations for ethical behavior and responsible conduct. It offers guidance on avoiding conflicts of interest, maintaining respectful and inclusive workplaces, and handling professional relationships, gifts, and courtesies appropriately. It also addresses standards related to quality, environmental health and safety, and honesty in accounting and marketing.

New employees receive training on the Ethics Policy, which is included in our employee handbook. We also require our suppliers to uphold high standards of ethical conduct. Our Supplier Code of Conduct outlines expectations around labor practices, human rights, health and safety, environmental responsibility, and ethical business practices.

REPORTING CONCERNS

We foster a culture where open, honest communication is the norm. Employees are encouraged to speak up if they notice potential violations of company policies or legal requirements. Concerns should be reported directly to a supervisor, manager, or Human Resources.

Employees, contractors, and suppliers may also contact our confidential, third-party helpline — EthicsPoint — available 24/7. Every report is taken seriously. We investigate all allegations thoroughly and take corrective action when necessary.



NON-RETALIATION

We do not tolerate retaliation against anyone who raises a concern in good faith or participates in an investigation. Retaliation contradicts our values and will result in disciplinary action, up to and including termination.

> "When you treat employees with respect, success follows."
>
> **Jonathan D. Fain, Chairman of the Board of Directors & Former CEO**




TA
TEKNOR APEX