2024

Sustainability Brief

Technimark

Sustainability Starts with Us

Last year, we announced bold 2030 sustainability goals grounded in our commitment to People, Planet, and Product. With the release of our 2024 Sustainability Brief, we're proud to share the progress we've made – and the people powering it. Across our global operations, meaningful change is underway, driven by the belief we've long held true: **sustainability starts with us.**

This belief came to life in new ways through the launch of our Shared Value Plan, which reinforces that our people are at the center of Technimark's long-term success. By encouraging an ownership mindset, we're empowering employees to take initiative – solving problems, seizing opportunities, and leading improvements in safety, quality, and efficiency as if the company was their own – because it is. This culture of shared responsibility is also central to advancing our sustainability goals. From innovations on the manufacturing floor to community engagement, our teams are leading the way – proving that sustainability starts with us and impact multiplies when ownership is shared.

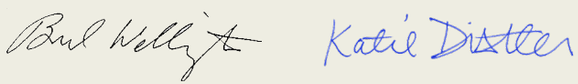
At the same time, the world around us continues to change. As global expectations rise and environmental urgency grows, our strategy remains focused and forward-looking. In 2024, Technimark was awarded a Gold Medal from EcoVadis, placing us in the top 3% of companies worldwide for our performance in environment, labor and human rights, ethics, and responsible sourcing. It affirms that we're not just keeping pace – we're helping set the pace.

We also made meaningful progress toward our climate goals. Since 2021, we've reduced our Scope 1 and 2 market-based emissions by 30% and, in 2024, we finalized our Scope 3 target. Recognizing the importance of aligning with the strongest standard for climate action, we also publicly committed to submitting our Scope 1, 2 and 3 targets to the Science Based Targets initiative for validation.

Our teams are driving results on the ground. All sites adopted new KPIs for energy, water and waste. Seven of 11 Technimark manufacturing sites now divert at least 85% of waste from landfill, incineration or waste to energy, advancing us toward our goal of Zero Waste certification. Our recycling facility, Wellmark, earned ISCC+ certification for using traceable, sustainably sourced materials and supporting lower carbon emissions, and recorded a 15% increase in the production of post-consumer recycled resin since 2021.

We also deepened our investment in people. In 2024, Technimark was named one of America's Greatest Workplaces – overall, and for Diversity and Women – by Newsweek. Engagement scores far exceeded industry benchmarks and Employee Resource Groups grew by 50%. And, most importantly, the safety and wellbeing of our employees remained our number one priority. Our Total Recordable Incident Rate of 0.5 far surpassed the industry average. Complacency is not an option.

Sustainability starts with us – in how we lead, how we work, and how we care for one another and the world around us. Together, we're building a stronger Technimark and driving progress that reaches far beyond our walls. Because when we take ownership, we create impact. And when we act with purpose, we make what makes life better—for everyone.



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Brad Wellington
President & CEO

Katie Distler
Chief Sustainability Officer

> “The most critical component in our growth and success is the focus on building the best team in the industry. From our inception, we recognized that it’s our people and culture of collaboration that makes us special.
> We look forward to growing and developing together with people that share our values around creating an empowered organization.”
>
> **Brad Wellington**, President & CEO, Technimark

About Technimark

Technimark is a technology-focused solutions provider serving the world’s leading companies with high-value injection-molded packaging and components for healthcare, consumer packaging, and industrial markets. With a relentless focus on integrity, innovation, sustainability, and reliability, Technimark partners with customers across the globe to deliver solutions and products that enhance and improve life.

In the 40 years since its founding, Technimark has continued to expand from its headquarters in Asheboro, NC to a global footprint of 12 sites, and two subsidiaries, in 6 countries. With over 4,000 employees, our success is due to a culture of collaboration enabled by the dedication and ingenuity of our people who make Technimark what it is today.

Every employee at Technimark is an owner, taking charge of their responsibilities and sharing in the success of our business through the Shared Value Program. Through this program, our team is invested in creating positive change and actively engaged in serving our customers, delivering world-class products, and enabling business growth.

Technimark is defined by its values. We are charged not only by the values we hold but our own responsibility to cherish and invest in the communities we are a part of and the world in which we live.

CORPORATE INFORMATION

Founded	Headquarters	Employees	Manufacturing Sites	Market Segments
1983	Asheboro, NC	4,073	12 sites and 2 subsidiaries in 6 countries	Healthcare, Consumer Packaging, & Industrial

Our 2030 Ambition

Technimark's comprehensive sustainability strategy aligns with the UN Sustainable Development Goals through three core pillars. Our ambitious 2030 targets will evolve as we implement rigorous progress tracking and push beyond our initial commitments. Significant milestones this year are the setting of a Scope 3 emissions reduction target and the submission of all Scope 1, 2 and 3 targets to the Science Based Targets initiative for validation.

People

Employee Engagement and Belonging

Foster a globally diverse and inclusive culture that empowers our people and drives high performance

- **Fully Engaged Workforce:** Achieve an 80% or greater Engagement Index Score on our annual Employee Engagement Survey
- **Truly Inclusive Workplace:** Achieve a 90% or greater Inclusion Index Score on our annual Employee Engagement Survey
- **Gender Diversity:** Management and leadership teams represent the gender diversity of our global footprint
- **Ethnic and/or Racial Diversity:** US-based management and leadership teams reflect the diverse communities in which we operate

Responsible Sourcing

Align with partners who share our high standards of business ethics

- Operate world class facilities with the highest environmental and social standards
- Ensure suppliers operate in full compliance with our Supplier Code of Conduct

Planet

Climate Impact and Waste Reduction

Minimize our environmental impact by leveraging efficiency

- **Greenhouse Gas Emissions:** Reduce Scope 1 and 2 emissions 42% from a 2021 baseline
- **Greenhouse Gas Emissions:** Reduce Scope 3 emissions 30% by 2032 from a 2021 baseline*
- **Waste:** Achieve Zero Waste certification at the majority of our global manufacturing sites
- **Recycled Resins:** Increase our recycling business' production of post-consumer recycled resin 30% from a 2021 baseline

* *Scope 3 categories included: Purchased Goods and Services, Upstream Transportation and Distribution, Waste, Further Processing of Sold Products, End of Life*

Product

Sustainable Product Design and Innovation

Be the sustainable supplier of choice for our partners and leverage external partnerships to advance sustainability and circularity in our industry

- **Product Content:** Ensure greater than 75% of the solutions in our consumer packaging and proprietary lines are recyclable, refillable, reusable, and/or contain recycled content
- **Product Design:** Lead sustainable design in healthcare by offering sustainable solutions for the majority of products we manufacture
- **Substances of Concern:** Eliminate substances of concern in all products and manufacturing processes where possible

VISION: To create value for our customers and the world around us by designing and manufacturing solutions that improve the lives of people while protecting the planet.

2024 Progress

People

Employee Engagement and Belonging

Target	Progress
Fully Engaged Workforce: Achieve an 80% or greater Engagement Index Score on our annual Employee Engagement Survey	73%
Truly Inclusive Workplace: Achieve a 90% or greater Inclusion Index Score on our annual Employee Engagement Survey	80%
Gender Diversity: Management and leadership teams represent the gender diversity of our global footprint	26%
Ethnic and/or Racial Diversity: US-based management and leadership teams reflect the diverse communities in which we operate	17%

Responsible Sourcing

Target	Progress
Operate world class facilities with the highest environmental and social standards	Technimark maintains ISO 14001 certification at 7 of 10 manufacturing sites. Five sites have also completed SMETA audits or Sedex self-assessments to evaluate labor, human rights, and safety practices. In 2024, we joined the UN Global Compact's Business and Human Rights Accelerator to enhance our due diligence and reinforce our commitment to top-tier environmental and social standards.
Ensure suppliers operate in full compliance with our Supplier Code of Conduct	We strengthened our Supplier Code of Conduct and partnered with a leading third-party platform to enhance how we manage environmental, social, and ethical risks in our supply chain. Locally, sites are advancing risk-based audits, with our Mexico team completing in-person audits for 53% of targeted suppliers from 2023 to 2024.

Planet

Climate Impact and Waste Reduction

Target	Progress
Greenhouse Gas Emissions: Reduce Scope 1 and 2 emissions 42% from a 2021 baseline	30%
Greenhouse Gas Emissions: Reduce Scope 3 emissions 30% by 2032 from a 2021 baseline*	23%
Waste: Achieve Zero Waste certification at the majority of our global manufacturing sites	Global initiative launched for sites to prepare for certification. Pre-certification, through the TRUE zero waste certification program, is underway at Plant 1 in Asheboro, North Carolina
Recycled Resins: Increase our recycling business' production of post-consumer recycled resin by 30% from a 2021 baseline	15%

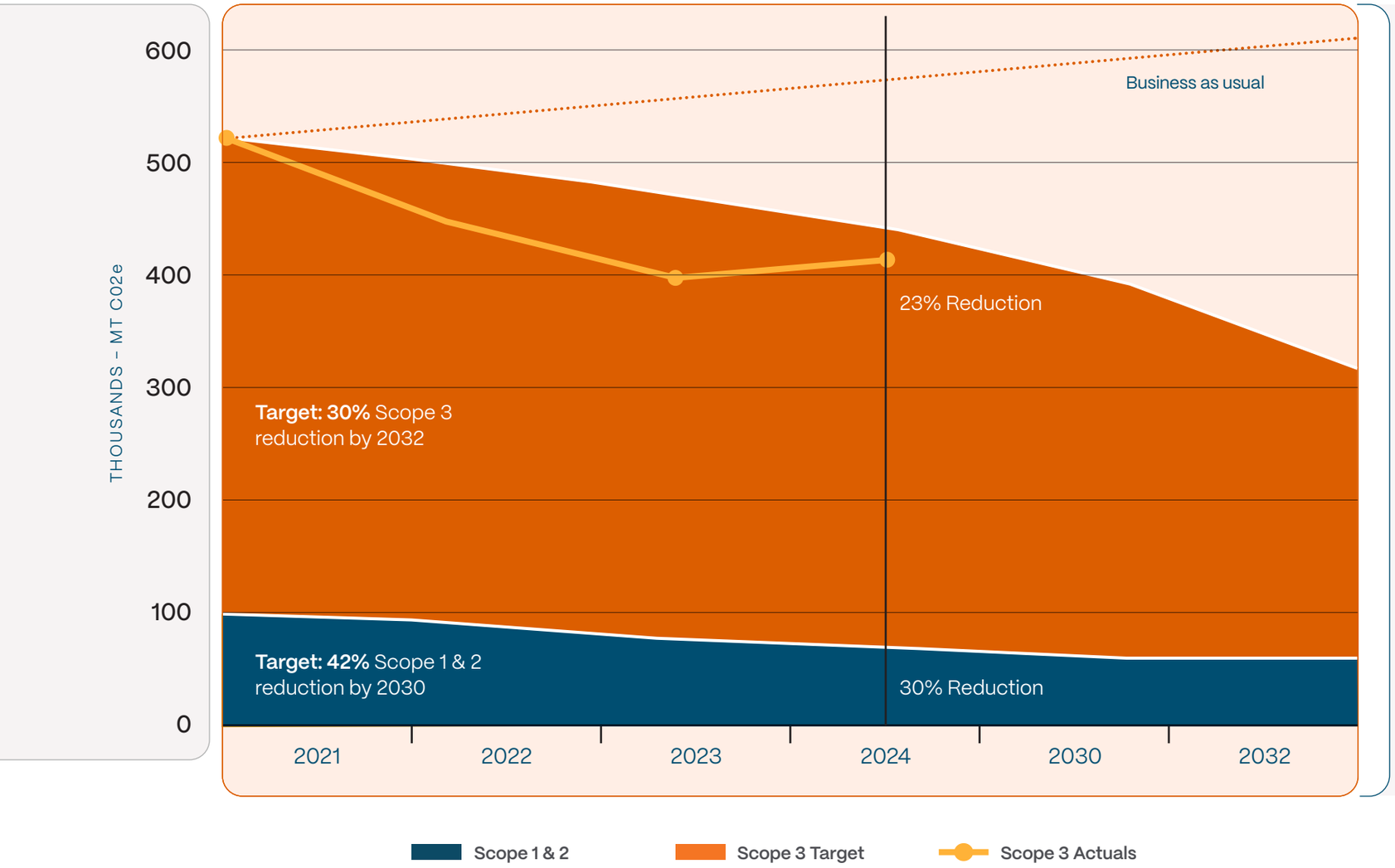
* *Scope 3 categories included: Purchased Goods and Services, Upstream Transportation and Distribution, Waste, Further Processing of Sold Products, End of Life*

Product

Sustainable Product Design and Innovation

Target	Progress
Product Content: Ensure greater than 75% of the solutions in our consumer packaging and proprietary lines are recyclable, refillable, reusable, and/or contain recycled content	53%
Product Design: Lead sustainable design in healthcare by offering sustainable solutions for the majority of products we manufacture	In 2024, Technimark initiated multiple efforts to incorporate reusable bulk packaging of molded parts for transport to our customers. Overall reductions in packaging material were also achieved by increasing part quantity per carton.
Substances of Concern: Eliminate substances of concern in all products and manufacturing processes where possible	In partnership with our customers and suppliers, Technimark is driving multiple strategic initiatives to identify and validate PFAS-free alternative films, resins, and greases. This approach is integrated with our stewardship protocols during new product development and continuous assessment of existing product portfolios.

Decarbonization Roadmap to 2032



Milestones

2022

Technimark sets science-aligned Scope 1 & 2 reduction target. Scope 1 emissions represent just 3% of our combined Scope 1 and 2 market-based emissions. As a result, our primary focus for emissions reductions in our direct operations has been Scope 2, specifically electricity usage.

2023

Technimark implements energy efficiency KPIs for all manufacturing sites & strategic purchasing of renewable energy. Over the next five years, our KPIs will evolve to maximize energy efficiency, increase renewable energy purchasing, and take advantage of on-site solar generation.

2024

Technimark sets science-aligned Scope 3 reduction target and develops supply chain decarbonization roadmap that reflects the core of Technimark's sustainability strategy: offering sustainable solutions to our customers and building collaboration throughout the supply chain. Our strategy will drive reductions in purchased goods and services, upstream transportation & distribution, waste, further processing of sold products and product end of life.

Success Stories

Commitment to Safety: 2024 Global Achievements

The health and safety of our employees is our number one priority — day in and day out. Technimark and subsidiary Accuchrome plants in Asheboro, North Carolina, received the NC Department of Labor's Gold Award for outstanding safety and health efforts that resulted in a substantial reduction of injuries and the promotion of safer working conditions.

Other notable achievements at Technimark plants worldwide:

- 2 years without recordable injuries in Reynosa, Mexico
- 2 years without recordable injuries in Mexicali, Mexico
- 1 year without recordable injuries in Bajio, Mexico
- 7 years without a lost time accident in Juarez, Mexico
- 3+ million hours without a lost time accident at Plant 1, Asheboro, North Carolina
- 2.2 million hours without a lost time accident at Plant 3, Asheboro, North Carolina
- 1.2 million hours without a lost time accident at Plant 5, Asheboro, North Carolina

Advancing Sustainable Building Excellence with BOMA BEST Certification

Technimark operations in Reynosa and Juarez, Mexico, have earned BOMA BEST Silver certification for sustainable buildings. As North America's leading environmental assessment and certification program for existing buildings, BOMA BEST recognizes excellence in energy efficiency, environmental management, and overall performance. This achievement underscores our team's dedication to operational efficiency and environmental stewardship.

Empowering Voices, Strengthening Engagement

Every year, Technimark conducts an Employee Engagement Survey gathering confidential feedback from our global workforce. In 2024, more employees let their voices be heard with participation increasing to 88%, up from 84% in 2023. Our overall Engagement Score held steady at 73%, significantly exceeding the 62% manufacturing industry benchmark. Demonstrating our commitment to acting on employee feedback and fostering an inclusive and engaging workplace, our Inclusion Score rose from 74% in 2023 to 80% in 2024.

Technimark's Internal Recycling Business Achieves ISCC+ Certification for Sustainable Recycled Resins

Wellmark, a subsidiary of Technimark, is our full-circle plastic recycler that turns waste into top-quality raw materials to be used again and again, as part of our commitment to a circular economy. To enhance transparency and accountability, Wellmark maintains ISCC+ certification, which verifies compliance with stringent ecological and social sustainability standards, greenhouse gas emissions reductions, and supply chain traceability.

Zero Waste Pre-Certification Kicks-off in Asheboro, NC

We hate waste. As part of our global goal for the majority of Technimark plants to become Zero Waste certified by 2030, Plant 1 in Asheboro, North Carolina, has launched an ambitious project to achieve pre-certification to the TRUE Zero Waste standards.

Working across functions, the team is improving sorting procedures, rolling out new training, and collaborating with vendors to minimize waste generation and disposal while maximizing recycling where possible.

Advancing Renewable Energy Across our Global Footprint

Technimark's Suzhou, China site completed a rooftop solar installation in partnership with the local government, eliminating an estimated 780 tons of carbon emissions annually.

Our Longford, Ireland site is exploring expansion opportunities following its 2022 rooftop solar installation. A solar project is underway in Reynosa, Mexico, with additional feasibility studies in progress globally.

These efforts support our strategy to reduce reliance on purchased electricity and cut operational emissions.

Partnerships

Addressing plastic waste demands more than operational improvements – it requires industry leadership. Technimark partners across the plastics value chain establishing standards and practices that ensure consumer confidence and advance sustainability and product circularity in our industry. Our unique blend of capabilities – from innovation and design to decades of experience with mechanical recycling – allow us to bring scalable solutions to our clients and serve as a model for other programs.

We actively contribute to the Association of Plastic Recyclers (APR), the Healthcare Plastics Recycling Council (HPRC), and ASTM International working groups. Recently, Technimark also participated in an Ellen MacArthur Foundation co-design project, joining industry leaders to create a common vision for a circular economy for healthcare.

In 2024, we began a new partnership with EcoVadis to strengthen our responsible sourcing program, managing environmental, social, and ethical supply chain risks. As a UN Global Compact signatory, we implement its Ten Principles into strategies and operations, and are committed to respecting human and labor rights, safeguarding the environment, and working against corruption in all its forms. We publicly report our progress annually.

“Our leadership in organizations like APR and HPRC isn’t just about participation—it’s about harnessing collective expertise to solve plastic sustainability challenges that no single company could address alone. Technimark has been a member of APR for twelve years, actively working with industry partners to create the APR Design Guide, the essential document used to determine recyclability of plastic packaging. We used this experience to help HPRC identify barriers in healthcare recycling. These partnerships amplify our impact, helping reshape how sustainability and circularity are approached in the markets we serve.”

Tom Frantz, Director of Advanced Materials Development

OUR PARTNERSHIPS

HPRC HEALTHCARE PLASTICS RECYCLING COUNCIL

ASSOCIATION OF PLASTIC RECYCLERS

ecovadis

UN GLOBAL COMPACT

Performance Ratings & Recognition

EcoVadis

Technimark has completed an annual EcoVadis assessment for the last seven years to showcase our environmental, social, and governance performance to our customers.

In 2024, Technimark was awarded a Gold Medal, scoring in the top 3% of all rated companies worldwide and the top 2% of all rated companies in our industry.

Carbon Disclosure Project (CDP)

Technimark has voluntarily disclosed to CDP on an annual basis since 2016, achieving a score of B for both Climate and Water in 2024.

Giga Guru

Technimark has achieved Giga Guru status through Walmart's Project Gigaton, which aims to reduce global value chain emissions by one billion metric tons. This recognition reflects our ambitious climate goals, our pursuit of SBTi validation, and our strong program for tracking and reporting emissions reductions.

Newsweek Awards

Technimark has earned *Newsweek's* "America's Greatest Workplaces" for two consecutive years, its "America's Greatest Workplaces for Diversity" award for three consecutive years, and its "America's Greatest Workplaces for Women" for two consecutive years. These recognitions reflect our ongoing commitment to creating an inclusive workplace culture where all employees can thrive and contribute their unique perspectives, driving both innovation and sustainable growth.

READ THE STORY

America's Greatest Workplaces 2024 – Newsweek Rankings ↗

Sustainability Commitment & Governance

Technimark's sustainability governance structure ensures accountability, transparency, and strategic integration of environmental and social considerations across all business operations. We recognize the importance of incorporating sustainability into our governance framework and ensuring executive ownership to drive responsible decision-making, risk mitigation, and long-term value creation.

The Technimark Board of Directors serves as the ultimate decision-making body of the company and oversees the business. The Board actively evaluates sustainability risks and opportunities and receives regular updates on the development and execution of our sustainability strategy, including all focus areas within our People, Planet, and Product pillars. In 2024, the Board reviewed sustainability performance at each quarterly meeting.

Technimark's President and Chief Executive Officer (CEO), Brad Wellington, a Board member, has overall responsibility for Technimark's formal sustainability program. The CEO chairs the Sustainability Steering Committee, comprised of officers and cross-functional executive leadership representing sustainability, finance, operations, technology and innovation, commercial, people, legal, and sourcing. The Sustainability Steering Committee meets quarterly and supports the CEO and Board in fulfilling their oversight responsibilities with respect to the company's sustainability performance.

The Chief Sustainability Officer, Katie Distler, reporting directly to the CEO, leads the sustainability function globally, and works with cross-functional leadership and internal and external stakeholders to drive action on the issues most critical to the business.

Beyond executive leadership, sustainability accountability extends throughout the organization with roles and responsibilities at regional and site levels. We continue to strengthen our governance framework to adapt to evolving sustainability challenges and stakeholder expectations.

In 2024, we integrated findings from our TCFD-aligned climate risk assessment into Technimark's enterprise risk management framework. This integration ensures climate-related risks and opportunities are evaluated alongside other organizational risks using our established severity and probability scale. We reviewed and confirmed our threshold for substantive financial impact to maintain consistency across risk categories.

The enhanced framework includes risk descriptions and corresponding mitigation/management strategies. Our risk matrix will undergo annual reviews and updates, serving as a strategic tool to identify and minimize potential negative impacts on operations, strategy, and financial performance while positioning Technimark to capitalize on emerging opportunities related to climate transition.

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SASB Index

Committed to transparency, we prioritize SASB disclosures to help stakeholders compare our sustainability performance. Beyond required metrics, we're adding ESRS-aligned data as we prepare for future reporting requirements like CSRD.

SASB Code	Accounting Metric	Response			
GREENHOUSE GAS EMISSIONS		2021	2022	2023	2024
SASB RT-CP-110a.1; ESRS E1-6_01	Scope 1 emissions (MT Co2e)	3,356	3,362	3,542	2,374
ESRS E1-6_09	Scope 2 emissions market-based (MT Co2e)	97,019	88,099	72,532	67,703
ESRS E1-6_10	Scope 2 emissions location-based (MT Co2e)	85,367	87,289	87,640	82,086
ESRS E1-6_11	Scope 3 emissions (MT Co2e)	516,937	Not calculated	400,746	396,465
	Scope 3.1 Purchased Goods & Services (MT Co2e)	354,746	Not calculated	255,562	263,306
	Scope 3.2 Capital Goods (MT Co2e)	18,177	Not calculated	11,927	15,958
	Scope 3.3 FERA (MT Co2e)	33,404	Not calculated	34,340	19,053
	Scope 3.4 Upstream Transportation & Distribution (MT Co2e)	16,935	Not calculated	13,081	11,511
	Scope 3.5 Waste (MT Co2e)	1,079	Not calculated	1,816	2,006
	Scope 3.6 Business Travel (MT Co2e)	1,150	Not calculated	2,479	3,109
	Scope 3.7 Employee Commuting (MT Co2e)	10,623	Not calculated	9,548	9,778
	Scope 3.8 Upstream Leased Assets (MT Co2e)	427	Not calculated	144	116
	Scope 3.9 Downstream Transportation & Distribution (MT Co2e)	3,718	Not calculated	2,938	2,148
	Scope 3.10 Further Processing of Finished Goods (MT Co2e)	18,142	Not calculated	14,022	13,399
	Scope 3.12 End of Life (MT Co2e)	58,515	Not calculated	54,867	55,957
	Scope 3.13 Downstream Leased Assets (MT Co2e)	21	Not calculated	21	124
	Total market-based emissions (Scopes 1, 2) (MT Co2e)	100,375	91,461	76,074	70,076
	Total location-based emissions (Scopes 1, 2) (MT Co2e)	88,723	90,651	91,182	84,460

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SASB Code	Accounting Metric	Response			
GREENHOUSE GAS EMISSIONS (CONTINUED)		**2021**	**2022**	**2023**	**2024**
ESRS E1-6_12	Total market-based emissions (Scopes 1, 2, 3) (MT Co2e)	617,312	Not calculated	476,820	466,541
ESRS E1-6_13	Total location-based emissions (Scopes 1, 2 & 3) (MT Co2e)	605,660	Not calculated	491,928	480,925
ESRS E1-4_04	Total GHG Emissions Reductions since Baseline (Scopes 1, 2, 3)	N/A	Not calculated	-23%	-24%
ESRS E1-4_04	Scope 1 GHG Emissions Reductions since Baseline	N/A	0%	6%	-29%
ESRS E1-4_04	Scope 2 market-baed GHG Emissions Reductions since Baseline	N/A	-9%	-25%	-30%
ESRS E1-4_04	Scope 2 location-baed GHG Emissions Reductions since Baseline	N/A	2%	3%	-4%
ESRS E1-4_04	Scope 3 GHG Emissions Reductions since Baseline	N/A	Not calculated	-22%	-23%
ESRS E1-6_30	Total GHG Emissions Intensity market-based (MT Co2e / Lbs Material processed)	0.0025	Not calculated	0.0021	0.0021
ESRS E1-6_30	Total GHG Emissions Intensity location-based (MT Co2e / Lbs Material processed)	0.0025	Not calculated	0.0022	0.0022
SASB RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Since our baseline year of 2021, we have reduced our Scope 1 emissions 29%, driven primarily by improvements in tracking refrigerant emissions. Scope 1 emissions represent 3% of our combined Scope 1 and 2 market-based emissions. As a result, our primary focus for emissions reductions in our direct operations has been Scope 2, specifically electricity usage. In 2024, we implemented new site-level targets related to electricity consumption reduction and intensity to drive our decarbonization strategy forward. In 2023, Technimark established a science-aligned Scope 1 and 2 GHG emissions reduction target. Our goal is to reduce Scope 1 and 2 absolute emissions 42% by 2030 from a 2021 baseline. This is in line with limiting global warming to 1.5° C. We recently finalized our Scope 3 target to reduce absolute emission from Purchased Goods & Services, Upstream Transportation & Distribution, Waste, Processing of Sold Products, and End of Life Treatment of Sold Products 30% by 2032 from a 2021 baseline. These targets have been submitted to the Science Based Targets initiative for validation. Since 2021, we have reduced our combined Scope 1 and 2 market-based emissions 30%. This has been driven by Technimark's strategy to source renewables, as well as the greening of our power supply from our most significant utility provider. Additional detail related to performance against targets and efforts underway to reduce carbon emissions is reported on annually in our public CDP Climate Change response.			

SASB Index

SASB Code	Accounting Metric	Response		
AIR QUALITY		**2022**	**2023**	**2024**
SASB RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) Volatile organic compounds (VOCs), and (4) particulate matter (PM) (mtons)	Due to the nature of Technimark's operations, air emissions of the listed pollutants are minimal; therefore, total company-wide figures are not reported. Emissions are measured at the site level and, when applicable, tracked and reported in accordance with local regulatory requirements.		
ENERGY MANAGEMENT				
SASB RT-CP-130a.1	(1) Total energy consumed (GJ)	920,210	918,447	911,813
	Total energy consumed (MWh)	255,634	255,145	253,282
	Electricity (GJ)	892,811	886,666	879,037
	Electricity (MWh)	248,023	246,316	244,177
	Natural gas and fuels (GJ)	27,399	31,781	32,777
	Natural gas and fuels (MWh)	7,611	8,829	9,105
	Total Renewable energy (MWh)	31,800	37,327	38,393
	Purchased renewable energy (MWh)	31,800	37,327	38,063
	Self-generated renewable energy (MWh)	0	0	331
	(2) Percentage grid electricity	100%	100%	99.9%
	(3) Percentage renewable electricity	13%	15%	16%
	(4) Total self-generated energy (GJ)	0	0	1,191

SASB Index

SASB Code	Accounting Metric	Response		
WATER MANAGEMENT		**2022**	**2023**	**2024**
RT-CP-140a.1	Total water withdrawn (m3)	240,156	248,567	267,350
	Total water consumed (m3)	9,239	8,079	91,770
	Percentage water withdrawn in regions with high or extremely high baseline water stress	95%	96%	94%
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	To assess water related risk to our operations, Technimark uses the World Resources Institute's (WRI) Aqueduct tool to identify manufacturing sites in regions with high or extremely high baseline water stress. In 2024, the tool identified 10 of our 14 manufacturing sites (Technimark sites plus our two subsidiaries) as being in these high-risk areas - the same number as in 2023. Although our total global water withdrawal increased by 8% from 2023 to 2024, most of that increase occurred in lower-risk locations. As a result, the share of water withdrawn from high-stress areas decreased slightly, from 96% in 2023 to 94% in 2024, based on WRI's 2024 Aqueduct classifications. Technimark also uses scenario analysis, guided by the TCFD framework, to assess the potential impact of climate-related risks and opportunities on the business over time, as well as the organization's resilience to such impacts under a 4-degree Celsius scenario. Acute water-related physical risks (event-driven, e.g., flooding) and chronic (long-term shifts, e.g., sea level rise) are evaluated using the WRI Aqueduct Water Risk Atlas, the IPCC WGI Interactive Atlas: Regional Information, and NASA's Sea Level Projection Tool. In 2024, we significantly improved the accuracy of our water consumption data by switching from utility invoices to meter-based tracking for evaporative cooling towers at 80% of applicable sites. For the remaining 20% without meters, we estimated usage. As a result, our reported water consumption for 2024 is much higher than in previous years due to better data - not necesarily increased usage. This improved data quality will support the development of new strategic goals as part of our risk management program. All sites now track monthly KPIs for water use intensity.		
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	0	0

WASTE MANAGEMENT		**2022**	**2023**	**2024**
RT-CP-150a.1	Amount of hazardous waste generated (MT)	101	136	116
N/A	Total nonhazardous waste (MT)	6,308	8,450	12,003
	Waste to landfill	2,564	3,135	3,729
	Recycled	3,502	5,066	7,979
	Energy recovery	243	249	295
N/A	Waste diversion rate (non-hazardous solid waste diverted from landfill or incineration with/without energy recovery)	56%	60%	68%

SASB Index

SASB Code	Accounting Metric	Response		
PRODUCT SAFETY		**2022**	**2023**	**2024**
RT-CP-250a.1	Numbers of recalls issued, total units recalled	0	0	0
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Technimark's Global Management System policy states that we are committed to responsibly and consistently providing products and services that meet our customer requirements and market expectations for Quality, Safety, Regulatory Compliance, and Environmental Stewardship. Furthermore, our Social Responsibility policy states that Technimark will comply with all applicable laws and regulations of the jurisdictions in which we are currently doing business, including but not limited to those related to labor, immigration, health and safety, the environment, and any other applicable US law. We will adhere to the laws and regulations of the countries of manufacture and distribution pertaining to product design, manufacture, packaging, labeling, and importation. In 2024, Technimark partnered with our customers and suppliers to drive multiple strategic initiatives to identify and validate PFAS-free alternative films, resins, and greases. This approach is integrated with our stewardship protocols during new product development and continuous assessment of existing product portfolios.		

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SASB Code	Accounting Metric	Response		
PRODUCT LIFECYCLE MANGEMENT		**2022**	**2023**	**2024**
RT-CP-410a.1.	Percentage of raw materials from:			
	(1) Recycled content	Not calculated	12.03%	11.95%
	(2) Renewable resources	Not calculated	0.12%	0.05%
	(3) Renewable and recycled content	Not calculated	12.15%	12%
RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable (USD)	As part of our 2030 ambition, Technimark has set a goal that greater than 75% of the solutions in our consumer packaging and proprietary lines will be recyclable, refillable, reusable, and/or contain recycled content. Progress toward this goal is reported below.		
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging through its lifecycle	As a manufacturer of plastic products, we strive to minimize the environmental impact of both the primary packaging we produce and the secondary and tertiary packaging we purchase for storage and transport. By 2030, our goal is for over 75% of the products in our consumer packaging and proprietary lines to be recyclable, refillable, reusable, and/or made with recycled content. In our healthcare business, we aim to lead in sustainable design by offering eco-friendly solutions for most of the products we manufacture. We also plan to increase our in-house production of post-consumer recycled resin by 30% from a 2021 baseline to reduce our footprint and support our customers' sustainability goals. From initial concept through production and eventual recycling and reclamation of valuable raw materials, we collaborate closely with customers to lower the lifecycle impact of our products. Designing for recyclability, reducing resin use, and maximizing transport efficiency are key strategies. Using advanced engineering and simulations, we reduce part weight without compromising performance, and select materials that support reuse and recyclability. Our advanced manufacturing processes are designed to maximize energy efficiency and minimize water use. Automation, high-cavitation tooling, and integrated quality control help reduce waste. We also partner with customers on lifecycle assessments (LCAs) to better understand and reduce product-level carbon footprints. Our mechanical recycling and compounding facility, Wellmark, recycles up to 60 million pounds of plastic annually, enabling us to create custom products using post-consumer and post-industrial feedstocks. We also develop take-back programs for hard-to-recycle plastics and engage externally to promote circularity through organizations such as the Association of Plastic Recyclers, the Healthcare Plastics Recycling Council, and ASTM. In 2024, we calculated emissions associated with the purchase and disposal of packaging materials as part of our Scope 3 screening. Moving forward, we'll work to better categorize packaging items and implement targeted strategies to reduce emissions in our purchased goods and end-of-life categories.		
Technimark 2030 Goals	Increase in production of PCR resin (Target 30% by 2030 from 2021 baseline)	10%	12%	15%
Technimark 2030 Goals	Solutions in consumer packaging and proprietary lines that are recyclable, refillable, reuseable and/or contain recycled content (Target greater than 75% by 2030)	44%	46%	53%

SASB Index

SASB Code	Accounting Metric	Response		
SUPPLY CHAIN MANAGEMENT		**2022**	**2023**	**2024**
RT-CP-430a.1	Total wood fiber procured (MT)	Not calculated	5,488	5,716
	Percentage of wood fiber from certified sources	Not calculated	98%	95%
RT-CP-430a.2	Total aluminum purchased (MT), percentage from certified sources	De minimis		

ACTIVITY METRIC		**2022**	**2023**	**2024**
RT-CP-000.A	Amount of production, by substrate	We currently use volume processed to normalize our environmental impacts, including energy and water consumption. Volume processed (material usage) in injection molding is calculated using cycle count, actual cavitation and part weight. As we more closely track improvements in energy efficiency, we are also using total hours (machine + assembly hours) as this allows us to capture not only energy use in injectin molding but also assembly. From 2021 - 2024, we saw a 3% decrease in material usage.		
RT-CP-000.B	Percentage of production as:	All of the products and packaging we manufacture are primarily or entirely made from plastic resin. The percentage of production as paper/wood, glass, and/or metal is minimal.		
	(1) paper/wood			
	(2) glass			
	(3) metal			

SOCIAL METRICS		**2022**	**2023**	**2024**
SASB RT-CP-000.C	Number of employees	4104	4049	4073
ESRS S1-13_01	Average hours training per employee	19.2	29	14
ESRS S1-6_12	Employee Turnover rate (%)	35%	22%	19%
ESRS S1-14_04	Total Recordable Injury Rate	0.84	0.52	0.50
Technimark 2030 Goals	Inclusion Index Score (Target 90% or greater by 2030)	No Engagement Survey	74%	80%
Technimark 2030 Goals	Engagement Index Score (Target 80% or greater by 2030)	No Engagement Survey	73%	73%

Disclosure Practices

Reporting is an essential part of Technimark's three-pillar sustainability strategy, underscoring our commitment to transparency and engagement with our stakeholders.

Report Scope:

This Sustainability Brief contains annual updates for key metrics for Technimark. The data associated with the GHG inventory and KPIs in this report are calendarized January 1 – December 31. The information in this report represents that of Technimark LLC and all subsidiaries. Technimark uses the operational control method to determine GHG inventory scoping of facilities. Our report covers all manufacturing plants, warehouses, and offices of which Technimark has operational control.

Restatements methodology:

To ensure accuracy and comparability in our sustainability reporting, previous years' data may be restated in this or subsequent reports. Technimark is utilizing a baseline year of 2021 for emissions reporting. Our base year and subsequent year inventories will be adjusted for mergers, acquisitions, and divestitures according to guidance as set forth in the WRI/WBCSD Greenhouse Gas Protocol.

Technimark's base year inventory and subsequent years' emissions reports will be updated when a material cumulative change in Technimark's base year emissions is triggered.

Verification:

Technimark engaged Lucideon, an external assurance provider, to conduct limited assurance of the 2024 Scope 1 and 2 emissions data included in this report. The assurance letter is available in the appendix of this document.

Report frameworks:

SASB: The quantitative and qualitative responses in the data table align with the framework for the Sustainability Accounting Standards Board (SASB): Containers and Packaging category and have been prepared in accordance with the relevant indicator codes for a containers and packaging company.

ESRS: As Technimark anticipates future alignment with the EU's Corporate Sustainability Reporting Directive, we have begun to review the European Sustainability Report Standards (ESRS) and will voluntarily add additional quantitative and qualitative responses to our data table over time.

United Nations Sustainable Development Goals (UN SDGs): Our sustainability strategy is aligned with the UN SDGs.

Report Contacts:

We welcome your questions, suggestions and feedback. Please contact Technimark's sustainability team at sustainability@technimark.com.

2024

Appendix

Technimark