

2025

# Sustainability Brief



We make  
what makes  
life better

**Tm** Technimark



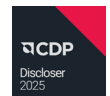
We make  
what makes  
life better  
And we're  
committed  
to making it  
responsibly.

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Driven by Purpose  
Powered by People

WE SUPPORT



Every day across Technimark, thousands of people make decisions that shape our business, our partnerships, and our impact on the world around us. From the manufacturing floor to the innovation lab, from supplier engagement to community involvement, sustainability is not housed in a single team — it is powered by the ingenuity and commitment of our people across the globe. That mindset guided our progress in 2025.

This year, we continued building the capabilities, culture, and partnerships that support our People, Planet, and Product strategy. We invested in workforce development through Technimark University, with nearly 1,000 associates enrolled or graduated in 2025. We also expanded employee wellbeing programs and launched global tools to enhance communication and strengthen performance. *Newsweek* again recognized Technimark as one of America’s Greatest Workplaces, including recognition for Women, Inclusion & Diversity, and Mental Wellbeing. McLean and Company also recognized our commitment to understanding the employee experience through structured, research-backed listening.

Across our global operations, our people drove measurable environmental progress. In 2025, our Scope 1, 2 and 3 greenhouse gas reduction targets were validated by the Science Based Targets initiative (SBTi), reinforcing alignment with the latest climate science. We reduced our Scope 1 and 2 emissions by 32% from our 2021 baseline and significantly expanded on-site renewable energy. We also increased our

waste diversion rate to 86% across manufacturing sites while strengthening water stewardship and environmental data management practices. These efforts are helping us operate more efficiently and prepare for evolving customer and regulatory expectations.

Beyond our operational progress, we expanded sustainable product innovation and industry collaboration. From increasing circular material use and scaling post-consumer recycled resin to helping shape recyclability standards in healthcare, we are collaborating across the value chain to help move our industry forward.

Technimark earned EcoVadis Gold again this year, placing us in the top 1% in our industry and the top 2% of companies globally for environment, labor and human rights, ethics, and responsible sourcing performance. This recognition reflects the shared ownership and accountability demonstrated across our business every day.

The progress in this report matters because of how it is achieved — together. The passion and dedication of our people continue to power Technimark forward and position us for the future.

*Brad Wellington*     *Katie Distler*



**Brad Wellington**  
President & CEO



**Katie Distler**  
Chief Sustainability Officer



WHO WE ARE

# One Technimark Shared Purpose

Technimark is a global leader in the design and manufacture of precision injection-molded components and packaging — partnering with the world’s most respected companies in healthcare, consumer packaging, and specialty industrial markets. From concept to commercialization, we use technology and ingenuity to produce new things in new ways, delivering solutions that improve everyday life.

At the heart of Technimark is our 1Technimark approach: one culture, one process, and one quality standard — applied consistently across every site, in every country. We don’t just manufacture; we deliver with consistency, trust, and an unshakeable commitment to quality. And through our Shared Value Plan, every one of our 4,000+ employees thinks like an owner — because every one of them is one.

Being a positive force for people and planet isn’t a program we run alongside our business — it’s how we run our business. Sustainability is embedded into our strategy, our governance, and our daily decisions. This brief is our account of what that commitment looks like in practice.



Healthcare

Packaging

Industrial

**14** Global Facilities

**Top 1% in industry**  
**Top 2% globally**  
EcoVadis Sustainability Rating



**50+**  
Years of Innovation

OUR VALUES

Shared Responsibility  
Lasting Impact

Sustainability Is On All Of Us

We're a positive force for people and planet because sustainability is ingrained into everything we do.

Winning Together

We embrace innovation, technology, and creative thinking to deliver the best results for our customers — and their customers.

Trust Is Everything

Trust is hard earned, easily lost. We win it by delivering time and again for our partners, so their faith is always rewarded.

Do great work

We bring our very best every day because we love what we do, we understand the importance, and it shows.

Every employee  
is an owner  
Every action  
creates impact

Every Technimark employee is an owner — taking charge of their responsibilities and sharing in the success of our business through our Shared Value Program. This culture of shared ownership is central not only to our commercial performance, but to our sustainability mission: when every person leads with accountability, the impact of our collective actions multiplies.

In 2025, we deepened this philosophy through the launch of Technimark University, TechConnect, and our Global Performance Management Program — tools designed to align individual growth with our 1Technimark strategy.





2025 HIGHLIGHTS

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**89%**  
Participation in annual employee engagement survey

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**32%**  
Reduction in Scope 1 + 2 GHG emission

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**300**  
Suppliers trained through Responsible Sourcing Program in Mexico

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**86%**  
Waste diversion rate for Technimark manufacturing sites

	Target	2025 Progress	Target Date	United Nations Sustainable Development Goals Alignment
People	<b>Fully Engaged Workforce</b> Achieve ≥ 80% Engagement Index Score <sup>1</sup>	69%	2030	
	<b>Truly Inclusive Workplace</b> Achieve ≥ 90% Inclusion Index Score <sup>1</sup>	77%	2030	
	<b>Gender Diversity</b> Ensure management and leadership reflect the gender diversity of our global footprint	28%	2030	
	<b>Ethnic and/or Racial Diversity</b> Ensure US management and leadership reflect the diverse communities in which we operate	18%	2030	
	<b>Responsible Sourcing</b> Ensure supplier compliance with our Supplier Code of Conduct	Nearly 300 suppliers trained, 93% completion rate for on-site audits in Mexico	2030	
Planet	<b>Greenhouse Gas Emissions</b> <sup>2</sup> Reduce Scope 1 + 2 emissions 42% Reduce Scope 3 emissions 30% <sup>3</sup>	32% 20%	2030 2032	
	<b>Waste</b> Achieve Zero Waste certification for ≥ 50% of our manufacturing sites	6 sites achieved ≥ 90% waste diversion rate	2030	
	<b>Product Content</b> Ensure ≥ 75% of solutions in consumer packaging and proprietary lines are recyclable, refillable, reusable, and/or contain recycled content	96%	2030	
Product	<b>Product Design</b> Lead sustainable design in healthcare by offering sustainable solutions across the majority of our products	Chaired ASTM initiative on healthcare recyclability standards	2030	
	<b>Substances of Concern</b> Eliminate substances of concern in all products and manufacturing processes where possible	Partnered with customers and suppliers to identify and validate PFAS-free alternative films, resins, and greases	2030	
	<b>Recycled Resins</b> <sup>1</sup> Achieve a 30% increase in post-consumer recycled resin production	-16%		

Footnotes: <sup>1</sup> Based on responses to annual Employee Engagement Survey <sup>2</sup> From a 2021 baseline <sup>3</sup> Scope 3 categories included: Purchased Goods and Services, Upstream Transportation and Distribution, Waste, Further Processing of Sold Products, End of Life

## Empowering People Elevating Performance



Celebrating Women's Equality Day



Asheboro, NC  
Employee Recognition



Employee Health Fair

### Our People

- Advanced workforce capability through Technimark University, our comprehensive global learning program, with over **1,000 associates trained or graduated in 2025**
- Convened our biennial Global Operations Summit, uniting teams worldwide to align on strategy, share best practices, and accelerate performance
- Delivered **industry-leading safety performance**, with our Total Recordable Incident Rate of 0.63 significantly outperforming the industry benchmark
- Strengthened our safety culture with 100% workforce representation in joint health and safety committees and 100% site-level risk assessment coverage
- Expanded employee wellbeing through new no-cost health benefits, including expert medical coaching and access to critical health devices

### Development and Performance

- Launched a Global Performance Management Program, creating a unified approach that aligns employee goals, performance, and behaviors with our 1Technimark ownership culture
- Introduced **TechConnect**, a global, mobile-enabled platform providing employees with seamless access to company updates, policies, and Shared Value Plan initiatives
- Completed our first HR Organizational Alignment Survey to better understand management's needs, strengthen collaboration, and prioritize what matters most – resulting in satisfaction scores exceeding external benchmarks

### Culture and Engagement

- Recognized again by **Newsweek** as one of **America's Greatest Workplaces**, with additional honors for Women, Inclusion and Diversity and Mental Wellbeing
- Achieved above-industry engagement survey participation, enabling leadership to take action on feedback and track progress toward our 2030 engagement and inclusion goals
- Advanced a diverse and inclusive culture through our employee-driven Engagement and Belonging Program, empowering employees, supporting the local communities where we operate, and driving engagement through 6 Employee Resource Groups and 3 committees across the US and Mexico

### Business Ethics

- Reinforced our commitment to integrity with **93% completion of Global Code of Conduct training** across all associates
- Advanced responsible sourcing practices by **training nearly 300 suppliers** in Mexico on social responsibility, human rights, and anti-corruption
- Achieved 93% completion of targeted on-site supplier audits in Mexico and delivered global associate training on human rights in the supply chain

Across our global sites, our teams show up for each other, and for the communities around them — organizing food drives, sponsoring local causes, and celebrating together. Here's a look at some of the ways our people made an impact in 2025.



Durham, UK  
Support for Families Facing Dementia



Suzhou, China  
Technimark Family Day



El Paso, TX  
El Paso Children's Hospital Toy Drive



Asheboro, NC  
Veterans Supportive Housing Build



Bajio, MX  
Employee Health Fair



Inwood, WV  
Safety Superheroes - OSHA Safe + Sound Week



Juarez, MX  
Earth Day Adopt a Tree Event



Mexicali, MX  
Local School Support



Latrobe, PA  
Health and Wellness Team Race Sponsorship



Reynosa, MX  
Breast Cancer Awareness Month



Longford, Ireland  
1,000 Days Accident Free Celebration

# Advancing Sustainability Through Action



## Climate

- Achieved **Science Based Targets initiative (SBTi) validation** of emissions reduction targets, aligned with the latest climate science. Our targets call for:
  - » 42% reduction in Scope 1 and 2 by 2030 from a 2021 baseline
  - » 30% reduction in targeted Scope 3 categories by 2032 from a 2021 baseline
- Reduced Scope 1 and 2 emissions by 32% and targeted Scope 3 emissions by 20% since 2021
- Achieved a **CDP Climate score of B**, demonstrating active management of climate-related risks and opportunities across global operations
- Earned **EcoVadis Climate Maturity Leadership** recognition for advanced greenhouse gas management and reduction policies, targets, and metrics
- Achieved **Walmart Giga Guru status** for advancing Project Gigaton with science-based targets and emissions reductions
- Expanded on-site renewable energy by adding solar installations at two manufacturing sites in Mexico, increasing total on-site solar generation by 481% compared to 2024

## Waste

- Achieved a **waste diversion rate of 86%** across Technimark's manufacturing sites, increasing recycling and reuse
- Positioned six sites with > 90% waste diversion rates for zero waste certification. Technimark aims to achieve zero waste certification at the majority of our manufacturing sites by 2030
- Implemented in-house solutions eliminating cardboard in plastic purging and reducing recycling contamination

## Water

- Advanced water stewardship by tracking water use intensity across global manufacturing sites for the second year
- Expanded tracking to the water tower level, improving data accuracy and enabling targeted management
- Utilized closed-loop systems at most Technimark sites, reducing water consumption and supporting responsible use

## Innovating for a More Circular Future



### Materials and Design

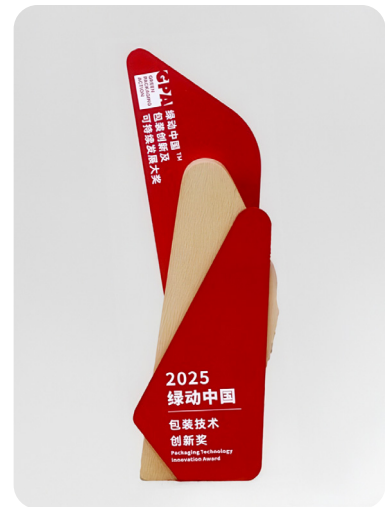
- Exceeded our 2030 goal, achieving 96% of consumer packaging and proprietary solutions that are recyclable, refillable, reusable, and/or contain recycled content
- Advanced circular material over the last 18 years by **reprocessing over 171 million pounds of plastic** hanger scrap into 5 billion+ hangers made from 100% recycled materials
- Partnered with customers and suppliers to identify, validate, and switch to PFAS alternatives, advancing safer material use across our industry
- Collaborated with CPG and healthcare customers to increase recycled and bio-based content and align with APR recyclability guidelines

### Circularity

- Partnered with a key customer to deliver an innovative design made with 100% post-consumer recycled materials, earning the 2025 Packaging Technology Innovation Award in China
- Committed to scaling circular materials, targeting a **30% increase in post-consumer recycled resin** production by 2030
- Expanded end-of-life solutions through our internal recycling business, Wellmark, recycling up to 60 million pounds of plastic annually
- Maintained **ISCC+ and APR certifications**, ensuring traceable, high-quality recycled content for customers

### Innovation and Partnerships

- Powered sustainable solutions through our Global Innovation Center, leveraging 60+ engineers and advanced lab capabilities
- Advanced sustainable healthcare design by leading ASTM standards development on design for recyclability requirements in single-use products and packaging in healthcare applications
- Drove industry collaboration as an executive committee member of the Healthcare Plastics Recycling Council
- Advanced recycling policy and design standards through leadership with the Association of Plastic Recyclers
- Advocated for improved recycling systems and infrastructure by supporting the CIRCLE Act in the US



Technimark China PCR award

## Oversight That Drives Responsible Growth



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 2025, 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 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.

We have 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. In 2025, 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 undergoes 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. We report on our climate risk assessment procedures annually in our CDP Climate disclosure.



In 2025 we received a CDP category score of A for both Governance and Risk Disclosure



GRI INDEX



Technimark publishes a comprehensive data table with reference to the Global Reporting Initiative (GRI) Standards, providing transparent insight into our environmental, social, and governance (ESG) impacts. This table also includes additional KPIs associated with our 2030 sustainability goals, offering a clear, centralized view of performance and progress.

We also report sustainability data in alignment with the Sustainability Accounting Standards Board (SASB) Containers and Packaging Standard, ensuring consistent, decision-useful disclosure of financially material topics.

**GENERAL DISCLOSURES**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 2: General Disclosures 2021	2-2 Entities included in the organization’s sustainability reporting	List of all Technimark entities included in this sustainability report	This report covers all business activities associated with Technimark, LLC, including its subsidiaries, Accuchrome and Wellmark. Technimark sites are located in the United States, Mexico, United Kingdom, Ireland, Germany and China.  Total Technimark manufacturing locations: 12 Total subsidiary locations: 2		
		2-7 Employees	Total number of employees	4,049	4,073
		United States	1,885	1,908	1,862
		Mexico	1,651	1,600	1,426
		United Kingdom	101	90	97
		Ireland	106	136	155
		Germany	82	73	81
		China	224	266	283
		2-26 Mechanisms for seeking advice and raising concerns	Number of reports related to whistleblower procedure	39	25



**ETHICS**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Total percentage of operational sites assessed for risks related to corruption	100%	0%	0%
	205-2 Communication and training about anti-corruption policies and procedures	Total percentage of employees that have received training on anticorruption	84%	96%	94%
	205-3 Confirmed incidents of corruption	Total number of confirmed incidents of corruption	0	0	0

**PRODUCT END OF LIFE & LIFECYCLE MANAGEMENT**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 301: Materials 2016	301-2 Recycled input materials used	Percentage of raw materials from:			
		Recycled content	9.24%	9.30%	9.19%
		Renewable resources	0.08%	0.04%	0.04%
		Renewable and recycled content	9.32%	9.34%	9.23%



**ENERGY MANAGEMENT**

GRI Standard	GRI Disclosure	Metric	2023		2024		2025	
			MWh	Percentage	MWh	Percentage	MWh	Percentage
GRI 302: Energy 2016	302-1 Energy consumption within the organization	(1) Total energy consumption (MWh)						
		Electricity						
		Renewable - purchased	44,091	18%	44,127	18%	47,902	20%
		Renewable - self-generated	72	0.03%	331	0.14%	1,923	1%
		Non-renewable	192,434	78%	186,652	78%	180,011	76%
		<b>Total electricity</b>	<b>236,597</b>	<b>96%</b>	<b>231,110</b>	<b>96%</b>	<b>229,836</b>	<b>97%</b>
		Natural gas and fuels	9,200	4%	8,865	4%	7,326	3%
		<b>Total energy</b>	<b>245,797</b>		<b>239,975</b>		<b>237,162</b>	
		(2) Renewable energy (MWh)	<b>2023</b>	<b>2024</b>	<b>2025</b>			
		Renewable energy consumption	44,163	44,458	49,825			
		Renewable energy - percentage of total electricity consumption	18.7%	19.2%	22%			
		Renewable energy - percentage of total energy consumption	18%	18.5%	21%			

**WATER MANAGEMENT**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Total water withdrawn (m3)	248,567	267,350	246,178
		Percentage water withdrawn in regions with high or extremely high baseline water stress	96%	94%	97%
	303-5 Water consumption	Total water consumption (m3)	8,079	91,770	93,017
		Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	0	0



**GREENHOUSE GAS EMISSIONS**

GRI Standard	GRI Disclosure	Metric	2021 (Baseline) MT CO2e	2023 MT CO2e	2024 MT CO2e	2025 MT CO2e
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Scope 1	3,323	3,632	2,332	2,694
	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 market-based	86,937	65,879	60,584	59,018
		Scope 2 location-based	86,250	84,246	80,657	76,627
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3	548,574	412,922	420,903	443,882
		Scope 3 by category				
		3.1 Purchased Goods & Services	355,086	255,545	263,491	295,651
		3.2 Capital Goods	18,177	11,927	15,958	13,977
		3.3 FERA	28,121	26,027	25,117	24,539
		3.4 Upstream Transportation & Distribution	16,935	13,138	11,511	12,187
		3.5 Waste	1,010	1,775	2,079	1,760
		3.6 Business Travel	1,150	2,479	3,109	2,431
		3.7 Employee Commuting	10,623	9,548	9,776	10,535
		3.8 Upstream Leased Assets	427	144	122	177
	3.9 Downstream Transportation & Distribution	17,486	11,239	13,203	12,053	
	3.10 Further Processing of Finished Goods	13,816	14,022	13,399	14,494	
	3.12 End of Life	85,722	67,059	63,015	55,841	
3.13 Downstream Leased Assets	21	21	122	237		
Total Emissions	Scope 1 and 2 market-based emissions		90,261	69,511	62,916	61,713
	Scope 1 and 2 location-based emissions		89,573	87,878	82,989	79,321
	Total market-based emissions (Scopes 1, 2, 3)		638,835	482,432	483,819	505,594
	Total location-based emissions (Scopes 1, 2, 3)		638,147	500,799	503,893	523,203



**GREENHOUSE GAS EMISSIONS (CONT.)**

GRI Standard	GRI Disclosure	Metric	2021 (Baseline) MT CO2e	2023 MT CO2e	2024 MT CO2e	2025 MT CO2e
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Total GHG emissions intensity market-based (MT CO2e / lbs material processed)	0.0026	0.0021	0.0022	0.0025
		Total GHG emissions intensity location-based (MT CO2e / lbs material processed)	0.0026	0.0022	0.0023	0.0026
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Total GHG emissions reductions since baseline (Scopes 1, 2, 3) market-based	N/A	-24%	-24%	-21%
		Scope 1 GHG emissions reductions since baseline	N/A	9%	-30%	-19%
		Scope 2 market-based GHG emissions reductions since baseline	N/A	-24%	-30%	-32%
		Scope 2 location-based GHG emissions reductions since baseline	N/A	-2%	-6%	-11%
		Scope 3 GHG emissions reductions since baseline (all categories)	N/A	-25%	-23%	-19%
		Scope 3 SBT emissions reductions since baseline (target categories)	N/A	-26%	-25%	-20%

**AIR QUALITY**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 305: Emissions 2016	305-7 Significant air emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and others. Emissions include those listed on environmental permits for the organization's operations.	Total weight of air pollutants (MT)	0.4726	0.8473	0.7115



**WASTE MANAGEMENT**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Waste diversion rate (non-hazardous solid waste diverted from landfill or incineration with/without energy recovery)	60%	68%	72%
		Waste diversion rate - Technimark manufacturing sites only	N/A	N/A	86%
	306-5 Waste directed to disposal	Amount of hazardous waste generated (MT)	136	106	87
		Percentage hazardous waste recycled	38%	12%	7%
		Total nonhazardous waste (MT)	8,450	11,815	12,115
		Waste to landfill	3,135	3,540	3,085
		Recycled	5,066	7,761	8,693
		Energy recovery	249	283	338

**SUSTAINABLE PROCUREMENT & SUPPLY CHAIN MANAGEMENT**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Number of top tier suppliers assessed for environmental impacts	137	137	280
		Percentage of top tier suppliers assessed for environmental impacts	69%	69%	94%
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Number of top tier suppliers assessed for social impacts	137	137	280
		Percentage of top tier suppliers assessed for social impacts	69%	69%	94%
<b>Technimark Sustainable Procurement KPIs</b>					
Percentage of associates across entire organization with direct responsibility for supply chain management trained on responsible sourcing			N/A	97%	96%
Percentage of top tier supplier sign off of Supplier Social Responsibility Policy compliance			75%	75%	59%
Percentage of targeted suppliers with signed contracts containing environmental and social requirements			73%	89%	95%
Number of targeted suppliers that have gone through an on-site CSR audit			20	12	14
Percentage of targeted suppliers that have gone through an on-site CSR audit			100%	100%	93%
Number of targeted suppliers engaged in corrective actions after an on-site CSR audit			6	12	1
Percentage of targeted suppliers engaged in corrective actions after an on-site CSR audit			30%	100%	7%



**WORKING CONDITIONS**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 401: Employment 2016	401-1 Employee turnover	Total rate of employee turnover	22%	19%	26%
	401-3 Parental leave	% employees entitled to parental leave	100%	100%	100%

**HEALTH & SAFETY**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Percentage of operational sites for which employee health and safety risk assessments have been conducted	100%	100%	100%
		Rate of recordable work-related injuries for all employees	0.52	0.50	0.63

**CAREER MANAGEMENT & TRAINING**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Average hours of training per employee	29	14	12
	404-3 Percentage of employees receiving regular performance and career development reviews	Percentage of total employees who received a regular performance and career development review	78%	86%	80%

**DIVERSITY, DISCRIMINATION & HARASSMENT**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 404: Training and Education 2016	405-1 Diversity of governance bodies and employees	Percentage of women within the organization's board	14%	0%	14%
		Percentage of employees from a minority or vulnerable group in the whole organization - US only	36%	38%	40%
		Percentage of women employed in the whole organization	47%	47%	47%
		Percentage of women at top management level	23%	26%	28%
		Percentage of employees from a minority or vulnerable group at top management level - US only	17%	17%	18%
GRI 408: Child Labor 2016 & GRI 409: Forced or Compulsory Labor 2016	408-1, 409-1 Operations at significant risk for incidents of child labor or forced or compulsory labor	Number of child labor or forced labor incidents	0	0	0



**DIVERSITY, DISCRIMINATION & HARASSMENT**

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GRI 404: Training and Education 2016	405-1 Diversity of governance bodies and employees	Percentage of women within the organization's board	14%	0%	14%
		Percentage of employees from a minority or vulnerable group in the whole organization - US only	36%	38%	40%
		Percentage of women employed in the whole organization	47%	47%	47%
		Percentage of women at top management level	23%	26%	28%
		Percentage of employees from a minority or vulnerable group at top management level - US only	17%	17%	18%
GRI 408: Child Labor 2016 & GRI 409: Forced or Compulsory Labor 2016	408-1, 409-1 Operations at significant risk for incidents of child labor or forced or compulsory labor	Number of child labor or forced labor incidents	0	0	0

**CONSUMER HEALTH & SAFETY**

GRI Standard	GRI Disclosure	Metric	2023	2024	2025
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Numbers of recalls issued, total units recalled	0	0	0

**ADDITIONAL KPIS ASSOCIATED WITH TECHNIMARK'S 2030 GOALS**

KPI	2030 Target	2023	2024	2025
Inclusion Index Score	≥ 90%	74%	80%	77%
Engagement Index Score	≥ 80%	73%	73%	69%
Increase in production of PCR resin	30%	12%	15%	-16%*
Solutions in consumer packaging and proprietary lines that are recyclable, refillable, reuseable and/or contain recycled content**	> 75%	92%	89%	96%
Percent of global employees covered by ISO 14001 certification		79%	77%	75%

\* Post-consumer recycled resin production declined in 2025 due to reduced end-market demand and unfavorable economics for producing recycled polypropylene compared to lower-cost virgin and purchased recycled resin alternatives.

\*\* Recyclability is assessed based on the product manufactured by Technimark at the point it leaves our control, considering resin and additive types; further processing by customers may affect the recyclability of the finished good placed on the market.



# SASB INDEX

## CONTAINERS AND PACKAGING



**GREENHOUSE GAS EMISSIONS**

Standards Reference	Accounting Metric	2021 (Baseline)	2023	2024	2025
RT-CP-110a.1	Scope 1 emissions (MT CO2 <sup>e</sup> )	3,323	3,632	2,332	2,694
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	<p>Since our baseline year of 2021, we have reduced our Scope 1 emissions 19%, driven primarily by improvements in tracking refrigerant emissions. Scope 1 emissions represent 4% 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.</p> <p>In 2025, Technimark’s Scope 1 and 2 GHG emissions reduction target was validated by the SBTi. Our goal is to reduce Scope 1 and 2 absolute emissions 42% by 2030 from a 2021 baseline, in line with limiting global warming to 1.5° C.</p> <p>Since 2021, we have reduced our combined Scope 1 and 2 market-based emissions 32%. This has been driven by Technimark’s strategy to source renewables, the greening power supply, and the impact of our global energy efficiency program. Additional detail related to performance against targets and efforts underway to reduce carbon emissions is reported annually in our public CDP Climate Change response.</p>			

**AIR QUALITY**

Standards Reference	Accounting Metric	2023	2024	2025
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) (MT)*	0.4726	0.8473	0.7115

\* Air emissions reported include those listed on environmental permits for the organization

**ENERGY MANAGEMENT**

Standards Reference	Accounting Metric	2023	2024	2025
SASB RT-CP-130a.1	(1) Total energy consumed (GJ)	884,869	863,910	853,783
	(2) Percentage grid electricity	99.97%	99.86%	99.16%
	(3) Percentage renewable electricity	18.7%	19.2%	21.7%
	(4) Total self-generated energy (GJ)	259	1,192	6,923



**WATER MANAGEMENT**

Standards Reference	Accounting Metric	2023	2024	2025
RT-CP-140a.1	Total water withdrawn (m3)	248,567	267,350	246,178
	Total water consumed (m3)	8,079	91,770	93,017
	Percentage water withdrawn in regions with high or extremely high baseline water stress	96%	94%	97%
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	<p>To assess water related risk to our operations, Technimark uses the World Resources Institute (WRI) Aqueduct tool to identify manufacturing locations in regions of high or extremely high baseline water stress. In 2025, 10 of our 14 manufacturing locations were located in these high-risk regions, unchanged from 2024.</p> <p>Technimark also conducts scenario analysis, guided by the TCFD framework, to evaluate the potential impact of climate-related risks and opportunities over time, including organizational resilience under a 4°C scenario. Acute (event-driven, e.g., flooding) and chronic (long-term, e.g., sea level risk) water-related physical risks are assessed using tools such as WRI Aqueduct Water Risk Atlas, the IPCC WGI Interactive Atlas: Regional Information, and NASA's Sea Level Projection tool.</p> <p>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 was higher than in previous years due to better data - not necessarily increased usage.</p>		
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	0	0

**WASTE MANAGEMENT**

Standards Reference	Accounting Metric	2023	2024	2025
RT-CP-150a.1	Amount of hazardous waste generated (MT)	136	106	87
	Percentage recycled	38%	12%	7%



PRODUCT SAFETY

Standards Reference	Accounting Metric	2023	2024	2025
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. 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. Technimark partners 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.		

PRODUCT LIFECYCLE MANAGEMENT

Standards Reference	Accounting Metric	2023	2024	2025
RT-CP-410a.1.	Percentage of raw materials from:			
	(1) Recycled content	9.24%	9.30%	9.19%
	(2) Renewable resources	0.08%	0.04%	0.04%
	(3) Renewable and recycled content	9.32%	9.34%	9.23%
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 in the section “Technimark 2030 Goals and KPIs.”		
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	<p>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.</p> <p>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. We also work closely with our suppliers and customers to reduce and reuse packaging used in the transport of raw materials and finished goods.</p>		



SUPPLY CHAIN MANAGEMENT

Standards Reference	Accounting Metric	2023	2024	2025
RT-CP-430a.1	Total wood fiber procured (MT)	5,488	5,716	8,598
	Percentage of wood fiber from certified sources	98%	95%	97%
RT-CP-430a.2	Total aluminum purchased (MT), percentage from certified sources	De minimis		

ACTIVITY METRIC

Standards Reference	Accounting Metric	2023	2024	2025
RT-CP-000.A	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 in the section “Technimark 2030 Goals and KPIs.”		
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			

## Reporting Methodology & Scope

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.

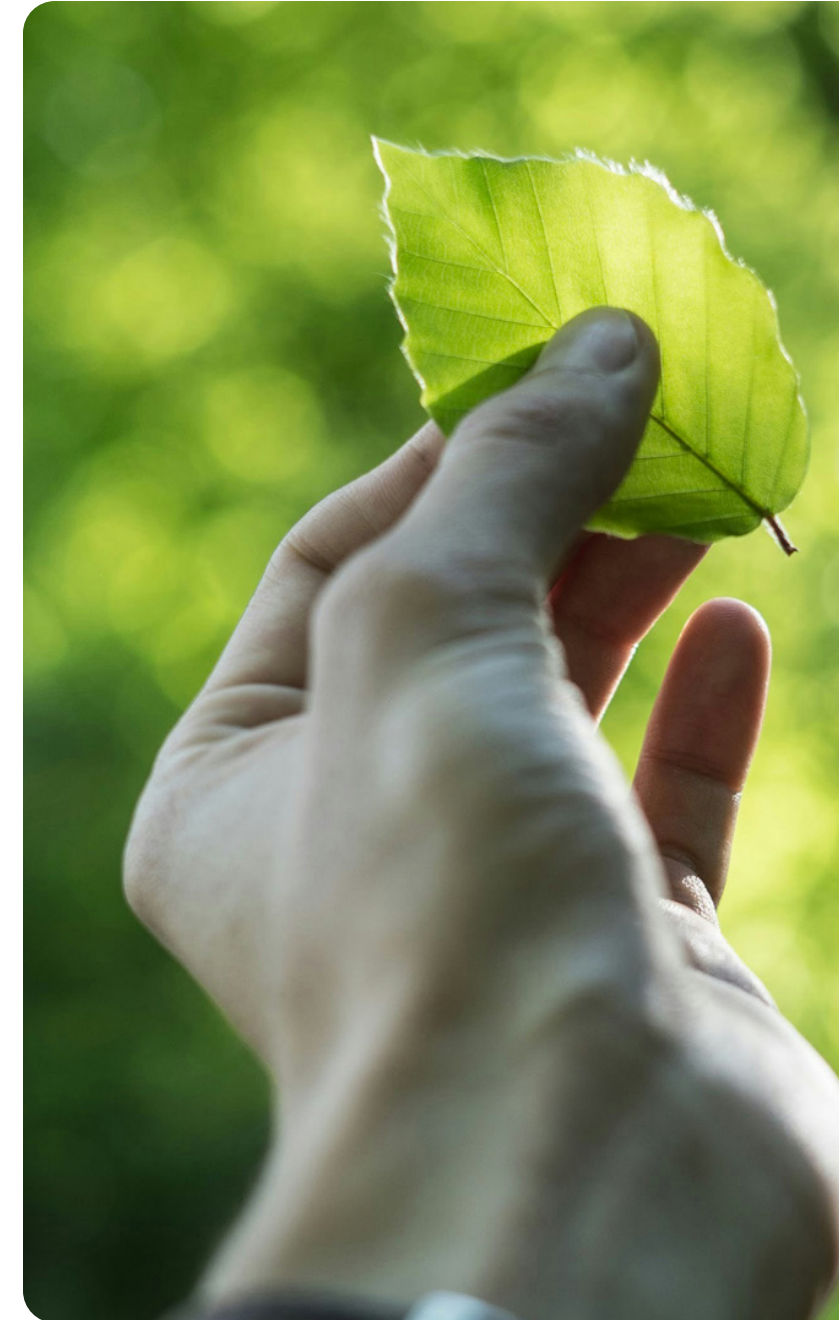
### Restatements methodology:

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 2025 Scope 1 and 2 emissions data included in this report. The assurance letter is available in the appendix of this document.





# APPENDIX

## Technimark

180 Commerce Place, Asheboro, NC 27203, USA

**GHG Accounting Standard:** The Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard – Revised Edition

ISO 14064-1:2018 Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

**Verification Criteria:** ISO 14064-3 2019 Specification with guidance for the verification and validation of greenhouse gas statements

**Reporting Period:** CY 2025 01 January 2025 to 31 December 2025

### Scope of the Verification

Verification covers the above period associated with Technimark’s Greenhouse Gas (“GHG”) inventory. Where assumptions have been made then these have been documented for transparency. These components are collectively referred to as the “GHG Statement” for the purposes of this Opinion. The verification covers global operations of Technimark.

The scope of the verification included energy consumption, greenhouse gas emissions. Review criteria were based on The Greenhouse Gas Protocol and it is concluded that the GHG Statement is materially correct. Data and calculations selected for verification were based upon a risk assessment approach. The verification also included ‘boundaries’ completeness checks. Data in spreadsheets were examined and specific sampling of data was conducted giving consideration to raw data sources. Emission factors were found to be based on best available information and were from robust and recognised sources.

# Verification Opinion Statement

## Environmental Data Verification



### Verifiers Opinion

Based on the evidence provided and the samples selected for verification, nothing has come to our attention that causes us to believe that the GHG Statement is not materially correct.

The verification was conducted to a limited level of assurance in accordance with ISO 14064-3 (2019).

The GHG Statement is a fair and accurate representation of Technimark's environmental data compiled in conformance with the verification criteria described above. The data and information supporting the GHG Statement were historical in nature.

### Verified Inventory

	tCO <sub>2</sub> e (location-based)	tCO <sub>2</sub> e (market-based)
Scope 1	2,694.35	2,694.35
Scope 2	76,626.50	59,018.27
Biogenic	0.00	0.00
<b>Total GHG emissions</b>	<b>79,320.85</b>	<b>61,712.62</b>

Shane Hughes  
GHG Lead Auditor  
22<sup>nd</sup> of May 2026

Tony Summers  
Independent Technical Reviewer  
22<sup>nd</sup> May 2026

