

FROM PROMISE TO PROGRESS

2025 Sustainability Report

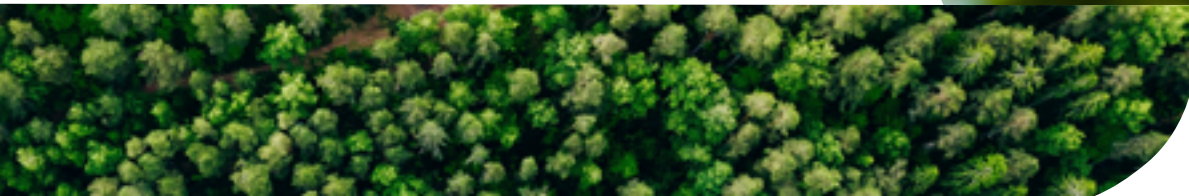




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MESSAGE FROM OUR CEO

PROGRESS THAT INSPIRES.
IMPACT THAT LASTS.

At Americhem, progress is never accidental—it’s the result of determination, innovation, and people who are willing to lead. Over the past year, our teams around the world continued to embrace what’s possible when sustainability is treated not as a separate program, but as part of how we do business every day.

Americhem is proud to be recognized by EcoVadis as one of the top companies globally for sustainability performance. This honor reflects the passion and commitment of our people, who bring our 2030 goals to life through their daily work. Leadership in sustainability is not defined by one recognition, but by the steady, consistent progress we make together year after year.

In 2025, we also began a new chapter with the support of Pritzker Private Capital. This partnership reinforces Americhem’s long-term vision and provides the resources to expand our global reach, strengthen operational excellence, and accelerate sustainable innovation. It positions us to create even greater value for our customers, opportunities for our people, and impact for the communities where we operate.

Sustainability is about shaping the future through resilience, accountability, and the determination to turn progress into lasting impact. I am proud of what we’ve accomplished, and even more energized by what lies ahead. With the passion of our people and the trust of our partners, Americhem will continue to turn promise into progress and shape a more sustainable future for generations to come. This is not only our responsibility, it is our opportunity: to lead with purpose, to innovate with integrity, and to leave a lasting impact on the industries we serve and the world we share.

Sincerely,

John Richard
CEO, Americhem



MESSAGE FROM OUR GLOBAL SUSTAINABILITY LEADER

At Americhem, sustainability is not a trend; it’s a long-term responsibility and part of how we operate. In 2024, we continued to embed environmental and social considerations into our global operations, aligning day-to-day actions with our 2030 Sustainability Goals. Earlier this year, we proudly maintained our Silver EcoVadis rating, placing Americhem among the top 7% of companies assessed for sustainability performance. From significantly improving our water efficiency to doubling down on our safety excellence, we’ve made great progress in many areas while also acknowledging measures where more work is needed.

As sustainability expectations evolve, so do we. This year’s report reflects our commitment to transparency and our desire to improve; not just in metrics, but in how we support our people, collaborate with partners, and respond to a changing world. While we celebrate the progress captured in these pages, we view it as part of a much larger journey. We remain focused on building an organization that is not only operationally sound, but also resilient, inclusive, and prepared for the challenges of the future.

Lauren Lutikoff
Global Sustainability Leader, Americhem



Expanding Our Impact Through Strategic Partnership

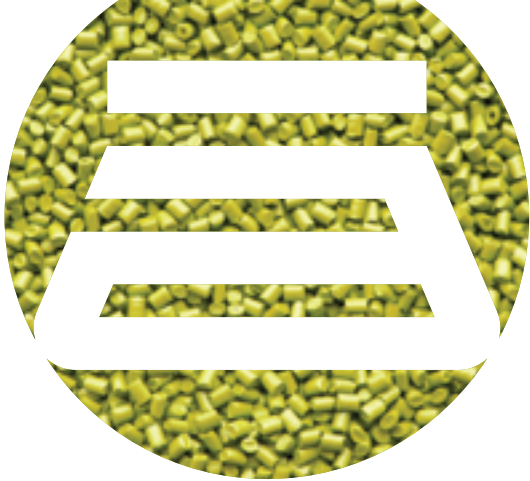
In 2025, Pritzker Private Capital (PPC) made a strategic investment in Americhem to support our next phase of growth and sustainable innovation. This partnership brings aligned values, a long-term ownership mindset, and added momentum to our commitment to sustainable innovation.

Together, we are strengthening our global footprint, enhancing operational capabilities, and accelerating key initiatives that advance our 2030 sustainability goals. With a focus on people, process, and product, this investment positions Americhem to deliver sustainable, high-performance solutions that meet the evolving needs of industries worldwide.



Americhem delivers performance, innovation, and trust.

WHO WE ARE



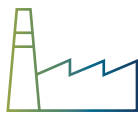
Your global partner in polymer innovation



Over 80 years of privately held growth, innovation, and customer trust



Worldwide sales and technical support



10 manufacturing plants across North America, Europe, and Asia



Diverse, skilled teams delivering cutting-edge expertise



More than 900 global employees advancing sustainable polymer solutions



Recognized global leader in polymer technology

We transform the way your products:



LOOK



FEEL



PROCESS

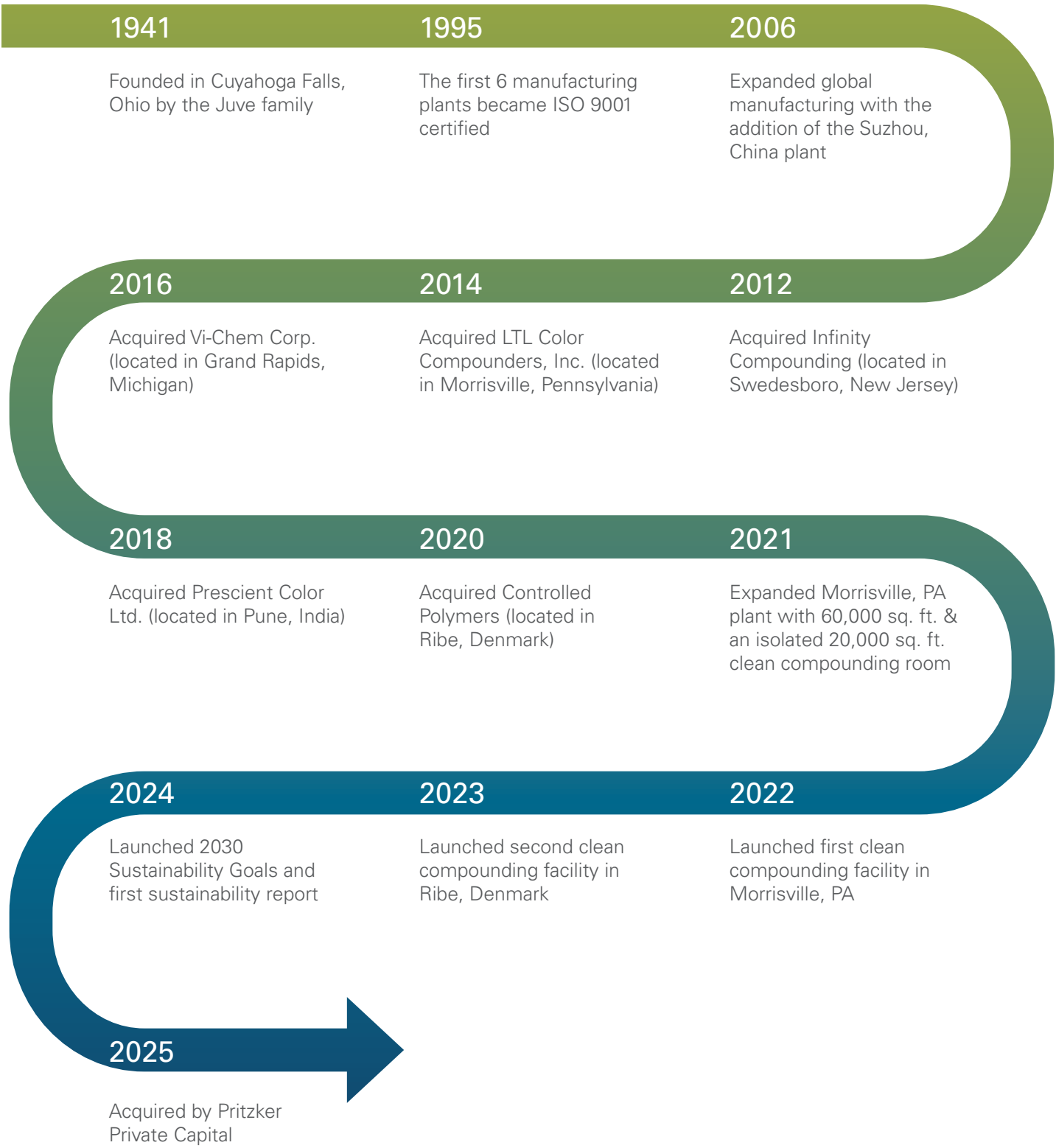


PERFORM

We solve complex challenges with advanced technology and cross-market expertise, creating solutions that enhance products, reduce environmental impact, and drive progress for industries worldwide.

OUR JOURNEY

Innovating across decades, industries, and generations



MANUFACTURING LOCATIONS



- Cuyahoga Falls, OH, USA**
ISO 9001:2015, IATF 16949:2016
Color and additive masterbatch for automotive, building & construction, and packaging
- Liberty, NC, USA**
ISO 9001:2015
High-volume masterbatch and compound solutions in white, natural, and black
- Ribe, Denmark**
ISO 9001:2015, ISO 14001:2015, ISO 13485:2016
Broad range of masterbatch and engineered compounds with emphasis in healthcare
- Dalton, GA, USA**
ISO 9001:2015
Color masterbatch for automotive, building & construction, and fibers
- Morrisville, PA, USA**
ISO 9001:2015, ISO 13485:2016
Engineered compounds for healthcare, industrial, and electronics
- Pune, India**
ISO 9001:2015
Broad range of masterbatch, primarily for textiles industry
- Grand Rapids, MI, USA**
ISO 9001:2015, ISO 17025:2017
Color masterbatch for automotive, building & construction, and fibers
- Swedesboro, NJ, USA**
ISO 9001:2015
Engineered compounds for healthcare, industrial, and automotive
- Concord, NC, USA**
ISO 9001:2015
Color and additive masterbatch for fibers
- Suzhou, China**
ISO 9001:2015, ISO 14001:2015, ISO 13485:2016
Broad range of masterbatch and engineered compounds servicing Asia Pacific



Core Values

Respect
Customer
Improvement
Innovation

Vision

Partnering with customers worldwide, we aim to be the most trusted advisor in polymer innovation. We look ahead to new possibilities, harnessing science and collaboration to deliver solutions that anticipate needs and create lasting impact.

We create value through:

Quality & Consistency
Technical Expertise
Fast, Flexible Service

MARKETS & APPLICATIONS



Healthcare

- Surgical Device
- Drug Delivery
- Wearables
- Diagnostic Consumables
- Critical Care & Patient Monitoring
- Home Health, Lifestyle & Consumer Products



Fibers

- Nonwovens
- Carpet
- Turf
- Textiles
- Other Wovens
- Films



Building & Construction

- Decking
- Fencing & Handrail
- Cladding
- Roofing
- Window & Door



Transportation

- Automotive
- Power Sports
- Agricultural Equipment
- Truck/Rail
- Aerospace & Defense



Emerging Markets

- Packaging
- Consumer Goods
- Renewable Energy
- Electronics
- Industrial Equipment

Your Business is Our Specialty

Americhem partners with customers in key global markets where performance, innovation, and sustainability intersect. We deliver engineered polymer solutions that integrate form, function, and environmental responsibility, helping products excel in demanding applications worldwide.



Earlier this year, Americhem was once again honored with the Silver EcoVadis Medal—an internationally respected recognition that reflects our continued commitment to sustainable business practices.

EcoVadis evaluates organizations across four critical areas: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Being placed in the top 7% of all assessed companies is a proud testament to Americhem’s focus on sustainability. We are already setting our sights on reaching Gold status in the year ahead.

This achievement is the direct result of our strategic focus on Process, Product, and People, a framework that continues to guide our sustainability roadmap. We thank every Americhem employee and partner who has contributed to this progress. Their dedication drives our success and propels our mission forward.

As we celebrate this milestone, we recognize that this is not the destination but rather another step on the journey. Americhem remains steadfast in our goal to raise the bar, lead by example, and make meaningful contributions to the well-being of our planet and society.

Our overall EcoVadis score rose to 74 out of 100, advancing our position from the 88th to the 93rd percentile among all companies assessed in our sector.



SCAN TO REVIEW
AMERICHEM’S
ECOVADIS
SCORECARD



2030 SUSTAINABILITY GOALS

Charting the Course Toward a Sustainable Future

Since the launch of our “Americhem, A Sustainability Enabler” campaign in 2022, we have remained dedicated to embedding sustainability into every aspect of our business. This initiative underscores how innovation drives both operational efficiency and sustainable product development. Anchored in the three strategic pillars of People, Process, and Product, our approach is guided by Americhem’s 2030 Sustainability Goals.

We have gathered key performance indicators (KPIs) to benchmark our progress and set meaningful, measurable targets across all areas of our business. These efforts are closely aligned with the UN Sustainable Development Goals and Americhem’s long-term vision for responsible growth.

2024 Progress Update

As of 2024, Americhem has made meaningful progress on several of our ten long-term sustainability goals. We’ve achieved a significant reduction in water intensity and increased our use of renewable electricity, moving steadily toward our targets. Energy intensity remained stable, while landfill waste intensity experienced a setback, highlighting an opportunity for renewed focus on waste reduction. Supplier engagement also expanded, with over 60% of our Tier 1 suppliers assessed for their sustainability performance. In parallel, employee participation in our annual engagement survey remained strong, allowing us to achieve our 2030 target. While two goals, facility-level community engagement and new products with sustainability attributes, do not yet have finalized reporting data, systems are in place to begin tracking them more consistently. This year’s results reflect a mix of progress and learning as we continue to embed sustainability across our operations.



Process

- 15% reduction in landfill waste intensity*
- 50% of all purchased electricity from renewable energy sources
- 10% reduction in energy intensity year*
- 15% reduction in water intensity*

*relative to 2022 baseline year



Product

- 100% of key suppliers assessed for sustainability performance
- 25% of new products developed have a positive sustainability attribute



People

- 100% of our facilities engaged in local communities
- <0.25 annual total recordable incident rate (TRIR)
- >75% favorability in DE&I on annual engagement survey
- >90% employee participation on annual engagement survey



AMERICHEM'S CONTRIBUTION TOWARDS THE UN SDGS



Americhem actively contributes to UN SDG Goal #3 by prioritizing occupational health and safety, offering global employee wellness programs, and advancing safer, sustainable materials. Through robust community health initiatives, including blood drives, environmental cleanups, and education outreach, we support healthier environments and communities. Our focus on mental health and encouraging annual wellness exams further reinforces our commitment to holistic well-being.

We support UN SDG Goal #5 by creating an inclusive, equitable workplace where women are uplifted at all levels. Through our 2030 goal focused on increasing DE&I favorability within the company and partnerships like Women in Manufacturing®, Americhem promotes leadership opportunities, respect, and equal treatment for women globally. Programs like mentorship, peer resource groups, and gender representation tracking reflect Americhem’s commitment to ending discrimination and ensuring full participation of women in professional life.

Through our global operations, Americhem advances the principles of UN SDG Goal #8 by promoting decent work, inclusive employment, and sustainable economic growth. Programs such as leadership training, the Young Professionals Program, on-the-job manufacturing skill development, and DE&I initiatives support productive employment and career advancement. Americhem’s commitment to Next Level Safety, global engagement surveys, and ethical labor policies protect workers’ rights and well-being, while investments in clean technologies and resource-efficient manufacturing drive innovation and responsible growth.



Americhem supports UN SDG Goal #12 by committing to sustainable production practices that reduce waste, minimize environmental impact, and promote eco-conscious innovation across our global operations. Through initiatives such as lean manufacturing, waste diversion from landfills, and energy- and water-saving technologies, Americhem advances responsible resource use and process efficiency. The company’s PFAS-free innovations, Operation Clean Sweep® participation, and closed-loop water recycling offer examples of efforts to support the environmentally sound management of chemicals and materials.

We are addressing UN SDG Goal #13 by reducing our carbon footprint, expanding renewable energy use, and integrating climate-conscious practices across our operations. With a goal to source 50% renewable electricity by 2030, the company has already transitioned facilities in Ohio and Denmark to renewable power. Energy-efficient technologies like ColdPound™ and transitioning to more efficient heating and cooling systems further reduce emissions. Americhem also improves climate understanding across our workforce through global awareness efforts and employee engagement in sustainability.

Americhem contributes to UN SDG Goal #14 by preventing plastic pollution and promoting responsible material management to protect marine ecosystems. Through our global participation in Operation Clean Sweep®, we implement controls and employee training to eliminate pellet, flake, and powder loss during manufacturing, preventing microplastics from entering waterways. Many facilities are actively reducing landfill waste by repurposing production side streams and increasing recycling or waste-to-energy conversion—minimizing the chance of unmanaged waste reaching marine environments through leakage or runoff.



AMERICHEM SUSTAINABILITY PILLARS

OUR PEOPLE



At Americhem, our people are the heart of our success. We aim to be an employer of choice by fostering an inclusive, innovative, and collaborative culture where every employee feels valued and empowered to grow.

We embrace change, adapt boldly to new challenges, and recognize the unique strengths each person brings. Guided by our values and commitment to ethics, safety, and respect, we ensure every voice is heard through Americhem’s Annual Engagement Survey - Express Yourself. Insights from this feedback have helped us enhance programs in safety, training, and workplace culture, further strengthening our teams globally.

Together, we are building a stronger, more vibrant Americhem for the future.

Diane Shields
Vice President of Global Human Resources

Americhem’s Approach to Social Sustainability

			
Engagement & Professional Development	Ethical Practices	Safety & Health	Community Involvement
- Diversity, Equity, and Inclusion - Women in Manufacturing (WiM)	- Compliance - Preventing Corruption	- Health and Wellness - Next Level Safety	- Charity - Volunteerism



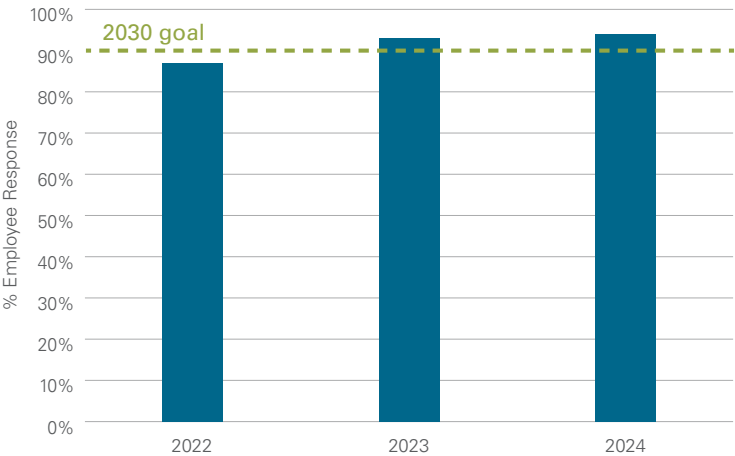
EMPLOYEE ENGAGEMENT

At Americhem, we recognize that employee engagement and sustainability are deeply interconnected, each reinforcing the other to drive long-term success. Engaged employees are more likely to be committed, enthusiastic, and aligned with our corporate values, making them essential partners in advancing our sustainability goals.

To better understand and support our workforce, we launched annual engagement surveys in 2022. These surveys provide insights into employee well-being, satisfaction, and alignment with company culture and leadership. Our annual survey evaluates key areas such as work-life balance, manager relationships, organizational culture, executive leadership, and opportunities for career and personal growth.

In 2024, 94% of our global workforce participated in the survey, reflecting strong engagement and trust in the process. The results showed a 74.5% overall engagement favorability score — a 3% increase since 2022. This score reflects how employees feel about Americhem and their willingness to go above and beyond due to their emotional connection to the company. Notably, we achieved improvement across all ten measured categories, signaling positive momentum in our strategy.

GLOBAL EMPLOYEE ENGAGEMENT SURVEY
RESPONSE RATE



From the 2023 to 2024 survey data, our focus areas included:



Communication

Continue strengthening communication channels to ensure information flows consistently to every employee, and integrate communication more fully into change management strategies.



Growth & Development

Leverage employee expertise for problem-solving and enhance Individual Development Plans with both formal and informal tools, with a focus on employees with 3–5 years of tenure.



Engagement

Maintain positive trends across all categories from the prior year, implement targeted action plans in regions or sites that have regressed, and share best practices from those showing significant improvements.

From these identified focus areas, several initiatives have been implemented to further improve employee satisfaction. These include:

- Global Leadership Summit
- Commercial Excellence Summit
- Utilization of employee focus groups and issue solution sessions
- Enhanced manager/employee performance dialogue/feedback
- Individual development planning, including use of 360-degree feedback
- Upgraded new hire onboarding
- Site-specific community involvement teams
- Enhanced networking program, including peer-to-peer networking



NETWORKING AND PROFESSIONAL DEVELOPMENT

In 2025, Americhem held its Global Leadership Team Meeting in Charlotte, North Carolina, with the theme “Race to the Top.” Over the course of three days, leaders from across the company gathered to focus on practical discussions around personal leadership, business priorities, and strategic alignment. The meeting offered an opportunity to step away from day-to-day operations and reflect on how we work together to meet shared goals. It also served as a platform for cross-functional networking, enabling leaders to strengthen relationships, exchange ideas, and learn from one another’s experiences.



We believe in adapting our people strategy to meet the needs of today’s workforce, ensuring we remain competitive and inclusive. At the heart of this strategy is a commitment to engagement, growth, and leadership development. We are constantly exploring new ways to empower our emerging talent, creating pathways for our employees to lead, innovate, and shape the future of Americhem.



110+ emerging leaders participated globally.



Engaging and developing talent is a core driver of our organizational success. We support this growth by offering a variety of learning and development opportunities, empowering employees to expand their skills and reach their full potential through multiple pathways, including:

Business Leadership Rotational Program

A development track for recent college graduates and early-career talent, offering fast-paced experience across functions such as manufacturing, sales, and technology. Upon completion, participants are prepared to fill key roles within the organization.

Development Programs

On-the-job and external training opportunities, including Six Sigma certifications, team-building activities, and core competencies tailored to functional and aligned with individual growth paths and business priorities.

Community Involvement

Every employee has the opportunity to make a difference. Through company-sponsored events or personal passions, we encourage giving back to the communities where we live and work. Employees receive paid time off to participate in volunteer activities.

EMPOWERING OUR NEXT GENERATION



"My time at Americhem has been incredibly rewarding—I've had the opportunity to learn from outstanding mentors who've shaped my approach to customer relationships. I'm excited to carry that forward as I grow into this new role and continue building meaningful connections with both customers and colleagues."

Hannah Duncan
Account Manager – Morrisville, PA, USA



"Joining Americhem has been a defining step in my professional and personal growth. The trust and support from the leadership team, along with the opportunity to collaborate with colleagues worldwide, have shaped my journey as an Account Manager. I'm proud to be part of a company that truly invests in young talent and continuous development."

Vincent Sun
Account Manager – Ribe, Denmark



The Executive Committee Networking Program has provided invaluable support for my growth. Personalized engagement with Executive Committee members has helped me gain a deeper understanding of my career ambitions. I'm excited to apply these lessons as I take on new challenges and build meaningful connections with customers and colleagues."

Amit Patil
Sr. Manager, R&D Plastics – Pune, India



"Working at Americhem means being surrounded by incredible people across every department — smart, collaborative, and always willing to help. It's motivating to be part of a culture where everyone is united by curiosity, purpose, and the drive to make a real impact."

Izmail Molotkovskiy
IT Systems Analyst – Cuyahoga Falls, OH, USA



"Being part of Americhem early in my career has given me the opportunity to grow both professionally and personally. I've had the chance to learn from experienced mentors, take on meaningful challenges, and contribute to projects that make a real impact. I'm excited about the path ahead and the continued support for developing young talent within the organization."

Damaris Cruz
Quality Manager – Dalton, GA, USA



"This environment empowers me to gain invaluable hands-on experience through practical application. Specifically, the establishment of the Executive Committee Networking Program has been instrumental. Executive Committee members engage us in one-on-one dialogue, openly sharing their insights and experiences. These conversations directly address uncertainties in my career development, enabling me to define clearer goals and identify actionable strategies for my professional journey."

Miao Yu
QA & GMP Supervisor, Performance & Engineered Compounds – Suzhou, China



"My Americhem journey began in January 2021 as a Marketing Associate, and it has been an exciting ride ever since. From learning under exceptional mentors to now leading one of our Strategic Business Units, every step has been a chance to grow. I look forward to the road ahead filled with new challenges, learning, and success."

Manoj Narwade
Sr. Account Manager – Pune, India

DIVERSITY, EQUITY & INCLUSION

At Americhem, we view the diversity of our global workforce not only as a strength, but as a key contributor to our ongoing success. A wide range of backgrounds, perspectives, and life experiences drives the creativity and cultural awareness needed to develop innovative products and build strong, inclusive business partnerships.

Our commitment to diversity, equity, and inclusion (DE&I) is clearly outlined in our Code of Conduct and Human Rights Policy. At the core of this commitment is a foundational principle: all employees should be treated equally, regardless of gender, age, nationality, sexual identity, health status, religion, or personal beliefs.

International diversity is an integral part of Americhem’s identity. We support global collaboration through intercultural training, language programs, cross-location projects, and international assignments that strengthen understanding and cooperation across teams and regions.

We also recognize that DE&I is not a one-time initiative—it is a continuous process of listening, learning, and improving. It starts with our people and requires ongoing attention to build a workplace where everyone has the opportunity to thrive without fear of bias or exclusion.

Americhem is also proud to support initiatives that promote gender equity and leadership development within our industry. As a corporate member of Women in Manufacturing® (WiM), we offer all employees free access to this national organization dedicated to advancing women’s careers in manufacturing. Through WiM, employees can participate in networking events, leadership training, mentorship programs, and educational resources—all designed to promote professional growth and improve inclusive workplace practices.

WiM envisions a future where manufacturing offers equal opportunities and rewarding careers for everyone, and hosts both regional and national events that help develop the next generation of leaders. Our partnership with WiM reflects Americhem’s commitment to building a workforce where diverse voices are represented, empowered, and equipped to thrive.

We believe that cultivating an inclusive culture is essential for creating a workplace where every individual feels seen, respected, and empowered to contribute. This commitment is reflected in how we:

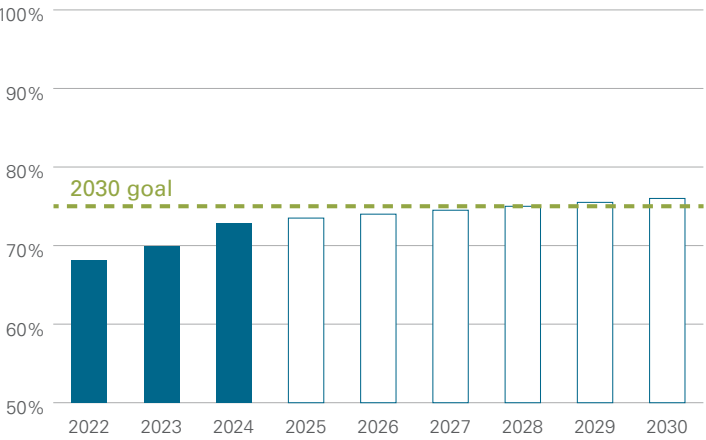
- Recruit, support, and advance employees from underrepresented and diverse communities
- Apply equity and social justice principles to ensure equal employment opportunities for individuals of all backgrounds
- Encourage respect, openness, and curiosity about others’ perspectives to foster a collaborative and inclusive work environment
- Provide a safe space where employees can express themselves freely and feel valued for their ideas and contributions



In March of this year as part of International Women’s Day, members of our Pune, India team spoke to over 150 female employees from the region, discussing topics such as work-life balance, women’s health, and career opportunities considering the challenges in Indian culture. This event not only supports meaningful dialogue but also reinforced our commitment to empowering women in the workplace and creating inclusive spaces where every voice is heard, respected, and supported.

As part of this journey, we’ve set a clear target: to achieve a greater than 75% favorability score in global DE&I engagement by 2030, as measured in our annual employee surveys. We’re making steady progress toward this goal, with increased participation rates and year-over-year improvements across key DE&I indicators.

DE&I FAVORABILITY



This graph shows the measure of global DEI favorability across the organization, measured from our annual engagement survey.

DEMOGRAPHICS 2024

All data as of December 2024:

Diversity Leadership: CEO Direct Reports	
Female	27%
Minority*	27%
Female or Minority+	46%

Diversity by Level: Minority*	
Executives	13%
Management	20%
Professionals	15%
Non-Exempt	40%
All	33%

Age Band*	
under 30	10%
30-50	49%
over 50	41%

Race and Ethnicity*	
Hispanic or Latino	15%
American Indian or Alaska Native	1%
Asian	2%
Black or African American	15%
Native Hawaiian or Other Pacific Islander	1%
Two or more races (Not Hispanic or Latino)	1%
White	67%

Global Diversity by Level: Female	
Executives	27%
Directors	23%
Professionals	16%
Non-Exempt	9%
All	13%

* North America only
+ Minority is defined as culturally, ethnically, or racially distinct group that coexists with but, is subordinate to, a more dominant group

ETHICS AND DATA SECURITY



Ethical Conduct and Human Rights at Americhem

At Americhem, we are committed to upholding the highest standards of ethical behavior and business integrity. This includes full compliance with all applicable laws and regulations in every region where we operate, as well as adherence to our internal policies, procedures, and voluntary commitments.

Respecting Human Rights

Our commitment to ethical conduct extends to the respect and promotion of internationally recognized human rights. We align our practices with the Universal Declaration of Human Rights and the International Labour Organization’s (ILO) Core Conventions, ensuring that these principles are reflected in how we treat our people, work with partners, and operate globally.

In alignment with the UN Guiding Principles on Business and Human Rights, we recognize our corporate responsibility to both respect human rights and to ‘know and show’ this commitment through ongoing due diligence. Our efforts include active engagement with our supply chain and business partners to identify and mitigate potential human rights risks beyond our direct control. This approach supports our broader mission to enrich our workplace, preserve the environment, and positively impact the communities we serve.

Compliance and Anti-Corruption

Our approach to compliance is rooted in the belief that reliability and transparency are essential for building lasting trust with employees, customers, and partners. That’s why we emphasize not only following the law, but also meeting internal and voluntary standards that go beyond basic regulatory requirements.

To reinforce accountability and integrity across our organization, 100% of our employees receive annual training on our Guidelines for Business Conduct Policy, which covers key areas such as ethics, regulatory compliance, and responsible business practices.

We have also implemented Secure Speak, Americhem’s global ethics reporting platform. This anonymous, accessible channel allows employees and external stakeholders to report potential misconduct or concerns—including whistleblower complaints—without fear of retaliation. Secure Speak is a key tool in our ongoing effort to remain vigilant against corruption and to promote a culture of openness and responsibility.

Information Security & Sustainable IT Practices

At Americhem, we recognize that responsible information management and cybersecurity are foundational to our ethical and sustainable business operations. Our IT infrastructure is built to protect customer, supplier, and employee data through layered security controls including secure cloud platforms, multi-factor authentication, centralized endpoint protection, penetration testing, and proactive threat monitoring. These efforts are governed by policies and response plans that align with industry best practices for data governance and resilience.

Looking ahead, Americhem’s IT team is pursuing further sustainability and efficiency by optimizing infrastructure through virtualization and cloud-first strategies that reduce hardware dependence and energy use across global operations. We are also actively exploring tools that support electronic waste reduction and responsible recycling of IT assets. These initiatives not only enhance data security but also align with our broader commitment to sustainable operations and innovation-driven stewardship.



OCCUPATIONAL HEALTH & SAFETY: OUR JOURNEY TO WORLD-CLASS

At Americhem, we are relentlessly committed to providing a safe, healthy, and inspiring work environment for every employee, contractor, visitor, and stakeholder. Safety is not merely a priority; it is a core value that defines who we are and guides every decision we make. Through our Next Level Safety campaign, we are advancing our vision of becoming a world-class safety organization, where zero injuries and incidents are not just goals, but expectations.



We believe that everyone has the right to return home safely every day, and it is our collective responsibility to identify, assess, and eliminate risks to ensure that happens. Our tiered committee structure—comprising the Corporate Safety Governance Committee, Site Leadership Steering Committees, and Site Employee Safety Committees—ensures safety is championed at every level of our company.

Americhem remains steadfast in our vision of achieving world-class safety performance, grounded in a deep respect for the health and well-being of every employee, contractor, visitor, and stakeholder. Safety is more than a value; it is a responsibility and a promise we make to each other every day.

Our journey is guided by Next Level Safety, an integrated and structured approach designed to elevate our performance beyond compliance, toward excellence. This journey is powered by our Next Level EHS Management System (SMS); a robust framework modeled on industry best practices, OSHA's Voluntary Protection Program (VPP), and internationally recognized standards.

The Americhem Safety Leadership Certification equips leaders at all levels with the critical skills to foster a strong safety culture, combining advanced practices in leadership, communication, risk assessment, compliance, and continuous improvement. Participants complete ten comprehensive modules and a capstone covering safety leadership, incident investigation, EHS Management System (SMS), observation, and tools and resources, building the knowledge and accountability needed to drive safety excellence across the organization.



SAFETY EXCELLENCE

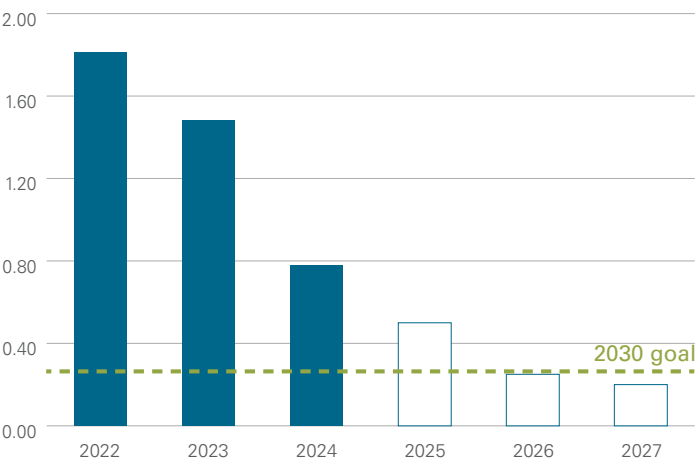
The Next Level EHS Management System (SMS) is not just a program; it is a culture of leadership, engagement, and accountability. It empowers our employees at all levels to take ownership of safety, ensures management demonstrates unwavering commitment, and provides the tools and processes to drive measurable results.

In 2024, this system delivered demonstrable improvements in our safety performance and employee engagement, with multiple sites advancing toward OSHA VPP readiness and others achieving injury-free milestones. We have made significant progress on our TRIR performance and are well on our way to achieving our 2030 target.

Next Level Safety in Action



AMERICHEM GLOBAL TRIR



HEALTH AND WELLNESS

At Americhem, we recognize that a sustainable organization begins with a healthy, supported workforce. By prioritizing both physical and mental well-being, we help promote a workplace that is productive, engaged, and resilient. Our commitment to employee wellness is embedded in our culture and reflected through a wide range of regionally tailored programs and benefits that support personal and professional well-being.



Over the past two years, Americhem has invested in enhancing the workplace environment to support employee well-being, with updates to locker rooms, break areas, showers, and personal storage spaces. These improvements reflect our focus on morale, comfort, and ergonomic support – creating spaces that contribute to a healthier and more positive daily experience for our teams.

A Global Approach to Employee Wellness

Across our global locations, we offer programs that address physical, emotional, social, and financial wellness, tailored to local needs and cultural contexts.

North America

Employees in North America benefit from a comprehensive health and wellness program that includes:

- Core benefits: 401(k), paid time off (PTO), and comprehensive health insurance
- Well-being initiatives: On-site health screenings, annual financial advisement, and access to employee assistance programs (EAPs)
- Community engagement: Paid community involvement days and company-sponsored charity events
- Emotional wellness: Opportunities to participate in community activities and events throughout the year

India

Wellness in India is approached holistically, encompassing:

- Physical health: Fitness challenges, annual medical camps, health webinars, No Tobacco Day observance, and flexi-shift schedules
- Financial well-being: Robust employee benefits packages
- Social well-being: Engagement surveys, blood donation drives, and cultural celebrations recognizing safety, service, and national events
- Emotional support: Birthday recognitions, induction programs, rewards and recognition, and parental and marriage gift programs

China

In this region, health and community are celebrated through:

- Preventative care: Regular physical exams to monitor employee health
- Team culture: Sports clubs, team-building activities, and company gatherings
- Cultural celebration: Holiday recognitions and festive events such as Chinese New Year and milestone achievements

Europe

In Europe, employee support includes a blend of social connection and comprehensive insurance coverage:

- Company events: Family Day, a 5K Walk/Run for Hospital Clowns, and annual Summer and Christmas celebrations
- Emotional and practical support: Bereavement leave, rewards for outstanding contributions
- Comprehensive coverage: Health insurance, pension plans, critical illness and disability insurance, and life insurance

Sustaining Our People, Sustaining Our Future

By investing in our people’s well-being, we are actively contributing to a workplace where individuals can thrive personally and professionally. This not only strengthens our internal culture but also supports long-term organizational sustainability.

A healthy workforce is a foundational pillar of our success—and one we are proud to continue building upon.



COMMUNITY INVOLVEMENT ACROSS THE GLOBE

Americhem’s commitment to sustainability extends beyond our operations — it’s deeply rooted in how we support and engage with the communities where we live and work. Across our global locations, our teams are involved in a wide variety of volunteer and outreach initiatives, reflecting our shared values of social responsibility, environmental stewardship, and active citizenship.

North America: Local Leadership and Grassroots Action

In the U.S., every Americhem site has now established Community Service Committees — a dedicated team focused on connecting employees with meaningful volunteer opportunities in their local communities. These committees play a vital role in fostering employee engagement through hands-on service and partnership building.

Recent activities have ranged from participating in environmental efforts such as the River-City Cleanup Series in Cuyahoga Falls, OH, to community clean-up events like the Fire Station Clean-up led by our Dalton, GA team. We’re also proud to support the United Way Day of Action, as well as regular park clean-ups that help preserve green spaces. These initiatives are more than one-time events; they reflect our commitment to building stronger, healthier communities.

India: Environmental Awareness and Social Impact

Our team in Pune, India continues to show strong leadership in both environmental and social initiatives. On World Environment Day, employees planted 16 trees around the facility, along with caring for the additional 15 trees planted in 2023. Later this year, our team is launching another “No Vehicle Day” campaign to celebrate World Energy Conservation Day—encouraging alternative transportation to reduce emissions.

In addition, the team regularly organizes blood donation drives, participates in local community outreach, and supports causes that directly benefit health and well-being in the region.

Europe: Health Advocacy

In Europe, Americhem employees actively support Pink Wednesday, an annual campaign to raise awareness and funds for breast cancer research. Americhem proudly matches employee donations, reinforcing our shared commitment to healthcare advocacy.

Asia: Investing in Education and Future Generations

In Asia, our teams are especially active in promoting child education and learning. Through tutoring, mentoring, and hosting educational workshops, employees help support academic growth for children in their communities.

Our China team holds annual fundraisers to collect donations and supplies for local schools and daycare centers, helping provide the tools and resources children need to thrive.



OUR PROCESS



At Americhem, sustainability isn't just a line item, it's the way we run our operations and empower our people. This year, we advanced our use of renewable energy sources, reducing reliance on traditional inputs while strengthening the resiliency of our manufacturing processes. We also made meaningful strides in water reduction and savings, ensuring smarter resource use that protects both the environment and the communities we serve.

Equally important, sustainability lives in our culture. Through continuous improvement initiatives, our teams are finding new ways to boost efficiency, reduce waste, and innovate for the future. Every idea counts, every improvement matters, and together we're proving that operational excellence and environmental responsibility go hand in hand.

Nick Brueckner
Vice President of Global Manufacturing



Driving Sustainable Operations



Resource Conservation

- Minimize Raw Material Waste
- Improve Energy Efficiency
- Reduce Water Intensity



Pollution Prevention

- Divert Waste from Landfill
- Utilize Renewable Energy
- Target Zero Pellet Loss

ENERGY CONSERVATION

At Americhem, improving energy efficiency is a critical part of our sustainability strategy. We’ve implemented a range of solutions across our global operations to reduce energy consumption, lower greenhouse gas emissions, and improve operational safety. Highlights include the transition from natural gas boilers to high-efficiency electric process water heaters and the promotion of clean electricity.

Transition to Renewable

We are also committed to expanding our use of renewable energy across all Americhem locations. Our U.S. headquarters in Cuyahoga Falls, Ohio, sources 100% of its electricity through a local Green-e® certified program, which supports energy generated from wind, solar, and hydropower. In Europe, our Ribe, Denmark facility operates entirely on renewable energy, combining onsite solar panel generation with purchased wind power through renewable energy certificates (RECs). As part of our ongoing transition, two additional Americhem facilities are expected to convert to REC-based electricity sourcing in 2025, advancing our 2030 goal of sourcing at least 50% of electricity from renewable sources. These efforts are key to reducing greenhouse gas emissions and reinforcing our commitment to a lower-carbon future.

Greenhouse Gas Emissions

This year, Americhem partnered with an external expert to verify our Scope 1 and Scope 2 greenhouse (GHG) inventory, ensuring greater accuracy, credibility, and alignment with best practices in carbon accounting. As we continue down the path of sustainability, we recognize that robust emissions data is critical to measuring our environmental impact as a whole and tracking progress.

2024 Emissions (MT CO₂e)

	2024
Scope 1	1,907
Scope 2 (market-based)	22,852
Scope 2 (location-based)	21,511

In parallel, we are actively working to capture and verify historical emissions data back through 2022. This will help us establish a consistent baseline, better understand our emission “hot spots,” and inform targeted reduction strategies in line with our long-term sustainability goals.

Improved Manufacturing Efficiency

Our manufacturing team in Cuyahoga Falls, Ohio continues to make strides in reducing our reliance on natural gas for process heating. In the past year, we installed a high-efficiency electric water heater above the mezzanine level of our manufacturing line. This system now supplies preheated water directly to the tempered water system (TWS) that supports our downstream equipment.

This update has delivered several operational improvements. Preheating water at the point of use results in operational efficiencies, as water is already at or near processing temperature when it enters the system.

Additionally, this setup allows our extruder heaters to focus on maintaining temperature, rather than doing the heavy lifting of heating cold water from ambient conditions. This not only reduces overall energy consumption but also helps extend the life of the heaters by reducing thermal stress and cycling.

Americhem Extruder Idling Program

Another energy efficiency project we are working on is the Americhem Extruder Idling Program. Under the leadership of our Corporate Engineering team, control logic for our extruders is being updated to automatically turn off heaters and drives after a given period of inactivity.

The upgrades take the responsibility from employees for remembering to shut equipment down. The result is less electricity consumed by our equipment and prolonged equipment life span. About 30% of our applicable machines have been upgraded with this program with further implementation ongoing.



WATER REDUCTION

Water plays a critical role in the production of many Americhem products. Though our operations are generally less water-intensive than those in other industries, we recognize the importance of using this resource responsibly. In 2024, we made notable progress toward our 2030 water reduction goal. Our approach focuses on balancing operational needs with environmental stewardship to help preserve water availability for future generations.

Preventing pollution—especially plastic loss to the environment—is an essential part of Americhem’s commitment to environmental responsibility. We actively participate in Operation Clean Sweep®, a global initiative originally launched in 1991 by the Plastics Industry Association and the American Chemistry Council. The program aims for zero loss of plastic pellets, powders, and flakes to help prevent marine pollution and protect aquatic ecosystems.

As a proud member of Operation Clean Sweep®, each manufacturing location has implemented targeted actions to prevent plastic material loss, such as:

- Reducing potential spill points in production areas
- Equipping storm drains with filters that are regularly inspected and replaced as needed
- Training employees in proper material handling and housekeeping practices
- Reinforcing daily protocols that minimize the risk of plastic particles entering the environment
- Through these efforts, we’re helping protect waterways and wildlife while aligning our operations with industry-leading environmental practices.

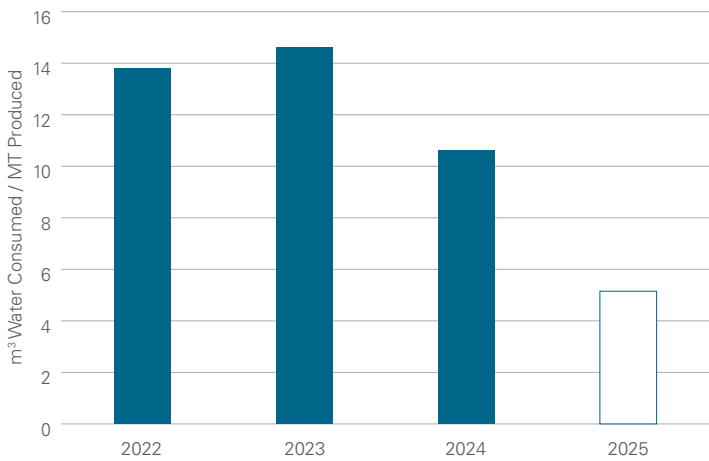


Highlighting China

Our team in Suzhou, China has been working hard to identify and execute on ways to conserve water usage. In mid-2024, this site underwent a major utility repair and began closed-loop recycling of water used within the manufacturing process. These efforts have resulted in a 57% reduction in total water withdrawal year-to-date! This represents a significant decrease in the total volume of water withdrawn by Americhem as a whole. Considering that Suzhou is a region of high water-stress*, this reduction is especially meaningful as it helps ease pressure on local water resources and supports broader regional sustainability efforts.

These areas face increased vulnerability to drought, over-extraction, and eco-system disruption.

SUZHOU WATER INTENSITY



This graph illustrates the water intensity measurement of Americhem’s Suzhou, China plant from 2022 to 2024, and 2025e.

*A water-stressed region is one where demand for freshwater exceeds the available supply, or where water access is limited due to poor quality or seasonal scarcity.

In 2024, we achieved a 6.5% reduction in water intensity compared to 2022 levels. This improvement is thanks to the remarkable improvements from our Suzhou plant combined with strong efforts at other facilities. We are well on our way to meeting our 2030 target of 2.82 m3/MT production (15% below our 2022 baseline).



RESPONSIBLE WASTE HANDLING

As a global manufacturer, material efficiency is central to our operations—and to our environmental responsibility. At Americhem, we are committed to reducing material waste at every step of our process, with a strong focus on minimizing what ends up in landfills.

Our engineering and production teams apply Lean Manufacturing principles to maximize material yields and reduce non-value-added waste through efforts such as:

- Optimizing processing conditions and upgrading equipment for higher efficiency
- Repurposing side streams to be reused in other parts of the manufacturing process
- Refining purge procedures to reduce material loss during line changes or equipment cleanouts

Once waste is generated, responsible management becomes our next priority. We work to divert as much waste as possible away from landfills through recycling and waste-to-energy conversion programs. While a significant portion of our production waste is non-hazardous, all hazardous materials are handled according to local environmental laws and our internal hazardous materials procedures.

Our landfill reduction strategy extends beyond our operations:

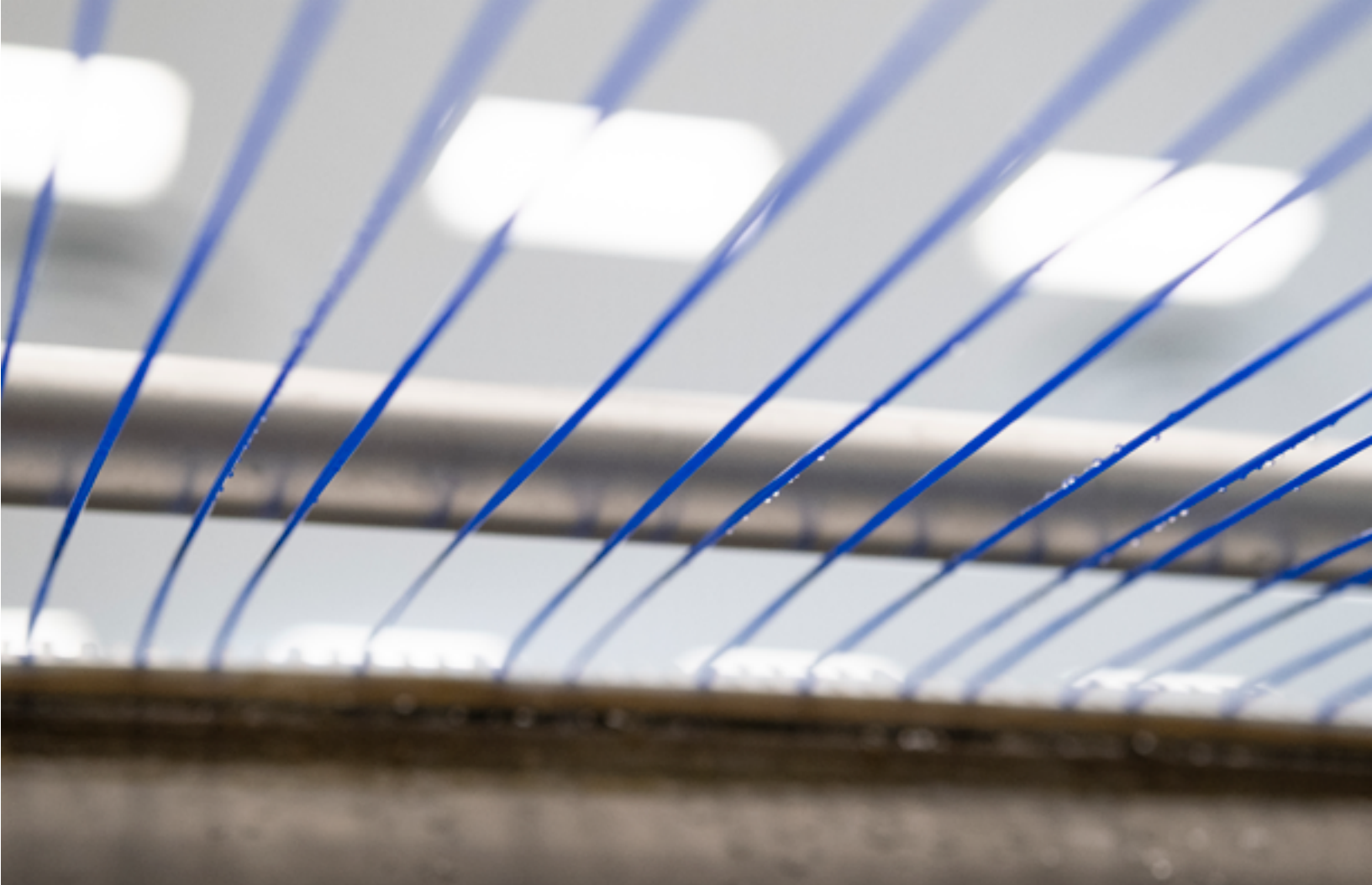
- Many Americhem products are designed to enable recyclability, contributing to circularity in end-use applications.
- Reusable shipping and packaging programs at several facilities help reduce single-use materials.

After a steady performance in 2022 and 2023, we experienced a setback in our waste intensity metric in 2024. Several sites performed focused clean-ups of obsolete and off-spec material that had accumulated over time. These efforts are beneficial to LEAN manufacturing and inventory storage, but much of the material was landfilled for disposal.

The results from 2024 serve to highlight a critical area for improvement at Americhem and have heightened the priority of landfill reduction across our operations this year. We’re working to get back on track toward our 2030 target of reducing landfill waste intensity to 25.38 kg/MT production (15% below our 2022 baseline).

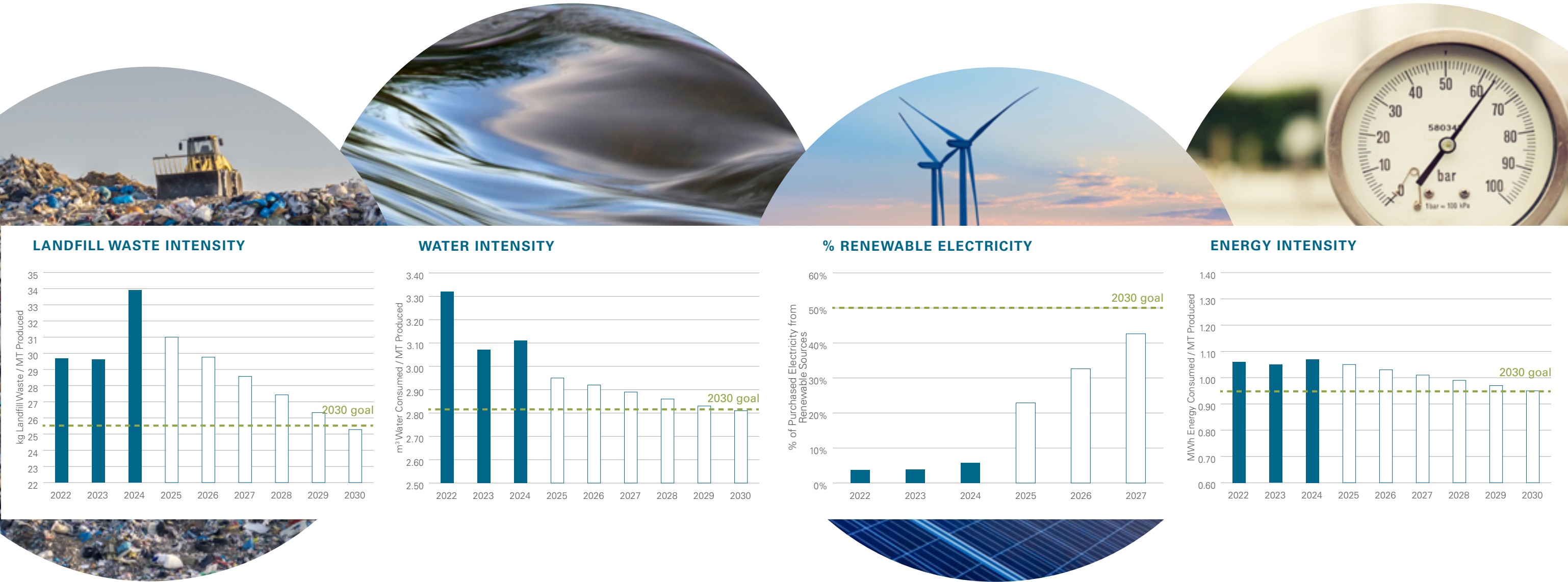
Landfill Diversion

Our manufacturing facility in Cuyahoga Falls, OH has been leading the way in the US by diverting over 50% of its waste away from landfill, the majority of which was routed through a waste-to-energy (WTE) process. While recycling remains the most preferred waste recovery method, WTE provides a valuable alternative for non-recyclable materials – converting residual waste into usable energy and reducing landfill dependence. Although we experienced a setback in our overall landfill intensity progress this year, efforts like these serve as important steps in identifying scalable alternatives and reinforcing our focus on continuous improvement across all facilities.



TRACKING OUR PROGRESS: PROCESS PILLAR PERFORMANCE

In 2024, Americhem made meaningful progress on several fronts across our Process Pillar goals. We achieved a 6.5% reduction in water intensity compared to 2022, driven largely by efficiency improvements in Suzhou, China. Energy intensity held steady, remaining just above our 2030 target, while our use of renewable electricity has increased, with further conversions expected in 2025 to accelerate momentum. While we saw an increase in landfill waste intensity largely due to facility clean-ups, this underscored the need for renewed focus and site-level action on waste diversion. Together, these results provide a snapshot of our progress and reaffirm our commitment to meeting our 2030 targets.





OUR PRODUCTS



At Americhem, sustainable growth remains our top focus for the commercial teams. Our partnerships with customers on next generation technology and products drive our success. Working with our R&D organization, we have developed and commercialized several products that bring value to our customers and the environment. Two recent successes include PFAS-free solutions for both internally lubricated compounds and alcohol repellency in Nonwoven fabrics. Our legacy product lines continue to provide longer lasting, more durable, and light weighting properties for several end markets. We thank our customers for their continued support in meeting industry sustainability goals.

Mark Juve
Vice President / General Manager of Commercial, North America



Material Focus

- Recycled Content
- Bio-Based Content
- Eco-Friendly Content
- Climate-Positive Content



Design & Production Focus

- Resource Efficient Products
- Lightweight Products
- Degradable Products
- VOC Reduction



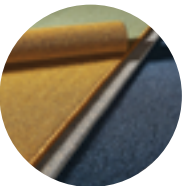
Impact Focus

- Carbon Footprint Reduction
- Development to Promote Alternative Energy Applications
- Erosion Control



Function Focus

- Barrier Products for Content Protection
- Antimicrobial Content
- Recycling Enabler



Certified Sustainable

- Oeko-Tex®
- C2C Certified®
- Bluesign®



OUR APPROACH TO SUSTAINABLE PRODUCT DEVELOPMENT



Sustainable Raw Material Sourcing

These focus on the origin of the plastic material – prioritizing renewable or waste-derived raw materials to be used in our finished product.

- **Post-Consumer Recycle (PCR):** Materials recovered from used consumer products.
- **Post-Industrial Recycle (PIR):** Scrap or waste from industrial processes reused in production.
- **Partially Bio-Based Plastics:** Derived partly from renewable resources (e.g., bio-PET).
- **Fully Bio-Based Plastics:** Derived entirely from renewable sources (e.g., PLA, PHA).



Functional Sustainability

This category focuses on design attributes that extend product life or reduce overall environmental impact.

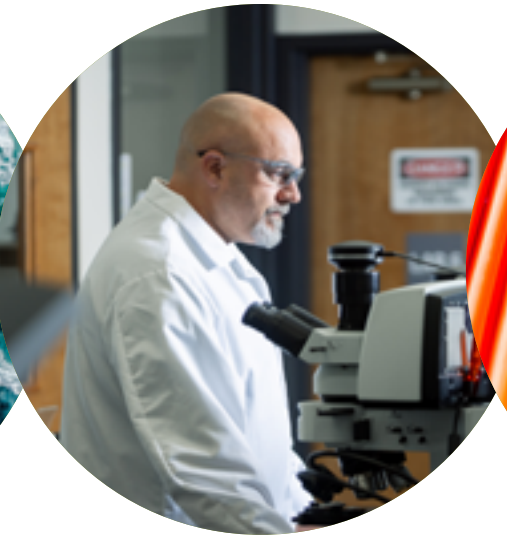
- **Barrier and Performance Enhancement:** Products improving barrier properties to extend product life through content protection.
- **Antimicrobial Products:** Products with antimicrobial properties to reduce product waste.
- **Health and Safety Focus:** Formulations designed to eliminate substances of concern (e.g., phthalates, PFAS, heavy metals) to reduce health and environmental risks.



Manufacturing & Process Efficiency

These products emphasize improvements during the production phase to reduce environmental burdens.

- **Low Carbon Footprint:** Materials or processes optimized for energy efficiency, or that utilize renewable energy.
- **Reduced Water or Chemical Use:** Innovations that require fewer harmful chemicals or reduce water usage in manufacturing.
- **Lightweighting and Material Efficiency:** Formulations that enable using less plastic for the same function or replacing heavier materials such as metals with plastic, reducing overall total material demand.



Regulatory & Certification Alignment

These attributes ensure the product meets recognized standards of sustainability.

- **Third Party Certifications:** Formulations ensured to meet the standards set out for sustainable certifications (e.g., Cradle-to-Cradle®, Okeo-Tex®).
- **Compliance with Global Regulation and Framework:** Products developed to meet emerging global regulatory requirements and align with global and industry initiatives promoting sustainability.



End-of-Life and Circularity

Here the focus is on what happens after use and how the material fits into the circular economy.

- **Recycle Promoting:** Formulations designed to improve the sorting and recyclability of the end product at the disposal stage.
- **Degradable Products:** Products promoting biodegradation or compostability of the plastic after disposal.

NDRYVE™: ENVIRONMENTALLY FRIENDLY NONWOVENS

Earlier this year, Americhem began developing nDryve™—a cutting-edge, sustainable additive solution designed to advance PFAS-free performance in nonwoven applications. Designed to address the need for high-performance alcohol repellency along with hydrophobic and oleophobic protection in polyolefin-based nonwovens, nDryve™ provides an effective alternative to traditional chemistries by offering a PFAS/PFOS-free surface modifying additive. It is targeted for future use in sectors such as medical, hygiene, and industrial, where reliable protection against water, oil, and alcohol exposure is essential.

Why PFAS-Free Matters

Per- and polyfluoroalkyl substances (PFAS)—commonly known as “forever chemicals”—have come under increasing scrutiny due to their persistence in the environment, potential toxicity, and association with adverse health outcomes. These substances resist degradation, bioaccumulate in ecosystems and human tissue, and have been linked to various health issues.

As a result, regulatory pressure on PFAS use is intensifying. Governments around the world are phasing out or banning PFAS in consumer and industrial products. In the United States, the EPA has introduced new rules for PFAS reporting and testing, and several states have already implemented strict bans, particularly for materials used in food packaging, textiles, and healthcare. The European Union is also advancing toward a broad restriction under REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals).

Sustainable Innovation in Action

Americhem formulated nDryve™ to address this challenge head-on—a PFAS-free, in-melt additive intended to integrate directly into the polymer matrix during production. This embedded approach is intended to eliminate the need for topical treatments and has the potential to reduce processing steps, environmental impact, and chemical exposure across the product lifecycle.

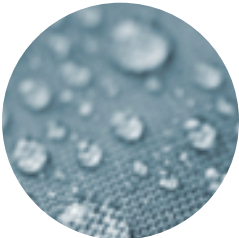
As demand for safer, greener nonwoven technologies grows, nDryve™ is being developed as a sustainable solution to align with evolving regulatory and performance expectations—without compromising potential protection or quality.

The introduction of nDryve™ reflects Americhem’s broader commitment to sustainable innovation and proactive environmental stewardship. By anticipating regulatory shifts and delivering viable alternatives, we aim to support our customers in reducing their environmental footprint. Solutions like nDryve™ not only address today’s urgent challenges but also set a new standard for responsible materials development in a changing global landscape.

The nDryve™ platform is undergoing internal testing across multiple polymer systems and nonwoven substrates to assess integration, processability, and fluid repellency performance. Early results are encouraging and support the viability of in-melt, PFAS-free solutions over traditional topical treatments.

nDryve™ reflects Americhem’s commitment to sustainable innovation and technical leadership in additive design. It also represents Americhem’s vision for sustainable, high-performance solutions that align with tomorrow’s material standards. We’re working closely with customers and regulatory bodies to align development with global safety and sustainability standards.

Key Benefits:



Superior Alcohol Repellency:

Enhancing the properties of barrier fabrics to prevent wetting, wicking, or absorption of alcohol, water, and oil-based fluids.



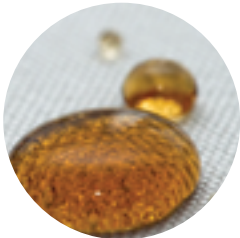
Enhanced Durability:

Significantly reduces the impact of alcohol-based substances, including sanitizers, disinfectants, and oils, on nonwoven fabrics.



Versatile Application:

Ideal for nonwoven fabrics used for medical gowns, face masks, filters, and others.



Eco-Friendly:

Formulated as a PFAS/PFOS-free solution for alcohol-, water-, and oil-resistant nonwovens versus traditional treatments.



Easy Integration:

Simple to incorporate into existing production processes without altering manufacturing workflows or adding additional steps.

Reliable Performance:



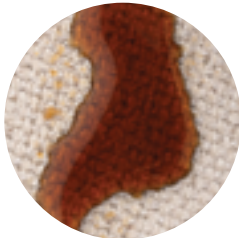
Medical & Healthcare:

Medical gowns, drapes, and face masks that require resistance to alcohol, water, and oils for both safety and longevity.



Hygiene Products:

Nonwoven wipes and personal care items designed for daily use and exposure to a variety of fluids.



Industrial & Protective Fabrics:

Protective gear and nonwoven fabrics used in industrial settings, offering long-lasting fluid resistance and durability in demanding environments.

ECOLUBE™ MD: THE PFAS-FREE FUTURE OF HIGH PERFORMANCE LUBRICATED COMPOUNDS FOR HEALTHCARE

Recently, Americhem expanded its EcoLube™ portfolio with the introduction of EcoLube™ MD – a line of PFAS-free internally lubricated compounds and alloys developed specifically for the healthcare industry. Engineered to address the unique performance demands of medical applications, these materials help reduce wear and friction in moving plastic parts, minimize operational noise, and lower the coefficient of friction in both plastic-on-plastic and plastic-on-metal interactions – all while eliminating the use of PFAS additives. EcoLube™ MD compounds have locked formulations, meaning the composition remains constant over time. This provides peace of mind for medical device manufacturers who need to maintain consistent material properties. EcoLube™ MD compounds may also be pre-colored using our ColorRx® technology.

In addition, EcoLube™ MD can be made in many other polymer systems upon inquiry. Typical applications in surgical instruments, medical devices such as catheters and drug delivery systems, as well as prosthetics.

EcoLube™ MD grades have passed ISO 10993-5, meaning they are not only durable and reliable, but also biocompatible and safe for human contact.

Developed with a focus on cost reduction, service life, and environmental impact, EcoLube™ MD compounds offer a lightweight, suitable and sustainable replacement for metal with formulations that resist corrosion and other damaging factors.

Surgical Instruments



Minimally Invasive Surgery
EcoLube™ MD -enhanced polymers can be used in the construction of minimally invasive surgical instruments, providing smooth operation, reduced friction, and improved precision.

Medical Devices



Robotic Surgery
EcoLube™ MD can enhance the performance and durability of robotic surgical instruments, ensuring precise and reliable operation during complex procedures.



Catheters
EcoLube™ MD enhanced polymers can reduce friction and wear within catheters, improving patient comfort and reducing the risk of complications.



Drug Delivery Systems
EcoLube™ MD can enhance the performance and reliability of drug delivery systems, ensuring accurate and controlled release of medications.

Prosthetics



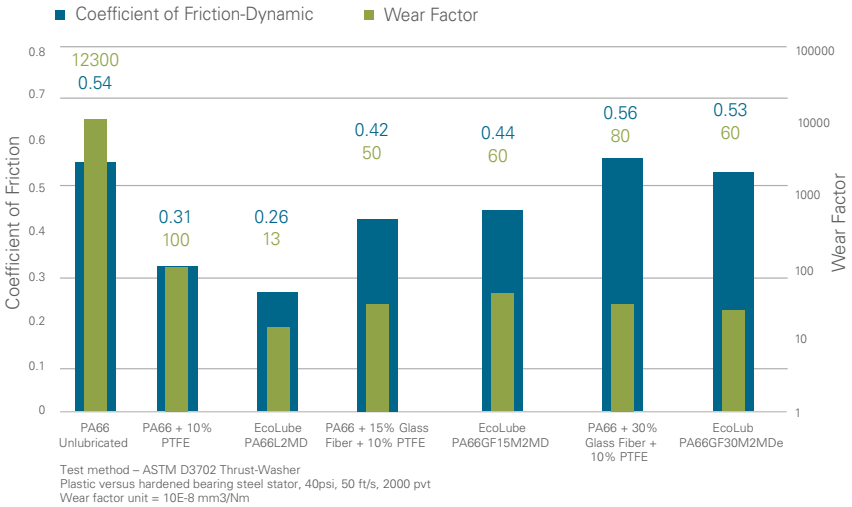
Prosthetic Limbs
EcoLube™ MD enhanced polymers can improve the durability, comfort, and functionality of prosthetic limbs, enhancing quality of life.

EcoLube™ MD is currently available in the following polymers:

- Nylon 6,6
- POM
- Polycarbonate
- Glass-Filled Nylon 6,6
- Glass-Filled POM
- Glass-Filled Polycarbonate

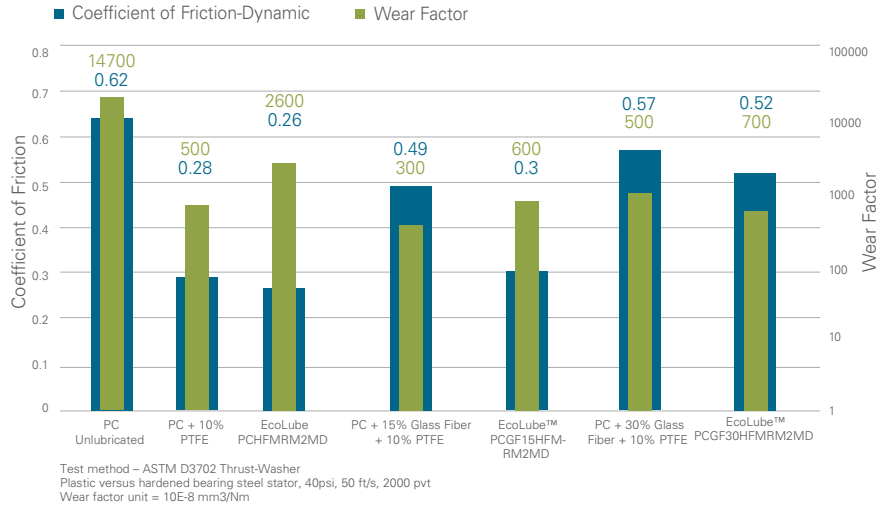
ECOLUBE™ MD COMPARISON TO PTFE – PA66 COMPOUNDS

EcoLube™MD Comparison To PTFE – PA66 Compounds



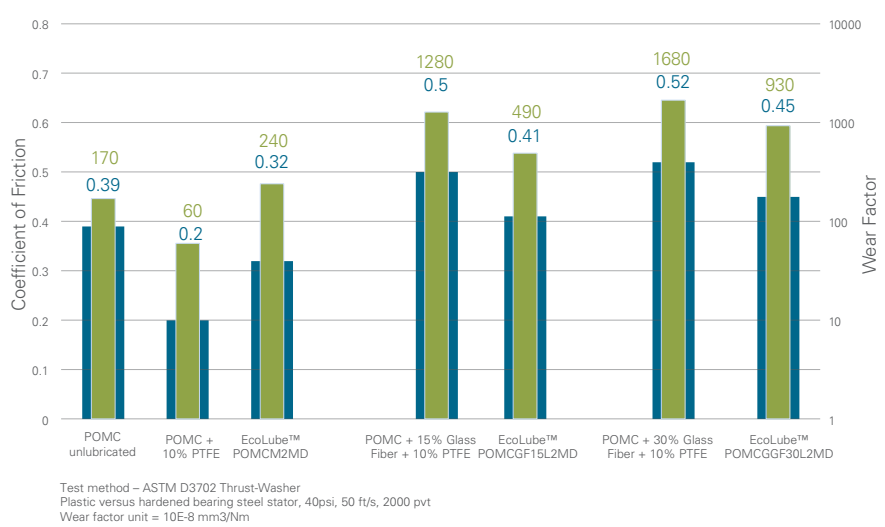
ECOLUBE™ MD COMPARISON TO PTFE – PC COMPOUNDS

EcoLube™MD Comparison To PTFE – PC Compounds



ECOLUBE™ MD COMPARISON TO PTFE – POMC COMPOUNDS

EcoLube™MD Comparison To PTFE – POMC Compounds



EcoLube™ MD Comparison To PTFE - PA66 Compounds

Test	Density	Notched Izod Impact Strength	Tensile Strength	Flexural Modulus
Method	ASTM D792	ASTM D256	ASTM D638	ASTM D790
Units	g/cm³	ft-lbs./in.	psi	psi
PA66 + 10% PTFE	1.20	1.00	10,400	434,000
EcoLube™ PA66L2MD	1.11	1.50	9,900	416,000
PA66 + 15% GF + 10% PTFE	1.31	1.25	15,300	850,000
EcoLube™ PA66GF15M2MD	1.22	1.45	14,200	748,000
PA66 + 30% GF + 10% PTFE	1.45	2.90	20,500	1,305,000
EcoLube™ PA66GF30M2MD	1.34	3.90	20,400	1,270,000

Note the equivalency or improvement in mechanical properties, with large reduction in density.

EcoLube™ MD Comparison To PTFE - PC Compounds

Test	Density	Notched Izod Impact Strength	Tensile Strength	Flexural Modulus
Method	ASTM D792	ASTM D256	ASTM D638	ASTM D790
Units	g/cm³	ft-lbs./in.	psi	psi
PC+ 10% PTFE	1.26	1.89	8,500	374,000
EcoLube™ PCHFM2MD	1.17	11.81	8,600	354,000
PC + 15% GF + 10% PTFE	1.37	2.82	11,400	721,000
EcoLube™ PCGF15HFM2MD	1.27	2.94	12,000	720,000
PC + 30% GF + 10% PTFE	1.51	2.48	14,000	1,216,000
EcoLube™ PCGF30HFM2MD	1.39	2.79	15,500	1,203,000

EcoLube™ MD Comparison To PTFE - POMC Compounds

Test	Density	Notched Izod Impact Strength	Tensile Strength	Flexural Modulus
Method	ASTM D792	ASTM D256	ASTM D638	ASTM D790
Units	g/cm³	ft-lbs./in.	psi	psi
POMC + 10% PTFE	1.46	1.08	7,700	435,500
EcoLube™ POMCM2MD	1.35	1.22	7,900	391,000
POMC + 15% GF + 10% PTFE	1.57	0.89	9,000	813,500
EcoLube™ POMCGF15L2MD	1.42	0.81	8,900	808,000
POMC + 30% GF + 10% PTFE	1.70	0.94	10,000	1,360,000
EcoLube™ POMCGF30L2MD	1.52	0.93	9,800	1,300,000

SUSTAINABILITY THROUGHOUT THE VALUE CHAIN

At Americhem, sustainability doesn’t end at product innovation—it starts at the source and extends through every link in our value chain. From the responsible sourcing of raw materials to the delivery of data-driven environmental insights, we are committed to building partnerships that prioritize ethical practices, environmental stewardship, and transparency.

Product Carbon Footprint

We recognize that product transparency is a key component to sustainability for our customers. Therefore, Americhem has taken strides to develop a methodology for calculating the Product Carbon Footprint of our products upon customer request. Through Product Carbon Footprint data, we aim to:

- Empower customers to quantify and measure environmental impact at the product level
- Support customer efforts in capturing and reducing their Scope 3 emissions, aligning with internal sustainability goals and external reporting framework
- Encourage eco-design and life cycle thinking
- Enhance supply chain transparency by engaging with our suppliers



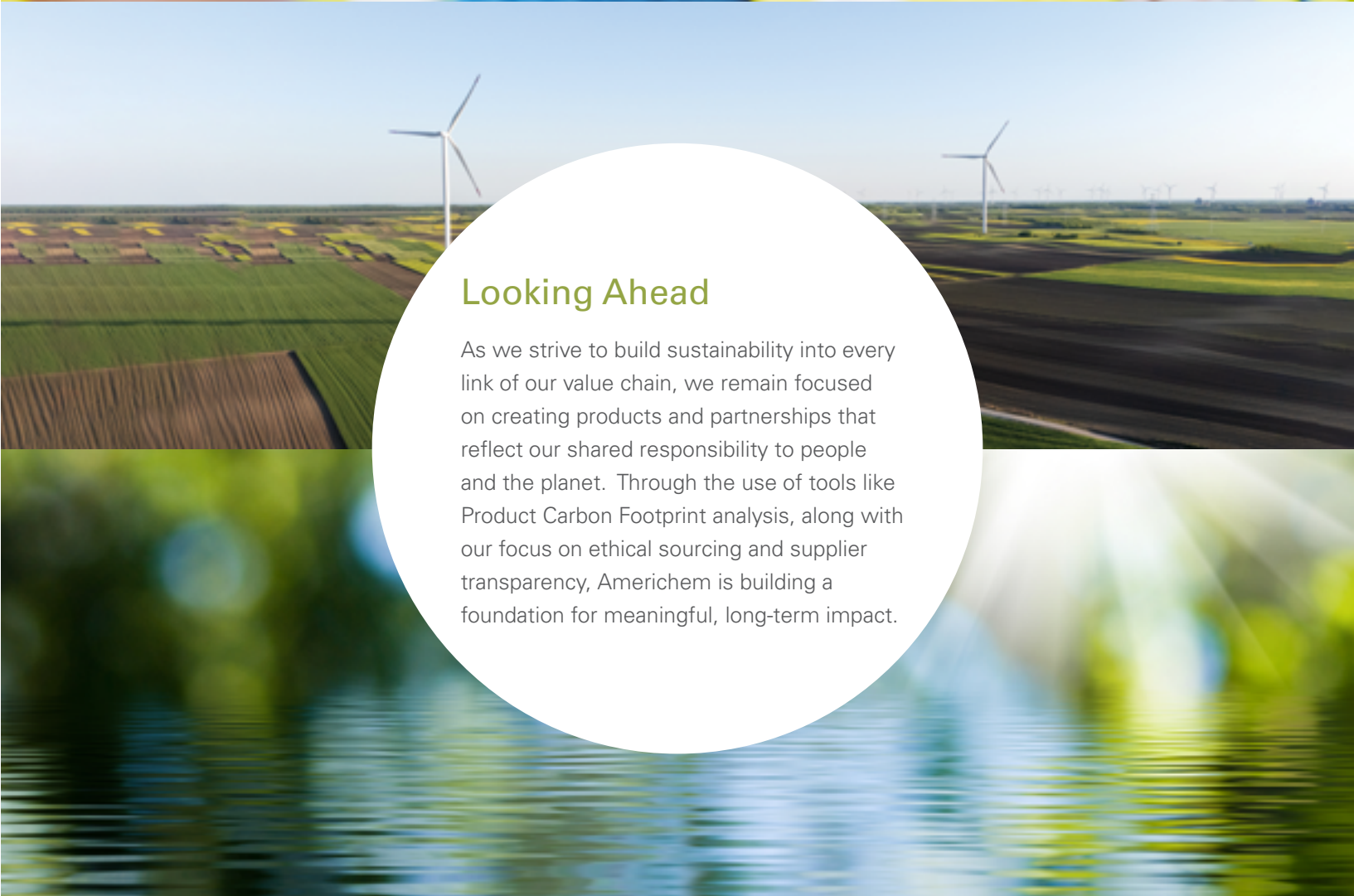
Responsible Sourcing

At Americhem, our responsible sourcing strategy is rooted in the belief that ethical, social, and environmental integrity must extend beyond our operations and into our entire supply chain. We actively partner with suppliers who share our commitment to sustainable practices, requiring adherence to our Supplier Code of Conduct, which emphasizes ethical labor practices, environmental responsibility, and employee welfare. We view open, collaborative relationship with suppliers as essential to driving long-term sustainability and delivering products that reflect our values from source to shipment. We prioritize partners who demonstrate measurable efforts in:

- Reducing greenhouse gas emissions
- Managing hazardous and non-hazardous waste responsibly
- Promoting diversity, equity, and employee welfare

We also maintain a strong commitment to responsible mineral sourcing. Americhem’s Conflict Minerals Policy also ensures that Americhem does not knowingly procure any raw materials from facilities in conflict regions that are not certified as “conflict-free”, as outlined by the OECD Due Diligence Guidelines.

We have set a goal to assess 100% of our key suppliers for their sustainability performance by 2030. In 2023, we assessed 42% of our key suppliers globally, and in 2024 we increased that number to 63%. Through these efforts, we strive to promote a supply chain that is not only efficient and transparent but also socially responsible and aligned with our broader sustainability goals.



Looking Ahead

As we strive to build sustainability into every link of our value chain, we remain focused on creating products and partnerships that reflect our shared responsibility to people and the planet. Through the use of tools like Product Carbon Footprint analysis, along with our focus on ethical sourcing and supplier transparency, Americhem is building a foundation for meaningful, long-term impact.





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