americhem
PERFORMANCE | SOLUTIONS | TRUST

LEADING WITH IMPACT

2026 Sustainability Report



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MESSAGE FROM OUR CEO

Every day, our customers ask us to solve increasingly complex challenges. They expect materials that perform reliably, manufacturing that operates consistently, and a partner that can help them navigate changing market demands. Meeting those expectations requires more than technical expertise. It requires a business that continues to improve in every aspect of how it operates.

That mindset is reflected throughout this report.

Across Americhem, we continue to strengthen the way we work by investing in our people, improving our manufacturing processes, developing innovative material solutions, and operating with greater discipline and transparency. Sustainability has become an integral part of that continuous improvement. It challenges us to better understand our impacts, make smarter decisions, and create long-term value for our customers, employees, and communities.

The progress outlined in these pages reflects the commitment of teams across our global organization. Whether improving safety, reducing waste, conserving resources, strengthening our supply chain, or developing new technologies, our employees continue to find better ways to serve our customers while building a stronger business. Those efforts demonstrate that operational excellence and responsible business practices are closely connected.

As Americhem continues to mature as a business, we are strengthening the way we understand performance and make decisions. Better data, stronger governance, and greater transparency give us a clearer view of where we are, where we need to improve, and how we continue moving forward. That discipline helps us build accountability, support continuous improvement, and create lasting value across the organization.

I want to thank our employees for their commitment, our customers for their trust, and our suppliers and partners for their collaboration. Together, we are creating a stronger, more resilient Americhem that is prepared to meet today's challenges and tomorrow's opportunities.

Sincerely,

John Richard
CEO, Americhem



MESSAGE FROM OUR SUSTAINABILITY LEADER

At Americhem, sustainability is no longer simply a commitment – it is embedded in how we make decisions, innovate for our customers, and operate across our global business. Over the past year, we have continued to strengthen the foundation of our sustainability program by expanding transparency, enhancing governance, and measuring our progress with greater accuracy than ever before. From achieving Gold EcoVadis recognition to advancing Product Carbon Footprint capabilities, increasing renewable electricity use, and developing PFAS-free material solutions, we are demonstrating that sustainability and business performance can advance together.

This report reflects both our accomplishments and the areas where we continue to challenge ourselves to improve. Meaningful progress is rarely linear, and we believe transparent reporting is essential to building trust with our employees, customers, suppliers, and communities. As expectations continue to evolve, so will Americhem. By embracing innovation, collaboration, and continuous improvement, we are building a more resilient organization and helping shape a more sustainable future for the industries we serve.

Lauren Faenkov
Enterprise Process Improvement Leader





ABOUT THIS REPORT

This report presents Americhem's environmental, social, and governance (ESG) performance for the 2025 calendar year and highlights the progress we have made toward our 2030 Sustainability Goals. It reflects our ongoing commitment to transparent reporting, continuous improvement, and responsible business practices across our global operations.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. The report structure and content were informed by Americhem's 2026 Double Materiality Assessment, which considered the Global Reporting Initiative (GRI) Standards, the SASB Chemicals Standard, EcoVadis assessment criteria, peer benchmarking, and stakeholder engagement to identify the sustainability topics most significant to our business and stakeholders.

Reporting Period

Unless otherwise stated, data in this report covers the period from January 1, 2025 through December 31, 2025.

Reporting Boundary

Unless otherwise noted, environmental performance data, including energy, greenhouse gas emissions, water, and waste metrics, represent manufacturing operations under Americhem's operational control. Employee-related information reflects Americhem's global workforce. Certain demographic metrics are identified where they represent North American operations only.

Data and Methodology

Environmental and operational performance metrics are compiled using internal reporting systems and facility-level data. Greenhouse gas emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Scope 1 and Scope 2 greenhouse gas inventories were verified by an independent third party in the 2024 reporting year. Renewable electricity figures include electricity sourced through Renewable Energy Certificates (RECs) where applicable.

Material Topics

The content of this report is organized around the environmental, social, and governance topics identified through Americhem's first formal Double Materiality Assessment completed in 2026. These topics guide our sustainability strategy, reporting priorities, and long-term goal setting.

Forward-Looking Information

Certain statements contained in this report describe future goals, objectives, and expectations. These statements reflect Americhem's current plans and are subject to change as business conditions, technologies, customer needs, and regulatory requirements evolve.

WHO WE ARE

Your global partner in polymer innovation

Americhem delivers performance, innovation, and trust. 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.



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 1,000 global employees advancing sustainable polymer solutions

Recognized global leader in polymer technology

We transform the way your products:

LOOK

FEEL

PROCESS

PERFORM



OUR JOURNEY

Innovating across decades, industries, and generations

1900

1941
The company was founded

1995
The first 6 manufacturing plants became ISO 9001 certified

2000

2006
Expanded global manufacturing with the addition of the Suzhou, China plant

2010

2012
Acquired Infinity Compounding (located in Swedesboro, New Jersey)

2014
Acquired LTL Color Compounders, Inc. (located in Morrisville, Pennsylvania)

2016
Acquired Vi-Chem Corp. (located in Grand Rapids, Michigan)

2018
Acquired Prescient Color Ltd. (located in Pune, India)

2020

2020
Acquired Controlled Polymers (located in Ribe, Denmark)

2021
Expanded Morrisville, PA plant with 60,000 sq. ft. & an isolated 20,000 sq. ft. clean compounding room

2022
Launched first clean compounding facility. Launched Americhem Healthcare

2023
Launched 2nd clean compounding facility in Ribe, Denmark

2024
Launched 2030 Sustainability Goals and first sustainability report

2025
Acquired by Pritzker Private Capital

2026
Expanded clean compounding capabilities in Suzhou, China

Acquired Noble Biomaterials (located in Scranton, Pennsylvania)

MANUFACTURING LOCATIONS



- **Cuyahoga Falls, OH, USA**
  ISO 9001:2015, IATF 16949:2016

  Color and additive masterbatch for automotive, building & construction, and packaging

- **Dalton, GA, USA**
  ISO 9001:2015

  Color masterbatch for automotive, building & construction, and fibers

- **Grand Rapids, MI, USA**
  ISO 9001:2015 , ISO/IEC 17025:2017

  Color masterbatch for automotive, building & construction, and fibers

- **Concord, NC, USA**
  ISO 9001:2015

  Color and additive masterbatch for fibers

- **Liberty, NC, USA**
  ISO 9001:2015, ISO 13485:2016

  High volume white, natural, and black masterbatch and compounds

- **Morrisville, PA, USA**
  ISO 9001:2015, ISO 13485:2016

  Engineered compounds for healthcare, industrial, and electronics

- **Scranton, PA, USA**
  ISO 9001

  Advanced functional materials for textile and industrial applications

- **Suzhou, China**
  ISO 9001:2015, ISO 14001:2015, ISO 13485:2016

  Broad range of masterbatch and engineered compounds servicing Asia Pacific

- **Ribe, Denmark**
  ISO 9001:2015, ISO 14001:2015, ISO 13485:2016

  Broad range of masterbatch solutions with an emphasis on healthcare applications.

- **Pune, India**
  ISO 9001:2015

  Broad range of masterbatch primarily for textiles industry

VISION & VALUES

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

Fibers

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

Healthcare

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

Transportation

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

Building & Construction

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

Other 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.

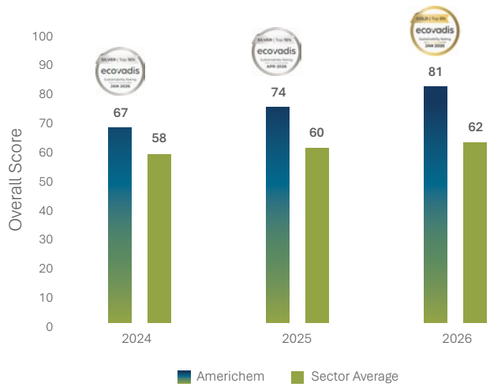
ECOVADIS

Earlier this year, Americhem was awarded the Gold EcoVadis rating, placing us among the top 5% of all companies assessed globally. This achievement reflects the continued progress we have made in strengthening our sustainability programs and embedding responsible practices across our global operations.

EcoVadis evaluates companies across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. In our most recent assessment, Americhem achieved an overall score of 81 out of 100, ranking in the 96th percentile within our sector. This marks a steady improvement in our performance over the past several years and demonstrates the effectiveness of our structured approach to sustainability.

Our progress is driven by our focus on three core pillars – People, Process, and Product – which continue to shape how we approach the EcoVadis assessment. Over the past three years, Americhem has demonstrated consistent improvement in our overall score, advancing from 67 in 2024 to 81 in 2026, while also outperforming the sector average during this period. This progress reflects targeted efforts to strengthen our environmental data management, expand internal training and engagement, and enhance our governance and reporting practices. Notably, improvements across key categories, including Environment, Ethics, and Sustainable Procurement, have contributed to our advancement to Gold status.

While this year's results reflect meaningful progress, we recognize that performance across all categories is not uniform. Some areas have advanced more rapidly than others, while certain topics remain opportunities for continued development. This balanced view allows us to better focus our efforts as we work to further strengthen our performance and maintain momentum in future EcoVadis assessments.



Scan to review Americhem's EcoVadis Scorecard

MATERIALITY ASSESSMENT AND PRIORITY TOPICS

In 2026, Americhem completed its first formal double materiality assessment to identify the environmental, social, and governance (ESG) topics most significant to our business and stakeholders. Conducted with support from an independent sustainability consulting firm, the assessment considered both the impacts of our operations on people and the environment (impact materiality) and the sustainability issues that may influence Americhem's long-term business performance (financial materiality). The process was informed by the Global Reporting Initiative (GRI) Standards, SASB Chemicals Standard, EcoVadis criteria, peer benchmarking, and stakeholder engagement.

The assessment identified the sustainability topics that have the greatest significance to both Americhem and our stakeholders. These priorities represent the areas where we can have the greatest positive impact while effectively managing business risks and opportunities. The results serve as the foundation for our sustainability strategy, guiding our decision-making, resource allocation, and public reporting.

These topics reflect the areas where Americhem has the greatest opportunity to create long-term value while responsibly managing our environmental footprint, supporting our employees and communities, strengthening governance practices, and helping customers achieve their own sustainability objectives.

Our Materiality Assessment Process:

1. Business & Value Chain Review
2. Industry Benchmarking & Standards Review
3. Stakeholder Engagement
4. Double Materiality Assessment
5. Validation of Material Topics

Double Materiality Matrix

Pillars	Topics	Impact Materiality	Financial Materiality
Environment	Energy	•	•
	Greenhouse Gas (GHG) Emissions	•	•
	Waste	•	•
	Water	•	•
	Air Pollution	•	•
	Product Sustainability	•	•
Social	Occupational Health and Safety	•	•
	Product Safety	•	•
	Employee Hiring and Retention	•	
	Training and Development	•	
	Human Rights	•	
	Non-Discrimination and Harrassment	•	
	Community Relation		•
Governance	Anti-Corruption	•	•
	Cybersecurity and Data Privacy	•	
	Sustainable Procurement	•	

The results of this assessment directly informed the structure of this report and continue to guide Americhem's sustainability strategy, 2030 Sustainability Goals, and reporting priorities. By focusing on the topics that matter most to our stakeholders and business, we are better positioned to create long-term value while addressing our most significant environmental, social, and governance impacts.



2030 SUSTAINABILITY GOALS

Americhem's 2030 Sustainability Goals provide a clear framework for advancing our performance across our People, Process, and Product pillars.

Since establishing our 2022 baseline, we have made measurable progress in several areas, including water reduction, supplier engagement, and employee-related metrics. While some goals are progressing ahead of pace, others have remained stable or require additional focus, reflecting the ongoing and non-linear nature of our sustainability journey.



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



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*



Product

100%
of key suppliers assessed for sustainability performance

25%
of new products developed have a positive sustainability attribute

*Goals are relative to 2022 baseline year

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 DEI 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 DEI 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.



OUR PEOPLE



At Americhem, our people remain our greatest strength and the foundation of our long-term success.

We believe sustainable business performance begins with creating an environment where employees can do meaningful work, continue to learn, contribute new ideas, and feel a strong sense of belonging.

As our business continues to grow and evolve, so does our commitment to developing our people. We are investing in leadership, expanding learning opportunities, embracing new technologies including artificial intelligence, and equipping employees with the skills needed to succeed in a rapidly changing world. At the same time, we remain focused on providing a workplace built on safety, inclusion, respect, and collaboration, where every individual has the opportunity to thrive.

Listening to our employees is central to how we improve. Through our annual engagement survey and ongoing dialogue, we gain valuable insights that help shape our priorities, strengthen our culture, and enhance the employee experience across our global organization. We are committed not only to hearing feedback, but also to taking meaningful action that supports our people and our business.

Our commitment to responsible employment practices is grounded in the Americhem Code of Conduct, our Ethics and Human Rights Policy, and our unwavering expectation that every employee is treated with dignity and respect. We foster a culture of integrity where employees are encouraged to speak up, share ideas, and raise concerns through trusted channels, including Americhem Speaks.

By investing in our people, strengthening our culture, and living our values every day, we are building an organization that is resilient, innovative, and positioned for sustainable growth for years to come.

Sarajeni Hammond
Chief Human Resources Officer

EMPLOYEE ENGAGEMENT

At Americhem, we recognize that employee engagement and sustainability are closely linked, with engaged employees playing a critical role in driving long-term success.

To better understand and support our workforce, we introduced an annual global engagement survey in 2022, providing insights into employee well-being, satisfaction, and alignment with our culture and leadership. The survey evaluates key areas such as work-life balance, manager relationships, organizational culture, executive leadership, and opportunities for professional growth, helping us identify strengths and prioritize areas for continuous improvement.

In 2025, 92% of our global workforce participated in the survey, reflecting strong engagement and trust in the process. The results showed a 78.3% overall engagement favorability score — a 7% 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. This year again, we achieved improvement across all ten measured categories, signaling positive momentum in our strategy.

Building on the positive progress demonstrated in our 2025 Employee Engagement Survey, we strive to continue to:

- Sustain positive year-over-year improvements across key engagement drivers.
- Share survey results transparently and communicate clear action plans to employees.
- Involve employees in action planning and provide opportunities for ongoing feedback and participation.
- Foster a collaborative, inclusive workplace where diverse perspectives are valued and open communication is encouraged.
- Maintain a culture where every employee feels respected, supported, and empowered to bring their authentic selves to work.



Areas of Focus

The 2025 Employee Engagement Survey also identified several opportunities to strengthen the employee experience. Our priorities include:

- Strengthen leadership coaching capabilities to better support employee growth and development.
- Enhance the frontline employee experience by ensuring employees feel connected, supported, and heard.
- Create clearer career development pathways, particularly for non-exempt employees.
- Expand feedback mechanisms and listening strategies to promote continuous improvement and employee voice.
- Implement targeted engagement action plans in regions and locations where scores declined, while sharing best practices from teams demonstrating significant improvements.



NETWORKING AND PROFESSIONAL DEVELOPMENT

In 2026, Americhem held its Global Leadership Team Meeting in Greenville, South Carolina, with the theme **“Leading Performance, Delivering Growth.”** Over the course of three days, leaders from across the organization came together to align on key business priorities, strengthen leadership capabilities, and reinforce a shared vision for the future. The meeting provided an opportunity to step away from day-to-day operations, while fostering meaningful dialogue, knowledge sharing, and stronger connections across regions and functions.

Developing and engaging talent remains a core priority at Americhem. We are committed to providing employees with opportunities to grow their skills, expand their experience, and build long-term careers within the organization. Our approach combines structured programs with hands-on learning to support development at all stages of an employee’s career.

As we continue to evolve our people strategy, we remain focused on building a culture that supports growth, inclusion, and continuous learning. Over the past several years, this commitment has been reflected in increased investment in employee development, with average training hours per employee rising since 2022. While annual training levels may fluctuate based on business needs and program timing, we remain committed to providing meaningful learning opportunities that strengthen technical expertise, leadership capabilities, and long-term career development. By investing in our employees and creating opportunities for development, we are strengthening our organization and preparing the next generation of leaders at Americhem.

Year	Average Hours of Skills/Career Development Training Provided per Employee
2022	4.89
2023	9.92
2024	12.37
2025	10.18

Key programs include:

Business Leadership Rotational Program

Designed for early-career talent, this program provides exposure across multiple functions, including manufacturing, commercial, and technology. Participants gain practical experience and are positioned to take on critical roles within the organization.

Learning & Development Programs

Employees have access to a range of on-the-job and external training opportunities, including Six Sigma certifications, technical training, and leadership development programs tailored to both individual roles and broader business needs.

Community Involvement

Employees are encouraged to engage in community initiatives through company-supported programs and paid time off for volunteer activities, reinforcing our commitment to both personal development and social responsibility.



CULTIVATING YOUNG TALENT

Americhem's Business Leadership Rotational Program (BLRP), which originated in the U.S., expanded globally in 2025 with program launches in Suzhou, China and Pune, India. Designed for high-potential young professionals, the program develops future leaders through 24- to 30-month cross-functional rotations. Participants gain hands-on experience across technical, commercial, operational, and leadership areas while building a deeper understanding of Americhem's global business.

Suzhou, China's current BLRP trainee, Dustin He, recently completed his manufacturing rotation where he learned raw material and product portfolios, production processing, lean principles, company strategy and financial acumen. He led both a Lean Kaizen & Quality Improvement project through hands-on experience.

Cherry Dong, Training & Development Specialist, has been instrumental in coordinating this program in China. Cherry has been building a program focused on heavy mentorship and networking to ensure career growth. Trainees are assigned a coach and mentor for each rotation. Trainees develop key performance targets and regularly meet with their coach to ensure progress and alignment. In addition, they have networking discussions with their mentors to discuss projects and continue optimized development in the program. Trainees also meet with Human Resources monthly to ensure proper coordination and planning.

The Business Leadership Rotational Program at Americhem Polymers India (API) was introduced to develop future business leaders by providing structured cross-functional exposure across key business functions. Mayur Kadam is Pune, India's current BLRP trainee currently immersed in his R&D rotation after completing 6 months in operations. The program begins with a one-month orientation program across all key departments, enabling participants to understand business operations, processes, systems, functional interdependencies, workplace culture, and overall organizational priorities before commencing their structured rotational assignments.

Throughout the program, participants receive:

- Structured functional training of processes & systems
- Hands-on towards machine operations & projects
- Coaching & guidance from subject matter experts
- Continuous & Constructive feedback
- Frontline leadership development training

Nandakumar Khopade "NK", Director of HR, has played a key role in coordinating and supporting the Business Leadership Rotational Program in India, helping create a structured development experience for emerging talent. His focus has been on creating opportunities for trainees to build confidence, broaden their business perspective, and connect their day-to-day learning with Americhem's long-term talent strategy. Through regular HR touchpoints, development planning, and coordination with functional leaders, NK helps ensure participants receive the support, visibility, and guidance needed to grow into future roles within the organization.

As the BLRP expands globally, Americhem is strengthening its ability to develop future leaders from within. By combining hands-on experience, cross-functional exposure, and dedicated mentorship, the program helps young professionals build the skills, confidence, and business understanding needed to grow with the organization. This investment in early-career talent supports Americhem's long-term success and reinforces our commitment to employee development across our global operations.



"This experience immersed me in line production and inspection, allowing me to apply lean methodologies and quality standards to real operational improvements. Leading this project showed me how process optimization improves efficiency, quality, and cost savings. It also gave me a better understanding of how company strategy comes to life in daily operations."

Dustin He , BLRP trainee



"In developing this program in China, our goal has been to create a structured yet supportive environment where trainees can accelerate their growth through mentorship, coaching, and meaningful cross-functional experiences. By connecting business exposure with continuous guidance, we aim to build a strong pipeline of future leaders."

Cherry Dong, Training & Development Specialist



"BLRP isn't just a program that shapes future leaders. It's where curiosity becomes capability, and potential becomes leadership. And every rotation is a new challenge to overcome, every experience a lesson & every step a chance to become better than yesterday."

Mayur Kadam, BLRP trainee



"BLRP is an important initiative towards developing future ready leaders who can drive the business growth, strengthen our culture and create long term sustainable business impact."

Nandakumar Khopade, Director of HR

WORKPLACE BELONGING

At Americhem, we recognize that a diverse and inclusive workforce is essential to driving innovation, strengthening collaboration, and supporting long-term business success. By bringing together a wide range of perspectives and experiences, we are better equipped to serve our customers and operate effectively across global markets.

Our approach to diversity, equity, and inclusion is grounded in a commitment to fairness, respect, and equal opportunity for all employees. These principles are embedded in our Code of Conduct and Human Rights Policy and are reinforced through our global programs, leadership initiatives, and workplace practices.

We continue to make progress in fostering an inclusive culture across our organization. In 2025, our DE&I favorability score reached 74%, reflecting steady improvement toward our 2030 goal of exceeding 75%. Representation across our workforce also remains a key focus area, with continued emphasis on increasing diversity at all levels of the organization, including leadership roles.

Americhem supports employee development and inclusion through a range of initiatives, including participation in Women in Manufacturing® (WiM), which provides access to networking, mentorship, and leadership development opportunities. We also promote global collaboration through cross-location programs, intercultural training, and ongoing employee engagement efforts.

We recognize that building an inclusive workplace is an ongoing process. By continuing to measure our progress, listen to employee feedback, and strengthen our programs, we are working to create an environment where every employee feels valued, respected, and empowered to contribute.

Demographics

Data as of December 2025:

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

Diversity by Level Minority+*	
Executives	17%
Management	19%
Professionals	15%
Non-Exempt	42%
All	34%

Age Band*	
under 30	9%
30-50	47%
over 50	44%

Race and Ethnicity*	
Hispanic or Latino	14%
American Indian or Alaska Native	0%
Asian	2%
Black or African American	16%
Native Hawaiian or Other Pacific Islander	1%
Two or more races (Not Hispanic or Latino)	1%
White	66%

Global Diversity by Level Female	
Executives	27%
Directors	17%
Professionals	27%
Non-Exempt	8%
All	13%

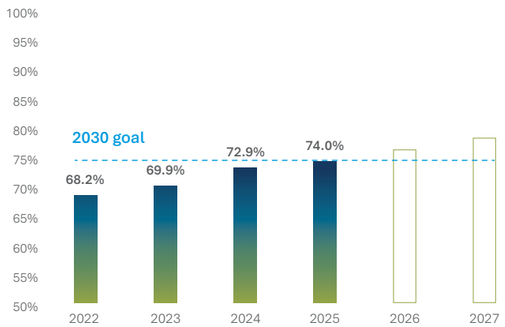
* Data reflects North America only

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



wim | women in manufacturing®

DE&I favorability



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

ETHICS AND DATA SECURITY

Ethical Conduct & Human Rights

At Americhem, ethical conduct and responsible business practices are fundamental to how we operate. We are committed to maintaining the highest standards of integrity across our global operations, ensuring compliance with applicable laws, internal policies, and industry best practices.

Our approach is guided by our Code of Conduct and Human Rights Policy, which establish clear expectations for ethical behavior, accountability, and respect for individuals.

We align our practices with internationally recognized frameworks, including the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Core Conventions. Through ongoing training, communication, and leadership engagement, we reinforce these principles and ensure they are consistently applied throughout our global operations.

Compliance & Anti-Corruption

Maintaining a culture of transparency and accountability is central to our governance approach. All employees receive regular training on ethical business practices, including anti-corruption, compliance, and responsible decision-making, ensuring a consistent understanding of expectations across the organization.

To support this, Americhem utilizes Secure Speak, our global ethics reporting platform, which provides employees and external stakeholders with a confidential channel to report concerns. This system enables us to identify and address issues proactively while reinforcing a culture where individuals feel empowered to speak up without fear of retaliation.

Information Security & Sustainable IT Practices

Protecting the integrity and security of data is a critical component of our operations. Americhem maintains a robust IT infrastructure supported by layered security controls, including secure cloud environments, multi-factor authentication, endpoint protection, and continuous monitoring.

These systems are designed to safeguard sensitive information, ensure business continuity, and respond effectively to evolving cybersecurity risks. We continue to enhance our capabilities in this area as part of our broader commitment to responsible and secure business practices.

Performance and Accountability

We track key performance indicators to evaluate the effectiveness of our ethics, compliance, and data security programs and to identify opportunities for continuous improvement.

Year	Employees trained on Business Ethics / Anti-Corruption (%)	Ethics Line Reports	Ethics Complaints Resolved (%)	Confirmed Corruption Incidents	Data Security Incidents	Confirmed Cases of Child / Forced Labor
2022	100	N/A	N/A	0	0	0
2023	100	N/A	N/A	0	0	0
2024	100	10	100	0	0	0
2025	100	2	100	0	0	0

Together, these policies, training programs, reporting mechanisms, and security controls help reinforce a culture of integrity and accountability across Americhem. By maintaining strong governance practices and promoting ethical decision-making at every level of the organization, we strive to build trust with our employees, customers, suppliers, and communities while supporting the long-term sustainability of our business.





SAFETY EXCELLENCE

At Americhem, we are committed to providing a safe, healthy, and supportive work environment for every employee, contractor, visitor, and stakeholder. Safety is not just a priority; it is a core value that guides our decisions and defines how we operate. Through our Next Level Safety initiative, we continue to advance our vision of becoming a world-class safety organization, where zero injuries and incidents remain our ultimate goal.

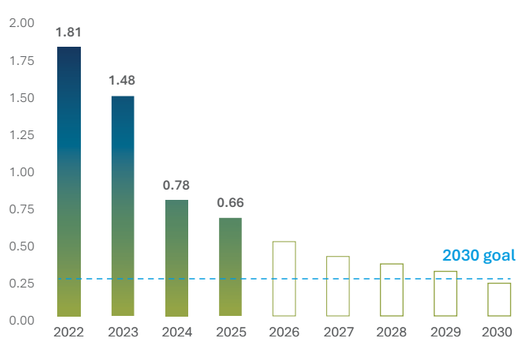
We believe that every individual must return home safely each day, and it is our shared responsibility to identify, assess, and mitigate risks across our entire business. Our tiered safety governance structure, comprising the Corporate Safety Governance Committee, Site Leadership Steering Committees, and Site Employee Safety Committees, ensures accountability and engagement at every level of the organization.

Our approach is supported by the Next Level EHS Management System (SMS), a structured framework aligned with industry best practices, OSHA's Voluntary Protection Program (VPP), and internationally recognized standards. This system is reinforced through our Safety Leadership Certification program, which equips leaders with the tools and training needed to strengthen safety culture, improve hazard recognition, and drive continuous improvement across all sites.

In 2025, Americhem continued to build on the progress achieved in prior years. We improved our Total Recordable Incident Rate (TRIR) to 0.66, representing a significant reduction from our 2022 baseline and positioning us approximately 65% below the industry average. Additionally, six of our sites operated injury-free, and all sites operated without a lost-time injury during the year. These results reflect the effectiveness of our safety programs, the engagement of our employees, and our ongoing commitment to operational excellence.

While we are encouraged by this progress, we recognize that maintaining and improving safety performance requires continuous focus and vigilance. We remain committed to strengthening our systems, empowering our employees, and advancing toward our 2030 goal of achieving a TRIR below 0.25.

Americhem Global TRIR



Year	Total Recordable Incident Rate (TRIR)	Total Hours Worked (000s)	Fatalities	Lost Time Injury Rate (LTIR)
2022	1.81	2,001.8	0	1.11
2023	1.48	1,890.8	0	0.36
2024	0.78	1,791.1	0	0.56
2025	0.66	1,849.1	0	0.11

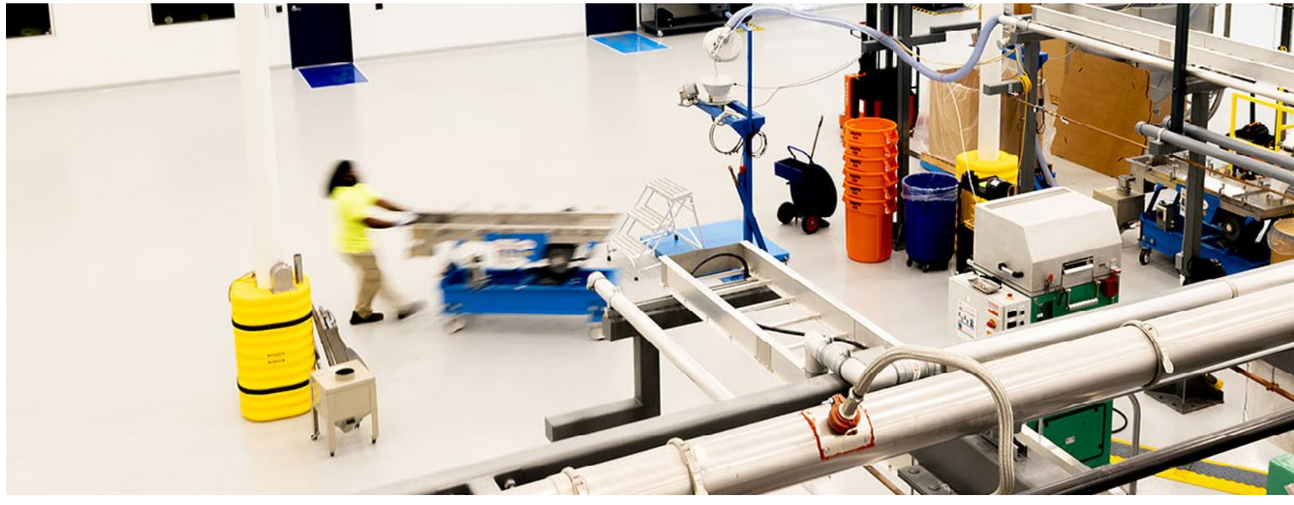


Next Level Safety in Action

6
Sites injury free

11
Sites without lost time injury (100% of total sites)

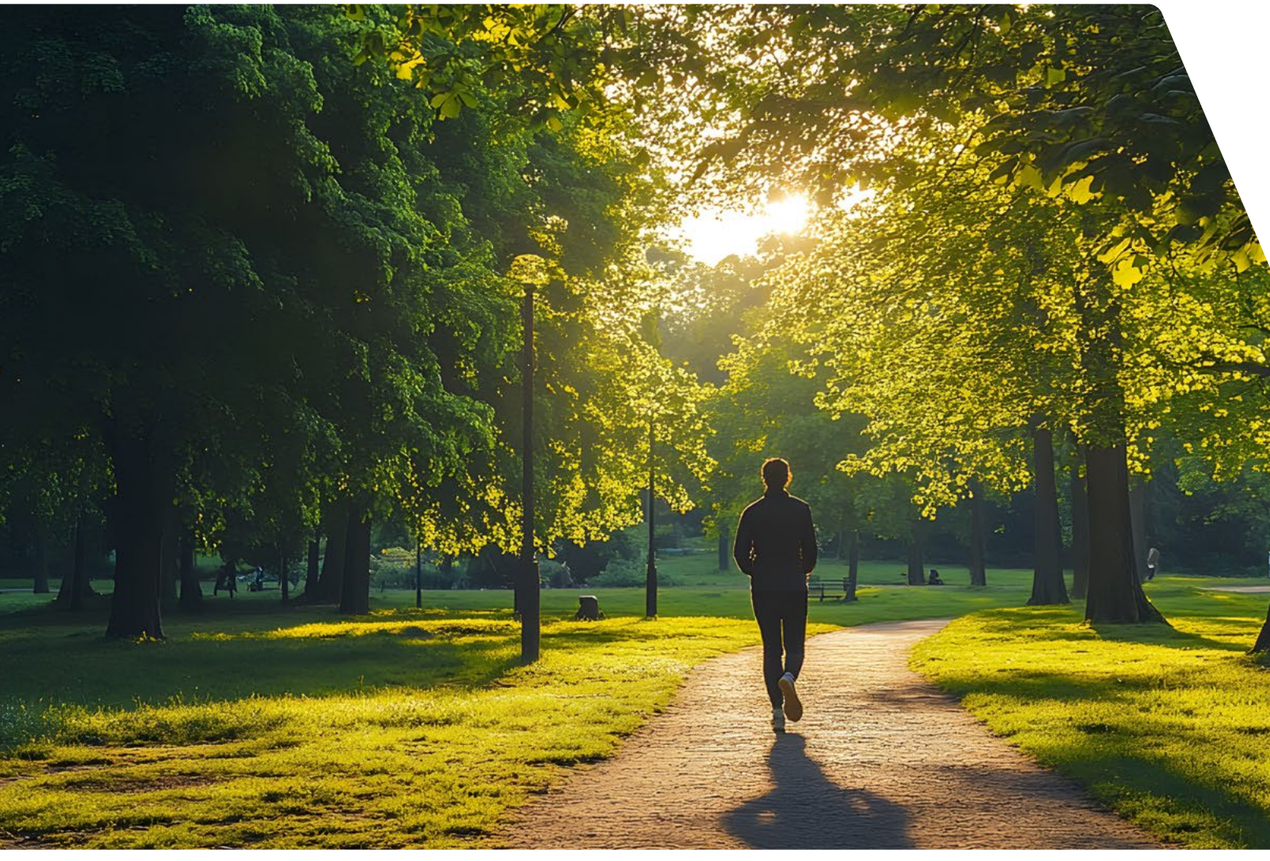
65%
Below industry average for TRIR



HEALTH AND WELLNESS

At Americhem, employee well-being remains a core component of our sustainability strategy and an important driver of long-term performance.
We take a holistic approach to health and wellness, recognizing that physical, mental, social, and financial well-being all contribute to a safe, engaged, and resilient workforce.

Since establishing our sustainability framework in 2022, we have continued to evolve our approach to employee wellness by enhancing workplace environments, expanding global programs, and increasing employee engagement. Over the past three years, we have made targeted investments across our facilities, including upgrades to locker rooms, break areas, showers, and personal storage spaces. These improvements are designed to support comfort, safety, and overall employee experience across our global operations.



Supporting Well-Being Across Our Global Operations

Americhem's approach to health and wellness is designed to reflect the diverse needs of our global workforce. Rather than applying a single model, we tailor programs to regional priorities and cultural contexts to ensure they are both relevant and effective.

- **North America:** Programs focus on comprehensive benefits and preventative care, including health insurance, retirement savings plans, employee assistance programs (EAPs), and wellness screenings. Employees are also encouraged to participate in community involvement through company-supported volunteer initiatives.
- **India:** Our India operations emphasize a balanced approach that integrates physical health initiatives, flexible work arrangements, and strong social engagement. Programs such as medical camps, fitness challenges, and community outreach activities support both individual well-being and team connection.
- **Asia Pacific:** In this region, wellness efforts focus on preventative care through regular health screenings, along with employee engagement initiatives such as team-building activities and recognition programs.
- **Europe:** In Europe, employee well-being is supported through a combination of comprehensive benefits and opportunities for social connection. Employees have access to healthcare and insurance programs, as well as company-sponsored events that promote well-being and community engagement.

Looking Ahead

As we continue progressing toward our 2030 Sustainability Goals, we remain focused on strengthening our health and wellness programs to meet the evolving needs of our workforce. By maintaining a flexible and regionally informed approach, we are able to continuously improve our programs and support a workplace where employees can thrive both personally and professionally.



COMMUNITY INVOLVEMENT ACROSS THE GLOBE

North America: Local Leadership and Group Volunteerism

Building stronger communities is an important part of Americhem's commitment to sustainability. We believe our responsibility extends beyond our facilities by encouraging employees to make a positive impact where they live and work.

Following the successful launch of Community Involvement Councils across all U.S. locations, 2025 marked the first full year of participation under this program. Each site organized and participated in at least one community service activity, establishing a consistent framework for local engagement while allowing each location to address the unique needs of its community.

To support employee volunteerism, Americhem provides every U.S. employee with eight hours of paid Community Involvement (CI) time annually to participate in approved volunteer activities. During the year, 28% of eligible employees used their volunteer hours, an encouraging milestone as we work toward our long-term goal of achieving 50% or greater employee participation.

Throughout the year, employees partnered with a wide range of local organizations and causes, including United Way chapters, food banks, animal shelters, community clean-up initiatives, and local park restoration projects. Teams also participated in neighborhood beautification efforts and environmental clean-up events that help preserve shared public spaces while strengthening relationships within the communities we serve.

As our Community Involvement program continues to grow, we remain focused on increasing employee participation, expanding partnerships with local organizations, and creating lasting positive impacts in the communities where Americhem operates. By investing our time, talents, and resources, we reinforce our commitment to being a responsible corporate citizen and a trusted community partner.

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.









COMMUNITY INVOLVEMENT ACROSS THE GLOBE

India: Environmental Awareness and Social Impact

Our team in Pune, India continues to show strong leadership in both environmental and social initiatives. The team actively participates in blood donation drives and observes World Environment Day. In December of 2025, the team also observed “No Vehicle Day” to drive down pollution from commuting to work. 123 employees participated in total, marking 68% of staff at our Pune facility, with employees opting to walk, bicycle, or use public transportation to commute to work instead.

Europe: Health Advocacy

In Europe, Americhem employees actively support health advocacy groups. The team participates in 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

For me, sustainability starts with running great operations.



When our teams improve first-pass yield, reduce downtime, eliminate waste, conserve energy, and make smarter decisions every day, we're creating value for our customers while reducing our impact on the environment. That's why sustainability isn't something we do in addition to manufacturing excellence, it is the result of manufacturing excellence. Our people continue to find better ways to operate, and those continuous improvements are what move us closer to our long-term sustainability goals.

Nick Brueckner
VP Global Manufacturing

ENERGY CONSERVATION

At Americhem, energy efficiency and emissions reduction are central to our operational strategy and long-term sustainability goals. We are focused on reducing energy consumption across our global footprint while transitioning toward lower-carbon energy sources to support our 2030 targets.

Our approach combines process optimization, equipment modernization, and increased use of renewable energy. Across our facilities, we continue to identify opportunities to improve efficiency and reduce reliance on fossil fuels through targeted engineering and operational initiatives.

Advancing Renewable Energy

Expanding the use of renewable energy remains a key priority. Our headquarters in Cuyahoga Falls, Ohio continues to source 100% of its electricity through a Green-e® certified renewable energy program, while our Ribe, Denmark facility operates entirely on renewable energy through a combination of on-site solar generation, purchased wind energy, and renewable biomass, such as wood pellets, for heating applications.

Building on this progress, additional facilities are transitioning to renewable electricity sources. In 2025, both our Morrisville, PA and Swedesboro, NJ locations sourced more than 90% of their electricity from renewable energy through Renewable Energy Certificates (RECs), further advancing our progress toward our 2030 goal of sourcing 50% of purchased electricity from renewable sources.

Year	Energy Intensity (MWh/MT Produced)	Renewable Electricity* (%)
2022	1.06	3.7
2023	1.05	3.8
2024	1.07	5.8
2025	1.13	21.9

*Renewable electricity is expressed as a percentage of total purchased electricity and is primarily sourced through Renewable Energy Certificates (RECs).

Greenhouse Gas Emissions

Last year, Americhem partnered with an external expert to verify our Scope 1 and Scope 2 greenhouse (GHG) inventory, ensuring accuracy and alignment with best practices in carbon accounting aligned with the GHG Protocol. 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.

Our results are as follows:

Year	Scope 1 (MT CO2e)	Scope 2 (MT CO2e) (location-based)	Scope 2 (MT CO2e) (market-based)
2023	1,634	23,286	22,503
2024	1,907	21,511	22,852
2025	2,365	20,590	17,640

Our greenhouse gas emissions reflect a combination of operational activity levels and increased adoption of renewable electricity. Scope 1 emissions increased in 2025 along with our overall energy intensity, indicating that additional work is needed to achieve our 2030 energy reduction target. Several factors contributed to this result, including changes in production mix, operational activity, and energy demands across our global manufacturing network. However, market-based Scope 2 emissions decreased, driven by expanded use of renewable energy across several facilities. These trends highlight both the impact of operational variability and the progress made toward decarbonization through renewable energy sourcing.

Highlighting Liberty, North Carolina

Americhem's Liberty, North Carolina facility continues to demonstrate how operational excellence can support both business performance and sustainability objectives. Since 2022, the site has reduced its energy intensity by approximately 12% in 2025 while increasing production volumes.

This progress has been driven by a combination of equipment upgrades and continuous improvement initiatives. In 2024, the facility upgraded its compressed air system with new high-efficiency air compressors, helping reduce overall electricity consumption. At the same time, the team focused on improving First Pass Yield (FPY), optimizing production scheduling, reducing downtime, and improving performance on lower-efficiency product runs.

Liberty's success demonstrates how targeted investments, employee engagement, and continuous improvement can work together to reduce energy consumption and support Americhem's long-term sustainability goals.

Looking Ahead

Americhem will continue to focus on facility-level energy improvement projects, equipment modernization, process optimization, and operational excellence initiatives. By combining these efforts with continued expansion of renewable energy, we remain committed to reducing our environmental footprint and advancing toward our 2030 sustainability goals.



"Improving energy performance at Liberty has really been about staying disciplined in the basics. The biggest impact comes from our team focusing every day on efficiency, reducing downtime, improving first pass yield, and making smart decisions on the floor. Sustainability is not a separate goal for us. It is part of operating the plant in the right way."

- Kody Cummings, Plant Manager - Liberty, North Carolina

WATER REDUCTION

Water is an essential resource in many of Americhem's manufacturing processes. While our operations are generally less water-intensive than those of many industrial sectors, we recognize the importance of managing water responsibly and preserving this resource for future generations.

Since establishing our 2022 baseline, Americhem has continued to improve water efficiency across our global operations through equipment upgrades, process improvements, and site-specific conservation initiatives. In 2025, we achieved an 11% reduction in water intensity, reducing water consumption to 2.93 m^3 per metric ton of production, approaching our 2030 goal of 15%.

Several facilities have implemented projects focused on reducing water withdrawal, increasing recirculation, and improving process efficiency. These efforts not only reduce environmental impacts but also help strengthen operational resilience in regions where water resources may be under increasing pressure.

Water Stewardship in High-Stress Regions

According to World Resource Institute's Aqueduct Water Risk Atlas, two Americhem locations operate in areas of high or extremely-high water stress: Suzhou, China & Pune, India.

Operating in water-stressed regions requires heightened awareness of local water availability and responsible management practices. Americhem evaluates water consumption trends at these facilities and prioritizes efficiency projects that reduce withdrawal requirements while supporting reliable operations.

In 2025, 23.6% of Americhem's total water consumption occurred in high-stress regions, a notable decrease from 33.3% in 2024. This reduction was driven primarily by water conservation efforts and operational improvements implemented at our Suzhou facility. By lowering water demand in areas facing greater resource constraints, Americhem continues to strengthen its commitment to responsible water stewardship.

Protecting Water Resources

Responsible water management extends beyond reducing consumption. Americhem is also committed to protecting waterways and aquatic ecosystems by preventing plastic materials from entering the environment during manufacturing, handling, and transportation activities.

To support this commitment, all Americhem manufacturing facilities participate in Operation Clean Sweep® (OCS), a global stewardship program developed by the Plastics Industry Association and the American Chemistry Council. The program is designed to achieve zero loss of plastic pellets, powders, and flakes, helping prevent these materials from reaching rivers, lakes, oceans, and other sensitive environments.

As part of our Operation Clean Sweep® program, Americhem facilities implement a variety of controls and best practices, including:

- Reducing potential spill points throughout manufacturing and material handling operations
- Installing and maintaining containment measures at stormwater discharge locations
- Conducting routine inspections of material handling equipment and storage areas
- Training employees on proper housekeeping, spill prevention, and material containment procedures
- Reinforcing site-specific protocols designed to minimize the risk of pellet, powder, and flake loss

These efforts are supported by employee awareness, operational discipline, and continuous improvement initiatives across our global manufacturing network. By combining responsible water use with proactive pollution prevention measures, Americhem is helping protect local water resources while supporting broader environmental stewardship objectives.

Year	Water Intensity (m^3/MT Produced)	Water Consumption from High-Stress Regions* (%)
2022	3.32	31.7
2023	3.07	35.2
2024	3.11	33.3
2025	2.93	23.6

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

OCS 2026 Base Tier MEMBER





RESPONSIBLE WASTE HANDLING

As a global manufacturer, material efficiency remains central to both our operations and our environmental stewardship efforts. At Americhem, we are committed to minimizing waste generation, maximizing resource utilization, and reducing the amount of material sent to landfill.

Our manufacturing teams continue to apply Lean Manufacturing principles to improve material efficiency and reduce non-value-added waste throughout the production process. These efforts include optimizing processing conditions, improving production yields, repurposing side streams where possible, and continuously refining operational practices to reduce material loss. By focusing on waste prevention at the source, we can improve operational efficiency while reducing our environmental footprint.

Once waste is generated, responsible management becomes our next priority. Americhem works to divert materials from landfill whenever feasible through recycling, recovery, and waste-to-energy programs. Following an increase in landfill waste intensity during 2024, Americhem made significant progress in 2025. The 2024 result was influenced by several site-wide clean-up initiatives that removed obsolete and off-spec materials that had accumulated over time. While these efforts supported inventory optimization and operational efficiency, they temporarily increased the amount of material directed to landfill disposal.

In 2025, landfill waste intensity decreased to 29.15 kg/MT produced, a 14% reduction year over year. This improvement reflects stronger waste management practices, enhanced material utilization, and increased focus on landfill diversion opportunities across our manufacturing network.

Waste Management Performance

The metrics below illustrate Americhem's continued focus on responsible waste management. In 2025, we reduced landfill waste intensity by 14% compared to the previous year while increasing the percentage of waste diverted from landfill through recycling, recovery, and other beneficial reuse opportunities. Hazardous waste continued to be managed separately in accordance with applicable regulations and approved disposal practices, reinforcing our commitment to protecting both human health and the environment.

Looking Ahead

Although we have made meaningful progress and are now performing slightly better than our 2022 baseline, additional work remains to achieve our 2030 target of reducing landfill waste intensity by 15%. Moving forward, Americhem will continue to prioritize waste reduction, recycling, recovery opportunities, and operational improvements that support responsible materials management. By combining Lean Manufacturing principles with a focus on waste diversion and resource efficiency, we remain committed to reducing our environmental impact and advancing toward our long-term sustainability goals.

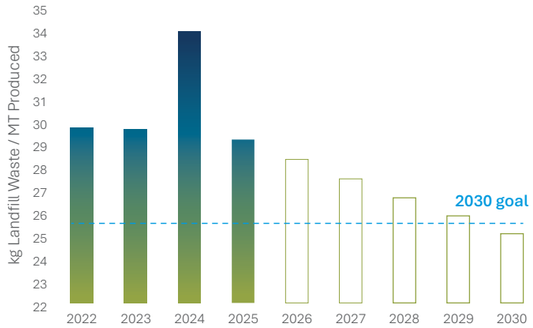
Year	Landfill Waste Intensity (kg/MT Produced)	Hazardous Waste Generated (MT)	Percentage of Total Waste Diverted from Landfills (%)
2022	29.6	-	34.7
2023	29.6	19.1	33.4
2024	33.9	152.5	28.6
2025	29.2	22.6	36.9

TRACKING OUR PROGRESS: PROCESS PILLAR PERFORMANCE

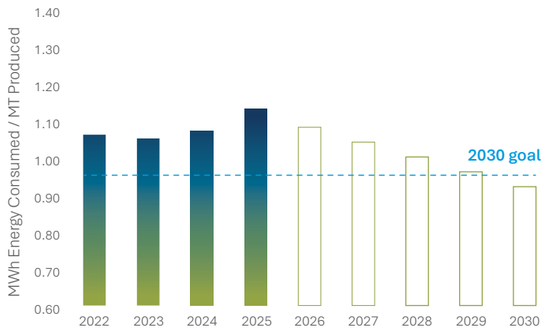
In 2025, Americhem continued to make meaningful progress across several of our Process Pillar objectives. Significant growth in renewable electricity sourcing contributed to a reduction in market-based Scope 2 greenhouse gas emissions, while water intensity improved to its lowest level since establishing our 2022 baseline. We also achieved a substantial reduction in landfill waste intensity compared to 2024 and increased the percentage of waste diverted from landfill through recovery and recycling efforts.

While these results demonstrate positive momentum toward our 2030 sustainability goals, energy intensity increased during the year, highlighting an area that requires continued focus. Moving forward, Americhem will continue investing in operational efficiency, renewable energy, resource conservation, and waste reduction initiatives to further strengthen environmental performance across our global manufacturing network.

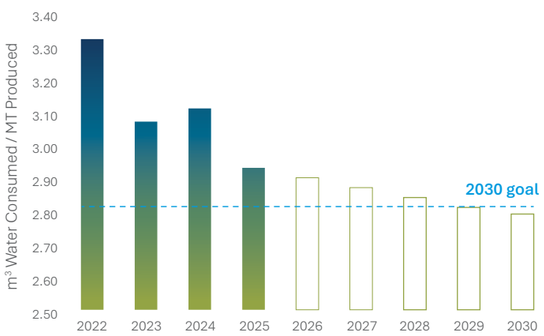
Landfill Waste Intensity



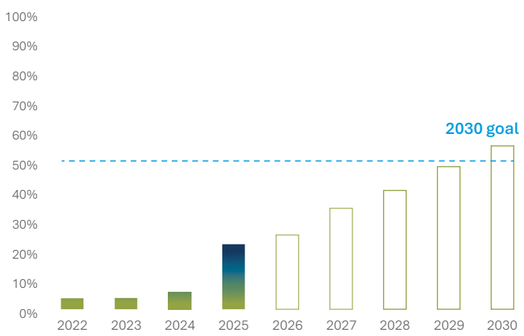
Energy Intensity



Water Intensity



Renewable Electricity Consumption











OUR PRODUCTS

Great material innovation happens when real-world challenges are solved by combining chemistry, advanced materials, and sustainability.



At Americhem, our Technology & Innovation (T&I) teams focus on developing solutions that deliver measurable value—from permanent laser marking without consumables to PFAS-free performance solutions enabled by sustainable polymer formulations. These innovations demonstrate how advanced materials can enhance product performance while reducing environmental impact, helping our customers stay ahead of evolving market demands and regulatory expectations while contributing to a more sustainable future.

Parminder Agarwal
Chief Technology Officer

OUR APPROACH TO SUSTAINABLE PRODUCT DEVELOPMENT

At Americhem, sustainability is increasingly becoming an important consideration in how we innovate, develop, and deliver new products. As customer expectations, regulatory requirements, and market demands continue to evolve, we are focused on creating solutions that not only deliver exceptional performance but also contribute to improved environmental and social outcomes across the product lifecycle.

Supporting our 2030 Sustainability Goals, Americhem is working toward having 25% of new products developed incorporate one or more positive sustainability attributes. To consistently measure progress toward this goal, we have established a sustainable product development framework that defines the characteristics used to identify products that contribute to sustainability. As our product portfolio and supporting data continue to evolve, this framework will provide the basis for tracking progress and driving continuous improvement.

Our framework recognizes that sustainability can be achieved in many different ways. Some innovations focus on reducing environmental impacts during manufacturing through improved resource efficiency, while others emphasize the use of recycled or renewable materials, eliminate substances of concern, improve product durability, enable recyclability, or help customers meet emerging regulatory and sustainability requirements.

The sustainability attributes described below represent the primary ways Americhem delivers value to customers while supporting a more sustainable and circular economy. Many products incorporate multiple attributes, demonstrating that product performance and sustainability can advance together.

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).

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.

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:** Formulations designed to help preserve finished article lifespan.
- **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.

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.

POLYMER LASER MARKING INNOVATION

Engineered for Permanent Traceability, Zero Consumables: Marking for the Modern Age

In today's complex supply chains and heavily regulated industries, basic product identification is no longer sufficient. Traditional printing, adhesive labels, and other consumable-based marking methods can create traceability risks for both products and operations.

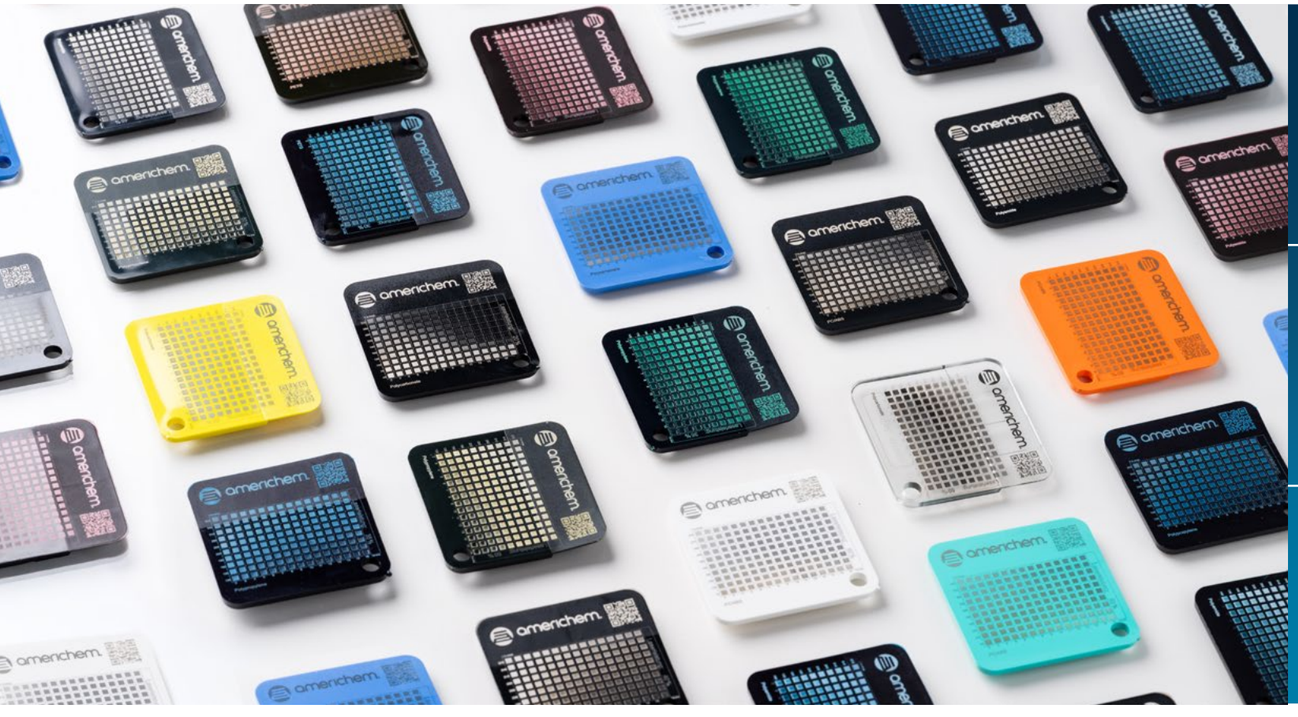
These marks – such as printing or adhesive labels – are susceptible to fading, smudging, and deterioration when exposed to chemicals, abrasion, heat, or cleaning processes, leading to costly traceability failures. Consumable systems inherently require constant purchases of inks and solvents, driving up long-term operational costs, while physical methods like stamping or chemical etching pose risks to both product integrity and the environment.

To meet rising traceability demands, we've leveraged our deep polymer chemistry expertise to create specialized polymer laser marking masterbatches and compounds to deliver innovative, sustainable, and compliant solutions for our customers. Polymeric laser marking is a non-contact, thermal or photochemical process that uses a highly focused beam of light to create a permanent, high-resolution mark on a polymer surface. Unlike pad printing, which applies ink that can wear off, laser marking interacts directly with the plastic compound itself, changing its appearance without compromising its mechanical integrity. For healthcare, these products enable clean, durable identification required for Unique Device Identification (UDI) and modern medical standards.

Laser marking performance is not just about the machine; it is fundamentally about the polymer composition and the specific laser-responsive additives incorporated. We will tailor your formula for the best result to ensure the marking process utilizes the precise laser wavelength and power required for maximum durability, contrast, and material integrity. We don't believe in "one size fits all". Our laser marking portfolio is organized by polymer family to ensure the highest compatibility and marking contrast for your specific application.

Laser marking technology offers a dramatic shift away from traditional, consumable-heavy marking methods. This transition delivers measurable sustainability benefits by supporting process efficiency, reducing waste, and contributing to the long-term circular economy of plastic products.

Applications	Benefits
Unique Device Identification	Chemical Resistant
Permanent Part Traceability	Sterilization Resistant
Surgical Instrument Marking	Tamper Resistant
Lot, Batch, Date Coding	
Branding & Product ID	
High-Resolution	



Carbonization: The "Dark Mark" Effect:

This process is ideal for light-colored plastics. The laser energy heats the polymer's carbon-based additives, causing a chemical reaction that darkens the material surface without removing it. This creates a smooth, high-contrast, permanent mark that is generally black or gray in color.

Foaming: The "Light Mark" Effect:

The laser heats the material rapidly, trapping gas bubbles beneath the polymer surface. These bubbles diffuse light, creating a raised, tactile mark that appears white ot light grey against the dark background. It ia highly durable and solvent-resistant. This mark is ideal for surfaces where a subtle texture is acceptable.

Breaking the Monoduome Barrier:

While most laser marking is limited to grayscale, Americhem's specialized solutions allow for colored marks on dark colored plaques. By engineering specific additives that react to laser energy at precise wavelengths, we can achieve distinctly colored undenones on dark substrates, offering unique branding and coding opportunities with monolayer components.



LASER TYPES FOR POLYMER MARKING – COMPARISON

Laser Type	Wavelength	Attributes & Best-Fit Applications	Typical Polymer Compatibility
Fiber Laser (IR)	1064 nm	High-speed, energy-efficient marking; excellent contrast with laser additives; ideal for permanent traceability, barcodes, and datamatrix codes in industrial, automotive, and medical components	PA, PBT, PC, ABS, PP, PE (enhanced with additives)
UV Laser (Cold Marking)	355 nm	High-resolution, low-heat marking with minimal material damage; ideal for medical devices, electronics, and micro-marking applications	PC, PMMA, PET, PEEK, nylon, fluoropolymers
Nd:YAG (Pulsed)	1064 nm	High peak power pulses for crisp, durable marks; suitable for demanding industrial codes and deeper surface contrast	Engineering polymers such as PC, PA, PBT, PPS
Green Laser	532 nm	Improved absorption in clear or reflective plastics; useful when IR lasers provide insufficient contrast; controlled marking on transparent components	PC, PMMA, PET, PE/PP (with additives), PVC
CO_2 Laser	10,600 nm	Strong surface heating and ablation; well suited for thin films, packaging, and organic materials; commonly used for high-speed date and lot coding, scoring and perforations	PET films, thin PE/PP films, PVC, acrylics

* Laser performance depends on wavelength, polymer chemistry, and the use of laser-responsive additives.

Laser Type	How the Laser Interacts With Plastics	Additives Required?	Typical Additive Types
Fiber Laser (IR)	IR energy absorbed at surface, carbonization, foaming, or color-change reaction	Yes - commonly required	Laser-responsive color-change additives, IR absorbers, pigment packages
UV Laser (355 nm)	High-energy photons break chemical bonds, precise “cold” marking	Sometimes (polymer-dependent)	UV absorbers, color-change additives, stabilizers
Nd:YAG (Pulsed)	High peak IR energy, localized carbonization or color change	Yes - similar to fiber	Laser-sensitive additives, IR absorbers
Green Laser (532 nm)	Visible light absorption, controlled thermal and photochemical effects	Often helpful	Visible-light absorbers, laser color-change additives
CO_2 Laser	Surface heating, foaming, ablation, or vaporization	Rarely	Occasional IR absorbers, pigment optimization

Polymer Family	Product Form	Desired Mark Effect	Ideal Laser Source	Key Applications
Polyolefins (PE, PP, HDPE)	Masterbatch & Compound	Light or Dark Mark	IR / UV	Syringe barrels, pill bottle caps, pharmaceutical packaging, laboratory consumables.
Engineering Resins (ABS, PC, PA)	Masterbatch & Compound	Dark Mark	IR/UV	Diagnostic device housings, surgical handles, glucose meters, blood separator bowls.
High Performance (PEEK, PSU)	Pre-Colored Compound	Dark Mark	IR/UV	Reusable instruments requiring sterilization resistance.
Transparent Polymers (PC, COC, COP)	Masterbatch & Compound	Dark (Maintains Clarity)	UV	Microfluidic chips, clear fluid connectors, dialyzers, high-clarity reservoirs.
Soft Polymers (Elastomers)	Masterbatch & Compound	Dark	IR/UV	Wearable monitoring bands, flexible tubing, seals and gaskets.

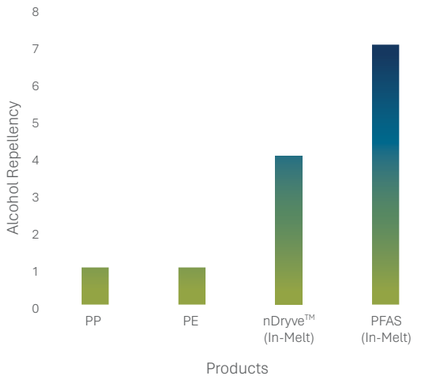
Metric	Traditional Inking/Labeling	Americhem Laser Marking
Consumables	Solvents, inks, labels, ribbons	None. Uses only light energy.
Waste Stream	Chemical waste, cartridge disposal, packaging film	Virtually zero waste byproduct.
Environmental Risk	VOC emissions, chemical handling, ink leaching	Clean, non-contact process; minimal to zero thermal impact (especially with UV).

PFAS-FREE SOLUTIONS

As global regulations and customer expectations continue to evolve, Americhem is committed to developing alternatives to per- and polyfluoroalkyl substances (PFAS), often referred to as “forever chemicals.” While PFAS have historically been used to deliver performance benefits such as lubrication, stain resistance, and fluid repellency, growing concerns regarding environmental persistence and potential health impacts are accelerating the demand for safer alternatives.

Americhem has responded by developing PFAS-free technologies that help customers maintain product performance while supporting regulatory compliance and sustainability objectives.

Proven Alcohol Repellency in PP Fibers



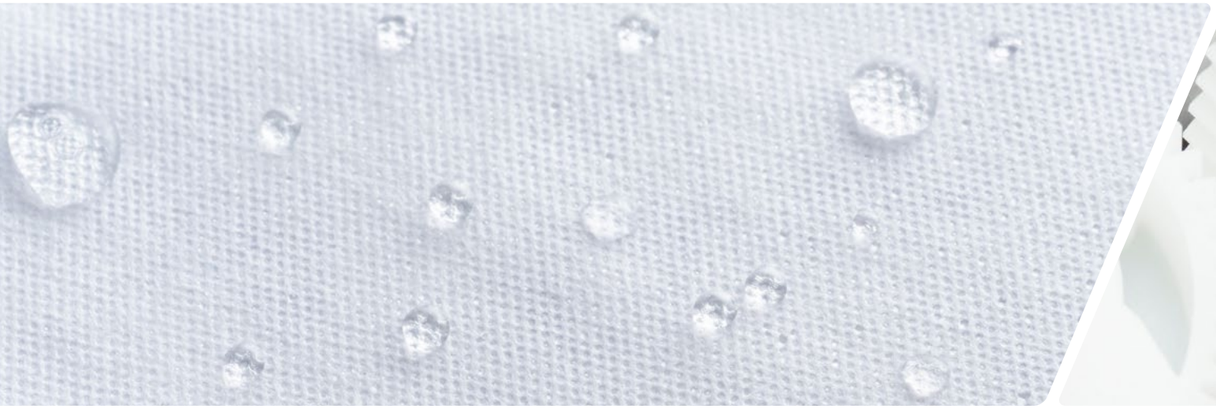
Alcohol repellency was evaluated using the NWSP 080.8.R0 test method. Higher ratings indicate resistance to higher concentrations of isopropyl alcohol (IPA) in water.

Product	Alcohol Repellency Rating
PP	1
PE	1
nDryve™ (In-Melt)	4 (40% IPA)
PFAS (In-Melt)	7

nDryve™: PFAS-Free Performance for Fibers and Nonwovens

nDryve™ is Americhem’s PFAS-free masterbatch technology platform designed to provide fluid repellency and stain resistance in fiber and nonwoven applications. By integrating functionality directly into the polymer during manufacturing, nDryve™ helps eliminate the need for traditional fluorinated surface treatments while maintaining durable performance. Potential applications include medical fabrics, hygiene products, textiles, technical fibers, and industrial nonwovens.

Fiber systems containing nDryve™ demonstrated an alcohol repellency rating of 4 (40% IPA) compared with 1 for untreated PP and PE, demonstrating improved performance through an in-melt PFAS-free design approach.



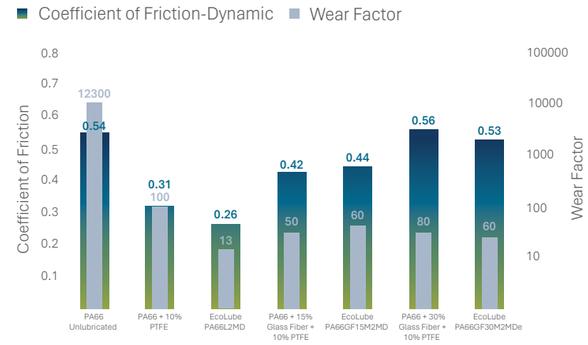
EcoLube™: PFAS-Free Lubrication Technology

EcoLube™ is Americhem’s family of PFAS-free internally lubricated compounds engineered to reduce friction and wear in moving plastic components. Designed as an alternative to traditional PTFE-containing materials, EcoLube™ technologies help improve durability, reduce noise, and extend product life in applications ranging from healthcare devices to industrial equipment. EcoLube™ MD compounds further support healthcare applications through biocompatible formulations designed to meet the demanding requirements of medical device manufacturers.

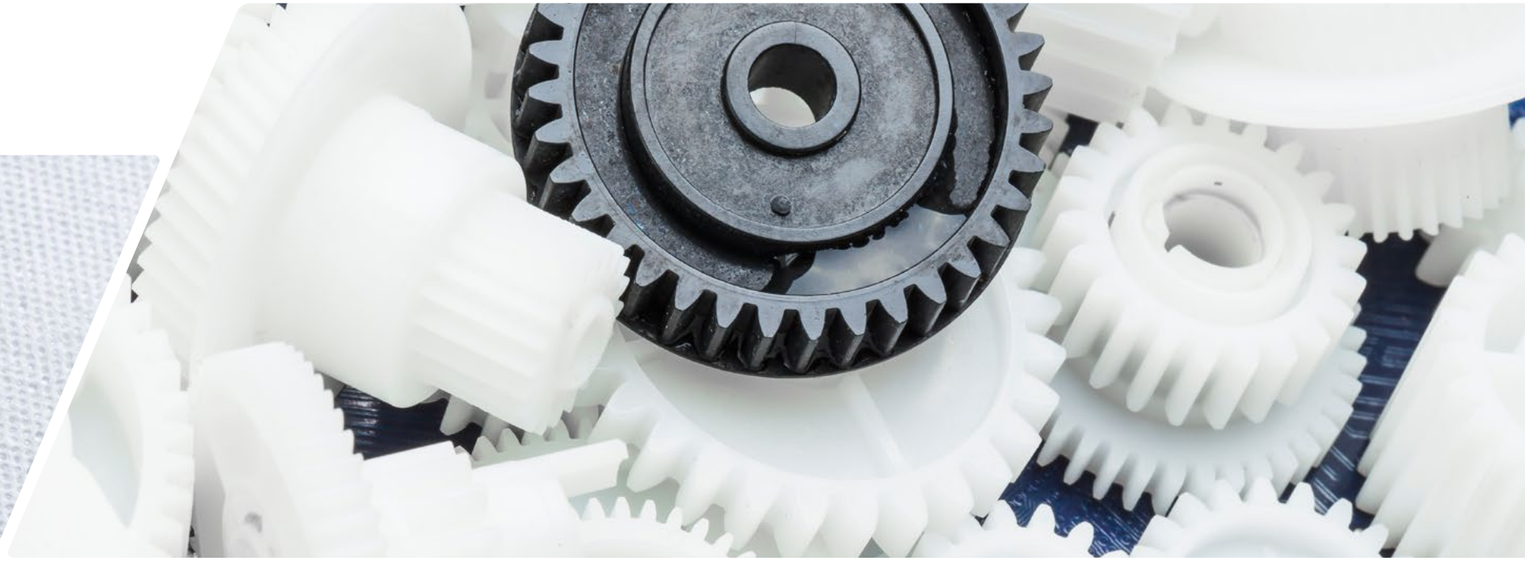
ASTM D3702 testing compares EcoLube™ MD with PTFE-containing PA66 compounds, illustrating friction and wear performance across multiple formulations.

Together, these technologies demonstrate Americhem’s commitment to developing innovative solutions that address emerging environmental challenges while delivering the performance our customers expect. By investing in PFAS-free alternatives today, we are helping customers prepare for the future while supporting a more sustainable materials ecosystem.

EcoLube™ MD Comparison To PTFE – PA66 Compounds



Test method – ASTM D3702 Thrust-Washer
Plastic versus hardened bearing steel stator, 40psi, 50 ft/s, 2000 pvt
Wear factor unit = 10E-8 mm3/Nm



SUSTAINABILITY THROUGHOUT THE VALUE CHAIN



At Americhem, sustainability is embedded across our entire value chain, from the sourcing of raw materials to the delivery of innovative, high-performance solutions.

We recognize that our greatest impact extends beyond our own operations, and we are committed to working collaboratively with suppliers, customers, and partners to drive responsible practices, improve transparency, and reduce environmental and social impacts at every stage.

By integrating sustainability into procurement, product development, and customer engagement, we aim to create long-term value while supporting the transition to a more sustainable and circular economy.

A sustainable supply chain is built through responsible sourcing, stronger supplier partnerships, and greater transparency across the value chain. By embedding these principles into how we make decisions, we can reduce risk, support our customers' sustainability goals, and create lasting value for Americhem and the communities we serve.

Tim Aquino
VP Supply Chain

RESPONSIBLE SOURCING

Americhem's approach to responsible sourcing is grounded in the principle that environmental, social, and ethical responsibility must extend throughout the supply chain. We partner with suppliers who align with our values and require adherence to our Supplier Code of Conduct, which addresses:

- Ethical labor practices and human rights
- Environmental responsibility and regulatory compliance
- Health, safety, and employee welfare

We prioritize suppliers who demonstrate measurable progress in:

- Reducing greenhouse gas emissions
- Managing waste and materials responsibly
- Promoting diversity, equity, and fair labor practices

To strengthen oversight and transparency, Americhem continues to expand its supplier sustainability assessment program. Americhem evaluates suppliers for potential environmental and social risks as part of its sustainability assessment process, supporting ongoing monitoring and responsible supply chain management. The following metrics demonstrate progress in strengthening Americhem's responsible sourcing program.

Americhem continues to expand its supplier engagement efforts as we remain committed to assessing 100% of key suppliers by 2030, building on the progress achieved in recent years.

Responsible Minerals

Americhem maintains a strong commitment to responsible mineral sourcing. Our Conflict Minerals Policy aligns with OECD Due Diligence Guidance and applicable regulations, ensuring we do not knowingly source from non-certified conflict regions. We require suppliers to maintain appropriate due diligence systems and provide supporting documentation to verify compliance. Americhem continues to increase transparency by collecting conflict minerals disclosures from in-scope suppliers.

Year	Key Suppliers Assessed for Sustainability Performance (%)	Targeted Suppliers Committing to our Supplier Code of Conduct (%)	Total # of Audited Suppliers	Americhem Buyers receiving Training on Sustainable Procurement (%)
2022	42	62	142	0
2023	42	62	142	100
2024	63	51*	170	100
2025	65	51	170	100

*In 2024, the number of targeted suppliers increased from 142 to 170 as Americhem expanded its supplier assessment scope. As a result, onboarding of Supplier Code of Conduct acknowledgements is ongoing.



PRODUCT TRANSPARENCY & STEWARDSHIP

Product Carbon Footprint

As customer expectations and regulatory requirements evolve, transparency at the product level has become increasingly important. In response, Americhem continues to advance its methodology for calculating Product Carbon Footprints (PCFs), providing data-driven insights upon customer request.

Through PCF analysis, we aim to:

- Enable informed decision-making by helping customers quantify environmental impacts at the product level
- Support Scope 3 emissions management, aligning with customer sustainability targets and external reporting frameworks
- Promote life cycle thinking and eco-design, encouraging lower-impact material and formulation choices
- Enhance supply chain transparency through increased engagement with upstream suppliers

Looking ahead, we are working to expand data availability to support broader customer needs and evolving reporting expectations.

Product Safety

Americhem is committed to providing customers with the information they need to make informed decisions throughout the product lifecycle. In addition to Product Carbon Footprint (PCF) assessments, we provide Safety Data Sheets (SDSs) for 100% of applicable products, ensuring customers have access to information regarding safe handling, storage, transportation, and disposal considerations.

Year	Products with SDS Available (%)	Product Carbon Footprint Calculations Completed
2022	100	0
2023	100	0
2024	100	29
2025	100	47

Looking Ahead

As we continue to integrate sustainability into every link of our value chain, our focus remains on transparency, collaboration, and measurable progress.

By advancing Product Carbon Footprint capabilities, strengthening supplier engagement, and embedding responsible sourcing practices, Americhem is building a more resilient and sustainable supply chain – one that supports our customers' goals while contributing to positive environmental and social outcomes.



GRI INDEX

This report has been developed with reference to the Global Reporting Initiative (GRI) Standards. The following index identifies disclosures addressed within this report. Where disclosures are only partially addressed, the information reflects Americhem's current stage of sustainability reporting.

GRI Standard	Disclosure	Response	Report Location
GRI 2: General Disclosures			
GRI 2-1	Organizational details	Company profile, operations, and manufacturing locations	pp. 8-15
GRI 2-2	Entities included in sustainability reporting	Reporting boundary	p. 7
GRI 2-3	Reporting period, frequency	Reporting information	p. 7
GRI 2-6	Activities, value chain and business relationships	Business activities and value chain	pp. 8-9, 14-15, 66-68
GRI 2-7	Employees	Workforce overview	pp. 9, 32
GRI 2-22	Statement on sustainable development strategy	Sustainability strategy and leadership messages	pp. 4-5
GRI 2-29	Approach to stakeholder engagement	Double materiality assessment and stakeholder engagement	pp. 18-19
GRI 3: Material Topics			
GRI 3-1	Process to determine material topics	Materiality assessment methodology	pp. 18-19
GRI 3-2	List of material topics	Material topics	pp. 18-19
GRI 3-3	Management of material topics	Management approach to material topics	pp. 18-19
Environmental Topics			
GRI 302-1	Energy consumption within the organization	Energy management and performance	pp. 46-47, 52
GRI 302-3	Energy intensity	Energy intensity performance	pp. 46, 52
GRI 302-4	Reduction of energy consumption	Energy reduction initiatives	pp. 46-47
Energy Reduction Initiatives			
GRI 303-1	Interactions with water as a shared resource	Water stewardship	pp. 48-49
GRI 303-5	Water consumption	Water consumption and intensity	pp. 49, 52
GRI 305-1	Direct (Scope 1) GHG emissions	Scope 1 greenhouse gas emissions	p. 46
GRI 305-2	Indirect (Scope 2) GHG emissions	Scope 2 greenhouse gas emissions	p. 46
GRI 306-2	Management of waste impacts	Waste management approach	p. 51
GRI 306-3	Waste generated	Waste generation performance	pp. 51-52
GRI 306-4	Waste diverted from disposal	Waste diversion performance	pp. 51-52
Social Topics			
GRI 403-1	Occupational health and safety management system	Occupational health and safety management	pp. 36-37
GRI 403-2	Hazard identification and risk assessment	Hazard identification and risk management	pp. 36-37
GRI 403-5	Worker training on occupational health and safety	Safety training	pp. 36-37
GRI 403-9	Work-related injuries	Safety performance	p. 36
GRI 404-1	Average hours of training per employee	Employee training	p. 29
GRI 404-2	Skills development programs	Employee learning and development	pp. 28-29
Governance Topics			
GRI 205-2	Communication and training about anti-corruption	Ethics and anti-corruption training	pp. 34-35
GRI 205-3	Confirmed incidents of corruption	Anti-corruption performance	p. 35

THE PATH FORWARD

The progress shared throughout this report reflects the collective efforts of our people and the continued evolution of sustainability across Americhem. From strengthening our operations and conserving resources to advancing responsible sourcing and developing more sustainable material solutions, each initiative contributes to our broader commitment to responsible business practices and long-term value creation.

As we work toward our 2030 Sustainability Goals, we recognize that meaningful progress requires consistency, accountability, and a willingness to adapt. Our achievements provide a strong foundation, while the areas where additional work remains help guide our priorities and future investments. We will continue using what we learn to improve our performance, strengthen our capabilities, and respond to the evolving needs of our customers and stakeholders.

Our employees, customers, suppliers, and partners all play a role in this progress. Through continued collaboration, innovation, and responsible decision-making, Americhem remains focused on creating lasting value for our business, the communities where we operate, and the industries we serve.