



PRIMEX 

SUSTAINABILITY

REPORT 2026

A better tomorrow, starting today.

www.primexplastics.com/sustainability

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A Letter From Our President

At Primex, sustainability is more than a commitment; it is a responsibility that shapes how we operate, innovate, and engage with the communities around us.

Over the past year, we have continued to make meaningful progress in advancing our sustainability efforts across all areas of our business. From increasing our use of post-consumer recycled materials and exploring bio-based alternatives, to strengthening our participation in Operation Clean Sweep and investing in facility improvements, we are focused on reducing our environmental impact while delivering high-quality products to our customers.

Equally important is our commitment to the people and communities we serve. Across our locations, our teams have contributed their time and energy to initiatives that support environmental stewardship, education, and local partnerships. Whether participating in projects like the Keep Tennessee River Beautiful cigarette butt collection effort or supporting community-based programs, these actions reflect the values that define our organization.

We have also continued to prioritize safety and operational excellence. Through enhanced training, new safety resources, and ongoing process improvements, we are working to ensure that every employee returns home safely each day. Our investments in facilities, including the relocation of our JJF Lab in Richmond, Indiana, further position us to operate more efficiently and sustainably into the future.

While we are proud of the progress made this year, we recognize that sustainability is an ongoing journey. We remain committed to continuous improvement, innovation, and accountability as we look ahead. By working together with our employees, customers, and partners, we will continue to build a more sustainable future.

Above all, we thank you for your continued support and partnership.

Sincerely,



Mike Cramer
President, Primex Plastics



SUSTAINABILITY MISSION STATEMENT

The Primex family of companies is dedicated to meeting the needs of the present without compromising the needs of the future. We believe that sustainability is a collaborative, interdisciplinary field to which all stakeholders contribute. Corporate, social, and environmental responsibility are all equal and critical anchor points of our commitment. We achieve a sustainable business by using energy efficient technologies, expanding recycling efforts, reducing waste, and improving operational efficiencies. Primex collaborates with stakeholders across the product lifecycle to facilitate the integration of sustainability principles and practices. We aspire to be a leader in corporate sustainability and are committed to the journey as a business partner, employer, and community member.

SUSTAINABILITY CHARTER



We at Primex Plastics, along with our subsidiaries, are committed to ethical, **responsible** business practices that meet and often exceed all regulatory requirements. Our sustainable practices enhance the value and quality of your product and honor our commitment to be **environmental stewards**, **protecting** our natural resources for our customers, employees, and future generations. Primex Plastics also has a strong commitment to our **economy**. We implement and maintain practices that support long-term economic growth and financial stability for our stakeholders and communities. We pride ourselves on being good neighbors, both locally and worldwide, not only through our support of **community** outreach programs and sponsorships but also by safeguarding the interests of our employees and the environment. We value the strong partnerships we have with our customers and vendors and know that **together** we will meet and exceed your needs and expectations today and tomorrow.



Operation Clean Sweep

Byron Shaurer, Corporate HSE Manager

2025 was an exciting year for the Operation Clean Sweep (OCS) program at Primex.

Since its rollout in 2022, all Primex locations have embraced the shared goal of preventing plastic scrap, pellets, and flakes from leaving facility containment and entering the environment. Across our sites, team members have driven innovative solutions to spill prevention and accidental release through the development of custom containment tools, devices, and best practices.

In 2025, Primex was given the opportunity to share these solutions with members of the national OCS network by hosting an onsite tour of our Richmond-area operations, including the recycling center, manufacturing plant, and design and fabrication site. This tour was part of the national OCS Conference held in Indianapolis, Indiana, in October 2025.

Primex OCS team representatives were also invited to participate in a conference panel discussion alongside other industry leaders, sharing insights on our OCS journey and the program's benefits from the Primex perspective. Additionally, Primex gained national exposure through an article published in Performance Plastics in April 2025 highlighting our OCS efforts.

Looking ahead to 2026, the focus will be on building upon the success of our OCS program by strengthening best-practice sharing through site-led improvement projects and expanding the sharing of these practices with the broader OCS community at a national level. Several sites will also participate in state and national plastic pollution cleanup initiatives to help address legacy pollution in their local communities.

Watch the video:



Safety Update

Byron Shaurer, Corporate HSE Manager

Safety performance in 2025 showed continued steady improvement across Primex operations. The company reduced its OSHA Recordable Incident Rate (RIR) to 3.23, down from 3.60 in the previous year. More importantly, Primex recorded three fewer recordable injuries and achieved a 48% reduction in workers' compensation costs compared to the prior year. These results indicate not only a decrease in the number of injuries, but also a reduction in overall injury severity year over year.

Several important safety enhancements were introduced in 2025. The most significant was the transition from the legacy employee safety training platform to a new Adobe Learning Management System (ALMS). This upgraded system provides improved tools and resources for employee training and will support not only safety education, but also broader workforce development initiatives across the organization.

Key highlights from the 2025 safety performance include:

- 50% of Primex plants operated for more than one year without a recordable injury during 2025
- Two sites surpassed two years without a recordable injury: PDF and PCCA Garfield
- Since 2022, more than 50% of Primex frontline supervisors and managers have completed the Balmert Safety Leadership Workshop

Looking ahead to 2026, the primary focus will be strengthening hazard and risk identification along with corrective action in the workplace. This initiative will be supported through monthly team-based exercises, employee training, and continued safety leadership workshops.



**SCAN TO WATCH OUR
2025 SAFETY VIDEO**



JJF Technology & Innovation Center Expansion

Paul Uphaus, Director of Applications Development & Technical Services

The past six months have marked an exciting new chapter for the JJF Technology & Innovation Center as operations relocated to a new standalone facility to accommodate installation of the new Double Bubble-X Extrusion Line. The expanded space provides greater flexibility for innovation, sustainability research, and customer collaboration.

Facility & Team Enhancements

- New standalone innovation center with expanded extrusion bay capacity
- Dedicated office space, conference room, and upgraded laboratory facilities
- Temperature- and humidity-controlled analytical lab
- Added a chemical engineer and full-time extrusion operator to support growth

Sustainability & Material Innovation

- Development of sustainable, bio-based, biodegradable, and compostable materials
- Continued growth of Sulapac wood-flour PLA materials in packaging applications
- Research underway on a 100% plastic-free material platform using industrial waste streams
- Exploration of whey protein-based thermoformable packaging materials derived from yogurt production waste
- Investigation of coffee bean husks for higher heat-resistant applications such as hot beverage lids

Industry Education & Collaboration

- Preparing for a sustainability-focused workshop event that will explore sustainability through the lens of:
 - Methods
 - Messaging
 - Mankind
 - Mandates
 - Materials





Beyond Virgin Materials: Sustainable TPE Compounding

Eric Vaughn, Manager of Technology and Development
Primex Color, Compounding & Additives, TN

PCC&A's Technical team continues to advance sustainable product development by creating innovative material solutions that reduce environmental impact while maintaining the high-performance standards customers expect. Significant progress has been made within both the elastic Faraprene and rigid Faralloy product lines.

Sustainable Product Development

- Expanded sustainable offerings across the Faraprene and Faralloy product lines
- Focused on reducing environmental impact without compromising product performance
- Developed sustainable elastomer solutions for demanding applications traditionally served by virgin materials

Innovation in Recycled & Renewable Materials

- Overcame technical challenges associated with incorporating recycled content into soft TPE formulations
- Implemented rigorous product and supplier validation processes to ensure consistency and manufacturability
- Integrated renewable fillers to further increase sustainable content while maintaining process efficiency and mechanical stability
- Utilized a multi-component formulation strategy to maximize sustainability beyond polymer substitution alone

Strategic Supplier Partnerships

- Established long-term partnerships with suppliers focused on transparency, quality, and continuous improvement
- Improved long-term availability and reliability of sustainable raw materials
- Strengthened ability to respond to evolving regulatory and market expectations

R-Series Faraprene Milestone

- Developed a soft 50A TPE product containing:
 - 45% recycled content
 - 35% renewable content
 - 80% total sustainable content
- Maintains approximately 90% of the physical properties of virgin materials
- Achieves more than 900% elongation at break

Looking Ahead

- Expanding the portfolio of high-recycled-content solutions
- Continuing to deepen supplier partnerships
- Identifying additional opportunities to integrate recycled and renewable materials across product families
- Embedding sustainability into both formulation development and supplier relationships to support long-term responsible innovation

Community Spotlight: Keeping the TN River Beautiful

Shawn Moye, Operations Manager
Primex Color. Compounding & Additives, TN

The Jasper facility is proud to participate in the Cigarette Litter Prevention Program through Keep the Tennessee River Beautiful, an initiative that empowers team members to make a meaningful environmental impact in the communities where we live and work.

Through this program, employees are encouraged to properly dispose of cigarette butts in designated receptacles provided by Keep TN River Beautiful. This simple but important action helps prevent cigarette waste, one of the most commonly littered items in the world, from entering the Tennessee River watershed and contributing to local pollution.

Once collected, the cigarette waste is shipped to TerraCycle in New Jersey using pre-paid shipping labels provided by PCC&A. At TerraCycle, plastic microfibers are carefully extracted and recycled into durable materials, including products such as outdoor plastic furniture, giving the material a second life and reducing environmental impact.

We would also like to recognize Jasper team member Linda Layne for going above and beyond in supporting this initiative. Linda took the extra step of starting her own collection effort, helping to expand participation and increase the overall impact of the program. Her initiative and commitment are a strong example of employee-driven environmental stewardship in action.

Learn more about
Keep the Tennessee River Beautiful



Facility Updates



- Upstream material integration
- Installation of new surge bins for ABS materials
- Rail improvements made to eliminate pellet spillage
- Multiple plant updates: lines converted to air cooled, melt pump updates, new ABS water tank, pallet shop saw, dock updates



- Interior and exterior catch basins for storm and water drains installed
- Removed glass door cooler and replaced with standard efficient refrigerator
- Vending machines replaced with energy efficient units and Energy Star Certified refrigerator installed.
- Electric lift trucks added
- Roof repairs made over most of the plant



- Daybin elimination
- Non-ferrous metal detector added for customer regrind
- Line converted for ABS/Acrylic lamination
- Drain filters & rail site mesh filters installed
- Sweeper machine purchased
- Silo vent filters installed



- Conveying system upgraded
- Ferrous & non-ferrous metal detector separator installed
- Purchased new Tennant sweeper for cleanliness
- Lighting upgrades
- Installed water usage meters



- Updates to PET grinder and blenders
- Creating direct connection to silo instead of using boxes
- Moved material pipes inside
- Moved material mixer to reduce regrind handling by 20%
- Water tower upgraded



- Carbon footprint for 2025 showed a 4.5% reduction on 2024 results
- Passed ISCC+ accreditation audit (received certificate Feb 26)
- More lines drive motors converted to AC, to reduce energy consumption.
- Continued to run plant on 100% renewable electricity.



- Repaved loading dock for improved drainage
- New maintenance department fan installed
- Vacuum system installed for mezzanine mixing area
- Line spark dampers installed for dust collection system



- EcoTrench drain mats installed
- Pellet speed bump installed
- Implementation of catch basins for storm and water drains
- Outdoor lights converted to LED
- Vending machines updated for efficiency



- Installation of new digital printer automation system for energy efficiency
- Kaizen events led to less time spent waiting on materials for projects
- Electric lift trucks utilized
- New drain filters installed



PRIMEX 

A BETTER TOMORROW
starting today

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Check out our
Recycling Operations
video!

