



ANNUAL REPORT **SUSTAINABILITY** 2025



Photo: Cheryl Gayin, Primex Reedsburg



Photo: Rhonda Klein, Primex Richmond



Photo: Teri Benning, Primex Reedsburg

A YEAR OF PROGRESS AND COMMITMENT

At Primex, sustainability is more than a commitment—it's a responsibility.

In 2024, we advanced our environmental efforts, workplace safety, and employee development, achieving key milestones like **ISCC+ recertification**, enhanced safety training, and reduced plastic pellet loss.

Our ISCC+ certification ensures transparency and validates recycled material claims, with **35 million credits accrued** since 2023. We continue to refine processes and expand customer participation.

Investing in our people is just as critical. Over **65 employees have been promoted in two years**, and paperless HR initiatives **save 100,000+ sheets annually**. Primex Color, Compounding & Additives (PCCA) leads the shift to safer materials, **eliminating hazardous substances** like PFAS and halogenated flame retardants.

Workplace safety remains a top priority, with declining OSHA incident rates and multiple sites earning **perfect audit scores**. Primex Design & Fabrication was recognized with **Indiana's Rising Star safety award**.

Environmental responsibility is at our core. Through **Operation Clean Sweep**, we've strengthened efforts to eliminate plastic pellet loss, keeping plastics in the circular economy.

This report showcases our progress alongside **images from our employee photo contest**, where we asked, What does sustainability mean to you? Their perspectives highlight the many ways we're building a safer, more sustainable future.

MESSAGE FROM OUR PRESIDENT

As we celebrate Primex Plastics' 60th anniversary in 2025, I am incredibly proud of how far we've come—not just as an industry leader, but as a company committed to sustainability and innovation.

Since 1965, we've continually evolved, finding new ways to reduce our environmental impact while delivering the quality and performance our customers expect.

Sustainability isn't just a goal for us—it's a responsibility. Through initiatives in material science, along with investments in recycling, energy efficiency, and our people, we are building a future where sustainability drives everything we do.

This milestone is more than a celebration of our past; it's a **commitment to the next 60 years of progress.**

Thank you to our employees, customers, and partners for being part of this journey. Together, we are making a lasting impact.

Sincerely,

Mike Cramer

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



RESPONSIBLE ENVIRONMENTAL STEWARDS PROTECTING ECONOMY COMMUNITY TOGETHER

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

FORGING AHEAD WITH ISCC+ CERTIFICATION

Why is ISCC+ important to Primex?

Validation: The certification validates our recycled material claims through an independent third party.

Market Readiness: Prepares our business for evolving markets and regulatory requirements.

Product Options: Creates the opportunity to offer products backed by ISCC+ credibility.

Transparency and Accountability: Demonstrates our commitment to transparent reporting and accountability to all stakeholders.

Where are we now?

First, we had to learn the program and create internal organization and processes required to certify under the ISCC guidelines. This was complex! A lot of people put significant effort into building the program, and we passed our initial certification in 2023.

Once we received our ISCC certification, we spent our first year securing additional customer participation, checking our reporting, correcting documentation, and refining our processes.

- In 2024, we successfully passed our first recertification audits for each site.
- By the end of 2024, we had accrued approximately 35 million credits!!

We aren't finished yet! Our ISCC team is working diligently to evaluate the best use of our ISCC+ certification to maximize the program benefits for Primex and our valued customers.



Photo by: Evon Schuenke, Primex Reedsburg



Photo by: Chris Hicks, JJF Tech Center



Photo by: Shannon Davis, Primex Richmond



Photo by: Mary Downs, Primex Richmond





Investing in Our Team

At Primex, sustainability isn't just about the environment—it's about people. Our commitment to human capital sustainability and eco-friendly innovation ensures that we foster a thriving workplace while reducing our environmental impact.

Empowering Our People

We believe investing in our employees drives long-term success. In the past two years, **over 65 team members have earned well-deserved promotions**, reflecting our commitment to career growth and internal mobility. As a promote-from-within company, we offer diverse training opportunities, including:

- Leadership & Supervisory Development
- Safety & OSHA Compliance
- Communication Skills
- Maintenance & Electrical Training
- Management Development

By fostering continuous learning, we equip our employees with the tools and support to grow and succeed.



Sustainability in HR

Sustainability isn't just about operations—it's in how we work. Our HR team's digital solutions **save over 100,000 sheets of paper annually** by going paperless with:

- Pay stubs (48,000+ sheets saved)
- Electronic onboarding (25,000+ sheets saved)
- Online benefits enrollment
- Digital employee communication
- Paperless handbooks & status changes
- Digital tax forms (nearly 50% adoption)

By leveraging technology, we're improving efficiency, enhancing the employee experience, and reducing waste.





Primex Color, Compounding & Additives

Commitment to Safer Solutions

by Eric Vaughn, Polymer Chemist

As environmental sustainability gains increasing importance in the market and the awareness of hazardous substances continues to grow, many raw materials once common in the plastics industry are being phased out. This shift is driven by both government regulations and growing consumer demand for safer alternatives. For PCCA's Development team, staying ahead of these changes is crucial. We closely monitor regulatory developments and market trends to drive innovation and create sustainable alternatives for these materials of concern.

One key focus within the industry is the **elimination of halogenated flame retardant systems**, which have been linked to both health and environmental risks. We are committed to developing non-halogenated flame retardant alternatives that deliver the same flame retardant performance while offering reduced toxicity and environmental impact.

Another area of focus has been with **per- and polyfluoroalkyl substances (PFAS)**. These materials have been used in plastics for years due to their exceptional performance as process aids as well as other unique properties they provide. However, due to their classification as "forever chemicals," which pose serious risks to human health and the environment, their use is increasingly being restricted by government regulations. **At PCCA, we are proactively working to phase out PFAS from our formulations**, providing sustainable alternatives tailored to meet the specific needs of our customers.

As we continue to navigate the evolving landscape of sustainability and regulations, PCCA remains committed to leading the way in developing innovative, safer solutions for our customers. Our proactive approach ensures that we are not only responding to current market demands but also anticipating future challenges by providing our customers with materials that are both effective and environmentally responsible.

KEEPING THE WORKPLACE SAFE

An Update on Primex Safety Initiatives
by Byron Shaurer, Corporate HSE Manager

Primex has continued its downward trend in OSHA incident rates over the past nine years, with two sites reporting zero recordable injuries in 2024. Six of its twelve U.S. audited plants achieved a perfect **100% score on annual HSE audits**, evaluating health, safety, and environmental programs. Additionally, two Richmond sites were nominated for the 2025 Indiana Governor's Workplace Safety Award, with **Primex Design & Fabrication earning the prestigious 'Rising Star' award** for its proactive safety initiatives.

Investing in workplace safety, Primex introduced **new hazard recognition training** in partnership with Balmert Consultants and is upgrading its learning management system (LMS) to a cloud-based platform with enhanced training materials and social features.



PRIMEX EUROPE ACHIEVES ISO 14001 CERTIFICATION

We're proud to announce that **Primex Plastics' European Division has achieved ISO 14001 certification**—an internationally recognized standard for environmental management systems.

Following a rigorous three-day audit with zero non-conformances, this milestone reflects the dedication of our UK team to environmental responsibility and sustainable manufacturing practices. It underscores our ongoing commitment to reducing our environmental footprint across all aspects of our plastic sheet extrusion operations.

ISO 14001 certification affirms our efforts in optimizing energy use, minimizing emissions, reducing waste, and promoting recycling initiatives. **Our UK facility now operates with 100% renewable energy and has achieved a 62.5% reduction in carbon emissions over the past decade.** With innovations like transitioning our forklift fleet to electric, we continue to lead by example.

Beyond its local impact, the UK team's trailblazing work is paving the way for broader implementation, offering invaluable insights as we expand environmental management systems across our U.S. facilities. Together, we're building a more sustainable future for plastic extrusion.



PRIMEX NAMED SULAPAC'S PRIMARY U.S. PARTNER FOR SUSTAINABLE SHEET EXTRUSION

Update from the John J. Farber Technology & Innovation Center

By Paul Uphaus, Director of Applications Development & Technical Services

Primex, in collaboration with the JJF Technical & Innovation Center, has been recognized as Sulapac's primary U.S. partner for sheet extrusion of Sulapac Flow 1.7.

Jeff Burke, Commercial Development Application Engineer stated, "Sulapac Flow 1.7 is a sustainable, beautiful and functional woodcomposite for thermoforming that combines the functionality and performance of plastics with the eco benefits of fiber products".

Environmental benefits:

- Biobased
- Industrially compostable
- Low carbon footprint
- Recyclable by design
- No permanent microplastics
- Zero PFAS or other toxic chemicals

1. Critically reviewed cradle-to-gate CFP 1,2 kg CO₂eq/kg, biogenic carbon included. 2. Relative biodegradation of 75,5% in 420 days in simulated marine environment test (ASTM D6691, 86°F / 30°C) using natural seawater. 3. Tested according to CEN/TS 15968 by an independent ISO/IEC 17025 certified laboratory. Ecotoxicity and threshold values for heavy metals tested according to EN 13432.



The wood dust contained in the material is a side stream of the forest industry. Sulapac Flow 1.7 is used in different types of packaging inserts for a variety of products, typically replacing PS (polystyrene), PP (polypropylene), or PET (polyethylene terephthalate). Like conventional plastics, Sulapac Flow has a memory, meaning the product can be clicked in and out repeatedly without the packaging losing its shape. This is not the case with cardboard or formed fiber packaging.

Sulapac Flow 1.7 allows for detailed surface structures with high precision and is available in custom colors, while the pleasant, natural look and feel eliminates the need for postprocessing. Flow 1.7 is an excellent material choice also for point-of-sale displays, logistic trays, and single use food packaging.

Unlike many other biobased materials that demand precise temperature control during manufacturing, Flow 1.7's natural insulating properties provide a broader temperature range within which it remains workable. Compared to conventional plastic, Flow 1.7 requires lower temperatures for thermoforming leading to up to 20% energy savings through shorter heating time. Faster heating also translates into reduced production time and increased process efficiency, which is also supported by the consistent quality of the material.

OPERATION CLEAN SWEEP: COMMITTING TO ZERO PLASTIC LOSS

Primex joined Operation Clean Sweep to formalize and enhance our ongoing commitment to sustainability and zero pellet loss. Over the past year, we have made significant upgrades to our equipment, infrastructure, and procedures to work towards zero plastic resin escape from our facilities.

Pellet containment at transfer points: Our Design and Fabrication business has created custom pellet containment containers that fit beneath railcar hatches and truck loading ports, effectively catching any pellets that might spill during resin transfers.

Upgraded rail spur infrastructure: We are improving the physical environment of our rail sidings to facilitate cleanliness and containment. For example, we paved our Richmond, IN plants and installed fabric containment barriers along the edges of the rail area at our Oakwood, GA facility.

Storm drain filters and water protection: Recognizing that any pellets that make it outdoors could be washed away by rain, we strengthened our site's stormwater protection systems. We are installing filter screens in some of our storm drains. These fine mesh filters catch pellets but still allow water to flow, acting as "pellet strainers" during storms.

Digital spill reporting via QR codes: Another innovative step we took was leveraging technology to enhance our spill response and safety communication. We have introduced a QR code-based reporting system that makes it easy for any employee to report a pellet spill or hazard the moment it's spotted.

"Primex is leading by example to keep plastic out of the environment and in the circular economy through its participation in Operation Clean Sweep®. By embracing OCS practices to prevent resin loss in operations, from rigorous risk assessments to collaboration with supply chain partners, Primex is demonstrating leadership and dedication to environmental stewardship and zero plastic resin loss." - **Charlotte Dreizen, Director, Sustainability & Environment, Plastics Industry Association**



2025 PRIMEX FACILITY UPDATES



Richmond

- Novatec dryer system installed to improve drying for ASA materials
- New material pump, water tank, ventilation hoods, and blower system added for ABS materials
- Rail-side pavement installed in multiple plants to enable easier containment of pellets
- Plant 1, Line 11 converted to air-cooled
- Plant 5 exhaust ductwork installed for compressors



Reedsburg

- Reduced the risk of combustible dust explosion through the replacement of convey lines with grounded lines
- Purchased and installed three intrinsically safe vacuum cleaners in the material feed areas of the plant



Oakwood

- QR Codes for reporting safety issues have been posted throughout the plant
- Mesh material has been installed over rocks at the railroad tracks to facilitate easier cleanup and containment of pellets
- Drain filters installed to prevent pellets from entering the drainage system in the parking area
- A sweeper machine has been purchased to maintain clean parking lots, dumpster areas, and cement surfaces.
- Silo vent filters have been added to the top of silos to prevent pellets from being blows during loading



Mesquite

- Conveying system upgraded
- Installation of efficient air compressors
- Capacitor bank upgraded
- New rapid grinder with soft start installed
- Compactor waste tracking system implemented



Garfield

- Upgrades to water towers
- Upgrades to outside material pipes
- Improvements made to plant lighting
- Relocation of pallet shop for efficiency improvements
- Installation of variable speed compressor



United Kingdom

- ISO 14001 accreditation - not just the accreditation, but the systems behind that, e.g., ensuring all waste is recycled as much as possible
- Running initial trials with HDPE and PP from a company called Waterhaul, who collect and recycle material from rivers, sea and beaches
- Line 6 extruder and co-ex converted to air cooling



PCCA - NJ

- 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



PCCA - TN

- Added storm drain covers outside of plant
- Added halo lighting to forklifts
- Improved mixer stairs for line 10
- Addition of interior and exterior catch basins for storm water drains
- Line 5 closed loop cooling system installed



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- Installation of self-contained trash dumpsters to eliminate debris entering storm drains
- Construction of new wood shed eliminating sawdust exiting the building and onto the ground
- New concrete pad installed to help with forklifts losing materials due to cracks in old pad
- Installed new safety rails on the back docks
- Air quality of sample department tested - no hazards found



A BETTER TOMORROW 
starting today

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