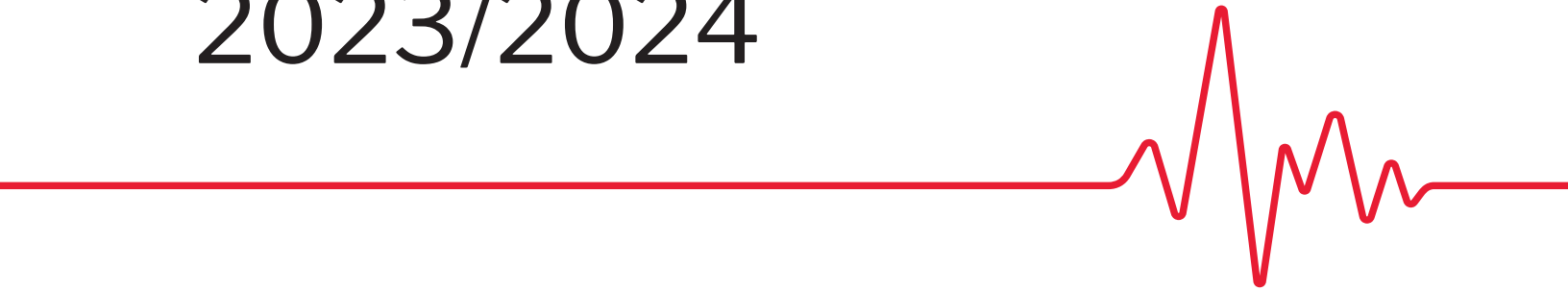




Struktol Company of America, LLC

Our Sustainability **PULSE** 2023/2024



Vision

Struktol is committed to driving meaningful change for a better future. To achieve this, we have established the **PULSE** initiative:

PROACTIVE

Proactivity is embedded in our culture. Our policies and procedures are designed to identify potential challenges early and develop strategic solutions in advance.

UNIFIED

At Struktol, respect is at the core of everything we do. We honor our commitments to customers, suppliers, and each other—no matter the challenges we face. Our success is built on collaboration, and teamwork is non-negotiable.

LISTEN

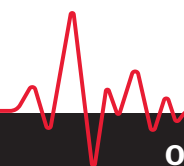
Listening is more than just hearing. As industries navigate challenges related to the environment, health and safety, and human rights, Struktol actively engages with stakeholders to understand concerns and drive meaningful solutions.

SELF-ACTUALIZATION

We believe in fostering an environment where employees feel professionally fulfilled, personally valued, and aligned with our company's mission. Inclusion and personal growth are key to our success.

EVALUATE, EVALUATE, EVALUATE

Continuous improvement requires constant reflection. We regularly review our policies, actions, and results to ensure we are always evolving and making a positive impact.





A Word from Our Leadership Team

Struktol continues to take pride in being a solutions provider with a strong commitment to continuous improvement. In 2024, we built upon the foundation of Ambition 2025, reinforcing our dedication to:

- Strengthening our Group-Wide Corporate Culture
- Increasing the Value of the Group for a Secure Future
- Modernizing Structures and Processes

Corporate social responsibility remains at the core of this vision, guiding our success and reinforcing the trust we've built with our stakeholders. We continue to focus on four key pillars: environmental responsibility, ethical responsibility, philanthropic (labor & human rights) responsibility, and economic (sustainable procurement) responsibility.

As we look ahead, we remain committed to advancing sustainability across our people, community, customers, products, suppliers, facilities, and the environment. Our ongoing initiatives reflect our dedication to responsible growth and a more sustainable future.

Brad Lamonte – Vice President of Business Operations

Marty Puleo – Chief Financial Officer

Christine Good – Director of Human Resources and Assistant General Counsel

Jeff Kasper – Director of Manufacturing

Jennifer Shannon – Head of Procurement

LOCATIONS

Manufacturing, Offices, R&D, QC & Warehouse

201 E. Steels Corners Road Stow, OH 44224

Warehouse

1530 Commerce Drive, Stow, OH 44224

Manufacturing, QC & Warehouse

150 East Industrial Court, Villa Rica, GA 30180



Our People

Our employees rely on us to sustain a thriving business—one that values diversity, supports local communities, and respects everyone's unique talents and contributions.

Safety is our top priority, both on and off the job. We are committed to ensuring that every employee returns home in the same or better condition as when they arrived. To achieve this, we prioritize safety over production, fostering a culture of empowerment where employees can stop a process if it cannot be done safely. Additionally, we have implemented a simple QR code system for reporting safety concerns, making it easier for employees to voice issues. We remain dedicated to this approach while also recognizing the importance of continuously supporting our employees' work-life balance.

TRAINING

Training remains a key focus as we continuously enhance our software programs and training methods. It plays a vital role in ensuring the health and safety of our employees. We actively encourage and support ongoing training to foster a culture of continuous learning and professional development.

Maintain a safe and healthy work environment	2024	2023	2022	2021
Accident frequency rate (<i>lost time injury events x 200,000 hours worked / total hours worked</i>)	1.1	.8	1.0	1.8

- In 2024, we implemented leadership training for frontline supervisors through Fred Pryor Leadership Training. Additionally, supervisors completed business leadership courses at Case Western Reserve University's Weatherhead School of Management, further enhancing their skills and development.
- In 2023, we reported that we were striving to reduce use of aerosol spray adhesives by more than 90%. To work towards this goal, in 2024 we installed pneumatic spray guns, utilizing an eco-friendlier adhesive.
- In 2024, the Plant Health and Safety Coordinator role was renamed Environment, Health & Safety (EHS) Specialist and recertified as a Certified Safety Manager.
- In 2024, we prioritized workplace safety by investing in working from heights safety measures, rescue equipment, and other critical safety needs. These enhancements reinforce our commitment to protecting our employees and maintaining a safe, compliant work environment.



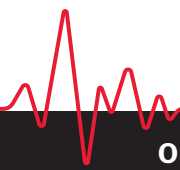
Our Products & Our Customers

At Struktol, we remain focused on delivering innovative solutions while building on our expertise. Our solutions-oriented approach enables us to address our customers’ processing challenges and improve end product performance. We take pride in offering customized solutions and fostering strong customer relationships. As we explore new industries, we continue to expand our portfolio with specialized products that meet the growing demands of the recycling sector.

PRODUCT DEVELOPMENT

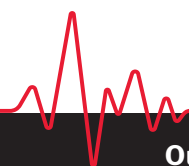
Our dedicated team, including technical specialists, R&D chemists, and engineers, is committed to developing solutions for processing challenges. We continually strive to adopt greener practices, focusing on sustainable solutions not only for our customers but also within our own processes. We are committed to working towards more sustainable raw materials by continuously evaluating alternative plant-based options as part of our ongoing efforts to reduce environmental impact.

Focus on product research and development	2024	2023	2022	2021
Lab trials – customer driven & in-house (monthly average)	71	108	121	103
Production trials – primarily for new products & some in-house (monthly average)	1.1	0.8	1.0	1.8



OUR PRODUCTS & OUR CUSTOMERS CONT.

- The product commercialization process was improved to ensure transition from experimental material to commercial product is accompanied by thorough regulatory support.
- Product Stability testing is ongoing to determine if the shelf life of our products can be extended. With longer shelf lives, our customers have more time to use our products, and help keep unused material from being disposed of.
- GHS compliant SDS's are regularly updated (in 38 languages) to ensure compliance in an ever-changing regulatory environment.
- To help reduce outsourcing and environmental impacts from transportation, many of our primary raw materials are manufactured in-house.
- Specialty equipment was added to the R&D testing portfolio to further support customers' needs and inquiries. We will continue to invest in advanced technologies to further expand our testing capabilities and better serve our customers. Added equipment included:
 - Mixaco Mixer
 - KAHL Pellet Mill
 - Munroe Skid & Slip Resistance Tester
 - Keyence Microscope
 - Data Color Spectrophotometer
 - Instron
 - BAQ Hardness Tester
- In 2024, we initiated planning and development efforts to expand our R&D facilities and capabilities in the coming years. This investment will support innovation, enhance product development, and strengthen our commitment to advancing industry solutions.





Our Environment

Neighbored by the beautiful Cuyahoga Valley National Park, we are graciously reminded of the beauty of nature and the importance to actively preserve that beauty. As a chemical manufacturing facility, we are committed to reducing our environmental impact by focusing on Energy and Water Management.

ENERGY MANAGEMENT

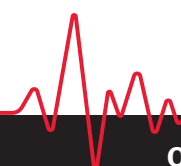
Our goal for energy management is to reduce energy consumption through the strategic application of energy efficient technologies.

Energy consumption reduction	2024	2023	2022	2021
Energy (KWH) consumed per pound of product sold.	0.142	0.186	0.154	0.141

WATER MANAGEMENT

Struktol's goal for managing this natural resource is to reduce our process water consumption through adoption of efficient equipment technology, closed-loop processes, as well as administrative actions to minimize process water generation.

Water consumption reduction	2024	2023	2022	2021
Water (gallons) consumed per pound of product sold.	0.062	0.048	0.060	0.082



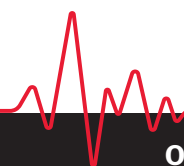
OUR ENVIRONMENT CONT.

- All oil and antifreeze from forklifts and turret trucks are recycled through a 3rd party vendor.
- We use Ecofriendly reactor washes to clean our reactors.
- Forklifts are equipped with energy regeneration and reclamation technology resulting in lower energy consumption.
- Our primary manufacturing location in Stow, OH sources electricity that is 30.6% from renewable energy or non-carbon.
- In 2023, capital investments on many of our process piping and equipment insulation were completed, resulting in reduced energy loss to the atmosphere.
- In 2024, we focused on infrastructure upgrades to improve energy efficiency and sustainability across our facilities.
 - Roofing Improvements: Upgraded insulation to reduce heat loss, lowering energy costs and improving overall efficiency.
 - LED Lighting: Initiated planning for a 2025 installation to enhance energy savings and workplace lighting quality.
 - Air Compressors & Boilers: Invested in more energy-efficient systems to reduce energy consumption and operational costs.

Sustainable Procurement

We are committed to researching and implementing progressive approaches that uphold ethics and integrity, ensuring fairness and honesty while prioritizing principles over profit.

- In 2024, SCA established a new pallet supplier to prevent pallet waste from ending up in landfills. Scrap pallets will either be refurbished for reuse or repurposed into eco-friendly mulch and woodchips for various manufacturing applications.
- Increased attention is given to systematic and transparent supplier evaluation, onboarding, and management establishing well-documented guidelines, processes, policies for sourcing new trade partners.
 - Implemented in Q4 2024: Struktol introduced individual supplier scorecards for performance reviews. Launched in December 2024, this practice effectively tracks supplier performance in quality, support, delivery, and cost.
- Part of the reduction in paper usage is due to switching from paper to electronic notifications sent to sales managers about customer orders.
 - We enhanced our record retention policy to reduce duplicate filing, which in turn decreased the number of prints required for internal processes.
- Apply comprehensive, thoughtful procurement criteria such as cost, quality, and risk alongside ESG (Environmental, social, and governance) factors like ethics, human rights, equity, and environmental impacts.
- Plastic pallets purchased by Struktol are made of 100% recycled content.



Our Community

Struktol takes pride in being an active member of its local communities, supporting partnerships and initiatives that contribute to a stronger future.



AUGUST 2024: Our foundation sponsored the installation of a new playground at Villa Rica Elementary in Villa Rica, Georgia. With a commitment to further enhancing the play area, we plan to expand the project by adding a rubberized track, promoting accessibility and active play for all students.



SEPTEMBER 2024: Struktol proudly participated in and contributed to the Ben Curtis Golf Outing, supporting its mission and giving back to the community.



SEPTEMBER 2024: Struktol sponsored four college students to attend the International Elastomer Conference in Pittsburgh, Pennsylvania.



OCTOBER 2024: Struktol sponsored and attended Summit County CASA Program's Fall Breakfast Fundraiser, supporting CASA's mission to advocate for children in need.



DECEMBER 2024: Struktol partnered with the Akron-Canton Regional Foodbank to host a Holiday Food Drive, collecting over 100 pounds of food—enough to provide over 90 meals for families in our community.