



2024 ANNUAL REPORT

SUSTAINABILITY



Primex Sustainability: A better tomorrow, starting today.

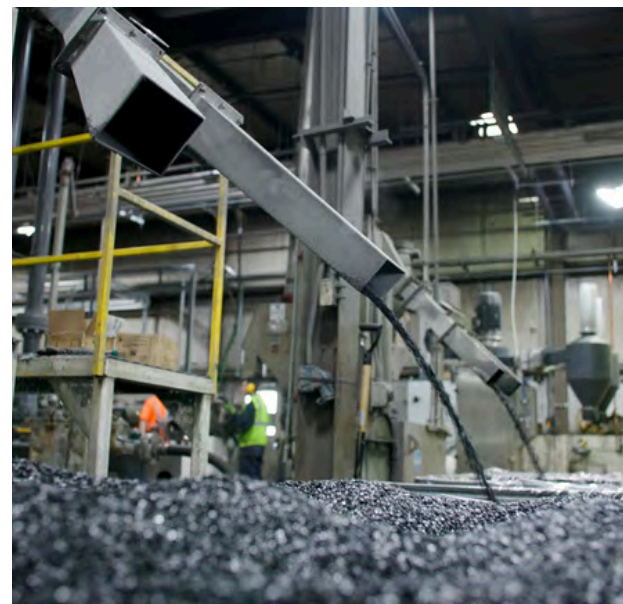
2024 SUSTAINABILITY ANNUAL REPORT

We are proud to showcase our ongoing commitment to sustainability, which is deeply embedded in every aspect of our business. At Primex, we believe in meeting the needs of today without compromising the future. Our approach is comprehensive, focusing on reducing waste, reusing materials, and recycling extensively, all while developing innovative products and processes that support a circular economy.

In 2023, Primex continued to lead the industry by recycling over **100 million pounds of plastic**, significantly reducing our environmental footprint. Our dedication to energy efficiency is reflected in our monthly purchase of **300,000 KWH of renewable energy** and our Reedsburg location's status as an **EPA Green Power partner**. These efforts are complemented by our robust **employee education** programs and ongoing energy audits to ensure sustainable practices are followed company-wide.

Primex's sustainability journey is driven by our diverse Sustainability Committee - encompassing every business unit within Primex as well as from all disciplines of the business. This committee is crucial in promoting good manufacturing practices and continuous improvement. The committee also ensures we remain at the forefront of corporate sustainability, acting as responsible stewards of our environment and community.

We invite you to explore this report to learn more about our sustainability initiatives and the positive impacts we are making. Together, we are building a better tomorrow, starting today.



MESSAGE FROM OUR PRESIDENT

Dear Stakeholders,

As the President of Primex Plastics, I am proud to share our 2024 Annual Sustainability Report. Sustainability is not just a goal at Primex; it is a fundamental part of our mission and operations. Over the past year, we have continued to make significant strides in reducing our environmental impact through extensive recycling efforts, energy-efficient technologies, the development of sustainable product lines, and investment in our people and communities.

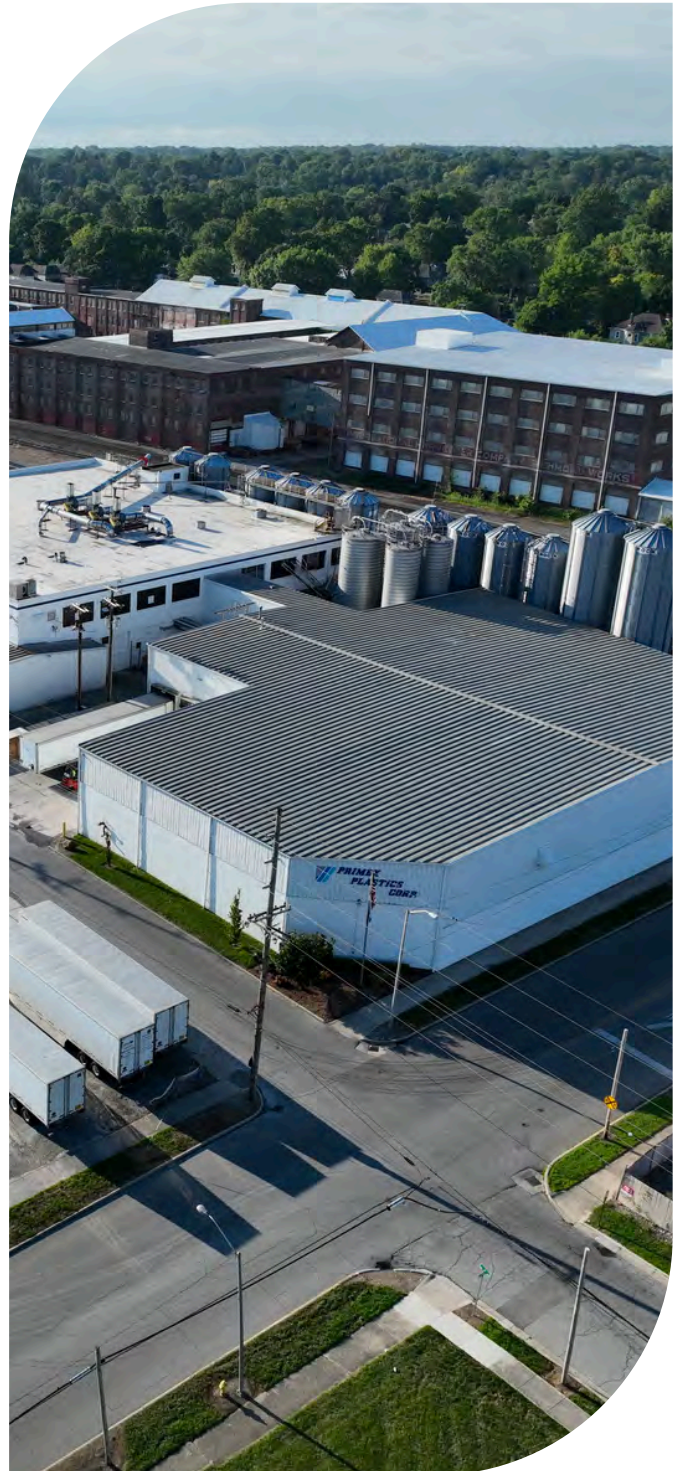
Our innovative initiatives, such as the Prime ReCycle™ and Prime Bio Plastics, exemplify our dedication to creating products that support a circular economy while maintaining high standards of quality and performance. These achievements are made possible through the hard work and dedication of our sustainability committee and every Primex employee.

Together, we are building a sustainable future, ensuring that our practices today protect the environment for generations to come. Thank you for your continued support and partnership in our sustainability journey.

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



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

PRIMEX ACHIEVES ISCC+ CERTIFICATION

Why is this important?

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.

"Receiving the ISCC+ certification is a significant milestone for us. It not only validates our commitment to sustainability but also reinforces our belief that responsible business practices are vital for the betterment of the planet and future generations." Mike Cramer, President

This certification reinforces our pledge to remain at the forefront of responsible plastics manufacturing and our commitment to environmental stewardship. With ISCC+ in place, we are well-positioned to meet the growing demand for sustainable products while reducing our environmental impact. Learn more at www.iscc-system.org.

Scan to watch a video explaining our ISCC+ Certification.



Photo by: Teri Benning, Primex Reedsburg



Photo by: Eric Honeycutt, Primex Richmond



Photo by: Cole Womack, Primex Jasper



Photo by: Shannon Davis, Primex Richmond

Green2Sustainable: Measuring Our Success

Primex has integrated the Green2Sustainable dashboard into its operations to enhance the environmental monitoring of its plastics manufacturing processes.

This advanced tool enables Primex to meticulously track a range of environmental factors, including energy usage, emissions, and waste management - **down to the individual plant level.**

By leveraging real-time data analytics provided by the Green2Sustainable dashboard, the company can identify areas for improvement, implement energy-saving measures, and reduce its overall environmental footprint.

This initiative underscores Primex's commitment to sustainability and its proactive approach to environmental stewardship in the plastics industry.



Reedsburg Facility Upholds its Commitment to Sustainable Green Printing Partnership



Our Reedsburg, WI facility completed an independent third-party audit of their Sustainable Management System, through the Sustainable Green Printing Partnership. The audit confirmed compliance with all applicable environmental, safety, health, and employment regulations.

This process validates the work and time put into a comprehensive sustainability program that encompasses all aspects of sustainability from a third party.

Primex Reedsburg was the first manufacturer in the United States to achieve certification through SGP in 2022.

PRIMEX GIVES BACK

Primex is dedicated to giving back to the communities where our employees live and work through various initiatives.

Some of our initiatives include:

- Girls Inc, Boys & Girls Club, Junior Achievement, Literacy Programs
- Police & First Responder Programs
- Community Engagement Events, Easter Egg Hunt, Rotary Christmas Tree
- Nature & Conservation Programs, Hayes Arboretum Volunteer Days, Adopt-a-Highway





Sustainable Success Stories from PCCA

by Lee Pfaffle, Product Manager

At Primex, sustainability isn't just a buzzword; it's a commitment woven into the fabric of our operations. We understand that the future demands a shift towards sustainable practices, and we're proud to lead the charge with our innovative material solutions. We work with customers in various applications to meet their performance needs and incorporate sustainability goals.

We can develop new colors and compounds that fit the customer's needs. For instance, a revolutionary product was born out of a customer's request for a soft, flexible pen grip boasting 50% sustainable content. Traditional methods fell short of meeting this ambitious goal, prompting us to delve into alternative sources. By incorporating post-consumer recycled (PCR) polypropylene (PP) and a bio-based filler derived from oyster shells, we achieved a remarkable 51% sustainable filler content Faraprene TPE without compromising on performance.

Our sustainability journey doesn't stop there. Through collaboration and ingenuity, we've developed Faralloy compounds containing sustainable fillers. These products utilize a unique combination of filler and PCR PP, boasting sustainable filler content ranging from 86% to 95%. Designed for automotive applications, these materials not only deliver superior performance but also make a significant environmental impact by repurposing unsorted municipal solid waste and post-consumer recycled materials.

Furthermore, we're pioneering the use of sustainable hemp fillers in Faralloy rigid compounds for automotive returnable dunnage applications. Our goal is to create materials that meet current performance characteristics while championing environmental stewardship.

OPERATION CLEAN SWEEP

After announcing a pledge in 2022, Primex has continued refining our OCS plan, emphasizing policy, procedure, and communication. **Primex is well on its way toward zero plastic pellet, flake, or dust loss to the environment.** This commitment is reinforced through signage for employees and visitors and communication with suppliers and customers to broaden participation. Primex also provided a “case study” overview for other plastic companies to use as a model for implementation.

Mirit Borodachuk, Quality Manager for Primex Garfield, NJ sheet extrusion facility, shared positive feedback received through the NJ Department of Environmental Protection. During a routine visit by an inspector regarding the location’s annual stormwater permit, Mirit stated, “The inspector was particularly impressed that we voluntarily adopted the OCS program, which significantly supports our stormwater management efforts. Additionally, the inspector appreciated our use of an electronic system for documenting monthly audits, noting how well our overall process has evolved. Lastly, she acknowledged that the program has driven us to develop new projects with visible improvements towards achieving zero resin discharge into the environment.”



SEE SOMETHING. SAY SOMETHING.

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

In 2021, Primex implemented a safety engagement campaign “See Something, Say Something For Safety”.

Safety Updates 2023:

- We had our best safety performance year in 2023, with a final OSHA recordable rate of **3.44**, beating our target of < 3.6.
- Primex had **47% less recordable injuries** in 2023 compared to 2022.
- We have invested more than **\$19M** in safety equipment and facility safety to improve workplace safety in the last 8 years.
- In 2023, we conducted Safety Leadership Training Workshops for all front-line supervisors and senior leaders.
- All Primex sites improved in annual HSE audit scores with **three sites achieving 100%** for the first time.



SUSTAINABILITY THROUGH INNOVATION

Update from the John J. Farber Technology & Innovation Center

By Paul Uphaus, Director of Applications Development & Technical Services

We are excited to share our team's significant progress in sustainable material and packaging development!

Recycling Trials:

- Our team completed several successful trials using Post Industrial Re grind (PIR) and Post Consumer Re grind (PCR) materials from various suppliers and polymers. Much of this work supports the Primex Recycling Operation.
- Our PCR trials included Ocean Plastics (collected from the ocean) and Ocean Bound Plastics (collected near tributaries or coastlines).

Bio-resins:

- We are evaluating a variety of bio-resins with very promising results. These resins incorporate renewable resources and are tested for biodegradability and compostability.
- We also completed successful foaming trials with bio-resins, achieving a 15% weight reduction.

Plastic Substitutes:

- Our JJF Lab recently completed additional trial work with material originating from mixed household waste diverted from the landfill.
- Proprietary processes are used to sort and process the material into a suitable additive for many of our polymers such as PP, PE, and HIPS.

Innovative Packaging Applications:

- We are developing packaging solutions that replace cardstock backing with printed alternatives using PD&F's HP Printer and Distortion Print Technology. This replacement eliminates cross-contamination of recycled content created by paper and glue. Our solutions allow for unlimited unique designs using many of our current polymers like PETG, HIPS, PET, and PP.



We are thrilled about these advancements and the positive impact they will have on our sustainability goals. Together, we are making great strides in our commitment to environmental stewardship and leading the way in sustainable practices within the plastics industry.

2024 PRIMEX FACILITY UPDATES



- Upgraded air-cooled barrel, screw and screen changer allowed for energy savings.
- Paved gravel lot behind the warehouse. Replaced concrete pads by silos to assist with easier cleanup of any pellets that may escape.
- Paved Plant 5 silo area for ease of identifying and maintaining zero pellet loss.
- Replaced Extruder DC Main Motor and Drive with AC for energy conservation.



- Installation of white roof cools the interior of the building and saves power.
- Installed catch basins (interior and exterior) for storm water and waste water drains.
- Switched to Mercury-Free pressure transducers, reducing hazardous materials.
- Additional sound-deadening blankets were installed to lessen decibel levels in areas of higher noise.



- Implementation of Generation Green; replacing natural absorbents such as sand and clay with hydrophobic mats. Recaptures spilled oil and reduces waste by not putting oil in the landfill.
- Lighting upgrade to LED allowing for energy efficiency, extended lifespan, enhanced light quality and eco-friendliness.
- Installed 4 water filtration drinking systems - eliminating the many water jugs that were delivered weekly to the facility.



- Upgrade to resin conveying system.
- Installation of new water tower.
- Installation of waste tracking system.



- Implementation of peak demand energy management.
- Energy efficient lift trucks purchased.
- Installed new, more efficient vacuum pump on production line.



- "Smart Control" Granulators provide user-friendly monitoring, maintenance and repair.
- Reduction of facility carbon footprint for the 3rd straight year.
- Two production lines were converted from DC to AC.



- Loading dock paved which created improved drainage.
- Line Smart Dampers installed for dust collection system, reducing backward airflow in ducting lines.
- Vacuum system installed for mezzanine mixing area.
- A filtration system was installed for dust collection.



- Replaced loading dock drainage system. Secondary filters were installed to help prevent pellets from escaping into city water and storm drain covers were installed to manage runoff.
- A filtration system was installed for dust collection.



- New rolling die cutter was installed
- Windows added to the production floor
- New floors and office spaces added to the production office area

UPDATES FROM THE UK

by Tim Wilson, Technical Manager, United Kingdom



Primex Plastics Limited is one of the largest extruders of custom polyolefin sheet and roll stock in Europe, and is a subsidiary of Primex Plastics Corporation.

UK Sustainability Updates 2023:

- Primex UK continues to use 100% green Electricity Supply
- Our carbon footprint has reduced by 17%, from 2020 to end of 2023.
- We began to prepare for ISO 4001 certification with intention to certify later in 2024
- We continue our progress with Operation Clean Sweep, with the aim for zero pellet loss.
 - Regular weekly audits are carried out by OCS team.

COMPANY OVERVIEW

Primex, as one of the largest custom sheet extruders in the United States since 1965, specializes in a wide selection of product families to serve a variety of markets and industries. Through vertical integration with our business units, we offer our customers the entire supply chain – from pellet to package.

Primex is the industry leader in state-of-the-art production and testing facilities. All of our locations are ISO 9001:2015 registered and one facility, Primex Design and Fabrication, is FDA registered in order to provide our customers with the highest level of quality products that have come to be associated with the name Primex.

Our commitment to sustainable plastic solutions encompasses all of our operations. We prioritize careful stewardship today and creative innovations for the future. Our recycling and sustainability initiatives divert more than 100 million+ lbs of plastic every year, much of which goes directly into our product lines.

To stay up to date on our sustainability initiatives, visit our website.

www.primexplastics.com/sustainability



Scan the code above to hear the Primex Sustainability Committee chair, Blake Pace, speak about sustainability at Primex.

 800.222.5116

 www.primexplastics.com



PRIMEX 

A BETTER TOMORROW
starting today



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