

Sustainability Report

2023 – 2024

Jadex

Helping people make a material
difference every day. †





About This Report



This 2023/2024 Sustainability Report marks Jadex Inc.'s third such publication, released on May 7, 2025. It summarizes our sustainability performance during the 2023 and 2024 calendar years, addresses key sustainability challenges and opportunities, and delves into our sustainability management methods, systems and policies. Within the report, we elaborate on our sustainability strategy, centered around three core pillars: People, Product, and Process. Through this strategy, we aspire to position ourselves as the preferred partner in the materials science space, known for delivering high-quality, increasingly sustainable products and solutions.



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01

Sustainability at Jadex

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- CEO Message
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 - Goals and Performance
 - Recognition
 - Governance





Mario D'Ovidio - CEO

Message From The CEO

At Jadex, sustainability is more than a responsibility—it's an opportunity to create lasting value for our people, customers, and the planet. As we reflect on the past year, I am very proud of the meaningful progress we have made in our commitment to making a material difference every day through our people, products, and processes.

One of our most significant achievements this year was in safety. Our team's dedication to a culture of well-being and operational excellence led to our world-class performance in 2024. This accomplishment underscores our unwavering commitment to ensuring every employee goes home safe, every day.

In addition, we made a strategic shift by selling our Lifoam division which focused on Expanded Polystyrene. This decision allows us to sharpen our focus on our core businesses and sustainability-driven innovation to meet consumer demand. By aligning our portfolio with our long-term vision, we are better positioned to drive impact where it matters most.

We continue to make progress in capturing and reporting our carbon emissions, with Scope 3 emissions now available —a critical but complex challenge for companies across industries. We have made great strides in understanding, measuring, and managing our indirect emissions, reinforcing our commitment to transparency and accountability in our climate strategy.

As we look ahead, we remain committed to embedding sustainability into every aspect of our business. We will continue to push the boundaries of materials science, collaborate with partners across our value chain, and seek new ways to reduce our impact on the resources we use.

Thank you to our employees, customers, and stakeholders for being part of this journey. Together, we are building a more sustainable future.



Jadex At A Glance

At Jadex, sustainability is at the core of everything we do. As a leader in material science, we recognize our responsibility to create innovative solutions that not only advance industries but also contribute to a more sustainable future. Our commitment to making a material difference every day drives us to develop products, processes, and partnerships that have a lasting positive impact on people and the planet.

This report highlights our progress across our three key pillars:

- People: We prioritize the well-being, development, and safety of our employees while fostering an open environment with equal opportunities for everyone. Beyond our organization, we actively engage with communities to drive meaningful social impact.
- Products: We design and manufacture high-performance, sustainable materials that help our customers reduce their environmental footprint, improve efficiency, and drive innovation.
- Processes: We continuously improve our operations by reducing waste, conserving resources, and lowering emissions—ensuring that sustainability is embedded in how we work every day.

Through science, innovation, and collaboration, we are committed to shaping a better tomorrow. This report reflects our ongoing journey, the challenges we face, and the milestones we have achieved in building a more sustainable world.



Approximately

1,400

Employees*



Over

975

Customers*



11

Manufacturing
Locations*



79

Patents*

Sustainability Pillars



People

Our people are the foundation of our success, and their safety, well-being, and growth remain our top priorities. This year, we achieved our best safety performance to date, a testament to our strong safety culture and the dedication of our employees. Beyond the workplace, we are committed to making a positive impact in the communities where we live and work through community engagement initiatives that support those in need and promote environmental stewardship. Additionally, we continue to support fair and competitive compensation for all employees while fostering an environment where everyone has the opportunity to thrive. Through these efforts, we are strengthening our workforce, supporting our communities, and building a more equitable future.



Products

We are committed to developing more sustainable products and packaging that reduce environmental impact and drive circularity. Through innovation in material science, we are designing solutions that enhance product longevity and compostability. We are creating products that minimize waste, incorporate recycled or renewable content, and support a more regenerative system. By collaborating with customers and partners across our value chain, we are accelerating the transition to a more sustainable future—one where materials are repurposed, waste is reduced, and sustainability is embedded in every stage of a product's lifecycle.



Process

All of our businesses are actively working to improve our manufacturing operations to reduce environmental impact and enhance efficiency. We are focused on lowering greenhouse gas emissions and identifying new reduction opportunities across our value chain. Reducing potable water consumption is another key priority, as we explore ways to optimize water use in the manufacturing of our products. To further drive circularity, we are enhancing our waste management strategies to divert more waste from landfills through recycling, reuse, and process improvements. Additionally, we are looking to increase our use of renewable electricity. These efforts reflect our ongoing commitment to embedding sustainability into every aspect of our operations.





Product Sustainability Strategy

We recognize that sustainability is an ever-changing landscape and our approach continues to evolve as we refine our strategies and innovations. We remain committed to the framework established in our original 2021/2022 ESG report, which continues to guide our product development efforts.



The principles of a circular economy serve as a foundation for evaluating our product portfolio and shaping future innovation.

Each product in our portfolio is assessed based on three key sustainability attributes:

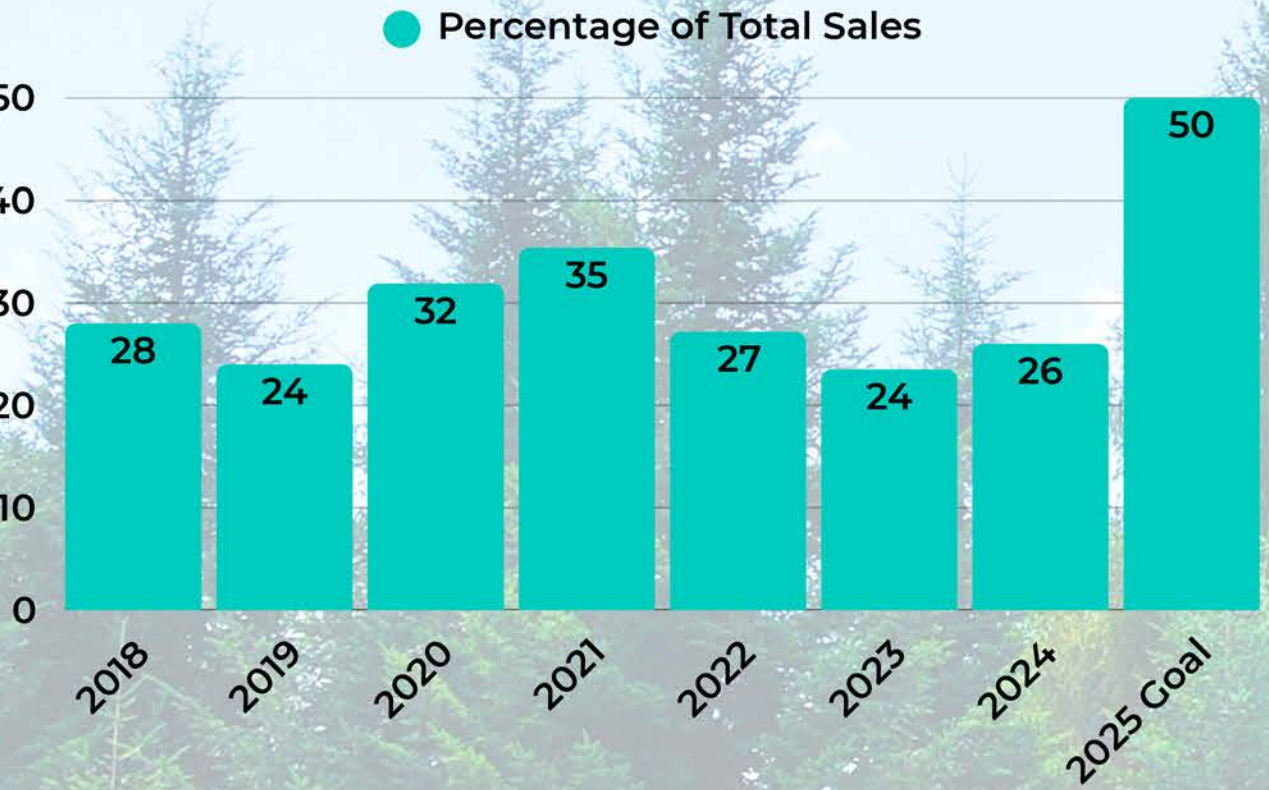
- **Design Out Waste & Pollution**
- **Keep Products & Materials in Use**
- **Regenerate Natural Systems**

Any product meeting one or more of these criteria is categorized as sustainable within the Jadex portfolio.



Product Sustainability Strategy

The accompanying diagram illustrates the proportion of our portfolio that aligns with these sustainability principles through the end of 2024, representing a percentage of total sales, and reinforcing our ongoing commitment to sustainable product development.



Design out Waste & Pollution

- Reduce material content (light-weight)
- Avoid hazardous substances



Keep Products & Materials in Use

- Design for reusability
- Use materials that are recyclable, compostable, or degrade faster



Regenerate Natural Systems

- Use non-virgin (recycled) and/or renewable materials
- Shift to renewable electricity



2025 Goals & Performance

		2023 Progress	2024 Progress	2025 Goals
People	Injury Incident Rate	3.40	0.51	Zero
	Gender Pay Equity* (hourly)	91%	*	100%
	Hours of Community Service Annually	12,742	8,921	25,000
Products	% of products (by sales) that incorporate materials that are renewable or derived from circular processes	23.5%	26.0%	50%
	% of plastic packaging that will be refillable, recyclable, compostable and/or incorporate 30% recycled or bio-based content	20%	69%	100%
Process**	GHG Scope 1 & 2 Intensity (mt CO ₂ e / mt product)	1.68	1.69	10% reduction
	Potable water for factory non-contact process applications (gallons)	106,519,986	122,228,283	10% reduction
	% Electricity from renewable sources (Percent of total kWh)	3%	5%	Increase Share
	Waste to landfill (mt)	2,364	1,872	25% diversion

*In 2024, Jadex participated in a formal Pay Equity audit with Syndio, a leader in software solution designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across Jadex, while considering factors like gender, race, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. We are excited to announce that Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations. As a best practices, Jadex has agreed to conduct another audit in 2025 to validate our results.

** Based on improvements from baseline year of 2021

UN SDG's



Jadex recognized as
Gallagher Best-In-Class Employer
for second year in row.



Recognition: People

Jadex Inc. Recognized as U.S. Best-in-Class Employer

Jadex participated in Gallagher's 2023 U.S. Benefits Strategy & Benchmarking Survey and was identified as an organization that excelled in implementing successful strategies for managing people and programs.

A U.S. Best-in-Class Employer, Jadex, Inc. was assigned points based on its relative performance in:

- Plan horizons for benefits and compensation strategies
- Extent of the wellbeing strategy
- Turnover rate for full-time equivalents (FTEs)
- Completion of a workforce engagement survey
- Use of an HR technology strategy and its level of sophistication
- Difference in healthcare costs over the prior year
- Use of a communication strategy



Recognition: Products



Gold Winner for Dow's 35th Annual Packaging Innovation Awards

With ultra-light 26mm caps weighing just 0.74 grams, we've managed to reduce materials without sacrificing grip or quality.



2024 US Plastics Pact Sustainable Packaging Innovation Award

Bioffex® technology was selected as the winner of the Compostability category. Winners were chosen based on the improved environmental impact of the product, the likelihood of commercial viability, and the potential to move the industry toward circularity.



2024 Convenience Store News Best New Product Award

Lifoam's Party Cooler won a Best New Product Award. Contest entries were rated and awarded points by consumers based on the criteria of taste, value, convenience, healthfulness, ingredients, preparation requirements, appearance and packaging.



Recognition: Process



Artazn



LifeMade



Shakespeare

EcoVadis Recognition for All Four Jadex Businesses

The Alltrista business continues to improve its EcoVadis performance, earning a Gold Medal, a recognition awarded to the Top 5% of companies assessed by EcoVadis in the 12 months prior to the medal issue date.

Jadex's three other business units submitted to EcoVadis for the first time in 2024 earning a Silver Medal for Artazn, a Bronze Medal for LifeMade and a Committed Badge for Shakespeare.



Artazn CDP Disclosure

The Artazn business disclosed to CDP in both 2023 and 2024, earning a score of “B” in this current reporting cycle. The insights gained through this process will help with risk mitigation in the future.



Governance



Board of Directors

- Provides oversight, key feedback, and support in alignment with Jadex ESG strategies



Sustainability Council

- Maintains accountability and provides the overall direction for ESG strategy
- Champions key initiatives with the Board of Directors
- Members: CEO, Business Presidents, Business VPs of Operations, HR, Marketing, EHS, Innovation, Legal, Finance



Sub-Committees

- Aligned based on People, Product and Process pillars
- Responsible for setting/aligning on metrics and goals that are to be measured and actioned against
- Develop strategic pathways to achieve SMART Goals



Local Execution Teams

- Cross-functional teams within each business/manufacturing location driving execution on key initiatives designed to achieve the stated goals





Board Reporting

The Jadex management team maintains regular reporting meetings with the Board of Directors. Each week they are provided updates on all matters related to EHS metrics and relevant sustainability updates from each of the respective operating companies. Quarterly, at the full Board meetings, the Board is provided progress made in relation to 2025 ESG goals and efforts, as well as initiatives that will drive Jadex towards longer term sustainability initiatives.





Compliance

Jadex is committed to adhering to the highest possible standards of business. As such, there are numerous policies and procedures in place to ensure compliance. Jadex embraces a free and open marketplace where we compete vigorously and comply with competition and antitrust laws. Competition laws exist in virtually every country, and we must comply with these laws. The purpose of competition laws is to protect consumers and companies by preserving free and open competition. The penalties for violating these laws may include high fines, not being able to enforce commercial agreements and even imprisonment. The program in place is a comprehensive policy which addresses anticorruption and fair competition laws.

It ensures that no bribery and no money laundering is permitted under any circumstance. The program also clearly defines the necessity to comply with all trade controls and environmental laws. Each year, every Jadex employee has a mandatory Code of Conduct training, within which expectations for each of the above-mentioned areas are addressed. This training is taken online and addresses unity, standards, and direction for all employees in the fair and ethical dealing of fundamental business practices.



IT Information Security Policy

Jadex maintains an IT Information Security Policy which outlines the approach for Jadex and all Operating Companies regarding information security. This policy provides the guiding principles and responsibilities necessary and/or advisable to safeguard the confidentiality, integrity, and availability of Jadex's information systems and data from compromise.

This Policy applies to all information, systems, facilities, programs, networks, all data created, processed, or transmitted, and all users of technology within Jadex.

The policy also provides a framework for all Jadex Systems to mitigate the risks associated with the theft, loss, misuse, damage, or abuse of these systems, and the principles by which a safe and secure information system's working environment can be established for all users.

All Jadex suppliers and vendor partners will abide by this Policy, or otherwise be able to demonstrate corporate security policies providing at least equivalent restrictions and protections of this Policy including without limitation when accessing or processing Jadex assets, whether on site or remotely, and when subcontracting to other suppliers.

Any security breach of Jadex's information systems could lead to the possible loss of confidentiality, integrity, and availability of Data. The loss or breach of confidentiality of contractually assured information may result in the loss of business. Therefore, it is critical that all users of Jadex's information systems adhere to this Policy.

All current Jadex employees are informed by Jadex Human Resources of the existence of this Policy and the availability of supporting policies.





Business Unit Performance

-
- LifeMade
 - Alltrista
 - Artazn
 - Shakespeare



LifeMade®

At LifeMade, we are committed to developing innovative and environmentally responsible solutions for disposable tabletop products such as cutlery and straws. Recognizing the growing need for sustainable alternatives, we are focusing our efforts on creating new alternatives that can be either commercially and/or home compostable, helping to reduce waste and minimize environmental impact.

Over the past year, we have made significant strides in our sustainability journey. Our research and development efforts have prioritized materials that align with circular economy principles, ensuring that our products support a more sustainable future. We are working toward reducing reliance on traditional plastics while maintaining the quality and convenience that consumers expect.

In addition to our commitment to sustainable product development, we have also taken steps to refine our business portfolio. In 2024, LifeMade sold the Lifoam division, which primarily provided temperature-controlled solutions made from expanded polystyrene. This strategic decision allows us to sharpen our focus on advancing eco-friendly innovations and accelerating our progress toward a more sustainable product lineup.

As we move forward, LifeMade remains dedicated to sustainability, continuously exploring new materials and technologies that contribute to a cleaner, greener future.



Vision

LifeMade aspires to be the leader in the transformation of tabletop essentials, making sustainable attainable.



Values

LifeMade remains true to its long-standing values. These values are captured and recognized through the CHAMPS program.

Committed
Honest
Accountable
Motivated
Proud
Strategic



Highlights

300+
Employees*

70+
Customers*

2
Manufacturing
Locations*



LifeMade submitted to EcoVadis for the first time in 2024 and was proud to earn a Bronze Medal, a recognition awarded to the Top 35% of companies assessed by EcoVadis in the 12 months prior to the medal issue date.



2024 US Plastics Pact Sustainable Packaging Innovation Award
Bioffex® technology was selected as the winner of the Compostability category. Winners were chosen based on the improved environmental impact of the product, the likelihood of commercial viability, and the potential to move the industry toward circularity.



2024 Convenience Store News Best New Product Award
Lifoam's Party Fiber Cooler won a Best New Product Award. Contest entries were rated and awarded points by consumers based on the criteria of taste, value, convenience, healthfulness, ingredients, preparation requirements, appearance and packaging.

*These numbers are as of end of year 2024 and post-sale of the Lifoam business.

At LifeMade, our people are at the heart of everything we do. We are committed to fostering a workplace that recognizes achievements, encourages professional growth, and builds a strong sense of community. Our People Pillar focuses on employee engagement, development, and giving back—ensuring that our team members feel valued, empowered, and connected.

CELEBRATING ACHIEVEMENTS

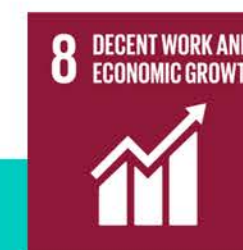
We believe in recognizing and rewarding hard work and take pride in honoring the dedication and contributions of our employees.

- **Service Awards, Retirements & Leadership Recognition** – Employees who reach key career milestones receive award plaques and public recognition.
- **SPOT Awards** – Through our Snappy platform, we provide on-the-spot recognition for employees who go above and beyond.
- **LifeMade TV Shoutouts** – Birthdays and work anniversaries are featured company-wide, ensuring employees feel appreciated on their special days.
- **ULTIMATE CHAMPS Program** – This award acknowledges outstanding team members who exemplify dedication and excellence in their work.

INVESTING IN EMPLOYEE GROWTH

LifeMade is committed to equipping our employees with the skills they need to succeed.

- **First Aid/CPR/AED Training** – Conducted through the American Red Cross, ensuring employees are prepared for emergencies.
- **Technical Training** – Courses like Industrial Hydraulics, Advanced Electrical Training, and CDL Certification help our employees build specialized skills.
- **Leadership Development** – Workshops through Gateway Community College and Central Maine Community College support career growth.
- **"Making the Transition from Colleague to Manager" Training** – Designed to help employees successfully step into leadership roles.



KPI	2021	2022	2023	2024	2025 GOAL
Injury Incident Rate*	1.89	0.95	1.37	0.30	0
Gender Pay Equity* (hourly)	91%	91%	91%	*	100%
Community Service	Not formally tracked	108	3,892	1,642	5,000

CREATING A CULTURE OF ENGAGEMENT

Bringing our employees together is key to building a thriving workplace that fosters connection and collaboration.

- **Quarterly Town Halls & Roundtables** – Open discussions with leadership to keep employees informed and engaged.
- **Holiday & Seasonal Events** – From Christmas parties to Solar Eclipse Day, we create moments for our teams to connect.
- **T-Shirt Design Competition** – Encouraging creativity and fun among employees.
- **Wellness Initiatives** – Events like Wellness Bingo and hearing conservation exams promote employee well-being.

At LifeMade, we know that when we invest in people, we invest in our future. By recognizing achievements, fostering growth, and supporting our communities, we are creating a workplace where employees thrive and contribute to a greater purpose.

MAKING A DIFFERENCE IN THE COMMUNITY

Our commitment to people extends beyond the workplace to support those in need.

- **Fundraising for Hurricane Helene and Colleagues in Crisis** – LifeMade donated 38 pallets of cutlery and straws to Western North Carolina after Hurricane Helene. Employees also rally together to support coworkers impacted by events and personal hardships.
- **"Give Cancer the Boot" Event** – Raffle donations, 5K walk/runs, and fundraising efforts to support cancer research and awareness.
- **Holiday Giving Campaigns** – Including "Operation Santa Claus" and "Adopt a Family," where employees donate gifts and essentials to families in need.
- **Food Drives & Community Support** – We partner with local organizations like the Freestore Foodbank to stock and organize inventory for those facing food insecurity.

*In 2024, Jadex participated in a formal Pay Equity audit with Syndio, a leader in software solution designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across Jadex, while considering factors like gender, race, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. We are excited to announce that Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations. As a best practices, Jadex has agreed to conduct another audit in 2025 to validate our results.



At LifeMade, we are committed to transforming our product portfolio to align with our ambitious sustainability goals. Our Products Pillar efforts are focused on ensuring that our portfolio includes sustainable options and that our plastic packaging is either made with bio-based and/or recycled materials, or is refillable, recyclable or compostable. Through innovation and material advancements, we are driving every day to implement solutions that will help us attain these goals.

KEY ACCOMPLISHMENTS IN 2023 AND 2024

- **Eliminating Unnecessary Plastics** – Diamond® Cutlery removed all plastic windows from retail cartons, reducing plastic waste.
- **Expanding Compostable Solutions** – Introduced LifeMade® Home and Commercially Compostable cutlery into the foodservice trade channel, offering eco-friendly alternatives.
- **Material Reduction** – Optimized material usage in LifeMade® Home and Commercially Compostable cutlery for retail packages.
- **Increasing Recycled Content** – Converted all PET cutlery trays from virgin PET to PET containing 50% post-consumer recycled (PCR) content.
- **Innovating Sustainable Packaging** – Launched a new line of Home and Commercially Compostable “To-Go” and “Clamshell” containers for foodservice businesses.

- **Introducing Biobased Innovation** – Developed the LifeMade® Fiber Cooler, made with 100% USDA Certified Biobased Content and certified by How2Recycle as widely recyclable.

These advancements reflect our unwavering commitment to sustainability, reducing reliance on virgin plastics, expanding compostable solutions, and integrating recycled content into our packaging. As we continue on this journey, we remain focused on driving meaningful change through product innovation and responsible material choices



KPI	2021	2022	2023	2024	2025 GOAL
% of products (by sales) that incorporate materials that are renewable or derived from circular processes*	4.2%	4.3%	4.5%	4.5%	25.3%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable**	0%	0%	0%	96.9%	100%

*2021 and 2022 numbers have been restated/lowered due to finding an incorrect classification
 **Recycling and composting facilities vary geographically

LifeMade has been removing plastic from packaging for several years now and 89% of product sales are without plastic packaging.

At LifeMade, we continuously strive to enhance operational efficiency, reduce resource consumption, and minimize waste across our manufacturing sites.

ENERGY EFFICIENCY: REDUCING ELECTRICITY & NATURAL GAS USE

We are taking proactive steps to lower energy consumption and increase efficiency in our facilities:

- **Electricity Savings** – Implemented LED lighting upgrades in server rooms and installed proximity sensors in our spare parts room in the North Andover, MA facility, leading to a reduction of 1,700 kWh annually.
- **Natural Gas Conservation** – In Vernon, CA, a recently repaired steam line cover jacket is projected to save 2,000 therms annually by reducing heat loss.

RECYCLING & WASTE REDUCTION: DIVERTING MATERIALS FROM LANDFILLS

Our recycling and waste initiatives have led to significant material recovery, reinforcing our commitment to circular economy principles:

- **Paperboard Scrap Recovery** – In E. Wilton, ME, our dual-stream recycling system is projected to divert 500,000 pounds of paperboard scrap annually.
- **Plastics & Packaging Recycling** – In Belcamp, MD, we expanded recycling efforts, recovering over 1,400 pounds of plastic bottles, plastic hardware, aerosol cans, batteries, and office plastics. Additionally, installing a baler to recycle stretch film has helped process 14,580 pounds of material annually.
- **Expanded EPS & PLA Recycling** – By densifying and selling EPS & PLA materials, Belcamp, MD contributes to a diversion of 80,000 pounds from waste streams annually.
- **Electronics & Pallet Recycling** – Facilities in Belcamp, MD, St. Petersburg, FL, and North Andover, MA have established programs for pallet and electronic waste recycling, saving over 2,450 pounds of material annually.
- **EPS & Cardboard Recycling** – In Vernon, CA, efforts to send EPS scrap to a recycling center and consolidate cardboard recycling have resulted in 21,820 pounds of material being repurposed annually.



KPI	2021	2022	2023	2024	2025 Goal†
GHG Scope 1 & 2 Intensity (tCO ₂ e / ton of product)*	1.92	1.69	1.95	2.03	10% Reduction
Potable Water for Non-Contact Process Applications (Gallons)	28,851,055	28,685,270	30,332,352	26,989,349	10% Reduction
% Electricity from Renewable Sources**	35.0%	35.5%	33.8%	35.4%	Increase Share %
Waste to Landfill (t)*	1010	1019	952	621	25% diversion of waste from landfill
NEW - Scope 3 (tCO ₂ e)*	Not Available	Not Available	117,159	Pending	Goal to be Determined

*t = metric ton. Data expressed with tons will be metric tons.
**Based on EPA eGRID State Averages
†Based on improvements from baseline year of 2021

WATER CONSERVATION: REDUCING CONSUMPTION & IMPROVING MANAGEMENT

Water is a critical resource, and we are implementing initiatives to reduce waste and enhance efficiency:

- **Water Use Monitoring** – In E. Wilton, ME, a weekly water monitoring system helped track and reduce water usage by 809,305 gallons annually, a 25% decrease.
- **Water Efficiency Upgrades** – Facilities in St. Petersburg, FL, and Vernon, CA have implemented water conservation initiatives, such as:
 - Float fill systems for process water (5,000 gallons saved annually)
 - Boiler preventive maintenance (30,000 gallons saved annually)
 - Reusing gel cleaning water (18,000 gallons saved annually)
 - Repairing rusted and burst water lines (25,000 gallons saved annually)

SUSTAINABLE TRANSPORTATION: REDUCING FUEL CONSUMPTION

Our transportation optimizations are cutting down on fuel use and emissions:

- **Diesel Fuel Reduction** – In North Andover, MA, we eliminated one refrigerated trailer, reducing fuel use by 3,000 gallons annually.

COMMITMENT TO CONTINUOUS IMPROVEMENT

At LifeMade, sustainability is an ongoing journey, and our commitment to resource efficiency, waste reduction, and responsible operations continues to drive meaningful environmental impact. Through these initiatives, we are not only improving our manufacturing footprint but also supporting a more sustainable future for our customers and communities.





At Alltrista, sustainability is at the core of our approach to rigid packaging and custom-molded products. We are dedicated to minimizing environmental impact through innovative design and responsible material choices. Our primary focus areas include light-weighting solutions that reduce material usage and incorporating post-consumer recycled (PCR) content to promote circularity in packaging.

Beyond our products, Alltrista offers comprehensive services that help make things possible—from research and design to automated assembly and virtual manufacturing. With multiple manufacturing sites, several ISO certifications, and deeply entrenched strategic partnerships, we are built to innovate and deliver high-quality, sustainable solutions.

In 2024, our commitment to sustainability was recognized with a Gold Medal from EcoVadis, reflecting our continuous progress in environmental responsibility, ethical business practices, and sustainable sourcing. This achievement highlights our steady year-over-year improvements and reinforces our dedication to sustainable innovation.

Looking ahead, we remain focused on driving meaningful change in our industry by enhancing material efficiency, further expanding the use of recycled content, and developing solutions that align with a more sustainable future.



Vision

Alltrista aspires to be a company who is molding a sustainable future through technology and material science.



Values

Alltrista knows what it takes to be successful and those values are on the lips and minds of all employees each day.

- **Count on Me**
- **Positively Impact Lives**
- **Play to Win**



Highlights

674
Employees

250+
Customers

6
Manufacturing
Locations



The Alltrista business continues to improve its EcoVadis performance, earning a Gold Medal, a recognition awarded to the Top 5% of companies assessed by EcoVadis in the 12 months prior to the medal issue date.



Gold Winner for Dow's 35th Annual Packaging Innovation Awards!

With ultra-light 26mm caps weighing just 0.74 grams, we've managed to reduce materials without sacrificing grip or quality.

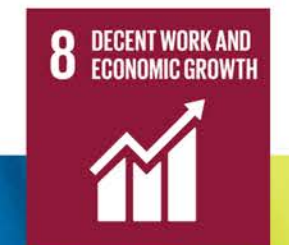
At Alltrista, our people are at the heart of our success. Through corporate social responsibility, volunteerism, and charitable giving, we strive to make a lasting impact in the communities where we live and work.

SUPPORTING LOCAL & GLOBAL CAUSES

- **Christchurch, UK** – Six team members participated in the National Three Peaks Challenge, raising over £2,000 for Cancer Research UK by climbing the highest peaks in Scotland, England, and Wales. The site also proudly sponsors the New Milton Robins U15 Football Team, supporting youth sports and development.
- **Springfield, MO** – Employees hosted the Sertoma Chili Cook-Off, engaging the community while raising funds for local charities.
- **Reedsville, PA** – Fundraising efforts led to a \$4,359.26 donation for Making Strides Against Cancer, supporting breast cancer awareness and research.

VOLUNTEERISM & CHARITABLE GIVING

- **Greenville, SC** – Employees participated in Hands on Greenville Clean-Up Operations, contributed to Operation Warmth by collecting and donating 75 blankets to the homeless, and organized a School Supply Drive to ensure children had the tools they needed for academic success.
- **Springfield, MO** – Employees contributed to the 'Wish I May' initiative, providing birthday party items for foster children in April and May, as well as leading a Back-to-School Supply Drive for local students in need.
- **Reedsville, PA** – In March 2024, employees conducted a 50/50 raffle, raising \$327 for Make-A-Wish, helping grant life-changing wishes for children facing critical illnesses.



KPI	2021	2022	2023	2024	2025 GOAL
Injury Incident Rate*	0.99	0.42	1.24	0.34	0
Gender Pay Equity* (hourly)	89%	89%	89%	*	100%
Community Service	Not formally tracked	2,340	4,085	3,535	10,000

SEASONAL GIVING & FUNDRAISING

- **Christchurch, UK** – Employees participated in Breast Cancer Awareness Month by wearing pink on October 24th and 25th, raising awareness and funds for Breast Cancer UK.
- **Greenville, SC** – Employees organized two food drives, providing meals to local families in need, and participated in the Angel Tree program, donating gifts and necessities to children during the holiday season.
- **Springfield, MO** – The team hosted an October Breast Cancer Awareness Fundraiser, supporting cancer research and patient resources.

EMPLOYEE RECOGNITION

- **Alltrista-Wide Initiative** – The business launched the Alltrista All-Stars Program, recognizing employees who consistently demonstrate our company’s values and make a positive impact within our workplace and communities.

By investing in our people and the causes they care about, Alltrista continues to strengthen communities, foster a culture of giving, and create meaningful change.

*In 2024, Jadex participated in a formal Pay Equity audit with Syndio, a leader in software solution designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across Jadex, while considering factors like gender, race, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. We are excited to announce that Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations. As a best practices, Jadex has agreed to conduct another audit in 2025 to validate our results.



Six members of the team from the Christchurch UK facility took part in the National 3 peaks challenge to raise money for Cancer Research

At Alltrista, we are committed to driving sustainability. As part of our Products Pillar, we aim to ensure that both our existing, and developing, portfolio consists of sustainable options and that our packaging is sustainable. Through continuous improvement and responsible material choices, we are making meaningful progress toward these goals.

KEY ACCOMPLISHMENTS IN 2023 AND 2024

- **AllCap™ Sustainable Closures:**

- 26mm Water Closures—These closures are 29% lighter than legacy designs, with the potential to remove over 13.2 million pounds of plastic annually from the waste stream at a production scale of 20 billion closures per year.
- 1881 Carbonated Soft Drink Closures—At 20% lighter than legacy designs, these bottle closures are contributing to the removal of over 22 million pounds of plastic annually at the same production scale.

- **Exploring Alternative Resins:**

- Alltrista launched active studies into the use of PCR, BioResin, and PHAs across multiple product categories, supporting material circularity.

- **AllStock® Lightweight Bottles and Closures:**

- AllStock® bottles feature a 10-30% material reduction compared to legacy bottles, significantly decreasing plastic use.
- AllStock® lightweight child-resistant closures achieve up to 15% material reduction, enhancing sustainability without compromising safety.

By prioritizing material efficiency, recyclability, and alternative resins, Alltrista is making significant strides toward a more sustainable future. As we continue to innovate, our focus remains on reducing plastic waste, improving circularity, and delivering high-performance, responsible packaging solutions.



KPI	2021	2022	2023	2024	2025 GOAL
% of products (by sales) that incorporate materials that are renewable or derived from circular processes	19.3%	16.5%	16.3%	19.4%	36.2%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable**	100%	100%	100%	100%	100%

*Recycling and composting facilities vary geographically

Alltrista maintains a keen focus on driving sustainable manufacturing practices across its global operations through new and ongoing efforts. The below actions highlight sustainability achievements across waste reduction, energy efficiency, and renewable energy initiatives.

RECYCLING & WASTE REDUCTION

- **Christchurch, UK** – The UK facility achieved 100% recycling of manufacturing waste, including plastic, oil, cardboard, and pallets, preventing landfill disposal. They also now recycle 98% of general waste, significantly reducing landfill contributions.
- **Springfield, MO** – In Springfield, clean plastic scrap, cardboard, and broken pallets are now recycled to avoid landfill waste.
- **Greer, SC** – The Greer facility repurposed all copier paper and paper products from the front office, recycling 6,578 pounds annually. Additionally, Greer has recycled all oil absorbent mats reclaiming 10,800 pounds of oil for reuse. They have removed 114 tons of old equipment and scrap metal, sold 99 tons of plastic scrap waste to a third party, recycled 59 tons of cardboard waste, and properly disposed of 57 pounds of empty propane and gas cylinders.

ENERGY EFFICIENCY

- **Christchurch, UK** – Christchurch implemented energy-saving initiatives, including transitioning from hydraulic to electric IMMJs and optimizing air compressor use to reduce energy consumption. The site also benefits from a Climate Charge Levy exemption for renewable energy use.
- **Springfield, MO** – The site conducted an IAC audit for energy efficiency improvements. The facility also installed a water softener to reduce calcification build-up, improving water usage and energy efficiency.

WASTEWATER

- **Springfield, MO** – The Springfield location received the Gold Award for 2024 Industrial Wastewater Pretreatment for its 100% compliance with all criteria established by the city.



	2021	2022	2023	2024	2025 Goal†
GHG Scope 1 & 2 Intensity (tCO ₂ e / ton of product)*	1.47	1.64	1.67	1.29	10% Reduction
Potable Water for Non-Contact Process Applications (Gallons)	11,979,237	11,779,330	12,233,569	11,328,409	10% Reduction
% Electricity from Renewable Sources**	13.0%	12.5%	13.6%	13.2%	Increase Share %
Renewable Electricity Purchased (MWh)***	0	4,706	8,206	16,706	Goal to be Determined
Waste to Landfill (t)*	1,120	1,097	764	915	25% diversion of waste from landfill
NEW - Scope 3 (tCO ₂ e)*	Not Available	Not Available	56,448	Pending	Goal to be Determined

*t = metric ton. Data expressed with tons will be metric tons.

**Based on EPA eGRID State Averages

***Market-Based Emissions

†Based on improvements from baseline year of 2021

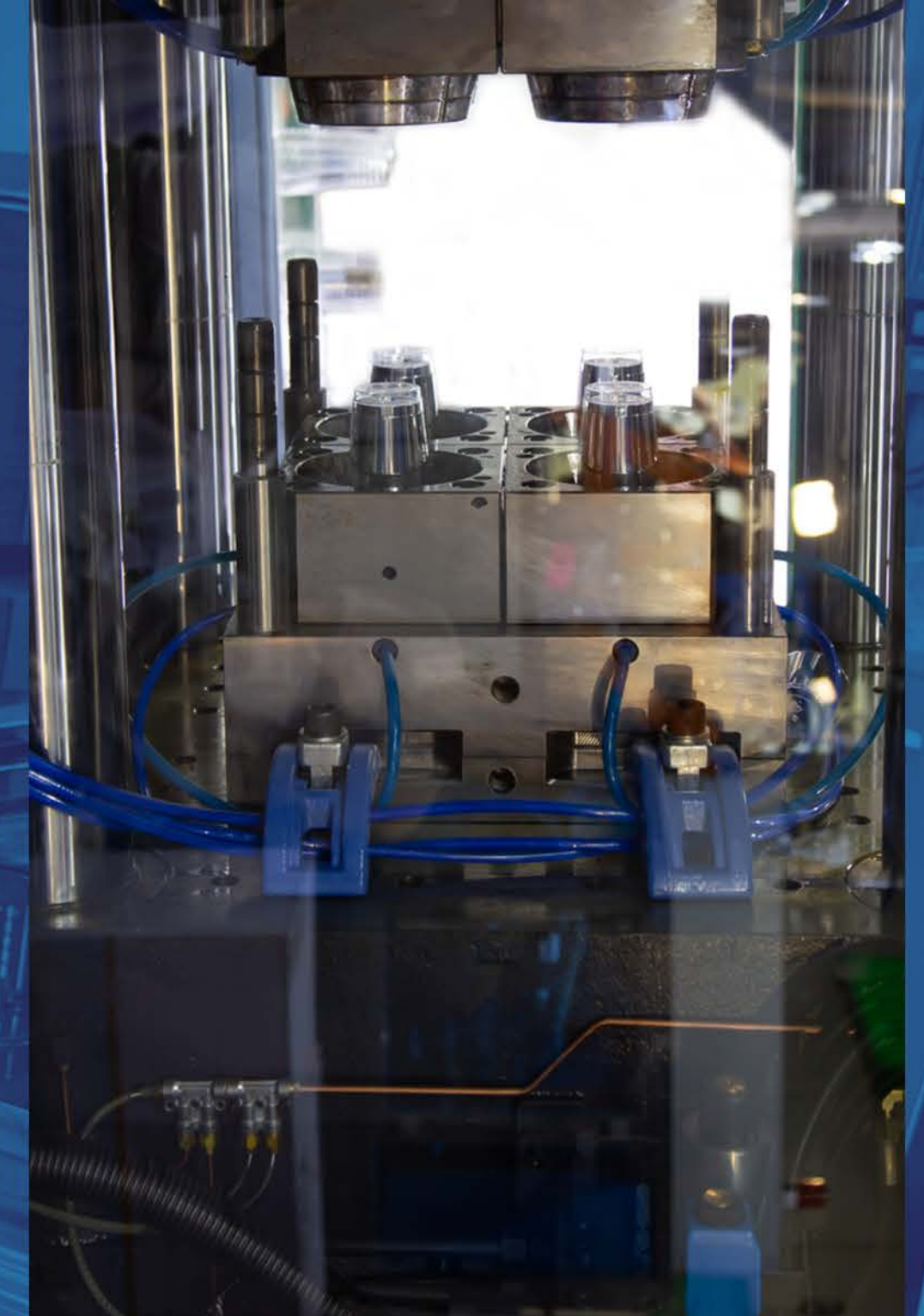
Through these targeted actions, Alltrista continues to enhance operational efficiency while reducing waste, conserving energy, and lowering carbon emissions.

RENEWABLE ENERGY INITIATIVES

- **Christchurch, UK** – All electricity in the Christchurch location is sourced from renewable providers, leading to a carbon savings of approximately 693.4 tCO₂e annually.
- **Puerto Rico** – This location purchased Renewable Energy Certificates (RECs) as part of a customer initiative, contributing to a reduction of 5,555 tCO₂e annually.

SAFETY ENHANCEMENTS

- **Springfield, MO** - The Springfield facility has rerouted and replaced hazardous press receptacles to mitigate trip hazards and potential water exposure risks





For over 140 years, Artazn has been a leader in manufacturing zinc strip, supplying coin blanks to countries worldwide and producing components for the automotive, building, and cathodic industries. As a company deeply committed to sustainability, we recognize the unique environmental benefits of zinc. This natural element is essential for all living things and can be recycled indefinitely without losing its properties, making it a material of choice in a sustainable society.

At Artazn, we take a circular approach to zinc manufacturing by recycling zinc scrap generated during our production processes. Our well-maintained effluent treatment system ensures a clean environment around us, reinforcing our dedication to responsible operations.

In 2024, we strengthened our commitment to transparency and risk mitigation by disclosing to CDP, earning a “B” rating for our sustainability efforts. 2024 also marked Artazn’s first submission to EcoVadis where we earned a Silver Medal. These recognitions reflect our ongoing focus on environmental responsibility and continuous improvement.

As we look to the future, Artazn remains dedicated to advancing sustainable practices, reducing our environmental footprint, and supporting the industries we serve with high-quality, responsibly produced zinc materials.



Vision

The Artazn vision is quite simply stated - Artazn wants to save the world with zinc.

Zinc is the 23rd most abundant element in the earth’s crust and is used in products from metal, to rubbers, to medicine. When used as a protective coating, like Artazn does, it protects iron and steel from corrosion.



Values

Customer Commitment: We listen to our customers, understand their needs, and reliably deliver valuable products.

Accountability: We work safely, prevent pollution, minimize waste, meet compliance obligations, and satisfy applicable requirements.

Continual Improvement: We develop objectives and targets that ensure enhanced performance, continual improvement, and innovation.



Highlights

220+
Employees

70+
Customers

1
Manufacturing
Location



Artazn's business disclosed to CDP in both 2023 and 2024, earning a score of “B” in this current reporting cycle. The insights gained through this process will help with risk mitigation in the future.



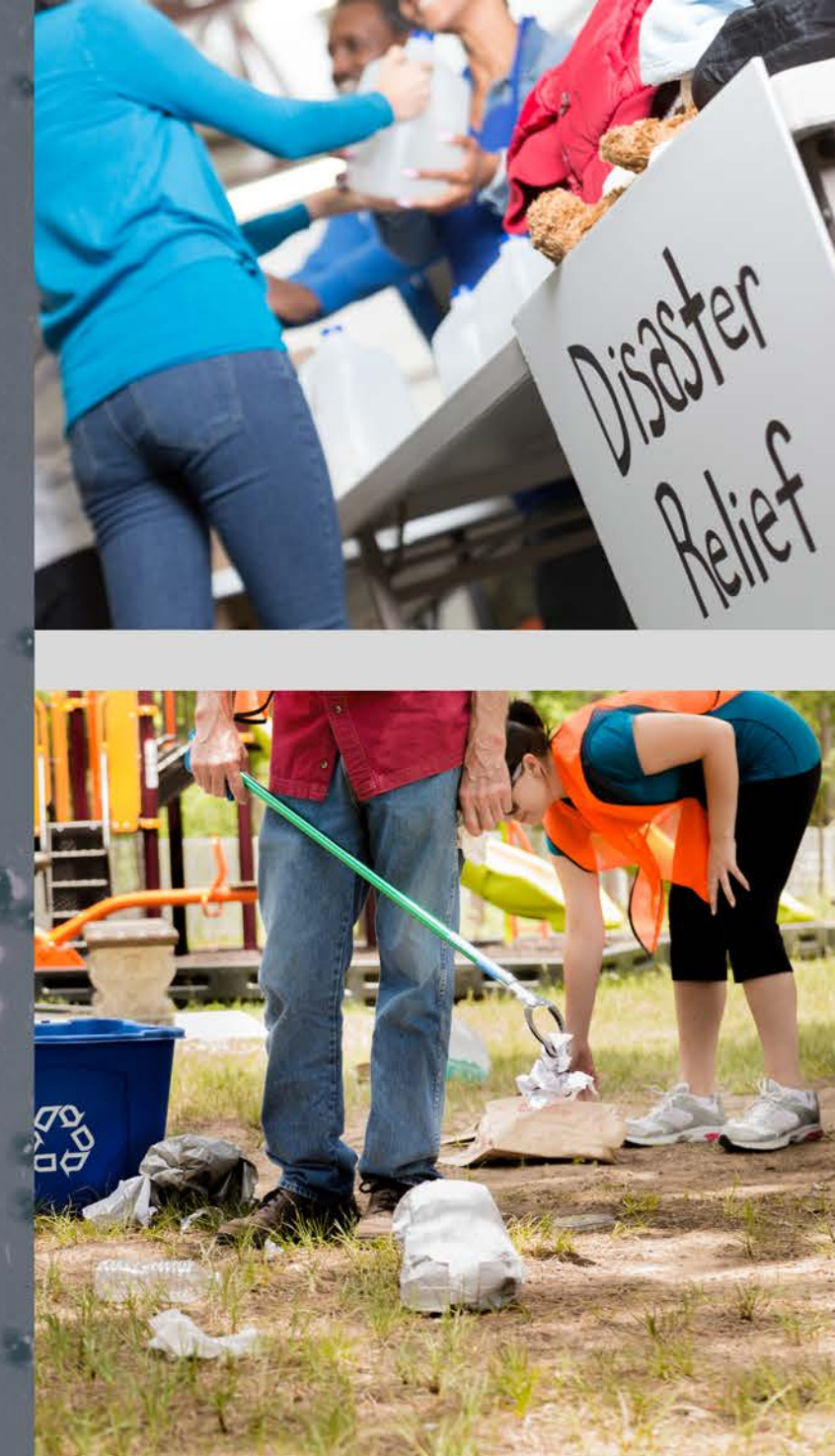
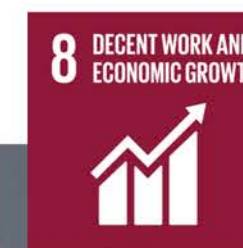
At Artazn, we believe that our success is built on the strength of our employees and the well-being of the communities where we operate. Through workforce development initiatives, employee recognition, and community engagement, we are committed to fostering a culture of growth, support, and social responsibility.

EMPOWERING OUR WORKFORCE

- **Skilled Trades Development:** Artazn secured a \$25,000 grant to invest in classroom and lab training for mechanics and electricians, enhancing workforce expertise in partnership with local technical colleges and manufacturers like Timken Bearing.

HONORING OUR PEOPLE

- **Remembering Randy Beets:** To honor the contributions of Randy Beets, a 40-year employee instrumental in coinage surface finish development, the business renamed the research facility to The Randy Beets Memorial Coinage R&D Laboratory in 2023.
- **Employee Disaster Relief** – When an Artazn employee lost his home to Hurricane Helene, the team at Artazn rallied together, raising funds and collecting donations to help him rebuild.



KPI	2021	2022	2023	2024	2025 GOAL
Injury Incident Rate*	2.27	1.90	0.86	1.12	0
Gender Pay Equity* (hourly)	93%	92%	91%	*	100%
Community Service	Not formally tracked	80	863	722	5,000

STRENGTHENING OUR COMMUNITIES

Artazn is deeply involved in initiatives that make a meaningful impact on those in need. The team supports both local and national organizations through charitable giving, volunteerism, and partnerships.

- **Supporting Children and Families:**
 - Isaiah 117 House: Organized a fundraiser for lunch gift cards to support children awaiting foster care placement.
 - Holston Home for Children: Contributed through a school supply drive, holiday meals, and career mentorship programs like Trio Upward Bound.
 - Hugs for Roselin Initiative: Collected stuffed toys to provide comfort to children in stressful situations.

- **Community Outreach and Environmental Stewardship:**
 - Partnered with a local Boy Scout troop to maintain roadways near the plant as part of the Keep Greene Beautiful initiative.
 - American Cancer Society: Supported efforts to fight cancer through employee-driven fundraising and donations.

Through these initiatives, Artazn continues to invest in both our people and the broader community. We remain committed to growing talent, supporting those in need, and creating a positive, lasting impact in everything we do.

*In 2024, Jadex participated in a formal Pay Equity audit with Syndio, a leader in software solution designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across Jadex, while considering factors like gender, race, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. We are excited to announce that Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations. As a best practices, Jadex has agreed to conduct another audit in 2025 to validate our results.



Hugs for Roselin Initiative



Holston Home for Children - School Supply Drive

At Artazn, we take pride in producing high-quality zinc products that offer both security and durability in critical applications. As a naturally occurring and infinitely recyclable material, zinc plays an essential role in protecting infrastructure and ensuring the reliability of global currency systems.

Ensuring Secure and Reliable Coinage

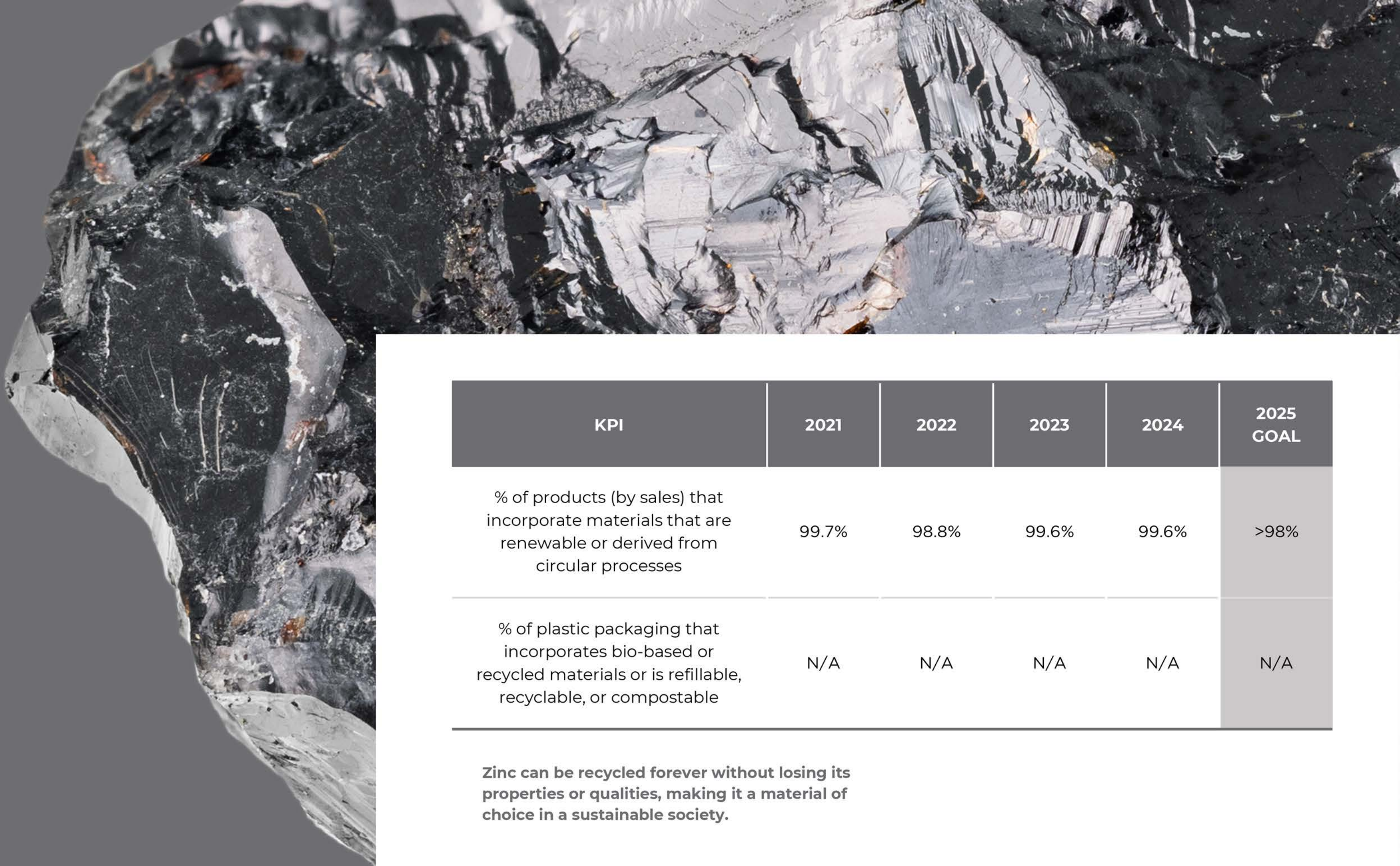
Artazn has been a trusted supplier of zinc coin blanks for countries around the world for decades. Zinc's unique properties make it an ideal choice for safe, durable, and cost-effective currency production. Its natural resistance to corrosion helps coins maintain their integrity over time, while its recyclability ensures that outdated or damaged coins can be repurposed into new currency, supporting a circular economy.

Protecting Infrastructure with Zinc's Sacrificial Properties

Zinc is more than just a material—it is a critical protector in the fight against corrosion. As a sacrificial anode, zinc prevents the degradation of iron and steel, significantly extending the lifespan of bridges, pipelines, and buildings. By corroding in place of the underlying metal, zinc coatings serve as a first line of defense, ensuring structural integrity and safety while reducing long-term maintenance costs.

Whether it's securing the stability of economies through reliable coinage or safeguarding critical infrastructure from the effects of corrosion, zinc continues to be a material of choice for a stronger, safer, and more sustainable world. At Artazn, we are proud to be at the forefront of innovation, advancing the use of zinc to create long-lasting, high-performance solutions that benefit industries and communities worldwide.





KPI	2021	2022	2023	2024	2025 GOAL
% of products (by sales) that incorporate materials that are renewable or derived from circular processes	99.7%	98.8%	99.6%	99.6%	>98%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable	N/A	N/A	N/A	N/A	N/A

Zinc can be recycled forever without losing its properties or qualities, making it a material of choice in a sustainable society.

At Artazn, we continuously improve our manufacturing processes. Through strategic enhancements, we are making measurable progress in recycling, water conservation, and overall operational sustainability.

ENHANCING RECYCLING EFFORTS

- **Optimizing First-Pass Yield (FPY) at Plating:** By improving FPY, Artazn is actively reducing the volume of material sent to OmniSource for recycling.
- **Tracking Scrap Rate as a Leading Indicator:** Implementing a more proactive monitoring system helps identify inefficiencies earlier in the process.
- **Monitoring Recycled Material as a Lagging Indicator:** This approach ensures that improvements in manufacturing yield result in a direct reduction in scrap and waste.

PROJECTED BENEFIT – Reduction in material waste and an overall decrease in the amount of scrap generated. This initiative is ongoing with monthly evaluations. In 2023 and 2024 the team has recycled over 23,000 pounds of cardboard.

WATER CONSERVATION INITIATIVES

- **Calibrating Flow Meters:** Completed in early 2024, this work ensures accurate tracking of water usage.
- **Establishing a Baseline Rate:** A two-month monitoring period was successfully conducted, providing a benchmark for future water conservation efforts.
- **Repurposing Non-Contact Cooling Water:** Confirmed feasibility of redirecting water to scrubbers without regulatory concerns is a step toward greater resource efficiency.

REALIZED BENEFIT – Achieved a reduction in water consumption per pound plated. The project remains in progress with additional infrastructure investments planned for 2024.



Process Pillar

KPI	2021	2022	2023	2024	2025 Goal†
GHG Scope 1 & 2 Intensity (tCO ₂ e / ton of product)*	0.61	0.78	0.94	1.19	10% Reduction
Potable Water for Non-Contact Process Applications (Gallons)	37,290,803	30,964,059	19,430,014	29,145,806	10% Reduction
% Electricity from Renewable Sources**	14.3%	12.7%	13.8%	13.8%	Increase Share %
Waste to Landfill (t)*	74	35	25	54	25% diversion of waste from landfill
NEW - Scope 3 (tCO ₂ e)*	Not Available	Not Available	27,006	Pending	Goal to be Determined

*t = metric ton. Data expressed with tons will be metric tons.

**Based on EPA eGRID State Averages

†Based on improvements from baseline year of 2021



At Shakespeare, we are committed to sustainability through innovative material solutions and environmental stewardship. As part of our Products Pillar, we focus on reducing environmental impact by developing biodegradable and recycled-content polymers while ensuring product safety with PFAS-free monofilament solutions. Additionally, we believe in giving back to our communities through environmental cleanups and charitable initiatives.

Key Accomplishments in 2023 and 2024

- **Biodegradable Trimmer Line:** Developed eco-friendly trimmer line that breaks down naturally over time, reducing long-term plastic waste in outdoor environments.
- **Recycled Content Polymers:** Integrated recycled materials into various polymer products, supporting circular economy initiatives and reducing reliance on virgin plastics.
- **PFAS-Free Monofilament Solutions:** Introduced PFAS-free alternatives across product lines, ensuring compliance with evolving environmental regulations and improving safety.
- **Community Engagement and Environmental Initiatives:**
 - River Sweep & Site Cleanups: Actively participated in local waterway and site cleanups, removing waste and restoring natural ecosystems.
 - Make-A-Wish Partnership: Continued support for Make-A-Wish, contributing to life-changing experiences for children with critical illnesses.

By innovating with sustainable materials and engaging in impactful community programs, Shakespeare is committed to reducing its environmental footprint while making a positive difference in the communities we serve. As we continue to develop responsible product solutions, we remain dedicated to fostering a more sustainable and socially responsible future.



Vision

Shakespeare strives to be the trusted partner to our customers, rethinking and reinventing sustainable solutions for tomorrow’s challenges.



Values

Solutions are in the Science

- Safety-Minded
- Customer-Focused
- Integrity Always
- Expect Excellence
- Never Stop Innovating
- Community Conscious
- Extrême Bias for Action



Highlights

200+
Employees

600+
Customers

3
Manufacturing
Locations



Shakespeare submitted to EcoVadis for the first time in 2024 and was proud to earn a Committed Badge, ranking in the 62nd percentile of companies assessed by EcoVadis in the 12 months prior to the medal issue date.



Shakespeare was successfully recertified for ISO 90001:2015, demonstrating the commitment to quality and meeting consumer expectations.



At Shakespeare, our commitment to people extends beyond the workplace, fostering a culture of community engagement, environmental responsibility, and charitable giving. Through volunteerism, fundraising, and partnerships, we make a tangible impact on both our employees and the communities we serve.

SUPPORTING LOCAL & GLOBAL CAUSES

- **25th Annual Shakespeare Golf Classic** – In October, Shakespeare raised over \$30,000 for Make-A-Wish of South Carolina and hosted a Wish Reveal for Yohan, a 14-year-old who is non-verbal and blind. Yohan's wish for a golf cart with Bluetooth speakers was granted, allowing him to explore the outdoors while listening to music.
- **Make-A-Wish Wish Reveal Party** – In June, Shakespeare hosted a Wish Send-Off for Jacob, a 12-year-old with cystic fibrosis. Jacob's wish to visit Disney World became a reality with the support of Make-A-Wish and our dedicated employees.

VOLUNTEERISM & CHARITABLE GIVING

- **4th Annual River Sweep** – In September, Shakespeare employees collected over 80 pounds of litter and two tires from the local waterfront. Their efforts helped protect the area's waterways, which were submerged the next day due to Hurricane Helene.
- **Site Clean-Up Initiative** – In October, 37 volunteers removed 1,155 pounds of trash from the Shakespeare campus, demonstrating our commitment to maintaining a clean and sustainable environment.

Shakespeare remains dedicated to making a difference—whether through environmental initiatives, supporting children in need, or upholding the highest standards in our industry.



KPI	2021	2022	2023	2024	2025 GOAL
Injury Incident Rate	2.27	1.90	3.65	0.35	0
Gender Pay Equity* (hourly)	93%	92%	93%	*	100%
Community Service	Not formally tracked	80	1,330	1,685	5,000

*In 2024, Jadex participated in a formal Pay Equity audit with Syndio, a leader in software solution designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across Jadex, while considering factors like gender, race, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. We are excited to announce that Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations. As a best practices, Jadex has agreed to conduct another audit in 2025 to validate our results.

Shakespeare is developing high-performance polymer and monofilament solutions that balance durability, efficiency, and sustainability across various industries. By integrating advanced materials and responsible manufacturing practices, we are reducing our environmental impact while continuing to deliver innovative products.

Sustainable Solutions in Lawn & Garden

- Shakespeare is leading the way in biodegradable trimmer line, with 39% of all trimmer line sales units now biodegradable. As a result, more consumers and businesses have access to eco-conscious alternatives that perform without adding to long-term plastic waste.
- Additionally, this biodegradable trimmer line is now carried at most major retailers, making sustainable choices more accessible to customers nationwide.

Advancing Responsible Polymer Technologies

- We continue to pioneer the development of PFAS-free monofilament solutions, ensuring safer and more sustainable materials for marine, military, and industrial applications. Shakespeare aims to be PFAS-free before the end of 2025.

Making an Impact

By integrating biodegradability, recycled content, and PFAS-free solutions into our product lines, Shakespeare is setting the standard for sustainable performance in the polymer and monofilament industries.



Products Pillar

KPI	2021	2022	2023	2024	2025 GOAL
% of products (by sales) that incorporate materials that are renewable or derived from circular processes	17.8%	16.0%	12.5%	16.9%	22.6%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable**	46.7%*	50.4%*	45.8%	42.1%	100%

*2021 and 2022 numbers have been restated/lowered due to finding an incorrect classification

**Recycling and composting facilities vary geographically

Shakespeare is focused on enhancing operational sustainability by improving waste management, water conservation, and workplace safety.

The company continues to implement innovative solutions to minimize its environmental impact while maintaining high efficiency across its facilities.

WATER CONSUMPTION

- **Enka, NC** – Enka implemented a cooling water recirculation system for bicomponent extruders, significantly reducing water usage. This initiative has already saved 3.45 million gallons annually, with a projected savings of 8.34 million gallons per year.

RECYCLING

- **Columbia, SC** – In the Columbia facility, the team has established a new waste stream to ensure 100% of monofilament waste is fully recycled, reducing landfill contributions and supporting circular economy efforts.

WASTE MANAGEMENT & ENERGY EFFICIENCY

- **Fleetwood, UK:** The team in the UK partnered with Lancashire Waste to convert facility waste into Solid Recovery Fuel (SRF), which is then used as incineration fuel to power the electricity grid, reducing landfill waste while supporting renewable energy.

SAFETY

- **Columbia, SC** – To improve and ensure safety, Columbia has Implemented several improvements to enhance workplace conditions and minimize risks for employees.

QUALITY

- **ISO 9001:2015 Recertification** – Shakespeare successfully recertified for ISO 9001:2015 in March 2024, ensuring continued excellence in quality management for the period of May 2024 – May 2027.

Through these targeted sustainability initiatives, Shakespeare continues to improve operational efficiency, conserve resources, and prioritize employee safety.



Process Pillar

KPI	2021	2022	2023	2024	2025 Goal†
GHG Scope 1 & 2 Intensity (tCO ₂ e / ton of product)*	1.51	1.70	1.78	2.22	10% Reduction
Potable Water for Non-Contact Process Applications (Gallons)	33,774,315	36,832,097	44,405,969	34,844,565	10% Reduction
% Electricity from Renewable Sources**	10.5%	10.8%	10.8%	11.1%	Increase Share %
Waste to Landfill (t)*	562	588	315	127	25% diversion of waste from landfill
NEW - Scope 3 (tCO ₂ e)*	Not Available	Not Available	35,172	Pending	Goal to be Determined

*t = metric ton. Data expressed with tons will be metric tons.

**Based on EPA eGRID State Averages

†Based on improvements from baseline year of 2021

03

Report Details

-
- Scope & Boundaries
 - SASB Reporting
 - End Notes / Disclosure Statement

Report Scope

The content contained within this ESG Report reflects the activities of Jadex and all of its subsidiaries throughout the 2023 and 2024 calendar years, unless specifically stated otherwise. In certain cases, data estimation and extrapolation may be used when deemed necessary.



2024 Jadex SASB Standards Disclosures

Our 2023/2024 Sustainability Report has been prepared in alignment with the SASB Standards. This commitment underscores our dedication to fostering transparency and accountability. The International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards in August of 2022. At that time, the ISSB stated its commitment to maintaining, enhancing and evolving the SASB Standards.



LifeMade 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	LifeMade Metric / Disclosure Location
Water Management				
	(1) Total water withdrawn (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	Gallons Percentage (%)	(1) 28,438,582 Gallons , 11.7% (2) 372,457 gallons, 16.1%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	N/A	Page 27. Additionally, Jadex divested from locations with high baseline water stress in 2024. Remaining LifeMade locations are not located in high baseline water risk areas.
Product Environmental, Health and Safety Performance				
	Revenue from products that contain substances of high concern	CG-HP-250a.1	USD	\$0.00
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	N/A	Not applicable
	Revenue from products designed with green chemistry principles	CG-HP-250a.4	USD	Information is considered confidential
Packaging Lifecycle Management				
	(1) Total weight of packaging (2) Percentage made from recycled or renewable materials (3) Percentage that is recyclable, reusable or compostable	CG-HP-410a.1	(1) Pounds (2) Percentage (%) (3) Percentage (%)	(1) 14,342,208 (2) Data unavailable (3) Data unavailable
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	N/A	See pages 9-10, 23-24
Environmental & Social Impacts of Palm Oil Supply Chain				
	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance or (d) Book & Claim	CG-HP-430a.1	Metric Tons Percentage (%)	Not applicable
Activity Metrics				
	Units of products sold, Total weight of products sold	CG-HP-000.A	Number Pounds	Information is considered confidential
	Number of manufacturing facilities	CG-HP-000.B	Number	Two manufacturing facilities as of year-end 2024

Alltrista 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Alltrista Metric / Disclosure Location
Affordability & Pricing				
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	N/A	Information is considered confidential
	Percentage change in: (1) Weighted average list price (2) Weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Percentage (%)	Information is considered confidential
Product Safety				
	(1) Number of recalls issued (2) Total units recalled	HC-MS-250a.1	Number	(1) Zero (2) Not applicable
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	N/A	Not applicable
	Number of fatalities associated with products	HC-MS-250a.3	Number	Not applicable
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	Number	Zero
Ethical Marketing				
	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	Number	Zero
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	N/A	Not applicable
Product Design & Lifecycle Management				
	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	N/A	See pages 32-36
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment (2) supplies	HC-MS-410a.2	Metric Tons	(1) Zero (2) Zero

Alltrista 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Alltrista Metric / Disclosure Location
Supply Chain Management				
	Percentage of: (1) entity's facilities (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Percentage (%)	(1) 100% of Alltrista manufacturing facilities receive third-party auditing (ISO 13485, ISO 9001) (2) Further assessment pending: all tier 1 suppliers will be audited in a 3-year period. Many Alltrista suppliers adhere to ISO 9001 Quality Standards.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	N/A	Product shipments include documentation that provides full traceability.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	N/A	A risk assessment plan governs all regulatory requirements, including critical materials. Additionally, Alltrista abides by parent company Jadex Code of Conduct and Sustainable Supply Chain Initiatives: Jadex Code of Conduct
Business Ethics				
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	USD	\$0.00
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	N/A	Not applicable
Activity Metrics				
	Number of units sold by product category	HC-MS-000.A	Number	Information is considered confidential

3 Note to HC-MS-510a.1 – The entity shall briefly describe the nature, context and any corrective actions taken because of the monetary losses.

Artazn 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Artazn Metric / Disclosure Location
Greenhouse Gas Emissions				
	Gross global Scope 1 emissions Percentage covered under emissions limiting regulations	EM-MM-110a.1	Metric tons (t) CO ₂ -e Percentage (%)	7,966.34 0%
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	N/A	See page 44 for GHG Scope 1 & 2 Intensity metric and target. See pages 37-38 for Silver EcoVadis rating and score of “B” in recent CDP reporting cycle.
Air Quality				
	Air emissions of the following pollutants: (1) CO (2) NO _x (excluding N ₂ O) (3) SO _x (4) particulate matter (PM ₁₀) (5) mercury (Hg) (6) lead (Pb) (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Tons (t)	(1) <2.5 (2) <2.5 (3) <2.5 (4) 31.25 (5) <0.5 (6) <0.5 (7) 0.70
Energy Management				
	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	EM-MM-130a.1	(1) kWh (2) Percentage (%) (3) Percentage (%)	(1) 83,407,785 kWh consumed in 2024 (2) 48% - 39,709,253 kWh is from grid electricity (3) 0% - Page 44 contains EPA state average
Water Management				
	(1) Total water withdrawn (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Gallons; Percentage (%)	(1) 734,140,000 ; 0% (2) 53,276,112 ; 0%
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM-140a.2	Number	Information is considered confidential

continued...

Artazn 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Artazn Metric / Disclosure Location
Waste & Hazardous Materials Management				
	Total weight of non-mineral waste generated	EM-MM-150a.4	Pounds	131,934
	Total weight of tailings produced	EM-MM-150a.5	Pounds	Not applicable
	Total weight of waste rock generated	EM-MM-150a.6	Pounds	Not applicable
	Total weight of hazardous waste generated	EM-MM-150a.7	Pounds	1,099,672 (does not include special waste)
	Total weight of hazardous waste recycled	EM-MM-150a.8	Pounds	1,064,986
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Number	Zero
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	N/A	Artazn is compliant with US federal, Tennessee state, and local laws and requirements
Biodiversity Impacts				
	Description of environmental management policies and practices for active sites	EM-MM-160a.1	N/A	ISO 14001 Certification
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation	EM-MM-160a.2	Percentage (%)	Not applicable
	Percentage of: (1) Proved reserves in or near sites with protected conservation status or endangered species habitat (2) Probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Percentage (%)	Not applicable

continued...

Artazn 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Artazn Metric / Disclosure Location
Security, Human Rights & Rights of Indigenous Peoples				
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Percentage (%)	Not applicable
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Percentage (%)	Not applicable
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	N/A	Artazn abides by the Jadex Code of Conduct
Community Relations				
	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	N/A	See pages 37-44
	(1) Number of nontechnical delays (2) Duration of nontechnical delays	EM-MM-210b.2	(1) Number (2) Days	(1) (2)
Labor Practices				
	Percentage of active workforce employed under collective agreements	EM-MM-310a.1	Percentage (%)	62%
	(1) Number of strikes and lockouts (2) Duration of strikes and lockouts	EM-MM-310a.2	(1) Number (2) Days	(1) Zero (2) Zero
Workforce Health & Safety				
	(1) All-incidence rate (2) Fatality rate (3) Near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	EM-MM-320a.1	Rate	(1) 1.12 (2) 0 (3) 14.16 (4) (a) 62.20 (b) Data not available.

¹ Note to EM-MM-310a.2 – The disclosure shall include a description of the root cause for each work stoppage.

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Artazn 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Artazn Metric / Disclosure Location
Business Ethics & Transparency				
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	N/A	Artazn’s parent company, Jadex, globally assesses operations for corruption, relying on Jadex's legal representation and compliance function. See Jadex Code of Conduct
	Production in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	EM-MM-510a.2	Metric Tons	Zero
Tailings Storage Facilities Management				
	Tailings storage facility inventory table: (1) Facility name (2) Location (3) Ownership status (4) Operational status (5) Construction method (6) Maximum permitted storage capacity (7) Current amount of tailings stored (8) Consequence classification (9) Date of most recent independent technical review (10) Material findings (11) Mitigation measures (12) Site-specific EPRP	EM-MM-540a.1	Various	Not applicable
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	N/A	Not applicable
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	N/A	Not applicable
Activity Metrics				
	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Metric Tons	Information is considered confidential
	Total number of employees, percentage contractors	EM-MM-000.B	Number Percentage (%)	214 employees, 11.2% contractors

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Shakespeare 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Shakespeare Metric / Disclosure Location
Greenhouse Gas Emissions				
	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CH-110a.1	Metric tons (t) CO ₂ -e Percentage (%)	2,547 tCO ₂ e of Scope 1 Emissions in 2024, 0%
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	N/A	See page 52 Additionally, Shakespeare reported to EcoVadis
Air Quality				
	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O) (2) SO _x (3) Volatile organic compounds (VOCs) (4) Hazardous air pollutants (HAPs)	RT-CH-120a.1	US Tons	(1) Data not available (2) Data not available (3) 6.88 (4) 0.15
Energy Management				
	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable (4) Total self-generated energy	RT-CH-130a.1	(1) kWh (2) Percentage (%) (3) Percentage (%) (4) Percentage (%)	(1) 36,273,595 (2) 61% (3) 0% (4) 0%
Water Management				
	(1) Total water withdrawn (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Gallons, Percentage (%)	(1) 36,607,216 gallons from municipal sources, 10,000,000 gallons from well water (2) 1,763,610 estimated gallons consumed 0% in regions with High or Extremely High Baseline Water Stress for each metric.
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.2	Number	Zero
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	N/A	Water reduction remains to be the primary focus for managing water related risks, see pages 51-52
Hazardous Waste Management				
	(1) Amount of hazardous waste generated (2) Percentage recycled	RT-CH-150a.1	(1) Metric Tons (t) (2) Percentage (%)	(1) 7.3 (2) 54%

1 Note to RT-CH-130a.1 – The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes - see pages 51-52

Shakespeare 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Shakespeare Metric / Disclosure Location
Community Relations				
	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	N/A	See pages 47-52
Workforce Health & Safety				
	(1) Total recordable incident rate (TRIR) (2) Fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Rate	(1) Page 48 (2) (a) Zero (b)Zero
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	N/A	Hearing protection program provides annual hearing assessments for employees. All employees are provided adequate PPE for their working station, including hearing and eye protection.
Product Design for Use-phase Efficiency				
	Revenue from products designed for usephase resource efficiency	RT-CH-410a.1	USD	Information is considered confidential.
Safety & Environmental Stewardship of Chemicals				
	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances (2) Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	(1) Percentage (%) by revenue (2) Percentage (%)	(1) Data not available (2) 0%
	Discussion of strategy to: (1) Manage chemicals of concern (2) Develop alternatives with reduced human or environmental impact	RT-CH-410b.2	N/A	(1) page 45, 49 - Shakespeare intends to be PFAS-free before the end of 2025 (2) Page 45, 49 - Biodegradable trimmer line

Shakespeare 2024 SASB Index

Disclosure Topic	Metric	SASB Code	Units	Shakespeare Metric / Disclosure Location
Genetically Modified Organisms				
	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Percentage (%) by revenue	0% - Recent supplier assessment revealed zero Shakespeare suppliers use GMOs
Management of the Legal & Regulatory Environment				
	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	N/A	Shakespeare is supported by parent company Jadex for legal representation and compliance function. Shakespeare is also represented the Jadex sustainability council
Operational Safety, Emergency Preparedness & Response				
	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Number, Rate	Not applicable
	Number of transport incidents	RT-CH-540a.2	Number	Zero
Activity Metric				
	Production by reportable segment	RT-CH-000.A	Cubic metres (m ³) or metric tonnes (t)	Information is considered confidential

2 Note to RT-CH-540a.1 – The entity shall describe incidents with a severity rating of 1 or 2, including root causes, outcomes and corrective actions implemented in response.
3 Note to RT-CH-540a.2 – The entity shall describe significant transport incidents, including their root causes, outcomes and corrective actions implemented in response.
4 Note to RT-CH-000.A – Production should be disclosed for each of the entity's reportable segments and production is reported as weight for solid products and volume for liquid and gas products.

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