



Sustainability *Report* — 2025



About *This Report*

This 2025 Sustainability Report, released on August 24, 2026, marks Alltrista Plastics LLC's first standalone sustainability publication and covers performance for the 2025 calendar year across Alltrista's six manufacturing locations in the continental United States, Puerto Rico and the United Kingdom, unless otherwise noted.

This report is intended to support transparency with customers, employees, suppliers, and other stakeholders, including documentation of Alltrista's sustainability policies, actions, targets, and key performance indicators.

It summarizes our sustainability performance during the 2025 calendar year, 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 products with sustainable solutions to meet customers' and market needs.

This report was prepared internally. Additionally, Alltrista received third-party assurance on 2025 emissions according to ISO 14064 - Part 3 standards for greenhouse gas emissions on August 3, 2026. This assurance covers Scope 1, Scope 2 and Scope 3 Categories 1, 2, 3, 4 and 5.

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Alltrista *Overview*



A close-up photograph of a person's arm and hand, wearing a gold ring and a silver bracelet. The hand is positioned near the top right of the frame. Another hand is visible at the bottom, also wearing jewelry. The background is a solid blue color.

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“Our commitment to sustainability is driven by the dedication and expertise of our employees. Together with our customers and partners, we are focused on delivering innovative manufacturing solutions while operating responsibly and creating long-term value for the communities we serve.”

Brian Searfoss – *Division CEO, Alltrista*

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Alltrista *Overview*

At Alltrista, sustainability is embedded in how we innovate, manufacture, and partner. As a leader in high-volume, precision manufacturing for the medical, consumer packaging, and high-end industrial markets, we recognize that the products we make, and the way we make them, have a meaningful impact on people's lives and the environments in which we operate.

We approach sustainability by continuously challenging conventional thinking in product development, material selection, and manufacturing processes to deliver safer, more efficient, and more sustainable solutions. Through our expertise in materials science, precision plastic molding, automation, and value-added assembly, we help customers in highly regulated industries bring innovative products to market while managing risk, performance, and environmental impact.

With over 650 employees across manufacturing locations in both North America and the United Kingdom, Alltrista operates with a collaborative culture grounded in accountability, technical excellence, and responsible growth. Our integrated capabilities, which range from concept and design through commercialization, enable us to embed sustainability considerations at every stage of the product lifecycle. By leveraging advanced technologies, strong partnerships, and a disciplined operating model, we strive to reduce waste, optimize material usage, improve energy efficiency, and create long-term value for our stakeholders.

Sustainability at Alltrista is not a standalone initiative; it is a continuous commitment to innovation, operational excellence, and ethical business practices. As we look to the future, we remain focused on developing solutions that are safe, effective, and sustainable so that we can solve tomorrow's challenges today while positively impacting the lives of those we serve.



Brian Searfoss
Division CEO, Alltrista



650+

Employees



850+

Products



200+

Customers

Markets Served

Medical
Consumer
Beverage
Industrial



6

Manufacturing Locations

 Alltrista Plastics

Greer, SC
Springfield, MO
Reedsville, PA
North Andover, MA
Carolina, PR
Christchurch, UK

Vision

Alltrista aspires to be a company who is molding a sustainable future through technology and materials 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

Recognition

EcoVadis

Alltrista received a Silver Medal from EcoVadis in January 2026 for its sustainability efforts in 2025. This marks the 5th consecutive year participating in the EcoVadis review process.



Alltrista disclosed to CDP for the first time as a standalone entity in 2025 (previously submitting under Jadex Inc.), receiving a “B” for the Climate and Water modules.

Materiality Assessment

Alltrista conducted a double materiality assessment for its 2025 sustainability reporting cycle, evaluating twenty ESG topics across environmental, social, and governance dimensions in alignment with leading sustainability reporting frameworks, including the GRI Universal Standards and SASB Health Care/Medical Supplies standards (HC-MS). Each topic was evaluated on two dimensions: impact materiality (effects on people and the environment) and financial materiality (ESG risks and opportunities affecting Alltrista's business performance), reflecting the dual perspective increasingly expected by regulators, customers, and investors.

The assessment identified Product Quality & Regulatory Compliance, Patient Safety & Product Stewardship, Customer ESG & Quality Audit Compliance, Supply Chain Integrity & Traceability, and Chemical Safety & Restricted Substances as the most material topics for Alltrista. These findings reflect the critical role Alltrista plays in supplying precision components and packaging used in patient-facing medical applications, where product quality, regulatory compliance, and patient safety are fundamental business requirements. Occupational Health & Safety, GHG Emissions & Climate Change, Cybersecurity, and Responsible Sourcing round out the high-materiality tier, driven by both operational risk and increasing customer expectations around ESG performance and supply chain transparency.

¹ Methodology: This assessment was completed in March 2026 as a desktop analysis synthesizing SASB materiality maps, customer supplier sustainability requirements, the FDA/FTC regulatory environment, peer company ESG reports, and the majority investor's ESG expectations. Each topic was scored on a 1-10 scale across both the impact and financial materiality axes. Stakeholder perspectives were weighted to reflect relative influence on the business: customers (35%), majority investor (25%), regulators (20%), employees (12%), and consumers and communities (8%).

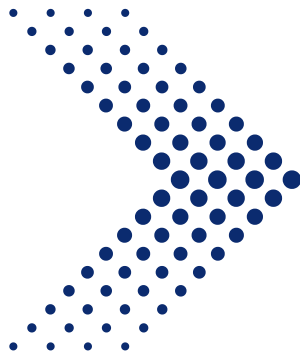
Alltrista's customer base is a defining feature of its materiality profile. Leading healthcare and medical device companies maintain rigorous supplier qualification programs that assess quality systems, environmental performance, regulatory compliance, and social responsibility. Customer sustainability commitments, including Scope 3 emissions reduction targets and responsible sourcing requirements, create direct business implications for suppliers that are unable to meet evolving expectations. In addition, the highly regulated nature of the healthcare sector places increased importance on governance, product stewardship, and compliance-related topics.

The topic prioritization reflected in this assessment was informed by the perspectives of Alltrista's principal stakeholder groups, including customers, regulators, employees, investors, suppliers, and local communities. Alltrista is committed to using this assessment to strengthen quality and regulatory governance, advance its environmental and supply chain sustainability initiatives, and enhance the ESG reporting capabilities needed to support long-term customer partnerships. The company intends to refresh this assessment annually as customer requirements, stakeholder expectations, and the regulatory landscape continue to evolve.

Materiality Matrix



Top 10 Material Topics



- A** #1 – Product Quality & Regulatory Compliance (FDA/ISO)
- B** #2 – Patient Safety & Product Stewardship
- C** #4 – Supply Chain Integrity & Traceability
- D** #3 – Chemical Safety & Restricted Substances
- E** #5 – Occupational Health & Safety
- F** #17 – Customer ESG & Quality Audit Compliance
- G** #6 – GHG Emissions & Climate Change
- H** #15 – Cybersecurity & Data Protection
- I** #10 – Responsible Sourcing & Conflict Minerals
- J** #7 – Plastic & Packaging Waste

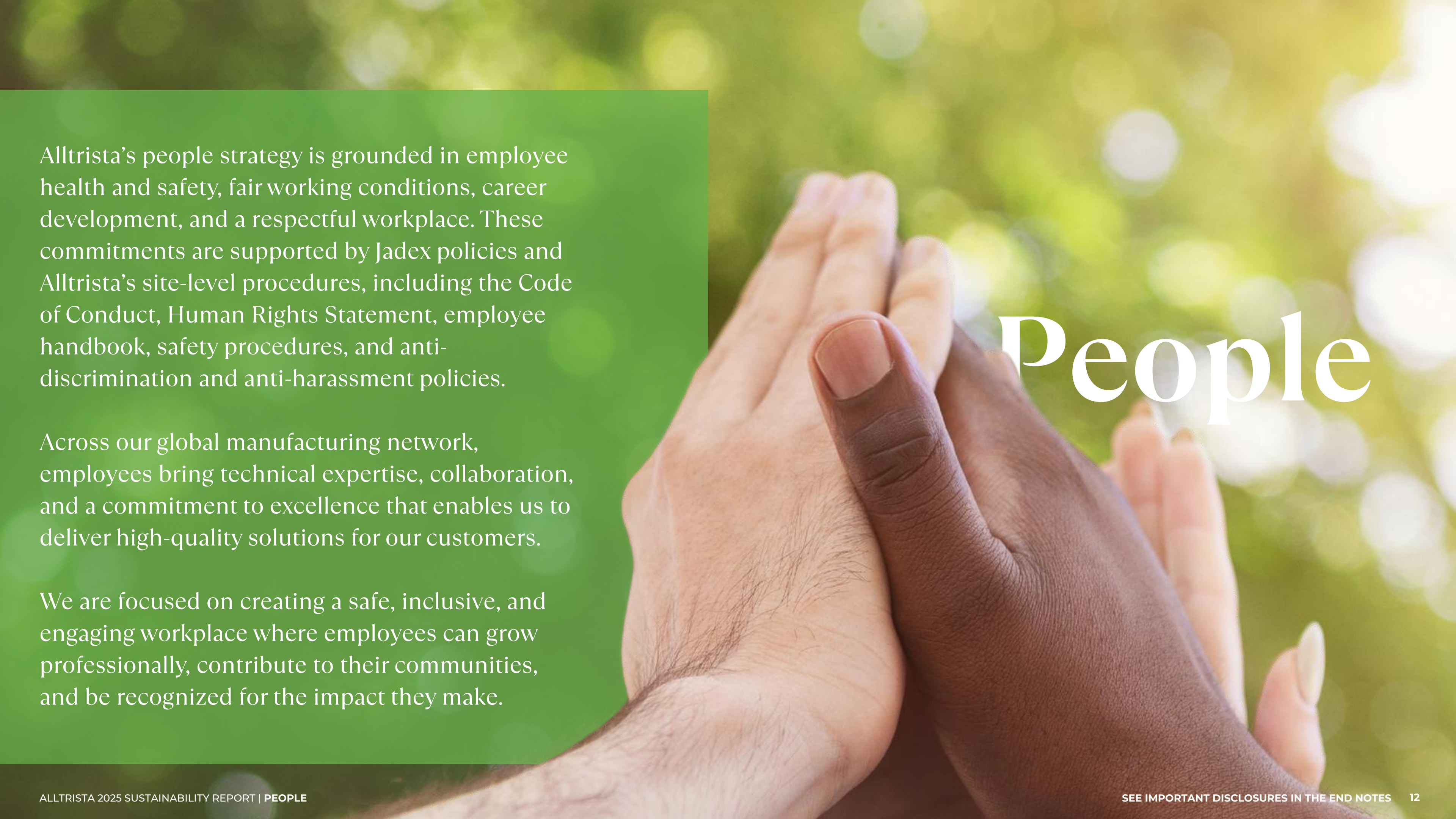
2025 Goals & Performance

The table below summarizes Alltrista’s progress against selected sustainability goals. Unless otherwise noted, metrics cover Alltrista’s continental U.S., Puerto Rico and United Kingdom operations for the 2025 calendar year. Several original 2025 targets were established in 2021 prior to changes in Jadex’s business portfolio. Alltrista will use the updated 2030 targets in this report as the forward-looking basis for performance management.

		2021 Baseline	2025 Goals	2025 Actual	Comments
People	Injury Incident Rate	0.99	0	0.44	Management team refreshing observation training for all DuPont participants. The DuPont program is a widely recognized safety management system.
	Gender Pay Equity (hourly)	89%	100%	See Comments	In 2025, Jadex, which includes the Alltrista business, participated in a formal Pay Equity audit with Syndio, a leader in software solutions designed to help organizations analyze, resolve, and present pay disparities and inconsistencies. This sophisticated statistical model analyzes pay data across all of Jadex’s businesses, while considering gender, ethnicity, job level experience, performance, and location. This software identifies pay disparities exponentially faster than traditional manual methods. Jadex completed the Pay Equity audit with no statistical significance or inequities identified amongst our populations.
	Hours of Community Service Annually	Not formally tracked	10,000	1,090	Management team set stretch goals related to community service and are committed to 2,800 hours as the correct metric through 2030 based on a smaller organization than in 2021. Community Service will be a focal point in newly added quarterly Townhalls.
Product	% of products (by sales) that incorporate materials that are renewable or derived from circular processes	19.3%	36.2%	34.4%	Alltrista reached 95% of goal. Changes in customer mix account for the shortfall. These results have been achieved through “light-weighting” product, which reduces the amount of virgin resin consumed.
	% of plastic packaging that will be refillable, recyclable, compostable and/or incorporate 30% recycled or bio-based content	100%	100%	100%	Goal Achieved.
Process	GHG Scope 1 & 2 Intensity (mt CO ₂ e/mt product)	1.47	10% reduction	0.63	Goal Achieved. The primary driver is reduction of Scope 2 emissions through purchasing RECs.
	Potable water for factory non-contact process applications (gallons)	11,979,237	10% reduction	12,314,222	The increase in water usage is proportional with business growth which was not accounted for during the creation of the 2025 absolute water reduction target. 2030 targets will use a water usage intensity metric to account for water efficiency while considering business development and growth.
	% Electricity from renewable sources (Percent of total kWh based on EPA eGRID Averages)	13%	Increase share %	13%	Because this goal was based on EPA eGRID calculations and is not aligned with market-based calculation methodology, the renewable energy purchased by Alltrista is not accounted for within this goal. 2030 targets reflect alignment with market-based methodology.
	Waste to landfill (mt)	1,120	25% Diversion of waste from landfill	724	Goal Achieved.

People





Alltrista's people strategy is grounded in employee health and safety, fair working conditions, career development, and a respectful workplace. These commitments are supported by Jadex policies and Alltrista's site-level procedures, including the Code of Conduct, Human Rights Statement, employee handbook, safety procedures, and anti-discrimination and anti-harassment policies.

Across our global manufacturing network, employees bring technical expertise, collaboration, and a commitment to excellence that enables us to deliver high-quality solutions for our customers.

We are focused on creating a safe, inclusive, and engaging workplace where employees can grow professionally, contribute to their communities, and be recognized for the impact they make.

People

People

Safety & Employee Well-Being

Safety remains a top priority across all Alltrista locations. Our teams are committed to maintaining safe working environments and continuously improving workplace safety performance.

As of December 31, 2025, several facilities achieved significant milestones in days worked without a recordable incident:

- Christchurch, UK: 2,265 days safe (6.2 years)
- North Andover, MA: 975 days safe (2.7 years)
- Springfield, MO: 950 days safe (2.6 years)
- Reedsville, PA: 909 days safe (2.5 years)
- Carolina, PR: 209 days safe
- Greer, SC: 153 days safe

These achievements reflect the strong safety culture shared across our sites and the collective accountability employees bring to protecting themselves and their colleagues.

OSHA uses the Total Recordable Incident Rate as a key metric used to assess workplace safety. It measures how often work-related injuries and illnesses occur relative to the total number of hours worked by all employees during a specific period, typically one year. This rate helps organizations evaluate their safety performance and compare it to industry benchmarks. The industry standard for Plastic Injection Molding is 3.40 (published by the U.S. Bureau of Labor Statistics for the relevant NAICS code in 2025) and Alltrista outperformed the industry, finishing 2025 at 0.44.

Employee Recognition & Engagement

Alltrista recognizes that strong performance and dedication deserve recognition. The AllStars Recognition Program celebrates employees who go above and beyond in demonstrating Alltrista’s core values and delivering exceptional contributions to the organization.

Each quarter, an Ultimate AllStar is selected from every facility to recognize individuals who exemplify teamwork, initiative, and performance. The program reinforces a culture where employees are encouraged to take ownership, support one another, and strive for excellence.

In 2025, countless employees celebrated significant tenure milestones, including 15 and 25 years of service, highlighting the strong commitment employees bring to the organization.

Alltrista conducts an annual engagement survey. The survey goal has been established at 70% participation, and 2025 results exceeded that threshold significantly at 86% participation. This demonstrates that employees are willing to provide feedback, trust that leadership wants employees’ opinions, and are confident that the findings reflect the views of most employees rather than a small subset. The overall engagement score, which is the percentage of responses to the survey that quantifies our employees’ connection, motivation, and commitment to Alltrista, resulted in a 68% score. This means that approximately two-thirds of the responses were favorable. For the areas that remained neutral or had opportunities to improve, the Alltrista team developed focus groups to understand where we can drive better results.



6 Years Safe Christchurch, UK



Emilia Widerowska: Nominated for: Positively Impacting Lives & Count on Me

People

Professional Development

Alltrista is committed to developing employee skills and supporting career growth through training, certifications, and professional development programs.

Employees across our locations continue to expand their technical and professional capabilities through industry-recognized training programs.

For instance, in Christchurch, team members achieved certifications in areas including:

- Injection Molding Technology (IMT) Level 3 and Level 4
- Polymer Processing Technician Apprenticeship
- Quality Practitioner Apprenticeship
- Polymer Manufacturing Technologies Diploma
- Accounting Certification (AAT Level 2)
- Commercial Driver Licensing

These accomplishments strengthen the technical expertise of our workforce while supporting Alltrista’s ability to deliver innovative and high-quality manufacturing solutions.

Collaboration & Commitment

Alltrista employees consistently demonstrate collaboration and commitment to solving complex challenges for our customers.

At the Christchurch facility, team members led the implementation of the Calibration Module within the IQS quality system, harmonizing processes, developing workflows, and training users across the division. The team delivered the project ahead of schedule, demonstrating strong teamwork and technical leadership.

Similarly, the Greer facility successfully supported one customer’s expedited process qualification validation plan, completing validation activities for 19 tools through coordinated efforts from engineering, quality, technical, and manufacturing teams.

These achievements highlight how cross-functional collaboration enables Alltrista to deliver reliable solutions while maintaining high standards for quality and performance.

1,615

hours of training through our Learning Management System in 2025 for an average of 2.4 hours per person

This figure does not include on-the job training.

People

Community Engagement & Giving

Alltrista employees actively support the communities where they live and work through fundraising, volunteer efforts, and local partnerships.

Initiatives supported in 2025 include:

- **Reedsville, PA:** \$5,911 was raised through a cornhole tournament and raffles to support the Bob Perk’s Cancer Fund.
- **North Andover, MA:** \$517 for Buck Off Cancer, an organization supporting families affected by cancer.
- **Springfield, MO:** Breast cancer drive raised \$4,334 along with other initiatives like Safe to Sleep, Keep it Kleen, Wish I May, Back to School Backpack Drive and Ozark Food Harvest.
- **Company-Wide:** All locations together raised over \$35,000 for Breast Cancer in October. This exceeded the \$20,000 goal by more than 75%.

These efforts demonstrate the strong connection between Alltrista employees and their communities, reinforcing our belief that responsible companies contribute beyond their operations.

1,000+
Community Service Hours

\$35K+
Raised for Breast Cancer

Celebrating Our Teams

Across Alltrista’s global network, employees continue to demonstrate dedication, innovation, and collaboration.

In 2025, the Puerto Rico facility received the Puerto Rico Manufacturing Excellence Award, recognizing the hard work and commitment of its entire team.

Events such as employee appreciation gatherings and holiday celebrations further strengthen connections across our workforce and reinforce a culture of teamwork and engagement.



Product





Product Sustainability Strategy

At Alltrista, sustainability begins with product design and material innovation. By leveraging our expertise in materials science and precision molding, we work closely with customers to develop solutions that reduce environmental impact while maintaining the performance, safety, and reliability required in highly regulated industries.

Our focus includes expanding the use of recycled materials, improving material efficiency, and supporting the development of next-generation resins that enable more circular manufacturing processes and systems.

Alltrista is committed to responsible chemical management and regulatory compliance across its product portfolio. As a manufacturer of food-contact and medical packaging, as well as medical devices, we comply with applicable FDA regulations governing materials intended for food and medical-related applications. We proactively evaluate raw materials and components against global substances-of-concern regulations and customer-specific requirements, including REACH SVHC, California Proposition 65, RoHS, PFAS restrictions, Conflict Minerals reporting, and recycled content declaration requirements. Through close collaboration with our suppliers, we work to ensure material transparency, traceability, and compliance with applicable food-contact and regulatory standards. Alltrista does not intentionally use substances classified as highly hazardous within our manufacturing processes and maintains ongoing monitoring of emerging chemical and environmental regulations to proactively manage compliance and transition risks. Our approach supports product safety, customer confidence, sustainability objectives, and continued alignment with evolving global regulatory expectations.

Sustainable Product *Principles*

01



Design Out Waste & Pollution

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

02



Keep Products & Materials In Use

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

03



Regenerate Natural Systems

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

Alltrista tracks progress against this strategy through product-level metrics, including reductions in virgin resin use, incorporation of recycled or renewable content, certified compostable product development, and share of sales from products with sustainability attributes.

Product

Expanding the Use of Recycled Materials

Alltrista continues to support customers in transitioning from virgin resins to recycled material alternatives that maintain high performance and regulatory compliance. One example is our work with PLASTEON, a recycled polypropylene resin that allows manufacturers to produce high-quality plastic components using 100% recycled natural polypropylene.

PLASTEON enables customers to maintain the performance characteristics required for demanding applications while significantly reducing reliance on virgin petrochemical-based resins. The material is GreenCircle certified and independently verified, providing transparent confirmation of its recycled content and supporting customers' sustainability and circular economy commitments, as well as reducing the environmental footprint of plastic production, and advancing the adoption of circular material systems.

In addition, PLASTEON grades have received a Non-Objection Letter (NOL) from the U.S. Food and Drug Administration, confirming compliance with FDA food-contact and cosmetic-use requirements under 21 CFR 177.1520 and 21 CFR 174.5. This certification enables Alltrista to provide sustainable material solutions that meet the strict regulatory standards required by customers in medical, consumer packaging, and personal care markets.

By incorporating recycled materials like PLASTEON into product manufacturing, Alltrista helps customers reduce waste, decrease the environmental footprint of plastic production, and advance the adoption of circular material systems.

Key Highlights

- 100% recycled natural polypropylene
- Third-Party Sustainability Certification by GreenCircle
- Food & Cosmetic Contact Compliant
- Traceable Sustainable Materials

Product

Supporting Circular Material Supply Chains

Alltrista also collaborates with customers to implement traceable material systems that support responsible sourcing and sustainable material innovation. In 2025, Alltrista began supporting a mass balance material initiative for a customer's contact lens case program.

Mass balance systems enable companies to introduce more sustainable materials into complex supply chains while maintaining strict traceability and verification. Under this program, certified materials are monitored and audited throughout the supply chain to ensure their sustainability attributes are preserved and accurately reported.

As part of the project, Alltrista maintains detailed traceable records of material usage, transfers, and waste, providing monthly reporting to ensure transparency and audit readiness.

This traceability framework supports the customer's broader sustainability strategy and helps validate the volume of material used. Funding will then be made available to develop a green alternative to petrochemical derived resins.



Process



At Alltrista, responsible manufacturing is central to how we operate.

Through continuous improvement across our facilities, we focus on increasing operational efficiency, reducing resource consumption, and minimizing environmental impact.

By investing in process optimization, energy efficiency, and waste reduction initiatives, we are strengthening the sustainability of our manufacturing operations while delivering reliable, high-quality products to our customers.

Process

Process

Operational Efficiency & Resource Optimization

Alltrista continues to drive meaningful improvements each year in material efficiency and waste reduction through focused, site-level initiatives.

Key 2025 Performance Highlights

- **Material Use Variance Reduction**
 - Springfield, MO: 23%
 - Carolina, Puerto Rico: 19%
 - Reedsville, PA: 9.6%
- **Scrap Reduction**
 - Springfield, MO: 16%
 - Reedsville, PA: 15%
 - Christchurch, UK: 10.5%

These improvements reflect stronger process control, better material utilization, and ongoing investment in operational discipline.

Energy Management & Emissions Reduction

Energy efficiency and renewable energy procurement remains a key lever in reducing Alltrista’s environmental footprint.

Spotlight: Christchurch, UK Renewable Energy Impact

Christchurch participates in a renewable energy contact which provides 100% renewable energy via Guarantees of Origin.

In 2025, this facility used a total of 4,346 MWh of purchased electricity. 900 mt CO₂e was generated using location-based Scope 2 calculations. With renewable energy applied using market-based calculations, Christchurch has saved 900 mt CO₂e.



16% Scrap Reduction
in the Springfield,
MO facility in 2025
compared to 2024 scrap rates



900 mt
Carbon Savings in
Christchurch
comparing 2025 location-based and
market-based Scope 2 calculations

Process

Advanced Manufacturing & Equipment Efficiency

In 2025, Christchurch began installing an energy monitoring system which gives real-time data on electricity usage by machine. Currently there is roughly 50% coverage in the plant and the team has started to analyze the data.

Comparing the transition from a hydraulic machine to an all-electric machine for a customer, there is:

- 54% annual cost savings from electricity and direct costs
- Faster cycle times:
 - 7.1 sec → 5.2 sec
 - Equivalent output of 1.37 legacy machines

Additionally, other hybrid machines that have been purchased over the last few years are also making considerable cost savings on electricity versus legacy machines. While calculations are preliminary, early data indicates savings of >45% on electricity.

Water Stewardship

Water conservation efforts focus on reducing consumption and improving system efficiency.

Christchurch, UK

- The cooling water used in all injection molding machine mold tools is managed via closed loop systems, allowing for no water lost other than to evaporation. This is a considerable saving over historical conventional systems where water would not be recycled and instead sent to the sewer.

Springfield, MO

- Water-use reduction efforts have led to a 608,000 gallon reduction of water withdrawal at Springfield compared to a 2021 baseline. With growing business operations leading to an overall increase in water withdrawal across Alltrista sites, Springfield has demonstrated leadership in water efficiency.

26.8%

**Improvement in Cycle Times
Using All-Electric Machine**

608K

**Reduction of gallons of
water withdrawal in
Springfield since 2021**

Process

Waste Reduction & Circularity

Alltrista is advancing circular manufacturing practices by minimizing landfill waste and maximizing recycling.

Resin regrind programs divert material from landfill into resale streams. Product and pallet recycling programs have been implemented across multiple facilities. Used oil recycling and landfill diversion initiatives have scaled across sites.

Christchurch, UK

- Recycled 94 tons of material, resulting in a 78% recycling rate in 2025
- 97 ton reduction of landfill weight in 2025 compared 2024, resulting in a 78% decrease in landfill waste by tonnage

Greer, SC

- 216 tons of resin product recycling occurred in 2025 vs a plan of 150 tons
- A pallet recycle / reuse program reduced landfill waste by 1,432 pieces

Springfield, MO

- Resin regrind and recycling has realized a 40 ton diversion of waste to landfill
- Resin product recycling realized a 50 ton diversion of waste to landfill
- Recycled 3,200 gallons of used oil

Reedsville, PA

- Only 1.1% of scrap was sent to landfill which is a reduction of landfill waste by 7.3% in 2025 vs 2024
- Recycled 572 tons of material

1.1%

Only 1.1% of scrap was sent to landfill in Reedsville

Multiple sites achieving near-zero landfill waste through recycling and reuse programs

2030 Targets



As Alltrista continues to grow and evolve, so does our approach to sustainability. The progress we've made toward our 2025 goals has given us momentum and clarity, showing where we excel and where we can raise our ambition.

With a deeper understanding of our products, operations, and customers, we've refined our long-term priorities to reflect who we are today and who we aim to become.

Our strengthened 2030 goals build on our original commitments while sharpening our focus on where we can create the greatest impact across People, Product, and Process.

These 2030 targets will serve as Alltrista's forward-looking performance framework and reflect the company's current operating footprint and product portfolio.

2030 *Targets*

People

- Annual Injury Incident Rate of Zero
- Complete annual pay audit with no major findings
- 2,800 hours of Community Service Annually

2030 Targets

Process

- Reduce Scope 1 & 2 Intensity (MT CO₂e/MT Product) by 10%
- Reduce Scope 1 & 2 Absolute emissions by 20%
- Increase % of electricity from renewable energy sources annually
- Reduce water usage intensity (Gallons of water withdrawal/MT product) by 5%
- Reduce waste to landfill by 25%
- Establish SBTi aligned Scope 3 target

Using 2025 as a baseline

Product

- >40% of products (by sales dollars) will incorporate materials that are renewable or derived from circular processes
- 100% of plastic packaging will either incorporate biobased or recycled materials, or be refillable, recyclable or compostable

Responsible *Business*





Responsible *Business*

At Alltrista, sustainability is supported by strong governance, ethical business practices, and disciplined oversight.

We believe responsible business conduct is foundational to long-term success and essential to maintaining the trust of our customers, employees, suppliers, and communities.

Our approach integrates compliance, risk management, data integrity, and leadership accountability into how we operate every day.

Alltrista, as one of Jadex's operating companies, abides by the Jadex Code of Conduct which covers a wide range of topics including Fair Competition & Ethical Dealing, Environmental Compliance, and Reporting & Whistleblower procedures, while simultaneously establishing standards and procedures to ensure we are sourcing from suppliers who operate according to our Supplier Code of Conduct.

Governance

Alltrista’s sustainability and operational priorities are overseen by senior leadership and reviewed quarterly to ensure alignment with business strategy, regulatory requirements, and stakeholder expectations.

Environmental, health and safety, operational performance, and risk metrics are tracked and communicated through structured reporting processes. Sustainability performance is reviewed with executive leadership quarterly and escalated to the Board through periodic business reviews.

This governance framework is designed to provide transparency, accountability, and continuous improvement across our People, Products, and Process pillars.

KEY REPORTING ACTIVITIES

- Board-level reporting cadence
- Monthly Safety Incident Review (MSIR)
- Quarterly KPI reviews
- Annual sustainability reporting
- Policy & Code of Conduct enforcement

Board of Directors

Provides strategic oversight, risk governance, and performance review.

Executive Leadership

Sets sustainability strategy, approves goals, reviews KPIs, allocates resources.

Functional Leadership

Aligned based on People, Product and Process pillars and own execution, compliance, and reporting.

Site Level Implementation Teams

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

Compliance

0 Whistleblower Reports

0 Confirmed Corruption Incidents

100% of Employees completing Code of Conduct Training in 2025

Metrics are for Alltrista only in the calendar year 2025

01 Ethical & Legal Compliance

Alltrista, as part of Jadex Inc., is committed to adhering to the high standards of business, and is committed to conducting business with integrity and transparency. Our compliance framework establishes clear standards to ensure responsible decision-making and consistent adherence to legal and regulatory requirements across all operations.

02 Fair Competition & Anti-Corruption

We compete in a free and open marketplace and we require compliance with all competition and antitrust laws. Our policies strictly prohibit bribery, corruption, and money laundering in any form. Employees are expected to uphold these standards in all business interactions, helping protect the company, our customers, and the markets in which we operate.

03 Trade & Environmental Compliance

We require compliance with applicable trade controls, export regulations, and environmental laws. These requirements are embedded into operational processes to manage risk and support responsible, sustainable business practices.

04 Code of Conduct & Training

All employees complete mandatory annual online Code of Conduct training, reinforcing expectations related to ethical behavior, fair competition, anti-corruption, and regulatory compliance. This training ensures shared accountability and consistent standards across the organization.

IT Information *Security Policy*

Alltrista, as a part of Jadex Inc., maintains a comprehensive IT Information Security Policy that establishes the standards and responsibilities required to protect the confidentiality, integrity, and availability of company information systems and data. This policy provides the framework for safeguarding digital and physical information assets against unauthorized access, misuse, loss, or disruption.

The policy applies to all Jadex operating companies and covers all information systems, networks, facilities, applications, and data that are created, processed, transmitted, or stored across the organization. It governs all users of Jadex technology resources and outlines the controls necessary to mitigate risks associated with theft, damage, cyber threats, or improper use.

Jadex requires suppliers and vendor partners to comply with this policy or demonstrate equivalent security controls when accessing, processing, or managing Jadex information—whether on-site, remotely, or through subcontracted services. This ensures consistent protection of sensitive data throughout our value chain.

Any breach of Jadex information systems could compromise sensitive data and disrupt operations. Accordingly, all employees are required to adhere to established security protocols. Human Resources ensures employees are informed of this policy and have access to supporting procedures and guidance to maintain a secure information environment.



0

**Confirmed
Security Incidents**

Responsible Sourcing

Alltrista is committed to working with suppliers who share our values around environmental stewardship, labor rights, and ethical business conduct.

Our Supplier Code of Conduct establishes baseline expectations for all direct suppliers, covering labor standards, health and safety, environmental compliance, and anti-corruption.

In 2025, approximately 75% of targeted suppliers had acknowledged receipt of our Supplier Code of Conduct. Alltrista sources approximately 80% of its materials from local (U.S.-based) suppliers, reducing supply chain risk and supporting domestic manufacturing.

We are developing enhanced supplier assessment processes to improve visibility into supply chain sustainability performance, including environmental and social screening criteria as well as buyer procurement training, with implementation planned over the 2026–2027 period.

75%

Targeted suppliers
acknowledged our
Supplier Code of
Conduct

80%

Materials sourced from
local (U.S.-based)
suppliers

Metrics are for Alltrista only in the calendar year 2025

UN SDG *Alignment*

Alltrista's Actions Supporting SDGs



Driving world class safety performance at our facilities



Driving gender pay equity



Reducing potable water for non-contact applications



Increasing use of electricity from renewable sources



Ensure safe working environment, good jobs and upward mobility



Ensuring sustainability is incorporated in product and packaging innovations



Diverting waste to landfill through increased recycling efforts



Driving reductions in Scope 1, 2 and 3 emissions



Leveraging renewable materials where possible

Reporting



Report Scope

The content contained within this Sustainability Report reflects the activities of Alltrista 2025 calendar year, unless specifically stated otherwise. In certain cases, data estimation and extrapolation may be used when deemed necessary.

2025 Alltrista SASB Standards and GRI Disclosures

Our 2025 Sustainability Report has been prepared in accordance with the SASB Standards and has reported the information cited in this GRI content index with reference to the GRI Standards for the period from January 1, 2025 to December 31, 2025. 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. GRI, an independent international organization, plays a pivotal role in assisting businesses, governments, and other organizations understand and communicate their sustainability impacts.

Alltrista 2025 SASB Index - Healthcare: Medical Equipment & Supplies

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 16-20
	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 also operates in the Consumer Goods and Food & Beverage Industries to a lesser extent

Alltrista 2025 SASB Index - - Healthcare: Medical Equipment & Supplies

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 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

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-1 Organizational details	"Alltrista" refers to the global business operations for the 2025 calendar year of Alltrista Plastics LLC, a subsidiary of privately-owned Jadex Inc. Headquartered in Greer, SC, Alltrista operates manufacturing facilities in Greer, SC, Reedsville, PA, Springfield, MO, North Andover, MA, Carolina, PR, and Christchurch, UK.
2-2 Entities included in the organization's sustainability reporting	Alltrista Plastics LLC.
2-3 Reporting period, frequency and contact point	Reporting period: January 1, 2025 - December 31, 2025 Frequency: Annual Contact: Sustainability.Alltrista@alltrista.com
2-4 Restatements of information	None
2-5 External assurance	2024 data was reviewed and certified by DQS Inc. on September 12, 2025. The 2025 submission and review has not yet been completed but will occur in the 2026 calendar year.
2-6 Activities, value chain and other business relationships	A manufacturer and materials science company that offers both custom and stock products for the healthcare and consumer markets.
2-7 Employees	Alltrista has over 650 employees, excluding temp labor, in both North America and the United Kingdom. Ratio Male/Female: 67%/33% Total Ethnic Diversity = 33%
2-8 Workers who are not employees	Staffing Agency – Seasonal based
2-9 Governance structure and composition	See page 31
2-10 Nomination and selection of the highest governance body	The highest governing body for sustainability is our Executive Leadership Team, comprised of Chief Officers, Business Unit Presidents, Senior Vice Presidents and Vice Presidents.
2-11 Chair of the highest governance body	Mario D'Ovidio - Chief Executive Officer.

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-12 Role of the highest governance body in overseeing the management of impacts	See page 31.
2-13 Delegation of responsibility for managing impacts	The Sustainability Council has three pillars (People, Product and Process) each led by an employee in the corresponding segment of the business. These sub-committees are responsible for goal-setting and project development for each of these pillars and they are reporting back to the Executive Leadership Team regularly.
2-14 Role of the highest governance body in sustainability reporting	See page 31.
2-15 Conflicts of interest	Information is considered confidential.
2-16 Communication of critical concerns	Information is considered confidential.
2-17 Collective knowledge of the highest governance body	The sustainability council meets regularly with the Executive Leadership Team to ensure that they are apprised of all impacts and opportunities related to ESG. This is done so that the Executive Leadership Team can be properly informed and prepared to speak with investors as necessary.
2-18 Evaluation of the performance of the highest governance body	Information is considered confidential
2-19 Remuneration policies	Information is considered confidential.
2-20 Process to determine remuneration	Information is considered confidential.
2-21 Annual total compensation ratio	Information is considered confidential.

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy	See page 17
2-23 Policy commitments	See Jadex Code of Conduct
2-24 Embedding policy commitments	All Company policies are housed on an internal Sharepoint site and distributed to new hires. Policy changes are distributed to all employees upon such change date. Business Code responsibilities and training are conducted annually through our Learning Management System. This is mandatory training for ALL employees and tracked within the Human Resource department. Upon completion of training each employee is required to take a knowledge gained assessment and score above an 80% to pass.
2-25 Processes to remediate negative impacts	See Jadex Code of Conduct
2-26 Mechanisms for seeking advice and raising concerns	See Jadex Code of Conduct
2-27 Compliance with laws and regulations	Compliance instances are housed within Human Resources and reported out to the Executive Team during monthly staffing meeting.
2-28 Membership associations	SCBio, Packaging Distributors & Manufacturers Organization (PDM), PMMI, the Association for Packaging and Processing Technologies
2-29 Approach to stakeholder engagement	A materiality assessment was performed in March 2026 to determine material issues for all stakeholders. See Page 9.
2-30 Collective bargaining agreements	N/A

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Alltrista strives for an inclusive process that ensures a complete, accurate report on material issues. When possible, Alltrista aligns with available standards and guidelines that define reporting boundaries including, for example, GHG Protocol Corporate Accounting and Reporting Standard and ILPA Diversity in Action standards for collecting data on race and ethnicity. Boundaries are further defined through our materiality assessment, which integrates insights from investors, customers, suppliers and other stakeholders, along with a cross functional group of Alltrista associates. To ensure quality reporting, the report is reviewed by senior leadership at Alltrista and by the ESG team of Alltrista's private equity owner.
3-2 List of material topics	See page 9
3-3 Management of material topics	ESG/sustainability is a key enabler of Alltrista’s 2025 strategy and one of our core values. The success of our People, Product and Process Goals requires a cross-functional approach, as numerous enablers work together to advance sustainability and our 2025 strategy. Material topics are identified in the key topics from our ESG materiality process. Our boundary includes one or more of these categories: our suppliers, operations, and our customers.

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Information is considered confidential.
201-2 Financial implications and other risks and opportunities due to climate change	Alltrista is in the process of assessing its climate change risks and opportunities and plans to implement climate risk management practices as appropriate. Alltrista has emergency action and business continuity plans in place for each of its facilities. The company monitors for environmental risks and takes mitigating steps in advance of such risks. The Alltrista portfolio has procedures in place to protect from severe manufacturing disruptions through intentional redundancies among its manufacturing facilities.
201-3 Defined benefit plan obligations and other retirement plans	Information is considered confidential.
201-4 Financial assistance received from government	Information is considered confidential.
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information is considered confidential.
202-2 Proportion of senior management hired from the local community	Data not available.
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Alltrista sourced approximately 80.2% of its materials from local suppliers.

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Alltrista globally assesses operations for corruption, relying on Alltrista's legal representation and compliance function.
205-2 Communication and training about anti-corruption policies and procedures	See Jadex Code of Conduct
205-3 Confirmed incidents of corruption and actions taken	There were 0 confirmed incidents of corruption at Alltrista in 2025.
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero legal actions were taken for anti-competitive behavior, anti-trust or monopoly practices in 2025.
GRI 207: Tax 2019	
207-2 Tax governance, control, and risk management	Information is considered confidential.
207-3 Stakeholder engagement and management of concerns related to tax	Information is considered confidential.
207-4 Country-by-country reporting	Information is considered confidential.
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	100% of the materials (by spend) were from designated non-renewable materials.
301-2 Recycled input materials used	See page 19.
301-3 Reclaimed products and their packaging materials	Information is not available at this time. We will assess the ability to report this information going forward.

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	2025 Total fuel consumption from non-renewable sources: 990 MWh • Diesel - 88 MWh • Motor Gasoline - 1 MWh • Natural Gas - 545 MWh • Propane - 356 MWh Electricity consumption - 76,436 MWh Total energy consumption within the organization: 77,426 MWh Calculated Using GHGP methodology and HHV.
302-2 Energy consumption outside of the organization	N/A
302-3 Energy intensity	3.33 MWh/MT of product
302-4 Reduction of energy consumption	See page 10, 23-24
302-5 Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	• Water is primarily withdrawn for process cooling purposes. ◦ Greenville, SC - The majority of water withdrawn is associated with evaporative open-loop process cooling. ◦ Reedsville, PA - The majority of the water withdrawal is used for non-contact cooling of molds and other equipment. ◦ Springfield, MO - One open loop cooling tower cools the molding machines and hot runner systems. Water is periodically tested and chemically treated to maintain efficiency. ◦ Carolina, PR - water is not used for process cooling purposes. ◦ Christchurch, UK - Closed loop cooling tower. Water is periodically tested and chemically treated to maintain efficiency.

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
303-2 Management of water discharge-related impacts	Springfield has an industrial wastewater pretreatment process with permitted discharge limits. All water discharged by facilities is processed by POTWs Waste water from floor cleaners and other similar processes that should not be discharged down drains are stored in an IBC and collected by our waste management company for treatment and safe disposal.
303-3 Water withdrawal	12,314,222 gallons in 2025
303-4 Water discharge	12,314,222 gallons in 2025
303-5 Water consumption	Not available/not currently measured.
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	216 mt CO ₂ e
305-2 Energy indirect (Scope 2) GHG emissions	29,015 mt CO ₂ e (location-based) 22,202 mt CO ₂ e (market-based)
305-3 Other indirect (Scope 3) GHG emissions	72,621 mt CO ₂ e
305-4 GHG emissions intensity	See page 10
305-5 Reduction of GHG emissions	See page 10
305-6 Emissions of ozone-depleting substances (ODS)	Alltrista does not import, export, or produce CFC-11 or its equivalents.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Alltrista does not use boilers or equipment that emits the listed pollutants. 0 tons of NOx, and 0 tons of SOx.

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	See pages 10, 23-25. Primary waste streams occurring within operations: - Hazardous waste: - Gas cylinders - Oil, Oily floor mats, oil filters - Used solvents, paints, pesticides - Nonhazardous waste: - Municipal waste - landfilled - Cardboard - recycled - Plastic drink bottles - recycled - Plastic bags & film - recycled - Metals - recycled - Production scrap (PP, HDPE, PE, misc. plastic) - recycled - Damaged pallets - recycled
306-2 Management of significant waste-related impacts	Alltrista is using a two-prong approach to minimize the impacts of its waste streams: First, steps are taken to maintain material purity of waste streams and to recycle the same back into the process. Second, some waste is diverted to third-party recover or recycling operations. Waste data is collected at least annually from vendors via an internal waste stream form
306-3 Waste generated	1,940 mt generated in 2025 144 mt of hazardous waste generated 1,796 mt of nonhazardous waste generated
306-4 Waste diverted from disposal	1,192 mt of waste sent to third-party for recycling (recycling and hazmat treatment)
306-5 Waste directed to disposal	748 mt of nonhazardous waste sent to landfill 0 mt of hazardous waste directed to disposal - all hazardous waste is treated by third-party or recycled No waste is disposed of on site
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	None
308-2 Negative environmental impacts in the supply chain and actions taken	No negative impacts on the environment have been disclosed to Alltrista.

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	New Hires: 361
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Medical Plans (PPO & HSA's) (FSA's) Dental Plan Vision Plan Life and AD&D Disability – STD & LTD Retirement – 401k & 401k Roth Additional Benefits – Home/Auto, Paid Parental Leave, Adoption Assistance, Healthy Pregnancy Program, Pet, Identity Theft, Legal Assistance, Tuition.
401-3 Parental leave	12 weeks Maternity Leave 100% paid Or 3 weeks Parental & Adoption Leave 100% paid
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	a.Situational b.Minimum of 30 days

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Occupational, health & safety management systems have been implemented in the US to assure compliance with 29 CFR 1910, which cover all persons employed in the US.
403-2 Hazard identification, risk assessment, and incident investigation	Job Hazard Analysis (JHA) is documented along with countermeasures to minimize the risk to associates, per the guidance published by the US Department of Labor. Quality control is performed annually, and when an incident occurs. Risk assessments are also performed when introducing new materials, processes, or technologies into our factories, and on a routine basis by safety committees. The DuPont STOP for Supervision™ tool is also used to identify and address behavioral risks, as well as a Quality Control tool. Incident investigations are conducted per established procedures and reported internally.
403-3 Occupational health services	Work areas have been evaluated by licensed industrial hygienist for environmental hazards. Based upon their recommendations, controls are implemented requiring safety shoes, gloves, safety glasses, goggles, aprons, and/or hearing protection as appropriate. Fall protection is provided for those working from unrestricted heights, and harnesses are inspected monthly by 3rd party professionals, as well as by trained harness users prior to each use. In some cases, uniforms are provided. For associates potentially exposed to respirable hazards, associates are evaluated by a licensed medical professional prior to issuance of NIOSH regulated respirators, with medical records retained by the medical professional and the location's HR representative. Each employee's hearing is tested annually by professional service providers; medical records are retained by HR or EHS in restricted cabinets. Basic PPE is kept in vending-type machines with access controlled by employee badges, or made available by supervision. Inventory of hearing protection is typically maintained at the point of entry into controlled areas. Proper use and care of PPE is communicated via training, and employees take an annual pledge to use their PPE.

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
403-4 Worker participation, consultation, and communication on occupational health and safety	All associates whether full time or temporarily employed, received onboarding education to make them aware of the health & safety systems. All employees are required to report any injury and near miss to their supervisor. The DuPont STOP for Supervision™ program provides for regular observations and two-way communications about safety with employees. Safety Committees are used to drive employee participation.
403-5 Worker training on occupational health and safety	See page 13-14
403-6 Promotion of worker health	See page 13-14
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	N/A
403-8 Workers covered by an occupational health and safety management system	No classes of employees have been excluded from the Health & Safety management system.
403-9 Work-related injuries	4
403-10 Work-related ill health	0
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	2.4
404-2 Programs for upgrading employee skills and transition assistance programs	Learning Management System, 9 Blocks, Competency Core – Career Development Profiling, Tuition Program.
404-3 Percentage of employees receiving regular performance and career development reviews	96% received Performance Reviews in 2025

Alltrista 2025 GRI Index

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Information is considered confidential.
405-2 Ratio of basic salary and remuneration of women to men	See page 10
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	0
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	None. Ensuring human rights across Alltrista’s operations and supply chain, including the topics of child labor, and maintaining systems to report labor concerns are critical to our commitment to integrity.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None. Ensuring human rights across Alltrista’s operations and supply chain, including the topics of forced and compulsory labor, and maintaining systems to report labor concerns are critical to our commitment to integrity.
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	See Page 15. Alltrista has not experienced any delays due to community-related issues. In addition, Alltrista has a goal of 2,800 hours of community service in our areas. Alltrista is a sponsor of many national and local charities.
413-2 Operations with significant actual and potential negative impacts on local communities	N/A

GRI STANDARD & DISCLOSURE	ALLTRISTA 2025 RESPONSE
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	None
414-2 Negative social impacts in the supply chain and actions taken	No negative social impacts have been disclosed to Alltrista.
GRI 415: Public Policy 2016	
415-1 Political contributions	None
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	The health & safety impacts of products and services on customers is assessed and documented in the form of safety warnings, consumer instructions, safety data sheets, and technical service information. Complaint systems exist for providing feedback on aspects needing improvement.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Alltrista has not had any recent material product liability incidents, and none related to any product defect. To the best of its knowledge, none of Alltrista’s suppliers have had product liability issues. Alltrista does not consider product liability to be a material risk.
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Alltrista aligns with all required testing to ensure products are performing as necessary to achieve desired product claims.
417-2 Incidents of non-compliance concerning product and service information and labeling	Alltrista has not had any recent material product liability incidents, and none related to any product defect or inaccurate labeling.
417-3 Incidents of non-compliance concerning marketing communications	Alltrista has not had any recent material product liability incidents, and none related to any product defect or inaccurate marketing communications.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Alltrista received no substantiated complaints concerning breaches of customer privacy.

Additional non-financial performance KPIs

CATEGORY	METRIC	UNIT	FY2021	FY2022	FY2023	FY2024	FY2025
GHG Emissions	Scope 1	mt CO ₂ e	221	297	464	231	216
GHG Emissions	Scope 2 (Location-Based)	mt CO ₂ e	24923	29,058	29,798	30,149	29,015
GHG Emissions	Scope 2 (Market-Based)	mt CO ₂ e	27848	29,058	27848	19,519	22,202
GHG Emissions	Scope 3 Cat 1: Purchased goods & services	mt CO ₂ e	Not Calculated	Not Calculated	37,694	43,218	53,678
GHG Emissions	Scope 3 Cat 2: Capital goods	mt CO ₂ e	Not Calculated	Not Calculated	5,338	5,047	3,950
GHG Emissions	Scope 3 Cat 3: Fuel-and-energy-related activities	mt CO ₂ e	Not Calculated	Not Calculated	7,577	7,870	8,090
GHG Emissions	Scope 3 Cat 4: Upstream transport & distribution	mt CO ₂ e	Not Calculated	Not Calculated	2,904	2,981	2,946
GHG Emissions	Scope 3 Cat 5: Waste generated in operations	mt CO ₂ e	Not Calculated	Not Calculated	1,779	777	671
GHG Emissions	Scope 3 Cat 6: Business travel	mt CO ₂ e	Not Calculated	Not Calculated	746	831	511
GHG Emissions	Scope 3 Cat 7: Employee commuting	mt CO ₂ e	Not Calculated	Not Calculated	1,223	1,415	1,987
GHG Emissions	Scope 3 Cat 8: Upstream leased assets	mt CO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 9: Downstream transport & distribution	mt CO ₂ e	Not Calculated	Not Calculated	Not Calculated	Not Calculated	Not Calculated
GHG Emissions	Scope 3 Cat 10: Processing of sold products	mt CO ₂ e	Not Calculated	Not Calculated	Not Calculated	Not Calculated	Not Calculated
GHG Emissions	Scope 3 Cat 11: Use of sold goods	mt CO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 12: End of life treatment of sold products	mt CO ₂ e	Not Calculated	Not Calculated	417	410	787
GHG Emissions	Scope 3 Cat 13: Downstream leased assets	mt CO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 14: Franchises	mt CO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 15: Investments	mt CO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Additional non-financial performance KPIs

Category	Metric	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Energy	Total energy consumption (fuel + purchased electricity)	kWh	57,136,628	65,865,431	67,047,581	74,094,460	77,439,680
Energy	Total renewable energy consumption	kWh	0	4,706,000	4,706,000	16,706,000	12,600,000
Water	Total water withdrawal	Gallons	11,979,237	11,896,887	12,233,569	11,359,633	12,314,222
Water	Total amount of water recycled and reused	Gallons	Not calculated	Not calculated	Not calculated	Not calculated	Not calculated
Air	Total weight of air pollutants	T	0	0	0	0	0
Waste	Total weight of hazardous waste generated	mt	17	87	59	44	144
Waste	Total weight of non-hazardous waste generated	mt	2,658	4,537	1,572	1,919	1,796
Waste	Total weight of waste recovered	mt	419	4,134	806	1,046	1,192
Employee Health & Safety	Injury incident rate	Number	0.99	0.42	1.42	0.34	0.44
Employee Health & Safety	Days lost to work-related injuries, fatalities and ill health	Days	110	0	0	129	12
Employee Health & Safety	Number of work-related accidents	Number	10	5	11	3	4
Training	Average hours of training per employee	Hours	3.5	4.4	4.7	5.2	2.4
Compensation	Average unadjusted gender pay gap	%	89	89	89	See page 10	See page 10
Responsible Procurement	Targeted suppliers who have signed the supplier code of conduct	%	Not Available	Not Available	Not Available	75	75
Responsible Procurement	Targeted suppliers with contracts that include clauses on environmental, labor, and human rights	%	0	0	0	0	0
Responsible Procurement	Targeted suppliers covered by a sustainability assessment	%	Not Available	Not Available	Not Available	Not Available	45%
Responsible Procurement	Targeted suppliers covered by a sustainability on-site audit	Number	Not Available	Not Available	Not Available	Not Available	3
Responsible Procurement	Buyers who received training on sustainable procurement	%	Not Available	Not Available	100	0	0
Business Ethics	Employees trained on business ethics	%	98	96	97	93	100
Business Ethics	Reports related to whistleblower procedure	Number	Not Available	0	1	0	0
Business Ethics	Confirmed corruption incidents	Number	0	0	1	0	0
Business Ethics	Confirmed information security incidents	Number	0	0	0	0	0
Business Ethics	Confirmed Incidents of child labor, forced labor and human trafficking	Number	0	0	0	0	0

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