

LifeMade®

A Jadex company

Making a material difference every day

Sustainability *Report* — 2025



About *This Report*

This 2025 Sustainability Report, originally released on July 6, 2026, with revisions published 9.16.26, marks LifeMade Products LLC's first standalone sustainability publication and covers performance for the 2025 calendar year across LifeMade's two manufacturing locations in East Wilton, Maine and Erlanger, Kentucky, unless otherwise noted.

This report is intended to support transparency with customers, employees, suppliers, and other stakeholders, including documentation of LifeMade'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, Products, 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 across all product categories.

This report was prepared internally. Additionally, LifeMade obtained third-party assurance on 2025 emissions according to ISO 14064-3 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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LifeMade
Overview

01





“Sustainability at LifeMade is not an initiative - it’s a commitment woven into how we support our people, design our products, and run our operations. By setting clear, measurable goals through 2030, we are building a business that delivers long-term value for our customers, our communities, and the environment.”

Dan Kriegel – *GM/VP Finance, LifeMade*

LifeMade *Overview*

At LifeMade, sustainability is embedded in how we design, manufacture, and deliver everyday essentials. As a U.S.-based manufacturer of cutlery, straws, and related products, we recognize our responsibility to reduce environmental impact while maintaining the safety, quality, convenience, and performance our customers expect.

LifeMade was built on the belief that innovation begins with collaboration and intention. We work closely with customers, suppliers, and industry partners to rethink how single-use products are made and used, and to create new pathways toward more sustainable everyday solutions. By applying materials science, manufacturing expertise, and thoughtful design, we aim to provide alternatives for conventional plastic products that are more responsible, more circular, and better aligned with the future we all want to build.

From our facilities in Maine and Kentucky, we proudly produce products in the United States. U.S.-based manufacturing allows us to implement higher standards, respond more quickly to customer needs, and continuously improve how we use energy, materials, and resources.

This Sustainability Report reflects how LifeMade is translating purpose into action. It highlights the steps we are taking to reduce waste, improve material choices, invest in innovation, and operate responsibly, all while still delivering the reliability and convenience our customers expect. Sustainability is not a single initiative at LifeMade, it is an ongoing journey to make everyday products better for people and for the planet.

Through collaboration, transparency, and continuous improvement, LifeMade is committed to creating solutions that support a more sustainable future one product, one partnership, and one innovation at a time.



Dan Kriegel
GM/VP Finance, LifeMade

SEE IMPORTANT DISCLOSURES IN THE END NOTES 6

300+

Employees

200+

Products

2

Manufacturing Locations

55+

Customers



LifeMade
Erlanger, KY
East Wilton, ME

Vision

Be the category leaders and advisors in tabletop essentials through industry leading insights, innovation, integrity and delivering operational excellence.

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

Recognition

EcoVadis

LifeMade received a Silver Medal in its 2025 EcoVadis assessment, marking the second year participating in the EcoVadis review process.

SILVER | Top 15%
ecovadis
Sustainability Rating
SEP 2025

CDP

LifeMade 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*

LifeMade conducted a double materiality assessment for its 2025 sustainability reporting cycle, evaluating twenty ESG topics across environmental, social, and governance dimensions in alignment with standards such as the GRI Universal Standards and SASB Consumer Goods/Packaging standards (CN-PK). Each topic was evaluated on two dimensions: impact materiality (effects on people and the environment) and financial materiality (ESG risks and opportunities affecting LifeMade's business performance), reflecting the dual perspective increasingly expected by regulators and investors.[1]

The assessment identified Product Safety & Food Contact Compliance, Plastic & Packaging Waste, Sustainable Materials & Recycled Content, Chemical Safety & Hazardous Substances, and Supply Chain Labor Standards as the most material topics for LifeMade. These findings reflect the critical intersection of food-contact product liability, growing regulatory and retailer pressure to reduce single-use plastics, and the direct revenue implications of meeting sustainability scorecard requirements set by LifeMade's major customers. Occupational Health & Safety, GHG Emissions & Climate Change, Consumer Transparency & Labeling, Retailer ESG Compliance & Scorecards, and Product End-of-Life Circularity round out the high-materiality tier, driven by both operational risk and rigorous supplier audit expectations of LifeMade.

LifeMade's customer base is a defining feature of its materiality profile. Customer climate and sustainability programs create direct financial consequences tied to ESG performance, including the risk of vendor delisting for suppliers that fail to meet scorecard thresholds. Additional customers bring further expectations around sustainable packaging and responsible sourcing. LifeMade's majority investor reinforces these expectations through portfolio-wide ESG commitments.

The topic prioritization reflected in this assessment was informed by the perspectives of LifeMade's principal stakeholder groups: customers, whose ESG scorecards carry the greatest procurement weight; the company's majority investor; regulators; employees; and consumers and communities. LifeMade is committed to using this assessment to prioritize investment in sustainable product innovation, strengthen chemical and product safety compliance, and build the reporting infrastructure needed to meet evolving retailer and regulatory expectations. The company intends to refresh this assessment annually as its product mix, customer requirements, and the regulatory landscape continue to evolve.

[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%).

Materiality *Matrix*



Top 10 *Material Topics*



- A **#9 - Product Safety & Food Contact Compliance**
- B **#1 – Plastic & Packaging Waste**
- C **#2 – Sustainable Materials & Recycled Content**
- D **#4 – Chemical Safety & Hazardous Substances**
- E **#11 – Supply Chain Labor Standards**
- F #10 – Occupational Health & Safety
- G #3 – GHG Emissions & Climate Change
- H #15 – Consumer Transparency & Labeling
- I #17 – Retailer ESG Compliance & Scorecards
- J #7- Product End-of-Life Circularity

2025 Goals & Performance

The table below summarizes LifeMade's progress against selected sustainability goals. Unless otherwise noted, metrics cover LifeMade's East Wilton, ME and Erlanger, KY operations for the 2025 calendar year. Several original 2025 targets were established in 2021 prior to changes in Jadex's business portfolio, including the divestiture of Lifoam. LifeMade will use the updated 2030 targets in this report as the forward-looking basis for performance management. 2021 baseline quantities have been recalculated post divestiture and have been restated below.

		2021 Baseline	2025 Goals	2025 Actual	Comments
People	Injury Incident Rate	1.51	0.00	**1.43**	Management team refreshing observation training for all DuPont participants. The DuPont program is a widely recognized safety management system.
	Gender Pay Equity (hourly)	88%	100%	**See Comments**	In 2025, Jadex, which includes the LifeMade 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 Tracked	4,000	**3,321**	Management team set stretch goals related to community service and are committed to 4,000 hours as the correct metric. Community Service will be a focal point in newly added quarterly Townhalls.
Products	% of products (by sales) that incorporate materials that are renewable or derived from circular processes	0.5%	25.3%	**1.7%**	This original target was based on a key customer's plan to eliminate polystyrene from their portfolio and the impact it would have on the LifeMade business. This direction from the customer changed and subsequently led to a limited distribution of compostable products.
	% of plastic packaging that will be refillable, recyclable, compostable and/or incorporate 30% recycled or bio-based content	0%	100%	**95.6%**	LifeMade has removed plastic windows from nearly all packaging, bringing the portfolio near to target. The business will work with the remaining customers to transition the rest of packaging to sustainable alternatives.
Process	GHG Scope 1 & 2 Intensity (mt CO_2e/mt product)	0.23	10% reduction	**0.24**	Although GHG Intensity has increased by 0.01 compared to a 2021 baseline, absolute Scope 1 & 2 emissions have been reduced by 702 mt CO_2e compared. Further details regarding energy reduction on page 26.
	Potable water for factory non-contact process applications (gallons)	3,510,115	10% reduction	**3,038,918**	Goal achieved - additional detail on page 29
	% Electricity from renewable sources (Percent of total kWh based on EPA eGRID Averages)	44%	Increase Share%	**41%**	Calculated using 2023 EPA eGRID state averages as the basis, which is not counted towards market-based emissions calculations. Future renewable energy goals will be aligned with market-based accounting. The actual community solar allocation at East Wilton (~3,600 MWh out of ~25,000 MWh total) is closer to 14%.
	Waste to landfill (mt)	331	25% Diversion of waste from Landfill	**185**	Goal achieved - additional detail on pages 28

People

02



People

LifeMade'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 LifeMade site-level procedures, including the Code of Conduct, Human Rights Statement, employee handbook, safety procedures, and anti-discrimination and anti-harassment policies.

We foster a culture of respect, collaboration, and continuous improvement so employees can contribute their best ideas and do their best work.

When our people thrive, our products, customers, and communities benefit.

People

Health & Safety

LifeMade prioritizes the health, safety, and development of every employee. Across our facilities, we invest in ongoing safety training, leadership development, and engagement programs that create a culture of accountability, learning, and continuous improvement. These efforts help ensure that every team member goes home safe each day and has opportunities to grow their skills and career.

LifeMade tracks safety performance through incident rates, recordable injuries, training completion, STOP observations, audit findings, and corrective actions. These indicators are reviewed regularly to support prevention, accountability, and continuous improvement. Safety STOP observations, monthly incident reviews, safety huddles, employee training, and audit follow-up actions are used to identify hazards, reinforce safe behaviors, and reduce the likelihood of serious incidents.

Industry Standard for the plastic injection molding industry is 3.40 published by the North American Industry Classification System. LifeMade's goal is always zero recordables and finished 2025 with an actual of 1.43.

2025 Highlights

Monthly Activities

- First Aid Training - January
- Reasonable Suspicion Training - February
- Workplace Violence Training - April
- Annual Engagement Survey - May
- SMETA Audit - May
- SQF Audit - June
- Sexual Harassment Training - August
- Fire Extinguisher P.A.S.S. training - November
- DiSC leadership - November
- Code of Conduct Training - December

All Year Long

- DuPont STOP Observations
- Monthly Safety Incident Review (MSIR)
- Safety Celebrations
- Quarterly Town Halls
- Communication training and weekly safety huddles

Results

- Zero lost workdays
- Zero restricted workday
- 4 total recordables



1,251 DuPont STOP Observations Performed in 2025

Annual fire extinguisher training in Erlanger, KY



People

Recognition, Retention & Career Development

LifeMade celebrates the people who make our success possible. Through formal service awards, newsletters, and recognition programs, we honor the dedication, loyalty, and achievements of employees across all shifts and locations. These programs help reinforce a culture where long-term commitment, strong performance, and teamwork are valued.

From 5-year milestones to 40-year careers, LifeMade recognizes the contributions of employees at every stage of their journey. Programs like Perfect Attendance, CHAMPS Awards, High-Five drawings, and work-anniversary celebrations help build pride and connection across the organization. Continuous learning opportunities are also provided to ensure that our employees are gaining the skills they need to succeed and advance in their careers.

2025 Highlights

- Dozens of 5, 10, 15, 25, 35 and 40-year anniversaries
- Quarterly CHAMP Awards
- Perfect Attendance and High-Five drawings
- Temp employee recognition (July–September)
- Service awards and employee newsletters
- Annual 9-Block Succession Planning
- One employee completed their OSHA 30 Certification and received their ASQ (American Society for Quality) certification
- One employee received certified training courses on: Hot Runner Troubleshooting & Repair and Mold Maintenance, Troubleshooting & Repair through American Injection Molding Institute (AIM).



Two of our quarterly CHAMPS winners. These recipients are recognized for exemplifying LifeMade's Core Values.



1,320

hours of training through our Learning Management System in 2025 for an average of 4.5 hours per person

This figure does not include on-the job training

People

Community Involvement & Giving

3,300+

Community Service Hours

$8,000+

Raised for charitable initiatives

LifeMade supports the communities where employees live and work through volunteer service, employee-led fundraising, charitable giving, and local engagement activities.

These efforts reflect LifeMade's belief that strong businesses help build strong communities. Whether supporting food banks, local shelters, literacy programs, or cancer research, our employees consistently step up to make a meaningful difference beyond our facilities.

2025 Highlights

- Freestore Foodbank collections
- Adopt-A-Family: supported a family of 6 (mother + 5 children)
- Franklin County Animal Shelter fundraiser - $428
- Literacy Volunteers fundraiser - $200
- Harold Alfond Center for Cancer Care - $545
- LEAP - $277
- Breast Cancer & Give Cancer the Boot campaigns - $6,697.20
- Making Strides 5K participation

Driving fun engagement in Erlanger, KY for the annual Give Cancer the Boot fundraiser



Team members supporting the local food bank



People

Culture & Engagement

LifeMade fosters a workplace culture built on connection, appreciation, and shared experiences. Throughout the year, our facilities host events that bring employees together, celebrate milestones, and recognize both professional and personal achievements.

These activities strengthen engagement, improve morale, and reinforce LifeMade's commitment to being a workplace where people feel seen, valued, and supported.

LifeMade performs an annual Engagement survey and in 2025 had a 69% participation rate as well as a 69% engagement score.

2025 Highlights

- Holiday celebrations (Christmas Party, Easter, Independence Day, St. Patrick's Day)
- Earth Day Tree Planting
- Mother's Day & Father's Day events
- Employee cookouts and grill-outs
- Graduate recognition in June
- Employee gift programs

Building team engagement with a Fourth of July cookout



Adding some natural beauty to our Erlanger, KY facility on Earth Day





Product

03

Product

We design everyday products with sustainability in mind.

We are focused on providing innovative alternatives to traditional single-use items through materials science, product design, and customer collaboration.

By providing an assortment of products and materials, we aim to reduce environmental impact while still delivering the convenience and reliability customers expect.



Product Sustainability *Strategy*

LifeMade's product strategy is built on the belief that sustainability must be designed into products from the start. Through materials science, product engineering, and customer collaboration, we are transforming everyday tabletop products into solutions that use fewer resources, support circular material flows, and enable lower environmental impact at scale.

In 2025, LifeMade accelerated its transition toward more sustainable materials and designs by expanding certified compostable and fiber-based solutions, increasing recycled content, and significantly reducing virgin plastic use across multiple product platforms.

LifeMade is committed to responsible chemical management across its product portfolio. As a manufacturer of food-contact products, we comply with applicable FDA regulations 21CFR part 117, 174-189, governing materials used in contact with food, and we also monitor GRAS, FCN and TOR lists. We screen materials against substances of concern lists, including California Proposition 65, and work with suppliers to ensure materials meet applicable food contact compliance requirements. LifeMade does not use substances classified as highly hazardous in its manufacturing processes and monitors emerging chemical regulations to proactively manage transition risk.

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**

LifeMade 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 Compostable & Renewable Material Solutions

The R&D team at LifeMade is in constant pursuit of finding renewable materials that are able to deliver the usage experience and standards that consumers expect.

- LifeMade increased access to verified compostable alternatives by introducing certified commercially compostable cPLA cutlery into retail channels, helping consumers and customers transition away from conventional plastics toward compostable options that meet recognized third-party standards.
- We also expanded our pipeline of renewable-material products by completing development of fiber-based plates and bowls that are BPI and TÜV certified for home and commercial compostability. Development of these products was completed in 2025 and they entered the market in Q1 2026 which further broaden LifeMade's portfolio of compostable solutions.



Product

Reducing Material Use & Environmental Footprint

LifeMade made significant progress in reducing the amount of material used in its cutlery products.

- At the product level, LifeMade redesigned its Diamond branded conventional polystyrene cutlery platforms to deliver the same performance with less plastic. These design improvements reduced virgin resin use by 11% in white everyday cutlery and 21% in clear premium cutlery compared with prior product designs, lowering material intensity while maintaining product performance.



21% **Average reduction in virgin resin used in premium cutlery per unit, by weight, as compared with the prior design**

SEE IMPORTANT DISCLOSURES IN THE END NOTES

Product

Advancing Circularity Through Recycled Content

- To support a more circular plastics economy, LifeMade designed and contracted a new generation of polystyrene cutlery incorporating 20% post-consumer recycled (PCR) content. This innovation supports demand for post-consumer recycled plastic and reduces reliance on virgin fossil-based feedstocks. Development was completed in 2025 and the product went into production in Q1 2026.

- By integrating PCR into high-volume everyday products, LifeMade is helping close the loop on plastics while maintaining the performance, safety, and reliability customers expect.

- Our products are classified by the FDA as "Food Contact Packaging" and must be comprised of FDA Food Grade Paper and/or Plastic and Food Grade Inks (if used).

Investing in Cost-Competitive Sustainable Innovation

LifeMade recognizes that sustainability must also be scalable. In 2025, the company made significant R&D investments in experimental formulations and molding technologies to reduce the cost of domestic compostable product manufacturing. These efforts are focused on making compostable and renewable-material products more economically competitive, enabling broader adoption without sacrificing quality or accessibility.



20%

PCR in select Clear Premium Cutlery

Process

04

Process

We are committed to responsible manufacturing across our network.

We continuously work to reduce waste, improve material efficiency, and optimize energy and resource use throughout our operations.

By embedding sustainability into how we run our plants, we strengthen quality, resilience, and environmental performance at the same time.



Process

Energy Efficiency & Infrastructure Optimization

LifeMade is actively improving how energy is used across our manufacturing operations by upgrading equipment, eliminating waste, and identifying new efficiency opportunities.

Both of the LifeMade manufacturing sites engaged with the U.S. Department of Energy (DOE) to identify future energy efficiency opportunities and guide long-term energy management planning. Audits were conducted and assessment recommendations issued for the East Wilton, Maine facility and the Erlanger, Kentucky facility, identifying priority projects for 2026 and beyond.

At our Erlanger, Kentucky facility, assessment recommendations led to targeted projects that reduced unnecessary electricity consumption by addressing both infrastructure and system losses. These included eliminating compressed air leaks and replacing aging rooftop HVAC equipment with more energy-efficient systems, delivering measurable reductions in power demand.

2025 Energy Improvements

- Replaced rooftop HVAC Unit #4 at Erlanger, KY with a higher-efficiency system for an annual savings of 5,000 kWh in 2025
- Eliminated air leaks at Erlanger, KY, reducing power consumption by at least 3500 kWh
- Completed DOE energy program assessment at East Wilton, ME and Erlanger, KY

15% **Reduction in Purchased Electricity at LifeMade sites since 2021**

4,201 MWh reduction from 2021

2021 - 28,846 MWh

2025 - 24,645 MWh

Quantities stated include purchased electricity from Bentonville, AR Office



LifeMade's East Wilton, ME facility

Process

Renewable Electricity & Carbon Reduction

LifeMade is saving electricity costs while supporting the greater transition to cleaner energy.

In 2025, East Wilton expanded its community solar participation by 1,900 MWh, bringing its total renewable electricity allocation to 3,600 MWh - 14% of all purchased electricity at the East Wilton site.

Although the renewable energy generated in this program cannot be claimed by LifeMade under market-based calculations, participation in community solar provides a 15% fixed reduction in electricity cost for the allocated portion over 10 years, providing LifeMade with substantial cost savings for supporting renewable energy in the local community.



1,900 MWh

Expansion of community solar participation at the East Wilton, Maine facility

Process

Waste Reduction & Recycling

LifeMade continues to prioritize landfill diversion and material recovery through process improvements and recycling programs.

At East Wilton, the elimination of windows from paperboard boxes moved a significant waste stream from landfill to recycling, permanently improving waste handling while generating value from non-saleable materials. In 2025, this initiative diverted 299 tons of material from landfill.

This improvement reflects LifeMade's commitment to building more circular manufacturing processes that reduce waste, conserve resources, and create long-term environmental and economic benefits.



299 Tons

Material diverted from landfill

SEE IMPORTANT DISCLOSURES IN THE END NOTES

Process

Water Stewardship & Monitoring

LifeMade invests in proactive water management to ensure efficient cooling, accurate measurement, and responsible resource use.

At East Wilton, the replacement of the machine cooling evaporative water tower supports improved cooling performance and helps reduce unnecessary energy use. In addition, three new water meters, covering the main incoming supply and both water towers, were installed to ensure accurate tracking and support better water management decisions going forward.

These preventative investments strengthen LifeMade's ability to monitor, manage, and improve water efficiency across its operations.

5% **Drop in water usage per case of product produced in East Wilton since 2021, equivalent to 160k gallons of water annually**



500k Gallon reduction at East Wilton from 2021

2021 - 3.5 Million Gallons

2025 - 3.0 Million Gallons

SEE IMPORTANT DISCLOSURES IN THE END NOTES



05

2030 Targets

2030 *Targets*

As LifeMade 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 LifeMade'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
- 100% Gender Pay Equity
- 5,000 hours of Community Service Annually
- 6,000 hours of Training & Development Annually

Process

- Reduce Scope 1 & 2 intensity by 10% from 2025 actuals of 0.25 MT CO_2e/MT product
- Reduce Scope 1 & 2 absolute emissions by 42% from 2021 baseline of 8,589 MT CO_2e
- Increase total share of purchased electricity from renewable sources using market-based calculations
- Improve Scope 3 data quality with supplier-specific data

Product

- Offer a certified sustainable option in 100% of product categories
- 100% of plastic packaging will either incorporate bio-based or recycled materials, or be refillable, recyclable or compostable

Responsible *Business*





Responsible *Business*

At LifeMade, 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.

LifeMade, 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 ensuring we are sourcing from suppliers who operate according to our Supplier Code of Conduct.

Governance

LifeMade'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, Product, 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.**

2025 LifeMade Compliance

0 Whistleblower Reports

0 Confirmed Corruption Incidents

100% of Employees Completing Code of Conduct Training in 2025

Metrics are for LifeMade only in the calendar year 2025

01

Ethical & Legal Compliance

LifeMade, as part of Jadex Inc., is committed to adhering to the high standards of business conduct, and is committed to conducting business with integrity and transparency. Our compliance framework establishes clear standards that are designed 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 are required to complete mandatory annual online Code of Conduct training, reinforcing expectations related to ethical behavior, fair competition, anti-corruption, and regulatory compliance. This training is designed to ensure shared accountability and consistent standards across the organization.



IT Information *Security Policy*

LifeMade, 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 works to ensure employees are informed of this policy and have access to supporting procedures and guidance to maintain a secure information environment.



0

Confirmed Security Incidents

Metric is for LifeMade only in the calendar year 2025

Responsible Sourcing

LifeMade 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 76% of targeted suppliers had acknowledged receipt of our Supplier Code of Conduct. LifeMade sources approximately 84.7% 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.

76%

Targeted suppliers acknowledged our Supplier Code of Conduct

85%

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

Metrics are for LifeMade only in the calendar year 2025

UN SDG *Alignment*

What we're doing...



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 of waste from 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 LifeMade 2025 calendar year, unless specifically stated otherwise. In certain cases, data estimation and extrapolation may be used when deemed necessary.

2025 LifeMade SASB Standards and GRI Disclosures

Our 2025 Sustainability Report has been prepared with reference to 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.

LifeMade 2025 *SASB Index - Consumer Goods: Household & Personal Products*

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) 3,038,918 gallons (2) 752,817 gallons, 0% LifeMade sites are not located in regions with high baseline water stress per WRI Water Risk Atlas
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	N/A	Page 29
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) 13,699,498 (2) Data unavailable (3) 95.79%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	N/A	See pages 17-20
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

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-1 Organizational details	"LifeMade" refers to the business operations for the 2025 calendar year of LifeMade Products LLC and Hearthmark, LLC, each a subsidiary of privately-owned Jadex Inc. Headquartered in Greer, SC, LifeMade operates manufacturing facilities in E. Wilton, ME, and Erlanger, KY.
2-2 Entities included in the organization's sustainability reporting	LifeMade Products LLC and Hearthmark, LLC
2-3 Reporting period, frequency and contact point	Reporting period: January 1, 2025 - December 31, 2025 Frequency: Annual Contact: Sustainability.LifeMade@lifemadeproducts.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 data received third-party assurance on August 3, 2026.
2-6 Activities, value chain and other business relationships	A manufacturer and materials science company that offers both Private Label and Branded disposable tabletop products for brick and mortar retailers, foodservice locations and eCommerce platforms. LifeMade serves North American markets with the primary focus being consumer products.
2-7 Employees	At the end of 2025 LifeMade had 278 employees, excluding temp labor, in the continental US. Total employees was as high as 302 during the year. Ratio Male/Female: 59%/41% Total Ethnic Diversity = 20%
2-8 Workers who are not employees	Staffing Agency – Seasonal based
2-9 Governance structure and composition	See page 35
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	LIFEMADE 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-12 Role of the highest governance body in overseeing the management of impacts	See page 35.
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 correlating 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 35.
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.

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy	See page 19-20
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	Biodegradable Products Institute, Product Stewardship Institute, Foodservice Packaging Institute, Sustainable Packaging Coalition, SmartWay Transport Partner.
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	LIFEMADE 2025 RESPONSE
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	LifeMade strives for an inclusive process that ensures a complete, accurate report on material issues. When possible, LifeMade 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 LifeMade associates. To ensure quality reporting, the report is reviewed by senior leadership at LifeMade and by the ESG team of LifeMade'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 LifeMade's 2025 strategy and one of our core values. The success of our People, Process and Product Goals requires a cross-functional approach, as numerous enablers work together to advance sustainability and our 2025 strategy. Material topics that have been assessed are identified in the Materiality Assessment on page 9. The materiality assessment boundary includes, but is not limited to, our suppliers, operations, and customers.

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 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	LifeMade is in the process of assessing its climate change risks and opportunities and plans to implement climate risk management practices as appropriate. LifeMade 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. A major portion of the LifeMade portfolio is protected 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	LifeMade sourced approximately 84.7% of its materials from local suppliers.

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	LifeMade globally assesses operations for corruption, relying on LifeMade'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 LifeMade 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	Approximately 0.8% of the materials (by spend) were from designated renewable materials.
301-2 Recycled input materials used	See page 22.
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.

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	2025 Total fuel consumption from non-renewable sources - 427 MWh from nonrenewable fuel • Diesel fuel - 166 MWh • Motor Gasoline - 34 MWh • Propane - 227 MWh • Natural gas - 0 MWh Electricity consumption - 24,645 MWh from purchased electricity Total energy consumption within the organization - 25,072 MWh Calculated Using GHGP methodology and HHV
302-2 Energy consumption outside of the organization	N/A
302-3 Energy intensity	0.35 kWh/lb of product
302-4 Reduction of energy consumption	See page 10.
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	At East Wilton, ME: facility water is primarily withdrawn for process cooling purposes. Evaporative cooling is monitored by measuring water consumption, which is directly correlated to evaporative cooling losses. At Erlanger, KY: facility is leased and the lessor has operational control over water usage. Water usage at this location is estimated to be <1% of total.
303-2 Management of water discharge-related impacts	All water discharged by facilities is processed by POTWs.
303-3 Water withdrawal	3,038,918 gallons in 2025
303-4 Water discharge	2,286,101 gallons in 2025
303-5 Water consumption	752,817 gallons in 2025

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	110 MT CO2e
305-2 Energy indirect (Scope 2) GHG emissions	7,777 MT CO2e (location-based) 13,710 MT CO2e (market-based) 0 market-based instruments were redeemed by LifeMade in 2025, therefore market-based calculated emissions were calculated using residual grid emission factors, as outlined in the Greenhouse Gas Protocol Scope 2 guidance. Using residual grid emission factors resulted in market-based calculated emissions that are higher than location-based calculated emissions.
305-3 Other indirect (Scope 3) GHG emissions	93,423 MT CO2e
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)	LifeMade does not import, export, or produce CFC-11 or its equivalents.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	LifeMade does not use boilers or equipment that emits the listed pollutants. 0 tons of NOx, and 0 tons of SOx.

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 306: Waste 2020	

306-1 Waste generation and significant waste-related impacts	See pages 10, 23-24. Primary waste streams occurring within operations:
	• Hazardous waste:
	  ◦ Oil & oil mats reclaimed or recycled
	• Nonhazardous waste:
	  ◦ Municipal waste - landfilled
	  ◦ Cardboard / paper waste - recycled
	  ◦ Production polystyrene scrap - recycled
	  ◦ Pallets - recycled

306-2 Management of significant waste-related impacts	LifeMade 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	3,652 MT generated in 2025 - includes hazardous and non-hazardous waste that was reused internally, recycled, or sent to landfill
306-4 Waste diverted from disposal	3437 MT recycled or reused internally in 2025 16 MT of hazardous waste generated 15 MT of oil reclaimed and reused internally (onsite) 1 MT of oil sent to third-party for recycling 3421 MT of non-hazardous waste recycled or internally reused 2617 MT of production scrap reused internally (onsite) 804 MT of waste sent to third-party for recycling
306-5 Waste directed to disposal	215 MT of nonhazardous waste sent to landfill 0 MT of hazardous waste directed to disposal 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 LifeMade.

GRI STANDARD & DISCLOSURE	LIFEMADE 2025 RESPONSE
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	New Hires: 62
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 at 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

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 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) are 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 a 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.
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 of occupational health and safety impacts directly linked by business relationships	See page 19.
403-6 Promotion of worker health	See page 19.
403-7 Prevention and mitigation	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	4.5 hours via the online Learning Management System. This is not inclusive of on-the-job-training hours.
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	97% Performance Feedback 27% Career Development Profile

LifeMade 2025 *GRI Index*

GRI STANDARD & DISCLOSURE	LIFEMADE 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 LifeMade'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 LifeMade'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. LifeMade has not experienced any delays due to community-related issues. In addition, LifeMade has a goal of 4k hours of community service in our areas. LifeMade 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	LIFEMADE 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 LifeMade.
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	LifeMade has not had any recent material product liability incidents, and none related to any product defect. To the best of its knowledge, none of LifeMade's suppliers have had product liability issues. LifeMade 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	LifeMade aligns with ASTM testing to ensure products are performing as necessary to achieve desired product claims. All labeling aligns with FTC Green Guides for the proper use of environmental marketing claims.
417-2 Incidents of non-compliance concerning product and service information and labeling	LifeMade 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	LifeMade 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	LifeMade received no substantiated complaints concerning breaches of customer privacy.

Additional non-financial performance KPIs for 2025

CATEGORY	METRIC	UNIT	FY2025
GHG Emissions	Scope 1	MT CO2e	110
GHG Emissions	Scope 2 (Location-Based)	MT CO2e	7,777
GHG Emissions	Scope 2 (Market-Based)	MT CO2e	13,710
GHG Emissions	Scope 3 Cat 1: Purchased goods & services	MT CO2e	85,429
GHG Emissions	Scope 3 Cat 2: Capital goods	MT CO2e	2,008
GHG Emissions	Scope 3 Cat 3: Fuel-and-energy-related activities	MT CO2e	2,578
GHG Emissions	Scope 3 Cat 4: Upstream transport & distribution	MT CO2e	1,705
GHG Emissions	Scope 3 Cat 5: Waste generated in operations	MT CO2e	233
GHG Emissions	Scope 3 Cat 6: Business travel	MT CO2e	85
GHG Emissions	Scope 3 Cat 7: Employee commuting	MT CO2e	677
GHG Emissions	Scope 3 Cat 8: Upstream leased assets	MT CO2e	N/A
GHG Emissions	Scope 3 Cat 9: Downstream transport & distribution	MT CO2e	Not Calculated
GHG Emissions	Scope 3 Cat 10: Processing of sold products	MT CO2e	0
GHG Emissions	Scope 3 Cat 12: End of life treatment of sold products	MT CO2e	708
Energy	Total energy consumption	kWh	25,072,272
Energy	Total renewable energy consumption	kWh	0
Water	Total water consumption	Gallons	752,817
Water	Total amount of water recycled and reused	Gallons	Not Available
Air	Total weight of air pollutants	T	0

CATEGORY	METRIC	UNIT	FY2025
Waste	Total weight of hazardous waste	MT	17
Waste	Total weight of non-hazardous waste	MT	3,636
Waste	Total weight of waste recovered	MT	3,437
Employee Health & Safety	Days lost to work-related injuries, fatalities and ill health	Days	0
Employee Health & Safety	Number of work-related accidents	Number	4
Training	Average hours of training per employee	Hours	4.5
Compensation	Average unadjusted gender pay gap	%	See page 10
Responsible Procurement	Targeted suppliers who have signed the supplier code of conduct	%	76%
Responsible Procurement	Targeted suppliers with contracts that include clauses on environmental, labor, and human rights	%	66%
Responsible Procurement	Targeted suppliers covered by a sustainability assessment	%	40%
Responsible Procurement	Targeted suppliers covered by a sustainability on-site audit	%	0
Responsible Procurement	Buyers who received training on sustainable procurement	%	0
Business Ethics	Employees trained on business ethics	%	100%
Business Ethics	Reports related to whistleblower procedure	Number	0
Business Ethics	Confirmed corruption incidents	Number	0
Business Ethics	Confirmed information security incidents	Number	0

Additional non-financial performance KPIs

CATEGORY	METRIC	UNIT	FY2021	FY2022	FY2023	FY2024	FY2025
GHG Emissions	Scope 1	mt CO_2e	74	87	97	113	110
GHG Emissions	Scope 2 (Location-Based)	mt CO_2e	8,516	9,406	8,451	8,023	7,777
GHG Emissions	Scope 2 (Market-Based)	mt CO_2e	8,516	9,406	8,392	8,084	13,710
GHG Emissions	Scope 3 Cat 1: Purchased goods & services	mt CO_2e	Not Calculated	Not Calculated	91,447	74,382	85,429
GHG Emissions	Scope 3 Cat 2: Capital goods	mt CO_2e	Not Calculated	Not Calculated	1,688	1,156	2,008
GHG Emissions	Scope 3 Cat 3: Fuel-and-energy-related activities	mt CO_2e	Not Calculated	Not Calculated	3,042	2,706	2,578
GHG Emissions	Scope 3 Cat 4: Upstream transport & distribution	mt CO_2e	Not Calculated	Not Calculated	4,705	4,384	1,705
GHG Emissions	Scope 3 Cat 5: Waste generated in operations	mt CO_2e	Not Calculated	Not Calculated	505	260	233
GHG Emissions	Scope 3 Cat 6: Business travel	mt CO_2e	Not Calculated	Not Calculated	380	89	85
GHG Emissions	Scope 3 Cat 7: Employee commuting	mt CO_2e	Not Calculated	Not Calculated	563	554	677
GHG Emissions	Scope 3 Cat 8: Upstream leased assets	mt CO_2e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 9: Downstream transport & distribution	mt CO_2e	Not Calculated	Not Calculated	Not Calculated	Not Calculated	Not Calculated
GHG Emissions	Scope 3 Cat 10: Processing of sold products	mt CO_2e	Not Calculated	Not Calculated	Not Calculated	Not Calculated	Not Calculated
GHG Emissions	Scope 3 Cat 11: Use of sold goods	mt CO_2e	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_2e	Not Calculated	Not Calculated	5,843	4,011	708
GHG Emissions	Scope 3 Cat 13: Downstream leased assets	mt CO_2e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 14: Franchises	mt CO_2e	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GHG Emissions	Scope 3 Cat 15: Investments	mt CO_2e	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	29,148,811	29,968,484	26,444,258	25,578,656	25,072,272
Energy	Total renewable energy consumption (market-based calculation)	kWh	0	0	0	0	0
Water	Total water withdrawal	Gallons	3,510,115	3,486,819	2,505,374	2,970,852	3,038,918
Water	Total amount of water recycled and reused	Gallons	Not Available	Not Available	Not Available	Not Available	Not Available
Air	Total weight of air pollutants	T	0	0	0	0	0
Waste	Total weight of hazardous waste generated	mt	28	31	25	20	17
Waste	Total weight of non-hazardous waste generated	mt	3,792	2,254	1,802	3,010	3,636
Waste	Total weight of waste recovered	mt	3,234	1,744	1,344	2,812	3,437
Employee Health & Safety	Injury incident rate	Number	1.89	0.95	1.37	0.30	1.43
Employee Health & Safety	Days lost to work-related injuries, fatalities and ill health	Days	0	0	0	0	0
Employee Health & Safety	Number of work-related accidents	Number	5	1	4	4	4
Training	Average hours of training per employee	Hours	3.5	4.1	4.7	10	4.5
Compensation	Average unadjusted gender pay gap	%	91	91	91	See page 10	See page 10
Responsible Procurement	Targeted suppliers who have signed the supplier code of conduct	%	Not Available	Not Available	Not Available	76	76
Responsible Procurement	Targeted suppliers with contracts that include clauses on environmental, labor, and human rights	%	Not Available	Not Available	Not Available	Not Available	66
Responsible Procurement	Targeted suppliers covered by a sustainability assessment	%	Not Available	Not Available	Not Available	Not Available	40
Responsible Procurement	Targeted suppliers covered by a sustainability on-site audit	Number	Not Available	Not Available	Not Available	Not Available	0
Responsible Procurement	Buyers who received training on sustainable procurement	%	Not Available	Not Available	100	0	0
Business Ethics	Employees trained on business ethics	%	98	89	96	100	100
Business Ethics	Reports related to whistleblower procedure	Number	Not Available	1	0	0	0
Business Ethics	Confirmed corruption incidents	Number	0	0	0	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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