



If You Dream It, We Enable It

Sustainability Report | 2023





Techmer PM’s commitment to sustainability can be found in our integrated approach throughout our business.

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REVIEWING OUR LATEST PROGRESS AND LEARNINGS FOR TOMORROW

The sustainability report serves as a comprehensive account of Techmer PM's latest progress and achievements in various aspects of sustainability.

It provides an overview of the significant strides Techmer has made in developing sustainable solutions and implementing practices that align with our environmental, social, and governance (ESG) goals.

The report also highlights what we have learned from our progress and our steps moving forward.

Additional
information can
be found at our website,
techmerpm.com



Message From the CEO



I am pleased to present to you Techmer PM's 2023 Sustainability Report.

This report outlines our commitment to environmental stewardship, social responsibility, and long-term sustainable growth. It is my privilege to share with you the progress and milestones we have achieved in our sustainability journey.

Sustainability has always been deeply rooted in Techmer PM's values. We recognize that our actions today will shape our world tomorrow.

We have made significant strides toward our sustainability goals in the past year, including:

Environmental Conservation

- Achieved necessary certifications that demonstrate our commitment and efforts to energy-efficient technologies and optimized production processes.
- Implemented waste reduction

"Sustainability has always been deeply rooted in Techmer PM's values. We recognize that our actions today will shape our world tomorrow. That is why we have adopted a holistic approach to sustainability, integrating it into every aspect of our operations, supply chain, and relationships with stakeholders."

Michael McHenry
CEO, Techmer PM

initiatives resulting in a decrease in overall waste generation, as exemplified by our Zero Waste-to-Landfill certification.

Supply Chain Sustainability

- Collaborated with our suppliers to enhance transparency and ensure adherence to ethical practices, promoting responsible sourcing and fair trade.
- Conducted regular supplier assessments to identify areas for improvement and encourage sustainable practices throughout the supply chain.

Innovation and Product Responsibility

- Invested in research and development to create sustainable and eco-friendly products, reducing the environmental impact throughout their lifecycle.

In 2023, Techmer acquired color and additive compounder Advanced Color

Technologies (ACT) in Dalton, Ga.

The acquisition demonstrates Techmer's commitment to the fibers and plastics industries through investment in high-quality people and assets.

This will also expand our position as the innovation leader for colorants and additives in the synthetic fibers segment.

I want to express my gratitude to our employees, customers, suppliers, and other stakeholders for their commitment to our sustainability journey.

Together, we can drive positive change.

Thank you for your continued trust in Techmer PM.


Michael McHenry
Chief Executive Officer
Techmer PM



Message From the Vice President of Sales and Marketing

Welcome to Techmer PM's 2023 Sustainability Report.

As the vice president of Sales and Marketing, I am happy to present our report, showcasing our team's exceptional efforts in pursuing sustainability.

Each team in Techmer has played a role in championing sustainability initiatives and promoting responsible business practices.

Here are some key highlights of our accomplishments:

Sustainable Products and Social Impact

- Successfully launched and marketed our sustainability brand--HiTerra™ and a range of sustainable products that align with our commitment to environmental responsibility.
- Fostered diversity and inclusion across our workforce, ensuring

equal opportunities for all employees.

- Engaged in community outreach, including volunteering and partnerships with local organizations, to make a positive impact on the communities in which we operate.

Sustainability Reporting and Certifications

- Collaborated with our Sustainability Team to ensure accurate and impactful reporting of our sustainability efforts.
- Received relevant certifications to demonstrate our commitment to sustainable practices and enhance our credibility in the market.

Our customers succeed when we provide exceptional quality, unparalleled service, and opportunities for building lasting relationships.

"Our customers succeed when we provide exceptional quality, unparalleled service, and opportunities for building lasting relationships. Their success is our success."

Jon Rogers, PhD
VP of Sales and Marketing
Techmer PM

This philosophy is why we invest our efforts into creating not only sustainable products but also sustainable relationships.

The team at Techmer has my sincere appreciation for their dedication, creativity, and passion for promoting sustainability within our operations.

Let us continue collaborating, inspiring our customers, and leading the way toward a more sustainable future.

Thank you for your unwavering commitment to excellence and sustainability.

Jon Rogers
VP of Sales and Marketing
Techmer PM





ABOUT TECHMER PM

Techmer PM is dedicated to empowering our customers to strengthen their brand preferences by offering products that embody the desired performance and contribute to their sustainability objectives. Our expertise lies in understanding brand owners' and processors' unique challenges and requirements. This sets us apart and allows us to provide them with a distinctive competitive advantage.



40+

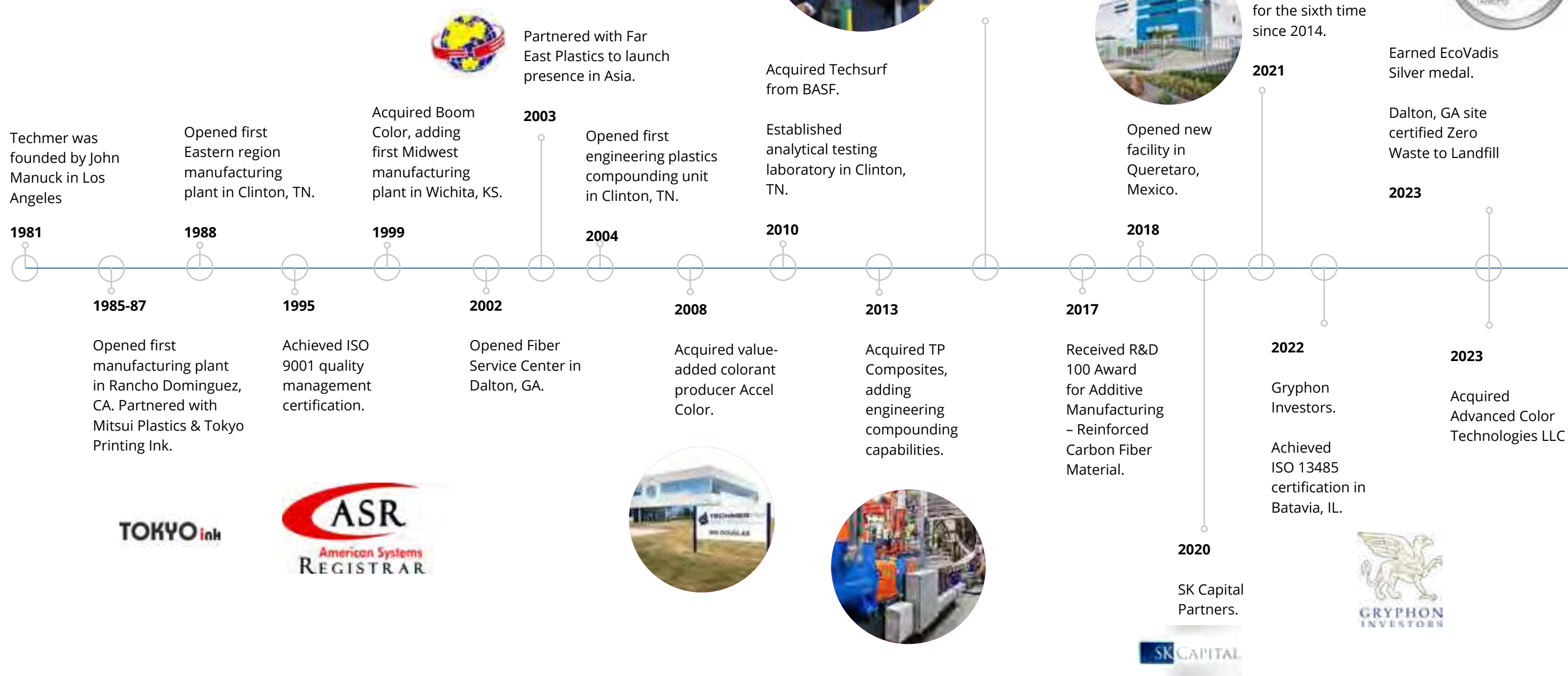
For more than 40 years, we've enabled customer success across geographies and market segments, including healthcare, packaging, transportation, electronics, durable goods, and agriculture.





Techmer's History

To understand Techmer's history and name is to understand what we have sought to accomplish for over 40 years. "Techmer" combines the words "technical" and "polymer," exemplifying our expertise and commitment to our craft. PM reflects our pride in polymer modifiers and references our innovative philosophy and focus on challenging and elevating the status quo.





Local Presence With a Global Reach

33+

Techmer products are sold to more than 33 countries worldwide.

North America

Techmer operates seven manufacturing sites across North America, serving a diverse customer and market base.

- Clinton, Tennessee**
Headquarters and manufacturing site
- Batavia, Illinois**
Manufacturing site
- Dalton, Georgia**
Manufacturing site and Fiber Service Center
- Los Angeles, California**
Manufacturing site
- Querétaro, Mexico**
Manufacturing site
- Wichita, Kansas**
Manufacturing site

500+
Employees

China

Chinese partner, Far East Plastics, has provided regional support for Techmer PM's customers for nearly two decades. Learn more at: <http://www.fepec.com/en/>

Japan

A strategic partner since 1987, Tokyo Printing Ink supports Techmer PM's customers in Japan and the Asia Pacific region with high-quality masterbatches produced to Techmer's specifications. Learn more at: <https://www.tokyoink.co.jp/en/>



A VISION FOR THE FUTURE

Techmer PM's vision statement remains a guiding force, shaping our path and highlighting our aspirations as an organization. It captures our commitment to preserving the foundational elements that define us while propelling us toward a promising future.



“Enhancing lives and enabling brand success through the design of innovative and sustainable modified polymers.”





Techmer's Mission Statement

Our mission is clear and focused: to create innovative products, provide exceptional customer experiences, and preserve the environment. We foster an inclusive culture that empowers stakeholders to drive growth through sustainable technologies. We pave the way for our customers' success with unwavering dedication to quality and collaborative efforts.

At Techmer, we believe in the power of innovation and customer-centricity. We strive to deliver top-notch products while preserving the environment for future generations. Our inclusive culture and commitment to sustainability create a strong foundation for growth and enable our customers to achieve their goals.

Customer Service Team,
Clinton, Tenn.





Our Four Strategic Pillars

Techmer differentiates itself by our holistic approach to crafting and aligning our Vision, Mission, Strategic Pillars, and Core Values. These elements form the foundation

of our organization, guiding our overarching purpose and commitment to customer satisfaction. Our success is built upon four strategic pillars that drive our actions and define our priorities.



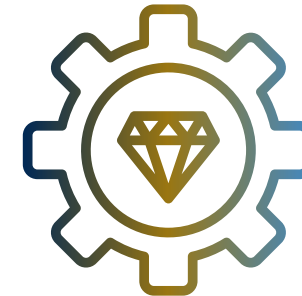
World-Class Safety Culture

We are fully engaged and take ownership of our own and our colleagues' safety and wellbeing.



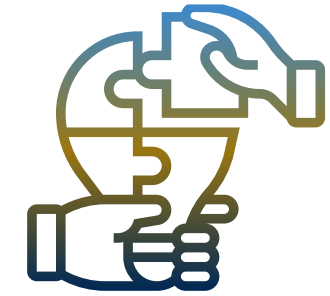
Sustainability

We seek to have a positive impact on society and the environment through robust business processes, product development, and educating the industry.



Operational Excellence

We strive to identify and implement industry best practices, fully leverage system capabilities, and utilize standard processes with the goal to improve the customer experience and deliver best-in-class products and services.



One Techmer

We collaborate across sites and functions to create a diverse and inclusive organization in which we can all thrive, do our best work, and win together.



World-Class Safety Culture



We are fully engaged and take ownership of our own and our colleagues' safety and well-being.



Techmer PM places the utmost importance on cultivating a world-class safety culture throughout our organization.

As a manufacturing site in California, we are all very cognizant of the importance of safety and our site's impact on people and the environment.

This commitment starts at the top, with our leadership setting the example and cascading a safety-first mindset throughout the company.

Techmer PM's safety protocols are designed to identify risks, implement preventive measures, and provide ongoing employee training.

This culture of vigilance and awareness is practiced in all areas of our site in California.

We encourage all employees to actively participate in safety



Scott Hillman
Site Manager
Rancho Dominguez, Calif.

discussions, report near misses, and share ideas for enhancing safety practices.

We invest in our employees' ongoing development and training to equip them with the knowledge and skills necessary to maintain a safe working environment.

Our commitment to a world-class safety culture extends beyond the organization. We actively engage with industry partners, regulatory agencies, and professional agencies to stay informed about the latest safety practices, standards, and regulations.



Sustainability



We seek to have a positive impact on society and the environment through robust business processes, product development, and educating the industry.



Humberto Vidales
Production Manager
Queretaro, Mexico.

Techmer PM takes a comprehensive sustainability approach that permeates all aspects of our operations, products, and employee practices.

Our commitment to sustainability extends beyond mere intentions, as we actively seek to positively impact society and the environment through every facet of our business.

One example is the recycling program in the Queretaro, Mexico facility, an initiative sponsored by the Queretaro State Government, the Queretaro Automotive Cluster, and BTICINO.

The recycling program separates scrap materials by resin type. This ensures that every waste generated by the facility is sorted correctly to be

recycled and reused, resulting in zero materials sent to landfills.

The initiative also includes learning and sharing sessions with other manufacturing companies in the area.

Sustainability is also at the heart of our product development philosophy. We invest in research and development to create innovative, sustainable solutions that meet the evolving needs of our customers.

This led to the launch of Techmer's sustainability brand - HiTerra™ to support the continuing sustainability focus within the plastics industry.





Operational Excellence



We strive to identify and implement industry best practices, fully leverage system capabilities, utilize standard processes with the goal of improving customer experience, and deliver best-in-class products and services.



John Long
Site Manager
Clinton, Tenn.

Techmer PM places a strong emphasis on operational excellence, adopting a proactive approach that encompasses the identification and implementation of industry best practices.

We continuously strive to enhance our operations, fully leveraging the capabilities of our systems and employing standard processes that drive efficiency and effectiveness. Our primary goal is to improve the customer experience by delivering best-in-class products and services.

One of the things we do to achieve operational excellence is the purge optimization initiative at our Clinton, Tennessee, site.

Machine utilization is a key sustainability metric, as the faster machines can be cleaned out for the next order while utilizing less energy, water, and workforce, with less scrap generated.

For this procedure, we used both external and internally made purges and ran through an exhaustive design of experiments.

We concluded that the optimal solution was our internally made purge PM112224, mixed with a 2MI LDPE resin.

This solution was tested in our Batavia and Dalton facilities and established as a best practice for the company.

This has significantly reduced our resource draw due to purging activities.

We even use this purge procedure on our smaller applications lab equipment, such as injection moldings, blow molders, and lab-scale extruders, to further minimize our resource cannibalization.



One Techmer



We collaborate across sites and functions to create a diverse and inclusive organization in which we can all thrive, do our best work, and win together.

Techmer PM is committed to fostering collaboration among all stakeholders, promoting a diverse and inclusive organization where everyone can thrive, do their best work, and win together.

We recognize that the power of collaboration lies in harnessing the unique perspectives, experiences, and talents of individuals across sites and functions.

By breaking down silos and encouraging open communication, Techmer creates an environment that fosters collaboration, knowledge sharing, and the exchange of ideas.

This is apparent with the ongoing relationship between the Kansas, Illinois, and Clinton, Tennessee, facilities.

We constantly communicate on various work orders, project initiatives, and processes. This ensures we deliver the same quality quickly and work as one team.

Collaboration extends beyond internal stakeholders to encompass external partners, customers, and the communities in which we operate.

We also actively engage with our partners, seeking opportunities to collaborate, share knowledge, and leverage collective strengths.



Ramon Reynaga
Site Manager
Wichita, Kan.





Guiding Principles and Values

Teamwork-Based Safety

We take accountability for our employees by continuously implementing solutions to improve safety while motivating each other to do the same.

“The true goal of workplace safety is the creation of a work environment where everyone takes responsibility—not only for their own safety but also for everyone around them. Looking out for one another is simply the right thing to do.”



Missy West
Safety Compliance Officer
Clinton, Tenn.

Inclusive Culture

We embrace and celebrate differences by maintaining a diverse and welcoming environment that celebrates our team members' accomplishments.

“This means we embrace learning opportunities, listen to employees at every level, and recognize strengths. When we successfully create an inclusive culture, we have a team with different perspectives. These perspectives allow us to better problem solve, innovate, and collaborate while achieving our shared goals as One Techmer.”



Joseph Kelley
Site Manager
Batavia, Ill.



Ricardo Vasquez
General Manager - LATAM
Queretaro, Mexico.

Honesty and Integrity

We communicate professionally and transparently at all organizational levels to create trust throughout our value chain.

“We start from mutual respect in everything we do, and we see it consolidated through the construction of lasting relationships both within our organization and with our business partners in each of the industries in which we participate, thus allowing us to be an integral part of their vision and sustainability strategy.”



Ben Fain
Quality Control Manager
Clinton, Tenn.

Quality in Everything We Do

We take pride in our work, learning from every challenge while making sure to get it right the first time, every time.

“At Techmer, quality is part of our culture. Everyone is responsible for ensuring each lot is consistent to earn and keep our customers' trust. As the Quality Control manager, I feel it is my responsibility to ensure everyone understands the importance of our culture, which in turn creates dependable, consistent, and quality products for our customers.”



Guiding Principles and Values

Relationships Matter

We encourage collaboration with colleagues and industry partners, where everyone is treated with humility and respect. We motivate our employees to achieve their best work by offering support, constructive feedback, and encouragement.

“When it comes to Techmer’s 3D printing business, it is paramount for us to collaborate with printer manufacturers, service bureaus, universities, government agencies, and OEMs to help enable applications and, ultimately, commercial success for all involved. There is tremendous complexity and difficulty in ensuring that the material, the process, and the design all work together harmoniously. I’m pleased to have seen many successful examples and multiple companies and disciplines working together towards a common goal.”



Kara Noack
Business Director -
Engineered Compounds

Environmental and Industry Stewardship

We deploy sustainable practices that preserve our environment and communities for future generations. We also champion change, work with thought leaders, and inspire others to support sustainable innovation.

“At Techmer PM, we strive to stay on top of global regulations to ensure our products meet our customers’ design requirements and the stringent demands necessary to protect our environment.”



Shannon Radcliffe
Regulatory Manager
Clinton, Tenn.



Anthony Chang
Research and Development Engineer
Rancho Dominguez, Calif.

Curiosity and Ambition

We seek out opportunities for continuous improvement and innovation, taking calculated risks to benefit our customers.

“As a member of the material design team, I am motivated to design value-added additive packages with an awareness of the importance of identifying eco-friendly chemicals. We are always searching for next-generation polymer modifiers and additives using sustainable chemicals and state-of-the-art manufacturing technologies to meet new regulations and environmental standards.”





Focus on Growth

Through our work, we have identified several strategic focus areas that we believe will become increasingly important to our customers and the industry as a whole.

“Every day brings new and exciting opportunities. Our market experts match industry trends with cutting-edge technologies to help our customers solve their most challenging problems, giving them a competitive advantage.”

Steve Loney
Director of Marketing



Flexible Packaging & Film

Expand the Flex & Films market with a focus on solutions that improve product protection and shelf-life extension.

APPLICATIONS

- Agriculture
- Building & Construction
- Food & Beverage
- Healthcare



Synthetic Fibers

Maximize the performance benefits of recycled materials, bio-based polymers, and MaxChroma®.

APPLICATIONS

- Artificial Turf
- Floor Coverings
- Nonwovens
- Textiles



Engineered Compounds

Solve application needs with the ability to be highly flexible and sustainable. We welcome formulation complexity and customization to provide value.

APPLICATIONS

- 3D Printing
- Aerospace
- Electronics
- Industrial
- Transportation



Healthcare

Champion innovative sustainable solutions that also meet the strict regulatory guidelines for the healthcare market.

APPLICATIONS

- Diagnostics
- Drug Delivery
- Labware
- Surgical Devices
- Medical Devices



Rigid Packaging

Deliver sustainable solutions to the rigid packaging market with brand-affirming color, functional performance, and processing efficiency.

APPLICATIONS

- Food and Beverage
- Health and Beauty
- Healthcare/Pharma
- Household
- Industrial



Growing Techmer's Synthetic Fibers Segment

In 2023, Techmer PM acquired Advanced Color Technologies (ACT), demonstrating our commitment to the fibers and plastics industries.

The combined technology, capabilities, and people of Techmer and ACT will expand our position as the innovation leader for colorants and additives in the synthetic fibers segment. This acquisition aims to improve customer experience with the added resources in synthetic fibers and other industries, expanding sales, marketing, technology, and manufacturing capabilities.

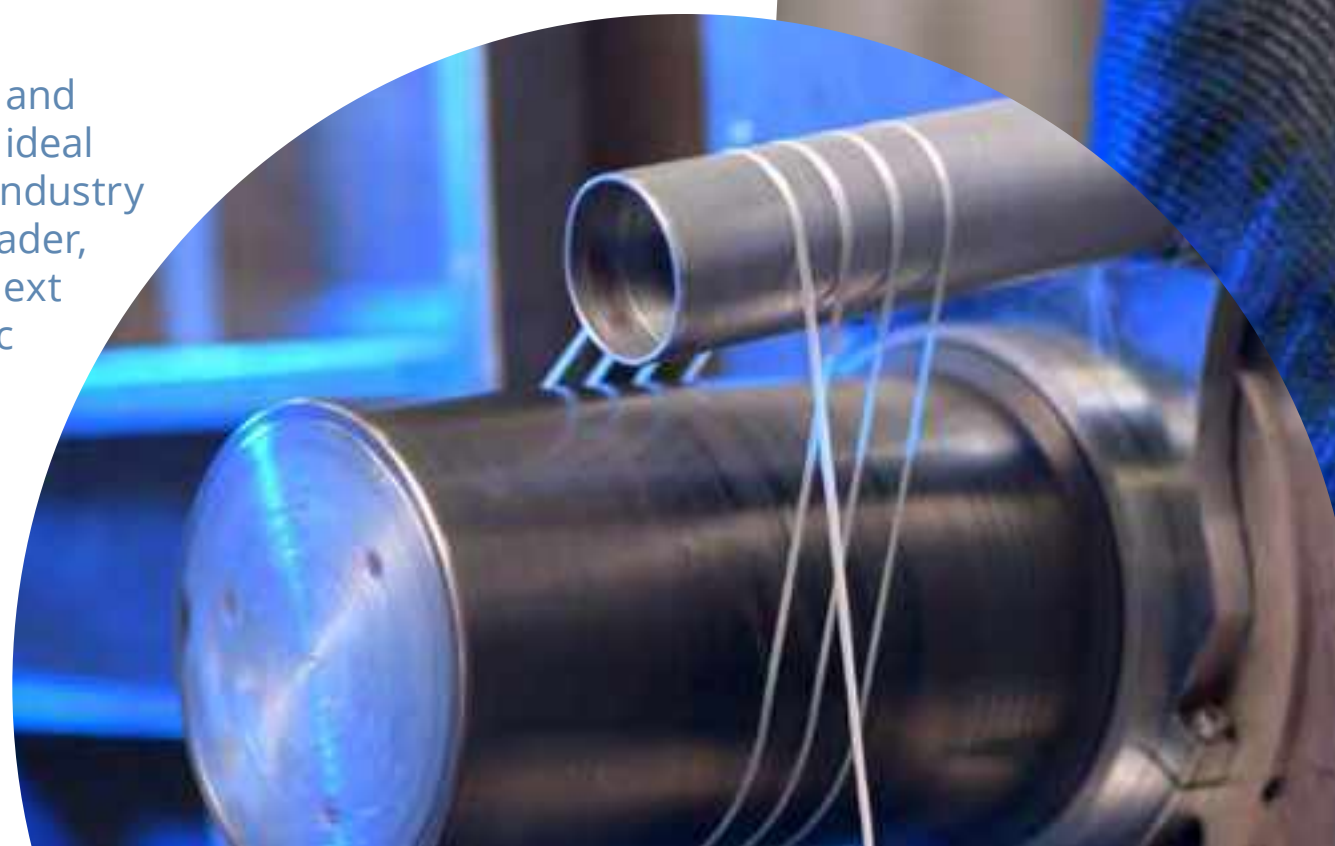
The addition of ACT is part of Techmer's strategic plan to grow its markets in attractive, sustainable, technology-oriented industries.

"Techmer's technology, leadership, and commitment to quality made it an ideal company for this integration. The industry views Techmer as an innovation leader, and we're excited to move to the next growth stage through this strategic combination."

Russ Neuman
Vice President
Techmer - Kimberly Park
(formerly ACT)



Russ Neuman
Vice President
Techmer - Kimberly Park
(formerly ACT)





OUR PEOPLE

Being truly sustainable requires us to focus on the social aspect of sustainability throughout our organization. This includes our business ecosystem and the communities in which we operate. Techmer focuses on retention, engagement, and professional development for our employees. We are redesigning work to be more human-centric, emphasizing health and safety, benefits, professional development, and DE&I.





People Sustainability

At Techmer, our most valuable resource is our people.

We hire innovators and thought leaders who pride themselves in pioneering the sustainability landscape.

In 2022, a diverse and cross-functional team of leaders at all levels of the organization developed our **Mission, Core Values, and Strategic Pillars** for success. Our Mission defines why we exist, our Pillars represent what we do, and our Values define how we do it. This has become the foundation of our Strategy Map.

Each of us develops our individual performance goals aligned to the Strategy Map, and we hold ourselves and each other accountable for accomplishing our goals by demonstrating our core values:

- Teamwork-Based Safety
- Inclusive Culture
- Honesty and Integrity
- Relationships Matter
- Curiosity and Ambition
- Quality in Everything We Do
- Environmental and Industry Stewardship

Inclusive Culture

In 2022, we designed and kicked off the Techmer PM Leadership Agility Program. Throughout this eighteen-month program, we assessed our ability to anticipate and readiness to manage change, and we rolled out tools that built skills in value chain mapping and problem-solving.

We deployed 15 cross-functional teams at all levels of the organization to evaluate these challenges and recommend actions to mitigate or eliminate their risk to achieving our mission-critical initiatives.

Future is Bright

We also developed and communicated the Techmer PM Code of Conduct and associated employee training.

It summarizes and emphasizes the requirements and expectations of all Techmer PM employees.

“Our Mission defines why we exist, our Pillars define what we do, and our Values define how we do it. These became the foundation of our five-year Strategy Map.”

Elizabeth Perusse
Vice President of Human Resources

Our commitment is to maintain an honest, profitable, and sustainable enterprise and to work only with ethical and responsible business partners who also act under this Code.

It also reflects how we strive to foster an inclusive culture where all our employees and business partners are challenged, rewarded, and empowered to drive progress and growth using sustainable technologies.



Elizabeth Perusse
Vice President of
Human Resources



Professional Growth and Development



By actively creating opportunities and providing professional development for employees, we aim to ensure knowledge and skills stay relevant and current.

Training our workforce is integral in maintaining our award-winning company culture while enabling teams to accomplish business goals.

Talent Management

Techmer strives to create an environment where employees can learn, grow, and innovate. We are committed to attracting and retaining talent who can help us evolve. We provide development opportunities, including cross-training, functional projects, and internal job postings.

Techmer welcomes new team members who bring varied experiences while learning from colleagues who have been part of our success. This creates an opportunity to share knowledge that ultimately makes us better.

Total Compensation

Techmer regularly benchmarks our compensation and benefits programs to local and national markets to ensure our total compensation package allows us to attract and retain top talent.

Team and Skill Building

Through the implementation of a Learning Management System (LMS), we are enabling employees to access required and elective training content.





New Beginnings



Tina Rogers
Market Manager - Synthetic Fibers

"I was looking forward to joining a dynamic team with an established and growing company like Techmer PM. My journey has been great so far. I have had the opportunity to work alongside some brilliant people and solve interesting problems. Everyone at Techmer PM has been great to work with and has made me feel at home. I look forward to continuing to grow with the company and building a world-class recruitment function."

"I'm delighted to have an opportunity to work with the Techmer PM team and excited to help the company expand and grow our fiber market opportunities. I'm impressed with the capabilities and innovation that Techmer PM has available to our partners. I enjoy working in an inclusive culture that can develop my skills and is fostering a better tomorrow with their environmental and sustainability stewardship."

"My adventure at Techmer is the very definition of "engaging our roots." I started five years ago as an operator with a desire to learn. I was surrounded by people who wanted to see me develop and succeed, and they made sure that I did. After five years and some hard work, I am now a part of manufacturing leadership and a full-time college student. Techmer made sure that I became the best possible version of myself."



EJ Alemany
Talent Acquisition Manager



Devin Price
Process Technician
Clinton, Tenn.



Legacy Perspectives



Clifton Patton
Lab Technician
Batavia, Ill.

"I have been with Techmer for a little over 27 years now. I started as a receptionist and eventually moved into a Customer Service role. I treasure the relationships developed with my customers while supporting their needs and our great relationship with the sales team. Techmer has been good to me, and I'm glad to be part of this team. We have an awesome culture where we work together for the same goal--to provide excellent service and product."

"I have been with Techmer for ten years – eight as a lab technician and two as a maintenance technician. I have accomplished a lot at my current job, and am ready to take the next step in my career. Techmer values innovation and advancement, and I'm looking forward to new opportunities for improving my skills and expanding my responsibilities. My favorite thing about working at Techmer is the flexibility with my working hours and the team."

"I joined Techmer PM in 1991, right out of college and more than half my lifetime ago. My career began in Quality Control, and my only move was to Technical Service as the Technical Service representative for flexible packaging. Technical Service is an ever-evolving job in which we are routinely challenged to solve a customer problem or create a solution that no one else can. Techmer is the only place where I have worked in the real world. I appreciate the support I have received and the lifelong friendships that I have made here."



Antonia Lopez
Customer Service Representative
Rancho Dominguez, Calif.



Jeff Foster
Technical Service Representative
Clinton, Tenn.



Culture of Innovation

At Techmer, we foster a workplace environment that encourages employees to introduce creative ideas and solutions.

Techmer PM actively facilitates and engages in various ESG and sustainability working groups. These collaborative initiatives bring together industry experts, fostering a collective effort to address common problems, measure progress, and formulate effective strategies.

Techmer and Purdue University at Rapid + TCT 2023

Kara Noack, business director - Engineered Compounds for Techmer PM, and Eduardo Barocio, assistant director - Additive Manufacturing for CMSC, Purdue University, shared how simulation in large-scale Additive Manufacturing can accelerate application and print development, optimize part performance, and reduce cost.

Sustainability Conferences and Innovation Tradeshows

Techmer's team regularly attend sustainability conferences and innovation tradeshows to identify ways to better serve our customers' needs and find solutions to their challenges.

They network with industry leaders to deliberate on several topics, including:

- The latest industry trends
- The next sustainable technologies
- How we can collaboratively help our customers achieve greater manufacturing efficiencies
- The latest environmental and regulatory challenges



Fibertech

Innovation
+ Technology

Fibertech Innovation + Technology

Fibertech Innovation + Technology conference, presented by Techmer, features the latest technology developments and product innovations in the colorant and additive industry for the fiber market.

The conference addresses both business and technical issues facing fiber producers worldwide, with leading authorities reporting on the latest industry trends, economics, technology, and advances in fiber performance, fiber processing, and productivity.





Queretaro, MX Facility's 5th Anniversary

Celebrating Five Years of Success

Techmer PM's Queretaro, Mexico, facility celebrated its fifth anniversary in 2023.

Over the past five years, the state-of-the-art facility has achieved significant milestones, exceeded expectations, and played a pivotal role in Techmer PM's growth and success.

Since its inception, the Queretaro facility has made remarkable strides in various areas, demonstrating its commitment to excellence, innovation, and customer experience.

Unwavering Commitment to Quality

The facility has maintained an unwavering focus on delivering the highest quality products and services. By adhering to stringent quality control measures and leveraging advanced manufacturing processes, it has consistently met and exceeded industry standards.

Customer-Centric Approach

We have always placed customers at the center of our Queretaro operations. By fostering strong relationships, understanding unique requirements, and providing exceptional customer service, the facility has earned the trust and loyalty of a growing customer base.

Focus on Sustainability

With a deep commitment to environmental stewardship, the Queretaro facility has consistently incorporated sustainable practices into its operations. From the recycling program to using energy-efficient processes, it has minimized its ecological footprint while delivering sustainable solutions to customers.





Employee Safety First

World-class safety culture—Employees return home the way they came to work.

Techmer PM remains dedicated to upholding and advancing a secure, well-being-focused, and injury-free atmosphere for all its employees in 2022 and 2023.

We have implemented protocols that outline and discern roles and obligations, including work protocols,



essential machinery processes, staff training, and additional measures that facilitate a secure working environment for all employees.

Safety stands as a fundamental principle that extends across all tiers and functions. By pinpointing precarious actions and hazardous situations, we can consistently enhance our safety initiatives while striving to eradicate work-related injuries entirely.

Promoting and Reporting

Ensuring every employee's safety, whether in the office or warehouse, remains a priority for Techmer.

"Safety stands as a fundamental principle that extends across all tiers and functions. By pinpointing precarious actions and hazardous situations, we can consistently enhance our safety initiatives while striving towards the objective of eradicating work-related injuries entirely."

Eric Selbe

Corporate Director of Environmental, Health, Safety, and Regulatory, Clinton, Tenn.

"Having a safety-first philosophy ensures you avoid unnecessary risks while following basic safety safeguards helps keep employees and visitors safe. Focusing on leading indicators is vital in mitigating incidents that could lead to injuries. Using a hierarchy of controls is beneficial in identifying hazards while creating a more robust culture of awareness."

Gustavo Covarrubias
Regional Safety Manager
Rancho Dominguez, Calif.

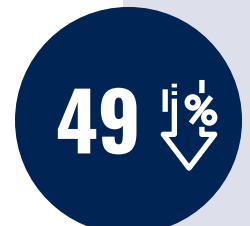


Every tier of management has a duty to document work assessments, which plays a pivotal role in averting potential accidents and recurrences. By clearly outlining standards, procedures, and anticipations for any day-to-day operations, we can effectively minimize potential risks.



Zero environmental, health, or safety violations year to date

Installation of vacuum lifting equipment across all sites has eliminated ergonomic injuries associated with manual lifting



49% reduction in Total Case Injury Rate from 2020



Eight Years—No Lost-Time Incident

We collaborate across sites and functions to create a culture of safety and sustainability in which we can all thrive, do our best work, and win together.

Techmer PM is dedicated to fostering a top-tier safety and sustainability culture across our entire organization.

This dedication originates from our leadership, who set the example and propagate a safety and sustainability-first mentality throughout the company.

The safety protocols at Techmer are designed to recognize potential risks, implement preemptive measures, and offer continuous training to employees. Our sustainability mission helps guide us in creating a greener environment for our future generation.

It is with these cultures that resulted in the Dalton, Georgia, facility achieving eight years without a lost time incident and earning the Zero Waste-to-Landfill certification from Intertek.

Promoting a culture of transparent communication and continuous improvement also played a significant role in achieving these milestones.

We actively encourage all staff members to engage in safety and sustainability conversations and contribute ideas on how we can work better.

Our commitment to cultivating these cultures goes beyond the boundaries of our organization. We apply these practices with industry peers, regulatory authorities, and professional associations to ensure we are always on the right track and remain well-informed of the latest practices, standards, and regulations.

“The Dalton facility has achieved a remarkable achievement of eight years of zero incidents leading to lost time. This achievement isn’t just a number; it’s a testament to the collective dedication and meticulous approach that every member of our team brings to their work every day.”

Tom Standley
Site Manager
Dalton, Ga.





Giving Back to the Community

While enabling our customers to achieve their sustainability goals, Techmer also strives to make a positive contribution and actively participate in volunteer activities. Our goal is to be a good neighbor in our local communities.

Internship Programs

Techmer collaborates continuously with local universities and colleges to provide practical work experience for its students.

These students bring a fresh perspective and innovative ideas to Techmer PM, all while we continue to nurture the future talent pipeline, offer learning opportunities, and support career development.



Aid to Distressed Families of Appalachian Counties (ADFAC)

Each year, Techmer donates to the ADFAC organization to assist with its mission of providing resources such as housing assistance and school supplies for low-income residents in Appalachian counties.

The particular organization was chosen through the Techmer Employee Volunteerism Program (EVP).



Habitat for Humanity - Batavia

Staff volunteers from Techmer's Clinton and Batavia sites joined the Fox Valley Habitat for Humanity with demolition and cleaning work for a home in Aurora, Illinois.

Habitat for Humanity is a nonprofit organization that helps people in various communities build or improve a living space they can call home.



Dream It Do It

Every year, Techmer PM supports a local school in Anderson County in the Dream It Do It project—an initiative that creates awareness among young people about the training and opportunities that exist in advanced manufacturing.

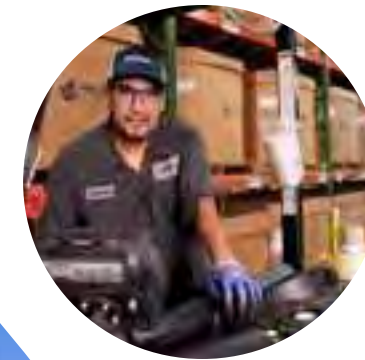
Techmer partnered with Norris Middle School in 2022 and hosted a group of students at the Clinton, Tennessee facility.





SUSTAINABILITY

Techmer PM is dedicated to reducing energy consumption, eradicating wasteful practices, conserving water resources, and innovating technologies that help our customers attain their sustainability goals.





Sustainability Pillar

We strive to have a positive impact on our society and the environment by championing sustainable technology and education initiatives with all of our stakeholders, both internal and external.

Sustainability Mission

Our mission is to have a positive impact on our society and the environment by championing sustainable technology and education initiatives with all of our internal and external stakeholders. This encompasses all areas of our operation, as you have read throughout this report and in the following pages.

Sustainability Certification

Our key differentiation is the willingness to seek third-party certifications. We walk the talk and can prove it with certifications such as our Zero Waste-to-Landfill certification and our improved score in EcoVadis to Silver, putting us in the top 25% of suppliers in our industry.

Sustainability Innovation

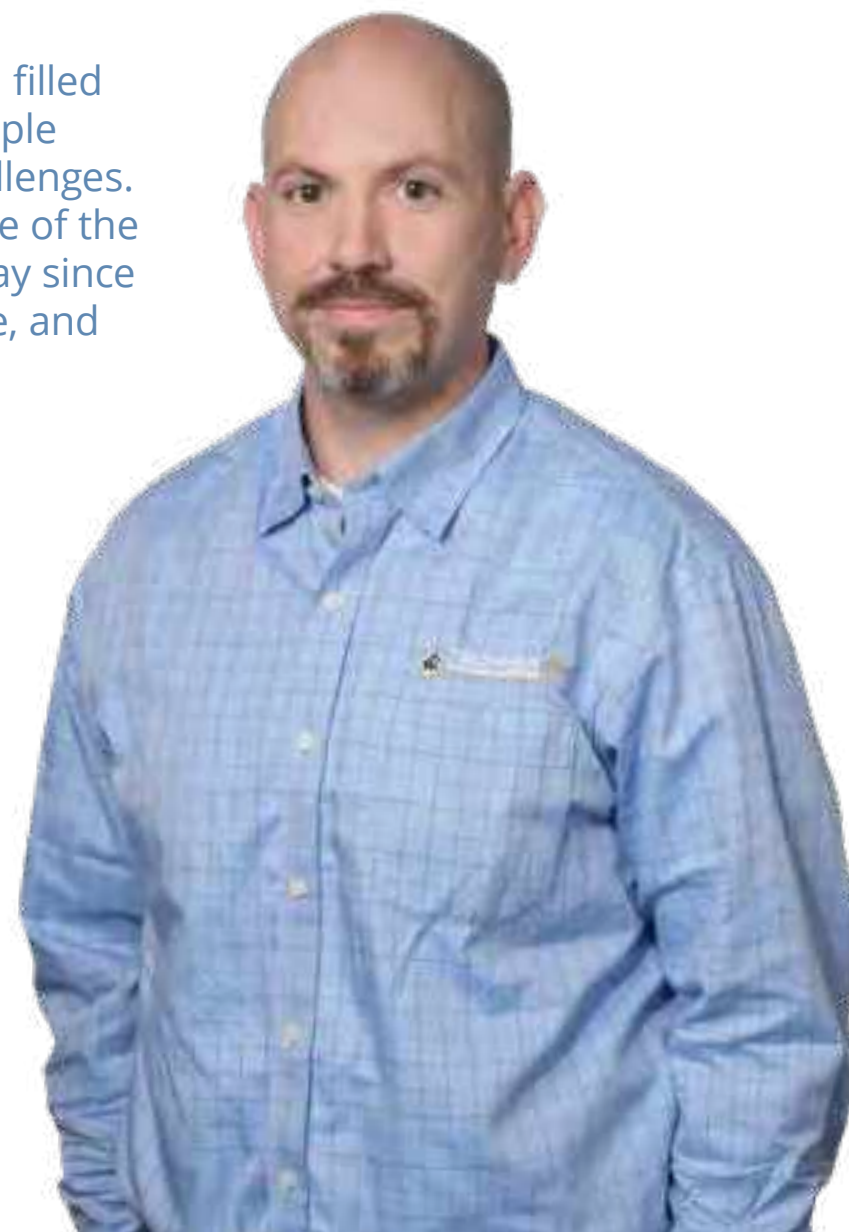
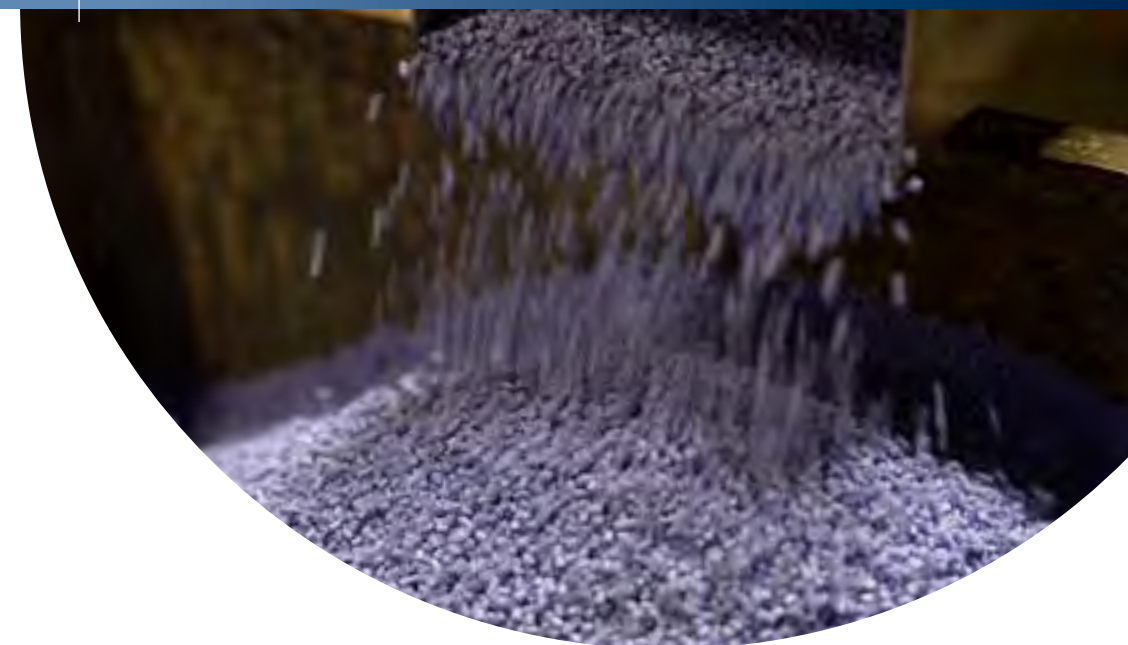
Techmer is known in the industry as being a key innovator in the materials and technology space. This year, we launched numerous products aimed at helping our customers meet or exceed their wide-ranging and complex sustainability challenges. These technologies fall under our new HiTerra sustainability brand, which officially launched this year. We work in almost all areas of sustainability, including:

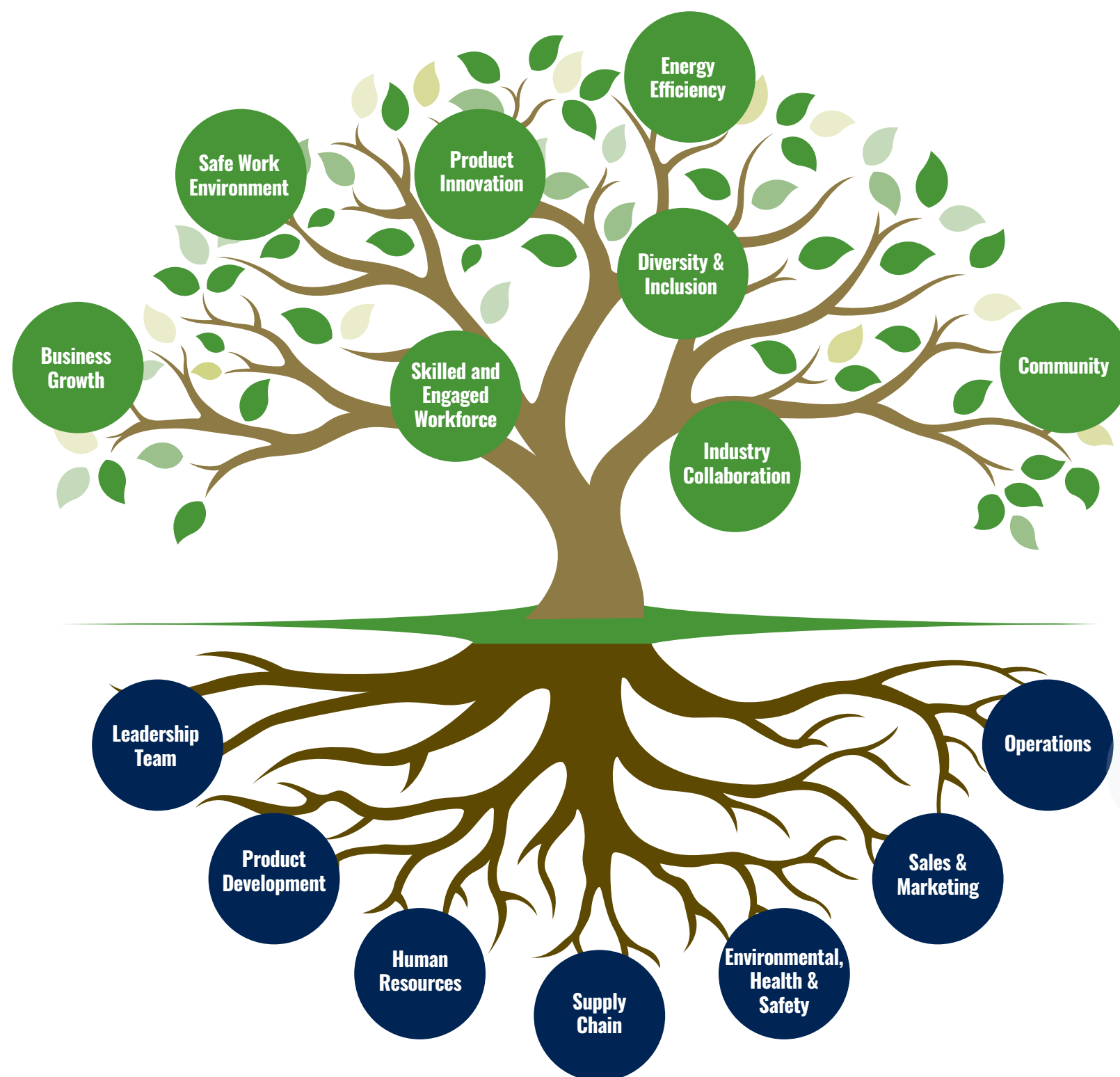
- Recycle enablers
- Alternative (biobased or biobased/compostable) resins
- Sustainability enablers

We have solved some of the most demanding customer challenges, many of which require custom solutions. Our R&D pipeline is focused on meeting future sustainability needs.

“Sustainability is a broad and impactful topic in our industry, filled with some of the smartest people trying to solve the hardest challenges. Working on sustainability is one of the most rewarding parts of our day since it impacts our business, people, and planet.

Kaan Serpersu
Product Development and
Sustainability Manager
Clinton, Tenn.





Corporate Sustainability Team

Techmer’s Corporate Sustainability Team was created to champion the sustainability efforts for both the business and our customers.

In the winter of 2019, the Techmer Leadership Team asked for volunteers to join the Corporate Sustainability Team. The idea for the team was simple--members were to be selected from diverse backgrounds, regions, departments, and disciplines in order to work together to solve sustainability challenges. By forming a diverse team representing different departments and perspectives, problems could be tackled in multiple ways to find the best solutions.

The scope and goals for the team include, but are not limited to:

- Lead Techmer in having a net positive impact on the environment.
- Support customers in meetings and, in some cases, define their sustainability goals.
- Research, monitor, and update regulations and requirements on sustainability and develop new processes and technologies to fulfill those needs.
- Educate employees on sustainability topics such as single-source and chemical recycling, among others.
- Ensure Techmer is compliant with applicable sustainability certifications.
- Work with local governments and bodies to preserve the regional environment.
- Lead sustainability efforts for the company, define goals, and bring in company-wide stakeholders to meet those goals.
- Obtain third-party certifications related to sustainability and lead EcoVadis efforts.



Working To Create A Culture of Sustainability

OPERATIONS

“Seamless operational performance goes hand in hand with sustainability. At Techmer PM, our concentration is reducing our overall ecological footprint. This is achieved by crafting products and delivering services that surpass customer objectives--all while adhering to the most efficient and optimized processes.”

Danielle Ceccarelli
Continuous Improvement Manager
Clinton, Tenn.

COMMERCIAL

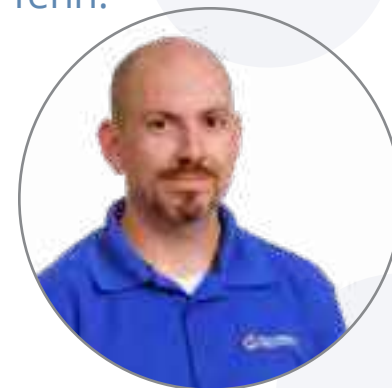
“Techmer’s approach to sustainability and the circular economy ensures we deliver exceptional value to our customers. Through robust product development strategies, we’re able to help our customers create products that are better for people and the environment.”

Stephanie Brookins
Technical Service Engineer
Rancho Dominguez, Calif.

PRODUCT DEVELOPMENT

“The innovation of any new product design is guided by the principle of sustainability. This may include introducing novel materials to enhance recyclability, and optimize energy and water efficiency, all by refining our processes and collaborating with vendors. We do this to enable customers to surpass existing sustainability objectives, safeguard the environment, and play a responsible role within the plastics industry.”

Lindsey Yarbrough
Technical Service Engineer -
Compounds & 3DP
Clinton, Tenn.



Kaan Serpersu
Product Development and
Sustainability Manager
Clinton, Tenn.



Danielle Ceccarelli
Continuous Improvement Manager
Clinton, Tenn.



Steve Smith
Market Manager - Rigid Packaging



Lindsey Yarbrough
Technical Service Engineer
Clinton, Tenn.



Humberto Vidales
Production Manager
Queretaro, Mexico



Stephanie Brookins
Technical Service Engineer
Rancho Dominguez, Calif.



TECHNOLOGIES DESIGNED FOR SUSTAINABLE OUTCOMES

Techmer’s sustainable solutions provide environmentally friendly materials without compromising on form or function. Our technology focus is driven by three core development areas: recycle enablers, alternative resins, and sustainability enablers.



“Guided by Techmer’s mission and core values, we continuously work to develop sustainable solutions to create products that uphold our responsibility as a good neighbor in our communities.”

Bhushan Deshpande, PhD
VP of Technology
Clinton, TN



1

Recycle Enablers

Our additives and compounds help brands use post-consumer and post-industrial recycled plastics for use in rigid packaging, fiber, and other applications.

- rPET Revive for PBT, PET, and PETG
- PP and PP/PE stabilizers and compatibilizers
- NIR sortable black masterbatches



2

Alternative Resin Technologies

Brands can achieve full product functionality and design with our specialty compostable and/or biodegradable solutions.

- Biobased PA11 for the synthetic fiber market
- PLA and PLA alloy for tuned mechanical properties
- Wood flour-filled compounds



3

Sustainable Enablers

Our additives and compounds help brands reduce consumption through lighter-weight materials, reduce food and content waste generation, purge compounds, extend product life, and maximize product usability for consumers.

- HiTerra™ T5 fluorine-free process aids
- Best-in-class purge technology
- Packaged content waste reducers



Loci Robotics

Techmer worked with a local 3D Robotic Hybrid Additive/Subtractive Manufacturing System manufacturer to optimize purging of 3DP processing equipment.



Loci Robotics - Knoxville, Tennessee

- Loci Robotics is a Large Format Additive Manufacturing equipment manufacturer and innovator, with their system called LOCI-One.
- Techmer's experience and expertise in purging technology gave Loci the opportunity to further reduce their carbon footprint, and water and power intensity by optimizing purging conditions.
- By utilizing Techmer's purge compounds, Loci's purge time was reduced by over 90 percent.
- Solutions allowed for both color-change and shutdown of the machine, eliminating color contamination and black-spec generation.

"Supporting our customers' sustainability goals as a main pillar of our partnerships is part of what makes Techmer PM unique. We recently helped Loci's Robotic Hybrid Additive/Subtractive Manufacturing System achieve a 90 percent reduction in purge time using Techmer's custom engineered purge material. Together, we will make a responsible and positive impact on our environment."

Jenna Hunt
Business Development Manager - 3DP

"Loci prides itself on innovation and fast turnaround for our customers. By utilizing Techmer's purge compounds, we are able to effectively eliminate chances of in-process contamination and reduce our impact on the environment."

Dr. Maximillian Heres
CEO and Co-founder of Loci Robotics





HiTerra™ rPET Revive

Techmer PM's rPET Revive repairs damaged PET at the molecular level, increasing the intrinsic viscosity of PET.

Many brand owners are committed to increasing their use of recycled plastics. However, the recycling rate in the United States is slow-moving, caused by technical and supply limitations.

One of these challenges includes the short supply of recycled PET (rPET). The situation is exacerbated because PET thermally degrades when it is repeatedly reprocessed, as these multiple heat histories lead to undesirable yellowing and viscosity

breakdown, limiting the use of such materials.

HiTerra rPET Revive rebuilds poor-quality polyester at the molecular level, building viscosity and reducing yellowness. The additive effectively "revives" material that was destined for down-cycling or even the landfill.

HiTerra rPET Revive's active ingredient was selected to be compatible with PET resins and can be used in fiber, film, sheet, 3DP, and molding applications.

"Based on the circular economy commitments that the polymer industry has, IPISA Group has partnered with Techmer PM to develop a new and innovative product: HiTerra rPET Revive, combining Techmer's top-of-the-line technology with our expertise and knowledge to produce the highest quality rPET films to meet the needs of each of our customers. This association between both groups has produced innovative solutions that have helped us to supply an ever-demanding market.

We are grateful for this partnership and we look forward to for many years to come."

Enrique Zichlin
CEO - IPISA Group



"Recycling rates in the United States are not expected to change significantly without major legislative action. Techmer PM is committed to developing sustainable solutions that make the most of the resources we have right now. HiTerra rPET Revive is a home run for making the most of recycled PET."

Steve Smith
Market Manager
Rigid Packaging





HiTerra™ T5

HiTerra T5 is a non-PFAS polymer process aid (PPA) that eliminates safety and environmental concerns and restrictions of PFAS while meeting EPA guidelines.

The Environmental Protection Agency (EPA) set forth a strategic roadmap to address the contamination and safety hazards associated with PFAS. This resulted in the EPA proposing new restrictions on various PFAS and their uses after classifying these chemicals as hazardous.

Techmer PM's HiTerra T5 is a new development that solves the issue of melt fracture and die-lip build-up, and is compatible with other performance additives. It is specifically designed to increase efficiency and improve product quality when running polyolefin resins for extrusion processes.

"We are proud to be one of the first to introduce and commercialize a non-fluorinated process aid. T5 addresses concerns with safety and sustainability while delivering performance. Plastic film extruders are no longer limited to using fluorinated chemicals, which have been classified as hazardous substances by the EPA and a known contaminate in drinking water."



Rodney Weaver
Market Manager
Film



Fluorinated PPA

No PPA



With HiTerra™ T5



SUSTAINABILITY IN OUR OPERATIONS

As Techmer continues to advise our customers on sustainability, we are also managing our own initiatives.

Our focus on energy efficiency, water and landfill waste reduction, and participation in recycling programs continues to be a priority in all our six facilities. We have also implemented safe waste disposal systems that are in line with specific regulations.

But there is always room for improvement, and we can do so much more.

Drivers in Our Operations for Sustainability

- Operation Clean Sweep - all Techmer sites continue to follow Clean Sweep principles.
- Purge Optimization has been implemented at all sites to increase machine efficiency and eliminate contamination.
- Exploring energy partners so all sites can be energy efficient and use renewable energy where possible.
- Continue to collaborate with local government and institutions on sustainability efforts and education.

Achievement and Goals

- Zero Waste to Landfill - Three production facilities are zero waste-to-landfill, with Dalton, Georgia, receiving its certification in 2023.
- EcoVadis - Techmer achieved a Silver rating in 2023.
- Continued commitment to the Green Flex renewable energy program.
- Continued reduction of water and power usage in all sites.
- Over 100 continuous improvement projects completed, driving operational excellence.

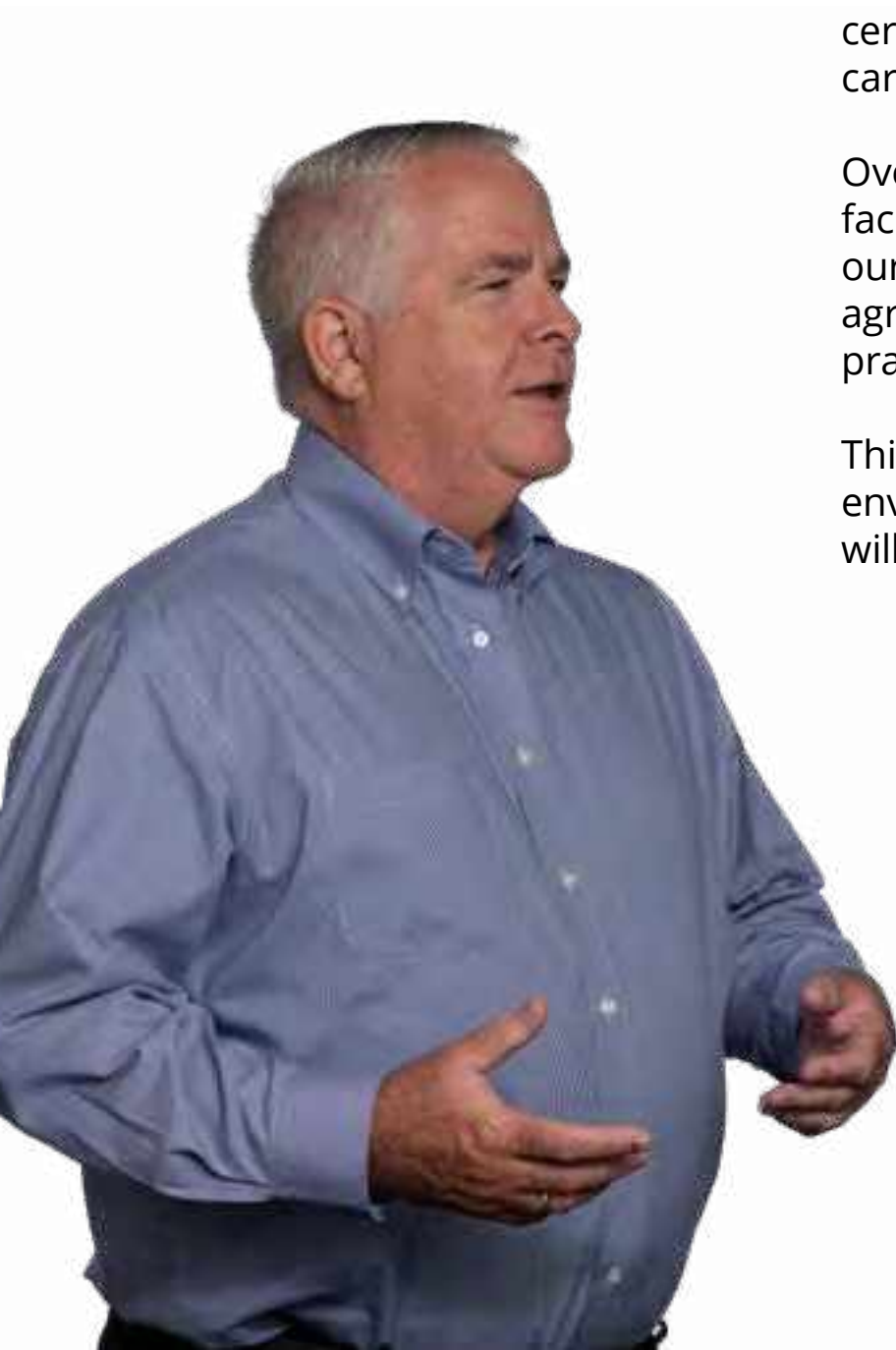
“At Techmer, we’ve embedded the concept of ‘practical sustainability’ into our manufacturing processes and product design. We’re committed to advancing sustainability across our operations, collaboration with suppliers, clients, and the communities we operate in to continue fostering positive change.”

Travis Martin
VP of Operations





Reducing Carbon Footprint and Energy Consumption



Gleen Flex Agreement

Since 2021, Techmer PM in Clinton has had a Green Flex agreement with the Tennessee Valley Authority (TVA), allowing us to buy renewable energy certificates from wind power to offset carbon output.

Over the last few years, the Clinton facility has significantly reduced our carbon footprint through the agreement and other energy-efficient practices.

This demonstrates our commitment to environmental sustainability. Techmer will continue using this program in the

"We are excited about our continued involvement with TVA's Green Flex program. Over the past years, we have significantly reduced our carbon footprint through this program. It's good business for us financially and for our suppliers and customers who desire relationships with companies that are positioned as leaders in corporate social responsibility."

Tom Brannick
Procurement Director
Clinton, Tenn.

Clinton facility and will look for other similar energy partners throughout the country.

Operational Optimizations

Techmer has some of the best-in-class purge procedures, where we use our purge compounds sold on the market on our own equipment.

We continue to invest in optimized projects that promote sustainability in our operations and supply chain processes.





Providing End-to-End Solutions

At Techmer PM, sustainability is an end-to-end solution requiring honesty and integrity with all levels of partnerships.

Techmer PM sets the standard for masterbatch and compounding technology while remaining dedicated to our sustainability pillar and mission statement. We value companies that support this focus and prioritize sustainability in their goals and strategies as well. This shared approach enables collaboration and the development of technologies that enrich people's lives without sacrificing the planet.

Strong strategic partnerships and continuous dialog with key suppliers are foundational to driving sustainability throughout our value chain. To support meaningful discussions on this topic, we introduced a supplier questionnaire in 2022. The cooperation and feedback we received from our partners were encouraging and initiated further conversations about alignment with public comments on sustainability.

Guided by Techmer's EcoVadis initiative and our culture for continuous

improvement, we will continue to build sustainability throughout our value chain.

Honesty and Partnerships

The global supply chain has experienced significant challenges in recent years. The scale and duration of these disruptions tested the flexibility, ingenuity, and resourcefulness of all companies. It also provided an opportunity to demonstrate the value of transparency and trust in our customer relationships.

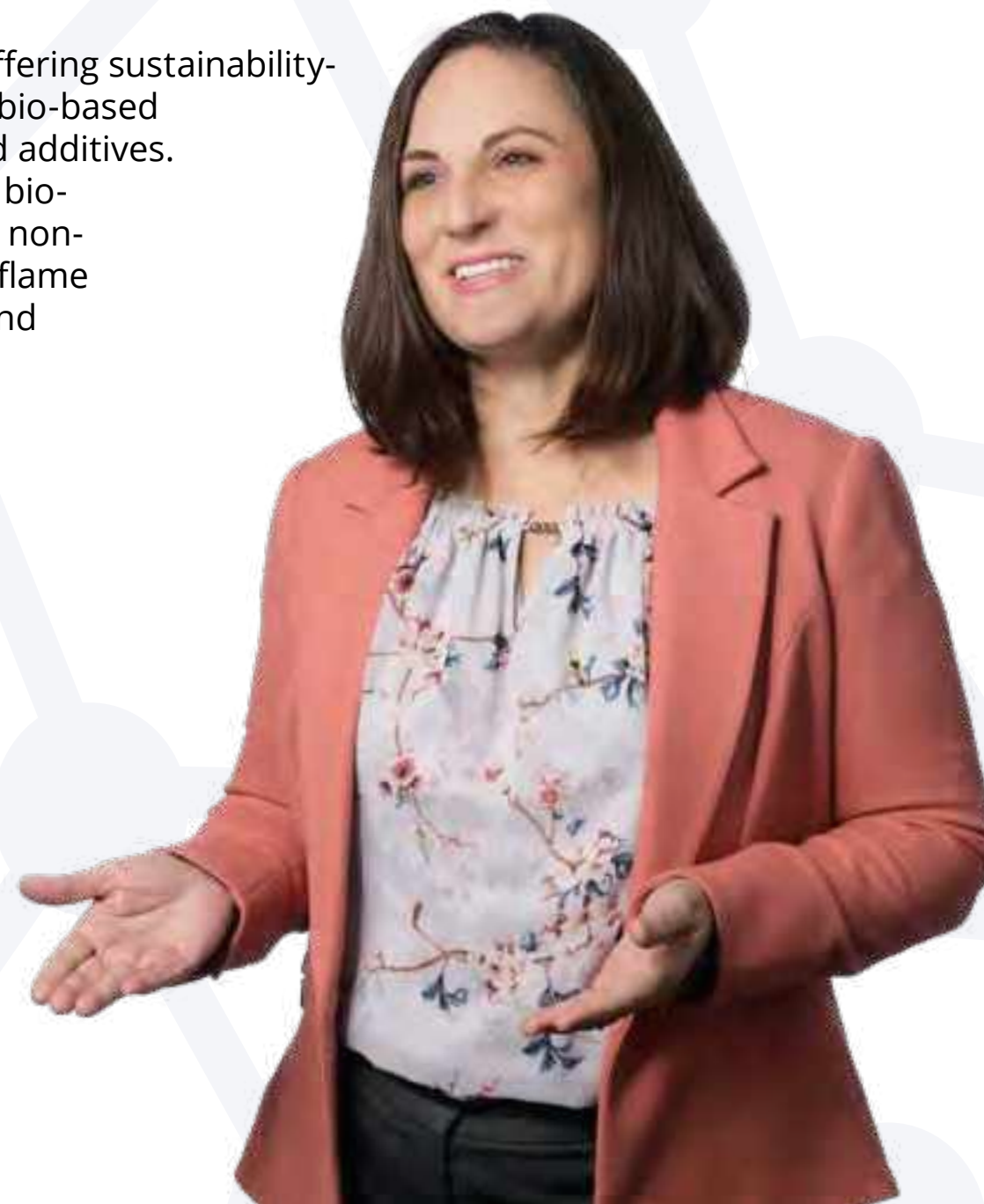
Techmer's values define how and why we operate every day. Our commitment to honesty, integrity, and relationships with all stakeholders means that we explore solutions to challenges in open partnerships with our customers. We never make an unauthorized substitution or alterations to a formula.

The recent challenges also opened doors to new partnerships with proactive, regulatory-minded

companies offering sustainability-sourced and bio-based pigments and additives. This includes bio-based resins, non-halogenated flame retardants, and fluorine-free process aids.

“Sustainability is not just good for the environment, it’s smart business. Suppliers want to work with a company with strong sustainability goals and values. Prioritizing ESG initiatives gives us a competitive advantage.”

Erika Mitchell
Global VP of Supply Chain





Proof of Performance – EcoVadis

Sustainability is at the heart of Techmer’s strategy.

We ensure our company is continuously improving our EcoVadis sustainability scores and applying for other certifications, including zero waste-to-landfill and LEED. Certifications position us for success when creating new additives and colorants, enabling us to be a competitive leader in the marketplace.

Techmer works from the top down, not only improving sustainability scores internally but also by collaborating closely with customers to enable stronger brand appeal,

greater performance, and improved sustainability scores consistently from one assessment to the next.



Our Next Goal



EcoVadis is one of the world’s largest and most trusted certifications of business sustainability ratings. Techmer has been voluntarily assessed since 2017, improving scores annually. We achieved the Silver rating in 2023 and aim to achieve the Gold rating in the future.

The EcoVadis audit covers topics beyond product development, with focuses on environment, labor and human rights, ethics, and supply chain management. This certification gives us and our customers confidence that we are working towards a more sustainable future.





Zero Waste-to-Landfill

Techmer PM's Dalton, Georgia facility leads the industry in waste management and environmental responsibility with the Zero Waste-to-Landfill certification.

Techmer PM demonstrated its dedication to creating a sustainable future by achieving the Zero Waste-to-Landfill certification.

The certification was issued by Intertek, an accredited certification body, and confirms that the Dalton facility has successfully implemented and maintained a comprehensive waste management system - ensuring at least 99 percent of waste generated within the facility is diverted from landfills and redirected toward sustainable alternatives such as recycling, reusing, and energy recovery.

Our sustainability efforts encompass all aspects of the company's operations, from manufacturing processes to administrative functions. With a focus on minimizing waste generation, we have implemented recycling initiatives,

resource optimization strategies, and employee engagement programs to foster a culture of sustainability.

Our facilities in Dalton, Georgia; Wichita, Kansas; and Batavia, Illinois; are practicing zero waste to landfill, with the facility in Dalton, Georgia being the first to be officially certified.

The Techmer team has worked diligently to implement efficient waste management practices across all facilities, aiming to reduce our environmental footprint while fostering a more circular economy.

"Having been around the fiber industry since the early 90's, I have always known Techmer as the industry leader. Achieving the Zero Waste-to-Landfill certification is a reflection of what we can achieve as a team. Techmer truly has world-class technology and some of the best people in the industry. I am truly blessed to be a part of the Techmer team."

Mike Harper
Lab Manager
Dalton, Ga.



Mike Harper, Tom Standley, and Sonya Petty were instrumental to the Zero Waste-to-Landfill certification submission.



MOVING FORWARD

At Techmer PM, we understand that to build upon our success, we must continue cultivating a culture where quality and sustainability are ingrained into every aspect of our work.

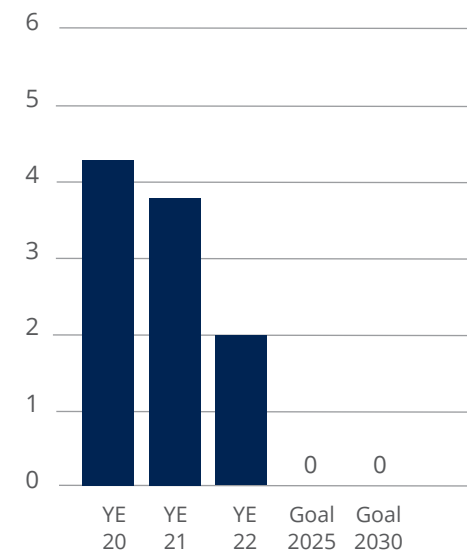
Techmer remains committed to sustainable practices through our client work, operations, and broader collaborations.

Looking forward, Techmer PM aims to:

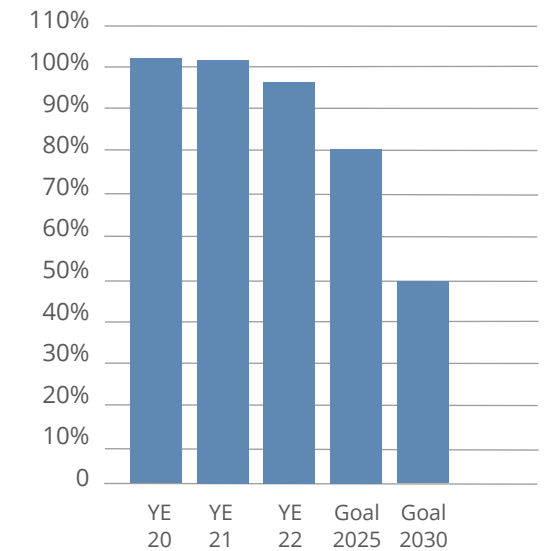
- Earn the Zero Waste-to-Landfill certification for our Batavia, Illinois, facility.
- Continue investigating renewable energy offerings in other regions in which we operate.
- Continue incorporating employee feedback and fostering a conducive and safe work environment.
- Continue facilitating supplier and customer feedback to further meet sustainability goals.
- Work towards earning EcoVadis Gold rating.
- Implement an across the board energy efficiency project to move to 100 percent LED lighting and install solar panels at our Queretaro, Mexico, facility.



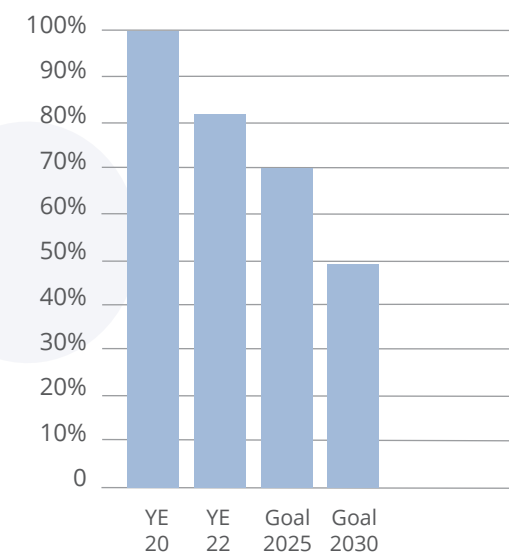
Total Case Injury Rate



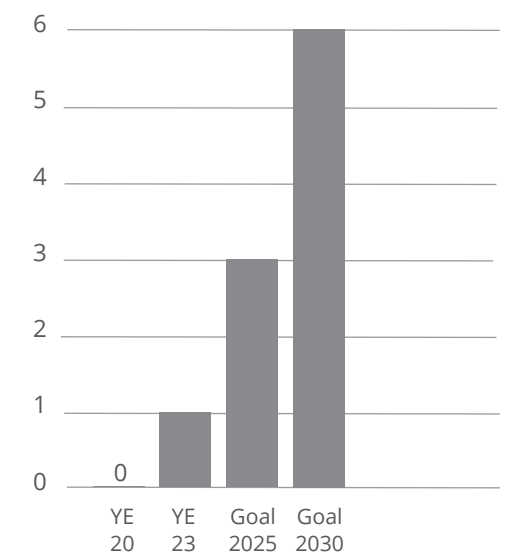
Power Consumption (% compared with 2020)



Water Consumption (% compared with 2020)



Zero Waste-to-Landfill (Number of Sites Certified)





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