



# Materials Design Sustainability

Sustainability Report | 2024





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

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## REVIEWING OUR LATEST PROGRESS & 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.

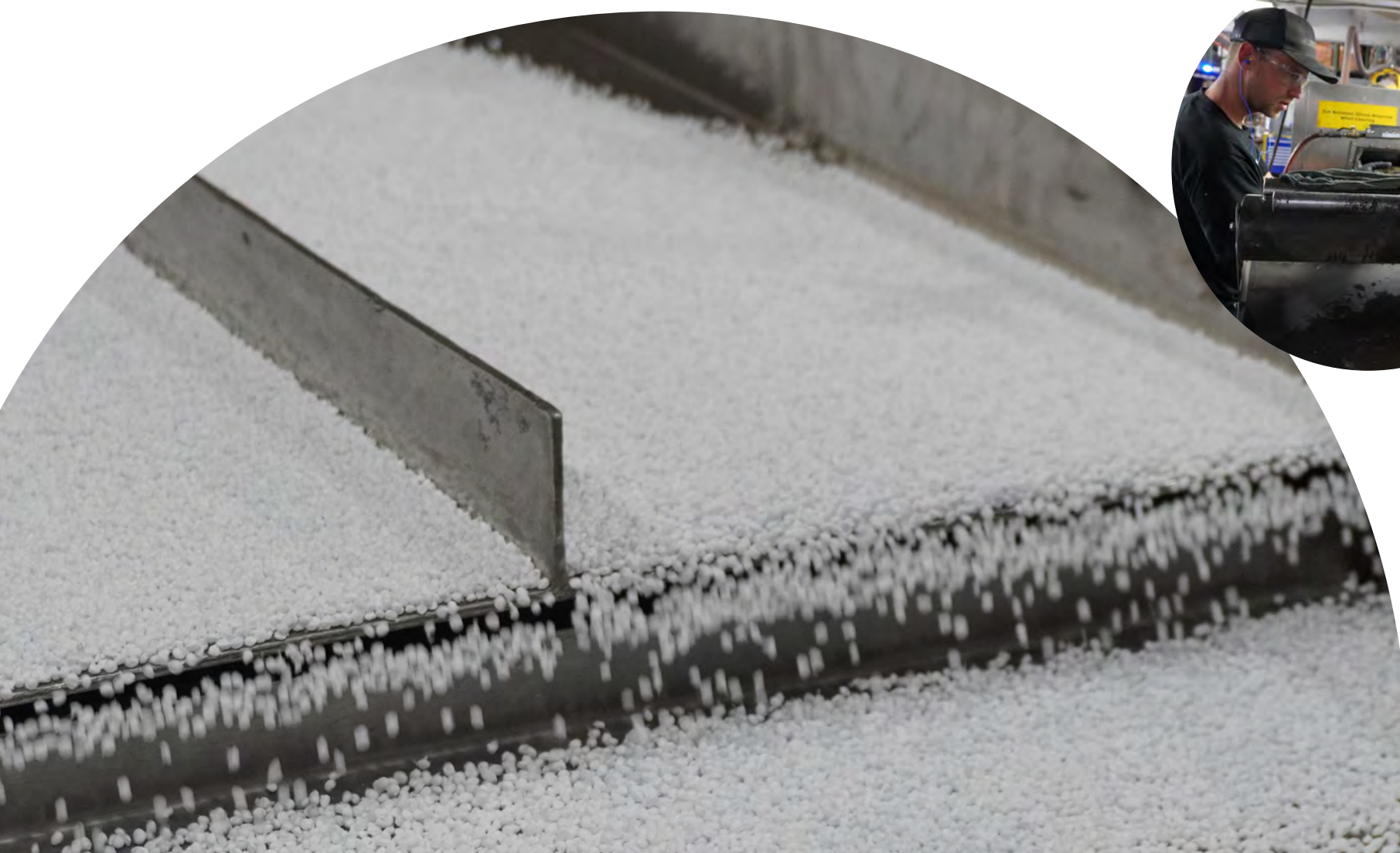
Additional  
information can  
be found at our website,  
[techmerpm.com](https://techmerpm.com)



## ABOUT TECHMER PM

**Techmer PM focuses on empowering our customers by providing products that align with their desired performance and sustainability goals.**

Our expertise lies in understanding the unique challenges and requirements faced by brand owners and processors, setting us apart and giving them a competitive edge.



# 40+

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



# Message From the CEO



"At Techmer PM, sustainability is at the heart of our mission. We understand that today's actions shape tomorrow's world, and we are dedicated to making a positive impact."

I am proud to present Techmer PM's 2024 Sustainability Report, showcasing our commitment to environmental stewardship and social responsibility.

At Techmer PM, sustainability is at the heart of our mission. We understand that today's actions shape tomorrow's world, and we are dedicated to making a positive impact.

One of our notable accomplishments in the past year is the integration of ACT into our organization and establishing the Fiber Center in Dalton, Georgia, featuring a world-class manufacturing site and a technical center with the ability to quickly, efficiently, and sustainably prototype customer designs and needs. This center is a significant development for Techmer and the local community.

We are also excited about acquiring OptiColor, which enhances our capabilities and product offerings within the color and concentrate market. This acquisition provides new technology capabilities that leverage Techmer's existing expertise to supply

high-efficiency signage, lighting, and safety-protective optical solutions.

Our commitment to sustainability is evident through the integration of ACT and OptiColor into our culture. We continue to expand our sites and incorporate these new entities into our long-standing sustainability efforts..

Techmer is the first materials supplier to be inducted into Purdue University's Composites Additive Manufacturing and Simulation (CAMS) Consortium. Our work within the CAMS Consortium will drive sustainability in material sciences by uniting top-tier researchers, industry leaders, and academic institutions, bringing significant value to our customers.

At Techmer, our people are our greatest asset, and we are dedicated to fostering a diverse, inclusive, and equitable workplace. Each Techmer team member holds a shared responsibility in our sustainability journey, embodying the spirit of One Techmer.

We aim to be valued not only for meeting business performance objectives but also for innovating and bringing value to our customers and the world. Our strong culture and values prioritize sustainability.

Our associates strive to raise the bar, hold ourselves accountable, and provide transparency on our sustainability journey. As a team, we use sustainability to make Techmer more responsive, resilient, and efficient for all stakeholders.

I am proud of our team and our progress, and I look forward to your feedback as we share our sustainability journey. Thank you for your continued support and trust in Techmer PM.

**Michael McHenry**  
Chief Executive Officer  
Techmer PM



# Message From the Vice President of Global Sales & Marketing

"At Techmer PM, we firmly believe businesses play a role in addressing global environmental challenges. We remain steadfast in our dedication to advancing our sustainability initiatives and setting ambitious goals for the future."

At Techmer PM, we believe businesses play a crucial role in addressing global environmental challenges. I am proud to present our 2024 Sustainability Report, showcasing our team's exceptional efforts in advancing sustainability across all facets of our operations.

specific events, such as Fibertech, Film Festival, and INVOKE (Rigid Packaging), focus on sharing the latest sustainable solutions and technologies tailored to specific markets.

to increase machine efficiency and eliminate contamination.

## Innovation and R&D Efforts

Our research and development teams are at the forefront of creating innovative solutions to tackle environmental challenges and meet the evolving needs of our customers.

These events address the business, technical, regulatory, and product issues facing producers, brand owners, OEMs, and other stakeholders. Techmer hosts leading authorities to present the latest industry trends, economics, technology, and advances within their markets. We appreciate our customers' participation, as it makes these events more meaningful.

Through these efforts, we build a community and culture that values and prioritizes sustainability. This deeper approach to our journey ensures a more sustainable, longer-term outcome.

This year, we made significant investments in R&D to develop recycled material enablers, alternative resins, and sustainable material enablers products under the HiTerra brand.

## Fostering a Culture of Sustainability

Sustainability is a collective effort, and we empower our employees and partners to make a positive impact.

Looking ahead, we remain dedicated to advancing our sustainability initiatives and setting ambitious goals for the future. We are committed to transparency, ensuring that you, our valued stakeholders, are always informed and involved in our progress.

## Knowledge Sharing

We are committed to sharing our expertise to empower our customers and the industry to achieve their sustainability goals. Our market-

Our sustainability team continues to drive our efforts and educate our teams on sustainable practices, including ensuring all sites follow the Operation Clean Sweep principles and implementing purge optimization

We sincerely appreciate your continued support and look forward to our shared journey towards a more sustainable future.

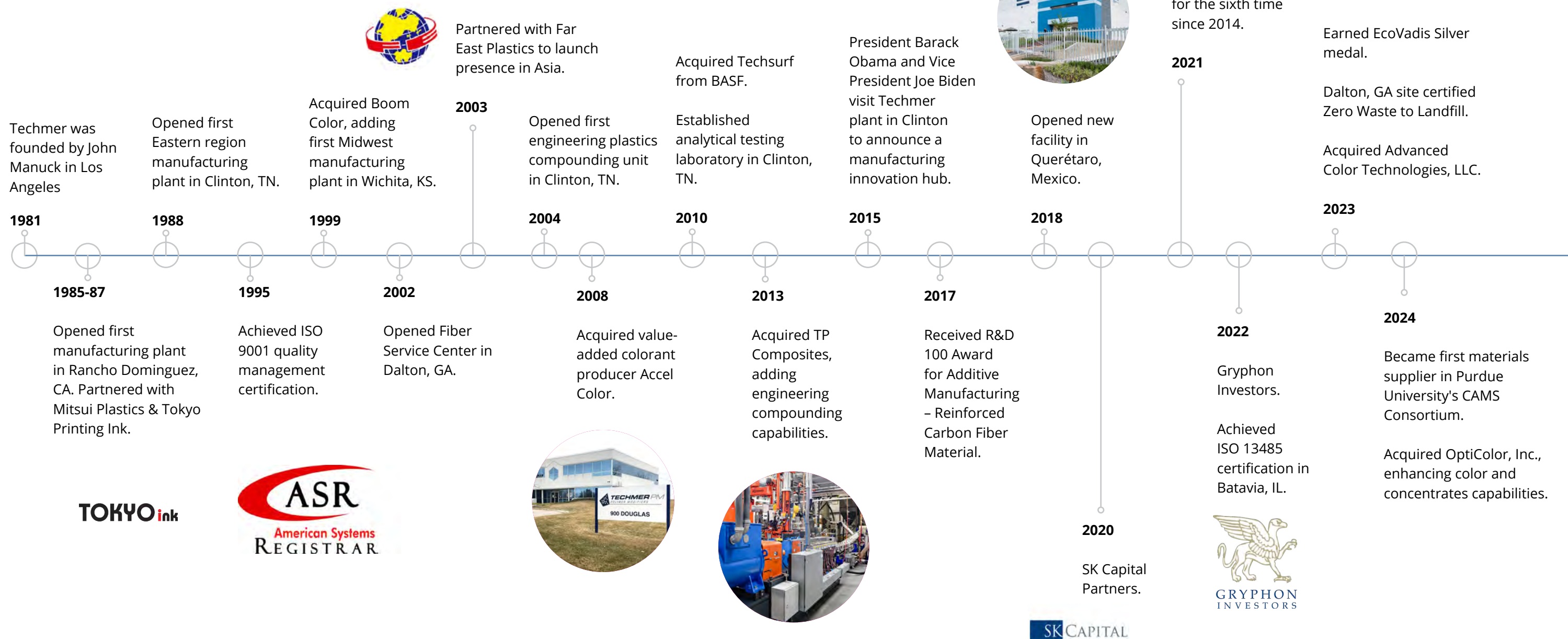
**Jon Rogers**  
VP of Global Sales and Marketing  
Techmer PM





# 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 and Small Lot Center of Excellence
- Dalton, Georgia**  
Manufacturing site and Fiber Center
- Los Angeles, California**  
Manufacturing site
- Huntington Beach, 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.** Our inclusive culture empowers stakeholders to fuel growth through sustainable technologies.

At Techmer, we believe in the power of innovation and customer-centricity. With unwavering commitment to quality and collaboration, we pave the path for our customers' success.





# 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.



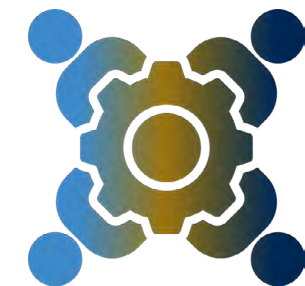
## Sustainability

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.



**Steve Ramirez**  
Regional EHS Manager  
Rancho Dominguez, Calif.

work, tools, and surroundings, intervening when potential hazards are identified, and opening dialog between operators, managers, and the front office on all safety topics.

This approach fosters a culture of trust, where team members are confident that assistance is readily available if something doesn't go according to plan.

We encourage all employees to actively participate in safety discussions and share ideas to enhance safety practices.

We also actively engage with industry partners, regulatory agencies, and professional agencies to stay informed about the latest safety practices, standards, and regulations.

Together, we take pride in creating a safer environment where everyone feels supported and protected.

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

Our safety protocols are designed to identify and eliminate risky situations and behaviors, implement preventive measures, and provide ongoing employee training.

In a team, the phrase "I've got your back" signifies more than just words; it embodies a collective commitment to ensuring each other's safety.

This includes reminding colleagues to wear personal protective equipment, double-checking each other's

## Sustainability



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



**George Barker**  
Senior Process Technician  
Clinton, Tenn.

We invest in research and development to create innovative, sustainable solutions that meet and exceed our customers' evolving needs.

These products are encompassed under the HiTerra™ brand name, which includes:

- rPET Revive - rPET recycle enablers
- T5 - non-PFAS process aid
- EvacuTech - landfill and content waste reduction
- High-performance recycled resins

In addition to our product offerings, our process development focuses on minimizing environmental impact. This includes reducing power and water use and eliminating compressed air wherever possible in our manufacturing processes, demonstrating our commitment to eco-friendliness.

Techmer PM's unwavering commitment to sustainability is not just a part of our operations, products, and employee practices; it's a core value that guides our every decision.

Our commitment to sustainability is a proactive mission. We actively seek to positively impact society and the environment through every aspect of our business, leading the way in our industry.

At Techmer PM, sustainability is at the heart of our product development philosophy.



## Operational Excellence



We strive to constantly improve customer experience through industry best practices and products.



**David Allen**  
Vice President - IT  
Clinton, Tenn.

work healthy. We encourage each other to be safe in everything we do, whether at work or home.

Our information technology team strongly believes in continuous improvement, best practices, and a relentless pursuit of world-class excellence. We prioritize everything we do to ensure we are creating value for our customers and improving their experience.

A strong desire to continually improve exists in leadership and all levels of the organization.

Being the best at what you do requires a strong understanding of what excellence looks like. Through continuous learning, training, and curiosity, we always keep our eyes on the prize and beyond. What is considered the best today is not good enough for tomorrow.

At Techmer PM, we don't just talk about operational excellence; we work hard every day in every aspect of our business, looking for ways to better serve our customers' needs.

Operational excellence is fundamental to what we do at Techmer. With our strong history of providing quality products and services to our customers, we have a firm foundation to continually drive improvements and look for ways to be world-class.

It all starts with safety. Every day, in every location, we are constantly reminded about how important it is to come to work healthy and to leave

## 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.



**Darvelia Ramos Padron**  
Lab Manager  
Querétaro, Mexico.

Our strength relies on the teamwork among all the sites, so we can proudly say that we are One Techmer.

After working at Techmer PM for a year, I have had the opportunity to familiarize myself with its processes, principles, and values as a company.

I have also witnessed its commitment to the growth and development of its personnel within an environment of professionalism, respect, and support across different areas and a strong culture of safety at all levels of the organization.

This commitment extends to

our Clients, Business Partners, community, and the environment. Under these principles, the Querétaro site took on the challenge not only to sign the commitment to integrate into the Zero Pellet Loss program (Operation Clean Sweep) but also to work together to obtain certification under this program.

The Corporate Sustainability Team supported this commitment, and best practices were determined by each of the other Techmer production facilities.

The Querétaro team reaches out weekly to our technical teams in Rancho Dominguez, California, and Clinton, Tennessee, for technology. Of course, it is a two-way street, with the Querétaro labs assisting all facilities in color matching and production. We win together every week!



# 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.

"Techmer is committed to providing a safe work environment, as evidenced by our use of the Total Recordable Incident Rate (TRIR) metric. Our TRIR has been trending down to historically low levels for our organization and industry. This achievement is a direct result of our teamwork-based culture."



**Scott Session**  
Site Manager  
Wichita, Kan.

## 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."



**Pedro Garcia**  
Sales Manager  
Querétaro, Mexico



**Guy Junkins**  
Material Handler  
Clinton, Tenn.

## Honesty and Integrity

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

"By consistently ensuring the accuracy of my work, reporting any issues promptly, and maintaining transparent communication with my team, I uphold the highest standards of quality and safety. Integrity means doing the right thing, even when no one is watching. This commitment drives me to contribute positively to our workplace and deliver results."



**Bennett Chin**  
Lab Manager  
Rancho Dominguez, Calif.

## 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.

"We have a culture in which quality is everyone's responsibility. As laboratory manager, I'm involved in product development and quality assurance to ensure everyone understands and fulfills customers' requirements and specifications. This belief in doing it right the first time reduces wasted power, water, and time required to produce high-quality products for our customers with minimal environmental impact."



# Guiding Principles and Values

## Curiosity and Ambition

We motivate our employees to achieve their best work by offering support, encouraging questions, and spotlighting both small, day-to-day improvements and game-changing technologies for our customers.

"At Techmer PM, our commitment to curiosity drives us to explore new ideas and approaches, while our ambition pushes us to innovate continuously. We ensure our products remain relevant and competitive by staying attuned to market trends and customer feedback. Our dedication to excellence in customer engagement inspires our team and customers to reach new heights, delivering exceptional value and fostering a dynamic, forward-thinking environment."



**Steve Loney**  
Business Unit Director  
- Consumer Brands

## 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.

"Our dedication to environmental and industry stewardship is reflected in all aspects of our work. We believe in maintaining a healthy work environment by caring for our technologies, facilities, and the surrounding areas. Together, we believe we can work towards a better future."



**Gabriela Frias**  
Supply Chain Manager  
Querétaro, Mexico.

## Relationships Matter

We promote teamwork with colleagues and industry partners, ensuring everyone is treated respectfully and honestly. We inspire our employees to excel by providing support, constructive feedback, and encouragement.

"Relationships are important, whether with our team or customers. Forming strong relationships with trust and respect creates an environment for people to feel safe, encouraged, and empowered. We strive to create strong relationships with everyone we work with so we can learn from each other, achieve goals, and enjoy our jobs simultaneously."



**Rosemary Hendrix**  
Customer Care Coordinator  
Clinton, Tenn.





# 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.

"Sustainability in manufacturing isn't just about reducing our environmental footprint; it's about ensuring the longevity and resilience of our business and yours. By embracing sustainable practices, we protect our planet and partner with our customers to drive mutual innovation, efficiency, and long-term success."



**Matt James**  
Business Unit Director  
- Engineered Compounds



## Flexible Packaging & Film

Expand the Flex & Films market with a focus on solutions that improve product protection, incorporation of PCR, 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

Be the industry leader in solving application needs with the ability to be highly flexible and sustainable.

### APPLICATIONS

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



## Consumer Brands

Design for appealing consumer products with maximum durability, performance, and processing efficiencies.

### APPLICATIONS

- Appliances
- Building & Construction
- Housewares
- Sporting Goods
- Transportation



## Rigid Packaging

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

### APPLICATIONS

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



## Optics, Laser, Lighting & Sheet

Compounded custom-colored concentrates, pre-colored materials, and specialty dyes into transparent, translucent, opaque, clear, white, and color products.

### APPLICATIONS

- Performance Eyewear
- Photonics & Lasers
- Sustainable Lighting Solutions





# Growing Techmer's Color & Concentrates Portfolio

In 2024, Techmer PM acquired OptiColor, Inc., demonstrating our commitment to the plastics market.

This strategic acquisition and the combined technology of both organizations will further solidify Techmer PM's position as an innovation leader in colorants and additives for the plastics industry, ensuring a promising future for the company and its stakeholders.

OptiColor is a full-service color compounder, established in Huntington Beach, Calif., in 1995. OptiColor's expertise lies in compounding custom color concentrates, pre-colored materials, and the specialty dyes into transparent, translucent, opaque, clear, white, and color products for critical applications, including performance eyewear, military lasers, and sustainable lighting solutions.

"Joining forces with Techmer PM allows us to leverage their extensive expertise and resources. Together, we can continue to drive innovation and deliver exceptional solutions to our customers that require consistent, superior quality and customer service."

**Jennifer Bryan**  
Vice President  
Technical Sales for Optics, Laser, Lighting, and Sheet





# Introducing the Fiber Center in Dalton, Ga.

Techmer PM established the Fiber Center in the second half of 2024, following the consolidation of the Kimberly Park and Tyler Street facilities in Dalton, Georgia.

The consolidation of both sites as the Fiber Center provides several advantages to Techmer's customers, including:

- Focus on innovation – the center leverages the collective expertise of both sites, was created within the site to help Techmer establish unparalleled technical excellence in the fiber and artificial turf markets.
- Enhanced collaboration – bringing the best of both sites together, we are committed to fostering better collaboration in pursuit of our shared vision, One Techmer.
- Streamlined processes – designed with our customers in mind, these processes aim to simplify customer interactions and reduce the complexity of the supply chain for an optimal customer experience. This streamlined process will reduce the environmental impact of shipping, production, and development, further solidifying our commitment to sustainability.

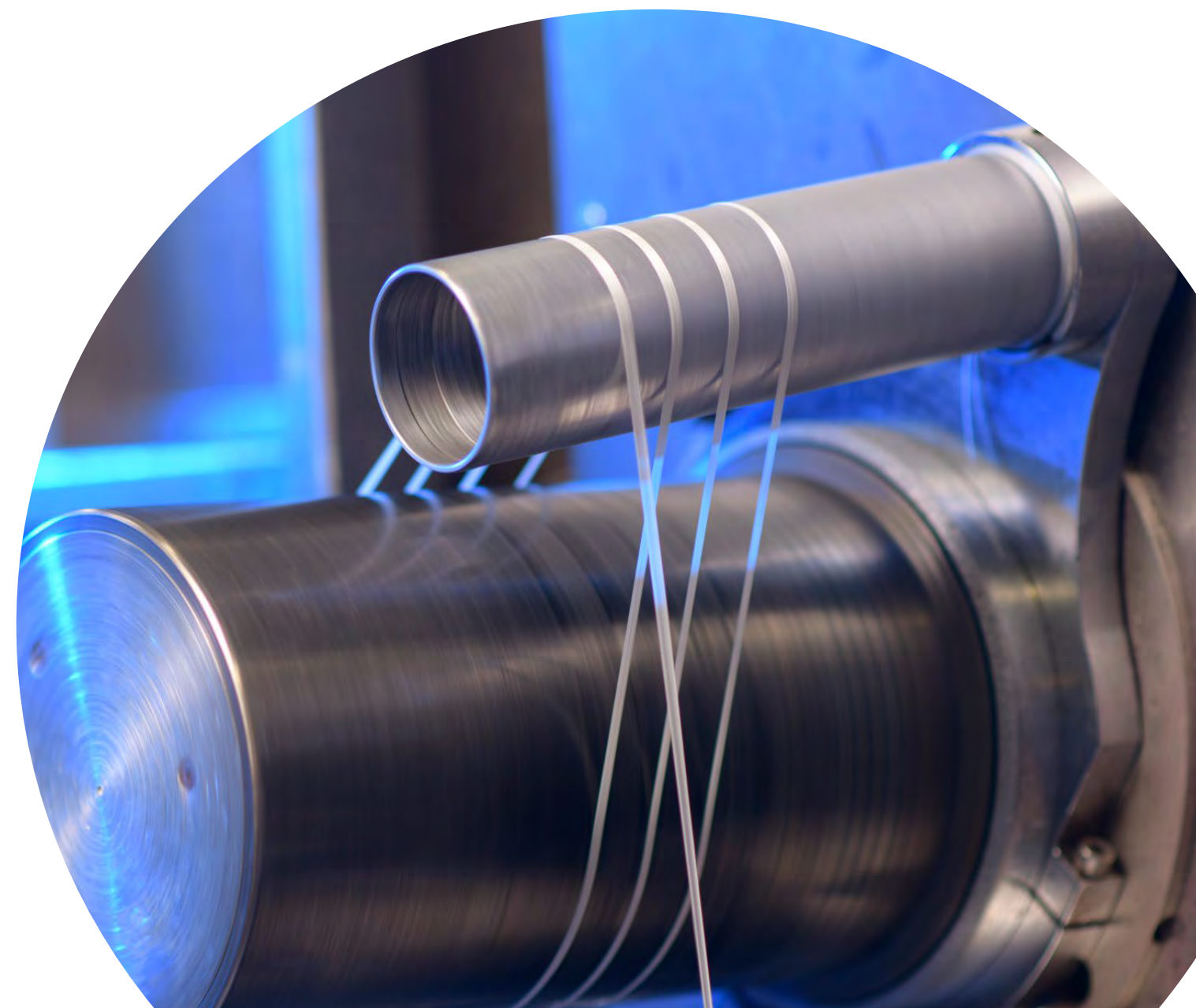


"We are thrilled to announce the establishment of the Fiber Center, following the successful consolidation of our Kimberly Park and Tyler Street facilities in Dalton, Ga. This strategic move marks a significant milestone for Techmer PM and brings several key advantages to our valued customers."

**Reid Gillam**  
Business Unit Director - Synthetic Fibers

"The enhanced collaboration by this consolidation allows us to work more closely toward our shared vision of One Techmer and contribute to our local communities."

**Tom Standley**  
Site Leader  
Dalton, Ga.





# Small Lot Center of Excellence



“Setting up the Small Lots Center of Excellence has involved teamwork across many functions of Techmer's organization, exemplifying our One Techmer pillar. We are all excited to be able to service our customers faster and better support new business with quicker sample turnaround time.”

**Jay Kelley**  
Site Leader  
Batavia, Ill.



In a significant move, Techmer PM has introduced its Small Lot Center of Excellence in Batavia, Ill., in 2024.

The Small Lot Center of Excellence is a dedicated center equipped with diverse equipment, including setups for unique, highly loaded additives and fillers designed to accommodate complex formulas with precision and efficiency.

Our commitment to achieving industry-leading turnaround times for small lot masterbatch and engineered compound materials is unwavering. By leveraging our expertise and resources, we are dedicated to this goal, ultimately enabling our customers to accelerate their speed to market.

The center currently supports masterbatches across many end-use markets and will be ready to ship engineered compounds by 2025. The small lots group will be dedicated to high machine efficiency, purging best practices, short turnaround time, and commitment to in-stock raw materials. This will reduce our environmental footprint commonly seen with small lot manufacturing, furthering our commitment to our environment and customers. By centralizing this effort, we are reducing the need to ship materials cross-country multiple times to produce materials for our customers, reducing our CO2 footprint.

“The business opportunity is to reduce sample lead times for our customers, as well as open up capacity for orders less than 500 pounds. Our aim is to provide the fastest turnaround time in the industry.”

**Kimberly Williamson**  
Color Innovation Technology Manager  
Clinton, Tenn.





# OUR PEOPLE

Achieving true sustainability means focusing on the social aspects throughout our organization, including our business ecosystem and the communities we serve. **At Techmer, we prioritize employee retention, engagement, and professional development.** We are redesigning work to be more human-centric, with an emphasis on health and safety, benefits, professional growth, and diversity, equity, and inclusion (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.

At Techmer, we recognize that our people are the cornerstone of our success. Their expertise, performance, and well-being drive customer satisfaction and help build a community of motivated individuals. Our leadership is equally committed to nurturing a positive internal corporate structure and safeguarding the global environment.

In 2023 / 2024, we rolled out the final elements of the Techmer PM annual talent cycle, which included individual development planning and succession planning. This helps give people a greater sense of pride in their work.

These important talent programs provide a framework for the individual by putting accountability, ownership, and power of their desired growth more in their own hands with the support of their manager.

## Fostering An Engaged Workforce

In 2023, we launched “Coffee Chats with Mike,” a unique initiative to foster open communication and engagement.

These sessions allow small groups of colleagues at each site to engage directly with Mike McHenry, the chief executive officer of Techmer PM, gaining insights into business priorities and opportunities.

They also provide a platform for employees to ask Mike any business-related questions, making these conversations a vital communication channel, offering valuable perspectives on the business and site culture.

Building on this momentum, in 2024, we introduced the Engagement Pulse survey to all Techmer employees.

This survey invited colleagues to

“These important talent programs provide a framework for individual growth and development for individual growth and development to ensure we have a strong talent pipeline for business continuity and succession planning.”

**Elizabeth Perusse**  
VP of Human Resources

share their experiences regarding overall engagement as Techmer PM employees, their sense of empowerment in their roles, teamwork dynamics, their assessment of senior leadership, and the effectiveness and efficiency of our work processes.

The feedback gathered will be instrumental in setting enterprise-wide priorities aimed at enhancing effectiveness and efficiency. Additionally, it will empower employees at each site to take proactive steps to improve empowerment and teamwork.





# Professional Growth & Development

**By actively creating opportunities and providing professional development for employees, we ensure knowledge and skills stay relevant and current.** Training our workforce is integral in maintaining company culture while enabling teams to accomplish business goals.

## Development Planning

At Techmer, we aim to foster a workplace where employees can thrive, develop, and innovate. We encourage employees to conduct self-assessments using SMART goals as part of their individual development planning (IDP).

This planning allows employees to further their skills in areas of particular interest, such as certifications, training, or project leadership.

Supervisors and managers are also trained to regularly monitor and adjust IDPs to ensure they remain relevant and aligned with individual and organizational goals.

## Total Compensation

Techmer consistently evaluates our compensation and benefits programs

against local and national standards to ensure our total compensation package remains competitive. This approach helps us attract and retain the best talent.

## Team and Skill Building

Techmer also rolled out the supervisors and managers training sessions in 2024 to further enhance the leadership skills of our staff members.

About 40 employees participated in this training at our Clinton and Batavia sites.

Our commitment to training employees also includes all new hires, who go through an extensive on-the-job training program to learn how to perform their jobs safely and efficiently and provide opportunities for feedback on how it could be done better.





## New Beginnings

"During my six-year tenure at Techmer PM, I had the opportunity to work in manufacturing and provide support in various areas throughout the facility.

One of the many fond memories I've had during my time at Techmer is the golf outing for employees. This event, which brought us together outside the facility, was a testament to the strong bond and unity that we share as One Techmer.

As I look ahead, I am excited about the prospect of continuing my career with Techmer. I am committed to contributing my skills and knowledge to the company's future success."



**Byron Ford**  
Machine Operator  
Clinton, Tenn.



**Meredith Register**  
Analytical Chemist  
Clinton, Tenn.

"I am truly grateful to be part of a company like Techmer, which not only encourages me but also invests time in developing my talents. The warm welcome and support from everyone have made me feel like a part of a big family, and I deeply appreciate the role the company has played in my personal and professional growth.

I am excited about the opportunities to learn more about the company and to contribute to our shared goals. I am committed to helping us achieve our objectives and look forward to the exciting challenges that lie ahead."



## New Beginnings



**Edgar Alejandro Lara**  
Sales Engineer  
Querétaro, Mexico

"I am deeply passionate about collaborating with my colleagues to develop innovative and tailored solutions for our customers, leveraging the latest advancements in materials science. The dedication and meticulous attention to detail demonstrated by our technology department on every project always impresses me. Their commitment to excellence is truly inspiring.

I am committed to contributing to this remarkable company and its exceptionally talented team. Together, we are poised to revolutionize the plastics industry, setting new standards for quality and innovation. I am thrilled about the future and the groundbreaking work we will do together."



**Sonya Petty**  
Shipping Coordinator  
Kimberly Park, Ga.

"I was excited to begin my career with Techmer PM five years ago. I was impressed with what the company was doing, especially in the areas of philanthropy and our impact on the environment. I am again looking forward to our new chapter as we begin the formal integration into our new facility at Kimberly Park. I expect good things to come from and for our team."





# Legacy Perspectives

"I have been with Techmer for over 25 years, beginning my journey as an administrative assistant before transitioning to Procurement. The dynamic nature of procurement ensures that no two days are the same, as I continuously seek new products and suppliers to meet our business needs. I am fortunate to work alongside supportive colleagues who bring joy to my workday. I love my Techmer family!"



**Tabitha Hutson**  
Buyer  
Clinton, Tenn.



**Josh Dale**  
Color Specialist  
Dalton, Ga.

"I have been with Techmer PM for 16 years. I started as a samples technician, then moved into quality control, and currently work in product development as a color specialist. Techmer PM has been a great place to work over the years, providing great training and opportunities for me and my co-workers. We have been in the middle of integrating the Tyler Street and Kimberly Park plants into one facility this year, and I am excited and looking forward to all the great things that our combined team will be able to accomplish together!"



# Legacy Perspectives



**Javier Topete**  
Color Specialist  
Rancho Dominguez, Calif.

"I began my career at Techmer PM nearly 40 years ago, marking my first and only job in the country. My journey started as a batch maker, followed by roles as a machine operator, quality control technician, color matcher, color match supervisor, and technical service representative for Mexican accounts. Over the years, I have had the opportunity to work at the Clinton, Wichita, and currently Rancho Dominguez plants.

Throughout my tenure at Techmer, I have gained extensive experience collaborating with colleagues and customers. My passion lies in color matching, and I am proud to be part of this team. My goal is to continue delivering exceptional service to our customers."

"I began my journey with Techmer PM 36 years ago, after college. At that time, the Clinton site was just being built, and I completed my initial training in LA. We had only a few employees in Tennessee, and I was the first QC technician. As the company grew, I managed the quality and technical service departments. After ten years, I transitioned to the sales team as a sales engineer.

I've had many opportunities throughout my career, but Techmer has been a fantastic workplace. I deeply value the relationships I've built here and consider my colleagues my family. I'm excited to see what the next ten years will bring for this company."



**Ken Smith**  
Sales Engineer



# Fibertech

## Featuring the latest technology developments and product innovations for the fiber market.

Techmer PM actively facilitates and engages in various ESG and sustainability working groups. One such activity is the annual Fibertech Innovation + Technology conference.

The conference features the latest technology developments and product innovations in the colorant and additive industry for the fiber market.

Fibertech 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 processing and productivity.

The technology highlights featured at the show were one of the first non-PFAS hydrophobics for fiber. Attendees were some of the first to learn about and see data for this innovation, highlighting Techmer's commitment to sustainability and educating our industry and new and down-the-road regulations.

One of the highlights of Fibertech 2024 was a panel discussion on how to stimulate and nurture innovation.

Titled "Innovation in the Intelligent Age," the 75-minute session featured three diverse leaders:

- Platt Boyd from Branch Technology
- Marc Shillum from
- Jenny Whitener from Bridge Innovate
- Moderated by Robert Grace from RC Grace LLC



"I was thrilled to participate in Fibertech this year. Fibertech is more than just an event; it's an energetic gathering of passionate minds dedicated to the future of the fiber industry. It allowed us to delve into the latest breakthroughs in colorant and additive technology, explore cutting-edge innovations, discuss industry trends, and share valuable insights on enhancing fiber performance and productivity."

**Tina Rogers**  
Market Manager - Synthetic Fibers





## Film Festival

**"Innovations in Sustainability" - Techmer PM actively engages with customers to help find the best sustainable solutions for their challenges.**

"The theme 'Innovations in Sustainability' perfectly encapsulated our efforts to develop environmentally friendly solutions. We were thrilled to demonstrate our latest advancements and collaborate with industry leaders to drive the future of plastics technology."



**Rodney Weaver**  
Market Manager - Flexible  
Packaging & Films



In 2023, Techmer PM proudly hosted its inaugural Film Festival, an event designed to celebrate and unveil the company's cutting-edge 5-layer blown film pilot line.

This new line represents a significant advancement in film technology, aimed at both internal development and collaborative projects with customers on innovative new ventures.

The Film Festival, a name chosen with a touch of humor, featured an intimate conference setting. Attendees were treated to detailed demonstrations of the new film line, providing a firsthand look at its capabilities.

**"Innovations in Sustainability"**  
The theme for this year's event was "Innovations in Sustainability," highlighting Techmer PM's commitment to environmentally

friendly practices and products.

At the event, Techmer unveiled a new product to the Techmer portfolio, using waste-to-landfill diverted Brewer's Spent Grain, dubbed HiTerra Brewed. The material was a hit, as customers crowded around the film line during film extrusion. They were intrigued by the possibilities but also amazed at Techmer's commitment to making this seemingly impossible task possible.

The Film Festival also included presentations from industry experts. Notably, BASF and Thor USA speakers delivered insightful talks on biodegradable resins and non-halogenated flame-retardants, respectively.



# INVOKE

## Techmer PM regularly collaborates with industry leaders to tackle sustainability challenges.

In November 2024, industry leaders gathered at The Westin Governor Morris in Morristown, N.J., for the highly anticipated "INVOKE: Apply Sustainable Technology to Your Packaging" event.

This event brought together a select group of brands and processors to share strategies and innovations in sustainable packaging.

Spanning two days, the event provided an insightful experience focused on practical solutions for rigid packaging

applications.

Unlike larger sustainability conferences that offer a broad overview of industry trends, INVOKE delved into specific, actionable strategies that attendees could implement in their own markets.

Attendees benefited from a focused agenda that covered a range of topics. A key theme was maximizing post-consumer resin content in HDPE and PET packaging, discovering how to enhance sustainability through these materials.

"There are plenty of sustainability events focused on broad topics like legislation and mega-trends. Our customers and partners are looking for genuine, ready-to-implement solutions to make their packaging more sustainable. INVOKE is all about promoting action through these technologies."

**Steve Smith**  
Market Manager - Rigid Packaging



"Techmer is a materials design company known for its innovation and technology. Part of our success has been through our market-specific customer engagement events, like Fibertech. INVOKE is an extension of our commitment to bringing market focused events to our partners with a focus on commercially available solutions that enable sustainability."

**Brandon Chan**  
Business Unit Director -  
Film & Rigid Packaging





# Giving Back to the Community

**While enabling our customers to achieve their sustainability goals, Techmer is also committed to making a positive impact through active participation in volunteer activities.** Our aim is to be a good neighbor in our local communities.

## Internship Programs

Techmer actively partners with local universities and colleges to offer students hands-on work experience.

These students bring fresh perspectives and innovative ideas to Techmer PM. An example project was in developing a best in-class solution for Scope 1 and 2 CO2 monitoring and reporting.



## Aid to Distressed Families of Appalachian Counties (ADFAC)

Each year, Techmer proudly donates to the ADFAC organization, which is dedicated to providing essential resources such as housing assistance and school supplies to low-income residents in Appalachian counties.

The ADFAC organization was thoughtfully chosen through the Techmer Employee Volunteerism Program (EVP), reflecting our employees' commitment to making a positive impact in our community.



## Ribbon of Hope - Knoxville

In a heartwarming initiative to support the fight against cancer, Techmer PM and Prototyp3 joined forces to design a monumental "Ribbon of Hope" sculpture for the American Cancer Society.

Both teams conceptualized, designed, formulated, and 3D printed a 6.5 ft tall PETG-GF sculpture in a custom lavender color that symbolizes unity in the fight against all cancers.



## Dream It Do It

Each year, Techmer PM supports a local school in Anderson County through the Dream It Do It project, an initiative aimed at raising awareness among young people about the training and opportunities available in advanced manufacturing.

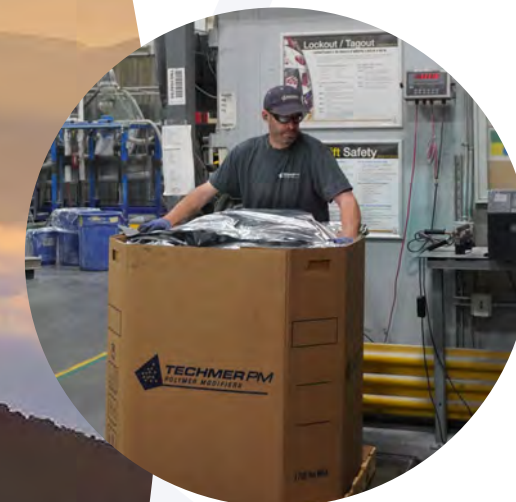
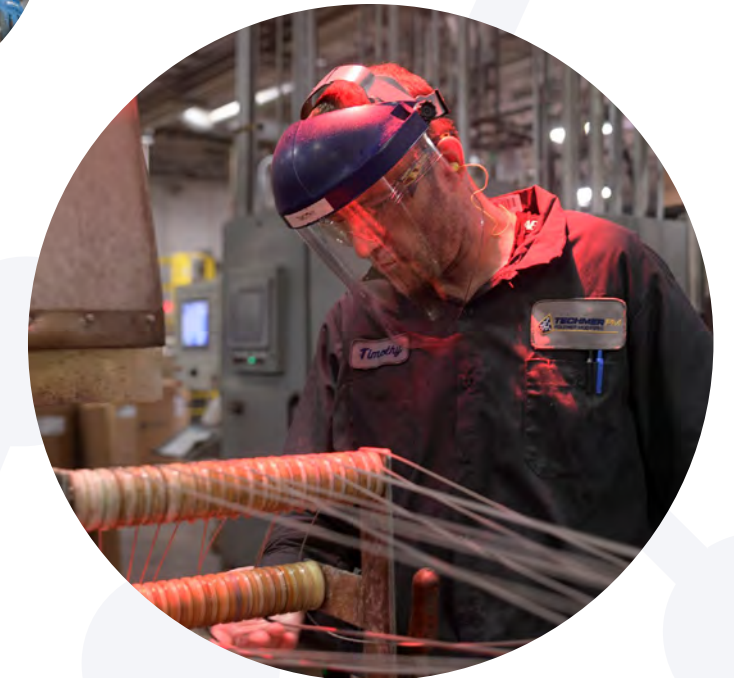
In 2023, Techmer partnered with Lake City Middle School and hosted a group of students at its Clinton, Tenn., facility.





# SUSTAINABILITY

Techmer PM is committed to reducing energy consumption, eliminating wasteful practices, conserving water resources, and developing innovative technologies to help our customers achieve their sustainability goals.





# Message From the Director of Technology & Sustainability



By now, many, if not most, of our customers have experienced our world-class sustainable technologies. Whether from recycling enablers, the lowest-in-industry LDR, high-performance biobased resins for additive manufacturing and injection molding, or any of HiTerra's products, our sustainability mission guides our product development roadmap.

## Our Sustainability Mission

This encompasses all areas of our operation, as you have read throughout this report and in the following pages. Some of the most rewarding programs are those that fit our sustainability platforms and allow our customers to meet their sustainability goals.

## Trends in Sustainability

I am proud to say that the customers we serve have taken sustainability to heart. This year, we saw many trends about sustainable business practices and product launches. In years past, these technologies were

approved but not implemented due to limited consumer or OEM adoption. The most common requests around sustainability involved recycled resins.

Low post-consumer recycling (PCR) levels could be used with minimal adverse effects on end products; however, as consumer and regulatory demands have increased the required levels of PCR, there is a need for high-performance solutions in order to keep the same visual and mechanical properties. This trend has kept the technical and supply chain groups busy securing stable recycle streams and using the latest technologies to help our customers meet their PCR targets for both masterbatch and high-performance engineered compounds.

The other two big trends this year were the inclusion of either a natural mineral component to reduce CO2 emissions through the supply chain or regulatory-compliant alternatives to industry-standard chemicals. The big movements here were moving away

"Sustainability and all its challenges is what drives me to get up in the morning and come to work. The response to these initiatives from the team is nothing short of astounding as we continue to develop new technologies and improve our practices for a more sustainable future."

**Kaan Serpersu**

Director of Technology & Sustainability

from PFAS chemicals or halogenated flame retardants. In many cases, our solutions were developed and waiting for the market to catch up.

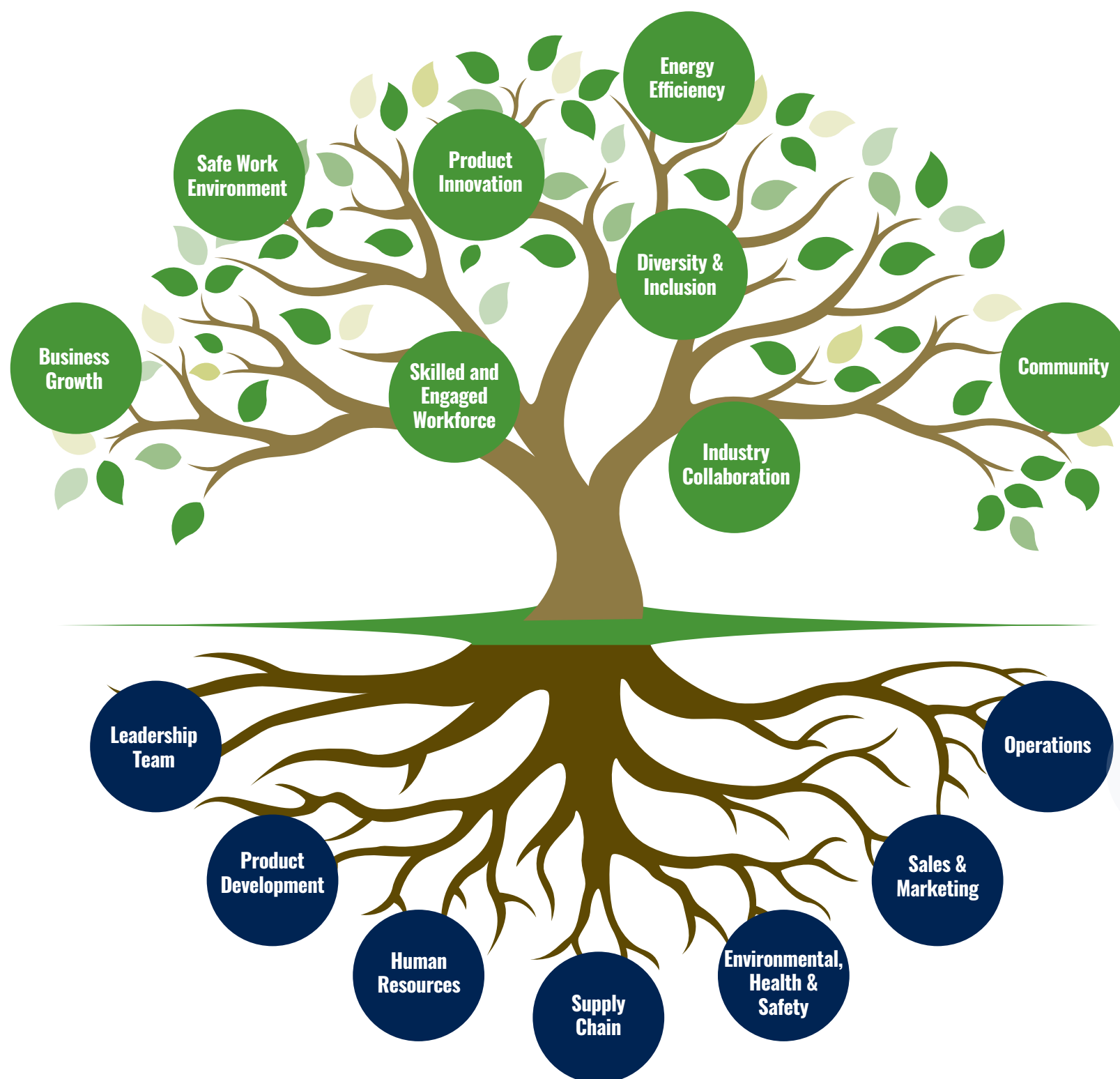
## Looking Ahead

Looking into 2025, we believe we will see a continued need to push the boundaries of what is possible with PCR, the need to push machine efficiency to reduce power usage, water usage, and Co2 emissions, keep watch on the political spectrum with increased recycling infrastructure being infused throughout the United States, and the request for alternatives to industry standard chemicals long-thought to be non-replaceable.

We hope you join us on this journey to a bright and sustainable future!

**Kaan Serpersu**  
Director of Technology & Sustainability





## 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.



# Working To Create A Culture of Sustainability

## Operations

“Sustainability is the cornerstone of our operations at Techmer PM. By continuously improving our processes and embracing innovative solutions, we are committed to reducing our environmental footprint and enhancing the well-being of our community. Together, through dedication and collaboration, we can achieve a sustainable future that benefits everyone.”

**Danielle Ceccarelli**  
Continuous Improvement Manager  
Clinton, Tenn.

## Commercial

“Techmer PM is committed to doing what we can to improve sustainability across the entire plastics industry. Collaborating with our suppliers and customers to bring sustainable solutions to the market is core to our commercial success. However, we also look to customers for sustainable concepts that can be implemented in our own operations and share our successes with them too.”

**Steve Smith**  
Market Manager - Rigid Packaging

## 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  
Clinton, Tenn.





# 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.



“Inspired by Techmer’s mission and core values, we are dedicated to developing sustainable solutions that ensure our products reflect our commitment to being a responsible and supportive neighbor in our communities.”

**Bhushan Deshpande, PhD**  
VP of Technology  
Clinton, Tenn.



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
- PET and PE 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 alloys for tuned mechanical properties
- Wood flour and BSG-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



## First Materials Supplier in Purdue University's CAMS Consortium

Techmer PM is the first materials supplier to be inducted into Purdue University's Composites Additive Manufacturing and Simulation (CAMS) Consortium.

The Composites Manufacturing and Simulation Center (CMSC) at Purdue, home to the CAMS consortium, is globally recognized for its expertise in the manufacturing, simulation, and characterization of composite materials.

This new partnership within the CAMS consortium will drive innovation and sustainability in materials sciences by uniting top-tier researchers, industry leaders, and academic institutions.

Techmer PM's inclusion in this esteemed group highlights the company's commitment to advancing the frontiers of material solutions.

This collaboration marks a significant milestone in the industry, ushering in a new era of cooperative efforts to enhance understanding and confidence in large-format additive

manufacturing (LFAM).

By joining CAMS, Techmer PM aims to leverage collective expertise, like Purdue University's ADDITIVE3D simulation, to accelerate the development of materials for LFAM, reducing the iteration time and material usage between prototyping and final formulation.

The CAMS consortium will benefit from Techmer PM's extensive expertise and technological advancements, particularly in recycling technologies, and how that can be applied to LFAM.

Techmer PM and Purdue University will combine physics and chemistry to create robust, tuned materials optimized for LFAM while providing education, validated simulation tools, materials characterization, and best practices in the industry.



"The ADDITIVE3D simulation data provides a remarkable baseline and offers the ability to make accurate machine-specific material cards. Through this unique partnership, we will broaden our material card portfolio to streamline users' processes, reducing the number of iterations needed to print a part successfully – ultimately saving time and money while accelerating speed to market."

**Jenna Hunt**  
Business Development Manager - 3DP





# Recycle Enablers - Recycle Stabilizer

## Enhancing Recycled Resin Blends with Recycle Stabilizer



In the ever-evolving world of sustainable packaging, the challenge of improving the mechanical properties of films made from recycled resins is paramount.

### Techmer PM's Breakthrough Solution

Techmer PM's multilayer recycle stabilizer is designed to enhance the performance of films made from dissimilar resin blends.

This advanced compatibilizer modifies the interfacial properties between the different polymers, thereby improving adhesion and dispersion, harmonizing resins that don't usually blend.

The result is a film with superior mechanical and visual properties, critical for maintaining the integrity, functionality, and consumer adoption of packaging materials.

### Addressing Clarity Issues in Resin Blends

One common issue when mixing different types of resins, such as polyethylene terephthalate (PET) and PE, is the loss of clarity. The blend often turns milky white due to phase separation and incompatibility at the molecular level.

Techmer PM's compatibilizer contains specific functional groups that interact with both PET and PE, promoting better miscibility and reducing the size of dispersed phases. This results in a clearer, more transparent blend, essential for packaging applications requiring high visibility.

### Applications in Food Packaging

The benefits of these multilayer recycle stabilizers extend to various forms of food packaging, including clamshells and other display packaging. Whether the packaging is film-based or rigid, the improved mechanical properties and enhanced clarity provided by Techmer PM's solution make it an ideal

choice for manufacturers looking to incorporate recycled materials without compromising quality.

**Film Applications:** In film applications, the stabilizer ensures that the films remain flexible and durable, even when subjected to the stresses of packaging and transportation.

The enhanced clarity also makes these films suitable for display packaging, where product visibility is crucial.

**Rigid Applications:** For rigid packaging, such as clamshells, the stabilizer improves impact resistance and reduces brittleness, ensuring that the packaging can protect the contents effectively.

The clarity enhancement also adds to the aesthetic appeal, making the packaging more attractive to consumers.





## Alternative Resins - HiTerra™ Brewed

Techmer PM's alternative resin solutions includes products that enhance sustainability without compromising performance.

### HiTerra Brewed

Brewed is a groundbreaking material that combines innovation, sustainability, and performance. It is a testament to Techmer's commitment to sustainability and the circular economy by transforming industrial byproducts into valuable resources.

Brewer-spent grains (BSG), a byproduct of the brewing industry, have traditionally posed a waste management challenge. Techmer PM has harnessed advanced technology to repurpose these grains into high-performance, sustainable materials.

This innovative process reduces waste and minimizes the environmental footprint of both the brewing and manufacturing industries.

Additive manufacturing has been an impactful market in bringing this technology to life, with customers running print trials and participating

in the iterative process. Designed for large-format additive manufacturing (LFAM), HiTerra Brewed has been optimized for minimal warp, fast print speed, mechanical properties, and good adhesion, all while providing a visually stunning color.



"Techmer's sustainable PLA crafted from Brewer Spent Grain not only embodies circular innovation but also delivers exceptional print quality on Weber Additive - DXR 25 robotic system. The stunning, durable parts are proof that sustainability and performance can go hand-in-hand."

**Alexander Wulfken**  
Sales Manager - Additive Manufacturing,  
Weber Additive





## Sustainable Enablers - Hi-Temp Purge

HiTerra Hi-Temp Purge is a non-PFAS purge technology that significantly improves machine efficiency and is design for high temperature applications to reduce the need to purge with high value resin and reduce material waste.

Techmer PM's Hi-Temp Purge solution is a critical innovation designed to address the challenges associated with high-temperature engineering resins.

This advanced purging compound significantly reduces purging times during color changes, resin changes, and the removal of carbon contamination build-up inside the barrel.

By improving the efficiency of the purging process, Hi-Temp Purge helps molders achieve shorter downtimes, thereby enhancing overall productivity and reducing operational costs.

One of the standout features of Hi-Temp Purge is its compatibility with high-temperature resins.

This ensures thorough cleaning without degrading the material, maintaining the integrity and performance of the equipment.

The solution is particularly effective in injection molding, extrusion, and blow molding applications, where maintaining cleanliness and consistency is paramount.

In addition to its operational benefits, Hi-Temp Purge contributes to sustainability by minimizing waste and reducing the environmental impact of manufacturing processes.

Enabling more efficient purging helps decrease the amount of resin and energy required, aligning with Techmer PM's commitment to sustainable practices.

Techmer PM also provides comprehensive guidance and support to help molders develop the most efficient procedures for using Hi-Temp Purge, ensuring optimal performance and minimal waste.

Overall, Techmer PM's Hi-Temp Purge solution exemplifies the company's dedication to innovation and sustainability. It offers a practical and effective tool for improving manufacturing efficiency while supporting environmental stewardship.



"Techmer PM's Hi-Temp Purge solution exemplifies the company's dedication to innovation and sustainability, offering a practical and effective tool for improving manufacturing efficiency while supporting environmental stewardship."

**Bryan Fox**  
Applications Development Engineer  
Engineered Compounds



# SUSTAINABILITY IN OUR OPERATIONS

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

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

We also remain dedicated to upholding and advancing a secure, well-being-focused, and injury-free atmosphere for all our employees.

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.

But there is always room for improvement.

### Drivers in Our Operations for Sustainability

- Zero Pellet Loss - all Techmer sites continue to follow Operation Clean Sweep principles.
- Purge Optimization has been implemented at all sites to increase machine efficiency and eliminate contamination, including using our commercial purges internally.

“At Techmer, our focus on safety, energy and water efficiency, landfill waste reduction, and participation in recycling programs continues to be a priority in all seven facilities”

Travis Martin  
VP of Operations

- 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.

### Green 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.

This demonstrates our commitment to environmental sustainability. Techmer will continue using this program in the Clinton facility and will look for other similar energy partners throughout the country.



**Zero environmental, health, or safety violations year to date**



**26.7% reduction in Total Case Injury Rate from 2021**







# 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.

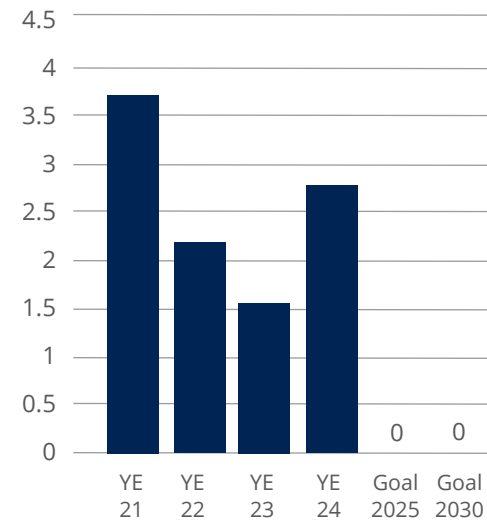
Techmer remains committed to sustainable practices through our client work, operations, and broader collaborations.

Looking forward, Techmer PM aims to:

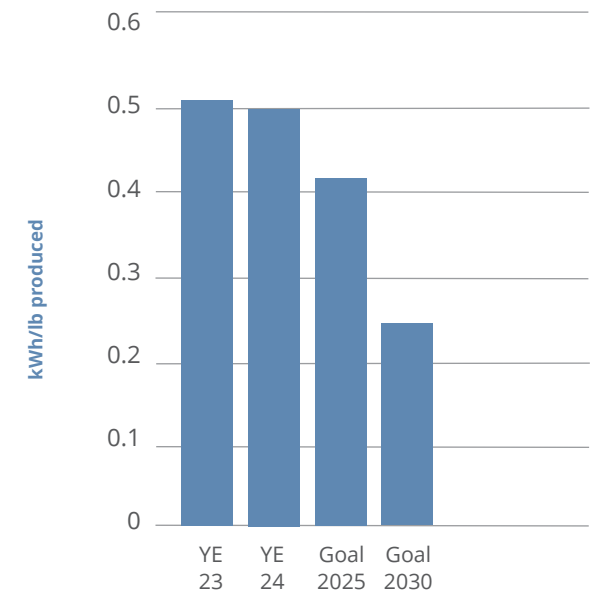
- Earn the Zero Waste-to-Landfill certification for our Wichita, Kan., and Clinton, Tenn., facilities.
- Continue investigating renewable energy offerings in other regions in which we operate.
- Continue incorporating employee feedback and fostering a conducive and safe work environment.
- Continue facilitating supplier and customer feedback to further meet sustainability goals.
- Develop a first-of-its-kind Recircular product line.
- Expand our recycled resin portfolio.
- Achieving Operation Clean Sweep certifications for all sites.



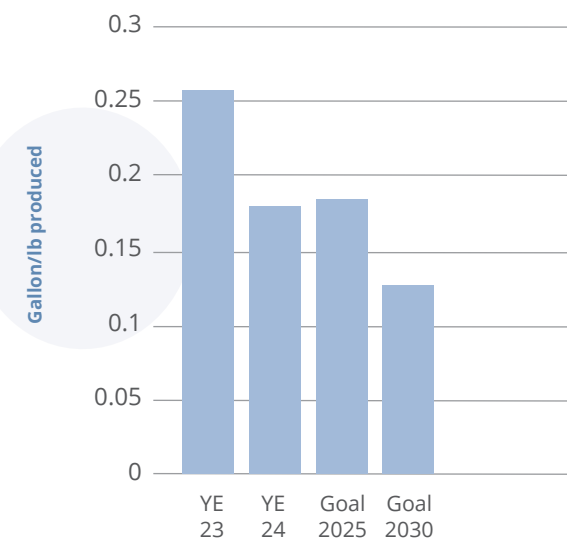
## Total Case Injury Rate



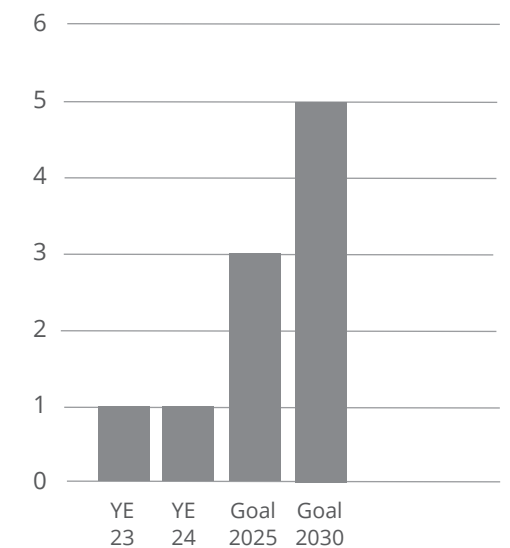
## Power Consumption



## Water Consumption



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





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