



2024

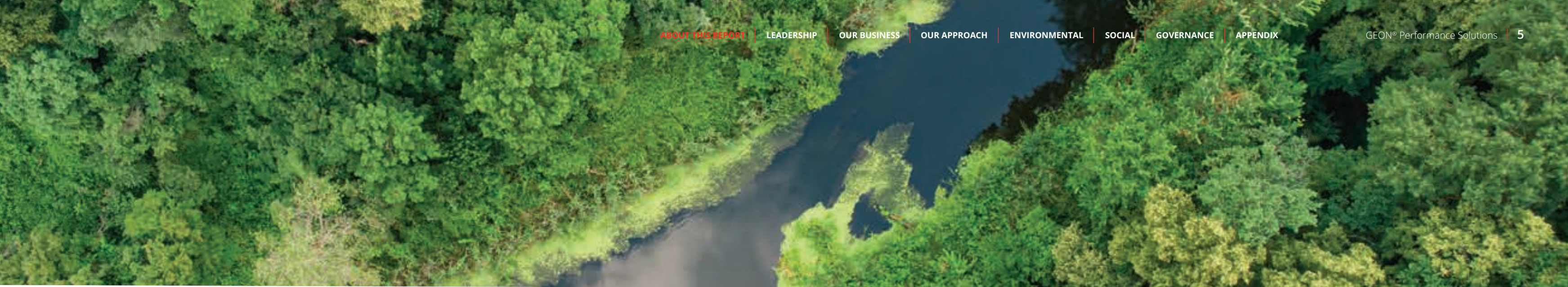
GEON® Performance Solutions
Environmental, Social
& Governance Report

GEON.COM

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ABOUT THIS REPORT



This report covers GEON® Performance Solutions’ approach to environmental, social and governance (ESG) activities for 2024.

The report illustrates how we bring our sustainability strategy to life for our associates, customers and community.

All reporting and performance data are limited to GEON Performance Solutions, LLC and affiliated entities (collectively “GEON Performance Solutions” or “GEON”).

This report has been prepared using the Global Reporting Initiative (GRI) Standards as guidance and is GRI-referenced. The appendix on page 54 cross-references key GRI indicators and shows where in the report those topics are discussed.

Additional information is available on our website: geon.com.

We welcome your questions, comments and feedback. You may contact Janice Worden, chief operating officer, at Janice.Worden@geon.com.

At GEON Performance Solutions, we strive to be **essential** to our customers, **rewarding** to our associates, **generous** to our communities and **profitable** to our owners, while enhancing the environmental sustainability of our operations and products. Putting people at the center of everything we do, our GEON Vision 2025 aims to drive long-term growth and deliver value by serving all of our stakeholders and acting in ways that create a more sustainable future.



GEON Vision 2025





LETTER FROM THE CEO

Dear Valued Stakeholders,

We are proud to present GEON's 2024 Environmental, Social and Governance Report. In the following pages, you will see our success at integrating sustainability into our business and decision-making processes for the benefit of our people, customers, communities and planet.

2024 Actions Focused on the Future

I am happy to report that 2024 was a year of significant progress toward our goals. Our revenue, product volume and return on sales were strong despite continued macroeconomic headwinds. We made improvements to business processes and exercised commercial discipline, which allowed us to make critical investments in sustainability and business intelligence. This approach also enabled us to expand our technology and R&D teams.

We also expanded our product portfolio. After the acquisition of Polymax™ thermoplastic elastomer (TPE) in December 2023, associates at our Ramos Arizpe, Coahuila, Mexico, facility built and launched a new manufacturing line that is now producing a range of polymer compounds including TPE and thermoplastic vulcanizate. The addition of TPE to GEON's portfolio of performance polymers drove investment in the company's Dyersburg, Tennessee, facility, where we commissioned TPE and thermoplastic polyolefin manufacturing capabilities to support growing customer demand.

Ingraining Sustainability Into Business

Last year, GEON invested \$3 million in capital expenditures aligned with sustainability efforts across all our sites. These included lean process improvements, which helped reduce the amount of waste we sent to landfills by 47 percent over 2023. We also modernized our equipment and electrical infrastructure to support greater energy efficiency and safer work environments for our associates.



Waste reduction

We worked to reduce the amount of waste we sent to landfill by implementing a lean 5S program. Across the company, we recycled 77% of the total waste we generated and decreased the amount of waste we sent to landfill by 47% over 2023. Our Terre Haute, Indiana, site led the way with a reduction of more than 80% of the waste it sent to landfill.



Sustainable innovation

We continue to collaborate with our customers to develop innovative product solutions that support their sustainability objectives and address the growing market demand for more circular products. In 2024, we expanded our bio-based composite technology platform to integrate a wider range of renewable additives such as wood flour and other cellulosic fibers.



Energy efficiency

In 2024, we invested more than \$3 million in capital expenditures aligned to our sustainability efforts, including modernization of our electrical infrastructure to increase efficiency and safety. We also evaluate our climate risks and seek solutions that promote energy conservation and reduce greenhouse gas emissions.



Skilled workforce

We continued to grow our multi-tier talent ecosystem in 2024 by expanding the G-Force program for early-career professionals. This program aims to strengthen GEON's talent pipeline and succession bench. We also focused on training, offering programs for both manufacturing supervisors and senior company leaders.



Community engagement

Employee-led THRIVE teams are at the heart of our community work. In 2024, our THRIVE teams devoted more than 6,450 hours of service and raised more than \$32,000 to support our communities. Our efforts included hurricane relief, environmental stewardship and support for people with autism.



Environment, health and safety

A safe work environment is our top priority at GEON. More than 70% of our sites logged no recordable injuries in 2024. We conducted hands-on training to emphasize awareness and encourage behavior change. We also increased the number of observations we performed, seeking to change mindsets and reduce risks.

Reinforcing Our Values

The company received two certifications in 2024 that are testaments to our value of Win Together. In April, GEON achieved Great Place To Work® recognition in all countries where we operate — an incredible honor and evidence that our journey to connect core values to ESG priorities is on the right track.

In November, we earned a silver medal from EcoVadis, a global leader in business sustainability assessments. GEON's score placed us in the 93rd percentile globally for sustainable management and procurement. This recognition validates the sustainable systems we have in place and reveals the areas where we still have room to grow and improve.

Sustainability Is a Journey

GEON expanded our material portfolio with the January 2025 acquisition of Foster, LLC, a differentiated compounder of biomedical polymers used in the healthcare and medical device industries. This was GEON's fourth acquisition since 2020, bringing to life our strategy to expand our global footprint for customer success.

In 2020, we announced GEON Vision 2025: a set of actionable, outcome-driven goals to evolve our businesses and maximize positive impact. The results to date are shared in the pages of this report. As we work through the final year of Vision 2025, we do so with a mindset to optimize and advance operational excellence, shape thriving communities, and collaborate and innovate across our value chain.

Thank you for your support on our sustainability journey. We look forward to hearing your thoughts, ideas and questions as we share our progress.

Best regards,

Tracy Garrison
Chief Executive Officer, GEON Performance Solutions

2024 Sustainability Highlights



**Optimize and Advance
Operational Excellence**

Reduced the amount of waste sent to landfill by 47% over last year, surpassing our 2025 goal

Sent 77% of waste to recycle streams vs. landfill

Decreased annual water consumption at our Orangeville, Ontario, site by 48%

Earned a silver medal for sustainability practices from EcoVadis — ranking in the 93rd percentile

3 sites (Avon Lake, Ohio, Orangeville and St. Rémi, Quebec) achieved third-party Responsible Care Management System® certification



Shape Thriving Communities

100% of our sites hosted THRIVE employee engagement or volunteer events

Achieved Great Place To Work® certification in all countries where we operate

33% increase in participation in our mentorship program from 2023

31% of leaders identify as minority and/or female, exceeding our 2025 target



**Collaborate and Innovate
Across the Value Chain**

Developed a thermoplastic olefin product platform that incorporates recycled rubber — reducing landfill waste while offering a high-performance solution

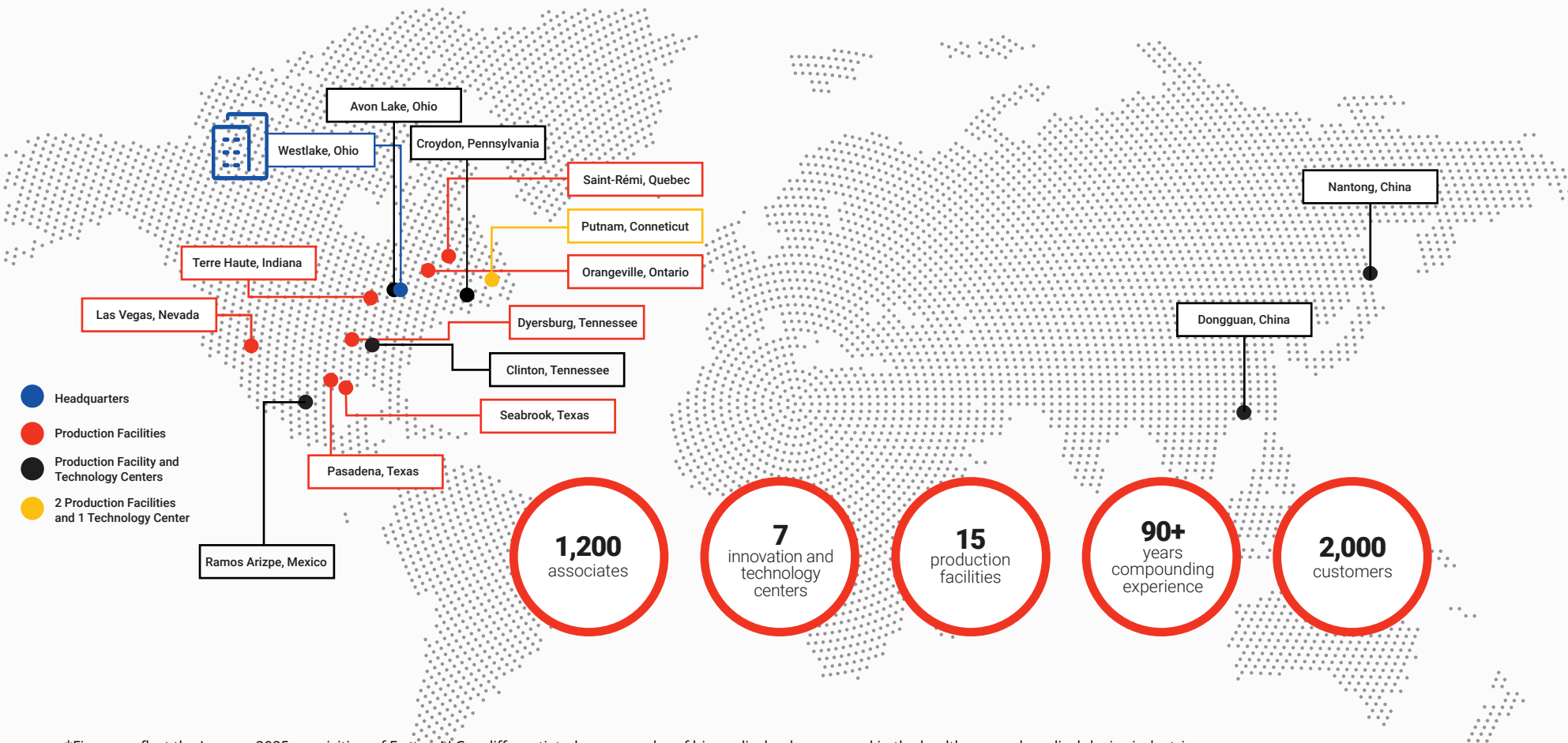
Integrated recycled talc into polypropylene-based automotive products, advancing fully recycled formulations for automotive applications

Earned a +Vantage Vinyl Silver verification from the Vinyl Sustainability Council for 5th consecutive year

OUR BUSINESS

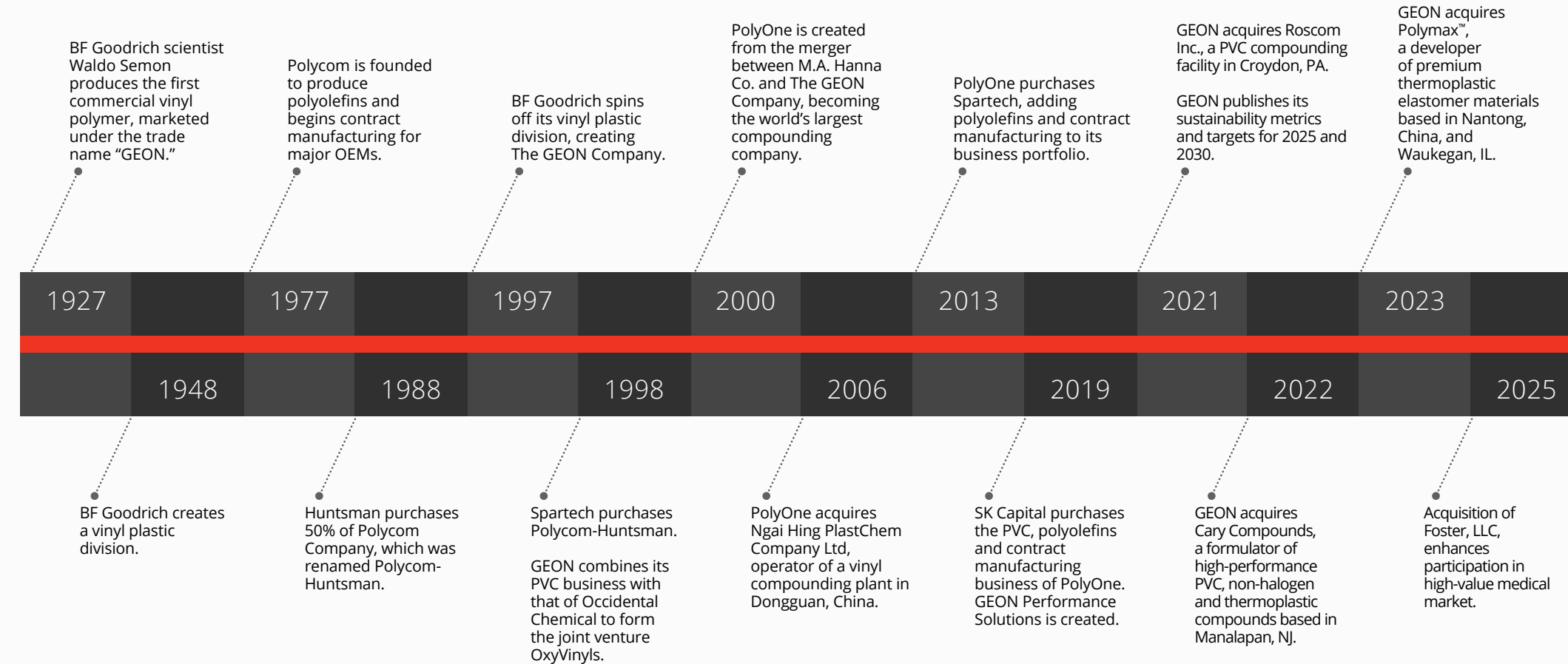
At GEON Performance Solutions, we work alongside our customers to deliver critical solutions in the rapidly changing and challenging polymers industry. We combine high-performance vinyl and polyolefin polymer technologies and nearly a century of expertise to help our customers meet or exceed performance requirements and reach their sustainability goals.

GEON Performance Solutions has approximately 1,200 global associates and 15 world-class manufacturing plants, and is headquartered in a western suburb of Cleveland, Ohio.* In 2019, GEON Performance Solutions was acquired by global private investment firm SK Capital and became a stand-alone, customer-focused business. With approximately \$9 billion of assets under management, SK Capital seeks to build resilient, sustainable and growing businesses that create long-term value. Collectively, SK Capital's 20-plus portfolio companies generate revenues of approximately \$12 billion annually, operate more than 200 plants and employ more than 25,000 people globally in more than 30 countries.

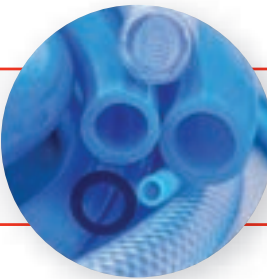


*Figures reflect the January 2025 acquisition of Foster, LLC, a differentiated compounder of biomedical polymers used in the healthcare and medical device industries.

OUR RICH HISTORY



GEON is a recognized leader in plastic compounded solutions and produces the top brand in polyvinyl chloride (PVC) compounds. We offer a broad range of formulated polypropylene (PP) and other thermoplastic polyolefin (TPO) products, plus a full spectrum of manufacturing services. In addition to our industry expertise in engineered materials, we provide design and application development support and deep technical knowledge to help our customers bring innovative solutions to the marketplace.



GEON® Flex
GEON® Flex MED



GEON® Rigid



RESILIENCE®



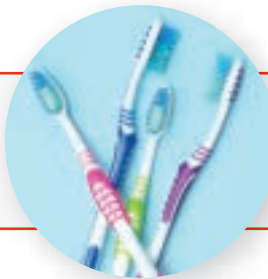
GEON® Lite



DURATHERM™



GEON®
Rigid MED



GEON®
Polymax™



DRIVING
SUSTAINABLE
INNOVATION
FOR
AUTOMOTIVE
OEMS

To meet their ESG targets, our automotive OEM customers are demanding a wider range of renewable additives in the polymer products that we supply. GEON has responded by expanding our bio-based composite technology platform to integrate a wider range of renewable additives such as wood flour and other cellulosic fibers.

A Leader in Sustainable Innovation

We're committed to collaborating with OEMs to align with their ESG targets. The new GEON technology answers this challenge on several fronts: It harnesses low-carbon, bio-based materials; optimizes performance with improved strength and lightweight properties; and supports circularity through recyclability and incorporation of recycled content.

"This GEON initiative is an important step on our sustainability journey," says Jean-Francois Morizur, vice president of technology. "It positions us as a leader in sustainable innovation, addressing both regulatory demands and the need for environmentally responsible solutions."



Products for the Medical Device Industry

With the acquisition of Foster, LLC, we now offer a full spectrum of materials to healthcare manufacturing companies as they push new frontiers in medical device design.



Foster
ProPell™



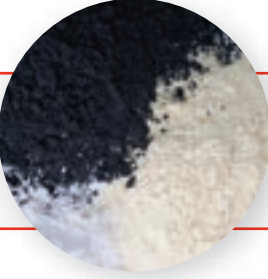
Foster
Combat™



Foster HLS
Heat & Light



Foster
Medibatch™



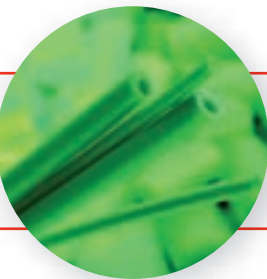
Foster
LoPro®



Foster
Lazermed™



Foster
Authentix™



Foster
Nanomed®



A DIVERSE NEW
PORTFOLIO
FOR
HEALTHCARE
CUSTOMERS

In early 2025, GEON acquired Foster, LLC, a differentiated compounder of biomedical polymers used in the high-growth healthcare and medical device industries. This acquisition is a key component in our strategy to enhance and diversify our portfolio of engineered polymer solutions and to better serve unique customer needs.

"This strategic acquisition broadens GEON's portfolio of medical polymer solutions to offer a full spectrum of materials to medical companies," says GEON CEO Tracy Garrison. "Foster, LLC has an impressive 36-year track record of delivering highly innovative, market-leading technologies for life-saving medical devices. We are privileged to partner with their team to further strengthen and expand this tradition of excellence."

Foster offers formulation, development and production of custom medical compounds, implantable materials, engineered




polymers, thermoplastic polyurethane elastomers and polymer enhancements. It also offers a range of services in clean and white room manufacturing facilities.




Expanding Our Global Footprint

The Foster, LLC acquisition is GEON's fourth since 2020 and its second in the last year. In December of 2023, GEON acquired Polymax™, adding thermoplastic elastomer to our material portfolio.

Foster, LLC is headquartered in Putnam, Connecticut, and has supply partnerships in Europe and Southeast Asia. The business operates three manufacturing locations and two distribution centers in the United States and employs approximately 200 people.

Taking a market-facing approach to serving our customers enables us to holistically serve their needs. Today, the people of GEON are working on the ideas that will drive the future of the markets we serve — including lightweighting, energy efficiency, lower carbon footprint and circularity.

		
Building & Infrastructure	Power & Communication	Transportation
Applications		
<ul style="list-style-type: none">ElectricalFence/decking/railWindow and doorPipe and fittingsInterior and exterior molding and siding	<ul style="list-style-type: none">Low, medium and high voltageEV charging infrastructure5G, data and optical fiber communications	<ul style="list-style-type: none">AutomotiveRVsHeavy trucking
Key Market Needs		
<ul style="list-style-type: none">✓ Sustainability✓ Energy efficiency✓ Weather resistance✓ Longevity	<ul style="list-style-type: none">✓ Design flexibility✓ Connectivity✓ High performance✓ Sustainability	<ul style="list-style-type: none">✓ Lightweighting✓ Reduced emissions✓ Lower carbon footprint and sustainable materials✓ Circularity
GEON Strengths		
<ul style="list-style-type: none">Rigid and flexible PVC formulationsCPVC product for outdoor useFlame-, chemical- and temperature-resistantPVC and PP solutions to withstand weather and UV environmental elementsFlexible materials for sealing systemsTPE and TPO products with post-industrial and post-consumer recycled content	<ul style="list-style-type: none">Multiple PVC gradesPlenum and fiber optic solutionsZero-halogen and low-smoke material options	<ul style="list-style-type: none">Filled and reinforced PP formulationsLow-odor and high-strength product offeringsIndustry-specific development, expertise and supportSoft-touch surfaces and sealing systems

		
Industrial	Consumer	Medical
Applications		
<ul style="list-style-type: none">Conveyor beltsHoses and tubingWheels and castersGeneral rubber replacement	<ul style="list-style-type: none">AppliancesPackagingWater filtration equipmentPower tools	<ul style="list-style-type: none">CatheterImplantsHoses and tubingDevice housingsFluid management
Key Market Needs		
<ul style="list-style-type: none">✓ High performance✓ Energy efficiency✓ Weather resistance✓ Longevity	<ul style="list-style-type: none">✓ Durability✓ Haptics and appearance✓ Lower carbon footprint and sustainable materials	<ul style="list-style-type: none">✓ Biocompatibility and safety✓ Regulatory compliance✓ Advanced technologies (such as 3D printing)✓ Durability
GEON Strengths		
<ul style="list-style-type: none">Flexible and semi-flexible PVC and TPEIndustry-specific development, expertise and support	<ul style="list-style-type: none">Rigid and flexible TPO formulationsBroad range of hardness/softness capabilityCustomized TPE solutions to address haptics and ergonomicsProven color matching technology	<ul style="list-style-type: none">Acquisition of Foster, LLC, enhancing our participation in medical marketRange of flexible and semi-flexible materials for medical device applicationsCatheter and implantable applications

OUR APPROACH

Our Sustainability Strategy

At GEON Performance Solutions, we are dedicated to building a better future for our people, the communities where we operate, our customers and our planet.

In 2020, we established a set of clear, actionable sustainability goals to evolve our business and maximize our positive impact. These goals center around three key areas: optimizing operational excellence; fostering thriving communities; and collaborating and innovating across our value chain.

- Across our operations, we streamline processes to conserve resources and promote a circular economy.
- We partner with the communities where we operate, and we are committed to fostering an inclusive, engaged workforce.
- We work closely with our customers to design and create products that contribute to a more sustainable society. By partnering for change throughout the value chain, we aim to generate shared value.

Looking ahead, we recognize that our sustainability journey is an ongoing process of improvement. We will continue to enhance our sustainability framework and integrate responsible business practices into every aspect of our company.

Sustainability Strategy: 3 Areas of Focus



Optimize and advance operational excellence

We are committed to continually improving the efficiency and sustainability of our operations, while continuing to grow our business and improve safety. We are doing this by adopting a mindset of problem-solving, teamwork and transparency – in which we regularly measure and report our progress.



Shape thriving communities

We seek to shape communities that thrive now and into the future, both within our own employee population and within the towns and communities in which we operate.



Collaborate and innovate across our value chain

By working across the industry value chain and better understanding the impacts of our products and services through their life cycles, we will help close key resource loops, advance the innovation of sustainable products with our customers and accelerate our top-line growth.

Sustainability Goals

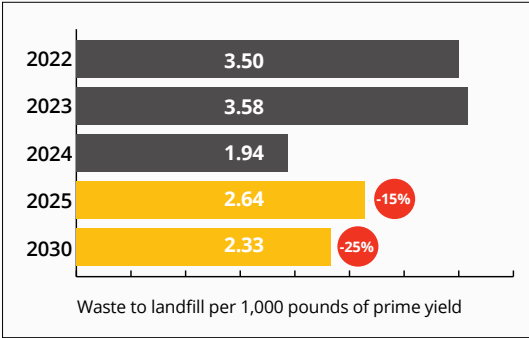
In 2020, we established voluntary sustainability targets in the areas of the environment, safety, employees, community and sustainable innovation with customers, suppliers and our industry. These goals grow out of the three focus areas of our sustainability strategy. With them, we intend to integrate sustainability into our core business and decision-making processes.

Optimize and Advance **Operational Excellence**

Waste

Sustainability Goal:
Reduce solid waste to landfill

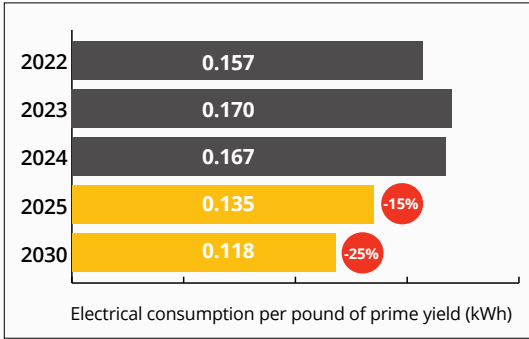
2025 Target:



Energy Efficiency and Optimization

Sustainability Goal:
Reduce electrical consumption

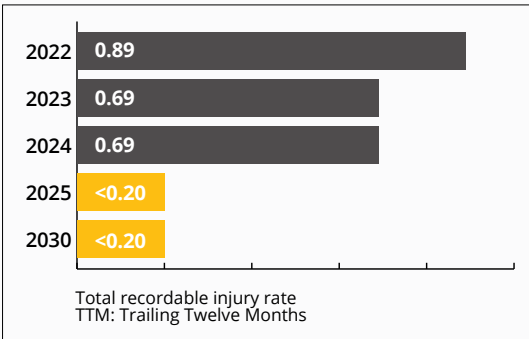
2025 Target:



Safe Work Environment

Sustainability Goal:
Reduce total recordable injury rate

2025 Target:



Responsible Care Management System®

Sustainability Goal:
Receive Responsible Care Management System® certification by 2025

2024 Progress:
3 sites (Avon Lake, Orangeville and St. Rémi) achieved third-party Responsible Care Management System® certification



Shape **Thriving Communities**

Skilled and Engaged Workforce

Sustainability Goal:
A thriving culture built on trust

TARGETS

65% Great Place To Work® (GPTW®) Survey Employee Engagement Index by 2022

Certified GPTW® by 2025

60% of our people participate in a flagship talent program by 2025

2024 PROGRESS

77% GPTW® Survey Employee Engagement Index

Certified GPTW® in all countries where we operate

36% of our people participated in flagship talent program

Diversity & Inclusion

Sustainability Goal:
A skilled, inclusive and diverse workplace

TARGETS

50% of college hires are minority and/or female

30% of leaders are minority and/or female

2024 PROGRESS

72% of college hires are minority and/or female

31% of leaders are minority and/or female

Community

Sustainability Goal:
A caring GEON Nation taking action in our communities

TARGET

100% of associates have the opportunity to get involved and take impactful actions in our communities

2024 PROGRESS

100% of our sites hosted THRIVE employee engagement or volunteer events



Collaborate and Innovate **Across the Value Chain**

Circular Economy

Sustainability Goal:
Collaborate with value chain to develop solutions

TARGET

Establish a sustainable product platform utilizing recycled content to reduce environmental impact while delivering high-performance solutions

2024 PROGRESS

Developed a thermoplastic olefin product platform that incorporates recycled rubber — reducing landfill waste while offering a high-performance solution

Product Innovation

Sustainability Goal:
Innovate alongside customers to meet mutual goals

TARGETS

Increase post-consumer and post-industrial recycled products in our portfolio

R&D formulation focus on developing industry-leading products containing recycled materials

2024 PROGRESS

Integrated recycled talc into polypropylene-based automotive products, advancing fully recycled formulations for automotive applications

Industry Collaboration

Sustainability Goal:
Participate in industry alliances

TARGET

Collaborate with industry associations to advance circular solutions of materials sustainably sourced by 2025

2024 PROGRESS

Conducted rigorous life cycle assessments in collaboration with third-party experts in order to understand the CO₂ footprint of our products

Named +Vantage Vinyl-Verified Company by the Vinyl Sustainability Council for fifth consecutive year

ENVIRONMENTAL


As we work to foster a healthy planet and address the world's changing demands, we partner with our customers to create more sustainable, circular products. We also strive to improve the efficiency of our business operations to make the most responsible use of resources.

Our environmental efforts center on minimizing the impact of our activities, optimizing natural resource usage, conserving energy, reducing waste and limiting waste in our operations.

Our business is an expression of our deepest values. By ensuring the safety of GEON employees and the communities where we work, we foster a healthier, more sustainable environment for all.

Our Approach: Optimize and Advance Operational Excellence

Below are the key metrics we track to promote safe, efficient environments at GEON and reduce our environmental impacts.

	Areas	2024 Actions
 Optimize and Advance Operational Excellence	Waste	Decreased waste to landfill by 47% over 2023. Recycled 77% of waste generated
	Energy Intensity	Energy use of 0.167 kWh per pound of product
	Safe Work Environment	GEON's recordable injury rate was 0.69, maintaining a step-change improvement of 22% from 2022

ENVIRONMENTAL OPERATING EFFICIENTLY

Lowering Energy Use to Reduce Our Footprint

We are constantly seeking opportunities to improve our energy efficiency in order to lower both energy consumption and costs, while also decreasing our carbon footprint. Most of the greenhouse gas emissions we produce stem from the energy required to manufacture our products and the fuel used to deliver them to our customers.

Our goal is to reduce electricity use per pound of product by 15% by 2025. In 2024, we consumed 0.167 kWh per pound of product. Our plants' overall electrical use was 133,476,454 kWh — a decrease of 4% from 2023, due to lower volumes and operational improvements.

Seven of our 11 legacy sites reduced their electrical consumption and three significantly cut their electrical intensity. Our Pasadena, Texas, site led the way with a 22% reduction in energy intensity. Orangeville, Ontario, contributed a 7% reduction, due largely to a step

change in production rates that positively impacted electrical consumption.

This progress reflects our capital investment strategies to modernize our equipment and controls in the facilities. We will continue to invest responsibly to propel our progress.

Our Actions

- To drive energy efficiency and reduce our overall electrical consumption and carbon impact, we:
- **Measure overall equipment effectiveness (OEE).** In 2024, all of our sites improved their OEE performance. Orangeville posted an 11% gain, due largely to a step change in rates that decreased electrical consumption.
 - **Launched an industrial electrical survey.** Our central engineering team assessed our manufacturing plants' electrical systems with an eye toward steering investments to optimize efficiency, safety and overall electrical performance.

- **Invested in capital improvements.** GEON allocated \$3 million aligned to sustainability efforts across all our sites in 2024. Efforts included modernizing our equipment and electrical infrastructure, replacing bad actors identified in our energy audits and upgrading to energy-efficient LED lighting in our facilities.

Assessing Our Climate Impact

We recognize that climate change may have a meaningful impact on both our planet and the financial performance of the company over time. As part of our ongoing sustainability journey, we:

- **Assess key climate-related risks.** We continue to track our energy intensity goal versus our carbon footprint and may pivot as customer demands warrant.
- **Continue to seek solutions** that promote energy conservation, renewable energy and reductions in GHG emissions.



2025 GOAL Reduce our electrical consumption per pound of product by 15% by 2025

OUR ACTIONS Invested in modernizing our equipment and electrical infrastructure to reduce our energy intensity



Managing Our Waste

GEON Performance Solutions is dedicated to minimizing waste in our operations and exploring new opportunities for recycling waste materials.

We diverted 7,071,357 pounds of waste to recycling in 2024, or 77% of our total waste. We sent 1,545,721 pounds of waste to landfill: a significant decrease of 47% from 2023, surpassing our Vision 2025 goal.

Seven of our 11 legacy sites contributed to this strong performance, with four reducing their waste by more than 40% each. This accomplishment resulted from a collective enterprise effort to replicate the best practices demonstrated by our Dyersburg, Tennessee, site and to leverage GEON's lean 5S program.

In 2024, our Terre Haute, Indiana, site drove down its waste-to-landfill metric with an 81% reduction. Dyersburg continued its progress with a 72% reduction compared to 2023. Our site in Croydon, Pennsylvania, also moved the meter with a 52% reduction in waste to landfill.

Our Actions

To meet our waste reduction goal, we took the following actions to reduce waste generation and increase recycling rates:

- **Reduced scrap generation with a 5S program.** In 2024, we stepped up our efforts to sort and track recycling streams with a lean 5S program. It reinforced the careful attention to detail that helps ensure our product streams are contaminant free. By providing recyclers with purer streams, we diverted more waste from landfills.
- **Qualified multiple recycling sources.** As economic conditions change, recyclers often choose to decline certain waste streams that they once accepted. In response, GEON expanded its recycling partners in 2024 to prevent gaps.

We also design products that incorporate post-consumer recycled or post-industrial recycled materials.

ENVIRONMENTAL

TAKING ACTION FOR SAFER, MORE EFFICIENT MANUFACTURING SITES

At GEON, we believe that safe, efficient operations depend on rigorous organization and housekeeping. We strengthened our commitment to these practices in 2024, when all our production facilities embraced the Safety + 5S process — a lean methodology designed to create the right foundation for operational excellence. Third-party auditors recognize this standardized program as a best practice.

A critical benefit of 5S is safety. “A well-maintained factory floor and proper housekeeping create a much safer environment to work in,” says Operations Director Greg McCord. “It drives quality and other efficiencies when you focus on housekeeping and systems.”

Sorting for Sustainability

Beyond safety, 5S plays a pivotal role in ensuring product purity and reducing waste. A key pillar of the process is sorting. At GEON, meticulous segregation of material grades not only safeguards the integrity of our finished products, but also creates cleaner recycling streams. This attention to detail ensures that off-grade and scrap materials are free of contaminants, providing recyclers with purer streams while diverting waste from landfills.

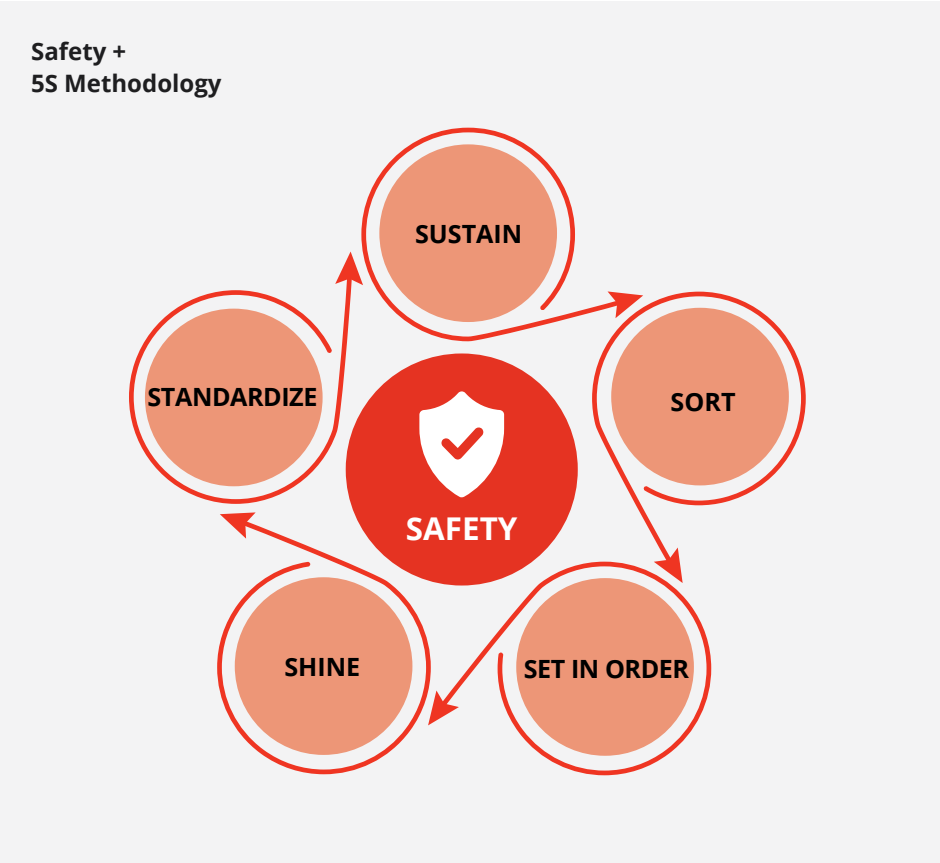
“Sorting requires diligence,” McCord explains. “Without it, powders, chunks or even wood could end up mixed into the pellets recyclers seek. By applying 5S, we’re delivering cleaner materials and supporting a circular economy.”

Looking Ahead: Setting World-Class Standards

Nine of 11 GEON sites achieved the target 5S performance in 2024. Collectively, our sites moved from an initial 5S baseline score of 44% to 82% by the end of the year, thanks to contributions from all employees.

In 2025, GEON will take the Safety + 5S process to new heights with enhanced training and a robust auditing system across all facilities. “The standard of performance for 2025 is going up,” says Operations Director Steve Bullard. “With a year of 5S under our belt, we’re ready to compare ourselves to world-class facilities.”

As we build on the successes of Safety + 5S, GEON remains focused on our mission to create safer, cleaner and more efficient manufacturing environments — raising the bar for ourselves and the industry.



	2025 GOAL	Reduce solid waste by 15%
	OUR ACTIONS	Reduced solid waste to landfill by 47% in 2024, exceeding our 2025 goal

Water-Saving Strategies

Water is a precious common resource. We recognize the importance of using it responsibly to ensure a sufficient supply of water for local communities, while minimizing wastewater to protect the environment. By using fresh water efficiently, we improve our operational effectiveness and resilience.


Our 2024 water consumption was 113,179,289 gallons, down 21% from 2023.

Our water strategy focuses on increasing water security where we operate. In 2024, our Orangeville site reduced its water consumption by 48% compared to its 2023 usage. In Dyersburg, the team continued a water recirculation project from 2023 that cut water usage by another 15% in 2024.

In 2024, two of our 13 production sites were in areas classified at high risk for water stress: Ramos Arizpe, Mexico, and Nantong, China.

Production Site	Baseline Water-Stress Rating
Saint-Rémi, Quebec	Low
Avon Lake, Ohio	Low-medium
Clinton, Tennessee	Low-medium
Croydon, Pennsylvania	Low-medium
Dyersburg, Tennessee	Low-medium
Pasadena, Texas	Low-medium
Seabrook, Texas	Low-medium
Terre Haute, Indiana	Low-medium
Dongguan, China	Medium-high
Orangeville, Ontario	Medium-high
Nantong, Jiangsu, China	High
Ramos Arizpe, Mexico	High

Source: World Resource Institute Aqueduct Water Risk Atlas. Water stress is determined by the ratio of total withdrawals to total renewable supply in a given area.



ORANGEVILLE FACILITY SLASHES WATER USE BY 48%


When our polymer pellets exit the GEON pelletizers near the end of their manufacturing journey, they come out hot. So hot, there's a high risk of pellets clumping.

To avoid this situation and deliver the high-quality product our customers expect, our Orangeville plant cools the pellets with water before packaging them for delivery. It's an effective method, but one heavily reliant on city well water. The Orangeville plant used almost two million gallons in 2023.

Motivated by their commitment to GEON's sustainability goals, the Orangeville operations team decided they could do better. They went to work on a solution that would both conserve water and maintain a high-quality product. After some experimentation, they found the answer: Cooling the pellets at a slightly higher temperature, allowing GEON to deliver a better product while saving water.

How much savings? In 2024, the Orangeville plant cut its water use by almost half, to just over a million gallons.

"We're always looking for ways to improve our processes to save resources and support the GEON sustainability journey," says Plant Manager Ghislain St-Cyr. "I'm proud of our team and the contribution we're making toward a better future for everyone."





Linking Quality and Sustainability

At GEON, we aim to deliver flawless materials and foster a culture dedicated to continuous improvement and operational excellence.

Our facilities are certified in a variety of globally recognized standards aimed at enhancing environmental, safety and quality practices, including:

ISO 9001	Quality management systems
ISO 14001	Environmental management systems
ISO 13845	Quality management systems for medical devices
Responsible Care Management System® 2019	American Chemistry Council's comprehensive health, safety, security and environmental performance standard
IATF 16949	Automotive quality management systems



GEON WINS ECOVADIS SILVER MEDAL FOR SUSTAINABILITY PRACTICES

GEON's commitment to sustainability has earned us a prestigious silver medal from EcoVadis, a leader in business sustainability assessments. A first-time applicant for the recognition in 2024, our score placed us in the 93rd percentile globally and earned us recognition for advanced sustainability performance. Only 6% of first-time applicants earn this accolade.

EcoVadis evaluates company practices across 21 sustainability criteria within the four core themes of environment, labor and human rights, ethics, and sustainable procurement. Only the top 35% of 130,000 assessed companies earn a medal.

The award validates GEON's commitment to our sustainability journey and the significant strides and investments we've made over the years.

"We're proud to receive a silver medal from EcoVadis, especially as a first-time applicant," says Janice Worden, GEON's chief operating officer. "GEON is focused on driving long-term growth and delivering value by serving all our stakeholders and acting in ways that create a more sustainable future."

Propelling Our Growth

With a mature sustainability program in place — and now an EcoVadis medal to prove it — we are also positioned to grow our business and attract more customers. Many manufacturers are raising the bar on their sustainability goals, and the medal is, in some cases, the "entry ticket" for doing business. "The EcoVadis silver medal puts GEON on the leading edge in the industry," says Key Accounts Manager Rob Linker. "It's a clear demonstration of the deep value we bring to the table."

As customers scrutinize both our material systems and our corporate sustainability policies, the GEON team remains committed to continuous improvement. "We're happy with silver on the first submission," says Linker, "but we're not satisfied with it. We're committed to reaching the next level."



Responsible Care Managment System® Certification

To more fully integrate our quality systems with our sustainability and environmental, health and safety (EHS) efforts, GEON is working towards achieving companywide certification in the Responsible Care Management System® (RCMS®). A key part of the RCMS® process is mandatory certification by an independent, accredited auditor. In 2023, GEON earned corporate certification, which verifies that a company has implemented the elements of Responsible Care®.

In 2024, three more GEON sites achieved RCMS® certification: Avon Lake, St. Rémi and Orangeville. Our corporate headquarters and three sites — Seabrook, Clinton and Ramos Arizpe — retained RCMS certification through surveillance audits. Our goal is to achieve certifications for all sites by the end of 2026.

Environmental Compliance

At GEON, we have a proven history of environmental compliance. Throughout our operations, we take proactive steps to mitigate environmental risks associated with the production, storage, distribution and use of our products, as well as waste disposal. We adhere to all local, state, and federal regulations, and we ensure compliance through various internal and external audits.

There were no notices of violation or reportable releases or spills in 2024.

Reducing Supply Chain Emissions

To improve supply chain efficiency and reduce GHG emissions, we partner with carriers in the U.S. EPA's voluntary SmartWay program to identify and select more efficient freight carriers, transport modes, equipment and operational strategies. Since 2021, we have worked with Odyssey Logistics to use analytics, carrier relationships and sustainability strategies such as route utilization to optimize emissions.

In 2024, GEON saved approximately 412,412 kilograms of CO₂ through the program, which is roughly equivalent to the carbon sequestered in 18,745 mature trees.



2025 GOAL

Every GEON site earns RCMS® certification by the end of 2026

OUR ACTIONS

3 additional sites achieved RCMS® certification

Product Sustainability

Our products and solutions play a central role in supporting GEON's sustainability strategy. To guide innovation, optimize resources and ensure agility in meeting sustainability challenges, we have developed detailed technical roadmaps. These frameworks enable us to address evolving industry needs effectively and deliver cutting-edge sustainable solutions.

We have rigorous procedures in place to ensure the safety of our products when used as directed. All raw materials and final products undergo thorough evaluation and testing to ensure their safety throughout production, use and disposal. This process ensures that we meet legal standards and stay aligned with the latest scientific findings and safety data. We closely monitor materials of concern, and if scientific evidence raises any issues, we take action to replace or eliminate harmful ingredients with safer alternatives. Our comprehensive safety measures begin with an assessment of individual ingredients, followed by a full evaluation of the product's overall formulation. The findings from these evaluations guide us in implementing precautions for the safe use of our products.

At GEON, we've replaced many hazardous chemicals with safer, more sustainable alternatives. For example, we are driving the development of innovative flame-retardant formulations by incorporating synergists to replace antimony trioxide and aluminum trihydrate. These synergistic additives enable us to maintain or even enhance flame-retardant performance while reducing reliance on hazardous substances.

This approach ensures compliance with evolving regulations, addresses environmental and health concerns, and meets the growing demand for safer, high-performance materials across critical markets such as construction, electronics and transportation.

Our process includes the following steps:

- **Hazard classification:** We use SDS Solutions for raw materials to ensure consistency in our safety data sheets, which provide critical information on the safe handling, storage, use and disposal of potentially hazardous chemicals.
- **Labels:** We adhere to the Globally Harmonized System of Classification and Labeling of Chemicals.
- **Safety data sheets:** We utilize Sphera integrated software with SAP to compile and manage all product safety data sheets.
- **Information and training:** Our employees receive training on updated labeling elements and safety data sheet formats to ensure they can easily understand and recognize safety information.

ENVIRONMENTAL

COLLABORATING AND INNOVATING FOR A MORE CIRCULAR VALUE CHAIN

2024 Sustainability Initiatives

At GEON, our sustainability initiatives underscore a strong commitment to innovation and value creation across diverse industries. By integrating recycled materials, reducing reliance on hazardous substances and leveraging advanced technical roadmaps, we are addressing key environmental and regulatory challenges while enabling high-performance solutions.

Through strategic partnerships and rigorous life cycle assessments, we optimize product designs and support circular economy practices. These efforts position us as a leader in delivering sustainable materials, driving decarbonization and meeting the evolving needs of markets such as automotive, building and infrastructure, and power and communication.

Here's a look at our approach and progress in 2024:

Sustainable TPOs With Recycled Rubber

We are developing a thermoplastic polyolefin (TPO) product platform incorporating recycled rubber. This innovation reduces landfill waste while offering high-performance solutions. It also promotes a circular economy and meets growing market demands for durable and eco-friendly materials.

Recycled Talc in Automotive PP Products

Integrating recycled talc into polypropylene (PP)-based products advances fully recycled formulations for automotive applications. This innovation addresses decarbonization goals by reducing reliance on virgin materials while maintaining high performance.

Sustainable TPE Solutions for Automotive

Building on our deep expertise in TPO, we are leveraging our knowledge to develop sustainable thermoplastic elastomer (TPE) solutions that incorporate post-industrial recycled and post-consumer recycled resins. By applying proven methodologies from TPO innovation to TPE development, we are enhancing material performance while addressing the automotive industry's demands for lightweighting and decarbonization. Our strategic acquisition of Polymax™ TPE in the TPE sector strengthens our ability to provide innovative, high-performance materials tailored to meet the growing demand for sustainable solutions in automotive and other high-growth markets.

Enhanced Post-Industrial Recycled PVC Resin for Stringent Applications

Through improved control of metal contaminants, we have enhanced our ability to incorporate post-industrial recycled PVC resin. This capability allows us to meet stringent quality standards and expand into demanding markets like electrical and electronics, reducing waste while enabling high-performance applications.

Life Cycle Assessments

In collaboration with third-party experts, we conduct life cycle assessments to evaluate the carbon footprints of our products. This data-driven approach optimizes designs and aligns our offerings with the decarbonization goals of industries such as transportation.

Our comprehensive ESG strategy reflects a proactive approach to tackling environmental, regulatory and market challenges. By leveraging innovation, strategic partnerships and transparent assessments, we are setting a benchmark in sustainable materials development and delivering long-term value to stakeholders.



ENVIRONMENTAL
FOCUS ON SAFETY

At GEON, our people are our most valuable asset. Their safety and well-being are our top priority. Alongside adhering to government regulations worldwide, we have implemented systems to identify, track, report and continuously improve workplace safety. Our enterprise-wide risk assessment program utilizes the Residual Risk Reduction (R3) methodology, a straightforward process that assigns numerical values to assess risk.

Additionally, our prevention programs include:

- Annual corporate audits
- Monthly internal self-assessments on specific safety topics
- Utilization of safe work permits for non-routine tasks
- Formal observations based on processes and tasks

A third party, FM Global Insurance Company, conducts regular audits at all our sites, tracking and uploading safety findings to a centralized database.

Engaging Associates in the Safety Process

We empower all GEON employees to identify, control or eliminate risks. Each site has a safety committee (consisting of both hourly and salaried associates), which meets to raise issues and discuss solutions. In addition, our open-door policy encourages associates to report potential hazards.

We also offer regular training on environmental, health and safety practices, covering all OSHA and EPA requirements. Training is provided monthly or quarterly on specific topics. Beyond compliance, each site holds weekly or pre-shift safety meetings to address additional matters.

Reducing Risks with Increased Assessments & Safety Observations

The R3 risk assessment process includes a tool for incident reporting. Any associate may conduct a hazard assessment and share details for corrective action. In 2024, associates submitted more than 800 reports, leading to approximately 726 risk-reducing actions.

In addition to the R3 process, many sites increased their observations to improve safety engagement and conduct audits of standard work. GEON facilities performed more than 2,000 observations — an increase of 6% over 2023.

A Companywide Focus on Safety

In 2024, we increased the use of R3 and observations; assessed and identified sites in need of “intensive care;” and developed a broad, inclusive safety plan aimed at reducing risks that lead to injuries or process safety incidents.

We improved our root cause investigations across the enterprise and challenged our teams to identify higher-level corrective actions. Our intention is to reduce or eliminate safety risks by introducing engineering controls, rather than relying on administrative controls.



MID-SOUTH TEAM REDUCES
INJURY RATE BY 48%

Over the course of 20 months leading up to mid-2024, our Clinton and Dyersburg, Tennessee, plants produced more than high-quality polymer pellets. Unfortunately, they also produced half of GEON’s recordable injuries.

The root cause of the six incidents? Inadequate understanding of safety risks. Many operators had become largely unaware of the potential outcome of poor safety behavior.

“We took this performance very seriously,” says Operations Director Steve Bullard. “To get that message across, we declared the Mid-South needed an ICU approach to safety, as in intensive care.”

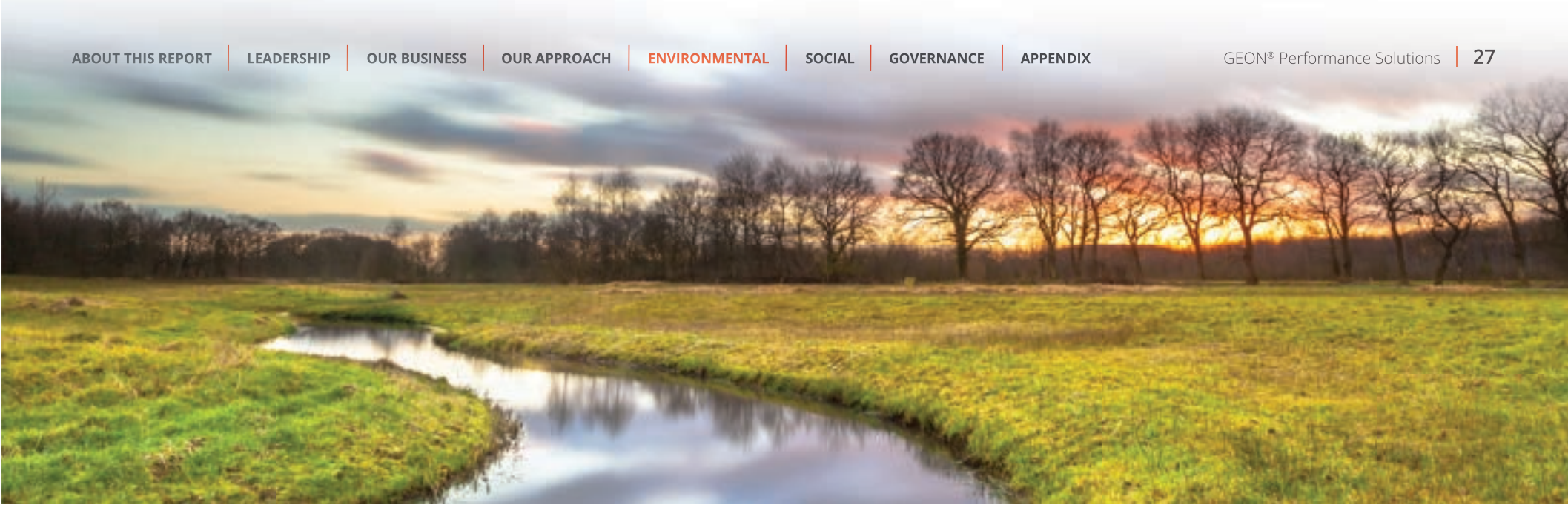
Raising Awareness in Real Time

The prescribed treatment: additional support, monitoring and a behavior-based safety program to help the sites regain stability. The Clinton and Dyersburg management teams completed weekly safety observations of operators performing tasks. Managers gave on-the-spot feedback to promote awareness and encourage safe behaviors.

“Everyone is responsible for safety at GEON,” says Dyersburg EH&S Specialist Tammy Ernest. “This effort in our Mid-South plants gave us the opportunity to observe our plant employees and raise awareness in real time.” Feedback included what associates were doing well, and where they were courting potential safety incidents.

The ICU approach yielded a remarkable turnaround: a 48% improvement in year-over-year injury rates. Between July and December 2024, our Mid-South plants logged no recordable injuries.

“We’ve seen our operators’ awareness of risks skyrocket, and their tolerance for unsafe situations plummet,” says Clinton Senior EH&S Specialist Ronnie Brown. “I’m incredibly proud of our teams for taking this training to heart and making safety a personal responsibility.”



AUTOMATION
REDUCES
ERGONOMIC RISK
IN TERRE HAUTE

Before we can ship our finished polymer pellets, GEON needs large, sturdy boxes to contain them. Until late in 2024, the Terre Haute team was hand-building cardboard shipping boxes to the tune of 500 per day.

The boxes, which weigh 80 pounds apiece, arrive at GEON folded and flat. Manual assembly demands a surprising amount of physical effort from GEON operators. Once constructed, each box can hold up to 2,000 pounds of pellets.

The Terre Haute team’s box-building exertions came at a high price. “There was a risk of ergonomic injury,” says Plant Manager Ankit Baghwala. “We are deeply committed to the health and safety of our employees, and were determined to reduce this risk.”

The solution lay in automation, which would ultimately require more than a year’s worth of careful planning and design. Baghwala joined forces with GEON Senior Director of Engineering Kurt Walker to navigate the complexities. In search of a custom-designed robotic packaging system, they turned to a Wisconsin-based engineering firm.

Automation engineers carefully analyzed the facility’s production floor space, the specific type of boxes and the pellet-packaging process itself. (Besides box-making, there’s also skid-loading and insertion of a liner into each box.)

The result: a robotic packaging station, installed in December 2024. By the time the system is fully operational, it’s expected to build 500 boxes per day — completely removing the risk of ergonomic injury to GEON operators.

Powering the Shift

Before the robotic equipment could be installed, the Terre Haute plant underwent a significant electrical upgrade. “We added more components that require more electricity,” says Walker, “but we did it in a smart way to use more clean energy.” The automated packaging system, for example, runs partly on air-driven servo motors that slash the use of electricity.

Today, the Terre Haute transformers and electrical distribution panels flow in intelligent, integrated ways — meaning a better, smoother flow of electricity throughout the plant.

“We know that a successful business depends on a healthy, thriving workforce,” says Walker. “Our investment in the automated packaging station — and the infrastructure to support it — grows out of GEON’s commitment to building a sustainable future for our employees and our communities.”



ENVIRONMENTAL

OPERATING SAFELY

2024 Safety Performance

Our 2024 total recordable incident rate (TRIR) was 0.69, remaining steady from 2023 and maintaining a 22% improvement over our 2022 TRIR. Most work-related injuries in 2024 were sprains or cuts. Total hours worked in 2024 were 1,919,266.

Our Actions

To meet our 2025 Sustainability Goal to achieve a TRIR of less than 0.2 annually, we:

- Continued to build a culture of accountability with increased engagement and ownership at all levels of the organization. The Safety + 5S program and behavior-based safety programs reflect this commitment.
- Invested in capital projects to increase automation and reduce the likelihood of ergonomic injury.
- Launched a targeted improvement plan that leveraged a third party to perform a comprehensive operational safety risk assessment to benchmark against world-class facilities. The evaluation included culture, organization and system performance in safety and health, environment and reliability aspects of our organization. This investment will shape additional improvement plans for 2025.

Emergency Preparedness

Our enterprise-wide crisis management program includes tools and communications to support emergency response; employee and community safety; disaster recovery; and business continuity. The program includes workgroup-based plans to help guide in resuming disrupted operations; emergency response teams to directly address certain emergencies; and corporate emergency plans to coordinate response. Each site annually coordinates with local fire departments to conduct safety drills. We also conduct emergency preparedness training on a frequency based on each site’s training matrix.

	2025 GOAL	<0.2 TRIR
	OUR ACTIONS	0 recordable injuries at 71% of GEON sites



BEYOND THE CLASSROOM:
EXPANDING EMERGENCY
RESPONSE

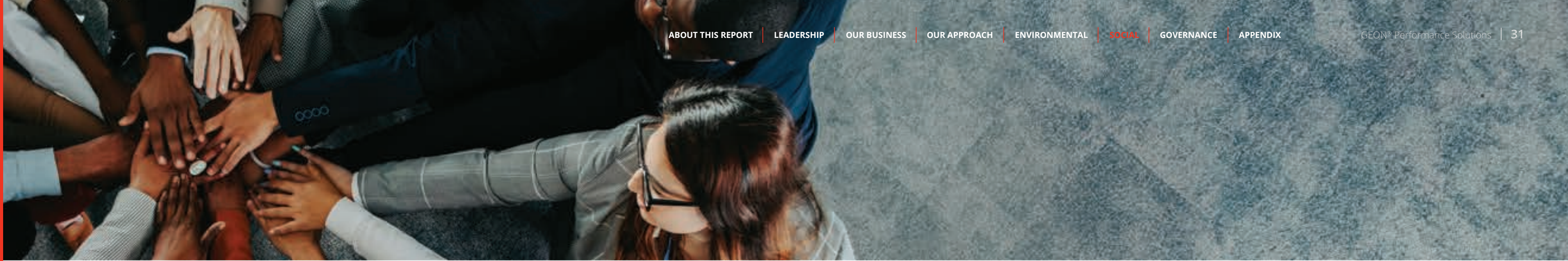
In late 2024, the team at our Dongguan site in China moved out of the classroom and into action for a hands-on training in emergency response procedures.

The goal: Learn and practice a coordinated, effective response to any injury, accident or seizure that might occur in the plant. The drills, conducted as part of a comprehensive training, covered first aid, escape, the use of fire extinguishers and hands-on practice with all the plant’s emergency equipment.

“Employee safety is always our top priority,” says GEON Global Director, EH&S, Augustine Kadiri. “Having completed this hands-on emergency response training, our Dongguan team is equipped to handle the unexpected with speed, coordinated teamwork and skill.”

All 77 Dongguan employees participated in the training, which will recur on a regular basis to maintain the highest standards and keep safety top of mind.

SOCIAL



Developing Our People, Bettering Our Communities

As GEON Performance Solutions continues to grow, our commitment to put our people first and foster an inclusive workplace remains the center of our focus. By investing in the development of GEON associates at every stage of their career, we strive to empower individuals to reach their full potential as they contribute to GEON's success.



SUPPORTING CONTINUOUS LEARNING AND EMPLOYEE ENGAGEMENT

In 2024, we took the following actions to drive progress on our goals:

- Continued to grow our GEON Talent Ecosystem across the enterprise by developing emerging talent through the G-Force program.
- Focused on the quality of GEON's leadership by providing supervisor training to our front-line leaders in our manufacturing plants. At the senior leadership level, each member of the GEON team participated in an executive program to fine-tune their skills.
- Expanded the Skills Matrix program at our manufacturing sites, providing our operations associates with a clear path for growth and development.
- Hosted employee-led THRIVE teams at each GEON site to encourage employee engagement and to support the employees and surrounding communities.

3 Pillars of Our People Strategy

Our people strategy and roadmap put our associates at the center of growth and sustainability efforts. Built around our values — Win Together, Create Opportunities and Pay It Forward — we aim to create a learning and evolving organization where every associate is engaged and empowered to take ownership of their career growth.

Our priorities include:

- Attracting and retaining the best talent and creating a workplace culture in which every GEON associate can reach their full potential.
- Deploying a people strategy anchored on inclusiveness, collaboration, ownership and quality of leadership.
- Uplifting the communities we call home through our employee-led THRIVE program.



Skilled & Engaged
Workforce



Diversity & Inclusion



Community

Sustainability Goals

A thriving culture
built on trust

A skilled and
inclusive workforce

A caring GEON Nation taking
action in our communities

Supporting a Thriving, Growth-Oriented Organization

How can we attract the best talent and help our associates grow their capabilities as they contribute to our success? To help build successful futures at GEON, we've created a talent ecosystem with five programs designed to address strategic gaps, improve the caliber and diversity of our talent pipeline, and boost retention levels. This robust talent ecosystem illustrates our commitment to supporting our associates in a journey of continuous learning and career development.

The GEON Talent Ecosystem: 5 Programs for Every Career Stage

Workforce Skill-Building	College Internships	G-Force Graduate Rotational Program	Mentorship Program	THRIVE
Aimed at building a skilled workforce within our manufacturing, operations and commercial teams, GEON skill-building programs include: <ul style="list-style-type: none">High School Manufacturing Internship ProgramSkills Matrix ProgramSOAR (Sales Onboarding and Readiness)	GEON's summer internship program actively recruits promising college students to work on business-critical projects across the company. Many interns go on to join our graduate rotational program, G-Force.	In this two-year program, recent college graduates rotate assignments among different business functions at GEON. As they refine their career interests, participants choose a long-term path. G-Force includes mentorship, meaningful assignments and hands-on experience.	The program seeks to enhance the visibility and engagement of high-potential talent with senior leadership through a varied group of mentors and mentees, while also fostering participants' personal and professional development.	To help build a thriving and inclusive culture, diverse groups of GEON THRIVE teams volunteer to organize community engagement initiatives at our sites. THRIVE teams also support internal action plans to address employee feedback from our Great Place To Work® surveys.



SOCIAL

DEVELOPING OUR PEOPLE



A Great Place To Work® Everywhere We Operate

At GEON, we cultivate a culture anchored by our three core values: Win Together, Create Opportunities and Pay It Forward. We strive to live these values in everything we do. We believe that, to be leaders in the marketplace, we must be leaders in the workplace. We set out on a journey, remaining focused on our commitment to create an award-worthy culture regardless of certifications or accolades.

Since 2021, GEON has partnered with the Great Place To Work® Institute to conduct its annual engagement survey. Our survey holistically includes our entire global workforce, and measures key engagement levers of communication, collaboration, competence, fairness, equity and integrity

In 2024, GEON gained certification as a Great Place To Work® in the United States. This achievement marked a major milestone. For the first time, we were recognized with this award in all the countries in which we operate: Canada, the United States, Mexico and China.

Each year, we review, analyze and share the survey results with our teams to identify new opportunities to improve. In 2024, in addition to the GEON Talent Ecosystem, we invested in key programs primarily aimed at improving our associates’ ability to access and acquire critical skillsets and engage directly in steering their professional growth.

“GEON is proud to be recognized with this certification,” says Chief Human Resources Officer Jerome Beguerie. “We are passionate about building a company where our people and our culture are key differentiators, both in the workplace and the marketplace.”





SOCIAL

DEVELOPING OUR PEOPLE

GEON College Internship Program

Our internship program serves as a talent pipeline and is structured to connect seamlessly to our G-Force Graduate Program by offering interns the opportunity to transition from academic life to full-time employment and capitalize on their summer experiences with GEON. In this program, rising college sophomores, juniors or seniors kick-start their careers with valuable work experience at a global company. In 2024, we selected 10 college students to work on complex value creation initiatives at our headquarters and manufacturing campuses. Since 2020, GEON has provided internships to more than 45 students across all of our international locations.

MEET OUR 2024 GEON COLLEGE INTERNS



"I worked on a project to compile and help standardize company policies across several facilities. It gave me experience with all areas of the company, from the factory floor to global operations. I gained a deeper understanding of how GEON is structured and how the parts work together to move the company forward. Throughout my internship, I was consistently encouraged to speak up if there was anything I wanted to help with."

Mary Connelly, Human Resources Intern, Avon Lake, Ohio
Xavier University, Major: Management



"Interning at GEON has been an incredibly positive and rewarding experience that I feel has given me confidence in my major choice. One of the most valuable aspects of this internship has been the supportive and positive work environment. Everyone has been welcoming, approachable, and so helpful. This internship program is a wonderful opportunity for any student looking to gain hands-on experience and grow professionally."

Claire Harvey, Human Resources intern, Westlake, Ohio
Miami University, Major: Human Capital Management



"I like how the program fully immerses the interns in the inner workings of the plant. I was treated as an equal and worked on projects that held actual weight, not just the busy work. There was not a day that went by that I was not learning and running around like crazy!"

Alex Reigle, Engineer Intern, Production Department, Avon Lake, Ohio
Cleveland State University, Major: Mechanical Engineering

G-Force Graduate Rotational Program:
Developing Future Leaders

This dynamic two-year career development program for college graduates launched in 2021. It offers participants unique hands-on experience, mentorship and training across several GEON business areas. G-Force supports participants to develop personally and professionally, explore new roles and pursue personalized career paths.

In June 2024, a new cohort of five early-career professionals began their G-Force journey. Guided by mentors, they began rotating through one-year assignments within the finance, commercial, technology, integrated supply chain and operations teams.

G-Force also supports our commitment to build an inclusive workplace by ensuring gender parity and minority representation. In 2024, 73% of G-Force participants identified as women or U.S. minorities. G-Force also aims to strengthen the GEON leadership talent pipeline and add depth to our succession bench.

G-Force Graduation Rotational Program	
Total participants to date	18
Currently in the program	11
Graduates in permanent GEON roles	6

MEET OUR 2024 G-FORCE ASSOCIATES



"I was attracted to the G-Force program because I felt it would give me a well-rounded understanding of manufacturing jobs. Throughout my G-Force experience, I have had the opportunity to restructure the MSA trialing process at the Avon Lake plant, to play a vital role in achieving ISO 9001:2015 certification and to provide visibility on critical plant OEE metrics. My favorite part about the G-Force program is the opportunity to network with other young women in engineering who have similar career goals."

Natalie Johnson, Operations Associate, Avon Lake, Ohio
University of Akron '24, Major: Chemical Engineering



"I love the ability to rotate through different positions. It helps to understand the business from multiple perspectives, and this is gold when you aspire to become a leader. A standout experience was the one-week shadowing of the CXA at a plant. It helped me understand the product and how it's manufactured, and to get a feel for the plant environment. I believe it's very important for a salesperson to know their business and product well before going out to sell it."

Shaival Patel, Inside Sales Account Manager, Westlake, Ohio
Virginia Tech '24, Major: Industrial & Systems Engineering



"I am very interested in rotating every year and having the opportunity to expose myself to all aspects of a plant's operation. I've just completed my project on the Fourier transform infrared spectrometer by forming a database of our materials tested on that device. This should streamline our quality assurance process by improving testing accuracy and speeding up the overall process. I like being able to learn about the plant firsthand, asking questions and figuring out myself what the solution may be."

Alyssa Penney, Reliability Engineer, Seabrook, Texas
Texas A&M '24, Major: Chemical Engineering



"Fortunately, I discovered the G-Force program through LinkedIn. What attracted me most was its rotational aspect, as it offers exposure to various areas of corporate finance. This is particularly valuable to me, as I've been uncertain about the exact path I want to pursue in my career. The rotations provide an opportunity to explore different roles, gain diverse experiences, and observe the exceptional work the finance team performs daily."

Anton Tajkowski, Operations Finance, Westlake, Ohio
University of Dayton '24, Major: Finance and Marketing



"The G-Force program helps me work towards my goal of becoming a well-rounded engineer with an understanding of all facets of the company. I work with people in different disciplines to develop a more complete understanding of how our business operates. I'm currently working on automation and capital equipment upgrades. These projects have been great learning opportunities as I am challenged daily to engineer solutions and develop improvements that will benefit the plant."

Katie Willi, Automation Engineer, Avon Lake, Ohio
Wright State University '23, Major: Chemical Engineering



G-Force Graduates: Class of 2024

In 2024, our first G-Force cohort graduated from the program into permanent roles with GEON. Here's what a few of our alumni had to say about the skills, on-the-job experience and leadership training they gained in the program.



"G-Force was most beneficial for my communication skills. Primarily, I worked in our Central Supply warehouse where I maintained stock levels on specialty parts. My communication skills were enhanced by working with vendors, communicating lead times to the team. Additionally, the relationships created by the role continue to benefit me as I still work in the maintenance department and regularly need specialty items in a hurry."

Kris Ramlakhan
Reliability Engineer, Seabrook, Texas



"The G-Force program helped develop the tools I need to be successful — if I don't know an answer to a question right now, I have confidence utilizing my resources and strengths to find whatever I'm looking for. I valued that the leadership development program gave me an understanding of how an organization operates and employees engage with one another. I was able to improve my skill sets, capabilities and confidence continuing to grow into a future GEON leader."

Scott Wilson
Field Development Engineer, Avon Lake, Ohio



"I liked working cross-functionally with various teams and having the opportunities to explore my interests inside the organization. Cheers to the HR team that paid so much attention to G-Force members, valued our opinions and cared about our progress. I spent my first year in procurement, which created a smooth transition from finance back to the team. Many aspects of work such as supplier relationship, RFQ and inventory management I learned in the first year prepped me for the new role."

David Wu
Sourcing Specialist, Procurement, Westlake, Ohio

Mentorship Program

At GEON, our mentorship program is designed to promote a culture of continuous learning and growth by pairing participants with experienced associates who provide valuable advice, support and assistance. Together, mentees and mentors pinpoint long-term career goals, tackle challenges and develop strategies for overcoming them. By pairing mentors and mentees with different areas of expertise, the program seeds knowledge-sharing across the company.

Overall, GEON's 2024 mentorship program included 129 participants — 63 mentors and 66 mentees, which was a 33% increase in participation from 2023. This includes our associates in the G-Force Graduate Rotational Program who worked with mentors. We had 16 female mentors in 2024, which was a 45.5% increase over the previous year.

Mentors and mentees receive formal training to help build an effective, collaborative relationship and maximize the value of the program. Mentors and mentees also are encouraged to discuss their expectations at the beginning of the relationship, establish goals and check regularly with one another. GEON conducts surveys to gather feedback for program improvement.

“At GEON, our mentorship program is more than just guidance — it's about fostering growth, sharing expertise and building connections that empower our people to thrive. By investing in mentorship, we're shaping the leaders of tomorrow and strengthening the foundation of our organization's future success.”



Carmine Domanico, Senior HR Manager

MEET A FEW OF OUR 2024 MENTORSHIP PROGRAM PARTICIPANTS



“I've been involved with the mentorship program for three years. My mentor is Matt Losi, the vice president of GEON's integrated supply chain. He has been a great mentor. He has a wealth of knowledge and is someone I am comfortable with asking questions. Matt has experience in finance and supply chain, both of which I have very little experience with, so it has really been helpful to learn GEON's business from a different perspective.”

Monique Adams — Mentee
Human Resources Manager, Westlake, Ohio



“I start with asking mentees some questions on where they feel they are now and what they think they need help with in their development. I try to get as many specific situation examples as possible. There is no substitute for real-life experiences where they demonstrated the skills or failed to demonstrate the skills. I then use my own past experiences, both successes and failures, to help explain how I got to where I am with my leadership development.”

Steve Bullard — Mentor
Operations Director, Clinton, Tennessee



“In my approach, I focus mainly on coaching empathy, listening and communication skills. All these things will help to be a good leader — not to judge things too quickly and make good decisions accordingly. I believe this program is great for all GEON employees. For mentors, it provides the opportunity to share their experiences. For junior people, especially those who just joined our company, the program gives them the chance to understand the company culture.”

Anson Cao — Mentor
General Manager, GEON Asia, Dongguan, China



“I meet with my mentor once a month or every other month, depending on our schedules. He helps me understand how a manager views things, which makes me feel more confident to continue delivering results and building a good relationship with my manager. My mentor encourages me to actively think of ways to improve current processes and not be afraid to ask questions or share ideas in meetings, even when I don't feel confident.”

Nhi Huynh — Mentee
Supply Chain Analyst, Westlake, Ohio

SOCIAL

DIVERSITY & INCLUSION

Fostering a Diverse, Inclusive Workplace

Our dedication to diversity and inclusion is grounded in treating one another with fairness and respect. This commitment grows out of GEON's core values: Win Together, Create Opportunities and Pay It Forward.

In today's rapidly changing business world, diverse perspectives are essential to driving innovation and solving challenges creatively. That's why we are focused on cultivating an inclusive culture where everyone can thrive. We aim to create a workplace that not only embraces inclusiveness but also ensures each associate feels valued, has clear opportunities for advancement and enjoys equal access to opportunities. This approach benefits both our associates and our business, fostering employee engagement, enhancing customer experiences and boosting overall performance.

As part of our 2025 sustainability goals, we have set specific targets to build an inclusive workplace. GEON employs approximately 1,200 people globally. In 2024, 38% of our associates identified as U.S. minorities, up 16% from our 2020 baseline. In 2024, 31% of our leaders were minority or female, a 12% increase from our 2020 baseline and surpassing our 2025 target.

2025 GOAL

30% of our leaders are minority or female

OUR ACTIONS

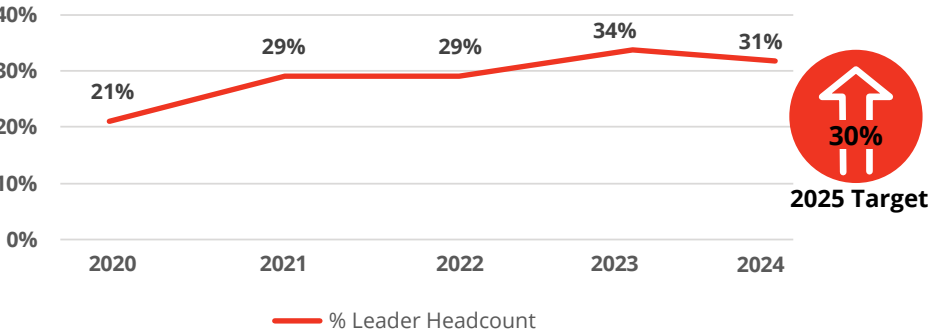
31% of our leaders are minority or female, exceeding our target

Diversity & Inclusion

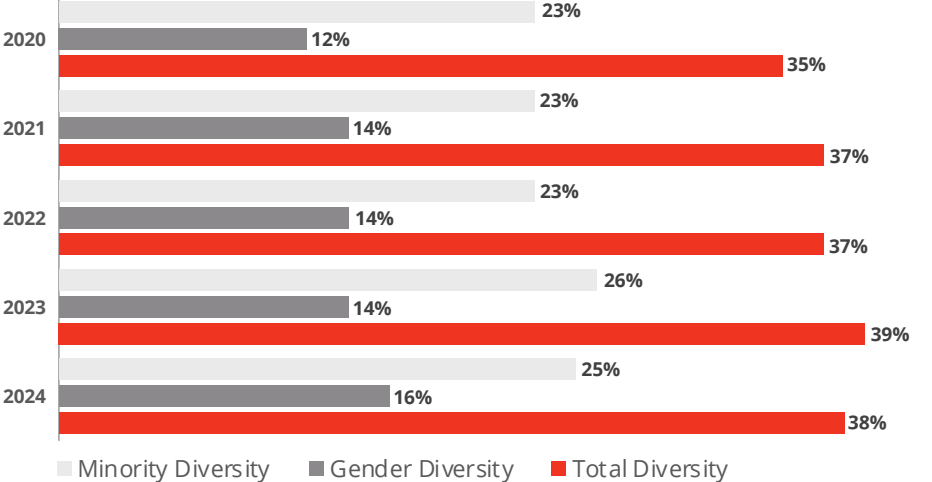
Sustainability Goal:

A skilled, inclusive and diverse workplace

Diversity in Leadership



Overall Diversity



Building a Pipeline of Skilled Manufacturing Workers

Our ability to attract, develop and retain a skilled manufacturing workforce is critical to our long-term success. GEON's Skills Matrix enables us to better compete for in-demand talent in the skilled trades, fill skill gaps and standardize training across campuses.

The Skills Matrix is designed to:

- Build a pipeline of talent and address a shortage of skilled workers by investing in training and skills development through internships and apprentice programs.
- Upskill our existing workforce and improve retention by developing customized training programs and career pathways within our manufacturing operations.
- Develop a culture of engagement and empower associates to take control of their careers through a structured process in which salary increases are tied to mastering essential job skills.

Skills Matrix Training Program

This program provides our manufacturing and operations associates with a clear and transparent training infrastructure that puts them in the driver's seat of their career development. Through the Skills Matrix, our associates can bolster their competencies and skillsets to create further opportunities for themselves at GEON.

In 2024, we expanded the Skills Matrix to our Dyersburg facility, where six associates were promoted to lead positions in the warehouse, quality lab and production departments. At our Clinton site, all eligible associates joined the program, with nine earning promotions. The Clinton quality lab saw significant gains in skills and career growth: Five quality associates received their senior quality associate certifications. In the production area, one associate charted their career and gained promotion to the control room operator role.

In 2025, we will develop a training skills lab at Dyersburg, and will deploy the Skills Matrix to our Pasadena, Terre Haute and Avon Lake facilities.



"This growth development partnership with our associates encourages their retention with GEON and recognition of their future career opportunities," says Theresa Myers, senior human resources manager. "We will expand the training program across the business in 2025 as we continue to develop the talent and skills of our GEON manufacturing associates."

Theressa Myers
Senior Human Resources Manager

SOAR: Commercial Team Onboarding

GEON's SOAR (Sales Onboarding and Readiness) program was developed in tandem with Mercuri International in order to unlock the true value of GEON's 2H 2024 commercial scale-up.

The program focuses on rapidly integrating new hires into their roles through a structured and practical learning framework. By combining interactive workshops, e-learning modules and real-world application, SOAR provides a comprehensive solution to ensure employees effectively gain essential knowledge and skills.

By developing this program, GEON greatly expanded the available pool from which to draw top talent. Recruiters are able to focus purely on candidates' selling aptitude and willingness to sell. They can also offer potential candidates a clear plan for their first 20 weeks, by the end of which the new team members will have received all of the training required for success in the field. This mutually beneficial arrangement speaks volumes to the company's vested interest in our new hires' individual success and helps facilitate go-forward buy-in for all parties.

The program launched in November 2024 after a multi-month build-out that engaged more than 40 internal subject matter experts to bring perfect clarity to the ways in which a seller needs to operate for success within GEON. These subject matter experts, with guidance and coaching from the human resources team, then delivered training in their areas of expertise.

This approach not only ensures the best person is put forward to address any nuanced questions the trainees might have, but also fosters relationships that will serve everyone's best interests in driving business results.



"With the first program graduates transitioning fully to territory management and key account management roles at the end of March 2025, SOAR has already increased new hire engagement and retention during the employee onboarding period," says Alex Ross, senior human resources manager. "Once the trainees are in the field, there is no doubt that the 2025 ESG report will reflect on the business success created through inception of this program."



Alex Ross
Senior Human Resources Manager

High School Manufacturing Internship

We created our high school manufacturing internship in collaboration with the Anderson County Career & Technical Center's work-based learning program in 2023. The goal: Help local students move from high school to high-skill careers at GEON. We do this by exposing the upcoming generation to real-world job skills and an attractive long-term career path.

The internship is available to rising seniors at Clinton and Anderson County High Schools. During the first semester of the program, students split their days between the classroom and GEON's manufacturing campus, where they work in production or warehousing. Interns work full time at GEON during the second semester. They receive core credit toward their high school diplomas. After completing the internship and graduating, our goal is that these individuals join GEON's manufacturing operations full time.

Our high school manufacturing internship benefits area students and GEON, while also enhancing the academic offerings of the local school district.



"The Skills Matrix program is set up for individuals to learn and execute tasks at their own pace — basically, the more you know and perform required tasks, the quicker your wages can increase. Having completed the Skills Matrix Program, I was able to bid for and accept a warehouse lead position, which has allowed me to gain more experience and knowledge within the company. This program is a great benefit to anyone who is self-motivated and wants to learn."

Shane Capley
Warehouse Lead, Clinton, Tennessee

SOCIAL

FAIR LABOR PRACTICES

GEON Performance Solutions recognizes the dignity, privacy and personal rights of all individuals. Our company does not tolerate discrimination based on race, sex, sexual orientation, gender identity, age, color, religion, national origin, disability, genetic information, protected veteran status or other legally protected classification in accordance with applicable state and local law. These principles extend to all employment decisions including recruiting, training, evaluation, promotion and reward. GEON Performance Solutions also recognizes freedom of association, and the right to collective representation and bargaining.

Human Rights

We foster an inclusive culture in which all locations adopt ethical labor practices, respect diversity, focus on health and safety, and support fundamental human rights. We believe in doing our part to abolish the unacceptable practices of child labor and forced or compulsory labor throughout the world. We prohibit child and forced/ compulsory labor in our organization and in our supply chain. Our company respects international norms for human rights and fully supports the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. These standards help inform GEON Performance Solutions' principles and approach on human rights issues. Based on our current labor policies, types of operations and people working with us, GEON Performance Solutions does not foresee a high risk with respect to human rights violation.

Fair Labor Practices

Our associates know and understand the terms and conditions of employment including remuneration and amount of paid leave. Company benefits, performance measurement processes, and grievance and disciplinary procedures are communicated to each employee. We ensure that our notice periods are in line with country legislative requirements/procedures for significant operational changes. We actively work with our employee representative bodies in different sites to drive healthy employee-employer relations.

Compensation and Benefits

GEON Performance Solutions commits to provide competitive and fair compensation to attract and retain associates. We are committed to providing quality job opportunities for residents of our local communities, with clean and safe working conditions, and market-competitive pay and benefits.

In addition to a base pay, GEON Performance Solutions provides a total compensation package that involves an incentive and benefit plan. Based on local market conditions, benefits for full-time associates generally include medical, dental, vision, life insurance, disability, spending accounts and 401(k) savings program. Our family support policies include maternity and paternity benefits, where not already covered by government statute. GEON Performance Solutions incentive plans support our company's growth goals. Targets are established and communicated at the beginning of each fiscal year.

BUILDING THRIVING COMMUNITIES



Enhancing the Employee Experience

With GEON employees in the lead, our THRIVE teams play a critical role in building partnerships and making meaningful impact, both on GEON's campuses and in the areas where we operate. At each location, these teams — composed of a diverse group of employee volunteers — lead initiatives aimed at strengthening employee and community engagement. By organizing team-building events and volunteer activities, THRIVE participants not only enhance their leadership skills but also contribute to the positive development of GEON's culture.

Each THRIVE team operates independently to identify and coordinate volunteer programs, allowing campuses to address the unique needs of their local communities. These grassroots-led efforts focus on four key areas: hunger, individuals in need, environmental sustainability and education.



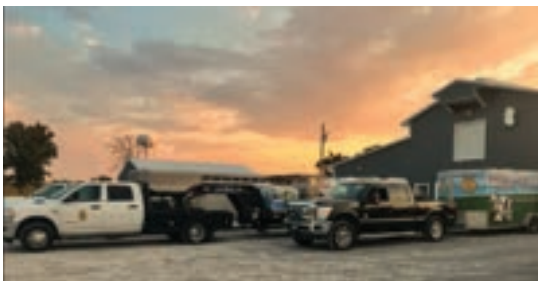
DYERSBURG
CAMPUS LEADS
HURRICANE RELIEF
EFFORTS

A carload of baby supplies. Two pallets of water. Trailers full of essential agricultural equipment. More than seven tons of animal feed.

When hurricanes Helene and Milton pummeled parts of east Tennessee, the Dyersburg THRIVE team stepped up to help by partnering with Dyersburg City School and the Dyer County Schools Future Farmers of America (FFA).

Working with the FFA, GEON employees helped to collect four trailer loads of essential equipment for cleanup efforts: hand tools, chain saws, barbed wire, post hole diggers, gloves, sump pumps, chain saws, generators, gas cans and more.

“The number of items donated by GEON associates, the community, local farms and co-ops of west Tennessee is too long to list,” says Brad Babbitt, maintenance specialist at Dyersburg. “The THRIVE program harnesses our spirit of caring and puts it into action. It helped us to make a positive impact in the face of huge devastation.”



SOCIAL

BUILDING THRIVING COMMUNITIES

THRIVE Teams:
Making a Positive Impact in 2024



SOCIAL IMPACT

Raised more than \$32,000 to support needs in communities where our associates live and work



Coordinated more than 6,450 hours of community service across our sites. Since 2021, THRIVE teams have contributed more than 14,000 hours of voluntary service

ENVIRONMENTAL IMPACT

Participated in community cleanups, collecting **>100 pounds of trash**

ENGAGING EMPLOYEES ACROSS CAMPUSES

Dongguan, China: To promote a culture of workplace wellness, THRIVE team members began leading 15-minute daily workplace exercises to boost productivity and counteract the consequences of prolonged static work.



Avon Lake, Ohio: Teams from both the manufacturing plant and the solutions center joined the site's annual Safety Day activities, which included rigorous CPR education, hearing testing and fire safety training.



Ramos Arizpe, Mexico: The THRIVE team in Ramos Arizpe organized a Día de la Familia, during which GEON employee families gathered for a dinosaur-themed event featuring food, a photo booth and a fun time for all.



Great Place To Work® Celebrations: GEON's campuses held events to celebrate the company's milestone achievement of Great Place To Work® certification in all countries where we operate.



BUILDING THRIVING COMMUNITIES

Cleaning Up Our Communities

THRIVE teams across the GEON Nation rolled up their sleeves to protect the habitats we call home.



- The Westlake THRIVE team organized its annual beach cleanup, which has become a favorite for participants. Volunteers collected more than 100 pounds of trash from Century Park in Lorain, Ohio — handily beating last year's 89-pound haul.



- In November, the Terre Haute, Indiana, team set out to collect trash along Highway 46, which they have adopted through Indiana's Adopt-a-Highway program. Working in the rain and wind, the group collected eight large garbage bags of trash.

Donating Time, Talent and Treasure

Throughout the year, associates across the company contributed to schools, food banks and other nonprofits supporting our local communities.



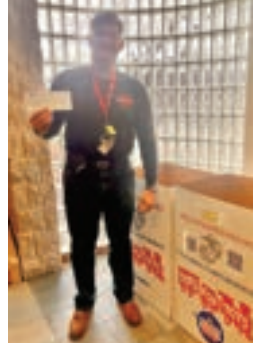
- GEON's Seabrook THRIVE team collected cleaning supplies, crates, food and money for its local animal shelter. To support their furry friends, employees (and a couple of vendors) donated 44 pounds of dog food, four kennels, towels and blankets, bug spray and boxes of cleaning supplies.



- The Westlake THRIVE team held its second annual school supply drive, gaining enthusiastic support from GEON associates. Participants donated 1,850 items — markers, notebooks, glue sticks, pens and more — to an area nonprofit that distributes the supplies to children throughout the academic year.



- The Seabrook campus got into the holiday spirit with two events. First, a Thanksgiving food drive yielded 16 large boxes of food for a nonprofit that supports families, children and seniors in the community. Next, the team organized a collection for the Houston International Seafarers Center's Christmas shoeboxes. THRIVE members filled 74 shoeboxes with basic necessities to support the thousands of seafarers who land in the Seabrook port each year.



- GEON associates in Dyersburg joined a local church's Coats of Hope drive, donating a total of 74 warm items: coats, sweaters, hats, gloves, blankets, sleeping bags, warm socks and chemical hand warmers.
- In Terre Haute, the THRIVE team hosted its first-ever Toys for Tots drive, collecting toys and raising funds for this nonprofit that serves families in need during the holiday season.

BUILDING THRIVING COMMUNITIES



Turning Dreams Into Action

In Clinton, Tennessee, the GEON team is building a future talent pipeline by supporting the East Tennessee Dream It Do It program. Sponsored by the Anderson County Chamber of Commerce and several local industries, Dream It Do It educates middle school students about manufacturing careers.

Norwood Middle School students got a first-hand look at GEON's Clinton operations and then set to work producing a video about our part in the polymer compounding industry. Featuring a clever story about a vampire in need of new plastic fangs, the Norwood students won first place in the Dream It Do It video competition. Their prize: a \$1,000 grant to apply toward future science, technology, engineering and mathematics (STEM) programs at the school.

Inspired by the students' success, the Clinton campus matched their winnings with a \$1,000 donation from GEON.

"We're pleased and proud to support students in the STEM program at Norwood Middle School," says Senior Human Resources Manager Theresa Myers. "As a committed community partner, we hope to inspire young people about meaningful and rewarding careers in the local manufacturing industry."



Croydon Team Makes a Difference

At GEON, we take our partnerships to heart.

One of our customers, LMT Mercer Group, introduced us to a nonprofit called We Make. Founded by LMT's owner, whose son has autism spectrum disorder, We Make fosters meaningful careers for adults with autism.

After our Croydon, Pennsylvania, team visited the nearby We Make workspace, they swung into action with a THRIVE fundraiser to support the nonprofit. Thanks to a matching donation from GEON, the team raised \$5,880 in contributions.

On November 3, Croydon plant manager Stephanie Losi participated in the We Make Fall Fun-Raiser, an annual event featuring music, food and wine tasting. She presented We Make leaders with the GEON donation, which will support construction of an outdoor recreation center at the nonprofit's headquarters.

"GEON is committed to creating a better future for our people and for the communities where we operate," says Losi. "The Croydon team came out in full force to support We Make, and I'm really proud of our efforts on behalf of adults with autism."



Leading With Purpose

We are dedicated to conducting business with integrity, which strengthens our resilience, creates value for our stakeholders, and promotes sustainable and responsible growth over the long term.

Our vision, core values, governance framework and leadership principles guide our actions and inspire our positive impact each day. With a strong governance system in place, we regularly assess our progress on environmental, social and governance priorities, holding ourselves accountable to the sustainability goals we've set for 2025.

Our Purpose

Guided by Our Values

Our purpose is to partner with our customers to provide high-quality, sustainable manufacturing services. To deliver the value our stakeholders expect, we operate with integrity, collaborate with customers, work safely, support our people and their contributions, preserve the environment and sustain the communities where we operate.

Our Values

Our values reflect the behaviors that define our shared culture.



Win Together



Create Opportunities



Pay It Forward

Our Governance Priorities



Strong Leadership & Oversight
Efficient governance by a skilled, seasoned executive team, with board oversight focused on strategy, sustainability risks and financial planning



Ethics & Compliance
Fostering a culture of honesty through a robust Code of Conduct, ethics education and effective compliance management systems



Enterprise Risk Management
Alignment of our sustainability strategy to GEON's key risks and opportunities



Stakeholder Engagement
Consistently interacting with and gathering feedback from customers, suppliers, employees, community members and other stakeholders

Our leadership framework supports robust corporate governance and accountability across all company levels, with GEON's Board of Directors and executive leadership team making strategic decisions. This structure ensures swift and efficient communication of strategic goals throughout the organization. It allows for close oversight of execution and actions, and enables quick responses to business needs, opportunities and challenges.

- **Executive oversight:** Our executive leadership team (pictured on page 50) holds responsibility for executing the strategy approved by GEON's Board of Directors. Members weigh current and future opportunities and risks as they set company direction. Seven members strong, this is an experienced group with a broad range of skills, functional expertise and a deep understanding of our business. The team operates with an important mandate: Ensure that financial, commercial and operational goals stay on track.
- **Board-level accountability:** The Board of Directors oversees senior leadership and serves as the ultimate governing body of GEON's operating entities. Its main role: Review and approve the proposed strategy, the tactics to achieve it, sustainability risks and financial planning, including targets. The Board has established an authorization matrix that defines the approval levels for senior leaders and specifies which matters require Board approval. As we progress with our sustainability goals and targets, the Board also monitors the successful completion of key milestones.
- **Day-today management:** Our management team handles the integration of sustainability into the business on a daily basis. It coordinates sustainability efforts with customers, industry associations and the communities where we operate. It also introduces new ideas and tracks and reports our progress on sustainability targets.
- **Risk management:** The CEO and other senior leaders take responsibility for effective risk management. The GEON Board oversees risk. Management and the Board collaborate to identify and manage risks and opportunities related to ESG topics through open feedback mechanisms that promote continuous improvement.
- **ESG governance and oversight:** The Board is dedicated to overseeing GEON's integration of ESG principles throughout the company. In 2024, it evaluated GEON's ESG strategy and progress, placing a heavier emphasis on our sustainability goals and their alignment with the company's corporate strategy.



**ACQUISITION POSITIONS GEON
IN THE MEDICAL MARKET**

Guided by our governance framework and leadership principles, we acquired Foster, LLC in early 2025. Foster is a differentiated compounder of biomedical polymers used in the high-growth healthcare and medical device industry.

"This strategic acquisition broadens GEON's portfolio of medical polymer solutions to offer a full spectrum of materials to medical companies," says GEON CEO Tracy Garrison. "Foster has an impressive 36-year track record of delivering highly innovative, market-leading technologies for life-saving medical devices. We are privileged to partner with their team to further strengthen and expand this tradition of excellence."

The acquisition of Foster enhances GEON's participation in the high-value medical market. As part of GEON, Foster will be the face to the medical end market, including our existing volumes, and will leverage our development capabilities, salesforce and extensive capacity.

Expanding Our Global Footprint

The Foster acquisition is GEON's fourth since 2020 and second in the last year — a key component of our strategy to enhance and diversify our portfolio of engineered polymer solutions and further expand our global footprint for customers. In December of 2023, GEON acquired Polymax™ TPE, adding thermoplastic elastomer to our material portfolio.

Foster is headquartered in Putnam, Connecticut, and has supply partnerships in Europe and Southeast Asia. The business operates three manufacturing locations and two distribution centers in the United States and employs approximately 200 people.

GEON Performance Solutions Board of Directors (as of February 2025)



Jack Norris, Board Chairman
Managing Director, SK Capital



Robert Abrams
Principal, SK Capital



Dante Parrini
Senior Director, SK Capital



Tracy Garrison
Chief Executive Officer,
GEON Performance Solutions

GEON Performance Solutions Executive Leadership Team (as of February 2025)



Tracy Garrison
Chief Executive Officer



Matthew Losi
Senior Vice President,
Interim CFO



Janice Worden
Chief Operating Officer



Arthur Adams
Chief Commercial Officer



Jerome Beguerie
Chief Human Resources
Officer



Gary Connelly
Senior Vice President,
General Counsel/
Secretary



Jean-Francois Morizur
Vice President,
Technology

GOVERNANCE

ENGAGING OUR STAKEHOLDERS

What’s important to both GEON and our stakeholders? A firm grasp of our mutual priorities helps build the foundation of our sustainability strategy and reporting. To determine our sustainability focus areas and goals, we systematically gather insights from a range of internal and external perspectives. We communicate through both formal and informal channels, depending on the needs and requirements of each stakeholder group.

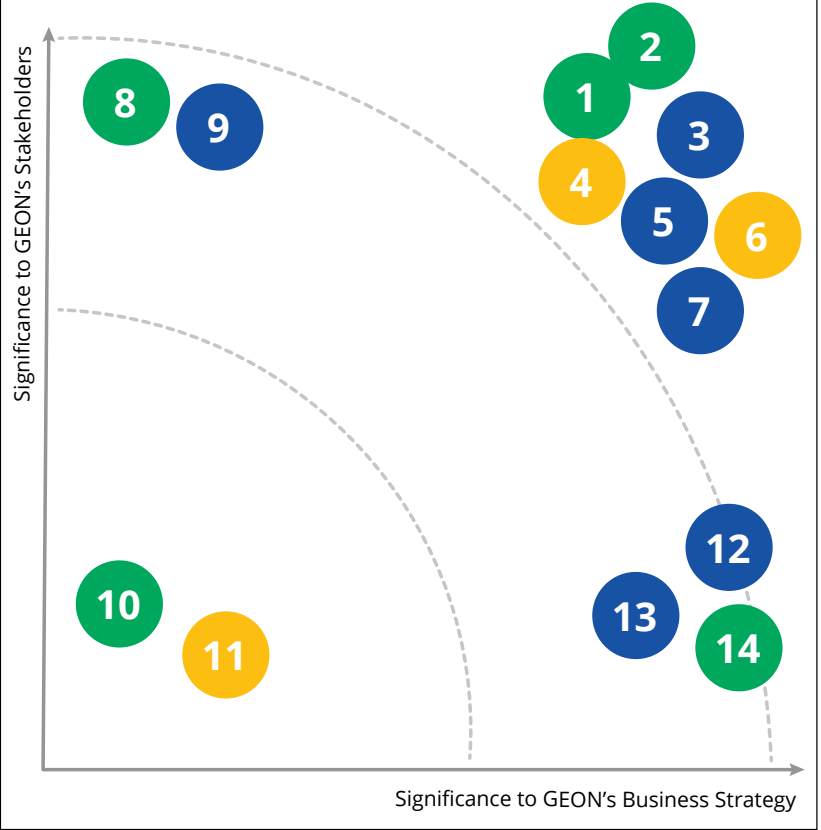
Who We Engage	How We Engage	Why We Engage
Customers	<ul style="list-style-type: none">• Voice of customer surveys to understand sustainability concerns and identify innovation needs• Customer-facing GEON associates• Industry association activities and events• Social media	By understanding customer needs, we can work closely with customers on impactful innovation and maintain our competitive edge in a dynamic and competitive marketplace.
Associates (both potential and current associates)	<ul style="list-style-type: none">• Recruiting talent at colleges and universities• Engaging in listening tours/town halls• Leader meetings• Intranet• Employee engagement and EHS cultural surveys• Ethics hotline	Attracting and retaining top talent is crucial for building a competitive advantage.
Local Communities	<ul style="list-style-type: none">• News monitoring• Volunteer initiatives• Working with academic and nonprofit partners on workforce readiness	Strong communities and a skilled, prepared workforce in the areas where we live and work are key drivers of our business success.
Suppliers/Industry Associations	<ul style="list-style-type: none">• Participating in voluntary initiatives by organizations that help foster responsible supply chains• Requiring suppliers to abide by GEON's ethical standards as reflected in our GEON Code of Conduct	To make our supply chain more sustainable, we need to foster strong collaborative relationships throughout our value chains.
Government/Regulators	<ul style="list-style-type: none">• Product stewardship• Legal department	We are dedicated to transparency and compliance. We recognize that business success depends on our complete adherence to all laws and regulations.
Investors	<ul style="list-style-type: none">• Board of Directors meetings• Publishing an annual ESG report	Our owners recognize the connection between ESG performance and long-term value.

ENGAGING OUR STAKEHOLDERS

Our Material Topics

Through stakeholder engagement and internal analysis, we have identified the key topics that matter most to both our stakeholders and GEON's business strategy. This assessment allows us to measure our impacts in a non-financial way, prioritize the most important areas and guides our strategic approach to environmental, social, and governance issues. We ranked these issues on the ESG Materiality Assessment Map based on their relative significance.

2024 Focus Areas



GEON's 2024 Focus Areas:

1. Energy Management & GHG Emissions
2. Waste Management & Recycling
3. Health & Safety/Product Stewardship
4. Economic Performance
5. Talent Attraction & Retention
6. Ethics & Compliance
7. Employee Engagement, Diversity & Inclusion
8. Local Communities
9. Sustainable Products & Services
10. Water
11. Air & Soil Emissions
12. Governance Structure
13. Human Rights
14. Responsible Supply Chain

● Environmental ● Social ● Economic Governance



AFFILIATIONS AND MEMBERSHIPS

Through active engagement and collaboration with industry groups and external organizations, we gain valuable knowledge, experiences and ideas, while also playing a role in driving sustainable solutions and innovations across the value chain.

- **Member of the American Chemistry Council (ACC).**The ACC is dedicated to enhancing environmental, health and safety performance through its globally recognized Responsible Care® initiative, which requires participation for membership. As an ACC member, we are working toward implementing a companywide Responsible Care Management System®, an integrated health, safety, security and environmental management system rooted in the principles of Responsible Care® and continuous improvement.
- **Member of the Vinyl Institute's Vinyl Sustainability Council,** a voluntary membership organization leading the industry in uniting efforts to promote sustainability.

GOVERNANCE

ENGAGING OUR STAKEHOLDERS

Code of Conduct

Acting with integrity is not just the right choice — it is essential for building a strong business.

Our Code of Conduct sets clear expectations for business behavior and ensures we uphold high standards in everything we do. It addresses topics such as financial accuracy, accounting integrity, conflicts of interest, anti-bribery compliance, information technology and security, data privacy and human rights, among others. All GEON Performance Solutions associates are required to be familiar with the Code of Conduct and follow its principles. In addition to providing all associates with access to the Code, we offer training to ensure everyone understands how to conduct business properly, consistently and at every location. We also engage with suppliers, reinforcing our expectation that they comply with regulations and align with GEON's values as outlined in our Code of Conduct.

Reporting Violations

We prioritize ethics and compliance in our business practices. Each of our global facilities must adhere to a wide array of national laws and enforcement practices related to bribery and corruption. In every location, we uphold the highest standards and reject local norms that fall short of our expectations.

Each GEON associate is responsible for understanding and following the ethical, legal and policy requirements relevant to their role and for reporting any suspected violations. Our associates can report concerns to a manager, the human resources department, the general counsel or through GEON's third-party, 24-hour EthicsPoint hotline. Senior leadership reviews all allegations, and GEON strictly prohibits retaliation against anyone who reports or participates in an investigation into a potential violation of our Code, policies or the law.



Code of Conduct Acceptance Rate by Our Suppliers

96% of suppliers have accepted GEON's Code of Conduct or their own materially similar Code of Conduct



CYBERSECURITY FOR A STRONGER GEON

In 2024, we made investments to upgrade, standardize and strengthen the security of GEON's digital environment. These investments support ongoing improvements in our cybersecurity processes to protect our business and customers.

Our 2024 actions included:

- **Pursuit of the ISO 27001 standard.** Achievement of this standard will verify to outside parties that we have established and adhere to an international standard for managing information security. Certification is a labor-intensive undertaking, involving meticulous documentation and an independent auditor.
- **Pilot of a passwordless authentication system.** We are moving to a non-password authentication system with token- and app-based authentication. The pilot went live in 2024, and we intend to remove passwords in 2025.
- **Continued work on GEON's operational technology convergence project.** This initiative calls for updating our IT infrastructure and standardizing it across our manufacturing operations, so that each site operates on one modern platform.
- **Pilot of a GEO-pass.** This project aims to grant associates access to designated doors, shared computers, timeclocks and operating systems with a single card. We laid the groundwork for this undertaking in 2024.
- **Implementation of more automation.** We activated more security monitoring tools and response procedures in 2024. We continued to conduct quarterly testing with third-party penetration testing firms, and we rotate those providers yearly.
- **Training for our associates.** We stressed the importance of cyber hygiene, offering training on awareness, phish testing and password management. We require GEON associates to complete annual cybersecurity training, which highlights specific threats and scenarios.

We continued to provide GEON's senior management with quarterly updates on our cybersecurity measures, focusing on risk management.

"In 2024, we sought to streamline access to appropriate IT systems for GEON associates, while maintaining the highest levels of vigilance against security threats," says Brian Epp, vice president of information technology and information security. "A strong offense remains our best defense, and we prioritize our resources to avoid and mitigate risks."



APPENDIX

GRI Content Index

As required by the GRI Universal Standards, we provide an index that specifies each of the GRI Standards and disclosures included in the report.

Statement of use: GEON has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024.

Applicable GRI Standard(s): GRI 1: Foundation 2021

Disclosure		Cross-Reference or Answer
General Disclosures		
The Organization and Its Reporting Practices		
2-1	Organizational details	Our Business, p. 8
2-2	Entities included in the organization's sustainability reporting	Our Business, p. 8
2-3	Reporting period, frequency and contact point	About This Report, p. 4 GEON Performance Solutions reports annually, aligning with the calendar year: January 1, 2024-December 31, 2024.
2-4	Restatements of information	There are no restatements of information in this report.
Activities and Workers		
2-6	Activities, value chain and other business relationships	Our Business, pp. 8-13
2-7	Employees	Our Business, p. 8
2-8	Workers who are not employees	GEON does not employ a material number of workers who do a substantial amount of work for GEON and who are self-employed, are contractors, or are workers other than employees.
Governance		
2-9	Governance structure	Governance, p. 48-53
2-10	Nomination and selection of highest governance body	Governance, p. 48 GEON's Board of Directors is nominated by SK Capital, GEON's parent company. The Board of Directors is composed of directors who collectively bring a balance of relevant industry experience, professional skills and diversity of backgrounds, allowing them to effectively oversee the company's business while promoting a diverse and inclusive culture.
2-11	Chair of the highest governance body	Board of Directors, p. 50
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p. 48
2-13	Delegation of responsibility for managing impacts	Governance, p. 48

Disclosure		Cross-Reference or Answer
Governance		
2-14	Role of the highest governance body in sustainability reporting	Governance, p. 48
2-15	Conflicts of interest	Engaging Our Stakeholders, p. 49; see also GEON's Code of Conduct
2-16	Communication of critical concerns	Governance Leadership and Accountability, p. 48
2-18	Evaluation of the performance of the highest governance body	See the SK Capital website here
2-19	Remuneration policies	Compensation and Benefits, p. 43
2-21	Annual total compensation ratio	This is considered business confidential.
Strategies, Policies and Practices		
2-22	Statement on sustainable development strategy	CEO letter, p. 6 Our Approach, p. 14
2-23	Policy commitments	Fair Labor Practices, p. 43 See also our Code of Conduct at geon.com/about .
2-25	Processes to remediate negative impacts	p. 23, Linking Quality and Sustainability See GEON's Code of Conduct GEON is committed to the continual improvement of Environment, Health and Safety (EHS) performance, including compliance assurance, natural resource conservation and pollution prevention. Setting and regularly reviewing our EHS objectives and targets ensures continued improvement and compliance. As a member of the American Chemistry Council, GEON has adopted Responsible Care® Guiding Principles and implemented a Responsible Care Management System® to effectively manage operations and products, and respond to stakeholder concerns. Regular audits by a third party assess conformance to the following metrics: <ul style="list-style-type: none">• Air quality• Energy efficiency & energy diversity• Greenhouse gas impact• Water management• Workforce diversity & inclusion• Engagement & empowerment• Product safety• Supply chain management GEON also has adopted Responsible Care® Guiding Principles and Security Code of Management to guide our efforts in continued security improvement.

APPENDIX

GRI CONTENT INDEX

Disclosure		Cross-Reference or Answer
Strategies, Policies and Practices		
2-26	Mechanism for seeking advice and raising concerns	Reporting violations, p. 53 In situations where associates believe GEON's Code of Conduct has been violated, and where they prefer to place a report in confidence, they are encouraged to use the EthicsPoint hotline, an independent, third-party hotline.
2-27	Compliance with laws and regulations	Environmental Compliance, p. 24
2-28	Membership associations	Affiliations and Memberships, p. 52 See also geon.com/about
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Engaging Our Stakeholders, p. 51
2-30	Collective bargaining agreements	Fair Labor Practices, p. 43
Material Topics		
3-1	Process to determine material topics	Our Material Topics, p. 52 GEON's engagement with key stakeholders has helped develop this materiality matrix, which outlines the top issues ranked in relative importance to our stakeholders and their relative importance to GEON. A variety of sources are used to inform this iterative process, including employee surveys, customer conversations, engagement with industry groups and media reviews.
3-2	List of material topics	Our Material Topics, p. 46
Economic Performance		
201-1	Direct economic value generated and distributed	Our Business, p. 8
201-2	Financial implications and other risks and opportunities due to climate change	GEON does not have a system in place to track this information. However, GEON and its Board regularly discuss the risks and opportunities surrounding climate change, such as regulatory impacts, new technologies that address challenges related to climate change for customers, as well as changes in customer behavior. GEON also is including energy efficiency improvements meant to lower its carbon footprint in its asset strategy roadmap. See pp. 19, 24 and 25 for more information.
201-3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits, p. 43 GEON operates retirement plans that vary at the local level, based on legal and market requirements and practices.
201-4	Financial assistance received from government	Information not available.

Disclosure		Cross-Reference or Answer
Indirect Economic Impact		
203-1	Infrastructure investments and services supported	GEON is making infrastructure improvements at several sites, which have a positive indirect economic impact on the communities where it operates. See CEO letter, p. 6.
203-2	Significant indirect impacts	GEON is investing in enhanced skills and knowledge through its GEON Academy. See Developing Our People, pp. 40-41.
Procurement Practices		
204-1	Proportion of spending on local suppliers	GEON's policy is to procure products and service based on the total value for the company. Factors considered include competitive pricing, quality of work and materials, timely delivery and dependable performance. Our procurement strategy may include the development of local suppliers based on business needs.
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Engaging Our Stakeholders, p. 51 GEON conducts annual risk assessments of our business, which includes risks relating to corruption. No significant risks related to corruption were reported.
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct, p. 53
205-3	Confirmed incidents of corruption and actions taken	GEON did not have any confirmed incidents of corruption in 2024.
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	GEON conducts business in accordance with the laws and regulations of each country in which a GEON business is located. GEON did not receive any significant fines or non-monetary sanctions in any region for non-compliance with laws and regulations in 2024.
Environment		
Materials		
301-1	Materials used by weight or volume	Measuring Our Progress, pp. 16 and 17 We have measurable goals to recycle, reuse and reduce our materials, including PVC and polypropylene materials. Our Circular Economy and Product Innovation sustainability goals encourage recycling and reuse of our materials.
301-2	Recycled input material used	Managing Our Waste, p. 20
301-3	Reclaimed products and their packaging materials	Collaborating and Innovating for a More Circular Value Chain, p. 25
Energy		
302-1	Energy consumption within the organization	Lowering Energy Use to Reduce Our Footprint, p. 19
302-2	Energy consumption outside the organization	Information not available.
302-3	Energy intensity	Lowering Energy Use to Reduce Our Footprint, p. 19

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Disclosure		Cross-Reference or Answer
Environment		
Energy		
302-4	Reduction of energy intensity	Lowering Energy Use to Reduce Our Footprint, p. 19
302-5	Reductions in energy requirements of products and services	Collaborating and Innovating for a More Circular Value Chain, p. 25
Water and Effluents		
303-1	Interactions with water as a shared resource	Water-Saving Strategies, p. 22 GEON is not aware of any significant impact on any water source.
303-2	Management of water discharge-related impacts	Water, p. 22 The industrial processes we have in place help minimize our water usage in the manufacturing cycle. GEON maintains pollution prevention and waste minimization programs designed to achieve ongoing reductions in the amount and toxicity of any contaminants that may be released to the water. Releases are managed in a manner that protects the environment and the health and safety of employees and the public.
303-5	Water consumption	Water, p. 22
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GEON primarily operates in commercial and industrial areas. This minimizes the impact of our operations, since these areas are designed for such use.
Emissions		
305-1, 305-2 and 305-3	Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, and Other indirect (Scope 3) GHG emissions	Assessing Our Climate Impact, p. 18; Reducing Supply Chain Emissions, p. 22 GEON currently does not have the processes in place to track total annual Scope 1, 2 and 3 emissions but is taking steps to reduce the impact of our operational footprint.
Waste		
306-1	Waste generation and significant waste-related impacts	Managing Our Waste, p. 20
306-2	Management of significant waste-related impacts	Our Actions, p. 21
306-3	Waste generated	Managing Our Waste, p. 20
306-4	Waste diverted from disposal	Managing Our Waste, p. 20
Employment		
401-1	New employee hires and employee turnover	Voluntary turnover in 2024 was 18%, well below the industry average.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GEON complies with local legislation when it comes to providing benefits to all our employees, whether they are full time, part time or temporary.
401-3	Parental leave	Compensation and Benefits, p. 43

Disclosure		Cross-Reference or Answer
Labor Management Relations		
402-1	Minimum notice periods regarding operational changes	Labor and employment law requirements, including but not limited to reasonable employee notice of job loss and requirements under collective bargaining agreements, are followed in every global location.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Focus on Safety, p. 26; Linking Quality and Sustainability, p. 23 Learn more about our EHS Program at geon.com/about/safety .
403-2	Hazard identification, risk assessment and incident investigation	Engaging Associates in the Safety Process, p. 26 An enterprise-wide risk prevention program uses annual corporate audits, internal self-assessments, hazard hunts, on-floor safety contacts, safety committees, observational programs, and process- and task-based formal operations to identify, prevent and reduce risks.
403-3	Occupational health services	Our EHS function employs processes and conducts audits to identify and eliminate hazards and minimize risks. For example, all associates on the plant floor follow standard noise and heat protection requirements and practice safe handling of chemicals. This includes hearing protection, noise reduction efforts and respiratory protection equipment when necessary.
403-4	Worker participation, consultation and communication on occupational health and safety	Engaging Associates in the Safety Process, p. 26; Product Sustainability, p. 24
403-5	Worker training on occupational health and safety	Focus on Safety, p. 26
403-6	Promotion of worker health	The safety and well-being of associates are among GEON's most important responsibilities. GEON's outstanding health insurance options come with added perks such as health risk assessments, coaching programs and preventative medical exams. Important services are also offered to all associates even if they're not enrolled in GEON's medical plan. These include counseling sessions and 24/7 telehealth support.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Sustainability, p. 24
403-8	Workers covered by an occupational health and safety management system	Linking Quality and Sustainability, p. 23 All employees are covered by GEON's Responsible Care Management System® and other EHS management systems.
403-9	Work-related injuries	2024 Safety Performance, p. 29

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Disclosure		Cross-Reference or Answer
Training and Education		
404-1	Average hours of training per year per employee	100% of associates are trained on our Code of Conduct; otherwise, average annual hours of training vary by job role.
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our People, pp. 32-38
404-3	Percentage of employees receiving regular performance and career development reviews	GEON's performance management framework requires that all employees receive timely performance feedback and a development plan.
Diversity & inclusion		
405-1	Diversity of governance bodies and employees	Diversity & Inclusion, p. 39
405-2	Ratio of basic salary and remuneration of women to men	GEON establishes and administers compensation based on business needs and external market competitiveness without regard to gender.
Non-Discrimination		
406-1	Incidents of discrimination and corrective actions	Fair Labor Practices, p. 43 GEON does not publicly report the total number of such incidents or any of their corrective actions, but internally monitors reported incidents. Remediation processes are in place, outlined in our Code of Conduct.
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GEON complies with all laws designed to preserve the right to freedom of association and collective bargaining.
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, p. 43 GEON complies with all child labor laws and supports the elimination of unlawful child labor and exploitation. We expect the same ethical conduct from our business Partners.
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 43 GEON seeks to provide a safe, healthy and desirable workplace with working conditions, wages and benefits that meet or exceed applicable laws and reward performance. We expect the same ethical conduct from our business partners. Suppliers and other third parties are asked to acknowledge our Code of Conduct, which upholds individual human rights including freedom from forced or compulsory labor and stands firmly against human trafficking.

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Disclosure		Cross-Reference or Answer
Local Community		
413-1	Operations with local community engagement, impact assessments and development programs	Building Thriving Communities, pp. 44-47
Supplier social assessment		
414-1	New suppliers that were screened using social criteria	All approved suppliers are asked to return a supplier acknowledgement form that accepts GEON's Code of Conduct or submit a Code of Conduct that reaffirms human rights and fair labor practices, among other things. In 2024, 96% of suppliers have accepted GEON's Code of Conduct or their own materially similar Code of Conduct.
Public Policy		
415-1	Political contributions	We do not make any political contribution of any kind in the name of GEON or utilize GEON funds, assets, services or facilities for such purposes.
Customer health and safety		
416-1	Assessment of the health and safety impacts of product and service categories	Product Sustainability, p. 24 Active engagement in hazard and risk assessments provides opportunities to proactively identify any potential human and/ or environmental hazard concerns for a proposed product undergoing research and development. A course of action to eliminate the potential hazards and risks can then be designed and implemented.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in 2024.
Marketing and labeling		
417-1	Requirements for product and service information and labeling	Product Sustainability, p. 24 GEON has Safety Data Sheets (SDS) for our manufactured products to meet the requirements of the Globally Harmonized System of Classification and Labeling of Chemicals. Our customer-focused quality management system also ensures customers experience business continuity, a quality supply and defect-free materials.
417-2	Incidents of non-compliance concerning product and service information and labeling	All of our product SDS and labeling comply with regulatory requirements for hazard communication in all countries and regions. GEON did not identify any incidents of non-compliance in 2024.
417-3	Incidents of non-compliance concerning marketing communications	GEON did not identify any incidents of non-compliance in 2024.
Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity for a Stronger GEON, p. 53 GEON is unaware of any complaints regarding breaches of privacy or loss of customer data in 2024.





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