2024 Sustainability Report

Plasmine Technology, Inc.

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Introduction

Executive Summary

In our inaugural year, we have laid the foundation for sustainable growth across our business model, production processes, and our sustainability management system. Recognizing the importance of environmental stewardship, we have recently established a robust suite of sustainability policies and have begun tracking performance through key performance indicators (KPIs).

As part of our commitment to continuous improvement and sustainability management system, we achieved:

- Established four pillars of our sustainability program
- Performed a materiality assessment to identify key sustainability topics
- Instituted key sustainability policies and KPIs in line with frameworks
- Identified the metrics and collected data for 2024
- Assessed 2024 KPIs
- The benchmarking phase of our environmental pillar will conclude at the end of 2025

These critical milestones will enable us to transition into a phase of actionable implementation and measurable impact, solidifying our dedication to sustainability.

Our growth trajectory is underpinned by a forward-looking approach, combining innovative practices and responsible management. By setting strong foundations today, we position ourselves to deliver meaningful contributions toward a sustainable future.

Message from Scott Braun, President

As we continue to navigate an exciting phase of growth and transformation within our manufacturing capabilities, I want to take a moment to reflect on an essential aspect of our long-term vision—sustainability.

At the heart of our ongoing expansion and business evolution is a commitment to sustainability. This is not merely an external expectation, but a core element of our strategy to build a resilient, innovative, and responsible organization—one that can thrive for generations to come while making a positive impact on the world. Sustainability shapes how we grow, operate, and contribute to the communities that support us.

Our current journey provides a unique opportunity to embed sustainable practices across every level of our operations. From reducing resource consumption to integrating cutting-edge, eco-friendly technologies, we are focused on minimizing waste, reducing our environmental footprint, and creating lasting value for both our company and the planet.

However, sustainability is not confined to manufacturing alone. It is a driving force behind our long-term success, helping us remain competitive, efficient, and responsible to all of our stakeholders. As we expand, our growth is not just measured by size but by purpose—fostering a culture where sustainability is integrated into every decision, every action, and every innovation.

Continued...

Message from Scott Braun, President

Our efforts are aligned with the broader sustainability goals of our parent company, Harima, ensuring that our actions not only strengthen our business but also contribute to the greater vision shared across the organization. By setting clear, actionable, and measurable objectives, we will continuously monitor our progress, demonstrate our dedication, and improve along the way.

Our sustainability initiative is by no means complete. This journey will require the collective energy, creativity, and commitment of every team member at Plasmine. Together, we will craft a plan that is not only ambitious but also achievable—one that turns sustainability into a competitive advantage while driving our company's success in a responsible and meaningful way.

Scott Braun
President

Plasmine Technology, Inc.

Message from Lauren Amable, Regulatory Manager

Welcome to Plasmine Technology's inaugural Sustainability Report, covering the year 2024! This report details our sustainability initiatives, policies, metrics, and key performance indicators (KPIs). When I assumed responsibility for this project in late fall of 2024, the significance of the task became clear, and we recognized the need for substantial learning and growth. Over the past year, we have observed an increasing interest from our customers for sustainability and ESG (Environmental, Social, and Governance) initiatives. We listened attentively and realized the necessity to enhance our efforts to meet both our customers' expectations and global needs.

In collaboration with key stakeholders at Plasmine, we undertook a comprehensive analysis of our needs and those of our customers, developed a strategic plan, and began data collection. The result of these efforts is this sustainability report, which represents our initial step our a continuous journey of learning and improvement. Similar to the pine trees from which our products originate, our journey began with planting a seed. This marked the beginning of establishing a formal sustainability management system. Though it started modestly, with careful nurturing, this seed has the potential to grow into a robust tree. We faced and overcame various challenges along the way.

Continued...

Message from Lauren Amable, Regulatory Manager

With continued care and dedication, our sustainability management system will flourish, providing support to the industries around us and contributing to a greener, sustainable future. Join us on this journey and witness our growth.

Lauren Amable
Regulatory Manager
Plasmine Technology, Inc.

About Plasmine Technology, Inc.

Company Profile

Established in 1990, Plasmine Technology, Inc. is dedicated to providing industry-leading sizing products and technical support to the paper industry. As a wholly owned subsidiary of Harima Chemicals Group, Inc., headquartered in Osaka, Japan, Plasmine proudly serves as one of North America's major suppliers of rosin-based internal sizing additives for paper manufacturing.

With its corporate office located in Pensacola, Florida, and a state-of-the-art manufacturing facility in Bay Minette, Alabama, Plasmine specializes in producing pine-based chemicals. Our flagship product is rosin dispersions. Rosin is a bio-based, renewable chemical derived from pine trees. Rosin is environmentally sustainable, does not compete with food crops, and does not deplete soil resources. The end applications of our products span paper manufacturing, construction, and beyond.

Our Vision

At Plasmine, we aim to lead the advancement of pine-based chemicals. Through a steadfast commitment to innovation and manufacturing excellence, we create value-driven solutions for our customers, backed by the expertise of our dedicated team and exceptional products. We prioritize communication and compliance, engaging meaningfully with all stakeholders to ensure alignment with industry standards and expectations.

Quality Commitment

Plasmine’s unwavering commitment to quality is evident in the superior performance and reliability of our rosin-based products. We continuously develop innovative products that add value for papermakers and our tolling clients, delivering consistent quality, technical expertise, and punctual delivery.

Customer Engagement

Integrity and responsibility are at the heart of our business practices. Our technical sales team brings a wealth of industry experience, ensuring personalized support and expert guidance. From product recommendations to on-site mill assistance, our team demonstrates Plasmine's customer-first philosophy in every interaction. Examples of our customer engagement initiatives are provided in the appendix, within the stakeholder engagement table.

Sustainability Strategy

In alignment with our parent company, Harima Chemicals Group, Inc., we are committed to maintaining the established sustainability management initiatives. It is based on Harima's Corporate Philosophy "Utilize the blessings of nature to enhance the quality of life". Plasmine Technology, along with Harima, are committed to the creation of a sustainable society.

Harima's sustainability outline is:

We pursue business growth with low impact on the environment and in close collaboration with our various stakeholders.

- Promote a business model that delivers value to society and the environment
- Enhance stakeholder communication and reflect in business management
- Promote a comprehensive corporate governance and risk management framework that sustains business growth

https://www.harima.co.jp/en/sustainability/sustainability_management.html

Sustainability Strategy

Plasmine embarked on its sustainability journey several years ago, with a commitment to evaluating and enhancing its sustainability management system. This effort included pursuing the prestigious EcoVadis certification, which assesses performance across four key areas: environment, ethics, labor and human rights, and sustainable procurement. Utilizing a comprehensive methodology, EcoVadis evaluates the effectiveness of a company's sustainability management system through its policies, actions, and outcomes. In 2024, Plasmine was honored with the EcoVadis Bronze Medal , an achievement awarded to the top 35% of companies assessed by EcoVadis .

The process for obtaining our 2025 EcoVadis certification is currently underway, with completion anticipated by early summer 2025. We are eager to undergo evaluation reflecting the new enhancements, policies, and measures implemented within our sustainability management system. Additionally, we are excited about the opportunities for growth and improvement in the year ahead.

Materiality Assessment

A materiality assessment was conducted by Plasmine Technology to identify the key sustainability topics affecting our organization and stakeholders. Following the collection of 2025 data, this analysis will inform our strategic planning and KPI development for 2026.

Scope

- Timeframe: The initial materiality assessment was completed in early 2025, with metrics covering the year 2024.
- Geographical Focus: The assessment primarily covers North America, reflecting Plasmine Technology's customer base. As a subsidiary of Harima, we will also align with Harima's sustainability directives.
- Areas of Interest: We will address environmental, social, governance (ESG), and sustainable procurement topics, in line with established guidelines.

Materiality Assessment

Stakeholder Engagement

Key stakeholders include Plasmine Technology employees, customers, and suppliers. Engagement methods involve interviews and focus groups with teams from procurement, human resources, sales, research & development, and management. Our stakeholder engagement mechanisms can be found in the appendix. We also gathered customer feedback in 2024, with insights provided by our sales team, to highlight the most pressing sustainability issues for our industry.

Data Sources

- Internal Sources: Data was collected from internal reports, audits, and employee feedback.
- External Sources: We reviewed customer feedback, industry standards (SASB Chemical Sustainability Accounting Standard, INDUSTRY STANDARD | VERSION 2023-12) and previous EcoVadis certification comments, to further inform our analysis.

Materiality Assessment

Material Sustainability Issues

Through brainstorming sessions and a review of industry standards, we identified and prioritized material sustainability issues based on data availability, business impact, customer concerns, and regulatory requirements. The following issues were deemed most significant:

Environmental Impact:

- Energy, Air Quality, Materials, Chemicals, Waste, Water
- Environmental Services and Advocacy

Human & Social Impact:

- Employee Health & Safety, Working Conditions, Customer Health & Safety
- Diversity, Equity & Inclusion, Child & Forced Labor

Sustainability & Supply Chain:

- Sustainable Procurement, Environmental Management, Human & Labor Rights Policies
- Conflict Minerals, Responsible Palm Oil Sourcing

Governance & Ethics:

- Corruption, Conflict of Interest, Fraud, Money Laundering, Information Security

Materiality Assessment

These materiality issues were shared with internal stakeholders and incorporated into this sustainability report. While biodiversity and community involvement are not required under industry standards, we have chosen to include them as part of our sustainability efforts.

Conclusion

The materiality issues identified will guide the development of formal sustainability policies, supported by measurable KPIs and data collection processes. Many of these issues are already being addressed in our current practices, but we will formalize procedures and enhance metric tracking moving forward. Collecting 2024 metrics and drafting the full sustainability report. Future objectives include integrating the report into our website for broader stakeholder access.

Communication Goals

This materiality assessment will be included in the 2024 Sustainability Report, which will be published on our website and shared internally. Our goal is to expand visibility and encourage engagement from a wider range of stakeholders, fostering transparency and accountability in our sustainability efforts.


Environmental
Impact

Environmental Impact

The environment stands as a cornerstone of Plasmine Technology's sustainability efforts within our management system. Our environmental pillar is structured around key focus areas:

- Energy usage
- Air quality
- Materials, chemicals, and waste management
- Water
- Environmental services and advocacy
- Biodiversity

Here, we will discuss our policy, the measures and metrics we collected for 2024, our KPIs, and how we successfully met our KPIs in 2024. Through these sections, we aim to drive meaningful action and promote a healthier planet.

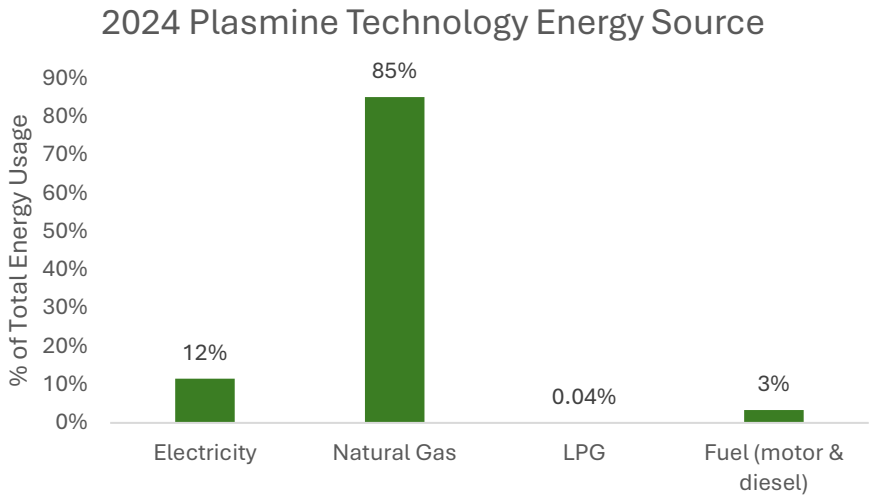
Energy Usage

Plasmine Technology, Inc. is committed to the reduction in our energy consumption by increasing our energy efficiency and exploring renewable energy options. While energy use is now an indispensable part of everyday life, we continue to explore energy sources that can successfully replace fossil fuels. Renewable resources are instrumental in achieving this goal, as non-depleting materials are essential to a sustainable future. Plasmine Technology, Inc. is committed to mitigating climate change with our energy consumption through the following objectives and targets:

- Increasing energy efficiency during operations.
- Explore renewable energy opportunities
- Decrease our energy consumption and evaluate our Scope 1 and 2 greenhouse gas-related issues from company operations and transport

Energy Usage

In 2024, Plasmine Technology achieved a significant milestone, producing nearly 95 million pounds of product—a 48% increase in production volume compared to 2023. During 2024, our total energy consumption reached 25,335,935 kilowatt-hours, derived from various purchased energy sources, including electricity, natural gas, LPG, and motor and diesel fuels. As illustrated in the accompanying graph, natural gas served as our primary energy source.



Although we do not currently utilize renewable energy sources, we are actively exploring opportunities to integrate them into our operations.

Energy Usage

Table 1, Energy Usage Metrics

	2023	2024
Production volume (lbs.)	64,345,529	94,991,608
% Increased from previous year	N/A	48% ↑
Total Energy (KwH)	N/A	25,335,935
Electricity	N/A	12 %
Natural Gas		85 %
LPG		0.04 %
Fuel (motor & diesel)		3 %

Plasmine prepared our 2024 corporate greenhouse gas (GHG) emissions inventory, covering operations at the Bay Minette, Alabama plant and the corporate headquarters in Pensacola, Florida. Total GHG emissions (Scope 1, 2, and 3) were calculated using the WRI/WBCSD's GHG protocol: Corporate Accounting and Reporting Standard and are reported in metric tons of CO_2 equivalents, independent of any GHG trades. Emission factors are sourced from EPA's emission factors hub, with the SRSO (SERC South) eGRID Subregion applied.

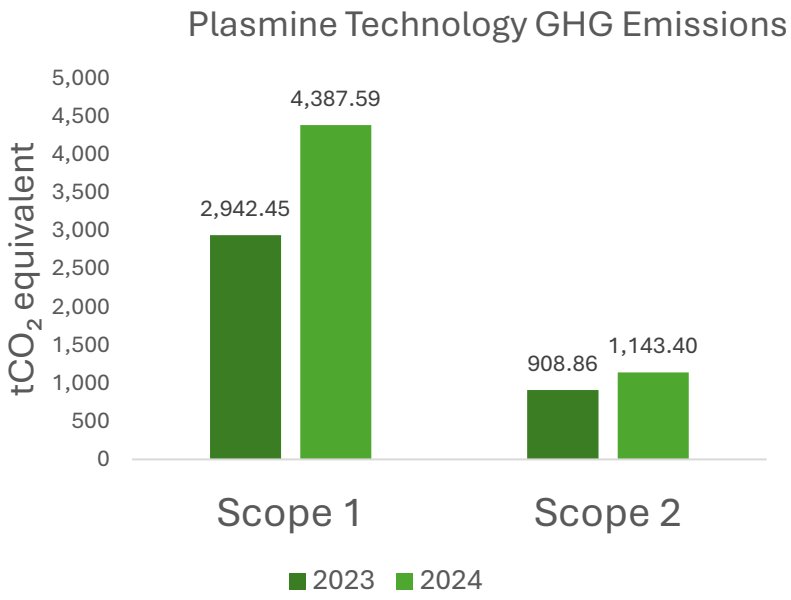
Energy Usage

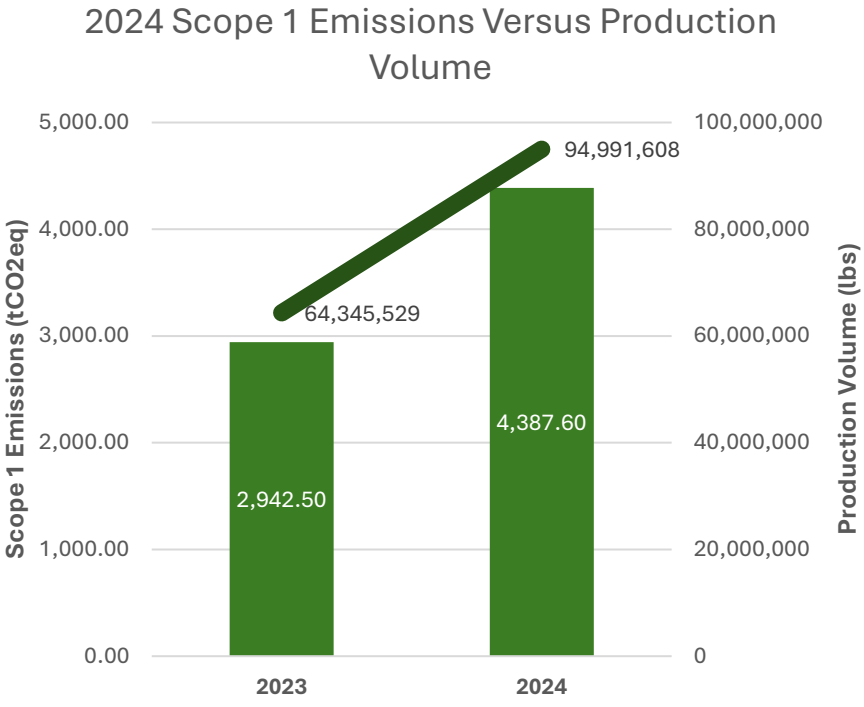
The accompanying table presents the results. Scope 1 emissions encompass fuel combustion from both stationary and mobile sources. Stationary source fuel combustion includes natural gas usage for boilers, flares, and backup generators. Mobile source fuel combustion includes the use of standard motor gasoline and diesel for Plasmine's sales fleet, liquefied petroleum gas (LPG) for forklifts and manlifts, and diesel or motor gasoline for other equipment. Reflecting a 48% increase in production volume from 2023, Scope 1 GHG emissions rose by 49%, primarily driven by a 50% increase in stationary source fuel consumption. Our Scope 2 emissions experienced a slight increase, primarily attributable to electricity consumption, which serves as the main contributor to this category. As electricity is not a direct driver of production, this increase aligns with expectations. Specifically, electricity usage rose by 27%.

Table 2, Scope 1, 2, & 3 GHG Emission

	2023	2024
Scope 1 (tCO2eq)	2,942.5	4,387.6
Scope 2 (tCO2eq)	908.9	1,143.4
Scope 3 (tCO2eq)	n/a	110,979.02

Energy Usage





Energy Usage

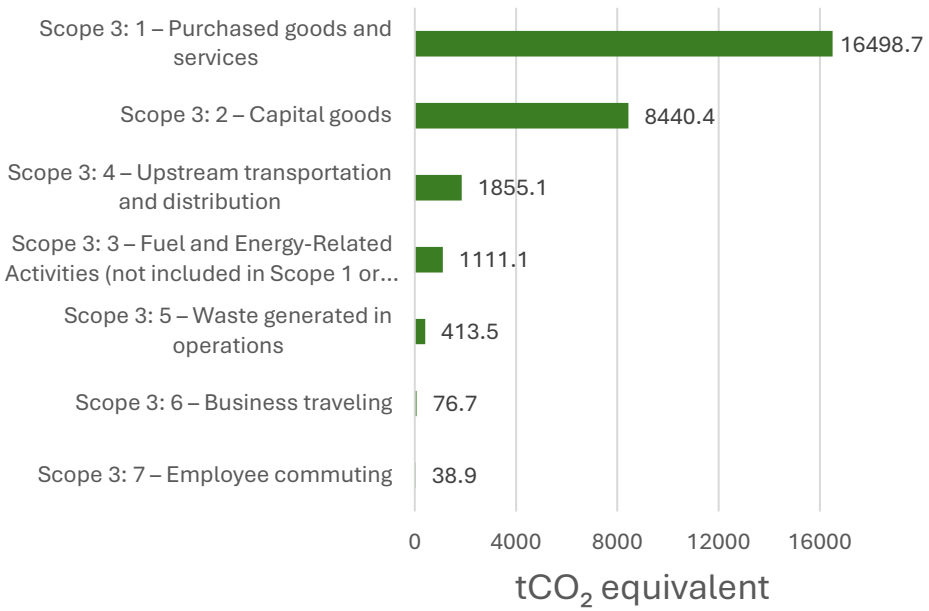
In 2024, we conducted our initial assessment of Scope 3 emissions, presented in the accompanying table and categorized into upstream and downstream greenhouse gas (GHG) emissions. Scope 3.8 (upstream leased assets) and 3.13 (downstream leased assets) were determined to be not relevant and therefore excluded from our data collection. The primary contributors to Scope 3 emissions were identified as 3.1 (purchased goods and services), 3.2 (capital goods), 3.10 (processing of sold products), and 3.11 (use of sold products).

Table 3: Scope 3 Emissions

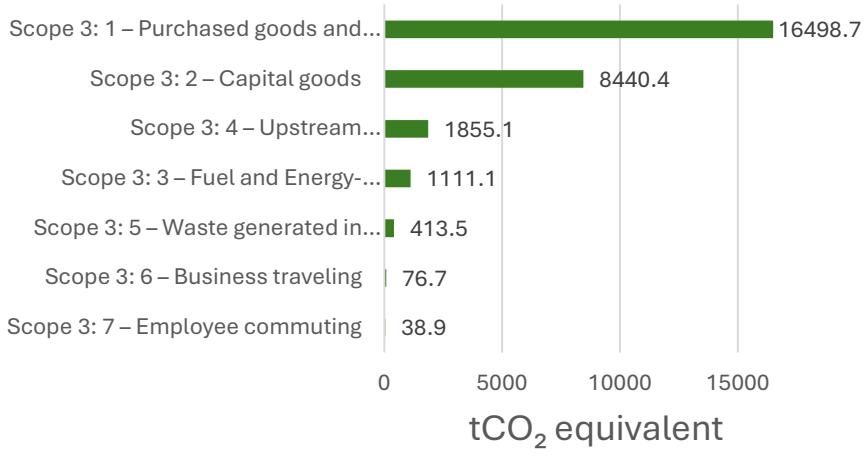
Total Scope 3 GHG Emissions	**110,979.02**
Total gross Scope 3 Upstream GHG emissions	28,434.3
Scope 3: 1 – Purchased goods and services	16,498.7
Scope 3: 2 – Capital goods	8,440.4
Scope 3: 3 – Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2)	1,111.1
Scope 3: 4 – Upstream transportation and distribution	1,855.1
Scope 3: 5 – Waste generated in operations	413.5
Scope 3: 6 – Business traveling	76.7
Scope 3: 7 – Employee commuting	38.9
Scope 3: 8 – Upstream leased assets	Not relevant
Total gross Scope 3 Downstream GHG emissions	82,544.7
Scope 3: 9 – Downstream transportation	2,353.1
Scope 3: 10 – Processing of sold products	18,208.7
Scope 3: 11 – Use of sold products	51,315.7
Scope 3: 12 – End-of-life treatment of sold products	9,871.4
Scope 3: 13 – Downstream leased assets	Not relevant
Scope 3: 14 – Franchises	795.8
Scope 3: 15 – Investments	Not relevant

Energy Usage

Total gross Scope 3 Upstream GHG emissions



Total gross Scope 3 Upstream GHG emissions



Energy Usage

Plasmine Technology is currently in the baseline collection data phase, gathering energy usage data for all facilities for 2025. In the beginning of 2026, this data will be reviewed to establish KPI reduction targets utilizing SBTI methods. We expect our KPI reduction targets to align closely with Harima's Initiatives for Environmental Conservation targets[1].

Energy Usage KPI Table

	KPI	2024 Results	Progress
Energy	Set KPI reduction target for Scope 1 GHG Emission	2024 Scope 1 data collected. 2025 data in progress	○
	Set KPI reduction target for Scope 2 Emission	2024 Scope 2 data collected. 2025 data in progress	○

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

[1] *https://www.harima.co.jp/en/sustainability/environmental_conservation.html*

Air Quality

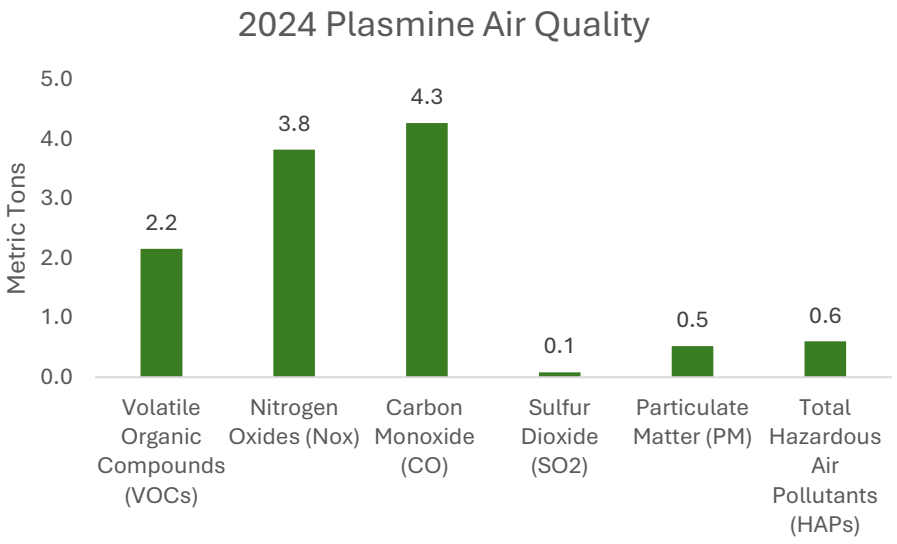
Plasmine Technology, Inc. is committed to reducing our air pollution. This includes air emissions from GHGs (e.g. SOx, NOx, VOC, PM), non-GHG, and atmospheric pollutants, including: odor, noise, light, road congestion and traffic resulting from the company's direct operations.

Plasmine Technology, Inc. is committed to reducing our air pollution through the following objectives and targets:

- Monitoring the volumes of major air pollutants or ambient air quality
- Minimizing atmospheric pollutants that are already being emitted
- Reduce particulate matter emissions from manufacturing processes
- Reduce emissions of atmospheric pollutants and other environmental nuisances, such as light, noise, or odor
- Reduce noise by utilizing technologies and equipment

Air Quality

We have implemented a combustion flare system into our manufacturing processes to reduce the air pollution we release. See the case study about more information. We monthly monitor our air and submit quarterly air emission reports to the state of Alabama to ensure we continue to meet the regulatory compliances. Included in this report are volatile organic compounds (VOCs), nitrogen oxides (Nox), carbon monoxide (CO), sulfur dioxide (SO2), particulate matter (PM) and total hazardous air pollutants. Shown in the corresponding table and graph, we released 11.5 metric tons of air pollutants in 2024. The largest contributors being carbon monoxide and nitrogen oxides.



Air Quality

Table 4, Air Quality Metrics

Compounds	Metric Tons Released in 2024
Volatile Organic Compounds (VOCs)	2.2
Nitrogen Oxides (Nox)	3.8
Carbon Monoxide (CO)	4.3
Sulfur Dioxide (SO2)	0.1
Particulate Matter (PM)	0.5
Total Hazardous Air Pollutants (HAPs)	0.6
Total	11.5

Plasmine Technology is currently in our baseline collection data phase. We have collected data on various air pollution metrics including VOCs, Nox, CO, SO2 particulate matter, and hazardous air pollutants for 2024. We will continue to collect the data for 2025. In the beginning of 2026, this data will be reviewed to establish KPI reduction targets utilizing SBTI methods. We anticipate that our KPI reduction targets will be in alignment with Harima's Initiatives for Environmental Conservation targets[1].

Air Quality KPI Table

	KPI	2024 Results	Progress
Air	Set Air Quality reduction target	2024 Air Quality Data collected 2025 data in progress	○

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

[1] *https://www.harima.co.jp/en/sustainability/environmental_conservation.html*

Materials, Chemicals, and Waste Management

Plasmine Technology, Inc. is committed towards reducing waste by effective management of hazardous and non-hazardous materials. Plasmine makes every effort to reduce the amount of waste generated by purchasing only volumes of material necessary, reworking or recycling appropriate material and when possible, reformulating to less harmful materials.

Plasmine Technology, Inc. is committed to reducing our waste through the following objectives and targets:

- Reduce waste generated by purchasing necessary raw materials and optimizing processes at our facilities
- Utilize alternative methods reworking of materials into products
- Reduce harm to the environment by substituting raw materials with less hazardous or toxic alternatives.

Materials, Chemicals, and Waste Management

Efficiently managing off-specification and recovered materials is critical to the optimal operation of the plant. Significant efforts are undertaken to minimize waste generation through practices such as purchasing only the necessary volumes of materials, reworking or recycling suitable materials, and, when feasible, reformulating products using less harmful substances. Waste is systematically categorized and stored into two distinct groups: hazardous and non-hazardous.

In 2024, Plasmine successfully disposed of over 3 million pounds of non-hazardous waste and 5,000 pounds of hazardous waste. Additionally, over 120,000 pounds of non-chemical waste were recycled from our manufacturing facility. We are currently developing enhanced methodologies to better capture and report the quantities of reworked materials incorporated into products in next year's report.

Table 5, Waste Metrics

	2024
Non-Hazardous Waste (lbs)*	3,381,118
Hazardous Waste (lbs)	5,388
Waste Recycled (lbs)	122,220

*Note: The majority of our non-hazardous waste is wash water from tank cleanings which is sent to waste management then the city water treatment plant. We are actively seeking methods to reduce this volume in the future.

Materials, Chemicals, and Waste Management

Plasmine Technology is currently in our baseline collection data phase. However, we are collecting data on the amount of waste (hazardous and non-hazardous) sent to landfills for 2025. In the beginning of 2026, this data will be reviewed to establish KPI reduction targets utilizing SBTI methods. Here is the amount of waste, both non-hazardous and hazardous waste sent to landfills in 2024. We anticipate that our KPI reduction targets will be in alignment with Harima's Initiatives for Environmental Conservation targets[1].

Materials, Chemicals, & Waste Management KPI Table

	KPI	2024 Results	Progress
Materials, chemicals, & waste management	Set KPI reduction target for Non-Hazardous Waste sent to landfills	2024 Data collected 2025 data in progress	○
	Set KPI reduction target for Hazardous Waste sent to facilities	2024 Data collected 2025 data in progress	○

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did not Meet

[1] *https://www.harima.co.jp/en/sustainability/environmental_conservation.html*

Water

Plasmine Technology, Inc. is committed towards responsible water management. Water is a critical resource for this planet and therefore we employ effective water conservation strategies to improve efficiency of our water usage, recycle water on site, and ensure water released meets all regulatory requirements.

Plasmine Technology, Inc. is committed to reducing our water usage through the following objectives and targets:

- Responsibly handling water by implementing actions that will reduce water consumption
- Utilize water efficient equipment and technologies to reuse water on site
- Test wastewater to ensure it meets all regulatory requirements

Water

A water-stress assessment for both Plasmine Technology's facilities was completed using the Aqueduct Water Risk Atlas. The Atlas helps companies evaluate and make decisions in identifying areas with water challenges allowing for the sustainable water management practices. Both facilities utilize the Gulf Coastal Plains Aquifer System. The manufacturing plant in Bay Minette, Alabama has an overall water risk of Low (0-1) for water risk. The corporate office, which houses the R&D lab, in Pensacola, Florida has an overall water risk of Low - Medium (1-2). In 2024, Plasmine Technology used 7,681,176 gallons of water, 99% was from the Bay Minette manufacturing plant.

Table 6, Water Metrics

	2024 (gallons)
BM Plant	7,641,500
PNS Corporate Office (with R&D lab)	39,676
Total Water Used	**7,681,176**
Water recycled in the cooling tower	2,715,570

In our manufacturing process, we employ a closed-circuit cooling system to minimize water usage while maintaining operational efficiency. Although evaporation remains a challenge with closed-circuit systems, requiring periodic water replenishment, our cooling tower achieves a drift rate of 0.0004%, which is below the industry standard of 0.0005%. To further optimize water usage and extend its lifecycle, the cooling water undergoes treatment with anti-scale chemicals, ensuring sustainability in resource management and operational practices. In 2024, we recycled 2,715,570 gallons of water using this technology.

[2] *https://www.wri.org/aqueduct*

Water

Discharge Water Quality

Plasmine Technology conducts monthly testing of discharge water to ensure compliance with regulatory requirements and to minimize the release of pollutants into the water stream. The testing parameters include pH levels, biochemical oxygen demand (BOD), total suspended solids (TSS), oil and grease content, as well as combined concentrations of benzene, ethylbenzene, toluene, and xylene. *

In 2024, Plasmine Technology maintained full compliance with discharge water regulations, with no excursions exceeding the maximum daily release limits. The total metric tons released during the year was 0.66 metric tons and are presented in the accompanying table. Regulatory requirements stipulate that the pH of discharge water must remain between 5.0 and 10.5, and throughout 2024, all discharge water consistently met these guidelines, with zero deviations from the specified pH range.

*Note: The combined measurements for benzene, ethylbenzene, toluene, and xylene have a detection limit of 0.005 mg/L. As a result, the maximum reportable value corresponds to this detection limit and has been utilized in our calculations. However, the actual amount remains unknown.

Water

Table 7, Discharge Water Metrics

	Monthly Average	Regulatory Max value	Yearly Metric Tons Released	Total (Metric Tons)
pH (lower)	7.0	5.0	n/a	
pH (upper)	9.0	10.5		
BOD (mg/L)	46.7	2000	0.45	0.66
TSS (total suspended solids) mg/L	70	1000	0.18	
Oil & Grease mg/L	4.3	350	0.04	
Benzene, ethylbenzene toluene, xylene combined* mg/L	0.005	50	0.00	

*Note: The combined measurements for benzene, ethylbenzene, toluene, and xylene have a detection limit of 0.005 mg/L. As a result, the maximum reportable value corresponds to this detection limit and has been utilized in our calculations. However, the actual amount remains unknown.

Water

Plasmine Technology is currently in our baseline collection data phase and collecting 2025 data on water consumption and discharge water testing. In the beginning of 2026, this data will be reviewed to establish KPI reduction targets utilizing SBTI methods. We anticipate that our KPI reduction targets will be in alignment with Harima's Initiatives for Environmental Conservation targets[1].

Water KPI Table

	KPI	2024 Results	Progress
Water	Set KPI reduction target for water usage	2024 Data collected 2025 data in progress	○

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

[1] *https://www.harima.co.jp/en/sustainability/environmental_conservation.html*

Environmental Services and Advocacy

Plasmine Technology, Inc. is committed towards providing environmental services and advocacy to diagnose and mitigate the environmental impacts from our products. We are currently working on developing products with a more biofriendly with a lower carbon footprint.

Plasmine Technology, Inc. is committed to developing products to reduce carbon footprint per product through the following objectives and targets:

- Help customers to reduce their carbon footprint by offering alternative or innovative solutions
- Aim to promote responsible consumption by scaling up services that emit fewer emissions including equipment repairs

All of our rosin products are biobased and derived from sustainably sourced pine trees. Our Research & Development (R&D) department is actively innovating to further reduce our carbon footprint. With the goal of providing comprehensive life cycle analyses for 100% of our products by 2028, we are now leveraging the completion of our 2024 GHG emissions inventory to initiate product carbon footprint assessments and life cycle analyses.

Environmental Services and Advocacy

Environmental Services and Advocacy KPI Table

	KPI	2024 Results	Progress
Environmental Services and Advocacy	To provide customers with life cycle analysis on 100% of products by 2028	Data collected Beginning to calculate 0% products complete	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Biodiversity

In a world where sustainability and environmental stewardship are increasingly necessary, Plasmine has taken a buzzing step forward - introducing bee hives at the Bay Minette Plant to support local ecosystems and promote biodiversity.

Biodiversity

Bees play a vital role in the global food chain, with around 75% of crops relying on pollinators like bees to grow. By hosting bee hives, Plasmine is directly contributing to the health and productivity of the local flora and fauna, and thus to the community. Bees face numerous threats today, from habitat loss to pesticide exposure and climate change. By tending for them at the company premises, the team is helping to bolster their populations and safeguard their crucial role in the ecosystem. While being beneficial to the environment, this initiative is also a source of pride and education for the team on beekeeping practices, sustainability, and the interconnectedness of the company's actions with the natural world.

We do not currently collect data or have any set KPIs for our bees and biodiversity. We genuinely enjoy having the bees on site and sharing the honey with our friends and colleagues.

Human & Social Impact

Human And Social Impact

Human and social impact is a fundamental pillar of sustainability at Plasmine Technology, focusing on the well-being and development of individuals and communities. Plasmine's human and social impact pillar is structured around key focus areas, including:

- employee health and safety
- working conditions
- customer health and safety
- community engagement
- diversity, equity, and inclusion
- child and forced labor.

Here, we will discuss our policy, the measures and metrics we collected for 2024, our KPIs, and how we successfully met our KPIs in 2024. By addressing these areas, we strive to create lasting positive impacts for our employees, stakeholders, and the communities we serve, fostering trust, well-being, and collaboration while driving sustainable progress.

Employee Health and Safety

The safety and health of each employee of Plasmine Technology, Inc. is of primary importance. Plasmine Technology, Inc. recognizes its obligation to maintain a safe and healthful workplace for all of its employees. To accomplish this, the attention, commitment, and cooperation of every employee is necessary.

Plasmine Technology, Inc.'s safety and health program is based upon the following principles:

- Working safely is a condition of employment at Plasmine Technology, Inc.
- Preventing accidents is part of everyone's job.
- Management personnel will be responsible for enforcing the workplace safety rules.
- The Company will provide necessary personal protective equipment and instructions for its use and care. Personal protective equipment must be worn where required.
- Potentially unsafe conditions must be identified and corrected.
- An employee/management safety meeting will be conducted at a minimum monthly to discuss and promote workplace safety.
- Joint employee/management workplace audits will be conducted which assess housekeeping, unsafe conditions, and practices. All employees will do their part to correct items found by these audits (6S).

Employee Health and Safety

Plasmine Technology, Inc. is committed to providing a safe and healthy environment for our employees through the following objectives and targets:

- Providing employees with personal protective equipment
- Providing all employees with a safe working environment by conducting frequent health and safety risk assessments

Plasmine Technology has cultivated a strong sense of camaraderie in the workplace, where every individual is regarded as a valued member of the broader Plasmine family. The company ensures that all employees, including contractors and temporary staff, are provided with the necessary personal protective equipment (PPE). Recognizing the importance of safety across all roles, Plasmine ensures that PPE is made available to every employee, regardless of their position. Damaged PPE is promptly replaced to maintain the highest standards of protection and workplace safety.

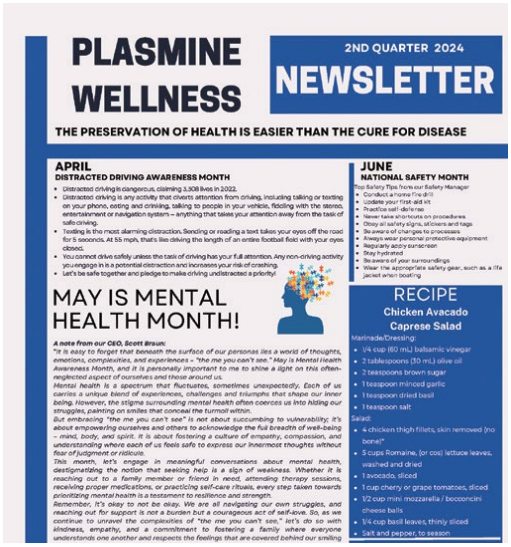
Table 8, PPE

	2023	2024
% of employees with PPE	100%	100%
% of employees who need PPE	100%	100%

Employee Health and Safety

Our safety motto, “Exceed the standard, strive to make tomorrow safer than today,” reflects Plasmine Technology's unwavering commitment to workplace safety. The company operates an employee-led safety program, SCOM4, which includes representatives from all departments. Membership rotates annually to ensure that every employee has a voice in shaping safety practices. The SCOM4 team meets regularly to identify needs, develop initiatives, and establish strategies and mechanisms to achieve safety objectives.

Additionally, Plasmine publishes “Plasmine Wellness,” a quarterly newsletter designed to foster open communication on meaningful topics such as mental health. The newsletter also provides employees with valuable resources, both within and outside the organization, to address individual concerns in a safe and constructive manner.



PLASMINE WELLNESS

2ND QUARTER 2024

NEWSLETTER

THE PRESERVATION OF HEALTH IS EASIER THAN THE CURE FOR DISEASE

APRIL

DISTRACTED DRIVING AWARENESS MONTH

- Distracted driving is dangerous, claiming 3,308 lives in 2022.
- Distracted driving is any activity that diverts attention from driving, including talking or texting on your phone, eating and drinking, talking to people in your vehicle, fiddling with the stereo, entertainment or navigation system – anything that takes your attention away from the task of safe driving.
- Texting is the most alarming distraction. Sending or reading a text takes your eyes off the road for 5 seconds. At 55 mph, that's like driving the length of an entire football field with your eyes closed.
- You cannot drive safely unless the task of driving has your full attention. Any non-driving activity you engage in is a potential distraction and increases your risk of crashing.
- Let's be safe together and pledge to make driving undistracted a priority!

MAY IS MENTAL HEALTH MONTH!

A note from our CEO, Scott Braun:

"It is easy to forget that beneath the surface of our personas lies a world of thoughts, emotions, complexities, and experiences – "the me you can't see." May is Mental Health Awareness Month, and it is personally important to me to shine a light on this often-neglected aspect of ourselves and those around us.

Mental health is a spectrum that fluctuates, sometimes unexpectedly. Each of us carries a unique blend of experiences, challenges and triumphs that shape our inner being. However, the stigma surrounding mental health often coerces us into hiding our struggles, painting on smiles that conceal the turmoil within.

But embracing "the me you can't see" is not about succumbing to vulnerability; it's about empowering ourselves and others to acknowledge the full breadth of well-being – mind, body, and spirit. It is about fostering a culture of empathy, compassion, and understanding where each of us feels safe to express our innermost thoughts without fear of judgment or ridicule.

This month, let's engage in meaningful conversations about mental health, destigmatizing the notion that seeking help is a sign of weakness. Whether it is reaching out to a family member or friend in need, attending therapy sessions, receiving proper medications, or practicing self-care rituals, every step taken towards prioritizing mental health is a testament to resilience and strength.

Remember, it's okay to not be okay. We are all navigating our own struggles, and reaching out for support is not a burden but a courageous act of self-love. So, as we continue to unravel the complexities of "the me you can't see," let's do so with kindness, empathy, and a commitment to fostering a family where everyone understands one another and respects the feelings that are covered behind our smiling

JUNE

NATIONAL SAFETY MONTH

Top Safety Tips from our Safety Manager

- Conduct a home fire drill
- Update your first-aid kit
- Practice self-defense
- Never take shortcuts on procedures
- Obey all safety signs, all lasers and tags
- Be aware of changes to processes
- Always wear personal protective equipment
- Regularly apply sunscreen
- Stay hydrated
- Be aware of your surroundings
- Wear the appropriate safety gear, such as a life jacket when boating

RECIPE

Chicken Avacado Caprese Salad

Marinade/Dressing:

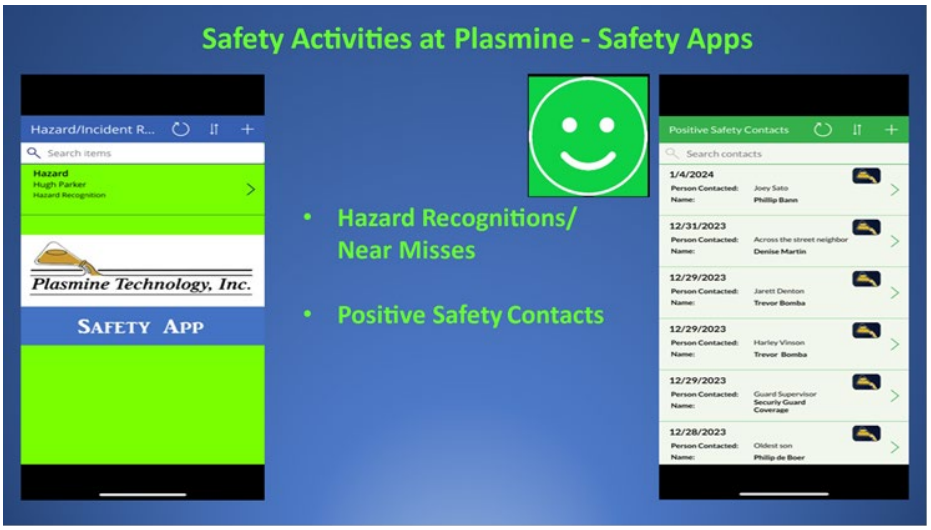
- 1/4 cup (60 mL) balsamic vinegar
- 2 tablespoons (30 mL) olive oil
- 2 teaspoons brown sugar
- 1 teaspoon minced garlic
- 1 teaspoon dried basil
- 1 teaspoon salt

Salad:

- 4 chicken thigh fillets, skin removed (no bone)*
- 5 cups Romaine, (or cos) lettuce leaves, washed and dried
- 1 avocado, sliced
- 1 cup cherry or grape tomatoes, sliced
- 1/2 cup mini mozzarella / bocconcini cheese balls
- 1/4 cup basil leaves, thinly sliced
- Salt and pepper, to season

Employee Health and Safety

The SCOM4 committee oversees several critical safety initiatives to promote a secure and proactive workplace. Each quarter, departments conduct cross-audits to review procedures and identify potential safety concerns. Two Power Apps have been developed to enable all employees to document hazard recognitions and positive safety contacts. These submissions are shared with all staff, and employees are encouraged to achieve quarterly goals of submitting one hazard recognition and two positive safety contacts as part of the company's safety Key Performance Indicators (KPIs).



Employee Health and Safety

On the 10th business day of each month, the entire company convenes to review the Safety Scorecard (as illustrated below) and evaluate progress toward safety goals and expectations. Representatives from every department actively participate in these discussions, contributing ideas and exploring new strategies to advance the organization's commitment to making tomorrow safer than today.

Corporate EHS Summary Scorecard

KPI Category	KPI	Unit	2024 Q1	2024 Q2	2024 Q3	2024 Q4	Month December	Rolling 1 Year	Corporate Target	Mindset Target	2024 Status	Trend
LAGGING INDICATORS												
HEALTH & SAFETY	Total Recordable Incident Rate (TRIR)	% (# of recordable incidents x 200,000 /total hours worked by all employees)	0.00	0.00	0.00	0.00	0	0.00	≤ 2.00	0	G	→
	Lost Time Incident Rate (LTIR)	% (# of lost time incidents x 200,000 /total hours worked by all employees)	0.00	0.00	0.00	0.00	0	0.00	≤ 1.40	0	G	→
DRIVING SAFETY	Vehicle Accident Rate	% (# of accidents x 1,000,000 / total miles driven)	0.00	0.00	0.00	0.00	0	0.00	0	0	G	→
ENVIRONMENTAL	# Environmental Incidents	Number (> $1000 cost)	1	0	0	0	0		0	0	G	→
KPI Category	KPI	Unit	2024 Q1	2024 Q2	2024 Q3	2024 Q4	Month December		Corporate Target	Mindset Target	2024 Status	Trend
LEADING INDICATORS												
BEHAVIOR BASED SAFETY	Participation rate - Hazard Recognitions	% (1 per employee per quarter)	100	100	100	94.2			100	100	Y	↓
	Participation rate - Positive Safety Contacts	% (2 per employee per quarter)	100	100	100	94.2			100	100	Y	↓
6S	Audit scores	%	87.9	86.4	90.4	89.9	92.0		≥ 85	100	G	↓
SAFETY TRAINING/ MODULES	Participation rate	%	100	100	100	100	100		100	100	G	→

Employee Health and Safety

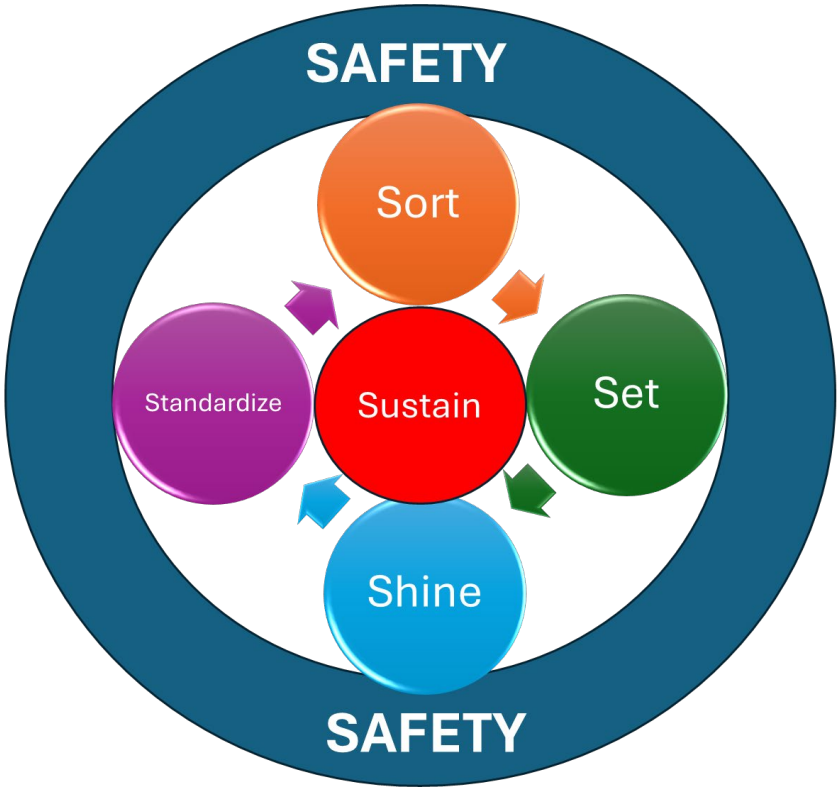
Our safety performance in 2024 was truly outstanding, as demonstrated by the year's safety metrics. Employees collectively worked over 115,000 hours, with 100% participation in behavior-based hazard recognition and positive safety contacts throughout the year. Additionally, there was full participation in all safety training programs.

Our sales fleet achieved a remarkable milestone by maintaining a zero-accident rate while covering over 421,000 miles. Furthermore, the plant recorded zero lost-time incidents and zero recordable incidents.

In early 2024, a spill occurred on-site; however, the incident did not meet the reporting threshold for any state or federal agency. Plasmine maintains a rigorous spill definition of over 1,000 pounds, exceeding the standards set by regulatory authorities. Plasmine prides itself on having 100% containment of all raw materials and finished goods within our facility. A thorough investigation was conducted, and corrective measures were implemented to prevent future occurrences. These accomplishments reflect our ongoing commitment to maintaining the highest safety standards across all aspects of our operations.

Employee Health and Safety

Our 6S audit program, also known as 5S + Safety, builds upon the traditional Japanese 5S methodology for workplace organization and efficiency. The 5S principles include Seiri (Sort), Seiton (Set in Order), Seiso (Shine), Seiketsu (Standardize), and Shitsuke (Sustain). The 6S approach incorporates an additional focus on Safety, emphasizing its critical role in fostering a secure and productive working environment.



Employee Health and Safety

By integrating Safety into the 5S framework, the 6S program not only enhances operational efficiency but also promotes a lasting culture of safety within the organization. In 2024, we conducted 6S audits, achieving an average passing rate of 88.7% for the year. While these results reflect significant progress, we recognize opportunities for further improvement.

We firmly believe that the establishment of the employee-led safety committee has not only enhanced workplace safety by fostering a culture of mutual care and responsibility among employees but has also extended this safety mindset beyond the workplace, positively impacting their families and communities.

Employee Health and Safety

Table 9, Employee Health and Safety Metrics

	2024
Total hours worked	115,606
Total miles driven by sales fleet	421,695
Number of work-related accidents	0
Number of car accidents	0
Number of days lost to work related injuries, fatalities, and ill health	0
Lost time injury (LTI) frequency rate for direct workforce	0
Lost time injury (LTI) frequency rate for temporary workers	0
Lost time injury (LTI) severity rate for direct workforce	0
Lost time injury (LTI) severity rate for temporary workers	0
Environmental Incidents	1
Employee participation in behavior-based safety reporting programs yearly	100%
Employee participation in safety training modules yearly	100%
6S Audit Score	88.7%

Employee Health and Safety

Employee Health & Safety KPI Table

	KPI	2024 Results	Progress
Employee Health and Safety	Yearly total recordable incident rate ≤ 2.0%	0.00%	✓
	Yealy lost time incident rate ≤ 1.4%	0.00%	✓
	Zero vehicle accidents yearly	0 vehicle accidents	✓
	Zero environmental incidents yearly	1	⊗
	100% participation in behavior-based safety reporting programs yearly	100	✓
	100% employee participation in safety training modules yearly	100	✓
	Yearly 6S Audit scores ≥ 85%	88.70%	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Working Conditions

Plasmine Technology, Inc. is committed to working conditions for all employees with such as work-life balance, right to disconnect, employee satisfaction survey, remunerations and social benefits granted to employees. Plasmine Technology, Inc. offers competitive wages, overtime pay for non-exempt employees, vacation, bereavement leave, and dental and health care.

Plasmine Technology, Inc. is committed to having working conditions for all employees through the following objectives and targets:

Commit to providing all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits.

Plasmine Technology offers employees comprehensive training opportunities to support the maintenance and enhancement of their skillsets. Our training programs encompass a wide range of areas, including safety, quality assurance, onboarding, orientation, team training, technical skills, product knowledge, security, emergency preparedness, compliance, regulatory requirements, leadership development, and customer-focused skills. Following 2022, we streamlined our training systems to optimize employees' time, resulting in a decrease in average training hours per employee from 69 hours in 2022 to 30 hours in 2023. In 2024, the average training hours per employee reached 41 hours, reflecting an enhanced emphasis on safety for our employees, customers, and their families.

Working Conditions

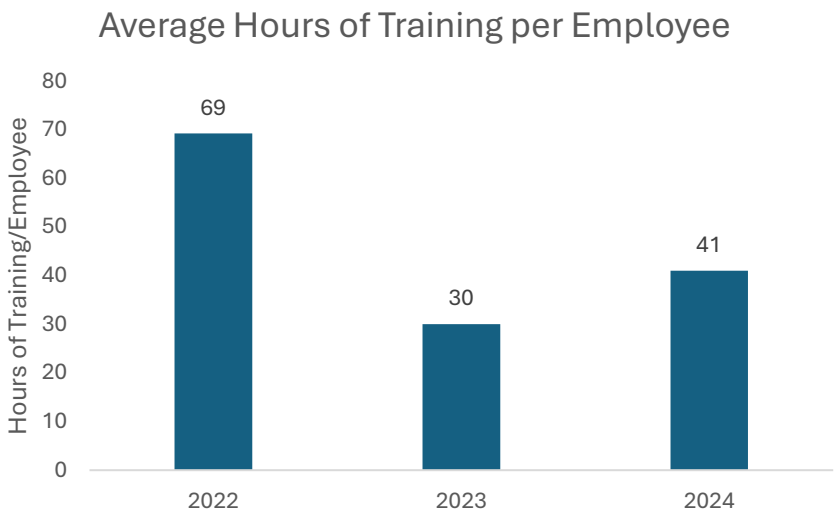
Annual reviews serve as an important platform for employees to share feedback regarding their roles, establish goals, and outline their career aspirations for the next five years, facilitating the development of Individual Development Plans (IDPs). Managers also contribute to these reviews, providing insights and collaborating with employees to finalize the IDPs. Unfortunately, in 2024, we faced challenges that resulted in the completion of only 20% of annual reviews. While the rapid expansion of our business and ongoing construction at our plant contributed to this shortfall, we acknowledge the impact of our actions and our responsibility to our employees. We are fully committed to addressing this and ensuring the completion of 100% of annual reviews in 2025.

Table 10, Working Conditions Metrics

	2022	2023	2024
% Completed Employee Reviews	N/A	N/A	20%
Average hours of training per employee	69	30	41

Plasmine has implemented a system to measure the amount of training provided per employee, ensuring that all personnel are equipped with the necessary tools and knowledge to effectively perform their roles. Training encompasses a wide range of topics, including safety, human and social impact, environmental stewardship, governance principles, and job-specific skills tailored to individual roles and locations.

Working Conditions



In 2024, we did not achieve our KPI of conducting annual performance reviews for 100% of employees. However, we are committed to addressing this shortfall in 2025 and have implemented measures to enhance compliance with this target.

Additionally, we are working toward completing a living wages assessment by 2030. In 2024, initial evaluations and data collection for this metric were initiated, marking significant progress toward achieving this KPI.

Working Conditions KPI Table

	KPI	2024 Results	Progress
Working conditions	Annual Performance Review conducted for 100% of employees yearly	20%	⊗
	Conduct a living wages assessment by 2030	Data is being collected	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Customer Health and Safety

Plasmine Technology Inc. is committed to the mitigation of any health and safety risks of our products and services. We actively train customers with the proper handling of products to reduce any risks by providing on-site training, documents, and manuals.

Plasmine Technology, Inc. is dedicated to minimizing health and safety risks associated with its products and services by adhering to clearly defined objectives and targets. The company remains steadfast in its commitment to delivering comprehensive training and ensuring the safety of its products for all customers.

Plasmine's sales team is dedicated to prioritizing customer safety by providing on-site training as required. This training encompasses chemical handling, product usage, and equipment operation. For high-volume customers, defined as those purchasing over 550,000 pounds of product annually, Plasmine has established a Key Performance Indicator (KPI) to train 80% of these customers each year in product handling. However, in 2024, this target was not met, with only 40% of high-volume customers receiving training. In response, the company is enhancing its training materials and schedules to ensure the KPI target is achieved in 2025.

Customer Health and Safety

As an ISO 9001:2015-certified organization, Plasmine upholds stringent product quality standards, ensuring all products meet rigorous requirements. An additional KPI aims to achieve zero product recalls at customer sites annually. This objective was successfully met in 2024, with no product recalls recorded.

Customer Health and Safety KPI Table

	KPI	2024 Results	Progress
Customer Health and Safety	Zero product recalls every year	0 product recalls	✓
	80% of high volume (>550,000 pounds) customers trained in product handling every year	40%	⊗

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Community Engagement

Going for the “Fun Run”

Plasmine is glad to announce its first sponsorship of “Fun Run”, hosted by US-based Technical Association of the Pulp and Paper Industry (TAPPI), during its annual conference held in Cleveland, Ohio, April 28- May 1, 2024. TAPPICon is “a comprehensive technical conference that brings together paper, packaging and tissue professionals and academics from around the world”. “Fun Run” featured running and walking sessions close the conference venue and was supported by corporate sponsorships and individual registration fees and donations. The proceeds were then distributed as scholarships to fund the education of future pulp and paper industry professionals.

Community Engagement

Sye Davis Park

The Gulf Coast Resource Conservation and Development Council, in collaboration with Plasmine Technology, Inc., contributed to the enhancements at Sye Davis Park in Bay Minette, Alabama, aimed at improving the community playground as a space for children to play and families to gather. The upgrades included new playground equipment such as a slide, monkey bars, teeter-totters, the Tripleshot Ball Game, picnic tables, and a wooden swing. Additionally, the basketball court was refurbished and repainted. Plasmine Technology Inc. provided $3,000 in funding to support these improvements. Furthermore, the Bay Minette Public Library partnered with the Kiwanis Club to install a Free Little Library at the park, offering books that are freely available to the community.

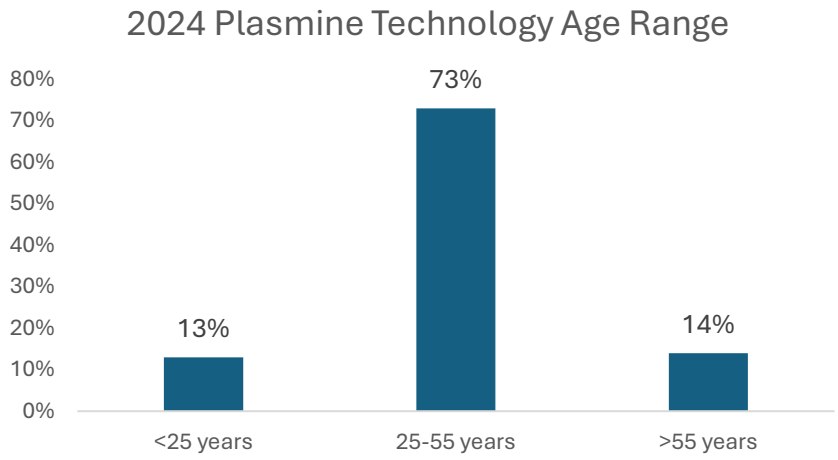
Diversity, Equity, and Inclusion

Plasmine Technology, Inc. is committed to prevent discrimination, harassment, physical, psychological and verbal abuse for all employees in the work environment and promote equal treatment of people from different backgrounds. Plasmine Technology, Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws. Plasmine Technology Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Improper interference with the ability of Plasmine Technology Inc. employees to perform their expected job duties is absolutely not tolerated.

Plasmine Technology, Inc. is committed to diversity, equity, and inclusion through the following objectives and targets: Commit to provide equal treatment, fairness and respect for all employees, whether temporary, part-time or full-time.

Diversity, Equity, and Inclusion

As of the end of 2024, Plasmine Technology employed a total of 56 full-time staff members. The majority of employees (73%) were between the ages of 25 and 55, while 13% were under 25, and 14% were over 55. Although the company has an Equity, Diversity, and Inclusion (EDI) policy, employee data concerning minority and vulnerable group status is not collected.



Consistent with previous years, 20% of the workforce in 2024 comprised female employees, with 27% of these women holding upper management positions. Please refer to the table 11 for additional details. Furthermore, Plasmine does not maintain a board of directors; therefore, related metrics are not applicable.

We monitor and report a variety of key metrics, as presented in Table 11. In 2024, four internal promotions were recorded.

Diversity, Equity, and Inclusion

Consistent with data from 2022 and 2023, there were no reported instances of discrimination or harassment during this period. Furthermore, 100% of employees successfully completed training on these topics. These metrics align with our key performance indicators (KPIs) and were successfully achieved for 2024.

Table 11, Employee and DEI Metrics

	2022	2023	2024
% Women	18%	17%	20%
% Women in Upper Management Positions	N/A	N/A	27%
Age range: <25 years 25-55 years >55 years	N/A	N/A	 13% 73% 14%
Number of discrimination or harassment cases	0	0	0
Number of internal promotions	N/A	N/A	4
Trained employees discrimination & harassment (%)	100%	100%	100%

Diversity, Equity, and Inclusion

DEI KPI Table

	KPI	2024 Results	Progress
Diversity, equity and inclusion	100% of employees trained on diversity, discrimination, and harassment by 20230	100%	✓
	Zero cases of discrimination or harassment yearly	0 cases	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Child and Forced Labor

Plasmine Technology, Inc. is committed to address child, forced, or compulsory labor issues within the company owned operations. Plasmine Technologies, Inc. verifies its raw material and product suppliers and ensures it is doing business with reputable suppliers that are well established and respect the legal requirements of the jurisdictions in which they operate.

Plasmine Technology, Inc. is committed to prevent child and forced labor incidents through the following objectives and targets: Do not condone any usage of child or forced labor.

All employees at Plasmine Technology are above the legal working age, as verified through the web-based E-Verify system, which confirms eligibility for U.S. employment by validating name, age, and status. The company is governed and audited by the State of Alabama Department of Labor to ensure compliance with young worker protection laws. Additionally, we transparently communicate to our customers that no instances of forced or child labor occur at our facilities.

Child and Forced Labor

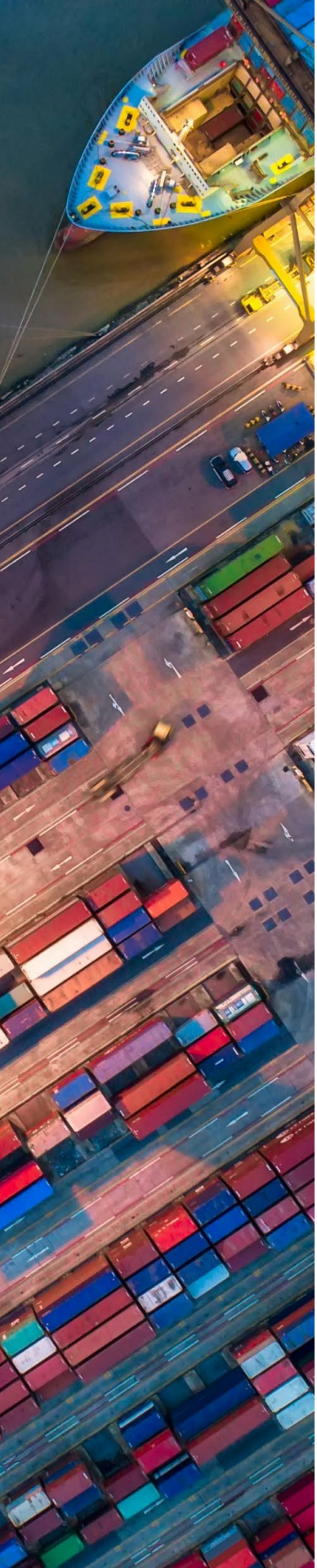
As part of our commitment to ethical labor practices, we conduct annual evaluations of our suppliers and customers to identify any instances of forced or child labor. In 2024, there were zero reported occurrences and our KPIs were met. Looking ahead, we are actively collecting data and developing robust methods to implement internal audits of our suppliers and customers by 2030 to ensure continued compliance and the complete absence of child or forced labor within our supply chain.

Child and Forced Labor KPI Table

	KPI	2024 Results	Progress
Child, Forced labor	Zero instances of forced/child labor yearly by suppliers and customers	0 instances	✓
	Conduct internal audits on 50% of raw material and product suppliers assessed for child and forced labor in their operations by 2030	Data is being collected	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Sustainable Procurement & Our Supply Chain



Sustainable Procurement & Our Supply Chain

Sustainable procurement is essential to building a resilient and environmentally responsible future for our organization. The products and services sourced through our supply chain form the backbone of our sustainability strategy. This pillar focuses on:

- environmental management systems, human and labor rights protections
- conflict mineral compliance
- responsible sourcing of palm oil

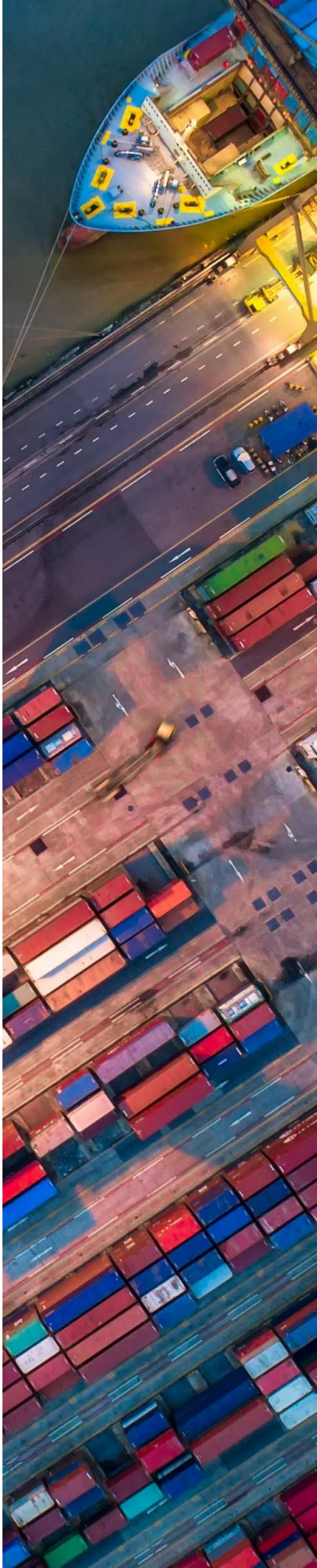
Within this section, we will present our policy framework, share the measures and metrics collected for 2024, highlight our KPIs, and demonstrate how we successfully met these goals. These efforts establish a strong, sustainable foundation that enables long-term growth and stewardship.

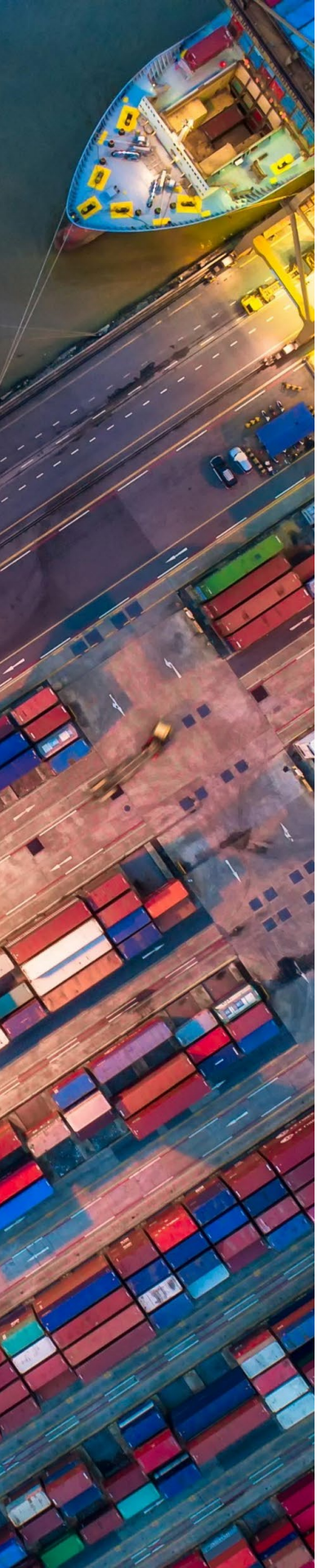
Sustainable Procurement : Environmental Management and Human and Labor Rights

Plasmine Technology, Inc. is committed towards sustainable procurement by finding raw material and product suppliers with integrated environmental management, human, and labor rights management systems. Third party certification of management systems are highly favored for suppliers. Suppliers are audited on sourcing and production of products to bring awareness of potential key environmental, labor and human rights issues. The issues are beyond just the standard considerations of products such as price, quality, reliability, and lead time.

Plasmine Technology Inc. is committed to sustainably procuring our raw materials and products through the following objectives and targets:

- Consider suppliers that have an environmental management system
- Consider suppliers that have a labor and human rights management system.





Sustainable Procurement : Environmental Management and Human and Labor Rights

Table 12, Sustainable Procurement Metrics

	2024
% Procurement Team trained on environmental management systems	5%
% Procurement Team trained on labor and human rights management systems	9%
% Supplier's Management Systems audited for environmental, labor, and human rights	0%

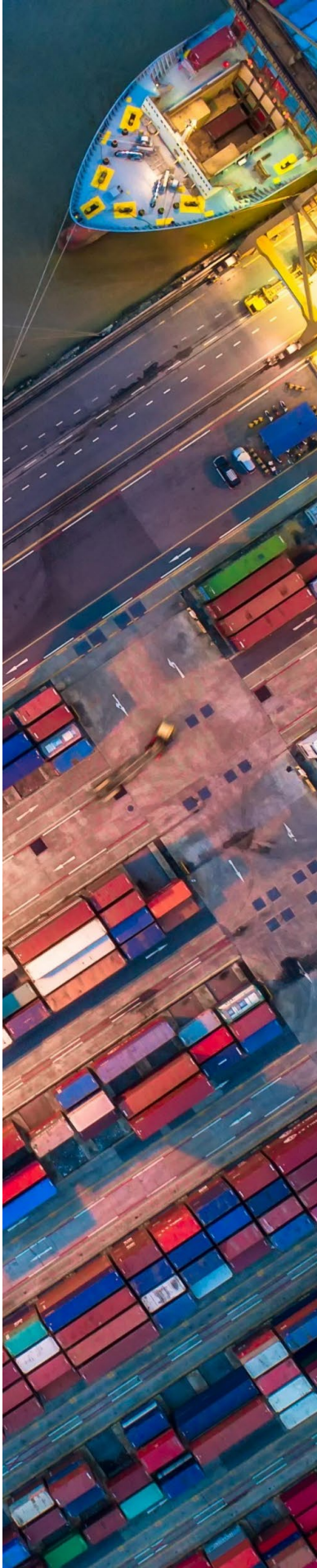
We are actively developing methodologies to audit suppliers' management systems with respect to environmental standards, labor practices, and human rights compliance. Our goal is to complete audits for all suppliers by the end of 2027. In 2024, training was provided to 5% of the procurement team on environmental issues and to 9% on labor and human rights matters, including management systems. By 2030, we aim to achieve 90% training coverage for the procurement team, ensuring comprehensive knowledge and alignment with these critical areas. This is our set KPI, shown in the KPI table.

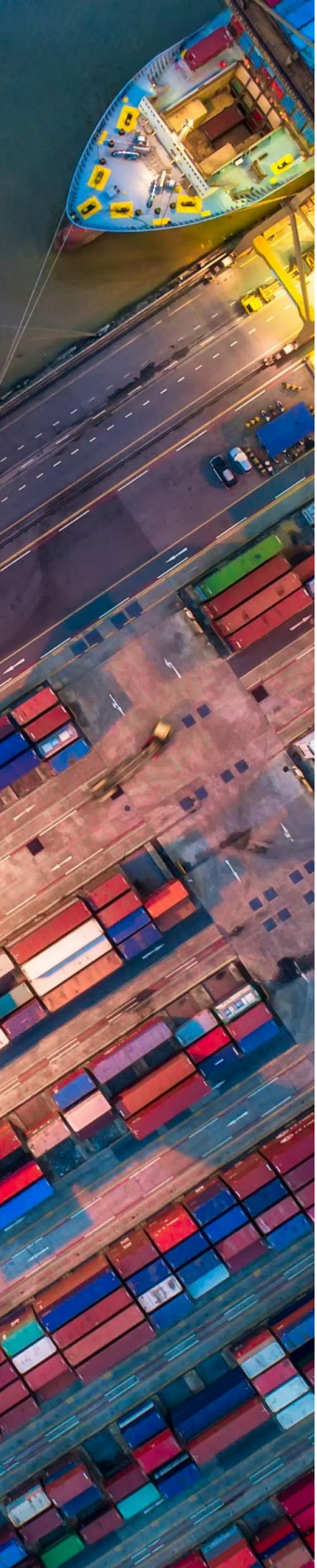
Sustainable Procurement : Environmental Management and Human and Labor Rights

Sustainable Procurement KPI Table

	KPI	2024 Results	Progress
Sustainable Procurement : Environmental Management and Human and Labor Rights	Train 90% of its employees from the procurement team on environmental issues in the supply chain by 2030	5%	Δ
	Train 90% of its employees from the procurement team on labor and human rights issues in the supply chain by 2030	9%	Δ
	100% of all raw material and product suppliers audited for environmental and labor and human rights systems by 2027	0%	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet





Conflict Minerals

Plasmine Technology, Inc. is committed to having sustainably sourced conflict minerals (tin, tantalum, gold, and tungsten) in our products. Our raw materials and products are continually audited for the presence of conflict minerals as defined by Section 1502 Dodd-Frank Wall Street Reform & Consumer Protection Act. We aim to have no products containing conflict minerals, but should they be present, certify they are not extracted from the democratic Republic of Congo (DRC).

Plasmine Technology, Inc. is committed to sustainably conflict minerals by procuring our products through the following objectives and targets: Do not knowingly obtain or supply products that contain conflict minerals.

We have conducted thorough due diligence to address conflict minerals, including tin, tantalum, tungsten, and gold (collectively known as 3TG), across all raw materials and finished products. All suppliers have certified their products, providing documentation that includes the presence or absence of conflict minerals, production locations, and certification letters. Since our raw materials do not involve smelters or refiners, the risk of conflict minerals being present in our products is extremely low. Subsequently, our products can be certified as free from conflict minerals.

Conflict Minerals

Table 13, Conflict Mineral Metrics

	2023	2024
Product components audited for conflict minerals	100%	100%
Products containing conflict minerals	0	0

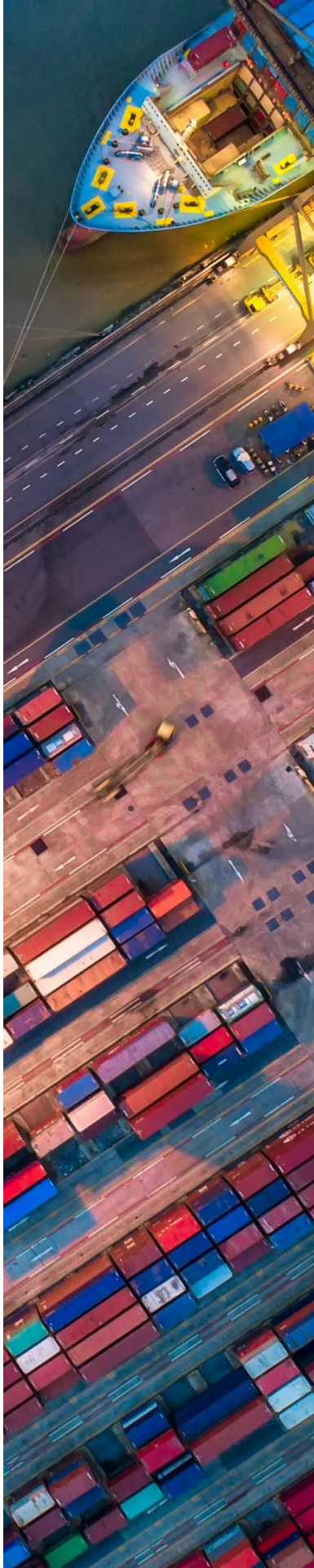
No corrective action plans were required for any of our suppliers. The results from the past two years are summarized in the table 13. 100% of our components are audited for conflict minerals and there are no products that contain conflict minerals.

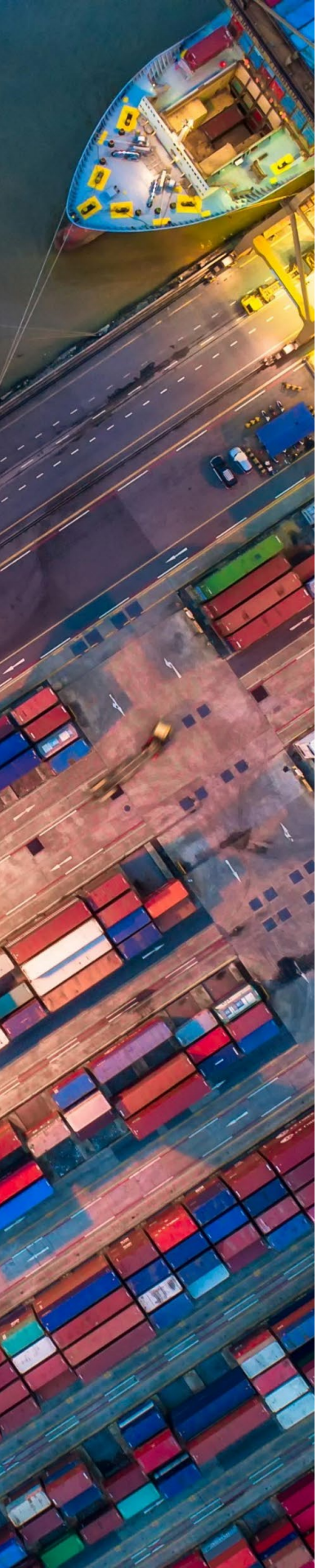
Moving forward, we will continue to audit all suppliers, including new ones, to verify the presence of conflict minerals. Additionally, we are committed to enhancing our due diligence processes and increasing the rigor of supplier audits in the next cycle.

Conflict Minerals KPI Table

	KPI	2024 Results	Progress
Conflict Minerals	100% of all product components audited for conflict minerals	100% audited	✓
	Zero products containing conflict minerals	0 products contain conflict minerals	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet





Responsible Palm Oil Sourcing

Plasmine Technology, Inc. is committed towards having sustainably sourced palm oil and/or palm oil derivatives. When palm oil is not sustainably sourced, negative impacts occur on wildlife, human rights, forests, and the environment. Our goal is to not obtain raw materials that contain any palm oil or derivatives. If there are derivatives present, the supplier is asked to certify the component with organizations such as the Roundtable on Sustainable Palm Oil (RSPO).

Plasmine Technology, Inc. is committed to sustainably procuring products that contain palm oil and/or derivatives through the following objectives and targets: Do not knowingly obtain or supply products that contain palm oil or palm oil derivatives that are not certified.

Palm oil sustainability concerns were first brought to Plasmine's attention in 2023 by one of our customers as part of their forthcoming initiatives to eliminate non-responsibly sourced palm oil and its derivatives. Palm oil derivatives emerged as a significant issue within the supply chain, and the list of derivatives we actively monitor our products is included in the Appendix.

Responsible Palm Oil Sourcing

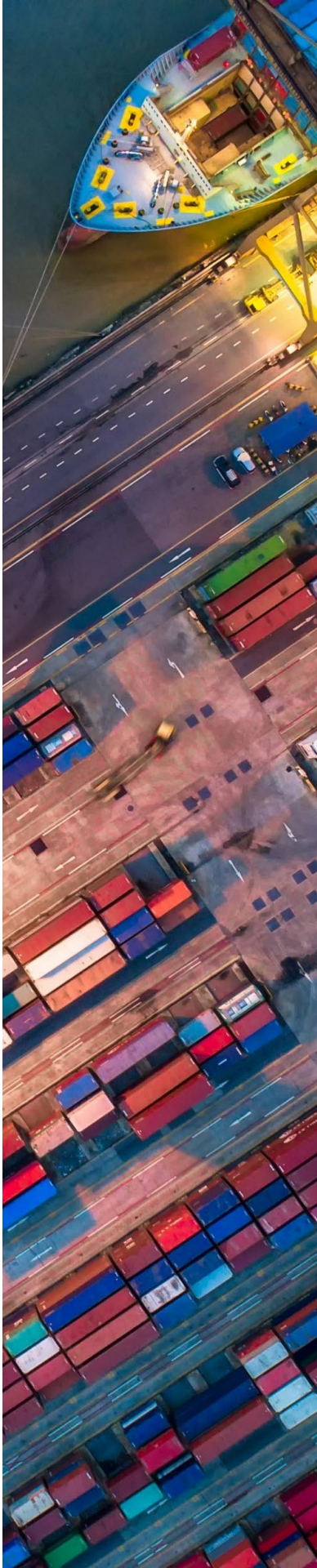
In response, Plasmine conducted a comprehensive audit of its supply chain, requiring suppliers to confirm whether palm oil or palm oil derivatives in their products were RSPO (Roundtable on Sustainable Palm Oil) certified. Given the novelty of this initiative, many suppliers were unable to provide RSPO certification at the time. The results of these audits are presented in the accompanying tables and graphs.

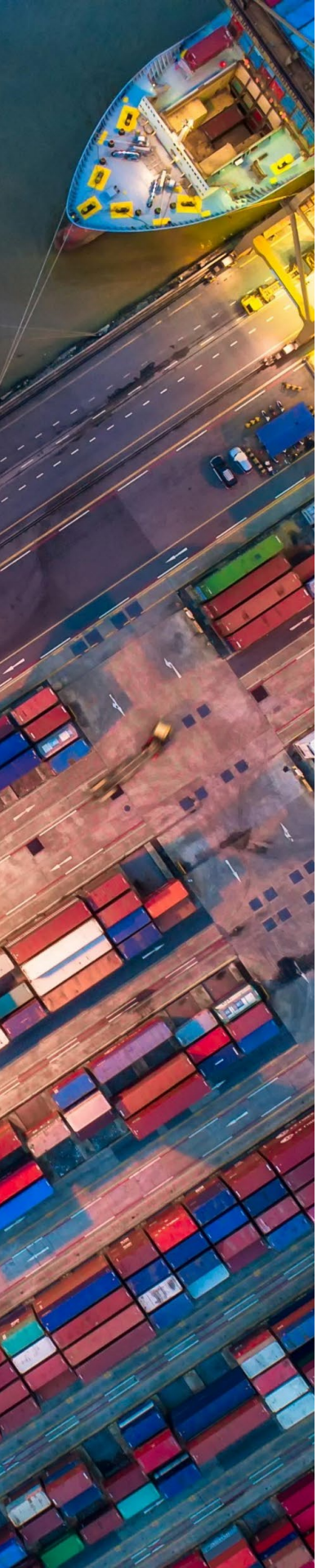
As part of our commitment to meeting customer expectations, we began phasing out products containing non-responsibly sourced palm oil or palm oil derivatives. In 2023, 20% of our products contained a non-RSPO certified derivative. In 2024, this number decreased to 9%. This is 2 products and they are not RSPO certified, but we are working on this.

Looking ahead, Plasmine is dedicated to ensuring that by 2030, all products will exclusively contain responsibly sourced palm oil and derivatives.

Table 14, Palm Oil Metrics

RSPO/Palm Oil	2023	2024
Total number of products	51	22
Number of Palm oil derivatives containing products	10	2
% of products that have palm oil/derivative	20%	9%
# of products with RSPO certification	0	0





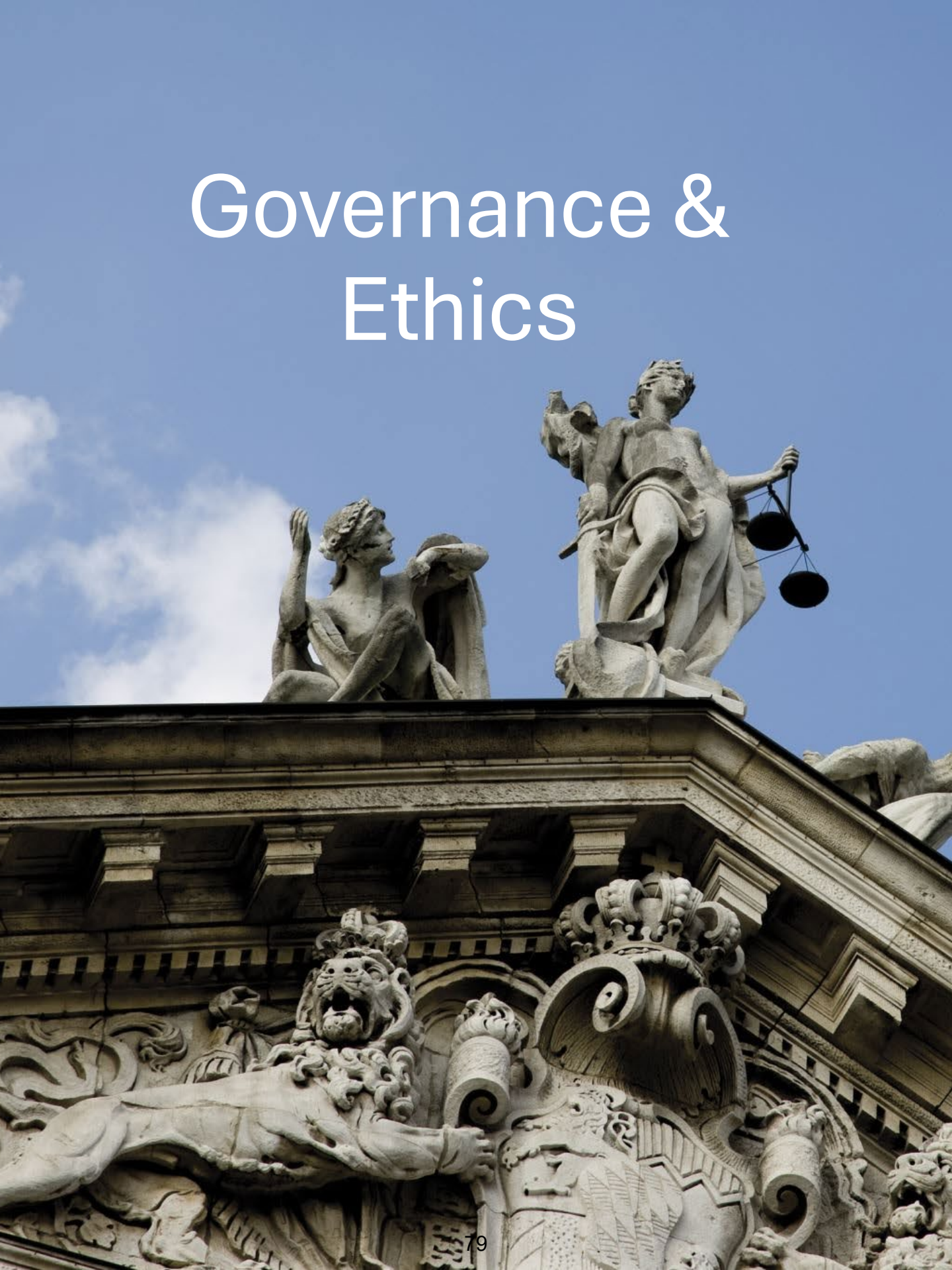
Responsible Palm Oil Sourcing

Responsible Palm Oil Sourcing KPI Table

	KPI	2024 Results	Progress
Responsible Palm Oil Sourcing	100% of all product components audited for palm oil and derivatives	100% have been audited	✓
	Zero products containing uncertified palm oil and derivatives by 2030	2 products contain palm oil derivatives	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Governance & Ethics



Governance and Ethics

Lastly, Plasmine's Governance and Ethics pillar plays a vital role in ensuring a sustainable future for our organization. This pillar focuses on critical areas such as:

- Corruption
- Conflicts of interest
- Fraud prevention
- Money laundering
- Information security

In this section, we will outline our policy, detail the measures and metrics collected in 2024, highlight our KPIs, and showcase how we successfully achieved these targets over the past year. Through these efforts, we reinforce our commitment to ethical practices and strong governance principles, which are essential to fostering trust and long-term sustainability.

Corruption

Plasmine Technology Inc. is committed to fulfilling our social responsibilities with the highest ethical and anti-corruption standards. These anti-corruption standards safeguard our employees to prevent offering, promising, giving, accepting or soliciting an advantage as an inducement for an action which is illegal, unethical or a breach of trust.

Plasmine Technology, Inc. is committed to anti-corruption through the following objectives and targets:

- Committed to the prevention of bribery
- Have whistleblowing procedures in place
- Perform our due diligence in conducting background checks and screenings

In 2023 and 2024, Plasmine Technology recorded zero instances of confirmed corruption, bribery, or whistleblowing incidents. During this period, 100% of background checks and screenings were successfully completed. Additionally, all employees underwent comprehensive training on the prevention of corruption and bribery, as well as the whistleblower policy, in both years.

Training is part our set KPIs and in 2024, we met our Corruption KPI. We set a new KPI in 2024, which we have begun to collect the data for conducting a corruption risk assessment for 100% of all sites by 2030. This KPI is in progress.

Corruption

Table 15, Corruption Metrics

	2023	2024
Number of confirmed corruption incidents	0	0
Number of bribery incidents	0	0
Number of whistleblowing incidents	0	0
Trained employees on prevention of corruption and bribery	100%	100%
Trained employees on whistleblower policy	100%	100%
% Background checks and screenings complete	100%	100%

Corruption KPI Table

	KPI	2024 Results	Progress
Corruption	Train 100% of employees on the prevention of corruption and bribery by 2030	100% trained	✓
	Train 100% of employees on the whistleblower policy by 2030	100% trained	✓
	Conduct corruption risk assessment for 100% of sites by 2030	Data is being collected	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Conflicts of Interest

Plasmine Technology Inc. is committed to preventing the occurrence of conflicts of interest, i.e. a situation where an individual or the entity for which they work is confronted with choosing between the duties and demands of their position and their own private interests. Company property, information or business opportunities may not be used for personal gain. Employees with a conflict of interest question should seek advice from management. Before engaging in any activity, transaction or relationship that might give rise to a conflict of interest, employees must seek review and approval from their manager or the Administration department.

Plasmine Technology, Inc. is dedicated to the prevention of conflicts of interest through clearly defined objectives and targets. We provide comprehensive training to ensure employees have a strong understanding of anti-trust regulations and non-disclosure agreement (NDA) compliance. This training reinforces ethical business practices, promotes regulatory adherence, and safeguards confidential information within our operations. Employees are held to the highest standards and are expected to actively avoid conflicts of interest in their professional roles.

Conflicts of Interest

Notably, in both 2023 and 2024, the company recorded zero incidents of conflicts of interest. Furthermore, in 2024, 100% of employees successfully completed training on identifying and preventing conflicts of interest, reinforcing our commitment to maintaining ethical practices across all operations. This KPI was fully met in 2024.

Table 16, COI Metrics

	2023	2024
Number of conflicts of interest incidents	0	0

Conflict of Interest KPI Table

	KPI	2024 Results	Progress
Conflict of Interest	Train 100% of employees on conflict of interest by 2030	100% trained	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Fraud

Plasmine Technology, Inc. is committed to preventing fraud in our offenses that intentionally deceive someone in order to gain an unfair or illegal advantage. We refrain from any activity that may disrupt public order or morals, such as dealing with individuals or organizations that have a detrimental effect on the well-being of society or business.

Plasmine Technology, Inc. is steadfast in its commitment to preventing fraudulent activities through clearly defined objectives and targets. We are dedicated to acting with complete transparency and unequivocally condemn any illegal actions taken to gain an unfair advantage. As part of our efforts, we conduct comprehensive anti-fraud and anti-trust training, achieving 100% employee participation in 2024. Notably, there were zero reported instances of fraud in both 2023 and 2024, reflecting our commitment to upholding the highest ethical standards across all operations. This KPI was fully met in 2024.

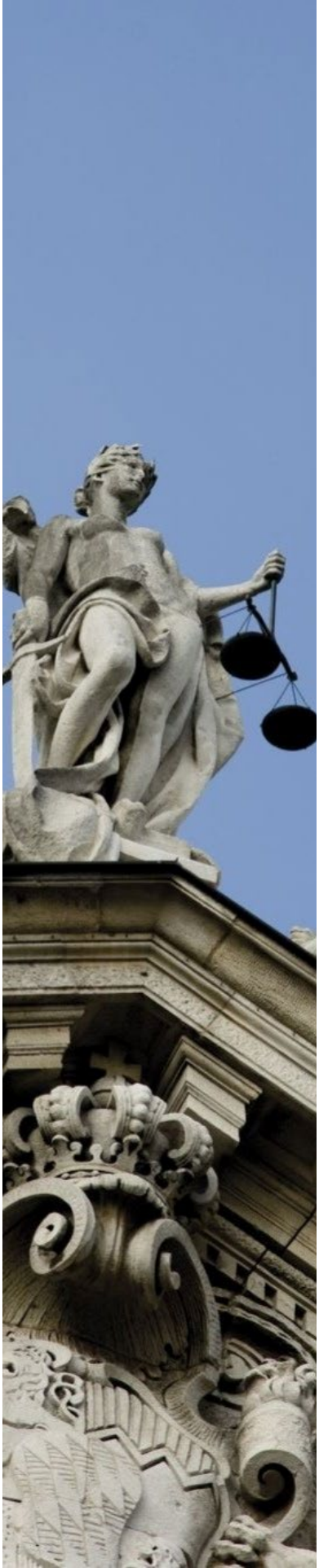
Table 17, Fraud Metrics

	2023	2024
Number of fraud instances	0	0

Fraud KPI Table

	KPI	2024 Results	Progress
Fraud	Train 100% of employees on fraud topics by 2030	100% trained	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet



Money Laundering

Plasmine Technology, Inc. is committed to preventing concealing the origin, ownership or destination of illegally or dishonestly obtained money by hiding it within legitimate economic activities to make them appear legal.

Plasmine Technology, Inc. is fully dedicated to preventing any involvement in money laundering practices through well-established objectives and targets. We are committed to upholding ethical standards and ensuring that no money laundering activities take place within our operations. Notably, there were zero reported instances of money laundering in both 2023 and 2024. Additionally, in 2024, 100% of employees successfully completed comprehensive training on money laundering topics, reinforcing our commitment to compliance and ethical business practices.

Table 18, Money Laundering Metrics

	2023	2024
Instances of money laundering	0	0

Money Laundering KPI Table

	KPI	2024 Results	Progress
Money Laundering	Educated 100% of employees on money laundering topics by 2030	100% trained	✓

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Information Security

Plasmine Technology, Inc. is committed to ensure the secure collection, processing, and storage of third-party information for business purposes. Failure to comply with the policy can have legal consequences and may lead to employee dismissal. Plasmine Technology, Inc. is committed to information security and privacy through the following objectives and targets: Commit to the responsible management of confidential information. Additionally, training on IT issues are provided to employees to foster awareness.

Monthly, Plasmine Technology receives IT vulnerability reports. The goal of this report is to provide a comprehensive review of the vulnerabilities discovered during the past month, outline the actions taken to mitigate those risks, and suggest further steps for maintaining or improving the organization's security posture. This report ensures that key stakeholders are informed and can make data-driven decisions to enhance security.

In 2024, Plasmine Technology recorded zero security breaches, underscoring our commitment to maintaining robust information security standards. The average participation rate in IT security training for the year stood at 48%. As part of our strategic objectives, we have established a key performance indicator (KPI) to increase information security training participation to 100% by the year 2030. This goal reflects our dedication to continuously enhancing cybersecurity awareness and resilience across the organization.

Information Security

Table 19, IT Metrics

	2024
Number of security breaches	0
IT Training Completed % Avg	48%

Information Security KPI Table

	KPI	2024 Results	Progress
Information security	100% of employees trained in information security by 2030	48% trained	Δ
	Conduct IT security risk assessment for 100% of sites by 2030	Data is being collected	Δ

Legend: ○ Will be set in 2026, Δ In Progress, ✓ Met Goals, ⊗ Did Not Meet

Performance Metrics: Key Performance Indicators (KPIs)

Legend:
○ Will be set in 2026
Δ In Progress
✓ Met Goals
⊗ Did Not Meet

Key Performance Indicators (KPIs)

Environmental Impact			
	KPI	2024 Results	Progress
Energy	Set KPI reduction target for Scope 1 GHG Emission	2024 Scope 1 data collected. 2025 data in progress	○
	Set KPI reduction target for Scope 2 Emission	2024 Scope 2 data collected. 2025 data in progress	○
Air	Set Air Quality reduction target	2024 Air Quality Data collected 2025 data in progress	○
Materials, chemicals, & waste management	Set KPI reduction target for Non-Hazardous Waste sent to landfills	2024 Data collected 2025 data in progress	○
	Set KPI reduction target for Hazardous Waste sent to facilities	2024 Data collected 2025 data in progress	○
Water	Set KPI reduction target for water usage	2024 Data collected 2025 data in progress	○
Environmental services and Advocacy	To provide customers with life cycle analysis on 100% of products by 2028	Data collected Beginning to calculate 0% products complete	Δ

Key Performance Indicators (KPIs)

Legend:
○ Will be set in 2026
Δ In Progress
✓ Met Goals
⊗ Did Not Meet

Human & Social Impact			
	KPI	2024 Results	Progress
Employee Health and Safety	Yearly total recordable incident rate ≤ 2..0%	0.00%	✓
	Yealy lost time incident rate ≤ 1.4%	0.00%	✓
	Zero vehicle accidents yearly	0 vehicle accident	✓
	Zero environmental incidents yearly	1	⊗
	100% participation in behavior-based safety reporting programs yearly	100	✓
	100% employee participation in safety training modules yearly	100	✓
	Yearly 6S Audit scores ≥ 85%	88.70%	✓
Working conditions	Annual Performance Review conducted for 100% of employees yearly	20%	⊗
	Conduct a living wages assessment by 2030	Data is being collected	Δ
Customer Health and Safety	Zero product recalls every year	0 product recalls	✓
	80% of high volume (>550,000 pounds) customers trained in product handling every year	40%	⊗
Diversity, equity and inclusion	100% of employees trained on diversity, discrimination, and harassment by 20230	100%	✓
	Zero cases of discrimination or harassment yearly	0 cases	✓
Child, Forced labor	Zero instances of forced/child labor yearly by suppliers and customers	0 instances	✓
	Conduct internal audits on 50% of raw material and product suppliers assessed for child and forced labor in their operations by 2030	Data is being collected	Δ

Legend:
○ Will be set in 2026
Δ In Progress
✓ Met Goals
⊗ Did Not Meet

Key Performance Indicators (KPIs)

Sustainability and our Supply Chain			
	KPI	2024 Results	Progress
Sustainable Procurement: Environmental Management and Human and Labor Rights Policy	Train 90% of its employees from the procurement team on environmental issues in the supply chain by 2030	5%	Δ
	Train 90% of its employees from the procurement team on labor and human rights issues in the supply chain by 2030	9%	Δ
	100% of all raw material and product suppliers audited for environmental and labor and human rights systems by 2027	0%	Δ
Conflict Minerals	100% of all product components audited for conflict minerals	100% audited	✓
	Zero products containing conflict minerals	0 products contain conflict minerals	✓
Responsible Palm Oil Sourcing	100% of all product components audited for palm oil and derivatives	100% have been audited	✓
	Zero products containing uncertified palm oil and derivatives by 2030	2 products contain palm oil derivatives	Δ

Key Performance Indicators (KPIs)

Legend:
○ Will be set in 2026
Δ In Progress
✓ Met Goals
⊗ Did Not Meet

Governance & Ethics			
	KPI	2024 Results	Progress
Corruption	Train 100% of employees on the prevention of corruption and bribery by 2030	100% trained	✓
	Train 100% of employees on the whistleblower policy by 2030	100% trained	✓
	Conduct corruption risk assessment for 100% of sites by 2030	Data is being collected	Δ
Conflict of Interest	Train 100% of employees on conflict of interest by 2030	100% trained	✓
Fraud	Train 100% of employees on fraud topics by 2030	100% trained	✓
Money Laundering	Educated 100% of employees on money laundering topics by 2030	100% trained	✓
Information security	100% of employees trained in information security by 2030	48% trained	Δ
	Conduct IT security risk assessment for 100% of sites by 2030	Data is being collected	Δ


Mar
Apr
May
Jun
Jan
Feb
39%
34%
1%
3%

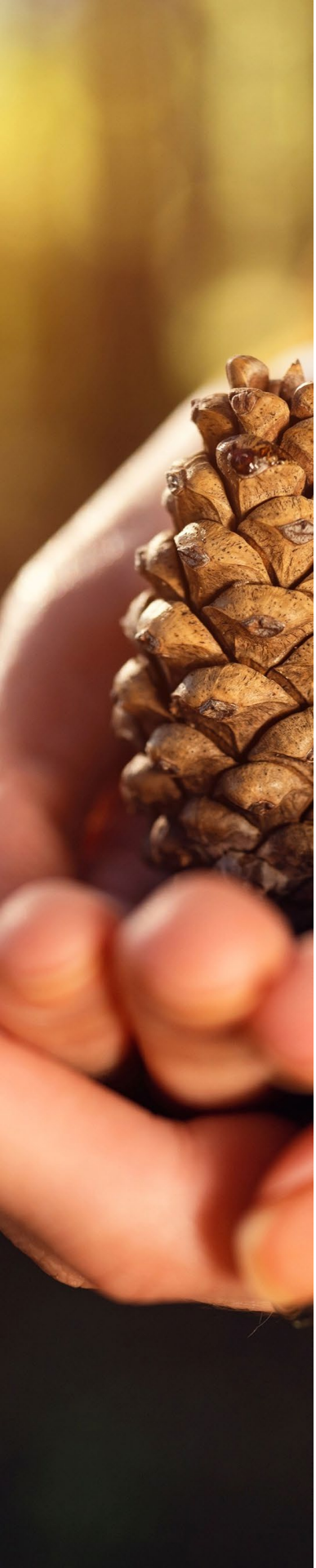
Case Studies & Success Stories

Implementing our Flare System

The expansion of our manufacturing operations required a reduction in air emissions and the continued adherence to regulatory compliance. To enhance our environmental stewardship, we integrated a flare combustion system into our manufacturing processes. This system not only provides critical safety assurance during potential overpressure events but also safeguards our employees and surrounding environments from exposure to harmful gases and byproducts. Additionally, the installation of the flare system has improved operational efficiency by ensuring smooth daily operations and minimizing production disruptions.

A comparative analysis of air emissions before and after the system's installation demonstrated a remarkable 98% reduction in emissions, with 100% smokeless operation. We take pride in "flaring the way" toward safer and more sustainable manufacturing practices. Furthermore, we have consistently maintained compliance with air permit requirements and continue to conduct routine air quality monitoring to uphold these standards.

Conclusions



Plasmine Technology's Future Outlook

As we settle into our expanded manufacturing capabilities in 2025, we are committed to implementing a green reclamation initiative at our production facility in Bay Minette, Alabama. With construction complete and enhanced shipping capacity, including expanded train tracks, our focus now shifts to restoring damaged land and returning it to nature.

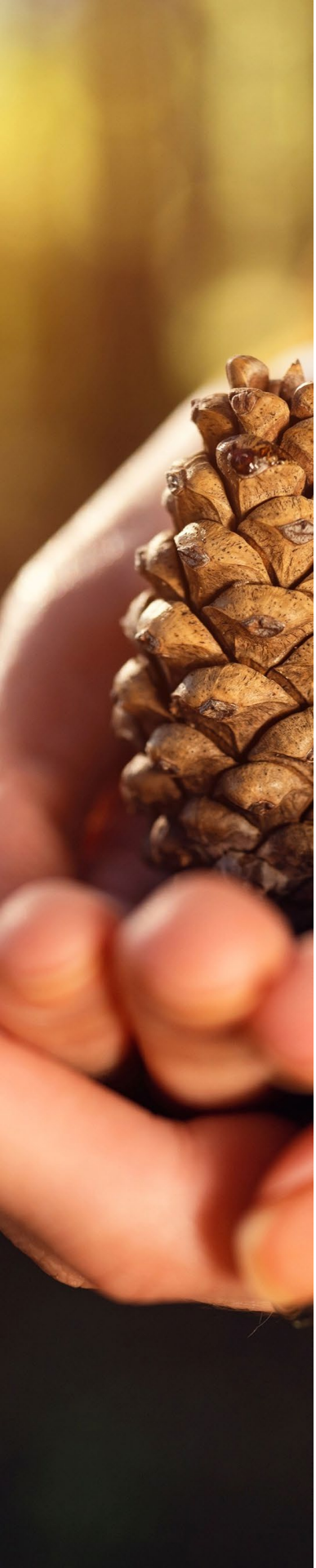
Planned activities include:

- Replanting water-resistant, native grasses that require minimal water usage.
- Planting additional trees and native wildflowers to enhance biodiversity.
- Maintaining and expanding our existing bee colony to support pollination efforts.
- Continuing alignment with sustainability reporting metrics and pursuing external certifications.
- Setting additional KPIs to monitor progress and improve outcomes.

Plasmine Technology's Future Outlook

Energy and Emissions Targets While the expansion has led to increased energy usage, it provides an opportunity to strengthen our sustainability efforts. With our energy consumption now fully captured, we will:

- Establish proper greenhouse gas (GHG) emissions targets and goals in partnership with our parent company.
- Explore procurement strategies to reduce our global Scope 2 emissions footprint, ensuring responsible supply chain engagement and due diligence.
- Conduct a Science-Based Targets Initiative (SBTI) analysis to evaluate reduction targets and disclose progress through the CDP (Carbon Disclosure Project).



Plasmine Technology's Future Outlook

Product Carbon Footprint Analysis To further enhance our sustainability objectives, we will:

- Begin collecting and analyzing product carbon footprints and performing life cycle assessments.
- Develop robust product life cycle management strategies to empower our customers to make informed, sustainable decisions.

• Through these initiatives, we aim to solidify our foundation for a sustainable future, creating measurable environmental and operational benefits while fostering accountability and progress.

Call to Action

With the completion of our 2024 sustainability report disclosure, we are now focused on strengthening and refining our sustainability management system. We welcome and value feedback from all our stakeholders as we work collaboratively to achieve our shared vision. Together, let’s create a better, more sustainable future.

Appendices

Stakeholder Engagement:

Plasmine Technology Stakeholder Engagement	
Employees	
Day 10 EHS Monthly meetings	Phone/email contact
Department Cross Audits	Positive Safety Contact Power App
Focus Group Meetings	Reports
Hazard Recognition Power App	SharePoint
Hotlines	Town Hall Meetings
Job safety assessments	Weekly Manager Meeting
Newsletters	
Customers	
Customer Satisfaction Surveys	Product Information (SDS, labels, etc.)
Emergency Response Hotline (ChemTrec)	Product Stewardship
Events & Conferences	Sales Safety Contact
Phone/email contact	Training
Product Bulletins	Website
Suppliers & Contractors	
Contractor procedure review	Phone/email contact
Contractor safety audit	Safety meetings & training
Focus Group Meetings	Supplier assessments & audits
On site orientation	
National & Local Regulators	
Industry Association Engagement	Regulatory inspections
Ongoing regulatory compliance monitoring	Reporting
Permit applications	Seminars & Conference
Phone/email	Written communications
Product substance registrations & notifications	

Palm Oil Derivatives Table

Alcohol Ether Sulfate	Glycerine Esters	Palmitic Acid
Alcohol Ethoxylates	Glycerols	Palmitoleic Acid
Alcohol Sulfates	Heptadecyl Alcohol	Palmitoleyl Alcohol
Alkylpolyglycoside (APG)	Hydrogenated palm glycerides	Palmitoyl oxostearamide
Alpha-linolenic Acid	Isopropyl Myristate	Palmitoyl Tetrapeptide-3
Ascorbic Acid	Isopropyl Palmitate	Palmityl Alcohol
Butyl Alcohol	Isostearyl Alcohol	Palmolein
Butyl Stearate	Lactic Acid	Pelargonic Alcohol
Capric Acid	Lauric Acid	Pentadecyl Alcohol
Capric Alcohol	Lauryl Alcohol	Propylene Glycol
Capric-caprylic Acid	Laurylamine Oxide	Propylene Glycol Esters
Caproic Acid	Laureth – 7	Quaternary Ammonium Salts
Capryl Alcohol	Linoelaidic Acid	Ricinoleyl Alcohol
Capryllic Acid	Linolic Acid	Sapienic Acid
Cetyl Acetate	Linolenic Acid	Sodium Lauryl
Cetyl Alcohol	Linoleyl Alcohol	Sodium Lauryl Sulfate
Cetyltrimethylammonium Chloride	Methyl Alcohol	Sodium Laureth Sulfate
Caprylic/Capric Triglyceride	Mono and diglycerides	Sodium Lauroyl Lactylate
Citric Acid	Monoacylglycerols	Sodium Kernelate
Cocamide MEA	Myristic Acid	Sodium Palmitate
Cocamide DEA	Myristic Acid Salts	Sodium Palm Kernelate
Cocamidopropyl Betaine	Myristoleic Acid	Sodium Stearate
Diacylglycerols	Myristyl Alcohol	Stearate
Distilled Monoglycerides	N-butanol	Steareth – 2
Elaidic Acid	Octyl Alcohol	Stearamidopropyldimethylamine
Elaidolinoleyl Alcohol	Octyl Palmitate	Stearic Acid
Elaeis Guineensis	Oleic Acid	Stearyl Alcohol
Epichlorohydrin	Oleyl Alcohol	Structured Triglycerides (TAG)
2-ethyl Hexanol	Oleyl Betaine	Sugar Esters
Ethyl Palmitate	Palm Olein	Sulfated or Ethoxylated Alcohols
Fatty Alcohol Sulphates	Palm Mid-Fraction	Tridecyl Alcohol
Fatty Isenthionates (SCI)	Palm Stearine	Undecyl Alcohol
Glutamic Acid	Palmitate	Vaccenic Acid

Plasmine Technology, Inc.

2024 Sustainability Report