

2025

Sustainability Report



Plasmine Technology, Inc.



Plasmine Technology, Inc.

2025 Annual Sustainability Report

2025 Reporting period: January 1 – December 31, 2025

Reporting frequency: Annual

This report has been prepared in accordance with the
GRI Standards (2021), Core option.

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Table of Contents

Introduction

Executive Summary	8
Message from Scott Braun, President	11
Message from Lauren Amable, Regulatory Manager	13



About Plasmine Technology, Inc.

Company Profile	16
Our Vision	17
Quality Commitment	17
Customer Engagement	18
Sustainability Strategy	18
Materiality Assessment	22



Table of Contents

Environmental Impact

Energy Usage	28
Air Quality	42
Water	45
Materials, Chemicals, and Waste Management	51
POPs Management	54
Product Use	56
Product End of Life	58
Customer Health And Safety	60
Environmental Services and Advocacy	63
Biodiversity	65

27



Governance and Ethics

Regulatory Compliance	71
Corruption	72
Conflicts of Interest	75
Fraud	78
Money Laundering	80
Information Security	82

69

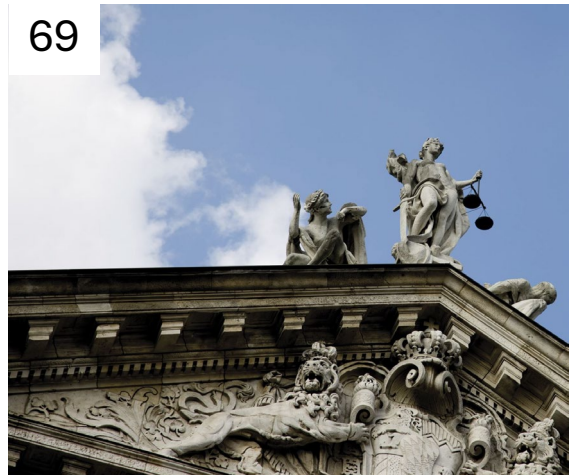


Table of Contents

Human & Social Impact

Employee Health and Safety	87
Working Conditions	95
Child and Forced Labor	98
Diversity, Equity, and Inclusion	100
Career Management	103
Community Engagement	107
Thanksgiving	107

85



Sustainable Procurement & Our Supply Chain

Environmental Management and Human and Labor Rights	111
Climate, Water, and Resource Stewardship	114
Responsible Sourcing of Conflict Minerals	116
Responsible Land Use and Deforestation Free Sourcing	119
Responsible Palm Oil Sourcing	121

109



Table of Contents

Key Performance Indicators

125



Environmental Impact 126

Governance and Ethics 131

Human and Social Impact 133

Sustainable Procurement and
our Supply Chain 136

Case Studies 139

Conclusion 141

Call to Action 144

Appendices 145

Stakeholder Engagement 146

Palm Oil Derivatives 147

GRI Content Index 148



Introduction





Executive Summary

Plasmine Technology's 2025 Sustainability Report reflects our high-growth phase while establishing a structured, data-driven Sustainability Management System (SMS). This year marked our transition from foundational development to measurable performance tracking across environmental, social, governance, and supply chain areas.

Building the Foundation

In 2025, Plasmine strengthened its sustainability framework by:

- Establishing 2024 as the baseline year for key sustainability KPIs, enabling consistent performance tracking and target setting
- Implementing new policies and KPIs to support ongoing measurement and transparency
- Achieving EcoVadis Silver (top 15% globally)

These milestones position Plasmine to move from benchmarking into implementation and measurable impact.

Environmental: Growth with Efficiency Gains

Rapid production growth (+65%) increase total resource use, but efficiency improvements highlighting progress toward decoupling growth from impact:

- Energy intensity improved (0.27 → 0.21 kWh/lb)
- GHG intensity decreased across all scopes (Scope 1 ↓19%, Scope 2 ↓35%, Scope 3 ↓28%)
- Air emissions intensity reduced by 32%, with zero violations
- Hazardous waste reduced by 87%

Executive Summary

However, absolute impacts increased, including higher emissions and water use (+94%), reflecting production scale-up.

Plasmine Technology has aligned Science-Based Targets (SBTi), establishing a commitment to 42% emissions reduction by 2030.

Product Stewardship & Environmental Responsibility

Strong performance was maintained in product safety and compliance:

- Zero injuries, fatalities, or lost-time incidents
- 100% safety training completion and strong audit performance
- 100% employee performance reviews completed (up from 20%)
- Average 43% training hours per employee and 100% living wage achievement
- Zero discrimination incidents and improved leadership diversity (42% women in management)

Governance and Ethics

Plasmine Technology maintained strong ethical performance:

- Zero incident of corruption, fraud, or money laundering
- Training programs are being redesigned and relaunched to enhance employee awareness, engagement, and overall compliance effectiveness
- Additional governance programs (risk assessments) are in development and expanding.





Executive Summary

Sustainable Procurement

Significant progress was made in building a responsible supply chain framework:

- 100% conflict mineral compliance (conflict-free supply chain)
- Reduced palm oil usage to 8% of products in our portfolio

However, supplier screening, audits, and training programs remain early-stage, with full implementation targets by 2027.

Key Takeaways & Outlook

Strengths

- Strong ESG governance foundation and clear targets
- Efficiency improvements despite rapid growth
- Excellent safety, compliance, and product stewardship

Opportunities

- Reduce absolute environmental impacts
- Scale supply chain sustainability programs
- Advance product-level carbon and lifecycle analysis

Looking ahead, Plasmine will focus on executing its sustainability strategy, strengthening supply chain engagement, and driving measurable reduction in emissions and resource use, positioning sustainability as a core driver of long-term growth and value.

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



Message from Lauren Amable, Regulatory Manager

Welcome to Plasmine Technology's 2025 Sustainability Report. This marks our second year of reporting on our sustainability initiatives, policies, metrics, and key performance indicators (KPIs). It has been an exciting year—one that moved quickly and brought meaningful progress.

We are currently in a growth phase, focused on building and maturing our Sustainability Management System. While challenges continue to arise, we are learning, adapting, and developing practical solutions along the way. Listening closely to both our customers and our employees remains central to our sustainability journey. To strengthen stakeholder engagement, we are committed to presenting this report in clear, plain language—so everyone can understand what we are doing today, where we are going next, and what still needs work. The more transparent we are, the more aligned we become in moving forward together.

Much like the pine trees from which our products originate, our sustainability journey began by planting a seed: the establishment of a formal sustainability management system. That seed has taken root and is now in its seedling stage—still young, but full of potential.

Continued...



Message from Lauren Amable, Regulatory Manager

With continued care, accountability, and collaboration, this system will continue to grow, supporting the industries we serve and reinforcing our commitment to a greener, more sustainable future.

Lauren Amable
Regulatory Manager



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 envision a future shaped by innovation, driven by sustainability, and rooted in the power of pine-based chemistry. We are committed to leading our industry forward, enhancing our customers' processes, protecting the planet, and setting new standards of excellence. As we grow alongside our partners, we aspire to be the world's premier pine chemicals manufacturer, known not only for what we make, but for how we do business. We believe success is measured not just in results, but in the people we empower, the careers we nurture, and the legacy we leave for future generations.

Quality Commitment

Plasmine's unwavering commitment to quality is evident in the superior performance and reliability of our rosin-based products. As an ISO 9001:2015 certified company, 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.

Sustainability Strategy

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

Plasmine began its sustainability journey several years ago with a commitment to evaluating and strengthening its sustainability management system. As part of this effort, Plasmine pursued EcoVadis certification, which assesses sustainability performance across four core areas: environment, ethics, labor and human rights, and sustainable procurement. Using a comprehensive methodology, EcoVadis evaluates the effectiveness of a company's sustainability management system based on its policies, actions, and outcomes.





Sustainability Strategy

In 2025, Plasmine strengthened its sustainability management system by advancing key policies, metrics, and performance measures, resulting in the achievement of the EcoVadis Silver Medal—placing Plasmine among the top 15% of organizations evaluated by EcoVadis. Plasmine looks forward to its 2026 EcoVadis renewal as part of its ongoing commitment to continuous improvement across its sustainability management system.



- 3298 SUMMIT BLVD
- Pensacola, Florida 32503
- Expiration Date: January 21, 2028
- Standard Version: MGL Certification 2.0
- Certification Number: MGLC2.0-004599-004557

My Green Lab Certificate presented to:

Plasmine Technology, Inc. Pensacola Lab

for outstanding work in reducing the environmental impact of their laboratory space and for successfully achieving My Green Lab Certification as a Gold Level Certified Lab on January 21, 2026.



Scott Grant
Vice President of Certifications
Impact Laboratories



Sustainability Strategy

Beyond corporate policy and governance, we actively translate our sustainability strategy into measurable achievements across our operations. Our R&D laboratory exemplifies this commitment through its recent achievement of [My Green Lab® Gold certification](#).

Recognized by the United Nations Race to Zero campaign as a meaningful indicator of progress toward a zero-carbon future, My Green Lab Certification is the leading global standard for laboratory sustainability. The program applies science based best practices to drive measurable reductions in energy use, water consumption, and waste—while maintaining the integrity of critical research activities.

This certification reinforces Plasmine Technology's broader ESG strategy and reflects our ongoing efforts to integrate sustainable practices across innovation driven environments.

This report has been prepared in accordance with the GRI Standards (2021), Core option, reinforcing our commitment to transparent, standardized, and globally recognized sustainability reporting. The GRI Content Index with page references can be found in the Appendix.





Materiality Assessment

Our materiality assessment was not updated this year, as the previously identified material topics remain relevant and continue to reflect the key sustainability impacts, risks, and opportunities for our organization and stakeholders. Below is the materiality assessment from the previous year.

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. Future objectives include integrating the report into our website for broader stakeholder access.

By continuing to reference this assessment, we aim to increase visibility into our sustainability priorities, support informed decision-making, and encourage ongoing engagement from a broad range of stakeholders, reinforcing transparency and accountability in our sustainability efforts. We plan to update the assessment in 2027.





An aerial photograph of a vast, dense forest of evergreen trees, likely spruce or fir, covering a hillside. The trees are packed closely together, creating a textured, green canopy. The lighting is soft, suggesting an overcast day or a shaded forest environment. The overall tone is natural and serene.

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
- Water usage
- Materials, chemicals, and waste management
- Persistent organic pollutants (POPs) Management
- Product use
- Product end-of-life
- Customer health and safety
- Environmental services and advocacy
- Biodiversity

Here, we will discuss our policy, the measures, metrics, and KPIs for 2025. Through these sections, we aim to drive meaningful action and promote a healthier planet.

Energy Usage

Plasmine Technology, Inc. is committed to reducing energy consumption and associated greenhouse gas emissions by improving energy efficiency, integrating energy management best practices, and increasing the use of lower carbon and renewable energy sources where feasible. To support climate change mitigation and science-based GHG reduction targets, Plasmine pursues the following objectives:

- Improve energy efficiency across operations through technology, process optimization, and operational controls
- Integrate energy management into operational planning and decision making
- Increase employee awareness of energy conservation and efficiency
- Evaluate feasible opportunities for renewable and lower carbon energy sources
- Reduce overall energy demand to support achievement of GHG emissions reductions aligned with the Science Based Targets initiative (SBTi) using a 1.5°C aligned pathway.

Energy Sources

From 2024, Plasmine continued to scale production significantly, with output increasing from approximately 95 million pounds to more than 156 million pounds in 2025- a 65% increase. To support this growth, total energy consumption increased from 25 million kWh to 32 million kWh. Normalizing the data to pounds produced, energy intensity improved from 0.27 kWh per pound produced in 2024 to 0.21 kWh per pound in 2025, reflecting more efficient energy use per unit of production.

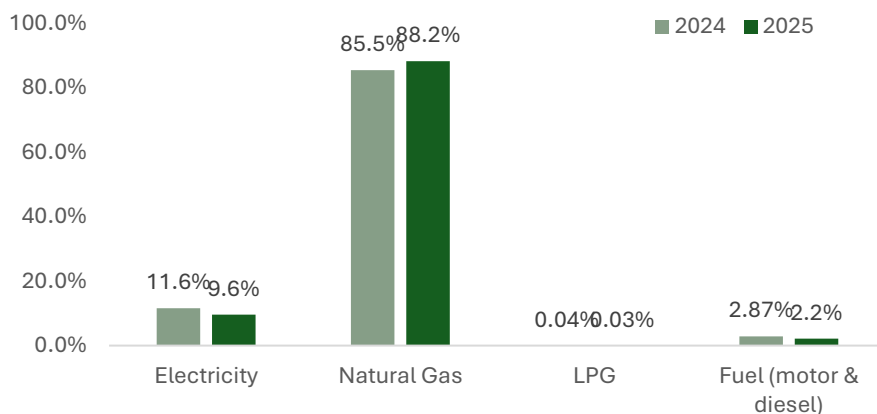


Energy Usage

Energy Usage Metrics	2023	2024	2025
Production volume (lbs.)	64,345,529	94,991,608	156,568,777
% Increased from previous year	N/A	48% ↑	65% ↑
Total Energy (kWh)	N/A	25,203,446	32,887,031
Energy Intensity (kWh/lb produced)	N/A	0.27	0.21
Energy Distribution			
Electricity	N/A	11.6 %	9.6 %
Natural Gas		85.5 %	88.2 %
LPG		0.04 %	0.03 %
Fuel (motor & diesel)		2.9 %	2.2 %

Natural gas remained the primary energy source, increasing its share from 85.5% to 88.2%, while electricity declined from 11.6% to 9.6%. LPG and transportation fuels continued to represent a minimal and decreasing portion of total energy consumption.

Plasmine Technology Energy Source Distribution



Energy Usage

In 2025, Plasmine did not identify any renewable energy sources within its operations. However, Plasmine continues to evaluate potential opportunities to integrate renewable energy as part of future sustainability efforts.

Greenhouse Gas Emissions Performance (GHG Protocol Alignment)

Plasmine's greenhouse gas (GHG) emissions inventory was prepared in alignment with the GHG Protocol Corporate Accounting and Reporting Standard, covering Scope 1 (direct emissions), Scope 2 (energy indirect emissions), and Scope 3 (other indirect emissions). Emissions are reported in both absolute terms (tCO₂e) and intensity-based terms (tCO₂e per metric ton of product produced) to provide a balanced view of emissions performance and operational efficiency.

As part of ongoing efforts to improve greenhouse gas (GHG) reporting accuracy, Plasmine Technology reviewed its Scope 1 and 2 emissions during preparation of the 2025 inventory and identified emission factors not fully aligned with U.S. Environmental Protection Agency (EPA) reference data. EPA-based emission factors were applied in accordance with the Greenhouse Gas Protocol, and prior-year Scope 1 and Scope 2 emissions were recalculated to ensure comparability, confirming only minor adjustments for 2023 and 2024, with more noticeable changes in 2025 attributable to the corrected factors rather than operational changes.



Energy Usage

Absolute Emissions

Scope 1 – Direct emissions:

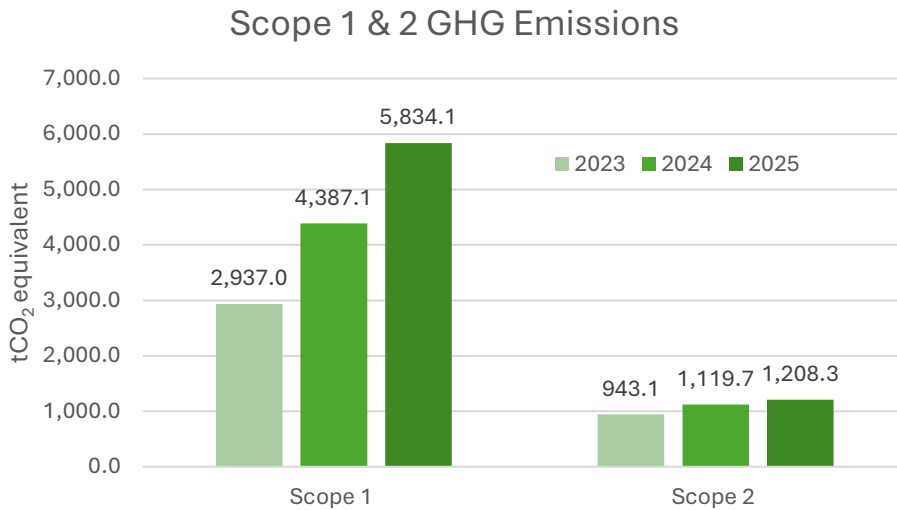
Scope 1 emissions increased consistently from 2023 through 2025, reflecting growth in direct fuel consumption and expanded operational activity within our organizational boundary. These emissions arise from sources owned or controlled by Plasmine, in accordance with GHG Protocol definitions.

Scope 2 – Energy indirect emissions (location based)

Scope 2 emissions from purchased electricity increased modestly over the reporting period. This trend is consistent with increased electricity demand associated with business growth.

GHG Emissions Absolute Emissions (tCO ₂ e)			
	2023	2024	2025
Scope 1	2,937.0	4,387.1	5,834.1
Scope 2	943.4	1,119.7	1208.3
Scope 3	N/A	110,979.0	131,456.1
Total Scope 1 + 2	3,880.4	5,506.8	7,042.4
Total Scope 1 + 2 + 3	N/A	116,485.8	138,498.5
Intensity Based Emissions (tCO ₂ e/metric tons of product produced)			
Scope 1	0.1006	0.1018	0.0821
Scope 2	0.032	0.026	0.017
Scope 3	N/A	2.576	1.851

Energy Usage



Scope 3 – Other indirect emissions:

Scope 3 emissions were first quantified and disclosed in 2024, following enhancements to value-chain data availability and methodological maturity. Scope 3 emissions represent the largest share of total reported emissions, highlighting the materiality of upstream and downstream activities. The increase from 2024 to 2025 reflects expanded reporting coverage and increased value-chain activity rather than changes in operational control.



Energy Usage

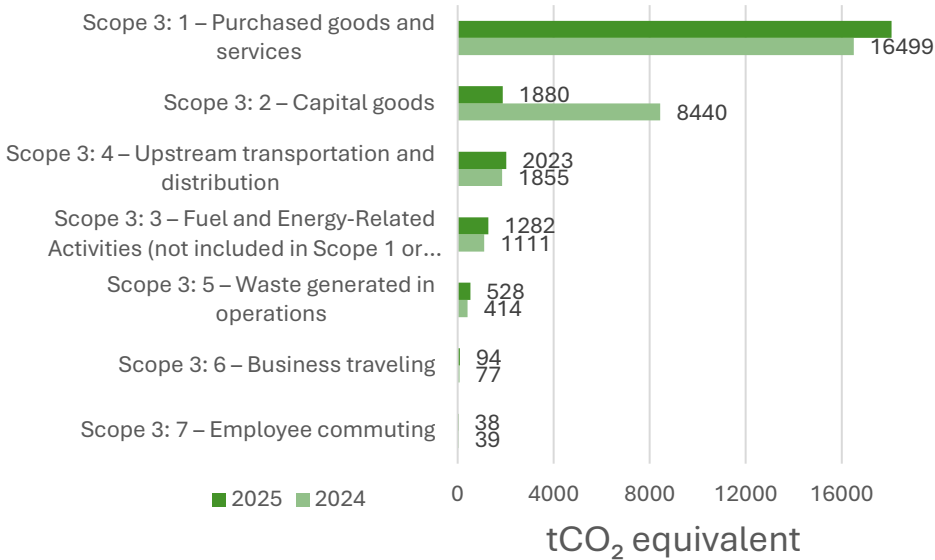
Scope 3 Emissions (tCO ₂ e)	2024	2025
Total Scope 3 GHG Emissions (tCO₂e)	110,979.0	131,456.1
Total gross Scope 3 Upstream GHG emissions	28,434.3	26,031.8
Scope 3: 1 – Purchased goods and services	16,498.7	20,186.7
Scope 3: 2 – Capital goods	8,440.4	1880.1
Scope 3: 3 – Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2)	1,111.1	1,282.0
Scope 3: 4 – Upstream transportation and distribution	1,855.1	2,022.5
Scope 3: 5 – Waste generated in operations	413.5	528.1
Scope 3: 6 – Business traveling	76.7	94.4
Scope 3: 7 – Employee commuting	38.9	38.0
Scope 3: 8 – Upstream leased assets	Not relevant	Not relevant
Total gross Scope 3 Downstream GHG emissions	82,544.7	105,424.3
Scope 3: 9 – Downstream transportation	2,353.1	3,005.3
Scope 3: 10 – Processing of sold products	18,208.7	23,255.8
Scope 3: 11 – Use of sold products	51,315.7	65,539.3
Scope 3: 12 – End-of-life treatment of sold products	9,871.4	12,607.6
Scope 3: 13 – Downstream leased assets	Not relevant	Not relevant
Scope 3: 14 – Franchises	795.8	1,016.4
Scope 3: 15 – Investments	Not relevant	Not relevant

Total Scope 3 GHG emissions increased from 110,979 tCO₂e in 2024 to 131,456 tCO₂e in 2025, driven primarily by growth in downstream emissions.

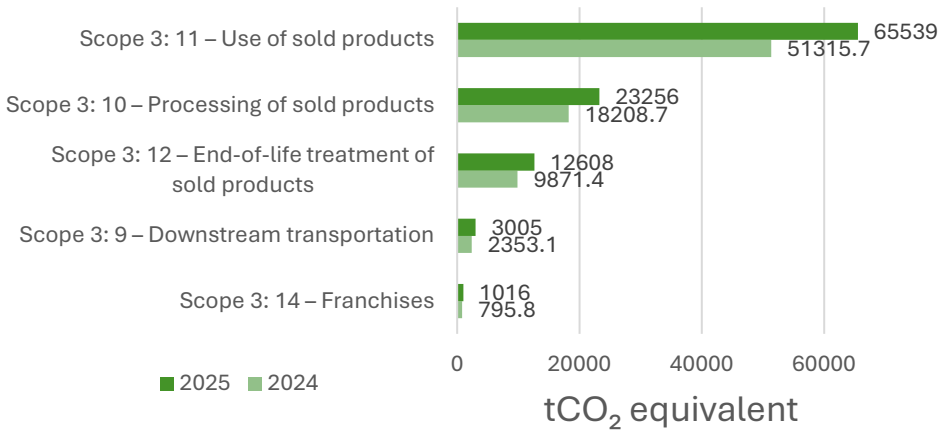
Downstream activities—particularly use of sold products, processing of sold products, and end-of-life treatment—remained the dominant contributors and accounted for the majority of the year-over-year increase, while total upstream emissions declined slightly overall despite increases in purchased goods and services and transportation-related categories.

Energy Usage

Total Gross Scope 3 Upstream GHG emissions



Total Gross Scope 3 Downstream GHG emissions



Energy Usage

Absolute GHG Emissions Summary

Total Scope 1 and Scope 2 emissions increased year over year, consistent with organizational growth. With the inclusion of Scope 3 starting in 2024, total Scope 1, 2, and 3 emissions increased substantially, underscoring the importance of value-chain engagement in the Plasmine’s emission reduction strategy.

Emissions Intensity

Absolute scope 1, 2, and 3 emissions provided important insight into our total greenhouse gas footprint, they do not reflect the changes in our business activity. Between 2024 and 2025, our production volume increased by approximately 65%. To better assess emissions performance relative to this significant growth, we tracked intensity-based greenhouse gas emissions, which normalize emissions against production and provide a more meaningful view of operational efficiency.

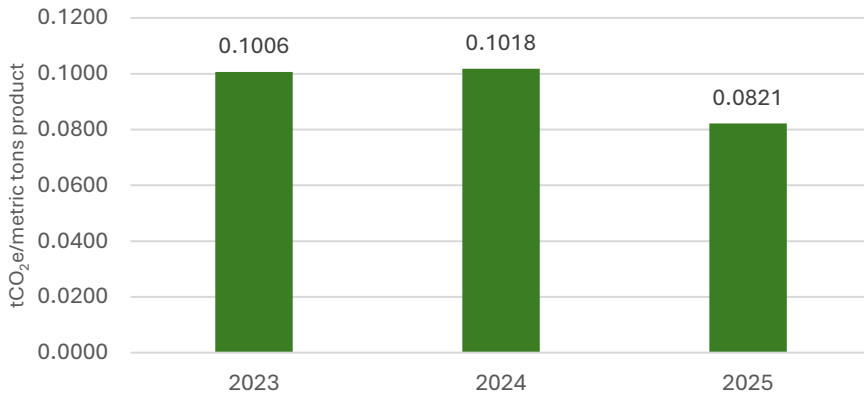
To assess performance independent of production growth, GHG emissions intensity metrics were calculated per metric ton of product produced.

GHG Intensity Based metrics (tCO₂e/metric tons of product produced)			
	2023	2024	2025
Scope 1	0.1006	0.1018	0.0821
% Change		1% ↑	19% ↓
Scope 2	0.032	0.026	0.017
% Change		20% ↓	35% ↓
Scope 3	N/A	2.576	1.851
% Change			28% ↓

Energy Usage

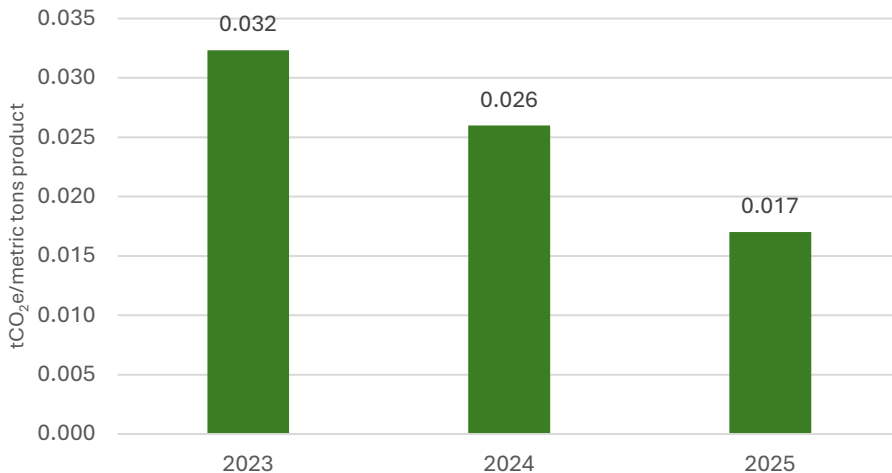
Scope 1 emissions intensity decreased in 2025 by 19% from 2024. This indicates improved fuel efficiency and operational performance despite higher absolute emissions.

Scope 1 Intensity Metrics



Scope 2 GHG emissions intensity declined steadily across all three years, but 35% reduction from 2024 and 2025. This reflects gains in energy efficiency, operational optimization, and lower electricity use.

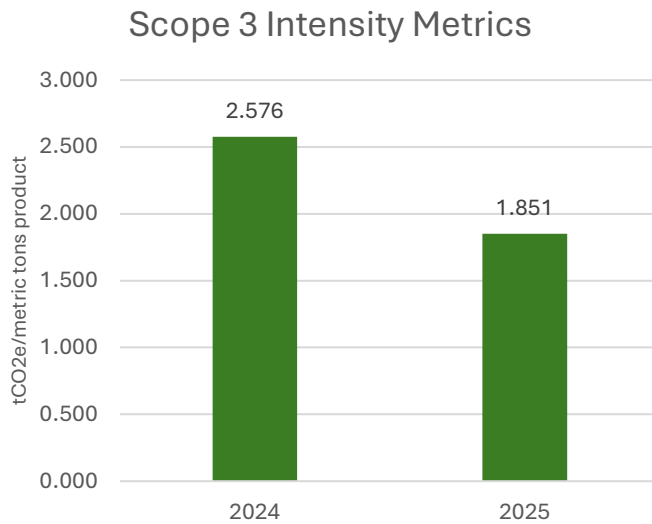
Scope 2 Intensity Metrics





Energy Usage

Finally, Scope 3 GHG emissions intensity metrics declined 28% between 2024 and 2025. This demonstrates progress in reducing value-chain emissions per metric ton of product produced.



Collectively, these Scope 1, 2, and 3 GHG emission intensity reductions demonstrate the effectiveness of our sustainability initiatives and highlight our ability to decouple emissions intensity from business growth.

Energy Usage

Climate Strategy and Science-Based Targets

Our Approach

As a manufacturer of rosin-based specialty chemicals, our greenhouse gas (GHG) emissions are primarily driven by energy use rather than sector-specific chemical process emissions. Accordingly, we aligned our climate targets with the Science Based Targets initiative (SBTi) Corporate Near-Term Criteria.

Our climate strategy combines absolute emissions reduction targets with production-based intensity targets to track efficiency improvements during periods of growth.

Target parameters

Base year: 2024

Target year: 2030

Boundary: Company-wide Scope 1 and Scope 2
(Location Based) emissions

Production metric: Metric tons of finished product

Near-Term Targets

- **Absolute emissions**: Reduce Scope 1, Scope 2, and Scope 3 emissions by 42% by 2030 from a 2024 base year, aligned with a 1.5°C pathway and applicable regardless of production changes.
- **Emissions intensity**: Reduce Scope 1 and Scope 2 emissions intensity by 40% per metric ton of finished product by 2030, supporting operational efficiency during continued growth.





Energy Usage

Decarbonization Approach

Following significant production growth after our base year, near-term efforts focus on reducing emissions intensity, with absolute reductions expected to accelerate as energy transition measures scale.

Key actions include energy efficiency improvements, process optimization, electrification, expanded renewable electricity use, and evaluation of fuel switching and equipment upgrades.

Final Thoughts

In line with GHG Protocol reporting principles, the results demonstrate that while absolute emissions increased due to organizational growth and expanded Scope 3 coverage, emissions intensity improved across all reported scopes by 2025. This indicates progress toward decoupling emissions from production output and provides a foundation for setting and tracking future emissions reduction targets across Scopes 1, 2, and 3.

We established 2024 as the baseline year for all energy-use metrics and defined key performance indicators to guide future progress. Although absolute GHG reduction targets were not fully achieved in 2025, performance trends indicate progress toward meeting our intensity-based goals within the established timeframe. Collectively, these targets and initiatives demonstrate continued advancement toward long-term energy decarbonization while remaining aligned with climate science and supporting sustainable business growth.

Energy Usage

Energy Usage KPIs			
KPI	2024	2025	Progress
Reduce absolute Scope 1 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	4,387 tCO ₂ e BASELINE	5,834 tCO ₂ e 33% ↑	⊗
Reduce absolute Scope 2 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	1,119.7 tCO ₂ e BASELINE	1,208 tCO ₂ e 8% ↑	⊗
Reduce absolute Scope 3 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	110,979 tCO ₂ e BASELINE	131,456 tCO ₂ e 18% ↑	⊗
Reduce Scope 1 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	0.1018 BASELINE	0.0821 19% ↓	△
Reduce Scope 2 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	0.026 BASELINE	0.017 35% ↓	△
Reduce Scope 3 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	2.576 BASELINE	1.851 28% ↓	△
Track total energy consumption across all facilities yearly	Yes	Yes	✓
Track and monitor energy and emissions intensity metrics	Yes	Yes	✓

Legend: ✓ Met Goals, △ In Progress, ⊗ Did not Meet





Air Quality

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

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

- Monitor and evaluate significant air emissions and ambient air quality
- Minimize existing atmospheric emissions through operational controls and best practices
- Reduce particulate matter emissions from manufacturing processes
- Reduce emissions of atmospheric impacts such as light, noise, or odor
- Utilize technology and equipment to reduce air pollution and noise

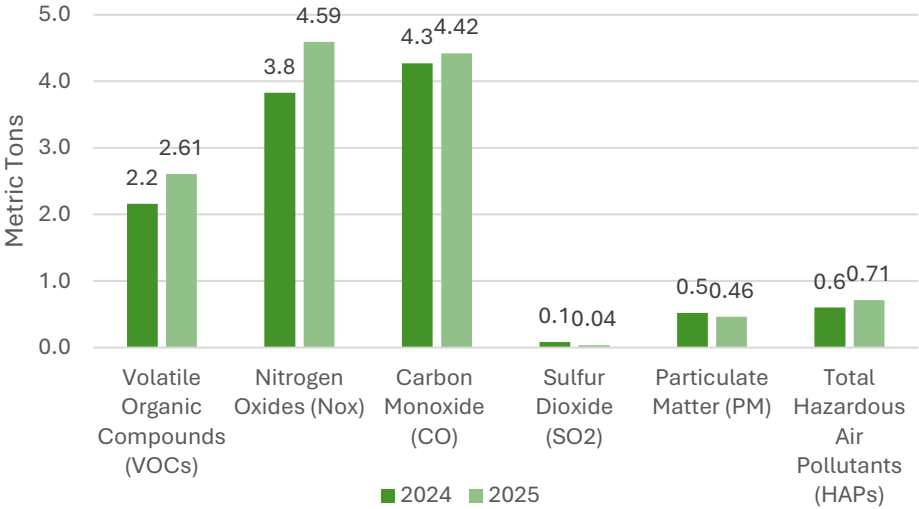
In 2025, there were zero air permit exceedances or regulatory violations. Total reported air emissions increased modestly from 11.5 to 12.8 metric tons from 2024 to 2025. This change was driven primarily by higher emissions of nitrogen oxides (NO_x) and volatile organic compounds (VOCs), while sulfur dioxide (SO₂) and particulate matter (PM) declined year over year. Carbon monoxide (CO) remained relatively stable, and total hazardous air pollutants (HAPs) rose slightly.

Air Quality

Air Quality Metrics- Compounds Released in Metric Tons		
	2024	2025
Volatile Organic Compounds (VOCs)	2.2	2.61
Nitrogen Oxides (Nox)	3.8	4.59
Carbon Monoxide (CO)	4.3	4.42
Sulfur Dioxide (SO ₂)	0.1	0.04
Particulate Matter (PM)	0.5	0.46
Total Hazardous Air Pollutants (HAPs)	0.6	0.71
Total	11.5	12.8

Air emissions per production volume (g of air emissions / lb of product)	0.121	0.082
Comparison to 2024		32% ↓

Air Emissions



Air Quality

Plasmine’s Bay Minette plant uses a flare stack to safely combust excess gases, minimizing uncontrolled releases and reducing environmental impact. All air emissions are monitored and reported in accordance with regulatory requirements and submitted to the State of Alabama.

For performance tracking, 2024 was established as the baseline year. Based on this baseline, Plasmine set air emissions reduction targets for material air pollutants, considering operational significance, regulatory risk, and feasible control technologies.

While absolute emissions increased, emissions intensity improved significantly. Air emissions per unit of production decreased from 0.121 to 0.082 grams per pound of product—a 32% reduction—reflecting improved operational efficiency and emissions management as production volumes increased.

Air Quality KPIs			
KPI	2024	2025	Progress
Reduce air emissions to 2024 baseline year by 30% by 2030 (metric tons)	11.5 BASELINE	12.8 12% ↑	⊗
Reduce air emissions intensity per production unit to 2024 baseline year 35% by 2030 (g emissions per pound of product)	0.121 BASELINE	0.082 32% ↓	✓
Zero air permit exceedances or regulatory violations yearly	0	0	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

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:

- Using water resources responsibly and efficiently in manufacturing and operational activities
- Reducing water consumption where feasible through process optimization and operational controls
- Utilizing water efficient equipment and practices, including reuse or recycling where technically and economically feasible
- Protecting water quality by ensuring wastewater discharges meet applicable regulatory and permit requirements
- Managing water responsibly in a manner proportionate to the scale and environmental risks of our operations

Plasmine Technology completed a water-stress assessment for both facilities using the [Aqueduct Water Risk Atlas](#). Both sites utilize the Gulf Coastal Plains Aquifer System, with the Bay Minette, Alabama manufacturing facility rated Low water risk and the Pensacola, Florida corporate office and R&D lab rated Low–Medium.



Water

Consistent with other operational metrics, Plasmine’s total water use increased in 2025 in alignment with a 65% increase in production volume. As a manufacturer of primarily liquid products, water is an integral component of our processes. To better understand the 94% increase in water usage from 2024, Plasmine expanded its evaluation to include product-embedded water and water intensity metrics.

In 2025, product-embedded water volumes remained stable on an intensity basis and declined slightly per pound of product, while process water (all other water) usage increased, accounting for 66% of total water use.

Water Metrics	2024	2025
Total Water Used	7,681,176	14,868,593
	BASELINE	94% ↑
BM Plant (gal)	7,641,500	14,831,000
PNS Corporate Office (with R&D lab, gal)	39,676	37,593
Water recycled in the cooling tower	2,715,570	2,715,570
Water Breakdown		
Product-embedded water (gal)	3,347,194	5,112,466
% of Total Water	44%	34%
Process water (gal)	4,333,982	9,756,127
% of Total Water	56%	66%
Intensity-based Water Metrics		
Total water intensity (gallons/pounds of product)	0.0809	0.0950
Product water intensity (gallons/pounds of product)	0.035	0.033
Process water intensity (gallons/pounds of product)	0.046	0.062

Water

The increase in process water is primarily driven by enhanced quality and sanitation protocols, including more frequent equipment cleaning between production runs. This shift reflects Plasmine's continued commitment to product quality, consistency, and operational excellence.

Plasmine uses a closed-circuit cooling system to reduce water consumption while maintaining efficient operations. The cooling tower operates at a 0.0004% drift rate, outperforming the industry standard, and water is treated with anti-scale chemicals to extend system life. Consistent with 2024, 2,715,570 gallons of water were recycled through the cooling system in 2025.

Even after normalizing for production growth, overall water intensity increased in 2025 compared to 2024, driven primarily by higher process water intensity. Looking ahead, Plasmine will focus on stabilizing water use and improving efficiency, with particular emphasis on reducing process water demand while maintaining quality and safety standards.

Discharge Water Quality

Plasmine Technology conducts monthly discharge water monitoring to ensure continued compliance with regulatory requirements and to minimize the release of pollutants to the receiving water stream. Testing parameters include pH, biochemical oxygen demand (BOD), total suspended solids (TSS), oil and grease, and combined concentrations of benzene, ethylbenzene, toluene, and xylene (BETX).





Water

In both 2024 and 2025, Plasmine maintained compliance with applicable discharge water regulations, with no excursions above maximum daily release limits. Regulatory requirements specify a discharge pH range of 5.0 to 10.5, and throughout both years, discharge pH values remained well within this range, with no deviations observed.

Total reported discharge constituents increased from 0.66 metric tons in 2024 to 1.26 metric tons in 2025, reflecting increased operational activity. The most notable change year over year was an increase in biochemical oxygen demand (BOD), which rose from 0.45 metric tons in 2024 to 1.05 metric tons in 2025. This increase is primarily attributable to higher production volumes and enhanced sanitation and cleaning practices, which resulted in greater organic loading in process wastewater. These changes support product quality consistent with increased process water use observed elsewhere in Plasmine's operations.

Other discharge parameters, including total suspended solids (TSS), oil and grease, and combined BETX concentrations, remained stable year over year, with BETX concentrations measured at zero in both reporting periods.

Water

Discharge Water Metrics	2024	2025
pH (Lower - Upper)	7.0 - 9.0	7.3 - 9.2
pH Regulatory Limit	(5.0 - 10.5)	
Biochemical Oxygen Demand (BOD)	0.45	1.05
Total Suspended Solids (TSS)	0.18	0.16
Oil and Grease	0.04	0.05
Benzene, ethylbenzene, toluene, xylene combined*	0.00	0.00
Total Released	0.66	1.26

*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.

Plasmine will continue routine monitoring of discharge water quality and evaluate opportunities to further optimize process water management and wastewater performance as operations continue to scale.



Water

Water KPIs			
KPI	2024	2025	Progress
Reduce total (absolute) water usage by 5% yearly	7,681,176 BASELINE	14,868,593 94% ↑	⊗
Reduce total (absolute) process water usage by 5% yearly	4,333,982 BASELINE	9,756,127 125% ↑	⊗
Reduce total water intensity usage by 5% yearly	0.0809 BASELINE	0.0950 17% ↑	⊗
Maintain product-embedded water intensity of 0.03 (gallons/pounds of product)	0.035 BASELINE	0.033 Yes	✓
Reduce process water intensity by 5% yearly	0.046 BASELINE	0.062 17% ↑	⊗

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

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:

- Prevent and reduce waste generation through material optimization, efficient purchasing practices, and process improvements
- Apply the waste management hierarchy to maximize material reuse, recycling, and recovery
- Minimize environmental and health risks associated with hazardous materials by evaluating substitution or reformulation opportunities where feasible
- Ensure safe handling, storage, labeling, and disposal of hazardous and nonhazardous materials
- Work with approved waste management vendors to ensure responsible waste treatment and disposal
- Promote employee awareness and accountability related to materials handling and waste management
- Support continuous improvement through regular review of materials and waste performance



Materials, Chemicals, and Waste Management

Waste Metrics	2024	2025
Hazardous waste (lbs.)	5,388 BASELINE	675 87% ↓
Non-hazardous waste* (lbs.)	3,381,118 BASELINE	4,909,135 45% ↑
Recycled (lbs.)	122,220 BASELINE	96,560 21% ↓

*Note: Most of our non-hazardous waste is wash water from tank and railcar 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.

Plasmine Technology manages all waste through controlled disposal pathways. Waste streams are categorized as hazardous or non-hazardous, with non-hazardous waste sent to landfill or recycling facilities and hazardous waste managed through licensed and approved treatment, storage, and disposal facilities (TSDFs) in accordance with regulatory requirements

After completion of the 2025 reporting cycle, 2024 was established as the baseline year for waste performance tracking. Plasmine monitors hazardous waste, non-hazardous waste, and recycled materials to better understand operational efficiency, material use, and potential environmental risk. All of our waste goes into landfills

In 2025, Plasmine achieved a substantial reduction in hazardous waste, decreasing from 5,388 pounds in 2024 to 675 pounds in 2025, representing an 87% reduction compared to the baseline year. This significant improvement reflects successful waste minimization initiatives, improved material handling practices, and process optimizations.

Materials, Chemicals, and Waste Management

Non-hazardous waste increased from 3.38 to 4.91 million pounds primarily reflecting increased tank and railcar cleanings. At the same time, recycled material volumes declined by 21%, from 122,220 pounds to 96,560 pounds, highlighting an opportunity to further improve diversion and recovery as production increases.

Materials, Chemicals, and Waste KPIs			
KPI	2024	2025	Progress
Maintain ≥85–90% reduction in hazardous waste relative to the 2024 baseline yearly	5,388 BASELINE	675 87% ↓	✓
Reduce non-hazardous waste to 2024 baseline year	3,381,118 BASELINE	4,909,135 45% ↑	✗
Reduce non-hazardous waste intensity 30% to 2024 baseline year by 2030 (pounds non-hazardous waste/pounds production)	0.0356 BASELINE	0.0314 21%	△

Legend: ✓ Met Goals, △ In Progress, ✗ Did not Meet

Going forward, Plasmine will focus on sustaining hazardous waste reductions, improving non-hazardous waste efficiency as production grows, and expanding recycling and diversion opportunities where operationally and economically feasible. Waste reduction initiatives will be reviewed periodically to ensure alignment with regulatory requirements, operational changes, and sustainability goals.





POPs Management

Plasmine Technology, Inc. is committed to the responsible management of chemicals to protect human health and the environment. The purpose of this policy is to prevent the intentional use, presence, or release of **P**ersistent **O**rganic **P**ollutants (POPs) in our raw materials, intermediates, and finished chemical products, and to ensure compliance with applicable international and national chemical regulations.

Plasmine is committed to the following:

- Eliminate the intentional use of POPs in chemical products
- Prevent the unintentional presence of POPs through proactive controls
- Embed POPs screening into all raw material approval processes
- Strengthen supplier accountability and transparency
- Continuously improve chemical management systems
- Apply risk-based due diligence to higher-risk materials and suppliers
- Maintain traceable and transparent POPs compliance documentation

In 2026, Plasmine completed a comprehensive POPs Performance Analysis and Report covering the 2023–2025 reporting period, consolidating performance against defined key performance indicators (KPIs) and formally demonstrating the effectiveness of existing controls.

POPs Management

Across 2023–2025, Plasmine consistently achieved 100% performance across all POPs-related KPIs. All raw materials were screened prior to approval, all active suppliers were covered by POPs or restricted substances declarations, and every material or process change underwent chemical compliance review. No POPs non-compliances were identified, no corrective actions were required, and zero products containing POPs were confirmed during the reporting period. No POPs-related product recalls, withdrawals, or customer notifications occurred.

POPs Management KPIs				
KPI	2023	2024	2025	Progress
100% of raw materials screened for POPs prior to approval (Target 100%) yearly	100%	100%	100%	✓
100% of active suppliers covered by POPs or restricted substances declarations yearly	100%	100%	100%	✓
Zero cases of identified POPs non-compliance cases and corrective actions implemented yearly	0	0	0	✓
100% of material or process changes reviewed for chemical compliance yearly	100%	100%	100%	✓
Zero products containing POPs, yearly	0	0	0	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet





Product Use

Plasmine Technology is committed to ensuring that its products are used safely, responsibly, and in compliance with applicable health, safety, and environmental regulations throughout their intended use phase. Guided by its Product Use and Product Stewardship Policy, Plasmine maintains a systematic approach to managing customer health and safety risks, minimizing environmental impacts during product use, and supporting continuous improvement through regulatory oversight, customer communication, and cross-functional governance.

From 2023 through 2025, 100% of Plasmine products were supported by current Safety Data Sheets (SDSs), ensuring customers have accurate, up-to-date information on safe handling, use, and disposal. During this period, Plasmine reported zero product-related health, safety, or environmental incidents, meeting its annual target of zero incidents each year. In addition, Plasmine completed at least one documented product stewardship improvement review annually in 2024 and 2025, reinforcing its commitment to ongoing evaluation and enhancement of product safety and environmental performance.

Plasmine will continue to review product performance, regulatory developments, and customer feedback to strengthen product stewardship practices and support responsible product use across all markets.

Product Use

Product Use KPIs				
KPI	2023	2024	2025	Progress
100% of products supported by current SDSs yearly	100%	100%	100%	✓
Number of product-related health, safety, or environmental incidents, target 0 yearly	0	0	0	✓
Complete at least one documented product stewardship improvement review per year	0	1	1	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet





Product End-of-Life

Plasmine Technology is committed to responsible product stewardship across the full lifecycle of its products, including safe, compliant, and environmentally responsible end-of-life management. This commitment is formalized through Plasmine's End-of-Life Policy, which establishes expectations for managing products, materials, and packaging once they reach the end of their intended use.

Plasmine provides customers with clear end-of-life guidance through Safety Data Sheets (SDSs), product documentation, labeling, and technical support, enabling the safe handling, storage, and disposal of chemical products, residuals, and packaging materials. Where feasible and permitted, Plasmine supports reuse, recycling, or appropriate disposal of containers and packaging, and promotes the use of licensed and permitted waste management facilities to prevent improper environmental release.

In 2024 and 2025, Plasmine met all established end-of-life key performance targets. Plasmine completed at least one documented product stewardship improvement review each year, maintained 100% SDS coverage for all products, and reported zero product-related health, safety, or environmental incidents related to end-of-life management. These results demonstrate the effectiveness of Plasmine's stewardship practices and customer guidance.

Product End-of-Life

Product End-of-Life KPIs			
KPI	2024	2025	Progress
Complete at least one documented product stewardship improvement review per year	1	1	✓
100% of products supported by current SDSs yearly	100%	100%	✓
Zero product-related health, safety, or environmental incidents yearly	0	0	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

End-of-life considerations are integrated into Plasmine’s broader product stewardship, environmental protection, and continuous improvement efforts. Plasmine will continue to review disposal guidance, regulatory developments, and customer feedback to strengthen end-of-life management practices and support responsible product use as operations evolve.





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. Plasmine 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

- Maintain a product stewardship approach that supports customer health and safety
- Provide safety data sheets and product safety information for all products
- Support customers through training, technical guidance, and communication on safe product use
- Review customer feedback and safety-related inquiries to support continuous improvement

Customer Health and Safety

In 2024 and 2025, Plasmine achieved zero product recalls, meeting our annual KPI target and demonstrating the effectiveness of its product quality, formulation controls, and hazard management processes. In addition, 100% of products supplied were supported by current Safety Data Sheets (SDSs) in both years, ensuring customers have access to accurate information on safe handling, use, and disposal.

Plasmine continues to expand customer engagement and training efforts. In 2025, Plasmine provided product handling training to 43% of high-volume customers (>550,000 pounds per year), an improvement from 40% in 2024, though below Plasmine's annual target. Plasmine recognizes customer training as a critical component of safe product use and will continue to prioritize expanding training coverage in future years.

While a formal customer health and safety audit was just established in 2025, Plasmine has identified this as a key opportunity for strengthening oversight and continuous improvement. Planning for future audit implementation is underway as part of broader product stewardship and customer safety enhancements. Plasmine remains committed to advancing customer health and safety performance through expanded training, strengthened review processes, and continued monitoring as operations grow.



Customer Health and Safety

Customer Health and Safety KPIs

KPI	2024	2025	Progress
Zero product recalls every year	0	0	✓
Train 80% of high volume (>550,000 pounds per year) customers in product handling every year	40%	43%	⊗
Conduct a yearly customer health and safety audit	0	0	⊗
100% of products supplied with current safety data sheets	100%	100%	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

Environmental Services and Advocacy

Plasmine Technology is committed to supporting improved environmental performance across the product lifecycle through responsible design, customer engagement, and environmental advocacy. This commitment is formalized through Plasmine's Environmental Services and Advocacy Policy, which establishes a framework for integrating environmental considerations into product development, regulatory decision-making, and customer support.

In 2024 and 2025, Plasmine formalized new quantitative KPIs related to environmental innovation, life cycle assessment (LCA), and product carbon footprint. While no environmental improvement or innovation projects were completed during this initial period, and no products were supported by LCAs or product-level carbon footprints, these metrics represent newly established focus areas rather than declines in performance.

Plasmine recognizes the growing importance of product-level environmental transparency and customer support in reducing downstream environmental impacts. As groundwork for future progress, Plasmine finalized policy governance, assigned management responsibilities, and defined long-term targets, including providing life-cycle-based environmental impact assessments for 100% of products by 2028.



Environmental Services and Advocacy

Looking ahead, Plasmine plans to develop and implement a formal Environmental Services and Advocacy action plan in 2026, with an emphasis on identifying environmental improvement opportunities, advancing carbon footprint methodologies, and expanding services that help customers reduce their environmental impact. These efforts reflect Plasmine’s commitment to continuous improvement and its role in advancing sustainable outcomes across its value chain.

Environmental Services and Advocacy KPIs

KPI	2024	2025	Progress
Number of environmental improvement or innovation projects implemented annually (target 1 per year)	0	0	⊗
Provide life cycle analysis (LCA) or equivalent environmental impact assessments for 100% of products by 2028	0%	0%	⊗
Percentage of product portfolio with product carbon footprints	0%	0%	⊗

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

Biodiversity

While biodiversity policies are not formally required for Plasmine’s operations, Plasmine is proud to support local ecosystems through voluntary, hands-on initiatives. At the Bay Minette manufacturing site, Plasmine has introduced and expanded an on-site apiary and pollinator habitat as a practical way to promote biodiversity, support pollinator health, and engage employees with environmental stewardship—while enjoying the added benefit of local honey.



Biodiversity

In 2025, Plasmine expanded its pollinator program by increasing hive capacity and enhancing surrounding habitat. Approximately ¼ acre of land adjacent to the Bay Minette plant is now dedicated to pollinator-friendly vegetation, seeded with Alabama native wildflowers and planted with native black gum trees, which provide critical forage for bees and other pollinators. The habitat supports a diverse range of flowering species selected to provide nectar and pollen throughout the growing season.

In 2025, Plasmine had 10 bee hives as its primary apiary. Observations indicate robust hive performance, with several queens occupying up to 60% brood coverage in base hives. The most recent honey harvest, completed on June 28, 2025, yielded approximately 375 pounds (31.25 gallons) of honey.



Biodiversity

Beyond managed honeybees, the pollinator garden has attracted a variety of native bees, butterflies, and other insects, contributing to increased on-site species diversity. Pesticides are not used in the pollinator garden, and hive management relies on targeted treatments such as oxalic acid for varroa mite control, minimizing broader environmental impacts.

This biodiversity initiative has had a positive ripple effect on other species associated with increased pollinator activity. Deer tracks have been observed around the beehives and garden areas, indicating expanded wildlife presence. Killdeer have also nested within the garden, and their nesting site was clearly marked and protected from operational disturbance. In addition, Eastern kingbirds and mockingbirds have been observed using the garden area for perching, while green anoles have been seen utilizing the beehives as shelter. Overall, these observations reflect a notable increase in biodiversity sightings across the facility.

Plasmine views this initiative as a positive contribution to local biodiversity and a foundation for future informal tracking and storytelling, even in the absence of formal biodiversity requirements.





Biodiversity

Plasmine Technology's Biodiversity Snapshot	
Pollinator Habitat Area	~¼ acre dedicated to pollinator-friendly habitat at Bay Minette Manufacturing facility
Alabama Native Trees	Black gum trees (aka Tupelo Trees)
Alabama Native Wildflowers	Sulfur cosmos Lance-leaved coreopsis Indian blanket Lemon beebalm Scarlet sage Lindheimer's beeblossom Handsome Harry Hairy aster Southern dewberry Bigpod sesbania (nitrogen fixation plant as well!)
Pollinator Species Observed	Native bees (bumble bees and sweat bees) Spicebush swallowtail Eastern tiger swallowtail Eight-spotted forester moth Gulf fritillary

Governance & Ethics





Governance and Ethics

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:

- Regulatory compliance
- 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 2025, 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.

Regulatory Compliance

Plasmine Technology, Inc. maintains policies and processes to support compliance with applicable laws and regulations and to promote responsible business conduct. Regulatory compliance is governed through the Regulatory Compliance Policy, which establishes roles, responsibilities, and internal controls for identifying, assessing, and managing regulatory obligations across operations and the product lifecycle.

Regulatory developments are monitored on an ongoing basis, and potential impacts are evaluated using structured change management and risk mitigation processes. Employees with regulatory responsibilities receive appropriate training, and potential non-compliance is addressed through documented investigation and corrective action procedures. The effectiveness of the regulatory compliance framework is periodically reviewed and integrated into Plasmine's broader governance, risk management, and sustainability systems.

This approach supports compliance with legal and regulatory requirements, integrity in business conduct, and the protection of human health and the environment, in alignment with recognized governance and sustainability disclosure frameworks.





Corruption

Plasmine Technology Inc. is committed to conducting business with the highest standards of integrity, transparency, and ethical conduct in compliance with all applicable laws. 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:

- Maintaining a zero-tolerance approach to bribery, corruption, and facilitation payments
- Complying with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA)
- Promoting a culture of integrity, transparency, and accountability
- Ensuring employees understand their responsibilities through regular training and communication
- Providing safe, confidential, and non-retaliatory mechanisms for reporting concerns
- Conducting risk-based due diligence on relevant third parties
- Taking appropriate disciplinary and corrective action when violations occur

In 2023, 2024, and 2025, Plasmine recorded zero confirmed incidents of corruption, bribery, or whistleblowing. During this period, 100% of required background checks and screenings were completed, and 100% of employees were trained on the prevention of corruption and bribery, as well as Plasmine's whistleblower policy.

Corruption

Training completion is a defined key performance indicator (KPI) for Plasmine. In 2024, Plasmine met its corruption-related KPI by training 100% of new hires within 90 days of employment, a performance that was sustained in 2025.

To further strengthen its anti-corruption governance framework, Plasmine updated its metrics in 2024 to include a commitment to conducting corruption risk assessments for all operational sites on an annual basis. This activity is a defined KPI, with initial completion targeted for 2026. As of 2024 and 2025, progress is ongoing and data collection efforts are underway.

Corruption Metrics Table	2023	2024	2025
Number of confirmed corruption incidents	0	0	0
Number of bribery incidents	0	0	0
Number of whistleblowing incidents	0	0	0
Trained employees on prevention of corruption and bribery	100%	100%	100%
Trained employees on whistleblower policy	100%	100%	100%
% Background checks and screenings completed yearly	100%	100%	100%





Corruption

These policies, metrics, and KPIs reflect Plasmine’s commitment to ethical business conduct, internal controls, and transparency, and align with recognized governance and sustainability disclosure frameworks.

Corruption KPIs			
KPI	2024	2025	Progress
Train 100% of new hires within 90 days of employment on corruption	100%	100%	✓
Conduct corruption risk assessment for 100% of sites annually	0%	0%	✗

Legend: ✓ Met Goals, Δ In Progress, ✗ Did not Meet

Conflicts of Interest

Plasmine Technology, Inc. is committed to conducting business ethically, transparently, and in the best interests of Plasmine. Conflicts of interest arise when personal, financial, or other interests interfere, or appear to interfere, with an individual's ability to act in Plasmine's best interest. Plasmine property, confidential information, and business opportunities must never be used for personal gain.

All employees and managers are expected to avoid actual, potential, or perceived conflicts of interest and to promptly disclose any situation that may give rise to a conflict. Employees with questions or concerns are encouraged to seek guidance from management. Prior to engaging in any activity, transaction, or relationship that could create a conflict of interest, employees must obtain review and approval from their manager or the Administration department.

Plasmine Technology, Inc. maintains procedures to review, document, and appropriately manage disclosed conflicts and prohibits retaliation against individuals who raise concerns in good faith.





Conflicts of Interest

Plasmine Technology, Inc. is committed to preventing the occurrence of conflicts of interest through the following objectives and targets:

- Foster a culture of ethical decision-making and transparency
- Ensure employees understand how to identify, disclose, and manage conflicts of interest
- Promote accountability and integrity in all business relationships, including suppliers and partners
- Encourage early disclosure of potential conflicts without fear of retaliation
- Integrate conflict of interest management into overall corporate governance and risk management

In 2023, 2024, and 2025, Plasmine recorded zero confirmed incidents of undisclosed conflicts of interest. During this period, no conflicts of interest were disclosed, and therefore no reviews, mitigation measures, or resolutions were required. As a result, metrics related to the review and resolution of disclosed conflicts were not applicable for these reporting years.

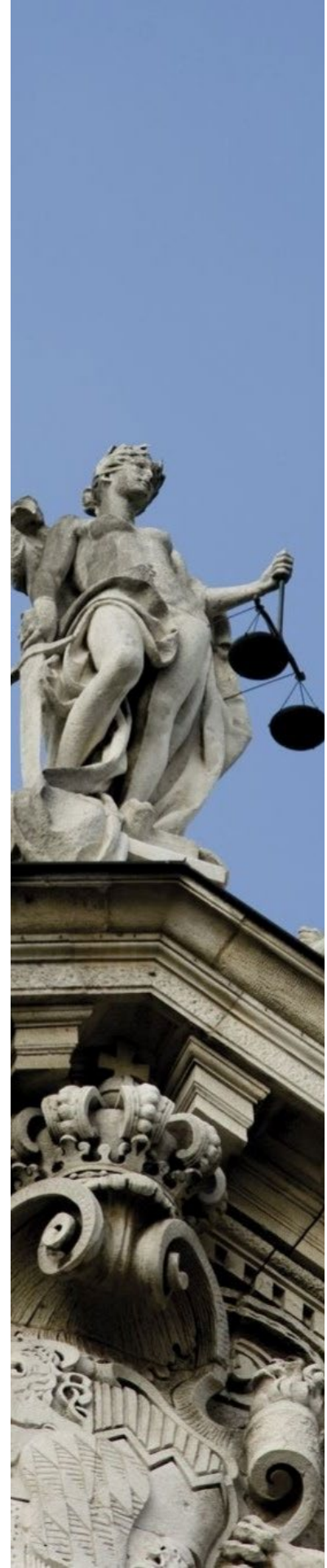
Employee training on conflicts of interest is a defined KPI. In 2023 and 2024, 100% of employees completed conflict of interest training, meeting the established target. In 2025, Plasmine intentionally reset its conflict of interest training program to implement a more robust and comprehensive training approach. As a result of this reset, training completion was 0% in 2025, with delivery planned as part of the updated program.

Conflicts of Interest

These metrics and KPIs reflect Plasmine’s commitment to transparency, prevention of undisclosed conflicts, and continuous improvement of governance controls, consistent with recognized sustainability and business conduct disclosure frameworks.

Conflict of Interest KPIs				
KPI	2023	2024	2025	Progress
Train 100% of employees on conflict of interest by 2027*	100%	100%	0% *Reset	⊗
Zero confirmed incidents of undisclosed conflicts of interest yearly	0	0	0	✓
100% of disclosed conflicts of interest are reviewed and documented	N/A	N/A	N/A	✓
100% of identified conflicts are resolved or mitigated within an appropriate timeframe	N/A	N/A	N/A	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet
* Training KPI reset in 2025





Fraud

Plasmine Technology, Inc. maintains a zero-tolerance approach to fraud, misconduct, and unethical behavior. This commitment is formalized through the Fraud Policy, which establishes expectations, reporting mechanisms, and controls to prevent, detect, and address fraud across the organization. Suspected fraud may be reported through multiple channels, and Plasmine prohibits retaliation against individuals who raise concerns in good faith. All reports are subject to prompt review and investigation, with corrective and preventive actions implemented as necessary.

In 2023, 2024, and 2025, Plasmine recorded zero substantiated cases of fraud, meeting its fraud-prevention KPI for each reporting year. No confirmed fraud incidents were identified during this period.

Training and awareness are core components of Plasmine's fraud prevention program. In 2023, 2024, and 2025, 100% of new employees completed fraud and ethics training within 30 days of hire, fully meeting this KPI across all years. This training covers fraud prevention, ethical conduct, reporting expectations, and non-retaliation protections.

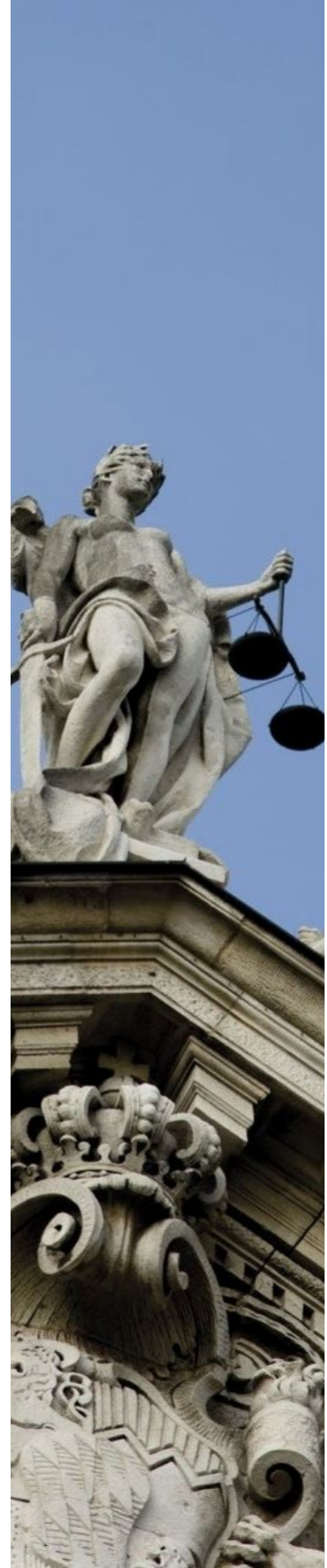
Fraud

A broader employee education KPI—educating 100% of employees on fraud topics by 2027—was met in 2023 and 2024. In 2025, Plasmine intentionally reset this KPI to support the rollout of a more comprehensive and updated fraud training program. As a result of this reset, reported completion for this KPI in 2025 was 0%, with revised training materials and delivery scheduled as part of the enhanced program.

Together, these policies, metrics, and KPIs support Plasmine’s commitment to ethical business conduct, transparency, and continuous improvement in fraud prevention, consistent with recognized sustainability and corporate governance disclosure frameworks.

Fraud KPIs				
KPI	2023	2024	2025	Progress
Zero substantiated cases of fraud yearly	0	0	0	✓
100% of new employees receive fraud and ethics training within 30 days of hire	100%	100%	100%	✓
Educate 100% of employees on fraud topics by 2027*	100%	100%	0% Reset	✗

Legend: ✓ Met Goals, Δ In Progress, ✗ Did not Meet
 * Training KPI reset in 2025





Money Laundering

Plasmine Technology, Inc. maintains a risk-based approach to preventing money laundering and related financial crimes, supported by its Money Laundering Policy. The policy establishes expectations, responsibilities, and controls designed to prevent Plasmine from knowingly engaging in, facilitating, or benefiting from illicit financial activities. Oversight is provided by management and integrated into Plasmine's broader governance and risk management framework.

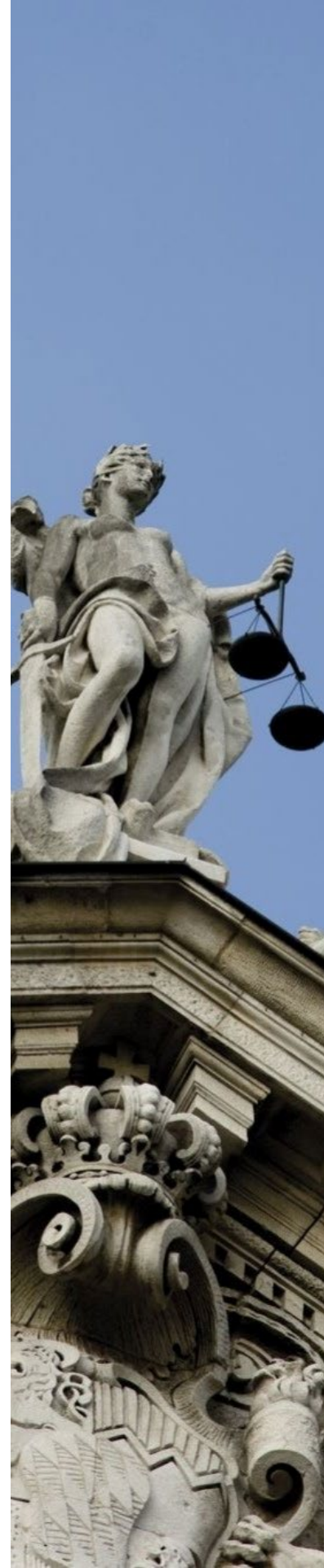
In 2023, 2024, and 2025, Plasmine recorded zero confirmed money laundering incidents, meeting its zero-incident KPI for all reporting years. No money laundering concerns were identified during this period.

Training and awareness are key components of Plasmine's prevention efforts. In 2023 and 2024, 100% of frontline employees completed money laundering training, meeting the established KPI. In 2025, Plasmine intentionally reset its money laundering training metric to align with updates to its ethics and compliance training framework. As a result of this reset, reported training completion for 2025 was 0%, with enhanced training materials and delivery planned as part of the updated program.

Money Laundering

To further strengthen oversight as Plasmine’s sustainability management system (SMS) matures, Plasmine formally added a yearly money laundering risk assessment to its KPI framework in late 2025. While no assessment was conducted during the 2025 reporting period, Plasmine has committed to completing its first documented money laundering risk assessment in 2026, with results to be reported thereafter.

Together, these policies, KPIs, and actions reflect Plasmine’s commitment to ethical business conduct, financial transparency, and continuous improvement in anti-money laundering controls, consistent with recognized sustainability and governance disclosure frameworks.



Money Laundering KPIs

KPI	2023	2024	2025	Progress
Zero money laundering incidents yearly	0	0	0	✓
Train 100% of frontline employees on money laundering yearly*	100%	100%	0% Reset	⊗
Conduct a yearly money laundering risk assessment**	N/A	N/A	No	✗

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

* Training KPI reset in 2025

** Set in 2025 to be completed in 2026

A vertical photograph on the left side of the page shows a classical stone statue of Lady Justice. She is depicted as a woman with her eyes blindfolded, holding a pair of scales in her left hand and a sword in her right. The statue is positioned on a decorative architectural base. The background is a clear blue sky.

Information Security

Plasmine Technology, Inc. is committed to protecting the confidentiality, integrity, and availability of information used across its business operations. This commitment is formalized through the Information Security Policy, which establishes principles, responsibilities, and controls for safeguarding Plasmine, employee, customer, and business partner information.

In 2025, one information security incident involving an employee was recorded, compared to zero incidents in 2024. The issue was identified and resolved immediately, and corrective actions were taken. As a result, all employees underwent upgraded information security training to strengthen awareness and prevent recurrence.

Cybersecurity training completion declined year over year, from 48% in 2024 to 36% in 2025, remaining below the annual target of 80%. Long-term strategic KPIs—including training 100% of employees in information security and conducting information security risk assessments for all sites by 2027—were initiated in 2025 but show no completion yet, as planned for a multi-year rollout.

Overall, while short-term KPIs were not met in 2025, the identified incident prompted immediate remediation and organizational-wide improvements that support progress toward the 2027 information security objectives.

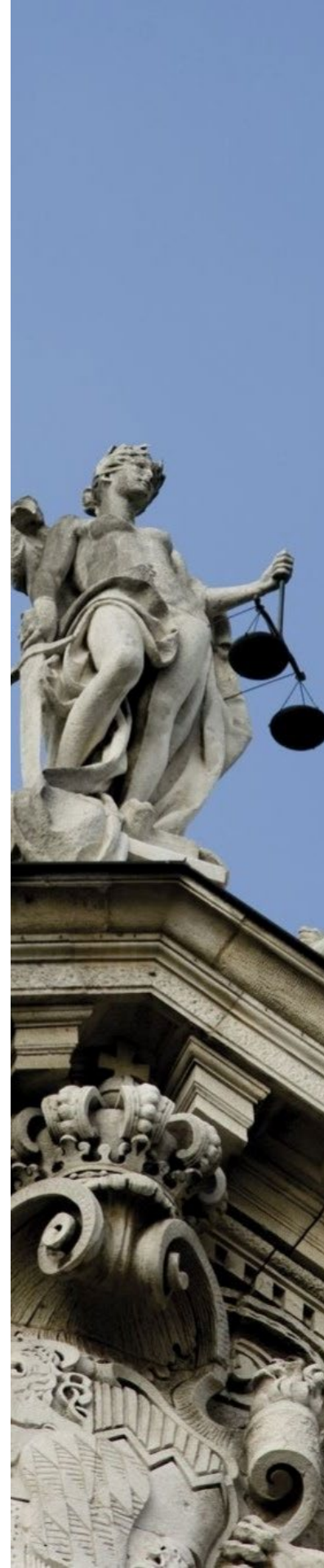
Information Security

Plasmine has established a KPI to conduct information security risk assessments for 100% of operational sites by 2027. As of 2025, no formal site-level assessments have been completed, and this activity remains in progress as part of the evolving information security program.

These policies, metrics, and forward-looking commitments reflect Plasmine’s ongoing efforts to strengthen information security, manage cyber risks in a proportionate manner, and continuously improve controls as the organization’s sustainability management system matures.

Information Security KPIs			
KPI	2024	2025	Progress
Zero information security incidents yearly	0	1	⊗
Yearly target ≥ 80% completion of online cybersecurity training	48%	36%	⊗
100% of employees trained in information security by 2027*	N/A	0%	⊗
Conduct information security risk assessment for 100% of sites by 2027	N/A	0%	⊗


Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet
 * Training KPI reset in 2025







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
- Child and forced labor
- Diversity, equity, and inclusion
- Career management
- Community engagement

Here, we will discuss our policy, the measures and metrics we collected for 2025, our KPIs, and how we successfully met them. 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 employees. To accomplish this, the attention, commitment, and cooperation of every employee is necessary.

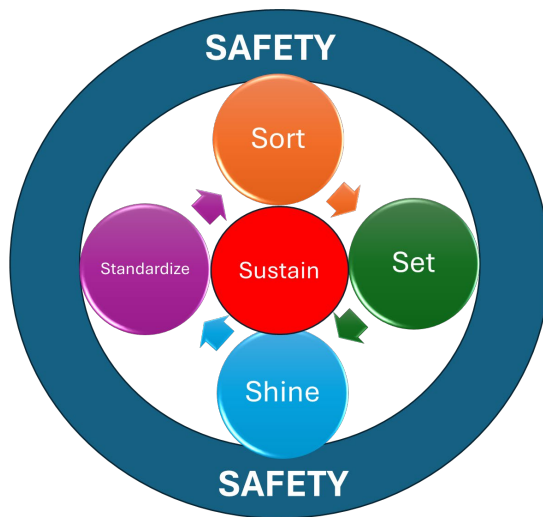
Plasmine Technology, Inc.'s safety and health program is based upon the following principles:

- 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.
- Plasmine 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

Our approach to health and safety is grounded in shared responsibility, open communication, and continuous improvement. Working safely is an expectation for everyone at Plasmine, and every employee is encouraged to look out for their own safety and the safety of others. Employees have the right to speak up, enforce safety rules, and report concerns, knowing their voice contributes to a safer workplace. Plasmine provides the training, personal protective equipment, and clear guidance needed to support safe work practices, while proactively identifying and correcting potential hazards. Safety is reinforced through continuous learning, employee participation, and cross-department collaboration, including engagement through the Company Safety Committee (SCOM4) to drive ongoing improvement and transparency.



Employee Health and Safety

EHS Metrics Table	2024	2025
Total hours worked	115,606	129,001
Total miles driven by sales fleet	421,695	341,570
% employee participation in safety training modules yearly	100%	97%
Participation rate - Hazard Recognitions	100%	96%
Participation rate - Positive Safety Contacts	100%	95%
Participation rate - Supporting Reply to HazRec/PSC	N/A	92
Yearly 6S Audit scores	88.7	92.7%
Incidents	2024	2025
Number of work-related accidents	0	0
Number of car accidents	0	0
Environmental Incidents	1	0
Number of days lost to work related injuries, fatalities, and ill health	0	0
Lost time injury (LTI) frequency rate for direct workforce	0	0
Lost time injury (LTI) frequency rate for temporary workers	0	0
Lost time injury (LTI) severity rate for direct workforce	0	0
Lost time injury (LTI) severity rate for temporary workers	0	0

Safety Performance and Incidents

In 2024 and 2025, Plasmine reported zero work-related accidents, zero lost-time injuries, zero vehicle accidents, and zero fatalities, meeting all applicable incident-based KPIs. The total recordable incident rate (TRIR) and lost time incident rate (LTIR) remained at 0.00% for both years, well below established thresholds.





Employee Health and Safety

Plasmine recorded one environmental incident in 2024, with zero environmental incidents in 2025, meeting the zero-incident KPI for the most recent reporting year. No days were lost to work-related injuries, illnesses, or fatalities in either year, and no injuries occurred among direct or temporary workers.

Employee health and safety exposure is actively monitored. Total hours worked increased from 115,606 hours in 2024 to 129,001 hours in 2025, while total miles driven by the sales fleet decreased from 421,695 miles to 341,570 miles, reducing transportation-related risk exposure.

Training, PPE, and Employee Participation

Training and employee engagement are central to Plasmine’s safety program. In 2024 and 2025, 100% of employees were trained on health and safety requirements, and 100% of employees requiring personal protective equipment (PPE) were provided with PPE and trained in its proper use.

PPE Metrics Table	2023	2024	2025
% of employees who need PPE	100%	100%	100%
% of employees with PPE	100%	100%	100%
% of employees trained on H/S	100%	100%	100%

Employee Health and Safety

Participation in safety programs remained high, reflecting a strong safety culture:

- Safety training module participation: 100% (2024), 97% (2025)
- Hazard Recognition participation: 100% (2024), 96% (2025)
- Positive Safety Contact participation: 100% (2024), 95% (2025)
- Supporting responses to Hazard Recognition and Positive Safety Contacts: Introduced in 2025 with 92% participation

One KPI—100% participation in behavior-based safety reporting programs—was narrowly missed in 2025, with participation at 96%. This result reflects growing program maturity and tracking rigor rather than reduced engagement and will remain an area of focus for continuous improvement.

Audits, Oversight, and Continuous Improvement

Plasmine conducts regular employee safety audits using its 6S audit program. Audit scores improved year over year, increasing from 88.7% in 2024 to 92.7% in 2025, exceeding the KPI threshold of 85%. These audits address housekeeping, unsafe conditions, behaviors, and operational controls, with corrective actions tracked and completed.



Employee Health and Safety

All recordable incidents, if they occur, are documented, reviewed, and reported in accordance with applicable occupational health and safety laws and internal procedures. In both 2024 and 2025, 100% of recordable incidents were documented and reviewed, meeting KPI requirements.

Employee participation is further supported through the SCOM4 employee-led safety committee, which includes rotating representatives from all departments. The committee meets regularly to identify risks, recommend improvements, and support safety initiatives.

Sales Fleet Safety Highlight: In 2024 and 2025, Plasmine's sales team collectively drove more than 760,000 miles with zero vehicle accidents, demonstrating strong adherence to safe-driving practices and effective risk management for off-site operations.

Plasmine Technology, Inc. Corporate EHS Summary Scorecard												
KPI Category	KPI	Unit	2025 Q1	2025 Q2	2025 Q3	2025 Q4	Month December	Rolling 1 Year	Industry Standard	Mindset Target	2025 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	≤ 1.80	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	≤ 0.80	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	≤ 0.30	0	G	→
ENVIRONMENTAL	# Environmental Incidents	Number (> \$1000 cost)	0	0	0	0	0		0	0	G	→
LEADING INDICATORS												
BEHAVIOR BASED SAFETY	Participation rate - Hazard Recognitions	% (1 per employee per quarter)	100	100	100	85		96	100	100	Y	↓
	Participation rate - Positive Safety Contacts	% (1 per employee per quarter)	100	100	100	79		95	100	100	Y	↓
	Participation rate - Supporting Reply to HazRec/PSC	% (1 per employee per quarter)	100	100	100	69		92	100	100	Y	↓
6S	Audit scores	%	91.0	96.4	93.6	89.6		92.7	≥ 89	100	G	↓
SAFETY TRAINING/ MODULES	Participation rate	%	100	100	100	89		97	100	100	Y	↓

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.

Commitment to Safety Excellence

Together, these policies, metrics, and outcomes demonstrate Plasmine Technology's strong safety performance, proactive risk management, and commitment to continuous improvement. As operations expand and exposure increases, health and safety governance will continue to evolve to ensure the protection of employees, contractors, and the environment.



Employee Health and Safety

Employee Health and Safety KPIs

KPI	2024	2025	Progress
Yearly total recordable incident rate \leq 2.0%	0%	0%	✓
Yealy lost time incident rate \leq 1.4%	0%	0%	✓
Zero vehicle accidents yearly	0	0	✓
Zero environmental incidents yearly	1	0	✓
100% participation in behavior-based safety reporting programs yearly	100%	96%	⊗
100% employee participation in safety training modules yearly	100%	100%	✓
Yearly 6S Audit scores \geq 85%	88.7%	92.7%	✓
100% of recordable incidents are documented and reviewed in accordance with applicable occupational health and safety reporting and recordkeeping requirements	100%	100%	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

Working Conditions

Plasmine Technology, Inc. is committed to providing safe, fair, and respectful working conditions that support employee well-being, engagement, and long-term development. This commitment is formalized through the Working Conditions Policy which addresses wages, working hours, benefits, health and safety, employee development, and continuous improvement of labor practices.

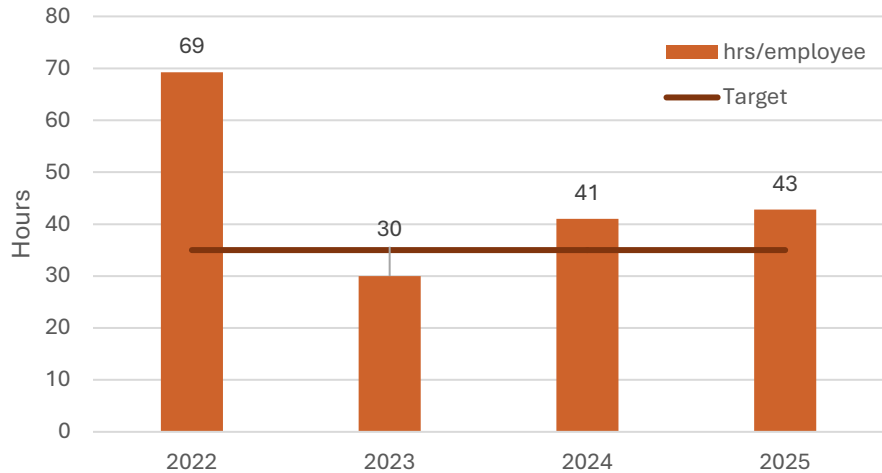
In 2025, Plasmine achieved a key milestone by completing annual performance reviews for 100% of employees, from 20% in 2024. This initiative supports structured feedback, professional development, and employee engagement across the organization.

Plasmine invests in continuous learning and skills development as a core component of workforce development. In 2025, Plasmine formally established a target of 35 training hours per employee annually. The training hours target was informed by [industry research on workforce development practices in the chemical and manufacturing sectors](#). This research indicates typically employees receive between approximately 28 and 40 hours of formal training per year. In both 2024 and 2025, Plasmine exceeded its established KPI, with average training hours per employee totaling 41 and 43 hours, respectively.



Working Conditions

Training Hours per Employee



In 2025, Plasmine conducted its first formal living wage assessment covering all employees. The assessment confirmed that 100% of employees were paid a living wage based on applicable geographic benchmarks, fully meeting this KPI. This milestone reinforces Plasmine’s commitment to fair compensation, competitive wages, and responsible employment practices.

Together, these outcomes demonstrate strong progress in strengthening working conditions, advancing workforce development, and aligning employment practices with responsible business expectations as Plasmine’s sustainability management system continues to mature.

Working Conditions

Working Conditions KPIs					
KPI	2022	2023	2024	2025	Progress
Complete annual performance reviews for 100% employees	N/A	N/A	20%	100%	✓
Target 35 hours of training per employee yearly	69	30	41	43	✓
Conduct a yearly living wages assessment, target 100% paid a living wage	N/A	N/A	N/A	100%	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet





Child and Forced Labor

Plasmine Technology, Inc. is committed to preventing child labor, forced labor, compulsory labor, and human trafficking across its operations and supply chain. This commitment is formalized through the Child and Forced Labor Policy, which establishes expectations, governance, and due diligence processes aligned with applicable labor laws and internationally recognized human rights standards.

In 2024 and 2025, Plasmine recorded zero confirmed cases of child or forced labor, meeting its zero-incident KPI for both reporting years. All employees are verified to be above the legal working age and company operations are subject to applicable labor law oversight.

In 2025, Plasmine expanded and strengthened supply chain KPIs related to child and forced labor. As these more rigorous metrics were newly introduced, several—including supplier screening, onboarding assessments, procurement training, and Supplier Code of Conduct adoption—were not met in their first year. These results reflect elevated expectations rather than identified incidents.

Child and Forced Labor

In 2026, Plasmine will begin implementing these enhanced controls as part of its maturing sustainability management system. Supplier engagement, training, risk screening, and Code of Conduct adoption are expected to increase, with a target of 90% of Tier 1 suppliers signing the Supplier Code of Conduct by the end of 2026.

These actions demonstrate Plasmine’s commitment to responsible sourcing, proactive human rights due diligence, and continuous improvement across its value chain.

Child and Forced Labor KPIs			
KPI	2024	2025	Progress
Zero confirmed cases of forced/child labor yearly	0	0	✓
100% of new suppliers assessed for forced/child labor prior to onboarding yearly	0%	0%	✗
100% of Tier 1 suppliers screened yearly for child and forced labor risk	N/A	0%	✗
100% of procurement employees trained on child and forced labor risks	N/A	5%	✗
90% of Tier 1 suppliers sign Supplier Code of Conduct by the end of 2026	N/A	0%	✗

Legend: ✓ Met Goals, Δ In Progress, ✗ Did not Meet





Diversity, Equity, and Inclusion

Plasmine Technology, Inc. is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with dignity, fairness, and respect. This commitment is formalized through the Diversity, Equity, and Inclusion Policy, which establishes expectations for equal opportunity, nondiscrimination, respect, and a harassment-free work environment across all employment practices, including recruitment, hiring, promotion, compensation, training, and termination.

Plasmine maintains clear quantitative KPIs to support accountability. In 2024 and 2025, 100% of employees completed training on diversity, discrimination, and harassment, fully meeting the established training KPI. During the same period, Plasmine recorded zero confirmed cases of discrimination or harassment, meeting its zero-incident KPI for both reporting years.

Workforce composition metrics are monitored to better understand representation and trends over time. In 2025, there were a total of 57 full time employees. Women represented 19% of the workforce, consistent with prior years, while representation of women in upper management positions increased significantly to 42%, up from 27% in 2024. This change reflects progress in leadership representation and internal advancement.

Diversity, Equity, and Inclusion

Plasmine also tracks age distribution as part of workforce diversity monitoring. In 2025, the median employee age was 38.8 years, with 12% of employees under 25, 70% between 25 and 55, and 18% over 55, indicating a multi-generational workforce with a balance of early-career, mid-career, and experienced employees.

DEI Metrics				
	2022	2023	2024	2025
% Women	18%	17%	20%	19%
% Women in Upper Management Positions	N/A	N/A	27%	42%
Median age (years)	N/A	46.1	43.00	38.80
Age range				
<25 years	N/A	6%	13%	12%
25-55 years	N/A	73%	73%	70%
>55 years	N/A	21%	14%	18%
Number of discrimination or harassment cases	0	0	0	0
% of trained employees in discrimination & harassment	100%	100%	100%	100%





Diversity, Equity, and Inclusion

Together, these policies, metrics, and outcomes demonstrate Plasmine’s commitment to equal employment opportunity, fair treatment, and fostering an inclusive workplace culture. As Plasmine’s sustainability management system continues to mature, DEI data and governance processes will continue to support transparency, accountability, and continuous improvement.

DEI KPIs			
KPI	2024	2025	Progress
100% of employees trained on diversity, discrimination, and harassment yearly	100%	100%	✓
Zero cases of discrimination or harassment yearly	0	0	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

Career Management

Effective career management is essential to workforce stability, operational resilience, and long-term sustainability. In 2026, Plasmine formalized its approach through the Career Management Policy, which establishes principles and practices to support employee development, internal advancement, training, and workforce continuity.

Onboarding, Training, and Development

Plasmine maintains structured onboarding and training requirements to ensure employees are competent and prepared for their roles. In 2024 and 2025, 100% of new hires completed role-specific onboarding and safety training within 30 days, meeting the established KPI in both years.

Ongoing training also supports career development and retention. As described in the Working Conditions section, Plasmine established a target of 35 training hours per employee annually based on internal analysis and external industry benchmarks. This target was exceeded in both 2024 (41 hours) and 2025 (43 hours), reflecting continued investment in skills development, safety, and regulatory compliance.





Career Management

Workforce Stability and Retention

Employee tenure and turnover are tracked annually as key indicators of workforce stability. In 2025, Plasmine reported a median employee tenure of 4.4 years, with a workforce composition spanning early-career, mid-career, and long-tenured employees. Over half of employees had fewer than five years of service, while approximately 30% had more than ten years of service, supporting both adaptability and institutional knowledge retention.

Career Management Metrics Table			
	2023	2024	2025
Employee Tenure:			
Median (years)	6.7	6.1	4.4
<5 years	38%	46%	53%
Between 5 and 10 years	29%	25%	18%
between 10 and 20 years	23%	21%	21%
20 + years	10%	7%	9%
Employee Turnover Rate	8.6%	11.5%	10.6%
Number of internal promotions	N/A	4	4

Career Management

Plasmine also monitors employee turnover against an externally informed benchmark. Based on [labor statistics for the chemical manufacturing sector](#)—where average annual turnover typically ranges from approximately 14% to 22%—Plasmine established a target turnover rate of $\leq 14\%$.

In 2024, Plasmine recorded a turnover rate of 11.5%, which improved further to 10.6% in 2025, remaining below the benchmark target in both years.

Internal Advancement and Career Progression

Plasmine supports internal advancement where feasible to retain organizational knowledge and promote employee engagement. In 2024 and 2025, Plasmine recorded four internal promotions each year, demonstrating continued opportunities for career progression within the organization.

Continuous Improvement

Career management metrics and practices are reviewed periodically as part of management review and SMS continuous improvement activities. As this is a newly formalized pillar within Plasmine's sustainability reporting, metrics and targets are expected to evolve as workforce planning, training programs, and internal mobility processes continue to mature.



Career Management

Together, these policies, metrics, and outcomes reflect Plasmine’s commitment to building a skilled, engaged, and stable workforce that supports safe operations, regulatory compliance, and long-term sustainability.


Career Management KPIs			
KPI	2024	2025	Progress
100% of new hires complete role specific onboarding and safety training within 30 days	100%	100%	✓
Track employee tenure yearly	yes	yes	✓
Track employee turnover rate yearly, target ≤ 14%	11.5%	10.6%	✓

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet

Community Engagement

Thanksgiving Support for Valerie's House

This Thanksgiving season, Plasmine Technology came together in the spirit of generosity to support Valerie's House, a nonprofit organization dedicated to helping children and families navigate the grief of losing a loved one. Their mission—to ensure that no child grieves alone—deeply resonates with our values and commitment to uplifting our community.



Plasmine Gives Back:


Holiday Hope for Valerie's House

Join Our Donation Drive for Valerie's House!


Help support children and families in need by purchasing supplies through the link below

Each item purchased makes a difference – and as a special thank-you, your name will be entered into a raffle for an **upgrade to a suite at the hotel during our Holiday Event!**

Together, we can spread hope, joy, and the love of reading this holiday season



Donation Period
November 1st - November 26th



LINK TO AMAZON REGISTRY
PLEASE ENTER YOUR NAME SO IT CAN BE ENTERED INTO THE RAFFLE

Valerie's House Donation Drive 2025



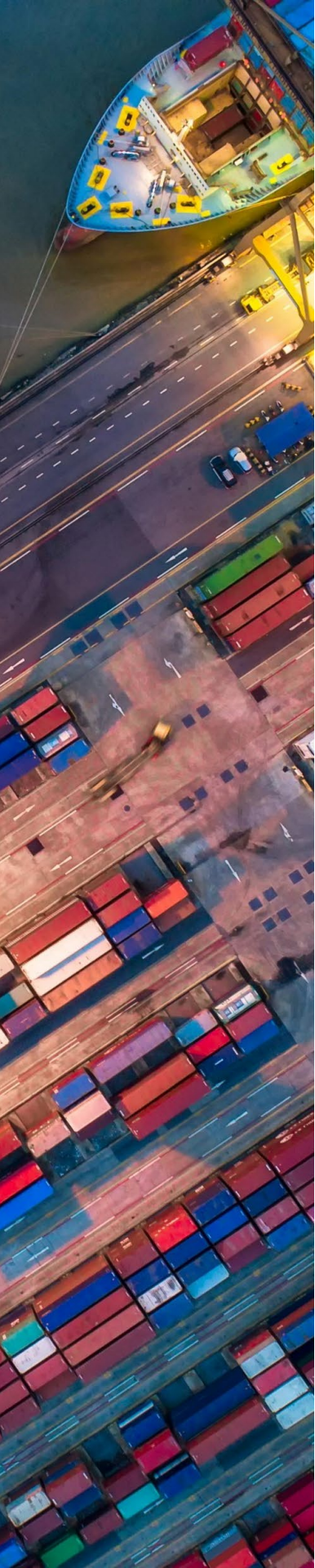
Community Engagement

Valerie’s House offers open ended peer support groups and activities designed to help children heal in a safe, compassionate environment. Founded on the vision of Angela Melvin, who experienced childhood grief herself, the organization has grown since opening its doors in 2016 in Fort Myers and expanded to Pensacola in 2020. Today, it continues to serve as a comforting space where children and families can share their experiences, find strength in one another, and rebuild hope together.

As part of our efforts, we proudly donated \$500 in books and supplies with an additional \$500 to support the children and programs at Valerie’s House. Plasmine’s donation will help expand their resources for healing, reflection, and peer connection. Thank you to everyone who contributed and embraced the spirit of kindness this season. Your generosity helps bring comfort, connection, and healing to children who need it most.



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
- Climate, water, and resource management
- Responsible Sources of conflict mineral
- Responsible land use and deforestation free sourcing
- Responsible sourcing of palm oil

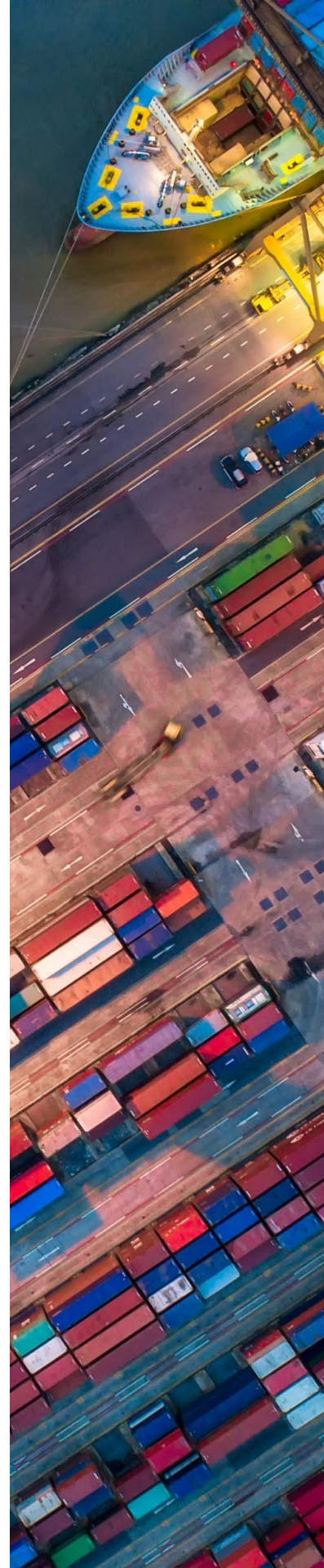
Within this section, we will present our policy framework, share the measures and metrics collected for 2024, highlight our KPIs, and demonstrate how we successfully met these goals. These efforts establish a strong, sustainable foundation that enables long-term growth and stewardship.

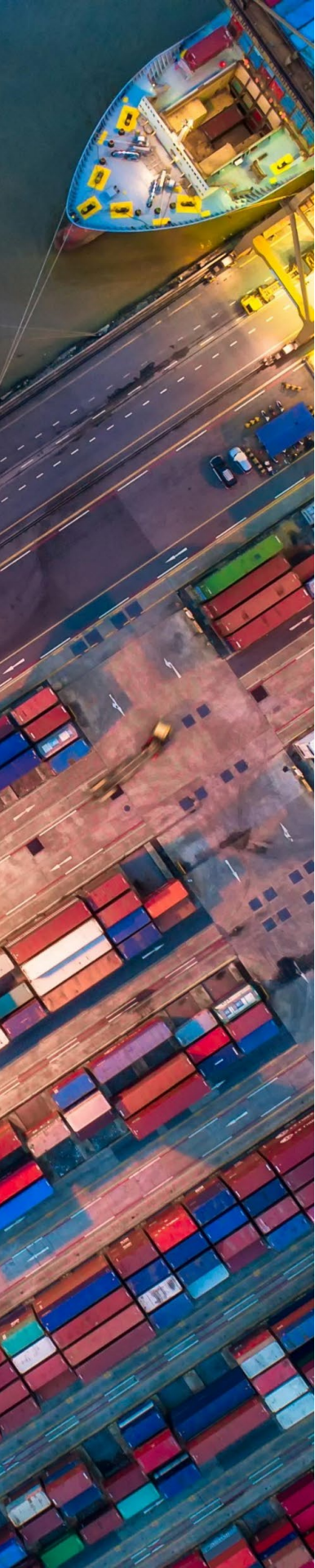
Sustainable Procurement : Environmental Management and Human and Labor Rights

Plasmine Technology, Inc. is committed to integrating environmental, labor, and human rights considerations into procurement decisions across the supplier lifecycle. This commitment is formalized through the Sustainable Procurement Policy: Environmental Management and Human and Labor Rights , which establishes a unified framework for responsible sourcing that complements traditional procurement criteria such as quality, cost, reliability, and lead time.

The policy applies to all procurement activities related to raw materials, components, products, and services and includes environmental impact, labor and human rights practices, ethical sourcing, and region- or material-specific risks—are evaluated using a risk-based approach, with increased scrutiny applied to higher-risk suppliers.

Plasmine prioritizes suppliers with established environmental management systems and labor and human rights management systems and strongly favors recognized third-party certifications where applicable. Suppliers are expected to align with Plasmine’s Supplier Code of Conduct, which sets minimum standards for environmental protection, labor and human rights, health and safety, and ethical business practices.





Sustainable Procurement : Environmental Management and Human and Labor Rights

Training and Supplier Due Diligence

As part of strengthening sustainable procurement governance, Plasmine established quantitative KPIs with a target year of 2027. In 2024 and 2025, 5% of the procurement team completed training on environmental supply chain issues, and 9% completed training on labor and human rights risks. These results reflect the early stages of program rollout and the formalization of training requirements rather than full implementation.

Plasmine also established a KPI to achieve sustainability screening or audits for 100% of raw material and product suppliers by 2027, based on risk level. No supplier screenings or audits were completed in 2024 or 2025, as supplier due diligence processes, tools, and prioritization criteria were under development.

Program Maturity and Continuous Improvement

The sustainable procurement framework was significantly strengthened in 2025 and early 2026 through the development of formal policies, governance roles, Supplier Code of Conduct integration, and defined KPIs. These foundational actions mark a transition from qualitative expectations to measurable, risk-based due diligence.

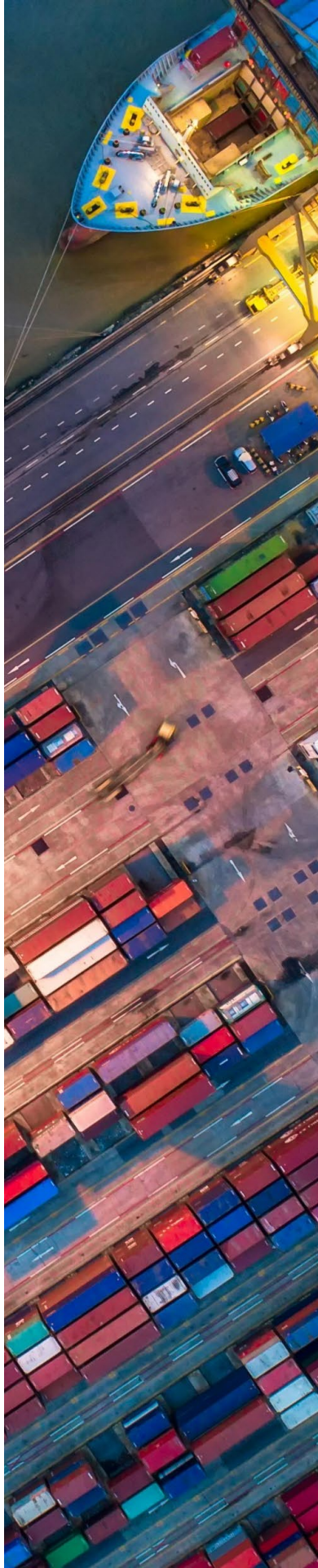
Looking ahead, Plasmine will focus on expanding procurement team training, implementing supplier risk screening, and initiating sustainability assessments and audits as appropriate. Progress against these KPIs will be tracked and disclosed annually as part of Plasmine's sustainability reporting.

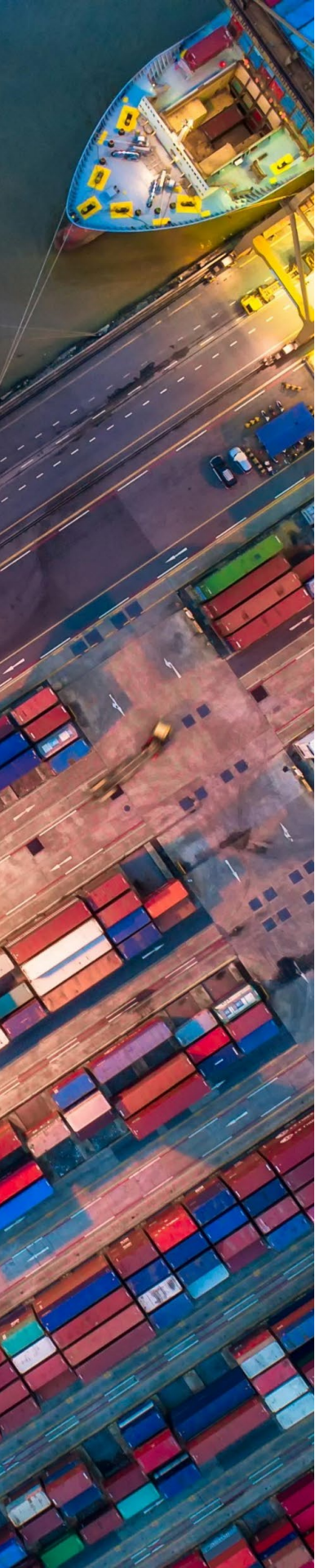
Sustainable Procurement : Environmental Management and Human and Labor Rights

Together, these policies, metrics, and forward-looking commitments demonstrate Plasmine’s intent to build a responsible and resilient supply chain while continuing to mature its sustainability management system.

Environmental Management and Human and Labor Rights KPIs			
KPI	2024	2025	Progress
Train 100% of the procurement team on environmental supply chain issues by 2027	5%	5%	⊗
Train 100% of the procurement team on supply chain labor and human rights issues by 2027	9%	9%	⊗
Achieve sustainability screening or audits for 100% of raw material and product suppliers by 2027, based on risk level	0%	0%	⊗

Legend: ✓ Met Goals, Δ In Progress, ⊗ Did not Meet





Climate, Water, and Resource Stewardship

Plasmine Technology, Inc. recognizes the importance of climate, water, and resource stewardship within its value chain and is committed to integrating these considerations into procurement decisions as its sustainability management system continues to mature. In 2026, Plasmine established a new Climate, Water, and Resource Stewardship Policy as part of its broader Sustainable Procurement framework, marking a foundational step toward more structured environmental supply chain oversight.

The policy applies to the sourcing of raw materials, components, products, and services and covers employees, managers, and business partners within the United States. Governance and oversight are jointly managed by the Purchasing and Logistics Supervisor, R&D Manager, and Regulatory Manager, with responsibilities including supplier evaluation, sustainability data review, due diligence coordination, and external reporting.

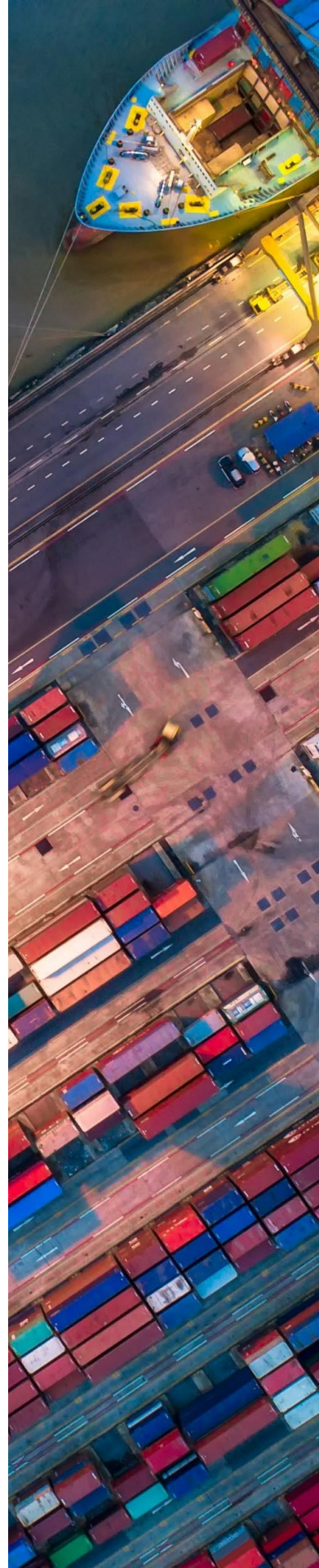
Plasmine uses a risk-based approach to incorporate climate, water, chemical, and resource considerations alongside traditional procurement criteria such as quality, cost, reliability, and lead time. Where feasible, preference may be given to suppliers demonstrating responsible management of greenhouse gas emissions, energy use, water consumption, wastewater discharges, and chemical substances associated with supplied products. Suppliers are also expected to align with Plasmine's Supplier Code of Conduct, which establishes minimum standards for environmental management, labor and human rights, health and safety, and ethical business practices.

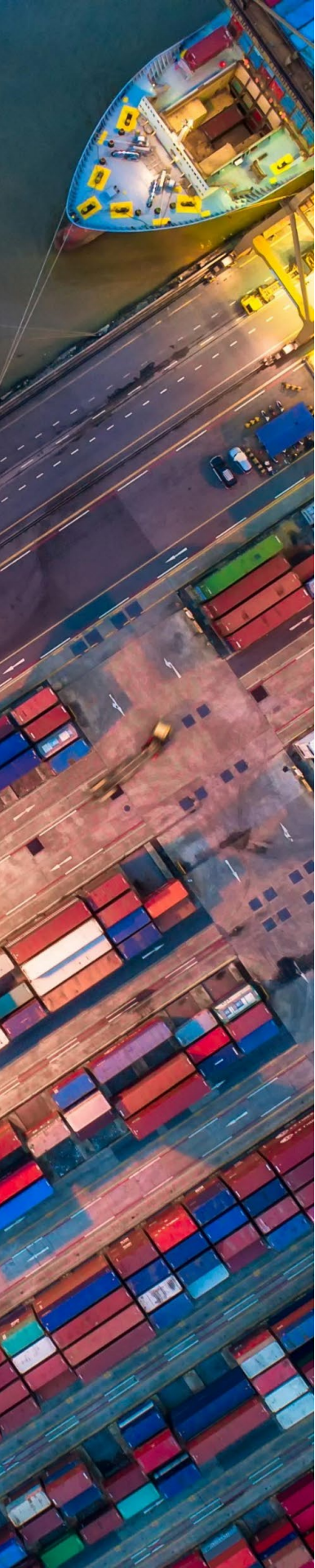
Climate, Water, and Resource Stewardship

As part of this emerging program, Plasmine has established qualitative and quantitative objectives to guide future implementation. These include encouraging suppliers to measure and manage environmental resource impacts, increasing transparency around climate- and resource-related risks in the supply chain, and integrating climate, water, and resource stewardship criteria into supplier evaluations based on materiality and risk.

Quantitative targets related to supplier data collection, screening, and sustainability assessments have been defined; however, end dates and detailed implementation thresholds are still under development. During the current reporting year, Plasmine focused on establishing governance structures, policy alignment, and data-tracking approaches. As supplier engagement processes, systems, and data availability improve, Plasmine intends to increase the percentage of suppliers providing environmental resource data and to use this information to inform procurement decisions and continuous improvement initiatives.

This policy and associated objectives represent an important early step in strengthening Plasmine's environmental stewardship across its supply chain. Progress will be monitored and disclosed through future sustainability reporting as the program continues to evolve.





Conflict Minerals

Plasmine Technology, Inc. is committed to responsible sourcing practices that prevent the use of conflict minerals and support ethical supply chains. This commitment is formalized through the Responsible Sourcing of Conflict Minerals Policy, which addresses tin, tantalum, tungsten, and gold (3TG) as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

Plasmine does not intentionally use 3TG in its products or manufacturing processes. Although Plasmine's operations fall outside the scope of mandatory SEC Rule 13p-1 reporting, Plasmine voluntarily maintains a documented conflict minerals screening and due diligence program to provide transparency and assurance to customers, stakeholders, and regulators.

Due Diligence and Audit Process

Plasmine conducts a yearly conflict minerals audit and due diligence review, supported by a documented raw material screening process. All raw materials and product components are reviewed for material composition and country or region of origin. Supplier documentation, including declarations and certifications, is collected and retained, with additional verification required if sourcing or composition changes occur.

Conflict Minerals

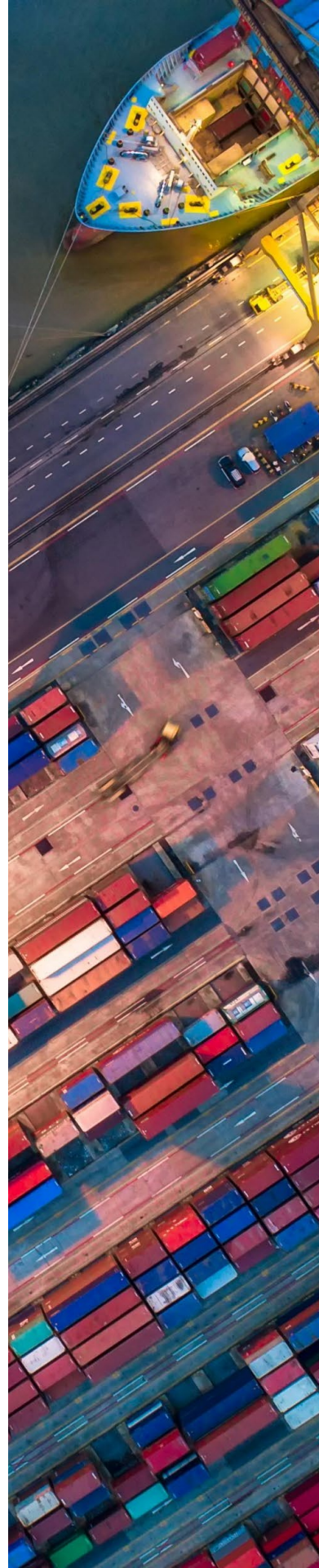
In 2024 and 2025, Plasmine completed its annual conflict minerals audit and due diligence report, meeting the relevant KPI. In 2025, 100% of product components were audited, and 100% of suppliers certified that their products did not contain conflict minerals. No materials were found to originate from the Democratic Republic of the Congo or adjoining countries, and no smelters or refiners associated with 3TG were identified within the supply chain.

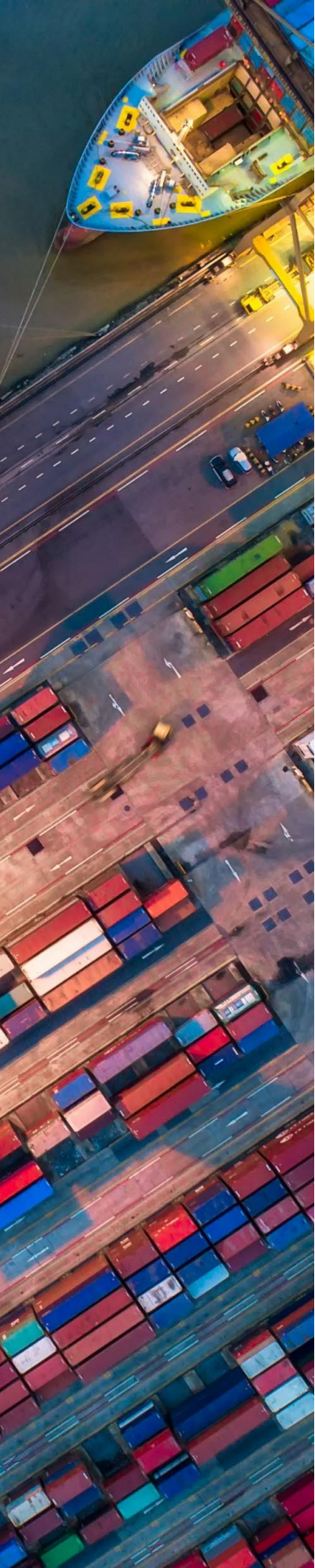
As a result of this review, Plasmine's products were determined to be conflict-mineral-free, and zero products containing conflict minerals were identified during the reporting period.

Training, Records, and Continuous Improvement

Plasmine maintains 100% retention of conflict minerals records, meeting KPI requirements each year. A procurement training KPI has been established with a target of 100% of the procurement team trained on conflict minerals by 2027. As of 2025, 5% of the procurement team completed conflict minerals training, reflecting early-stage implementation of the training program.

Conflict minerals screening and due diligence activities are reviewed annually and integrated into broader sustainable procurement governance. Findings are documented and disclosed through the Annual Sustainability Report, and processes will continue to evolve as regulatory expectations and supplier engagement mature.





Conflict Minerals

Together, these policies, audits, and KPIs demonstrate Plasmine Technology’s commitment to maintaining a conflict-free supply chain, supporting responsible sourcing, and ensuring transparency throughout its procurement practices.

Conflict Minerals KPI				
KPI	2023	2024	2025	Progress
Conduct a yearly conflict minerals audit and due diligence report	No	Yes	Yes	✓
100% of all product components audited for conflict minerals	100%	100%	100%	✓
100% of all product components audited for conflict minerals yearly	100%	100%	100%	✓
100% of procurement team trained on Conflict Minerals by 2027	0%	0%	5%	✗
100% Records retained yearly	100%	100%	100%	✓

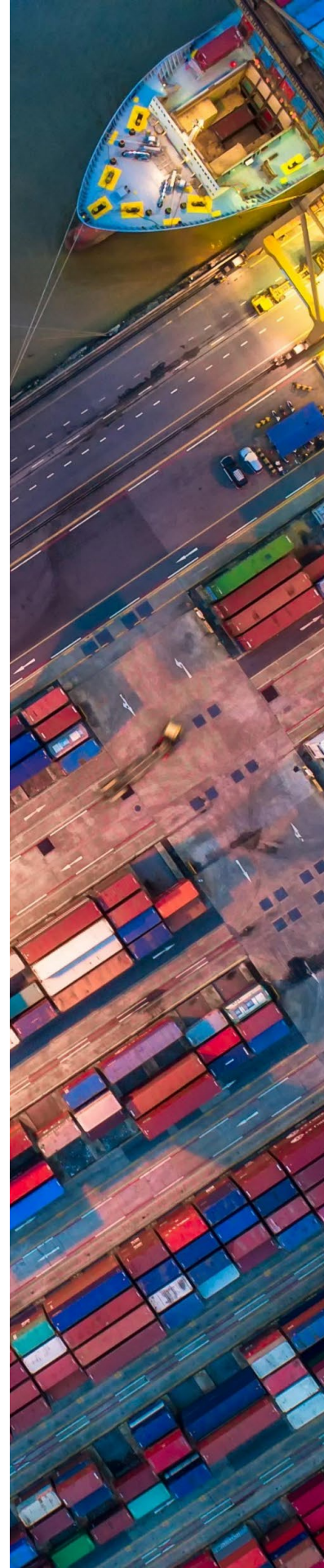
Legend: ✓ Met Goals, Δ In Progress, ✗ Did not Meet

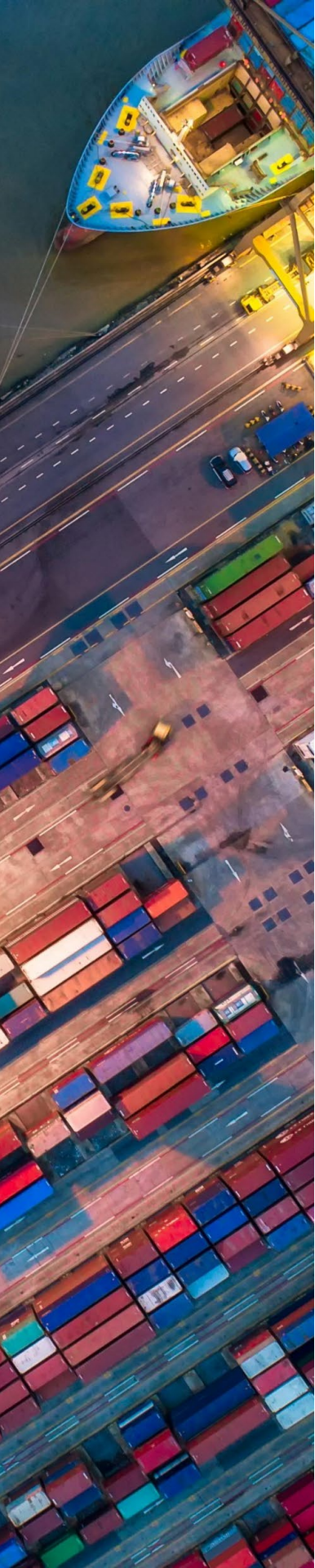
Responsible Land Use and Deforestation Free Sourcing

Plasmine Technology, Inc. is committed to responsibly managing land-use and deforestation risks within its supply chain. This commitment is formalized through the Responsible Land Use and Deforestation-Free Sourcing Policy, which was introduced as part of the continued expansion of Plasmine’s sustainable procurement framework. The policy reflects Plasmine’s recognition that deforestation and ecosystem conversion pose significant environmental, social, and climate-related risks.

The policy applies to raw materials, components, and packaging materials that may be associated with land-use change or deforestation, including timber, paper, packaging materials, agricultural derivatives, and other plant-based materials. Palm oil and palm oil derivatives are addressed separately through a material-specific sourcing policy.

Plasmine applies a risk-based approach to identify, assess, and manage deforestation-related risks across its supply chain. Where higher risk materials, suppliers, or regions are identified, enhanced due diligence may be applied. This approach is designed to promote responsible land use, biodiversity protection, and greater transparency while remaining proportionate to Plasmine’s supply chain profile and purchasing activities.





Responsible Land Use and Deforestation Free Sourcing

As part of this emerging program, Plasmine has established qualitative objectives to avoid knowingly sourcing materials linked to deforestation or ecosystem degradation, encourage responsible land-use practices among suppliers, and integrate deforestation considerations into supplier evaluations where feasible. Quantitative objectives—including supplier risk identification, sustainability screening, and deforestation-related due diligence—have also been defined; however, specific KPIs, targets, and implementation timelines are still under development.

During the current reporting period, Plasmine focused on establishing governance structures, defining scope, and embedding land-use considerations into broader sustainable procurement processes. As systems, supplier engagement, and data availability continue to mature, Plasmine intends to further formalize KPIs and expand monitoring and reporting related to deforestation-free sourcing.

This policy represents an important early step in strengthening Plasmine’s environmental stewardship and supports Plasmine’s broader commitment to responsible sourcing and sustainable supply chain management.

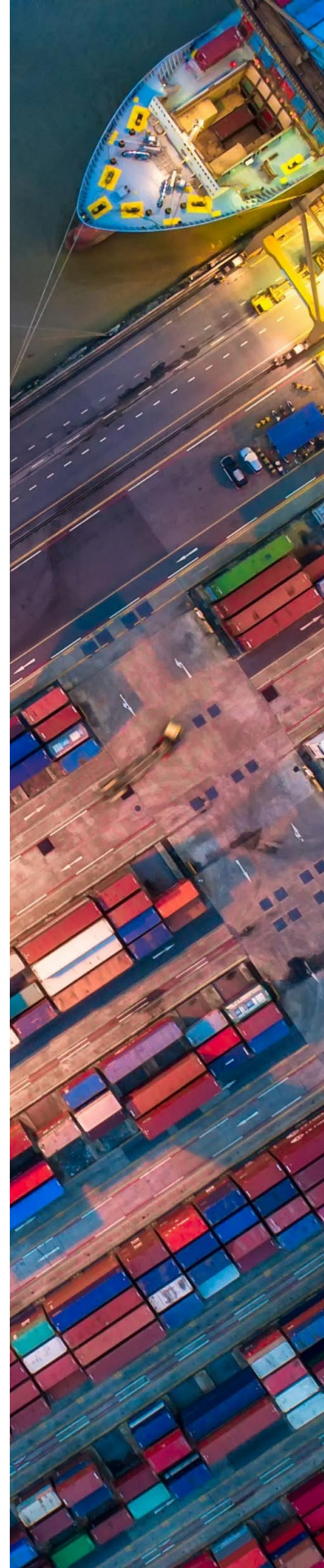
Responsible Palm Oil Sourcing

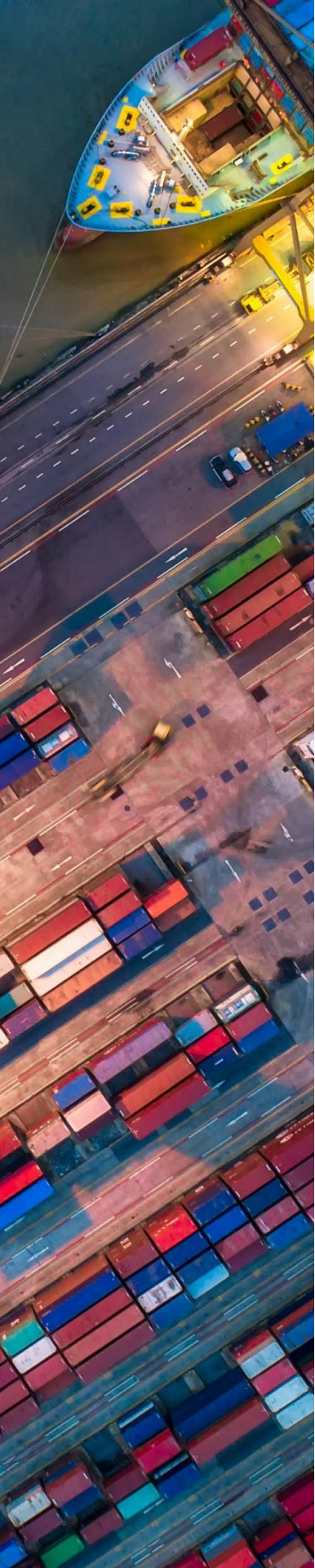
Plasmine Technology, Inc. is committed to avoiding the negative environmental, social, and human rights impacts associated with unsustainable palm oil production. This commitment is formalized through the Responsible Palm Oil and Palm Oil Derivatives Sourcing Policy, which establishes expectations and controls for identifying, assessing, and managing palm oil-related risks within Plasmine’s supply chain.

Plasmine’s goal is to avoid sourcing raw materials that contain palm oil or palm oil derivatives where feasible. If palm oil derivatives are present, suppliers are required to disclose their use and, where applicable, provide third-party sustainability certifications such as those issued by the Roundtable on Sustainable Palm Oil (RSPO). Palm oil sustainability risks were first formally assessed in 2023, in response to customer expectations and emerging supply-chain transparency initiatives.

Supply Chain Risk Profile and Performance

Plasmine conducts annual internal audits of all product components to identify the presence of palm oil and palm oil derivatives. In 2023, 2024, and 2025, 100% of product components were audited, meeting the relevant KPI in each reporting year.





Responsible Palm Oil Sourcing

Plasmine’s risk exposure related to palm oil has decreased significantly over time. In 2023, 10 of 51 products (20%) contained palm oil derivatives. This declined to 2 of 22 products (9%) in 2024 and remained at 2 of 25 products (8%) in 2025, reflecting product portfolio changes and increased scrutiny of raw material composition.

Plasmine has established a quantitative target of zero products containing uncertified palm oil or derivatives by 2030. While this target has not yet been fully achieved, the sustained reduction in affected products demonstrates progress toward long-term risk mitigation.

Certification, Audits, and Continuous Improvement

As of 2025, no products containing palm oil derivatives were certified under RSPO or equivalent schemes. This reflects the limited and declining use of palm oil derivatives within Plasmine’s product portfolio, as well as ongoing engagement with suppliers to confirm material composition and sourcing practices.

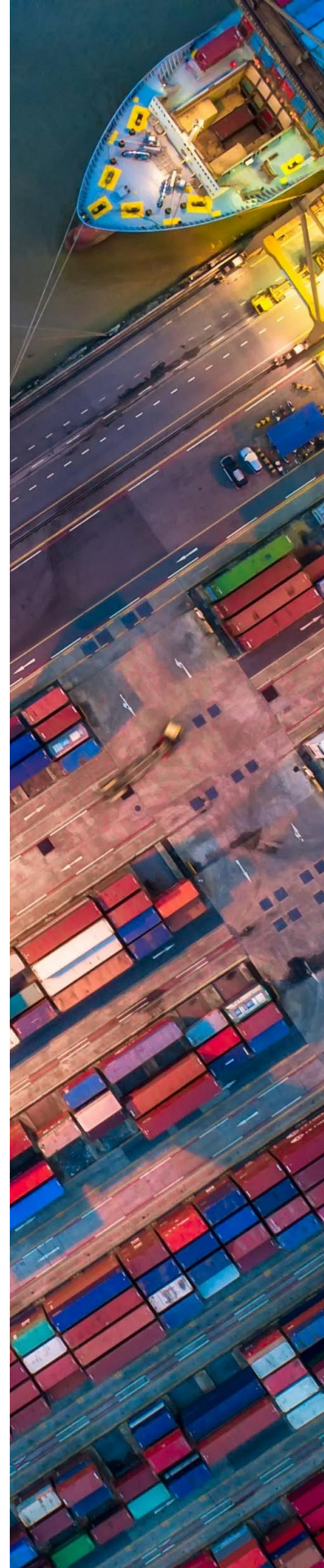
Annual audits of palm oil–related materials are conducted and documented, and 100% of records are retained in accordance with internal governance requirements. Where palm oil derivatives are identified, suppliers are required to notify Plasmine of any changes in composition or sourcing, triggering additional review as needed.

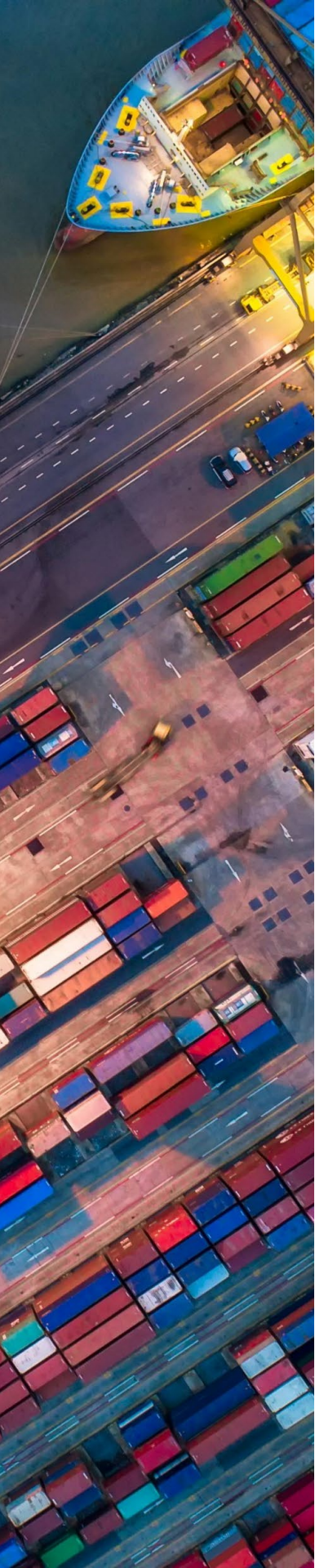
Responsible Palm Oil Sourcing

Palm oil and deforestation risks are managed as part of Plasmine’s broader sustainable procurement and responsible land-use framework, using a risk-based approach proportionate to material use and supply-chain exposure.

As the sustainability management system continues to mature, Plasmine intends to further refine KPIs, supplier engagement, and certification expectations related to palm oil sourcing. Progress will continue to be monitored and disclosed through future sustainability reporting.

Responsible Palm Oil Sourcing Metrics Table			
	2023	2024	2025
Total number of products	51	22	25
Number of Palm oil derivative containing products	10	2	2
% of products that have palm oil/derivative	20%	9%	8%
# of products with RSPO certification	0	0	0





Responsible Palm Oil Sourcing

Palm Oil KPIs				
KPI	2023	2024	2025	Progress
100% of all product components audited for palm oil and derivatives	100%	100%	100%	✓
Zero products containing uncertified palm oil and derivatives by 2030	10	2	2	△
Conduct annual internal audits of materials containing palm oil or derivatives	Yes	Yes	Yes	✓

Legend: ✓ Met Goals, △ In Progress, ⊗ Did not Meet

Performance Metrics: Key Performance Indicators (KPIs)



Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Energy Usage KPIs

KPI	2024	2025	Progress
Reduce absolute Scope 1 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	4,387 tCO ₂ e BASELINE	5,834 tCO ₂ e 33% ↑	⊗
Reduce absolute Scope 2 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	1,119.7 tCO ₂ e BASELINE	1,208 tCO ₂ e 8% ↑	⊗
Reduce absolute Scope 3 GHG emissions by 42% by 2030 from a 2024 base year, in alignment with near-term science-based targets	110,979 tCO ₂ e BASELINE	131,456 tCO ₂ e 18% ↑	⊗
Reduce Scope 1 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	0.1018 BASELINE	0.0821 19% ↓	△
Reduce Scope 2 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	0.026 BASELINE	0.017 35% ↓	△
Reduce Scope 3 Intensity Emissions (tCO ₂ eq/metric ton product) by 40% by 2030	2.576 BASELINE	1.851 28% ↓	△
Track total energy consumption across all facilities yearly	Yes	Yes	✓
Track and monitor energy and emissions intensity metrics	Yes	Yes	✓

Key Performance Indicators (KPIs)

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Air Quality KPIs

KPI	2024	2025	Progress
Reduce air emissions to 2024 baseline year by 30% by 2030 (metric tons)	11.5 BASELINE	12.8 12% ↑	⊗
Reduce air emissions intensity per production unit to 2024 baseline year 35% by 2030 (g emissions per pound of product)	0.121 BASELINE	0.082 32% ↓	✓
Zero air permit exceedances or regulatory violations yearly	0	0	✓

Water KPIs

KPI	2024	2025	Progress
Reduce total (absolute) water usage by 5% yearly	7,681,176 BASELINE	14,868,593 94% ↑	⊗
Reduce total (absolute) process water usage by 5% yearly	4,333,982 BASELINE	9,756,127 125% ↑	⊗
Reduce total water intensity usage by 5% yearly	0.0809 BASELINE	0.0950 17% ↑	⊗
Maintain product-embedded water intensity of 0.03 (gallons/pounds of product)	0.035 BASELINE	0.033 Yes	✓
Reduce process water intensity by 5% yearly	0.046 BASELINE	0.062 17% ↑	⊗

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Materials, Chemicals, and Waste KPIs

KPI	2024	2025	Progress
Maintain ≥85–90% reduction in hazardous waste relative to the 2024 baseline yearly	5,388 BASELINE	675 87% ↓	✓
Reduce non-hazardous waste to 2024 baseline year	3,381,118 BASELINE	4,909,135 45% ↑	⊗
Reduce non-hazardous waste intensity 30% to 2024 baseline year by 2030 (pounds non-hazardous waste/pounds production)	0.0356 BASELINE	0.0314 21%	△

POPs Management KPIs

KPI	2023	2024	2025	Progress
100% of raw materials screened for POPs prior to approval (Target 100%) yearly	100%	100%	100%	✓
100% of active suppliers covered by POPs or restricted substances declarations yearly	100%	100%	100%	✓
Zero cases of identified POPs non-compliance cases and corrective actions implemented yearly	0	0	0	✓
100% of material or process changes reviewed for chemical compliance yearly	100%	100%	100%	✓
Zero products containing POPs, yearly	0	0	0	✓

Key Performance Indicators (KPIs)

Legend:
 ✓ Met Goals
 Δ In Progress
 ⊗ Did not Meet

Product Use KPIs

KPI	2023	2024	2025	Progress
100% of products supported by current SDSs yearly	100%	100%	100%	✓
Number of product-related health, safety, or environmental incidents, target 0 yearly	0	0	0	✓
Complete at least one documented product stewardship improvement review per year	0	1	1	✓

Product End-of-Life KPIs

KPI	2024	2025	Progress
Complete at least one documented product stewardship improvement review per year	1	1	✓
100% of products supported by current SDSs yearly	100%	100%	✓
Zero product-related health, safety, or environmental incidents yearly	0	0	✓

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Customer Health and Safety KPIs

KPI	2024	2025	Progress
Zero product recalls every year	0	0	✓
Train 80% of high volume (>550,000 pounds per year) customers in product handling every year	40%	43%	⊗
Conduct a yearly customer health and safety audit	0	0	⊗
100% of products supplied with current safety data sheets	100%	100%	✓

Environmental Services and Advocacy KPIs

KPI	2024	2025	Progress
Number of environmental improvement or innovation projects implemented annually (target 1 per year)	0	0	⊗
Provide life cycle analysis (LCA) or equivalent environmental impact assessments for 100% of products by 2028	0%	0%	⊗
Percentage of product portfolio with product carbon footprints	0%	0%	⊗

Key Performance Indicators (KPIs)

Legend:
 ✓ Met Goals
 △ In Progress
 ⊗ Did not Meet

Corruption KPIs

KPI	2024	2025	Progress
Train 100% of new hires within 90 days of employment on corruption	100%	100%	✓
Conduct corruption risk assessment for 100% of sites annually	0%	0%	⊗

Conflict of Interest KPIs

KPI	2023	2024	2025	Progress
Train 100% of employees on conflict of interest by 2027*	100%	100%	0% *Reset	⊗
Zero confirmed incidents of undisclosed conflicts of interest yearly	0	0	0	✓
100% of disclosed conflicts of interest are reviewed and documented	N/A	N/A	N/A	✓
100% of identified conflicts are resolved or mitigated within an appropriate timeframe	N/A	N/A	N/A	✓

Fraud KPIs

KPI	2023	2024	2025	Progress
Zero substantiated cases of fraud yearly	0	0	0	✓
100% of new employees receive fraud and ethics training within 30 days of hire	100%	100%	100%	✓
Educate 100% of employees on fraud topics by 2027*	100%	100%	0% Reset	⊗

* Training KPI reset in 2025



Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Money Laundering KPIs

KPIs	2023	2024	2025	Progress
Zero money laundering incidents yearly	0	0	0	✓
Train 100% of frontline employees on money laundering yearly*	100%	100%	0% Reset	⊗
Conduct a yearly money laundering risk assessment**	N/A	N/A	No	X

* Training KPI resent in 2025, ** Set in 2025 to be completed in 2026

Information Security KPIs

KPI	2024	2025	Progress
Zero information security incidents yearly	0	1	⊗
Yearly target ≥ 80% completion of online cybersecurity training	48%	36%	⊗
100% of employees trained in information security by 2027*	N/A	0%	⊗
Conduct information security risk assessment for 100% of sites by 2027	N/A	0%	⊗

Key Performance Indicators (KPIs)

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Employee Health and Safety KPIs

KPI	2024	2025	Progress
Yearly total recordable incident rate ≤ 2.0%	0%	0%	✓
Yearly lost time incident rate ≤ 1.4%	0%	0%	✓
Zero vehicle accidents yearly	0	0	✓
Zero environmental incidents yearly	1	0	✓
100% participation in behavior-based safety reporting programs yearly	100%	96%	⊗
100% employee participation in safety training modules yearly	100%	100%	✓
Yearly 6S Audit scores ≥ 85%	88.7%	92.7%	✓
100% of recordable incidents are documented and reviewed in accordance with applicable occupational health and safety reporting and recordkeeping requirements	100%	100%	✓

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Working Conditions KPIs

KPI	2022	2023	2024	2025	Progress
Complete annual performance reviews for 100% employees	N/A	N/A	20%	100%	✓
Target 35 hours of training per employee yearly	69	30	41	43	✓
Conduct a yearly living wages assessment, target 100% paid a living wage	N/A	N/A	N/A	100%	✓

Child and Forced Labor KPIs

KPI	2024	2025	Progress
Zero confirmed cases of forced/child labor yearly	0	0	✓
100% of new suppliers assessed for forced/child labor prior to onboarding yearly	0%	0%	⊗
100% of Tier 1 suppliers screened yearly for child and forced labor risk	N/A	0%	⊗
100% of procurement employees trained on child and forced labor risks	N/A	5%	⊗
90% of Tier 1 suppliers sign Supplier Code of Conduct by the end of 2026	N/A	0%	⊗

Key Performance Indicators (KPIs)

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

DEI KPIs			
KPI	2024	2025	Progress
100% of employees trained on diversity, discrimination, and harassment yearly	100%	100%	✓
Zero cases of discrimination or harassment yearly	0	0	✓

Career Management KPIs			
KPI	2024	2025	Progress
100% of new hires complete role specific onboarding and safety training within 30 days	100%	100%	✓
Track employee tenure yearly	yes	yes	✓
Track employee turnover rate yearly, target ≤ 14%	11.5%	10.6%	✓

Legend:

✓ Met Goals

△ In Progress

⊗ Did not Meet

Key Performance Indicators (KPIs)

Environmental Management and Human and Labor Rights KPIs

KPI	2024	2025	Progress
Train 100% of the procurement team on environmental supply chain issues by 2027	5%	5%	⊗
Train 100% of the procurement team on supply chain labor and human rights issues by 2027	9%	9%	⊗
Achieve sustainability screening or audits for 100% of raw material and product suppliers by 2027, based on risk level	0%	0%	⊗

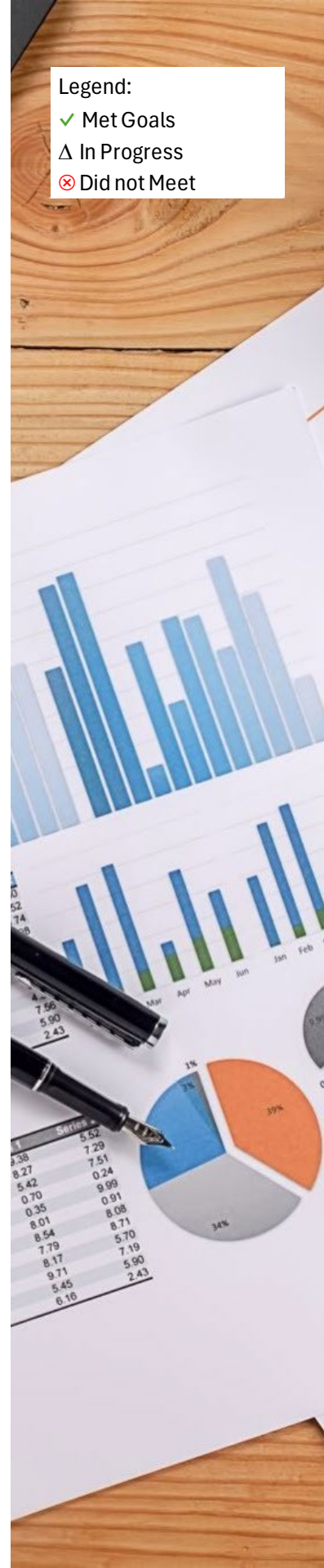
Palm Oil KPIs

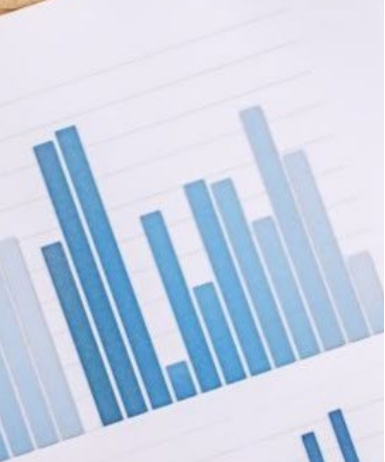
KPI	2023	2024	2025	Progress
100% of all product components audited for palm oil and derivatives	100%	100%	100%	✓
Zero products containing uncertified palm oil and derivatives by 2030	10	2	2	△
Conduct annual internal audits of materials containing palm oil or derivatives	Yes	Yes	Yes	✓

Key Performance Indicators (KPIs)

Legend:
 ✓ Met Goals
 Δ In Progress
 ✗ Did not Meet

Conflict Minerals KPI				
KPI	2023	2024	2025	Progress
Conduct a yearly conflict minerals audit and due diligence report	No	Yes	Yes	✓
100% of all product components audited for conflict minerals	100%	100%	100%	✓
100% of all product components audited for conflict minerals yearly	100%	100%	100%	✓
100% of procurement team trained on Conflict Minerals by 2027	0%	0%	5%	✗
100% Records retained yearly	100%	100%	100%	✓





Series	Value
1	5.52
2	7.29
3	7.51
4	0.24
5	9.99
6	0.91
7	8.08
8	8.71
9	5.70
10	7.19
11	5.90
12	2.43
13	6.10

Case Studies & Success Stories

A photograph showing several people's hands pointing at architectural blueprints spread out on a table. The scene is a workshop or office setting, with various papers, a pen, and a roll of paper visible. The lighting is soft and focused on the documents.

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 transition from establishing our expanded manufacturing capabilities into a period of operational stability, Plasmine Technology is well positioned to build on a strong sustainability foundation. With our baseline year defined and key performance indicators (KPIs) fully established, our focus now turns toward continuous improvement, measurable impact, and long-term value creation.

We will continue to track, report, and refine sustainability metrics while driving performance against our established KPIs. In parallel, we remain committed to pursuing relevant external certifications to validate our progress and align with leading industry standards.

A significant milestone in this journey is the completion of our Science Based Targets initiative (SBTi) analysis. We are preparing for formal submission of these targets, reinforcing our commitment to climate-aligned emissions reductions and transparent accountability.

Looking ahead, our efforts will expand beyond facility-level performance to include more comprehensive product-level insights. This includes advancing product carbon foot printing capabilities and enhancing lifecycle transparency across our operations.

Plasmine Technology's Future Outlook

In addition, we are working toward third-party verification of our greenhouse gas (GHG) inventory, further strengthening the credibility and rigor of our environmental reporting.

With a solid foundation now in place, Plasmine Technology is entering a new phase focused on forward-looking innovation, expanded sustainability scope, and continuous improvement. We are energized by the momentum we have built and remain committed to driving meaningful progress across every aspect of our operations.



Call to Action

With the completion of our 2025 Sustainability Report, we remain focused on strengthening, maturing, and continuously improving our Sustainability Management System. We welcome and value feedback from all our stakeholders and invite open dialogue as we learn, adapt, and refine our approach. By working collaboratively and transparently, we can align around shared goals and continue building a more sustainable future—together.





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
Caprylic 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	Stearamidopropyl dimethylamine
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



GRI Content Index

Plasmine Technology, Inc. – 2025 Sustainability Report
 This report has been prepared in accordance with the
 GRI Standards 2021 (Core).



GRI 2: General Disclosures

GRI Standard	Disclosure	Page #
2-1	Organizational details	Pg. 16
2-2	Entities included	Pg. 21
2-3	Reporting period	Pg. 2, 7
2-4	Restatements of information	Pg. 31
2-5	External assurance	Not reported
2-6	Activities, value chain	Pg. 16, 110
2-7	Employees	Pg. 100-101
2-8	Non-employee workers	Not reported
2-9	Governance structure	Pg. 70
2-10	Nomination/selection	Not reported
2-11	Chair of governance	Not reported
2-12	Role of governance in sustainability	Pg. 70
2-13	Delegation of responsibility	Pg. 12
2-14	Senior decision-maker statement	Pg. 11-14

GRI Content Index

GRI 2: General Disclosures, continued

GRI Standard	Disclosure	Page #
2-15	Conflicts of interest	Pg. 75-77
2-16	Communication of concerns	Pg. 72
2-17	Governance knowledge	Not reported
2-18	Governance evaluation	Not reported
2-19	Remuneration policies	Not reported
2-20	Remuneration process	Not reported
2-21	Pay ratio	Not reported
2-22	Strategy statement	Pg. 11-14, 18-21
2-23	Policy commitments	Pg. 28, 70, 110
2-24	Embedding policies	Pg. 70
2-25	Remediation processes	Pg. 71
2-26	Whistleblowing mechanisms	Pg. 72
2-27	Compliance with laws	Pg. 71
2-28	Membership associations	Not reported
2-29	Stakeholder engagement	Pg. 23, 140
2-30	Collective bargaining	Not reported



GRI Content Index

GRI 3: Material Topics

GRI Standard	Disclosure	Page #
3-1	Materiality process	Pg. 22-25
3-2	Material topics list	Pg. 24
3-3	Management approach	Throughout report

GRI 200: Governance Topics

GRI Standard	Disclosure	Page #
205: Anti-Corruption	205-1 Risk assessments	Pg. 73 (not completed)
	205-2 Training	Pg. 72-74
	205-3 Incidents	Pg. 73
206: Anti-Competitive Behavior	206-1 Legal actions	Pg. 73 (no incidents reported)

GRI 300: Environmental Topics

GRI Standard	Disclosure	Page #
302: Energy	302-1 Energy consumption	Pg. 29-38
	302-3 Energy intensity	Pg. 32, 36-38

GRI Content Index

GRI 300: Environmental Topics		
GRI Standard	Disclosure	Page #
305: Emissions	305-1 Scope 1	Pg. 32, 33
	305-2 Scope 2	Pg. 32, 33
	305-3 Scope 3	Pg. 33-35
	305-4 Intensity	Pg. 36-38
	305-5 Reductions	Pg. 39
303: Water	303-1 Water management	Pg. 45
	303-2 Impacts	Pg. 46–47
	303-3 Withdrawal	Pg. 46
	303-4 Discharge	Pg. 48-49
	303-5 Consumption	Pg. 46-47
306: Waste	306-1 Waste Generation	Pg. 51
	306-2 Waste Management	Pg. 51
	306-3 Waste Generated	Pg. 52
	306-4 Waste Diverted	Pg. 52
	306-5 Waste Diverted to disposal	Pg. 52



GRI Content Index

Other Environmental Disclosures (Non-core but relevant)

Topic	Section	Page #
Air Emissions	Air Quality	42-44
POPs Management	Chemicals	54-55
Product Lifecycle	Product Use	56-59
Biodiversity	Biodiversity	65-68

GRI 400: Social Topics

GRI Standard	Disclosure	Page #
401: Employment	401-1 New Hires & Turnover	Pg. 104
	401-2 Benefits	Not Reported
403: Occupational Health & Safety	403-1 Management approach	Pg. 87-88
	403-2 Hazard identification	Pg. 87
	403-5 Training	Pg. 90-91
	403-9 Injuries	Pg. 88-89
	403-10 Ill health	Pg. 88

GRI Content Index

GRI 400: Social Topics		
GRI Standard	Disclosure	Page #
404: Training & Education	404-1 Training hours	Pg. 95-96
	404-2 Development programs	Pg. 103
	404-3 Performance reviews	Pg. 95-97
405: Diversity & Inclusion	405-1 Diversity metrics	Pg. 100-101
	405-2 Pay equity	Not reported
408: Child Labor	408-1 Risk assessment	Pg. 97-98 (not implemented)
409: Forced Labor	409-1 Risk assessment	Pg. 97-98 (not implemented)
413: Local Communities	413-1 Community engagement	Pg. 107-108
416: Product Health & Safety	416-1 Assessment	Pg. 56-62
	416-2 Incidents	Pg. 56-62



GRI Content Index

GRI 308 & 414: Supply Chain		
GRI Standard	Disclosure	Page #
308: Environmental Supplier Assessment	308-1 Screening	Pg. 112-114
	308-2 Impacts	Not reported
414: Social Supplier Assessment	414-1 Screening	Pg. 112-113
	414-2 Impacts	Not reported

GRI Omission Statement

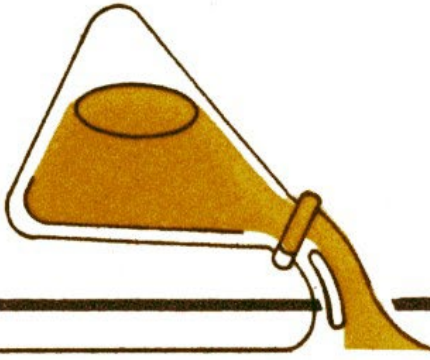
The following disclosure are omitted due to:

- Programs in early implementation stage
- Data not yet available
- Not material to current reporting scope

Key Omissions:

- Governance remuneration disclosures
- Full workforce demographic breakdown
- Supplier screening and audits
- Corruption/ AML/ cybersecurity risk assessments
- Product life cycle assessment and carbon footprint





Plasmine Technology, Inc.

Sustainability Report

