



CONTENTS

About This Report	3
Message from Leadership	5
Our Business	6
Our Approach to Sustainability	9
Environmental	14
Social	22
Governance	31
Appendix	37

ABOUT THIS REPORT

This report covers GEON® Performance Solutions' approach to environmental, social and governance activities for calendar year 2021.

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

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

Our reporting is guided by frameworks such as the Global Reporting Initiative (GRI) Standards. The Appendix references GRI indicators and where topics are discussed.

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



ABOUT THIS REPORT

WHO WE ARE



**we strive to
be essential to
our customers,
rewarding to
our associates,
generous to our
communities
and profitable to
our owners**



GEON Performance Solutions is a global leader in the formulation, development and manufacture of performance polymer solutions. In 2019, GEON Performance Solutions became a standalone, customer-focused business, building on a more than 70-year history of innovation and expertise in performance polymer compounding and process technology.

We maximize shared value by serving all of our stakeholders and acting in ways that create a more sustainable future. In all we do, we strive to be essential to our customers, rewarding to our associates, generous to our communities and profitable to our owners, while enhancing the environmental sustainability of our operations and products.

LETTER FROM THE CEO

LEADERSHIP

**Dear Valued Stakeholders,**

Welcome to GEON Performance Solutions' 2021 Environmental, Social and Governance (ESG) Report, our first published report. We strongly believe that embracing a culture of sustainability delivers tremendous opportunities for our company and all our stakeholders.

Our commitment is rooted in our culture. It is a commitment that is brought to life through the choices and investments we make in the safety and well-being of our employees, in the environmental efficiency of our products and our operations, and in our support of the communities we call home.

In 2020, we launched our sustainability goals under three pillars:

- Optimize and advance operational excellence
- Shape thriving communities
- Collaborate and innovate across our value chain.

More important than setting ambitious goals is achieving them, and I'm proud of the advancements we made during the past year. Among the highlights:

- **Resource efficiency:** We are near completing energy and waste audits at all our sites and have allocated \$1 million against capital expenditures on projects that will improve our resource efficiency. We also are piloting ways to incorporate our own scrap from product manufacturing into high-quality products that contain recycled materials.
- **Sustainable innovation for our customers:** We successfully launched products containing post-industrial recycled materials under new branding, GEON® RESILIENCE® Filled & Reinforced Polyolefin Systems, and are collaborating with a customer to help them implement closed-loop recycling in their manufacturing and demonstrate its feasibility. These efforts are important in helping our customers meet their sustainability goals and reduce emissions.
- **Environment, health and safety:** We achieved a record-breaking safety performance and are continuing to implement safety initiatives identified in site audits.
- **Investing in a skilled workforce:** We launched mentorship, internship and co-op programs under our comprehensive and innovative GEON Talent Ecosystem.
- **Employee and community engagement:** We also launched THRIVE employee engagement teams at each site. These teams are taking a grassroots approach to employee engagement and initiated many volunteer and giving opportunities in their communities.
- **Governance:** We updated our Code of Conduct in 2020 and launched a new Sustainability Code of Conduct in 2021.

I'm incredibly proud of our employees for responding to these initiatives with curiosity, agility and determination.

We believe this ESG report reflects our dedication to transparency, and we thank you for your interest. As always, we welcome your feedback.

Best regards,

Tracy Garrison

Chief Executive Officer, GEON

OUR BUSINESS

With a portfolio of highly adaptable vinyl and polyolefin polymer technologies, as well as a full-service manufacturing business, GEON Performance Solutions is a leading innovator in the development of performance material solutions for a broad range of markets, including appliances, building & construction, electronics, health care, transportation, and wire & cable. GEON Performance Solutions has 991 global associates and 11 world-class manufacturing plants, with headquarters in a western suburb of Cleveland, Ohio. Today, the people of GEON are working on the ideas that will drive the future of the industries we serve – including metal replacement and lightweighting, improved strength and durability, energy efficiency and sustainability.

In 2019, SK Capital acquired the Performance Products & Solutions business from Avient Corporation (formerly PolyOne Corporation), forming a customer-focused business named GEON Performance Solutions. SK Capital targets investments in the specialty materials, chemicals and pharmaceuticals sectors, working collaboratively with management to support the realization of their strategic, operational, financial and sustainability objectives. SK Capital's portfolio of businesses generates revenues of approximately \$11 billion annually, employs more than 15,000 people globally and operates 149 manufacturing facilities in 31 countries. The firm currently has approximately \$5 billion of assets under management.



FY2021 pro forma revenue inclusive of Croydon facility

OUR BUSINESS

OUR HISTORY

BF Goodrich scientist Waldo Semon produces the first commercial vinyl polymer, marketed under the trade name "GEON."

Polycom is founded to produce polyolefins and begins contract manufacturing for major OEMs.

BF Goodrich spins off its vinyl plastic division, creating The GEON Company.

PolyOne is created from the merger between M.A. Hanna Co. and The GEON Company, becoming the world's largest compounding company.

PolyOne purchases Spartech, adding polyolefins and contract manufacturing to its business portfolio.

1927

1948

1977

1988

1997

1998

2000

2006

2013

2019

2021

BF Goodrich creates a vinyl plastic division.

Huntsman purchases 50% of Polycom Company, which was renamed Polycom-Huntsman.

Spartech purchases Polycom-Huntsman.
GEON combines its PVC business with that of Occidental Chemical to form the joint venture OxyVinyls.

PolyOne acquires Ngai Hing PlastChem Company Ltd, operator of a vinyl compounding plant in Dongguan, China.

SK Capital purchases the PVC, polyolefins and contract manufacturing business of PolyOne. GEON Performance Solutions is created.

GEON acquires Roscom Inc., a PVC compounding facility in Croydon, PA.

GEON publishes its sustainability metrics and targets for 2025 and 2030.

OUR BUSINESS

OUR PRODUCTS

With a history that stretches back more than 70 years, GEON Performance Solutions is continually advancing the technology and application of polyvinyl chloride (PVC) and polypropylene to an ever-widening array of applications and technical challenges, driving performance and value into products that meet and exceed the expectations of end consumers. From rigid and flexible vinyl solutions for medical device housings and tubing, to PVC and polypropylene materials that help make vehicles lighter without compromising safety or aesthetics, to polymer solutions that support solar energy, our products help make lives better.



GEON® Polyolefin Formulations

GEON Performance Solutions manufactures a complete line of filled, reinforced and high-performance polyolefin solutions. Standard grades are formulated with any combination of calcium carbonate, glass fiber, mica, and talc to provide a desired balance of properties, including stiffness, durability, impact resistance, and heat resistance. Our high-performance polyolefin products are an ideal alternative to engineered polymers across a variety of industries.

- RESILIENCE® PP
- RESILIENCE® TPO
- RESILIENCE® R
- RESILIENCE® HST
- RESILIENCE® XST
- RESILIENCE® LO
- RESILIENCE® Filled and Reinforced Polyolefins



Rigid Vinyl Formulations

GEON's rigid materials include interior formulations that are commonly used in industries requiring fire resistance, such as appliance and electrical and electronics; transparent formulations that allow for replacement of costly glass, polycarbonate or acrylic in applications such as battery jars, soap dispensers and refrigerator crisper trays; and exterior formulations that are UV-stable and require less maintenance than wood or metal.

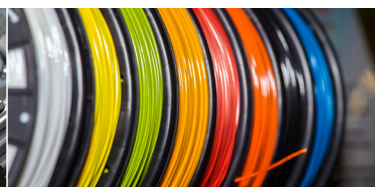
- GEON® Bold Alloys
- GEON® Blow-Molded Packaging
- GEON® Cellular Vinyl
- GEON® CPVC
- GEON® CPVC Injection Molding
- GEON® Dry Blend Extrusion
- Fiberloc™ Optimal™ and Extreme™ Composites
- GEON® FX Metal
- GEON® HTX™ Alloys
- GEON® Injection Molding
- GEON® Rigid Extrusion
- GEON® SF High Flow
- GEON® HC Healthcare Formulations
- GEON® LS Vinyl Polymers for LED Luminaires



Plasticizers & Synthetic Esters

From plasticizers that provide flexibility, durability and utility to lubricant esters that grease the gears of industry, synthetic esters are essential to industrialized society.

- Synplast™ Plasticizers
- reFlex™ Bioplasticizers
- SynPrime™ Lubricant Esters



Flexible Vinyl Formulations

GEON® flexible vinyl materials are engineered to deliver excellent elastomeric performance, while providing unequaled durability and cost-effectiveness.

- GEON® Flexible PVC
- GEON® Wire & Cable
- GEON® HC Flexible Vinyl



Contract Services

GEON Performance Solutions has more than four decades of custom manufacturing experience and helps customers extend their manufacturing capabilities, enabling quick and cost-effective production of new formulations and capacity expansion.

Meeting Customers' Sustainability Needs

Across our portfolio, we promote the use of safer and more sustainable products to address the needs of our customers and to contribute to a healthier planet. Our R&D function constantly reviews our existing offerings in close alignment with our strategic focus. This ensures the delivery of products and solutions that address the markets we want to lead. Among the markets we're addressing:

- **Wire & cable:** Customized cable jacketing with increased flame and heat resistance are serving the fast-growing telecom market and 5G technologies.
- **Health care:** Vinyl housings for medical devices are resilient to increased disinfection practices.
- **Automotive:** Our RESILIENCE® LO talc-filled polypropylene is designed to meet the stringent VOC and odor requirements of the automotive industry. Our RESILIENCE® R line utilizes best-in-class recycled materials for filled and reinforced polypropylene systems for customers who want to meet sustainability goals while maintaining product performance. Our RESILIENCE® HST line is designed for injection-molded structural parts with demanding mechanical and thermal property requirements and can be used as a lightweighting solution by replacing reinforced engineered resins or when redesigning traditional parts for reduced wall thickness.



OUR APPROACH

Our Sustainability Strategy

At GEON Performance Solutions, we are committed to creating a better shared future for our people, the communities in which we operate, our customers and our planet. That's why our company continues to prioritize our sustainability strategy despite the challenges presented by a global pandemic.

We developed a set of actionable, outcome-driven sustainability goals to evolve our business and maximize our positive impact, based on our three focus areas: **optimize operational excellence, shape thriving communities, and collaborate and innovate across our value chain.**

- Throughout our operations, we are seeking to optimize our processes to save resources and promote a circular economy.
- We are determined to be a responsible partner in the communities in which we operate and to build an inclusive and engaged workforce.
- We are collaborating with our customers to design and manufacture products that advance a more sustainable society.
- We see great potential to create shared value by partnering for change across the value chain.

In 2021, we continued to advance progress against our sustainability goals and embed responsible business practices across every area of our company.

Sustainability Strategy: 3 Areas of Focus



Shape thriving communities

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



Optimize operational excellence

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



Collaborate and innovate across our value chain

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

OUR APPROACH

INTEGRATING SUSTAINABILITY INTO OUR VISION

Driving Value Creation

Our path forward is reflected in our GEON Vision 2025. Sustainability is an integral part of this vision. Our sustainability strategy supports our Core Values, which reflect our commitment to creating shared opportunity through growth for all of our stakeholders – including our customers, associates, communities and owners. Our sustainability goals also support our business growth strategy and 2025 business outcome goals.

GEON Vision 2025

As experts in performance polymer compounding and process technology, we strive to be **essential** to our customers, **rewarding** to our associates, **generous** to our communities and **profitable** to our owners.

We Are **GEON Nation**



Win together



Create opportunities



Pay it forward

Sustainability



Shape thriving communities



Optimize operational excellence



Collaborate and innovate across our value chain

Growth Strategy

Strategic plan for growth

Improve the customer experience

VCI management

Functional excellence

M&A

Business Outcome



2x
growth



BENCHMARK
industry cost foundation



Responsible Care®
accreditation



GPTW®
accreditation

Delivering Shared Value – Safely

OUR APPROACH

MEASURING OUR PROGRESS

Sustainability Goals

In 2020, our team worked to establish voluntary sustainability goals in the areas of the environment, safety, employees, community, and sustainable innovation with customers, suppliers and our industry. These goals are built around the three focus areas of our sustainability strategy and are designed to integrate sustainability into our core business and decision-making processes.

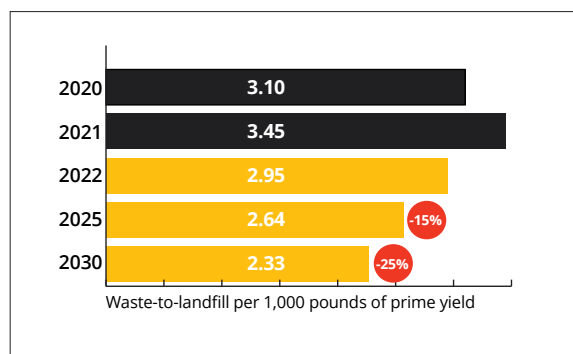
Optimize and Advance **Operational Excellence**

Waste

Sustainability Goal:

Reduce solid waste-to-landfill

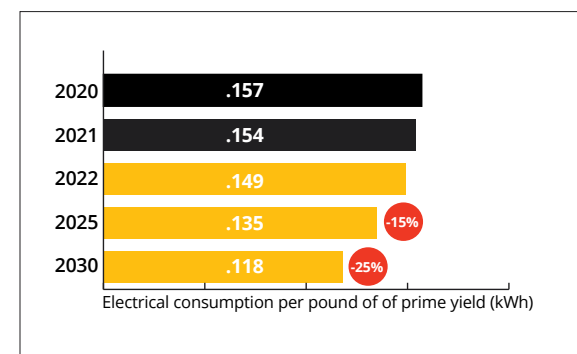
2025 Target:

Energy Efficiency
and Optimization

Sustainability Goal:

Reduce electrical consumption

2025 Target:

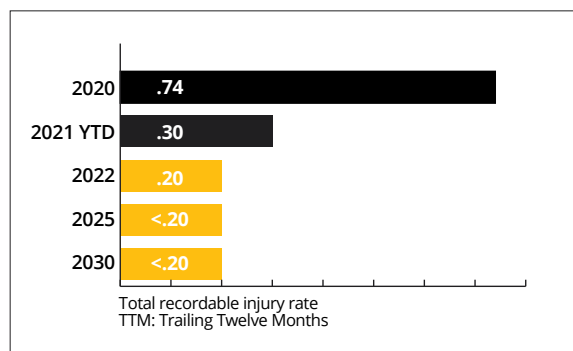


Safe Work Environment

Sustainability Goal:

Reduce total recordable injury rate

2025 Target:

Responsible Care
Management System

Sustainability Goal:

Receive Responsible Care Management System Certification by 2025



OUR APPROACH

MEASURING OUR PROGRESS



Shape Thriving Communities

Skilled and Engaged Workforce

Sustainability Goal:

A thriving culture built on trust

Targets:

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

👍 Certified GPTW by 2022

≤8% Voluntary turnover rate by 2023

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

2021 Progress:

64% **GPTW Survey Employee Engagement Index**
Next survey is in early 2022; each site has action plans to address survey findings

15.4% Voluntary turnover rate

15% of our people participated in flagship talent program

Diversity & Inclusion

Sustainability Goal:

A skilled, inclusive and diverse workplace

2025 Targets:

50% of college hires are minority and/or female

30% of leaders are minority and/or female

2021 Progress:

50% of college hires are minority and/or female

29% of leaders are minority and/or female

Community

Sustainability Goal:

A caring GEON Nation taking action in our communities

2025 Targets:

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

2021 Progress:

100% THRIVE teams completed volunteer events at 100% of sites. All sites began tracking participation rates in 2021

OUR APPROACH

MEASURING OUR PROGRESS



Collaborate and Innovate Across the Value Chain

Circular Economy**Sustainability Goal:**

Collaborate with value chain to develop solutions

2025 Target:

Identify and pilot
1 closed-loop ecosystem
with a customer and/or supplier

2021 Progress:

Helped customer create closed-loop system by developing experimental products using 50% regrind

Product Innovation**Sustainability Goal:**

Innovate alongside customers to meet mutual goals

2025 Targets:

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



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

2021 Progress:

Developed a recycled-content extrusion product line using pulverized recycle from GEON scrap material

Industry Collaboration**Sustainability Goal:**

Participate in industry alliances

Target:

Collaborate with industry associations to advance circular solutions



of materials sustainably sourced by 2025

2021 Progress:

Participated in Vinyl Sustainability Council's Recycling Summit




ENVIRONMENTAL

GEON Performance Solutions is committed to continuously improving our environmental performance, developing innovative, sustainable products, and operating a more efficient business that uses resources wisely and creates value for all stakeholders. In a resource-constrained world, our environmental policy is focused on reducing the impact of our operations to optimize the use of natural resources, save energy and associated emissions, and minimize waste and prevent pollution. In all we do, the safety of our associates and the communities in which we operate are a top priority.

Our Approach: Optimize and Advance Operational Excellence

In 2020, we identified sustainability goals under the following four areas. In 2021, we implemented action plans to advance our performance and metrics to measure our progress.

 Optimize and Advance Operational Excellence	Areas	Key Figures	2020	2021
	Waste	Waste-to-landfill per 1,000 pounds of product	3.10	3.45
	Energy Efficiency	kWh per pound of product	.157	.154
	Safe Work Environment	Total recordable injury rate Trailing Twelve Months (TTM)	.74	.30

ENVIRONMENTAL

OPERATING EFFICIENTLY

Saving Energy and Reducing Our Footprint

Saving energy and reducing emissions are vital to an efficient, sustainable GEON Performance Solutions and a healthy planet. We are committed to optimizing our energy footprint and the associated carbon profile of our operations.

The majority of the greenhouse gases we emit come from energy used to make our products and fuel to distribute them to our customers. In 2020, we introduced a Resource Efficiency and Optimization sustainability target that focuses on reducing the electricity use per pound of product. In 2021, our plants' electrical use was approximately 161,000,000 kWh.

At a minimum, we comply with all applicable energy and carbon emissions laws, regulations and standards, and the monitoring and reporting rules of the countries in which we operate. We also are striving to achieve performance levels that exceed compliance.

Our Actions

To meet our 2025 target, we are focused on improving energy efficiency in our manufacturing processes and transportation activities. We also are investigating options to transition to renewable energy and lower-carbon energy sources to transform our carbon profile.

To drive efficiency in our operations and reduce our overall electrical consumption and carbon impact, we are:

- Completing energy audits at all campuses.
- Allocating capital funds to implement improvements.
- Developing a comprehensive energy plan.

Assessing Our Climate Impact

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

- Committed to assessing key climate-related risks, and tracking our carbon intensity across our operations.
- Continuing to seek solutions that promote energy conservation, renewable energy and reductions in greenhouse gas emissions.

	Electrical Consumption
2021	.154 kWh/pound of product
2025 Target	Reduce by 15%

**Energy Optimization Project Identifies Opportunity for Savings**

In 2021, we conducted energy and waste audits across our sites. Through these audits, we are identifying ways to not only limit emissions and our consumption of resources, but also improve the efficiency of our operations.

We have allocated \$1 million in capital funds to sustainable and energy projects. The site audits are helping identify where resources are best spent. Each site is submitting project proposals for energy reductions. Possible projects could include heat recovery, LED lighting, power metering or solar and geothermal installations, as well as waste and water use reduction projects.

The Energy Optimization project's objectives are to identify potential resource savings, establish current baselines for reporting and auditing of future improvements, and near-term and medium-term opportunities.

"Because every site and its needs are different, the audits help us understand what projects will be most effective in reducing our carbon footprint," said Andrew Riley, vice president of Transformation at GEON. "Some energy efficiency improvements will require capital investment, while others can be done at lower cost, by altering behavior or accepted practice."

ENVIRONMENTAL

REDUCING OUR IMPACT

Managing Our Waste

GEON Performance Solutions is committed to generating less waste in our operations and finding new avenues for recycling waste content. In 2021, GEON Performance Solutions' total waste to landfill was approximately 3.6 million pounds, up from 2.78 million pounds in 2020. The increase year-over-year was attributed to supply chain constraints, which resulted in less consolidated shipments and more packaging.

As a result of third-party waste audits, each of our sites has established landfill metrics and is seeking paths to reduce waste-to-landfill through actions such as improved waste segregation, diverting landfill waste to waste-to-energy, or implementing actions to avoid or reduce waste in production processes.

Our Actions

To meet our 2025 Sustainability Goal to reduce our waste per pound of product by 15%, we plan to take the following actions:

- Reduce scrap generation by increasing yield.
- Source recycling streams for any remaining scrap materials.
- Investigate internal recycling of purge and process upset materials.

In addition, we also are focused on designing products that use less materials and resources and incorporate recycled materials. We have a variety of products containing post-consumer recycled (PCR) or post-industrial recycled (PIR) materials.

Overall, we have the capability to utilize 21 million pounds of recycled polypropylene content in our processes each year.



Diverting Waste to Generate Energy

Our Terre Haute, IN, site is helping create a renewable source for energy and reduce greenhouse gas emissions while diverting waste from landfills.

In 2017, a waste stream audit found that the site's landfill compactor, with a few modifications, could be used to process materials for waste-to-energy rather than to the landfill. Since then, the site has continued to improve its waste-to-energy processes and added 10 other recycling streams, according to Gerald Taney, the EHS&S senior specialist. In 2021, the site diverted 291,140 pounds of non-hazardous waste – otherwise destined for landfill – to an Indianapolis-based waste-to-energy facility.

For example, a refuse delivery system was installed during a plant expansion project. Operators dispose of empty paper raw material bags directly at their workstations. From there, the bags go through a shredder fan and cyclone system, where the dust is separated from the paper and carried to a central dust collector. The bag material then is dropped into the site's main compactor.

Turning waste to energy can reduce greenhouse gases by avoiding methane from landfills. The U.S. Environmental Protection Agency (EPA) has estimated for every one ton of waste diverted from landfill to waste-to-energy, an average of one ton of greenhouse gases can be avoided.

	Waste-to-landfill per 1,000 pounds of product
2021	3.45 pounds
2025 Target	15% reduction

ENVIRONMENTAL

REDUCING OUR IMPACT

Connecting Quality and Sustainability

Quality control systems help organizations evaluate and improve their efficiency, reduce waste and upgrade the management process. A well-established quality system can improve the competitive advantage of an organization and sustain that advantage within use of a PDCA (Plan, Do, Check, Act) system. At GEON, we strive to provide defect-free materials and a portfolio of unique services that are delivered consistently and on time to our customers. Our commitment to continuous improvement and operational excellence drives our actions and decision-making.

GEON has become certified in quality systems such as ISO9001, 14001 and 13845, RCMS® and RC14001, GB/T and IATF16949, which all embrace the PDCA concept. Both internal and external auditing are a fundamental piece of our quality management program and a key to certification. To further connect our quality systems with our sustainability and environmental, health and safety (EHS) performance, GEON is moving toward a companywide Responsible Care Management System (RCMS).

Environmental Compliance

We have a strong track record of environmental compliance at GEON. Across our operations, we take initiatives to reduce environmental risks in the production, storage, distribution and usage of our products and in the disposal of waste. We comply with all local regulations, and our compliance has been checked through both internal audits and government audits at all sites. There were no Notices of Violation in 2021.

2021

**Two GEON sites
Responsible Care® certified**

2025 Target

**Receive RCMS®
company certification**

**Reducing Emissions Across the Supply Chain**

One way that we are committed to addressing climate change is by decreasing the carbon footprint of our supply chains.

In 2021, we began partnering with carriers in the U.S. EPA's SmartWay program. The voluntary public-private program helps companies identify and select more efficient freight carriers, transport modes, equipment and operational strategies to improve supply chain efficiency and reduce greenhouse gas emissions.

We also are working with Odyssey Logistics and Technology to use analytics, carrier relationships and sustainability strategies such as route utilization to optimize emissions. From June to October 2021, over just five months, GEON saved 409,000 kg of CO₂ through the program, which is the equivalent of carbon sequestered from more than 17 acres of U.S. forests in one year.

ENVIRONMENTAL

REDUCING OUR IMPACT

Product Sustainability

Our products and solutions are an essential part of our sustainability strategy. Across our portfolio, we are focused on designing products that deliver better performance and more value to our customers and the end users, while also minimizing impact on the environment. For example, our products are used to make ultra-energy-efficient building wire, electric vehicle components and filters that clean water for drinking purposes.

We also have processes in place to ensure our products are safe when used as intended. All raw materials and finished products are subjected to numerous assessments and tests to ensure a high level of safety during production, use and disposal. This is based on ensuring compliance with statutory requirements and in accordance with the latest scientific findings and safety data. We also follow and track materials of concern and will eliminate or replace an ingredient with safer materials when the scientific data and findings cannot dispel doubts about it.

We have a rigorous process in place to assure production and product safety. Once individual ingredients are evaluated, we perform a further safety assessment focusing on the overall formulation of a product. The results of these evaluations and assessments define the required precautionary and protective measures for safe use of the product. Our process includes:

- **Hazard classification:** For raw materials, we use MSDS Solutions to ensure our safety data sheets are uniform across our operations. This required document contains information for the safe handling, use, storage and disposal of potentially hazardous chemicals.
- **Labels:** We align with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS).
- **Safety Data Sheets:** We use Sphera integrated software with SAP to compile all product safety data sheets.
- **Information and training:** Our associates are trained on the new labels elements and safety data sheets format to facilitate recognition and understanding.

Sustainable Sourcing

Sustainable sourcing is the integration of social, ethical and environmental performance factors into the process of selecting suppliers.

GEON aims to sustainably source greater than 95% of materials by 2025.

In 2021, we rolled out a Supplier Code of Conduct. The goal of this initiative is to build long-term business relationships with suppliers who share our values and commit to them accordingly. At the end of 2021, 52% of our suppliers had accepted the GEON Code of Conduct and 34% had provided their own Code of Conduct for GEON to review and accept as its equivalency.

**2025
Target** >95% of
materials
sustainably
sourced



Water

We understand businesses must use water wisely to ensure there is adequate freshwater for local communities and minimize wastewater to safeguard the environment. We currently have an independent third-party track our water use across all of our sites. Our water consumption in 2021 was approximately 252,070,016 gallons.

Going forward, areas classified as water-stressed will be our priority for reduction efforts. Only one of our 10 sites – Ramos Arizpe, Mexico – met this designation. Water use at Ramos was about 500,000 gallons in 2020. Although this is a relatively small percentage in comparison to our overall water use, we will focus on opportunities for conservation.

Production Site	Baseline Water-Stress Rating
Cleveland, Ohio	Low
Orangeville, Ontario	Low
Saint-Rémi, Quebec	Low
Clinton, Tennessee	Low
Dongguan, China	Low
Terre Haute, Indiana	Low-medium
Seabrook, Texas	Low-medium
Pasadena, Texas	Medium-high
Dyersburg, Tennessee	Medium-high
Ramos Arizpe, Mexico	Extremely high

Source: WRI Aqueduct Water Risk Atlas

ENVIRONMENTAL

COLLABORATING AND INNOVATING FOR A MORE CIRCULAR VALUE CHAIN

No one company can tackle large sustainability challenges like plastic waste on its own. It will take collaboration across the value chain. By transitioning from the traditional “take-make-discard” business model to keeping resources in use as long as possible, we can help achieve a circular economy, where waste becomes a resource for something new.

Recognizing this, three of our newly launched sustainability goals – **Collaborate with the value chain to develop solutions, Innovate alongside customers to meet mutual goals, and Participate in value chain alliances** – are aimed at increasing the positive impact of our sustainability efforts by encouraging innovation and partnership within our industry.

Here are actions we took in 2021:

Helping Customers Close the Loop on Waste

We are collaborating with customers to discover and design solutions that enable them to conserve resources. In 2021, we began working with a strategic customer to develop products for them that utilize recycled materials from their manufacturing process.

The customer was discarding or re-processing their floor scrap through a third party. They struggled getting a consistent high-quality regrind stream to reuse in their manufacturing process. After a visit to the customer's facilities to understand their needs and discuss recycling options, GEON worked with them to develop a new PVC fitting compound that integrates recycled and virgin material. After testing the concept in the laboratory, we are collaborating with the customer to manufacture a small-scale run of the product.

In addition to having environmental benefits, Sang Lee, Ph.D., GEON's vice president of technology, said the new product also offers a material performance comparable to virgin materials and is expected to deliver cost-efficiencies.

“It’s a win-win-win. We believe the customer will benefit from the cost savings of using a PIR product over a virgin material. GEON will optimize raw material usage, and there are environment benefits because materials are kept in use longer, saving energy and emissions.”

Innovating Products with Recycled Content

We are closing the loop on our own waste by using the “lumps and chunks” left over from manufacturing our products and incorporating the pulverized materials into an extruded product line containing recycled content. The project not only helps us close the loop on our own waste, but also helps our customers meet their sustainability objectives and consumer demand for more recycled products.

Promoting Industry and Value Chain Collaboration

We are actively working with industry associations such as the Vinyl Institute's Vinyl Sustainability Council to advance recycling efforts within the vinyl industry in North America. In 2021, we attended the Vinyl Recycling Summit, where topics discussed included recycle goals and the latest technology on sorting, shredding and dissolution methods. We also joined the Northeast Ohio Vinyl Recycling Coalition.

RESILIENCE®

New Product Line Combines Sustainability and Performance

Achieving sustainability in composite materials for high-performance applications is a key challenge across industries. In 2021, we launched the RESILIENCE® R polypropylene product line, which contains up to 30% recycled content without compromising performance.

RESILIENCE® R gives customers new options to support their sustainability initiatives by offering a lower carbon footprint compared to virgin raw materials. The use of mechanically recycled content also promotes a circular economy by diverting waste from landfills and decreasing the consumption of virgin materials. These products can be used in automotive, appliance, sporting goods, housewares and a variety of end-use applications.

ENVIRONMENTAL

OPERATING SAFELY

Focus on Safety

The safety and well-being of our associates is GEON's most important responsibility. In addition to complying with government regulations around the world, GEON has systems in place to help us identify, track, report and improve workplace safety issues. We have an enterprise-wide Risk Assessment program that uses the R3 methodology, which is a simple process to assign numerical values to risk. Among our internal metrics for safety improvement are the number of R3s conducted and the number of R3s closed with risk-reducing measures completed. In addition, our prevention programs include:

- Annual corporate audits,
- Internal self-assessments on specific safety topics monthly,
- Implementation of safe work permit processes for tasks without a formal procedure,
- And process- and task-based formal observations.

A third party, FM Global Insurance Company, also conducts audits routinely at all sites and tracks and uploads our safety findings to a database.

	Total Recordable Incident Rate (TRIR)
2021	.30 TTM
2025 Target	<.20 TTM

(TTM=Trailing Twelve Months)



Encouraging a Safety Mindset among Our People

A strong safety management system and culture are both a high priority and central component of how we work at GEON. In 2021, we achieved a record-setting safety performance. Our Occupational Safety and Health Administration (OSHA) recordable injury rate decreased by 59% compared to 2020.

To help improve performance, we focused on identifying possible injury risks and then taking preventative measures:

- We started an observation program in which each site was responsible for performing a number of targeted task-based or process-based observations to identify risks and determine whether further actions were needed.
- To encourage a "report everything" mindset and strengthen our safety culture, we tracked near misses to proactively mitigate risks and take corrective action, sharing our findings across sites.
- We also implemented monthly safety topics and conducted internal health and safety audits.

By increasing focus on leading indicators, risk reduction, health and safety management systems, and prevention, we continue to achieve significantly better than the industry average for recordable incident rates.

ENVIRONMENTAL

OPERATING SAFELY

Our Actions

To meet our 2025 Sustainability Goal of reducing our total recordable incident rate less than 0.2 annually, we are:

- Developing and implementing a corporate-wide safety road map to drive sustainable improvement in our safety culture and performance.
- Focusing on training associates to identify and act on risks in the workplace.

Engaging Associates in the Safety Process

We strive to empower all associates to identify, control or eliminate risk. Safety Committees are established at all sites and governed by corporate procedure. The Safety Committees are made up of hourly and salaried associates, and committee meetings are where issues can be brought up and resolution discussed. In addition, there is an open-door policy that encourages associates to report hazards. The R3 process also includes a tool to report incidents, so any associate can perform a hazard assessment and turn in details for correction.

We also conduct regular training on topics for associate safety, health and environmental practices, including training on all OSHA and EPA requirements. In addition, training is provided to all associates through monthly or quarterly focus topics. Above and beyond compliance, each site has either weekly or pre-shift safety meetings where additional safety material is covered as needed. Some of these topics include hazard awareness, ergonomics and other applicable compliance programs.

2021 Safety Performance

As a result of our commitment to continually improve our safety processes, our overall corporate incident rate greatly improved. We ended fiscal year 2021 with a total recordable incident rate of .3, a 59% decrease from our 2020 rate of .74. Total hours worked in FY 2021 were 1,980,624. The main types of work-related injuries were cuts, strains and sprains. According to the recent data available from the U.S. Bureau of Labor Statistics, the average TRIR for goods-producing manufacturing companies is 3.10. While our injury rate is strong compared to industry average, GEON has extensive safety focus plans to move rates into a world-class level.

Emergency Preparedness

We have an enterprise-wide crisis management program that includes tools and communications to support emergency response, employee and community safety, disaster recovery and business continuity. The program includes workgroup-based plans to help guide in resuming disrupted operations, emergency response teams to directly address certain emergencies and corporate emergency plans to coordinate response.

Each site annually coordinates with local fire departments to conduct safety drills. We also designate a month each year where our safety focus across GEON is on emergency preparedness.

**Better Than the Industry
Average Safety Performance**

**GEON 2021 Total
Recordable
Incident Rate
(TRIR)** **.30 TTM**

**Average
Manufacturing
Industry TRIR** **3.10**

Source: OSHA (2021 numbers)

SOCIAL

Committed to the Development of Our People and Betterment of Our Communities

At GEON Performance Solutions, we strive to play an active role in the development of our people and the betterment of our communities. We believe it is essential that we continuously work on creating a company culture that is inclusive and makes use of all of our associates' talent to respond to our company business priorities. We respect diverse viewpoints and welcome ideas that challenge conventional wisdom. Our people are empowered to innovate, learn from setbacks and look for novel ways to solve problems.

A New People Strategy and Talent Roadmap

In 2020, we launched a People strategy and roadmap that put talent at the center of our growth and sustainability strategies. Built around our values and sustainability goals, our People strategy and talent roadmap aim to intentionally build long-term sustainability by creating a learning and evolving organization where every associate feels engaged, included and empowered to act.



Associate Engagement Index Score, Great Place to Work® Survey

Year-over-year engagement index

2021	64%
2025 Target	Top quartile (>80%)

Baselining Our Culture

In January 2021, we launched our first global Great Place to Work® survey with the aim to identify our strengths and areas for improvement. More than 71% of our associates participated and gave valuable feedback. Throughout 2021, local teams took ownership of their campus results to address their specific areas for improvement, and 2021 scores will be used as a baseline for future growth and improvements. For instance, some of our key human resources processes are being revamped – from simplifying and automating our “hire-to-retain” processes to adopting a new continuous dialogue methodology to improve feedback and drive co-ownership of performance and development between leaders and team members.

To build a thriving culture at the local level, we're engaging with our associates. Ownership and accountability are at the center of our culture. For example, to help associates own our company's new Core Values – **Win together, Create opportunities and Pay it forward** – we assembled focus groups at various sites across the organization to discuss and develop the values together. The values are core to our Vision 2025 and guide our decisions and actions throughout the company every day.

SOCIAL

DEVELOPING OUR PEOPLE



Creating a Thriving, People-First Culture

To help GEON associates reinforce the company's values of **win together**, **pay it forward**, and **create opportunities**, volunteer-led THRIVE teams have been launched at each site to help engage employees and organize community-giving events.

Each site has a THRIVE team that organizes employee events and opportunities to volunteer and give back. This grassroots-led effort is a way for THRIVE teams to respond to local needs and build a culture of appreciation.

Pablo Araiza, human resources and EHS manager at Ramos Arizpe, Mexico, coordinates the THRIVE teams across the company. He said THRIVE teams are open to any associate who wants to give their time and have attracted participants from all job levels and roles. Site events – from food drives to cleanups to birthday and anniversary celebrations – are planned and coordinated by the THRIVE teams.

“At the end of the day, this is a volunteer initiative. Associates put in their own time and do the work,” said Araiza. “Our associates pick the causes they give back to in their communities. They know what the needs of the communities are, and, at times, they directly know the people impacted. They are relatives and neighbors. So, when they receive letters of thanks from organizations to which they’ve given their time and resources, it feels truly personal.”

One member from each THRIVE team also participates in a THRIVE Advisory Committee, in which associates meet regularly to share success stories and learnings from their teams’ experiences.

Rachel Siker, EHS&S senior specialist, said the THRIVE team in Dyersburg, Tennessee, often pairs volunteer initiatives with fun events for employees, to help raise awareness and involvement.

“We want to do more than just be present and do our work,” Siker said. “We want to be a good neighbor in the community as well and provide opportunities to raise the involvement of our entire team, so everyone has a chance to volunteer and participate.”

Creating a Learning and Evolving Organization

GEON Performance Solutions has adopted a talent roadmap that encourages a diverse talent pipeline, invests in our people throughout various stages of their career and provides a rewarding long-term career path at GEON Performance Solutions. It also facilitates the development of the next generation of diverse leaders from within the company.

In 2021, we launched our comprehensive GEON Talent Ecosystem, which is built upon five interconnected flagship programs that are designed to address strategic talent gaps, improve the caliber and diversity of our talent pipeline, and strengthen retention levels. The ecosystem is designed to differentiate GEON Performance Solutions in the industry by providing a continuous learning culture that starts with college interns – including the sons and daughters of our employees – and builds to mentoring programs that increase the visibility of high-potential associates.



My mom has worked for the company for more than 30 years, and my grandfather worked here too. It's nice to work for a company that's continuing to look forward and strive to be better. The most surprising thing about the internship program is that no matter who someone is in the company – whether it's someone on the leadership team or at the plant level – they'll help you out even when they're so busy.”

Eric MacLean, 2021 summer intern and product scheduler in Orangeville, Ontario

Participation in Flagship Talent Program

2021	15% of associates
2025 Target	60% (>550 people)

SOCIAL

DEVELOPING OUR PEOPLE



Through a combination of work assignments, on-the-job experiences and focused training and education, associates acquire the necessary skills and competencies to take on increasing levels of responsibility and job complexity. Various programs with our GEON Talent Ecosystem include:

- **GEON Mentorship Program:** Through a diverse group of mentors and mentees, the program aims to boost the visibility and interactions of high-potential talent with senior leadership, create a continuous feedback and dialogue culture, and accelerate the personal and professional growth of participants. The inaugural mentorship program was launched in April 2021 with a cohort of 11 mentors and 16 mentees.
- **GEON Nation Internship Program:** Our summer internship program actively recruits the children of GEON associates and other promising college and university students. The program provides opportunities for students to work on business-critical projects and is the feeder system for our graduate rotational program (G-Force). In 2021, we hired 16 interns, four of whom received full-time job offers. Our internship program exemplified our diversity goals with 50/50 gender parity.
- **G-Force Graduate Rotational Program:** This three-year program enables new engineering college graduates to rotate between Technology, Commercial and Operations functions and ultimately choose a career path aligned with their interests.
- **GEON Emerging Leaders:** This 15-month program offers selected emerging talent within GEON the opportunity to develop and stretch their skills through immersive, hands-on experience with key strategic and growth initiatives. Participants gain direct access to executive mentorship and formal continuous learning to better prepare for the next stage in their career. Program participants are assigned to immersive, high-impact project assignments across the organization.
- **THRIVE Teams:** To help build a thriving and inclusive culture at GEON, we've launched GEON THRIVE teams at each of our sites. The six-member teams are composed of a diverse group of volunteer associates who drive community engagement initiatives for the sites and support local action plans to address feedback from the company's Great Place to Work® survey results. As a result of organizing team-building and community outreach activities, THRIVE team participants build a wide range of leadership skills while positively impacting the culture at their site.

GEON Talent Ecosystem



2021

Participation in the Newly Launched GEON Talent Ecosystem

Program/ Participants

GEON Mentorship: 27
 GEON Nation Internship: 16
 G-Force: 3
 Emerging Leaders: 7
 THRIVE Teams: 60

SOCIAL

USING PEER-TO-PEER MENTORING TO IMPROVE EMPLOYEE RETENTION

A peer-to-peer pilot mentorship program at our Dyersburg, Tennessee, site is pairing experienced hourly workers with newly hired associates to reinforce training, create a sense of belonging and increase retention rates.



“Providing frontline workers with ongoing coaching and mentoring is important to help build a sense of inclusion and build retention, especially in a tight labor market,” said Theresa Myers, senior human resources manager. “The program is designed to help new hires feel a sense of connection and a part of the organization.”

At the same time, putting experienced hourly workers in mentorship roles recognizes the value of their expertise and can help increase the pride in their work and commitment to the company.

“We’re saying, ‘You’re a good operator. You set a good example. Could you help spread some of your good work practices to these new associates.’” said Kurt Walker, Dyersburg plant supervisor.

The pilot program was launched in October 2021 with seven mentors and 13 mentees. Mentors act as champions for the new hires, helping answer questions and reaching out to supervisors for additional training or resources, if needed.

“New hires have a go-to person and comfortable space to ask questions,” Walker said.

Walker called the pilot program a “work in progress,” as they seek to strike a balance between providing autonomy and structure to mentors.

“We have a set of tasks for mentors to do each month, and have implemented weekly reports for them to provide feedback,” Walker said. “We want to know, ‘How’s it going? What’s improved? What changes can we make to be more effective?’”

Although data is still being measured, early indicators show the program has made a measurable impact, improving the turnover rate among new hires by 50-75%. GEON’s Seabrook Texas, site is seeking to implement peer-to-peer mentoring in 2022.



Mentoring by Executives Helps Develop Tomorrow’s Leaders

To promote a culture of learning and foster professional growth, GEON executives and leaders participated in a mentoring program for associates. Here’s a sample of what associates and leaders had to say about the experience:



“My mentor and I talked about the cross-functional skills that I could develop, no matter what role I’m in – such as project management and presentation skills. We had a great conversations about developing a set of universal skills that can be used in any functional areas.”

Whitney Selvage, value stream transition leader



“I was very grateful to be mentored by our CEO, Tracy Garrison. His past experiences and advice are helping guide how I approach my job and have expanded my viewpoint ... Surround yourself with people who will have a positive influence on your career. Think holistically, starting with the perspective of the customer’s experience, no matter the role you’re in. Be aware of where to focus your time – what not to hyperfocus on and what to hyperfocus on.”

Joshua Bain, senior account manager



“Working with an executive from a different function has definitely helped me get a bigger picture view of GEON’s strategy and goals. This has made me a better advocate when discussing initiatives with colleagues and helped provide a positive, fresh perspective.”

Brenna Barber, Transportation key account manager



“Mentees gain a cross-functional perspective of the work issues that are important to them and are exposed to a big-picture perspective of the organization. Hopefully, after the mentorship, they’re more culturally committed to the work we’re doing and more aligned to our strategies.”

Larry Shaw, senior vice president and chief commercial officer

SOCIAL

G-FORCE PROVIDES IN-DEPTH, CROSS-FUNCTIONAL EXPERIENCES

Project planning. Product marketing. Hands-on industrial R&D experience. These are just some of the career skills that newly graduated engineers are acquiring in GEON's G-Force Graduate Rotational Program.

The three-year program, which launched in 2021, helps associates jump-start their careers, gain a variety of on-the-job experiences and achieve impactful results by rotating across functions: Commercial, Technology and Operations.

Molly Pfefferkorn, a materials engineering graduate of Case Western University, is currently working in the Commercial function as a sales associate for her first yearlong rotation.

"Upon graduating, I knew I didn't want to be in a lab the rest of my life and was interested in learning more about the commercial side," she said. "I found the rotational program attractive because it helps me find out what I'm interested in as I'm starting out and gives me a diversity of experience. This ultimately benefits me and the company."

Abby Ruby, an engineering graduate of the University of Alabama, said she likes how the program helps her understand GEON's many moving parts and determine where her skills best fit in. Ruby, who is interested in becoming a product manager, is currently working in R&D.

"It has been really great how I can shape my own path," Ruby said. "I like how GEON has the resources of a large company and the access of a smaller company. I've been able to meet the CEO and see how every single part of the company is integrated and acts as a team."



Jim Bansek, an inside sales manager in Avon, Ohio, agreed that the cross-functional experience provides a unique perspective.

"Working in the commercial role enables these young engineers to see how our products are used and pricing is discussed. They actually get that social interaction with customers and see how we work internally with production, technical and product managers," Bansek said. "They really get an idea of how the company works and how each function impacts the others."



The G-Force program has been a really good opportunity to shape my own path and jump-start my career."

Abby Ruby, G-Force Graduate Rotational Program participant

SOCIAL

DIVERSITY & INCLUSION

Supporting Diversity & Inclusion in the Workplace

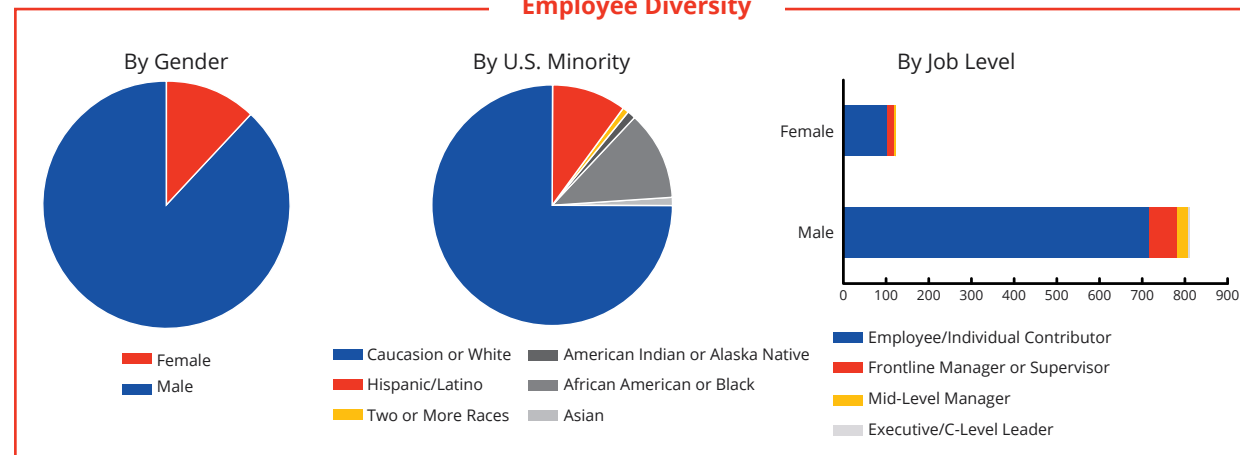
We believe our people need an inclusive culture to flourish – a workplace that embraces diversity, where everyone can advance and feels respected and valued. It's the right thing to do for our associates. It's also the right thing to do for our business, as a truly inclusive culture can help drive employee engagement, a superior customer experience and better performance.

Our GEON Nation is more than 990-strong, working across three geographic regions and driving our business forward. We value a diverse workforce and inclusive culture where our associates feel they can bring their whole, authentic selves to work and still have equal access to opportunities. About 25% of our associates identify as U.S. minorities. Under our newly launched sustainability goals, we have set specific targets to increase the diversity of our new hires and leaders.

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

“We are not building a culture for an award. We are building a culture that is award-worthy.”

Jerome Beguerie, GEON's chief human resources officer

Employee Diversity**Building an Inclusive & Diverse Workplace**

29% of GEON leaders were U.S. minorities and/or female in 2021, an increase from 21% in 2020

SOCIAL

FAIR LABOR PRACTICES

GEON Performance Solutions has set high labor practice standards. We foster an inclusive culture in which all locations are expected to adopt ethical labor practices, respect diversity, focus on health and safety, and support fundamental human rights.

GEON Performance Solutions is committed to ensuring our compliance with all applicable laws, regulations and other employment standards. We believe in doing our part to abolish the unacceptable practices of child labor and forced or compulsory labor throughout the world. We prohibit child and forced/compulsory labor in our organization and in our supply chain.

Our company respects international norms for human rights and fully supports the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. These standards help inform GEON Performance Solutions' principles and approach on human rights issues.

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

We actively work with our employee representative bodies in different sites to drive healthy employee-employer relations. Our employee representative bodies work closely

with the management teams to ensure that our workforce understands our culture and is engaged in productive work. Based on our current labor policies, types of operations and people working with us, GEON Performance Solutions does not foresee a high risk with respect to human rights violation.

Compensation and Benefits

GEON Performance Solutions commits to provide competitive and fair compensation to attract and retain associates.

We are committed to providing quality job opportunities for residents of our local communities, with clean and safe working conditions, and market-competitive pay and benefits. In addition to a base pay, GEON Performance Solutions provides a total compensation package that involves an incentive and benefit plan. Based on local market conditions, benefits for full-time associates generally include medical, dental, vision, life insurance, disability, spending accounts and 401(k) savings program. Our family support policies include maternity and paternity benefits.

GEON Performance Solutions incentive plans support our company's growth goals. Targets are established and communicated at the beginning of each fiscal year.



I love the fact that GEON recognizes that giving back to our communities is so important. I wanted to be a part of a team that focuses on bettering the community that we work in while encouraging coworkers to donate their time and services as well."

Monique Adams, human resources generalist and THRIVE team member in Westlake, Ohio



My advice to any who wants to intern at GEON is to not limit your ambition to what you think you are currently able to do, but rather think of what you could possibly do and achieve under the right circumstances and with the right motivation."

Dylan McCord, 2021 summer intern and process engineer in Pasadena, Texas

SOCIAL

BUILDING THRIVING COMMUNITIES

At GEON Performance Solutions, we seek to shape communities that thrive now and into the future, both within our own business and in the towns and cities in we operate. Through our volunteer outreach program, THRIVE, all associates are encouraged and empowered to get involved in their communities. Each of our GEON sites has a diverse THRIVE team that is actively engaged in understanding and identifying the needs of their communities and collaborating with local stakeholders to drive community engagements.

In 2021, our associates lived our company value of **paying it forward** by organizing and participating in numerous activities to improve the quality of life in the communities where they live and work.



Ramos Arizpe, Mexico: Collected and delivered 36 school supply kits to Casa Omnia, an association dedicated to the care and development of the most vulnerable children in the Ramos Arizpe area



Westlake, Ohio: Partnered with the non-profit Drink Local Drink Tap to clean a local beach, collecting 58 pounds of trash



Terre Haute, Indiana: Organized a quarterly blood drive at the site to help ensure local health care facilities could meet the urgent need for blood and save lives



Seabrook/Pasadena, Texas: Held a fundraiser and collected nearly \$2,000 in support of Today's Harbor for Children, a residential community that provides food, clothing, counseling, health care and a stable family environment for children in crisis




Thrive



The good thing about the THRIVE experience is it creates opportunities for team-building. With COVID and all, a lot of things were put on hold. This is a good opportunity to raise team morale and gives us a purpose to help the community and have fun at the same time."

Derick Love Dua, Environmental Health and Safety specialist, Saint-Rémi, Quebec

SOCIAL

BUILDING THRIVING COMMUNITIES



Clinton, Tennessee: Collected approximately \$1,000 from associate donations in support of the Second Harvest Food Bank to supply weekend backpacks packed with food to schoolchildren in need



Dongguan, China: Organized an outing in which associates participated in a recycling quiz for prizes and cleaned up garbage in the surrounding neighborhood



Ramos Arizpe, Mexico: Donated and planted 400 trees to reforest Sierra de Zapalinamé in partnership with the conservation group Apoya Tu Bosque Local



Orangeville, Ontario: Organized a celebration day for all shifts and collected more than \$800 in support of the Orangeville Wolves Special Needs Hockey Team



GEON Empowers Associates to Give Back During the Holiday Season

To show gratitude to our communities during the holiday season, GEON provided \$5,000 to each site and empowered associates to choose the cause to which they would like to donate.

Volunteer-run THRIVE teams reached out to fellow associates to get feedback on how to use the money. The THRIVE teams then organized projects to support local non-profits and families in need. In many cases, the corporate donations were amplified by personal donations and time spent volunteering by associates.

- **In Terre Haute, Indiana,** associates donated a new playground fence to a local charity that provides an after-school program and nutrition on weekends and evenings for children in need.
- **In Ramos Arizpe, Mexico,** associates organized a posada for children and elders that lived in an impoverished neighborhood. The donations included a meal, a gift and groceries.
- **In Clinton, Tennessee,** volunteers collected 80 blankets for local homeless shelters.
- **In Orangeville, Ontario,** associates donated toys to a women's shelter, a catered meal to residents and staff of a men's shelter (and, in turn, supported a local business that struggled with a loss of revenue during COVID), and pet food and toys to an animal shelter.
- **In Avon Lake, Ohio,** the site donated 95 packed boxes and 30 carts of food to a local food bank.

In conjunction with the giving events, THRIVE teams organized potlucks, ugly sweater contests and other celebrations for associates.

GOVERNANCE

Leading with Purpose

Strong corporate governance is central to ensuring financial integrity and sustainable performance. Our vision, values, corporate governance standards and leadership practices help shape how we work and inspire our positive contributions every day.

In 2020, we worked on establishing the vision, values and cultural pillars that define GEON Performance Solutions. In 2021, we rolled out a new Code of Conduct that reflects our commitment to act with integrity in all our business actions.

Values and Vision

At GEON, we are committed to delivering value for our stakeholders by operating with integrity, working safely, collaborating with our customers, respecting the diverse contributions of our people, preserving the environment and supporting the communities where we operate.

Our Purpose

We Are GEON Nation

Experts in performance polymer compounding and process technology.

Our reason for being is to be essential to our customers, rewarding to our associates, generous to our communities and profitable to our owners.

We stand for integrity, value and excellence.

Our Values

Our values reflect the behaviors that define our shared culture.



Win together



Create opportunities



Pay it forward

GOVERNANCE

GOVERNANCE LEADERSHIP AND ACCOUNTABILITY

Our leadership structure enables strong corporate governance and accountability at all levels of the company. Strategic decisions are made by GEON's Board of Directors and senior leadership team. This structure allows us to quickly and effectively communicate strategic direction throughout the organization, closely monitor the implementation of initiatives and required activities needed to implement the strategy, and rapidly respond to business needs, opportunities and challenges.

- **Executive oversight:** Our senior leadership team is the primary everyday decision-making body for the organization, and defines and leads our sustainability efforts. The senior leadership team is composed of GEON's chief executive officer, chief financial officer, chief commercial officer, general counsel and secretary, chief human resources officer, vice president of manufacturing, vice president of global procurement, and vice president of transformation. This is a seasoned team with a wealth of experience and competencies, including specific functional expertise and in-depth knowledge of our company's products, customers, suppliers and end markets. The team sets the strategic direction for the company in response to current and future opportunities, threats and risks to the business, and ensures that company financial, commercial and operational metrics are on track and met. The senior leadership team is responsible for the successful execution of the strategy as approved by GEON's Board of Directors.
- **Board-level accountability:** The Board of Directors supervises senior leadership and is the ultimate controlling entity of GEON's operating entities. The primary function of the Board is to review and approve the proposed strategy, the underlying tactics to achieve the strategy, sustainability risks and financial planning, including targets. The Board has approved an authorization matrix, which controls the levels of authority that can be approved by senior

leaders and dictates what matters must be approved by the Board. Members of the Board also actively support specific projects within GEON, depending on the individual directors' specific competencies and areas of expertise. Additionally, as we move forward on our sustainability goals and targets, the Board will oversee the successful achievement of milestones.

- **Daily management:** Day to day, our management team is responsible for integrating sustainability into the business. This team facilitates our sustainability-related work with customers and industry associations, and in the communities in which we operate. They also bring forward new ideas and, going forward, will be responsible for tracking and disclosing our progress on our sustainability targets.

Risk Management

Effective risk management is the responsibility of the CEO and other members of the senior leadership team. The GEON Board provides risk oversight. Overall, risks and opportunities related to ESG topics are identified and managed between management and the Board through open feedback mechanisms that ensure continuous improvements.

ESG Governance and Oversight

The Board is committed to overseeing GEON's integration of ESG principles across the company. In 2021, the Board reviewed GEON's ESG strategy and progress, with a broader focus on GEON's sustainability goals and how they align to GEON's corporate strategy.

GOVERNANCE

GOVERNANCE LEADERSHIP
AND ACCOUNTABILITY

GEON Performance Solutions Board of Directors



Jack Norris, Board Chairman
Managing Director, SK Capital



Jared Kramer
Principal, SK Capital



David Mezzanotte
Senior Director, SK Capital



Tracy Garrison
Chief Executive Officer,
GEON Performance Solutions

GEON Performance Solutions Leadership Team



Tracy Garrison
Chief Executive Officer



John Glavin
Chief Financial Officer



Larry Shaw
Chief Commercial Officer



Gary Connelly
General Counsel/
Secretary



Jerome Beguerie
Chief Human Resources
Officer



Michael Riggs
Vice President,
Manufacturing



Gretchen Dragich
Vice President,
Global Procurement



Andrew Riley
Vice President of
Transformation

GOVERNANCE

ENGAGING OUR STAKEHOLDERS



Understanding what is relevant to both GEON and our stakeholders helps inform us of the material issues that serve as the foundation of our sustainability strategy and reporting. To identify our sustainability focus areas and goals, we systematically listen to a variety of viewpoints from both an external and internal perspective. Communication is done in both a formal and ad hoc manner, depending on the stakeholder groups' needs and requirements.

Who We Engage	How We Engage	Why We Engage
Customers	<ul style="list-style-type: none"> • Voice of customer surveys to understand sustainability concerns and identify innovation needs • Customer-facing GEON associates 	Understanding customer needs help us collaborate with customers on meaningful innovation and ensures our long-term competitiveness in an evolving and competitive marketplace
Associates (both potential and current associates)	<ul style="list-style-type: none"> • Recruiting talent at colleges and universities • Engaging in listening tours/town halls • Leader meetings • Intranet • Employee surveys 	Attracting and retaining a talented workforce is essential to build competitive advantage
Local Communities	<ul style="list-style-type: none"> • News monitoring • Volunteer initiatives • Working with academic and non-profit partners on workforce readiness 	Resilient communities and a ready, proficient workforce where we live and work is directly linked to the health of our business
Suppliers/Industry Associations	Participation in voluntary initiatives by organizations that help foster responsible supply chains, such as: <ul style="list-style-type: none"> • Responsible Care® • Vinyl Institute's Sustainability Strategy 	As we seek to make our supply chain more sustainable, we need strong collaborative relationships across our value chains
Government/Regulators	<ul style="list-style-type: none"> • Product stewardship • Legal department 	We are committed to transparency and compliance, as we can only achieve business success when we fully comply with all laws and regulations
Investors	<ul style="list-style-type: none"> • Board of Director meetings • Publishing an annual ESG report 	Our owners link ESG performance to long-term value

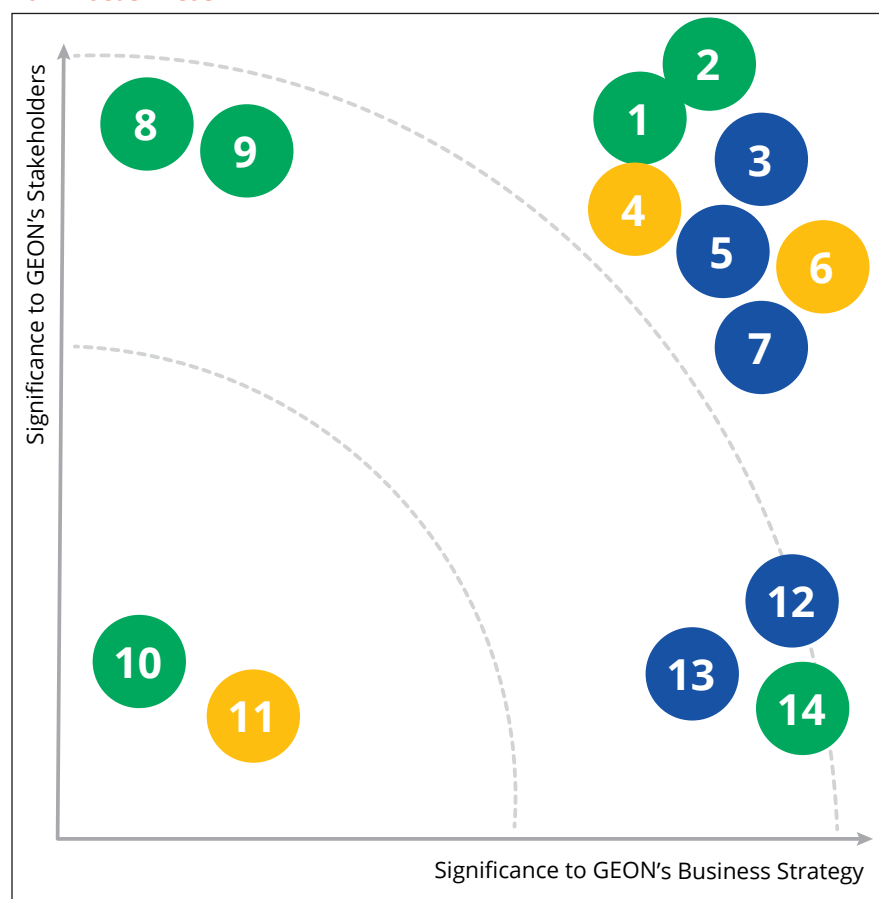
GOVERNANCE

ENGAGING OUR STAKEHOLDERS

Our Material Topics

From our stakeholder engagement activities and internal analysis, we have identified the most significant topics to our stakeholders and GEON's business strategy. The assessment enables us to capture our impacts in a non-financial manner, helps us prioritize impacts on which to focus, and informs our strategic thinking around environmental, social and governance issues. Issues were prioritized and plotted on the following ESG Materiality Assessment Map according to their relative degree of significance.

2021 Focus Areas



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

● Environmental ● Social ● Economic Governance

GOVERNANCE

ENGAGING OUR STAKEHOLDERS

Affiliations and Memberships

By actively engaging and collaborating with industry groups and other external organizations, we not only benefit from their learnings, experiences and ideas, but we can actively contribute to sustainable solutions and innovations across the value chain.



- **Member of the American Chemistry Council (ACC).** ACC is committed to improved environmental, health and safety performance through the world-class [Responsible Care® initiative](#), in which participation is a condition of ACC membership. As a new ACC member, we are moving toward implementing a companywide Responsible Care Management System, which is an integrated health, safety, security and environmental management system based on the principles of Responsible Care and continuous improvement.



VINYL SUSTAINABILITY COUNCIL

- **Member of The Vinyl Institute's Vinyl Sustainability Council,** a voluntary membership organization that is taking a leadership role in uniting the industry to advance sustainability.

Ethics and Integrity

Acting with integrity is not only the right thing to do. It is the right thing for a strong business. In early 2021, we adopted a newly drafted Code of Conduct, which formally establishes expectations for business conduct and ensures that we hold ourselves and how we do business to a high standard. Going forward, all GEON Performance Solutions associates are expected to be familiar with the Code of Conduct and adhere to its principles. In addition to providing all associates with access to the new Code of Conduct, we will conduct training to ensure that every employee understands how to do business the right way, at all times and at every site.

We always keep ethics and compliance at the heart of our business practices. Our facilities around the world need to comply with a wide range of national laws and governmental enforcement practices with regard to bribery and corruption. We maintain the highest standards wherever we operate and don't accept local norms if they fall below our own standards. All GEON associates are responsible for knowing and following the ethical, legal and policy requirements that apply to their jobs and for reporting suspected violations. Our people can report any suspected violations to various individuals, including those in Human Resources and the Office of the General Counsel, as well as by email or calling GEON's ethics hotline. All allegations are reviewed by senior leadership.

Quality Control

Quality management is a passion at GEON. Our facilities are all ISO- or IATF-certified. We have transportation (IATF16949) and medical certifications (ISO13485) at select facilities.



GEON Recognized for Green Circle Certification

In 2021, GEON Performance Solutions received its Green Circle Certification as part of the +Vantage Vinyl™ initiative. Launched in 2019 by the Vinyl Sustainability Council, +Vantage Vinyl is a voluntary effort to advance the U.S. vinyl industry's contribution to sustainable development. It promotes sustainability of the vinyl industry across three impact categories: resource efficiency and recycling, health and safety, and emissions.

GEON Performance Solutions received Green Circle Certification after a third party verified that the company met all sustainability goals and key performance indicators required of the initiative. Participating companies select at least one goal annually in each of the initiative's three priority areas.

APPENDIX

GRI Content Index

Disclosure		Page/Locations
GRI 102: General Disclosures 2016		
Organizational Profile		
102-1	Name of the organization	p. 3
102-2	Activities, brands, products and services	p. 6-8, geon.com/technology-highlights
102-3	Location of headquarters	p. 6
102-4	Location of operations	p. 6
102-5	Ownership and legal form	p. 6
102-6	Markets served	p. 6
102-7	Scale of the organization	p. 6
102-10	Significant changes to the organization and its supply chain	NA
102-11	Precautionary principle or approach	GEON employs a risk-based management approach for its operations, the supply chain, and the products it sells and distributes. p. 18-20, 29, 32
102-13	Membership of associations	p. 36
Strategy		
102-14	Statement from key decision-maker	p. 5
102-15	Key impacts, risks and opportunities	p. 9-10, 35
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	p. 31
102-17	Mechanisms for advice and concerns about ethics	p. 36
Governance		
102-18	Governance structure	p. 32
102-19	Delegating authority	p. 32
102-20	Executive-level responsibility for economic, environmental and social topics	p. 32
102-21	Consulting stakeholders on economic, environmental and social topics	p. 34
102-22	Composition of the highest governance body and its committees	p. 32-33

APPENDIX

GRI CONTENT INDEX

Disclosure		Page/Locations
Governance		
102-23	Chair of the highest governance body	p. 33
102-25	Conflicts of interest	p. 36
102-26	Role of highest governance body in setting purpose, values and strategy	p. 32
102-28	Evaluating the highest governance body's performance	p. 32
102-29	Identifying and managing economic, environmental and social impacts	p. 32
102-30	Effectiveness of risk management processes	p. 32
102-31	Review of economic, environmental and social topics	p. 35
102-32	Highest governance body's role in sustainability reporting	p. 32
102-33	Communicating critical concerns	p. 36
102-34	Nature and total number of critical concerns	NA
102-40	List of stakeholder groups	p. 34
102-41	Collective bargaining agreements	p. 28
102-42	Identifying and selecting stakeholders	p. 34
102-43	Approach to stakeholder engagement	p. 34-36
102-44	Key topics and concerns raised	p. 34-36
102-45	Entities included in the consolidated financial statements	p. 6
102-46	Defining report content and topic boundaries	p. 35
102-47	List of material topics	p. 35
102-50	Reporting period	p. 3
102-51	Date of most recent report	NA
102-52	Reporting cycle	p. 4
102-53	Contact point for questions regarding the report	Jeffrey Roberts, Global EHS Director, GEON Performance Solutions, Jeffrey.Roberts@GEON.com
102-54	Claims of reporting in accordance with the GRI Standards	p. 3
102-55	GRI content index	p. 37
102-56	External assurance	We did not seek external assurance from third parties with respect to most information in this report. Exceptions are noted.

APPENDIX

GRI CONTENT INDEX

Disclosure		Page/Locations
Material Topics		
GRI 301: Materials 2016		
GRI 103: Management Approach 2016		p. 9
301-1	Materials used by weight or volume	NA
301-2	Recycled input materials used	p. 16
301-3	Reclaimed products and their packaging materials	p. 9, 16, 19
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	p. 15
302-2	Energy consumption outside of the organization	NA
302-3	Energy intensity	NA
302-4	Reduction of energy consumption	NA
302-5	Reductions in energy requirements of products and services	p. 15, 19
GRI 303: Water and Effluents 2018		
GRI 103: Management Approach 2016		p. 18
303-1	Interactions with water as a shared resource	p. 18
303-2	Management of water discharge-related impacts	NA
303-3	Water withdrawal	p. 18
303-4	Water discharge	NA
303-5	Water consumption	p. 18
GRI 305: Emissions 2016		
GRI 103: Management Approach 2016		
305-1	Direct (Scope 1) GHG emissions	NA
305-2	Energy indirect (Scope 2) GHG emissions	NA
305-3	Other indirect (Scope 3) GHG emissions	NA
305-4	GHG emissions intensity	NA
305-5	Reduction of GHG emissions	NA
GRI 306: Effluents and Waste 2016		
GRI 103: Management Approach 2016		p. 16
307-1	Non-compliance with environmental laws and regulations	p. 16

APPENDIX

GRI CONTENT INDEX

Disclosure		Page/Locations
Material Topics		
GRI 401: Employment 2016		
GRI 103: Management Approach 2016		p. 28
401-2	Benefits provided to full-time associates that are not provided to temporary or part-time associates	p. 28
401-3	Parental leave	p. 28
GRI 403: Occupational Health and Safety 2016		
GRI 103: Management Approach 2016		
403-1	Occupational health and safety management system	p. 20, 21
403-2	Hazard identification, risk assessment and incident investigation	p. 20, 21
403-3	Occupational health services	p. 20, 21
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 20, 21
403-5	Worker training on occupational health and safety	p. 20, 21
403-6	Promotion of worker health	p. 20, 21
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 20, 21
403-8	Workers covered by an occupational health and safety management system	p. 20, 21
403-9	Work-related injuries	p. 20, 21
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016		p. 23-24
404-2	Programs for upgrading employee skills and transition assistance programs	p. 23-26
GRI 405: Diversity and Equal Opportunity 2016		
GRI 103: Management Approach 2016		p. 27
405-1	Diversity of governance bodies and associates	p. 27
405-2	Ratio of basic salary and remuneration of women to men	p. 27

APPENDIX

GRI CONTENT INDEX

Disclosure		Page/Locations
Material Topics		
GRI 413: Local Communities 2016		
GRI 103: Management Approach 2016		p. 29-30
413-1	Operations with local community engagement, impact assessments and development programs	p. 29-30
413-2	Operations with significant actual and potential negative impacts on local communities	NA
GRI 416: Customer Health and Safety 2016		
GRI 103: Management Approach 2016		p. 18
416-1	Assessment of the health and safety impacts of product and service categories	p. 18
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 18

NA = Information is not available and/or applicable



GEON® Performance Solutions
25777 Detroit Road, Suite 202
Westlake, Ohio 44145
1-800-438-4366
GEON.COM

GEON®
Performance Solutions