



2023

GEON<sup>®</sup> Performance Solutions  
Environmental, Social  
& Governance Report

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GEON.COM



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# ABOUT THIS REPORT

This report covers GEON® Performance Solutions' approach to environmental, social and governance activities for calendar year 2023.

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

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

This report has been prepared using the Global Reporting Initiative (GRI) Standards as guidance – GRI-referenced. See the Appendix of this report cross-referencing key GRI indicators and showing where, in this report, those topics are discussed.

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

We welcome your questions, comments and feedback. You may contact Janice Worden, chief operating officer, at [Janice.Worden@geon.com](mailto:Janice.Worden@geon.com).



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



GEON Vision 2025



Delivering Shared Value - Safely





# LETTER FROM THE CEO

## Dear Valued Stakeholders,

We are pleased to share our annual Environmental, Social and Governance (ESG) Report. Our ESG strategy is aimed at driving innovation for our customers, opportunity for our employees and positive change for our communities, while also decreasing the environmental footprint of our operations. Inside this year's report, you'll see how we continue to make progress toward our business and ESG goals and strive to do more.

## 2023 Performance

I am particularly proud of our company's resiliency and of what our employees achieved in 2023. Amid a year of slower macro-economic growth and rising costs, we blocked out the noise and improved our enterprise month after month. We delivered for our customers, and our healthy balance sheet allowed us to execute on our growth strategy.

A strong working capital position and operational discipline enabled us to continue to invest for the long term. This includes investments in information technology across our company; automation at our manufacturing facilities in Orangeville, Ontario; Pasadena, Texas; and Terre Haute, Indiana; and a capacity expansion at our Ramos Arizpe, Mexico, site.

We also expanded our polymers solutions offerings in North America and strengthened our Asia-Pacific presence with the acquisition of Polymax<sup>TPE</sup>, a leader in the research, development and manufacture of thermoplastic elastomer materials.

## 2023 Sustainability Highlights



### Optimize and Advance Operational Excellence

Saving 15% of annual water consumption at our Dyersburg site due to recirculating cooling water

22% improvement in total recordable injury rate over 2022

64% of GEON campuses had 0 recordable injuries

69% of waste went to recycle streams vs. landfill

2 sites (Dyersburg and Seabrook) achieved third-party Responsible Care Management System certification



### Shape Thriving Communities

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

Achieved Great Place to Work<sup>®</sup> certification in Canada, China and Mexico

13% increase in participation in our mentorship program from 2022

In response to GPTW survey, launched leader training and a continuous review process for employees and other initiatives

34% of leaders are minority and/or female, exceeding our 2025 target



### Collaborate and Innovate Across the Value Chain

Fully commercialized a closed-loop product for a customer using recycled materials from its manufacturing process

Incorporating bio-based fiber materials into polyolefins to help customers meet their sustainability goals







Launched a market roadmap for electrification that includes EV-driven changes, charging stations and charging cables

Advancing cybersecurity with new IT investments

Received a +Vantage Vinyl Silver verification for 4th consecutive year by the Vinyl Sustainability Council

### Driving Progress Against Our Sustainability Goals

Our ESG practices are integrated into both our everyday work and long-term business strategy. In 2023, we continued to drive progress against our sustainability goals and priorities in key areas, including:

 <p><b>Waste reduction</b></p> <p>We are striving to reduce waste-to-landfill through operational strategies that include reduction, reuse and recycling. Across the company, we recycled 69% of the total waste we generated. At our Dyersburg site in Tennessee, we reduced our monthly waste-to-landfill by more than 50% after applying lean principles.</p>	 <p><b>Sustainable innovation</b></p> <p>We continue to work alongside our customers to implement innovative product solutions that help them advance their sustainability goals and meet market demand for more circular products. In 2023, we worked with an automotive manufacturer to develop a low-odor bio-based polyolefin that uses natural fibers in place of mineral fillers in an interior trim application, meeting performance requirements while contributing to the vehicle's sustainability profile.</p>	 <p><b>Energy efficiency</b></p> <p>We have invested more than \$1 million in capital expenditures aligned to our ESG efforts, which includes implementing best available technology to reduce our overall energy intensity. We also are assessing our climate risks, as we continue to seek solutions that promote energy conservation and reductions in greenhouse gas emissions.</p>	 <p><b>Skilled workforce</b></p> <p>Our talent ecosystem has matured into a comprehensive and foundational program that is designed to help everyone willing to put in the work to achieve their full potential. In response to employee feedback from our Great Place To Work® survey, we also launched a leader training program and a continuous review process for our associates in 2023.</p>	 <p><b>Community engagement</b></p> <p>Our employee-led THRIVE teams are at the heart of our community work. In 2023, our THRIVE teams coordinated more than 5,800 hours of community service, where our associates promoted environmental stewardship, delivered gifts for families in need and supported military families.</p>	 <p><b>Environment, health and safety</b></p> <p>Providing a safe work environment is our first priority, and eight GEON sites, accounting for approximately two-thirds of our manufacturing facilities, operated without any recordable injuries in 2023. Across GEON, we continue to work toward our goal of zero injuries by focusing on leading causes of injuries, changing mindsets and behaviors and reducing exposure to high-risk activities.</p>
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### Guided by Our Values

Our company seeks to be valued for not only our business performance, but also for the value we create for our customers and society. Driven by our values of Win Together, Create Opportunities and Pay It Forward, we continue to raise the bar. We have set challenging sustainability goals and are confident we will meet them. We are holding ourselves accountable and being transparent with our progress. Together, our team of global associates is taking action to build a more resilient, responsive and efficient company, ready to flourish in a fast-changing world and thrive alongside our communities and customers.

I am grateful for the support of our stakeholders as we continue our sustainability journey, and I look forward to your feedback as we share our progress.

Best regards,



**Tracy Garrison**  
Chief Executive Officer, GEON Performance Solutions

# OUR BUSINESS

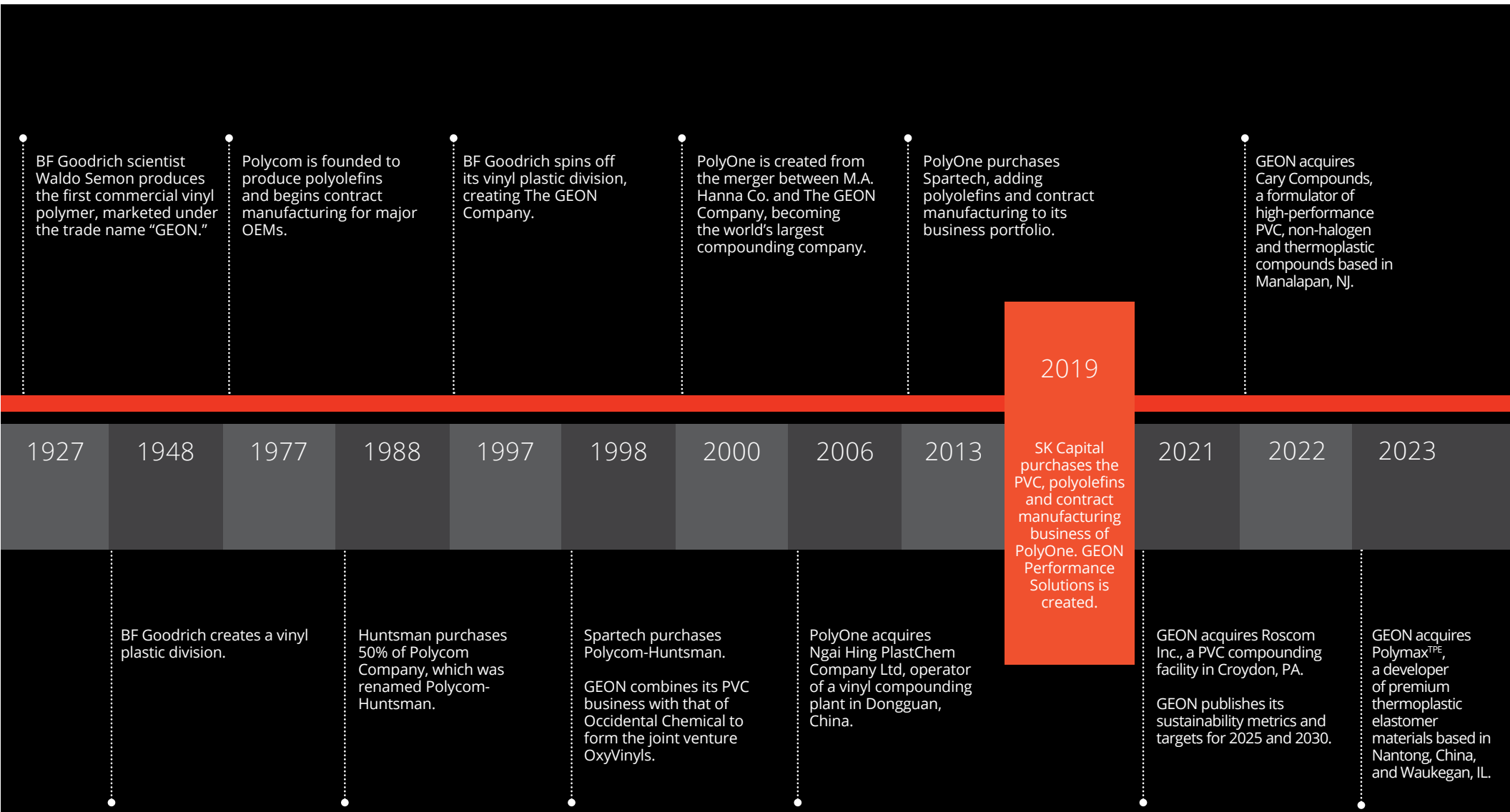
With a portfolio of highly adaptable vinyl and polyolefin polymer technologies as well as a full-service manufacturing business, our GEON team is building on our more than 90 years of expertise in materials development to deliver high-performing, market-specific solutions for a more sustainable society.

GEON Performance Solutions has approximately 1,000 global associates and 13 world-class manufacturing plants, with headquarters in a western suburb of Cleveland, Ohio. GEON also operates a Global Solutions Center at our Avon Lake, Ohio, campus and technology centers in Mexico and China that enable us to work alongside our customers to address their product challenges to enhance sustainability, performance and productivity.

In 2019, GEON Performance Solutions was acquired by SK Capital and became a standalone, customer-focused business. 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. The SK Capital portfolio companies currently generate revenues of approximately \$17 billion annually and their 26 portfolio companies operate more than 200 plants and employ more than 25,000 people globally in more than 30 countries.







A leading brand in polyvinyl chloride compounds, GEON Performance Solutions offers a broad range of formulated polypropylene and other thermoplastic polyolefin products, as well as contract manufacturing services. With more than 6,600 commercially available compounds and a comprehensive knowledge of materials development built on decades of experience, our customers count on our trusted brands to meet their unique challenges.



**GEON® Flex**



**GEON® Rigid**



**GEON® RESILIENCE®**



**GEON® Fiberloc™**



**GEON® Lite**



**GEON® Plus**



**GEON® Regulated**



**Polymax™PE**



## BUSTING MYTHS ABOUT POLYMERS WITH RECYCLED CONTENT

Replacing virgin polymer with recycled material in manufactured products is a sustainability goal promoted by regulators, governments, brands, consumers and the plastics industry itself. However, many customers worry about trade-offs such as material inconsistencies, supply shortages or products that fall short of the performance requirements.

In 2023, GEON presented a scientific paper at an industry conference demonstrating how comparative testing of its RESILIENCE® R Performance Polyolefin products, which contain up to 35% recycled content, resulted in no compromise in quality control standards as compared to virgin material. Tests measured physical properties such as tensile strength, melt flow rate, flexural modulus and ash level as well as long-term thermal stability and found that

RESILIENCE® R grades were comparable to the prime offsets across a variety of reinforcement types and levels of fill.

“We have shown that we can formulate material with recycled content to have equivalent performance versus their prime offsets,” said Al Chan, market manager of RESILIENCE® Performance Polyolefins. “Along with this, customers can count on a confirmed level of recycled content, active quality control procedures for our recycled raw materials, and virgin equivalents so customers have the flexibility to switch from virgin grades to RESILIENCE® R grades as needed.”

This allows customers to support sustainability goals such as reducing plastic waste or cutting greenhouse gas emissions without compromising performance.

OUR BUSINESS

OUR MARKETS

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

<p><b>Transportation</b></p>	<p><b>Building &amp; Infrastructure</b></p>	<p><b>Power &amp; Communication</b></p>	<p><b>Consumer</b></p>	<p><b>Industrial</b></p>
<p><b>Key Market Needs</b></p> <ul style="list-style-type: none"> <li>✓ Lightweighting</li> <li>✓ Reduced Emissions</li> <li>✓ Lower Carbon Footprint and Sustainable Materials</li> <li>✓ Circularity</li> </ul> <p><b>GEON Strengths</b></p> <ul style="list-style-type: none"> <li>• Filled and reinforced polypropylene (PP) formulations used in applications for consumer vehicles and heavy trucking</li> <li>• Low-odor and high-strength product offerings to meet next-generation applications</li> <li>• Customized industry-specific development, expertise and support</li> <li>• Decades of transportation experience</li> <li>• Soft touch surfaces and sealing systems</li> </ul>	<p><b>Key Market Needs</b></p> <ul style="list-style-type: none"> <li>✓ Sustainability</li> <li>✓ Energy Efficiency</li> <li>✓ Weather Resistance</li> <li>✓ Longevity</li> </ul> <p><b>GEON Strengths</b></p> <ul style="list-style-type: none"> <li>• Rigid and flexible thermoplastic polyolefin (TPO) formulations used in industrial and commercial roofing applications</li> <li>• Chlorinated polyvinyl chloride solutions formulated for years of outdoor weathering providing higher flame, chemical and temperature resistance</li> <li>• Polyvinyl chloride (PVC) and PP extrusion and molding products for fenestration and siding, designed to withstand weather and UV environmental elements</li> <li>• Flexible materials for sealing systems</li> </ul>	<p><b>Key Market Needs</b></p> <ul style="list-style-type: none"> <li>✓ Design Flexibility</li> <li>✓ Connectivity</li> <li>✓ High Performance</li> <li>✓ Sustainability</li> </ul> <p><b>GEON Strengths</b></p> <ul style="list-style-type: none"> <li>• Multiple grades of vinyl materials for use in most applications, including power and communication sectors</li> <li>• Plenum and fiber optic solutions to support high-speed communication requirements</li> <li>• Zero-halogen and low-smoke material options</li> </ul>	<p><b>Key Market Needs</b></p> <ul style="list-style-type: none"> <li>✓ Durability</li> <li>✓ Haptics and Appearance</li> <li>✓ Lower Carbon Footprint and Sustainable Materials</li> <li>✓ Circularity</li> </ul> <p><b>GEON Strengths</b></p> <ul style="list-style-type: none"> <li>• Rigid and flexible TPO formulations for appliances, packaging, water filtration equipment and power tools</li> <li>• Broad range of hardness/softness capability depending on requirements</li> <li>• Customized thermoplastic elastomer (TPE) solutions to address haptics and ergonomics</li> <li>• Proven color matching technology</li> </ul>	<p><b>Key Market Needs</b></p> <ul style="list-style-type: none"> <li>✓ High Performance</li> <li>✓ Energy Efficiency</li> <li>✓ Weather Resistance</li> <li>✓ Longevity</li> </ul> <p><b>GEON Strengths</b></p> <ul style="list-style-type: none"> <li>• Range of flexible and semi-flexible PVC and TPE materials for applications such as conveyor belts, hoses and tubing</li> <li>• PVC and TPE materials for use in a variety of wheels and casters</li> <li>• General rubber replacement applications with PVC or TPE</li> </ul>







# 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.

In 2020, 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 and advance 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. By partnering for change across the value chain, we also are seeking to create shared value.

Looking to the future, we are mindful that our sustainability journey is one of continuous improvement. We will continue to advance our sustainability framework and embed responsible business practices across every area of our company.



### Sustainability Strategy: 3 Areas of Focus



#### Optimize and advance operational excellence

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



#### Shape thriving communities

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



#### Collaborate and innovate across our value chain

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

# 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.



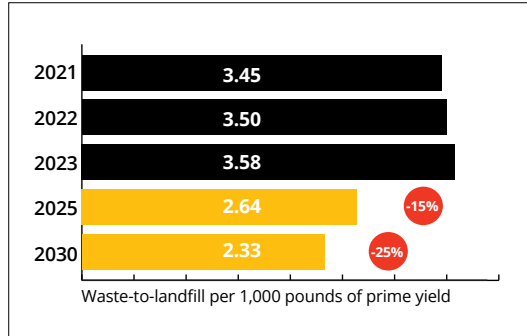
### Optimize and Advance Operational Excellence

#### Waste

##### Sustainability Goal:

Reduce solid waste-to-landfill

2025 Target:

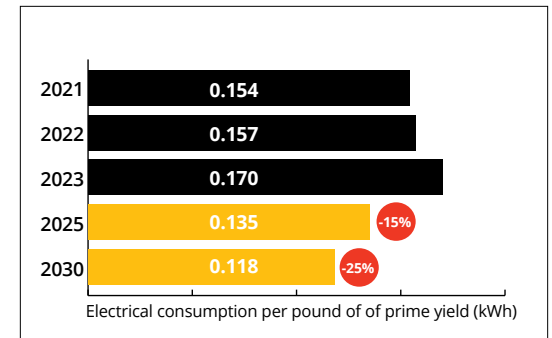


#### Energy Efficiency and Optimization

##### Sustainability Goal:

Reduce electrical consumption

2025 Target:

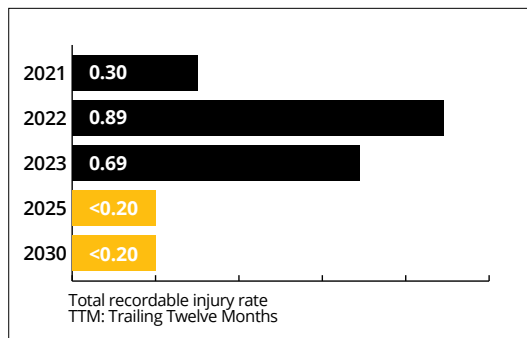


#### Safe Work Environment

##### Sustainability Goal:

Reduce total recordable injury rate

2025 Target:



#### Responsible Care® Management System

##### Sustainability Goal:

Receive Responsible Care Management System certification by 2025



2023 Progress:

2 sites (Dyersburg and Seabrook) achieved third-party Responsible Care Management System certification





## Shape Thriving Communities

### Skilled and Engaged Workforce

#### Sustainability Goal:

A thriving culture built on trust

TARGETS

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

Certified GPTW by 2025

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

2023 PROGRESS

**65%** GPTW Survey Employee Engagement Index

**17%** of our people participated in flagship talent program

### Diversity & Inclusion

#### Sustainability Goal:

A skilled, inclusive and diverse workplace

TARGETS

**50%** of college hires are minority and/or female

**30%** of leaders are minority and/or female

2023 PROGRESS

**46%** of college hires are minority and/or female

**34%** of leaders are minority and/or female

### Community

#### Sustainability Goal:

A caring GEON Nation taking action in our communities

TARGET

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

2023 PROGRESS

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



## Collaborate and Innovate Across the Value Chain

### Circular Economy

#### Sustainability Goal:

Collaborate with value chain to develop solutions

TARGET

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

2023 PROGRESS

Successfully commercialized and produced >1.6MM pounds of a closed-loop product for a customer using recycled materials from its manufacturing process

### Product Innovation

#### Sustainability Goal:

Innovate alongside customers to meet mutual goals

TARGETS

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

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

2023 PROGRESS

Developed a low-odor bio-fiber-based formulation for automotive interiors, contributing to wider adoption of renewable materials in automotive applications

### Industry Collaboration

#### Sustainability Goal:

Participate in industry alliances

TARGET

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

2023 PROGRESS

Boosting external collaboration with select trade organizations, industry conferences, university engagement, and regulatory agencies and standards  
Named +Vantage Vinyl-Verified Company by the Vinyl Sustainability Council for fourth consecutive year

Note: After a discussion with our Board of Directors, we are seeking a more effective and targeted metric to gauge employee satisfaction at GEON and will no longer be reporting on our turnover target. Although GEON's turnover rate is much lower than the overall U.S. Bureau of Labor Statistics manufacturing turnover rate, we acknowledge how current macroeconomic conditions are impacting our results.


# ENVIRONMENTAL

To contribute to a healthy planet and meet society's evolving needs, we are committed to continuously developing innovative, more sustainable products in collaboration with our customers, as we take steps to operate a more efficient business that uses resources wisely.

Our environmental focus is on reducing the impact of our operations to optimize the use of natural resources, save energy and associated emissions, minimize operational waste whenever possible and promote more circular products. In all we do, the safety of our associates and the communities in which we operate is a top priority.

## Our Approach: Optimize and Advance Operational Excellence

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

	Areas	2023 Actions
 Optimize and Advance <b>Operational Excellence</b>	Waste	Recycled 69% of waste generated and decreased waste-to-landfill by 16% over 2022
	Energy Intensity	Energy use of 0.17 kWh per pound of product
	Safe Work Environment	GEON's recordable injury rate was 0.69, a 22% improvement over 2022



## ENVIRONMENTAL

## OPERATING EFFICIENTLY

**Saving Energy and Reducing Our Footprint**

We continue to explore ways to optimize our energy footprint to reduce our energy usage and cost while also reducing our carbon intensity and environmental impact. Most of the greenhouse gases (GHGs) we emit are due to energy used to make our products and fuel to distribute them to our customers.

To help track our progress, our Resource Efficiency and Optimization sustainability target focuses on reducing our electricity use per pound of product by 15% by 2025. In 2023, we consumed 0.17 kWh per pound of product. Although our electrical intensity did not decrease as we desired in 2023, our plants' electrical use was 138,331,326 kWh – a decrease of 13% over 2022, due mostly to lower overall volume.

**Our Actions**

To drive energy efficiency and reduce our overall electrical consumption and carbon impact, we:

- **Measure OEE (overall equipment effectiveness) to improve our productivity.** Sites leverage zero-loss analyses to reduce productivity losses, increase our asset effectiveness, and improve our operational and electrical efficiencies.
- **Conducted energy audits at all campuses.** Several sites have conducted energy audits to understand equipment specific energy use, which helps to shape GEON's investment plan and asset strategies.
- **Allocated capital funds for improvements.** The company has executed greater than \$1 million in capital expenditures aligned to our ESG efforts across our sites, including pursuing best available technology to reduce our overall energy intensity.

**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:

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

**2025 GOAL**

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

**OUR ACTIONS**

Launched a companywide energy team to share best practices to improve our energy-intensity performance



### Managing Our Waste

GEON Performance Solutions is committed to generating less waste in our operations and finding new avenues for recycling waste content. In 2023, GEON Performance Solutions diverted 6,857,916 pounds of waste to recycle in 2023, or 69% of our total waste. Our total waste-to-landfill was 2,924,464 pounds, a 16% decrease in the total waste-to-landfill over 2022.

Our goal is to reduce our waste per pound of product by 15% by 2025. To meet that goal, our sites have consulted waste providers to leverage industry practices and incorporated measures such as improved waste segregation, diverting landfill waste to waste-to-energy, or implementing actions to reduce waste in production processes.

In 2023, two sites – Dyersburg, Tennessee, and Pasadena, Texas – significantly decreased their waste-to-landfill – delivering a 52% and 37% improvement, respectively. We are looking to share their best practices across our enterprise to replicate the successes at these two sites.

### Our Actions

To meet our waste reduction goal, we are reducing waste generation and increasing recycling rates by:

- **Reducing scrap generation with lean improvements.** In 2023, market conditions drove conservative buying behaviors and smaller batch sizes, which can result in less optimized manufacturing. While we chose to prioritize customer requirements (e.g., on-time delivery) over other internal metrics, we are working to retain our agility to serve customers while reducing waste across our sites.
- **Qualifying multiple recycling sources to reduce single-sourcing risks.** An ongoing challenge is when recyclers no longer accept certain waste streams, likely due to unfavorable economics. To address this, GEON is seeking to more widely source recyclers to prevent gaps.
- **Enhancing our operations' waste segregation methods and refining recycling processes.** Ongoing education of our associates and tracking of recycling streams help to ensure compliance.

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



#### 2025 GOAL

Reduce solid waste by 15% by 2025

#### OUR ACTIONS

69% of waste went to recycle streams vs. landfill

## Making Cutting Waste a Priority



When Dwight Ausmus first launched a project to cut landfill waste at GEON's Dyersburg site, he counted seven to eight large Dumpsters on site. Today there is only one.

Ausmus, who has implemented waste-saving strategies at other GEON sites, worked with the Dyersburg team in 2023 to reduce the site's waste-to-landfill by more than 52%. He and the team applied lean principles to meticulously track what waste materials were being discarded and trained associates to segregate materials for recycling.

"I watched what was being discarded into the Dumpsters – cardboard, metal," said Ausmus, regional warehouse manager and a Lean Six Sigma Black Belt. "I felt most all of it could be recycled."

Segregating cardboard and pallets were quick wins – it could be baled and recycled by the site's existing vendor. More challenging were the lumps, chunks and dust collection waste that were a byproduct of the manufacturing process. That waste material, which is collected in large "super sacks," had to be segregated by material grades in order to successfully recycle.

"Every waste stream had a code assigned to it, so we could track where waste streams were going and find a home to recycle it," said Ausmus. "We trained everybody to the new codes and validated how many pounds were collected. We then identified a vendor that would purchase, freight and recycle the material."

The result: The site has reduced waste-to-landfill by 438,000 pounds of waste since the project launched in June 2023.

Ausmus, who is passionate about reducing landfill waste, said sustaining progress requires ongoing commitment from both management and associates.

"There are a lot of best practices that can be leveraged across GEON facilities to increase recycling, which can conserve natural resources and reduce greenhouse gases," he said.

ENVIRONMENTAL

## REDUCING OUR IMPACT

### Implementing Water-Saving Strategies

Water is a shared resource, and we understand businesses must use water wisely to ensure there is adequate freshwater for local communities and to minimize wastewater to safeguard the environment. Efficient water use also enhances our operational efficiency and resilience, as we use freshwater in our production processes. Our 2023 water consumption was 143,190,315 gallons, down significantly from 2022.

Our water strategy is focused on accelerating the actions needed to increase water security where we operate. In 2023, we launched a project at our Dyersburg sites to recirculate cooling water, which reduces the site's water usage by 15% in 2023 and will further reduce it by an additional 15% in 2024. We also are investing in enhanced infrastructure at our Ramos Arizpe, Mexico, site.

In 2023, two of our 13 production sites were in areas classified at high risk for water stress – Ramos, Mexico, and Nantong, China.

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

*Source: WRI Aqueduct Water Risk Atlas. Water stress is determined by the ratio of total withdrawals to total renewable supply in a given area. A higher percentage means more water users are competing for limited water supplies. The percentage for a high-stress area is 40-80%.*

### Saving Water Through Reuse

By implementing a project to reuse cooling water during the manufacturing process, GEON's Dyersburg site in Tennessee has cut its municipal water usage by 15% in 2023 and is projecting another 15% reduction in early 2024.

Following asset optimization projects, the Dyersburg team freed up cooling tower capacity and allocated this to other production lines and our laboratory molding machines. Our ability to leverage this capacity reduced our demand for freshwater in 2023 by almost 1.2 million gallons per month, with additional, equivalent gains planned in 2024 as well.

By early 2024, four of six of the manufacturing site's production lines will use recirculated water.

"When the project is fully implemented, we estimate that our water usage will be cut by a total of 2.5 million gallons per month or 30% of annual consumption," said Chad Worley, GEON regional engineering manager in Tennessee.

In addition to conserving freshwater resources, the project will result in annual cost savings of approximately \$245,000 for a minimal investment, Worley said.



### Connecting Quality and Sustainability

At GEON, we strive to provide defect-free materials and create a culture committed to continuous improvement and operational excellence. Our facilities are certified in a variety of quality standards such as ISO 9001, ISO 14001 and ISO 13845, Responsible Care Management System 2019 and IATF 16949, which all embrace the PDCA (Plan, Do, Check, Act) concept. 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) certification, which is a global standard and initiative for the chemical industry to help improve environmental sustainability and safety standards. A key part of the RCMS process is mandatory certification by an independent, accredited auditor. In 2023, GEON received corporate certification, which verifies that a company has implemented the elements of Responsible Care®. Two sites – Seabrook, Texas, and Dyersburg, Tennessee – also achieved RCMS certification after a rigorous third-party audit. Our corporate headquarters and Terre Haute, Indiana, site retained RCMS certification through surveillance audits. We are advancing this initiative, as planned, with a target of having all sites certified in 2026.

### Environmental Compliance

We have a strong track record of environmental compliance at GEON. Across our operations, we are taking actions 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 or reportable releases or spills in 2023.

### Reducing Supply Chain Emissions

To improve supply chain efficiency and reduce GHG emissions, we are partnering with carriers in the U.S. EPA's voluntary SmartWay program to identify and select more efficient freight carriers, transport modes, equipment and operational strategies. We also are working with Odyssey Logistics to use analytics, carrier relationships and sustainability strategies such as route utilization to optimize emissions. In 2023, GEON saved approximately 457,000 kilograms of CO<sub>2</sub> through the program, which is the equivalent of carbon sequestered from 545 acres of U.S. forests in one year.



#### GOAL

Every GEON site receives RCMS certification by the end of 2026

#### OUR ACTIONS

2 additional sites achieved RCMS certification

### Investing to Achieve RCMS Certification



Tammy Ernest, an EH&S specialist at GEON's Dyersburg site, knew she faced a long checklist of things to do if the site were to achieve Responsible Care Management System (RCMS) certification.

"As I was new in my role, I needed to quickly assess what our current state was compared to future state against these new RCMS requirements. Fortunately, GEON remained committed to making changes required and investing in the resources to be successful," Ernest said.

As a result of each site's time and dedication, both the Dyersburg and Seabrook facilities achieved RCMS certifications in 2023.

"RCMS is very important to have to make sure that our employees are in a safe environment," Ernest said. "The RCMS also helps with housekeeping, which keeps contamination at a low. This is important because contamination can lead to customer complaints."

To receive RCMS certification, a facility must undergo third-party audits.

"Our certification and the process that we underwent to meet the requirements is a great tool to share across the GEON Nation," Ernest said. "Our sister plants can learn from our process and leverage our findings to help understand what is needed to meet RCMS requirements and to optimize EH&S at their sites."





## 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.

GEON has replaced many problematic chemicals with ones that are safer alternatives and are better choices for our customers. For example, we have multiple projects in the works to replace halogenated flame retardants to approved flame retardants that are not regulated. We also do not currently use any regulated per- and polyfluoroalkyl substances (PFAS).

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 new labeling elements and safety data sheets format requirements to facilitate recognition and understanding.

ENVIRONMENTAL

## COLLABORATING AND INNOVATING FOR A MORE CIRCULAR VALUE CHAIN

Our innovation strategy is increasingly centered around driving solutions that advance our customers' sustainability goals and respond to current and future challenges in our industry, while contributing to a more resilient business and healthier planet.

Three of our 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 working together to help lower the ecological footprint of everyday products and use resources responsibly, while also promoting continuous improvement throughout the value chain.

Here's a look at our approach and 2023 progress:

### Closing the Loop on Waste

**We are investing in circular systems and innovations with our customers.** Keeping resources in use as long as possible can help achieve a lower-carbon, circular economy, where waste becomes a resource for something new. In 2023, we worked with a customer to fully commercialize products that utilize its post-production PVC scrap, closing the loop on its production process.

The customer, an international manufacturer of PVC pipes and fittings, was seeking a way to improve its process for redirecting its PVC scrap back into the feedstock supply chain. The existing system created logistical inefficiencies, as trucks were deployed for a one-way delivery to the recycler and another one-way delivery back to the manufacturer. In addition, much of the scrap was not pure enough for direct product manufacturing.

Beginning in 2021, GEON experts went into the lab to work on a material reformulation. After testing the concept in the laboratory and manufacturing a small-scale run, the product line was fully commercialized, with 1.6 million pounds of product manufactured in 2023. Now, the customer's scrap is processed back into the feedstock supply stream. This reduces the customer's carbon footprint and other environmental impacts. Working directly with GEON also reduces logistics costs and improves supply reliability.

## A Market-Focused Approach to Electrification



In 2023, GEON launched a comprehensive technology roadmap to address opportunities involved with the transition to electric mobility.

With tightening emissions regulations, government investments and rising consumer interest, a shift is underway toward electric vehicles and their supporting infrastructure globally. Our technology roadmap focuses on developing solutions to help customers navigate the shift to electrification in key areas, such as electric and autonomous vehicles, charging stations and charging cables.

By taking a holistic approach to electrification and focusing on industry needs, innovations with GEON's materials can help meet industry challenges. These include advancing energy efficiency by enabling lightweighting; safety by improving thermal management, component durability and reliability; and sustainability through increased service life of components and incorporation of recycled or bio-based materials.

"Electrification is changing the automotive industry," said Jean-Francois Morizur, head of technology and vice president of GEON Performance Solutions. "By delineating a clear path forward, we're not only addressing the immediate challenges posed by the transition to electric mobility but also laying the foundation for a robust infrastructure capable of supporting the burgeoning EV market."

## ENVIRONMENTAL

## COLLABORATING AND INNOVATING FOR A MORE CIRCULAR VALUE CHAIN

### Innovating with Renewable Sources and Recycled Materials

We are designing products according to circular principles, including:

- **Bio-fiber-based composite for interior automotive applications.** GEON has developed a new solution designed to further boost the sustainability of automotive applications while addressing a crucial concern in the integration of bio-based-content TPO composites: the pervasive odor. By mitigating the odor associated with bio content such as natural fibers or wood flour, our innovation helps pave the way for wider adoption of these renewable materials in automotive manufacturing. This key development helps auto manufacturers improve the eco-balance of their vehicles and contribute to their net-zero emissions targets, while also delivering performance and comfort levels in line with similar TPO products made from fossil-based raw materials.
- **New product enabling the use of recycled PVC in extrusion compounds.** In the first half of 2024, GEON is launching a new product facilitating the utilization of recycled PVC in extrusion compounds. By enabling the incorporation of up to 50% recycled PVC in extrusion compounds for pool and spa applications, we aim to diminish the reliance on virgin raw materials, thereby curbing resource consumption and mitigating environmental impact. Our solution helps customers incorporate recycled content into extruded compounds while minimizing the impact of the inherent variability in recycled feedstock.

### Collaborating Across the Value Chain

We are working with our suppliers to promote sustainable practices and with industry associations to share knowledge and drive systemic solutions forward together. For example, we're in the process of developing products that integrate novel high-molecular-weight bio-based plasticizers. Our focus is on retaining mechanical properties while sidestepping the release of additives.

As part of our commitment to the Vinyl Sustainability Council's +Vantage Vinyl™ initiative, we are collaborating to advance recycling efforts within the North America vinyl industry by helping to develop industry tools to integrate sustainability thinking early in the product design phase and create recycled material standards to increase confidence in the material supply.





## ENVIRONMENTAL

# FOCUS ON SAFETY

Our people are our most important asset, and their safety and well-being are our Number 1 priority. 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.

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.
- 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.

### 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 resolutions 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. In 2023, almost 1,000 reports were completed, with approximately 939 risk-reducing measures taken.

We also conduct regular training on topics for associate environmental, health and safety 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. Areas of focus in 2023 were hand safety, our safe work permitting process and implementing our new EHS management system.

## Safety Day Enhances Awareness



Our Avon Lake, Ohio, campus hosted Safety Day, which reinforced safe protocols and procedures through fun interactive games.

Associates from the manufacturing plant, Solutions Center and technology departments participated in multiple activities that included fire extinguisher training, a forklift rodeo, audiometric testing and trivia, which were designed to enhance awareness and reinforce essential safety knowledge.

The Safety Day cultivated a positive safety culture, fostered team building between departments and provided inclusive, interactive training.





## ENVIRONMENTAL

### OPERATING SAFELY

#### 2023 Safety Performance

Our 2023 total recordable incident rate (TRIR) was 0.69, a 22% improvement over our 2022 TRIR rate of 0.89 and exceeding the American Chemistry Council's benchmark of 0.74 for member companies. The main type of work-related injuries in 2023 were hand injuries, with two recordable hand injuries. No injuries had the potential to be life-threatening or life-altering. Total hours worked in 2023 were 1,743,180.

#### Our Actions

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

- Implementing a 2023 corporate-wide safety roadmap to drive sustainable improvement in our safety performance.
- Focusing on training associates to identify and act on risks in the workplace.
- Investing in a range of equipment upgrades, including ventilation and dust collector upgrades, loading stations, fire protection systems and infrastructure improvements.

#### 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.



**2025 GOAL** <0.2 TRIR

**OUR ACTIONS** 0 recordable injuries at 64% of GEON sites



# SOCIAL

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

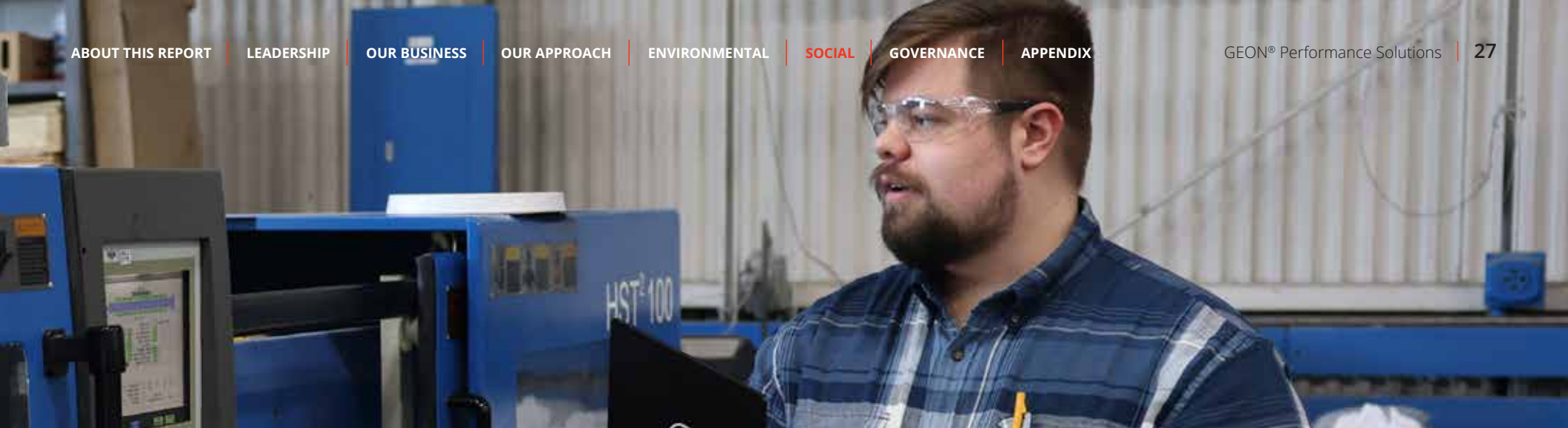
As GEON Performance Solutions continues to evolve and grow, we remain steadfast in our commitment to the development of our people and the betterment of our communities. We believe a thriving, inclusive workplace is foundational to our success. Through our comprehensive talent ecosystem, we are empowering associates from all backgrounds, career stages and educational levels to build their skills and grow their careers as they contribute to the growth of our business.

### Our Actions: Scaling a Culture of Continuous Learning and an Engaged Workforce



In 2023, we:

- **Launched new initiatives to increase employee engagement** and improve specific elements of our workplace culture, based upon employee feedback from our Great Place To Work® survey.
- **Increased the diversity of our leadership**, exceeding our 2025 target.
- **Continued to scale our GEON Talent Ecosystem across the enterprise**, helping to build our global talent pipeline and support a continuous learning culture.
- **Hosted employee-led THRIVE teams** at each of our sites to build engagement and lead volunteer activities in our communities.

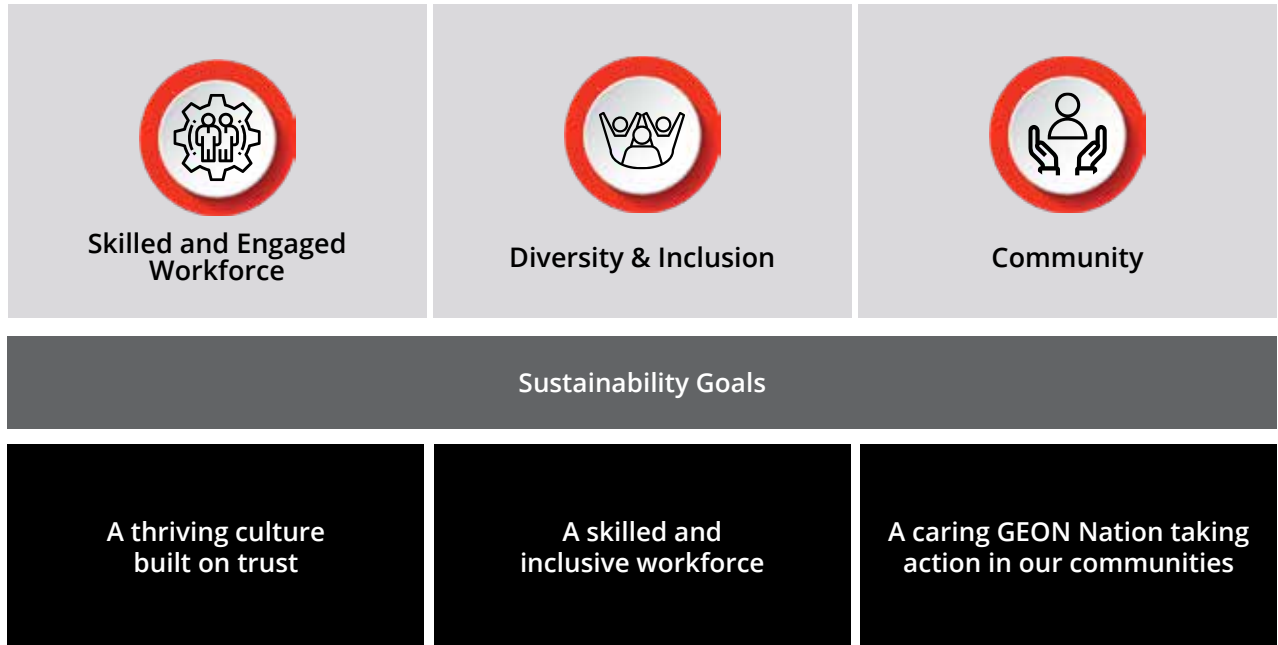


### 3 Pillars of Our People Strategy

Our People strategy and roadmap puts our associates at the center of our growth and sustainability strategies. Built around our values – Win Together, Create Opportunities and Pay It Forward – our strategy is aimed at creating a learning and evolving organization where every associate is engaged and empowered to take ownership of their career growth.

Our priorities include:

- Attracting and retaining the best talent and creating a workplace culture in which every GEON associate can reach their full potential.
- Embedding diversity & inclusion into our People strategy.
- Uplifting the communities we call home through our employee-led THRIVE program.





### Creating a Learning and Evolving Organization

Our GEON Talent Ecosystem is foundational to attracting the best talent and to helping our associates build their own capabilities to map a successful future at GEON and support our future. The talent ecosystem 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. Just as important, our talent ecosystem demonstrates our commitment to helping our associates own their career development and advance their learning journey.

### GEON Talent Ecosystem

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 include:

GEON Academy	College Internships	G-Force Graduate Rotational Program	Mentorship Program	THRIVE
<p>Aimed at building a skilled workforce within our manufacturing operations, elements of the GEON Academy include:</p> <ul style="list-style-type: none"> <li>• High School Manufacturing Internship Program</li> <li>• Skills Matrix Program</li> <li>• Maintenance Apprenticeship Program</li> </ul>	<p>GEON's summer internship program actively recruits the children of GEON associates and other promising college 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).</p>	<p>This two-year program enables college graduates to rotate assignments within various business functions within GEON and ultimately choose a career path aligned with their interests. The rotational program includes mentorship, challenging assignments and on-the-job experience.</p>	<p>Through a diverse group of mentors and mentees, the program aims to boost the visibility and interactions of high-potential talent with senior leadership, and accelerate the personal and professional growth of participants.</p>	<p>To help build a thriving and inclusive culture, GEON THRIVE teams are a diverse group of volunteer associates who drive community engagement initiatives for our sites and support local action plans to address feedback from our Great Place To Work® survey results.</p>

High School/  
Apprenticeship

College/New Graduate

Mid-Career and Beyond

SOCIAL

## DEVELOPING OUR PEOPLE

### GEON Academy: Building a Pipeline of Skilled Manufacturing Workers

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

The GEON Academy is designed to:

- Build a pipeline of talent and address a shortage of skilled workers by investing in training and skills development through internships and apprentice programs.
- Leverage relationships with local partners, such as community colleges and high schools, to create awareness about manufacturing career opportunities at GEON.
- Upskill our existing workforce and improve retention by developing customized training programs and career pathways within our manufacturing operations.
- Develop a culture of engagement and empower associates to take control of their careers through a structured process in which salary increases are tied to mastering essential job skills.

Our GEON Academy includes three pilot programs – the Maintenance Apprenticeship Program, High School Manufacturing Internship and Skills Matrix Program – that we are planning to expand across the enterprise.

### Maintenance Apprenticeship Program

In 2023, we expanded our Maintenance Apprenticeship Program to our Terre Haute, Indiana, campus after initially launching the program at our Avon Lake, Ohio, campus in 2022.

GEON has partnered with local community colleges – Lorain County Community College in Ohio and Ivy Tech Community College in Indiana – to design and deliver manufacturing apprenticeships that incorporate on-the-job training with the technical and classroom training. Based on a learn-and-earn model, the program provides a path to upskill our workforce while enabling participants to train on the job and gain credits toward a certificate or associate in applied science degree.



### High School Manufacturing Internship

In 2023, our Clinton, Tennessee, production campus welcomed its first two high school manufacturing interns. The high school manufacturing internship was developed in collaboration with the Anderson County Career & Technical Center's work-based learning program to help students in the community bridge the gap between high school and high-demand, high-skill careers at GEON.

The internship is available to rising seniors and is designed to provide high school graduates in this rural community with exposure to real-world job skills and an attractive long-term career path. During the first semester, students spend a half day in the classroom and a half day at GEON's manufacturing campus gaining experience in production or warehousing. They work full time at GEON during the second semester. Interns receive core credit for high school graduation. The goal is that interns join GEON's manufacturing operations full time after graduation.

Close collaboration with the school district has helped deliver an internship program that benefits area students and GEON, while also helping enhance the academic offerings of the school district.

"Our close collaboration has helped us understand what skills employers need, so we can do relevant training in the classroom," said Christa Frost, who works as the school district's work-based learning coordinator. "My goal is that we're supporting the employer and making sure we are sending them students able to do the job. In turn, we are looking for businesses willing to put time into mentoring students and giving them real-world experience."

### Skills Matrix Program

Our Skills Matrix Program enables our manufacturing associates to earn pay increases as they master new skills. The program ties salary progression to earning training certifications that are critical to GEON's manufacturing operations.

For associates, the program enables them to control the pace of their training and bases wage increases on mastery of critical skills rather than time spent in a role.

For GEON, the Skills Matrix Program helps GEON improve retention and recruitment in a tight labor market. It also standardizes training across sites and helps ensure our manufacturing associates have the necessary skills to help us remain competitive.

Associates can choose career paths in our Production, Quality and Warehouse functions. Each tier in the training process combines hands-on training with learning on the computer. Associates must demonstrate competency before moving to the next tier.

The program launched in January 2023 at our Clinton, Tennessee, site.

"We hope this program attracts people who are highly motivated and want to rise to the top faster," said Tate Wallace, manufacturing manager at GEON's Clinton campus. "We also think that by identifying the most crucial skills and standardizing them, our Skills Matrix will elevate training across our sites."



### Opening Opportunities to Manufacturing Careers

Skilled manufacturing jobs are in demand but are often overlooked as a career option by both educational institutions and students, who may know little about the career paths available to them in manufacturing.

GEON's collaboration with local educators in Clinton, Tennessee, to develop a high school manufacturing internship is helping open eyes and open doors to high-skill manufacturing jobs in their community.

"I think that it is vital to have internships with a partner like GEON," said David Woods, advanced manufacturing instructor at the Anderson County Career & Technical Center. "We're bringing students an opportunity to succeed in a skilled career path and not have to work at a fast-food chain. They can actually get into the workforce and get good manufacturing work experience before they ever leave high school."

"The internship opens eyes to career opportunities in manufacturing as students see so much more on the job site," said Frost, the district's work-based learning coordinator. "In the classroom, we can talk about things all day long. But when students get into the business and see the different positions they could get, it helps them understand more about what kind of training they really need after they graduate and what helps them get into the jobs they enjoy doing."



## SOCIAL

## DEVELOPING OUR PEOPLE

### GEON College Internship Program: Providing Hands-On Experience to High-Potential Students

Our college internship program provides students with the opportunity to jump-start their professional careers and supplement their studies with real-world experience.

In 2023, 10 college students were selected for our internship program, including a student in China and another student who has worked three years as a GEON production operator at our Avon Lake, Ohio, campus while pursuing an engineering degree. The internship gave him hands-on experience working on engineering projects with our Manufacturing team.

For GEON, the program helps build connections with potential future employees. One of our 2023 interns is now continuing his career at GEON as a member in our G-Force Graduate Rotational Program.



5 of our associates began their GEON careers as college interns



"I was interested in learning about different career paths in Human Resources, and this internship fit very nicely with my career goals. I worked on multiple projects throughout my summer. I got to work on talent acquisition and on creating a new system for the continuous feedback model that is now implemented throughout the whole company. I also gained HR experience within a manufacturing setting, which I believe sets me apart from other students. I would 100% recommend this internship to other students. GEON is a great company with a welcoming atmosphere."

**Megan Lydon, a 2023 Human Resources intern. She is majoring in Human Capital & Leadership at Miami University in Ohio.**



"I spent two summers interning at GEON, beginning in 2022, when I worked in the Maintenance department at GEON's Seabrook, Texas, campus. In my 2023 internship, I had the opportunity to work at both sites in the Gulf Coast Region. I learned a lot from the program including more about the day-to-day functions of a manufacturing facility and various workflows in different departments. Additionally, I learned a lot about process technology. I graduated in December 2023, and I recently joined the G-Force program. I'm looking forward to what G-Force has to offer in terms of developing my skillset and career."

**Kris Ramlakhan, a 2022 and 2023 intern and G-Force associate. He graduated from Texas A&M University with a degree in Industrial and Systems Engineering.**





## DEVELOPING OUR PEOPLE

### G-Force Graduate Rotational Program: Providing In-Depth, Cross-Functional Experiences

Our two-year G-Force Graduate Rotational Program for college graduates is designed to develop future leaders. The program offers on-the-job experience, mentorship and targeted training across a range of business areas within GEON.

In 2023, eight associates joined the third cohort of the program, where they are rotating through assignments within Finance, Commercial, Technology, Integrated Supply Chain and Operations functions. Each assignment lasts one year. The program helps participants develop personally and professionally, network and explore new roles, and carve out their own personalized career paths. Each associate is assigned a mentor to help with career development.

For GEON, the program is designed to strengthen GEON's talent pipeline and support our diversity & inclusion commitments. In summer 2024, the first five G-Force participants will complete the program.

We continually look for ways to improve our development programs and their value. In 2023, the G-Force program was shortened by a year, making it a two-year program. Because the program has evolved from cross-functional training to one in which associates rotate assignments within a single business function, feedback from associates and their supervisors was that leadership development could be accomplished in the shorter time frame.



**As of 2023, 87% of our associates participating in the G-Force Graduate Rotational Program identified as U.S. minorities or women**



"The G-Force program is perfect because it allows me to have the opportunity to explore different positions and learn about different aspects of the company, which helps me to better determine future career goals. In my senior year in college, I knew one thing and that is I wanted to apply what I had learned. The electives that I took senior year to obtain my polymer engineering certificate primarily focused on solid polymer processing and mechanical properties, which aligns with what we do at GEON. I have applied a lot of what I have learned in college and every week I learn something new. I am excited going forward to learn more and grow within my field."

**George Konstantine Elefteriou, a G-Force associate working in Technology and R&D. He is a 2023 graduate of the University of Akron with a degree in Chemical Engineering.**



"I liked the idea of a rotational program in a company that wasn't directly related to my degree. It gave me peace of mind to know I could explore my options in a company before settling on a permanent position. I have been working on developing the quality system at our Croydon, Pennsylvania, campus, which has led to more communication and timely results in quality-related issues. The project has allowed me to work with cross-functional teams to achieve daily goals. I have been able to grow into a leadership role, which is where I hope my career leads."

**Victoria Parello, a G-Force associate in R&D and Quality at our Croydon, Pennsylvania, campus. She is a 2023 graduate of West Virginia University, where she earned a Biomedical Engineering degree.**



"As someone who is aiming for a leadership role in the future, gaining knowledge and experience in different areas of production allows me to see the bigger picture and be aware of the impact that our work and decisions have on other departments. Currently, my main project is a study of stock temperature during the extrusion process of our materials. This project is giving me hands-on experience with conducting a reliable study and data analysis. Through the program, I feel I get to learn from individuals with years of experience and hear about our company goals or potential risks and their thought process for generating productive actions."

**Matthew Read, a G-Force associate working in Operations at our Terre Haute, Indiana, campus. He graduated in 2023 from Western Illinois University with a Mechanical Engineering degree.**





“Coming out of college, I knew I wanted to focus on a career in supply chain, but I wasn’t sure what area. I liked, that in the G-Force program, we are able to try multiple different roles across the business to find what we are best suited for. I am currently managing four categories – Packaging, AO/UV Stabilizers and Forklifts, as well as a subset of Resin Modifiers. In addition to the day-to-day responsibilities, I have run request for proposals for all my categories in the past six months, which has allowed me to develop my negotiation skills.”

**Mia Wemesfelder, a G-Force associate working in Procurement. She is a 2023 graduate of the University of South Carolina with a double major in Operations & Supply Chain and Finance.**



“I heard about the G-Force program during my internship in the summer of 2022. The G-Force program fits with my career goal to become a well-rounded engineer. I am the project manager for installing a scrap grinder that will grind our scrap material to increase profits and sustainability, I identify and resolve problems that affect production, and I take on short- and long-term automation upgrades to improve the plant’s efficiency. These projects have given me the opportunity to work on my leadership, management and technical skills while executing long-term projects to benefit the plant.”

**Kaitlin Willi, a G-Force associate in Operations at our Avon Lake, Ohio, campus. She is a 2023 graduate of Wright State University with a degree in Mechanical Engineering.**



“One of my brother’s best friends introduced me to GEON and had told me about the G-Force program. The thing that attracted me most to the program was the rotational aspect. One of the projects that I have been working on is a ‘Weekly Highlights Report,’ which is a compilation of the account managers’ calls, the voice of customer and marketing intel. I take all the raw information and turn it into one cohesive report. Every week that I complete the report I am getting more comfortable in the industry. The guidance that I receive in the program is something else that I really enjoy. My current boss has taught about the industry and the market that we play in, while also giving me the opportunity to show the value I can bring to GEON.”

**Christopher Skelly, a G-Force associate working in Marketing. He is a 2023 graduate of Ohio University with a double major in Marketing and Entrepreneurship.**



“G-Force stands out from other programs because it provides hands-on training and mentorship for young individuals who are still figuring out their interests in a business setting. We make small adjustments to the program as needed, so that it continues to fully support the associates involved. I am excited to watch first-hand the development of these leaders.”

**Monique Adams, HR generalist**



## DEVELOPING OUR PEOPLE

### Mentorship Program

Our GEON mentorship program is designed to enhance employee engagement and build leadership skills. Through the program, mentees and mentors identify their long-term career goals, any challenges they are facing, and strategies they can take to overcome them. To foster knowledge-sharing across the company, the program often connects mentors and mentees with different areas of expertise or from different functions within GEON.

Overall, GEON's 2023 mentorship program included 96 associates – 44 mentors and 52 mentees, which was a 13% increase in participation from 2022. This includes our associates in the G-Force Graduate Rotational Program, who participate in the mentor program. Of our 52 mentees in 2023, 37% of our participants identified as U.S. minorities and 23% of our mentees were female.

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



**Participation in the mentorship program increased by 13% from 2022**



"For the past two years, I've been actively involved in the mentorship program. My mentor and I meet via Zoom every other week. Our collaboration has enhanced my understanding of aligning financial strategies with those of the Supply Chain team, broadening my perspective and influencing my approach to specific business decisions. We also have focused on the ability to adapt my leadership style, depending on the individual you are leading. One of the great things my mentor did for me was provide me with his insight on leadership theories and how he has used them to help mold his leadership style. We used these theories to help me understand the kind of leader that I want to be."

**Mentee Eric MacLean, production scheduler, Orangeville, Canada**



One of the key aspects of my role as a mentor has been fostering open communication and trust. By creating a safe space for open dialogue, I've encouraged mentees to share their goals, challenges and aspirations without reservation. Through active listening and empathy, I've gained insight into their strengths, weaknesses, and areas for development. Leveraging this understanding, I've tried to tailor my guidance and advice to help them capitalize on their strengths while addressing areas of improvement. The mutual exchange of knowledge and support has enriched my own growth and development as a mentor."

**Mentor Jean-Francois Morizur, vice president of Technology**



"Because my mentee's customers are procurement people and procurement is exactly my job role, I believe that our mentorship provides insight into his customers' decision-making process and can help him understand how they might think or act. To build leadership skills, I prefer sharing case studies and experience summaries. We do not strictly define the role of mentor and mentee. We learn from each other. My experience is that I use 50-60% of our time sharing my advice and experiences, and the mentee shares his experiences the rest of the time. I also learn a lot from my mentee, especially when his role as a national sales manager is relevant to my job."

**Mentor Fred Liu, senior sourcing manager, located in Shanghai**







“I have been involved in the mentorship program since 2021. My mentor and I meet once a month in person. Our meetings have given me new and different perspectives and ideas, and I have been able to take these ideas and apply them to real-world challenges. My mentorship has helped bring to light the importance of good communication skills and how applying them in a leadership role can make a big difference in helping your team to succeed.”

**Mentee Kaley Franks, sourcing manager**



“Our mentorship program is an invaluable tool for helping employees progress in their career. The program was first launched in 2021 with 27 participants and has grown to 96 this past year. It provides the guidance, support and insights needed to achieve personal goals, and it also helps to build confidence and self-esteem. Mentoring is a mutually beneficial experience. It gives mentees access to support and opportunity, and mentors also gain the chance to build lasting connections and positively impact the organization. This two-way exchange of feedback and ideas positively impacts participants by increasing retention, advancement, and diversity, equity and inclusion, along with professional growth.

**Carmine Domanico, senior HR manager**

**Supporting Diversity & Inclusion in the Workplace**

Our commitment to diversity & inclusion is built on treating each other with fairness and respect. This commitment is rooted in our values of Win Together, Create Opportunities and Pay It Forward.

To succeed in today's evolving business environment, we need diverse perspectives to drive progress and fuel creative problem-solving. That is why we are focused on creating an inclusive culture where all our people can flourish – a workplace that embraces diversity, and where each associate feels valued, has a clear path to advance and has equal access to opportunities. It's the right thing to do for our associates. It is also the right thing to do for our business, as a healthy culture can contribute to employee engagement, a superior customer experience and better performance.

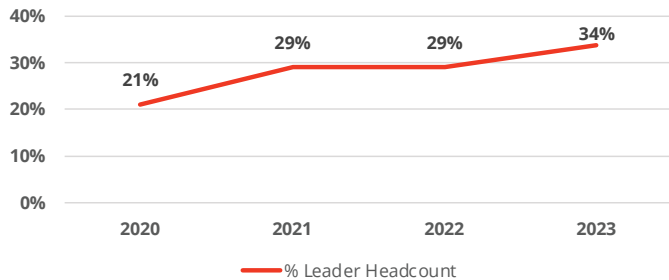
As part of our 2025 Sustainability Goals, we have set specific targets to increase the diversity of our new hires and leaders. Currently, GEON employs approximately 1,000 associates across four countries. In 2023, 26% of our associates identified as U.S. minorities, up 4% from our 2020 baseline. The percentage of our associates who are female was 14%, up 2% from our baseline. In 2023, 34% of our leaders were minority or female – a 13% increase from our 2020 baseline and surpassing our 2025 target.

**Diversity & Inclusion**

**Sustainability Goal:**

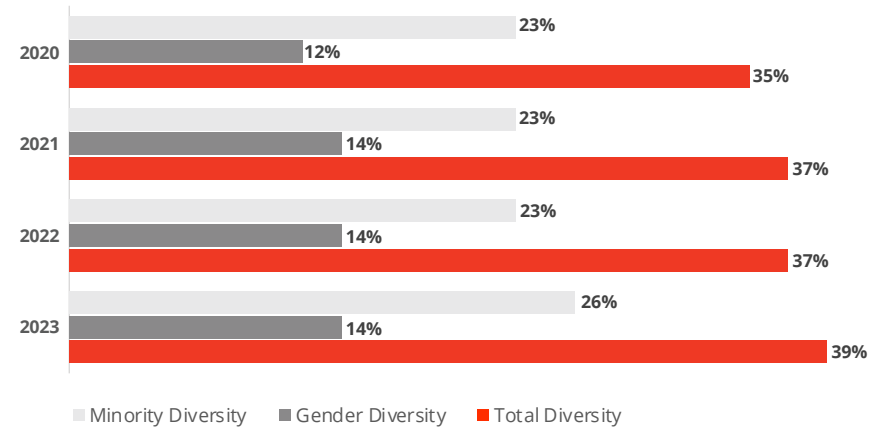
A skilled, inclusive and diverse workplace

**Diversity in Leadership**



**2025 Target**

**Overall Diversity**



**2025 GOAL**

30% of our leaders are minority or female

**OUR ACTIONS**

34% of our leaders are minority or female, exceeding our target

SOCIAL

## EMPLOYEE ENGAGEMENT

### Enhancing the Employee Experience

We strive for a companywide culture that contributes to the best possible employee experience – which in turn enables better outcomes for our customers and our company.

We use the Great Place To Work® (GPTW) Trust Index™ survey, administered by the Great Place To Work Institute, to assesses employee satisfaction in key areas, such as high trust in management, strong teamwork and a commitment to diversity, equity and inclusion. GEON started its partnership with GPTW, a global authority on workplace culture, in 2021. In 2023, GEON participated in the GPTW survey for the second time. While our overall score increased from 2021, we identified key areas for improvement based on employee feedback and are launching new initiatives to address them. These include creation of the following:



**Manufacturing Supervisor Training**

Because most of our manufacturing associates rely on their direct supervisor for day-to-day direction, it is important that our supervisors are equipped with the management skills they need to effectively oversee and guide their team.

To meet this need, 38 front-line manufacturing supervisors were selected for leadership training in 2023 by Peak Performance Inc., a workforce training and consulting firm. Participants had the opportunity to attend training sessions and complete leader certifications.



**Technology Team Career Ladder**

With the input of our R&D team, we developed a skills matrix to help identify a technical skills career path for our scientists and field development engineers.

Creation of a career path helps give associates a clear view of where they can grow in their career at GEON, as well as help build motivation to learn and develop.



**Skills Lab**

To encourage safety and support continuous education among our manufacturing associates, our Clinton, Tennessee, team developed a skills lab at their campus. The lab provides associates with opportunities to sharpen their production, safety and advanced senior operator-level skills through specialized training sessions.



**Continuous Feedback Process**

We implemented a continuous feedback process to offer real-time insights to associates on their performance. Unlike traditional performance appraisal reviews that typically rely on annual or bi-annual evaluations, continuous feedback emphasizes frequent communication and joint accountability between associates and their managers and peers.

Using online tools, the evaluation process includes identifying employee objectives and development plans, tracking progress quarterly and providing timely feedback.

## GEON RECEIVES GREAT PLACE TO WORK® CERTIFICATION IN 3 COUNTRIES

GEON achieved a major milestone toward our goal of being globally recognized as a Great Place To Work® (GPTW) by 2025 by obtaining the GPTW certification in Mexico, Canada and China in 2023.

To determine certification, GPTW captures valuable feedback using its research-driven Trust Index™ survey, which aims to measure the experience of our GEON associates.

“Great Place To Work® companies are evaluated against the very best in the world. To achieve this certification for three countries is an incredible honor and evidence that our journey to cultural excellence is on the right track,” said GEON Chief Executive Officer Tracy Garrison.

Our Clinton, Tennessee, site also was recognized as best large employer by the local chamber of commerce.





## FAIR LABOR PRACTICES

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

### Human Rights

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

### Fair Labor Practices

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

### Compensation and Benefits

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

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



SOCIAL

## BUILDING THRIVING COMMUNITIES

### Enhancing the Employee Experience

Our employee-led THRIVE teams help shape thriving communities, both at GEON’s campuses and in the communities where we operate. At each of our campuses, THRIVE teams made up of a diverse group of employee volunteers lead activities designed to build employee and community engagement. As a result of organizing team-building activities and volunteer events, THRIVE participants build a wide range of leadership skills while positively impacting GEON’s culture.

Each THRIVE team identifies and organizes opportunities to volunteer and pay it forward in the local community. This grassroots-led effort allows each campus to respond to the unique needs of their communities. Our THRIVE volunteer community impact projects are focused on four areas: hunger, people in need, environment and education.

### Volunteering Efforts, Engaging Colleagues

In 2023, the THRIVE team at our Terre Haute, Indiana, campus was busy planning nearly a dozen employee or volunteer events – from roadside cleanups to raising money for children of fallen soldiers to blood drives to a Family Fun Day. Two members of this active THRIVE team share why they choose to volunteer.

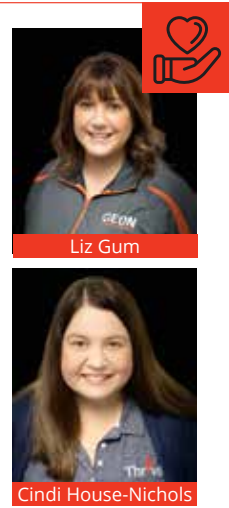
Cindi House-Nichols, a Customer Experience advocate at Terre Haute, acts as the committee leader for the THRIVE team, which meets regularly to plan, organize and execute the activities they decide to support.

“The THRIVE program is unique because you are working hard to give, but you are also receiving a great experience by making a positive

difference,” House-Nichols said. “It encourages employee engagement by seeking employee input, encouraging our involvement and enabling us to choose activities as a team that require the time and talent of our people to make them successful.”

Liz Gum, an HR generalist for GEON’s Terra Haute, Indiana, and Waukegan, Illinois, campuses, chose to get involved with THRIVE to connect with colleagues who share common interests.

“I believe THRIVE is unique because it provides employees with opportunities to network within the company and build relationships with colleagues from different departments,” Gum said. “Beyond the personal development aspects, being part of THRIVE has allowed me to contribute to the community.”



Liz Gum

Cindi House-Nichols

## Thrive THRIVE TEAMS – MAKING A POSITIVE IMPACT IN 2023

### Social Impact

**>\$23,500 was raised** to help support needs in local communities where our associates live and work

**Coordinated >5,880 hours** of community service across our sites

### Environmental Impact

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

**Planted trees for reforestation projects**

### Engaging Employees Across Campuses

**Dongguan, China**, THRIVE members organized a team-building hike in which associates participated in a “treasure hunt” game that consisted of finding and identifying native plants

**GEON’s two Canada campuses, Orangeville and Saint-Rémi**, held employee barbecues to celebrate achieving Great Place To Work® certification in Canada

## BUILDING THRIVING COMMUNITIES



### Cleaning Up Their Communities

THRIVE teams across the GEON Nation were involved in numerous projects to remove trash and protect habitats by preventing pounds of litter from entering local waterways.

- The Westlake, Ohio, THRIVE team hosted a park cleanup, in which GEON associates collectively picked up nearly 90 pounds of trash.
- Our Terre Haute, Indiana, THRIVE team joined the Indiana Department of Transportation's Adopt-a-Highway Program, in which GEON volunteers provided trash and litter pickup on a one-mile-long sections of a Hoosier highway. Through their regular cleanups, GEON employees are helping to significantly reduce the roadside trash in their community.
- Volunteers from our Clinton, Tennessee, site braved rainy weather to participate in the first annual Rocky Top Cleanup Day. In addition to volunteering, GEON donated drinks and safety gloves to the event.



### Supporting Families in Need

Associates across the company donated their time and resources to local food banks and non-profits that support families in transition.

- GEON's Orangeville campus in Ontario, Canada, collected approximately 1,000 pounds of food, toys and pet supplies to donate to two local charities, including a non-profit that serves women and children who have experienced abuse.
- The THRIVE team at GEON's Dyersburg, Tennessee, campus organized a food drive and delivered eight boxes of food to Matthew 25:40, an interdenominational, non-sectarian social service agency dedicated to improving the quality of life for individuals and families in need.
- Our Gulf Coast THRIVE teams in Texas donated a significant amount of non-perishable food to the Salvation Army Food Bank, helping to address food insecurity in their communities.
- Employees from our Saint-Rémi campus in Quebec, Canada, purchased and delivered groceries to be distributed to local families in need. Families received a basket filled with canned goods, hygiene products and gift certificates.





### Giving the Gift of Warmth

For the third year in a row, our Clinton, Tennessee, campus organized a blanket collection, in which employees provided monetary support or purchased new blankets for local shelters. Employees donated 35 blankets that were given to individuals experiencing homelessness in Campbell and Scott counties.

Tate Wallace, the Clinton site manufacturing manager, dropped off the blankets on behalf of his colleagues.

"Blankets not only provide a barrier to the cold, but they also provide a reminder that people care," Wallace said. "I am proud that so many GEON employees are eager to help with this important cause year after year."



### Donating a Prize Pig

Jack, a Vigo County high school senior and 4-H member in Indiana, never imagined that his prize pig would end up feeding dozens of local families in need. But that is exactly what happened when GEON's Terre Haute THRIVE team forked over \$850 for the pig, then donated the processed meat to Catholic Charities.

The donation resulted in roughly 100 pounds of ground sausage, enough for 400 servings. It also served to help support 4-H and Future Farmers of America livestock projects, which build interest in agricultural careers and help youths develop critical life skills such as accepting responsibility, setting goals, decision-making and communication.





# GOVERNANCE

## Leading with Purpose

We are committed to doing business the right way, which enables us to be a more resilient business, deliver value to our stakeholders, and foster long-term and responsible growth.

Our vision, values, corporate governance standards and leadership practices help shape how we work and inspire our positive contributions every day. Through a robust governance structure, we monitor our performance against our environmental, social and governance priorities, and hold ourselves accountable to our 2025 Sustainability Goals.

## Our Purpose

### We Are GEON Nation, Driven by Our Values

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 Values

Our values reflect the behaviors that define our shared culture.



**Win Together**



**Create Opportunities**



**Pay It Forward**

## Our Governance Priorities



### Strong Leadership & Oversight

Effective management by a diverse, skilled executive leadership team and board oversight of strategy, sustainability risks and financial planning



### Ethics & Compliance

Promoting a culture of integrity through an effective Code of Conduct, ethics training and compliance management systems



### Enterprise Risk Management

Aligning our ESG strategy with GEON's key risks and opportunities



### Stakeholder Engagement

Engaging and receiving feedback regularly with customers, suppliers, associates, community members and other stakeholders

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 executive 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 executive leadership team is the primary everyday decision-making body for the organization, and defines and leads our sustainability efforts. The executive leadership team is composed of GEON's chief executive officer, chief financial officer, chief commercial officer, general counsel and secretary, chief human resources officer, chief operations officer and vice president, Integrated Supply Chain. 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 executive 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. Additionally, as we move forward on our sustainability goals and targets, the Board oversees 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 are 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 improvement.

## ESG Governance and Oversight

The Board is committed to overseeing GEON's integration of ESG principles across the company. In 2022, 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.

### Acquisitions Support Growth Strategy



By executing three acquisitions within three years, we continue to support GEON's growth strategy to expand our market access, geographic reach and portfolio of solutions for customers.

In 2023, we acquired Polymax<sup>TPE</sup>, which specializes in the development of premium thermoplastic elastomer (TPE) materials for manufacturers across a diverse range of industries throughout North America, Asia and Europe. Polymax<sup>TPE</sup> has two full-service manufacturing sites in Nantong, Jiangsu, China, and Waukegan, Illinois.

The acquisition represents a key step forward in GEON's strategy.

"The Nantong facility and tenured team will enable us to better serve our customers in the Asia-Pacific region, and the facility in Illinois will support our continuous growth in North American markets," said GEON CEO Tracy Garrison.

Founded in 2005 in Nantong, Polymax<sup>TPE</sup> is a recognized leader in TPE research, development and manufacturing. The acquisition of Polymax<sup>TPE</sup> follows GEON's acquisition of Cary Compounds LLC in 2022 and Roscom Inc. in 2021.

**LEADERSHIP  
AND ACCOUNTABILITY**

**GEON Performance Solutions Board of Directors** (as of February 2024)



**Jack Norris, Board Chairman**  
Managing Director, SK Capital



**Robert Abrams**  
Vice President, SK Capital



**Dante Parrini**  
Senior Director, SK Capital



**Tracy Garrison**  
Chief Executive Officer,  
GEON Performance Solutions

**GEON Performance Executive Leadership Team** (as of February 2024)



**Tracy Garrison**  
Chief Executive Officer



**Pat McCarty**  
Chief Financial Officer



**Wendy Herbst**  
Chief Commercial Officer



**Gary Connelly**  
Senior Vice President,  
General Counsel/  
Secretary



**Jerome Beguerie**  
Chief Human Resources  
Officer



**Matthew Losi**  
Vice President,  
Integrated Supply Chain



**Janice Worden**  
Chief Operating Officer

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
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Voice of customer surveys to understand sustainability concerns and identify innovation needs</li> <li>• Customer-facing GEON associates</li> <li>• Industry association activities and events</li> <li>• Social media</li> </ul>	Understanding customer needs helps us collaborate with customers on meaningful innovation and ensures our long-term competitiveness in an evolving and competitive marketplace.
<b>Associates</b> (both potential and current associates)	<ul style="list-style-type: none"> <li>• Recruiting talent at colleges and universities</li> <li>• Engaging in listening tours/town halls</li> <li>• Leader meetings</li> <li>• Intranet</li> <li>• Employee engagement and EHS cultural surveys</li> <li>• Ethics hotline</li> </ul>	Attracting and retaining a talented workforce is essential to build competitive advantage.
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>• News monitoring</li> <li>• Volunteer initiatives</li> <li>• Working with academic and non-profit partners on workforce readiness</li> </ul>	Resilient communities and a ready, proficient workforce where we live and work are directly linked to the health of our business.
<b>Suppliers/Industry Associations</b>	<ul style="list-style-type: none"> <li>• Participating in voluntary initiatives by organizations that help foster responsible supply chains</li> <li>• Requiring suppliers to abide by GEON’s ethical standards as reflected in our GEON Code of Conduct</li> </ul>	As we seek to make our supply chain more sustainable, we need strong collaborative relationships across our value chains.
<b>Government/Regulators</b>	<ul style="list-style-type: none"> <li>• Product stewardship</li> <li>• Legal department</li> </ul>	We are committed to transparency and compliance, as we can only achieve business success when we fully comply with all laws and regulations.
<b>Investors</b>	<ul style="list-style-type: none"> <li>• Board of Directors meetings</li> <li>• Publishing an annual ESG report</li> </ul>	Our owners link ESG performance to long-term value.

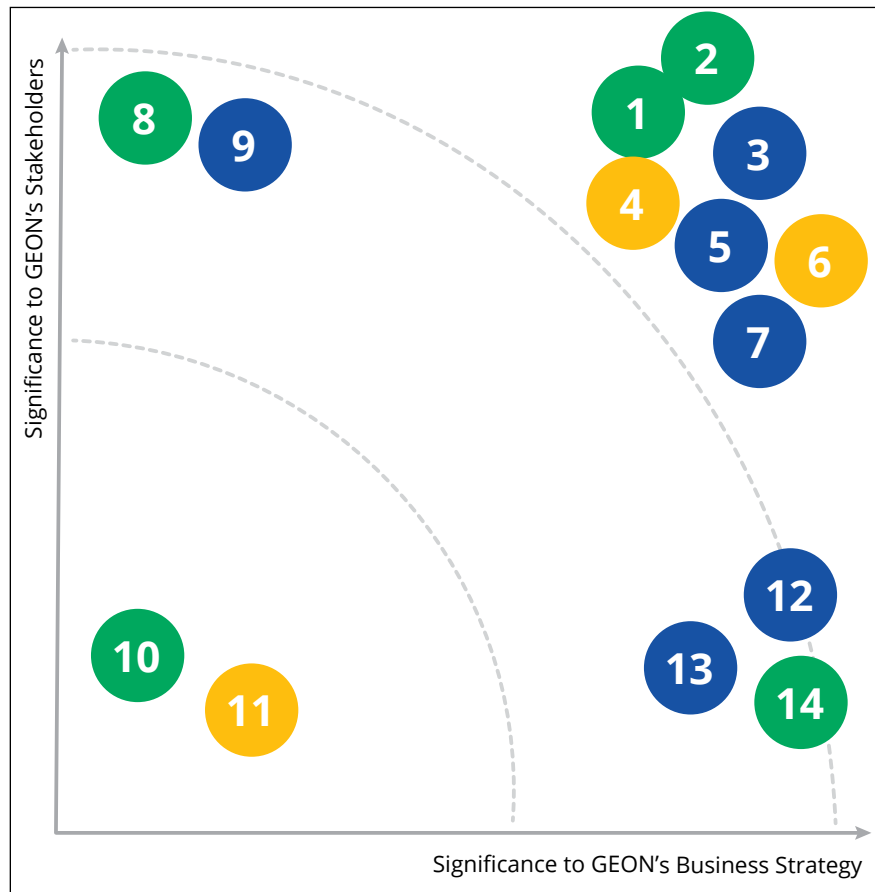


# ENGAGING OUR STAKEHOLDERS

## 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 which impacts to focus on, 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.

### 2023 Focus Areas



### GEON's 2023 Focus Areas:

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

● Environmental ● Social ● Economic Governance



## Affiliations and Memberships

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 an 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.
- **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.

## GOVERNANCE

## ENGAGING OUR STAKEHOLDERS

## Code of Conduct

Acting with integrity is not only the right thing to do. It is the right thing for a strong business.

Our Code of Conduct formally establishes expectations for business conduct and ensures that we hold ourselves and how we do business to a high standard. Topics covered include financial accuracy and accounting integrity, conflicts of interest, anti-bribery compliance, information technology and security, data privacy and human rights, among other topics. 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 Code of Conduct, we conduct training to ensure that every associate understands how to do business the right way, always and at every site. We also continue to engage suppliers and communicate our expectation that all suppliers are compliant with regulations and GEON's values through our Code of Conduct.

## Reporting Violations

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 regarding 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 a manager, the Human Resources Department or the general counsel, as well as by calling GEON's third-party, 24-hour EthicsPoint hotline. All allegations are reviewed by senior leadership, and GEON prohibits retaliation against any associate who reports or participates in an investigation of a possible violation of our Code, policies or the law.



## Code of Conduct Acceptance Rate by Our Suppliers

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



## Investing in Cybersecurity

In 2023, GEON invested to modernize, standardize and security-harden the company's digital environment. These investments are helping to drive continuous improvement in our cybersecurity processes to keep our business and customers safe.

Actions in 2023 included:

- **Advancing GEON's operational technology convergence project.** We are updating our IT infrastructure and standardizing it across our manufacturing operations, so each site operates on one modern platform.
- **Implementing security monitoring tools and response procedures.** We test our cybersecurity efforts quarterly with third-party penetration testing firms, rotating new providers yearly. In addition, we streamlined our monthly patch initiatives in 2023.
- **Training associates.** We continue to stress the importance of cyber hygiene to our associates, focusing on awareness training, phishing testing and password management. We require our associates to complete annual cybersecurity training, which highlights specific threats and scenarios.

GEON's senior management is given quarterly updates on our cybersecurity measures, with a focus on risk management.

"With our cybersecurity measures, we are seeking to stay ahead of malicious actors first by identifying potential risks facing the organization, and then by prioritizing and planning defenses to avoid and mitigate these risks," said Brian Epp, director of IT and cybersecurity.

# APPENDIX

## GRI Content Index

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

Statement of use: GEON has reported in accordance with the GRI Standards for the period January 1, 2023, to December 31, 2023.

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

Disclosure		Cross-Reference or Answer
<b>General Disclosures</b>		
<b>The Organization and Its Reporting Practices</b>		
2-1	Organizational details	Our Business, p. 8
2-2	Entities included in the organization's sustainability reporting	Our Business, p. 8
2-3	Reporting period, frequency and contact point	About This Report, p. 4 GEON Performance Solutions reports annually, aligning with the calendar year: January 1, 2023-December 31, 2023.
2-4	Restatements of information	There are no restatements of information in this report.
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	Our Business, pp. 8-11
2-7	Employees	Our Business, p. 8
2-8	Workers who are not employees	GEON does not employ a material number of workers who do a substantial amount of work for GEON and who are self-employed, are contractors, or are workers other than employees. Page 50
<b>Governance</b>		
2-9	Governance structure	Governance, p. 43-44
2-10	Nomination and selection of highest governance body	Governance, p. 43 GEON's Board of Directors is nominated by SK Capital, GEON's parent company. The Board of Directors is composed of directors who collectively bring a balance of relevant industry experience, professional skills and diversity of backgrounds, allowing them to effectively oversee the company's business while promoting a diverse and inclusive culture.
2-11	Chair of the highest governance body	Board of Directors, p. 44
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p. 43
2-13	Delegation of responsibility for managing impacts	Governance, p. 43

APPENDIX

GRI CONTENT INDEX

Disclosure		Cross-Reference or Answer
<b>Governance</b>		
2-14	Role of the highest governance body in sustainability reporting	Governance, p. 43
2-15	Conflicts of interest	Engaging Our Stakeholders, p. 47; see also <a href="#">GEON's Code of Conduct</a>
2-16	Communication of critical concerns	Governance Leadership and Accountability, p. 47
2-18	Evaluation of the performance of the highest governance body	See the SK Capital website <a href="#">here</a>
2-19	Remuneration policies	Compensation and Benefits, p. 38
2-21	Annual total compensation ratio	This is considered business confidential.
<b>Strategies, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	CEO letter, p. 6 Our Approach, p. 12
2-23	Policy commitments	Fair Labor Practices, p. 38 See also our list of standards, code and policies at <a href="http://geon.com/about">geon.com/about</a> .
2-25	Processes to remediate negative impacts	p. 20, Connecting Quality and Sustainability See <a href="#">GEON's Code of Conduct</a> GEON is committed to the continual improvement of Environment, Health and Safety (EHS) performance, including compliance assurance, natural resource conservation and pollution prevention. Setting and regularly reviewing our EHS objectives and targets ensures continued improvement and compliance. As a member of the American Chemistry Council, GEON has adopted Responsible Care® Guiding Principles and implemented a Responsible Care Management System to effectively manage operations and products, and respond to stakeholder concerns. Regular audits by a third party assess conformance to the following metrics: <ul style="list-style-type: none"> <li>• Air quality</li> <li>• Energy efficiency &amp; energy diversity</li> <li>• Greenhouse gas impact</li> <li>• Water management</li> <li>• Workforce diversity &amp; inclusion</li> <li>• Engagement &amp; empowerment</li> <li>• Product safety</li> <li>• Supply chain management</li> </ul> GEON also has adopted Responsible Care® Guiding Principles and Security Code of Management to guide our efforts in continued security improvement.



# APPENDIX

Disclosure		Cross-Reference or Answer
<b>Strategies, Policies and Practices</b>		
2-26	Mechanism for seeking advice and raising concerns	Reporting violations, p. 47 In situations where associates believe GEON's Code of Conduct has been violated, and where they prefer to place a report in confidence, they are encouraged to use the EthicsPoint hotline, an independent, third-party hotline.
2-27	Compliance with laws and regulations	Environmental Compliance, p. 20
2-28	Membership associations	Affiliations and Memberships, p. 46 See also <a href="http://geon.com/about">geon.com/about</a>
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	Engaging Our Stakeholders, p. 45
2-30	Collective bargaining agreements	Fair Labor Practices, p. 38
<b>Material Topics</b>		
3-1	Process to determine material topics	Our Material Topics, p. 46 GEON's engagement with key stakeholders has helped develop this materiality matrix, which outlines the top issues ranked in relative importance to our stakeholders and their relative importance to GEON. A variety of sources are used to inform this iterative process, including employee surveys, customer conversations, engagement with industry groups and media reviews.
3-2	List of material topics	Our Material Topics, p. 46
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	Our Business, p. 8
201-2	Financial implications and other risks and opportunities due to climate change	GEON does not have a system in place to track this information. However, GEON and its Board regularly discuss the risks and opportunities surrounding climate change, such as regulatory impacts, new technologies that address challenges related to climate change for customers, as well as changes in customer behavior. GEON also is including energy efficiency improvements meant to lower its carbon footprint in its asset strategy roadmap. See pp. 17, 21 and 22 for more information.
201-3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits, p. 38 GEON operates retirement plans that vary at the local level, based on legal and market requirements and practices.
201-4	Financial assistance received from government	Information not available.

APPENDIX

GRI CONTENT INDEX

Disclosure		Cross-Reference or Answer
<b>Indirect Economic Impact</b>		
203-1	Infrastructure investments and services supported	GEON is making infrastructure improvements at several sites, which have a positive indirect economic impact on the communities where it operates. See CEO letter, p. 6.
203-2	Significant indirect impacts	GEON is investing in enhanced skills and knowledge through its GEON Academy. See Developing Our People, pp. 29-30.
<b>Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	GEON's policy is to procure products and service based on the total value for the company. Factors considered include competitive pricing, quality of work and materials, timely delivery and dependable performance. Our procurement strategy may include the development of local suppliers based on business needs.
<b>Anti-Corruption</b>		
205-1	Operations assessed for risks related to corruption	Engaging Our Stakeholders, p. 47 GEON conducts annual risk assessments of our business, which includes risks relating to corruption. No significant risks related to corruption were reported.
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct, p. 47
205-3	Confirmed incidents of corruption and actions taken	GEON did not have any confirmed incidents of corruption in 2023.
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	GEON conducts business in accordance with the laws and regulations of each country in which a GEON business is located. GEON did not receive any significant fines or non-monetary sanctions in any region for non-compliance with laws and regulations in 2023.
<b>Environment</b>		
<b>Materials</b>		
301-1	Materials used by weight or volume	Measuring Our Progress, pp. 14 and 15 We have measurable goals to recycle, reuse and reduce our materials, including PVC and polypropylene materials. Our Circular Economy and Product Innovation sustainability goals encourage recycling and reuse of our materials.
301-2	Recycled input material used	Managing Our Waste, p. 18
301-3	Reclaimed products and their packaging materials	Collaborating and Innovating for a More Circular Value Chain, pp. 22-23
<b>Energy</b>		
302-1	Energy consumption within the organization	Saving Energy and Reducing Our Footprint, p. 17
302-2	Energy consumption outside the organization	Information not available.
302-3	Energy intensity	Saving Energy and Reducing Our Footprint, p. 17

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Disclosure		Cross-Reference or Answer
<b>Environment</b>		
Energy		
302-4	Reduction of energy intensity	Saving Energy and Reducing Our Footprint, p. 17
302-5	Reductions in energy requirements of products and services	Collaborating and Innovating for a More Circular Value Chain, pp. 22-23
Water and Effluents		
303-1	Interactions with water as a shared resource	Implementing Water-Saving Strategies, p. 19 GEON is not aware of any significant impact on any water source.
303-2	Management of water discharge-related impacts	Water, p. 19 The industrial processes we have in place help minimize our water usage in the manufacturing cycle. GEON maintains pollution prevention and waste minimization programs designed to achieve ongoing reductions in the amount and toxicity of any contaminants that may be released to the water. Releases are managed in a manner that protects the environment and the health and safety of employees and the public.
303-5	Water consumption	Water, p. 19
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GEON primarily operates in commercial and industrial areas. This minimizes the impact of our operations, since these areas are designed for such use.
Emissions		
305-1, 305-2 and 305-3	Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, and Other indirect (Scope 3) GHG emissions	Assessing Our Climate Impact, p. 17; Reducing Supply Chain Emissions, p. 20 GEON currently does not have the processes in place to track total annual Scope 1, 2 and 3 emissions but is taking steps to reduce the impact of our operational footprint.
Waste		
306-1	Waste generation and significant waste-related impacts	Managing Our Waste, p. 18
306-2	Management of significant waste-related impacts	Our Actions, p. 18
306-3	Waste generated	Managing Our Waste, p. 18
306-4	Waste diverted from disposal	Managing Our Waste, p. 18
<b>Employment</b>		
401-1	New employee hires and employee turnover	Voluntary turnover in 2023 was 17%, down 7% year-over-year and well below the industry average.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GEON complies with local legislation when it comes to providing benefits to all our employees, whether they are full time, part time or temporary.
401-3	Parental leave	Compensation and Benefits, p. 38

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Disclosure		Cross-Reference or Answer
<b>Labor Management Relations</b>		
402-1	Minimum notice periods regarding operational changes	Labor and employment law requirements, including but not limited to reasonable employee notice of job loss and requirements under collective bargaining agreements, are followed in every global location.
<b>Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	Focus on Safety, p. 24; Connecting Quality and Sustainability, p. 20 Learn more about our EHS Program at <a href="https://geon.com/about/safety">geon.com/about/safety</a> .
403-2	Hazard identification, risk assessment and incident investigation	Engaging Associates in the Safety Process, p. 24 An enterprise-wide risk prevention program uses annual corporate audits, internal self-assessments, hazard hunts, on-floor safety contacts, safety committees, observational programs, and process- and task-based formal operations to identify, prevent and reduce risks.
403-3	Occupational health services	Our EHS function employs processes and conducts audits to identify and eliminate hazards and minimize risks. For example, all associates on the plant floor follow standard noise and heat protection requirements and practice safe handling of chemicals. This includes hearing protection, noise reduction efforts and respiratory protection equipment when necessary.
403-4	Worker participation, consultation and communication on occupational health and safety	Engaging Associates in the Safety Process, p. 24; Product Sustainability, p. 21
403-5	Worker training on occupational health and safety	Focus on Safety, p. 24
403-6	Promotion of worker health	The safety and well-being of associates are among GEON's most important responsibilities. GEON's outstanding health insurance options come with added perks such as health risk assessments, coaching programs and preventative medical exams. Important services are also offered to all associates even if they're not enrolled in GEON's medical plan. These include counseling sessions and 24/7 telehealth support.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Sustainability, p. 21
403-8	Workers covered by an occupational health and safety management system	Connecting Quality and Sustainability, p. 20 All employees are covered by GEON's RCMS system and other EHS management systems.
403-9	Work-related injuries	2023 Safety Performance, p. 25



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Disclosure		Cross-Reference or Answer
<b>Training and Education</b>		
404-1	Average hours of training per year per employee	100% of associates are trained on our Code of Conduct; otherwise, average annual hours of training vary by job role.
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our People, pp. 29-35
404-3	Percentage of employees receiving regular performance and career development reviews	Continuous Feedback Process, p. 37. GEON's performance management framework requires that all employees receive timely performance feedback and a development plan.
<b>Diversity &amp; inclusion</b>		
405-1	Diversity of governance bodies and employees	Diversity & Inclusion, p. 36
405-2	Ratio of basic salary and remuneration of women to men	GEON establishes and administers compensation based on business needs and external market competitiveness without regard to gender.
<b>Non-Discrimination</b>		
406-1	Incidents of discrimination and corrective actions	Fair Labor Practices, p. 38 GEON does not publicly report the total number of such incidents or any of their corrective actions, but internally monitors reported incidents. Remediation processes are in place, outlined in our Code of Conduct.
<b>Freedom of Association and Collective Bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GEON complies with all laws designed to preserve the right to freedom of association and collective bargaining.
<b>Child Labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, p. 38 GEON complies with all child labor laws and supports the elimination of unlawful child labor and exploitation. We expect the same ethical conduct from our business Partners.
<b>Forced or Compulsory Labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 38 GEON seeks to provide a safe, healthy and desirable workplace with working conditions, wages and benefits that meet or exceed applicable laws and reward performance. We expect the same ethical conduct from our business partners. Suppliers and other third parties are asked to acknowledge our Code of Conduct, which upholds individual human rights including freedom from forced or compulsory labor and stands firmly against human trafficking.
<b>Local Community</b>		
413-1	Operations with local community engagement, impact assessments and development programs	Building Thriving Communities, pp. 39-40

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Disclosure		Cross-Reference or Answer
<b>Supplier social assessment</b>		
414-1	New suppliers that were screened using social criteria	All approved suppliers are asked to return a supplier acknowledgement form that accepts GEON's Code of Conduct or submit a Code Conduct that reaffirms human rights and fair labor practices, among other things. In 2023, 96% of suppliers have accepted GEON's Code of Conduct or their own materially similar Code of Conduct.
<b>Public Policy</b>		
415-1	Political contributions	We do not make any political contribution of any kind in the name of GEON or utilize GEON funds, assets, services or facilities for such purposes.
<b>Customer health and safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Product Safety, p. 22 Active engagement in hazard and risk assessments provides opportunities to proactively identify any potential human and/ or environmental hazard concerns for a proposed product undergoing research and development. A course of action to eliminate the potential hazards and risks can then be designed and implemented.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in 2023.
<b>Marketing and labeling</b>		
417-1	Requirements for product and service information and labeling	Product Safety, p. 22 GEON has Safety Data Sheets (SDS) for our manufactured products to meet the requirements of the Globally Harmonized System of Classification and Labeling of Chemicals. Our customer-focused quality management system also ensures customers experience business continuity, a quality supply and defect-free materials.
417-2	Incidents of non-compliance concerning product and service information and labeling	All of our product SDS and labeling comply with regulatory requirements for hazard communication in all countries and regions. GEON did not identify any incidents of non-compliance in 2023.
417-3	Incidents of non-compliance concerning marketing communications	GEON did not identify any incidents of non-compliance in 2023.
<b>Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Investing in Cybersecurity, p. 47 GEON is unaware of any complaints regarding breaches of privacy or loss of customer data in 2023.



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