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2025 Environmental, Social & Governance Report





About This Report

This report covers Geon® Performance Solutions' approach to environmental, social and governance (ESG) activities for 2025.

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

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

This report has been prepared using the Global Reporting Initiative (GRI) standards as guidance and is GRI-referenced. The appendix on page 52 cross-references key GRI indicators and shows where in the report those topics are discussed.

Additional information is available on 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.

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Letter from the CEO

Tracy Garrison
Chief Executive Officer



Dear Valued Stakeholders,

We are pleased to share Geon's 2025 Environmental, Social and Governance Report. In the following pages, you will see how we engineered a responsible future in 2025 by focusing on optimizing operations, investing in innovation and driving strategy through expanded reach and market expansion.

Future-Focused Ingenuity

In 2025, we were laser focused on bringing to life our strategy to expand our global reach. We did this by investing in research and development (R&D) and diversifying our portfolio. From 2024 to 2025, we increased our investment in R&D and innovation by over 20 percent. And in January, we deepened our roots in the medical device industry through the acquisition of Foster Corporation. Over the past year, we have integrated Foster's comprehensive collection of medical grade materials and capabilities into our solution offerings and launched a brand refresh that punctuates this transformation. This strengthens our portfolio, enabling us to deliver added value to both legacy Geon and Foster customers.

At Geon, we are always looking for ways to improve our competitive advantage in a sustainable way. This includes viewing sites and processes with a lens of inventiveness, searching for new pathways to stronger solutions. With a future-focused mindset, our leadership team identified two major opportunities for strategic investments.

The first was at the Croydon, Pennsylvania, plant where infrastructure updates are making it possible for the site to produce medical PVC materials under the Foster brand name.

The second was at the Dyersburg, Tennessee, site. Over the coming year, the Dyersburg plant will be equipped with next-generation technology, including enhanced line configuration and mixing equipment and upgraded process controls and technology. This will enable Geon to launch new rigid extrusion products, build our PVC and thermoplastic elastomer (TPE) solutions, infrastructure and talent, and respond more quickly to evolving customer requirements and industry trends.

Despite economic headwinds, it's safe to say that Geon is not standing still. Associates are working with a mindset of future-focused ingenuity, continually improving processes and offerings to proactively engineer what's next.

Winning Together

Our core values continue to shine through in our culture and that is evident in two awards Geon received in 2025. In August, all four countries in which we operate received Great Place To Work® (GPTW) certification for the second consecutive year. GPTW companies are evaluated against top employers globally, and this certification is a reflection of our culture and ability to attract and retain the passionate, dedicated talent that drives Geon forward.

In December, we were awarded a gold medal from EcoVadis, a leader in business sustainability assessments. Geon's score placed the company in the 95th percentile globally for sustainable management and procurement out of nearly 49,000 companies assessed. We should all take pride in this impressive achievement and in our role as responsible industry leaders.

Intentional Sustainability

As we embark on the next phase of our sustainability journey, we do so with intention and curiosity, searching for ways to collaborate and innovate that are valuable to customers and mindful of our environment.

Thank you for your support and contributions to our sustainability journey. We look forward to collaborating with you and our customers to outthink constraints, solve complex problems and uncover enduring solutions.

A handwritten signature in black ink, appearing to read 'Tracy Garrison'.

Tracy Garrison
Chief Executive Officer, Geon Performance Solutions



Our Business

Geon Performance Solutions is a global leader in customer-focused, high-value material solutions. With a century of proven performance and a global team dedicated to solving complex problems, we work with our customers to anticipate their needs and deliver custom polymer compounds. Through insight, ingenuity and dedication, we are shaping tomorrow and engineering what's possible.

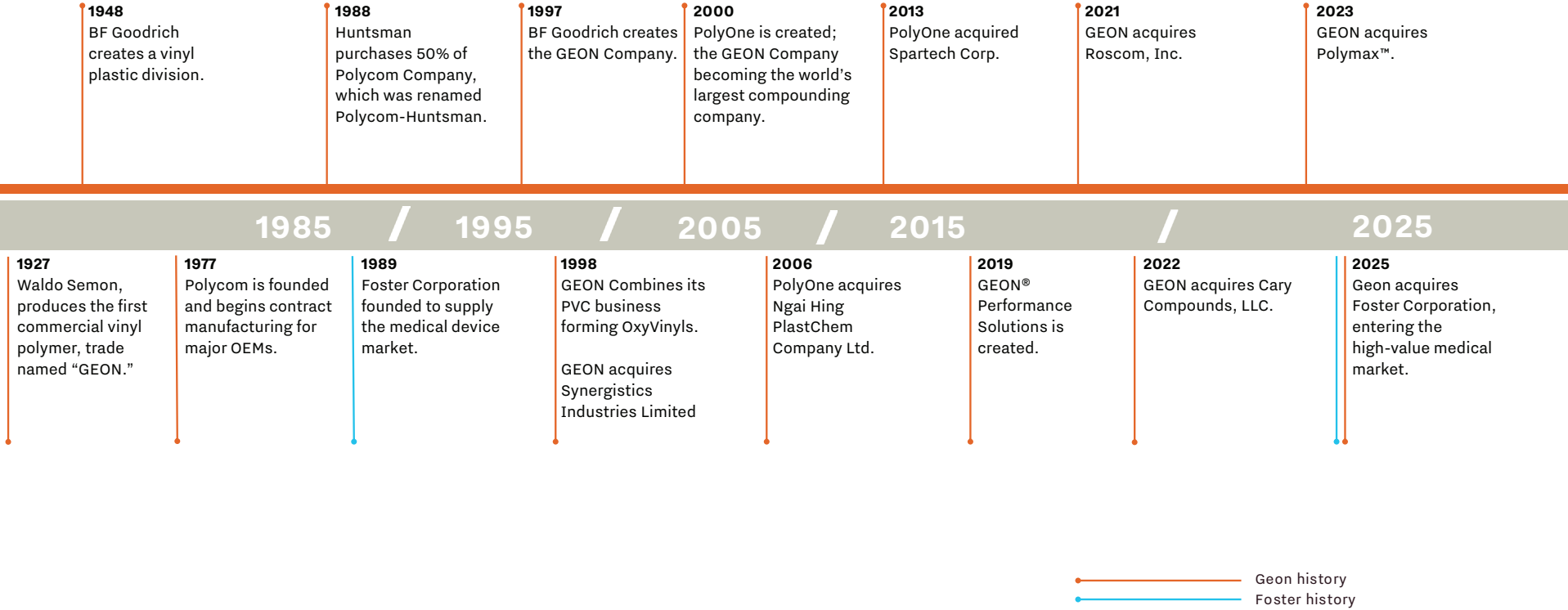
Headquartered in Westlake, Ohio, a suburb of Cleveland, Geon Performance Solutions has approximately 1,200 global associates and 15 world-class manufacturing plants.

Unrivalled Manufacturing Footprint



Our History

A Century of Brand Lineage



Our Markets

We are committed to helping our customers discover solutions they might not have found alone and exceed the expectations of end consumers. From medical and building materials to automotive, connectivity and appliances, we deliver customer-focused, high-performance material solutions for the toughest market challenges.



Medical

- Implants
- Hoses & Tubing
- Device Housings
- Fluid Management



Building & Infrastructure

- Window & Door
- Fence, Deck & Rail
- Pipe & Fittings
- Exterior (Roofing, Siding)
- Interior (Flooring, Walls)
- Water Infrastructure



Power & Communications

- Residential
- Commercial
- Telecommunications
- Data Centers
- Electrification & EV
- Aerospace & Defense



Transportation

- Automotive
- Heavy Truck
- Recreational Vehicle
- Agriculture



Industrial

- Conveyor Belts
- Hoses & Tubing
- Wheels & Casters
- Point of Purchase Display
- Irrigation



Consumer

- Appliances (small & large)
- Pool & Spa
- Power Tools
- Recreational Sports (ATVs)
- Pet Toys

Expanding Distribution Partnership to Support Our Customers

For more than 25 years, Geon has partnered with Formerra, a leading distributor of engineered materials across healthcare, consumer, industrial and mobility markets. As the partnership has grown, Formerra has served as an extension to the Geon sales team and helped with stocking materials and breaking down bulk for our customers. Most importantly, their dedication, knowledge and trust have helped us expand our reach to more customers.

Formerra also has a long, successful history operating in the healthcare space. Following the acquisition of Foster, we recognized an opportunity to leverage our partnership to grow our reach in the medical market.

In August 2025, we announced an agreement that designates Formerra as a distributor of Foster medical compounds in North and South America. Then, in January 2026, we announced an agreement that extended that arrangement to Europe. Together, these agreements enhance Geon's representation and stocking positions, enabling us to serve our global customers more effectively.

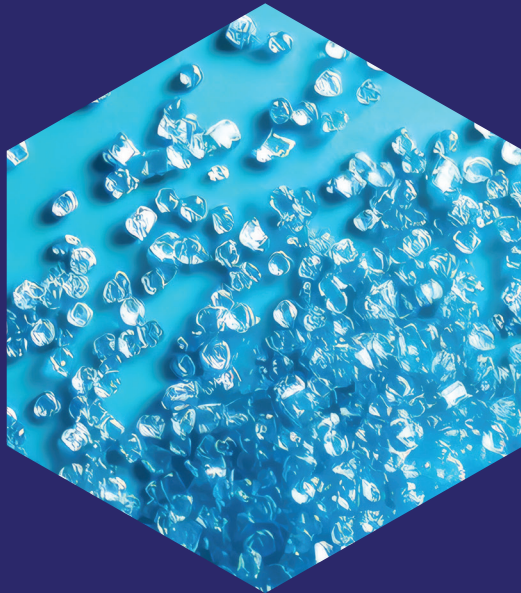
“With Foster as the face of Geon’s medical division, we have broadened our platform in biomedical polymers,” says Geon Chief Commercial Officer Arthur Adams. “The extension of our distribution agreement with Formerra makes Geon a differentiated partner for medical technology customers around the world.”

Customers in the Americas and Europe now have expanded access to Foster’s portfolio of medical-grade solutions, which includes radiopaque compounds and materials that meet USP Class VI requirements and align with ISO 10993 standards. These materials are critical for applications such as device housings, drug delivery and auto injectors, remote patient monitoring components, and other specialized uses, including implantable products.



Our Products

Geon is a global leader in high-value polymer solutions, backed by a century of technical insight and one of the industry's most extensive formulation libraries. We create custom material solutions designed to meet our customers most demanding performance, quality, sustainability and regulatory application needs.



Geon® Rigid



Geon® Flex



Geon® Plus



Geon® Lite



Geon® Fiberloc™ Composites



Resilience®



Geon® Polymax®



Duratherm™



Driving Innovation and Sustainability Across the Automotive Value Chain

With a century's worth of deep technical insight, Geon Performance Solutions continues to deliver innovative, future-forward materials to our customers in essential markets. In 2025, Geon advanced a next-generation paintable thermoplastic polyolefin (TPO) for automotive exterior and interior applications.

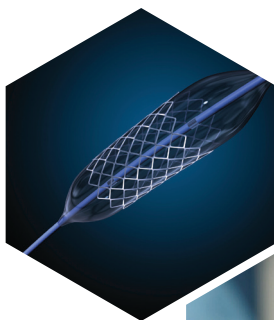
Understanding the need for more sustainable, higher-performing solutions, we embedded sustainability into the new formulation from the earliest stages of design. The technology is engineered to enable direct painting on TPO surfaces, simplifying OEM and Tier 1 manufacturing processes.

By supporting low-VOC paint systems and improved paint adhesion, the technology contributes to lower emissions in vehicle assembly operations and improved workplace conditions. It also maintains the durability, appearance and performance required for demanding automotive environments.

"This new technology underscores Geon's commitment to combining material innovation with measurable sustainability benefits across the automotive value chain," says Jean-Francois Morizur, vice president of technology. "It also highlights our proactive approach to leading with innovation and our dedication to engineering what's possible."

Products for the Medical Device Industry

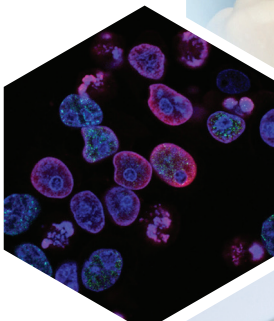
Geon's medical division, Foster LLC, is a leader in high-performance biomedical materials, leveraging decades of experience, industry-leading technology and service to push the limits of material solutions across critical medical markets and applications.



LoPro® Radiopaque Compounds



ProPel™ Low-Friction Additive Technology



Combat™ Antimicrobial Technology



LazerMed™ Laser-Marking Technology



Authentix® Brand Protection Taggants*



Nanomed® Plastic Reinforcement

*Authentix® is a registered trademark of Authentix, Inc.

Making an Impact in the Healthcare Industry

In January 2025, Geon acquired Foster Corporation, a leading biomedical polymer solutions provider for the rapidly expanding healthcare and medical device industries. This marked our fourth strategic acquisition since 2020. Welcoming Foster into the Geon family broadened our portfolio of high-value material solutions and strengthened our presence in the medical sector.

One year later, the results speak for themselves — the acquisition has been an overwhelming success. From integrating new associates and aligning with sustainability targets to enhancing safety performance, the comprehensive business integration continues to drive growth. Demand for Foster's specialized solutions remains strong, reflecting the value of our expanded platform and innovation-driven approach. Geon's PVC and TPE solutions further enhance our capabilities in the healthcare market, reinforcing our commitment to engineering what's possible.

Beyond outstanding operational results, Foster has embraced Geon's robust safety culture and leveraged our procedures and resources. This has led to remarkable improvements in safety performance, including achieving a one-year injury-free milestone at Foster West. The Total Recordable Incident Rate (TRIR) for Foster also saw a significant reduction, improving from 6.50 in 2024 to 1.39 in 2025, demonstrating our commitment to excellence.

The Foster acquisition stands as a clear example of how strategic growth, thoughtful integration, and dedication can deliver meaningful impact and reinforce Geon's market position.



"Foster's performance since joining Geon speaks volumes about the value created by the acquisition. By combining Foster's market-leading technologies with Geon's capabilities, capacity and global reach, we have expanded and accelerated our ability to engineer new possibilities for our customers."

Tracy Garrison
Chief Executive Officer



Our Approach

Our Sustainability Strategy

At Geon Performance Solutions, we are dedicated to building a better future for our people, the communities where we operate, our customers and our planet. In 2020, we established a set of clear, actionable sustainability goals with 5-year targets. Their purpose was to advance our business goals and maximize their positive impact for all stakeholders. These goals are integral to our business strategy and center around three key areas:

- **Optimizing operational excellence.** Across our operations, we streamlined processes to conserve resources and promote a circular economy.
- **Fostering thriving communities.** We partnered with the communities where we operate, and we are committed to fostering an inclusive, engaged workforce.
- **Collaborating and innovating across our value chain.** We worked closely with our customers to design and create products that contribute to a more sustainable society. By partnering for change throughout the value chain, we aim to generate shared value.

Today, we look back at our accomplishments, taking pride in what we have achieved, but more importantly learning from the last five years and building on both achievements and lessons to continually improve what we do and deliver ever-increasing value to all our stakeholders. We are a company of problem solvers and we are committed to continuing to enhance our sustainability framework and integrate responsible business practices into every aspect of our company for the benefit of all our stakeholders. This is a journey of continually making our business, our customers' businesses and our world more prosperous.

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

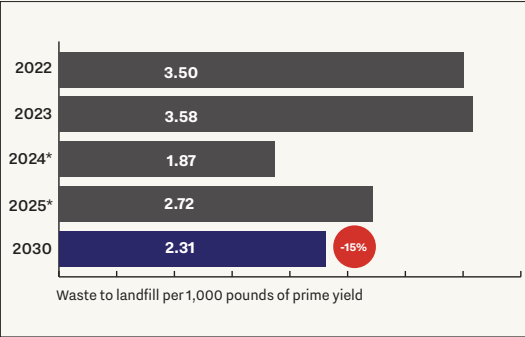


Optimize and advance operational excellence

Waste

Sustainability Goal:
Reduce solid waste to landfill

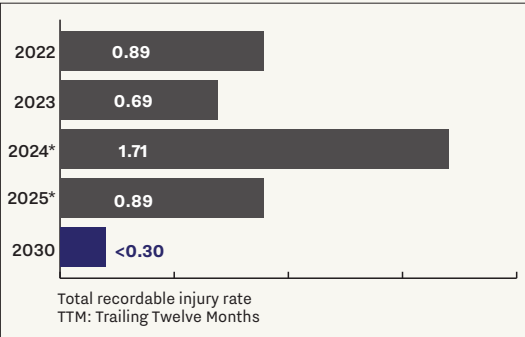
2030 Target: **15%**



Safe Work Environment

Sustainability Goal:
Reduce total recordable incident rate, a 48% improvement from 2024

2030 Target: **<0.30 TTM**

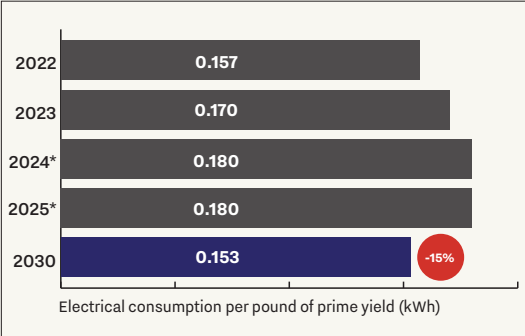


*Reflects combined legacy Geon and Foster data.

Energy Efficiency and Optimization

Sustainability Goal:
Reduce electrical consumption

2030 Target: **15%**



Responsible Care Management System®

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

2025 Progress:
We are a proud member of the American Chemistry Council and achieved RCMS corporate certification in 2023. All U.S. legacy sites are RCMS®-certified.



ACHIEVED



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

2025 PROGRESS

- 77% GPTW® Survey Employee Engagement Index
- Certified GPTW® in all countries where we operate
- 36% of our people participated in flagship talent program

Inclusive Leadership Development

Sustainability Goal:
Expand access to opportunities and remove barriers to performance

TARGETS

- Achieve balanced representation in early-career hiring to build a broad and sustainable leadership pipeline
- Achieve at least 30% representation of diverse talent within leadership roles through equitable development, succession planning and fair advancement practices

2025 PROGRESS

- 72% of college hires are minority and/or female
- 31% of leaders are minority and/or female

Community

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

TARGET

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

2025 PROGRESS

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



Collaborate and Innovate Across the Value Chain

Circular Economy

Sustainability Goal:
Collaborate with value chain to develop solutions

TARGET

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

2025 PROGRESS

- Developed thermoplastic vulcanizate (TPV) products containing up to 50% recycled content, while maintaining strong performance, durability and processing characteristics

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

2025 PROGRESS

- Accelerated the expansion of our ATO-free product portfolio for power and communication applications to deliver robust flame-retardant performance while improving supply security, reducing dependency on constrained raw materials and eliminating substances of concern

Industry Collaboration

Sustainability Goal:
Participate in industry alliances

TARGET

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

2025 PROGRESS

- Ensured material innovations align with customer sustainability targets, regulatory trends and supply-chain realities
- For the sixth consecutive year, Geon received +Vantage Vinyl verification and +Vantage Vinyl Gold for the first time



Environmental

Our Sustainability Strategy

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

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

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

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.

 Optimize and advance operational excellence	Waste	>85% of our waste is redirected from landfill primarily through recycle and reuse programs
	Energy Intensity	Energy intensity is 0.18 kwh per pound of product
	Safe Work Environment	Geon’s recordable incident rate was 0.89, a 48% improvement year over year

Lowering Energy Use

We are constantly seeking opportunities to improve our energy efficiency to lower both energy consumption and costs, while also decreasing our carbon footprint. Most of the greenhouse gas emissions we produce stem from the energy required to manufacture our products and the fuel used to deliver them to our customers. We also successfully collected emissions data for 14% of all raw materials purchased, enhancing tracking of Scope 3 GHG emissions.

We remain steadfast in our capital investment strategy to modernize our equipment and controls in our facilities and we are confident we will see the benefit of these investments as we increase plant utilizations.

In 2025, we decreased our electrical use by 7% through operational improvements and some lower volumes. We see returns from our investments. Seabrook reduced their electrical intensity by 15%, Foster West by 9%, Foster East by 6%, and Avon Lake by 4%.

We continued to look for ways to improve our operating efficiencies. At the same time, delivering for our customers with strong On-Time and In-Full service was top of mind as well as supporting our innovation pipeline. In fact, we conducted more than 700 manufacturing trials in 2025. Several sites were successful in advancing their Overall Equipment Effectiveness (OEE) performance year over year with Pasadena leading the way with an 11% improvement, driven largely by increasing rates. Avon Lake posted an impressive gain of 8%, improving all OEE levers. And, Dyersburg posted an impressive gain of more than 4%, even with the introduction of our new TPE product line.



2025 was another strong year of investments reflecting our commitment to our ESG goals. In fact, we made >\$2 million in ESG-related capital improvements. Examples of the returns on these investments and lean improvements are shown here.

/Nantong, China

Upgraded lines to run more efficiently and reliably. Achieved photovoltaic electricity consumption of **1.8M Kwh** and carbon footprint reduction of approximately **1.8M kg** – an emissions reduction of **0.997 kg per kWh**.

/Orangeville, Ontario

Installed new motor in K-Mixer for blending powder compounds, **improving energy efficiency by 4%** and reducing waste and downtime.



“EHS, Operations, Maintenance, Logistics – we’re all working hand-in-hand to make sure the plants are working as safely, reliably and energy efficiently as possible. There are strong communications daily. It is a true partnership.”

Joe Ferro
Sr. EHS&S Manager

/Pasadena, Texas

Reduced daily shuttle truck use for raw materials and finished products **by 50%**.

/Foster

Foster East installed a new compressor and refrigerant dryer to improve energy efficiency, resulting in the lowest energy use for the unit for the year.



Assessing Our Climate Impact

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

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

Here are some examples of what our sites are doing to reduce waste.

/Saint-Rémi, Quebec
Sold 70,493 pounds of filter cakes – a byproduct of production – instead of sending to landfill.

/Avon Lake, Ohio
Sensor-enabled waste collection reduced visits by as much as 4x, reducing associated costs and GHG emissions.

Managing Our Waste

In 2025, we maintained our baseline in diverting >85% of our waste from landfill. Holding this line is impressive as we continued to flex with conservative buying behaviors from customers, which led to smaller order sizes.

Fifty percent of our sites showed step-change improvements in waste reduction. Saint-Rémi led the way with a 40% decrease in waste intensity, reducing waste to landfill by 47%; Orangeville decreased waste intensity by 29% and reduced waste to landfill by 31%; Nantong decreased waste intensity by 26% and waste to landfill by 42%; Dyersburg reduced waste intensity by 22% and waste to landfill by 20%. These improvements are a result of our operational discipline and commitment to continuous improvement.

/Nantong, China
Reduced landfill waste in 2025 by 23%, moving from 0.84 kg/ton landfill vs 1.1 kg/ton in 2024.

Extruder renovation optimized production by reducing filter change to 1.5 times per ton from two.

Optimized schedule to reduce machine stop times for first quality inspection. Achieved 60% of batch production without stopping during first quality inspection.

/Dongguan, China
New shredder and pressure mechanisms shreds CPVC scrap into small pieces for greater recycling efficiency.

New double active carbon towers absorb volatile organic compounds during compounding processes in compliance with local government requirement.

/Dyersburg, Tennessee
Reduced the amount going to landfill from 172,540 pounds in 2024 to 138,853 in 2025 – a 20% decrease.

Water-Saving Strategies

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

Our 2025 water consumption was approximately 85 million gallons, down slightly from 2024. Our water strategy focuses on increasing water security where we operate. Three sites led the way: Dyersburg reduced water consumption by 22%, Foster West by 11% and Terre Haute by 8%.

Linking Quality and Sustainability

At Geon, we aim to deliver flawless materials and foster a culture dedicated to continuous improvement and operational excellence. Our facilities are certified in a variety of globally recognized standards aimed at enhancing environmental, safety and quality practices, including:

ISO 9001	Quality management systems
ISO 14001	Environmental management systems
ISO 13845	Quality management systems for medical devices
Responsible Care Management System® 2023	American Chemistry Council’s comprehensive health, safety, security and environmental performance standard
IATF 16949	Automotive quality management systems

Sustainability and Safety Performance Recognition

In 2025, Geon Performance Solutions was recognized for our commitment to sustainability and employee safety.

EcoVadis Gold Medal¹: In November 2025, Geon earned a Gold Medal for its sustainability practices, which placed Geon among the top 5% of companies assessed by EcoVadis in the last 12 months. With a score of 78, Geon ranked in the “Advanced” category of EcoVadis’ rating scale. In February 2026, Foster also earned a Gold Medal with a score of 79. This level of recognition indicates a well-structured and proactive sustainability management system, relevant and tangible sustainability policies and actions, and a robust reporting system to track the impact of actions and key performance indicators.

Operation Clean Sweep[®] (OCS) 2025 Difference Maker Award: Geon was the recipient of the OCS 2025 Difference Maker Award, which recognizes individuals and organizations that have gone above and beyond their commitment to make zero resin loss a top priority. Geon was honored for raising the bar on operational excellence and embedding resin loss prevention into our day-to-day operations.

+Vantage Vinyl[™] Verification and Gold Certification: For the sixth consecutive year, Geon received +Vantage Vinyl verification. We also achieved +Vantage Vinyl Gold for the first time, which is the highest verification a company can receive for its sustainability performance in resource efficiency, emissions, and health and safety.

OSHA Safety & Health Achievement Recognition Program (SHARP) Certification: Geon achieved OSHA SHARP certification in the Mid-South region. The program recognizes businesses that operate exemplary safety and health programs.

¹For more information about EcoVadis medals and badges, visit resources.ecovadis.com.

Responsible Care Management System[®] Certification

To more fully integrate our quality systems with our sustainability and environmental, health and safety (EHS) efforts, Geon is working towards achieving companywide certification in the Responsible Care Management System[®] (RCMS[®]). A key part of the RCMS[®] process is mandatory certification by an independent, accredited auditor. Geon achieved our 2025 target in certifying all US Geon legacy sites.

Environmental Compliance

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

There were no notices of violation or reportable releases or spills in 2025.

Reducing Supply Chain Emissions

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

In 2025, Geon saved approximately 128,863 kilograms of CO₂ through the program, which is roughly equivalent to the carbon sequestered in 5,857 mature trees.

Product Sustainability

Geon’s products and solutions continue to be a cornerstone of our sustainability strategy in 2025, supporting responsible growth across our portfolio and end markets. Over the past year, we have advanced our approach by translating sustainability commitments into actionable innovation programs, supported by robust technical roadmaps. These roadmaps provide clear direction for material development, resource optimization and regulatory readiness, enabling us to respond efficiently to evolving customer expectations and global sustainability challenges.

Product safety remains fundamental to everything we do. We maintain comprehensive and disciplined processes to ensure the safety of all raw materials and finished products throughout their intended manufacture, use and disposal. Each material undergoes rigorous evaluation and testing throughout its lifecycle, ensuring compliance with applicable regulations and alignment with the latest scientific research and safety data. Our teams continuously monitor substances of concern, and when emerging scientific evidence indicates potential risk, we proactively reformulate products to replace or eliminate those substances with safer alternatives.

Our safety framework begins with detailed assessments of individual ingredients and extends to a full evaluation of the complete formulation. The results of these assessments directly inform product design, safe-use guidance and customer recommendations. This systematic approach ensures that safety considerations are embedded from the earliest stages of development through commercialization.

Moving Forward in 2025

In 2025, we made meaningful progress toward antimony trioxide (ATO)-free formulations, reflecting our commitment to reducing reliance on substances of concern without compromising performance. Through the strategic use of synergistic additive systems, we have continued to advance flame-retardant technologies that maintain or enhance fire performance while minimizing the use of traditional flame-retardant fillers such as ATO and aluminum trihydrate. These innovations support regulatory compliance, reduce environmental and health impacts, and deliver high-performance solutions for demanding applications in construction, electronics and transportation.

Beyond PVC, we expanded our sustainability focus to additional material platforms, including thermoplastic elastomers (TPE) and thermoplastic vulcanizates (TPV). In 2025, targeted development efforts in these blends focused on material efficiency, formulation robustness and the incorporation of safer, more sustainable additive systems. These advancements have paved the way for TPV products containing a significant amount of recycled content, while maintaining the performance, durability and processing characteristics required for demanding applications. Such TPV solutions are in high demand across automotive and consumer markets, where customers are seeking materials that balance sustainability, long-term performance and regulatory compliance.

Together, these efforts demonstrated Geon’s continued progress toward safer, more sustainable materials in 2025 – balancing innovation, performance and responsibility as we built solutions designed for today’s needs and tomorrow’s expectations.



Sustainability & Materials Innovation

At Geon, sustainability is embedded in how we design, develop and scale next-generation materials. Our 2025 initiatives focused on delivering measurable environmental impact while maintaining the performance, reliability and regulatory compliance our customers expect. By advancing recycled-content formulations, eliminating substances of concern and executing disciplined technical roadmaps, we are enabling sustainable growth across automotive, consumer, building & infrastructure, medical, and power & communication markets.

High-Recycled-Content TPV Platforms

We are actively developing new TPV platforms with up to 50% recycled content, targeting automotive and consumer applications. These materials are engineered to balance sustainability with critical performance attributes such as durability, flexibility, aesthetics and processability. Leveraging Geon's deep elastomer and compounding expertise, these solutions directly support OEM decarbonization goals without compromising quality or manufacturability.

Expansion of ATO-Free Solutions for Power & Communication

Geon is accelerating the expansion of its ATO-free product portfolio for power and communication applications, driven by both regulatory pressure and recent global supply-chain disruptions affecting ATO availability and pricing. These disruptions have increased risk and volatility for customers reliant on traditional flame-retardant systems. Our ATO-free formulations deliver robust flame-retardant performance while improving supply security, reducing dependency on constrained raw materials and eliminating substances of concern. This enables more resilient, sustainable electrical and infrastructure solutions.

Development of Sustainable Solutions for Automotive

We continue to advance recycled-content polypropylene (PP) solutions for automotive applications. This includes the integration of recycled mineral fillers to reduce reliance on virgin raw materials while maintaining mechanical, thermal and aesthetic performance requirements. In parallel, Geon advanced the development of next-generation paintable thermoplastic polyolefin (TPO) materials for automotive exterior and interior applications. These new formulations are engineered to enable direct painting without the need for primer, simplifying OEM and Tier 1 manufacturing processes while reducing material use, energy consumption, and overall environmental impact.

Data-Driven Sustainability & ESG Execution

Sustainability decisions across our portfolio are guided by data-driven technical and ESG frameworks, ensuring material innovations align with customer sustainability targets, regulatory trends and supply-chain realities. This disciplined approach enables responsible growth while delivering long-term value across end markets.

Focus On Safety

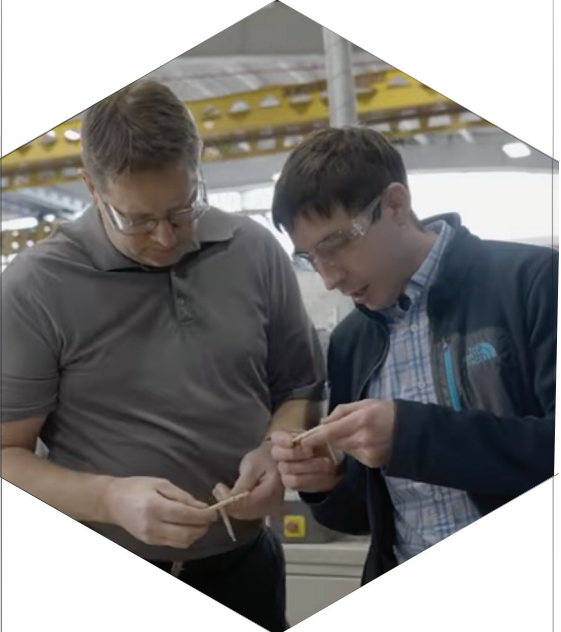
At Geon, our people are our most valuable asset. Their safety and well-being are our top priority. Our enterprise-wide risk assessment program utilizes the Residual Risk Reduction (R3) methodology, a straightforward process that assigns numerical values to assess risk. Additionally, our prevention programs include:

- Frequent nonroutine audits by corporate when they visit sites; there are legal compliance audits, as well as other third party audits in some locations like TOSHA, Zurich, etc.
- Monthly internal self-assessments on specific safety topics
- Utilization of safe work permits for nonroutine tasks
- Formal observations based on processes and tasks

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

In 2025, Geon Performance Solutions continued to build a strong foundation for a high-level of safety performance and sustainability. This included institutionalizing new processes and tools. A partial list of these improvements include:

- Introduction of a standardized enterprise-wide safety roadmap
- A more-structured incident reporting and review process with greater safety governance by leadership team
- A new dashboard in Geon's EHS & Quality management system for improved visibility to company performance
- Enhanced operational discipline and ownership, including standardized electronic Management of Change process, standardized Root Cause Analysis (RCA) and Corrective Actions process
- Leveraging Geon's skills matrix to ensure operations associates are in the right roles and have clear visibility to advancement requirements





Geon Launches New EHS Dashboard

In the past, EHS data was tracked using an Excel-based system. Information was first recorded on paper, followed by manual input. The overall process was tedious and time-intensive, and even once the data was recorded, it was difficult to access from all locations, preventing a timely review process and impeding our ability to be proactive with the data we received.

To address this challenge, Geon launched a new dashboard system in 2025, under the guidance of Global Director, EHS, Augustine Kadiri. With the new system, users can input data directly into the dashboard via their phone or computer. Additionally, phone access allows any associate on the plant floor to upload data and images to an app that goes directly to the cloud database.

“The difference between our new dashboard and the old system is truly night and day,” says Kadiri. “The dashboard offers a range of new tools and standardizes the process.

And the insight it provides allows us to be proactive and have a better understanding of conditions that would elevate safety risks. This is a great example of how technology can make EHS activities more efficient and effective.”

Some key benefits of the new dashboard include: the ability to view leading and lagging indicators, elimination of manual calculations, enterprise-wide and site-specific views, and real-time alerting of incidents. Users can also record observations and share learnings across sites.

“The dashboard gives you a view across the company, as well as site-by-site,” says EHS Specialist, Tammy Ernest. “Everyone in EHS can see all the plants. We all get alerts if an incident occurs. This allows us to learn from these incidents and make sure nothing similar happens at our site. Many plants may face similar challenges, so you can gain real-time insight and make improvements much faster.”

Engaging Associates in the Safety Process

We empower all Geon employees to identify, control or eliminate risks. Each site has a safety committee (consisting of both hourly and salaried associates), which meets to raise issues and discuss solutions. In addition, our open-door policy encourages associates to report potential hazards. We also offer regular training on environmental, health and safety practices, covering all OSHA and EPA requirements. Training is provided monthly or quarterly on specific topics. Beyond compliance, each site holds weekly or pre-shift safety meetings to address additional matters.

Here are two examples of how sites that joined the Geon family have elevated their safety and sustainability performance.

Improving Safety in Croydon

In 2021, Geon acquired Roscom Inc., a PVC compounding facility in Croydon, Pennsylvania, to expand our product portfolio to better serve our customers in the Northeastern United States and parts of Canada. Meanwhile, integrating into Geon meant more resources for the Croydon team to dedicate to EHS improvements.

“We’ve come a long way on our safety performance,” says Croydon Plant Manager, Stephanie Losi. “Previously, we were a small, privately held company. Following Geon’s acquisition, we immediately started making improvements to our EHS program. One important step was adding an EHS specialist, Kylen Cobb, and, in general, coming up to Geon’s corporate standards. And when we make improvements, we like to share them. Even though we have separate manufacturing entities across Geon, we can learn from what we each are doing. We all help each other out and learn from each other’s best practices. It strengthens all of us.”

Cobb adds: “We are always looking for ways to improve safety. We are doing a lot more training with our employees, making sure they understand our corporate policies and procedures site-wise.”

Enhancing Foster’s Sustainability Goals

Foster LLC has experienced similar results as it integrates into Geon. The leader in high-performance biomedical materials was acquired in early 2025. While integration will continue into 2026, Foster – which now serves as Geon’s face to the medical end market – is already benefiting from Geon’s additional resources by accelerating achieving its sustainability targets, such as emissions, energy consumption and circularity.

“Foster’s integration into Geon has provided greater sustainability resources and enhanced emissions tracking,” says Layal Jreige, EHS engineer at Foster East. “Together, we are aligning on our goals and how to meet them, to not only be a more sustainable company but also deliver more sustainable products to our customers in the medical market.”

**Employee Empowerment:
Building a Safer, More
Sustainable Company**

The story of Geon Performance Solutions is one of growth, and no period in the company’s history exemplifies that more than the last five years. Since 2020, we have made four strategic acquisitions to strengthen our position and participation in key markets, improve capacity, and expand our workforce. All together, these acquisitions have enabled Geon to better serve our customers.



Operating Safely

2025 Safety Performance

In 2024, the Total Recordable Incident Rate (TRIR) rate was 1.71, which reflected combined legacy Geon and legacy Foster performance. In 2025, TRIR improved to 0.89 showing a 48% improvement year over year, with most injuries being minor in nature.

Our Actions

- To meet our 2030 Sustainability Goal to achieve a TRIR of less than 0.30 annually, we:
- Continue to build a culture of accountability with increased engagement and ownership at all levels of the organization. The Safety + 5S program and behavior-based safety programs reflect this commitment.
 - Invest in capital projects to increase automation and reduce risks.

/Ramos Arizpe, Mexico

Switched to electric forklifts to reduce noise, fumes and GHG emissions.

/Foster

Foster achieved an ~80% improvement in overall safety performance one-year post-integration with Geon.

/Clinton, Tennessee

43% increase in safety observations in 2025 – both management and front-line employees.

/Saint-Rémi, Quebec

Invested in BLOCK-BUSTER bulk bags to make crushing acid in bags up to 1,000 kg more safe.

/Croydon, Pennsylvania

Installed three dust collection units to create a healthier, safer work environment and increase lifespan of equipment.

/Terre Haute, Indiana

Packaging automation projects eliminated ergonomic safety risks.

Employee Engagement and Strong Procedures Deliver Outstanding Safety Performance

Safety performance has been extremely strong at the Dongguan site in China. In fact, Dongguan has not had a recordable injury in over ten years. The sites have focused on sustaining strong employee engagement, procedures and a safety culture that is highly integrated into people’s work.

Dongguan Plant Manager Anthony Xie notes that, “Safety performance is extremely exciting for the teams in Dongguan and Nantong. They have a strong focus on safety and an understanding that safety is our highest priority.”

General Manager Anson Cao, adds: “Our leadership makes it clear that safety is our first priority – every day, in every meeting, in every townhall, in every communication. After we acquired Nantong in 2023, we made safety culture extremely important there. In the last two years, we have seen great improvement in safety performance under Nantong’s site leadership. We are very proud of our accomplishments in safety and the culture we have established.”

Here are some of the actions Dongguan and Nantong have taken:

- Operators must sign a commitment letter every year and new employees must sign the “4 Cardinal Rules Letter of Commitment”
- 100% safety training for new employees
- Routine safety inspections by EHS manager more than two times a week and safety inspections led by plant manager after closing for long holidays such as Spring Festival and National Day holidays
- Extensive occupational disease prevention program
- Comprehensive emergency response drills annually
- Annual review, training and emergency response drills of elevators and forklifts
- Recognition of employees for reporting potential safety hazards

Ten of Geon’s 14 sites have not had a recordable injury in more than a year and three have not had a recordable injury in more than eight years.*

Site	Days since last recorded injury
Ramos Arizpe, Mexico	>12y
Dongguan, China	>10y
Pasadena, Texas	>8y
Orangeville, Ontario	>3y
Croydon, Pennsylvania	>1y
Avon Lake, Ohio	>1y
Saint-Rémi, Quebec	>1y
Dyersburg, Tennessee	>1yr
Nantong, China	>1yr
Foster West	>1yr

Seabrook Embraces Safety + 5S

The Safety + 5S program is embedded in our ways of working. One example is the Seabrook site, where the team has fully embraced this methodology designed to improve safety, quality and reliability. Every employee takes ownership of a certain portion of the plant and its Safety + 5S program.

People take a lot of pride in maintaining 5S in their process area and being prepared for regular audits. The audits are very beneficial, providing insights on how you can improve your area. For new employees beginning work at the plant, the Safety + 5S program is part of their onboarding, bringing immediate visibility to our standards.

“We hear in EHS meetings and in plant meetings how nice our facility looks,” says Senior EHS&S Manager Joe Ferro. “Everyone takes a lot of pride in coming to work here. We’re on the freeway. We’re highly visible. The plant has to look nice from the outside as well as the inside and we have a neighborhood behind us and a rail system that runs in and around us. We want to be good members of the community.

“I was visiting one of our more difficult lines to clean. As I was talking to the crew chief, I noticed that one person had some downtime. He was on another side of the plant sweeping and cleaning up. It wasn’t even his area. No one asked him to do it. It’s just become part of the mentality – the Safety + 5S mentality. It’s part of our plant, and I believe, companywide.”

Social

Developing and Engaging Our People for a Positive Impact

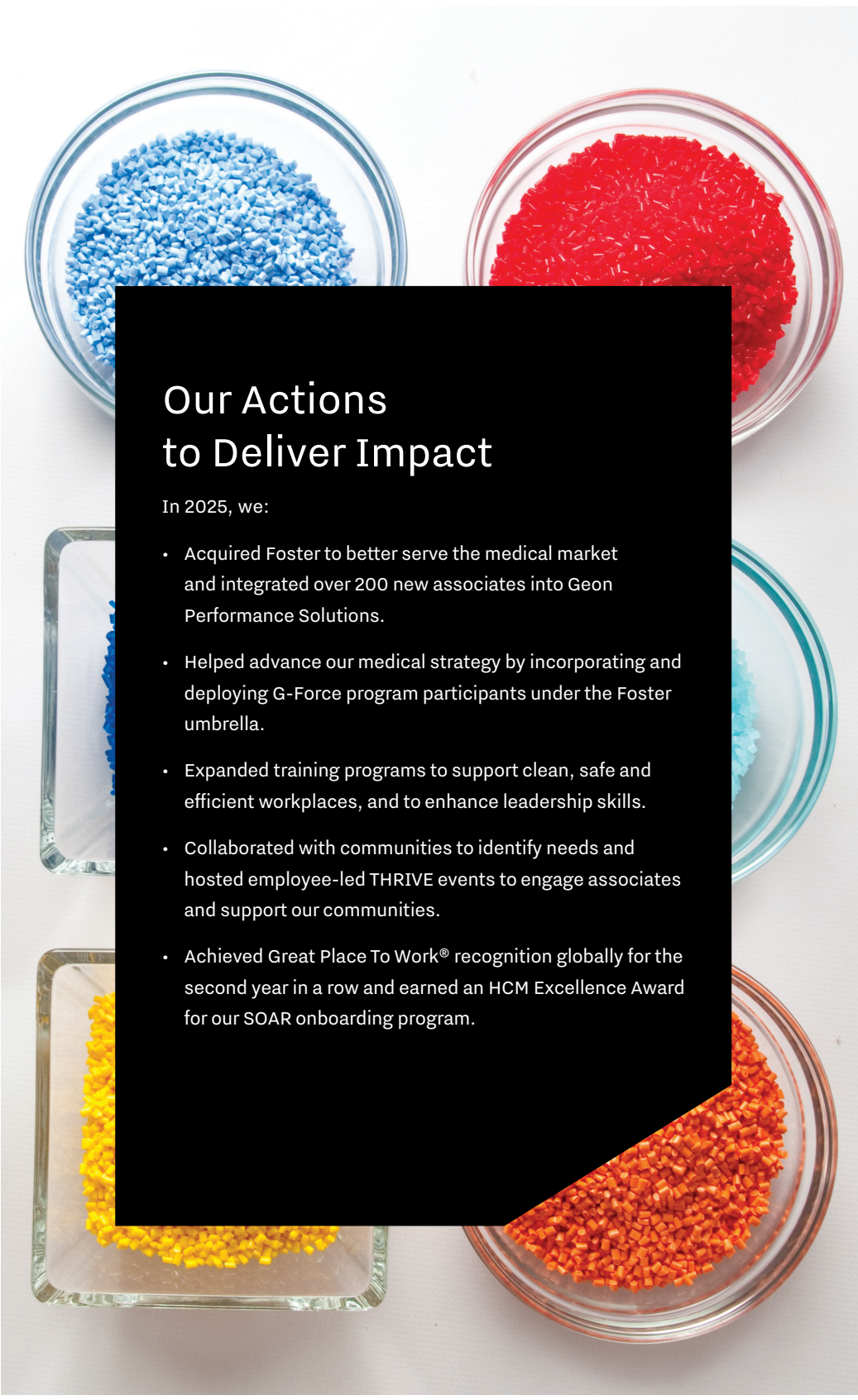
Geon Performance Solutions is committed to making a difference in the markets we serve and the communities where we operate. We view talent as a strategic asset and culture as a strategic advantage. In 2025, we continued to expand Geon’s talent ecosystem – an integrated approach to attracting, developing, engaging and retaining high-performing teams. We invested in core technologies that will further enable our talent development initiatives. We also expanded leadership pathways, accelerated skill-based learning and enhanced talent mobility and growth through organizational design practices that focus on talent-to-value. These initiatives have increased our organizational agility and further drove collaboration, ingenuity, accountability and inclusion as key features of our culture.

Our People Strategy

Our people strategy is built around our values – Win Together, Create Opportunities and Pay It Forward – and is designed to support organizational growth, empower sustainability efforts and strengthen our communities.

Our priorities include:

- Attracting and retaining the best talent by fostering a culture where everyone has the opportunity to thrive and continuing to make Geon a great place to work.
- Implementing a people strategy rooted in inclusion, collaboration, trust and mutual respect.
- Creating a positive impact with our THRIVE Community Outreach program.



Our Actions to Deliver Impact

In 2025, we:

- Acquired Foster to better serve the medical market and integrated over 200 new associates into Geon Performance Solutions.
- Helped advance our medical strategy by incorporating and deploying G-Force program participants under the Foster umbrella.
- Expanded training programs to support clean, safe and efficient workplaces, and to enhance leadership skills.
- Collaborated with communities to identify needs and hosted employee-led THRIVE events to engage associates and support our communities.
- Achieved Great Place To Work® recognition globally for the second year in a row and earned an HCM Excellence Award for our SOAR onboarding program.

Developing Our People

Advancing a Culture of Continuous Learning and Growth

At Geon, we understand that business success depends on the success of our people, and we take a proactive approach to attract and retain the best talent. Our talent ecosystem is designed to support the growth and development of our associates at every stage of their career. We remain committed to fostering a culture of continuous learning and providing our associates with opportunities to thrive and achieve their career goals.

The Geon Talent Ecosystem: 5 Programs for Every Career Stage

Workforce Skill-Building	College Internships	G-Force Graduate Rotational Program	Mentorship Program	THRIVE
We are building a skilled workforce within our manufacturing, operational and commercial teams. Geon skill-building programs include: • SOAR (Sales Onboarding and Readiness) • Peak Performance Leadership Training	We actively recruit promising college students to work on business-critical projects through our summer internship program. Many participants go on to join our graduate rotational program, G-Force.	This two-year program allows recent college graduates to rotate assignments across different business functions and choose a long-term career path at Geon. The program provides mentorship, challenging assignments and hands-on experience.	Our mentorship program aims to boost the visibility and interactions of high-potential talent with senior leadership, and accelerate the growth of participants.	Geon THRIVE teams are a diverse group of volunteer associates who drive community engagement at our sites and support internal action plans to address feedback from our Great Place To Work® survey results.
High School/Apprenticeship	College/New Graduate	Mid-Career and Beyond		



“2025 was a year of intentional progress. We invested in our people, evolved our culture and built capabilities required to sustain long-term performance. Beyond strategic growth, our acquisition of Foster brought complementary capabilities and a strong cultural compatibility that enriches the fabric of our enterprise. Equally important, our teams continued to demonstrate meaningful impact in the communities we serve through volunteerism, local partnerships and responsible practices that reflect our values. 2025 was capped with our second consecutive Great Place To Work® certification, a fantastic achievement complemented by our EcoVadis Gold certification and our first HCM Excellence Award. This is how Geon advances sustainability: by developing people, strengthening communities and aligning talent with purpose.”

Jérôme Beguerie
Chief Human Resources Officer





SOAR: Commercial Team Onboarding

Our SOAR (Sales Onboarding and Readiness) program was launched in 2024 to support Geon’s commercial scale-up, and in 2025, we continued to expand and formalize our commercial onboarding process.

The 20-week program is designed to rapidly integrate new hires into commercial roles through a structured and practical learning framework. SOAR combines interactive workshops, e-learning modules and real-world application to ensure associates gain essential industry knowledge and the commercial skills necessary for success within Geon from day one. The program enables Geon to expand its recruitment of top talent by focusing solely on candidates’ selling aptitude and willingness to sell, regardless of industry experience.

Since launch, 28 associates have participated in SOAR across our North America commercial teams in Mexico, Canada and the United States, with a 4% attrition rate in the first six months. Early success in the program resulted in a nomination for a Brandon Hall Group HCM Excellence Award, with Geon receiving a gold medal in the Best Sales Onboarding Program category.



“A gold medal from the Brandon Hall Group is both an honor and a testament to the success of this program. SOAR not only ensures that we are hiring the best talent for our commercial sales teams – it also helps us drive engagement, retain our new hires and build the confidence our associates need to excel in their roles.”

Alex Ross
Human Resources Director

Peak Performance Leadership Training

In 2023, Geon partnered with workforce training and consulting firm Peak Performance Inc. to develop and launch a leadership training curriculum to ensure our leaders were equipped with the management skills they need to effectively oversee and guide their teams. Following a successful launch, we expanded the training in 2025. Twenty-one participants from the first cohort continued leadership training, while a new cohort underwent initial leadership training.

Great Place To Work® surveys told us there was a need for additional training for hourly associates who are Team Leads. So, we worked with Peak Performance to create a training unit that would suit the specific needs of these leaders. This new training consists of seven, one-hour modules and includes lessons on root cause analysis, fostering an inclusive work environment, conflict resolution and effective communication, among other topics. Thirty-five Team Leads across eight sites participated in the training.



“The training has made me a better communicator with my team and external customers. It’s also helped me prioritize my time management skills and be a more active leader in the field by working side by side with the team and understanding the challenges they face.”

Sherwood Pressey
Production Lead – Seabrook, Texas



“The training pushed me to understand what drives each person. It also taught me how to hold my composure, which determines how the entire team responds, and how to use body language effectively when communicating to the team.”

Zachary Metoyer
Operation Manager – Dyersburg, Tennessee



Geon College Internship Program

Our college internship program provides rising sophomores, juniors and seniors with hands-on work experience and networking opportunities, while supporting skills development. The program also serves as a talent pipeline, with many participants joining our G-Force program following graduation. In 2025, four college students were selected for the internship program.

Meet Our 2025 College Interns



“At Geon, interns are given real responsibility and the opportunity to make contributions that are truly valuable and have impact. And if you find a project that resonates with you, you can dig deeper and pursue it. Since deciding that I want a full-time career in HR, Geon has given me the opportunity to work in many different areas across the HR department.”

Mary Connelly
Human Resources Intern, Westlake, Ohio | Xavier University – Major: Management



“Along with everything I have learned about HR, one of the most valuable lessons from this internship has been time management. I have had the opportunity to work remotely while at school, so being able to manage a full academic schedule alongside the responsibilities of the internship has been so important. Every semester I have been able to create a schedule that supports both areas of responsibility, allowing me to continue to learn from this internship alongside my education.”

Claire Harvey
Human Resources Intern, Westlake, Ohio | Miami University (Ohio) – Major: Human Capital Management



“My internship at Geon was a highly rewarding experience that has contributed significantly to my professional and personal growth. The program offers valuable exposure, builds confidence and provides meaningful responsibility. And Geon’s supportive environment promotes continuous learning and strong collaboration, helping interns like me develop both technical skills and personal character.”

Aadish Patel
Project Management Intern, Westlake, Ohio | Purdue University – Major: Industrial Engineering

G-Force Graduate Rotational Program: Creating Career Pathways

The G-Force Graduate Rotational Program is designed to help recent college graduates develop into future leaders at Geon. The two-year program, which launched in 2021, provides participating associates with mentorship, networking and training opportunities, and on-the-job experience in a range of roles across several Geon business areas and functions.

G-Force supports personal and professional development and enables associates to fashion personalized career paths within the company. Our acquisition of Foster in early 2025 created a new pathway for G-Force associates, with several exploring exciting opportunities within the medical markets we serve. The program has also acted as a unique touchpoint for integrating Foster into Geon. As we continue to grow in the market, the G-Force program will be a critical tool to driving our medical strategy.

In 2025, eight participants completed the program and progressed into permanent roles at Geon. Five new participants will begin the program in 2026.

Meet Our 2025 G-Force Associates



“The support network you have in the G-Force program is, in my opinion, invaluable. This program allows me to be constantly engaged with incredibly bright and motivated people who are always eager to share their expertise and help me learn. The mentorship from both my colleagues and managers has been an amazing resource that has allowed me to grow into this role faster than I could have imagined.”

Alex Hofferth
Sourcing Specialist, Westlake, Ohio | Miami University (Ohio) '25 – Major: Finance



“During my job search, I was actively looking for a rotational program to broaden my skills and try out multiple roles – and the G-Force program fit the bill. I gained insight into manufacturing capabilities and restructured the MSA trialing process at Avon Lake during my manufacturing rotation. In my current R&D role, I provide product recommendations and technical expertise to our customers. I’d recommend this program to anyone because it broadens your experience and provides you with a better understanding of the business.”

Natalie Johnson
Field Development Engineer, Avon Lake, Ohio | University of Akron '24 – Major: Chemical Engineering

G-Force Graduate Rotational Program

Total participants to date: **14**
Currently in the program: **4**
Graduates in permanent Geon roles: **10**



G-Force Graduates: Class of 2025



“Interacting with different departments and guidance from peers and mentors helped create meaningful learning opportunities. The added networking and travel opportunities further enhanced the experience, making it a strong platform to connect, grow and develop both technical and professional skills. Overall, the program really fostered a zeal to learn and the ability to continuously adapt.”

Bhumika Ghosh
Quality Engineer, Foster East – Putnam, Connecticut



“G-Force gave me the opportunity to take on various roles and projects, while learning how equipment is properly maintained for maximum efficiency. It also exposed me to different extrusion processes, which helped me understand process flow in plastic manufacturing. I am very excited to continue growing at Geon and be a great asset to the engineering team here.”

Alyssa Penney
Process Engineer, Foster East – Putnam, Connecticut



“The G-Force program has provided me with cross-functional understanding of manufacturing a good product for our customers. My rotation in Safety and Quality departments helped me develop efficient processes in my current role that meet Geon’s safety standards while ensuring all the required documentation for our Quality Management system is completed.”

Matthew Read
Process Engineer – Terre Haute, Indiana



“The best thing about the G-Force program is the flexibility to try multiple roles. I was in Procurement and Logistics, as well as a Buyer/Planner for the Croydon Plant. Everything I learned will benefit me as I continue to grow in my career. Not only can I see how each of these roles impact the overall company, but I can also see how they interact with each other, which gives me a much greater understanding of the supply chain as a whole.”

Mia Wemesfelder
Sourcing Specialist, Supplier Quality & Sustainability – Westlake, Ohio



“The G-Force program gave me experience working cross-functionally with other departments, as well as opportunities to talk to – and learn from – upper management. It’s also helped me form a strong network of other G-Force participants at other sites and in other areas of the business. This has made it easier to compare notes across sites to find best practices and solutions to common manufacturing problems.”

Katie Willi
Automation Engineer – Avon Lake, Ohio

Mentorship Program

Geon’s mentorship program is designed to support skills development and accelerate career growth by pairing mentees with more experienced associates throughout the company. Mentees and mentors work together to identify long-term career goals as well as any challenges they are facing and how to address them. The program also promotes knowledge-sharing across the company by connecting mentors and mentees with different areas of expertise and functions.

In 2025, Geon’s mentorship program included 150 associates – 68 mentors and 82 mentees – which was a 24% increase in participation from 2024. Associates in the G-Force Graduate Rotational Program also participate in the mentorship program.

Both mentors and mentees receive formal training to ensure they build effective and collaborative relationships and maximize the value of the program. Early on, participants are encouraged to discuss expectations, set goals and establish regular check-ins. Additionally, participants are surveyed to gather feedback for program improvement.



Meet a Few of Our Mentorship Program Participants



“The mentorship program is a unique opportunity for people working in Geon to learn from each other. It allows participants to see challenges from different perspectives and gain valuable insights that can benefit them both professionally and personally.”

Anson Cao – Mentor
General Manager – Asia, Dongguan and Nantong, China



“Watching mentors and mentees grow over time has been incredibly rewarding. I get a front-row seat to the impact these relationships have – the confidence people build, the skills they strengthen and the connections that form across the company. Seeing the value it brings to both individuals and to Geon reinforces why this program matters and why I’m proud to support it.”

Carmine Domanico – Mentor
Senior Manager Human Resources, Canada/Asia



“Having a mentor has provided me with a person I can trust and has given me the confidence in speaking up, asking questions, and feeling more comfortable communicating with coworkers across the organization. The program has helped me understand my strengths, gaps and working style, which helped me better understand how I show up professionally. The program has really reinforced the importance of learning from other experiences, while still developing your own workstyle.”

Eric MacLean – Mentee
Production Scheduler & Warehouse Supervisor – Orangeville, Ontario



“Mentorship takes time and work for both parties – and it truly helps build relationships and connectivity across the business. It also allows us to share our experience with people outside of our immediate working circle and gain exposure to different perspectives. Throughout my career, I’ve had mentors with diverse experiences, and they’ve helped me grow into the leader I am today.”

Chad Tomsheck – Mentor
Vice President, General Manager, Foster – Putnam, Connecticut

Creating and Maintaining World-Class Workspaces

With a commitment to creating world-class workspaces, Geon launched The Power of Safety + 5S: Enhancing Your Job Performance and Safety. This initiative provided online and instructor-led training on maintaining a clean, safe and efficient workplace.

To ensure success, we incorporated world-class scoring standards to measure the program's progress and set clear goals. We also updated existing training materials for two pathways: standardized training against higher 5S standards for area owners and auditors, and Safety + 5S basics for all associates.

Following training, we provided a three-month grace period for teams to implement the program and develop plans to reach the world-class standards before introducing structured audits. These audits are conducted by area owners on a daily, weekly and monthly basis, with results visibly posted in each area to promote transparency and engagement.

To streamline the audit process and improve morale, we introduced a digital solution that utilizes a forms-based audit system integrated with Power Automate and QR codes. Audits can now be completed via phone or laptop, with photos added as needed, and the data automatically flows into a central spreadsheet for easy tracking. Additionally, scores are shared with Geon executives at Performance Management Office meetings and presented at monthly operating reviews with the Board. This visibility ensures accountability and transparency and reinforces the importance of the program.

"Having participated in other launches, I can confidently say this approach is different, and the impact is visible across our Geon sites," says Jason Sharp, continuous improvement functional leader. "We have made significant progress toward world-class standards, and we're seeing increased ownership at all levels – from leadership to associates – that's really driving momentum."

Since we launched our Safety + 5S program, our average 5S scores across the enterprise have improved by 86%. Our Seabrook and Dyersburg sites led the way, with gains of 169% and 147%, respectively.

Engaging Our People

We aim to create the best possible experience for our people so they can give their best every day. Each year we participate in the Great Place To Work® (GPTW) Trust Index™ survey to assess our workplace culture and employee satisfaction. We then identify key areas for improvement based on employee feedback and launch new initiatives, as necessary, to address them. This continuous-improvement mindset ensures Geon is fostering a workplace culture where people can thrive, leading to better outcomes for our customers and our business.

As part of our Geon Vision 2025, we established targets to support a skilled and engaged workforce and promote employee retention. In 2025, we achieved an 83% score on the GPTW employee engagement index, surpassing our target and highlighting our commitment to create a thriving culture built on trust. Additionally, our voluntary turnover rate sat at 14%, showing continual improvement since 2022.

Skilled and Engaged Workforce

Sustainability Goal: A thriving culture built on trust

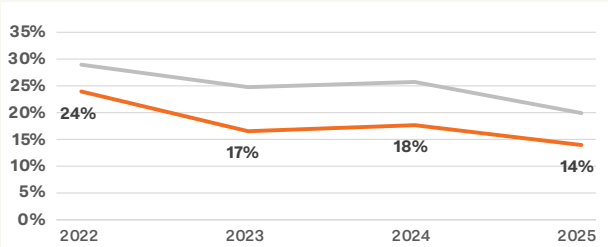
Great Places to Work (GPTW)
Employee Engagement Index:

2023	2024	2025
65%	77%	83%

2025 Target:

>80%

Turnover



	2022	2023	2024	2025
Voluntary	24%	17%	18%	14%
Total	29%	25%	26%	20%

Supporting the Health and Wellness of Our People

Geon is always looking for opportunities to improve the health and wellness of our associates. We review our benefits program on an annual basis and take regular actions to mitigate employee health risks and improve employee experience.

In 2025, we updated our wellness rewards plan – moving from a points-based system to direct reimbursement. Previously, associates received points for preventive health activities, such as yearly physicals, that they could then exchange for a gift card. However, the annual review revealed that many rewards went unclaimed. To ensure associates were adequately rewarded, executive leadership determined that direct reimbursement would be the most equitable approach. Now, we provide monetary awards to employees each month. Associates can receive up to \$600 each year for engaging in preventive health activities.

Here are some additional actions we have taken to support health and wellness:

Ergonomics Assessment Study

In 2024, we hired a third-party firm to conduct an ergonomics assessment study at each of our manufacturing sites in the United States. These studies resulted in an individualized report for each site, offering suggestions for improvements and ways to reduce ergonomic stress. After reviewing these reports, sites developed and implemented action plans in 2025 to address site-specific needs. As a result of these efforts, Geon's employee medical plan cost for musculoskeletal system conditions decreased by 30% in 2025 versus 2024. Additionally, the prevalence of low-back problems fell by 6% year over year and remained 3% below industry benchmarks.

Hello Heart Campaign

In 2025, we partnered with Hello Heart, a digital health company, to launch a heart health program for our associates in the United States. The program focuses on mitigating the risks associated with high blood

pressure and heart disease. Associates who sign up for the program receive a free blood pressure monitor that syncs with an app on their phone. In addition to blood pressure readings, the app also tracks medication usage and weight and provides daily suggestions and encouragement to lower blood pressure and cardiac risks.

Since launch, 121 employees – representing 17% of our U.S. workforce – have enrolled in the Hello Heart program. Among participants who began the program in Stage 2 Hypertension (acute, at-risk and high cost), 44% successfully reduced their blood pressure and moved into a more controlled category. In addition, 9% of enrolled Geon participants displayed early indicators of potentially harmful conditions, including atrial fibrillation, and were proactively guided toward clinically based actions to address their health risks.



"Health and wellness aren't just buzzwords at Geon – we are truly committed to helping our people improve their health. Because when people are at their best, they can give their best – and that's when everyone thrives."

Sharon Coy
Payroll and Benefits Manager



Geon Continues to be a Great Place To Work®

Geon is proud to achieve Great Place To Work® certification in all the countries in which we operate – Canada, the United States, Mexico and China – for a second consecutive year.

Each year, we review survey results to continue building a workplace where people want to work and a culture that helps people thrive. In 2025, Geon received a 79% engagement rating which exceeds the typical company by more than 20%. Our score also improved year over year in the U.S., Canada and China and held steady in Mexico. Employees from Foster, which Geon acquired in January 2025, were included in the U.S. survey to ensure their workplace experience had been elevated to our high standards.



Inclusive Leadership Development

Creating a Culture Where Everyone Can Grow and Thrive

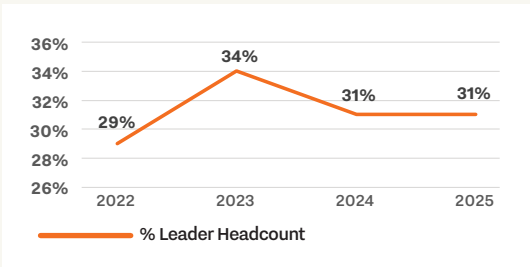
We believe that true innovation is powered by connection. That's why Geon strives to foster diversity and inclusion in the workplace. By cultivating inclusion and nurturing diverse perspectives, we can create an environment where our associates feel valued and strong collaboration is the norm. Geon also believes that every associate deserves a clear path to advance their career and has equal access to opportunities.

As part of our 2025 Sustainability Goals, we have set specific targets to build a skilled and inclusive workplace. We surpassed our inclusion in leadership target in 2023 and continued to exceed that target through 2025. Additionally, 38% of our associates identified as U.S. minorities in 2025. Geon employs approximately 1,200 people globally.

An Inclusive Workforce

Sustainability Goal: Expand access to opportunities and remove barriers to performance

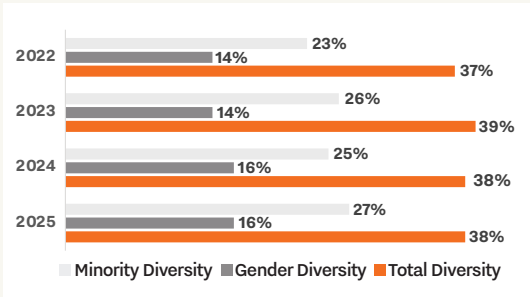
Inclusion in Leadership



2025 Target:

30%

Overall Diversity



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 organizations and in our supply chain. Our company respects international norms for human rights and fully supports the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. These standards help inform Geon Performance Solutions' principles and approach on human rights issues. Based on our current labor policies, types of operations and people working with us, Geon Performance Solutions does not foresee a high risk with respect to human rights violation.

Fair Labor Practices

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

Compensation and Benefits

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

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





Building Thriving Communities

Driving Impact with Purpose

Geon associates are committed to making an impact, both in their industry and in the communities where they live and work. Their dedication and initiative drive better outcomes for our company and support more resilient communities.

Every year, our employee-led THRIVE teams take action – listening to the needs of their communities and initiating activities and programs that will help meet those needs. Their actions embody Geon’s core values: Win Together, Create Opportunity and Pay It Forward.

THRIVE Teams: Making a Positive Impact in 2025

Social Impact



Raised more than \$37,000 to support needs in the communities where our associates live and work



Coordinated more than 6,450 hours of community service across our sites. Since 2021, THRIVE teams have contributed more than 20,000 hours of voluntary service

Environmental Impact



Participated in community cleanups, collecting >1,000 pounds of trash

Engaging Employees Across Campuses



Croydon, Pennsylvania: In July, the Croydon campus hosted an Appreciation Lunch to welcome new members to the team and boost camaraderie.



Nantong, China: The Nantong Polymax campus hosted Chief Executive Officer Tracy Garrison, Chief Commercial Officer Arthur Adams and Chief Financial Officer Matt Losi for an executive site visit. This visit coincided with Polymax’s 20th anniversary celebration and a broader Asia Town Hall meeting, with Dongguan employees joining virtually.



Putnam, Connecticut: In September, the Foster East campus hosted a golf outing to raise money for the Timothy Kane Scholarship. Ninety-eight associates attended this special event. Together, the team raised \$8,985. Geon matched that amount for a total of \$17,970 donated to the scholarship.



Orangeville, Ontario: For the second year in a row, the Orangeville site participated in, and sponsored a hole at, the Orangeville Wolves Golf Tournament. The Orangeville Wolves is a non-profit hockey team that creates an inclusive space and community for individuals with intellectual disabilities.



Ramos Arizpe, Mexico: Associates at the Ramos Arizpe site hosted a reforestation event in the Zapaliname Mountains. The team planted a total of 250 trees to help restore biodiversity and support carbon sequestration.

Supporting Disaster Relief in Tennessee



In the early part of 2025, west Tennessee experienced extreme flooding, with the community of Dyersburg the most impacted. The Dyersburg site stepped in and helped with donations for those in need of relief. Geon donated cleaning supplies such as gloves, buckets, trash bags, toilet paper, rags, disinfectant spray, bleach, dish soap, wipes, mop buckets and boxes. These items were donated to Finley Baptist and Spring Hill Churches. Geon Corporate also helped by contributing tools necessary for rebuilding after the flooding.



Foster West Receives Outstanding Performance Award

Foster West received the Outstanding Performance Award by Samtec, a worldwide manufacturer of electronic interconnects solutions. The award recognizes suppliers that have demonstrated exceptional dedication and support on a day-to-day basis.

Celebrating USA Independence and Supporting Great Causes



THRIVE teams at Foster East and West campuses each hosted a patriotic picnic to celebrate the United States of America's independence and support local non-profit organizations. In Foster East, the picnic was an opportunity to support a local charity called the Veteran's Coffee House. The charity's mission is to provide a comfortable location for veterans to socialize and connect with one another while sharing information regarding benefits and services through federal and state agencies and programs. As a result of the event, Geon donated \$1,000 to the Veteran's Coffee House. Foster West was able to raise \$150 dollars for a homeless shelter that serves the local community.

Cleaning Up Our Communities



- The Avon Lake, Ohio, THRIVE team focused cleanup efforts near their campus, which they share with two other companies. The team collected more than 100 pounds of trash.
- The THRIVE team in Westlake, Ohio, hosted their fourth annual cleanup at Lake Erie's Edgewater Beach. Together, the team removed 65 pounds of waste from the environment.
- The THRIVE team in Terre Haute, Indiana, hosted two highway cleanups. In May, team members removed 22 large garbage bags of waste from a local highway, and in October, they collected 10 large bags of trash from another stretch of highway in the area.

Bringing Joy to Those in Need for the Holidays



The Westlake, Ohio, THRIVE team partnered with the Neighborhood Alliance to support their Christmas for Caring event. The annual event is the non-profit's single largest "in-kind" donation drive, serving children and their families, as well as seniors living in Lorain County. Team members assembled 12 senior baskets from donations, which included snacks, flashlights, puzzle books, tissues, tools, air fresheners, hygiene products and more.



In Dyersburg, Tennessee, THRIVE team members donated more than \$700 worth of items to Matthew 25:40, a local non-profit. The donations, which included toys, clothes, laundry detergent and non-perishable food items, went to those in need for Christmas.



Demonstrating Business Excellence

Geon Orangeville campus was named the 2025 Business of the Year by the Dufferin County Board of Trade. The award recognizes a thriving local business for outstanding achievements and significant community involvement. Geon was selected for demonstrating innovative and proactive business leadership, contributing to the community's well-being, fostering employee development and implementing sustainable business practices.

Breaking the Mold

Geon associates Gowri Dorairaju, Amber Ewing and Stephanie Losi were named 2025 Women Breaking the Mold by Plastics News for their contributions to help reshape the plastics industry.



"This achievement reflects the culture here and the hard work of everyone on my team – and, of course, the constant support of my family."

Gowri Dorairaju
Senior Technology Development Manager, Foster East - Putnam, Connecticut



"I've been lucky enough to have some great people cheering me on, and being nominated for this by the people I work with is the biggest honor I could have received."

Amber Ewing
Production Supervisor, Foster West - Las Vegas, Nevada



"This recognition is a huge honor. I'm so fortunate to thrive in an environment where I'm supported by those around me."
Stephanie Losi
Plant Manager - Croydon, Pennsylvania



Governance

Leading With Purpose for Lasting Impact

We embed responsibility and accountability into everything we do, because we believe that doing what’s right leads to better results. Geon is taking a proactive and ethical approach to grow our business and deliver value to our stakeholders. Guided by our strategic vision, values, corporate governance standards and leadership practices, we are committed to creating a positive, lasting impact in the markets we serve and in our communities.

Through a robust governance structure, we measure our performance against our environmental, social and governance priorities, and hold ourselves accountable to our sustainability goals.

Our Purpose

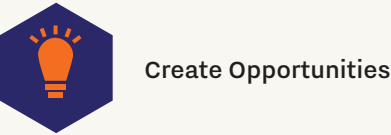
At Geon Performance Solutions, we not only make advanced materials – we make them matter. We are committed to creating a lasting impact and delivering value to all our stakeholders by operating with integrity, working safely, partnering with our customers, respecting the diverse contributions of our people, preserving the environment and supporting the communities where we operate.

Our Core Values

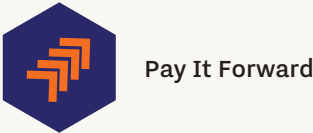
Our core values reflect the shared culture that defines our behaviors.



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



Enterprise Risk Management

Aligning our sustainability strategy to Geon’s key risks and opportunities



Ethics & Compliance

Creating a culture of honesty and integrity through a comprehensive Code of Conduct, ethics training and compliance management systems



Stakeholder Engagement

Engaging regularly with customers, suppliers, associates, community members and other stakeholders to shape sustainability focus areas and goals

Our Leadership Framework: Enabling Strong Corporate Governance and Accountability

Strategic decisions are made by Geon’s Board of Directors and executive leadership team. This framework allows us to quickly and effectively communicate strategic direction throughout the organization, closely monitor initiatives and required activities needed to implement the strategy, and rapidly respond to business needs, opportunities and challenges.

Board of Directors

- Oversees executive leadership and serves as the ultimate controlling body of Geon’s operating entities
- Reviews and approves proposed strategy, as well as sustainability risks and financial planning, including targets
- An authorization matrix controls the levels of authority that can be approved by executive leaders and dictates what must be approved by the Board

Executive Leadership Team

- Primary everyday decision-making body for organization
- Defines and leads Geon’s sustainability efforts
- Executes strategy approved by Geon’s Board of Directors and sets company direction
- Ensures that financial, commercial and operational goals stay on track

Risk Management

Effective risk management is the responsibility of the CEO and other members of the executive leadership team. The 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. Day to day, Geon’s management team is responsible for integrating sustainability into the business; facilitating sustainability-related work with customers and industry associations, and in the communities where we operate; and tracking and reporting our progress on sustainability targets.



Engineering What’s Possible:
A Brand Refresh for a Growing Geon

With the acquisition of Foster Corporation in early 2025 – Geon’s fourth acquisition in five years – executive leadership saw the opportunity for a comprehensive brand refresh. The polymer industry is transforming, and Geon is growing to meet evolving market needs. This refreshed brand highlights our strategy to enhance and diversify our portfolio of engineered polymer solutions and advance our role as a solutions-driven partner.

Ultimately, the brand refresh captures our commitment to industry leadership, collaboration and innovation. We work with our customers to outthink constraints and solve complex problems, providing a formidable advantage by engineering what’s possible.

“We are a future-focused company making advanced materials that matter to our everyday lives,” says Arthur Adams, chief commercial officer. “The brand refresh helps us show customers where we’re going, what we’re capable of, and how we can help them.”

Internally, the rollout began in fall 2025 and completed in early 2026. To ensure a successful rollout across all locations, 70 brand ambassadors were selected to educate associates about the “new” Geon.

Adams adds: “A brand is not just about how others see Geon, it’s about how we see ourselves. This refresh gives us a chance to show our pride in what we do and what we can achieve. It’s what we aspire to be every day.”



Leadership and Accountability

Geon Performance Solutions Board of Directors (as of February 2026)

Our Board of Directors is comprised of leaders and team members from investment firm SK Capital, as well as Geon’s chief executive officer.



Jack Norris
Board Chairman Managing Director, SK Capital



Robert Abrams
Principal, SK Capital



Dante Parrini
Senior Director, SK Capital



Tracy Garrison
Chief Executive Officer,
Geon Performance Solutions

Geon Performance Solutions Executive Leadership Team (as of February 2026)

Our executive leadership team brings a broad range of skills and experience, including functional expertise and comprehensive knowledge of Geon’s products, customers, suppliers and markets.



Tracy Garrison
Chief Executive Officer



Larry Acquarulo
President and Head of Strategy,
Geon Medical



Matthew Losi
Chief Financial Officer



Janice Worden
Chief Operating Officer



Arthur Adams
Chief Commercial Officer



Jérôme Beguerie
Chief Human Resources Officer



Gary Connelly
Senior Vice President,
General Counsel, Secretary



Jean-Francois Morizur
Vice President, Technology

Engaging Our Stakeholders

Ongoing and meaningful stakeholder engagement is essential to understanding expectations and opportunities and identifying the most impactful strategic priorities. We engage stakeholders through a range of formal and informal channels tailored to each group, ensuring their perspectives are considered in our strategy and risk management.

Who We Engage	How We Engage	Why We Engage
Customers	• Voice of customer surveys to understand sustainability concerns and identify innovation needs • Customer-facing Geon associates • Industry association activities and events • Social media	Understanding customer needs helps us collaborate with customers on meaningful innovation and ensures our long-term competitiveness in an evolving and competitive marketplace.
Associates (both potential and current associates)	• Recruitment through Geon’s talent ecosystem, including our college internship program • Engaging in listening tours/town halls • Leader meetings • Intranet • Employee engagement and EHS cultural surveys • Ethics hotline	Attracting and retaining a talented workforce is essential to build competitive advantage.
Local Communities	• News monitoring • Employee-led THRIVE events and initiatives • Working with academic and non-profit partners on workforce readiness	Resilient communities and a ready, proficient workforce where we live and work are directly linked to the health of our business.
Suppliers/Industry Associations	• Participating in voluntary initiatives by organizations that help foster responsible supply chains • Requiring suppliers to abide by Geon’s ethical standards as reflected in our Geon Code of Conduct	As we seek to make our supply chain more sustainable, we need strong collaborative relationships across our value chains.
Government/Regulators	• Product stewardship • Legal	We are committed to transparency and compliance. We can only achieve business success when we fully comply with all laws and regulations.
Investors	• Board of Directors meetings • Publishing an annual ESG report	Our owners link ESG performance to long-term value.



Affiliations and Memberships

At Geon, we believe that collaboration creates opportunities and drives innovation. That's why we actively engage with industry groups and other external organizations to share learnings and expertise and contribute to sustainability across the value chain. We are proud members of the following organizations:

American Chemistry Council (ACC)

Vinyl Institute's Vinyl Sustainability Council

The Wire Association International (WAI)

Plastic Pipe and Fitting Association (PPFA)

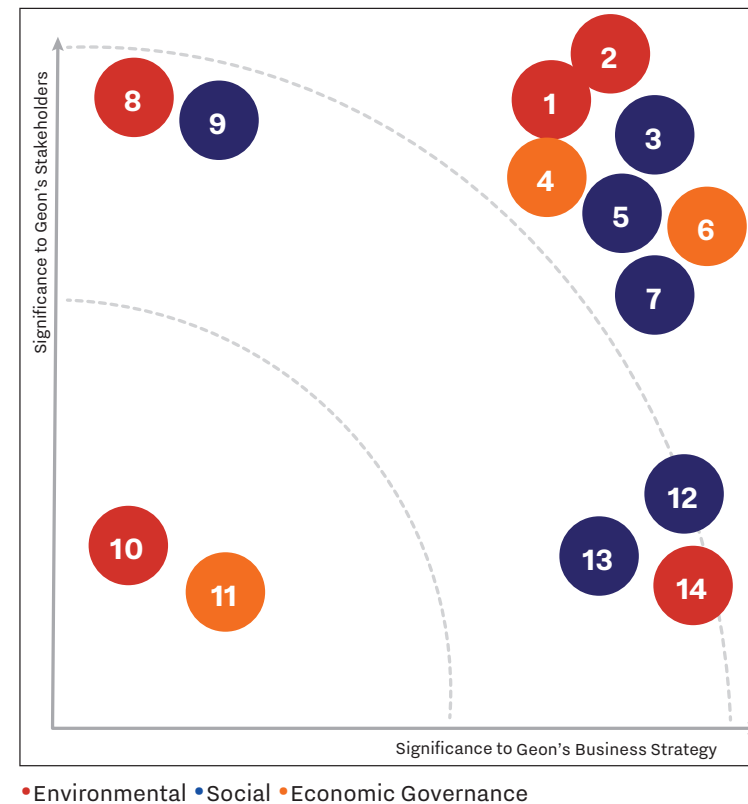
Wire and Cable Manufacturers Alliance (WCMA)

Engaging Our Stakeholders

Our Material Topics

Drawing on stakeholder engagement and internal analysis, we identified the topics most critical to both our stakeholders and Geon's business strategy. This materiality assessment helps us understand our non-financial impacts, determine where to focus our efforts, and shape our approach to environmental, social, and governance priorities. The identified issues were evaluated, ranked and mapped on the ESG Materiality Assessment Map based on their relative importance.

2025 Focus Areas



Geon's 2025 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

Prioritizing Ethics and Integrity

Code of Conduct

Integrity is at the core of how we do business, and our Code of Conduct is one of the ways we put our values into practice. It provides a framework for how we should conduct ourselves and sets a high standard for how we do business. Topics covered include financial accuracy and accounting integrity, conflicts of interest, anti-bribery compliance, information technology and security, data privacy, anti-harassment and human rights, among other topics.

All Geon associates are provided access to the Code of Conduct and are expected to be familiar with, and adhere to, its principles. In addition, we conduct training to ensure that every associate understands how to do business in accordance with our values. We also continue to engage suppliers and communicate our expectation that all suppliers are compliant with all applicable regulations and Geon's values through our Code of Conduct.

We are committed to ...

- Keeping associates safe and protecting the environment.
- Doing business in an open and honest way.
- Obeying the law.
- Protecting our assets and information.
- Using fair employment practices.
- Respecting human rights.

Reporting Violations

We are committed to maintaining a strong ethical culture and a robust system for identifying, reporting, and addressing misconduct across our operations. Oversight, including risks related to bribery and corruption, is integrated into our governance framework and supported by senior

leadership. We regularly assess corruption risks associated with our activities, geographies, and business relationships, and use these assessments to inform policies, controls, and training.

Associates and other stakeholders are encouraged to speak up and report suspected violations of our Code of Conduct, company policies or applicable laws without fear of retaliation. Reports may be made through multiple channels, including management, Human Resources, the Legal Department, or our independent, third-party EthicsPoint hotline, which is available 24 hours a day. Senior leadership reviews all allegations, and Geon strictly prohibits retaliation against anyone 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

Protecting Our Business and Our Customers

Cybersecurity is a priority for our business, and we continue to take actions that minimize risk and strengthen data protections. In 2025, our information technology (IT) team focused on integrating Foster's systems into our own following the acquisition to ensure that data systems and security were operating at Geon's incredibly high standards.

Additional actions in 2025 included:

- **Completed passwordless authentication pilot.** Following a successful pilot at two Foster plants, we will undertake a company-wide rollout of passwordless authentication in 2026.
- **Advanced Operational Technology (OT) convergence project.** We continue applying our IT security rigor to our OT environment, including ICS firewalls, least privilege access control and vulnerability management solutions.
- **Ensuring robust AI governance.** Chief Financial Officer Matthew Losi is spearheading our AI Council to ensure proper risk management and governance as we implement AI tools across the company. We have also established an AI Center of Excellence, an internal, cross-functional peer group that supports the sharing of best practices and ideas, and provides guidance for strategic AI adoption.
- **Progress toward ISO 27001 standard.** We continue to pursue certification, which will verify to outside parties that we adhere to this international standard for managing our information security.
- **Associates training.** Geon associates completed annual cybersecurity training that emphasized cyber hygiene and focused on awareness, phish testing and password management.

We also continued to provide senior management with quarterly updates on our actions, along with annual reports to the Board focused on risk management.

"Cybersecurity is an ever-changing landscape. We remain committed to the continuous improvement of our systems and maintaining vigilance against security threats to our business," says Brian Epp, vice president of information technology and information security. "In 2025, we focused our priorities and resources where we could mitigate the greatest risks and protect data for our business and our customers."

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, 2025, to December 31, 2025.

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

Disclosure		Cross-Reference or Answer
General Disclosures		
The Organization and Its Reporting Practices		
2-1	Organizational details	Our Business, p. 6
2-2	Entities included in the organization's sustainability reporting	Our Business, p. 6
2-3	Reporting period, frequency and contact point	About This Report, p. 2 Geon Performance Solutions reports annually, aligning with the calendar year: January 1, 2025-December 31, 2025.
2-4	Restatements of information	There are no restatements of information in this report.
Activities and Workers		
2-6	Activities, value chain and other business relationships	Our Business, pp. 6-13
2-7	Employees	Our Business, p. 6
2-8	Workers who are not employees	Geon does not employ a material number of workers who do a substantial amount of work for Geon and who are self-employed, are contractors, or are workers other than employees.
Governance		
2-9	Governance structure	Governance, pp. 47-48
2-10	Nomination and selection of highest governance body	Governance, pp. 47-48 Geon's Board of Directors is nominated by SK Capital, Geon's parent company. The Board of Directors is composed of directors who collectively bring a balance of relevant industry experience, professional skills and diversity of backgrounds, allowing them to effectively oversee the company's business while promoting a diverse and inclusive culture.
2-11	Chair of the highest governance body	Board of Directors, p. 48
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p. 47
2-13	Delegation of responsibility for managing impacts	Governance, p. 47
2-14	Role of the highest governance body in sustainability reporting	Governance, p. 47
2-15	Conflicts of interest	Prioritizing Ethics and Integrity, p. 51; see also Geon's Code of Conduct at Geon.com/about/code-of-conduct
2-16	Communication of critical concerns	Prioritizing Ethics and Integrity, p. 51
2-18	Evaluation of the performance of the highest governance body	See the SK Capital website skcapitalpartners.com
2-19	Remuneration policies	Compensation and Benefits, p. 41
2-21	Annual total compensation ratio	This is considered business confidential.

Disclosure		Cross-Reference or Answer
Strategies, Policies and Practices		
2-22	Statement on sustainable development strategy	CEO letter, pp. 4-5; Our Approach, p. 14
2-23	Policy commitments	Fair Labor Practices, p. 41; see also our list of standards, code and policies at Geon.com/about
2-25	Processes to remediate negative impacts	Linking Quality and Sustainability, p. 21; see also Geon's Code of Conduct at Geon.com/about/code-of-conduct Geon is committed to the continual improvement of Environment, Health and Safety (EHS) performance, including compliance assurance, natural resource conservation and pollution prevention. Setting and regularly reviewing our EHS objectives and targets ensures continued improvement and compliance. As a member of the American Chemistry Council, Geon has adopted Responsible Care® Guiding Principles and implemented a Responsible Care Management System® to effectively manage operations and products and respond to stakeholder concerns. Regular audits by a third party assess conformance to the following metrics: - Air quality - Energy efficiency & energy diversity - Greenhouse gas impact - Water management - Workforce diversity & inclusion - Engagement & empowerment - Product safety - Supply chain management Geon also has adopted Responsible Care® Guiding Principles and Security Code of Management to guide our efforts in continued security improvement.
2-26	Mechanism for seeking advice and raising concerns	Reporting Violations, p. 51 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. 22
2-28	Membership associations	Affiliations and Memberships, p. 50; see also Geon.com/about
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Engaging Our Stakeholders, p. 49
2-30	Collective bargaining agreements	Fair Labor Practices, p. 41
Material Topics		
3-1	Process to determine material topics	Our Material Topics, p. 50 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. 50



Disclosure		Cross-Reference or Answer
Economic Performance		
201-1	Direct economic value generated and distributed	Our Business, p. 6
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. 18-24 for more information.
201-3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits, p. 41 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.
Indirect Economic Impact		
203-1	Infrastructure investments and services supported	Geon is making infrastructure improvements at several sites, which have a positive indirect economic impact on the communities where it operates. See CEO letter, pp. 4-5.
203-2	Significant indirect impacts	Geon is investing in enhanced skills and knowledge through its workforce skill-building programs. See Developing Our People, pp. 31-37.
Procurement Practices		
204-1	Proportion of spending on local suppliers	Geon's policy is to procure products and services based on the total value for the company. Factors considered include competitive pricing, quality of work and materials, timely delivery, and dependable performance. Our procurement strategy may include the development of local suppliers based on business needs.
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Prioritizing Ethics and Integrity, p. 51 Geon conducts annual risk assessments of our business, which includes risks relating to corruption. No significant risks related to corruption were reported.
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct, p. 51
205-3	Confirmed incidents of corruption and actions taken	Geon did not have any confirmed incidents of corruption in 2025.
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 2025.
Environment		
Materials		
301-1	Materials used by weight or volume	Measuring Our Progress, pp. 16-17 We have measurable goals to recycle, reuse and reduce our materials, including PVC and polypropylene materials. Our Circular Economy and Product Innovation sustainability goals encourage recycling and reuse of our materials.
301-2	Recycled input material used	Managing Our Waste, p. 20
301-3	Reclaimed products and their packaging materials	Environmental, pp. 23-24

Disclosure		Cross-Reference or Answer
Environment		
Energy		
302-1	Energy consumption within the organization	Measuring Our Progress, p. 16; Lowering Energy Use, p. 19
302-2	Energy consumption outside the organization	Information not available.
302-3	Energy intensity	Measuring Our Progress, p. 16; Lowering Energy Use, p. 19
302-4	Reduction of energy intensity	Measuring Our Progress, p. 16; Lowering Energy Use, p. 19
302-5	Reductions in energy requirements of products and services	Environmental, pp. 23-24
Water and Effluents		
303-1	Interactions with water as a shared resource	Water-Saving Strategies, p. 21 Geon is not aware of any significant impact on any water source.
303-2	Management of water discharge-related impacts	Water-Saving Strategies, p. 21 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-Saving Strategies, p. 21
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. 20; Reducing Supply Chain Emissions, p. 22 Geon currently does not have the processes in place to track total annual Scope 1, 2 and 3 emissions but is taking steps to reduce the impact of our operational footprint.
Waste		
306-1	Waste generation and significant waste-related impacts	Managing Our Waste, p. 20
306-2	Management of significant waste-related impacts	Managing Our Waste, p. 20
306-3	Waste generated	Managing Our Waste, p. 20
306-4	Waste diverted from disposal	Managing Our Waste, p. 20

Disclosure		Cross-Reference or Answer
Employment		
401-1	New employee hires and employee turnover	Voluntary turnover in 2025 was 14%, well below 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. 41
Labor Management Relations		
402-1	Minimum notice periods regarding operational changes	Labor and employment law requirements, including but not limited to reasonable employee notice of job loss and requirements under collective bargaining agreements, are followed in every global location.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Focus on Safety, p. 25; Linking Quality and Sustainability, p. 21 Learn more about our EHS Program at Geon.com/about/safety
403-2	Hazard identification, risk assessment and incident investigation	Engaging Associates in the Safety Process, p. 27 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	Product Sustainability, p. 23; Engaging Associates in the Safety Process, p. 27
403-5	Worker training on occupational health and safety	Focus on Safety, p. 25
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. 23
403-8	Workers covered by an occupational health and safety management system	Linking Quality and Sustainability, p. 21 All employees are covered by Geon's Responsible Care Management System® and other EHS management systems.
403-9	Work-related injuries	Measuring Our Progress, p. 16; 2025 Safety Performance, p. 28
Training and Education		
404-1	Average hours of training per year per employee	100% of associates are trained on our Code of Conduct; otherwise, average annual hours of training vary by job role.
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our People, pp. 31-38
404-3	Percentage of employees receiving regular performance and career development reviews	Geon's performance management framework requires that all employees receive timely performance feedback and a development plan.

Disclosure		Cross-Reference or Answer
Diversity & Inclusion		
405-1	Diversity of governance bodies and employees	Inclusive Leadership Development, p. 40
405-2	Ratio of basic salary and remuneration of women to men	Geon establishes and administers compensation based on business needs and external market competitiveness without regard to gender.
Non-Discrimination		
406-1	Incidents of discrimination and corrective actions	Fair Labor Practices, p. 41 Geon does not publicly report the total number of such incidents or any of their corrective actions but internally monitors reported incidents. Remediation processes are in place, outlined in our Code of Conduct.
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Geon complies with all laws designed to preserve the right to freedom of association and collective bargaining.
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, p. 41 Geon complies with all child labor laws and supports the elimination of unlawful child labor and exploitation. We expect the same ethical conduct from our business partners.
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 41 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.
Local Community		
413-1	Operations with local community engagement, impact assessments and development programs	Building Thriving Communities, pp. 42-45
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	All approved suppliers are asked to return a supplier acknowledgement form that accepts Geon's Code of Conduct or submit a Code of Conduct that reaffirms human rights and fair labor practices, among other things. In 2025, 96% of suppliers have accepted Geon's Code of Conduct or their own materially similar Code of Conduct.
Public Policy		
415-1	Political contributions	We do not make any political contribution of any kind in the name of Geon or utilize Geon funds, assets, services or facilities for such purposes.

Disclosure		Cross-Reference or Answer
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Product Sustainability, p. 23 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 2025.
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Product Sustainability, p. 23 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 2025.
417-3	Incidents of non-compliance concerning marketing communications	Geon did not identify any incidents of non-compliance in 2025.
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Our Business and Our Customers, p. 51 Geon is unaware of any complaints regarding breaches of privacy or loss of customer data in 2025.

