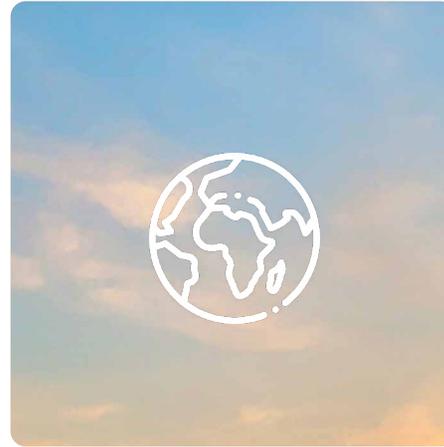


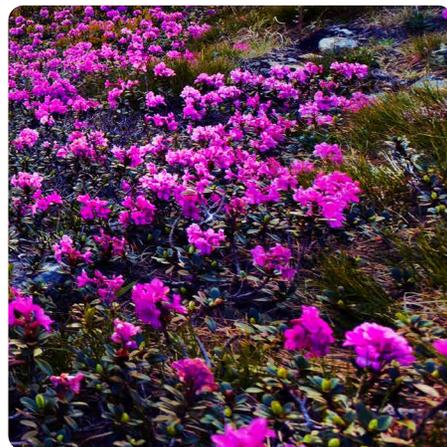


# Materials. Design. Sustainability.

IF YOU DREAM IT, WE ENABLE IT.



TECHMER PM'S COMMITMENT TO SUSTAINABILITY CAN BE FOUND IN OUR INTEGRATED APPROACH THROUGHOUT OUR BUSINESS.



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# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



We remain focused on partnering with customers to design for recyclability, enabling lighter-weight parts, improving process efficiency, and scaling solutions.

At Techmer PM, sustainability and commercial performance go hand in hand.

As we bring forward our 2025 Sustainability Report, I'm encouraged by the momentum we're seeing across markets for solutions that reduce environmental impact while delivering uncompromising performance.

Our commercial, technical, and operations teams are partnering more closely than ever with customers to turn sustainability goals into measurable results.

This is my first year as CEO of Techmer PM, and I am honored to lead a company with such a strong legacy of innovation and responsibility.

Stepping into this role has reinforced my belief that sustainability is not only essential for our planet—it is critical for our long-term success.

My commitment is to build on the foundation laid by our team and accelerate progress toward our shared goals. Our Corporate Sustainability Team plays

a central role in this journey—bringing together diverse functions and perspectives to set goals, track outcomes, and accelerate innovation that matters.

Their cross-functional approach helps us respond quickly to evolving customer needs, regulations, and industry standards, while keeping employee well-being and safety at the core of our decisions.

In the pages ahead, you'll see a consistent theme: purpose-driven innovation that brings performance and sustainability together.

We remain focused on partnering with customers to design for recyclability, enabling lighter-weight parts, improving process efficiency, and scaling solutions that reduce environmental impact without compromising quality.

Most importantly, we're committed to transparency about where we're making progress and where we still have work to do—because credibility in sustainability comes from honest reporting and

continuous improvement.

Thank you to our employees, customers, suppliers, and community partners for the dedication and collaboration that make this work possible.

Together, we're building a stronger Techmer PM and a more sustainable future.

**CRAIG FOSTER**  
*Chief Executive Officer*  
*Techmer PM*

# REVIEWING OUR LATEST PROGRESS & LEARNINGS FOR TOMORROW

**Techmer PM sets itself apart through a holistic approach that integrates our Vision, Mission, Strategic Pillars, and Core Values.**

Our latest Sustainability Report provides a comprehensive overview of Techmer PM's progress and achievements across key areas of sustainability.

It showcases the meaningful advancements we've made in developing sustainable solutions and adopting practices that align with our environmental, social, and governance (ESG) objectives.

The report also reflects on lessons learned along the way and outlines the steps we're taking to continue driving positive impact in the future.



# ABOUT TECHMER PM

**Techmer PM is a materials design company dedicated to enhancing the performance of polymers through innovation, collaboration, and sustainability.**

For more than four decades, Techmer has earned a reputation for delivering customized solutions that address the evolving needs of industries such as packaging, automotive, fibers, and consumer goods.

Sustainability is woven into every aspect of our operations—from creating recyclable and compostable materials to optimizing energy and water usage across our facilities.

We believe innovation and responsibility go hand in hand. Through collaborations with our customers and partners and the introduction of our HiTerra® sustainability brand, we continue to lead in sustainable materials science.

Our mission is clear: to shape a better tomorrow by designing materials that deliver exceptional performance while minimizing environmental impact.



# TECHMER PM'S HISTORY

To understand Techmer's history and name is to understand what we have sought to accomplish for over 40 years. "Techmer" combines the words "technical" and "polymer," exemplifying our expertise and commitment to our craft. PM reflects our pride in polymer modifiers and references our innovative philosophy and focus on challenging and elevating the status quo.



Techmer was founded by John Manuck in Los Angeles.

1981

1988

Opened first Eastern region manufacturing plant in Clinton, TN.



Acquired Boom Color, adding first Midwest manufacturing plant in Wichita, KS.

1999

2002

Opened Fiber Service Center in Dalton, GA.

2003

Partnered with Far East Plastics to launch presence in Asia.

2004

Opened first engineering plastics compounding unit in Clinton, TN.

2010

Acquired Techsurf from BASF.

Established analytical testing laboratory in Clinton, TN.



2015

President Barack Obama and Vice President Joe Biden visited Techmer plant in Clinton to announce a manufacturing innovation hub.

Opened new facility in Querétaro, Mexico.

2018

Partnered with Cupron and NanoXplore.

Named "Best Places to Work" by Plastics News for the sixth time since 2014.

2021

2020

SK Capital Partners.



2022

Gryphon Investors.



Achieved ISO 13485 certification in Batavia, IL.

2023

Acquired Advanced Color Technologies, LLC.

2025

Acquired Colors for Plastics, Inc.

Launched CoLab to support new materials design for all fibers segments.

2024

Became first materials supplier in Purdue University's CAMS Consortium.

Acquired OptiColor, Inc., enhancing color and concentrates capabilities.

1985-87

Opened first manufacturing plant in Rancho Dominguez, CA. Partnered with Mitsui Plastics and Tokyo Printing Ink.

1995

Achieved ISO 9001 quality management certification.

2008

Acquired value-added colorant producer Accel Color.

2013

Acquired TP Composites, adding engineering compounding capabilities.

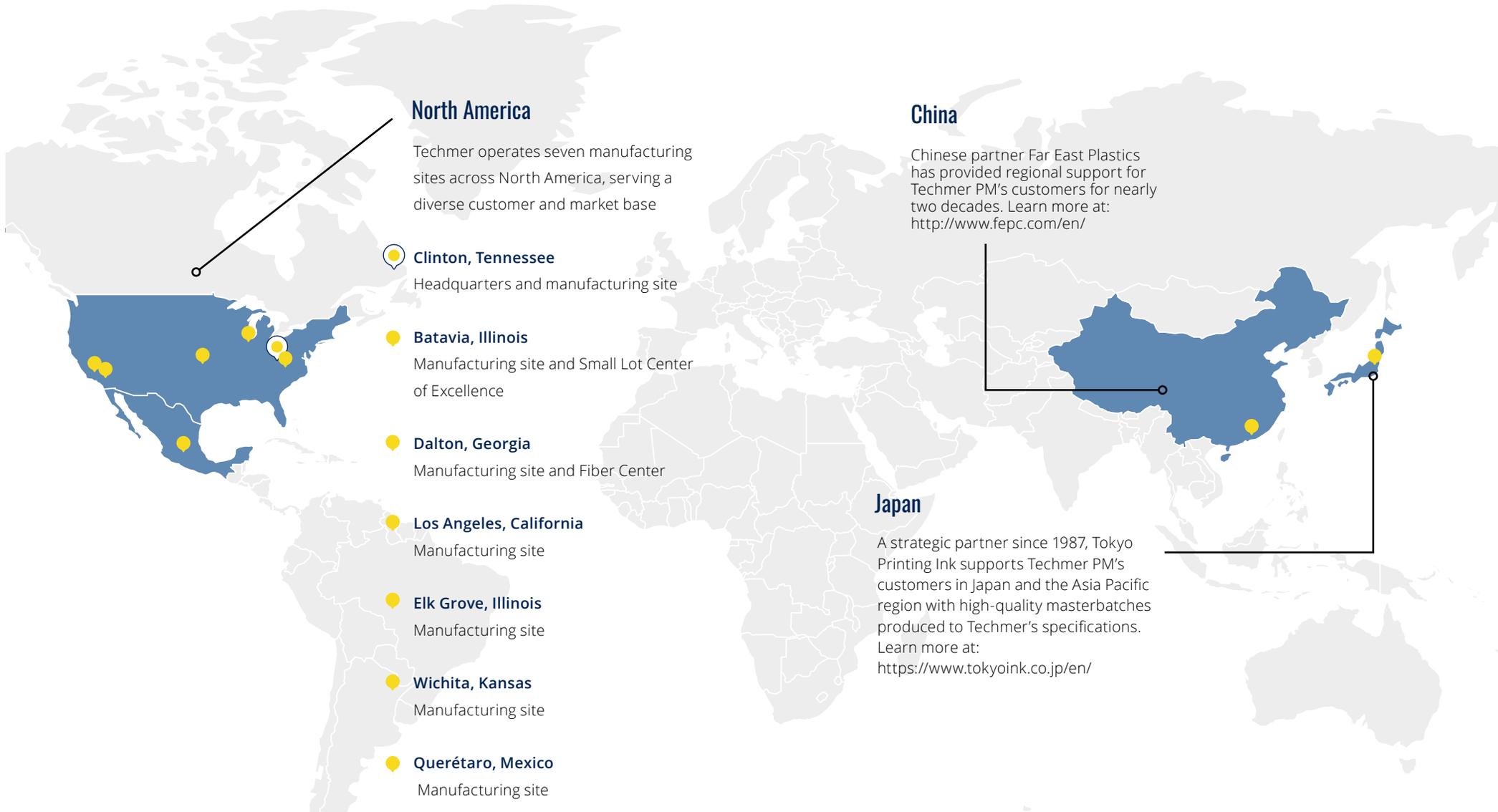


2017

Received R&D 100 Award for Additive Manufacturing - Reinforced Carbon Fiber Material.



# LOCAL PRESENCE WITH A GLOBAL REACH

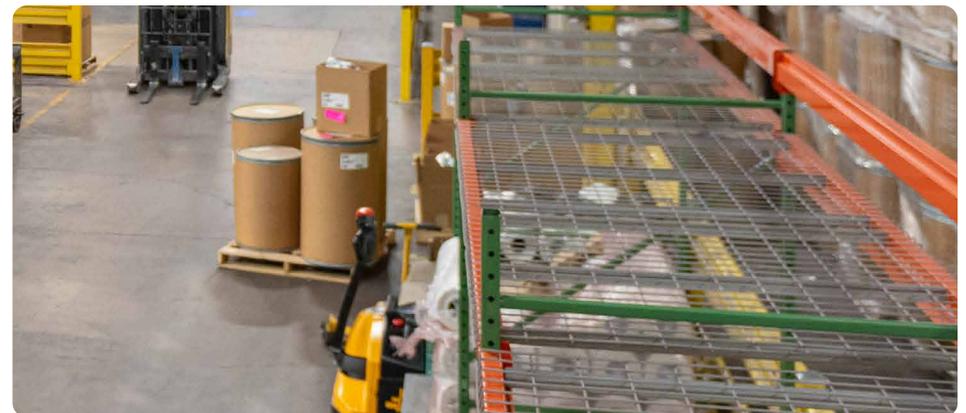
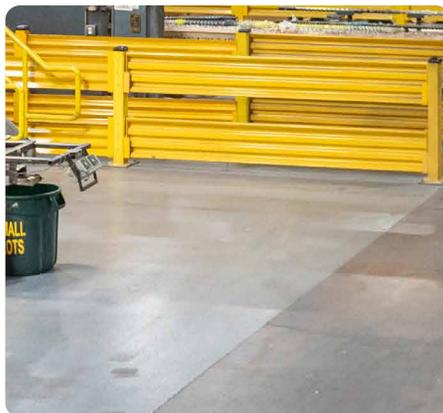


# A VISION FOR THE FUTURE

Our foundation is built on a clear Vision, a strong Mission, and four Strategic Pillars that define how we operate: World-Class Safety Culture, Sustainability, Operational Excellence, and One Techmer.

**Techmer differentiates itself by our holistic approach to crafting and aligning our Vision, Mission, Strategic Pillars, and Core Values.**

These principles guide us as we innovate, collaborate, and lead in sustainable materials science—preserving what matters most while shaping what’s next.



# OUR MISSION STATEMENT

**Our mission is clear: to create innovative products, provide exceptional customer experiences, and preserve the environment.**

Growth at Techmer is powered by people—by an inclusive culture that equips stakeholders to transform bold ideas into sustainable technologies that matter. We innovate with intent, always centered on the customer's need and the real-world outcomes they seek.



# OUR FOUR STRATEGIC PILLARS

**Techmer differentiates itself by our holistic approach to crafting and aligning our Vision, Mission, Strategic Pillars, and Core Values.**

These elements form the foundation of our organization, guiding our overarching purpose and commitment to customer satisfaction. Our success is built upon four Strategic Pillars that drive our actions and define our priorities.

## WORLD CLASS SAFETY CULTURE



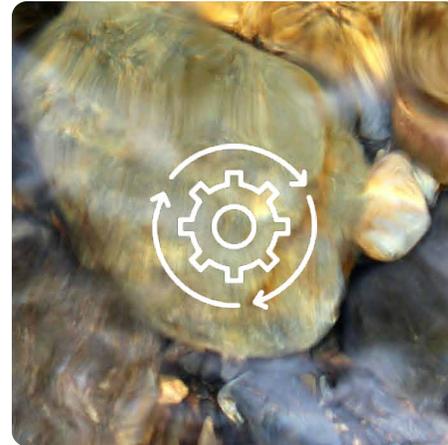
We are fully engaged and take ownership of our own and our colleagues' safety and well-being.

## SUSTAINABILITY



We seek to have a positive impact on society and the environment through robust business processes, product development, and educating the industry.

## OPERATIONAL EXCELLENCE



We strive to identify and implement industry best practices, fully leverage system capabilities, and utilize standard processes with the goal to improve the customer experience and deliver best-in-class products and services.

## ONE TECHMER



We collaborate across sites and functions to create a diverse and inclusive organization in which we can all thrive, do our best work, and win together.



## WORLD-CLASS SAFETY CULTURE

### KAT JACINTHO

*Vice President—Operations  
Elk Grove, IL*

Safety and sustainability are pillars of a responsible workplace.

Safety means being proactive—identifying risks, communicating openly, and preventing harm. It fosters trust, morale, and productivity.

Sustainability focuses on reducing waste, conserving energy, and minimizing environmental impact. Eco-friendly practices not only protect the planet but also improve operational efficiency.

Together, safety and sustainability create resilient, future-ready environments. Through training, communication, and shared commitment, organizations build cultures where people feel valued and empowered.

“A culture of safety and sustainability protects today and empowers tomorrow.”



## SUSTAINABILITY

### HÉCTOR OBREGÓN MEDRANO

*Junior Production and Process Manager  
Queretaro, MX*

For me, sustainability is an innovation challenge—an opportunity to rethink the way we work and push beyond traditional methods. When we analyze energy usage, test new purge blends, or look for ways to reincorporate materials, we’re not simply reducing waste. We’re designing systems that make our operations more resilient, more efficient, and more future-ready.

This mindset encourages us to constantly look for the next improvement, whether it’s a new formulation, a process change, or a partnership that supports community well-being. Every experiment, every trial, and every data point help us refine our path forward.

Progress isn’t accidental. It’s engineered through curiosity, teamwork, and a commitment to doing better every year.





## OPERATIONAL EXCELLENCE

**BECKY SMITH**  
*Site Manager*  
*Clinton, TN*

The purpose of operational excellence is to optimize the customer experience. At Techmer PM, our goal is to implement industry best practices to deliver best-in-class products and services.

Techmer PM practices continuous improvement to achieve operational excellence. We believe in setting clear goals and working toward them as a team. We regularly review our key performance indicators at various levels of the organization to maintain alignment and motivation.

We recognize that continuous improvement is an ongoing process of meeting goals and setting new ones.

We believe that a strong safety culture, powered by employee engagement, is central to operational excellence.

At Techmer PM, we empower our employees through involvement in safety committees at each site. These employee-led teams identify and resolve hazards in the workplace.

Our goal is for every employee to go home healthy each day to the people they love.



## ONE TECHMER

**LYNDIA SMITH**  
*Credit Analyst II*  
*Clinton, TN*

At Techmer, we take pride in our work and are always seeking better ways to improve. In my role, building strong working relationships across sites and functions is essential because delivering quality takes all of us, together.

I've been a proud member of the Techmer family for over 21 years. In accounting, our focus remains on driving cash flow while strengthening customer relationships. Our commitment to ethical, sustainable work practices speaks for itself.

We are a team. We engage. We are inclusive and adaptable. We live Techmer's policies, principles, and values—and it shows in everything we do.

We are One Techmer.



# GUIDING PRINCIPLES & VALUES



## TEAMWORK-BASED SAFETY

**ANGELA FAVIA**

*Sales Engineer  
Rancho Dominguez, CA*

As a sales engineer at Techmer PM, I actively support a culture of teamwork-based safety by staying informed, prepared, and attentive to the needs of both our team and our customers. I consistently request Safety Data Sheets (SDS) and Technical Data Sheets (TDS) for any materials, additives, or base resins under evaluation to ensure everyone has accurate, up-to-date information for safe handling, processing, and decision-making.

To me, teamwork-based safety means clear communication, proactive preparation, and ensuring that every person involved has the resources and information needed to work safely and confidently.



## HONESTY & INTEGRITY

**GUSTAVO ALBA HERNÁNDEZ**

*HR Business Partner  
Queretaro, MX*

At Techmer PM, honesty and integrity are more than words in a manual; they guide every decision we make. As an HR business partner, I model these values through transparency, respect, and consistency in every interaction.

From safeguarding confidentiality to fostering open communication, my commitment is clear: to build trust. That means saying what needs to be said—even when it's uncomfortable—and ensuring every action aligns with our Code of Conduct and Core Values. Integrity also means creating a culture where people feel safe to speak up, raise concerns, and grow. In every talent decision, every tough conversation, and every development initiative, my compass remains steady: act ethically, respectfully, and with a deep commitment to our company's well-being.



## INCLUSIVE CULTURE

**ROGER HSU**

*Site Manager  
Rancho Dominguez, CA*

Having lived most of my adult life in Southern California, one might assume an inclusive culture is part of everyday life. Southern California is diverse—a true melting pot of cultures. But how does that translate into the workplace?

I've been fortunate to work for employers who value inclusivity. On the surface, it means a welcoming environment for people of different backgrounds and ethnicities. But beyond that, inclusiveness is about making employees at all levels feel welcome and that they truly belong, regardless of their role. Diversity is being asked to the party. Inclusiveness means being asked to dance.



## QUALITY IN EVERYTHING WE DO

**JEREMY LABUGUEN**

*Lab and QC Manager  
Huntington Beach, CA*

We take pride in our work, learning from every challenge while making sure to get it right the first time, everytime.

Modern polymer processing techniques are pivotal in advancing the sustainability of polymer products. By optimizing recycling potential, taking into account polymer type, origin, and additive composition, these methods reduce carbon footprint, improve cost efficiency, and enhance critical performance attributes such as durability, lifespan, and environmental compatibility.

# GUIDING PRINCIPLES & VALUES



## CURIOSITY & AMBITION

**HOLLY RIGO**  
*Sales Engineer*

Techmer's tagline — "If You Dream it, We Enable it" — invites exploration and captures a spirit of innovation and partnership. It signals that there are no limits, which naturally sparks questions like "What else is possible?" or "What haven't we tried yet?" The emphasis on challenging the status quo and encouraging both customers and team members to think creatively is powerful. It positions Techmer not just as a materials provider, but as a true collaborator in design and development.

By championing new concepts, Techmer fosters a culture that empowers team members and customers to feel a sense of ownership and confidence in their ideas. Pushing individuals to aim higher, rethink limitations, and pursue bold goals. Employees feel inspired to innovate, customers feel heard and supported, and the company continuously evolves through shared ambition and curiosity.



## RELATIONSHIPS MATTER

**DENISE SUCHOR**  
*Inside Sales Representative*  
*Elk Grove, IL*

I actively demonstrate that relationships matter by consistently fostering trust, respect, and open communication in every interaction.

With customers, I prioritize listening to their needs, following through on commitments, and delivering solutions that genuinely support their goals. Internally, I collaborate with empathy and transparency, ensuring that my coworkers feel heard, supported, and valued.

Whether it's a quick check-in or a complex project, I strive to build meaningful connections that strengthen our team and enhance the customer experience.



## ENVIRONMENTAL & INDUSTRY STEWARDSHIP

**JACOB BALL**  
*Material Handler*  
*Clinton, TN*

To me, environmental and industry stewardship means taking responsibility for every material I handle. It's about reducing waste, preventing contamination, and ensuring resources are used efficiently. By following proper storage, transport, and recycling practices, I help protect the environment and support our company's commitment to sustainability. Every step I take matters—not just for today's operations, but for the future of our industry and the communities we serve. When I do my job with care, I know I'm contributing to something bigger: a cleaner, safer, and more responsible world.

# ADVANCING THE UN SUSTAINABLE DEVELOPMENT GOALS

In 2025, we emphasized the following SDGs as most relevant to our operations, values, and impact:

## Goal 3: Good Health and Well-being

We prioritize workplace safety and employee wellness, as exemplified by our “World Class Safety Culture” pillar and initiatives like the five-year no-lost-time injury milestone at our Kimberly Park site.

## Goal 8: Decent Work and Economic Growth

We foster a workplace where people thrive through inclusive hiring, professional development, and internal mobility. Our “People Sustainability” section highlights stories of growth, new beginnings, and legacy perspectives.

## Goal 9: Industry, Innovation, and Infrastructure

Our commitment to innovation is reflected in our product development, such as the HiTerra™ sustainability brand and the Small Lot Center of Excellence.

## Goal 11: Sustainable Cities and Communities

We support local communities through outreach and partnerships, including the CoLab and Fibertech Connect, as well as initiatives that give back.

**Our sustainability strategy is deeply aligned with the United Nations Sustainable Development Goals (SDGs), a global blueprint for peace, prosperity, and planetary health. As we continue to innovate in the field of advanced materials, we recognize our responsibility to contribute meaningfully to these global priorities.**

## Goal 12: Responsible Consumption and Production

From internal purge optimization to recycled content programs, we reduce waste and improve material efficiency across our sites.

## Goal 14: Life Below Water

Our materials stewardship includes efforts to minimize microplastic leakage and support marine-safe formulations.

## Goal 17: Partnerships for the Goals

Collaboration is at the heart of our “One Techmer” pillar, where cross-site and cross-functional teamwork drives shared success.

“Advancing the UN Sustainable Development Goals is not just a global mandate, it’s a technology-driven responsibility. In Information and Technology, we have the power to accelerate progress by innovating smarter systems, reducing energy consumption, and enabling data transparency across our operations. Every digital transformation we lead helps optimize resources, minimize environmental impact, and create scalable solutions that support sustainability at every level. Our role is to ensure that technology becomes a catalyst for change—driving efficiency, empowering collaboration, and shaping a future where business growth and global stewardship go hand in hand.”



**DAVID ALLEN**  
*VP of Information  
Technology  
Clinton, TN*

# FOCUS ON GROWTH

**We have identified several strategic focus areas that we believe will become increasingly important to our customers and the industry as a whole.**

“Techmer has transitioned from a business unit structure to a regionally focused model that brings us closer to the customers and communities we serve.

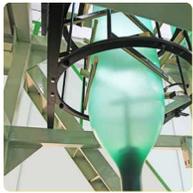
This approach allows us to invest in the technologies, services, and sustainability initiatives that matter most within each region while staying aligned with broader global market expectations.”



**REID GILLAM**

*Business Unit Director—Synthetic Fibers  
Dalton, GA*

## FLEXIBLE PACKAGING & FILM



Expand the Flex & Films market with a focus on solutions that improve product protection, incorporation of PCR, and shelf-life extension.

### APPLICATIONS

- Agriculture
- Building & Construction
- Food & Beverage
- Healthcare

## SYNTHETIC FIBERS



Maximize the performance benefits of recycled materials, bio-based polymers, and MaxChroma®.

### APPLICATIONS

- Artificial Turf
- Floor Coverings
- Nonwovens
- Textiles

## ENGINEERED COMPOUNDS



Be the industry leader in solving application needs with the ability to be highly flexible and sustainable.

### APPLICATIONS

- 3D Printing
- Aerospace
- Electronics
- Industrial
- Transportation
- Healthcare

## CONSUMER BRANDS



Design for appealing consumer products with maximum durability, performance, and processing efficiencies.

### APPLICATIONS

- Appliances
- Building & Construction
- Housewares
- Sporting Goods
- Transportation

## RIGID PACKAGING



Deliver sustainable solutions to the rigid packaging market with brand-affirming color, functional performance, and recycle incorporation.

### APPLICATIONS

- Food & Beverage
- Health & Beauty
- Healthcare/Pharma
- Household
- Industrial

## OPTICS, LASER, LIGHTING & SHEET



Compound custom-colored concentrates, pre-colored materials, and specialty dyes into transparent, translucent, opaque, clear, white, and color products.

### APPLICATIONS

- Performance Eyewear
- Photonics & Lasers
- Sustainable Lighting Solutions

# OUR PEOPLE

Achieving true sustainability means focusing on the social aspects throughout our organization, including our business ecosystem and the communities we serve. At Techmer, we prioritize employee retention, engagement, and professional development.

**Techmer PM is a materials design company dedicated to enhancing the performance of polymers through innovation, collaboration, and sustainability.**

We are redesigning work to be more human-centric, with an emphasis on health and safety, benefits, professional growth, and diversity, equity, and inclusion (DE&I).



# COLORS FOR PLASTICS

In 2025, Techmer PM acquired Colors for Plastics, a provider of color concentrates and custom color solutions.

This strategic acquisition enhances Techmer PM's capabilities and expands its product offerings to better serve its diverse customer base.

Colors for Plastics was founded in 1972 by John R. Dalleska, and his son Robert Dalleska has been president of the company since 2018.

Colors for Plastics, with its sites in Elk Grove Village, Illinois, and Spartanburg, South Carolina, brings a wealth of expertise and a strong reputation for delivering high-quality color solutions.

The acquisition aligns with Techmer PM's vision of enhancing lives and enabling brand success through innovative and sustainable modified polymers.

Combining the strengths of both companies will enable Techmer PM to provide enhanced solutions that address the market's evolving needs. The collaboration will also foster new opportunities for growth and development.



**ROBERT DALLESKA**

*Vice President - Techmer PM*

*Former President - Colors for Plastics*

"Joining forces with Techmer PM is an exciting opportunity for us. Together, we will be able to offer even more innovative and comprehensive solutions to our customers, driving growth and success in the plastics industry."



# NEW BEGINNINGS



**TYLER MILLS**  
*Jr. Process Engineer*  
*Dalton, GA*

Going back to school and earning a degree has always been a personal goal of mine, but I have never had the opportunity until Techmer PM. Techmer is the first company that not only encouraged me to pursue that goal but also fully invested in helping me make it happen.

I'm genuinely grateful for the support I've received and excited about the opportunity to keep growing here. Everyone I've worked with across all sites has been welcoming, supportive, and always willing to help. It speaks to the kind of culture Techmer has built. I'm proud to be a part of a team like this and committed to supporting Techmer's goals.

I'm excited to be starting my journey at Techmer PM. One of the things that immediately stood out to me is the company's strong commitment to environmental responsibility. It's inspiring to be part of an organization that prioritizes sustainability.

Safety is clearly a core value here, and it's reassuring to see it consistently emphasized across all areas of the business. Techmer PM fosters a culture of growth and opportunity, and I'm truly grateful for the chance to learn, thrive, and contribute. I look forward to being part of the company's vision and helping advance its goals.



**PAT BUNCH**  
*Mixer*  
*Clinton, TN*



**CLARENCE PYLE**  
*Machine Operator*  
*Clinton, TN*

I'm genuinely impressed by the thoughtful approach to training at Techmer PM. The time and care invested in making sure each team member is set up for success speaks volumes about the company's values. Everyone I've met has been welcoming and supportive, which has made the transition into my role incredibly smooth.

I'm especially inspired by Techmer PM's commitment to quality and environmental responsibility. I'm excited to continue learning and growing here, and I look forward to building a meaningful career as part of this forward-thinking organization.

# LEGACY PERSPECTIVES



**MISAEEL RIVAS**  
*Production Manager  
Wichita, KS*

I began my career at Techmer PM in 1992, making it the first and only job I've ever had. My journey started as a batch maker, machine operator, and assistant supervisor in Rancho Dominguez.

In 2004, I had the opportunity to move to Wichita, Kansas, as a shift supervisor. Later, I had the chance to advance to production manager/EHS lead. Since Wichita doesn't have a process engineer, I also performed some of those tasks.

Throughout my career at Techmer PM, I have had the opportunity to collaborate with colleagues and travel to different sites like Clinton, Batavia, and Queretaro to help with new single screw extruder startups. Techmer is a great workplace.

I have had the opportunity to build great relationships with my colleagues; my goal is to continue providing our customers with the best quality and consistently trying to exceed their expectations.

Reflecting on my 25 years at Techmer, I can genuinely say that it has been an incredible journey. One of the most cherished aspects of my career here has been the opportunity to build long-lasting friendships with both my fellow employees and our wonderful customers. The camaraderie and team spirit within Techmer are truly unmatched, creating an environment that is both supportive and inspiring.

Moreover, Techmer has provided me with a wealth of opportunities to take on various roles, each contributing to my industry knowledge and experience. This diverse exposure has not only enriched my professional growth but also enabled me to better assist our customers and coworkers in achieving success. It's been a rewarding experience to see the positive impact of our collaborative efforts.

**STEVE LONEY**  
*Vice President of Marketing*



# LEGACY PERSPECTIVES



**DANNY AVILA**  
*Process Technician*  
*Batavia, IL*

I've been working at Techmer PM in Batavia, Illinois, for 23 years, dedicating over two decades to a company and team that has become like a second family. Over the years, I've seen the industry evolve and grow alongside adapting to new technologies, mastering processes, and consistently showing up with the same drive and work ethic that I started with. My time here has been marked by a steady commitment, hands-on experience, and pride in contributing to the success of a company known for innovation in polymer solutions. It's more than just a job—it's been a significant part of my life and identity!

A big thank you for allowing me to grow within the company.

I began my career at Techmer PM 28 years ago, starting as a high school intern and progressing through various roles within the company. I have worked in areas spanning from Production to Color Matching – all with a focus on details and process control. I currently hold the role of color development lab coordinator, where I work with all facilities to ensure that items such as formulations, commercial code management for colorants, and mass changes are processed efficiently and accurately. My familiarity with many of our processes has enabled me to contribute to the planning and implementation of several system upgrades at the company.

The thing I love most about Techmer is the people I work with – the team I spend the most time with is encouraging and helpful. I appreciate the support I have been given. I also enjoy the fact that Techmer took a chance on me and that I have been able to make direct contributions throughout my career. I am proud to be part of this team and look forward to seeing where this company goes in the coming years.

**AMANDA ROBERTS**  
*Color Development*  
*Lab Coordinator*  
*Clinton, TN.*



# GIVING BACK TO THE COMMUNITY

**Techmer PM is dedicated to creating positive change through active volunteerism. We strive to be a responsible and engaged neighbor in the communities we serve.**



## Aid to Distressed Families of Appalachian Counties (ADFAC)

Each year, Techmer proudly donates to the ADFAC organization, which is dedicated to providing essential resources such as housing assistance and school supplies to low-income residents in Appalachian counties.

The ADFAC organization was thoughtfully chosen through the Techmer Employee Volunteerism Program (EVP), reflecting our employees' commitment to making a positive impact in our community.



## Volunteering and Feed My Starving Children (FMSC)

For the third consecutive year, the Techmer team at the Elk Grove site proudly participated in a volunteer event supporting FMSC—a non-profit organization dedicated to providing nutritionally complete meals for malnourished children around the world.

FMSC's mission is simple yet powerful: donations fund the ingredients, and volunteers hand-pack the meals, which are then distributed globally through trusted partners to reach children in need.



## Year-End Cheer for Isaiah 117 House

We gathered donations from our employees and presented a sponsorship check to the Isaiah 117 House in Anderson County, supporting their mission to provide comfort and care for children entering foster care during times of crisis. This effort reflects our team's commitment to giving back and strengthening our local community.



## Dream It Do It Project

This year, Techmer PM proudly partnered with Robertsville Middle School for the Dream It Do It initiative, a program designed to spark interest in manufacturing careers among eighth-grade students. The students will use what they learned to create a two-minute video showcasing Techmer PM's role in the industry, competing for STEM grant funding for their school. By opening our doors and sharing our expertise, we aim to inspire future innovators and strengthen community ties while promoting the exciting opportunities in advanced manufacturing.

# SUSTAINABILITY

With a legacy spanning over four decades, Techmer has built a reputation for delivering tailored solutions that meet the evolving needs of industries ranging from packaging and automotive to fibers and consumer goods.

**Techmer PM is committed to reducing energy consumption, eliminating wasteful practices, conserving water resources, and developing innovative technologies to help our customers achieve their sustainability goals.**



# WORKING TO CREATE A CULTURE OF SUSTAINABILITY



TECHMER'S CORPORATE SUSTAINABILITY TEAM WAS CREATED TO CHAMPION THE SUSTAINABILITY EFFORTS FOR BOTH THE BUSINESS AND OUR CUSTOMERS.

## The scope and goals for the team include, but are not limited to:

Lead Techmer in having a net-positive impact on the environment.

Support customers in meetings and, in some cases, define their sustainability goals.

Research, monitor, and update regulations and requirements on sustainability and develop new processes and technologies to fulfill those needs.

Educate employees on sustainability topics such as single source and chemical recycling, among others.

Ensure Techmer is compliant with applicable sustainability certifications.

Work with local governments and bodies to preserve the regional environment.

Lead sustainability efforts for the company, define goals, and bring in company-wide stakeholders to meet those goals.

Obtain third-party certifications related to sustainability.

# TECHNOLOGIES DESIGNED FOR SUSTAINABLE OUTCOMES

**Techmer's sustainable solutions provide environmentally friendly materials without compromising on form or function. Our technology focus is driven by three core development areas: recycle enablers, alternative resins, and sustainability enablers.**



## Recycle Enablers

Our additives and compounds help brands use post-consumer and post-industrial recycled plastics for use in rigid packaging, fiber, and other applications.

- rPET Revive for PBT, PET, and PETG
- PET and PE compatibilizers
- NIR sortable black masterbatches



## Alternative Resin Technologies

Brands can achieve full product functionality and design with our specialty compostable and/or biodegradable solutions.

- Biobased PA11 for the synthetic fiber market
- PLA and PLA alloys for tuned mechanical properties
- Wood flour and BSG-filled compounds



## Sustainable Enablers

Our additives and compounds help brands reduce material consumption through lightweighting, minimize food and content waste, improve processing with purge compounds, extend product life, and enhance overall usability for consumers.

- HiTerra® T5 fluorine-free process aids
- Best-in-class purge technology
- Packaged content waste reducers

# NON-PFAS LOW RETENTION SOLUTIONS FOR PRECISION LABWARE

**Techmer PM was proud to announce its collaboration with Premix Group in launching a next-generation, non-PFAS additive technology that enables high-performance fluid management in pipette tips, microplates, and diagnostic devices.**

This proprietary solution from Techmer PM modifies surface energy at the molecular level, delivering clean fluid release, volumetric accuracy, and low extractables, without relying on fluorinated coatings or secondary treatments.

By embedding the additive directly into the polymer matrix, it ensures permanent surface functionality and compatibility with sterilization and high-throughput molding environments, while also supporting more sustainable manufacturing practices by reducing the need for additional chemical processes.

Key product advantages include:

- Built-in surface modification for consistent performance across molded parts
- High contact angles for optimal fluid release
- Customizable loadings (e.g., 4% and 8%) to balance hydrophobicity and clarity

Current applications include:

- Pipette tips for PCR, ELISA, and other sensitive workflows
- Deepwell plates and cuvettes for optical detection

To support labware manufacturers, Techmer PM and Premix have co-developed a comprehensive resource: “A Guide to Non-PFAS Fluid Management in Pipette Tips and Labware.” This guide offers a deep dive into the science, performance benchmarks, and regulatory context of low retention technologies.



**EIRA KÄRJÄ**

*Business Director—Healthcare  
Premix Group*

“At Premix, we are committed to advancing sustainable material solutions that meet the highest performance standards in healthcare and diagnostics. Partnering with Techmer PM enables us to combine our expertise in functional plastics with their innovation in additive technology, delivering non-PFAS alternatives that support both patient safety and environmental responsibility.”



LOW RETENTION,  
HIGH PERFORMANCE

**A GUIDE TO NON-PFAS  
FLUID MANAGEMENT  
IN PIPETTE TIPS AND  
LABWARE**

# REVOLUTIONIZING PLASTIC RECYCLING: TECHMER PM'S HITERRA® NIR BLACK TECHNOLOGY

**Techmer PM's HiTerra® NIR Black technology represents a significant step forward in sustainable packaging and recycling. By enabling the recycling of black plastics, it supports environmental goals, regulatory compliance, and cost efficiency—making it a valuable solution for businesses committed to sustainability.**

## Driving Circularity Through Innovation and Partnership

Recycling and sustainable practices are more important than ever, yet challenges, such as sorting black plastics, continue to hinder progress. Traditionally, black plastics were undetectable by standard sorting equipment and often ended up in landfills.

Techmer PM has addressed this issue with its groundbreaking HiTerra® NIR Black technology. This advanced colorant absorbs visible light while reflecting near-infrared (NIR) light, allowing NIR optical sorters to identify and sort black plastics. The result: black packaging that can be recycled instead of discarded.

## Enabling Sustainable Packaging

Businesses can now design recyclable black plastic packaging using NIR Black technology, available for PE, PP, and PET, including food-contact applications. This versatility makes it a practical sustainability solution across industries.

## Verified Sortability and Environmental Responsibility

Independently verified for sortability, HiTerra® NIR Black gives companies confidence in its performance. Adopting this technology reduces landfill waste, supports global sustainability goals, and demonstrates environmental responsibility.

## Partnering with PureCycle for a Circular Future

Techmer PM has partnered with PureCycle Technologies, Inc., a leader in dissolution recycling. PureCycle's process transforms polypropylene (PP) waste into their like-virgin PureFive® resin by removing color, odor, and other impurities.

By incorporating HiTerra® NIR Black into specific grades of PureFive® resin, even black plastics can be sorted, purified, and reintroduced into the supply chain, advancing true circularity.

This collaboration shows how industry leaders can work together to solve one of recycling's toughest challenges, creating a more circular economy where sustainability and performance go hand in hand.



**TAMSIN ETTEFAGH**  
*Chief Sustainability Officer*  
*PureCycle Technologies*

"Our partnership with Techmer PM demonstrates PureCycle's commitment to solving circularity challenges at every stage of the recycling process. By incorporating HiTerra® NIR Black technology into select grades of PureFive® resin, we're ensuring that products made with our recycled content can be effectively sorted and recycled at their end of life. When customers choose black colorants for their applications, we can now offer them a solution that maintains the virgin-quality performance they expect from PureFive® while also supporting circularity."



# REDUCING WASTE AND ENHANCING RECYCLING: TECHMER PM'S HITERRA® EVACUTECH TECHNOLOGY

**Techmer PM's HiTerra® EvacuTech technology offers a practical and impactful solution for reducing waste, enhancing recycling, conserving resources, and improving consumer satisfaction. By integrating EvacuTech into packaging, businesses can support sustainability goals while delivering better value to consumers.**

In the pursuit of greater sustainability, reducing waste and improving recycling processes are critical goals for businesses and consumers alike. Techmer PM's HiTerra™ EvacuTech technology is designed to address these challenges by maximizing the evacuation of viscous liquids and pastes from packaging, ensuring that consumers get the most out of their purchases while minimizing product waste.

## How EvacuTech Works

EvacuTech formulations are tailored to the specific liquid being packaged, facilitating maximum evacuation. This means less product is left behind in containers, reducing the frustration consumers feel when valuable contents remain stuck to the walls of a package—a frustration so significant that it can even lead to brand switching.



## Sustainability Benefits

- **Reduced Waste:** By enabling more complete evacuation of products like ketchup, body wash, and shampoo, EvacuTech significantly reduces the amount of product waste left in packaging. For example, testing shows that with 2% EvacuTech, the percentage of product retained in packaging drops dramatically compared to control samples (e.g., ketchup: 99.9% retained in control vs. 4.2% with EvacuTech; body wash: 43.6% vs. 29.4%; shampoo: 47.8% vs. 20.5%).
- **Enhanced Recycling:** Only clean and dry packages are accepted in recycling facilities to reduce contamination. EvacuTech makes rinsing packages easier and more effective, resulting in cleaner recyclables and less contamination in the recycling stream.
- **Resource Conservation:** By making packages easier to rinse, EvacuTech helps conserve natural resources such as water and the energy required to heat water for rinsing.
- **Consumer Satisfaction:** Studies show that consumers are frustrated by having to throw away products with contents stuck to the packaging. EvacuTech addresses this issue, improving the user experience and potentially increasing brand loyalty.

## Versatile Applications

EvacuTech technology is suitable for a wide range of packaging applications, including food and beverage, health and beauty, personal care, household products, pharmaceuticals, and industrial products. Importantly, packaging using EvacuTech maintains existing curbside recyclability and even reduces contamination in the recycle stream with cleaner packages.

# SUSTAINABILITY IN OUR OPERATIONS

Techmer PM embeds sustainability into every facet of its operations. The company prioritizes energy and water efficiency, landfill waste reduction, and recycling initiatives across all facilities. Programs like Operation Clean Sweep ensure zero pellet loss, while purge optimization technologies improve machine efficiency and minimize contamination. These measures not only reduce resource consumption but also enhance productivity and environmental stewardship.

## Innovative Processes and Partnerships

Beyond internal improvements, Techmer PM actively seeks renewable energy solutions by working with local organizations. The company also collaborates with local governments and institutions to advance sustainability education and initiatives. These partnerships reflect a proactive approach to reducing carbon output and driving operational efficiency in manufacturing.

## Sustainability as a Core Value

Sustainability is not an afterthought—it is central to Techmer PM's mission and strategic pillars. From reducing water consumption and waste by more than half since 2012 to designing products that enable recycling and incorporate biodegradable resins, Techmer PM demonstrates leadership in sustainable innovation. These efforts extend to employee well-being and community engagement, reinforcing the company's role as a responsible corporate citizen committed to a better future.



# COLAB & FIBERTECH CONNECT

In 2025, Techmer PM launched the CoLab, a state-of-the-art collaboration center located at our Dalton, Georgia, facility, as a cornerstone of our commitment to sustainable innovation.

The CoLab integrates the Application Lab, Color Lab, and Design Center into a unified space where customers and partners can co-create solutions that align with both performance and environmental goals.

To activate this space, we introduced FibertechConnect, a reimagined engagement model replacing the traditional Fibertech Conference. This new format emphasizes one-on-one design sessions with customers, enabling deeper collaboration and faster innovation cycles.

The CoLab supports these sessions with advanced physical and digital prototyping tools, enabling real-time material customization and rapid iteration. This approach not only accelerates speed-to-market but also fosters more sustainable product development by reducing waste and improving design precision.

FibertechConnect has also served as a platform to showcase our non-PFAS solutions, recycle enablers, and NIR-compliant colorants, reinforcing our leadership in sustainable materials science.

The sessions have generated high-level engagement with OEMs and key market accounts, expanding our influence beyond the traditional sales process and into strategic co-development.

By embedding sustainability into the very structure of how we collaborate, the CoLab and FibertechConnect exemplify Techmer PM's mission to enable our customers' success through innovation, technical excellence, and environmental stewardship.



# INITIAL RECYCLED CONTENT CERTIFICATION

In 2025, Techmer PM achieved its first Recycled Content Certification for its rABS (recycled Acrylonitrile Butadiene Styrene) product line, marking a significant milestone in our commitment to circularity and resource efficiency. This certification, issued by an independent third-party auditor, verifies the percentage of recycled material incorporated into our products and ensures compliance with rigorous chain-of-custody and traceability standards. The process included a comprehensive review of sourcing practices, blending operations, and documentation to confirm the integrity of recycled content claims.

## Advancing Circular Economy Goals

This certification underscores Techmer’s dedication to reducing reliance on virgin resources and minimizing environmental impact. By validating recycled content through a recognized standard, we provide transparency and accountability to our stakeholders. The achievement aligns with global sustainability frameworks and supports our customers’ efforts to meet their own ESG objectives. It also demonstrates measurable progress toward our long-term goal of integrating circular economy principles across all product families.

## Scope and Customer Assurance

The certification applies to Techmer’s rABS portfolio and authorizes the use of approved certification marks in product labeling and marketing materials. For customers, this serves as a clear assurance that Techmer products meet stringent sustainability criteria, helping them comply with regulatory requirements and voluntary commitments such as ISO 14021 and EN 15343. This recognition strengthens our position as a trusted partner for brands seeking certified sustainable solutions.

## Looking Ahead

Building on this success, Techmer plans to expand recycled content certification to additional product lines, including HiTerra solutions and other engineered compounds. These efforts reflect our strategic commitment to innovation, environmental stewardship, and leadership in sustainable material development.



