

IMPACT REPORT

An Environmental, Social, and Governance Summary

2024

 primient



Table of Contents

- About Primient** 1
- Welcome** 2
 - A Letter from our CEO 3
 - Partnerships 4
 - From the Farm 5
- Environment** 6
 - Regenerative Agriculture 7
 - Decarbonization 8
 - Freshwater 9
- Social** 10
 - Environmental, Health, Safety, & Security 11
 - Culture 13
 - Multicultural Affairs, Equity, & Inclusion 15
 - Community 16
- Governance** 17
 - Ethics & Compliance 18
 - Managing Risk 19
- Appendix** 20

About Primient

Today, our organization is called Primient, a blend of the words “Primary” and “Ingredients,” but you may have previously known us as the A.E. Staley Manufacturing Company founded by Augustus Eugene (A.E.) Staley in Decatur, IL in 1906.

Innovating for more than 100 years

Find out more about Staley history at staleymuseum.com.



1906
A.E. Staley, a traveling salesman, who went by the name of “Gene”, buys an old corn starch plant in Decatur, IL.



1910
Corn yields in the U.S. Midwest drop. Gene partners with the University of Illinois to understand how planting soybeans could help improve the soil. Today, crop rotation is one of the most common practices used to improve soil health.



1919
Gene pioneers the idea of a professional football league, creating the Decatur Staleys. The team eventually relocates to Chicago and is known today as the Chicago Bears.



1930
Business was thriving, so A.E. Staley built a “Castle in the Cornfields,” the company’s original headquarters in Decatur, IL, which is owned and operated by Primient today.



1974
High fructose corn syrup (HFCS) is developed as a soft drink sweetener, increasing demand for products from the A.E. Staley Manufacturing Company. Did you know HFCS has the same amount of calories per gram as sugar?



2022
Primient is born—a business rooted in agriculture and positioned to continue innovating, driving growth in the bioeconomy and creating plant-based, renewable food and industrial ingredients.

Enriching Lives Through Plant-Based Solutions



Acidulants



Commodities



Industrial Starches



Sweeteners

Annual Revenue
\$2.9 billion

More than
1,850 Employees

Manufacturing Facilities
6

Nearly
120 years as a leader in Sustainable Innovation

Welcome



Laura Kowalski

Head of Global Sustainability & Marketing

I am thrilled to share Primient’s 2024 Impact Report. This year, we focused on ensuring our programs are making an impact and decreasing risk within our value chain. There are four key sustainability topics that are most material to our business and most important to our customers and stakeholders. I am proud of the difference we’re making and believe we will continue to demonstrate meaningful change for years to come.

Primient’s sustainable impact focus areas are:



Decarbonization

Ensuring we are doing our part to limit global warming to 1.5°C above pre-industrial levels and reducing the impact of climate-related disruptions on our ability to do business.



Regenerative Agriculture

Promoting agricultural principles that improve soil health, biodiversity, water quality, and air quality while also enhancing farm-level yield, ultimately strengthening our business.



Water Stewardship

Maintaining and implementing water management practices that ensure we are acting as good stewards of this shared resource both within our manufacturing plants and throughout our supply chain.



Sustainability-Focused Business Development

Investing in partnerships where our plant-based solutions can create low-carbon alternatives to help decarbonize our economy.

Despite a dynamic global environment, Primient’s growth strategy remains rooted in sustainability. We are honored and prepared to continue helping our customers meet their sustainability ambitions and drive shared value for years to come.

United Nations Sustainable Development Goals Alignment

Primient is a proud signatory of the United Nations (UN) Global Compact. We are excited to share how our sustainability efforts are supporting these four priority UN Sustainable Development Goals (SDGs).



SDG 2: End Hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture

Primient’s regenerative agriculture program continues to make an impact through farm-level education and engagement. In 2024, we funded 30,000 intervention acres in the U.S. Midwest that resulted in more than 8,600 metric tons of carbon reductions and removals. This helped us make progress toward our science-based Forest, Land, and Agriculture (FLAG) goal.

In 2024, our teams partnered with local nonprofit organizations to help ensure food access and availability in the local communities in which we operate, contributing more than 120,000 meals.



SDG 6: Ensure Availability and Sustainable Management of Water and Sanitation for All

Primient is proud to be a good water steward. Our manufacturing plants use water up to 30 times before treating it on-site and discharging it back to the local watershed. In Primient’s supply chain, our regenerative agriculture investments significantly reduced the impact of water erosion and increased water infiltration levels in soil.



SDG 12: Ensure Sustainable Consumption and Production Patterns

The growth of our business is rooted in sustainability. In 2024, we announced a long-term partnership with Sustainea Bioglycols, an organization that will use our corn-based sweeteners to produce a bio-based monoethylene glycol, a component in recyclable plastics. Learn more about this partnership on page 4, and how Primient’s plant-based products are making an impact “From the Farm” to your home on page 5.



SDG 13: Take Urgent Action to Combat Climate Change and its Impacts

In 2024, we remained on track to deliver our scope 1 and 2 science-based targets in line with ambitious targets of the Paris Agreement by reducing our emissions 30% since 2019. Additionally, we’ve invested in our agricultural supply chain to make progress toward our scope 3 FLAG goal.

REPORT



HIGHLIGHTS

- 

Our commitment to a zero-harm culture proves true. We were recognized by our industry with four safety awards, and we lowered our incident rates. Learn more about how we prioritize safety on page 11.
- 

We take pride in creating a workplace where all employees feel respected. Our new recognition program, outlined on page 13, helped us highlight our team's great work to showcase Primient's CORE4 values of safety, excellence, integrity, and growth.
- 

We invested in the communities where we live and work. Our teams offered their time and resources to improve food accessibility by providing 120,000 meals and educating the future talent of agriculture, impacting more than 28,000 students. See how we partnered in our communities on page 16.
- 

We made progress toward our science based-targets, proving that we are committed to continuous improvement, efficiency, and resilience. Learn more about our progress on page 8.
- 

Our regenerative agriculture partnerships, detailed on page 7, delivered carbon reductions and removals, and made a measurable impact on water quality in our supply chain. Our continued investment in agriculture helps us to ensure we're minimizing risk in our supply chain and maintaining a reliable supply of our main raw material for many years to come.
- 

We announced two groundbreaking partnerships in 2024 that will aid in the continued long-term growth of our business. Learn more about these partnerships and our role in the growth of the bioeconomy on page 4.

A Letter from our CEO



Jim Stutelberg

Chief Executive Officer

As I reflect on our third year as Primient, I am proud of what we've accomplished as the most reliable, most committed, and most sustainable corn wet miller in our industry. We continued to make substantial investments back into our business to ensure we're delivering on our public commitments and our customer commitments. We also delivered on some historic milestones. We grew our business significantly and announced strategic partnerships that will drive new opportunities for years to come. I'm confident that Primient is uniquely positioned to continue to lead in our core markets, and importantly, in the rapidly growing bioeconomy.

While growth is a core value for our business, nothing comes before the safety of our people. We were once again recognized in our industry as a safety leader and have lowered our recordable incident rate year-on-year. We will continue to strive to achieve a zero-harm culture. Our teams are fully committed to ensuring all our people return home from work in the same condition in which they arrived.

Our sustainability record is industry leading. We feel confident that our focus areas are the right ones to help drive excellence within our plants and in our supply chain. We are making progress toward our science-based targets and continuing to invest in our agricultural footprint. Many of our customers have bold sustainability ambitions and we are well positioned to help them achieve their goals.

As we look to the future, we are well prepared to capitalize on the opportunities ahead. Primient will continue to invest in our local communities and continue to be an employer of choice, where the best talent can build a career full of meaning and impact. We have an exceptionally strong foundation at Primient, and we made great progress this past year in making it even stronger.

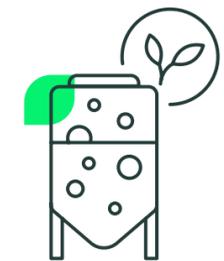


Primient and Sustainedea are proud to form an over the fence partnership in Lafayette, IN.

Primient will supply a corn syrup feedstock to neighbor Sustainedea to be converted into a bio-based monoethylene glycol (bio-MEG).

Advancing the Bioeconomy

At Primient, we are very proud of the role we are playing to accelerate innovation in the bioeconomy and fast-track production of the next generation of bio-based solutions. We recently announced a new project to create a much-needed demo-scale facility where biotech entrepreneurs can optimize their technologies and enhance their commercialization capabilities. The project, called iPROOF (Illinois Pilot Research Operations Optimization Facility), is in Decatur, Illinois and will include re-commissioning and upgrading existing fermentation equipment at Primient’s Decatur corn wet mill. As a testament to the critical importance of the bioeconomy and the need for U.S. demo-scale infrastructure, the project was awarded grant funding through the U.S. Economic Development Administration (EDA) Tech Hubs program. Given our decades of proven expertise in manufacturing excellence and operating fermentation assets at scale, Primient is uniquely qualified to bring this solution to market. We are excited to partner with Illinois Fermentation and Agriculture Biomanufacturing (iFAB) Tech Hub consortium members to bring this project to life.



**Construction begins
2026**

**Producing
700,000
pounds of bio-MEG***

**Local investment
\$400+ million**

**Up to
190 new jobs**

**Production begins
2028**

What is bio-MEG?

Bio-MEG is a plant-based alternative to a traditionally petroleum-based chemical, monoethylene glycol, and has a carbon footprint of less than half the petroleum alternative. The chemical is typically used in beverage bottles, food containers, apparel, footwear, and antifreeze.

Why is over the fence co-location beneficial?

A long-term strategic over the fence partnership allows Primient to maximize efficiency by running at optimized manufacturing rates and eliminating the need for trucks to transport product. Sustainedea is able to ensure a steady feedstock of high quality substrate and a reliable supply for its manufacturing process.

What impact will this have on the local community?

This partnership will bring significant investment and job opportunities to the greater Lafayette, IN area. Primient is already an active community partner in the area and Sustainedea has taken steps to ensure they are building local partnerships, as well.



“With sustainability at the core of our go-to-market strategy, we feel confident that Primient is the right partner to provide a low-carbon dextrose for our bio-MEG manufacturing process. Primient has proven to be collaborative, reliable, and data-driven—all assets that will position Sustainedea to make an impact in the market both locally and globally.”

Gustavo Sergi, CEO, Sustainedea Bioglycols

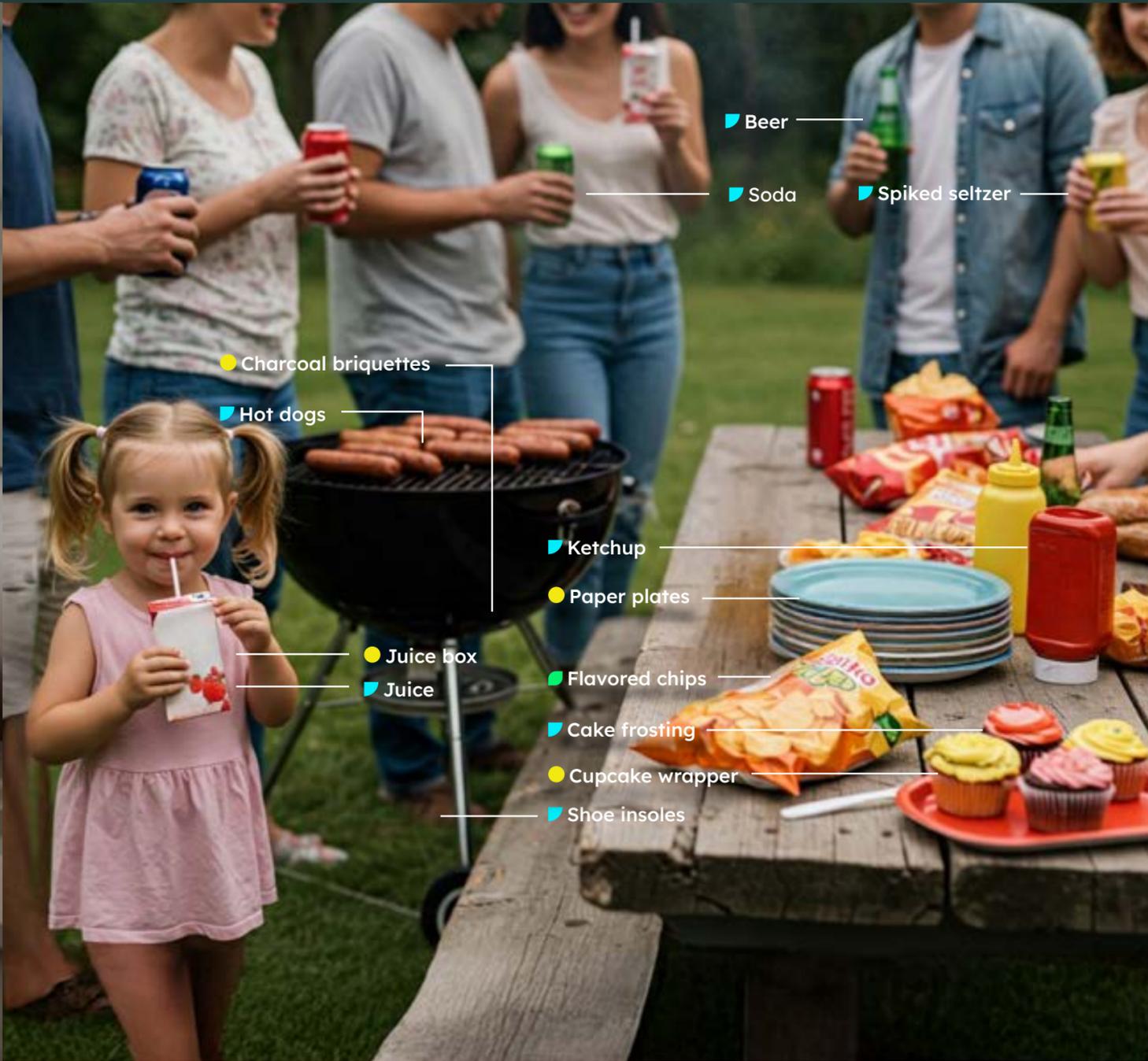
*Across Sustainedea’s first three bio-MEG plants

From the Farm

Primient products can be found all around. Learn more about how we are making an impact by bringing agricultural products from the farm to your everyday life.



- Insulation
- Drywall
- Hair product
- Lotion
- Sunscreen
- Sticky note
- Tissue
- Tissue box



- Beer
- Soda
- Spiked seltzer
- Charcoal briquettes
- Hot dogs
- Ketchup
- Paper plates
- Flavored chips
- Cake frosting
- Cupcake wrapper
- Shoe insoles
- Juice box
- Juice



- Ethanol
- Pet food
- Cardboard packaging
- Doormat
- Envelope
- Magazine paper

Environment



We are committed to understanding and reducing our environmental impact.

Primient is dedicated to building programs and systems around issues that are most relevant to our business with the goal of reducing environmental risk in the value chain. For us, those material issues are regenerative agriculture, decarbonization, and freshwater.

Regenerative Agriculture

Investing in our Corn Supply Chain

Annually, Primient procures more than 1 million acres of Midwest-grown yellow #2 dent corn for processing in our U.S.-based corn wet mills. It is very important to us that we continue to invest in the farming communities that help sustain our business. Investing in regenerative practices brings value to rural communities and can help farmers increase their resilience against severe weather events. This helps to decrease risk in Primient’s corn supply chain. Since 2018, we have partnered with Truterra to gain insights and enable regenerative practice improvements through education and outreach across our entire supply shed.

Our intervention program, which provides incentives for farmers implementing no-till practices or planting cover crops, resulted in significant impact in 2024. Primient supported 30,000 acres of regenerative practice change across Illinois and Indiana that helped farmers to improve their profitability and decrease risk on their fields.



Farmer Spotlight: Measuring the Local Impact

Allen Sasse is a third-generation farmer from central Illinois. Allen and his family run 4 Illini Farms Inc. and have been farming a corn and soybean rotation since his grandparents arrived in the area in the late 1940s. The 4 Illini Farms team first got interested in regenerative agriculture practices in the late 1990s when they were experiencing considerable amounts of soil erosion, or soil loss. They began practicing no-till practices and almost immediately saw change. With no-till practices, the farm required less labor and equipment, and therefore less fuel. Over time, they noticed better rainwater absorption and increased microbial activity on their fields, both of which contribute to improved soil health. They have also implemented cover crops with positive results. Since 2022, Allen has sequestered more than 2,000 metric tons of carbon by implementing these regenerative agriculture practices. Not only have the practices helped increase yield and profitability, but Allen was also able to earn a profit from the carbon sequestration by enrolling in Primient’s regenerative agriculture program with Truterra.



“ Sustainability, to us, is preserving our soil and natural resources for future generations—not only to operate, but to continue to produce a clean and safe food supply. ”

Allen Sasse
Third-generation farmer, 4 Illini Farms Inc., Beason, IL

Primient’s Regenerative Agriculture Impact

 **30,000 acres in the U.S. Midwest**

 **41,700 metrics tons of carbon removed cumulatively in our 2023 and 2024 programs**

 **No-till practices implemented on 90% of intervention acres**

 **Cover crop adoption rate above the national average**

 **Average yield of 237 bushels per acre, 32% above the national average**

 **8,600 metrics tons of carbon reduced and removed in 2024**

Decarbonization

Our Climate Commitment

Scope 1 & 2 Emissions*	-46.2%
Scope 3 Emissions	-46.2%
Scope 3 Forest, Land, and Agriculture (FLAG)Emissions**	-26%
Zero Deforestation Supply Chain by 2025	

Primient’s approved science-based targets are measured against a 2019 baseline and will be achieved by 2030.

2024 Progress

Our decarbonization efforts have allowed us to make significant progress toward our scope 1 and 2 emissions reduction goal. We are more than 65% of the way to achieving our 2030 target.



Primient’s Investment in Decarbonization



Energy Integration & Efficiency

We focus on using the optimal amount of energy for the task and ensuring energy is recovered when possible. Primient’s wet mills are the most efficient in the U.S.



Switch to Natural Gas

Natural gas allows for up to a 50% reduction in carbon emissions as compared to coal. Primient is the first wet miller to run entirely on natural gas.



Combined Heat and Power (CHP)

CHP reduces waste heat by generating both electricity and steam from the same energy source. Learn more in the infographic on the right.

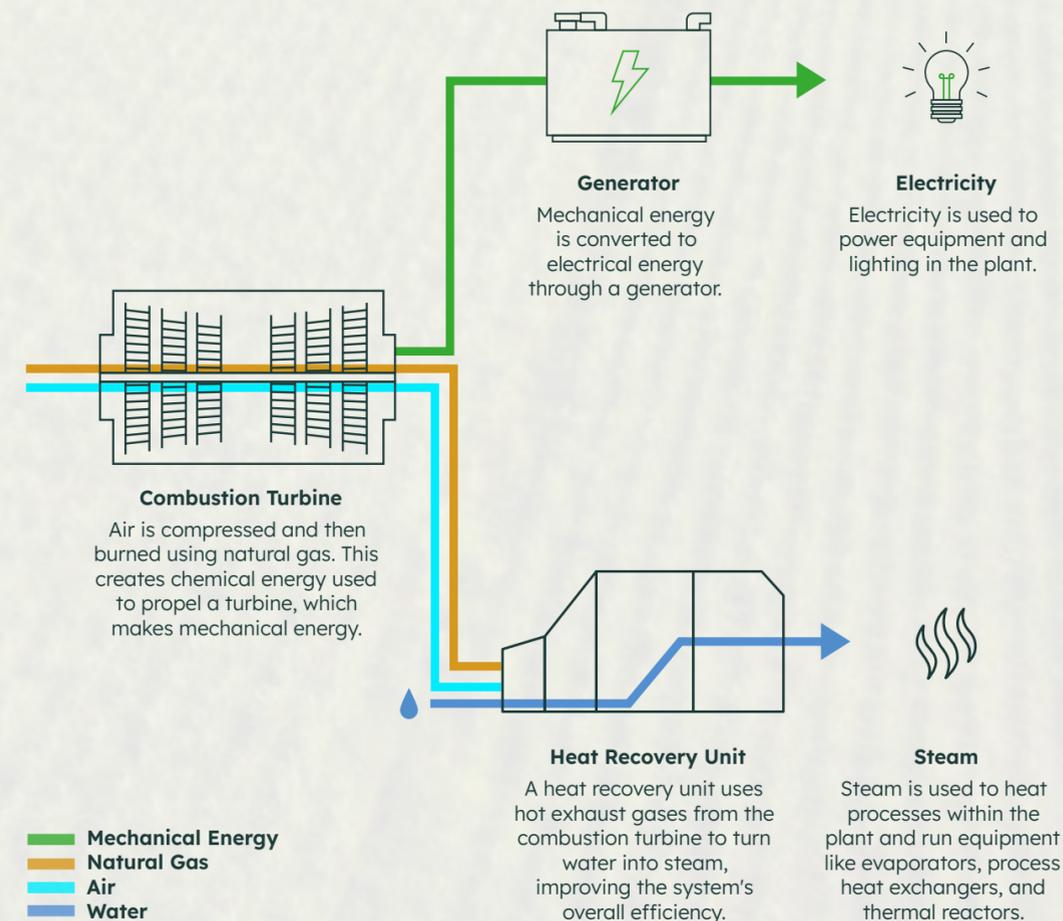


Flexible Mill Platform

Running our wet mills at designed capacity ensures systems are operating as efficiently as possible. Primient is committed to continued investment to ensure we run as designed.

Combined Heat and Power

One of the technologies that allows Primient’s corn wet mills to operate so efficiently is natural gas-powered combined heat and power (CHP) units. Combined heat and power CHP, or cogeneration technology generates both heat and electricity from a single energy source. This technology allows for waste heat to be captured and used productively, something that does not occur when electricity and heat are produced separately. CHP units can have efficiency rates above 80% versus 30-50% from traditional units. Learn more about how our CHP systems work in the diagram below.



* The target boundary includes land-related emissions and removals from bioenergy feedstocks.
 ** The target includes FLAG emissions and removals.

Freshwater

Water is a critical raw material in Primient’s manufacturing plants. In our corn wet milling process, water can be used up to 30 times in various steps before it is treated on-site and returned to the local watershed. This circular aspect of our process water flow allows us to ensure responsible water use and improves energy efficiency while creating our high-quality plant-based products.

Local Impact

Although Primient’s manufacturing plants are not located in high-risk watersheds, the area surrounding our Decatur, IL facility, where we source our corn, is at medium-to-high risk for water quality concerns. To help protect local water quality, we funded 20,000 acres of regenerative agriculture interventions in our Decatur corn supply shed during the 2024 growing season. This investment allowed us to collect data on water quality impact factors and traditional carbon metrics. Regenerative agriculture is often considered to have a significant positive impact on carbon reductions and removals, while positive water impacts are not often mentioned or quantified.

Locally, Lake Decatur has had issues with sediment erosion for decades. According to research conducted by the City of Decatur, this is caused by soil and sediment from nearby land being washed away into local streams and rivers that eventually end up in Lake Decatur. Increased sediment in the lake severely reduces the lake’s storage capacity and requires significant investment to remediate. One of the most powerful practices that can reduce farmland erosion is no-till—a practice that 98% of the farmers in our 2024 program implemented. As such, sediment loss on our enrolled acres was just 1.3 tons/acre/year, which is 60% below the regional average. At Primient, we are proud to make a positive impact on our local communities.

What is “Tillage”?

Increased Water Retention

Conventional Tillage



Conventional tillage allows minimal water to flow through the soil.

Soil is turned and loosened before planting in the spring with conventional tillage. Corn stalk roots are unearthed, and corn stalk residue is buried to ensure it breaks down quickly. This tillage type can cause more soil loss, or erosion, when it rains. Rainwater does not permeate the soil, so water pools on the surface and can wash away topsoil and any nutrients added to the soil.

No-Till



Practicing no-till leaves channels in the soil for water to flow.

When soil is not tilled—or dug up—corn stalk residue is left on the field, untouched, into the spring. By leaving these roots in the soil, there are more channels to allow water to flow when it rains, so rainwater permeates the soil at a rate 6.5% higher than fields with conventional tillage¹. This can reduce soil loss, or erosion, by 97%, and on average result in 29% less nutrient loss². Additionally, bugs in the soil flock to the roots to break them down. This increases microbial activity, which in turn improves the overall health of the soil.

No-Till + Cover Crop



Practicing no-till and planting cover crops significantly increases channels in the soil for water to flow.

Cover crops are planted in the fall after corn is harvested. Cover crop roots in combination with leftover corn stalk roots create even more channels for water to flow into the soil. On average, fields with cover crops have a 9.4% increase in rainwater infiltration³. By increasing rainwater infiltration, there is significantly less topsoil loss from rainwater runoff. Cover crops also give micro-organisms more plant matter to digest, which creates a healthier soil structure. Increased microbial activity could mean the soil requires fewer nutrient applications. Fields with cover crops experience 33% less nutrient loss on average⁴.

¹ Al-Kaisi, M. (2000, July 24). *Soil erosion: An agricultural production challenge | Integrated Crop Management*. Iowa State University. <https://crops.extension.iastate.edu/encyclopedia/soil-erosion-agricultural-production-challenge>
² Borelli, P., Robinson, D. A., Panagos, P., Lugato, E., Yang, J. E., Alewell, C., Wuepper, D., Montanarella, L., & Ballabio, C. (2020). Land use and climate change impacts on global soil erosion by water (2015-2070). *Proceedings of the National Academy of Sciences*, 117(36), 21994-22001. <https://doi.org/10.1073/pnas.2001403117>
³ Kuzma, S., Bierkens, M. F., S. Anush Lakshman, Luo, T., Saccoccia, L., Sutanudjaja, E. H., and Rens van Beek. (2023). *Aqueduct 4.0: Updated decision-relevant global water risk indicators*. <https://doi.org/10.46830/writn.23.00061>
⁴ Du, X., Jian, J., Du, C., & Stewart, R. D. (2021). Conservation management decreases surface runoff and soil erosion. *International Soil and Water Conservation Research*, 10(2). <http://doi.org/10.1016/j.iswcr.2021.08.001>

Social



We live our core values every day.

Our core values of safety, excellence, integrity, and growth drive our culture and our decision-making. We are proud to be a company that values our people and the work they do.

EHSS Environmental, Health, Safety, and Security



For Primient, safety is one of our core values and non-negotiable. We firmly believe all occupational injuries and illnesses are preventable. Our goal to create and maintain a zero-harm culture drives us to ensure every single person goes home from work in the same condition in which they arrived.

SafeStart®

Last year, we reintroduced SafeStart®, a behavior-based training program to help workers recognize common hazards and avoid injury. We coordinated a phased rollout to enable learning and improve program implementation at each site. We implemented SafeStart to enhance safety and performance by managing human factors like rushing, frustration, fatigue, and complacency. As such, each site sets specific safety goals and objectives to ensure full ownership. In 2025, we will continue requiring SafeStart training at our plants and offices.



Lost Time Incident Rate (LTIR*)

0.11

Total Recordable Incident Rate (TRIR)**

0.75

* LTIR is calculated by dividing the number of lost time incidents by the total hours worked by employees, then multiplying by 200,000 (standard base of 100 employees working 40 hours a week for 50 weeks).

** TRIR is calculated by multiplying the number of OSHA recordable incidents by 200,000 (standard base of 100 employees working 40 hours a week for 50 weeks) and dividing by total number of hours worked.



EHSS Governance



Environmental, Health, Safety, and Security (EHSS) Council

Primient's EHSS Council includes 15 cross-functional employees representing EHSS, operations, engineering, and HR. Led by our Chief Operating Officer, the council's main objectives are to:

- Provide strategic direction to Primient's overall EHSS vision
- Maintain a zero-harm culture
- Prioritize site-level EHSS-related improvement and track progress

Each of our manufacturing sites also has an EHSS committee that is made up of cross-functional employees representing varying levels of the organization.



Management Systems

In 2024, we continued to build out our EHSS management system by identifying and prioritizing its key elements and completing facility-level gap assessments. Our intention is to ensure that our EHSS management system is aligned with industry best practices and is integrated into the Primient Operating Model (POM). The POM is a set of tangible tools that will help with continuous improvements at each level of our business, which in turn helps Primient meet its key performance indicators (KPIs). To date, the POM is active at 100% of our manufacturing sites and internal feedback indicates that it is a significant contributor to ensuring a zero-harm culture. We have begun auditing our adherence to these plans in 2025.

Identified risks found through these gap assessments are documented in legal and risk registers and then audited through site-level compliance audits. 100% of our sites completed an environmental risk assessment in 2024. As needed, environmental risks are mitigated, and any applicable actions are monitored and tracked through a corrective action process in our EHSS database.



Compliance Audits

Compliance audits are conducted to help ensure the safety of our people, the environment, our customers, and the communities in which we operate. We conduct industrial hygiene monitoring routinely at each of our facilities to determine exposure to common workplace risk factors like noise, dust, mold, sulfur dioxide emissions, and chemical exposure. These audits are completed every 3 years, at a minimum, and may be done more often based on a risk assessment using both leading and lagging indicators. Audit results are monitored and then fed into our continuous improvement efforts.



Monitoring and Continuous Improvement

In 2024, our critical safety device program implementation was nearly complete. This program ensures our sites have detailed preventative maintenance programs for devices that are most critical for the ongoing safety of our people. We have begun auditing our adherence to these plans in 2025. We are transitioning our program focus to the next phase, which includes the rollout of our environmental control device program.

For significant safety incidents, we follow our incident reporting policy. We complete the appropriate documentation and perform an incident review with root cause analysis. All incidents are reviewed in our monthly incident review board meetings. Any applicable corrective actions are shared across the Primient network and tracked to completion.

EHSS



Training

Our manufacturing plants have a defined safety program that sets a minimum for safety training requirements. Each of our six manufacturing plants have annual training plans that rotate safety topics at a defined cadence. Additionally, we have a SafeStart personal safety awareness training program.

Many of our site-level safety professionals are nearing completion of their American Society of Safety Professionals (ASSP) safety management certification. The ASSP training provides program participants with the highest level of safety education they need to lead Primient's zero-harm culture.

Actions to Mitigate Noise

We take noise management very seriously at Primient and make every effort to mitigate noise when possible. We perform preventative maintenance on existing machinery and tools to control noise and select low-noise tools for any upgrades or replacements. If we are unable to mitigate noise within part of our plant, noise barriers are installed, ear protection is provided, and employees are trained on the risks and

proper use of hearing protection. Noise surveys are completed regularly during our industrial hygiene assessments.

Customer Health and Safety

Primient is committed to delivering safe, high-quality plant-based ingredients and solutions to our customers. Our product packaging includes all relevant health and safety information as dictated by applicable local, state, and federal regulations, in addition to displaying the National Fire Protection Association (NFPA) diamond label. In 2024, we achieved a first pass quality of 97% and had 0 recalls or withdrawals, which proves our dedication to delivering high-quality products. Our preventative controls are based on Hazard Analysis and Critical Control Point (HACCP) principles and include a systematic review of the manufacturing environment, inputs, and people to identify, control, and verify hazards. Good Manufacturing Practices (GMP) programs also play a critical role in our success. These programs help us remain focused on continuous improvement as we strive to meet our goal of doing zero harm.

Primient received five best-in-class safety awards from the Corn Refiners Association (CRA) in 2024.



CRA INCIDENT RATE EXCELLENCE AWARD

Primient sites with this recognition in 2024

Lafayette, IN

Award Criteria:

- An employee total recordable incident rate of 1.0 or less
- No employee lost workday cases involving days away from work
- No employee or non-employee workplace fatalities



ZERO LOST WORKDAYS AWARD

Primient sites with this recognition in 2024

Loudon, TN

Lafayette, IN

(for the third consecutive year)

Award Criteria:

Operate for a full calendar year without an employee lost work case and without a workplace-related fatality of an employee or non-employee.



ONE MILLION HOURS AWARD

Primient sites with this recognition in 2024

Lafayette, IN

Award Criteria:

Operate for 1 million consecutive employee hours without an employee lost workday case and without a workplace-related fatality of an employee or non-employee.

How has SafeStart training helped you identify and better control risks in your everyday life?



“ I have found myself repeating ‘eyes on task, mind on task’ when I am out riding my motorcycle. I have also made it a habit to do a pre-ride inspection. ”

William “BJ” Krouse
Shift Operator, Primient, Dayton, OH



“ When I am doing yard work at home, the risk of frustration, fatigue, and complacency can all present themselves. Taking extra time to wear safety glasses, hearing protection, and adequate clothing is a great example of having our minds on task before jumping into the fun of yard work.”

Travis Montoya
Plant Manager, Primient, Lafayette, IN



“ While I am cooking, I remind myself to keep my eyes on task while using a sharp knife. I am sure to always place the knife point down to prevent any accidents.”

Colton Morrell
Process Technician, Primient, Loudon, TN

Culture

At Primient, the foundation of our culture is putting our people first. We believe our employees are our greatest asset and should be treated and cared for as such. We strive to create an environment focused on honest relationships and mutual respect, one in which transparent collaboration and support are non-negotiables. We do all of this with our core values in mind: safety, excellence, integrity, and growth.



Recognition

This past year we launched a quarterly CORE4 recognition program to highlight employees living out Primient’s core values of safety, excellence, integrity, and growth. We are so proud of our winners! Learn more about a few of them below.



Safety

Fernando Silva, Safety Technician, Santa Rosa, Brazil

Fernando demonstrated safety leadership through his quick action and assertive decision-making during an on-site complication. His leadership helped keep Primient’s people safe and upheld our commitment to a zero-harm culture.



Excellence

Chris Powers, Electrical & Instrumentation Maintenance Technician, Loudon, TN

Chris showcased proactive communication and commitment to quality by swiftly resolving issues in the site’s natural gas-powered turbine, allowing for Primient to deliver high-quality products to our customers, on-time.



Integrity

Darren Melton, Wet Mill Area Manager, Lafayette, IN

Darren demonstrated a commitment to integrity by promptly addressing and resolving a railcar scale issue that impacted more than 200 railcars. This action emphasizes the company’s commitment to ethical business practices.



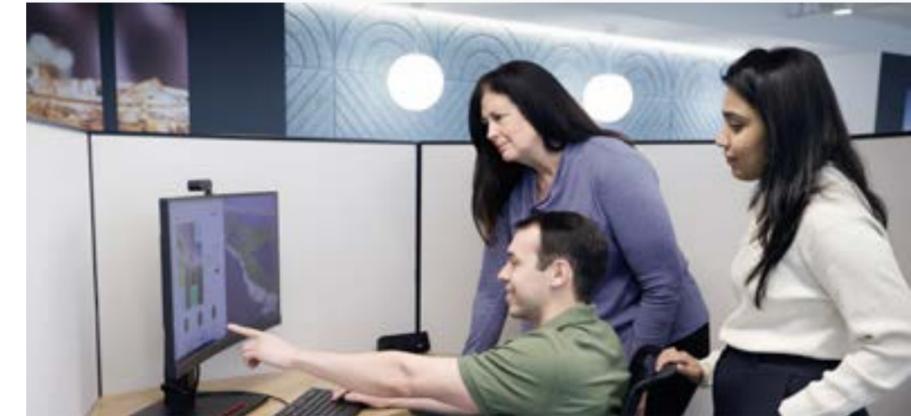
Growth

Kacper Grabara, Analyst, HRIS & Data Analytics, Łódź, Poland

Kacper improved the efficiency of commercial reporting by automating tasks and building a dynamic data dashboard. This allowed for clearer insight into company profitability.

Employee Engagement

Feedback and transparency are a priority across our organization. In 2024, we conducted our third engagement survey and once again improved our score from the previous year. This continued growth reflects the positive impact of our ongoing investment in our people. We were also able to increase our survey participation rate from 81.5% in 2023 to 85% in 2024. The rise in participation highlights the deepening trust in our commitment to fostering an exceptional workplace where every voice matters.



Great Place to Work®



We are so excited to share that our Brazil and Poland teams were certified as a Great Place to Work® in 2024! This certification is a testament to Primient’s dedication to creating a positive working culture where all voices are heard and valued. We look forward to expanding our certification to our U.S. operations in 2025.

Culture



Internship Program

In 2024, we launched our first full U.S. internship program across four plant and office locations. The program had formalized weekly enrichment opportunities for interns to learn about our business as well as participate in professional development webinars, which included topics like problem solving and conflict management. Each intern presented a capstone project to senior leaders to conclude the 10-week session. In 2025, we look forward to expanding our internship program across multiple locations and functions.



Learning and Development

People Managers

Continuous development of our leaders is a main priority for our business. Building on previous years, we trained 56 frontline leaders, each receiving 27 hours of training—a total of 1,512 hours dedicated to strengthening leadership capabilities. The training covered essential skills such as conflict resolution, giving and receiving feedback, and reinforcing our Primient culture. Additionally, five strategic leaders participated in an in-depth program, receiving 18 hours of training each. This immersive experience focused on Primient’s culture; our approach to multicultural affairs, equity, and inclusion; handling workplace conflicts; and the Primient Operating Model. We are proud to continue investing in our leaders to drive our organization forward.

Plant Operators

We continued to prioritize the training and development of our plant operators. Our skill block program is a progressive development program where operators gain new skills along with the opportunity to earn higher pay and explore new career pathways. As operators grow their skill blocks, they can become subject matter experts in their area, with the opportunity to rotate locations and advance into plant leadership roles. In 2024, we launched a simulator-based skills program at our Primient Covation joint venture site in Loudon, TN. This program was part of an effort to upskill operators and technicians at an accelerated pace. In 2025, we are planning to leverage this technology at additional plant locations.

Engineers

Primient’s engineering development program is known as the engineering career ladder. The career ladder offers managerial and technical engineering tracks. Primient engineers can explore both tracks through a combination of project work and hands-on experiences.



Career Management

Primient’s HR team encourages employees to engage in ongoing discussions with their managers about career growth. To support these conversations, we’ve developed comprehensive performance toolkits for both employees and managers, along with structured templates for goal setting and Individual Growth Plans (IGPs). To foster career mobility, we ensure that all job opportunities are posted internally on Workday®, allowing employees to explore new roles that align with their aspirations. We encourage professional development of all employees and our leadership sets a great example—87% of employees at the director level and above have created an IGP to guide their career trajectory. Additionally, in 2024, 99% of eligible salaried employees participated in a performance and career development review.

In 2024, we launched an enterprise-wide role profiling initiative. This program has helped to clarify existing roles and increase transparency for career development pathways and internal growth opportunities.

Operators and technicians, along with any collective bargaining units or unions represented by formally elected employee representatives (which make up 26% of our workforce), have their own remuneration process and schedule based on current agreements.



Recruiting and Benefits

A key facet of our recruiting process is ensuring candidates understand the role, responsibilities, and work environment before their first day. This year at our production facilities, we’ve extended our recruitment reach with new tools—using digital, in-person, and video tours to reach broader audiences to connect community members more clearly with our teams, work, and products. To support retention, we’ve implemented new hire huddle groups and surveys which help foster deeper belonging and provide a chance for early feedback and support.

We offer 100% of our full-time employees a comprehensive benefits package that includes medical, dental, and vision coverage. Our benefits also include paid time off, parental leave, retirement savings, life insurance, and educational assistance. In the past year, we’ve worked to expand our offerings for our workforce, including providing access to musculoskeletal therapy, resources to help employees understand their medical benefits, and a prescription drug program that helps to lower the cost of select drugs. Our compensation and benefits team regularly reviews our benefits programs to ensure we remain fair and competitive.

Multicultural Affairs, Equity & Inclusion

Primient’s dedicated Multicultural Affairs, Equity, & Inclusion team focuses on our commitment to celebrating the unique cultures and perspectives that make our workforce vibrant by promoting understanding and connection. The team works diligently to emphasize our inclusive culture and our core values, thereby creating a workplace where everyone feels valued and respected. Our goal is to build a truly inclusive community at Primient where every individual can bring their authentic self to work and contribute to our success.



Employee Resource Groups

The strength of our efforts is closely connected to our employee resource groups (ERGs), which aim to help all employees feel connected. In 2024, we grew our employee participation in ERGs and launched new chapters at multiple plant and office locations. In March 2024, we hosted our inaugural ERG summit where ERG leaders and members from across the company came together to network, build community, and chart a course for advancing the program to the next level. Using the ERG motto—“Energize. Recognize. Grow.”—as its focus, the summit tackled key strategic topics like cultivating a culture of wellness, expanding community impact, effectively measuring ERG outcomes, and developing strategies for continued evolution of six ERGs.

- **Abilities** supports neurodivergent and physically disabled employees.
- **Black Employee Network** supports black employees.
- **PRIDE** supports LGBTQIA+ employees.
- **Professional Women’s Network** supports female employees.
- **Unidos** supports Latino/Latina employees.
- **VETS** supports military veteran employees.

For cultures not represented by ERGs, we aim to celebrate and amplify their presence through company-wide celebrations. In 2024, we hosted events on Lunar New Year, Native American art, tai chi, Asian American Pacific Heritage month, Indigenous People’s Day, Brazil’s Black Awareness Day, and more.



Inclusion Review

In 2024 we completed an inclusion review at all six of our plant locations and U.S. offices. Annual inclusion reviews at Primient align with our core values and commitment to an inclusive workplace. The reviews ensure compliance, fair treatment, and accessibility for all employees while promoting a respectful environment and identifying areas for improvement. These reviews are not about fault-finding or individual focus but a continuous effort to enhance inclusivity and well-being for the entire organization. The inclusion review covered the following:

- **Dedicated lactation rooms:** Private, equipped spaces for breastfeeding or pumping
- **Expectant mother parking:** Reserved parking spots close to our buildings
- **Flexible seating:** Adjustable, comfortable seating options
- **Wheelchair ramps:** ADA-compliant ramps with handrails
- **Automatic doors:** Power-assist doors at entrances/exits
- **Enhanced wayfinding:** Clear navigation with signage, color-coding, and tactile maps
- **Adjusted breaks and duties:** Flexible work options
- **Comfortable climate:** Individual temperature controls
- **Skills-based job descriptions:** Focus on essential skills



Transportation Equity

During one of our inclusion reviews, we determined that community members may not have access to transportation to and from our Decatur, IL manufacturing plant. To address this issue, Primient launched a Transportation Equity Program in Decatur, providing free bus rides to employees and contractors, significantly enhancing workforce accessibility. This initiative also included a partnership with the city to build a new bus stop near the Decatur, IL manufacturing plant. Efforts like these are designed to make life a little easier for our people while also strengthening the local economy and adopting a proactive approach to corporate social responsibility.



Lacie Elzy
Transportation Services Director,
City of Decatur

“ Through the free rides project with Primient, we are not just offering a service—we’re shaping the future of Decatur. As the first private company to provide this benefit for the City of Decatur, Primient has the unique opportunity to make a lasting impact on our community, ensuring that transportation barriers are removed, and opportunities are within everyone’s reach. It’s not just about getting from point A to point B—it’s about connecting people to the resources, jobs, and experiences that will help our city thrive. ”

Community

At Primient, we are committed to making a positive and lasting impact in the communities where we live and work. We pride ourselves in being active community members, contributing our time, talent, and resources to our local partners.



“ Primient is a critical community corporate partner in six local United Ways. Primient’s investment in our communities is a key driver of programs focused on life-long learning, improving access to healthcare and well-being, and community resilience. We are honored to have them as a partner. ”

Debbie Bogle
President, United Way of Decatur & Mid-Illinois



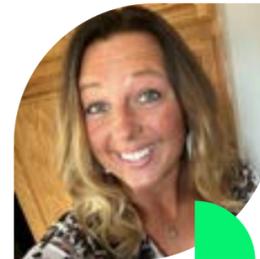
Food Accessibility



Ensuring access to and availability of nutritious and affordable food in the communities where we live and operate.



Providing
over **120,000**
meals



“ Participating in a food drive is just one of many ways you can help your local community. While volunteering at the Central Illinois Food Bank, I loved seeing the smiles on everyone’s faces that we helped. I am very thankful to work for a company like Primient who cares for and loves its communities. ”

Cheyenne Justice
Total Rewards Analyst, Primient, Decatur, IL

Agricultural Education



Improving the future of agriculture through education at the high school level and beyond.



Supporting
over **28,000**
students with education



“ Primient’s contributions supported two of our Science, Technology, Engineering, and Math (STEM) grants that impacted more than 350 local students. We are grateful for the generous support, including Primient’s technical expertise and guidance in multiple events, and look forward to continuing to work together to support public education in Tippecanoe County. ”

Christine Isbell
Executive Director, Public Schools Foundation of Tippecanoe County, Indiana

Representation



Doing our part to contribute to a better future for all across our plants, offices, and communities.



Partnering with
25 across **8**
community organizations plant and office locations, globally



“ I felt a strong sense of pride, purpose, and comradery while participating alongside my fellow coworkers to support the Good Samaritan Center of Loudon County’s ‘Spare a Square’ paper goods drive. The Good Samaritan Center does just what their name implies, and they do it well! I look forward to supporting more events in the future. ”

Bryan Crawford
Environmental Manager, Primient, Loudon, TN

Governance



We lead with integrity.

Primient was founded on doing business the right way. Integrity remains a guiding principle for how we work together across our business, in our value chain, and with our key stakeholders.

Ethics & Compliance



At Primient, we are committed to doing the right thing and addressing any inappropriate behavior.

Primient takes pride in conducting business with integrity, fairness, and in full compliance with all relevant laws and regulations. We expect all employees to uphold these standards, ensuring Primient’s reputation as a trustworthy and responsible entity. To that end, we have a strict zero-tolerance policy for any violation of our Code of Ethics.

Our ethics and compliance (E&C) program is designed to foster ethical business practices in alignment with our CORE4 values: safety, excellence, integrity, and growth. This program provides reasonable assurance that Primient, and everyone acting on our behalf, adheres to applicable laws and regulations while managing the risks associated with our operations. The key components of our program are detailed in our [Code of Ethics](#), which outlines the expectations for employees and contractors to uphold our core value of integrity.

To ensure that our commitment to E&C is impactful, our E&C team regularly visits company sites. These visits allow us to engage directly with employees, address any concerns, and reinforce our core values. By maintaining a strong presence across our locations, we can provide ongoing support, ensure adherence to our Code of Ethics, and foster a culture of transparency and accountability. This hands-on approach helps us manage risks effectively and uphold our reputation as a responsible and ethical organization.

In 2024, we revamped our online E&C training, which all employees are required to complete annually. The updated modules now feature interactive scenarios, real-world examples, and multimedia content to enhance learning and retention. This refresh aims to better equip our employees with the knowledge and tools they need to uphold our core values and maintain our commitment to ethical business practices. We also provided our employees with anti-trust, anti-bribery/corruption, and awareness training to prevent information security breaches.

Governance

Primient’s compliance committee maintains oversight of compliance operations and is led by the E&C senior manager. This committee includes a subset of our senior leadership team and meets quarterly. Ultimately, our senior leadership team is responsible for ensuring the implementation and importance of the E&C program.

In 2024, we updated our Code of Ethics and other key policies to ensure they reflect the latest industry standards and regulatory requirements. The refreshed documents now include clearer guidelines, practical examples, and enhanced sections on emerging ethical issues. This update aims to provide our employees with a comprehensive and accessible resource to help them navigate complex situations and uphold our commitment to integrity and ethical conduct.



Ethics & Compliance Key Performance Indicators (KPIs)



0

confirmed corruption incidents



99%

of our employees were trained on business ethics issues, meeting our annual goal



100%

of director-level employees and above acknowledged and confirmed compliance with the Code of Ethics



100%

of target employees completed Primient’s annual conflict of interest declaration

Managing Risk



Whistleblowing Policy & Ethics Line

Primient strives to foster an open culture where everyone feels comfortable and supported in voicing concerns. Our Whistleblowing Policy outlines reporting options for employees who believe someone is violating our Code of Ethics or engaging in behavior that conflicts with our core value of integrity. According to Primient's ethics and compliance policies, employees are required to raise concerns so that appropriate actions can be taken to address and correct the conduct or behavior.

To help ensure our employees always feel comfortable sharing their concerns, we have an anonymous reporting mechanism, Ethics Line. Ethics Line allows employees to report misconduct, anonymously, 24 hours per day, 7 days per week, 365 days per year.

Risk Management

Primient identifies and manages its most substantive financial and strategic risks through the Primient Operating Model (POM). Through this process, the senior leadership team (SLT) defines key performance indicators (KPIs) that are integral to achieving the organization's top strategic, financial, and operational objectives. In defining these KPIs, the SLT considers principal risks that present the biggest barriers to achieving its primary business objectives.

To ensure alignment throughout the company, KPIs are cascaded through Primient's management hierarchies. This process creates a continuous top-down and bottom-up risk management cycle that involves the management team, monitoring and compliance functions, along with the internal audit function. These KPIs are reviewed monthly, at minimum. In 2025, we will be building upon these established processes through an Enterprise Risk Management (ERM) mindset to bring a more cohesive enterprise approach to our management practices around risk identification, assessment, management, and mitigation.



Responsible Sourcing

Primient launched a responsible sourcing program in 2022, aimed at identifying and reducing supply chain risk. To date, we have completed a risk analysis of our chemical suppliers, ingredient suppliers, packaging suppliers, toll manufacturers, and warehouses. This program utilizes the Sedex platform and Sedex Members Ethical Trade Audits (SMETA) to bring awareness to any potential issues in the areas of labor standards, business ethics, environment, and health and safety. Related to ethics and human rights, this program covers anti-corruption, bribery, forced labor, human trafficking, and child labor indicators.

In addition to our responsible sourcing program, we utilize a service that screens and continuously monitors all potential business partners for regulatory violations, including anti-bribery, corruption, money laundering, sanctions, or any other legal violations.

Many of our customers ask us to participate in their responsible sourcing programs that utilize SMETA 4 pillar audits. As such, all our manufacturing plants (100%) are required to complete the Sedex assessment questionnaire annually and complete a SMETA every 3 years, at a minimum. In addition to ensuring compliance with customer requirements, these audits help us identify areas of improvement, highlight strengths, and serve as a tool for risk management.





Appendix

Diversity Data

Metric	% of employees
Minorities and Vulnerable Groups*	29.0%
Women in Top Executive Positions	11.1%
Minorities and Vulnerable Groups* in Top Executive Positions	22.0%
Women on the Board of Directors	20.0%

*Minorities and vulnerable groups include women and people of color.

Energy & Greenhouse Gas Emissions

Metric	Units	Quantity
Energy Consumed	GJ	25,374,252
Renewable Energy Consumed	GJ	615,227
Scope 1 Emissions	MT CO ₂ e	1,179,243
Scope 2 Emissions – Location	MT CO ₂ e	175,903
Scope 2 Emissions – Market	MT CO ₂ e	110,274
Biogenic Emissions	MT CO ₂ e	146,171
Scope 3 Emissions	MT CO ₂ e	4,669,235
Scope 3 non-FLAG Emissions	MT CO ₂ e	3,704,272
Scope 3 FLAG Emissions	MT CO ₂ e	964,963
Scope 3 Upstream Emissions	MT CO ₂ e	2,508,635
Scope 3 Downstream Emissions	MT CO ₂ e	2,160,600

Water & Waste Data

Metric	Units	Quantity
Nonhazardous Waste	Metric Tons	115,250
Beneficially Reused Waste	Metric Tons	64,292
Hazardous Waste	Metric Tons	74
Water Withdrawal	Cubic m	25,575,295
Water Consumed	Cubic m	1,797,358

SASB Index

Topic	Metric	SASB Code	Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-AG-110a.1	1,179,243 MT CO ₂ e
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	FB-AG-110a.2	See page 8
	Fleet fuel consumed, percentage renewable	FB-AG-110a.3	Not applicable
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	FB-AG-130a.1	See CDP response
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	FB-AG-140a.1	See table above and page 9
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	See TCFD response
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	FB-AG-140a.3	Primient's full compliance status can be found in the United States Environmental Protection Agency (EPA) Enforcement and Compliance History Online (ECHO) database.

SASB Index

Topic	Metric	SASB Code	Response
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	FB-AG-250a.1	All 6 of Primient’s manufacturing facilities hold Brand Reputation through Compliance (BRC) certifications which includes an annual audit. BRC is a GFSI benchmarked standard.
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-AG-250a.2	Not applicable
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-AG-250a.3	See page 12
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	FB-AG-320a.1	See page 11
Environmental & Social Impacts of Ingredient Supply Chain	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	FB-AG-430a.1	See page 7
	Suppliers’ social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-430a.2	For more information on our responsible sourcing program, see page 19.
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	See TCFD response

Topic	Metric	SASB Code	Response
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	FB-AG-430b.1	See page 1 and 7
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	See TCFD response
	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	FB-AG-440a.2	None of our manufacturing facilities are in regions with high or extremely high baseline water stress.

Activity Metric	SASB Code	Response
Production by principal crop	FB-AG-000.A	In 2024, we processed 1.05 million acres of corn.
Number of processing facilities	FB-AG-000.B	Primient has 6 production facilities.
Total land area under active production	FB-AG-000.C	Not applicable. Primient does not have any land area under active production.
Cost of agricultural products sourced externally	FB-AG-000.D	Confidential

For Primient’s Taskforce on Climate-Related Financial Disclosure (TCFD) report, please see the sustainability section of Primient.com.

Verification



LRQA Independent Assurance Statement

Relating to Primary Ingredients Americas LLC (Primient) GHG Inventory for Calendar Year 2024

This Assurance Statement has been prepared for Primary Ingredients Americas LLC (Primient) in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Primary Ingredients Americas LLC (Primient) to provide independent assurance on its Greenhouse Gas (GHG) Emissions (“the Report”) for the Calendar Year 2024 against the assurance criteria below to a limited level of assurance using LRQA’s verification procedure and ISO 14064 - Part 3 for greenhouse gas data. LRQA’s verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Primient’s six manufacturing operations and specifically the following requirements:

- Verifying conformance with:
 - Primient Inventory Management Plan 2025 v1.3 03252025; and
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions;
 - Scope 3 GHG emissions verified by LRQA include the following: Category 1 Purchased Goods and Services, Category 2 Capital Goods, Category 3 Fuel and Energy Related Activities, Category 4 Upstream Transportation and Distribution, Category 5 Waste Generated in Operations, Category 6 Business Travel (air, car and rail), Category 7 Employee Commuting, Category 9 Downstream Transportation and Distribution, Category 10 Processing of Sold Products, Category 12 End of Life Treatment of Sold Products and Category 15 Investments.

Except for the Scope 3 categories mentioned above, our assurance engagement excluded the data and information of Primient’s suppliers, contractors and any third-parties mentioned in the report.

LRQA’s responsibility is only to Primient. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Primient’s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of Primient.

LRQA’s Opinion

Based on LRQA’s approach nothing has come to our attention that would cause us to believe that Primient has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Tables 1 and 2 below.

¹ <http://www.ghgprotocol.org/>



The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Primient GHG Inventory for Calendar Year 2024:

Scope of GHG emissions	Tonnes CO ₂ e
Scope 1 GHG emissions	1,179,243
Scope 1 GHG emissions Biogenic	66,038
Scope 2 GHG emissions (Location-based) ¹	175,903
Scope 2 GHG emissions (Location-based) ¹ Biogenic	80,132
Scope 2 GHG emissions (Market-based) ¹	110,274
Scope 2 GHG emissions (Market-based) ¹ Biogenic	80,132
Scope 3 GHG emissions Category 1: Purchased Goods and Services ²	2,117,225
Scope 3 GHG emissions Category 2: Capital Goods	8,290
Scope 3 GHG emissions Category 3: Fuel and Energy Related Activities	223,812
Scope 3 GHG emissions Category 4: Upstream Transportation and Distribution	121,189
Scope 3 GHG emissions Category 5: Waste Generated in Operations ³	34,547
Scope 3 GHG emissions Category 6: Business Travel ⁴	854
Scope 3 GHG emissions Category 7: Employee Commuting	2,717
Scope 3 GHG emissions Category 9: Downstream Transportation and Distribution	102,010
Scope 3 Category 10 Processing of Sold Products	1,562,949
Scope 3 Category 12 End of Life of Sold Products ⁵	372,927
Scope 3 Category 15 Investments	122,714
Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015 Note 2 Scope 3 emissions calculated using US EPA Supply Chain GHG Emission Factors v 1.3. Note 3: Emissions from Waste Generated in Operations consists of Landfilled, Incinerated, Recycled, Digested, and Composted. Includes Hazardous and Non-hazardous waste streams. Note 4 Business Travel Emissions consist of emissions from travel by air, rail and motor vehicle. Note 5 Downstream Transportation and Distribution does not include the one international location in Brazil.	

² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



LRQA’s Approach

LRQA’s assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for Primient assurance engagement:

- reviewing overview of the processes used at the corporate level for the management of data and information related to the Scope 1, Scope 2, and Scope 3 GHG emissions;
- interviewing relevant staff responsible for managing and maintaining data and information and for preparing the Report at the corporate level;
- reviewing Primient’s procedure for defining and collecting Scope 1, Scope 2 and Scope 3 GHG emissions;
- verifying historical Scope 1, Scope 2 and Scope 3 GHG emissions records at an aggregated level for CY 2024 and reviewing information calculation spreadsheets; and
- confirming Primient’s base year and recalculation policy are in accordance with the GHG Protocol. Primient’s base year is 2019.

LRQA’s Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Andrea M. Bockrath
 LRQA Lead Verifier
 On behalf of LRQA Inc.
 2102 CityWest Blvd.,
 Houston, Texas 88077

Dated: June 3, 2025

LRQA reference: UQA0001726

LRQA Group Limited, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

This Assurance Statement is only valid when published with the Report to which it refers. It may only be reproduced in its entirety.

Copyright © LRQA, 2025

For more information, visit [primient.com](https://www.primient.com)
If you have any questions or feedback,
reach out to sustainability@primient.com.

