



*CUSTOM ENGINEERED TPE AND MORE*

# Sustainability Impact Report

# 2024

AMERICAS

Creating  
Sustainable  
Solutions

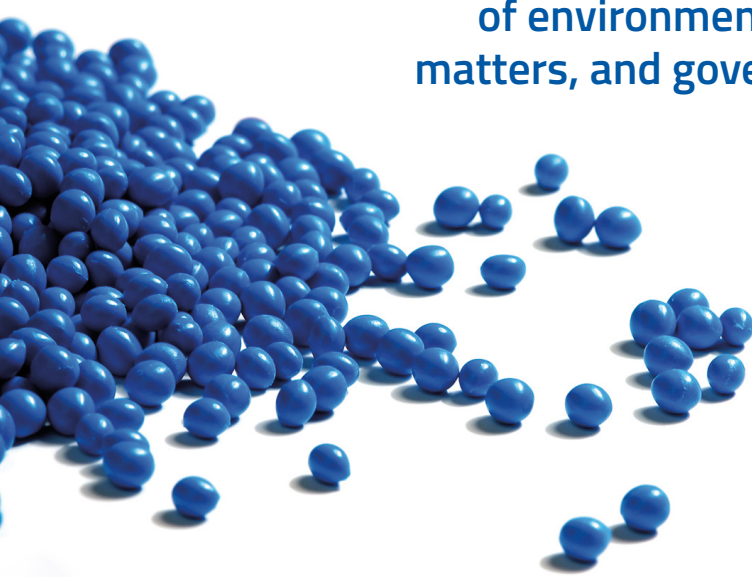




# DISCOVER FLEXIBILITY

PIONEER AND DEVELOPMENT DRIVER FOR THERMOPLASTIC ELASTOMERS

**Sustainability is the basis for the long-term continued existence and success of the company. KRAIBURG TPE has therefore made this issue an integral part of the corporate strategy as an additional core competency. This means that managers and employees are committed to acting responsibly within the areas of environment, social matters, and governance.**



In 2001, KRAIBURG TPE was founded as an independent company within the historic KRAIBURG Group. By leveraging thermo-plastic elastomers, we develop tailor-made, recyclable plastic solutions for processing, development, and design to meet market and application requirements. This forms the basis for greater efficiency, comfort, and safety in everyday life across the automotive, industrial, consumer, and medical sectors.

Sustainability is at the core of our expertise. Our portfolio includes material solutions with up to 44% post-consumer recycled content for consumer and industrial applications, as well as up to 50% post-industrial recycled content for automotive interior and exterior applications. By collaborating closely with our suppliers and customers in the Americas, we are driving innovation to meet market demands while advancing circular economy initiatives. As part of our business activities, we recognize our ecological, social, and economic responsibility toward both today's and future stakeholders, as well as the environment impacted by our actions. While working toward sustainability

can be challenging, it also unlocks immense opportunities for the future. To strengthen our sustainability expertise within our organization, training programs are conducted, and continuous education is actively promoted. Our regional Sustainability Management Team serves as a driving force in shaping and developing our strategies as well as ensuring the effective implementation of key targets.

AUTOMOTIVE



CONSUMER



INDUSTRY



MEDICAL



2002

**Start of production at KRAIBURG TPE Corporation in Duluth**

2015

**Inauguration of the new KRAIBURG TPE Corporation USA site in Hamilton Mill, Buford**

# ENVIRONMENT PROTECTS

## OUR ACTIONS FOR CLIMATE, WATER, AND RESOURCE USE

At KRAIBURG TPE, we are committed to reducing the greenhouse gas emissions directly and indirectly associated with our activities to the greatest possible extent and in line with the reduction targets of the Paris Climate Agreement. Our strategic goals support the reduction of Scope 1, 2, and 3 CO<sub>2</sub> emissions for the holding company, which have been approved by the Science Based Targets initiative. To achieve this, our specific energy consumption is measured monthly using an in-house monitoring system, which enables us to assess the energy efficiency of our production equipment and implement improvement projects. We have introduced automatic shutoffs for auxiliary production equipment and established procedures for weekend and extended shutdowns. As an additional part of our ongoing sustainability efforts, Green-e® Renewable Energy Certificates (RECs) are purchased each year. This ensures that an equal amount of renewable energy is delivered to the electric grid, contributing to the reduction of CO<sub>2</sub> emissions.

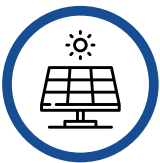
The health of our employees and the protection of the environment are key areas of focus for our organization. We are mindful of our activities that present potential impacts to the air, soil, and water by performing an annual environmental aspects and impacts analysis.

Closing material loops by considering the full life cycles of multiple natural resources, processes, and pollutants is a key contributor to KRAIBURG’s journey to a sustainable future. Our Waste Management Task Force, for example, identifies opportunities to partner with local vendors to better manage waste streams generated within the facility.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



3.3  
Million pounds of  
CO<sub>2</sub> avoided by RECs



95%  
Recycling share  
of total waste



0.59  
m<sup>3</sup>/t specific water  
consumption





# SOCIAL MATTERS

EQUALITY, TRAINING, HEALTH, AND SAFETY FOR OUR EMPLOYEES

KRAIBURG is a socially responsible company and an attractive employer, providing real added value to employees through comprehensive benefits. Key aspects such as appropriate working hours and remuneration, equality, work-life balance, professional development and training opportunities, as well as occupational health and safety, are integral to our corporate values.

Among these, health and safety remain our top priorities. Ensuring a secure working environment is a shared responsibility of both management and employees. This includes taking all necessary precautions, understanding and following safety regulations, and proactively reporting hazards – thus fostering a strong culture of safety. To reinforce this commitment, Job Hazard Analyses (JHAs) are regularly reviewed to confirm that all protective measures are in place, minimizing the risk of personal injury and safeguarding

workplace integrity. We engage external safety and environmental consultants to uphold compliance with local, state, and federal regulations. In the event of an accident, a thorough investigation is conducted to determine the cause, identify corrective actions, and implement safer practices in collaboration with the Safety Committee.

To further protect our employees, the production hall is continuously monitored for potential occupational noise exposure. We have developed a hearing conservation plan that incorporates training and control measures to reduce exposure and support long-term well-being. Additionally, we have established a contingency and emergency response plan. Our extended First Responder team is trained to handle emergency situations, including CPR, AED use, first aid, and fire response. Quarterly evacuation drills help us stay prepared for emergencies.



90

Employees

0

Lost Time Injury  
Frequency Rate

0

Hearing shifts





# GOOD GOVERNANCE RULES

CORPORATE CULTURE, ETHICAL BUSINESS CONDUCT, AND LEGAL COMPLIANCE

We cultivate a corporate culture where the needs and interests of employees, customers, and other stakeholders are appreciated and heard. Our local community is supported through organized donation campaigns. Compliance with legal and ethical standards is deeply embedded in our corporate guidelines and is essential to achieving lasting and sustainable success.

We adhere to all applicable national laws and regulations, as well as relevant international conventions. Others are treated with respect and integrity in alignment with the UN Universal Declaration of Human Rights, the UN Sustainable Development Goals (SDGs), and the principles of the International Labor Organization (ILO). Additionally, we follow the OECD Guidelines for Multinational Enterprises, the UN Global Compact, and the Supply Chain

Due Diligence Act, ensuring the prevention of human rights violations in global supply chains. This commitment is reflected in our Code of Conduct, which addresses key issues such as environmental and climate protection, labor and human rights, equal opportunity, anti-discrimination and respect, compliance with health and safety regulations, as well as the prevention of corruption, bribery, and violations of antitrust law. It is further reinforced by our implementation of ISO 9001 for quality management and ISO 14001 for environmental management. To preserve and act upon these standards, an internal Business Conduct Policy (BCP) has been designed to serve as a binding regulation globally. The management board and executives acknowledge their special responsibility as role models for employees, helping them navigate the legal challenges arising in their day-to-day work.



99%

Safety/legal compliance training completion

9001

ISO Quality Management System

14001

ISO Environmental Management System





# GETTING BETTER EVERY DAY

## OUR SUSTAINABILITY OBJECTIVES FOR 2025

Climate change	➤	Reduce energy consumption across the entire site	<ul style="list-style-type: none"><li>▪ Reduce energy consumption by conducting energy efficiency studies and utilizing our energy measurement system</li><li>▪ Reduce carbon footprint through the purchase of Renewable Energy Certificates</li></ul>
Resource use and circular economy	➤	Reduce general waste	<ul style="list-style-type: none"><li>▪ Reduce overall waste generation for all waste streams by 1% through exploring recycling opportunities</li><li>▪ Improve recycling versus landfill percentage to over 90%</li></ul>
Own workforce	➤	Expand health and safety	<ul style="list-style-type: none"><li>▪ Reduce injury incidents year over year</li><li>▪ Reduce noise within production hall</li><li>▪ Conduct Job Hazard Assessments to identify hazards within operations</li></ul>
Business conduct	➤	Achieve 100% compliance with environmental, health, and safety obligations	<ul style="list-style-type: none"><li>▪ Achieve 100% completion rate for safety/legal compliance trainings</li><li>▪ Completion of all monthly, quarterly, and annual validations and inspections</li></ul>



INTERNATIONAL NETWORK



CUSTOMIZATION AND VISION



CUSTOMER ORIENTATION



SPECIALIZATION AND KNOW-HOW



CONSTANTLY HIGH PRODUCT QUALITY



CORPORATE SUSTAINABILITY



“  
Our goal is to align and integrate programs, tools, incentives, and indicators to achieve as many positive outcomes as possible in environmental, social, and economic systems.  
”

Henning Karbstein,  
Managing Director Americas

### CONTACT

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