



Sustainability Report FY2024

Date:
April 30th, 2025



Contents



- CEO Message 3
- Overview of Nexeo Plastics 5
- Impact on Environment 8
- Impact on Society 21
- Responsible Business Conduct 38
- Reporting 43
- Conclusion 47

Sustainability Report FY2024

01 CEO Message



Kurt Schuering
President & Chief Executive Officer
Nexo Plastics

CEO Message



At Nexeo Plastics, sustainability and innovation are not just ambitions - they are fundamental to our long-term success and the value we create across the supply chain. As a global distributor of thermoplastics, we play a vital role in advancing more sustainable solutions by connecting forward-thinking suppliers with customers striving to reduce their environmental impact.

Our Sustainability Policy anchors our commitment to balancing environmental, social, and economic priorities while delivering high-quality products and services. We are focused on regulatory compliance, promoting sustainable practices across our global network, fostering a culture of responsibility, and establishing measurable goals that drive continuous improvement.

Our key priorities include minimizing our environmental footprint, reducing waste, and expanding access to circular and lower-impact material solutions. We are deepening partnerships with suppliers who align with our sustainability standards and empowering our employees to be champions of progress - within our operations, in our communities, and across the entire value chain.

Nexo Plastics is also investing in technologies that enable these efforts. A prime example is the launch of our *MyNexo Sustainable Materials Category*, which makes it easier for customers to identify and select more sustainable material options.

Our supplier alignment strategy ensures we collaborate with partners who share our vision and values.

This is our path forward driven by **Partnership, Progress, and Purpose**. Together, we are shaping a more sustainable future.

Sustainability Report FY2024

02

Overview of Nexeo Plastics



Who we are

Nexeo Plastics was founded in 1973 as General Polymers and has grown into a leading global distributor of thermoplastic resins.

Serving over 60 countries, Nexeo Plastics offers thousands of materials for various applications, including injection molding, extrusion, blow molding, and rotational molding. The company caters to diverse industries and end-markets such as mobility, healthcare, packaging, and electronics.



Who we are

Nexeo Plastics is a global leader in plastics distribution, delivering comprehensive supply chain solutions and an extensive portfolio of thermoplastic resins and compounds.

Our Mission

To connect customers with the materials and expertise they need to innovate, grow, and succeed, while maintaining a steadfast commitment to sustainability and operational excellence.

Our Vision

Building a future where innovation, responsibility, and collaboration drive a more sustainable and resilient plastics industry.

With a dedicated team of approximately 700 employees, Nexeo Plastics is committed to providing exceptional service and support to its extensive customer base.

>\$1.5B

Revenue

>20,000

Products Distributed
Worldwide

>12,000

Customers

>700

Employees

>100

Offices and Warehouses

Sustainability Report FY2024

03

Impact on Environment





Impact on Environment

At Nexeo Plastics, we are committed to minimizing our environmental impact and promoting sustainability throughout our operations. We recognize that environmental responsibility is a critical part of our business and an essential component of our corporate social responsibility.

We will comply with all relevant environmental legislation and regulations, as well as any other applicable requirements.

We emphasize transparency and accuracy in our sustainability statements and take steps to promote products and activities that result into a lower environmental impact.

Our Pillars

Nexeo Plastics' approach to reducing our environmental impact is centered around three key pillars:

1

Sustainable Materials

By increasing the offering of more sustainable products and raw materials procured from suppliers and actively supporting our customers in developing more sustainable solutions.

2

Emissions Reduction

By actively working to lower greenhouse gas emissions associated with our logistics and broader operational activities.

3

Resource Efficiency

By minimizing waste generation and taking steps to optimize the use of materials and energy across our distribution operations.

The environmental impact of our operations, products, and services is determined by monitoring our environmental performance and setting targets for improvement.

1

Sustainable Materials

We implement sustainable practices throughout our operations by utilizing supplier assessments to help to ensure compliance with our sustainability standards. Our sustainability standards cover health & safety, labor, and environmental initiatives. We aim to have 80% of our suppliers by volume meet Nexeo Plastics' sustainability standards by 2030 and will continually seek to improve our sustainability practices and encourage feedback from stakeholders.

We are actively promoting sustainable solutions by providing comprehensive training to company employees, ensuring they are well-equipped to advocate for and implement these practices. See page 32 of this Report for the training details. Our goal is to have 100% of procurement and product management employees trained on sustainable procurement practices. As of April 7th, 2025, 72% of our procurement and product management team have been trained on sustainable procurement practices. To achieve further completion rates, additional training will be conducted by the end of 2025.

Through targeted promotions and a robust pipeline of sustainable products, we are committed to making it easier for the industry to transition to more sustainable alternatives. Our MyNexeo platform initiative is at the forefront of this endeavor, offering a dedicated platform for stakeholders to access and engage with our sustainable solutions. By fostering an environment of continuous improvement and innovation, we aim to lead the industry towards a more sustainable future.

As a global distributor, Nexeo Plastics plays a key role in supporting carbon reduction across the plastics value chain. We are committed to supporting our customers as they seek to achieve their sustainability goals by promoting lower-impact material solutions, including bio-based, recycled, and mass balance certified plastics.

We actively engage with suppliers and customers to foster transparency, enabling shared visibility into product data, sourcing practices, and sustainability metrics. These information-sharing initiatives build trust and empower all stakeholders to make informed decisions throughout the product lifecycle.

1 MyNexeo Sustainability Initiative

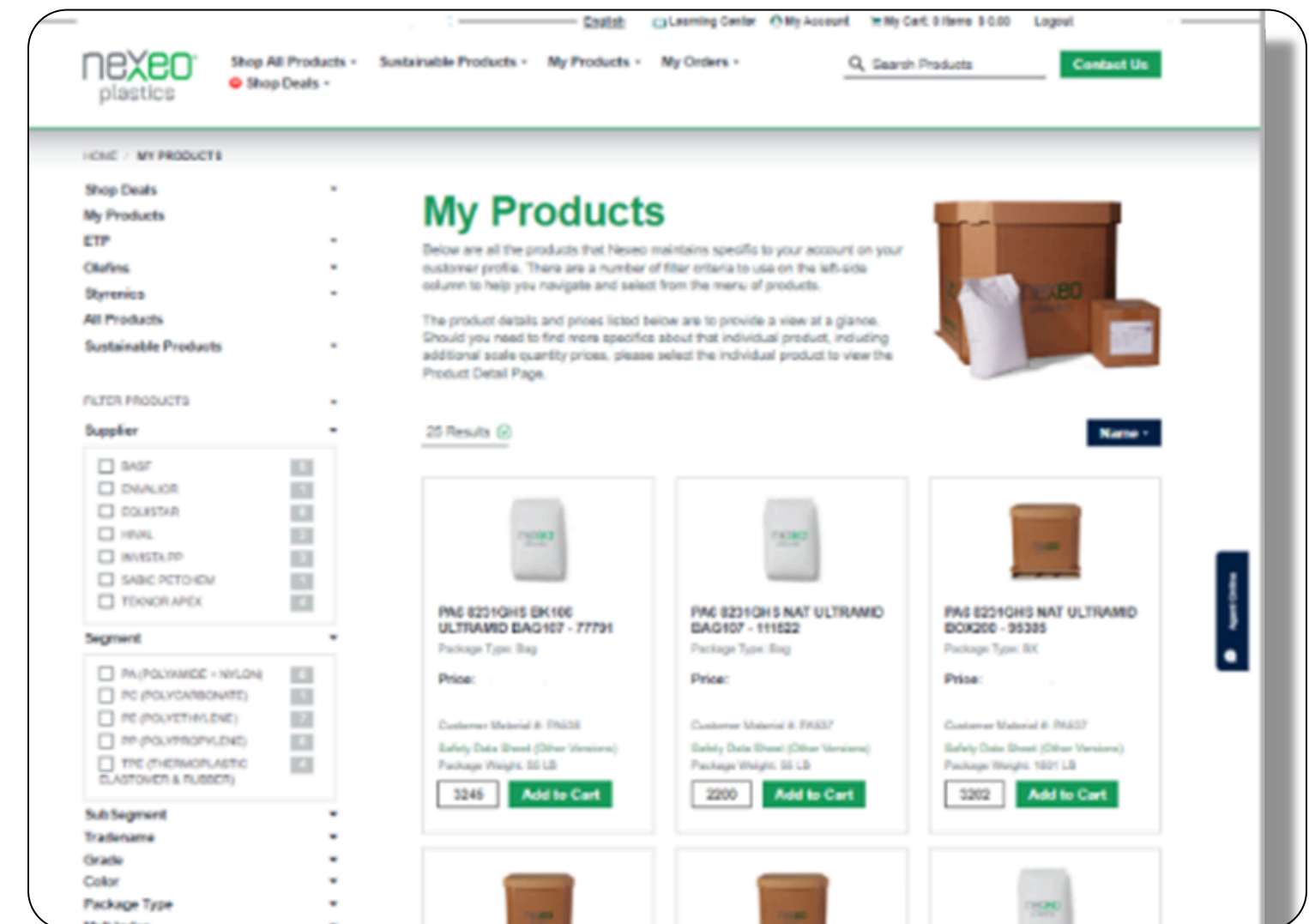


MyNexeo Sustainability is a key initiative within Nexeo Plastics' digital business platform, which is designed to support customers in identifying and sourcing more sustainable material solutions.

Globally integrated in 2024, the platform provides a curated selection of bio-based, compostable, mechanically recycled, and chemically recycled resins across both commodity and engineered plastics categories. These materials are chosen for their compatibility with existing manufacturing processes and their potential to reduce carbon emissions across the product life cycle.

Many offerings within the platform meet ISCC+ certification standards, enabling supply chain traceability and aligning with industry best practices in sustainability.

Through MyNexeo, customers can more easily transition away from conventional plastics and toward materials that improve circularity, reduce environmental impact, and support broader corporate sustainability goals.



1 MyNexeo LCA Harmonization Pilot Project in 2024

MyNexeo LCA is a strategic initiative within the MyNexeo Sustainability initiative, focused on enhancing transparency and alignment across the plastics value chain through the harmonization of Life Cycle Assessment (LCA) data. This initiative has been developed and launched as a pilot in 2024, partnering with Trayak. Trayak is a global leader in product and packaging sustainability solutions with over 15 years of experience helping businesses reach their sustainability goals. Trayak's EcolImpact-COMPASS software platform equips engineers, designers, and sustainability professionals with robust tools to assess and improve the environmental footprint of products and packaging and make better, data-driven decisions. Their expertise spans leveraging LCA data to implementing sustainability strategies.

The MyNexeo LCA initiative supports the development of a standardized framework for evaluating environmental impacts, enabling more consistent and credible comparisons across material options. By bridging data between suppliers, distributors, and end customers, MyNexeo LCA empowers more informed, cost-effective sustainability decision-making and contributes to value chain-wide efforts to reduce Scope 3 emissions.

Looking ahead, after full implementation and roll-out, a goal of this initiative is to support over 200 sustainability-focused projects in 2025, representing more than 40 million pounds of potential annualized volume. The initiative also includes the provision of harmonized LCA visualizations, supporting cradle-to-grave perspectives that enhance collaboration and carbon accounting across the supply chain.

2

Emissions Reduction

At Nexeo Plastics we have committed to follow the Science Based Targets reductions standards for Scope 1, 2 and 3.

We aim to reduce our Scope 1 and 2 greenhouse gas emissions by 42% by 2030 versus our baseline FY2023. In FY2024 we have achieved a reduction of Scope 1 and 2 greenhouse gas emissions by 27% versus FY2023.

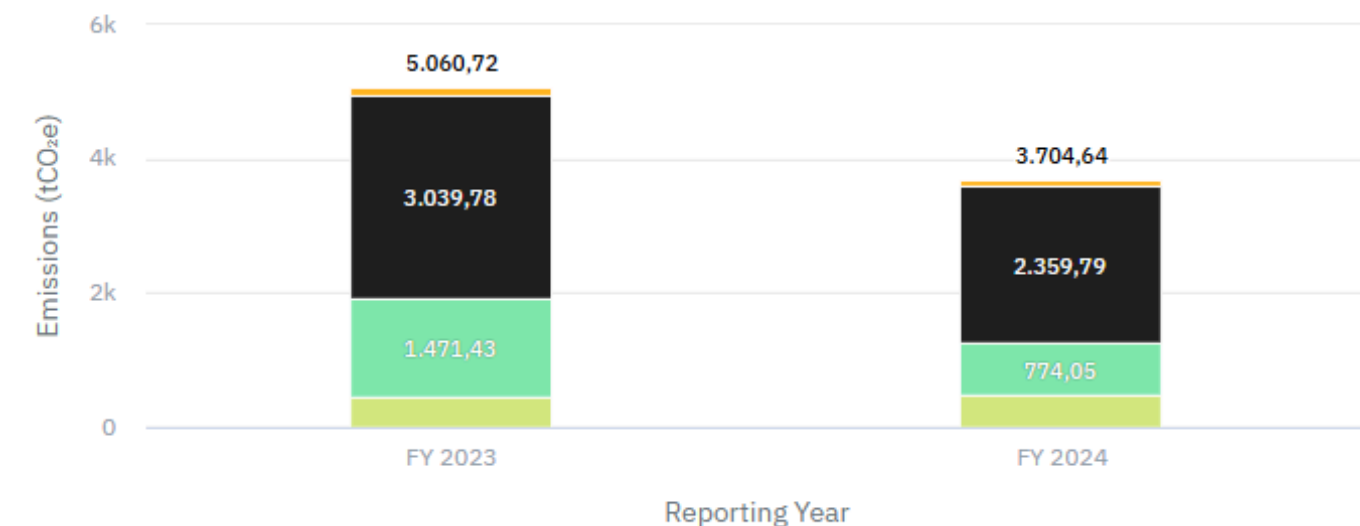
Regarding our Scope 3, our goal is to reduce 25% of greenhouse gas emissions by 2030 versus baseline FY2023. In FY2024 we have achieved a reduction of 5% versus FY2023.



Scope 1 & 2

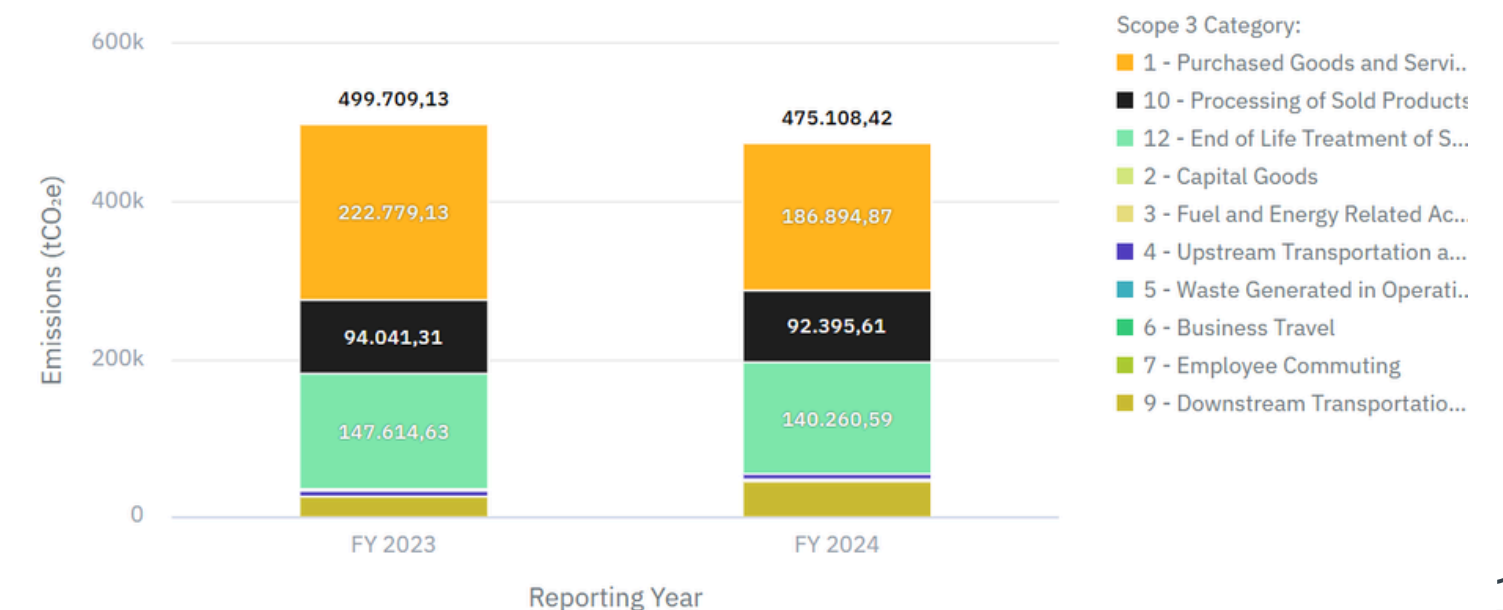
Emissions Over Time by Footprint Source

Footprint Source: ■ Fugitive Emissions - Refrigeration ■ Mobile Combustion ■ Purchased Electricity - Facility ■ Stationary Combustion - Facility



Scope 3

Emissions Over Time (tCO₂e)



2

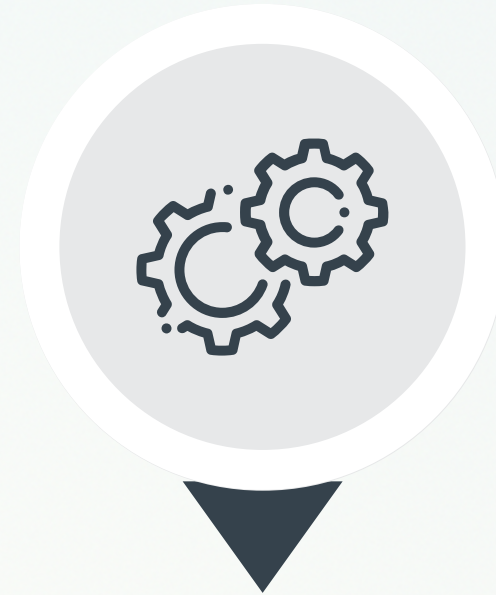
Key Metrics (FY 2024)



Scope 1

Emissions
Mobility

2,931 tCO₂



Scope 2

Emissions
Assets*

774 tCO₂



Scope 3

Emissions
Downstream

279,190 tCO₂



Scope 3

Emissions
Upstream

195,918 tCO₂

Grand Total Emissions

478,813 tCO₂

*Emissions Assets denotes electricity at facilities.

Emissions Reduction



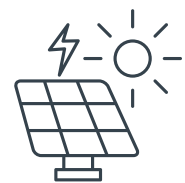
Operational initiatives to reduce emissions include:



Strategic modernization of the United States truck fleet to enhance fuel efficiency and reduce emissions across our logistics operations.



Transition to renewable energy sources in North American warehouse facilities, where practicable and subject to local availability.



Installation of a solar farm at our Italy site, Luzzara, planned for 2025, to enable on-site generation of renewable energy and reduce reliance on non-renewable power sources. This initiative is anticipated to fulfill up to 35% of our local energy needs whilst adding up to 20% of generated electricity to the local Luzzara power grid.*



Implementation of energy efficiency initiatives in office locations during FY2024, including transitions to renewable energy contracts (where available), consolidation of office space, and upgrades to energy-efficient lighting systems.



Monitoring of noise emitted by our plant at Luzzara through an external consultant, M2Engineering, to ensure that our noise emissions are aligned with the standard and regulations of the area.

*Project pending final approval.

2

Strategic Fleet Modernization

As part of our ongoing efforts to optimize operations and reduce our environmental impact, we are taking steps to modernize our private transport fleet in the United States. As we seek to replace up to 26 aging trucks with next-generation, more fuel-efficient models, we believe this will drive sustainability, lower emissions, and enhance our supply chain performance. So far, we have upgraded seven trucks, with the full fleet modernization expected to be completed by 2027.

This initiative aligns with our mission to create smarter, more efficient logistics solutions while supporting our broader objectives by:

- a.Reducing greenhouse gas emissions through advanced fuel efficiency
- b.Improving optimization of fuel consumption to enhance cost savings and sustainability
- c.Enhancing driver safety and comfort with more innovative technology than our existing fleet
- d.Strengthening supply chain reliability with best-in-class logistics solutions



3

Resource Efficiency

At Nexeo Plastics, we prioritize resource efficiency by minimizing waste generation and optimizing the use of materials and energy across our distribution operations.

A key set of initiatives are the Waste and Water Reduction Initiatives, which focus on minimizing waste and promoting recycling throughout our operations. For example, we have implemented waste separation practices in our Barcelona office and participate in Operation Clean Sweep to prevent plastic pellet loss.

We also encourage our employees, customers, and stakeholders to engage with and support our environmental initiatives. By fostering a culture of sustainability, we empower our workforce and partners to contribute to our resource efficiency goals.



3

Waste and Water Reduction Initiatives

To further our commitment to sustainability, we launched three key initiatives aimed at significantly reducing waste, water consumption, and pollution.



We aim to reduce or reuse waste by 5% by 2030 vs. FY2023 baseline through enhanced recycling programs and waste management practices. At our Luzzara plant we collect 400-500 tons/year of post-industrial waste. This waste is being recycled to produce circular materials.



Our goal is to reduce water consumption by 5% by 2030 vs. FY2023 baseline through the implementation of water-saving technologies. Aligned with this goal, we have purchased a chiller for production line 12 and 14 in the Luzzara plant, a cooling system that prevents water waste by improving the efficiency of water use.



We are proactively working to phase out products containing hazardous components from our line card by the end of 2030, with the goal of achieving up to 100% reduction in associated pollution. At our facility in Luzzara, we strictly follow the REACH and CLP regulations to ensure the safe handling of chemical substances, continuously seeking safer alternatives whenever possible.

We also help suppliers and customers respond to Extended Producer Responsibility (EPR) programs and new upcoming requirements via the Packaging & Packaging Waste Regulation (PPWR). Through strategic collaboration and supply chain engagement, we aim to accelerate circular solutions at scale—extending product lifecycles, promoting reuse, and reducing waste across our value chain.



3

Key Metrics (FY 2024)



*Total water extracted is returned to the source.

Sustainability Report FY2024

04 Impact on Society





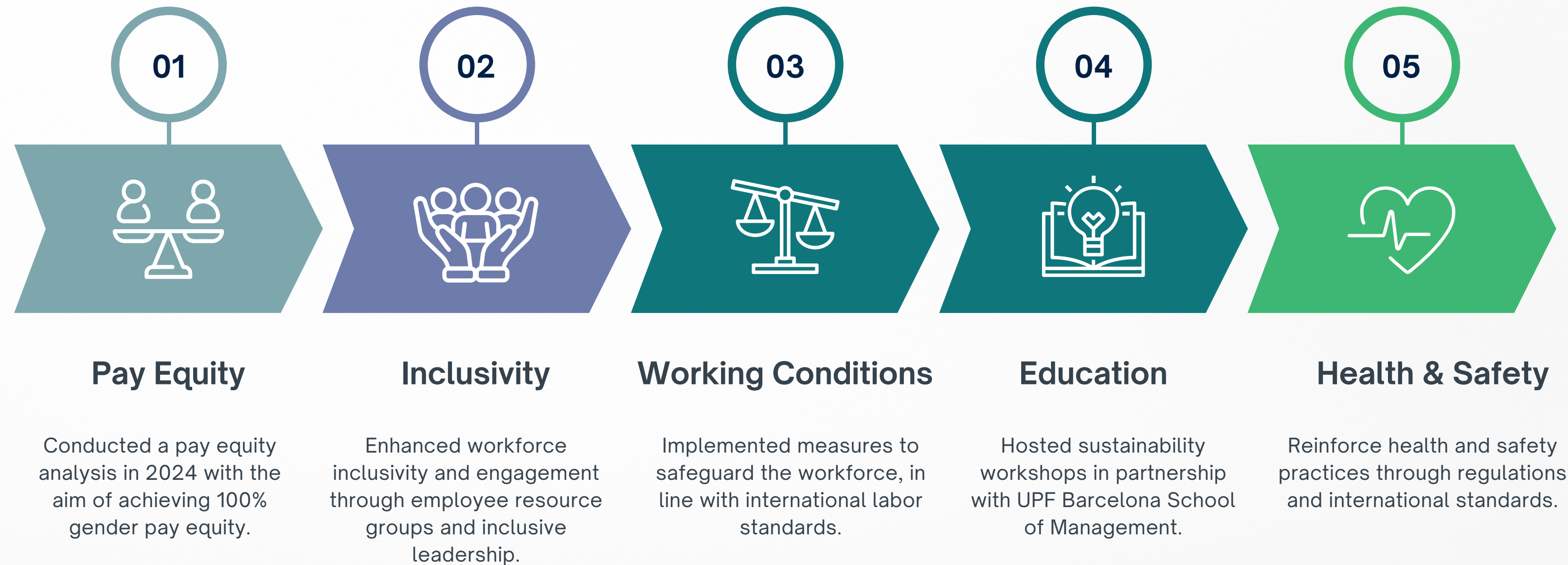
Impact on Society

Nexeo Plastics is committed to social responsibility through both community engagement and employee well-being.

We prioritize safety, inclusivity, and environmental stewardship across our operations, while fostering a culture of care and accountability.

As part of our broader commitment to the communities where we operate, Nexeo Plastics actively supports local initiatives to create a meaningful, positive impact at the local level.

Key Social Initiatives



Pay Equity

Nexeo Plastics conducted a comprehensive pay equity analysis in 2024 using a third-party platform, enabling data-driven adjustments to compensation practices and reinforcing our commitment to fair and equitable pay.

As part of our commitment to fostering an inclusive and equitable workplace, at Nexeo Plastics we aim to achieve 100% gender pay equity in FY2025. To maintain fair and consistent compensation practices across the organization, we plan to conduct pay equity analyses on a regular basis. These assessments help identify and address potential disparities, promote transparency, and reinforce our values of fairness, accountability, and respect.

While specific findings are confidential, this ongoing work reflects our dedication to building a workplace where all employees are valued and compensated fairly for their contributions.

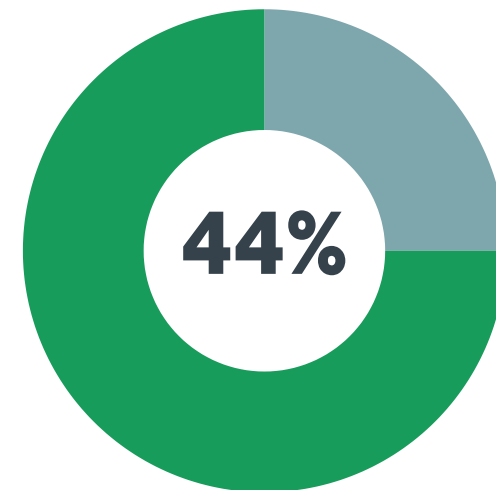




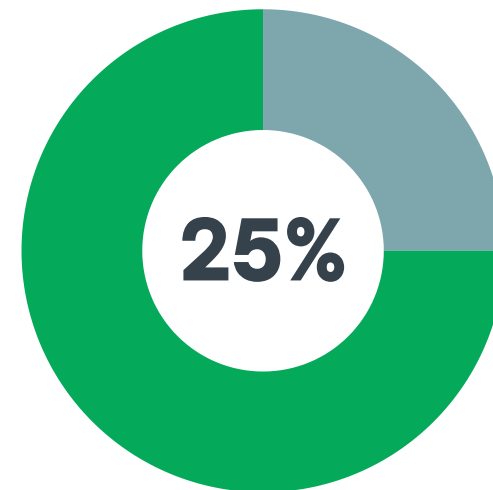
Inclusivity

Key Metrics FY2024

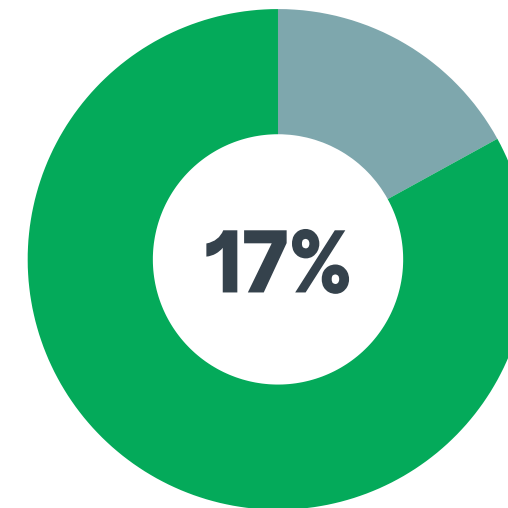
Percentage of women in
workforce



Percentage of women in
top management



Percentage of
minorities*



Percentage of women within
organization's board



We are committed to fostering an inclusive and diverse workplace where all employees feel valued and respected. We believe that a diverse and inclusive workforce drives innovation, enhances performance, and contributes to the overall success of our company. We are committed to improving these key metrics to foster a diverse and representative organization that champions gender equality.

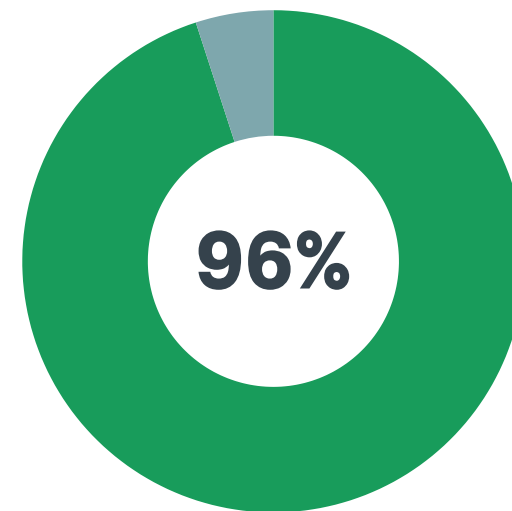
*Percentage of minorities related to United States workforce only.



Diversity Equity and Inclusion Training

As part of our commitment to inclusivity, we aim to achieve 100% of workforce trained on Diversity, Equity and Inclusion in FY2024. With this goal, in FY2024, we have implemented comprehensive diversity training programs for our employees. Notably, 96% of our workforce has received these training programs, with the aim to have our team well-equipped to foster an inclusive environment. Additionally, 100% of our supervisors have completed diversity training, reinforcing our dedication to leadership that champions diversity and equity within our organization.

Percentage of Employees
Receiving Diversity Training
(2024)



Percentage of Supervisors
Receiving Diversity Training
(2024)





Working Conditions

At Nexeo Plastics, we are dedicated to cultivating an exceptional workplace where our people can thrive. We uphold high standards for working conditions, aligned with international labor regulations, to ensure a safe, respectful, and empowering environment.

We actively seek input from our global teams through regular cross-regional meetings, anonymous surveys, and a strong culture of continuous improvement.

Our goal is to deepen our connection with our global workforce and foster a positive, inclusive environment that supports the well-being and growth of every employee.



Employee Engagement Survey



As an example of a key-initiative related to labor relations, in May 2024, Nexeo Plastics conducted a global employee engagement survey with participation from **81% of its employees across North America, Europe, and Asia**.

Participants provided feedback on a range of important areas:

- Overall Work Experience: Engagement levels, alignment with company values, opportunities for development and formal training, motivation and loyalty, empowerment, and feeling fairly valued
- Social responsibility
- Leadership confidence
- Employee well-being
- Growth opportunities
- Openness to external job opportunities

The survey feedback played a crucial role in driving team-level improvements and in the development of enhanced training programs for 2024 and 2025, as well as reducing the frequency of meetings across the organization to optimize efficiency.

We plan to conduct another survey in 2025 to further strengthen our connection with the global workforce and drive continued improvements. For 2025 survey, we aim to achieve 90% of employee participation across the whole organization.



Education



We promote the continuous development and education of our employees through a comprehensive range of training programs and seminars, designed to enhance skills, promote a positive work environment, and ensure compliance with global standards. In FY2024 the average time of training is 12.5 hrs/employee.

Our Global Standards of Business Conduct training covers numerous legal and compliance topics, ensuring that our employees adhere to the highest ethical standards.

Our **internal training** offerings begin with the *Employee Handbook and New Hire Presentation*, which provide new employees with essential information about our company policies and culture and ensures a smooth transition and integration into the organization. We prioritize creating a safe and respectful workplace through courses such as *Abusive Conduct and Bullying and Global/North America Workplace Harassment* training, with separate courses tailored for employees and managers. Additionally, our *Social Media - Sharing Responsibility* training educates employees on responsible online behavior.

For **leadership development**, we offer *The Leader in You* program for EMEA managers, which includes various Blanchard training blocks on leadership. We are committed to fostering an **inclusive workplace** with our *Diversity and Inclusion for Employees & Managers* training, initially launched in 2022 for new employees. This is complemented by *Fair and Effective Interviewing for Diversity and Inclusion* and *Unconscious Bias for Managers*, which was launched in 2023.

To support our **sales team**, we provide the *Winning Sales Strategy* training, equipping them with the skills and strategies needed to excel in their roles. Additionally, we contribute to **Education of the Future Leaders in Sustainability**, by hosting sustainability workshops in partnership with Business Schools such as the *UPF Barcelona School of Management*.



Education

In FY2024, the below internal trainings were provided:

HR

- Employee Handbook
- New Hire Presentation
- 30/60/90 Day Onboarding
- Abusive Conduct and Bullying
- Global/North America Workplace Harassment (separate courses for employee & manager)
- Social Media - Sharing Responsibility
- “The Leader in you” – EMEA managers. Various Blanchard training blocks on leadership

Commercial

- Winning Sales Strategy

Legal

- Global Standards of Business Conduct (covering numerous legal and compliance topics)

ESG

- Diversity and Inclusion for Employees & Managers (for new employees initial launch 2022)
- Fair and Effective Interviewing for Diversity and Inclusion
- Unconscious Bias for Managers (initial launch 2023)

Sustainability Workshops in Partnership with UPF Barcelona School of Management

We are committed to fostering thought leadership and knowledge exchange on sustainable business practices. In partnership with the UPF Barcelona School of Management, we host sustainability workshops that bring together industry experts, academics, and our employees.

These workshops provide a platform for discussing innovative approaches to sustainability, sharing best practices, and exploring new strategies for reducing environmental impact.

By engaging with thought leaders and stakeholders, we aim to drive meaningful progress in our sustainability initiatives and inspire our community to adopt more sustainable practices.



Health & Safety

At Nexeo Plastics, we prioritize the health and safety of our employees, customers, and the environment.

Our Health & Safety Policy outlines our commitment to maintaining high standards of health and safety through compliance with applicable laws and regulations, risk management, continuous improvement, employee involvement, emergency preparedness, communication, supplier management, and hazardous chemicals management.

We aim to create a safe and healthy work environment, minimize environmental impact, and promote open communication about health and safety matters.





Health & Safety: Commitments

Comply with all applicable health, safety, and environmental laws and regulations, conduct quarterly audits and address any non-compliance issues within 30 days, to the fullest extent practicable.

Reduce the number of workplace accidents by 10% in FY2025 vs. FY2024, through targeted safety initiatives and regular risk assessments.

Ensure 100% of hazardous chemicals are properly labelled, stored, handled, and disposed of in accordance with applicable regulations. Provide training on hazardous chemicals to all employees who handle them annually.

Take steps to ensure all employees are aware of HSE policies and procedures through mandatory training sessions. We will further promote HSE in our townhall meetings, highlighting specific examples and actual procedures.

Review and update emergency response procedures annually to ensure their effectiveness.

Conduct annual reviews of supplier performance to ensure compliance with health, safety, and environmental policies.

Target 100% completion of health and safety training for new employees within their first month of employment.

Set and achieve a target of 90% annual employee participation in safety programs and initiatives.



Health & Safety: Achievements

1

Installed a mechanized bag-handling system in our production facility in Luzzara, Italy, relieving our operators from handling heavy loads repetitively.

2

Reviewed and updated emergency response procedures annually enhancing their effectiveness.

3

Completed 100% health and safety training programs for new employees within their first month.

4

Conducted audits and address any non-compliance issues within 30 days, to the fullest extent practicable.

5

Provided training on hazardous chemicals to all employees who handle them annually.



Health & Safety: Activities

Health and Safety Risk Assessment

Nexeo Plastics conducts regular health and safety risk assessments across its facilities to identify and mitigate potential hazards. These assessments are guided by both regulatory requirements and internal standards, with a focus on preventive action. Risks are evaluated based on severity and likelihood, and findings are used to update workplace procedures, enhance training programs, and implement targeted interventions.

Training on Health and Safety Risks and Best Practices

All employees receive structured training on health and safety protocols relevant to their role. Training covers hazard identification, use of personal protective equipment (PPE), emergency response, and safe handling of materials. Programs are updated regularly to reflect new risks, emerging best practices, and regulatory changes. Newly hired employees are required to complete safety onboarding, and annual refresher sessions are conducted to maintain a strong safety culture. At every Nexeo Plastics regional townhall meeting we share with the organization HSE best practices.





Health & Safety: Activities

Non-Employee and Contracted Worker Safety

Nexeo Plastics applies the same rigorous health and safety standards to contracted and non-employee workers operating on company premises. Contractors are required to complete safety introductions, comply with site-specific requirements, and participate in safety briefings prior to starting work. We monitor compliance through audits and supervisor reviews to ensure a consistent safety environment for all individuals onsite.

Regular Employee Health Check-ups

At certain facilities, we offer routine health screenings to employees, with the goal of early detection and prevention of occupational health risks. These check-ups are coordinated through local medical providers and are available at no cost to employees. Participation is voluntary and treated with strict confidentiality, in line with applicable health and data protection laws.

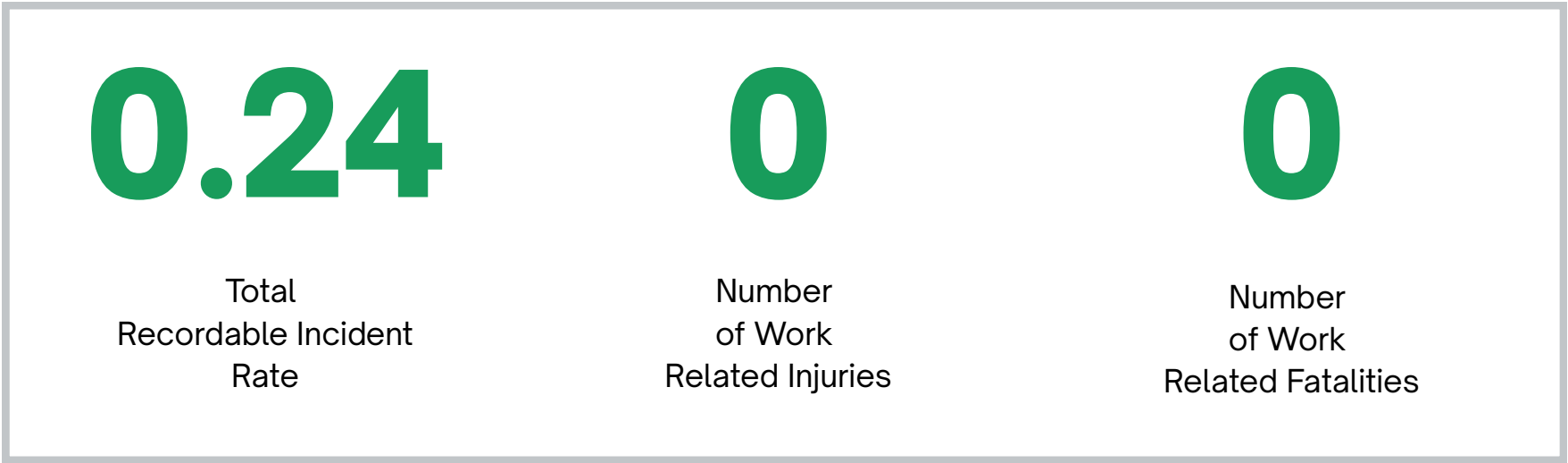




Key Metrics FY2024

As of the most recent data available, the Total Recordable Incident Rate (TRIR) for the wholesale trade industry globally is not consistently reported in a centralized global database. However, in the United States, which often serves as a benchmark, the TRIR for wholesale trade typically ranges between 2.5 and 3.5 per 100 full-time workers, depending on the specific subsector (e.g., durable goods, nondurable goods).*

At Nexeo Plastics, we value our employees’ safety, and this is reflected in our Total Recordable Incident Rate for FY2024, which is below the industry average.



*Source: https://www.bls.gov/web/osh/summ1_00.htm

Sustainability Report FY2024

05 Responsible Business Conduct



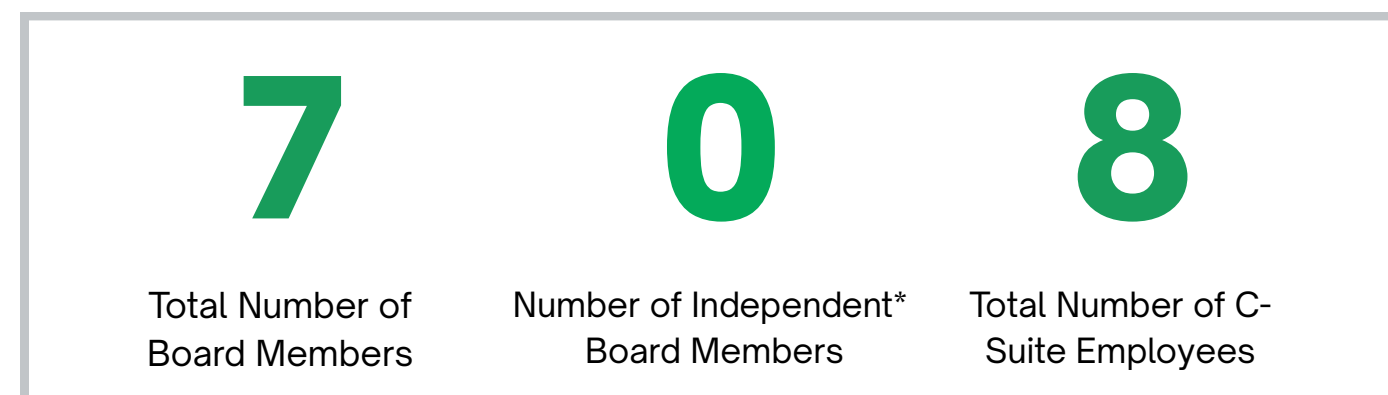
Responsible Business Conduct & Corporate Governance

At Nexeo Plastics we are committed to adhering to good corporate governance practices and maintaining the highest standards of business integrity and ethical conduct through a robust system of checks, balances, and personal accountability.

Our Global Standards of Business Conduct outlines expectations for fair competition, anti-corruption, and compliance with applicable laws. Our Corporate Compliance Program includes formal governance, documented policies, grievance and reporting mechanisms, and required employee training. We maintain a 24/7 hotline for reporting compliance concerns and do not tolerate discrimination or unethical behaviour. Our corporate governance framework encourages accountability and transparency.

Our company governance structure includes a dedicated Legal team that manages the Corporate Compliance Program, educates employees, and investigates compliance concerns. The board of directors supports our sustainability strategy, with updates provided on relevant and critical sustainability subjects, which allows direct oversight of our progress towards our sustainability goals.

Key Metrics (2024)



* Independence for purposes of report is defined by the criterion that the board member is not employed by Nexeo Plastics, LLC, its parent company, or any of its subsidiaries.



Human Rights

At Nexeo Plastics, we recognize that preventing and addressing risks and potential human rights violations, including forced labor, is a priority. We are committed to upholding ethical labor standards and do not tolerate the use of forced labor in our operations or supply chain:

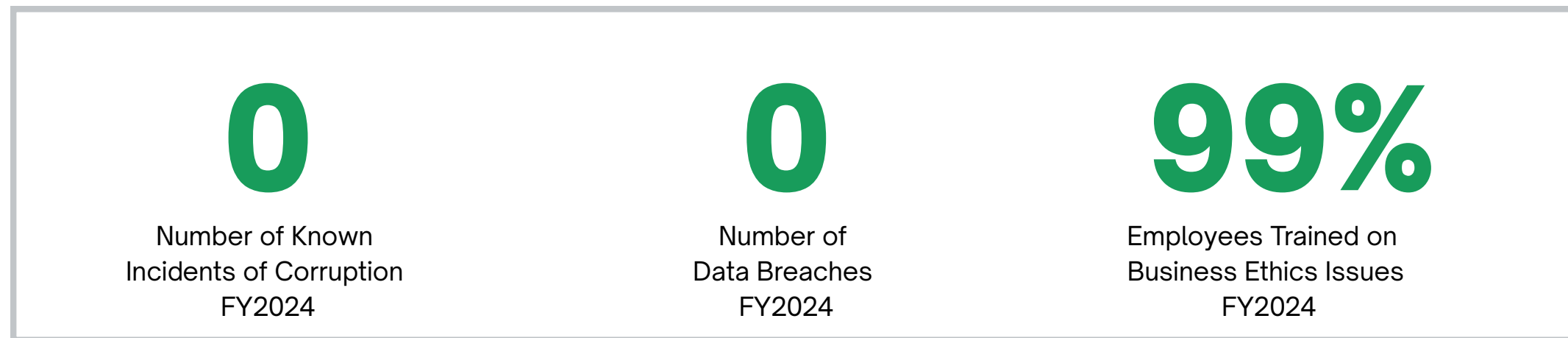
- Nexeo Plastics' 24/7 global hotline, which is available to all employees and third parties. Hotline located here: <https://secure.ethicspoint.com/domain/media/en/gui/60649/index.html>
- A rigorous third-party compliance screening process, which involves daily screenings of third-party vendors, customers, and suppliers, to identify potential compliance concerns promptly.
- Continuous engagement with key stakeholders, including regular contact with suppliers and vendors involved in Nexeo Plastics' supply chain operations and activities. These mechanisms help us monitor our operations in order to be aligned with the highest standards of regulatory and legal compliance.
- Nexeo Plastics' training program includes a regular cadence of e-learning modules and/or in-person training sessions, some of which are targeted to specific groups within the organization. Through these trainings, we aim to enhance employees' awareness, understanding, and adherence to Nexeo Plastics' policies and procedures, and avoid any potential risks related to human rights.

Compliance & Ethics

At Nexeo Plastics we uphold rigorous compliance with global regulatory requirements and ethical business standards. We have established comprehensive policies and procedures to prevent corruption, bribery, and other forms of misconduct, reinforcing a corporate culture rooted in integrity and accountability.

Our Anti-Corruption and Bribery Policy affirms Nexeo Plastics' commitment to lawful and ethical conduct in all business dealings. In addition, we adhere to antitrust regulations and maintain full, accurate, and transparent financial reporting in line with applicable legal and regulatory obligations.

Key Metrics (2024)



Certifications and Endorsements

At Nexeo Plastics, we are committed to promoting sustainability and environmental responsibility across our operations. Our dedication to these principles is reflected in the various certifications and initiatives we have achieved and implemented.

We hold the ISO 14001 certification for our activities at Luzzara, demonstrating our commitment to effective environmental management systems.

We hold the ISO 45001 certification for our activities at Luzzara, demonstrating our commitment to effective health and safety management systems.

Additionally, several of our facilities in North America, EMEA, and China have received the ISCC+ certification, which promotes sustainable procurement by verifying the traceability and environmental standards of bio-based, recycled and circular raw materials.

We are also proud participants in the Operation Clean Sweep program, an international initiative aimed at reducing plastic pellet loss into the environment.






In May 2024, we achieved the Ecovadis Silver rating, recognizing our efforts in sustainability management across various criteria, including environmental impact, labor and human rights, ethics, and sustainable procurement.



Sustainability Report FY2024

06 Reporting

UN SDG Alignment

Nexo Plastics Sustainability Activity	Nexo Plastics Metric / Disclosure Location	UN SDG
<ul style="list-style-type: none">Fostering inclusion and prohibiting discrimination on the basis of sex, and engaging in fair processes for employment.Investing in efforts to meaningfully address and advance gender equity within our organization.	Nexo Plastics Sustainability Report FY2024: p. 26, 27, 28	
<ul style="list-style-type: none">Supporting local communities by participating in sustainability initiatives and giving back to local communities (e.g. ~20% of energy generated in Luzzara solar facility is planned to go back to community electrical grid, sustainability workshops with UPF Barcelona School of Business).	Nexo Plastics Sustainability Report FY2024: p. 10-22	
<ul style="list-style-type: none">Expanding access to jobs and providing pathways for advancement, including through training and education programs.Supporting worker dignity and safety in our operations with our Health & Safety Policy and our Global Standards of Business Conduct, as well as within our supply chain.	Nexo Plastics Sustainability Report FY2024: p. 29, 34, 37	
<ul style="list-style-type: none">Taking steps to minimize waste and promote recycling throughout our own operations and our supply chain (e.g. Operation Clean Sweep, separating waste in office Barcelona).Promoting sustainable products and services throughout our supply chain by collaborating with suppliers and customers on sustainable initiatives.Empowering employees to participate in sustainability initiatives.	Nexo Plastics Sustainability Report FY2024: p. 11, 14, 16-20	
<ul style="list-style-type: none">Addressing climate change by working towards achieving our science-based target to reduce greenhouse gases in alignment with the Paris Agreement.Reducing our own carbon footprint by promoting the use of renewable energy and other energy efficiency measures.	Nexo Plastics Sustainability Report FY2024: p. 14, 16	

At Nexo Plastics, we strive to integrate the United Nations Sustainable Development Goals (SDGs) into our business strategy and operations, towards the development of targets and actions.



The United Nations Sustainable Development Goals (UN SDGs) are a set of 17 global goals adopted by all United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development. These goals address a wide range of interconnected issues, including poverty, hunger, health, education, gender equality, clean water, and climate action.

The SDGs provide a comprehensive framework for countries, businesses, and individuals to work towards a more sustainable and equitable future. Organizations often highlight their efforts aligned with specific SDGs to showcase their commitment to responsible and sustainable business practices.

Source: United Nations

Reporting Summary FY2024

Disclosure Topic	Metric	Units	Nexeo Metric	Disclosure Location
Environmental				
	Employees Trained on Sustainable Sourcing	%	72	Page 11 Nexeo Plastics Sustainability Report FY2024
	Scope 1 Emissions Mobility	tCO2	2,931	Page 15 Nexeo Plastics Sustainability Report FY2024
	Scope 2 Emissions Assets (Electricity at Facilities)	tCO2	774	Page 15 Nexeo Plastics Sustainability Report FY2024
	Scope 3 Emissions Downstream	tCO2	279,190	Page 15 Nexeo Plastics Sustainability Report FY2024
	Scope 3 Emissions Upstream	tCO2	195,918	Page 15 Nexeo Plastics Sustainability Report FY2024
	Grand Total Emissions	tCO2	478,813	Page 15 Nexeo Plastics Sustainability Report FY2024
	Number of Trucks in US modernized to more fuel efficient vehicles	Number	7	Page 17 Nexeo Plastics Sustainability Report FY2024
	Collection of Post-industrial Waste for Recycling and Producing Circular Materials	t	400 to 500	Page 19 Nexeo Plastics Sustainability Report FY2024
	Implementation of Water Saving Technologies	Unit	1	Page 19 Nexeo Plastics Sustainability Report FY2024
	Total Weight of Air Pollutants	t	0	Page 20 Nexeo Plastics Sustainability Report FY2024
	Total Weight of Hazardous Waste	t	6.5	Page 20 Nexeo Plastics Sustainability Report FY2024
	Total Weight of Non-Hazardous Waste	t	106	Page 20 Nexeo Plastics Sustainability Report FY2024
	Total Weight of Waste Recovered	t	50	Page 20 Nexeo Plastics Sustainability Report FY2024
	Total Water Consumption	ML	0	Page 20 Nexeo Plastics Sustainability Report FY2024
	Total Weight of Pollutants Emitted to Water	t	0	Page 20 Nexeo Plastics Sustainability Report FY2024
	Plants with ISO 14001 Certification	%	15	Page 42 Nexeo Plastics Sustainability Report FY2024

Disclosure Topic	Metric	Units	Nexeo Metric	Disclosure Location
Social				
	Percentage of Women in Workforce	%	44	Page 25 Nexeo Plastics Sustainability Report FY2024
	Women in Top Management	%	25	Page 25 Nexeo Plastics Sustainability Report FY2024
	Minorities (US Only)	%	17	Page 25 Nexeo Plastics Sustainability Report FY2024
	Women within Organization's Board	%	0	Page 25 Nexeo Plastics Sustainability Report FY2024
	Employees Receiving Diversity Equity and Inclusivity Training	%	95.5	Page 26 Nexeo Plastics Sustainability Report FY2024
	Supervisors Receiving Diversity Equity and Inclusivity Training	%	100	Page 26 Nexeo Plastics Sustainability Report FY2024
	Employee Engagement Survey	%	81	Page 28 Nexeo Plastics Sustainability Report FY2024
	Employee Trainings on Various Topics	Units	12	Page 30 Nexeo Plastics Sustainability Report FY2024
	New Employees Trained on Health and Safety	%	100	Page 34 Nexeo Plastics Sustainability Report FY2024
	TRIR	%	0.24	Page 37 Nexeo Plastics Sustainability Report FY2024
	Work Related Injuries	Number	0	Page 37 Nexeo Plastics Sustainability Report FY2024
	Work Related Fatalities	Number	0	Page 37 Nexeo Plastics Sustainability Report FY2024
	Plants with ISO 45001 Certification	%	15	Page 42 Nexeo Plastics Sustainability Report FY2024
	Average Time of Training	h/employee	12.5	Page 29 Nexeo Plastics Sustainability Report FY2024
Governance				
	Reporting Compliance within the Organization	n/a	24/7 channel	Page 40 Nexeo Plastics Sustainability Report FY2024
	Number of Board Members	Number	7	Page 39 Nexeo Plastics Sustainability Report FY2024
	Number of Independent Board Members	Number	0	Page 39 Nexeo Plastics Sustainability Report FY2024
	Number of C-Suite Employees	Number	8	Page 39 Nexeo Plastics Sustainability Report FY2024
	Known Incidents of Corruption	Number	0	Page 41 Nexeo Plastics Sustainability Report FY2024
	Data Breaches	Number	0	Page 41 Nexeo Plastics Sustainability Report FY2024
	Employees Trained on Business Ethics Issues	%	99	Page 41 Nexeo Plastics Sustainability Report FY2024

The logo for NexoPlastics is displayed on a light-colored wooden wall. The word 'nexeo' is in a bold, sans-serif font, with the 'x' and 'eo' in green and the 'nex' in dark grey. Below it, the word 'plastics' is in a smaller, dark grey, sans-serif font. To the left of the logo, there are three black pendant lights hanging from the ceiling. To the right, there is a wooden reception desk with a vase of orange flowers on top. A green rectangular overlay is on the left side of the image, containing the text 'Sustainability Report FY2024' and '07 Conclusion'.

Sustainability Report FY2024

07 Conclusion



Conclusion

Advancing Sustainability with Purpose and Accountability

As we close our FY2024 Sustainability Report, we reflect on a year marked by tangible progress, strategic initiatives, and a deepened commitment to sustainable transformation. From our efforts to decarbonize operations and modernize our logistics fleet, to advancing product circularity and empowering our teams through inclusive training and engagement, Nexeo Plastics continues to take meaningful steps toward a more responsible and resilient future.

Our strategy is clear: to embed sustainability across our operations, value chain, and culture—delivering impact at scale through innovation, collaboration, and measurable action. The successful global integration of the MyNexeo platform and launch of our LCA harmonization pilot platform represent milestones in how we enable customers to make more informed, lower-impact material choices. Simultaneously, our investments in solar energy, supplier sustainability alignment, waste and emissions reduction, and employee safety reflect our holistic approach to responsible business conduct.

We are proud to report continued alignment with the United Nations Sustainable Development Goals, strengthened governance practices, and our achievement of a Silver Ecovadis rating. These outcomes not only affirm our progress but also challenge us to aim higher in the years ahead.

Looking forward, we remain focused on achieving our 2030 science-based emissions targets and deepening transparency in all we do. Guided by purpose, enabled by innovation, and driven by our people, we are committed to building a better, more sustainable tomorrow, for our customers, our communities, and our planet.

April, 2025



Contact Us

welcome@nexeoplastics.com

+1.833.44NEXEO
(+1.833.446.3936)

Global Headquarters
1780 Hughes Landing Blvd
Suite 1000 The Woodlands, TX 77380
United States

EMEA Headquarters
carrer Lluís Muntades 5, Planta 3
08940 Cornellà de Llobregat, Barcelona
Spain

ASIA Headquarters
Room 2701-3, BM Intercontinental Business Center,
No. 100 Yutong Road, Jingan District Shanghai,
200070, China