



2025 IMPACT RESULTS

An Environmental, Social &
Governance (ESG) Report



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HELLO

On behalf of our entire team, thank you for taking the time to connect with us and learn more about Intek Plastics and our commitment to being a sustainable company in every sense of the word. In our inaugural Environmental, Social, Governance (ESG) Report, we share more about who we are, what we're about and where we're heading next, specifically as it relates to our three key pillars for impact: caring for our people, planet and communities. We're proud to be more than just a manufacturer: We are a company that solves problems and helps make the world a better place.

Above all, we prioritize people. From safety to stability to employee happiness, we have a deep commitment to our team members, who are the heart of Intek Plastics. We empower our employees to learn, grow and advance with us – whether that's providing English language learners with access to our English training program, offering formalized mentorships or developing career pathing plans – and our staff tenures and low voluntary turnover rates are a testament to the culture we've created. We're confident our investment in people will continue to help our company innovate and thrive for years to come.

We are also invested in our customers' and partners' well-being and success, and we are honored to create quality solutions to solve complex problems. In addition, we work to connect with the communities we work and live in. Our team is actively engaged in volunteer activities, chambers of commerce and local school initiatives, providing opportunities to support those around us and build a greater sense of community both inside and outside Intek Plastics.

Environmental sustainability is at the forefront of everything we do. While many might not associate a plastics company with good sustainability practices, we're here to assure you that caring for the environment is a top priority. We've already been reducing our energy use and carbon footprint, and we are continually looking for more environmentally friendly, sustainable

“We’re proud to be more than just a manufacturer: We are a company that solves problems and helps make the world a better place.”

resins. We don't plan on stopping there. As we look ahead, we're innovating circular programs that divert waste from landfills, creating our path to Zero Waste and so much more.

Recently, we hosted a professional development session for a group of emerging leaders. We brought in an external expert to facilitate the training, someone who's worked with hundreds of companies over the years. After the session, the facilitator reached back out to us and shared that when he got home, he sat down with his adult son and went right to the Intek Plastics careers website. He said based on his experience with the company, it's exactly the kind of place he wants his son to work. Our dedicated employees show up and do their jobs with precision and care each day, carrying pride for what they do and the customers and people they help. It was a joy to hear that this facilitator, who spent only one day with a group from our team, could see this shine through and recognize our commitment to our staff.

We are energized to continue forging our path ahead while maintaining our focus on people, the planet and our communities. Thank you for your interest in Intek Plastics – we're excited for all that's to come!



K. Hogan

Kevin Hogan
Intek Plastics CEO

ABOUT INTEK PLASTICS

Since 1961, Intek Plastics has provided customers across North America with plastics solutions that bring visionary ideas to life. We serve over 250 customers – some for more than 35 years – in diverse markets, including fenestration, construction, data centers, medical device/tech, refrigeration, lighting and electronics. We offer innovation, collaboration and quality products by offering the following services to our customers:

- ♦ Engineering
- ♦ Precision extrusion
- ♦ Fabrication
- ♦ Rapid prototyping
- ♦ Injection molding
- ♦ Additive manufacturing

Headquartered in Hastings, Minnesota, the company has three other locations, including Cottage Grove, Minnesota; Eau Claire, Wisconsin; and Medford, Wisconsin. With all facilities combined, Intek Plastics has a total manufacturing footprint of over 370,000 square feet and employs more than 350 people. Intek Plastics has been a portfolio company of Vermilion Group since 2022. Vermilion is the private direct investor for the Mortenson Family.

Quality is our reputation

Every process, product and partnership is built around precision, consistency and continuous improvement. In 2025, Intek's dedication to quality was recognized with ISO 9001:2015 Noteworthy Recognition, which highlights Intek's strong systems, process control and employee engagement. We are continuously committed to strengthening and improving accuracy and consistency to deliver a high-quality product to our customers.

Technical innovation is part of our DNA

Through advanced technology, automation and top-notch expertise, Intek delivers smarter, faster and more precise plastics solutions for our customers. We do this by investing in advanced manufacturing, including our real-time production visibility system, increasing automation and robotics for efficiency and consistency, and standardizing processes. Looking ahead, we will be exploring emerging technologies that align with our mission of innovation, quality standards and sustainability. This includes AI-driven manufacturing analysis, sustainable polymers and advanced automation.

INTEK PLASTICS CORE VALUES



PASSION

We are in continuous pursuit of perfection in everything we do.



INTEGRITY

We demonstrate mutual respect, trust and honesty at all times, even when no one is looking.



INNOVATION

We incorporate our unique talents, creativity and technology to build collaborative internal and external partnerships.



FUN

We cultivate a friendly, supportive and fun work environment through open communication, teamwork and celebration of achievements.



SAFETY, HEALTH & ENVIRONMENT

We hold a personal and professional commitment to protecting employees, suppliers, customers and our community.



The need for quality plastics solutions is growing, and Intek Plastics is stepping up to meet the demand. Highlights from 2025 include the acquisition of Five Star Plastics in Eau Claire, which added injection molding, prototyping and additive manufacturing. Along with acquiring this facility, we also moved into a new 32,000-square-foot facility in Cottage Grove, expanding our rapid prototyping and just-in-time inventory capabilities. Our Emerging and Advancing Leaders programs had record-breaking participation, and we began using 3D for training and customer experiences. Moreover, we achieved a 99.45% on-time delivery sustained across all operations.

These investments solidify Intek's position as a complete plastics solutions provider, enabling customers to bring better products to market faster, efficiently and more sustainably. As we continue expanding into more markets, we remain a steadfast partner in helping industries advance, products perform their best, and people thrive through our slogan, "Solutions that Shape the Future."



RECENT AWARDS & RECOGNITION

- 2025 Plastics News Excellence Award for Industry and Public Service
- 2025 Affinity Silver Outstanding Risk Control Award
- 2025 Minnesota Safety Council Governor's Workplace Safety Silver Award
- 2024 Plastics News Employee Relations Excellence Award
- 2024 Manufacturer's Alliance Manufacturer of the Year
- 2024 Best-In-Class Employer Award from Gallagher
- 2023 Society of Manufacturing Engineers Excellence in Manufacturing Training Award
- 2023 Minnesota Governor's Workplace Safety Silver Award
- 2022 Star Tribune Top 200 Workplaces
- 2021 Hastings Area Chamber of Commerce Business of the Year
- 2021 BizLibrary Training Program of the Year



MAKING AN IMPACT. MOLDING THE FUTURE.

Intek's IMPACT program: Goals & results

Intek Plastics believes work should be more than just work. It's about people: those we hire, those we serve and those we help in our community. We're passionate about sustainability, safety and making a positive impact, all while having a little fun along the way. At Intek, employees grow their careers, give back to the community, help protect the planet and take pride in our collective accomplishments. As a trusted supplier to a variety of industrial original equipment manufacturers (OEMs), Intek Plastics is committed to leading with responsibility to positively impact people, our communities and our planet for the long term.

The three pillars of our IMPACT program have always been a part of our DNA at Intek, but we formalized them and began tracking our efforts in 2023. Since then, we've measured our impact and stretched ourselves to do more in three areas:

PEOPLE
Safety | Stability | Connection

Intek Plastics is more than a job; we're a supportive community that prioritizes the safety, stability and connection of our employees, visitors and the broader community. Safety is our top priority; we take great pride in our low incident rates and our safety training completion rate. We also offer numerous employee learning and development opportunities. Our training programs attract strong employees, drive engagement and enable them to upskill in key areas, while also helping them better understand Intek's values.

COMMUNITY
Engaged | Giving | Spirit

We are engaged citizens, focused on giving and bolstering the spirit of the communities we work in. Community involvement is a win-win-win for our employees, our brand and the communities we serve. Volunteerism drives engagement and team building while providing a greater sense of community and satisfaction. Employees are encouraged to participate in volunteer events organized by Intek or independently with an employee-preferred nonprofit.

PLANET
Path to Zero Waste

The third and final pillar of our IMPACT program advances our goal of a path to Zero Waste. Intek's innovative planet-focused programs help build our brand while lowering our production's carbon footprint. We partner with sustainable material suppliers to increase post-consumer/post-industrial recycled content toward Zero-Waste Certification.

IMPACT GOALS FOR 2025

	GOAL		RESULT
 PEOPLE: Worker Health & Safety	Employee Safety Training Completion (employees completing safety training/ total employees)	90% completion rate	✓ Averaged 92%
	Eau Claire Employee Safety Training Completion	80% completion rate	✓ Averaged 91%
	Voluntary Turnover Rate	≤18%	✓ 12%
	Safety Incident Rate	≤3.0	✓ 2.34
	Value of Employees	\$36 as the minimum hourly salary rate + benefits	✓ Averaged \$43.50
 COMMUNITY: Stewardship	Volunteer Hours	1,300 hours	✓ 1,654 hours
 PLANET: Environmental Management	Waste Production Rate (tons/\$1M materials)	59 tons	✓ 44 tons
	Virgin Plastic Offset	1.35 million lbs	○ 1,175,701 lbs

Looking to the future

In 2026 and beyond, we have even bigger goals in mind, including improving our energy efficiency and expanding our mentorship program. We'll be building on our 2025 goals and results and look forward to making an even greater impact in 2026.

IMPACT CHAMPIONS

- Sonya Prange**
EXECUTIVE CHAMPION
- Gretchen Fenenga, Samuel Minor & Amy Spencer**
COMMUNITY CHAMPIONS
- Vikram Narain**
BOARD CHAMPION
- Brandt Schrankler & Ross Loehle-Conger**
PLANET CHAMPIONS
- Chantal Heetland, Samuel Minor & Amy Spencer**
PEOPLE CHAMPIONS

Intek's IMPACT Program would not be what it is without our IMPACT Champions. This mighty team of eight champions believes in the power of making an impact and has helped drive engagement, adoption and enthusiasm for the program and our goals across our teams and locations.



PEOPLE:

The heart of the company

At Intek, people are the heart of our company. We have a saying that employees come to Intek for the job, but they stay for the people. It's ingrained in our culture that we look out for one another, have fun together and enjoy getting to know those working around us.

"In 2025, we put an even greater emphasis on caring for our people," said Chantal Heeland, HR manager at Intek Plastics. "We advocate for the people who work here to make sure we are doing what we need for them to make this a successful organization. It starts with the people."

From an ESG perspective, our People pillar encompasses both social and governance areas, focusing on three aspects: safety, employee investment and connection.

Safety

Taking care of people starts with safety. In 2025, Intek focused on meeting its goal of reaching a 90% completion rate for safety training.

"Safety training is a consistent and frequent part of working at Intek," said Samuel Minor, HR manager and onsite safety representative for Intek Plastics. "It's not just once-a-year training because OSHA says we must. We really take a critical eye to safety topics most important to our people and make sure we're training for those priorities."

At least once a month, safety training is conducted either in person or online through a Learning Management System (LMS), BizLibrary. Internally, Intek has created hundreds of safety training videos covering very specific jobs and tasks throughout its production facilities. Many processes are video documented with on-demand step-by-step procedures, with the next evolution of safety and training videos to include creating 3D interactive modules.

In addition to regular safety training, Intek also has an extensive onboarding process to keep



production employees safe and to equip them with the skills they need to do their job right from the start. After a five-day orientation, a new production employee or someone transferring between locations or departments goes through six weeks of on-the-job training by working with someone seasoned in that area to navigate the transition period.

"I have worked through many departments since 2000 and understand the struggles people in production are dealing with," said Nate Becker, learning and development manager at Intek Plastics. "When creating and designing curriculum, I think about what I wish I had learned and try to create that experience for people in safety training and onboarding."

When an issue arises, direct training will be provided to the specific individuals or departments affected to prevent similar issues in the future. A point of pride is our low rate of safety incidents overall, but our Medford facility stands out in particular, as it has had zero safety incidents for nearly five years, and has been recognized with multiple honors for this significant safety achievement. We are also proud to be ranked No. 2 in our workers' compensation captive of over 500 companies for our low loss ratio and our quality safety programs.



RECENT AWARDS PRESENTED TO INTEK PLASTICS EMPLOYEES



Brandt Schrankler
2025 PLASTICS NEWS
RISING STAR



Chris Von Helmst
2024 TRAINING MAGAZINE
EMERGING TRAINING
LEADERS TO WATCH



Nick Svoboda
2024 PLASTICS NEWS
RISING STAR



Nate Becker
2023 TRAINING
MAGAZINE EMERGING
TRAINING LEADERS



Karen Reinhardt
2024 PLASTICS NEWS
WOMEN BREAKING
THE MOLD

Employee investment

Employee investment at Intek means supporting employees with learning and advancement opportunities, while fairly compensating them for their work. We want to show our employees we value the skills and knowledge they bring to the table. In turn, this has helped us create a stable, dependable workforce that delivers a high-quality product. Intek has a robust workforce development program that invests in career pathing, mentorships, internships and apprenticeships.

"We are realizing in the niche technical trade areas, finding people to move into those specific roles can be difficult," Minor said. "We have made a commitment to growing those people from within through apprenticeships and other programs. It continues to emphasize the investment we make into our people at Intek."

There is also a large investment in people through Learning and Development (L&D). In 2025, the L&D department focused on two leadership programs within Intek's Leadership Academy – the Emerging Leaders program and the Advancing Leaders program.

Emerging Leaders is a 12-month program for people looking to advance into or expand skills in a leadership role. They learn how to manage a team, provide mentorship, interact with a wider range of people, budget for a department and navigate potential challenges. Taught by both external experts and Intek leadership, the program provides hands-on experience through quarterly projects such as creating useful and unique key performance indicators (KPIs). Leadership takes these project ideas into account when developing future plans, giving emerging leaders the opportunity to influence the company's direction.

The Advancing Leaders program is geared toward people already in a management role who are looking to take the next step in their careers. It is taught by board members, Intek's C-Suite leaders and external resources who give insight and expertise in the skills needed to lead in a larger capacity.



Along with these programs, Intek also invests in leadership in other ways through our Leadership Academy, including leadership courses offered through Northcentral Technical College and the Manufacturers Alliance, giving employees in supervisory or managerial roles the opportunity to advance their skills through higher education. Through a State of Minnesota grant, Intek has partnered with the local learning consortium, MORE, to offer a free English as a Second Language (ESL) program to employees, with work time or paid overtime for those who attend.

Intek has also offered learning opportunities about AI – through internal channels and by partnering with outside organizations that offer certifications – to increase employees’ awareness, knowledge and correct use of the tool as it becomes more involved in everyday processes.

Intek has seen the results of investing in its people through these learning and development opportunities, and the L&D department plans to expand programming in 2026.

“We’re motivated to see people grow because it seems like there aren’t a lot of companies today that offer opportunities for people to be able to realize their potential without switching to a new organization,” said Chris Von Helmst, senior learning and development specialist at Intek Plastics. “When you get the opportunity, it lights a fire in you to pass that gift along.”

In addition to developing its workforce, Intek also offers attractive employee benefits, including a 401(k) match of up to 6% and employer contributions to Health Savings Accounts (HSAs). All employees are offered either unlimited paid days off or a substantial number of paid time off days, along with affordable health benefits and free services, including telehealth and in-home appointments.

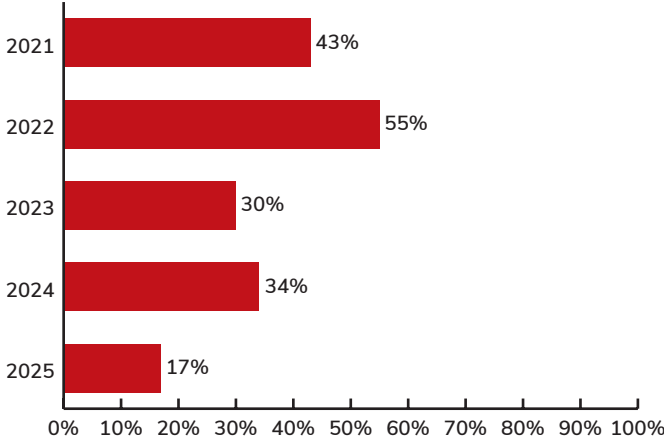
“We’re motivated to see people grow.”

Chris Von Helmst
SENIOR LEARNING & DEVELOPMENT SPECIALIST



INTEK PLASTICS

YEAR-OVER-YEAR TURNOVER RATES



Connection

Intek considers low voluntary turnover rates and high retention rates as strong indicators of employee satisfaction. Over the past five years, **Intek has decreased its turnover rate by more than 38%.**

A positive culture that emphasizes teamwork and collaboration is an important factor in employee connection at Intek. Departments throughout Intek, along with production manufacturing teams, hold regularly scheduled meetings throughout the year to check in with each other, share more about the challenges and opportunities in their area and offer words of encouragement or hands-on help to foster a team-based approach. Plus, Intek works hard to communicate the company’s direction and goals to every employee so people can gauge whether the actions of the company support the goals.

“Intek feels like a stable place to work as the company continues to grow,” said Amy Spencer, HR and Safety Coordinator. “Employees shared that they feel genuinely appreciated and that Intek truly cares about its employees. It makes a difference seeing leaders from Hastings walk the plant, talk with employees and ask about how people are doing.”

In addition to regular meetings, employees can always submit suggestions at tiered meetings, by email or through Intek’s intranet about process improvements, safety ideas or concerns. CEO Kevin Hogan is open to conversations with and

being accessible to every employee, from on-the-spot conversations as time allows to scheduled meetings to discuss more in-depth questions.

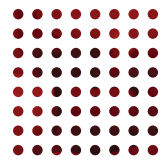
Employee rewards and recognition are also a way Intek shows employees they are appreciated and valued. Intek’s executives recognize each employee’s anniversary, personally presenting them with anniversary certificates. For the past three years, Intek has championed an employee recognition program called Awardco. Similar to a social media feed, one employee can post recognition for another employee. People can then comment and react to the recognition. Posts earn points, which can be saved and used to “purchase” Intek swag and other prizes.

“It’s amazing how much of the recognition translates outside of the digital feed and into the hallways,” Minor said. “I hear people talking to others about their recognition a lot.”

Along with Awardco, Intek recognizes employees with an annual appreciation party featuring a meal, prizes and entertainment, as well as monthly events such as Mental Health Awareness Week, financial wellness speakers, friendly yet competitive cook-offs, local fundraisers and more.

“At Intek, purpose fuels performance. Our focused, values-driven culture gives people the clarity to do meaningful work — and the freedom to be awesome while doing it. That’s how we attract, inspire and retain exceptional talent.”

Sonya Prange
CHIEF HUMAN RESOURCES OFFICER



COMMUNITY:

Celebrating service & connection

At Intek Plastics, community is more than a program. It is a shared value woven into daily life across our manufacturing sites, offices and teams. Our employees consistently demonstrate a spirit of generosity, engagement and pride that extends far beyond the workplace. Whether through volunteerism, education partnerships, philanthropy or internal culture-building, our people actively strengthen the communities where we live and work. In 2025, this commitment came to life through a record number of participants in the IMPACT program's Community pillar, a renewed focus on accessible volunteer opportunities, and a company-wide culture that celebrates service and connection.

"That spirit of living your core values is from the top all the way throughout the organization, and I feel that everyone walks and talks that at Intek," said Gretchen Fenenga, senior customer experience manager at Intek. "We all have that same spirit because it's the right thing to do."

A giving spirit

We are proud to be active corporate citizens who give back in ways that meet our neighbors' needs and reflect our employees' passions. In 2025, Intek employees collectively contributed more than **1,650 hours**, surpassing our annual goal of **1,300 hours**, and supported **over 100 nonprofit and community organizations**.



Employees across Hastings, Cottage Grove, Eau Claire and Medford logged their time supporting a wide range of causes, from blood drives to youth sports to food insecurity. Some of our teams' efforts included:

- ♦ Biannual blood drives, sponsored onsite and supported by robust employee turnout
- ♦ Adopt A Highway roadside cleanups, including volunteer-led Earth Day events
- ♦ Meal packing events for Feed My Starving Children
- ♦ Community cleanups and environmental stewardship projects
- ♦ United Way's Week of Giving, supported by employee-run fundraisers and company matching
- ♦ Career preparedness programming, guest lectures and mentorship at area high schools, colleges, and workforce organizations
- ♦ Support for local chambers of commerce and regional economic initiatives

We also provided year-round opportunities for employees to make a difference. Through our initiatives, Intek matched employee charitable contributions to eligible organizations, amplifying individual impact and directing funds to causes employees care deeply about.

Our giving is not only formal — many employees quietly serve through churches, youth sports, community groups, and neighborhood initiatives. Part of our work this year was helping employees recognize these contributions as volunteerism, giving a simple way to record their efforts and feel proud of what they bring to their communities.

At our Eau Claire facility, one of the most visible aspects of our program is our monthly "thermometer" graphic displayed on monitors throughout Intek facilities. As volunteer hours rise, the thermometer climbs. It has become a familiar source of motivation and pride. Employees stop to check progress, celebrate milestones and encourage one another. This simple visual has strengthened our shared sense of purpose.

"We're a big family, and there's an extra level of pride in everyone who helps and donates during our events. We take pride in our fellow employees for all they're doing. And it feels good to make a difference."

Gretchen Fenenga

SENIOR CUSTOMER
EXPERIENCE MANAGER



An engaged community

Employee engagement is central to our business success — and our community partnerships are a significant part of it. Through the Community pillar of the IMPACT program, Intek seeks to build connections that benefit employees, students, jobseekers and local businesses alike.

In 2025, we continued investing in workforce development through partnerships with regional educational institutions. Notably, we partnered with **Minnesota State College Southeast** to launch a Maintenance and Mechatronics Program tailored to local industry needs. Courses in CAD, SolidWorks, and programmable logic controllers (PLCs) build technical and career-ready skills for future manufacturing professionals.

Beyond formal partnerships, our employees engage with schools and students across multiple local districts, including high schools and colleges, delivering classroom presentations, participating in job fairs, and sharing firsthand insights into manufacturing career paths. These interactions help young people understand that successful careers can be built close to home and strengthen our region's long-term talent pipeline.

Our Chamber of Commerce involvement deepened our roots in the communities where we operate. In 2025, Intek team members served on the board, volunteered at chamber-led events and supported chamber committees, reinforcing our role as an engaged, collaborative local employer.

We also strengthened internal connections. By organizing team-based volunteer opportunities, we gave employees more opportunities to bond, build trust and share experiences outside the plant and office. The team-building aspect was consistently cited as a highlight of our community programs.

Celebrating generosity & company spirit

The spirit of giving and community is woven throughout Intek’s culture. Employees describe a workplace where people work hard, laugh together and support one another — and where those values naturally extend into volunteerism.

We celebrate this spirit through a mix of formal and informal recognition. Quarterly awards honor champions across our sites. Visual displays spotlight volunteer efforts. Town halls and all-employee emails reinforce the importance of our contributions and share stories from teams throughout the company. Internal activities, such as salsa-making contests, crockpot cook-offs, and themed celebrations, foster camaraderie and a sense of belonging.

Employee-led initiatives are a hallmark of our culture. For example, during our annual United Way campaign, teams assemble themed silent-auction baskets — from sports to cooking to family game night — and employees bid on them to raise funds. Penny Wars adds friendly competition, and Intek matches employee contributions dollar-for-dollar.

The company’s support extends beyond financial contributions. Intek provides employees with time and flexibility to donate blood, pack meals, or join cleanups during work hours, when possible. This trust reinforces our core values — integrity, passion, safety, innovation and fun — and ensures that community involvement is accessible to everyone.

Building infrastructure for long-term impact

2025 was a year focused on building infrastructure for sustainable community engagement. A major focus was on making volunteer tracking easier and more inclusive. We developed two new tracking systems and now offer both a robust SharePoint-based tracking system and a paper-based option. Plant monitors, office bulletin boards, and word-of-mouth reminders keep everyone informed about upcoming opportunities.



As part of our “thermometer” tracking, employees see their impact grow each month. In town halls, leaders reinforce program updates, celebrate milestones, and share stories. This visibility has increased participation and gives employees confidence that their efforts matter.

Looking forward

In 2026, we plan to build on 2025’s successes by expanding volunteer opportunities, deepening educational partnerships and enhancing program tracking. We are exploring new collaborations, including partnering with Habitat for Humanity and expanding student job-shadowing programs, as well as additional company-sponsored activities that make participation easier and more impactful. Intek has also started conversations with customers and suppliers about partnering together on IMPACT opportunities like community volunteering events, which would help build relationships, strengthen the community and create connections.

At its core, Intek’s community commitment centers on people: our employees, our neighbors, our future workforce and the organizations that strengthen our region. We believe that when we give our time, share our skills and support one another, we build thriving communities where everyone can succeed.





PLANET:

Doing our part to reduce waste

As a plastics company, we know the importance of thinking about how our products fit into the bigger picture and doing our part to be as environmentally sustainable as possible. That's why we have been energy- and material-conscious since long before we launched our formal IMPACT program a few years ago. It's why Planet is one of the program's main pillars.

"We want to operate on a responsible level, minimizing the impact on the planet and optimizing efficiency," said Brandt Schrankler, senior plant manager at Intek Plastics. "We want to do right by the world and set us up for future generations."

Path to Zero Waste

One of the main aspects of the Planet pillar of the IMPACT program is creating a path to Zero Waste. This means reducing or eliminating our landfill contributions, especially as it comes to scrap. While we do everything we can to use the material we have, anything that isn't sold as a finished good is considered scrap.

To reduce our scrap, we are continuously designing processes that prevent waste and repurpose or recapture scrap to make it usable.

"A path to Zero Waste touches every department in the organization – from the front-end design for manufacturability and material selection with the customer, to the product's end of life," Schrankler said. "In the end, we try to reuse, recycle, recapture or be proactive with process optimization to eliminate scrap from ever happening in the first place. Continuous improvement and scrap reduction have always been woven into the fabric of Intek's culture."

In 2025, Intek reduced scrap rates by 8%. We are proud to have reduced our virgin plastic use by more than 1.175 million pounds in 2025. While this fell just a little short of our IMPACT goal for the year, which was 1.35 million pounds, we know

"Our team has fully embraced the program, and that enthusiasm is creating a strong sustainability foundation for the road ahead."

Ross Loehle-Conger
TECHNICAL OPERATIONS SUPERVISOR

these efforts are making a difference, and we are motivated to continue reducing virgin plastic use in 2026 and beyond.

Waste reduction & circularity

While scrap is an important area to reduce, we're looking at decreasing all forms of waste, which includes other materials and energy, among others. And waste isn't always in material form; we also monitor downtime to make sure employees are using their time to the fullest.

Another way to reduce waste is through circularity – when one product reaches the end of its life and is used to create a new product – and this is a big topic of conversation among suppliers and others in the industry. While we don't do a lot of it right now, we are having conversations within the company and with our customers to think about circularity in our future. We are asking questions like:

- ♦ What does recapture look like?
- ♦ What happens to the product at the end of its life?
- ♦ How can we support our customers and the industry in responsibly reusing or recycling?



Intekgreen™ materials

Intekgreen materials is our program to reduce our carbon footprint by using recycled or re-ground material to offset the use of virgin plastic. We partner with a company that recaptures and reclaims materials from landfills and converts them into usable materials.

Through our Intekgreen materials program, we are also working to invest more in plant-based and bio-sourced materials, which are sustainably sourced glucose-based materials rather than items made from oils.

Intek is making our customers' end products more sustainable and helping to lower their carbon footprint.

Future initiatives: Energy efficiency & more

In 2026, Intek Plastics has a goal to reduce the energy costs it uses to generate its revenue.

"This year, we are prioritizing projects that help us use resources more efficiently while maintaining safe and reliable operations," Loehle-Conger said. "Every improvement, big or small, moves us closer to our IMPACT goals and strengthens our contribution to a more sustainable manufacturing network."

Intek has already included energy efficiency in decision-making processes for purchasing new equipment, evaluating heating and cooling systems, considering DC/AC motors and installing

LED lighting. We also conduct regular energy audits with our utility companies to continually assess our biggest energy use and work to reduce it.

For 2026, this effort will include:

- ♦ Standardizing energy-efficient equipment on all extrusion lines
- ♦ Investing in internal regrind capabilities and reducing material handling
- ♦ Optimizing supply chain logistics to decrease double handling and our shipping footprint
- ♦ Discussing ways to implement a closed-loop material recovery
- ♦ Investing in and expanding our Intekgreen portfolio

"Working to reduce our carbon footprint has always been a part of Intek, but it has never been formalized," Schrankler said. "So, we're excited to start tracking metrics in this area."

At the end of the day, taking care of the planet and being environmentally sustainable is at the core of Intek Plastics.

We believe in high-quality products that are produced responsibly – for the good of our people, our community and our planet – and we're committed to continuing our stewardship journey.

"At the end of the day, the customer story is our story. We're not looking at it as a marketing opportunity. We truly want to set the planet up to be better in the future."

Brandt Schrankler
SENIOR PLANT MANAGER



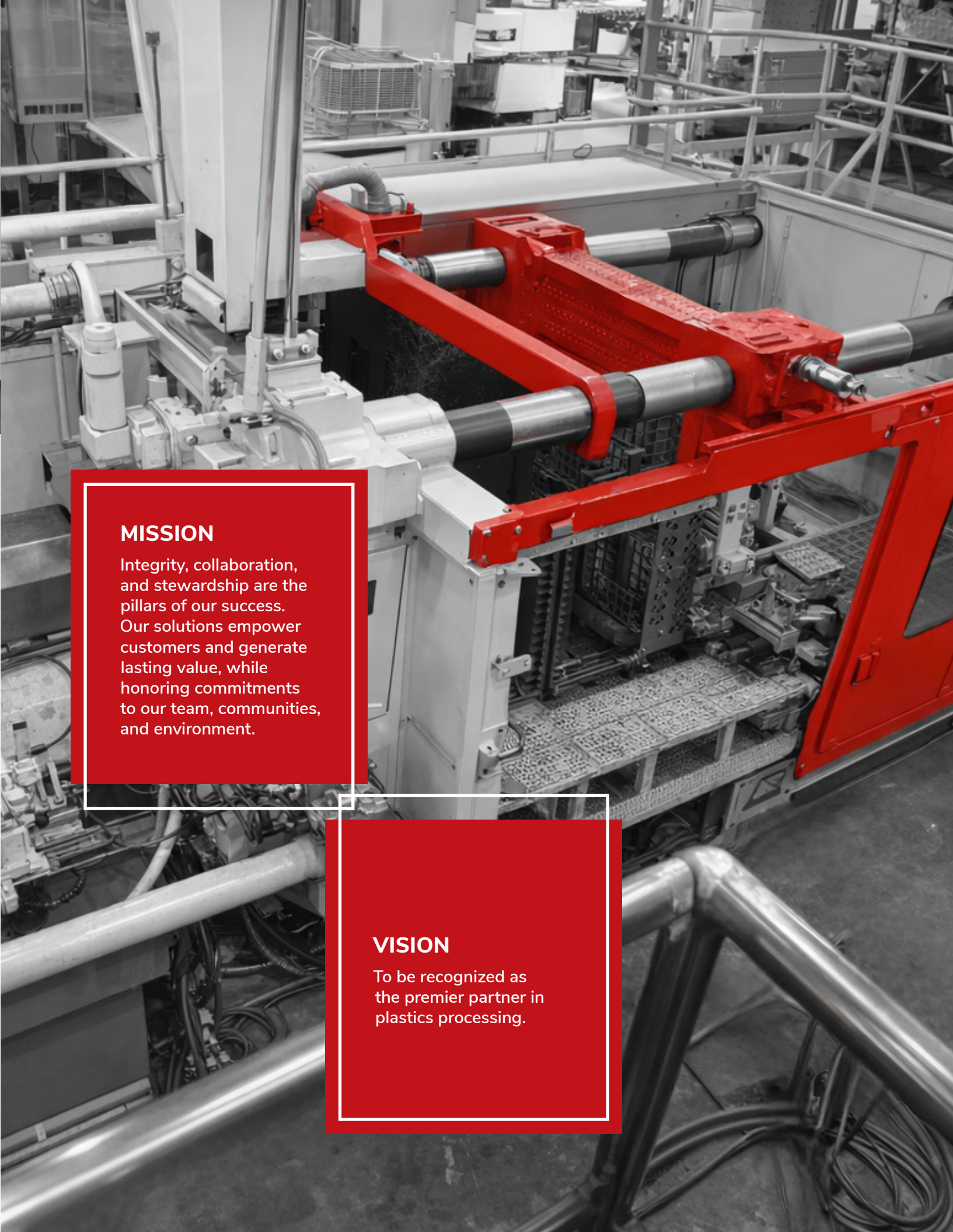


A RECAP OF OUR IMPACT ACCOMPLISHMENTS

We're proud of all our accomplishments in 2025 and grateful to our dedicated team members for their participation and advancement of our IMPACT program. Together, we made significant impacts on our people, planet and communities, with highlights including:

- ◆ Our Medford facility has had **zero safety incidents** for 5 years!
- ◆ Over the past five years, **Intek has decreased its turnover rate by more than 38%**.
- ◆ We were named a finalist for the **2025 Plastics News Processor of the Year!**
- ◆ We welcomed a new community into the Intek family with a **heart for volunteering** and a **passion for quality** through our acquisition of Five Star Plastics in Eau Claire, Wisconsin, which also expanded our capabilities in injection molding, prototyping and additive manufacturing.
- ◆ The launch of our 3DVista virtual learning environment **enhanced training** and customer engagement through immersive 3D experiences.
- ◆ We are proud to have **reduced virgin plastic use by more than 1.175 million pounds** this year!
- ◆ Intek employees showed their giving spirit by **collectively volunteering more than 1,650 hours** within their communities.
- ◆ Our team **embraced AI** tools and resources this year to assist with continuous improvement and help employees work smarter, not harder.

By celebrating and sharing our impact together, we are moving the needle on our IMPACT goals. We're carrying this energy into 2026 and looking forward to driving even greater impact this year. We welcome you to join us in doing more and achieving more together!



MISSION

Integrity, collaboration, and stewardship are the pillars of our success. Our solutions empower customers and generate lasting value, while honoring commitments to our team, communities, and environment.

VISION

To be recognized as the premier partner in plastics processing.





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