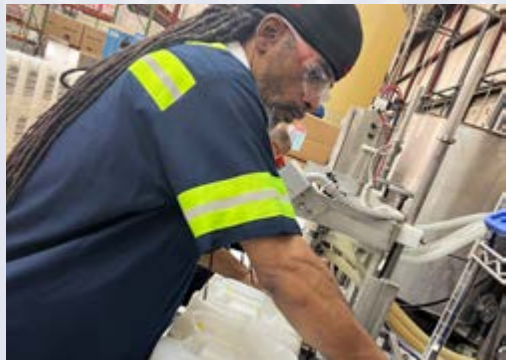
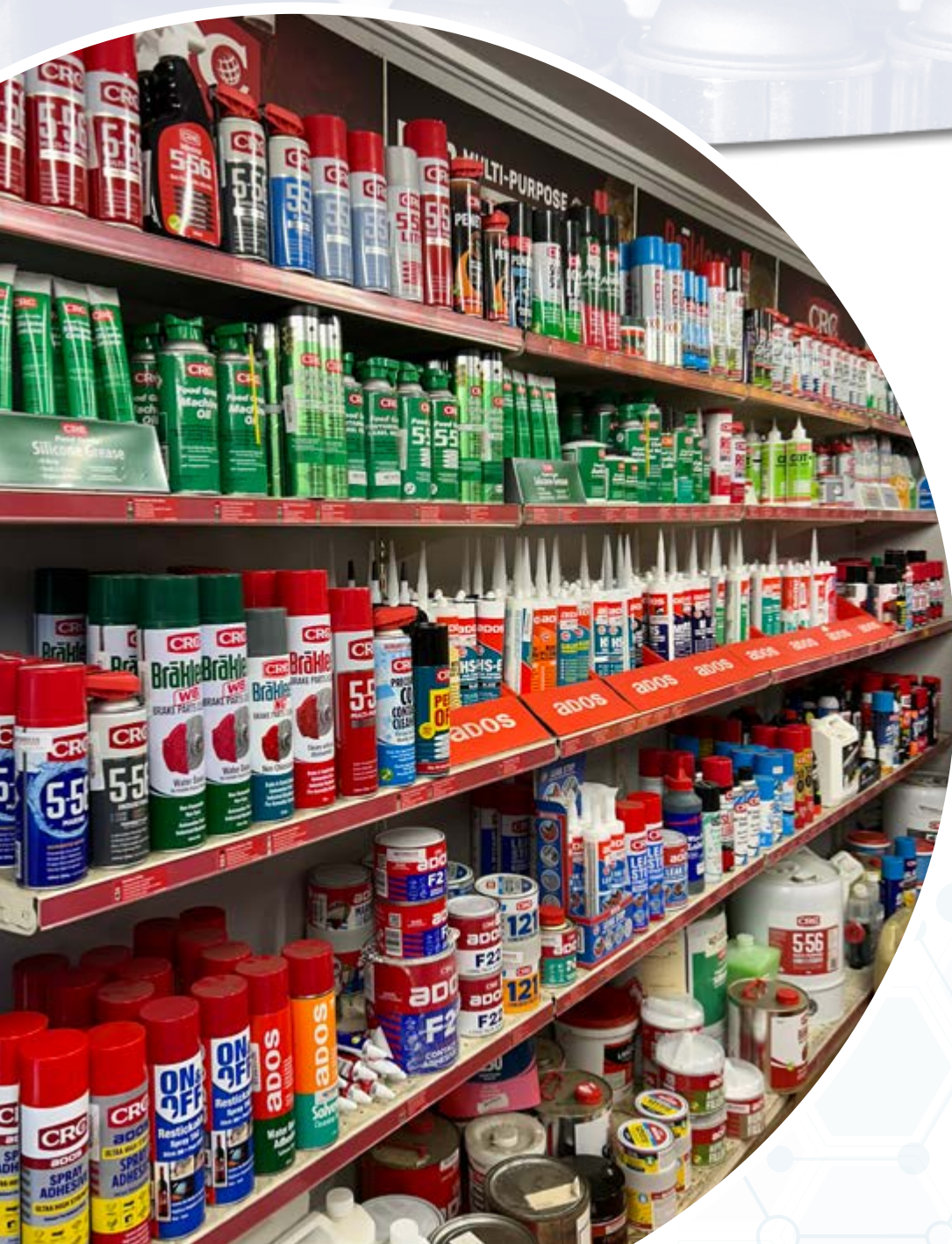


SUSTAINABILITY REPORT 2024



TOGETHER, WE GET IT DONE.™

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CRC AND SUSTAINABILITY



I often say to people that “CRC was about sustainability before it was cool.” What do I mean by that statement? Since its founding in 1958, CRC has been dedicated to providing solutions that help things to work better and last longer. We help the hard-working people who do the important work that keeps the world moving forward. Our products help them to clean, lubricate, protect, restore, and re-use a myriad of things – from complex machinery to motor vehicles to common household items. Maintaining all of these valuable assets maximizes their efficiency and extends their usable life. Think of the resources that are conserved by a machine operating at peak performance throughout its life and remaining in operation longer – rather than sending it to the scrap heap prematurely. That’s what CRC is about at its very core – and it’s one of the things that attracted me to the company.

In addition to that fundamental contribution to sustainability, CRC has long adhered to a set of strong operating principles that include environmental, social, and governance considerations. Simply put – CRC recognizes and honors its responsibility to operate in a fair and reasonable manner. We strive to maximize our business while at the same time protecting the interests of our owners, employees, suppliers, customers, and communities.

This report covers numerous initiatives that aim to positively impact the lives of all people touched by CRC’s business. It highlights several noteworthy achievements, including significant reductions in carbon dioxide emissions. We’re especially proud to have transitioned four of our manufacturing sites worldwide to operate on renewable electricity—a milestone that reflects our deep commitment to environmental responsibility.

At the same time, we are not resting on our past accomplishments in workplace safety. Instead, we are renewing our efforts through our Vision Zero initiative—a global commitment to eliminate workplace injuries and foster a culture of safety and care across every CRC site.

We’re proud to share these accomplishments with you. And by providing better visibility into our CSR initiatives and Operating Principles, we aim to help our channel partners and end customers achieve their ESG goals by working with CRC.

We look forward to continuing to share our progress with you.

A handwritten signature in dark ink, appearing to read 'Len Mazzanti', written over a light blue geometric pattern.

Len Mazzanti, Chief Executive Officer, CRC Industries

ABOUT CRC

OUR PROMISE: BORN FROM THE WORK. TESTED IN THE WORK. TO GET THE WORK DONE.

VISION:

Make CRC the most Globally Recognized and Trusted brand by tradespeople and enthusiasts for maintenance and repair solutions.

MISSION:

We're here for the people who do the work that keeps the world moving forward.

OPERATING PRINCIPLES

- Customer Focus
- Innovative
- Ownership
- Quality
- Respect
- Safety
- Teamwork

QUALITY POLICY

CRC Industries commits to continually improve the value of products and services. Our goal is to deliver quality products that meet or exceed customer requirements while always operating fairly and honestly with customers, suppliers, and employees.



1958
Born in a Pennsylvania garage
with a single product
Now a **GLOBAL LEADER**



The CRC Team is committed to providing solutions to our customers that help them do the important work that keeps the world moving forward. We started from humble beginnings in a Pennsylvania garage with a single product – and we’ve been growing our product portfolio and geographic footprint ever since.

Today, CRC Industries, Inc. is a global leader in the production of specialty products and formulations for maintenance professionals and do-it-yourselfers, serving the industrial, automotive, electrical, food & beverage, marine, heavy truck, hardware, aviation and general manufacturing markets.



TOGETHER, WE GET IT DONE.™

1958

Founded

Norman Larsen co-founded Corrosion Reaction Consultants (CRC) with Charles J. Webb II after fine-tuning his water displacement product and naming it CRC Corrosion Inhibitor 5-56® Multi-Purpose Lubricant.

1960's TO 1970's

New Products and Facilities Supporting Industry & Geographic Expansion

- Brakleen invented in 1971
- Expanded capabilities to meet the needs of industrial, electrical and automotive markets
- Formed regional subsidiaries in Europe and Asia Pacific
- Invested in new facilities in the US, Belgium, Australia and New Zealand

1980's TO 1990's

Acquisitions Fuel Continued Industry & Geographic Expansion

- Acquired by Berwind in 1981
- Acquired numerous brands and invested in R&D to expand into new markets such as greases, leak solutions, adhesives, and auto appearance products
- Stronger presence in Europe and Asia

2000's TO 2020's

Acquisitions to Enter New Categories and Programs to Increase Customer Value

- Additional acquisitions and R&D investments to expand into the parts washer, rust removal, welding and marine categories
- Stronger presence in UK and South Africa
- Created value-added programs to help customers manage cost and compliance

2024 & BEYOND

Global MRO Solutions Provider

- Committed to being the most Globally Recognized and Trusted brand by tradespeople and enthusiasts for maintenance and repair solutions.



All around the world, there's work that needs to get done. Whether you're part of a service crew serving a city's electrical grid, a machine operator preparing the ground for a new building, a mechanic doing a routine brake job or a parent tuning up the family bikes for a big Sunday ride, you keep everyone moving forward in a world that never stops—and you can count on CRC to help you on every job and every project.

For over 60 years, we've been rolling up our sleeves to create specialty products and solutions that help you get the important work done. We go on-site with the people doing the work —watching, listening, and getting our hands dirty to understand exactly what you need. Then we test the work, getting our products into the hands of professionals and DIYers to ensure it makes the work easier, more efficient, and all-around better. That's why we're confident our products will always perform, and with CRC by your side, we know you'll be ready to take on any project that comes your way.

CLEANERS & DEGREASERS



CORROSION INHIBITORS



LUBRICANTS & PENETRANTS



PARTS WASHERS





AUTOMOTIVE

CRC's broad automotive product offering includes specialty chemicals for brakes, electrical system, fuel system, engine, cooling system, transmission and drive train, and power steering system.



CONSTRUCTION

CRC keeps construction equipment moving with degreasers, lubricants and corrosion inhibitors that stand up to the outdoor elements and the rigors of heavy loads.



ELECTRICAL & UTILITY

CRC has a variety of solutions for Power Generation and Transmission & Distribution utilities, across many platforms, from Electricity to Natural Gas to Water & Sewer



FOOD & BEVERAGE

CRC's full line of NSF registered cleaners and lubricants coupled with our Stoplight® Safety Program support regulatory compliance and peace of mind for food processors and manufacturers.



GENERAL MANUFACTURING

CRC always has the right solution for our customers' MRO challenges because we offer a broad range of products in over 20 categories, including precision cleaners, heavy duty degreasers, lubricants, corrosion inhibitors and sealants/adhesives.



HARDWARE

From projects around the house or in your garage, CRC has the powerful and innovative products you need to get them done right from greases, oils, and penetrants to rust removers and contact cleaners.



HEALTH CARE

To keep facility operations running smoothly, CRC's product line satisfies the need for performance, regulatory compliance, and safety for institutional maintenance professionals.



HEAVY TRUCK

CRC's greases, heavy duty diesel additives and welding products support fleet maintenance and remanufacturing operations to keep trucks moving.



MARINE

CRC offers professional grade marine maintenance products from lubricants and fogging oils to hull cleaners and boat soaps.



MINING

CRC MRO chemical products service the Mining industry in 4 major areas of operation: Material Handling, Equipment Maintenance, Fleet Maintenance & Worker Personal Care



PETROCHEMICAL

CRC has a robust product offering for Upstream, Midstream & Downstream operations in the Oil & Gas market. Our powerful degreasers and effective penetrants & lubricants keep operations running smoothly, even in the harshest environments.

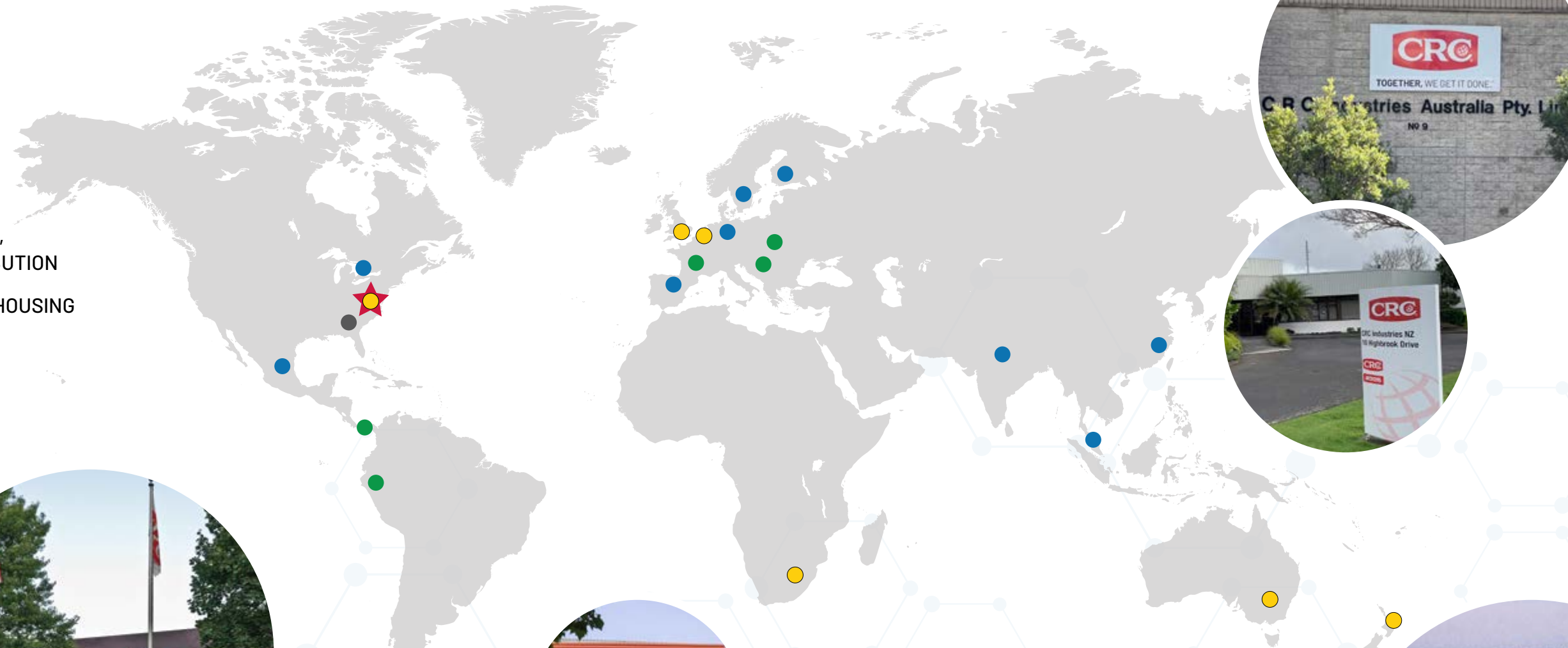


WELDING

Engineered products for efficient welding: CRC's welding line offers superior choices to increase tip and nozzle life, prevent welding spatter and save on grinding and clean-up.

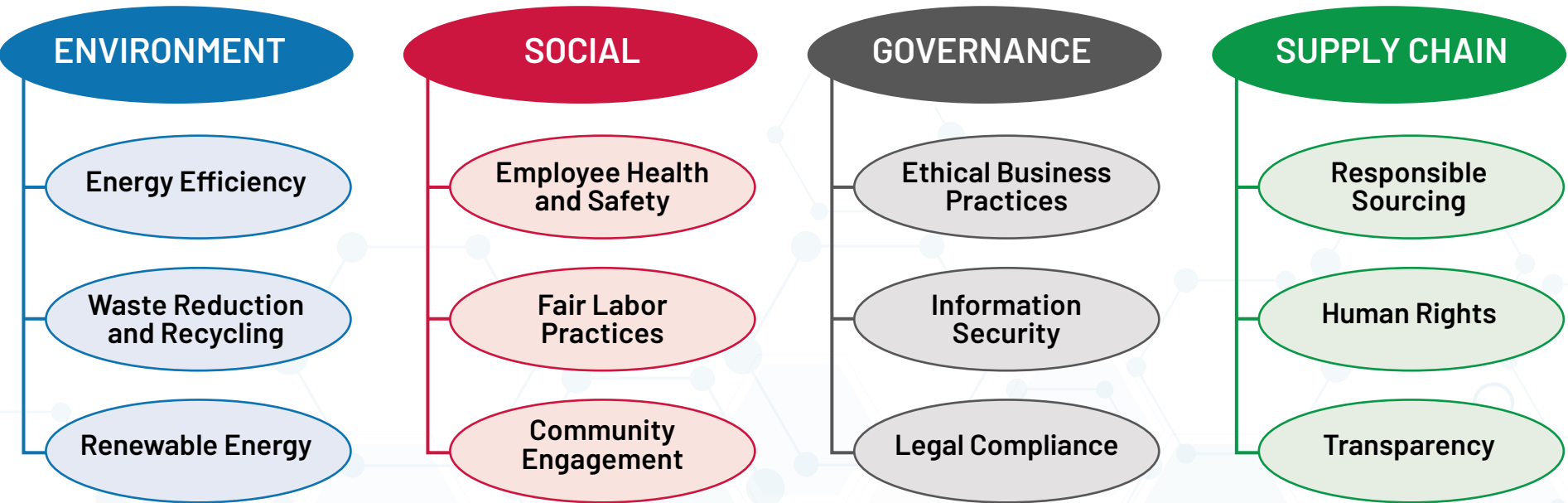
OUR LOCATIONS

- ★ HEADQUARTERS
- SALES
- SALES & DISTRIBUTION
- MANUFACTURING, SALES, WAREHOUSING & DISTRIBUTION
- MANUFACTURING, WAREHOUSING & DISTRIBUTION



SUSTAINABILITY STRATEGY

We believe that sustainability principles provide an invaluable foundation that serve to strengthen our operations, enhance risk management, attract, and develop talented employees, uphold our reputation, and cultivate an even stronger connection with our consumers. As a global company, and market leader, we feel it is important to include environmental, social, governance, and supply chain values in our approach to corporate social responsibility. Within these pillars, our sustainability strategy includes the following focus areas:



The actions described in this report contribute to the following UN Sustainable Development Goals:



<https://www.un.org/sustainabledevelopment>

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

In our 2023 Sustainability Report, CRC Industries established goals in four KPI areas. We are pleased to report that we met or exceeded three out of the four goals, while still making progress on the fourth goal. For 2025 and beyond we will continue to monitor and improve these metrics while adding additional metrics that are relevant to our material topics identified during the Double Materiality Assessment.

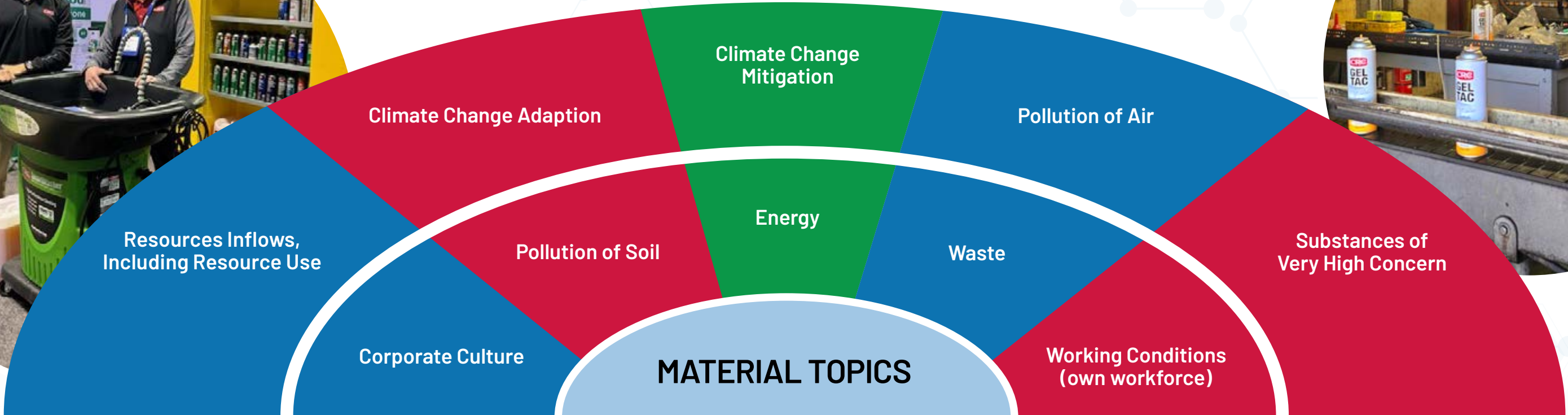
Metric	2024 Goal	2024 Result	Status
Scope 1 & 2 Emissions (market-based)	-8%	-33.5%	✓
Hazardous Waste Generation	-5%	-1.5%	✓
Total Recordable Incident Rate	< 2	1.7	✓
Code of Conduct Recertification	100%	100%	✓



During 2024, CRC conducted our inaugural Double Materiality Assessment (DMA) in alignment with the Corporate Sustainability Reporting Directive (CSRD), referencing the European Sustainability Reporting Standards (ESRS) framework developed by the European Financial Reporting Advisory Group (EFRAG). The first step of the DMA process involved developing a comprehensive list of sustainability topics, serving as the foundation for assessing CRC’s material environmental, social, and governance (“ESG”) topics. We then conducted a comprehensive value chain assessment that mapped CRC’s direct and indirect stakeholders to business lines, geographies and recommended stakeholder engagement strategies. Internal and external stakeholders were

interviewed to surface sustainability-related Impacts, Risks, and Opportunities (IROs) relevant to our industry and CRC’s operations specifically. After scoring Impact Materiality and Financial Materiality for the identified IROs, CRC applied a materiality threshold that was reasonable to our business model and geographic reach.

The DMA resulted in 10 material topics that will be used to guide CRC’s Sustainability Strategy. Although the DMA was conducted with a focus on our European sites, we believe that the results are relevant to our global operations due to the similarity of manufacturing processes, product lines, value chains, and global stakeholders.





ECOVADIS

CRC is proud to be awarded the EcoVadis Silver Medal for the second year in a row while also achieving an improvement to our overall score. We are rated in the top 15% of assessed companies in our industry sector (manufacture of soap and detergents, cleaning and polishing operations).



CDP

For the past 3 years CRC has disclosed annually through the CDP Climate assessment process. In 2024 we additionally disclosed for the Forest and Water assessments. We aim to continue to increase our data gathering and availability for future disclosures.



ISO 9001

CRC-owned manufacturing and distribution facilities in the U.S., Belgium, UK, South Africa and Australia are certified to the ISO 9001:2015 standard for quality systems. Operations at our leased sites closely follow the same standards of documented quality management.



ISO 14001

CRC's UK manufacturing site is certified to the ISO 14001:2015 standard for environmental management systems. CRC's other manufacturing sites are closely aligned to this standard and utilize industry best practices for environmental regulatory compliance and stewardship.



GOVERNANCE



At CRC, integrity is not just a principle — it is a promise. Every employee plays a vital role in upholding our Code of Business Conduct, which defines how we work, lead, and grow—together.

LABOR AND HUMAN RIGHTS

CRC supports and respects the protection of internationally proclaimed human rights and we ensure that our business activities are not complicit in human rights abuses.

- CRC strictly prohibits child and forced labor across all global operations.
- CRC is an equal opportunity employer as a matter of law, ethics and good business practice. It does not discriminate on grounds of race, color, religion, gender, national origin, age, disability, sexual orientation, political affiliation, union membership or any other status protected by law.
- CRC abides by a strict Anti-Harassment Policy and will not tolerate any form of discriminatory harassment.
- CRC pays workers according to applicable wage laws, including minimum wages, overtime and legally mandated benefits, and complies with the laws on working hours in the countries in which it operates.
- CRC respects the rights of workers, in accordance with local laws, to associate freely, join or not join labor unions, seek representation, and join workers' councils.



ANTI-CORRUPTION AND ANTI-COMPETITIVE PRACTICES

CRC stands against corruption in all of its forms, including extortion, bribery, or money laundering. We compete fairly and ethically for contracts and other business opportunities. We will not use any illegal or unethical practices, such as improperly obtaining proprietary information of a competitor, or price-fixing, coercion, or collusion, in an attempt to obtain business.

LEGAL COMPLIANCE

CRC complies with all applicable laws in the countries in which we do business including anti-boycott laws, import and export controls and economic sanctions, securities laws, and laws applicable to contracts with any government.

CRC will cooperate with appropriate government investigations. We have reporting systems in place and encourage all employees to report suspected cases of non-compliance with any government regulation or CRC policy.

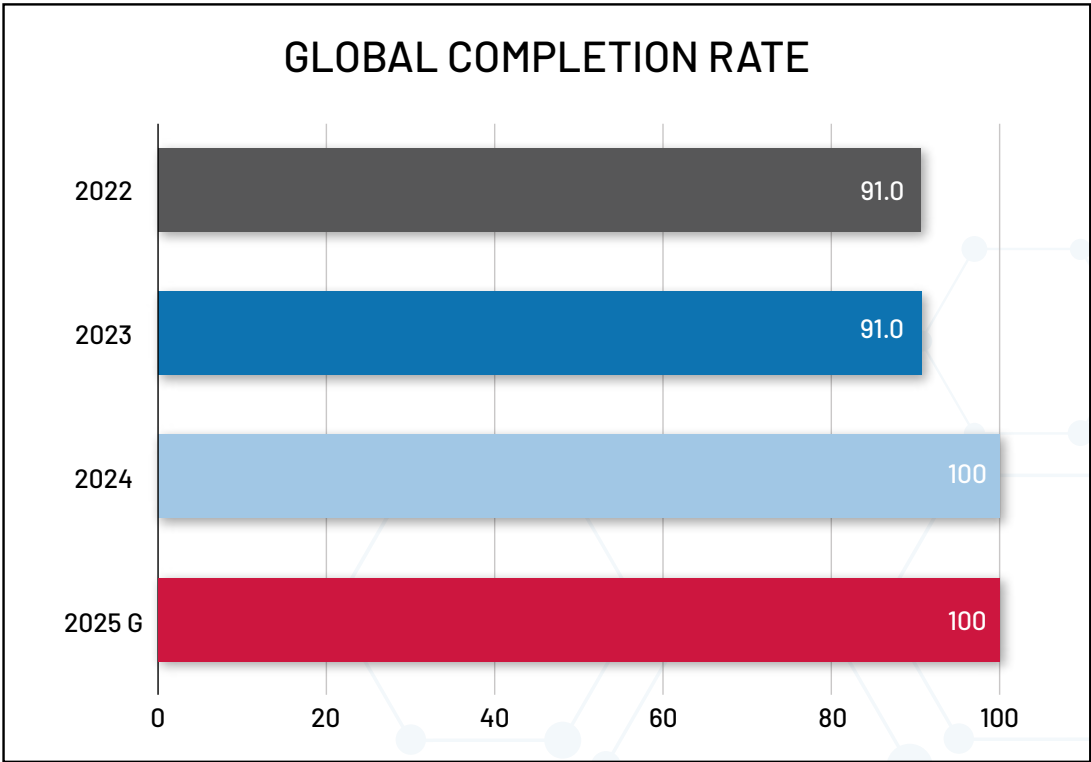


IT SECURITY AND INFORMATION MANAGEMENT

CRC recognizes that effective safeguarding and management of company information and information systems is necessary to reduce threats that could cause loss of business, disruptions to operations or impact to company reputation. CRC protects company data and systems through strict access controls and continuous monitoring. Our Information Security Program evolves constantly to defend against emerging threats.

A Code of Business Conduct is an important part of building a resilient and successful organization with strong business ethics embedded into daily decision-making.

All employees are required to review our Code of Business Conduct and sign an annual statement acknowledging that they have read and understand the Code, agree to abide by its principles, and affirm their obligation to report suspected violations.



2024 TARGET:
100%
COMPLETION RATE
OF CODE OF CONDUCT
CERTIFICATION BY ALL
ACTIVE EMPLOYEES

2024 RESULTS:
ACHIEVED
100%
SIGN-OFF

To reinforce our Governance and Ethics policies, CRC employees also receive training on topics including:

- IT Security Awareness
- Anti-Corruption
- Anti-Harassment



CRC aims to be a responsible business that meets the highest standards of ethics and professionalism. Here we disclose a variety of key governance metrics to support transparent and sustainable business practices.

Forced Labor and Human Trafficking Metric	#
Number of confirmed incidents of forced labor and/or human trafficking identified in CRC’s own operations in 2024	0
Child Labor Metric	#
Number of confirmed incidents of child labor identified in CRC’s own operations in 2024	0
Corruption or Bribery Metric	#
Total number of confirmed incidents of corruption or bribery in 2024	0
Information Security Metric	#
Total number of confirmed information security incidents in 2024	2
Information security incidents with material or financial impact	0

All CRC employees have access via telephone and website portal to a Business Code of Conduct Reporting Hotline. The hotline is available to all employees to report possible violations of the Code of Conduct, CRC policies or applicable laws. Reports can be made anonymously and will be treated confidentially, taken seriously, and investigated.

We abide by a strict Non-Retaliation Policy. Any form of retaliation or intimidation against anyone reporting a suspected violation of our Code or applicable law in good faith will not be tolerated.

Code of Conduct Hotline Data	#
Total reports	4
Substantiated reports	0
Total reports investigated	4
Total anonymous reports	100%



ENVIRONMENTAL POLICY

GENERAL PRINCIPLES

CRC Industries, Inc., is committed to protect the environment and minimize impacts to the environment from our activities and products. Keeping our environment clean and unpolluted is a benefit to all. As such, CRC will consider environmental issues as part of its strategies and initiatives.

CRC will manage, develop, and enhance its environmental performance, prevent pollution, and ensure it fulfills all its compliance obligations to legal and other requirements by delivering continual improvement via an Environmental Management System.

STAKEHOLDER ENGAGEMENT

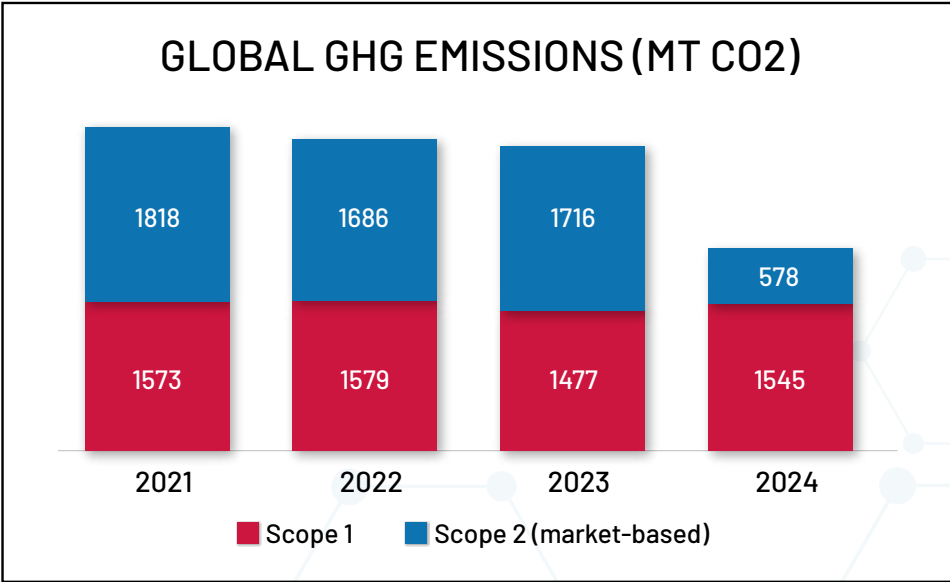
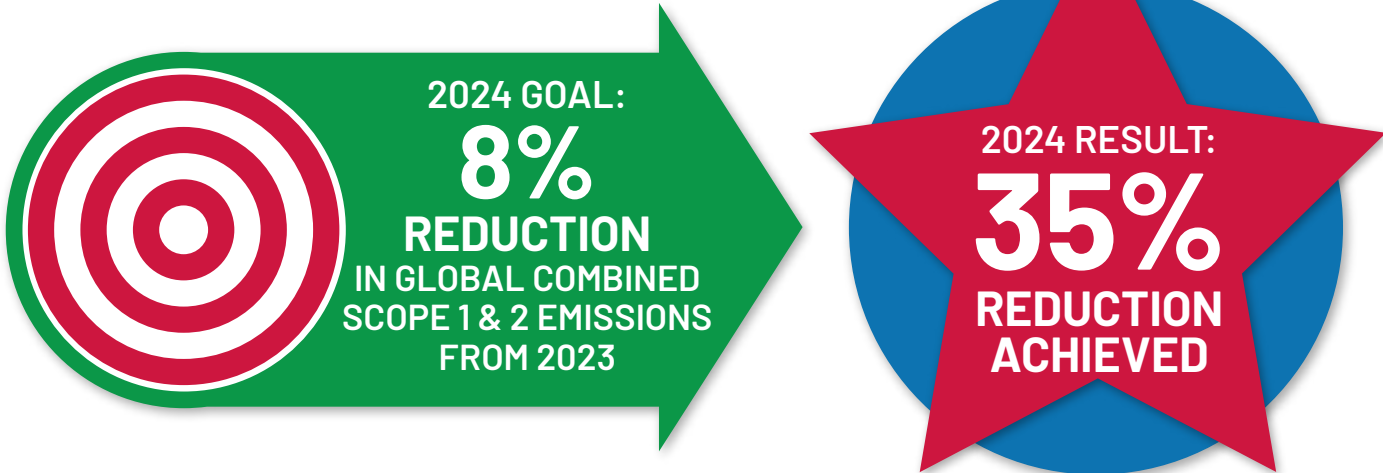
We work closely with our internal & external stakeholders to identify and evaluate the environmental impacts of our operations and products. Our employees provide valuable feedback on process optimizations that can reduce emissions and waste. Likewise,

our customers share useful insights that contribute to our product innovations and improvement processes. In addition to our regular interactions, we actively involve internal & external stakeholders in our double materiality assessments through one-on-one interviews.

OUR QUALITATIVE OBJECTIVES:

- We commit to use environmentally sound operating practices and technologies
- We will review annually our measures to maintain and improve performance in these areas that have a significant environmental impact:
 - Ensure the safe and efficient storage, handling, use, transport, and disposal of all materials and wastes
 - Manage all processes to reduce emissions to air and discharges to water
 - Optimize the use of fuels, energy, water, and raw materials to reduce GHG emissions
 - Investigate incidents, actioning improvement to eliminate or mitigate further incidents
 - Reduce waste by re-use, recycling, and improvement of processes
 - Consider our impact on biodiversity of our operations





Climate Change Mitigation was identified as a material topic for CRC. Accordingly, we are working to fully characterize and then reduce our greenhouse gas (GHG) emissions. Aligned with the GHG Protocol, we have gathered activity data for Scope 1 (direct emissions from owned sources) and Scope 2 (indirect emissions from purchased energy – market-based). Data on Scope 3 emissions is being collected and will be presented in future reports.

During 2024 we achieved a significant reduction in our Scope 2 market-based emissions by switching to sourcing 100% renewable electricity at our Warminster and Ivyland facilities in the U.S. and our Zele facility in Belgium.



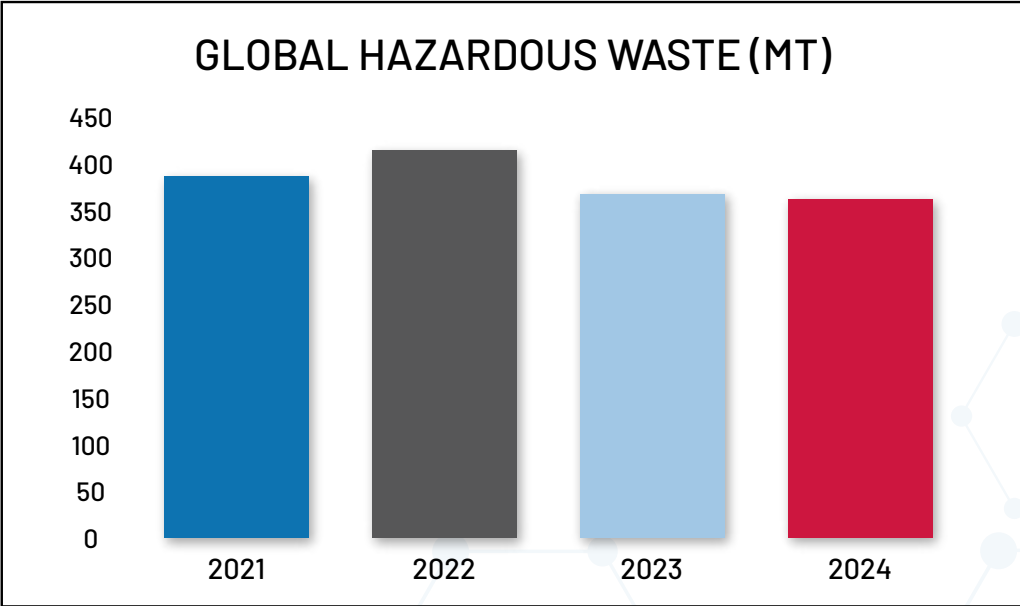
SPOTLIGHT ON SOUTH AFRICA
2024 Energy Efficiency Initiatives:

- Changed the process flow to use only one shrink wrapper per shift
- Installed motion sensors on lights and day and night sensors on site
- Converted office lights to LED tubes
- Turned conveyors off during break times
- Reduced the water bath heating elements from 6 at a time to 2 at a time

LOOKING AHEAD:

CRC has set a short-term goal of an additional **2%** reduction in global combined Scope 1 & 2 emissions for 2025. CRC’s regional sustainability teams are creating a project pipeline that will support longer term emissions reductions goals through 2030.





Waste was identified as a material topic for CRC during our DMA. CRC’s initial waste-related goal focused on the absolute reduction of hazardous waste – both liquid and solids – generated during our blending and filling operations.

While we did not meet our 2024 goal of a 5% reduction in hazardous waste as compared to 2023, we did make progress with a slight reduction.

CRC’s selected key performance indicators (KPI) are regularly assessed for relevance to the business and benchmarked against published industry best practice, leading to additional operational improvements and reduced waste generation. After review of this metric, we have determined that it would be more useful to track the amount of hazardous

waste generated as a percentage of total chemical throughput for each facility. We recognize that certain wastes will increase as a result of increased production capacity and operational time. We aim to employ best practices that decrease line-flushing and changeovers, while we explore additional operational improvements that will reduce waste generation.

Hazardous Waste Volume as a % of Production Volume (2024)

Zelev, Belgium	1.09%
Bridgwater, UK	2.99%
Warminster, PA, US	1.41%

(The other CRC manufacturing facilities will be assessed in 2025)

LOOKING AHEAD:

Beyond operational efficiency, CRC targets avoidable waste—like off-spec batches, expired materials, and spills. Strong quality and process controls are key to reducing this impact. During 2025, our goal is an additional 2% reduction in total waste volume.



AEROSOL RECYCLING BY 2030

85%

Achieve at least an 85 percent recycling access rate for all aerosol cans.

90%

Label at least 90 percent of all aerosols as recyclable with messaging on how to properly recycle them.

WWW.THEHCPA.ORG/AEROSOL-RECYCLING-INITIATIVE

CRC Industries is a multi-year sponsor of the Aerosol Recycling Initiative in the United States as we support proper end-of-life management of our products. We believe that recycling, in general, and specifically aerosol products, can provide enormous benefits to communities, the economy, and the environment. Increasing recycling reduces the need for raw material extraction

by keeping valuable material in circulation, retaining economic value, creating jobs, and reducing greenhouse gas (GHG) emissions.

This is an important initiative in the United States as the current national access rate is estimated to be only around 62%. Successful progress in the U.S. can be adapted for other countries where CRC sells products to ensure that all of our customers have the knowledge on how and where to recycle empty aerosol containers and the ability to easily access recycling services.

APPROACH TO INCREASING ACCESS:

- Engage with material recovery facilities, municipalities and retailers to offer aerosol recycling access
- Develop educational materials for the community about how to properly recycle aerosols
- Advocate for the inclusion of aerosol cans on statewide ‘recyclable’ lists

APPROACH TO LABEL MESSAGING:

- Develop a guide for industry with messaging options
- Work with state regulators on mandated labeling requirements

Recycling just one aerosol reduces greenhouse gas emissions by the equivalent of driving 0.5 miles in the average gasoline-powered passenger vehicle or charging 13 smartphones!



GREENHOUSE GAS SAVINGS EQUIVALENCY



Reduces GHG emissions equivalent to

0.5 miles

charging 13





BIN TRIM AND CRC SMARTWASHER: DRIVING WASTE REDUCTION AND COST SAVINGS

The Bin Trim program, created by Australia's Environment Protection Authority New South Wales (EPA NSW), focuses on reducing landfill waste through innovative solutions. It is the largest business recycling program of its type in Australia. The initiative provides financial support to end-users, offering rebates of up to 50% for confirmed waste reduction efforts.

At the core of CRC's contributions to ESG goals is the innovative SmartWasher technology—a bio-remediation solution that replaces traditional solvent-based parts washers. By utilizing microbes to break down grease and oil, SmartWasher eliminates the need for hazardous solvents, significantly reducing environmental impact and aligning with modern ESG standards.

The bio-remediation technology ensures waste products are safely neutralized, fostering a cleaner and safer workplace. Furthermore, SmartWasher helps organizations streamline their waste management processes, contributing to both environmental sustainability and operational efficiency.

Due to its contributions towards the reduction of waste, CRC's SmartWasher aligns with the goals of the Bin Trim program and has been eligible for rebates. Together, Bin Trim and CRC are driving forward a more sustainable and cost-efficient future.



SUCCESS STORIES:

- **BICYCLE REPAIR OUTLET:** A bicycle repairer, who refurbishes old bikes for charitable organizations, successfully leveraged the Bin Trim program to receive a 50% rebate. This initiative not only supported waste reduction but also advanced social sustainability by contributing to charitable efforts. The shift to SmartWasher technology eliminated the need for harmful solvents, showcasing its transformative impact on waste management.
- **AGRICULTURE MACHINERY SUPPLIER:** An agriculture machinery supplier specializing in servicing Case and New Holland equipment also benefited from the program. By investing in four SmartWasher units, the supplier reduced waste while improving efficiency and compliance with sustainability targets. The move to bio-remediation technology further strengthened their ESG commitment.

SOCIAL POLICY

GENERAL PRINCIPLES

We value and respect all people touched by our business. We are committed to minimizing risks to the health and safety of our employees, the local community, and our end users through robust safety practices, continuous improvement, and compliance with all applicable regulations. CRC Industries aims to conduct its business activities in compliance with all applicable Occupational Health and Safety Legislation. The safety of our employees during the manufacture of all our products, as well as the minimization of health risk to our product users is of the utmost importance to CRC.

We support diversity, equity, and inclusion in our workplaces. We provide training and professional development opportunities to all employees as they are our most valuable assets. We nurture the well-being of our employees by ensuring fair and safe working conditions. We are committed to developing our partnerships with our suppliers and customers and encourage the reporting of concerns by anyone in our value chain.

STAKEHOLDER ENGAGEMENT

We actively seek the input of our internal and external stakeholders to identify and evaluate the impacts of our

activities. Employees participate in biennial employee engagement surveys. Managers encourage communication through an open-door policy and routine employee check-ins. An anonymous reporting phone line is available 24 hours a day. Social media creates a connection with our customers and product users that supplies valuable feedback. In addition to our regular interactions, we involve stakeholders in our materiality assessments through online surveys and one-on-one interviews.

OUR QUALITATIVE OBJECTIVES:

- Identify hazards associated with site activities and operations and continuously improve the control of potential hazards
- Develop a culture of safety and provide regular communication and appropriate training to all employees
- Operate effective health monitoring programs for all employees exposed to chemical substances
- Provide suitable data to users of our products to allow them to be used in the safest possible manner
- Review our Safety Management System and associated documentation following significant change within the business processes or every five years
- Provide a diverse and inclusive workplace environment that promotes health and well-being while building skills that support long-term employability



Working Conditions for our own workforce was deemed a material topic during our Double Materiality Assessment. CRC recognizes that this topic is of primary importance when conducting our operations. Every employee should feel safe and secure in their working environment, and CRC is committed to maintaining rigorous safety standards and minimizing occupational risks to help ensure our workforce returns home safe and healthy each day.

In addition to the total incident rate, we have also been tracking the lost time incident frequency rate (LTIFR) and lost time incident severity rate (LTISR). We are pleased to report that both rates have been trending downward for the last 3 years:

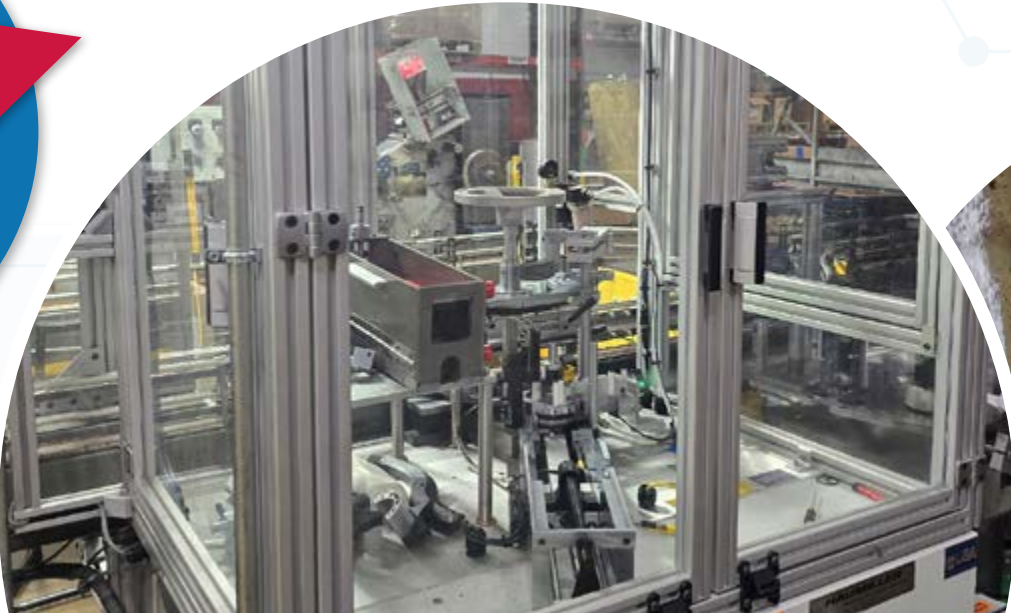
LTIFR: 10.9 (2022) ➡ 5.1 (2024)

LTISR: 0.61 (2022) ➡ 0.17 (2024)
(per 1 million hours worked)

GLOBAL TRIR (TOTAL RECORDABLE INCIDENT RATE) ROLLING



Total Recordable Incident Rate = # of reportable cases x 200,000 divided by total hours



- Several upgrades were made at our **Norcross, U.S.** facility to improve ergonomics and bolster employee safety:
 - ✓ Added lift assist at production lines
 - ✓ Upgraded warehouse lighting
 - ✓ Spill protection system around mixing tanks
 - ✓ Installed semi-automatic hose cutter
- To enhance employee comfort at our **Ivyland, U.S.** warehouse we added additional fans for the summer and brought more heaters online for the winter. We installed more water stations and provided reusable water bottles to reduce plastic waste.

EMPLOYEE SAFETY TRAINING:

- All manufacturing and warehousing site employees receive regular training encompassing job specific functions, health, ergonomics and safety, environmental awareness, and hazard communication.

TOTAL SAFETY TRAINING HOURS IN 2024: **1862**

Installed defibrillator at **India** office and provided training



PROFESSIONAL DEVELOPMENT:

- **Lead 4 Success®:** This program was offered to our frontline supervisors and managers globally. It focuses on the four fundamental leadership skills: self awareness, communication, influence and learning agility, needed at every leader level. The training includes experiential activities to learn through doing and peer-based learning in a safe environment for participants to practice their behaviors.
- **Crucial Conversations for Mastering Dialogue:** This program was offered to employees at management level, including our executives. Crucial Conversations focuses on learning powerful skills which will allow managers to effectively hold conversations when there are high stakes, opposing opinions, and strong emotions.



- Three pallets of Ambersil cleaning wipes were donated to the local carnival clubs in preparation for the **Bridgwater** Guy Fawkes Carnival in the West Country. This is an annual fundraising event supporting various local charities.
- CRC's **Pennsylvania** sites collected food and donations to benefit Philabundance, a local non-profit organization dedicated to combating hunger in our local communities. The food drive resulted in 720 pounds of food and \$1,725 in virtual donations to Philabundance.
- Our **Norcross, GA** employees volunteered two days at the Atlanta Food Bank, where they helped to serve 171 families and distributed over 11,000 lbs of food.

- **Belgium** employees, known as the Mooimakers, volunteer to collect waste on the streets near and around our production facilities.
- Our **New Zealand** employees participated in Loud Shirt Day to support the Hearing House and the Southern Cochlear Implant Programme (SCIP), the only two charities in New Zealand dedicated to helping children and adults with cochlear implants.



- CRC **US** was a participating sponsor of Circularity 2024, the leading conference for professionals building the circular economy, which was held in Chicago, IL. We showcased our CRC Smartwasher system of products.
- CRC **New Zealand** employees raised \$570, which was matched by CRC to make \$1140, for the Movember charity to support men's health projects.
- CRC **Australia** donated a Smartwasher and a selection of CRC products to the Motor Trade Association of Western Australia for use at their training centers in Perth. The association supports the training of over 650 auto mechanical apprentices.



- CRC's **Warminster, Ivyland and Horsham** sites in the U.S. collected lightly used shoes for donation to a social enterprise that supplies them to people in need around the world. The shoes will support micro-enterprises in developing nations by providing them with shoes to sell. In total, we collected approximately 425 pairs of shoes.

- CRC **Sweden** participated in fundraising connected to the Vätternrundan cycling event. Funds support Mustaschkampen, which is a national campaign promoting prostate cancer research and advocacy.

- CRC supports Asenne ry in **Finland** with product donations that enable their work in social inclusion and youth engagement. The organization reuses and repairs hobby equipment, pays hobby fees and provides everyday help to families in many different forms.



CRC'S BUILD FOR THE FUTURE SCHOLARSHIP SUPPORTS ASPIRING TECHNICIANS

In 2024, CRC launched the “Build for the Future Scholarship” program in cooperation with the TechForce Foundation to inspire young men and women to explore a rewarding career in a technical trade and empower them through strong community, scholarships and career placement programs to achieve their dreams.

A modified, upgraded, and perfectly preserved 2006 Pontiac GTO sponsored by CRC Industries was auctioned in May of 2024 with all proceeds going to TechForce Foundation, a nonprofit organization that funds education for and champions young people aspiring to work in the trades. Tuned by a famously-skilled crew, including NHRA Top Fuel World Champion Clay Millican and Jeff Lutz of Street Outlaws and Lutz Race Cars, the GTO auction supported scholarships for 10 recipients of \$3,000 each.

CRC intends to sponsor an exhilarating car build each year for auction, with the goal of continuing to fund the scholarship program.

Follow the build and get more information at crcbuildforthefuture.com



SUSTAINABLE PROCUREMENT

CRC Industries works with hundreds of third-party suppliers across diverse global supply chains. We recognize our responsibility to contribute to a sustainable future by integrating environmental, social, and economic considerations into our procurement practices. This Sustainable Procurement Policy outlines our commitment to sourcing goods and services in a way that minimizes environmental impacts, fosters ethical and transparent relationships with our suppliers, ensures compliance, and promotes continuous improvement to achieve economic, social, and environmental benefits.

GENERAL PRINCIPLES:

- **Regulatory Compliance:** We expect all suppliers to comply with relevant regulations, which we consider a fundamental requirement.
- **Supplier Code of Conduct:** At CRC, we uphold ourselves to high standards through our Business Code of Conduct. We expect our third-party suppliers to adhere to the same standards. We maintain a **Supplier Code of Conduct** that is distributed to all strategic suppliers. This document outlines our expectations for ethical, environmental, and social responsibility in the supply chain. This policy is available for all suppliers on our global website.
- **Quality Agreements:** We establish quality agreements with our suppliers, which include certain regulations. While these agreements are not specifically focused on

sustainability, they set out important standards for product quality and safety.

STAKEHOLDER ENGAGEMENT:

In addition to our regular business interactions, we involve stakeholders in our materiality assessments through online surveys and one-on-one interviews. We may also connect with suppliers through professional organizations, trade shows, and conferences where we have opportunities to share best practices and discuss sustainability innovations.

OUR QUALITATIVE OBJECTIVES

- ✓ Raise supplier awareness about the company's Supplier Code of Conduct
- ✓ Promote transparency around human rights and responsible business practices in our supply chain

OUR QUANTITATIVE TARGETS:

- ✓ By the end of 2025, we aim to assess the sustainability practices of the strategic suppliers that comprise the top half of our regional spending.



A collaborative relationship with our suppliers is critical to maintaining our ethical sourcing standards and supporting risk management while pushing to achieve reductions in the environmental impact of our raw materials during production. These efforts will also lead to a reduced impact during use and end of life of our finished products. We strive for more circularity in our value chain.

The following are some of the key areas of focus:

- **Conflict Regions / Conflict Minerals:** Suppliers must provide certificates of origin to ensure that raw materials are not sourced from conflict regions.
- **Deforestation:** Suppliers should verify that our raw materials are not sourced in such a way as to contribute to deforestation or other forms of biodiversity loss.
- **Chemicals of Concern:** We rely on our suppliers to disclose the presence of various chemicals of concern including SVHCs (Substances of Very High Concern), PFAS (poly- and per-fluoroalkyl substances), food allergens, and PBT (persistent, bioaccumulative and toxic) substances.



CHEMICAL SUPPLIERS

CRC is always in dialogue with chemical suppliers as we evaluate new chemistries that are safer for our employees and end users and safer for the environment. Keeping the full product life cycle in mind, we strive to procure materials that maintain the high performance of our products while minimizing end of life impacts.

STEEL PACKAGING SUPPLIERS

CRC is in the process of compiling data for all of our packaging components to inform future efforts to improve the sustainability profile of our products.

PLASTIC PACKAGING SUPPLIERS

PAPER-BASED PACKAGING SUPPLIERS

Our goals for packaging include:

- ✓ Eliminate chemicals of concern
- ✓ Increase post consumer recycled content
- ✓ Improve recyclability of the packaging
- ✓ Reduce unnecessary packaging

THIRD PARTY PRODUCT FILLERS

When CRC utilizes a third party to fill products, we conduct comprehensive quality audits involving site visits, product inspections, paperwork review, and contractual language that ensures adherence to our Code of Conduct standards and all applicable regulations.

2025 AND BEYOND

Building off of the Double Materiality Assessment, we will focus our attention in 2025 on the topics most material to our global operations:

- **Climate Change Adaptation and Mitigation:** CRC will expand our data collection activities in order to calculate more categories of Scope 3 emissions. The compilation of this data will inform future efforts to reduce emissions.
- **Energy:** At CRC, we are powering more of our facilities with renewably derived electricity and developing minimum energy efficiency practices to be utilized by all CRC owned and operated facilities.
- **Pollution of Air:** CRC monitors and controls the emissions from our manufacturing facilities. We will continue to upgrade and maintain our equipment to reduce air emissions. Additionally, CRC is committed to reformulating products to reduce or eliminate high global warming potential compounds and other air contaminants.
- **Pollution of Soil:** CRC will continue to operate our manufacturing facilities with the highest standards of material handling safety to prevent contamination of our soils.
- **Substances of Very High Concern:** CRC monitors global listings of chemical substances of very high concern and will reformulate our products to remove these chemicals.
- **Resources Inflows, including resource use:** CRC will assess the feasibility of collecting and re-using rainwater in our production facilities and will aim to increase the recycled content in our product packaging.

- **Waste:** CRC facilities are evaluating our waste streams to find reductions in hazardous waste while attempting to divert nonhazardous materials from landfills and incinerators to recycling streams.
- **Working Conditions (own workforce):** CRC will strengthen our site safety practices and promote employee engagement through our Vision Zero initiative to eliminate workplace incidents.
- **Corporate Culture:** We are launching a CRC Women's Resource Network designed to develop high-performing female employees, create a forum for connection and empowerment, and celebrate women's accomplishments across the organization.





TOGETHER, WE GET IT DONE.™

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