



ABOUT THIS REPORT

The SEKISUI Voltek ESG Report 2025 highlights our efforts to embed environmental, social, and governance (ESG) principles into every aspect of our business. With a heritage of innovation dating back to 1969, SEKISUI Voltek is a leading North American manufacturer of advanced closed-cell, cross-linked polyolefin foam products—produced at our headquarters in Coldwater, Michigan and leveraged globally across industries like automotive, healthcare, packaging, and transportation.

Our product lines—including Volara®, a versatile irradiated foam used in rolls; Volextra® coated foam; and VolaraBLOCK®, our block foam engineered for high-end packaging, construction, and military applications—are designed to meet rigorous performance requirements while minimizing waste and environmental impact. These flagship technologies showcase our capability to innovate at scale and support sustainable solutions across diverse markets.

This report covers the period from FY2022 to FY2024 and focuses on our Coldwater operations—unless otherwise noted. It includes verified progress on reducing GHG emissions, managing waste and resources, safeguarding employee health and safety, strengthening governance structures, and deepening community engagement. ESG data are internally compiled and reviewed, with external validation where applicable.

By sharing this report, we reaffirm our commitment to transparent communication, continuous improvement, and delivering sustainable value to customers, employees, communities, and stakeholders—through products, practices, and principle.



CONTENTS

2

About This Report

4

Our Commitment

5

ENVIRONMENTAL

6

Environmental Policy

7

Greenhouse Gas Inventory

11

Waste Evaluation

13

Water Use Optimization

14

SOCIAL

15

Community Impact

17

Workforce Development

18

Workplace Health & Safety

19

Awards

20

Diversity and Inclusion

21

GOVERNANCE

22

Corporate Management

23

Conflict of Interest

24

Anti-Corruption

25

Security Measures

26

Transparency



OUR COMMITMENT

CEO Message

Our environmental policy is deeply rooted in our corporate principles of Service, Speed, and Superiority and strengthened by a culture of Innovation and Teamwork.

At SEKISUI Voltek, our commitment to environmental, social, and governance (ESG) excellence is at the heart of everything we do. As a leading developer, manufacturer, and distributor of cross-linked, closed-cell polyolefin foams, we are proud to deliver high-performance materials while upholding our responsibility to people, communities, and the planet.

Aligned with the global sustainability goals of the SEKISUI CHEMICAL Group, our environmental policy is deeply rooted in our corporate principles of Service, Speed, and Superiority and strengthened by a culture of Innovation and Teamwork. Our continued reduction of greenhouse gas emissions from FY2022 through FY2024 reflects our progress in addressing climate impact. We remain focused on advancing waste reduction, recycling, and water use optimization to further minimize our environmental footprint.

This year, we were honored to be recognized as Business of the Year by the Coldwater Chamber of Commerce—an achievement that reflects not only our industry leadership but our deep commitment to community engagement. From supporting local events and nonprofit partnerships to investing in educational initiatives, we are proud to contribute to a thriving and

resilient Branch County. These efforts reflect the SEKISUI CHEMICAL Group’s vision of “Innovation for the Earth”, and our shared goal of building a more sustainable and inclusive society.

At the core of our success is our people. We invest in long-term career growth through a comprehensive workforce development program that includes 100% tuition reimbursement, extensive on-the-job training, and leadership development opportunities. Our culture of internal promotion and transparent job posting has fostered high employee engagement to help reduce turnover.

SEKISUI Voltek is committed to fostering a diverse and inclusive workplace where all employees are valued and respected. Guided by our Equal Opportunity Policy, we promote equitable hiring and development practices that ensure everyone has the opportunity to grow and succeed.

As we move forward, we remain committed to our ESG responsibilities and the communities we serve. By staying true to our principles and embracing continuous improvement, we aim to lead not only in innovation, but in impact.



Neil Beckhusen

Neil Beckhusen

Vice General Manager of Foam Division, America’s and Europe | CEO at SEKISUI Voltek and SEKISUI Alveo



ENVIRONMENTAL POLICY STATEMENT

As a leading developer, manufacturer, and distributor of cross-linked, closed-cell polyolefin foams, SEKISUI Voltek is committed to sustainable innovation and responsible environmental management.

In alignment with the global sustainability goals of the SEKISUI CHEMICAL Group, our environmental policy is rooted in our corporate principles of Service, Speed, and Superiority, and strengthened by a culture of Innovation and Teamwork.

Regulatory Compliance: We meet or exceed all applicable environmental regulations at the local, state, and federal levels. We are ISO 14001 certified and actively support initiatives such as the 17 UN Sustainable Development Goals (SDGs), reflecting our commitment to environmental leadership.

- **Sustainable Innovation:** We design and develop sustainable foam products with an emphasis on durability, recyclability, and material efficiency to reduce lifecycle impact.
- **Operational Excellence:** Our manufacturing processes prioritize energy and water efficiency, emissions reduction of priority air pollutants as well as GHGs, and waste minimization.
- **Employee Engagement and Collaboration:** We foster a culture of environmental awareness through training, communication, and cross-functional teamwork with every employee playing a role in driving progress toward our environmental goals.
- **Continuous Improvement:** Through data-driven evaluation, we set and review measurable targets to advance our environmental objectives year over year. We continually invest in technologies and practices that improve environmental performance.

SEKISUI Voltek will continue to grow as an environmentally responsible leader in the foam manufacturing industry. By living our principles of Service, Speed, and Superiority, and by nurturing Innovation and Teamwork, we will create value for our customers, stakeholders, and future generations while preserving the planet we all share.

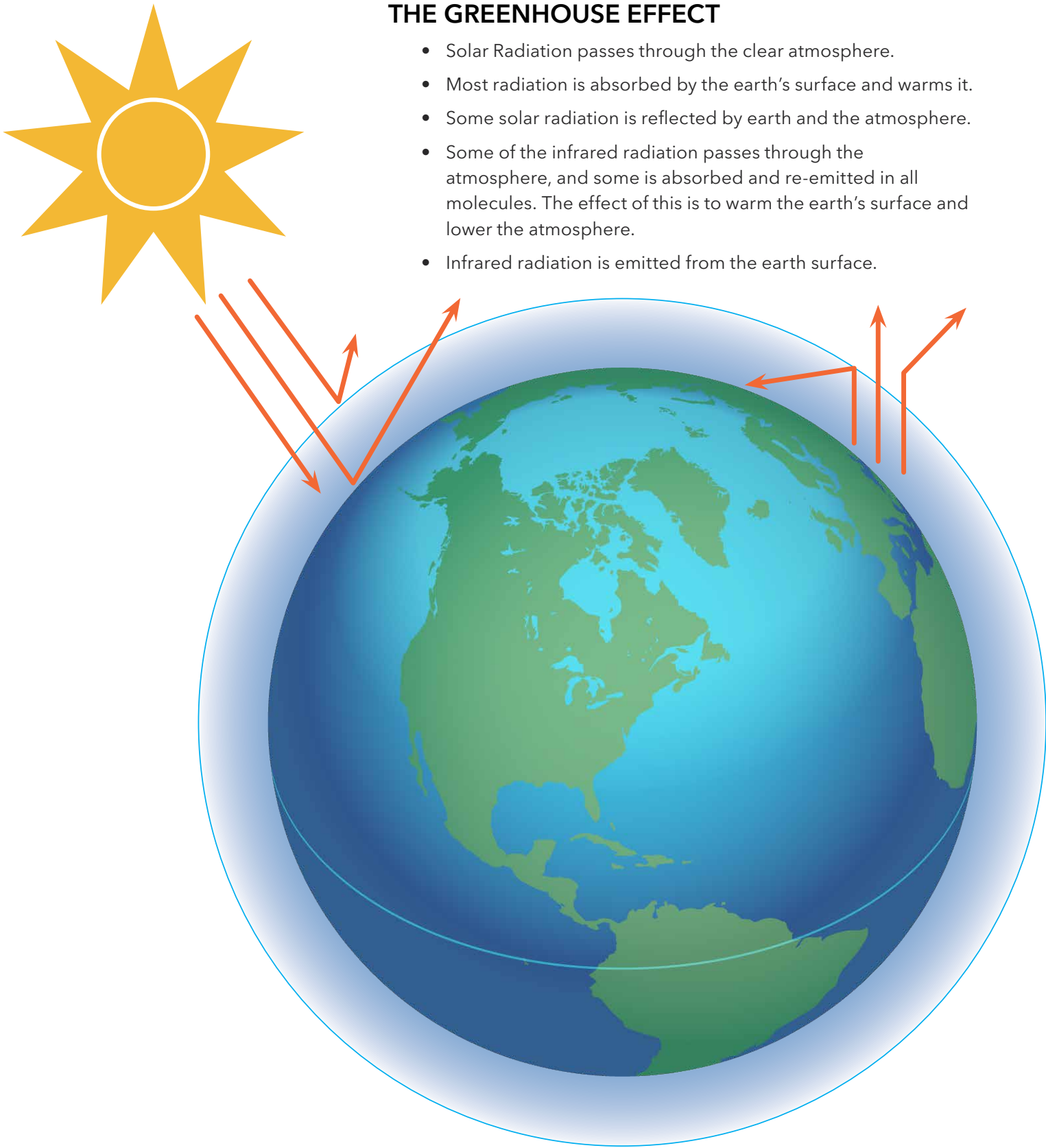


GREENHOUSE GAS INVENTORY

SEKISUI Voltek manufactures cross-linked polyolefin foam from premium raw materials, which are delivered to the site. Processes at the site include extrusion, irradiation, and foaming, which results in Volara®. When extrusion coating is added, the product becomes Volextra®, and when lamination is applied, it becomes VolaraBLOCK®.

OVERVIEW

At SEKISUI Voltek, we are committed to reducing our environmental impact while continuing to deliver innovative, high-performance foam products. As part of this commitment, we have completed a greenhouse gas (GHG) emissions inventory for FY2022 through FY2024, with a primary focus on FY2022. This inventory was developed in partnership with Fishbeck to help us better understand how our operations contribute to climate change and to chart a path toward our long-term goal of achieving net-zero emissions by FY2050.



PURPOSE

Climate change poses several risks to SEKISUI Voltek’s surrounding communities. To mitigate the risks of climate change, communities and companies need to develop climate adaptation and resilience strategies, invest in infrastructure upgrades, and implement policies to reduce GHG emissions.

Development of a baseline GHG inventory will allow us to extend our history of leadership in environmental and economic sustainability and bring benefits to the local community for many years.

INVENTORY CONSIDERATIONS

Scope 1 Emissions (Direct GHG Emissions) are a result of the following activities:

- Combustion of fuel or natural gas in facility heating equipment.
- Consumption of gasoline in SEKISUI Voltek owned vehicles/equipment

Scope 2 Emissions (Indirect GHG Emissions) are a result of the following activities:

- Purchased electricity for facility use.

Scope 3 Emissions are other indirect emissions. Scope 3 were not included in this inventory, but may be included if down the road, the Scope 3 inventory is improved.

Offsets played a significant role in the reduction of GHG emissions between FY2022-FY2024.

In the context of this inventory, offsets refer to practices or actions taken to avoid equivalent GHG emissions. In FY2023, we introduced renewable energy to offset some emissions associated with electricity consumption.

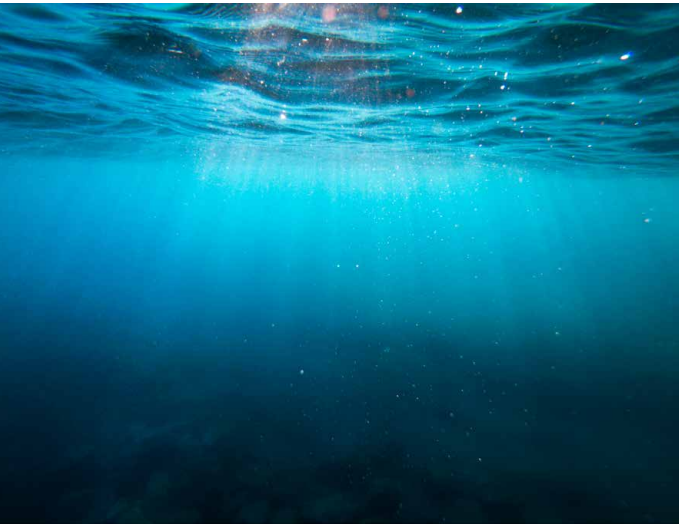
By FY2024, 100% of the electricity used at the facility came from renewable sources. Emissions associated with this electricity were calculated and subtracted from the cumulative emissions associated with FY2023 and FY2024 to represent an offset in emissions.

CLIMATE CHANGE RISKS



Less Snowpack
Shrinking Sea Ice

Melting Glaciers
Thawing Permafrost



Increased Ocean Acidity
Warmer Oceans

Rising Sea Level



Higher Temperatures
More Droughts



Wilder Weather
Changing Rain and Snow Patterns

FINDINGS

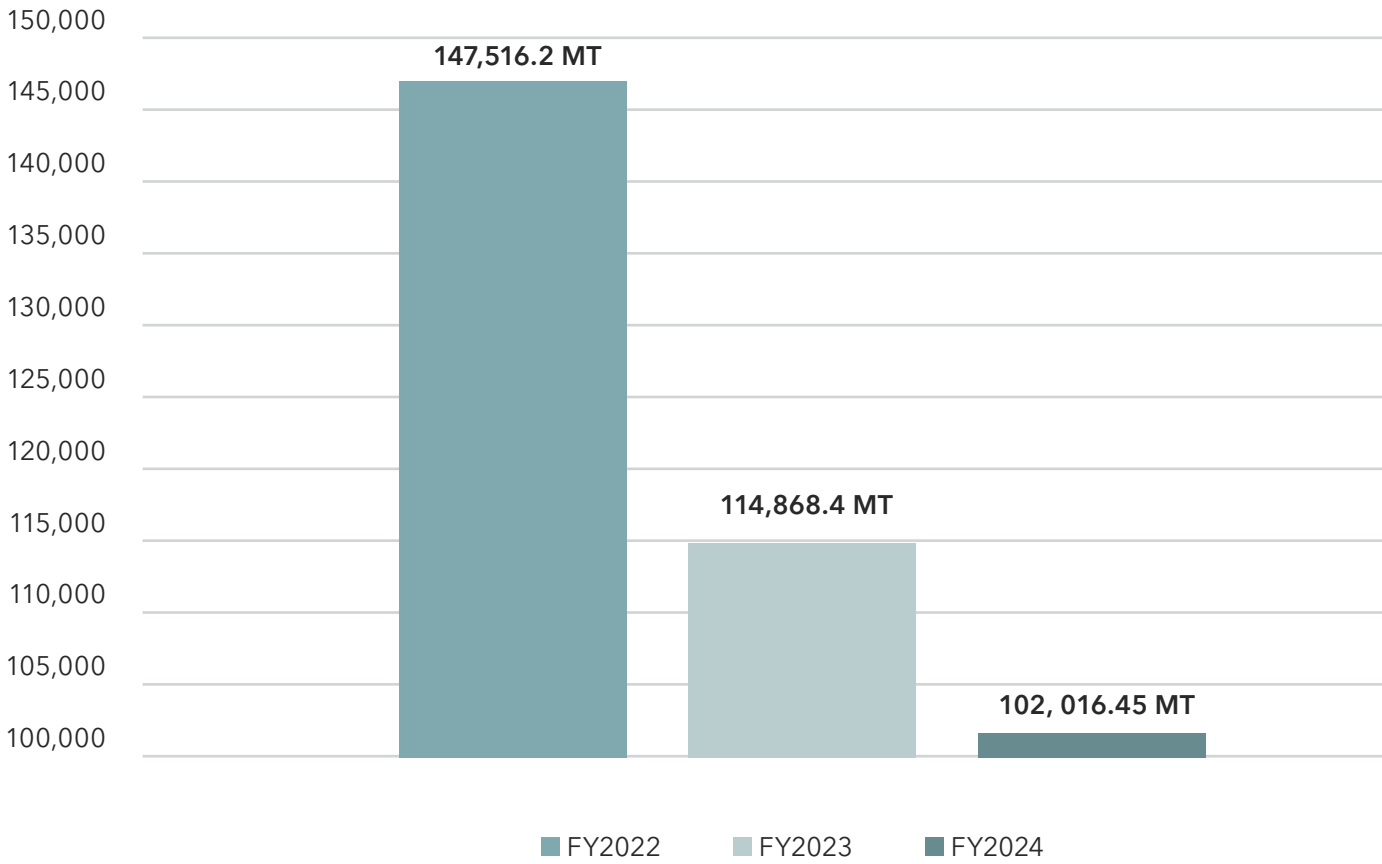
SEKISUI Voltek’s GHG emissions for FY2022 from the activities for which there was adequate data are 147,516.2 metric tons (MT)of CO2e.

CO2e Emissions by Source, After Offsets	FY2022 (MT)	FY2023 (MT)	FY2024 (MT)
Natural Gas (Scope 1)	135,974.5	109,349.3	113,382.8
Vehicles & Equipment (Scope 1)	10.2	10.2	10.2
Purchased Electricity (Scope 2)	11,531.6	5,508.9	-11,376.6
Total	147,516.2	114,868.4	102,016.4

In FY2023, we switched 25% of our electricity to renewable sources, which helped reduce emissions to 114,868.4 MT of CO2e. By switching to 100% renewable energy sources in FY2024, GHG emissions were reduced to 102,016.4 MT of CO2e, a 31% reduction from FY2022. Figure 1 depicts cumulative GHG emissions between FY2022-FY2024.

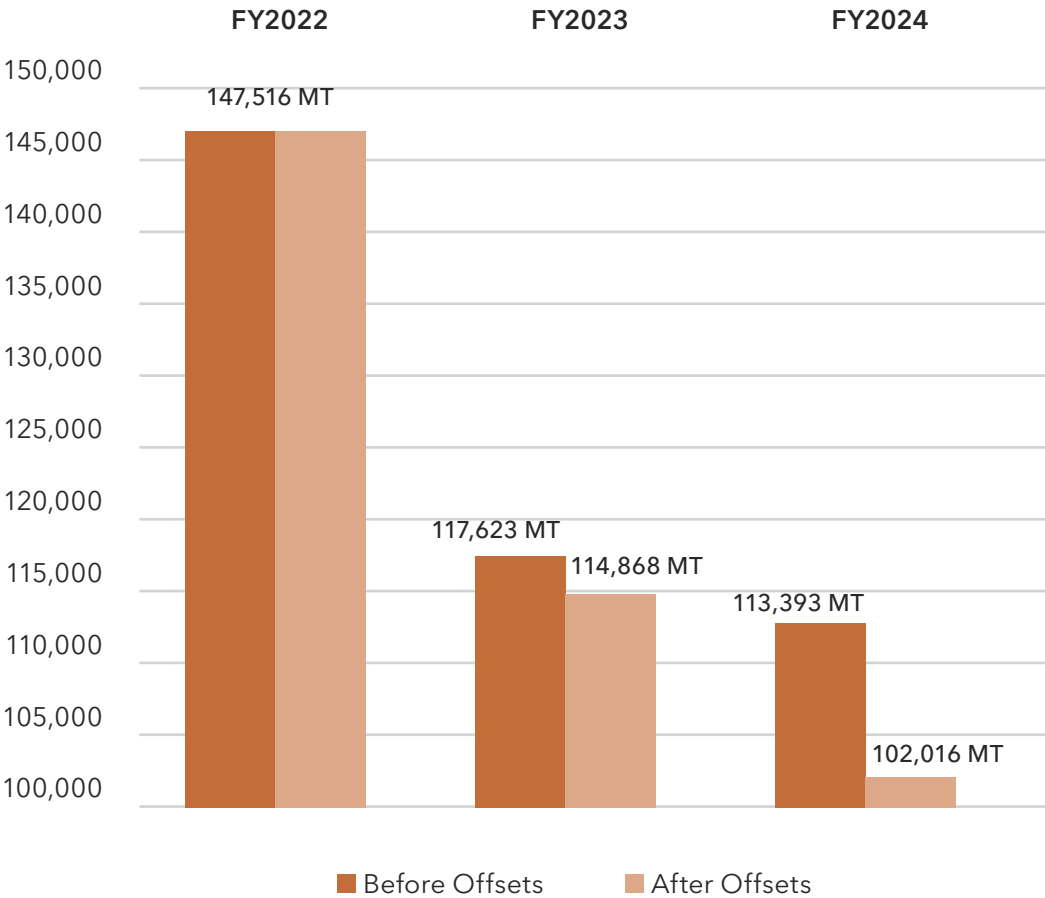
A list of SEKISUI Voltek GHG sources and their emissions, after considering offsets from renewable energy, is provided in the table. A majority of emissions are a result of natural gas consumption. Annual vehicle and equipment usage was assumed to be constant between FY2022-FY2024.

Figure 1 - GHG Emissions by Fiscal Year, After Offsets



Additional initiatives will need to be taken to reach net-zero emissions by FY2050.

Offsetting all emissions associated with electricity consumption had a major impact, but a majority of emissions are associated with fuel combustion at the facility. Further pursuing renewable energy sources, including solar electricity, would assist with offsetting emissions associated with purchased electricity. Combining these efforts with a continued reduction in fuel consumption, as well as electrifying SEKISUI Voltek’s fleet, would aid in reducing facility wide emissions and achieving our goal of eliminating GHG emissions by FY2050.



Certificate for RENEWABLE ENERGY

The Coldwater Board of Public Utilities proudly recognizes



FY2024 monthly purchase of **20,488** renewable energy credits (RECs)

Renewable energy credits were purchased by the CBPU from **AMP's Rosewater Wind Project, Western Plains Wind Farm, and Indiana Crossroads Wind Farm II**

TYPE OF REC: 100% from wind
Avoided Emissions: 15,492 tons of CO₂



WASTE REDUCTION



OVERVIEW

SEKISUI Voltek manufactures cross-linked polyolefin foam from premium raw materials, which are delivered to the site. Processes at the site include extrusion, irradiation, and foaming, which results in Volara®. When extrusion coating is added, the product becomes Volextra®, and when lamination is applied, it becomes VolaraBLOCK®. While these operations enable the high-quality products our customers rely on, they also result in material waste and process wastewater.

As part of our ongoing commitment to environmental responsibility, we partnered with Fishbeck to conduct a comprehensive waste and wastewater evaluation for FY2022-FY2024, with a primary focus on FY2022. This assessment helps us better understand the sources of waste within our operations and identify actionable opportunities to reduce our environmental impact. We have set clear goals to reduce material waste by 10% annually. To support this reduction, we are also targeting a 30% increase in recycling across our operations.

The first step toward achieving these objectives is to quantify the waste generated throughout our processes and analyze how each phase contributes to the overall footprint. This data-driven approach allows us to make informed decisions and set meaningful reduction targets.

Our Waste Management Approach

Several types of waste are generated during the polyolefin foam production process, many of which we already reused or recycled. Our performance and progress in waste production and recycling for FY2022-FY2024 are outlined in the table below.

Waste Generated by Fiscal Year

Waste Material	Reusing/Recycling Application	FY2022 (MT)	FY2023 (MT)	FY2024 (MT)
Extrusion Scrap	Not recycled	276.9	56.8	86.4
Baled Cardboard	Recycled as cardboard	0.6	-	-
Batteries	Incineration with thermal recovery	-	--	0.3
Cores	Recycled as cardboard	80.5	22.0	1.9
Electronics	Other	0.3	1.1	1.3
Foam Scrap	Pelletized for reuse	1,483.5	1,321.7	1,666.5
Gaylords	Recycled as cardboard	7.9	1.9	1.6
General Waste	Incineration with thermal recovery	242.4	230.2	187.6
Light Bulbs	Reused for glass, ceramics, etc.	0.2	0.4	0.4
Cardboard	Recycled as cardboard	64.1	37.5	22.9
Metal	Recycled as metal	24.3	43.8	60.4
Mixed waste	Incineration with thermal recovery	4.0	5.9	7.0
Pallets	Recycled for wood pallets	83.5	39.7	-
Plastic Film	Pelletized for reuse	0.9	0.6	0.5
Purge/Start-up	Not recycled	195.2	188.1	163.7
Scrap Wood	Recycled for wood pallets/particle board	2.2	8.5	-
	Total Waste Generated	2,466.5	1,958.2	2,200.5

The largest category of waste generated onsite is plastic waste.

To aid in waste reduction, we work with our local foam recycling partner to consume approximately 40-50% of plastic waste by grinding it for use in their production, as conveyed in Figure 2.

When compared to cumulative waste generation and recycling rates, we recycled **49%** of all waste generated onsite in FY2022, which decreased to **45%** and **39%** in FY2023 and FY2024, respectively.

The ratio of unrecycled waste to recycled waste is depicted in Figure 3. In order our meet goals, we will prioritize decreasing the quantity of waste generated onsite, as well as increasing the waste recycling rate.

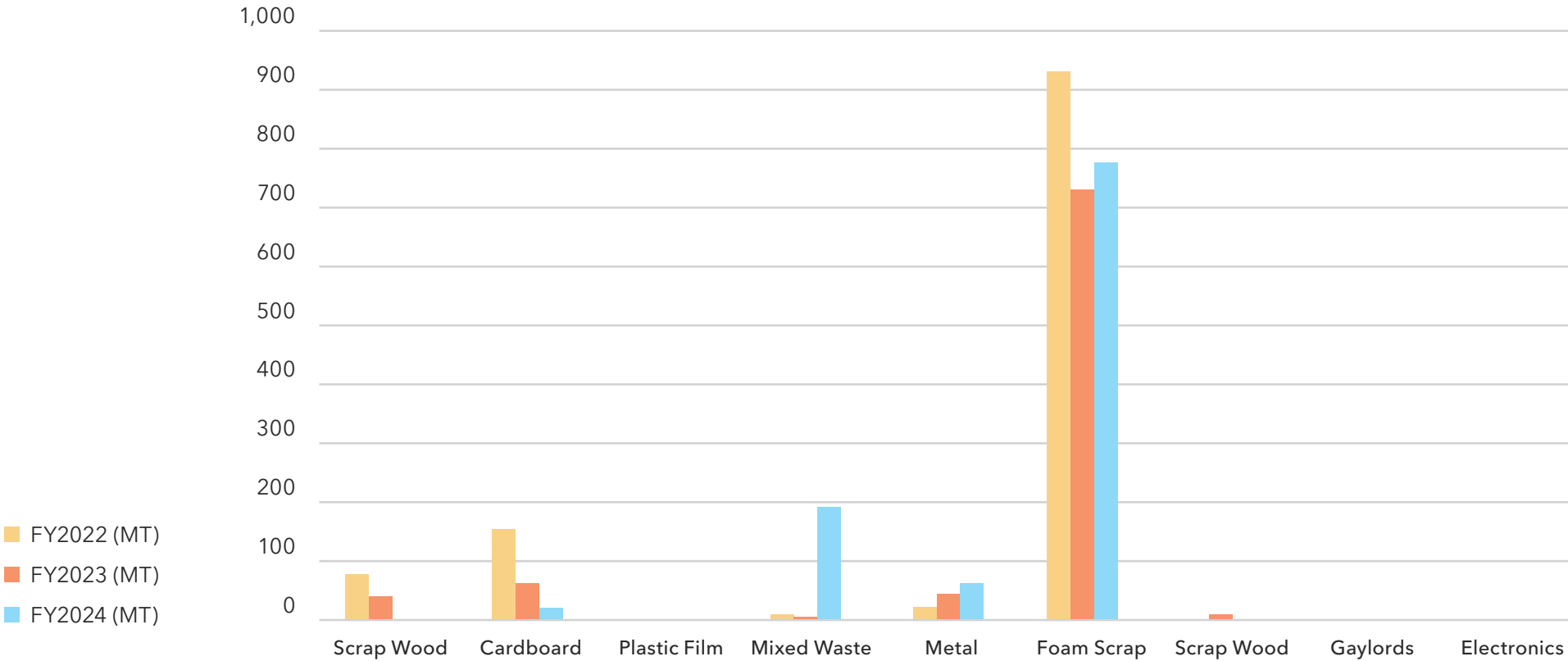


Figure 2 - Plastic Recycling Rate, by Fiscal Year

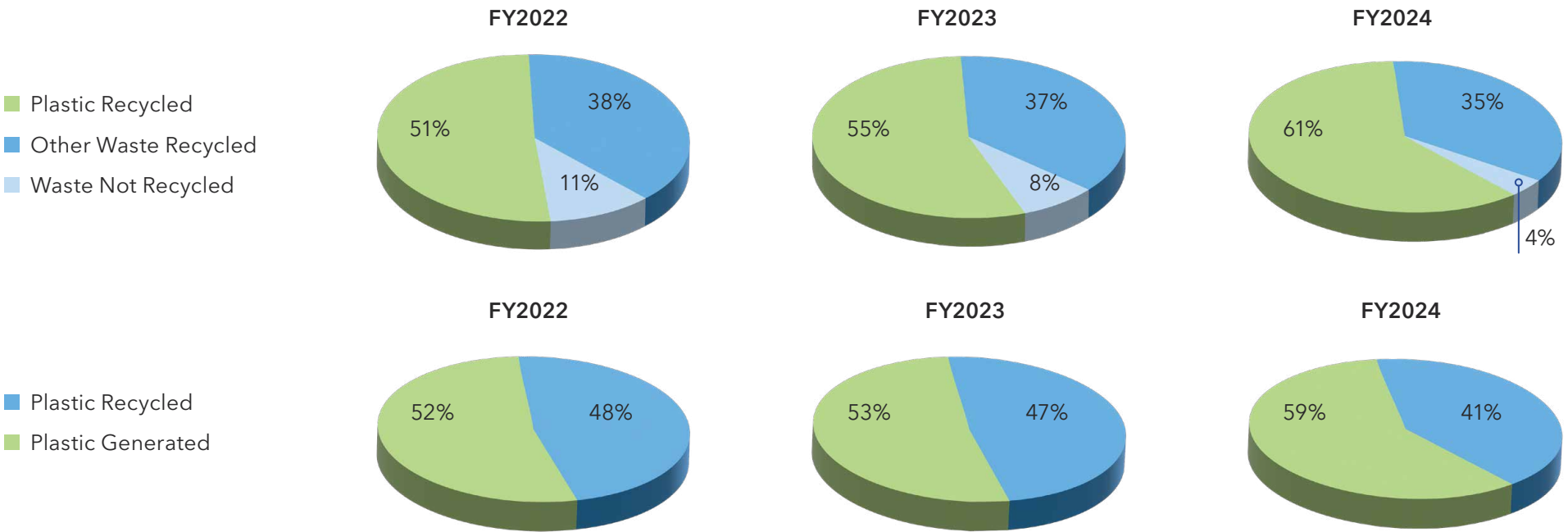


Figure 3 - Waste Recycling Rate, by Fiscal Year

WATER USE OPTIMIZATION

Water is a key component of our production process to aid in the cooling of our equipment and products.

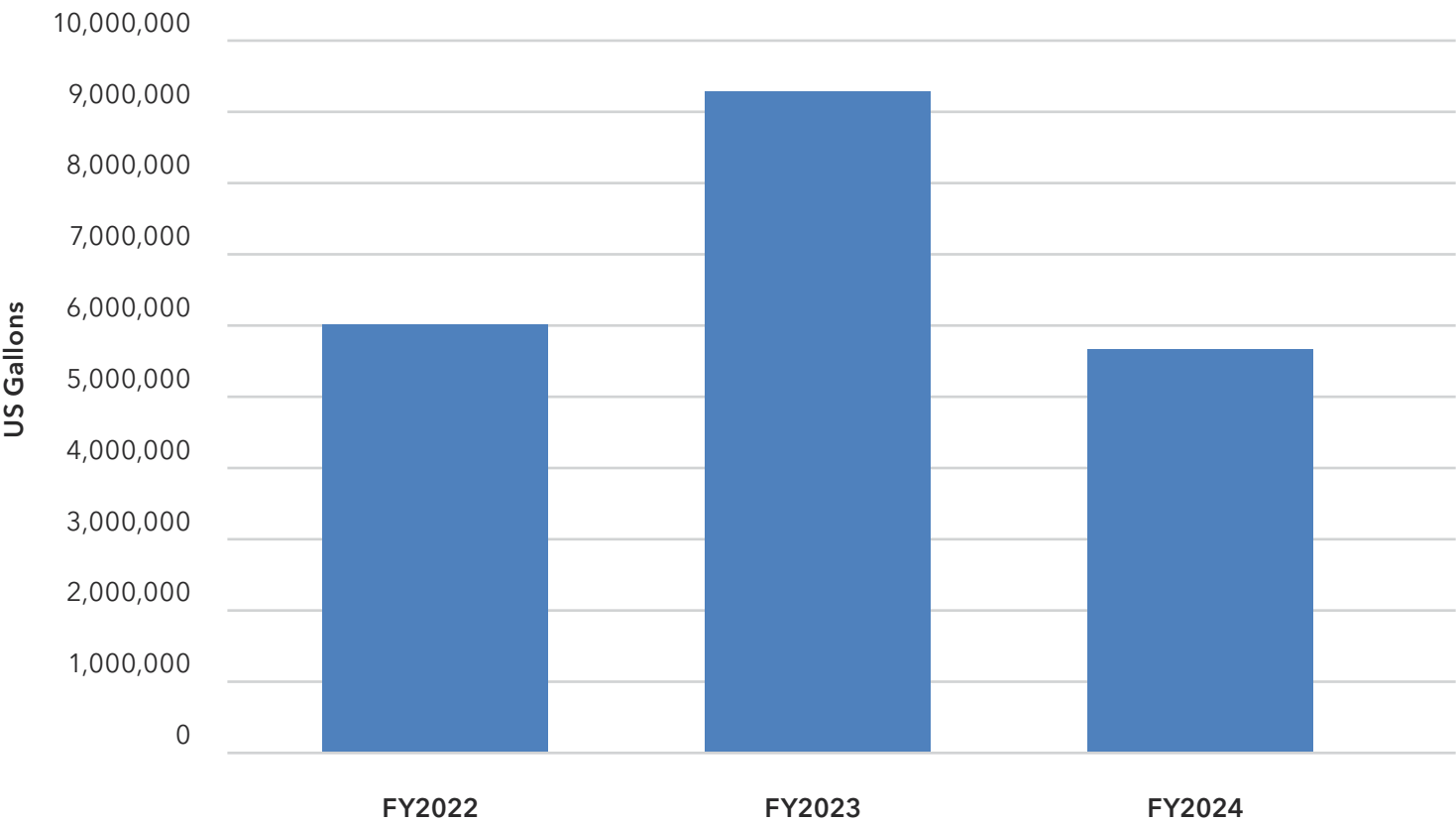
WATER USAGE

As represented in Figure 1, public water usage onsite was about 6.1 million gallons in FY2022. In FY2023, a leak in our coolant system resulted in an outlying usage of 9.3 million gallons. This leak was promptly repaired, and water usage dropped to approximately 5.6 million gallons: an 8% decrease from FY2022. Table 1 summarizes water usage on an annual basis and compares FY2023 and FY2024 against FY2022.

GOALS

At SEKISUI Voltek, we are committed to reducing water consumption in our process. We will continue to prioritize production efficiency and other innovative means of recycling wastewater in order to reduce our water usage by 5% on an annual basis.

Figure 1 - Water Usage, by Fiscal Year



	FY2022	FY2023	FY2024
Public Water Usage (Gallons)	6,069,000	9,303,000	5,607,000
% Change from FY2022	--	53%	-8%



COMMUNITY IMPACT STATEMENT

As a trusted manufacturer of high-performance foam products and a proud member of the SEKISUI CHEMICAL Group, SEKISUI Voltek is committed to building stronger communities through purposeful social engagement. Guided by our core principles of Service, Speed, and Superiority, and rooted in a culture of Innovation and Teamwork, our approach to social responsibility reflects a deep commitment to the well-being of individuals, families, and communities in which we live and work.

COMMUNITY PARTNERSHIP AND SUPPORT

We engage with schools, food banks, shelters, and nonprofit organizations to meet real, local needs. Through programs such as food drives, holiday gift campaigns, meal donations, and shelter support, our employees have helped address hunger, housing insecurity, and access to basic necessities. Over the past three years, our team has donated thousands of food items, provided over 65 holiday meals, and delivered hundreds of gifts and essential supplies to families in need.

YOUTH EMPOWERMENT AND EDUCATION

We support early literacy, hands-on learning, and career readiness through initiatives like United We Read, mock interviews with university students, and the construction of outdoor learning environments at local schools. By partnering with organizations like United Way and the Dolly Parton Imagination Library, we help inspire the next generation of learners and leaders.

EMPLOYEE ENGAGEMENT AND VOLUNTEERISM

We cultivate a spirit of service through SDG Weeks, Earth Day events, and community clean-ups that invite employees and their families to give back. Our team has contributed time, skills, and resources to environmental beautification projects, school revitalizations, and packaging efforts at local food banks. We believe that empowered employees build empowered communities.

RECOGNITION OF SERVICE AND INCLUSION

We extend care and gratitude to those serving our country by organizing holiday card campaigns for deployed soldiers. We also foster inclusive outreach by supporting shelters for women and children, ensuring every voice in the community is heard, valued, and supported.

ALIGNMENT WITH GLOBAL GOALS

Each activity is designed to contribute meaningfully to the United Nations Sustainable Development Goals, with direct impact on SDGs 1 (No Poverty), 2 (Zero Hunger), 3 (Good Health and Well-Being), 4 (Quality Education), 10 (Reduced Inequalities), and 17 (Partnerships for the Goals), among others.

SEKISUI Voltek will continue to lead with compassion, collaboration, and action. Through Service, Speed, and Superiority—and by strengthening Innovation and Teamwork—we are building a better, more inclusive future for the communities we serve.



KEY INITIATIVES & IMPACTS

Hunger Relief & Food Security

Thanksgiving Food Drives

- Collected over 2,100+ food items and 662+ boxes of stuffing for the Branch Area Food Pantry in Coldwater, MI.
- Collaborated with neighboring company HC Starck for a joint collection effort.

Food Bank Drive

- East Coast office collected and delivered most-needed items and donated \$200 in grocery gift cards.

New Hampshire Food Bank Support

- Employees collected food and donations; also participated in food sorting and packaging.

Meal Donation to Women’s Shelter

- Donated 39 prepared meals valued at \$570 to Naomi Davis Women’s Shelter.

Youth, Education & Literacy

United We Read

- Employees volunteered in every preschool-5th grade classroom across Branch County for a countywide reading day.

Power of the Purse Sponsorship

- Contributed \$500 to United Way for the Dolly Parton Imagination Library, promoting early childhood literacy.

Mock Interviews - Trine University

- Conducted 1-on-1 interview prep and feedback sessions with college students.

Coldwater High School SDG Day

- Refurbished the school courtyard with new mulch, benches, tables, and fountain repair for outdoor classroom use.

School Beautification

- Weeded, cleaned, and built four picnic tables to create an outdoor classroom.

Holiday Gift Campaigns

Giving Tree - Naomi Davis Shelter

- Provided personalized gifts for 47 children based on their needs and wish lists.

Toys for Tots

- Donated toys to local children through the U.S. Marine Corps’ Toys for Tots program.

Environmental Engagement

SDG Week

- Collected hazardous household waste, electronics, and recyclables; involved kids in environmental activities.
- Beautified schools and nursing homes with planting, trimming, and outdoor space upgrades.

Earth Day

- Distributed seed packets to 150 employees to encourage home gardening.

Employee Engagement & Community Support

Color Run - United Way Fundraiser

- Sponsored employee and family participation in a community 5K to raise money for local programming.

The Wish Project

- Employees organized and prepared household kits and sorted clothing at a nonprofit donation center.

Support for Service Members

- Christmas Cards for Deployed Soldiers
- Created and sent 43 hand-decorated cards to spread holiday cheer and show appreciation to U.S. military personnel.



WORKFORCE DEVELOPMENT

SEKISUI Voltek Named 2024 Business of the Year by Coldwater Chamber of Commerce

At SEKISUI Voltek, we are deeply committed to investing in our people and fostering long-term career growth. Our workforce development program includes 100% tuition reimbursement, robust on-the-job training, leadership development opportunities, and a strong culture of internal promotion. Job openings are posted internally to encourage career advancement across departments.

This approach helps reduce employee turnover and encourages highly engaged teams. A testament to our development philosophy is our CEO, Neil Beckhusen, who began his career in shipping, transitioned to engineering, pursued an engineering degree, and later earned an MBA—all while advancing within the company. His journey reflects our belief in empowering employees to grow, lead, and succeed from within.



WORKPLACE HEALTH & SAFETY POLICY

At SEKISUI Voltek, the health and safety of our employees, contractors, and visitors is a top priority. As a leading manufacturer of cross-linked, closed-cell polyolefin foams, we are committed to maintaining a safe, compliant, and proactive workplace that reflects our core values of Service, Speed, and Superiority, and is supported by a culture of continuous improvement, teamwork, and responsibility.

TO UPHOLD OUR COMMITMENT, WE WILL:

- Comply with all applicable federal, state, and local safety regulations, including OSHA and MIOSHA standards, and proactively go beyond minimum requirements when warranted.
- Implement, maintain, and regularly review safety programs, procedures, and controls to ensure workplace risks are minimized and managed effectively.
- Engage all employees through training, safety initiatives, and open communication to ensure safety is a shared responsibility at every level.

CORE SAFETY PROGRAM COMPONENTS

Our comprehensive safety management system includes, but is not limited to, the following key areas:

LOCKOUT/TAGOUT (LOTO)

We ensure that all employees are trained in and follow strict energy control procedures during servicing and maintenance of machines and equipment to prevent accidental startup or release of hazardous energy.

CONFINED SPACE ENTRY

Confined spaces are identified and controlled through a permit-based system. Employees receive specialized training, and entry is only permitted when

all required atmospheric testing, PPE, monitoring, and rescue procedures are in place.

HAZARD COMMUNICATION

All chemicals used in our facility are properly labeled, and Safety Data Sheets (SDS) are readily accessible. Employees are trained on chemical hazards and safe handling practices through our Hazard Communication Program.

HEARING CONSERVATION

We monitor noise levels throughout the facility and provide hearing protection to employees in high-noise areas. Annual audiometric testing and ongoing education support the prevention of occupational hearing loss.

RESPIRATORY PROTECTION

When engineering or administrative controls cannot eliminate airborne hazards, we provide appropriate respirators and ensure employees are properly trained, medically evaluated, and fit-tested.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Appropriate PPE is provided based on job hazards, including eye protection, gloves, bump caps, protective clothing, and footwear. PPE use is strictly enforced and supported through training and ongoing assessment.

INFECTIOUS DISEASE PREVENTION

We maintain and review policies to prevent the spread of infectious diseases, which include hygiene protocols, sanitation procedures, and response plans in alignment with CDC and public health guidance.



TRAINING AND COMMUNICATION

Safety training is an ongoing priority and includes onboarding, job-specific, refresher, and regulatory trainings. We actively communicate safety expectations, updates, and best practices through meetings, signage, digital tools, and employee feedback channels. We also communicate our safety expectations and provide appropriate training to our contractors and visitors.

SAFETY BULLETIN BOARD

A central safety bulletin board displays key safety information including OSHA and MIOSHA postings, emergency contacts, training schedules, safety performance metrics, and incident reporting procedures.

SAFETY AUDITS & INSPECTIONS

Regular internal audits and workplace inspections identify opportunities for improvement and ensure corrective actions are taken.

EMPLOYEE INVOLVEMENT

Employees are encouraged to report hazards, suggest improvements, and participate in safety committees and meetings.

PERFORMANCE MONITORING

We track safety metrics and trends to evaluate effectiveness, reduce incidents, and inform strategic safety planning.

TRAINING & DEVELOPMENT

Safety training is ongoing, role-specific, and updated regularly to reflect changes in equipment, procedures, and regulations.

OUR VISION FOR SAFETY

Our goal is zero injuries—every employee returns home safely every day. Through leadership, employee engagement, and a relentless pursuit of excellence, SEKISUI Voltek will continue to foster a workplace where safety is built into every process, product, and action.

AWARDS

Our recent awards showcase how SEKISUI Voltek’s ESG values come to life. These recognitions reflect our commitment to people, planet, and progress. They’re more than achievements—they’re proof that our purpose-driven approach is making a real impact.



2024 BUSINESS OF THE YEAR BY COLDWATER CHAMBER OF COMMERCE

SEKISUI Voltek was honored as Business of the Year by the Coldwater Chamber of Commerce, recognizing our ongoing commitment to community involvement, volunteerism, and workforce development. Through support for local events, nonprofit partnerships, and educational initiatives, we continue to foster a strong, vibrant Branch County. These efforts align with the SEKISUI CHEMICAL Group’s vision of “Innovation for the Earth,” contributing to a more sustainable and inclusive society.



DOUBLE SUSTAINABILITY MANAGEMENT AWARDS FROM PARENT COMPANY SEKISUI CHEMICAL

In 2023 SEKISUI Voltek received both the ESG Sustainable Management Award and the CEO ESG Sustainable Management Award from parent company SEKISUI CHEMICAL, recognizing our leadership in integrating environmental, social, and governance practices. These awards highlight our efforts to reduce environmental impact, promote social responsibility, and drive long-term sustainable business practices.



WORKPLACE HEALTH & SAFETY AWARD

SEKISUI Voltek received a safety award from parent company SEKISUI CHEMICAL for implementing effective and sustainable safety improvements at our Coldwater facility. The initiative focused on reducing pinch point injuries by installing light curtains and machine guards, enhancing employee protection and reinforcing our commitment to a zero-injury workplace.

WORKPLACE DIVERSITY AND INCLUSION

At SEKISUI Voltek we actively promote a culture of inclusion

SEKISUI Voltek is committed to building a diverse and inclusive workplace where all employees are valued and respected. Guided by our Equal Opportunity Policy, we ensure that employment decisions are made without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or any other legally protected status.

We actively promote an inclusive culture through equitable hiring practices, career development opportunities, and a respectful work environment. By embracing diverse perspectives and experiences, we drive innovation, strengthen our team, and contribute to a more inclusive and sustainable future.





CORPORATE MANAGEMENT

Driving Responsible Growth Through Strong Corporate Governance

At SEKISUI Voltek, sound corporate management is central to our mission of delivering high-performance, sustainable materials while maintaining the trust of our stakeholders. As a proud member of the SEKISUI CHEMICAL Group, we uphold a management philosophy rooted in our core principles of Service, Speed, and Superiority, and a culture of Innovation and Teamwork.

Our corporate management framework is designed to support long-term value creation by integrating ethical leadership, regulatory compliance, stakeholder engagement, and sustainability into every aspect of decision-making.



GOVERNANCE STRUCTURE AND OVERSIGHT

SEKISUI Voltek’s management system includes:

- Clear lines of authority and accountability from executive leadership through to operational teams
- Oversight mechanisms that ensure compliance with internal policies and external regulations
- Active risk management practices that anticipate and mitigate financial, operational, environmental, and reputational risks
- Regular alignment with the governance standards and sustainability commitments of the SEKISUI CHEMICAL Group

STRATEGIC ESG INTEGRATION

Corporate management at SEKISUI Voltek is increasingly shaped by ESG factors. ESG priorities are integrated into:

- Corporate goal-setting and KPI frameworks
- Investment and capital allocation decisions
- Product development strategies focused on sustainability and customer needs
- Employee engagement, training, and compliance programs

POLICY FRAMEWORK

Our policies are central to ensuring transparency, consistency, and ethical conduct across our organization. Key policies include:

- Code of Conduct and Business Ethics – Defines expectations for lawful, ethical, and respectful behavior for all employees and partners
- Anti-Corruption Policy – Prohibits bribery and unethical influence in all business interactions (see dedicated statement)
- Environmental Policy – Guides responsible resource management, pollution prevention, and continuous improvement in environmental performance
- Health & Safety Policy – Promotes a safe working environment through proactive risk prevention and employee training
- Diversity, Equity & Inclusion – Supports an inclusive and respectful workplace culture that values diverse perspectives
- Data Privacy and Cybersecurity Policies – Protect sensitive information and ensure compliance with relevant laws regulations and global data protection standards

CONTINUOUS IMPROVEMENT AND ACCOUNTABILITY

Our policies are reviewed regularly and updated to reflect evolving business needs, regulatory changes, and stakeholder expectations. Management accountability is reinforced through internal audits, performance monitoring, and transparent reporting.

SEKISUI Voltek’s corporate management practices reflect our unwavering commitment to ethical leadership, regulatory compliance, and sustainable growth. By aligning our policies with global ESG standards and stakeholder interests, we build a resilient foundation for long-term success.

CONFLICT OF INTEREST

At SEKISUI Voltek, we are committed to ethical, transparent business practices. Our Conflict-of-Interest Policy ensures that all employees, leaders, and partners act in the company’s best interest—free from undue personal influence.

We require disclosure of any actual or potential conflicts, such as personal relationships, outside financial interests, or secondary employment that may interfere with objective decision-making. Disclosures are reviewed by HR/compliance teams, and appropriate actions are taken to mitigate risk.

All employees receive regular training to recognize and avoid conflicts of interest, supporting our commitment to integrity and sound governance. This policy reinforces stakeholder trust and aligns with our ESG goals of accountability, fairness, and responsible corporate conduct.



ANTI-CORRUPTION

At SEKISUI Voltek, a trusted innovator in cross-linked, closed-cell polyolefin foams, we are committed to operating with the highest standards of ethics and integrity. In alignment with the SEKISUI Chemical Group’s global sustainability goals and our principles of Service, Speed, and Superiority, we uphold a zero-tolerance approach to bribery and corruption.

POLICY OVERVIEW

SEKISUI Voltek prohibits all forms of bribery and corruption—whether direct or indirect, in the public or private sector. This applies across all regions where we operate and to all employees, officers, directors, and third parties acting on our behalf. We do not:

- Offer, give, solicit, or accept bribes or facilitation payments
- Permit improper influence through gifts, entertainment, or hospitality
- Tolerate unethical conduct in political or charitable contributions

GOVERNANCE AND CONTROLS

To mitigate corruption risk and uphold transparency:

- We maintain robust financial controls and require accurate, auditable records.
- All third parties undergo anti-corruption due diligence and must contractually agree to comply with our standards.
- Employees receive regular training to identify, prevent, and report unethical behavior.

REPORTING AND ACCOUNTABILITY

We empower employees and stakeholders to report concerns confidentially and without retaliation through internal channels or an anonymous ethics hotline. All reported incidents are investigated, and appropriate actions are taken, including disciplinary or legal measures.

COMMITMENT TO ESG INTEGRITY

As part of our broader ESG strategy, anti-corruption compliance is integrated into our governance framework and risk management systems. This reinforces our dedication to ethical growth, sustainable innovation, and stakeholder trust.



SECURITY MEASURES

*Protecting Our People,
Operations, and Information.*

At SEKISUI Voltek, the safety and security of our employees, facilities, data, and digital systems are fundamental to our business integrity and resilience. As part of our ESG commitment—and in alignment with the SEKISUI Chemical Group’s global standards—we have implemented a proactive, risk-based approach to security that supports our operations and safeguards stakeholder trust.

PHYSICAL AND OPERATIONAL SECURITY

We maintain comprehensive safety and access control protocols across all our manufacturing and administrative sites. These measures include:

- Controlled facility access for employees and approved visitors
- Emergency preparedness plans and response training
- Regular audits of safety systems and infrastructure
- Compliance with OSHA and industry-specific workplace safety standards

CYBERSECURITY AND DATA PROTECTION

In a connected and data-driven world, robust cybersecurity is critical to responsible governance. SEKISUI Voltek has implemented multi-layered protections to guard against cyber threats and ensure the confidentiality, integrity, and availability of our systems and data:

- Network firewalls, encryption, and intrusion detection systems
- Role-based access controls and data governance protocols
- Regular vulnerability assessments and penetration testing
- Ongoing cybersecurity awareness training for all employees

We are committed to protecting personal information in accordance with applicable laws, including CCPA and General Data Protection Regulation (GDPR). Our privacy practices are governed by our internal policies and the SEKISUI Voltek CCPA General Privacy Policy, ensuring compliance and data integrity.

THIRD-PARTY AND SUPPLY CHAIN SECURITY

To ensure the integrity of our extended value chain, SEKISUI Voltek incorporates security risk assessments into supplier evaluations and requires third parties to adhere to our security and compliance standards.

CONTINUOUS IMPROVEMENT AND OVERSIGHT

Security risks evolve rapidly, and so do our protections. We regularly review and enhance our physical, operational, and cybersecurity strategies under the guidance of our corporate compliance and IT governance teams.



TRANSPARENCY

This policy outlines our commitment to transparent governance practices that build trust with stakeholders, uphold ethical standards, and ensure accountability across all areas of our business. This policy applies to SEKISUI Voltek’s executive leadership, management, employees, and all third parties conducting business on behalf of the company.

ACCOUNTABILITY

- Decision-making processes are clearly defined and regularly reviewed.
- Leaders are held accountable for actions and performance against our ethical, legal, and sustainability commitments.

DISCLOSURE AND REPORTING

- We provide accurate, timely, and comprehensive information to stakeholders, including through our ESG reporting, financial statements, and compliance updates.
- Disclosures comply with applicable laws, regulatory requirements, and industry best practices.

STAKEHOLDER ENGAGEMENT

- We actively engage with employees, customers, suppliers, and the broader community to ensure inclusive, informed decision-making.
- Feedback is welcomed and used to inform improvements in policies, products, and practices.

ETHICAL CONDUCT AND COMPLIANCE

- All governance activities are grounded in integrity, with strict adherence to anti-bribery, anti-corruption, and fair competition laws.
- Employees are trained to recognize ethical risks and report potential violations.

BOARD AND LEADERSHIP TRANSPARENCY

- The roles, responsibilities, and composition of our leadership and governance structures are clearly defined and made accessible to stakeholders.
- Decisions made by leadership are guided by both short- and long-term sustainability goals.

RISK MANAGEMENT AND INTERNAL CONTROLS

- Our governance framework includes comprehensive risk management protocols and internal controls to monitor performance, prevent misconduct, and ensure compliance.
- Regular internal and external audits support transparency and continuous improvement.



LOOKING AHEAD

At SEKISUI Voltek, we believe that sustainability is not a destination—it’s a continuous journey of progress, responsibility, and innovation. As we look to the future, we remain committed to reducing our environmental impact, deepening our community partnerships, and strengthening the systems that support ethical, transparent governance. Guided by our core values and aligned with the SEKISUI Voltek global sustainability vision, we will continue to challenge ourselves to do more—for our people, our planet, and future generations. Together, we are building a smarter, safer, and more sustainable tomorrow.

SUSTAINABLE DEVELOPMENT GOALS

