

GLOBAL SUSTAINABILITY REPORT



*Specialists in high-performance materials development,
custom molding + manufacturing*



Now part of Trelleborg

About Minnesota Rubber and Plastics

Minnesota Rubber and Plastics (“MRP”, or “The Company”), now part of Trelleborg AB (“Trelleborg”), is a world leader in the material compound development, engineering design and manufacturing of custom molded elastomers and thermoplastic components and assemblies, providing critical sealing solutions across a multitude of demanding applications and industries. Our components are generally in the ISIC Code 2219 and 2220, Manufacture of Other Rubber Products and Manufacture of Plastics Products.

For over 75 years, MRP has helped world-class organizations solve difficult sealing and component challenges. Through our advanced materials lab and global manufacturing, we work with original equipment manufacturers to provide solutions to tough challenges through materials science and formulation, fully functional product prototyping, operational excellence, and supply chain consolidation.

We specialize in horizontal and vertical injection molding, LSR molding, transfer molding, compression molding, overmolding, and extrusion for your most critical applications.

Our material science expertise, coupled with world class design and manufacturing capabilities, have allowed us to be recognized as leaders in the medical, water, food & beverage, specialty industrial, infrastructure and automotive component markets.



Our suppliers and value-added partners provide rubber and plastic raw materials for molding, rubber and plastic components, constituent raw materials for rubber compounding, metal and plastic components that are overmolded and/or assembled, and chemicals for finishing, cleaning, and coating parts and tooling.

MRP is headquartered in Minneapolis MN USA, with plants or distribution centers in USA, Mexico, China, France, UK, and Czechia.

This report covers all Minnesota Rubber and Plastics sites that were part of the organization in 2021: Minneapolis MN USA, Litchfield MN USA, River Falls WI USA, Mason City IA USA, Pawling NY USA, Reynosa Tamaulipas Mexico, Suzhou Jiangsu China, and Pacy-sur-Eure France. Where available, data is included from Primasil Silicones, acquired in 2022, with plants in Weobley UK and Mikulov Czechia.

There are no other relevant business relationships or significant changes in activities to report.



Reporting

Reporting of performance metrics is for calendar year 2021 (1 January 2021 through 31 December 2021), which coincides with our fiscal year. Reporting is updated annually, and this report is released on 8 Dec 2022.

Please direct any questions via email to sustainability@mnrubber.com.

Scope 1 and 2 energy usage and greenhouse gas emissions were restated to align all sites to report based on the energy consumption period rather than the billing period, with no material impact on the reporting. Scope 1 energy usage was corrected for fuel units of measure at site acquired in 2021, increasing reported emissions. Scope 1 added refrigerant fugitive emissions from replaced equipment. Scope 1 2020 reported emissions were reduced due to an invoice error. Scope 2 emissions were corrected for one site for all years due to a conversion error, increasing overall Scope 2 annual emissions by an average of 8.2%. Electricity grid emissions factors in previous report were from the 2014 IPCC Fifth Assessment and now use more current figures listed in the emissions section of this report. Two new acquired sites have been added to the report.

External assurance was quoted with contractors and discussed with MRP senior executives, and due to timing of MRP acquisition by Trelleborg, it was determined that external assurance will begin in 2022 through Trelleborg reporting, internal, and external assurance processes.

Organization and People

MRP employees are 96.4% regular full-time and 3.6% part time or temporary.

The following tables use actual head count averages, with little fluctuation within or between the reporting periods.

	Regular		Part Time		Temporary		Total
	Male	Female	Male	Female	Male	Female	
US	318	198	16	18	3	4	557
Mexico	313	234	0	0	0	0	547
CZ	21	25	0	0	3	2	51
France	5	3	0	1	0	0	9
UK	74	67	0	0	2	5	148
China	130	79	0	0	0	0	209
Global	861	606	16	19	8	11	1521
As a %	56.6%	39.8%	1.1%	1.2%	0.5%	0.7%	



MRP does not have non-employee workers under its direction.

Governance Body

MRPs direct governance is through a CEO and executive staff, who have direct decision-making responsibility on economic, environmental, and social policies. Those policies are implemented and monitored by representatives within the finance, human resources, engineering, and operations functions, with sustainability performance reported back to the executive staff through monthly or annual reviews depending on risk and any adverse events. The executive staff was overseen in 2021 by a KKR board of governors.

Conflicts of interest prevention for the executive team, and all employees, is governed by the Conflicts clause of The Company Business Ethics and Standards of Conduct Policy.

Any critical concerns reported through any internal reports to management, whistleblowers, or audit findings are reported real-time to the executive committee and through management reviews.

No critical concerns were identified in 2021 or in previous reporting years.

The executive committee is among the groups assigned required sustainability training. Current training is sourced through AIAG and includes the areas of Child Labor, Forced Labor, Freedom of Association, Harassment and Discrimination, Health and Safety, Wages and Benefits, and Working Hours, as well as Environmental Responsibility and Business Ethics. At the time of reporting, 92.6%% of assignees had completed this training.

CEO Statement—Sustainable Development Strategy

As a manufacturer of critical parts and components that serve a wide range of end-markets we positively impact Customers, the people they serve, and the environment. We make parts that help bring medical solutions that improve patient outcomes, that allow vehicles to run more efficiently enabling a cleaner environment, and that help supply clean water to people across the globe. We have a strong record of governance and respect for human rights with no incidents of non-compliance to UNGC or ILO norms, and a strategy to pursue greenhouse gas reductions by establishing science-based targets and implementing efficiency improvements while transitioning to lower emissions energy sources.

MRP supports the principles of the United Nations Global Compact and has communicated our policies and practices to address those universal principles in our Business Ethics and Standards of Conduct Policy, Quality and Environmental Systems Manual, and Supplier and Subcontractor Development Procedure.

Sustainability Principles and Policy Commitments

Based on materiality and aspects and impacts analysis, MRP has policies and objectives that align with the following UN Sustainable Development Goals:

	<ul style="list-style-type: none"> • Providing a safe workplace, health insurance, and health promotion at all company locations.
	<ul style="list-style-type: none"> • Promoting equal employment opportunities • Prohibiting discriminatory practices, • Paying competitive wages along with employee ownership.
	<ul style="list-style-type: none"> • Meeting water treatment requirements at each factory. • Developing world-leading chlorine and chloramine resistant material that meet the leading international water regulations. <div style="display: flex; justify-content: space-around; align-items: center;">       </div> <p style="font-size: small; text-align: center;"> NSF/ANSI Standard 53 NSF/ANSI Standard 61 EC1935/2004 FDA 21 CFR 177.2600 Attestation de Conformité Sanitaire - France Water Regulations Advisory Scheme - UK German Drinking Water Ordinance (DWA) </p>
	<ul style="list-style-type: none"> • Developing tight tolerance components with micron-level dimensional control for optimal performance of engine systems, significantly improving vehicle fuel efficiency. • Producing sealed connector systems for electric vehicles.
	<ul style="list-style-type: none"> • Promoting worker health and safety and accident elimination, investing in 3rd-party safety assessments and implementing safety control interlocks. • Assessing and addressing supply chain risk for forced and child labor. • Providing competitive wages, employee ownership, and employee development opportunities.
	<ul style="list-style-type: none"> • Investing in new equipment using electric, rather than hydraulic systems, to lower energy consumption. • Improving energy efficiency at each facility by replacing fluorescent and sodium vapor lamps with LED. • Global objectives to reduce scrap and waste.
	<ul style="list-style-type: none"> • Taking steps to measure, report, and reduce greenhouse gas emissions.
	<ul style="list-style-type: none"> • Identifying and assess risks of conflict minerals in supply chains by identifying suppliers of 3TG metals (Tin, Tantalum, Tungsten and Gold) and designing a process of necessary due diligence for those suppliers. • Implementing anti-bribery and corruption compliance program.

MRP's Employee Handbook ("The Handbook") describes ethical conduct requirements for all employees. The Handbook encourages open and honest communication and provides multiple paths to raise concerns about conduct and violations of laws or policies, including management chain, Human Resources, and anonymous reporting through third party Corporate Resolutions Inc.

Posted information lists potential business ethics hotline uses to report concerns regarding:

- Theft
- Accounting/Auditing
- Sabotage/Vandalism
- Substance Abuse
- Conflict of Interest
- Money laundering
- Fraud/Embezzlement
- Unsafe Working Conditions
- Falsification of Contracts/Written Documents
- Discrimination or Harassment
- Child labor, forced labor, or trafficking

Environmental commitments are deployed through MRP's environmental management system, with policy, objectives, procedures, training, and management reviews integral to the system. Social and governance commitments are deployed through policy documents with required annual review and recommitment by each employee. Social and governance objectives and performance monitoring are deployed to executive leadership members as defined in the document 2021 Social and Governance Objectives and Performance, with management reviews of objectives and performance conducted by the CEO, CFO, human resources and operations executives.

Minnesota Rubber & Plastics values teamwork, innovation, urgency and integrity and has a commitment to quality and environmental system compliance in both our products and employees.



Customer First Quality Policy	Minnesota Rubber and Plastics is committed to providing goods and services that meet or exceed customer expectations through conformance with customer specifications including product safety, reduced process variation, and continuous improvement.
Innovation	At our core we are rooted in innovative solutions that enable our customers to meet their business goals with an overriding commitment to quality.
Team	We operate as a high-performance global & diverse team that celebrates success and aspires to reach new heights.
Urgency	We think and act with a sense of urgency.
Integrity	We deal openly, truthfully & accept accountability to our stakeholders, and act as good corporate citizens through environmental, social, and governance practices.
Environmental Policy	<p>Minnesota Rubber and Plastics is committed to demonstrating stewardship in protecting the environment to achieve minimal adverse impact on the air, water, and land. We believe that environmental protection is a fundamental responsibility of every Minnesota Rubber and Plastics employee.</p> <p>Minnesota Rubber and Plastics recognizes and exercises our stewardship responsibilities by committing to the following guidelines:</p> <ul style="list-style-type: none"> • Minimizing the generation of waste as a consideration in research, process design, and plant operations. • Promoting energy conservation and reduction activities. • Preventing hazardous spills and complying with all applicable environmental requirements. • Communicating openly with employees and others working on behalf of the organization on environmental issues. • Improving continuously in the prevention of pollution.



Feedback, Engagement, and Compliance

Minnesota Rubber and Plastics' Business Ethics and Standards of Conduct Policy and Anti-Bribery and Anti-Corruption Compliance Policy define commitments to address any allegations of non-compliance to these standards and any associated laws or regulations, and the process and multiple channels for employees to seek guidance or raise concerns. Outside stakeholders can provide input by sending an email to sustainability@mnrubber.com.

Environmental impacts are managed through a corrective action process defined in The Company's Environmental Manual and any impact or systems non-compliance are reviewed by executive management monthly to assure real-time responsiveness is maintained and annually to review any systemic trends following the established Quality & Environmental Systems Planning & Management Review procedure.

MRP has had no incidents of corruption, legal cases, or other non-compliance regarding corruption, anti-competitive behavior, anti-trust, monopoly practices, or otherwise in the social and economic area in 2021. One company site received a fine for storage of hazardous chemicals due to a change in local standards; storage methods were immediately brought to current standards to resolve the concern and there were no resulting spills or worker safety incidents.



MRP engages internal stakeholders through site daily management meetings and at least quarterly through Employee Involvement Meetings. Our Open Door Policy is communicated to all employees in our Employee Handbook to create an environment of trust and mutual respect and by which employees may seek counsel, provide or solicit feedback, or raise concerns within The Company. These internal stakeholder engagements are in addition to engagements for safety and environmental risk prevention through objective deployment, audits, and suggestion systems. Our customers are actively pursuing engagement with us on environmental, social, and governance

systems and performance, and we participate with them on general ESG topics through surveys, audits, and scorecard presentations, in addition to our with them on more local sourcing and elimination of substances of very high concern (SVHCs) from their products.

30% of company employees were covered by a collective bargaining agreement in 2021. Other employees have comparable wage and benefit as pertains to their markets, employee ownership, and safety and working conditions protections.

Materiality, Risk, and Opportunities

Reporting topics were determined using the SASB Materiality Map combining relevant aspects of the Industrial Machine & Goods and Auto Parts segments. The Materiality Map identifies Energy Management, Employee Health and Safety, Waste Management, Product Safety, and Fuel Efficiency/Economy as relevant focus areas. MRP, as primarily a contract manufacturer, affects product safety and product fuel efficiency by specific actions and technologies to support customer designs.

Additionally, social risk was assessed based on the US Department of Labor List of Goods Produced by Child Labor, as well as the SRAGlobal Slavery & Trafficking Risk Template (STRTV3.1), both of which list the type of goods produced in specified countries or areas that have a significant risk of being produced by either child or forced labor. None of the types of goods on this list in the countries from which Minnesota Rubber and Plastics produces or procures are relevant to Minnesota Rubber and Plastics products.

MRP's primary impact is associated with the extraction, production, and transportation of materials, including associated greenhouse gas emissions throughout the value chain, along with scrap and waste associated with the production process.

MRP's primary sustainability risk is associated with potential new Substances of Very High Concern (SVHCs) as defined in the REACH directive.

MRP takes a precautionary approach, monitoring emerging changes to the SVHC list to identify and implement alternative formulations that will meet customer specifications and approval requirements.

MRP's primary people risk is associated with worker safety in our production sites, which is managed through job safety analysis, equipment and work design, and internal and expert audits and training.

Objectives, management processes, and performance associated with these material topics are reported in the subsequent section of this report.

The following potential climate-change related risks have been identified and are generally applicable to many industries.

- Physical plant
- Energy and transportation costs
- Flooding
- Power outages
- Worsening transportation and supply disruptions
- Transition
- Business loss for ICE products
- Oil availability—plastic and rubber cost and supply
- Silicone availability

Our business presents many opportunities to address the causes and effects of climate change including parts to improve energy efficiency, seals for use in alternative energy applications, medical and diagnostics markets to treat emerging threats, and products that support efficient water use.



Business Ethics

Each year all MRP employees received communication on anti-corruption and business ethics policies and procedures through review of the Business Ethics and Standards of Conduct section of the Employee Handbook, covering:

- Honesty
- Promises
- Pricing
- Business Courtesies
- Bribes
- Reporting
- Conflicts
- Confidentiality
- Equal Opportunity
- Safety and Health

Governance body members and professional and management team members totaling 523 people receive this communication through the MRP Business Ethics and Standards of Conduct Policy and related documents.

All governance body members and 522 of the 523 total signed an acknowledgement and agreement to the policies.

MRP has had no incidents of corruption or legal cases regarding corruption, anti-competitive behavior, anti-trust, or monopoly practices.

Environment—Materials

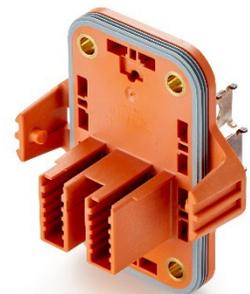
Minnesota Rubber and Plastics production facilities use an estimated 3,272,565 kg of rubber and plastic material to produce parts in 2021. MRP assembles and overmolds metal and some rubber and plastic components, and buys and distributes some items through partners, that are not included in the weights. Packaging material is primarily renewable fiber board, along with customer-specified plastic bags or trays for product protection, and is managed by the receiving customer production facility and does not go to consumers.

To the extent possible, plastic runners are internally or externally recycled. Recycled material can be used in some plastic applications but is limited by customer contracts based on the part application, and by availability of suitable runner material.

0.6 metric tons of plastic was internally recycled and used to manufacture finished parts.

Elastomers after vulcanization cannot be used as input materials to produce our products.

Reclaim material solutions are not available for the type of products produced by MRP.



Environment—Energy

MRP facilities used natural gas, fuel oil, LP gas, or kerosene to heat buildings. Consumption in GJ for each of the past 3 years was:

2019	2020	2021
25075.04	23650.65	24026.01

MRP facilities used grid electricity for lighting and equipment operation. Consumption in GJ for the past 3 years was:

2019	2020	2021
136056.11	123708.37	130419.84

MRP measures energy intensity based on units produced, and includes all fuel and electricity consumed by the sites.

	2019	2020	2021
Intensity factor—units produced	763,905,918	784,041,312	794,366,912
Intensity per million units	210.93	187.95	194.43

Plymouth (HQ) site implemented LED lighting in late 2019 with savings of 169389.2 kWh/year or 609.8 GJ/year for each full year 2020 and 2021 versus 2019 baseline.

Reynosa (MRM) site changed production lighting to LED, fully implemented 1 Oct 2020, with a 2020 prorated calculated annual savings of 38,215.5 kWh or 137.6 GJ and a full year 2021 calculated annual savings of 152,862 kWh or 550.3 GJ versus 2019 baseline.

Litchfield (LF) site changed all indoor lighting from fluorescent to LED in mid-March 2021 with a 2021 prorated calculated annual savings of 312,582 kWh or 1125.3 GJ versus 2019 baseline.

MRP parts do not directly consume energy. MRP parts, such as tight-tolerance transmission seals, have been instrumental in improving vehicle efficiency and therefore reducing their emissions.



Environment—Water and Habitat

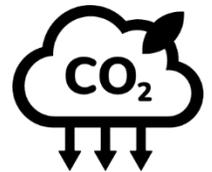
Water usage is not a material impact for any of the plants. Water used at plants is drawn from municipal water supplies, and hazardous waste is not discharged into the municipal sewer system. Water discharge controls are review in site ISO 14001 registration audits.

Total water withdrawal (and eventual consumption and discharge) across plants in megaliters was:

2019	2020	2021
41.7	35.9	38.6

No MRP site is in or adjacent to an identified protected area or area of high biodiversity and there is no expected impact of operations or products on biodiversity or habits.

Environment—Emissions



Scope 1, 2, and 3 emissions data is provided for 2019, 2020, and 2021, with 2019 establishing the baseline for reporting and for science-based reduction targets.

Scope 1 emissions factors are from the Greenhouse Gas Protocol GHG Emissions Calculation Tool version March 2021 (<https://ghgprotocol.org/ghg-emissions-calculation-tool>). Emissions in tonnes CO2e were:

2019	2020	2021
2468.55	2304.18	2531.59

Scope 2 emissions factors are from epa.gov, gov.UK, iges.or.jp, and carbonfootprint.com to provide more current factors than are provided in the GHG Emissions Calculation Tool. Emissions in tonnes CO2e were:

2019	2020	2021
21057.82	17995.30	18157.13

Scope 3 emissions were calculated using the GHG Protocol Quantis scope 3 screening tool (<https://quantis-suite.com/Scope-3-Evaluator/>). Estimated emissions in tonnes CO2e were:

2019	2020	2021
86,937.03	69,044.04	93,642.58

Like energy intensity, MRP measures GHG emissions intensity based on units produced, and includes all identified scope 1, 2, and 3 emissions and all available gases. Emissions estimates are about 80% due to scope 3 spending.

	2019	2020	2021
Intensity factor—units produced	763,905,918	784,041,312	794,366,912
GHG emissions intensity per million units	144.60	113.95	143.93

MRP established emissions reduction targets using the Absolute Contraction Approach in the Science-based Target Setting Tool (version 2.0) from sciencebasedtargets.org, which set a 29.4% reduction target to meet the 1.5C scenario, and 2026 emissions targets (tCO2e), of:

Scope 1	1,743
Scope 2	14,867
Scope 3	61,377

Each scope has a cumulative reduction versus the 2019 baseline. Scope 1 emissions are slightly behind a linear trend line to achieve the 2026 target, but the larger scope 2 and 3 emissions, and the total across the scopes, are ahead of trend to meet the target.

Our 4-year reduction plan, established in 2020, is currently being met or exceeded (with minor timing adjustments) as shown below for scope 2 projects:

Year	Plan	Status
2021	LED lighting realization at 2 plants CO2 cleaning technology change at 1 plant	LED conversion in 3 plants Moved to January 2022
2022	LED lighting implementation at 3 rd plant CO2 cleaning technology change at 2 nd plant Site solar for one plant 2.5% global average yield improvement	LED conversion in 4 th plant 3 Coldjet CO2 cleaning machines at 2 plants Solar at one plant Yield reduction under review
2023	LED lighting implementation at 4 th plant 2.5% global average yield improvement	4 th plant done in 2022 Solar agreement signed for 2 nd location
2024	Site wind or solar for one additional plant 2.5% global average yield improvement	Additional site solar scheduled for Jan 2023

LED implementation in 2020 and 2021 is calculated to have reduced Scope 2 GHG emissions from 2019 baseline in tonnes CO₂e by (using the GHG Emissions Calculation Tool as described above):

2020	2021
81.48	245.71

For scope 3 emissions MRP focused on liquid nitrogen (LN₂) usage. LN₂ is used for cryogenic flash removal of elastomer parts. LN₂ production is an energy intensive process, requiring 0.5 kW-hr/kg of LN₂ (<https://stanford.io/3AKAfKg>). MR&P focused on optimizing LN₂ transportation and use within 2 plants to eliminate LN₂ leaks and other waste.

Using the ratio of LN₂ used in 2019 to pieces de-flashed in 2019, and applying that ratio to 2020 and 2021 de-flashed to estimate what usage would have been without improvement, MRP's efforts reduced estimated energy and emissions at the producer by the following:

Savings	2020	2021
GJ	1,016,671	2,396,791
tonnes CO ₂ e	142,388	328,282

MRP has some legacy chillers that use ozone-depleting substances (ODS). 2021 fugitive releases in CFC-11 equivalent tonnes were:

HCFC-141b 0.00136
HCFC-22 0.00575

MRP has recorded no significant direct emissions of nitrogen or sulfur oxides, VOCs, persistent pollutants, particulate matter, or other hazardous pollutants, and has no related environmental permitting requirements.

Environment—Waste

Scrap and waste are generated in the molding processes from material needed in the injection and transfer processes (mold sprues, transfer pads, runners) and from molding and secondary operations yield loss, resulting in the generation of non-hazardous waste. Upstream and downstream waste are not significant controllable factors for MRP.

MRP monitors and manages waste-related data through monthly reporting according to our ISO 14001 management system. Plants manage up to 5 waste streams, depending on their product mix and plant amenities, with recycling, regrind, and composting representing our circularity measures:

- Recycling (all facilities)
- Regrind (plastics facilities)
- Non-hazardous waste disposal (all facilities)
- Hazardous waste disposal (facilities with chemical part-cleaning baths)

MRP only uses licensed waster process and disposal services.

MRP sites disposed of an estimated 771.02 metric tons of waste in 2021, a reduction of 18% from the 2019 baseline, and an improvement of 20% versus baseline in amount diverted from landfill or hazardous waste processing. The estimates are a combination of actual weights where available and volume-based weight estimates. The total waste is broken down into the following 2021 estimates in the next sections.

- 242.93 metric tons recycling
- 29.18 metric tons regrind and reuse
- 7.29 metric tons sold
- 417.44 metric tons directed to landfill
- 74.18 metric tons hazardous waste directed to processing center

Supplier Management

MRP custom direct material and service providers are all evaluated for environmental systems during the selection process. While MRP has identified no current suppliers who are carbon neutral, no suppliers have been identified as working outside of current environmental regulations and norms. 2021 evaluation of suppliers constituting 80% of spend found the following performance to target, with an objective to close the gap to target by 10% of past-year actual gap.

Document	Target rate	2021	2022	Objective
Published sustainability policy or report, or survey assessment response	70%	63%	65%	On-track
For plating, coating, or chemical suppliers, ISO 14001, NACD, or Responsible Care Management System® (RCMS®) registration certificate or sustainability report/assessment response	80%	66%	73%	On-track
Greenhouse gas emissions status (GHG) response	50%	32%	59%	Exceed

MRP works with many small and local suppliers to reduce transportation emissions and to support small business and local communities. These smaller businesses do not tend to have the resources for sustainability assessments; however, we have seen a significant year/year increase in the number of companies with sustainability reporting and 3rd-party survey submissions.

All suppliers are also managed through a 3rd-party product content management service to manage RoHS, REACH, Conflict Minerals, EU Medical Device Directive, and other material restriction and disclosure regulations.



All MRP suppliers are monitored using a watch list screening service to check individuals, businesses and countries against government and non-government most current restricted, denied, or prohibited party lists.

No MRP suppliers have been flagged through this reporting.

One MRP supplier was identified through audits in 2020 as having a potential safety concern associated with breathing airborne particulate of a certain metal, and this concern was resolved with the supplier through consultation and remediation and the countermeasures were verified recently as sustaining with no appreciable current risk.

Employee Health and Safety

Each MRP facility has occupational health and safety management systems integrated into their planning and operational processes and compliant to their national and local occupational health and safety regulations, and these are also globally directed based on OSHA requirements.

Our employees work around heavy machinery, which poses safety risks that are continually evaluated.

Safety requirements cover all employees, contractors, and visitors as applicable to their work. Common elements across sites include:

- Job safety analysis, with focus on risk elimination
- Company provided and required personal protective equipment
- Safety-first objectives in daily management and executive management review
- Material safety data sheet communication
- Periodic inspection by third-party loss control specialists
- Mandatory periodic safety training
- Evacuation drills

A global Job Safety Analysis (JSA) database is maintained to share hazards and procedures for each type of job, with over 370 JSAs in place.

The MRP Employee Handbook states our policy toward the elimination of injuries and illnesses involving our employees and provides direction for prevention, protection, and reporting of any observed unsafe work conditions, near misses, and accidents.

MRP North America sites are reviewed for safety systems and risks by our EHS (Environmental Health and Safety) Manager and by third-party safety specialists OECS.

Sites also perform safety audits, either as part of 5S/6S audits or independently.

All employees have preventive care benefits. Any employees exposed to a safety incident are generally treated by local clinics. 37% of all company employees have onsite occupational health services administered by licensed health professionals.

Workers participate in safety audits, incident evaluations, and suggestion systems to help improve our worker safety management system.

Safety training is conducted by company trainers, and by 3rd-party safety consultants who are workplace safety experts delivering presentations designed to engage with employees and encourage participation and information retention.

Training topics include, as applicable to the site and operation:

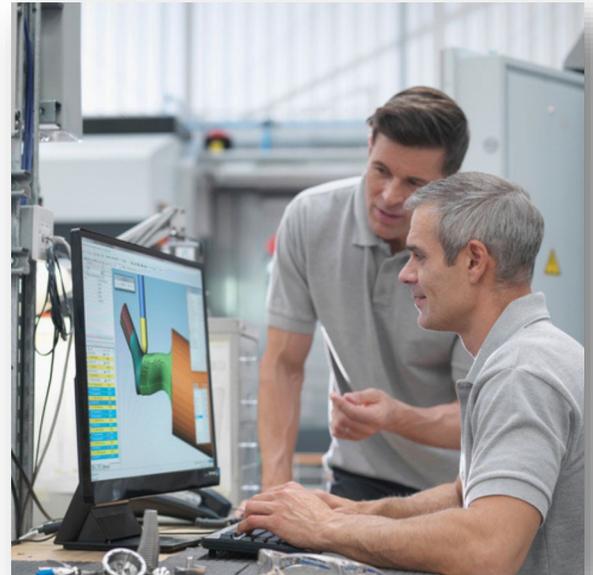
- Ergonomics and proper lifting
- Fork-lift operation
- Evacuation
- Fire prevention and fire extinguishers
- Job hazard identification
- Chemical handling

All employees have access to a healthcare benefit subsidized by The Company.

Additionally, 34% of employees are enrolled in a health plan that includes a health incentive program that rewards employees for the healthy behaviors of being active, getting enough sleep, and tracking what they eat; this plan is administered through our health care provider and employees who meet the requirements receive deposits to their Health Spending Accounts.

Our site with onsite medical professionals conducts annual health fairs open to the employee's and their families. The health fairs focus on healthy behaviors and offers health screenings.

Where significant safety risks are identified at suppliers of subcontracted work, such as when the supplier works with a chemical or material with a known processing hazard, a site audit is performed to evaluate controls and identify any additional measures necessary to protect worker safety.



All employees and visitors are under the direction of site safety requirements to assure OSHA compliance and safety for all.



MRP sites calculate injury rates using a 200,000 hour factor with 2,656,505 hours worked in 2021, and in 2021 had for all workers or visitors on site:

- No work-related fatalities
- 1 high-consequence work-related injury for a rate of 0.075
- 40 recordable work-related injuries for a rate of 3.01

The main types of injury were due to repetitive stress and improper lifting or moving of tooling or material.

MRP had no recorded work-related ill health incidents.

Employee Benefits and Development

Full-time employees, and part-time employees, working 24 hours or more per week, were fully benefit eligible in 2021. Over 98% of employees were benefit eligible in 2021, and these benefits included:

- Medical and dental plans
- Life, accidental death & dismemberment, and business travel accident insurance
- Critical illness, accidental injury, and hospital care
- Employee assistance program
- Paid holidays and time off
- Retirement savings plan and matching retirement contribution
- Employee ownership

Additionally, employees below 24 hours/week, but working 1000 hours in the year, were eligible to participate in 401K savings.

Training and development plans are customized by each employee and their supervisor as part of the annual performance review process.

Additionally, educational reimbursement for relevant career-related advancement is part of each employee's benefits.

The Company fosters the concept of Lean Manufacturing, which means every action and application of its resources is used to provide value to its customers by eliminating waste, streamlining manufacturing, and continuously improving.

Internal Employees participating in Lean Manufacturing Events receive training applicable to the event such as 5S, Flow Manufacturing, and Quality Operations.

99.99% of employee received an on-time performance and development review in 2021



Diversity, Equity, Inclusion

The following tables show the diversity of Minnesota Rubber and Plastics' governance team and of employees.

Governance team—Corporate Leadership Age & Gender

Age Group	Male	Female
30 – 49	28%	-
50+	57%	14%

Overall employee—US Gender/Minority Status

Site	All	Female		Male		Minority		Black		Asian		Indigenous		Hispanic		Pacific		2 or more	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
HQ, MC	136	41	30.1	95	69.8	12	8.8	2	1.5	4	2.9	0	0	5	3.7	0	0	1	0.7
LF	144	66	45.8	78	54.2	10	6.9	3	2.1	1	0.7	1	0.7	4	2.8	0	0	1	0.7
RF	103	50	48.5	53	51.5	8	7.8	0	0	5	4.8	0	0	3	2.9	0	0	0	0
PEP	127	40	31.5	87	68.5	35	27.6	6	4.7	15	11.8	0	0	13	10.2	0	0	1	0.8
US	510	197	38.6	313	61.4	65	12.7	11	2.2	25	4.9	1	0.2	25	4.9	0	0	3	0.6

Note: headcount difference compared to employee summary is due to different affirmative action reporting period.

MRP has had zero reports of discrimination or violation of The Company equal opportunity policy.

Slavery & Trafficking Risk Template (STRT) evaluation did not identify any sites that produce goods at risk for child or forced labor, in company operations or our direct supply base.

MRP has had no reported incidents of violations involving the rights of indigenous peoples.

Minnesota Rubber and Plastics had three major community engagement initiatives in 2021:

1. MRP launched a Young Innovators STEM contest for middle schoolers in 2021, and the selected winner of the contest earned her entire 12-person class a visit to MRP's new state-of-the-art Innovation Center in Plymouth, MN and \$2,500 in STEM supplies for her school.
2. MRP is a long-time participant of the PICA HeadStart "Wish Tree Project", donating gifts to families in need over the holidays. Our employees eagerly contributed gifts to this cause in 2021, fulfilling the wishes of 50 recipients.
3. MRP was a proud sponsor of the 2021 America Heart Association Twin Cities Heart Walk. In 2020, Minnesota Rubber and Plastics was a top fundraiser in the effort.
4. In addition, individual MRP sites engage in local fundraisers to engage with the local community.

No significant negative impacts on the local communities—potential or actual—have been identified for any MRP operation.



Product Health, Safety, and Environment

MRP performs a process failure modes and effects analysis for each product family to identify risks and to define appropriate controls. We work with our Original Equipment Manufacturer (OEM) customers to identify safety risks, either by OEM designation of critical to safety features on their prints or by OEM designation of safety severity levels on their associated design failure modes and effects analysis. All critical to safety or critical to function characteristics are reviewed to reduce the likelihood of occurrence and to improve the ability to detect any associated non-conformances, and the critical characteristics are identified and monitored using methods prescribed in process control plans.

MRP mitigates material content risks by reviewing all materials for RoHS compliance and presence of REACH substances of very high concern (SVHCs), including compliance with medical device regulatory requirements regarding carcinogenic, mutagenic, toxic to reproduction, and endocrine-disrupting substances.

MRP has received no notices from our OEM customers or regulatory bodies of product safety non-compliance with regulations.

MRP produces parts and devices using material specified and/or approved by the OEM customer. MRP reviews all materials for RoHS compliance and any presence of SVHCs or conflict minerals and discloses that information to the customer for their use in labeling and other disclosures, and works with customers to qualify alternative materials to those with SVHCs.

MRP has not been associated with any product mislabeling, misbranding, or misrepresentations.

Information Security

Minnesota Rubber and Plastics has had no complaints or identified incidents of data breaches or losses of customer data. To mitigate risk in this area, MRP performs regular 3rd-party:

- Cyber security training, which covered for 398 employees who used networked computer systems
- IT systems vulnerability scans, utilizing the Common Vulnerability Scoring System (CVSS) and other methods
- Random phishing security tests, which demonstrated in latest results 2.2% better compliance than industry average and a 0.2% improvement over previous testing results.

GRI Index

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