

A woman with long dark hair, wearing a white t-shirt, is standing outdoors in a park-like setting. She is holding a clear plastic bottle with a blue cap and is about to place it into a yellow recycling bin. The bin has a large white recycling symbol on its lid. To her right are two other bins, one blue and one green, both with recycling symbols. The background is a lush green field with trees.

HUSKY[®]

2024

**ENVIRONMENTAL,
SOCIAL, AND
GOVERNANCE
REPORT**

WE'RE MAKING A WORLD OF DIFFERENCE

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This report contains forward-looking statements based upon current expectations and assumptions regarding anticipated developments and other factors. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “believe,” “drive,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “project,” “strategy,” “strive,” “target,” “would,” “should,” and “will,” or similar statements or variations of such terms and other similar expressions. They are not historical facts, nor are they guarantees of future performance, as they are subject to numerous assumptions, risks, and uncertainties that change over time. Forward-looking statements speak only as of the date they are made, and various factors could cause actual performance to differ materially from that expressed or implied by these forward-looking statements. Husky assumes no duty to, and does not undertake to, update forward-looking statements, whether as a result of new information, future events, or otherwise. The reader is cautioned not to place undue reliance on forward-looking statements.

All monetary amounts are presented in U.S. dollars, unless stated otherwise.

We own or have rights to trademarks, service marks or trade names that we use in connection with the operation of our business. In addition, we have trademark and service mark rights to our names, logos and website names and addresses. The trademarks and service marks we own or have the right to use include, among others, HUSKY TECHNOLOGIES™, HUSKY®, ALTANIUM®, COOLPIK®, EASYCUBE™, ENCORE®, GREENSHARES®, H-CAP AE®, HUSKY ADVANTAGE+ELITE™, HYCAP®, HYELECTRIC®, HYPAC®, HYPERSYNC™, HYPET®, ICHOR™, LUCENT™, POLARIS®, POWERPRO-G™, PRO-ACT®, PRONTO®, PROPET®, REFLEX®, SERVICELINK®, SHOTSCOPE®, SMARTSTART®, ULTRA SIDEGATE™, ULTRAFLFLOW®, ULTRAGUIDE®, ULTRASEAL®, ULTRASHOT™, ULTRASYNCR and UNIFY®. Solely for convenience, the trademarks, service marks and trade names referred to in this report may be listed without the ® and ™ symbols, but we will assert, to the fullest extent under applicable law, our rights or the rights of the applicable licensors to these trademarks, service marks and trade names.

A LETTER FROM OUR CEO

As I stepped into my role as CEO of Husky Technologies™, I wanted to emphasize that sustainability is not just a guiding principle—it informs our business decisions, programs, and operations. I am grateful to John Galt, our former CEO who guided Husky for over two decades, for establishing a strong foundation in sustainability leadership. I am committed to building upon this legacy while driving new opportunities for growth and innovation.

Our annual ESG report highlights how we are progressing on our vision of Enabling Healthy and Sustainable Livelihoods Globally. We are proud to demonstrate our dedication to environmental stewardship, social responsibility, and strong governance. At Husky, we understand that sustainable practices are essential not only for business excellence but also for the well-being of families worldwide.

Our approach to sustainability is deliberate and focused. By fostering collaborations with customers, industry peers, and global leaders, we're advancing environmental initiatives that enable a truly circular economy. This collaborative approach, combined with our technological expertise and commitment to innovation, positions us to drive meaningful change, while our ongoing dialogue with industry representatives and policymakers globally creates greater awareness and helps accelerate solutions for a sustainable future.

At the heart, Husky looks to commit to execution and sustainable innovation. Our global team does not simply support our mission—they embody it. Sustainability flows through the decisions we make, the innovations we develop, and the operations we execute on.

In the industries we serve, customers count on us to deliver technologies that drive sustainable packaging solutions and

support the transition to a circular economy. This trust fuels our commitment to operational excellence and helps push us to continue enhancing our sustainability practices.

At the heart of our success is something even more fundamental: our people. They are innovative, diverse, and united by a shared commitment to excellence. It is their drive to grow and evolve that empowers us to deliver meaningful, sustainability-aligned solutions.

As CEO, I am dedicated to steering our company toward a future where cutting-edge innovation and operational excellence come together to generate meaningful value for our customers while advancing sustainability on a global scale.

To our team, customers, partners, and stakeholders: thank you for your trust and commitment to our shared mission. Together, we are fostering innovation in sustainable solutions that support the transition to a circular economy. I am confident that our strategic focus on sustainability will make a meaningful contribution to creating a better world for future generations.

Let us move forward together with energy, focus, and a shared vision of success.

Bradley Selleck



CEO, Husky Technologies™



Husky's innovations serve the global community by promoting sustainability for today and for the future. We engineer systems to support material reuse and reduced energy consumption, which helps our customers in industries such as food and beverage, medical, and consumer goods serve essential societal needs while reducing their impact on the environment. Powered by People, we are dedicated to promoting sustainability now and in the future.

ABOUT OUR COMPANY

OUR PURPOSE



WE ENABLE HEALTHY
AND SUSTAINABLE
LIVELIHOODS,
GLOBALLY

OUR SYSTEMS



100%
RECYCLED PET
(rPET) CAPABLE
SYSTEMS

OUR FACILITIES



GLOBAL MONITORING CENTERS



8 MANUFACTURING
FACILITIES WORLDWIDE

OUR INNOVATIONS



180+

FAMILIES OF ACTIVE
PATENTS AND DESIGNS



1,500+

PENDING AND GRANTED
PATENTS WORLDWIDE

OUR CORE VALUES



ACT WITH INTEGRITY,
RESPECT, AND
COURAGE



FOSTER TEAMWORK
AND LEARNING



COMMITMENT
TO EXCELLENCE

OUR GLOBAL FOOTPRINT



140 COUNTRIES
WITH A NETWORK
OF CUSTOMERS

OUR PEOPLE



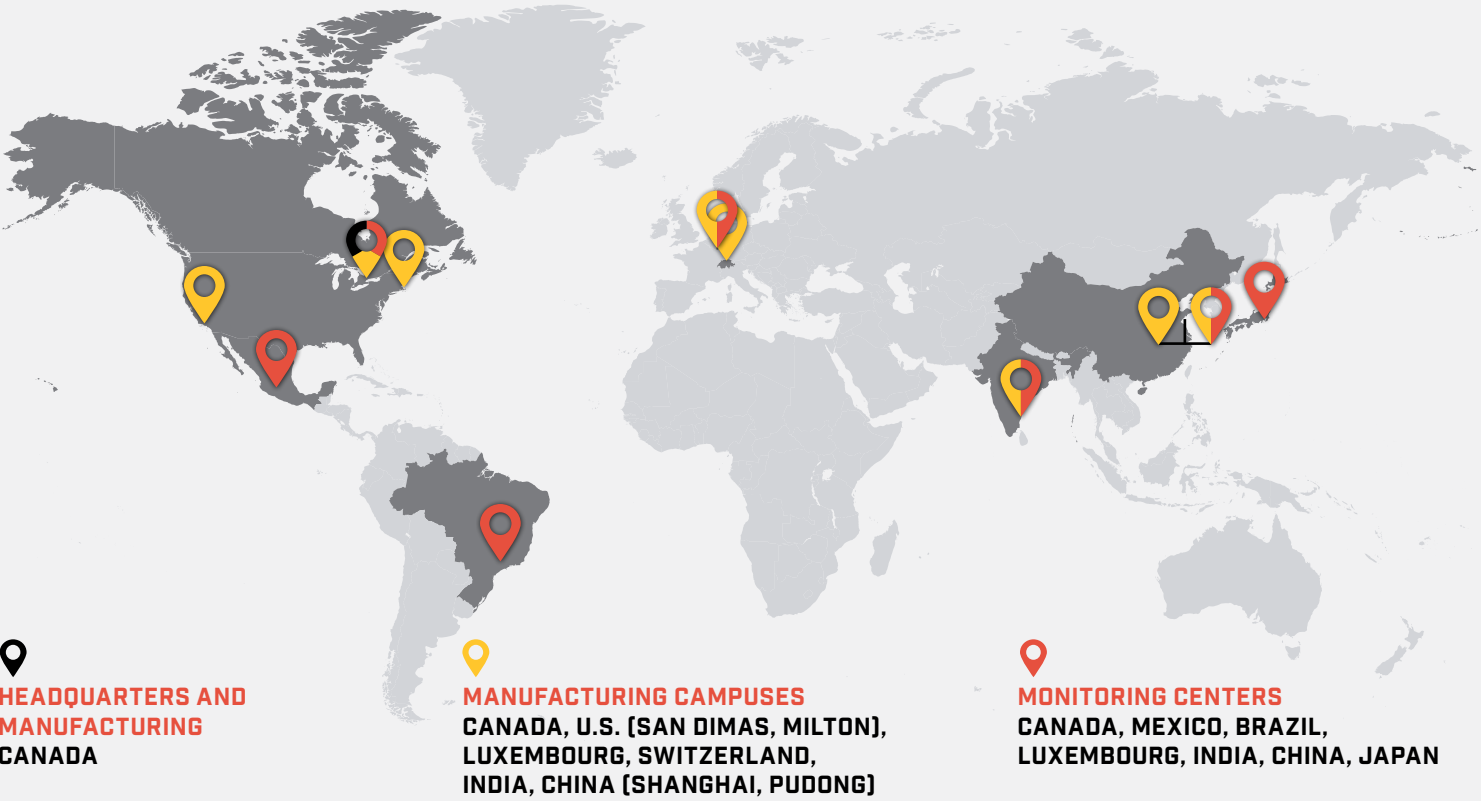
4,300+
HUSKY EMPLOYEES



11.2
YEARS
AVERAGE EMPLOYEE
TENURE GLOBALLY



12
YEARS
AVERAGE EMPLOYEE
TENURE IN NORTH
AMERICA



ABOUT OUR REPORT

Enabled by Husky, powered by people.

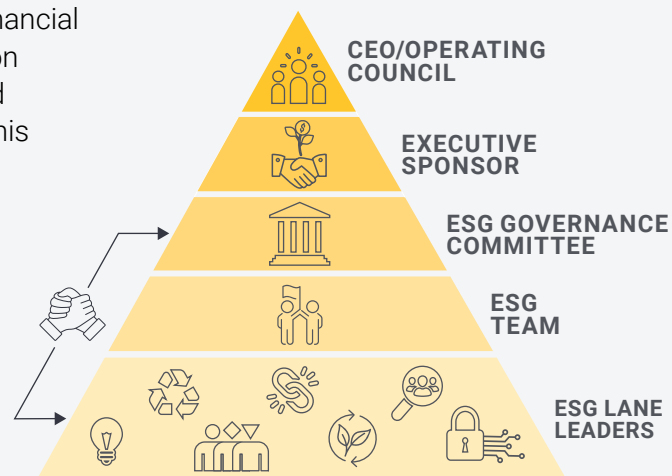
ESG principles inform our business decisions and our relationships with our stakeholders. This report reflects our dedication to ethical corporate governance, advancing the circular economy, and fostering innovation to drive positive change.

ESG GOVERNANCE

Our Environmental, Social, and Governance (ESG) Committee (the "ESG Committee") oversees Husky's ESG strategy, risk management, and regulatory compliance. The ESG Committee ensures that ESG initiatives align with our business objectives, regulatory obligations, investor expectations, and sustainability commitments, meeting quarterly to review progress and provide feedback.

The ESG Committee consists of executive team leaders and dedicated ESG personnel from across the organization. This includes senior leaders, known as ESG Lane Leaders, who are responsible for embedding ESG goals into their respective business areas. ESG Lane Leaders act as key supporters of sustainable practices at Husky, ensuring that ESG priorities are integrated into business operations and strategic decision-making.

Our Task Force on Climate-Related Financial Disclosures (TCFD) Team is focused on incorporating climate-related risks and opportunities into our ESG strategy. This work allows us to proactively respond to climate impacts while maintaining transparency and alignment with evolving stakeholder and regulatory expectations. The TCFD Team reports to the ESG Committee on material updates and decisions. For further details, refer to the TCFD Report on page 33.



We draw upon the Sustainability Accounting Standards Board (SASB), Industrial Machinery & Goods Standard, Task Force on Climate-Related Financial Disclosures (TCFD), select Sustainable Development Goals (SDGs), and Global Reporting Initiative (GRI) indicators to measure our progress and achievements in our sustainability performance.



ABOUT OUR REPORT

Enabled by Husky, powered by people.

MATERIALITY ASSESSMENT

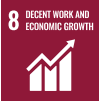
Understanding the expectations of our internal and external stakeholders is essential to advancing our ESG strategy. These insights help us prioritize key ESG topics and stay informed of emerging risks and opportunities.

Our [2021 ESG Report](#) included a materiality assessment, developed in line with global guidelines and informed by input from stakeholders and senior leadership. The assessment considered industry trends, peer practices, and reporting frameworks to identify the most relevant topics for our business.

Our 2021 report provides a detailed overview of this assessment, and we expect to complete our first double materiality assessment in 2025.



PRIORITY MATERIAL TOPICS

Sustainable Development Goals	Priority Material Topics
	Circular Economy 
	Diversity, Equity, and Inclusion 
	Energy and GHG Emissions 
	Innovation and Technology 
	Responsible and Resilient Supply Chain 
	Talent Training and Development, Talent Attraction, Engagement, and Retention 
	Waste 
	Water 

SUSTAINABILITY HIGHLIGHTS



INNOVATION & SUSTAINABILITY

- Won the **2024 Packaging Europe Sustainability Award** for our PET closure.
- Launched HyPET®6e with enhanced rPET processing capability and up to **13.5% energy savings** compared to HyPET®5e.



SUPPORTING THE CIRCULAR ECONOMY

- Provided rPET Resin Quality Grading Services for **10 customers**.
- Supported Petcore Europe’s educational social media campaign ‘Recycle the One’.



SUPPORTING A CLEAN FUTURE

- Committed to **Science-Based Targets initiative (SBTi)**.
- Expanded greenhouse gas (GHG) emissions disclosure to include all Husky operations.
- Expanded Scope 3 reporting to cover **11** relevant categories.



CONTRIBUTING TO AN ETHICAL SOCIETY

- Became an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI).
- Hosted a DEI webinar for **more than 450 members** of our global organization.



ESTABLISHING STRONG GOVERNANCE

- Hosted a sustainability procurement webinar for **over 580 global attendees**.
- Completed a Sedex Members Ethical Trade Audit (SMETA) at our Chennai campus.



13.5%
ENERGY SAVINGS
WITH HYPET®6E



10 CUSTOMERS
RECEIVED rPET RESIN
QUALITY GRADING SERVICES



11 CATEGORIES
FOR SCOPE 3 GHG
EMISSIONS DISCLOSURE



450+ MEMBERS
ATTENDED DEI WEBINAR



580+ MEMBERS
ATTENDED PROCUREMENT
WEBINAR

HUSKY IS MAKING A WORLD OF DIFFERENCE

OUR TALENT DRIVES INNOVATION
AND TECHNOLOGY TO ENABLE
A CIRCULAR ECONOMY

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

We are signatories to the Ellen MacArthur Foundation's new plastics economy commitment to support a circular economy and to help customers achieve their sustainability goals. This includes the following four commitments:

1

COMMITMENT

ENABLING THE USE OF SUSTAINABLY SOURCED AND RECYCLED MATERIALS



We design and develop new solutions that enable our customers to use greater amounts of sustainably sourced feedstocks and recycled content in their packaging and products.

2

COMMITMENT

REDUCING ENVIRONMENTAL IMPACT REDUCING PACKAGING WEIGHT



We proactively improve resource efficiency through the development of consumer packaging solutions that minimize environmental impact through reducing packaging weight.

3

COMMITMENT

DESIGNING FOR CIRCULARITY



We continuously innovate and collaborate on solutions that enable packages and products with improved recyclability and circularity.

4

COMMITMENT

INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE



We partner and advocate for the advancement of the circular economy and sustainable packaging and products.

TESTIMONIAL

Sebastian Kaivers,
Director of Innovation
and Sustainability

Driving sustainability and innovation remains the core focus of our team. Our award-winning PET Closure and our joint development of the world's lightest industrial-scale PET water bottle are just two examples from 2024 that underscore our leadership in this field. We also seek to raise the bar when it comes to recycled materials, offering efficient and effective conversion of post-consumer rPET into sustainable packaging. Our rigorous end-to-end system approach and our decades of experience help to support our customers as they transition to a circular economy and sustainable packaging.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

1 COMMITMENT

ENABLING THE USE OF SUSTAINABLY SOURCED AND RECYCLED MATERIALS

We design and develop new solutions that enable our customers to use greater amounts of sustainably sourced feedstocks and recycled content in their packaging.

CASE STUDY

Fully Recycled HDPE Handles

A North American producer of sustainable packaging handles needed an injection molding solution to mass-produce fully recycled high-density polyethylene (HDPE) handles using multi-cavity molds. They chose our Hylectric® machine platform with Reflex™ platens to improve clamp force distribution, reduce scrap, and extend tool life. Hylectric's® improved screw geometry enhances processing for recycled resin, while its high-wear resistant components improve durability.

rPET QUALITY GRADING

The shift to rPET is a strategic, cost-effective move that aligns with consumer demand and sustainability strategies. Transitioning to rPET, however, is not without its challenges. From technical complexities to material variability, the process often requires advanced technology and expertise. We have recently begun to offer rPET Quality Grading Services to our customers to identify key rPET quality characteristics before use to enhance system efficiency and product quality. This involves testing different rPET resins to identify those resins with material attributes that are appropriate for the particular customer's packaging products. These services can help facilitate a customer transition to rPET resin from virgin PET resin or an existing rPET resin and avoid processing challenges and incremental waste associated with a less suitable resin.

OUR rPET QUALITY GRADING SERVICES FOCUS ON:

- **Specification Calibration** to ensure the resin meets the required standards.
- **Processing Risk Mitigation** to identify and address potential processing issues.
- **Part Quality Expectations** to ensure part quality meets customer needs.



ENABLING BIOPOLYMERS WITH HOT RUNNER TECHNOLOGY

Bioresins are plastics derived from renewable biological sources that can be biodegradable in some forms. Their adoption is growing in regions like Europe and North America, however, bioresins still account for a very small part of total resin usage due to certain limitations, including processing issues as a result of the bioresins' sensitive chemistries. We collaborate with bioresin suppliers worldwide to explore potential solutions that can make bioresins more viable. As part of these solutions, we introduced UltraMelt™ in 2022, a specialized hot runner with non-reactive surfaces and stainless-steel components that helps preserve the integrity of bioresin chemistries while minimizing degradation risks such as corrosion, and also improves processing conditions and refined thermal control.

BIORESINS FEEDSTOCK



BIORESINS BENEFITS



* Some bioresins can be biodegradable, and/ or compostable. These benefits are conditional and may not apply in all cases.

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

2

COMMITMENT

REDUCING ENVIRONMENTAL IMPACT BY REDUCING PACKAGING WEIGHT

We proactively improve resource efficiency through the development of consumer packaging solutions that minimize our environmental impact through reducing packaging weight.



MULTI-LAYER TECHNOLOGY

Our Multi-Layer equipment uses a high-precision co-injection process to encapsulate a functional component between two layers of the main resin. Through equipment and material innovations, we have enabled the production of Multi-Layer PET bottle packaging with weight and material savings that is designed for compatibility with PET recycling streams.

We supported Avantium, a renewable chemicals company, in receiving APR recognition for their plant-based and recyclable Polyethylene Furanoate (PEF)

barrier material. We contributed by providing co-injection technology to produce Multi-Layer preforms containing up to **10% PEF** in the core layer. In addition, we produced Multi-Layer preform and bottle samples in our internal lab to support testing and validation. This innovative PEF/ PET Multi-Layer combination provides the market with a **100% high-barrier polyester solution**, which represents a significant step forward in sustainable packaging.

We also helped to develop two fully recyclable, APR-recognized Multi-Layer packages with enhanced O₂ barrier properties that improve the shelf life of the beverage contents in the bottles. Using our co-injection technology, a thin O₂ barrier layer is placed between two PET layers.

This Multi-Layer design allows us to use significantly less barrier material compared to traditional monolayer packaging that blends the barrier material throughout.

The result is improved performance with greater recyclability and material efficiency.

Looking ahead, we aim to seek opportunities to leverage recyclable Multi-Layer solutions for improved CO₂, O₂, and light barrier performance, while also enabling product differentiation in container packaging.



HUSKY'S COLLABORATION WITH MGC

Husky collaborated with Mitsubishi Gas Chemical (MGC) to innovate small-format carbonated soft drink (CSD) packaging. We combined our Multi-Layer technology with MGC's MXD6 nylon resin to develop a recyclable Multi-Layer CO₂ barrier bottle. This innovation enables full recyclability in conventional post-consumer processing, earning recognition from the Association of Plastic Recyclers (APR) in 2020 for

up to **2.5% MXD6** and in 2023 for up to **3.3% MXD6**. Compared to traditional monolayer PET bottles, our Multi-Layer bottles **achieve a 30% weight reduction**, delivering significant cost savings without compromising performance. For more details, see our [feature article](#) on recyclable barrier packaging.

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

3 COMMITMENT

DESIGNING FOR CIRCULARITY

We continuously innovate and collaborate on solutions that enable packages with improved recyclability and circularity.



ENABLING CIRCULARITY THROUGH PET

PET is a food and medical grade polymer used for many applications, from bottled water to medical test tubes. PET is also the world's most recycled plastic.¹ It has well-established recycling systems, and the ability to be utilized as recycled material in food and beverage containers.²

For this reason, many countries have mandated the use of recycled content (rPET) in plastic beverage containers or are proposing to do so, such as Canada, Chile, the European Union, and certain U.S. states.

PET BOTTLE COLLECTION RATES IN KEY MARKETS



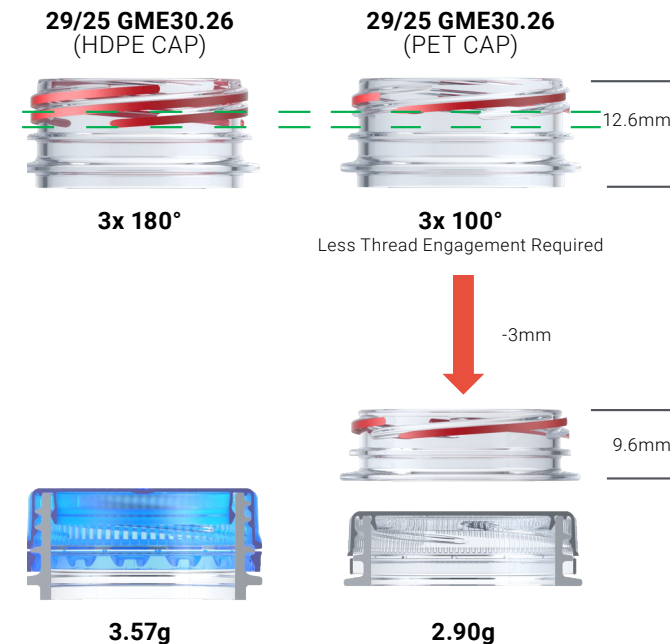
¹ UNEP Baseline Report on Plastic Waste, 2020
² Ellen MacArthur Foundation Global Commitment Progress Report, 2020
³ PET collection rates- UNESDA
⁴ Demands and Material Flow of Recycled Polyethylene Terephthalate (PET) in Indonesia
⁵ Recycling, Material Flow, and Recycled Content Demands of Polyethylene Terephthalate (PET) Bottles towards a Circular Economy in Korea
⁶ Figures and Statistics: The facts you need to know

PET CLOSURES

HDPE and polypropylene (PP) have traditionally been used for bottle closures. HDPE and PP closures must be separated from their PET bottles during the recycling process, increasing the cost burden and decreasing the effective PET bale yield.

We designed a new PET closure that allows for a lower-stress capping process. We have incorporated an innovative tamper-evidence approach that provides an improved level of security for both the consumer and brand owner. Using the same PET material for both the bottle and closure enables an efficient recycling process. Moreover, the structural rigidity of PET requires less thread engagement relative to traditional HDPE and PP closure designs for still water applications. This reduces the PET material required for the closure and the bottle and reduces the weight for each product.

PET RIGIDITY ENABLES NEW LIGHT-WEIGHTING OPPORTUNITIES



PET CLOSURES TO SECURE TAMPER EVIDENCE



Improved Barrier Performance

O₂ Permeation level **14x Stronger**
 CO₂ Permeation level **8x Stronger**

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

3

COMMITMENT

DESIGNING FOR CIRCULARITY

We continuously innovate and collaborate on solutions that enable packages with improved recyclability and circularity.



BENEFITS OF OUR PET CLOSURE

- 

Same Material as Bottle
Simplifies the Recycle Stream
- 

Stress-Free Application
- 

Shelf Appeal
- 

PET Bale
Yield Improvements
- 

Reject Rate
Reduction (Capping Line)
- 

Lightweighting
Opportunities (Dispensing System)

2024 PACKAGING EUROPE SUSTAINABILITY AWARD

Our patent-pending PET closure design was awarded the **2024 Packaging Europe Sustainability Award** in the Driving Circular Economy category. We are excited about the prospects of this innovation. Our initial application of our new PET closure will be for still water packaging. More demanding beverage products, such as juice, sports drinks, and CSDs are part of our roadmap with development efforts already underway.



TESTIMONIAL

Robert Domodossola,
President of Systems and Tooling

At Husky, our commitment to enabling the packaging industry to transition from a linear to a circular economy is taken seriously. Winning the Packaging Europe Sustainability Award for our PET closure reflects this commitment to delivering innovative, sustainable solutions that meet global demands for more circular packaging. Our PET closure is designed to advance the recyclability and functionality of beverage packaging by providing a mono-material solution that represents a significant step forward for the industry and consumers alike.



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

3

COMMITMENT

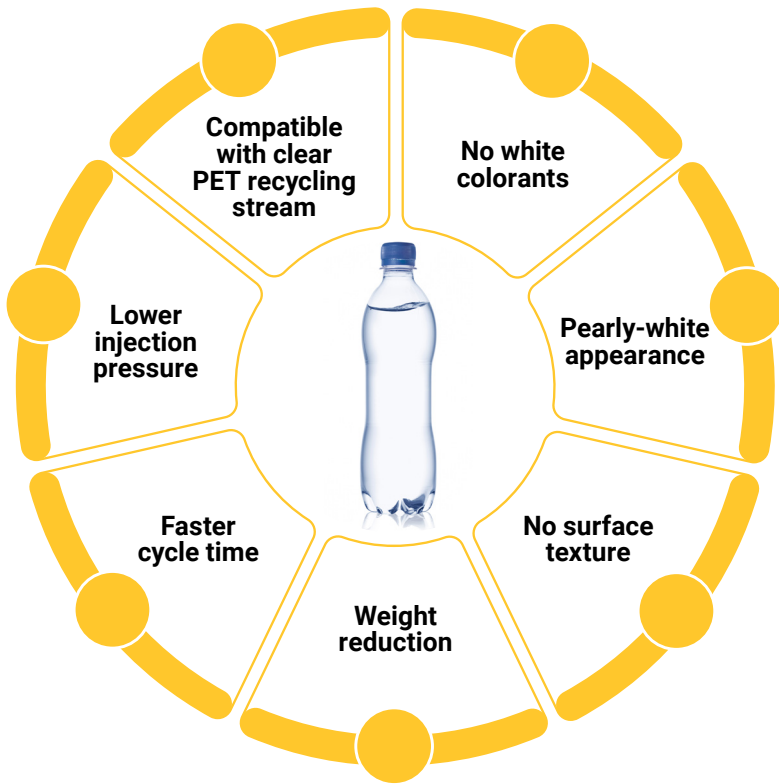
DESIGNING FOR CIRCULARITY

We continuously innovate and collaborate on solutions that enable packages with improved recyclability and circularity.



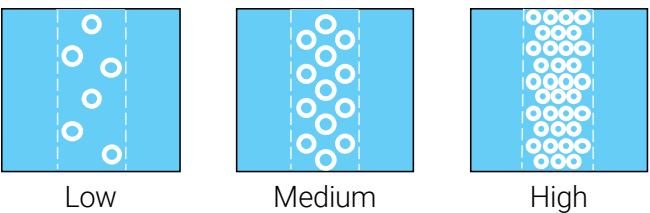
MULTI-LAYER INJECTION WITH MuCell®

Many PET bottle producers have an interest in using colorants to affect a design aesthetic with their PET bottles. However, these colorants must be processed differently in the recycling stream. This creates a conflict between the design aesthetic of the bottle and recyclability. In 2024, we introduced a new process using MuCell® technology to create a structural foam using nitrogen gas to give bottles a pearly white finish without the use of colorants. When these MuCell® bottles are melted down as part of the recycling process, the nitrogen gas dissipates and the processed resin is clear rPET that is compatible with the clear rPET stream. This enables sleek and eye-catching aesthetics and keeps the bottle fully compatible with clear PET recycling streams.



MULTI-LAYER INJECTION WITH MuCell®
WHITE WITHOUT COLORANT

Gas Loading



DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4 COMMITMENT

INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



PlastiVan®

We proudly sponsor PlastiVan®, a STEM-based (science, technology, engineering, and math) program that teaches K-12 students about polymer science, recycling, environmental awareness, and sustainable practice businesses through interactive, hands-on workshops. To date, we have helped educate over **2,400 students** at **10 schools** across the US and Canada through our sponsorship of the PlastiVan® program.



⁷ Recycle Bowl - University of Michigan Athletics

RECYCLE BOWL 2024

We sponsored the second annual Recycle Bowl event at the University of Michigan's football stadium. Volunteers engaged with football fans to promote recycling and encourage proper waste diversion through education. The event supports the university's broader Zero Waste Stadium initiative, aiming to divert 90% of game day waste from landfills. Milestone achievements from the Recycle Bowl 2024 include:



- The stadium collected an unprecedented **44,000+ lbs of recyclable materials** in a single game day, breaking previous records.⁷
- This event set a new benchmark as the University of Michigan's largest recycling initiative to date.⁷
- Between 2022 and 2024, overall recycling rates per regular season football game at Michigan Stadium increased in average tonnage by **24%**, while composting rates increased by an average of **29%** per game.



44K+
POUNDS OF
RECYCLABLE
MATERIALS
COLLECTED

24%
INCREASE
IN AVERAGE
TONNAGE
RECYCLING
RATES

29%
INCREASE IN
COMPOSTING
RATES PER
GAME

DELIVERING ON OUR CIRCULAR ECONOMY GOALS

4 COMMITMENT

INSPIRING AND ADVOCATING FOR A CIRCULAR FUTURE

We partner and advocate for the advancement of the circular economy and sustainable packaging.



GLOBAL ADVOCACY

We participated in the two Intergovernmental Negotiating Committee (INC) sessions held in 2024 to address plastic pollution under the United Nations Environment Programme (UNEP). We are committed to being a trusted resource to governments around the world for addressing plastic pollution while supporting the vital role plastics play in delivering essentials to the global economy.

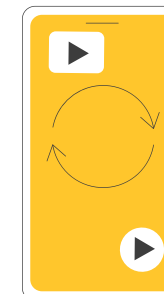


POLICYMAKER CAMPUS TOURS

In 2024, our campuses in Canada, the United States, and Luxembourg welcomed several policymakers, including senators, members of parliament, and government representatives, for a tour of our facilities. We showcased our cutting-edge technologies, exceptional talent, and sustainability initiatives. Engaging with legislators allows us to demonstrate how our innovations are advancing best practices in industrial performance and advocate for a circular future.

CAMPAIGNS TO PROMOTE RECYCLING

Petcore Europe began its Recycle the One educational campaign back in 2020 to highlight PET's role in the circular economy and the future of packaging. Our support helped Petcore Europe create **46 TikTok posts** in 2024, gaining **2,907 followers** and over **1.3 million views** on the platform.



46
TIKTOK POSTS
2.9K
FOLLOWERS
1.3
MILLION VIEWS

INDUSTRY MEMBERSHIPS AND COLLABORATIONS

We collaborate with various industry associations to advance circular and sustainable packaging solutions. In 2024, we were involved in numerous active partnerships.



INNOVATION DRIVEN BY SUSTAINABILITY

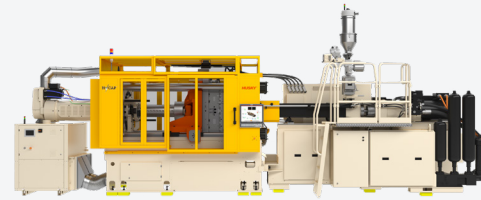
At Husky, innovation is ingrained in our processes as we strive for our products, systems, and services to consistently promote sustainability, both now and in the future.

We introduced our XL series of PET systems in the early 1980s and the first HyPET system in 2004, which helped to establish our position as a leader in plastic injection molding technology and manufacturing. Since then, we have introduced successive generations of machines with step-up improvements in technology and performance, reflecting our \$136 million investment in research and development spending over the past 5 years.

OUR SYSTEM SOLUTIONS



HyPET® and NexPET® Series for PET preform production.



HyCAP™ Series produces beverage closures manufactured from HDPE or PET for both tethered and non-tethered closures.



Hylectric® and HyperSync™ Series are ideal for non-PET packaging like thinwall containers, pails, and medical devices.



ICHOR™ systems provide an advanced solution for various medical devices such as blood collection tubes.

TESTIMONIAL

Roman Pirog,
Vice President of Innovation
and Sustainability

At Husky, we believe that innovation and sustainability go hand in hand. Our role as a trusted partner in injection molding technologies enables us to help our customers and the industry as a whole transition towards a more sustainable future. Together, we are not just imagining the possibilities, we are engineering them. Our solutions, such as our HyPET®6e system, provide value-driven performance to deliver the unique requirements of sustainable molding, including superior rPET processing capability, enhanced energy efficiency, and closed-loop quality control. Our work with industry leaders utilizes cutting-edge innovations paralleled by state-of-the-art systems to advance the circular economy of plastics while simplifying operations and reducing production costs.”



INNOVATION DRIVEN BY SUSTAINABILITY

Energy savings with our technology.

HyPET®6e



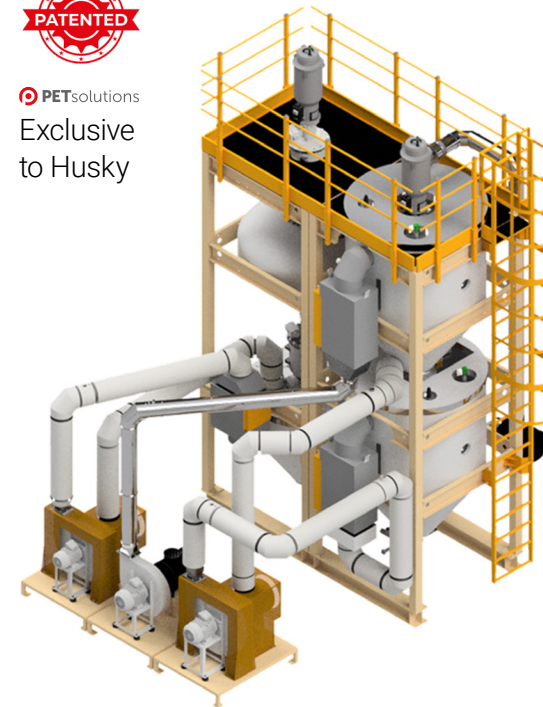
Our HyPET®6e machine was launched in 2024 and replaces the HyPET®5e machine. The HyPET®6e machine provides energy savings of up to **13.5%** compared to HyPET®5e. Its independent servo pumps improve energy efficiency by ensuring only necessary components receive the required power. Further, its servo variable pumps have further reduced noise levels (**from 84 dB to 81 dB**) compared to HyPET®5e, which creates a safer working environment for workers and falls within hearing conservation standards from the Occupational Health and Safety Act (OSHA).

*IMM stands for Injection Molding Machine.

HyPET®6e DRV VACUUM DRYER TECHNOLOGY



PETsolutions
Exclusive
to Husky



Ideal technology for rPET processing:

Removes moisture and contaminants at low temperature with boosted resin temperature before IMM* inlet.



Energy efficiency:

Much lower energy consumption when processing rPET material.



Fast resin changeover:

Less than 2 hours changeover time compared to 8 hours from a standard drying system.



Less maintenance:

Requires less maintenance than standard drying systems.

Our DRV Vacuum Dryer is integrated into our HyPET®6e system and will reduce the incremental energy consumption required to dry rPET resin compared to PET resin. DRH and DRH-T Dryers are standard desiccant-based drying systems often used to dry PET/rPET resin in the plastic injection molding process. rPET resin often requires more energy to dry than virgin PET because it typically contains higher and more inconsistent moisture levels and additional equipment like an oil condenser may also be required to trap surface oils or contaminants. Our DRV Vacuum Dryer leverages vacuum technology to remove moisture from the resin and foregoes the need for additional equipment like an oil condenser.

INNOVATION DRIVEN BY SUSTAINABILITY

Energy savings with our technology.

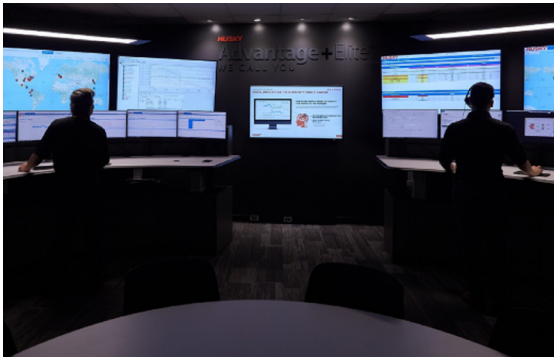
HUSKY®

ADVANTAGE+ELITE™

“WE CALL YOU”

Proactive, Predictive, Transparent,
Remote Monitoring Solution.

Advantage+Elite™ is a remote real-time monitoring service for our PET and closure and packaging systems that is designed to improve the energy and resource efficiency of our customers’ equipment, among other benefits, helping maintain stable machine performance and deliver long-term value. A key feature of our Advantage+Elite™ system is its innovative module that monitors the melt preparation process over time. By integrating machine utilization data with real-time monitoring of critical variables like temperature, screw rotation, and pressure, the system provides

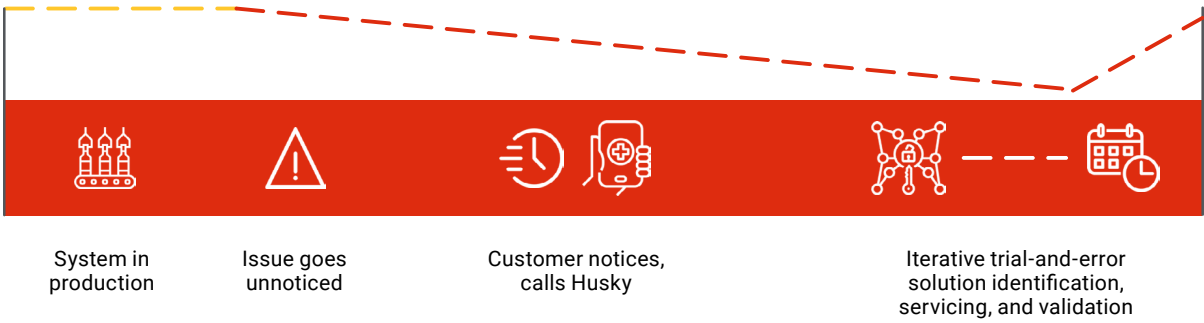


in-depth analysis to enable melt preparation within the extruder. This ensures consistent and stable performance across all critical parameters.

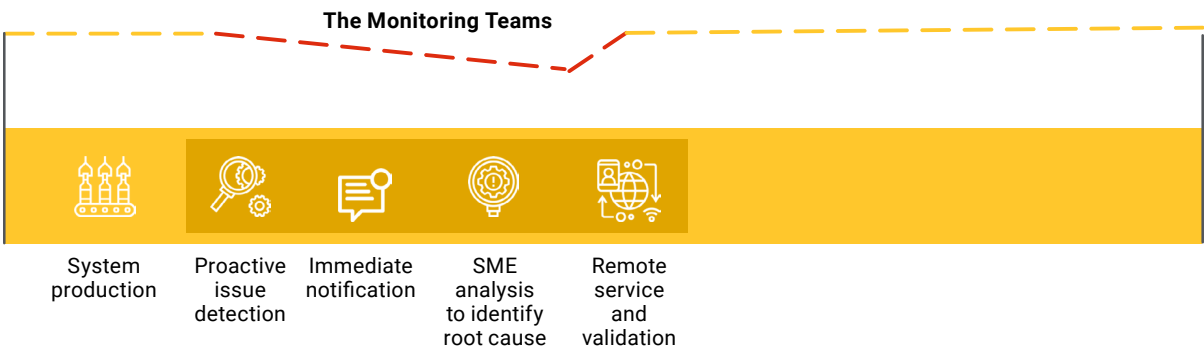
The Advantage+Elite™ system also includes predictive analytical capabilities to detect potential quality issues early on, issuing alerts before any material degradation occurs. This proactive approach helps customers prevent product recalls, safeguard brand integrity, and maintain consumer trust, all while improving overall operational efficiency.

TRADITIONAL VS. PROACTIVE PROBLEM RESOLUTION

Traditional No advanced monitoring support



Proactive with Advantage+Elite™



Our Advantage+Elite™ system recently showcased its powerful troubleshooting capabilities for a customer. When data revealed a rise in their system's energy consumption, our advanced algorithms pinpointed the likely root cause to be a dryer temperature setting issue. Leveraging data algorithms and advanced troubleshooting

tools, our Advantage+Elite™ system guided the customer through a resolution without the need for on-site intervention. This swift and efficient response restored optimal system performance and delivered tangible cost savings, **helping avoid more than \$15,000 in energy-related expenses.**

INNOVATION DRIVEN BY SUSTAINABILITY

Energy savings with our technology.

ENCORE®

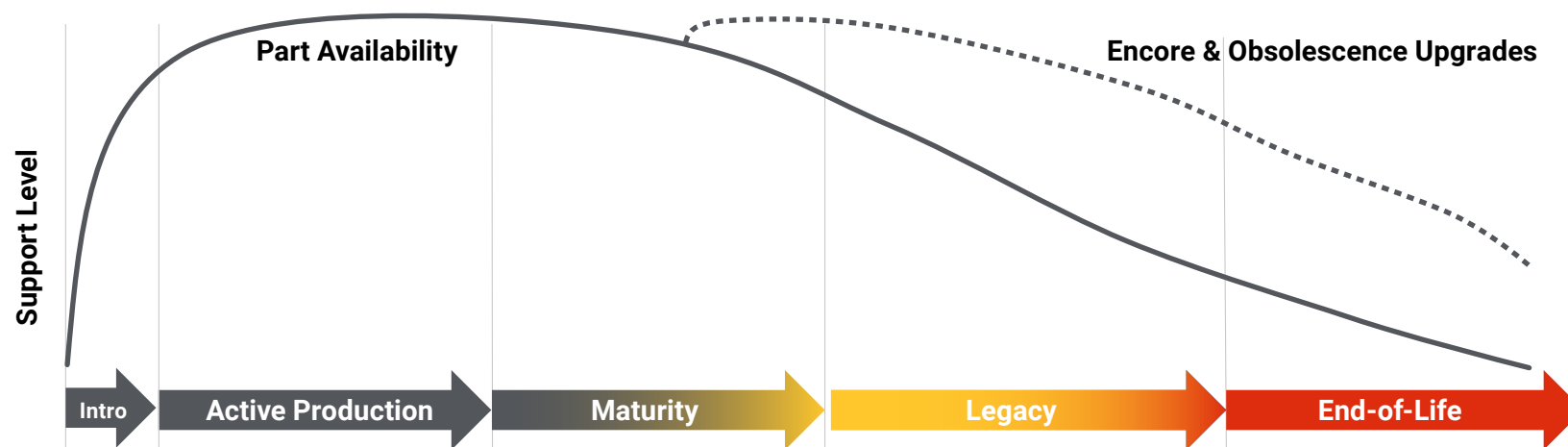
The Encore® program is a strategic asset renewal solution that revitalizes legacy machines, often boosting their performance output and capabilities beyond their original design.

Encore® empowers customers to unlock the full potential of their equipment by extending the life of existing machinery, enhancing operational efficiency, and supporting a smoother transition to new systems. It includes a full audit and refurbishment, along with upgrades that can introduce new technologies, such as high cavitation molds and self-cleaning molds.

Encore® enables the remote connectivity required for Advantage+Elite™ to provide real-time troubleshooting for legacy systems, helping customers modernize operations and optimize energy use. Our Advantage+Elite™ monitoring centers are a key part of the Encore® program.

Our teams proactively monitor performance and replace components as they become inefficient or obsolete, ensuring long-term reliability and efficiency.

Husky Machine Lifecycle



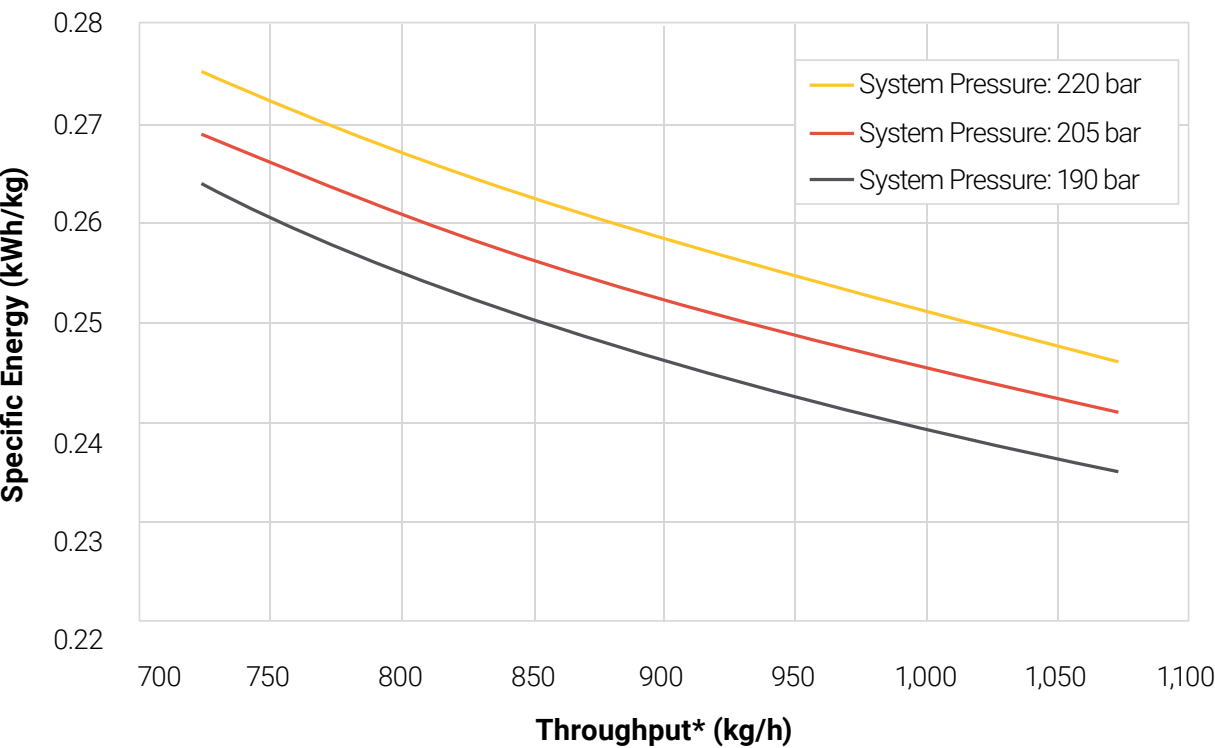
INNOVATION DRIVEN BY SUSTAINABILITY

Energy savings with our technology.

ENCORE® UPGRADING TO MODERN ENERGY EFFICIENCY

Our adaptive pressure system upgrades save energy by dynamically adjusting machine pressure levels based on sensor feedback, ensuring operation at the minimum required pressure while maintaining cycle time and product quality. By operating at lower pressures, the system reduces energy consumption and operating costs without impacting production performance. The following graph shows that lowering pressure results in decreased energy consumption.

Energy Savings From Adaptive Pressure System



*Throughput refers to the rate at which a system can develop and deliver a good or service within a given timeframe

ART 2.0 TECHNOLOGY

Our Altanium® mold controllers increase productivity, lower operational costs, and improve performance by utilizing Active Reasoning Technology (ART). The ART 2.0 control algorithm incorporates advanced autotuning and heat-up strategies to enhance hot runner temperature control.



INNOVATION DRIVEN BY SUSTAINABILITY

Advanced manufacturing capabilities through our innovations.

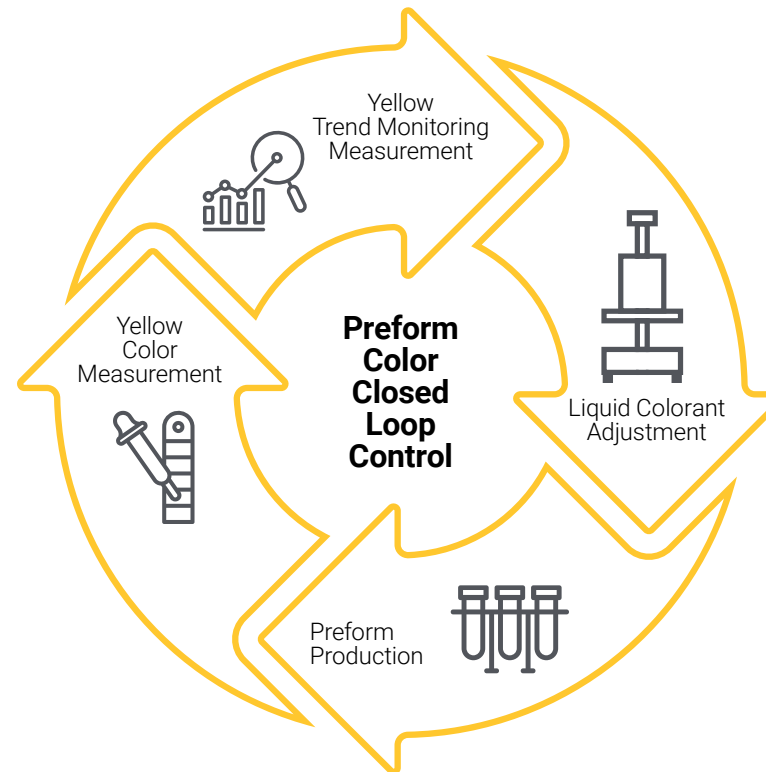
HyPET®6e INCREASED rPET CAPABILITY

The new HyMIX screw in the HyPET®6e machine is engineered to improve rPET processing compared to its predecessor screw, Mixcel. rPET recycling streams are collecting a wider range of PET/rPET packaging to create rPET materials, which may result in more variability in the rPET resin that can present challenges in the rPET processing applications. The new HyMIX screw can better accommodate and process this higher variability of rPET resin, as well as higher levels of colorants and additives compared to Mixcel.



HyPET®6e CLOSED-LOOP QUALITY ASSURANCE FOR rPET

Our closed-loop color correction capability supports customers processing rPET material to achieve more consistent color in their preforms. This color correction capability inspects the preform during production and communicates real-time adjustments to the color dosing unit to help reduce yellow discoloration that can occur when processing rPET material. This real-time correction reduces potential scrap caused by discoloration.

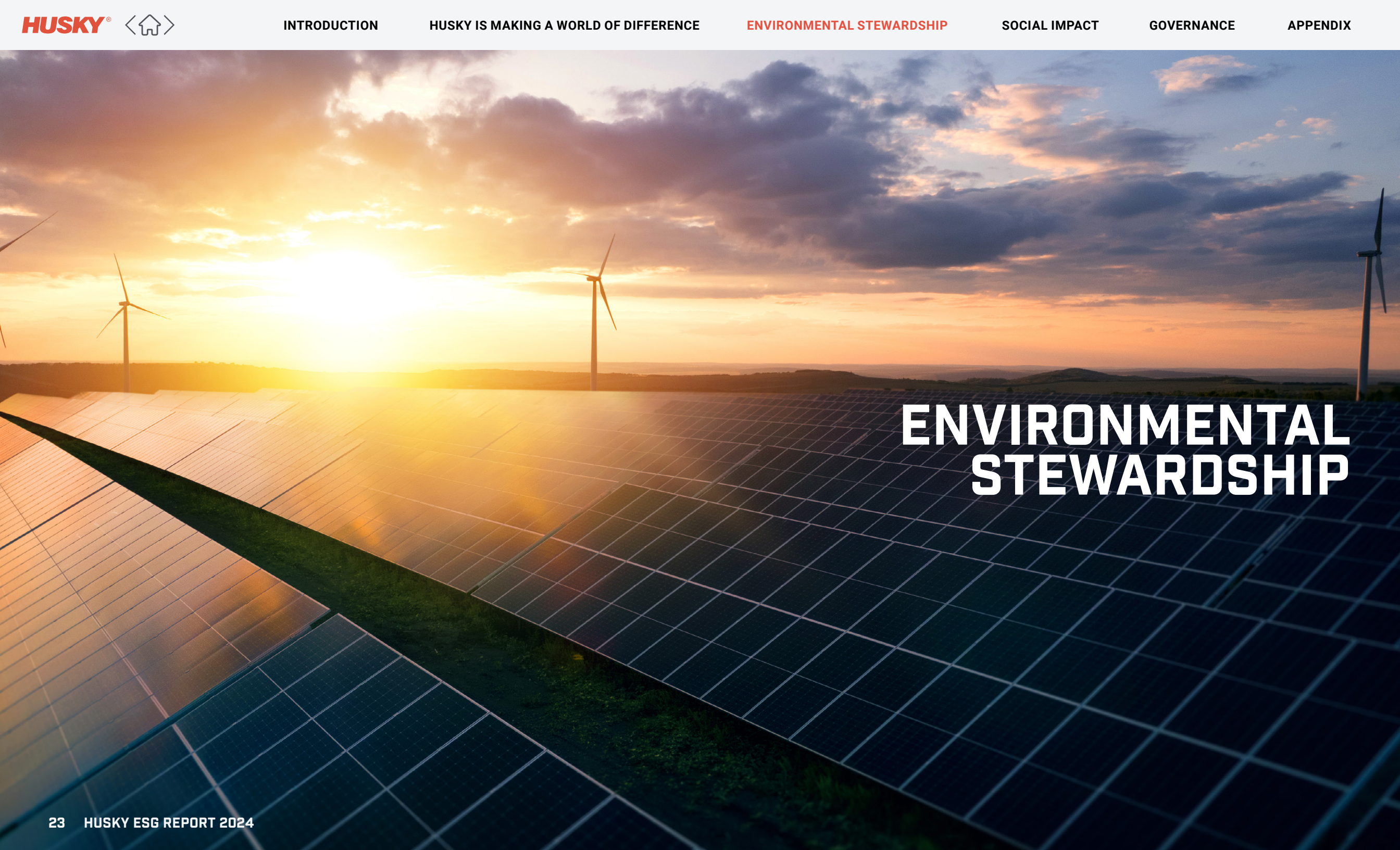


SHOTSCOPE™ 4.0

Shotscope™ 4.0 is a software platform that connects a customer's enterprise resource planning, warehouse management system, machines, systems, auxiliaries, and other production equipment to collect critical operational data and enable real-time decision-making. This includes energy and resin consumption, enabling customers to assess and improve their consumption efficiency while lowering operational costs. By leveraging predictive insights, Shotscope™ 4.0 can identify when a tool requires refurbishment, helping to minimize downtime, improve logistics planning, and enhance overall cost and resource efficiency.



INNOVATION AND TECHNOLOGY ESG GOAL	
GOAL	>85% of new packaging product launches within the next 5 years will be part of Husky's clean technology solutions suite.
PROGRESS 2024	100% of all Husky PET systems enable the use of 100% rPET.



ENVIRONMENTAL STEWARDSHIP

WASTE MANAGEMENT

Husky’s mission to foster a circular economy is rooted in two core beliefs: that every material input and output can have circular solutions, and that all waste is a potential resource.

ENVIRONMENTAL DESIGN PRINCIPLES IN ACTION

Our Factory of the Future facility, one of five buildings located at our Canadian campus, is a great example of our dedication to environmental design principles. Our application of these principles includes the following:

Eliminating Environmental Risks:

We eliminate the risk of underground oil leaks by replacing traditional subsurface systems with fully above-ground coolant delivery infrastructure. This improvement enhances system visibility, streamlines maintenance, and removes a key environmental hazard by strengthening both safety and operational reliability.

Enhancing Value of Recycled Chips:

Chip management includes the collection, storage, segregation, and processing of all components of machining scrap, including metal chips. Our chip recycling process focuses on enhancing the value of recycled metal chips with advanced drying and cleaning technologies. These processes ensure the chips are free of contaminants, making them more suitable for recycling and increasing their value. Additionally,

this approach reduces environmental impact by limiting landfill waste, improves housekeeping, and eliminates hazards associated with handling metal chips, creating a safer and more efficient work environment.

ENVIRONMENTAL COMPLIANCE AND MANAGEMENT

Our environmental health and safety (EHS) team focuses on the following areas:

- Efficient recycling and handling of waste materials. Monitoring emissions and discharges to ensure environmental compliance.
- Detailed reporting in line with environmental standards and regulations.
- Monitoring evolving environmental laws and standards, such as per- and polyfluoroalkyl substances (PFAS) regulations, to ensure ongoing compliance and anticipate future requirements.
- Monitoring environmental laws to maintain compliance throughout our operations.

WASTE MANAGEMENT AND RECYCLING

Effective waste management is a core pillar of our environmental strategy, embedded in our design and operations. We leverage recycling programs to manage metal scraps and industrial by-products, including plastics, contributing to a circular economy.

Further, we integrate lean manufacturing techniques to minimize material waste during the production of machinery and metal components.

GLOBAL WASTE DATA*



TOTAL WASTE GENERATED (MT):
10,631



TOTAL WASTE DIVERTED FROM DISPOSAL (MT)
9,163



FOOD WASTE: NOT ON MY WATCH

Our Canadian manufacturing facility, in collaboration with Sodexo, has a program known as WasteWatch to tackle global hunger and climate change by reducing food waste in cafeterias. Powered by LeanPath, Sodexo leverages automated tracking tools and a robust analytics platform to measure food waste, enabling more efficient inventory practices and reducing food waste.



PREVENTED
USD 8,067 *
OF FOOD WASTE FROM OCCURRING



RECORDED
USD 2,810 *
OF FOOD WASTE



HELPED AVOID
33
METRIC TONS OF CO₂



SAVED THE EQUIVALENT OF
8,719
MEALS

* References to waste types and treatment methods are aligned with the specific regulatory mandates and definitions applicable in the jurisdictions where Husky operates manufacturing facilities, technical centers, offices, and warehouses.
* Please note that currency exchange rates may vary over time and are subject to fluctuations.

WASTE MANAGEMENT

Husky’s mission to foster a circular economy is rooted in two core beliefs: that every material input and output can have circular solutions, and that all waste is a potential resource.

PROMOTING SUSTAINABILITY THROUGH TEAMWORK

Milton, U.S.- Green Up Day

Demonstrating our commitment to local environmental stewardship, our team at the Milton campus participated in Green Up Day, an annual state-wide volunteer event in partnership with Green Up Vermont to pick up litter and protect the local landscape and waterways. We helped beautify the area around the Milton campus by collecting trash and recyclables.



EARTH WEEK CELEBRATIONS

Dudelange, Luxembourg

Our Luxembourg team brought Earth Week to life with a range of environmental initiatives, including hands-on gardening projects, exploring bee ecosystems, and advancing waste management expertise. Activities like these deepened our team's connection to sustainable practices.



Shanghai, China

Our Shanghai Campus Learning Academy hosted the Reinvent the Plastics New Life event highlighting the process of plastic recycling and reuse. Through hands-on demonstrations, we revealed the transformative journey of recycled materials, illustrating the endless possibilities in the circular economy.



WASTE ESG GOALS

GOAL	90% waste diversion at global manufacturing campuses by 2025.
PROGRESS 2024	We achieved a waste diversion rate of 86% in 2024 and are continuing our efforts to meet our 90% goal by 2025.

WATER MANAGEMENT

Husky's mission to foster a circular economy is rooted in two core beliefs: that every material input and output can have circular solutions, and that all waste is a potential resource.

WATER CONSERVATION AND MANAGEMENT

Our closed-loop cooling systems at all manufacturing facilities minimize water usage during production and machine quality-validation trials. These systems are rigorously monitored, and any wastewater released is fully compliant with required environmental standards. In 2024, we implemented remote water quality monitoring for quicker responses to ensure the chemistry remains within specified parameters.

Stormwater runoff at our Bolton campus collects in a large pond with aeration facilitated through a waterfall, which serves as a natural filtration system before the water enters the stormwater infrastructure.

Our designed facilities— including those in Bolton, Milton, Chennai, and Shanghai— feature naturalized landscaping

that eliminates the need for irrigation. This design approach supports local ecosystems while reducing water consumption.

At our Chennai campus, treated wastewater is repurposed for sanitation purposes, helping to reduce the use of freshwater. Meanwhile, our Luxembourg campus includes multiple water-retention ponds that help slow water flow and prevent erosion, contributing to better water management on site.

In Switzerland, our facility uses an evaporation process to remove the water content from waterborne waste materials. This concentrates the waste and reduces the volume that needs to be transported and treated at a reclamation facility.

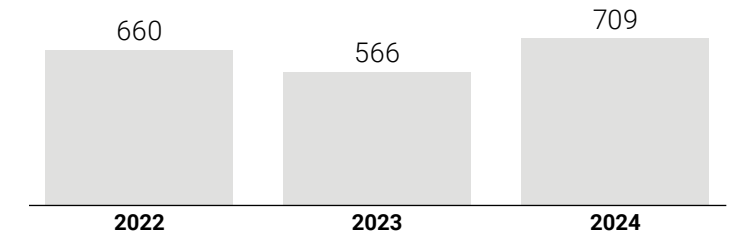


WATER USAGE MONITORING

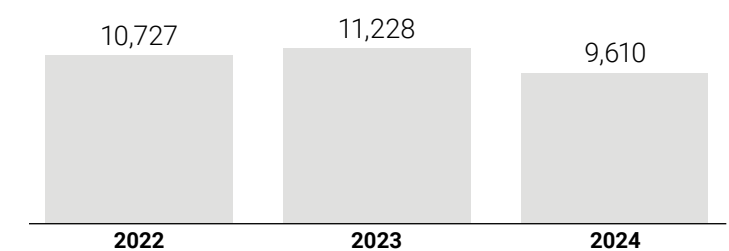
We implement water monitoring protocols at our global facilities, with a particular focus on facilities located in water-stressed regions such as Chennai and San Dimas. Our approach combines monthly measurements with historical analysis, enabling rapid detection and investigation of usage patterns to improve conservation efforts.

WATER WITHDRAWAL IN WATER STRESSED AREAS*

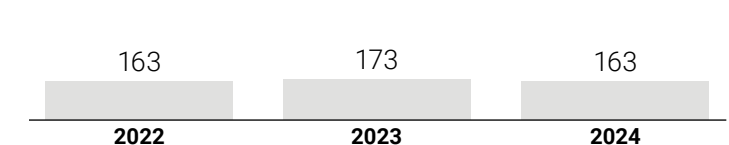
San Dimas, U.S. (m³)



Chennai, India (m³)



TOTAL GLOBAL WATER WITHDRAWAL (MEGALITRES)*



* Increase in water withdrawal is due to including additional number of locations to our scope of disclosure. Please refer to the Appendix for more information on water withdrawal.

* Each chart uses its own Y-axis scale to display year-over-year trends and is not meant for cross-chart comparison.

ENERGY MANAGEMENT

We leverage innovation and advanced technologies to improve energy efficiency and manage our carbon footprint worldwide.

ENERGY-EFFICIENT FACILITIES DESIGN

Our facilities feature designs with optimized systems for lighting, heating, and cooling to reduce energy consumption.

Our buildings are designed with north-facing skylights to maximize natural light while minimizing heat gain. This ensures that no direct sunlight enters, preventing the building from overheating and reducing the need for air conditioning, which helps lower energy consumption.



ENERGY & ELECTRIFICATION INITIATIVES

SOLAR CARPORT INSTALLATION

We have partnered with Enerdeal to install a solar carport at our Luxembourg campus, scheduled to be operational by 2026. The solar carport is expected to generate **2,058,000 kWh annually**. This project is expected to reduce carbon emissions by approximately **926 tons per year**, equivalent to the energy use of **515 households**. This initiative aligns with our strategy to integrate renewable energy solutions and manage our carbon footprint.

LED UPGRADES

In 2024, our Milton campus transitioned to light-emitting diode (LED) lighting in collaboration with Efficiency Vermont, which we estimate will save **317,500 kWh** annually and eliminate **110 tons of carbon emissions**.

Our Bolton campus received approval from the Independent Electricity System Operator (IESO) for a campus-wide LED lighting upgrade with Smart Lighting sensor controls. The system will adjust lighting intensity based on natural daylight and uses motion detectors to control lighting in manufacturing and warehouse areas. The expectation, when fully implemented, is to save **501,398 kWh annually**. Lighting levels will be improved for our team members and less overhead maintenance will be required.

317K kWh SAVED ANNUALLY AT MILTON

110 TONS DUE TO LED LIGHTING AT MILTON CAMPUS



ENERGY MANAGEMENT

We leverage innovation and advanced technologies to minimize energy consumption and reduce our carbon footprint worldwide.

INVESTMENT IN GREEN ENERGY

BATTERY ENERGY STORAGE SYSTEM (BESS)

Our Battery Energy Storage System (BESS) at our Bolton campus is available to supplement our energy requirements during periods of high grid demand, such as peak summer temperatures. These load balancing battery storage systems allow for an increase in grid energy available for residential and commercial customers in the province without requiring new infrastructure, such as gas-fired power plants. The BESS charges during periods of low demand and deploys when the grid is most at risk of energy shortages.



TRANSITION FROM PROPANE TO ELECTRIC VEHICLES

We lowered our propane consumption at our Bolton campus by **replacing five propane trucks with electric forklifts**, consistent with our efforts to improve operational efficiency and reduce onsite emissions.



GHG EMISSION MANAGEMENT

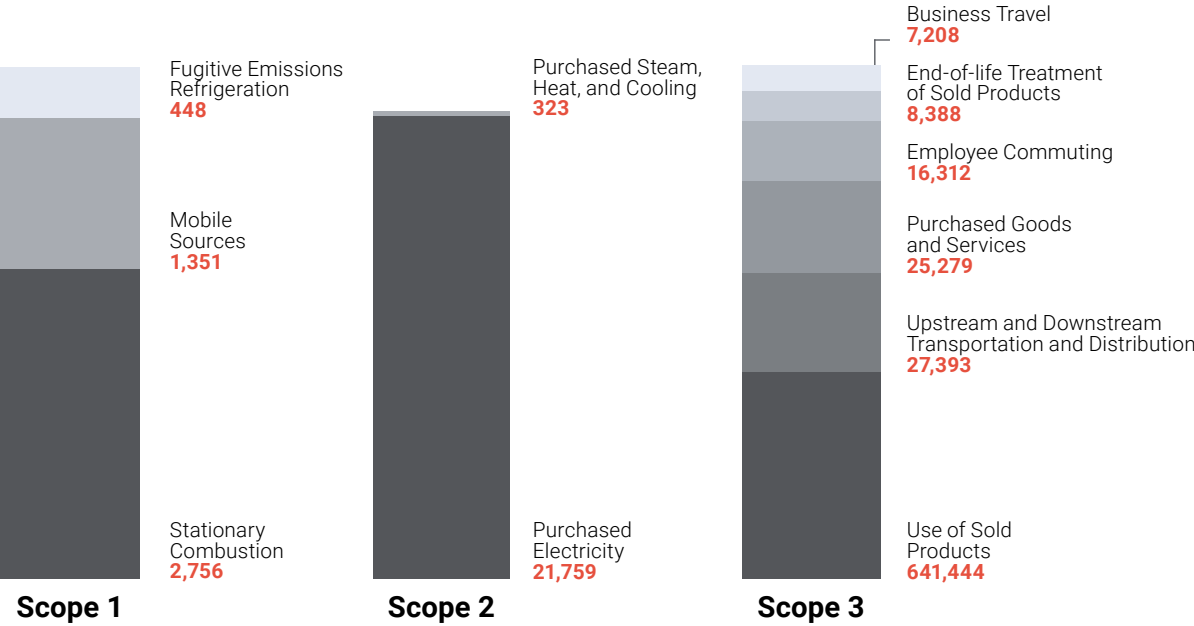
As a global company with operations worldwide, we recognize our responsibility to manage GHG emissions across our value chain.

In 2024, we committed to the Science-Based Targets initiative (SBTi), with the intention of setting science-based emissions reduction targets. This commitment is intended to support the development of a GHG reduction roadmap and provide us with a framework for long-term emissions planning.

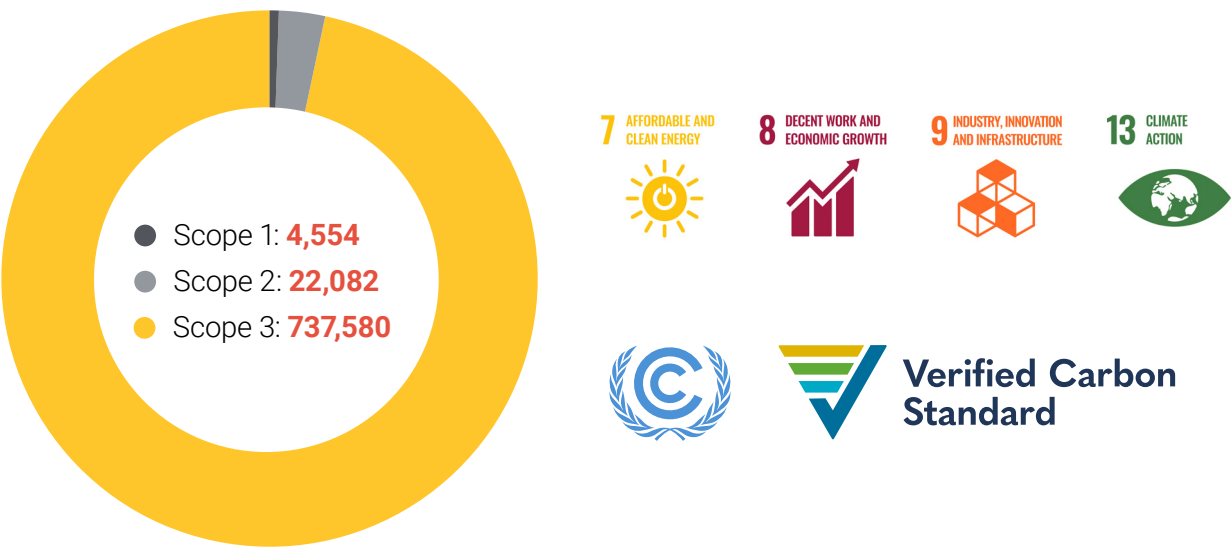
As we focus on improving the quality, scope, and transparency of our emissions data, we have partnered with a cloud-based platform that enables connected reporting and compliance to streamline and centralize our emissions data. We expanded our measurement of emissions for all scopes according to the GHG protocol from major manufacturing sites to all manufacturing facilities, technical centers, offices, and warehouses. This collaboration strengthens the consistency, accuracy, and traceability of our reporting across global operations.

In support of the global energy transition, we continue to invest in renewable energy projects. Through carbon financing, we help fund certified renewable energy projects that generate carbon credits and help stimulate demand for renewable energy. These projects support economic development, job creation, and infrastructure resilience in local communities. All projects are independently verified under CDM, VCS, or Gold Standard frameworks and contribute to four of the UN Sustainable Development Goals: SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 13 (Climate Action).

GHG Emissions Summary (metric tons of CO₂e)



Emissions Summary (metric tons of CO₂e)



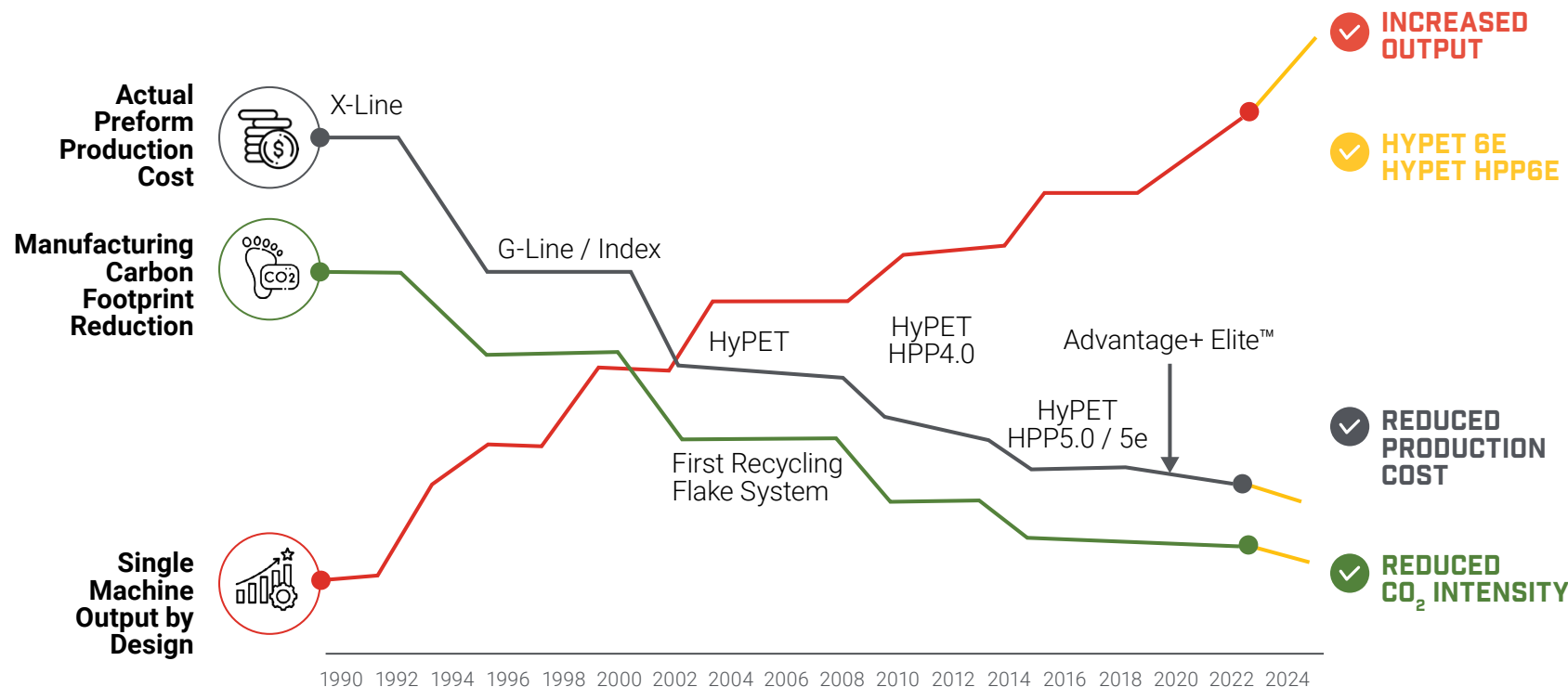
* All Scope 3 categories have been disclosed, except for processing of sold products, franchises, investments, and downstream leased assets, which are not relevant to Husky's operational business.
* The bar chart for Scope 3 emissions includes only the top six categories by emission volume and does not represent all Scope 3 emissions. As such, the values shown are not intended to add up to the full total presented in the circular chart.

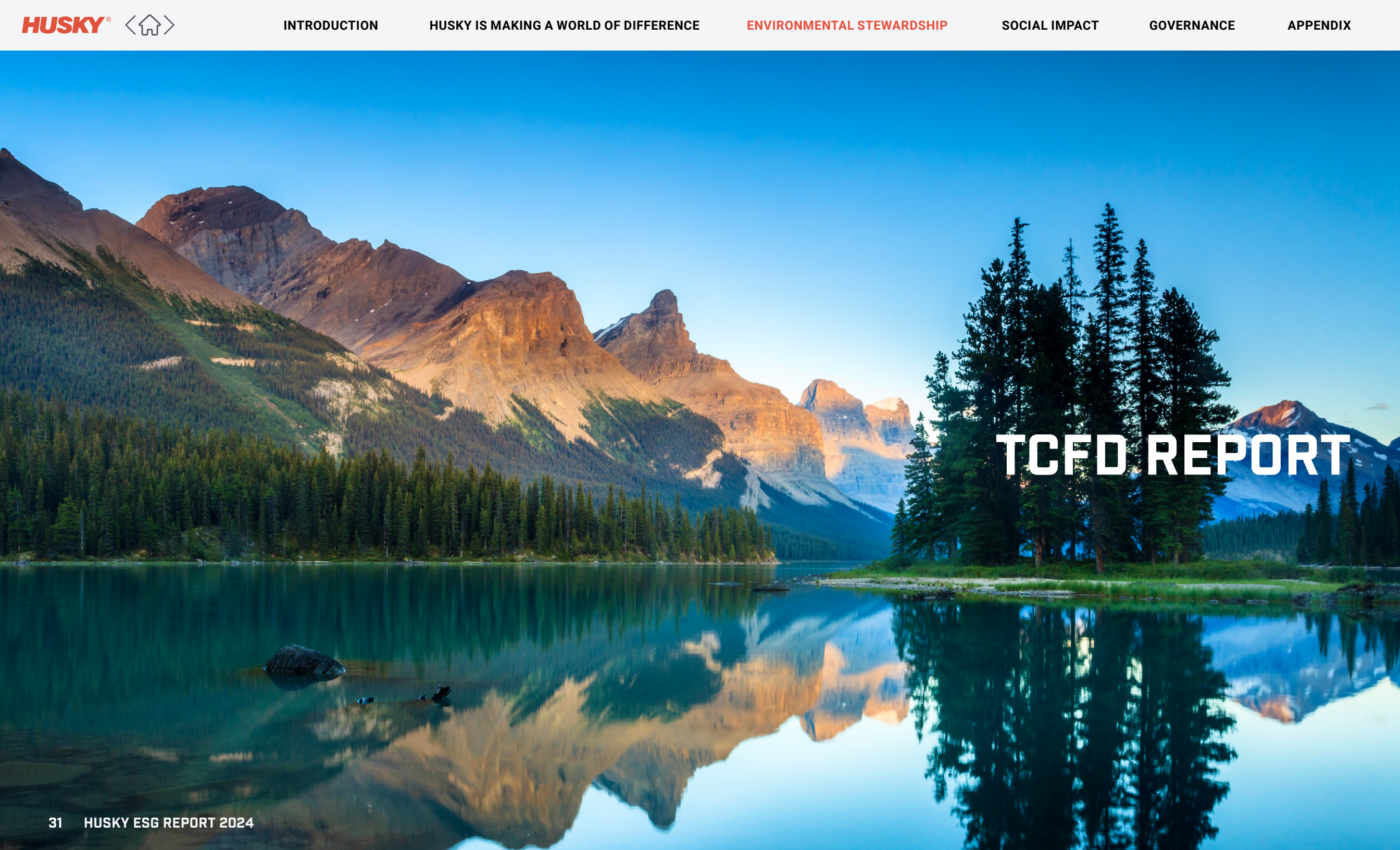
GHG EMISSION MANAGEMENT

HELPING OUR CUSTOMERS ACHIEVE THEIR CARBON GOALS

We have **reduced the CO₂ emissions of our systems by 45% since the 1990s** as part of our commitment to improving our internal standards and energy-efficient solutions. Additionally, we extend product lifespans and optimize performance through services like Encore™ and Advantage+Elite™, while technology updates and ART®2.0 help customers save energy.

By designing machinery that supports the production of sustainable packaging, improves equipment performance for customers, and extends product lifecycles, we can contribute to reducing emissions while providing reliable, high-performance solutions. You can learn more in the [Innovation and Technology](#) section.





TCFD REPORT

/ TCFD REPORT

TCFD

This Task Force on climate-related Financial Disclosure (TCFD) report serves as our 2024 disclosure of climate-related risks and opportunities relevant to our business and operations. This is our second TCFD report and we continue to describe how we implement the TCFD recommendations to understand the climate-related risks and opportunities that may impact our business. Below, we outline our strategy to mitigate certain potential climate-related impacts while ensuring our resilience based on our understanding of evolving challenges.

The structure of this report is as follows: a description of our governance structures, current strategy and pending risk management plans, and metrics and targets. Our TCFD report continues to be an important step in our ongoing journey to integrate climate-related risks and opportunities into our strategy and risk management framework.

TESTIMONIAL

John Linker,
Chief Financial Officer



“As Husky’s leadership team navigates the evolving landscape of climate-related risks, we remain committed to advancing sustainable solutions and enabling the circular economy in industrial manufacturing. Our TCFD report outlines our approach to managing climate risks and our disciplined risk management strategies to improve efficiency and operational resilience. Our investment in sustainable and circular solutions not only supports our customers in reducing their carbon footprints but also drives responsible, long-term growth. By embedding climate risk considerations into our governance and operational strategies, we are positioning Husky for sustained success in a rapidly changing global economy.”

TCFD REPORT

GOVERNANCE

In 2023, we established an internal TCFD committee to help us better understand the climate-related risks and opportunities that may impact our business. The TCFD Committee includes our CEO, ESG team and senior representatives from Investor Relations, Legal, Risk Management, Internal Audit, Innovation and Sustainability, Human Resources, Environment, Health and Safety, Supply Chain, Finance, and Facilities.

The TCFD Committee meets quarterly to discuss climate-related risks and opportunities for our business and to prepare recommendations that inform the development of our climate strategy. These recommendations are brought to the ESG Committee for review and follow-up action.

TCFD Committee members have received introductory training on the TCFD framework, including its four pillars and recommendations, and they continue to receive refreshers on a quarterly basis to support ongoing awareness and alignment.

STRATEGY AND RISK MANAGEMENT

Our Enterprise Risk Management (ERM) model addresses and identifies risks that could impact our strategy. Our ERM committee, overseen by our Chief Financial Officer (CFO), monitors risks using guidance from established frameworks like the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and Control Objectives for Information and Related Technology (COBIT).

We are in the process of conducting our first scenario analyses that will support a more informed data-driven analysis of the threats and opportunities that climate change and related developments pose to our business. We then plan to implement a formal climate scenario plan based on the scenario analyses and integrate the various risks into our ERM strategy. Following this, we intend to set our SBTi targets and align them with our defined short, medium, and long-term climate risks.

As of the release of this report, we have assessed transitional and physical risks under two general scenarios: (i) a swift global transition to a low-carbon economy, and (ii) business operations proceeding as usual.

In the swift scenario, stricter regulations for GHG emissions and energy management would accelerate our investments in low-carbon solutions, drive further efficiency improvements at our facilities, and prompt greater diversification of our energy sources. While regulatory drivers would influence the pace and scale of change, these actions align with our broader sustainability ambitions. Even under a business-as-usual scenario, where external pressure is more limited, we would remain committed to ongoing performance and efficiency improvements across our solutions and services. These efforts support our climate goals and enable our customers to reduce emissions and manage their energy use more effectively.



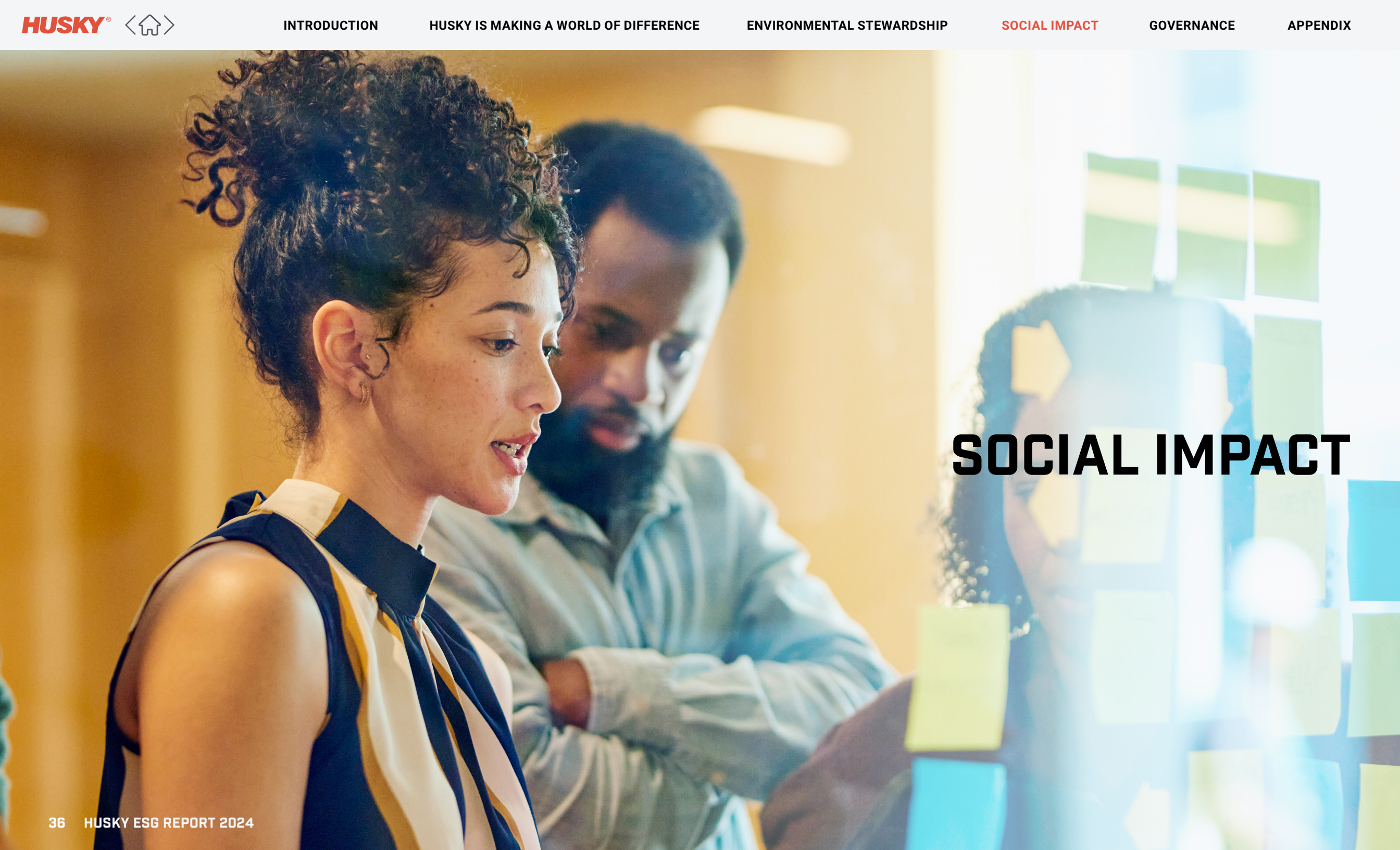
TCFD REPORT - CLIMATE-RELATED RISKS

Transitional Risks	 Climate-Related Financial Risks	 Potential Financial Impact	 Husky's Response
Policy and Legal	• New regulations, compliance obligations, and shifting market expectations related to the low-carbon transition pose risks of increased operational costs, legal exposure, and potential loss of market share.	• New regulatory and compliance reporting could increase costs, while market changes could reduce demand.	• Across our organization, we make a coordinated effort to monitor local and global policy developments including those pertaining to climate change. We participate in policy discussions, such as for the Global Plastic Pollution Treaty, to support sustainable, science-based decision making. We use these discussions to inform our product development plans and to develop market relevant products to ensure we align with on-going regulation changes. We also invest in enhanced sustainability reporting to increase our business transparency and align with emerging compliance requirements and market expectations.
Technology	• Product substitutions with lower emissions options, unsuccessful technology investments, and technology transitions.	• We could incur financial losses from unsuccessful technology investments, higher capital expenditures and production costs, and operational disruptions that reduce competitiveness.	• We prioritize product technology innovations that support lower energy consumption and emissions reductions, positioning our solutions to meet evolving efficiency standards and customer expectations. By monitoring market trends and emerging technologies, we aim to make informed investment choices that help ensure capital is directed toward viable, forward-looking solutions. This approach supports operational continuity, helps avoid inefficient spending, and contributes to maintaining long-term competitiveness.
Market	• Risks from shifting market preferences and declining demand for plastic packaging.	• Reduced demand for plastic packaging, increased operational expenses from rising raw material costs, and supply chain disruptions.	• We engage in the public forum to promote science-based views regarding plastic packaging and their positive environmental impacts compared to packaging alternatives. Our innovations also facilitate the growing demand for lower carbon intensive and sustainable packaging.
Reputation	• Negative public and stakeholder perception from stigmatization of plastic and higher sustainability standards.	• Eroded brand value and consumer trust leading to revenue loss.	• We enhance product performance to meet stakeholder expectations while advocating for science-based information on PET. We uphold our brand and build trust with stakeholders by emphasizing our leadership in rPET technology and sustainable packaging solutions.
Acute Physical Risks	• Extreme weather events such as cyclones, hurricanes, floods, etc.	• Damage to facilities can disrupt operations, increase insurance premiums, and interrupt supply chains, leading to repair and replacement costs.	• While extreme weather events are inherently unpredictable, we proactively safeguard our facilities and workforce through tailored emergency response plans across all campuses. Furthermore, Husky's global footprint and diversified operational network provide resilience against localized supply chain disruptions, helping to mitigate significant financial impacts.
Chronic Physical Risks	• Long-term impacts from climate change, including rising temperatures, altered precipitation patterns, and sea-level rise.	• Gradual asset degradation, higher operating costs resulting from factors such as increased cooling or water management needs, and additional regulatory or adaptation expenses.	• To enhance our understanding of both physical and transition climate risks, in 2025 we plan to conduct a scenario analysis and comprehensive climate risk assessment. These efforts will inform our mitigation strategies against the potential risks posed and adaptation planning, enabling us to respond more effectively to the evolving risks posed by climate change.

TCFD REPORT - CLIMATE-RELATED OPPORTUNITIES

Opportunity	 Climate-Related Opportunity	 Potential Financial Impact	 Husky's Response
Resource Efficiency	Using less energy, water, and materials across our operations through efficient design, reuse systems, and waste-minimizing processes.	Lower operating expenses from reduced utility and raw-material consumption, decreased waste-disposal fees, leading to more efficient cost structures.	We consistently work to improve our processes by managing resources in a sustainable manner and by reducing inefficiencies. Please refer to the Environmental Stewardship section for examples of our achievements in waste reduction, water conservation, and energy use.
Energy Source	Transitioning to lower-emission energy sources through renewable energy projects, energy management systems, and facility upgrades.	Reduced operating expenses through lower energy costs and reduced exposure to carbon pricing.	We are investing in renewable power and energy storage across our operations, while also exploring electrification of facility systems to reduce reliance on fossil fuels. See the Energy section for more information.
Products and Services	Leveraging our leadership in energy-efficient machinery and sustainable packaging solutions to strengthen our competitive position and meet growing customer demand for lower-carbon operations.	Potential revenue growth and enhanced market share driven by rising customer demand for sustainable machinery and packaging solutions. In addition, there are opportunities to pursue premium pricing and enter new market segments.	We continually seek to refine our product portfolio to reduce material consumption and improve energy performance. Our R&D activities explore innovations that may help lower carbon emissions and support sustainable business value creation.
Markets	Accessing new markets in emerging low-carbon economies where stringent environmental standards and sustainability priorities drive demand. This includes customers and investors seeking lean-manufacturing solutions and policies that incentivize circular economy practices to accelerate the low-carbon transition.	Increased revenue from meeting growing demand for sustainable and low-emission technologies, with opportunities for premium pricing, portfolio diversification, and reduced exposure to market downturns.	We continue to develop energy-efficient machinery and circular economy driven solutions designed to meet evolving sustainability standards which would also serve emerging low-carbon markets. We also seek to raise industry awareness regarding the environmental benefits of using recycled content, and the advantages of plastic packaging compared to alternative materials, particularly in terms of energy consumption and transportation emissions.
Resilience	Diversifying our supply chain and resource base presents an opportunity to strengthen operational resilience and create a competitive advantage in a changing climate.	A more resilient supply chain can lead to market share gains and increased revenues.	We operate a diversified supply chain which increases reliability and the ability to operate under changing climate-related conditions such as extreme weather or supply constraints.

To learn more regarding our key metrics and plans for setting targets please refer to our **GHG Emissions** section on page 29.



SOCIAL IMPACT

TALENT HIGHLIGHT

Powered by people, Husky focuses on attracting, developing, and retaining the best and the brightest.

GLOBAL EMPLOYMENT DATA 2024


4.3K+
HUSKY
EMPLOYEES

GLOBAL
HIRES
BY AGE

48%
< 30 YEARS

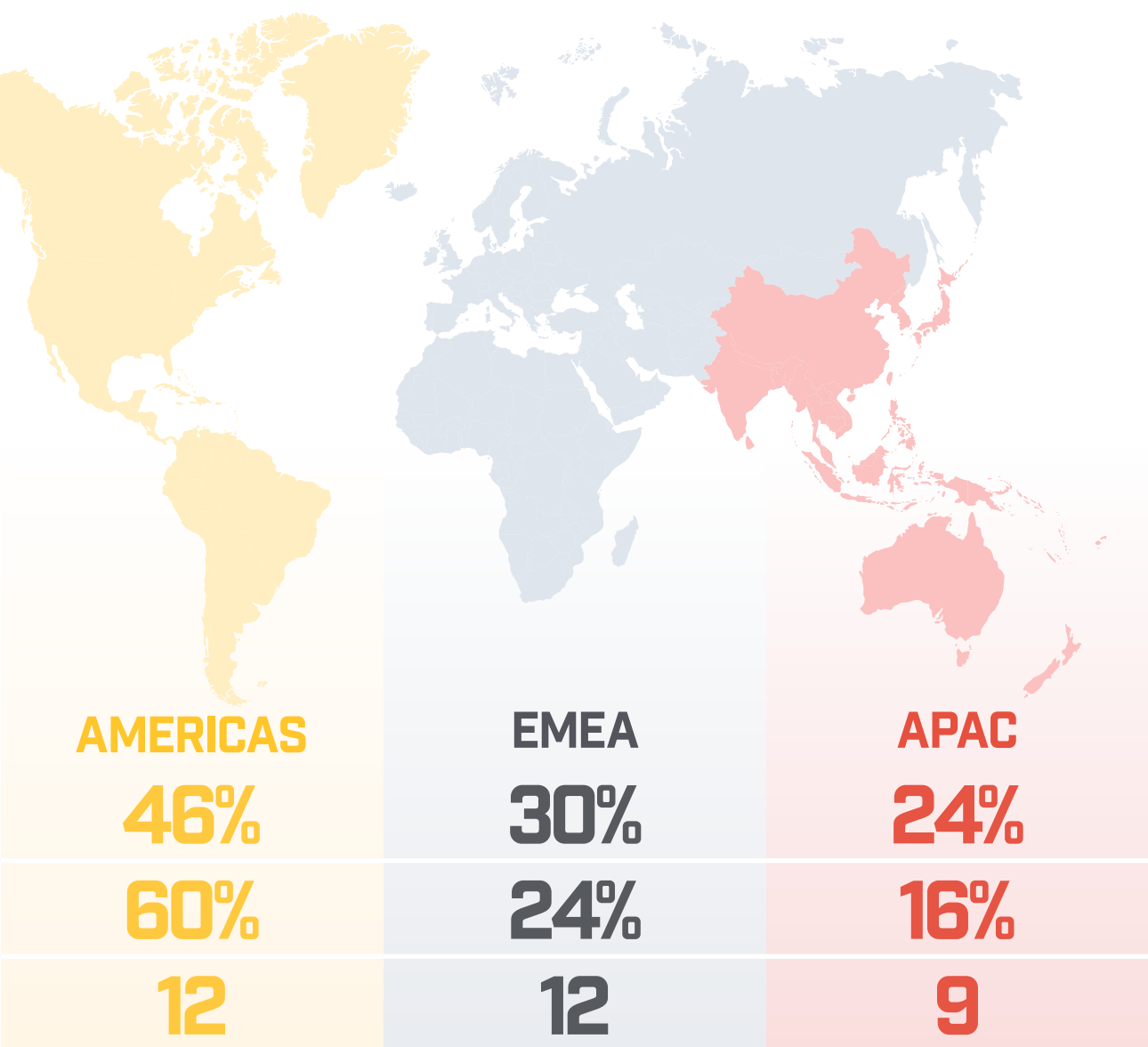
40%
30-50 YEARS

12%
50+ YEARS

GLOBAL
PERCENTAGE
OF EMPLOYEES

GLOBAL
HIRES BY
REGION

AVERAGE
YEARS
OF SERVICE



7,482 TEAM MEMBER TRAINING
HOURS IN HUSKY UNIVERSITY

2,134 STUDENTS ATTENDING
CAMPUS TOURS/EVENTS

TALENT

Powered by people, Husky focuses on attracting, developing, and retaining the best and the brightest.

A GLOBAL TALENT POOL WITH A GLOBAL PERSPECTIVE

SHAPING THE FUTURE WORKFORCE

Our culture of innovation and sustainability relies on a global team that supports creativity, collaboration, and continuous improvement across **62 countries**. We set clear employee goals and reward fresh, innovative thinking. We foster diverse skills, experiences, and perspectives to help us serve customers and respond to a dynamic global market. Fostering transparent leadership and open dialogue, we unite our global team through quarterly virtual town halls where our CEO, Bradley Selleck, and the executive leadership team share informative updates and engage in interactive Q&A sessions. Our 'Ask Brad' forum on our internal website, HuskyConnect, further improves communication flow, enabling direct conversation between team members and executive leadership.

HUSKY INTEGRATED TALENT MANAGEMENT STRATEGY



TESTIMONIAL

Stacie Kordts,
Vice President of
Human Resources

At Husky, our people are at the heart of everything we do, upholding a community of passionate individuals who care deeply about their work, their well-being, and the impact they create. We foster workplace inclusivity and engagement, challenging our team members to learn, innovate, and apply their expertise to drive excellence. With over 145 online courses available through our dedicated learning platform, Husky University, we are committed to educating our team members on a variety of topics for both professional and work-related development. From new hires to tenured team members, we support our current and future talent pipeline by providing meaningful development opportunities and encouraging bold goal-setting.



TALENT ESG GOALS

GOAL 1	6% voluntary turnover using 3 year rolling average.
PROGRESS 2024	7% voluntary turnover using 3 year rolling average.
GOAL 2	33% of roles filled by internal candidates.
PROGRESS 2024	36% of roles filled by internal candidates.
GOAL 3	100% of employees using Husky University for professional development by 2025.
PROGRESS 2024	72.3% of team members have completed at least one Husky University development training.

TALENT

Our approach to training, talent, and team development.

REGULAR ASSESSMENT OF INDIVIDUAL PERFORMANCE AND SETTING OF DEVELOPMENT PLANS

Our Performance Development Planning (PDP) process helps our talent develop their skills with new challenges while aligning them with our company goals. We support team members in achieving their goals and professional growth with regular feedback and check-ins throughout the year, which supports a performance-driven culture and helps us achieve success.

PDP has two components:

- Personal Performance Commitments (PPCs) help to align team member goals with leadership's strategic objectives.
- Individual Development Plans (IDPs) contribute career growth and enhance individual performance.

Our PDP course offered through Husky University gives all our global team members an introduction to goal setting, individual development plans, and performance reviews. In 2024, **381 team members completed the course**.



LEADERSHIP DEVELOPMENT

To support new leaders, we have relaunched and expanded our Leadership Fundamentals Academy. This program has two components:

- Leadership eFundamentals is a series of self-paced eLearning modules through Husky University. It provides new leaders with an overview of essential programs such as PDP, compensation, our New Hire Guide, and employee recognition through BRAVO!.
- Team Leader 101 is a series of online and in-person workshops that give new leaders regionally specific information on local laws and our core programs to ensure all new leaders are aware of such policies and programs.

Recently added, we are piloting our Leadership Fundamentals Workshop, which empowers leaders with essential skills, insights, and tools for their leadership journey. It provides practical interactive modules on self-awareness, emotional intelligence, situational leadership, and development coaching. Leaders engage with interactive modules and weekly one-hour coaching sessions in small groups over 12 weeks (19 hours). Enrollment in the pilot began in 2024 and **28 team leaders completed** their training by February 2025.

We have also introduced our Leaders Digest, a bi-annual newsletter giving team leaders valuable insights, strategies, resources, and updates. Previous editions covered important topics such as effective feedback strategies, how to deliver performance reviews, as well as a one-hour webinar titled "Driving Growth: Leveraging Performance Development Plans, Performance Reviews, and Feedback for Success." **110 team leaders participated** in this session in 2024.

TALENT FUSION PROGRAM

Our Talent Fusion program enhances employee skills through externally facilitated training sessions with industry experts. In 2024, team members at our Shanghai campus participated in the following sessions:

- Sales training (3-day program with **35 participants**).
- Influencing others and communication skills (1-day program with **31 participants**).
- Excel skills (1-day program with **30 participants**).

BUDDY PROGRAM

Our Buddy Program helps new team members such as new full-time employees, temporary employees, co-ops, and interns integrate into their new roles and our culture. Experienced team members act as Buddies to set up new team members for success by helping them complete daily tasks, navigate the workspace and campus, and understand policies and procedures. Leaders select Buddies who are enthusiastic and approachable with strong communication skills, a positive attitude, and alignment with our values. We launched the Buddy Program in May 2024. Since then, **95 people have completed the online eLearning course** to become a Buddy.



TALENT

Our commitment to employee rights, safety, and opportunity.

ACCESSIBILITY POLICY

We enhance our website as required to ensure it is fully accessible to people with disabilities. We follow the guidance of relevant accessibility standards in line with the WCAG 2.1 AA guidelines.

WORKPLACE VIOLENCE, HARASSMENT, AND ANTI-DISCRIMINATION POLICY

Our Workplace Violence, Harassment, and Anti-Discrimination Policy outlines our zero-tolerance stance on harmful behavior, provides training, and requires team leaders and requires team members to prevent, address, and report incidents. This policy promotes a supportive workplace for all team members by prohibiting violence, harassment, and discrimination. It is a global policy that we tailor to comply with local laws, and we review it annually as the legal framework evolves.

INTERNAL HIRING GUIDELINE

Our global Internal Hiring Guideline helps to ensure fair, consistent, and equitable decisions for the internal recruitment of our team members. We review the policy annually to ensure it meets our goals for retention, engagement, and career development.

FAIR PAY

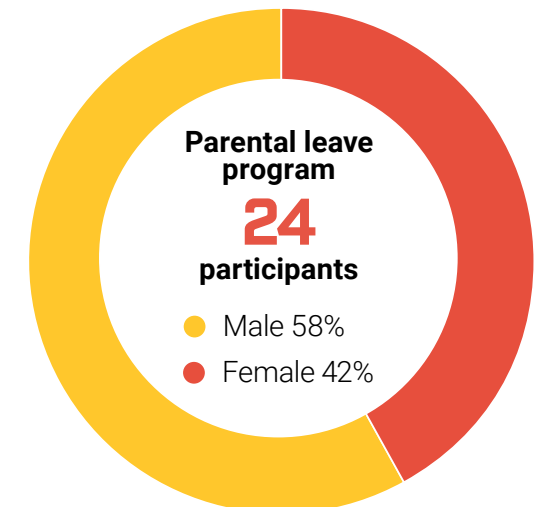
We ensure fair pay for all team members in compliance with the national minimum wage laws in each location. We maintain consistency by establishing salary ranges by country and utilizing an international job evaluation system to align positions across the organization. We systematically review salaries for promotions, transfers, and new hires to ensure they are competitive and commensurate with employee skills.

PARENTAL LEAVE

We offer family-friendly policies to ensure our team members feel supported as they enter their new chapter in life. Across our global operations, team members have access to parental leave benefits that reflect both regulatory standards and additional company support, reflecting our dedication to the well-being of new and growing families.

In Canada, team members receive a top-up to **full pay for 8 weeks** of their maternity leave. In Luxembourg, eligible parents can choose flexible arrangements such as part-time leave at **80% workload for 20 months** or **50% workload for 12 months**. In 2024, **24 team members across the organization participated in our parental leave program**, reflecting our continued effort to create a supportive and inclusive workplace.

GLOBAL DATA



TALENT

Our commitment to employee rights, safety, and opportunity.

EMPLOYEE WELL-BEING AND ENGAGEMENT

We know that our team members thrive when they are healthy and have the resources to meet their needs. Our comprehensive benefits programs support the physical, mental, financial, and social well-being of our team members and their families. We continuously review these programs to ensure they evolve to support our global workforce.

DISCONNECTING FROM WORK POLICY

Our Disconnecting from Work Policy promotes a healthy work-life balance by encouraging team members to fully disconnect from work-related tasks outside of their designated working hours. This policy is applicable to team members in Canada and Luxembourg.



WELLNESS PROGRAMS AND CHALLENGES

We encourage physical activity to foster connections and build a strong sense of community within our workforce. At many of our campuses, team members volunteer to lead a variety of fitness classes. Our Bolton campus has eight regular fitness classes each week, including X-Fit, Spin, ABL, and Yoga for all fitness levels. Based on the number of classes offered per month and the capacity per class, up to **120 team members are able to participate weekly**. In 2024, we introduced meditation sessions led by a volunteer team member.

Team members also participated in some significant fitness events in 2024, including:

- Our Cross-Canada Spin Challenge, a 12-week event from January to April. In 2024, **18 team members collectively cycled 9,094 kilometers**.
- A Husky team member created the Chase or Be Chased event more than a decade ago, and the tradition continues today. It features a unique race format in which participants estimate their times and run without a watch to measure their time, with staggered start times to create a thrilling race to the finish line. In 2024, **33 team members** participated in the event.

- In the U.S., **47 team members** from our Vermont and San Dimas campuses, as well as sales and service team members working remotely in the U.S., took part in the **30-day Summer Steps Challenge** to increase daily physical activity and enjoy the outdoors.
- **44 U.S. team members** participated in the **12-day Health Habits Challenge** focusing on daily nutrition, exercise, and mental health activities.

18
TEAM MEMBERS CROSS-CANADA SPIN CHALLENGE

44
TEAM MEMBERS 12-DAY HEALTH HABITS CHALLENGE

47
TEAM MEMBERS 30-DAY SUMMER STEPS CHALLENGE



Chase or Be Chased

TALENT

Our commitment to employee rights, safety, and opportunity.

LUNCH AND LEARN: SESSIONS FOR EVERYDAY HEALTH

The Wellness Center at our Bolton campus offers Lunch-and-Learn sessions with in-house medical experts, which global team members can access live or on our company intranet. In 2024, our Nurse Practitioner and Physiotherapist hosted a 3-part series on Perimenopause and Menopause. In May of 2024, we delivered a series of mental health webinars in partnership with our Canadian Employee Assistance Program (EAP) provider, covering topics such as personal mental wellness, parenting, mental health at work, and family relationships.

EMPLOYEE ASSISTANCE PROGRAM

We provide free, confidential, short-term counseling sessions with trained professionals to help team members and their families with personal and work-related challenges, such as stress, life changes, finances, legal issues, and wellness. These sessions are available to team members in North America, Europe, the Middle East, and Africa by phone, online, or email.



HEALTH SCREENING

In 2024, our Wellness Center in Bolton introduced a preventative health assessment and cancer screening program for team members over the age of 40 and without a family physician. The screening guidelines were as follows:

	Age 40 and Older	Age 50 and Older
Diabetes screening	✓	✓
Cholesterol screening	✓	✓
Blood pressure assessment	✓	✓
Colon cancer screening	●	✓
Mammogram	●	✓

We also provided blood pressure testing to **302 team members** and blood glucose testing to **178 members** at our Bolton campus.



TALENT

Celebrating our people: 2024 highlights.

CELEBRATING OUR PEOPLE: HIGHLIGHTS



Our global teams celebrated many exciting events in 2024, from festive holidays and ceremonies to team-building activities. These moments highlight the vibrant company culture and sense of community that make Husky a fun and rewarding place to work.



BOLTON: HYFUN

Hyfun brings together team members from our Bolton campus' Innovation and Sustainability department for events like bowling and chess tournaments. Team members engage, collaborate, and build relationships in a fun and relaxed setting outside of their usual technical projects.



SHANGHAI: LUNAR NEW YEAR

Our Shanghai campus welcomed the Year of the Dragon with a festive Chinese New Year party, featuring plenty of smiles and camaraderie.



LUXEMBOURG: YEAR-END PARTY

Our team members in Luxembourg celebrated the holiday season by coming together for a fun and spirited year-end party featuring an Ugly Sweater contest.

/

TALENT

Talent engagement.

BUILDING HUSKY'S TALENT PIPELINE

We have a strategic talent program to help us build diverse teams of talented people with exceptional skills, and we continuously refine this program to ensure it meets regional and global needs. We promote inclusive, barrier-free recruitment and strive for our hiring processes and policies to be consistent and transparent to ensure we hire the best person for each role. We post job opportunities internally and externally, and team members can participate in our Global Husky Employee Referral program by sharing job openings with their networks.

EMPLOYEE REFERRAL PROGRAM

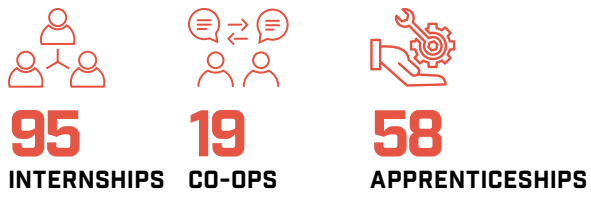
We revised our Global Husky Employee Referral program to make employee referrals one of our top talent sources. In 2024, we hired **309 employees** through the program.



ATTRACTING OUR FUTURE TALENT PIPELINE

With more than **130 students hired globally in 2024**, our early-career programs continue to grow in reach and impact. From Canada to China, our internship, apprenticeship, co-op, and summer offerings play a critical role in nurturing skilled, future-ready professionals across our business.

DISTRIBUTION BY STUDENT PROGRAM



130
STUDENTS
HIRED
GLOBALLY



STUDENT
ALUMNI
SPOTLIGHT



Nico started with us as a logistics apprentice five years ago in Luxembourg. He completed his Diplôme d'aptitude professionnelle (DAP) apprenticeship one year ahead of schedule, and his exceptional performance earned him the title of Student of the Year during his second year of DT Logistics in 2022-2023.

“After graduating high school in Germany, I began my first apprenticeship in 2019 in our warehouse. One of the greatest benefits of working at Husky was the variety of tasks, which gave me the opportunity to gain experience across different departments, including our Traffic department. After earning my DAP diploma, I chose to continue my studies and successfully completed the DT Logistics diploma. A moment that stands out for me was after finishing my second degree would be when I brought in some sweets to celebrate the amazing journey I had. The warmth and happiness my team showed when I completed my studies and was given the opportunity to stay with the company was a truly memorable experience.”

Nico Schuster



TALENT

Talent engagement.

BOLTON, CANADA: INVESTING IN FUTURE TALENT

COMMUNITY INVOLVEMENT AND STUDENT PROGRAMS: CENTENNIAL COLLEGE

Team members from our Talent Acquisition team in Bolton represented Husky at Centennial College's Partner Appreciation Awards and Celebration in October. The event honored our Manufacturing Manager, Danny D'Aloia, for his dedication to hiring students from Centennial's mechanical engineering technician program.



INNOVATION AND SUSTAINABILITY STUDENT PROGRAM

We are proud of our continued collaboration with Canadian universities to mentor engineering students through internship placements. Our 2024 Innovation and Sustainability students completed their 16-month internships and participated in the Annual Innovation and Sustainability Student Showcase.

MILTON, U.S.: BUILDING CAREERS IN ADVANCED MANUFACTURING

Our one-year apprenticeship program as part of our Husky Machinist Academy at our Milton campus helps students find careers in advanced manufacturing while nurturing the next generation of Husky Computer Numerical Control (CNC) machinists. Since its launch in 2023, the program has certified **9** apprentices, with **13** more completing the classroom training required for certification.



SHANGHAI, CHINA: PATHWAYS TO SUCCESS

Two bright minds joined our Hot Runner Controllers (HRC) engineering team at our Shanghai campus for a four-and-a-half-month internship in 2024. We were amazed by their strong performance and ability to learn and therefore decided to hire them as full-time product designers.

What began as a four-and-a-half-month internship evolved into the beginning of a new career. Their quick understanding and impressive performance of complex technologies in our HRC engineering team led to their progression into full-time Product Designer roles.

CHENNAI, INDIA: ENABLING HANDS-ON OPPORTUNITIES

In 2024, we expanded our partnership with the Central Institute of Petrochemicals Engineering and Technology (CIPET), a leading technical training institution in plastic technology, to include candidates from Chennai and Madurai. **More than 40 candidates came to our campus** for interviews, a campus tour, and a look at our technological advancements with **3 candidates joining the team.**

DUDELANGE, LUXEMBOURG: BRIDGING THE GAP

Our Luxembourg campus hosted a number of student and career events, including the Job Shadowing Day organized by Fedil & Jonk Entrepreneuren Luxembourg, the Lycée Bel-Val student visit, our own Job Day, L'éierplazendag, the ENIM engineering school visit, the "Industry Day – Your Future" job fair, and a visit from research assistants and graduates from IKV at RWTH Aachen University. In September, we celebrated our graduating apprentices while **welcoming 7 new specialists-in-training** across logistics, mechatronics, and machining programs.



COMMUNICATIONS

Connecting our global teams.



Viva Engage

Viva Engage is our internal platform for engagement, global collaboration, and two-way communication. It helps ensure team members stay informed about important news and updates, while also empowering them to share feedback, ask questions, and engage in meaningful discussions across teams and locations.

QUARTERLY BUSINESS UPDATE

Our executive leadership team hosts global Quarterly Business Updates (QBUs) to share key updates on Husky's performance and strategic progress. These sessions feature informative videos, business highlights, team success stories and employee milestone celebrations, all helping to strengthen the connection between leadership and team members across all regions. Each session also includes a live question-and-answer segment, providing a platform for two-way communication and ensuring an open exchange of ideas, feedback, and inquiries.



SUSTAINABILITY SPOTLIGHTS

Our Sustainability Spotlights is an initiative that uses our internal communication channels to celebrate our philosophy of sustainability and innovation as we support our customers and the environment both today and in the future. We share videos, infographics, and interviews to promote our dedication to fostering the circular economy.

HUSKY® HIGHLIGHTS

Husky Highlights shares success stories and showcases global and local initiatives through interactive videos, interviews, and articles on our internal communication channels. These stories celebrate team member achievements, campus initiatives, and our company culture—helping to inspire others by showing how colleagues across the organization are making a positive impact at Husky.

CHAMPIONS OF CHANGE Powering sustainability with innovation

Champions of Change showcases how our exceptional team members contribute to our overall success. It helps our teams share their stories, recognize their peers, and celebrate their skills and accomplishments.

ASK BRAD

Ask Brad is an internal communications forum that gives team members the opportunity to get answers to questions submitted during live Quarterly Business Updates or through the Team Feedback and Corporate Communications inbox. It provides a channel for voicing concerns, seeking clarification, and engaging with leadership. Responses are published quarterly on the intranet to support transparency and open communication across the organization.

Ask Brad



unite

Unite Husky is our official internal newsletter, produced by the Corporate Communications team to share important news, updates, and organizational highlights with team members globally. It helps keep employees informed, aligned, and connected across all regions and functions.

To support local engagement, several Husky campuses also produce their own Unite newsletters—tailored to share site-specific updates, events, and team achievements within their local communities.

DIVERSITY, EQUITY, AND INCLUSION

Husky prioritizes building an inclusive team representing various ethnicities, religions, cultures, genders, abilities, sexual orientations, and ages.

A diverse and inclusive workplace that empowers every team member to succeed drives progress. With strength in diversity and unity in purpose, we are working to build an equitable Husky culture.

As part of our mission to support inclusivity, empowerment, and educational advancement, we became an official Employer Partner of the Canadian Centre for Diversity and Inclusion (CCDI), an organization founded in 2013 to promote inclusive workplaces, schools, and communities. Our team members can access CCDI educational resources such as reports, webinars, articles, tools/ templates, and videos.



DEI WEBINAR

In April 2024, our diversity, equity, and inclusion (DEI) advisory council hosted a DEI webinar for **more than 450 members** of our global organization to discuss our DEI values, their significance in our workplace, and our partnerships with organizations that foster continuous learning for our team.

450+ MEMBERS

ATTENDED DEI WEBINAR



DREAMER DAY EVENT

Our Director of Sustainability Advocacy presented at Dreamer Day, an annual event that inspires and empowers young women in skilled trades, STEAM (science, technology, engineering, arts, and math), leadership, and entrepreneurship. The event featured exhibitor booths, workshops, networking opportunities, and motivating talks from influential speakers.



PRIDE MONTH

Pride Month is an opportunity to reinforce our dedication to an organizational culture where everyone feels valued, respected, and empowered to bring their authentic selves to work. We celebrated Pride Month 2024 with a kickoff celebration at our Luxembourg office, which brought our team members together to take action on our commitment to building an inclusive workplace.



COMMUNITY IMPACT

Committed to positively impacting the communities in which we operate, Husky's charitable giving reflects our values and strategic priorities, including community engagement, environmental stewardship, education, and fostering strong relationships with customers and suppliers.

We believe that we have a critical responsibility to contribute to the communities in which we live and do business. We are proud to participate in and sponsor various community initiatives to empower young people, promote education, and support sustainability projects.

ENABLING THE NEXT GENERATION

Through Plastipak, we were proud to support Detroit Regional Dollars for Scholars (DRDFS), a leading non-profit organization that helps high school students in Detroit, Michigan pursue post-secondary education. DRDFS provides scholarships, mentorship programs, workshops, and community support to students from underserved communities to help them overcome barriers and achieve academic success.



EMPOWERING FUTURE INNOVATORS

We provide mentoring support to the Alpha Dogs Robotics Team, a student-led robotics team from Humberview Secondary School in Bolton, Ontario known for its commitment to learning, innovation, and teamwork. As a diamond sponsor since 2014, our mentorship has helped provide the Alpha Dogs the skills to engineer, code, and build robots for robotics competitions. In 2024, the Alpha Dogs made it to the World Championships in Houston, winning several matches during playoffs.



ENVIRONMENT, HEALTH, AND SAFETY

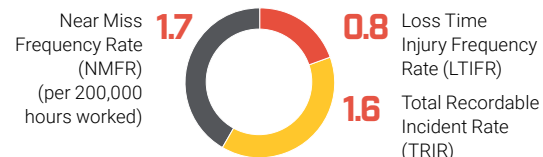
At Husky, the health and safety of our people matter.

The ample benefits of strong workplace health and safety practices include higher productivity, healthier workplaces, better recruitment and retention, and fewer work interruptions. We aim to prevent incidents and occupational hazards while supporting our commitment to environmental sustainability. This focus is core to our broader ESG strategy and reflects our responsibility to protect the people who power our operations. The following are some of our enterprise-wide initiatives that demonstrate our commitment.

PRIORITIZING OUR PEOPLE

At Husky, our safety culture is built on leadership commitment and employee engagement. We are dedicated to protecting the well-being of our employees through comprehensive health and safety measures, while also ensuring that our products consistently meet high standards of quality and safety. This dual focus reflects our responsibility to both our team members and our customers, and supports our broader ESG objectives.

HEALTH AND SAFETY DATA



Our EHS policy is prominently displayed across all our sites globally and reviewed annually to include relevant updates and alignment with organizational goals. Through continuous employee engagement, embedding EHS principles into daily operations, and building a culture centered on safety always, we demonstrate our dedication to protecting employees while reducing environmental impacts.

HEALTH AND SAFETY EXCELLENCE CYCLE

- 1 Prevent incidents** - Through training or procedure updates
- 2 Report** - Promptly document and share incidents to ensure accurate tracking and timely response.
- 3 Analyze** - Understanding incident types to identify trends and patterns.
- 4 Focus** - On implementing targeted actions.
- 5 Communicate** - Encourage transparency and immediate action to enable continuous safety improvements.
- 6 Reinforce** - Foster a culture of accountability and provide guidance.

SAFETY ALWAYS

Our cloud-based safety platform is a vital component of our commitment to health and safety excellence. This supports the consistent, accurate, and timely reporting of occurrences and near misses in our global safety, enabling informed and proactive management of health and safety risks across the organization.

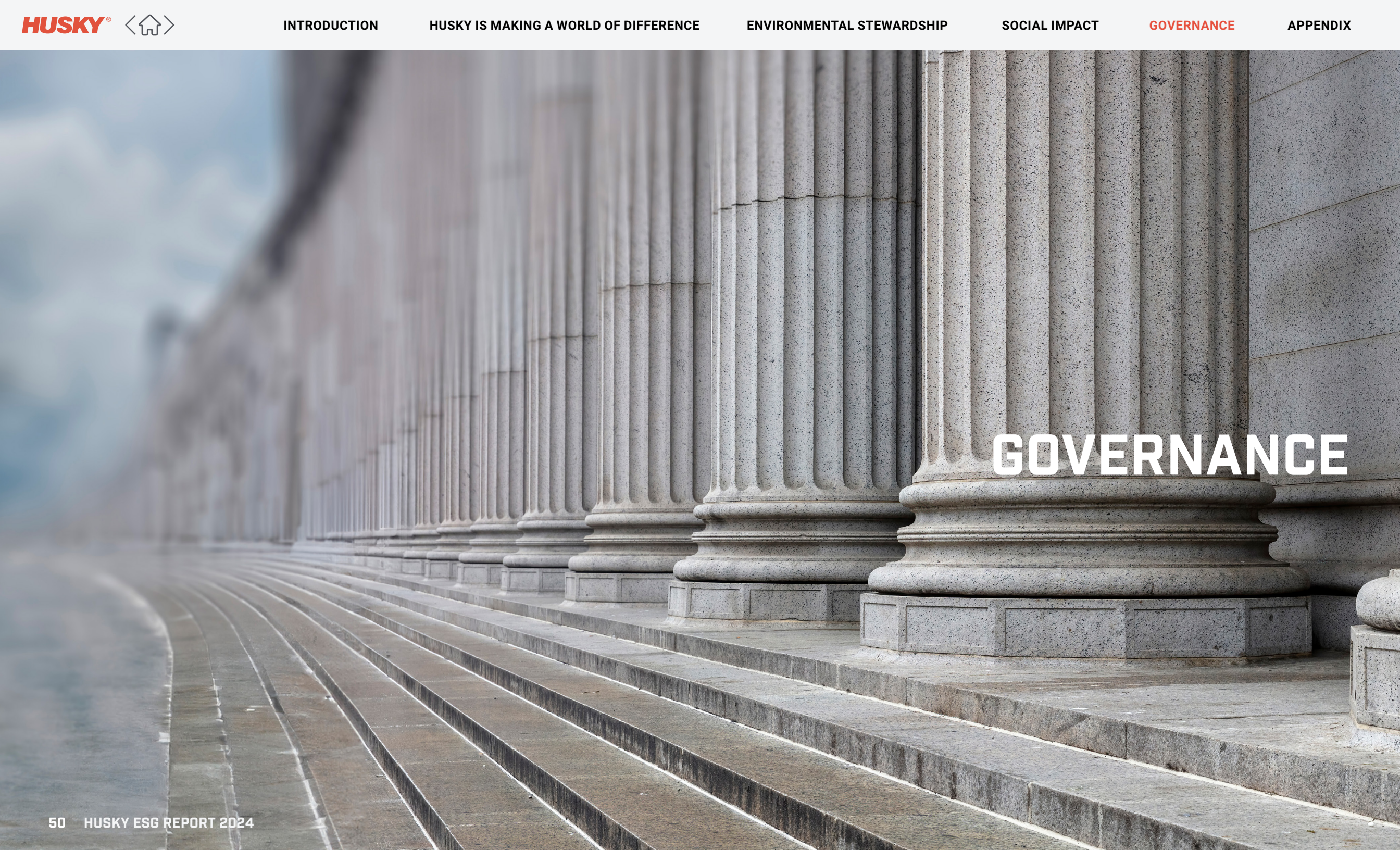
The internal digital platform tool is used to collect, validate, and analyze global safety data. In 2024, we invested in an upgrade to the tool to enable more granular data, allowing for deeper visibility into key metrics and trends. These key metrics are monitored and communicated, fostering discussions on opportunities for improvement. By embedding this structured approach to safety metrics into our operations, we demonstrate our dedication to transparency, accountability, and continuous improvement in health and safety performance.

TESTIMONIAL

Leslie Borella,
EH&S Manager



Ensuring the health and safety of our workforce is a core value that shapes every decision we make across our entire organization. Over the past year, we've focused on strengthening our safety culture, not just through compliance with required risk assessments and training, but by enhancing how we approach and engage with team members. Our upgraded cloud-based safety platform has improved the way we analyze trends and act on them, enabling quicker, more informed decisions. These advancements have not only provided a better understanding of improvement areas but also fostered a deeper sense of responsibility and engagement among our employees. Safety is a shared commitment, and through continuous improvement, collaboration, and innovation, we are building a safer, more resilient workplace for everyone.



GOVERNANCE

RESPONSIBLE PRODUCTS AND SERVICES

Safety always—at the heart of everything we do is a commitment to safety.

ENHANCING SAFETY AND EFFICIENCY IN CUSTOMER OPERATIONS

At Husky, safety is foundational to our partnership with customers. We take our responsibility for safety and customer satisfaction seriously. We continuously improve our design standards and enhance the safety and efficiency of our machinery by carefully documenting the locations of all our equipment across different regions. This helps us notify current customers and new owners of used Husky equipment of performance and safety improvements we identify after shipping.

The safe operation of Husky machines is a shared responsibility between our company and our customers. When we work in customer facilities, we demonstrate safe practices, including consistent use of PPE, covering exposed skin, and following lockout/tagout procedures for machines. These standards support our commitment to establishing a culture of safety in all our operations.

When a customer requires support, we are there to investigate and restore production to its original state. This approach reinforces our commitment to responsible product stewardship and sustainable industrial innovation.

When visiting customer facilities, our team members make safety observations related to the operation, maintenance, or configuration of Husky-supplied equipment. These observations are intended to help support the safe and effective use of our products and contribute to their long-term reliability. Any noted concerns are communicated to the customer for their consideration as part of our commitment to responsible product stewardship.



GOVERNANCE AND REGULATORY COMPLIANCE



We have built our product safety approach using best practices, international safety regulations, and globally recognized standards, including European Standards from the International Organization for Standardization (ISO), and the International Electrotechnical Commission (IEC). We reference additional standards as necessary and supplement them with external audits and inspections.

ISO 9001:2015—Quality management systems. Every manufacturing facility except for Chennai and San Dimas have an auditable quality management system (QMS) to maintain our adherence to international quality guidelines. To ensure continual compliance, we achieved full compliance with Machinery Directive 2006/42/EC - ANNEX X and hold EC type certificate #M9 692671360001 to affirm that our quality assurance system is in conformity with the requirements of the Directive and the standard **EN ISO 9001:2015**.

ISO 20430:2020 for Plastics and rubber machines—Injection molding machines—Safety requirements. This standard informs our safety requirements for designing, constructing, and operating injection molding machines for processing plastics and/or rubber, as well as requirements for machine guarding, interlocking devices, emergency stop functions, and protective measures.

ANSI B151.1 Standard in the United States, specifically for the safety of injection molding machines, which outlines requirements for design, operation, and maintenance to protect operators and service personnel in North American markets.

Design and Construction Documents. These documents provide detailed criteria for designing safety into the mechanical, hydraulic, air, and electrical features of injection molding machines.

Operational Safety. These documents specify safety protocols for maintenance and operations to prevent unexpected machine behavior.

DATA PRIVACY AND CYBERSECURITY

Protecting confidential information is one of our top priorities.

DATA PRIVACY AND CYBERSECURITY GOVERNANCE

We have robust oversight and protection for privacy and cybersecurity issues.

Our Data Privacy Steering Committee consists of our Chief Information Officer, Vice President of Human Resources, and General Counsel. It oversees security and privacy controls to ensure policy requirements are effective and risks are managed. The Committee ensures swift decision-making and transparency when threats arise and maintains communications with all necessary stakeholders. We use industry best practices and frameworks, including ISO 27001, NIST CSF, NIST SP 800-61, and CIS Critical Controls. Key policies and procedures include:

- Personal Data Protection Policy
- Information Security Policy
- Data Classification and Handling Policy
- Data Retention Policy
- GDPR and CCPA Data Subject Access Request (DSAR) Guidelines
- Data Protection Impact Assessment Procedure
- Acceptable Use Policy
- Privacy Notice

The Committee makes decisions in privacy matters when our exposure is temporary, is no more than \$500,000 USD, and there is no realistic risk of commission of an offense resulting in fines or imprisonment of corporate directors or officers. We have internal processes for compliance with major regulations like the General Data Protection Regulation (GDPR).

The Privacy Policy Review Committee consists of our General Counsel, Director of Information Security, Director of Human Resources and Shared Services, Global Manager of Marketing and Communications, and Director of Non-Production Supply or their delegates. This committee regularly updates our policy measures and streamlines the process for evaluation when engaging new service providers. It collaborates with the General Counsel and with the Legal Team to conduct an annual review and update of privacy policies and agreements. The Legal Team distributes a list of policies for review each fall, with a one-month deadline for feedback. The department responsible reviews the content, coordinates with the Legal Team on revisions, and finalizes updates by the end of the year.

CYBERSECURITY OVERSIGHT AND TRAINING

To help our team members identify and respond to cybersecurity threats, we provide them with cybersecurity training modules on Husky University’s Learning Management System and a security education platform. They complete a mandatory CyberSecurity Basics course on topics such as phishing, vishing, and password protection. Upon completion, team members receive regular phishing simulation tests by email. Team members who fail 2 phishing tests in a 6-month period must take the CyberSecurity Basics Refresher course. As a result of our training efforts, between Q2 and Q4 of 2024, we saw a **26% increase in users** recognizing and reporting simulated phishing emails.

26% INCREASE IN USERS REPORTING SIMULATED PHISHING EMAILS

INCIDENT MANAGEMENT

Our diligent process for managing privacy and data security incidents includes the following actions:



RESPONSIBLE AND RESILIENT SUPPLY CHAIN

For Husky, a global company, having a responsible and resilient supply chain based on sustainable procurement practices is essential to ESG.

As a global company, we recognize that a resilient and responsible supply chain is vital to advancing a healthy and sustainable future for all. With initiatives like the Sustainable Procurement Advisory Council, a strengthened Supplier Code of Conduct, and supplier engagement programs, we are embedding social, environmental, and ethical standards throughout our global supply chain. These efforts reinforce our commitment to sustainability, mitigate risk, and build long-term trust with suppliers and customers.

2,700+ SUPPLIERS GLOBALLY



SUPPLY CHAIN ROADMAP

A two-year roadmap was designed to guide us through this sustainable procurement journey. With strong executive sponsorship, we established the Sustainable Procurement Advisory Council to integrate ESG elements into our supply chain operations. As part of this effort, we have invested in technology to begin evaluating our suppliers on ESG criteria in 2025 using a scoring system.

We use a technology platform to identify, manage, and mitigate global threats to our supply chain. This platform enables real-time tracking of sourcing and risk management while also supporting annual assessments of supplier performance across social, environmental, and ethical

dimensions. Once the baseline is set, the platform will recommend targeted corrective actions to help suppliers enhance their social, environmental, and ethical practices. It also has capabilities such as supplier risk mapping, identification of country-specific risks, and real-time tracking of supply chain incidents relevant to our operations.

This technology-driven approach enhances our ability to manage risk and ensure compliance while building resilience throughout our supply chain. Additionally, it reinforces confidence among our customers in our ability to sustain operations and swiftly respond to potential disruptions.

SUSTAINABLE PROCUREMENT TWO-YEAR ROADMAP



RESPONSIBLE AND RESILIENT SUPPLY CHAIN

SUPPLIER ENGAGEMENT

Sustainable procurement strengthens our supply chain by driving impact, enhancing supplier collaboration, and mitigating risk. Our Supplier Code of Conduct (SCOC) aligns with industry standards, regulations, and our sustainability goals, setting clear expectations for labor practices, human rights, environmental impact, and ethical business conduct.

KEY COMPONENTS OF SUSTAINABLE PROCUREMENT

- **Environmental Criteria**
Does the company welcome your questions about and outline the ways they dispose of hazardous material?
- **Social Criteria**
Does the company have a commitment to diversity, including within their leadership teams?
- **Ethical Considerations**
Does the company welcome collective bargaining and have a history of employee satisfaction?
- **Legal Compliance**
Does the company have any ongoing legal disputes or concerning press?

We believe the foundation of successful business relationships is mutual respect and shared values. Our updated SCOC incorporates the following four key principles:

- Environmental responsibility
- Social and labor standards
- Compliance and accountability
- Ethical business practices

As part of our SCOC, we expect our supplier partners to adhere to the same high standards our customers expect from us, including the responsibility to:

- Honor their commitments
- Practice transparent engagement
- Operate according to their social and environmental responsibilities
- Be ethically accountable in their decisions, and
- Treat their people fairly and with respect.

SUSTAINABLE PROCUREMENT WEBINAR

In 2024, we hosted a successful internal webinar on Sustainable Procurement, engaging over **580 team members** globally. The session highlighted the impact sustainability has on our Global Supply Chain and introduced a two-year roadmap to guide our journey. It laid the foundation for internal discussions by emphasizing key aspects such as environmental and social criteria, legal and ethical compliance, risk mitigation, and alignment with Husky’s values and regulations.

SUPPLY CHAIN ESG GOAL	
GOAL	All new suppliers align with Husky’s Supplier Code of Conduct.
PROGRESS 2024	All suppliers have access to Husky’s Supplier Code of Conduct. We are actively investing in technology to improve supplier compliance.

HUMAN RIGHTS AND BUSINESS ETHICS

Respecting human rights is one of our fundamental values.

HUMAN RIGHTS POLICY

We are committed to respecting and promoting human rights in all aspects of our operations, including hiring, recruitment, employment, promotion, compensation, training, transfers, and workplace conduct. Our policy aligns with the United Nations Guiding Principles on Business and Human Rights, overseen by our Operating Council and CEO.

In alignment with our Human Rights Policy, we uphold the rights of employees to engage in collective bargaining, in accordance with local regulations. As of 2024, **approximately 23% of our workforce** was covered by collective bargaining agreements.

Following our 2021 commitment to conduct biannual audits at major manufacturing sites, our Chennai, India campus underwent a Sedex Members Ethical Trade Audit (SMETA) in 2024. SMETA is a globally recognized social audit methodology that evaluates labor standards, health and safety, environmental practices, and business ethics. This audit provides valuable insights for our operations, helping us identify areas of improvement and implement corrective actions to enhance our responsible business practices.



23% WORKFORCE COVERED BY COLLECTIVE BARGAINING AGREEMENTS

CODE OF CONDUCT

Our Code of Conduct reinforces our culture of ethics and compliance. It provides the standards and behaviors we expect from our team members and acts as a framework for them to act according to our core values of integrity, respect, and accountability. It covers topics such as legal and regulatory compliance, our policies for conflicts of interest, confidentiality agreements, and practices for fair dealing. Our commitment to our core values helps us maintain a respectful workplace built on trust and cooperation while also mitigating legal risk, enhancing our reputation, and supporting our sustainable business model.

WHISTLEBLOWER PROGRAM

We have rigorous policies and procedures to govern investigations while protecting the rights of whistleblowers. Our whistleblower program empowers team members, suppliers, and customers to confidentially report misconduct, unethical behavior, or violations of regulatory compliance. All concerns are taken seriously. We ensure that a whistleblower's identity is not disclosed without their consent and that they are fully protected against retaliation. Whistleblowers can contact Husky's Secretary and General Counsel directly by phone or email.

ANTITRUST COMPLIANCE

We continuously monitor regulatory developments to ensure our continued compliance with antitrust laws. Our Antitrust Compliance Officer prepares our annual report on identified risk areas, reported violations, investigations, third-party complaints, and other relevant information. All our employees must also review and understand our Antitrust Compliance Manual and select team members are expected to complete antitrust training and certification.



HUMAN RIGHTS AND BUSINESS ETHICS

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Our Anti-Bribery and Anti-Corruption Policy represents our commitment to the highest levels of integrity. It prohibits corruption and bribery in any form both in the marketplace and in government relations, regardless of local customs. This includes offering or accepting bribes, kickbacks, or inappropriate gifts. All team members and anyone acting on our behalf must adhere to anti-bribery laws such as the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and the Canadian Corruption of Foreign Public Officials Act, and all team members must annually refresh and acknowledge their understanding of our policies.



INTERNAL CONTROL ENVIRONMENT

We maintain a strong commitment to integrity, ethics, and reliability in our financial reporting. Our Internal Audit Team, Disclosure Committee, and Audit Committee maintain our internal control environment in alignment with the COSO framework standards in the Internal Control-Integrated Framework for preparing and presenting financial statements.



APPENDIX

SCOPE OF DISCLOSURE

In previous years, the scope of our ESG disclosure has consisted of the following manufacturing facilities: Bolton, Luxembourg, Switzerland, Chennai, Shanghai, Pudong, Milton, and San Dimas. To support alignment with the GHG protocol and other sustainability standards and frameworks, we have expanded our scope of GHG emissions to include manufacturing facilities, technical centers, offices, and warehouses within our operational control. Due to this change in scope, our historical data is no longer comparable.

When calculating our global water withdrawal, we expanded our disclosure scope to include both manufacturing facilities and office locations. For these sites, water withdrawal data was obtained through meter readings or utility bills. For the other sites, data collection was not feasible due to limitations such as the absence of meter readings or restrictions outlined in lease agreements.

Lastly, to ensure we are calculating the TRIR, NMFR and LTIFR as accurately as possible, we changed our methodology to include theoretical worked hours to improve the accuracy across sites globally. Our previous reporting years have been amended to reflect this methodology change and remain comparable.

As we move forward in our sustainability journey, we aim to disclose all material topics. As our ESG reporting efforts expand, we will continue to communicate any revisions and updates to ensure transparency and maintain compliance with our investors, customers, and stakeholders.



APPENDIX

ENVIRONMENTAL METRICS

EMISSIONS (tCO ₂ e/yr)		2022	2023	2024	FRAMEWORK REFERENCE
Scope 1 Emissions (tCO ₂ e/yr)	Mobile Sources	1,215	1,239	1,351	The data disclosed is in reference to GRI 305-1, 305-2, and 305-3.
	Stationary Combustion	3,559	2,952	2,756	
	Fugitive Emissions (Refrigerants)	331	222	448	
	Total Scope 1 Emissions	5,105	4,413	4,554	
Scope 2 Emissions (tCO ₂ e/yr)	Purchased Electricity (Location Based)	13,684	12,342	15,508	
	Purchased Electricity (Market Based)	17,244	19,150	21,759	
	Steam	655	549	323	
	Total Scope 2 Emissions (Location Based)	14,338	12,894	15,832	
	Total Scope 2 Emissions (Market Based)	17,899	19,702	22,082	
Scope 3 Emissions (tCO ₂ e/yr)	Purchased Goods and Services	N/A	N/A	25,279	
	Capital Goods	N/A	N/A	2,520	
	Fuel and Energy-Related Activities	7,833	7,148	4,866	
	Upstream and Downstream Transportation and Distribution*	19,154	5,712	27,393	
	Waste Generated in Operations	600	903	3,215	
	Business Travel	5,756	6,819	7,208	
	Employee Commuting	303	15	16,312	
	Upstream Leased Assets	N/A	N/A	956	
	Use of Sold Products	N/A	N/A	641,444	
	End-of-Life Treatment of Sold Products	N/A	N/A	8,388	
	Total Scope 3 Emissions	33,645	20,596	737,580	
Total Emissions (tCO ₂ e/yr)	Includes Scope 1, 2 and 3 Emissions (Location Based)	53,089	37,903	757,966	
	Includes Scope 1, 2 and 3 Emissions (Market Based)	56,649	44,712	764,216	

* Please note that all data points are rounded, so the total may not match exactly.
* Upstream and Downstream Transportation and Distribution emissions have been combined as currently we cannot differentiate upstream and downstream emissions.

APPENDIX

ENVIRONMENTAL METRICS

WASTE DIVERSION		2022	2023	2024	FRAMEWORK REFERENCE
Waste (MT)	Hazardous Waste	1,244	1,333	733	The data disclosed is in reference to GRI 306-3 and 306-4.
	Non-hazardous Waste	9,820	15,335	9,897	
	Total Waste	11,064	16,667	10,631	
	Total Waste Diverted from Disposal	9,176	14,610	9,163	
Hazardous Waste Diverted from Disposal (MT)*	Recycling	671	293	203	
	Other Recovery Options	0	0	0	
	Total Hazardous Waste Diverted from Disposal	671	293	203	
ENERGY USE		2022	2023	2024	FRAMEWORK REFERENCE
Waste (MT)	Reduction in Energy Requirements of Products and Services (GRI302-5)	See Energy Section			The data disclosed is in reference to GRI 302-1 and SASB Industrial Machinery and Goods standard.
	Energy Intensity for Employees (kWh/employee)	23,127	23,653	XXXX	
WATER USAGE IN WATER STRESSED AREAS		2022	2023	2024	FRAMEWORK REFERENCE
Water Usage		We assume all water withdrawn is discharged			The data disclosed is in reference to GRI 303-3.
Water Withdrawal in San Dimas, U.S. (m³)		660	566	709	
Water Withdrawal in Chennai, India (m³)		10,727	11,228	9,610	
Total Global Water Withdrawal (mega liters)		163	173	163	
ENERGY USE					FRAMEWORK REFERENCE
Please see the following sections to see more energy use: Energy Management and Innovation Driven By Sustainability Sections.					The data disclosed is in reference to GRI 302-5 and SASB Industrial Machinery and Goods standard.

* Please note that all data points are rounded, so the total may not match exactly.
* Hazardous waste is reported for manufacturing campuses only and does not include warehouses and offices.

APPENDIX

SOCIAL METRICS

DIVERSITY		2022	2023	2024	FRAMEWORK REFERENCE
Global Employees by Employment Type	Full-Time Equivalent:	4,669	4,281	4,188	The data disclosed is in reference to GRI 102-7, 401-1 and SASB Industrial Machinery and Goods standard
	Part-Time:	2%	2%	2%	
	Contract:	6%	3%	3%	
Global Hires	Global Hires	13%	8%	11%	
Global Hires by Region	Asia/Pacific	16%	28%	16%	
	EMEA	25%	15%	24%	
	Latin America	3%	1%	4%	
	North America	56%	57%	56%	
Global Hires by Age Group	Under 30 years	41%	44%	48%	
	30-50 years	50%	45%	40%	
	Over 50 years	9%	11%	12%	
Internal Hires/New Hires	Internal Hires	33%	37%	36%	
	New Hires Total Global	685	446	461	
	New Hires Through Employee Referral Program	242	115	309	
Turnover	Voluntary Turnover	8%	7%	6%	
	Total Turnover	10%	11%	8%	
HEALTH AND SAFETY		2022	2023	2024	FRAMEWORK REFERENCE
Loss Time Injury Frequency Rate (LTIFR)		0.5	0.7	0.8	The data disclosed is in reference to GRI 403-9, 403-10 and SASB Industrial Machinery and Goods standard.
Total Recordable Incident Rate (TRIR)	(per 200,000 hours worked)	1.2	1.3	1.6	
Near Miss Frequency Rate (NMFR)		1.1	1.6	1.7	

* Please note that all data points are rounded, so the total may not match exactly.
* Metrics reflect an improved reporting methodology in 2024, which includes theoretical worked hours.

APPENDIX

SOCIAL METRICS

DIVERSITY (%)		2022	2023	2024	FRAMEWORK REFERENCE
Age Breakdown	≤30 years old	20%	18%	16%	The data disclosed is in reference to GRI 102-7, 401-1 and SASB Industrial Machinery and Goods standard.
	30–50 years	55%	56%	56%	
	>50 years old	25%	25%	28%	
Age Breakdown – Management	≤30 years old	1%	1%	1%	
	30–50 years	66%	63%	58%	
	>50 years old	33%	36%	41%	
Age Breakdown – Senior Management	≤30 years old	0%	0%	0%	
	30–50 years	40%	38%	43%	
	>50 years old	60%	62%	57%	
Gender Breakdown	Female	13%	14%	14%	
	Male	87%	86%	86%	
Gender Breakdown – Management	Female	15%	16%	17%	
	Male	85%	84%	83%	
Gender Breakdown – Senior Management	Female	11%	11%	13%	
	Male	89%	89%	87%	

GOVERNANCE METRICS

GOVERNANCE		2022	2023	2024
SMETA audits completed	(Sedex Members Ethical Trade Audit)	1	2	1

* Please note that all data points are rounded, so the total may not match exactly.