



2024 IMPACT REPORT

ABOUT THIS REPORT

Welcome to the 2024 Eco-Products Impact Report, our 12th consecutive annual report reviewing social and environmental impacts and opportunities. Unless otherwise noted, this report covers the period from January 1, 2024, to December 31, 2024. As a business unit within the Novolex® family of brands, Eco-Products publishes a separate annual Impact Report to address the unique aspects of our business model, supply chain, raw material inputs, and product end-of-life approach. Despite these differences, Eco-Products remains firmly aligned with the overarching policies and practices established across Novolex. It is important to note that the social and environmental, as well as governance, metrics detailed in this report are consistent with Novolex disclosures, including product and raw material classifications and greenhouse gas emission calculation methodologies.

Read more about the Novolex sustainability approach and reporting [here](#).

Our external Sustainability and Impact Advisory Committee continues to play a vital role in shaping our path as a purpose-driven company. Their thoughtful input on our reporting, initiatives, and long-term strategy strengthens our efforts and helps ensure our work delivers meaningful impact. We are grateful for their continued partnership and guidance.

Sustainability and Impact Advisory Committee

Tim Beal, Director of Sustainable Communities, Boulder Housing Partners

Erin Decker, Senior Director, Renewable Energy Advisory Services, Schneider Electric

Ramsay Huntley, Partner, Factor

Sarah Martinez, Vice President ESG, Prime Data Centers

Clinton Sander, Marketing Manager, A1 Organics

Chris Herr, Director of the Environmental Center, University of Colorado Boulder

Virginia “G” Winter, Principal, Equinox Consulting, LLC

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LETTER FROM THE PRESIDENT

In today's information economy it's become increasingly challenging to maintain focus, even on the things that matter. If you're reading this letter today, you care enough to have found precious time to set aside other obligations to focus on Eco-Products, and we thank you for that. This is our chance to share with you the stories and themes that made 2024 another milestone year for the company.

Our 12th annual Impact Report serves as a reminder that, despite the waves of distractions we face every day, the environmental and social impacts of our business are never far from our minds and we maintain a comprehensive set of short and long term goals to hold ourselves accountable.

In 2024, the World Meteorological Organization reported that global temperatures hit 1.5C above pre-industrial levels¹, a critical turning point in the global fight against climate change underscoring the need for immediate and sustained efforts to reduce emissions and restore ecosystems.

Meanwhile, new data from ReFED shows that surplus food generation has grown in each of the last three years after a brief (one year) pandemic-driven decrease, putting the national food

loss and waste reduction target goal of 30% in serious jeopardy. That same report shows most of the surplus food is still heading to landfills where it generates enough methane to rank as a top global producer of greenhouse gas emissions. It's clear we still have much work to do.

For those of us at Eco-Products, headlines like these are a clear and obvious call to action, but in the broader attention economy, it's hard to catch a glimpse of these reports, much less focus on the implications and next steps. So, this year, at a time when distractions abound and uncertainty is a top-of-mind issue for us all, we want to reinforce that all of us at Eco-Products continue to focus on our mission to "be in the vanguard of our zero waste future."

For us, that means doing everything we can to help keep food and packaging out of landfills, and then documenting what success looks like so it can be replicated. As always, you will find a number of new waste diversion success stories in the pages that follow highlighting operators, composters, and haulers working together to send food and packaging to compost facilities instead of landfills.

REUSABLES:

We are extremely proud that 2024 saw an expansion of this approach as Eco-Products and Novolex, made an investment in OZZI®, a leading reusable systems and container brand. This partnership helped make possible the launch of Veda™ - a new line of reusable containers designed to work with OZZI's proprietary collection and tracking technology. There is no question that reuse has always been a critical element

of the waste diversion toolkit. We're excited to bring the same passion to reusable systems that has defined our approach to compostability and believe the two solutions can be complementary while reuse gains traction in the foodservice industry.

PRODUCT CARBON FOOTPRINT:

Another exciting development from the last 12 months was the return of our Product Carbon Footprint (PCF) service - a unique offering that gives any Eco-Products customer the ability to see the carbon impacts of the specific products they use, free of charge. Even better, biogenic carbon accounting methods and in-depth analyses of Life Cycle Assessment (LCA) databases provide a more accurate view of these data - one that directly challenges the notion that renewable and compostable products are inherently more carbon intensive than their legacy counterparts.

EXTENDED PRODUCER RESPONSIBILITY:

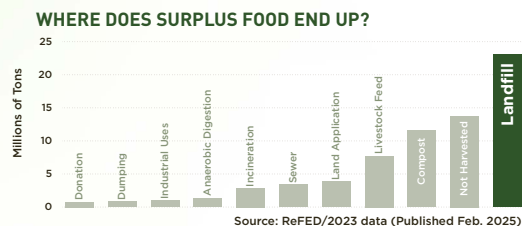
I'm also proud of the tremendous amount of work that has gone into helping shape the conversation on Extended Producer Responsibility (EPR) and the role that composting and compostable packaging will play in it. We're lucky to have had the chance to work closely with stakeholders in our home state of Colorado on the topic and are excited to see the first program to specifically include support for composters roll out.

As this report publishes, Eco-Products joins Novolex in integrating our company with Pactiv Evergreen in what promises to be a truly transformative combination of complementary businesses in the North American packaging industry. There is no shortage of distractions from our



mission, but in times of change comes great opportunity. We thank you once again for your willingness to engage with us in this annual exercise of reflection and renewal. With a retained focus and expanding breadth of resources, we can't wait to see what the next 12 months have in store.

Ian Jacobson,
SVP Distribution
Broadline, FSM/GPO, Eco-Products



¹ <https://wmo.int/news/media-centre/wmo-confirms-2024-warmest-year-record-about-155degc-above-pre-industrial-level#:~:text=%E2%80%9CIndividual%20years%20pushing%20past%20the,%E2%80%933%20now%2C%E2%80%9D%20he%20said.>



Employees:
77

Products:
450+

Headquarters:
Boulder, Colorado

Markets:
U.S., Canada, Europe, Latin
America, Australia, & New Zealand

Parent Company:



WE ARE ECO-PRODUCTS

As a proud member of the Novolex family of brands, Eco-Products provides foodservice products with meaningful environmental benefits. Our products are primarily made with renewable, post-consumer recycled, or reusable materials, and we care deeply about what happens to them after use.

As the landscape of foodservice packaging continues to evolve, the need for smart, more sustainable choices has never been greater. At Eco-Products, we take pride in helping shape the path forward — driving progress through innovation, expanding access to better options, and staying focused on the long-term health of the planet we all share. It's a complex journey, but one we take on with purpose — leveraging innovation and a relentless focus on circularity to rethink how packaging is made, used, and recovered. Our responsibility doesn't end at the product level; we're laser-focused on keeping our packaging out of landfills and finding real-world solutions that work. While we know there's still much progress to be made, we're proud of the strides we've taken and remain motivated by what's possible.

As a business unit within Novolex, we benefit from being part of a broader family of brands that share our dedication to responsible sourcing, ethical operations, and circular solutions. In 2025, Novolex completed its combination with Pactiv Evergreen, marking an exciting new chapter¹. We look forward to the opportunities brought by this combination, unlocking new potential through shared expertise, expanded resources, and a deepened focus on choice, innovation, and sustainability across the entire value chain.

¹ 2024 activities of Pactiv Evergreen are not included, nor referenced, in this report.

United Nations Sustainable Development Goals What Eco-Products is Doing:



We champion responsible sourcing and waste diversion. Our GreenStripe® products, made with mainly renewable, compostable materials, help keep food scraps and packaging out of landfills — supporting compost systems that fight climate change and strengthen communities. With our BlueStripe™ line, we're driving demand for post-consumer recycled content and reducing reliance on virgin materials.



GreenStripe products help foodservice operators shift to primarily renewable materials and build effective waste diversion systems that keep packaging and food scraps out of landfills. Our BlueStripe line gives new life to post-consumer recycled materials, reducing waste and supporting a circular economy.



Every day, we harness the power of circular systems to tackle the climate crisis, offering our stakeholders and customers meaningful ways to drive impact through responsible sourcing and circular solutions.

Learn more about the United Nations Sustainable Development Goals at <https://sdgs.un.org/goals>



Our Vision

Eco-Products will be in the vanguard of our Zero Waste future.

Our Mission

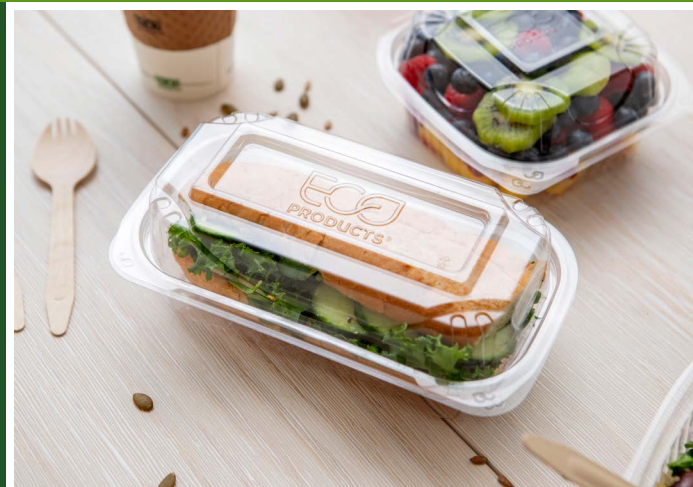
At Eco-Products, we understand the connection between the health of the planet and the impacts of disposable packaging. Every day we work to advance Zero Waste systems, and help our customers be better stewards of the environment.



Being a certified B Corp recognizes and highlights for our stakeholders the important social and environmental work we do, as well as our continuous improvement mindset, to meet the social and environmental needs of our changing world. Learn more about B Corp and our score at ecoproducts.com.



Our sister company Vegware has been a certified B Corp since 2023. We are proud of their efforts and are lucky to collaborate toward a better future.



IMPACT AT ECO-PRODUCTS

We care about the social and environmental impacts of our products, value chain, and operations.

IMPACT PILLARS

These five pillars ground our company in its core values and are critical to the unique Eco-Products approach. This is an approach that we believe can transform the world of foodservice packaging and its responsible sourcing, circularity, and climate-fighting potential.

As a proud member of the Novolex family of brands, Eco-Products benefits from Novolex’s trusted Governance policies and strategies.

PRODUCTS & SUPPLY CHAIN

How our products impact people and the planet.

We seek to understand the social and environmental impacts of our products and supply chain, aiming to mitigate Greenhouse Gas (GHG) emissions, restore biodiversity, and focus on regenerating ecosystems.

ZERO WASTE INFRASTRUCTURE

How we support increased circularity for packaging.

We are passionate about circularity and its role as part of the solution to climate change. We engage with industry partners, customers, and communities to enhance commercial composting, recycling, and reuse infrastructure.

WASTE DIVERTING OPERATORS

How we help customers send less to landfills.

We work closely with our customers and their communities to help implement responsible procurement and waste diversion practices.

PEOPLE

How we treat people and give back.

We give back to our communities and are committed to building an equitable and inclusive environment.

OUR OFFICE OPERATIONS

How our business impacts the planet.

We closely monitor energy, water, and waste at our headquarters to minimize these operational impacts as much as possible.

Materiality Assessment

In 2023, we conducted our first materiality assessment, and the results were analyzed through the Sustainability Accounting Standards Board (SASB) materiality lens to inform the development of the materiality road map.

It is important to note that the Eco-Products Materiality Assessment differs from the Novolex Materiality Assessment highlighted in the annual Novolex sustainability report, due to the different nature of our business models, supply chains, raw material inputs, and end-of-life focuses.

Material Topics Identified:

- Biodiversity
- Legislative Compliance
- Sustainable Corporate Operations
- Charitable Giving & Community Engagement
- Life Cycle Studies
- Sustainable Product Innovation
- Emissions Reduction
- Management of Substances of Concern
- Supplier ESG Standards and Practices
- Employee Retention and Development
- Product Environmental Impact
- Support for Composting Infrastructure
- Employee Diversity, Equity, and Inclusion
- Product Labeling
- Working Conditions Throughout the Supply Chain
- Employee Grievance Mechanisms
- Promoting a Circular Economy
- Use and Disposal Education

PRODUCTS & SUPPLY CHAIN

Our products must meet the performance expectations of our customers AND the future needs of the planet. Every product has its own social and environmental impacts, and our impacts ultimately become our customers' impacts.

Expectations for transparency around the social and environmental impacts of products and services across their respective value chains continue to rise. Consumers, businesses, and regulators alike are demanding greater accountability, responsible sourcing, and sustainable production practices. This section outlines our approach to innovative product development and responsible supply chain management, highlighting the progress we have made and the challenges we continue to address.



TRAILBLAZING MOMENTS FROM 2024

Innovation is at the heart of what we do at Eco-Products, and 2024 was no exception. While every step forward matters, a few milestones were particularly meaningful. From product category breakthroughs to progress in certifications, it's tough to choose favorites. Here are some of the highlights from the year that truly inspired us.



INTRODUCING VEDA, OUR LINE OF REUSABLE FOODSERVICE PRODUCTS

Born out of an April 2024 strategic investment in reusable container and systems innovator OZZI, Veda products are reusable, made with heavyweight polypropylene for durability, and work best in closed-system foodservice environments. A take back program is available for recycling worn out containers. We are beyond excited to finally have reusable options in our lineup.



FOREST STEWARDSHIP COUNCIL® (FSC®) CERTIFIED PAPERBOARD

For years, we have been striving to integrate FSC-certified (FSC-C010800) paperboard into our products, recognizing its critical role in promoting responsible sourcing and forest conservation. In 2024, we took a significant step forward by launching several successful pilot programs using FSC-certified paperboard. Building on this momentum, we are now scaling up our efforts to incorporate even more FSC-certified materials across a broader range of SKUs, reinforcing our commitment to more sustainable packaging and a healthier planet.



VERIDIAN COLLECTION FOR COLORADO AND WASHINGTON

Contamination from non-compostable materials remains a major challenge for composters, prompting Colorado and Washington state to enact new labeling requirements for compostable products. Rising to the occasion, we launched the specially-labeled Veridian collection of products in late 2023 to meet 2024 deadlines in both states. These products comply with state regulations and empower customers and composters to reduce contamination, even in states without specific labeling laws.



PRODUCT CARBON FOOTPRINT REPORTING SERVICES

It's back and better than ever! In 2024, we proudly relaunched our Product Carbon Footprint (PCF) services, equipped with fresh insights and a renewed commitment to measuring and reducing environmental impact. After a brief hiatus, we've gained a deeper understanding of PCF data and are eager to collaborate across the industry to drive greater transparency, refine our sustainability strategies, and take meaningful action to reduce the carbon footprint of our products.



POST-CONSUMER RECYCLED CONTENT IN PRODUCT SLEEVES

All Eco-Products PLA cold cups manufactured in the Novolex facility in Chattanooga, Tennessee, are now packaged in product sleeves that contain 25% post-consumer recycled content, which are also manufactured by Novolex. We are proud of this milestone that represents our commitment to more sustainable packaging. This achievement underscores the power of collaboration within the Novolex family of brands, showcasing how innovation and shared sustainability goals can drive meaningful change.



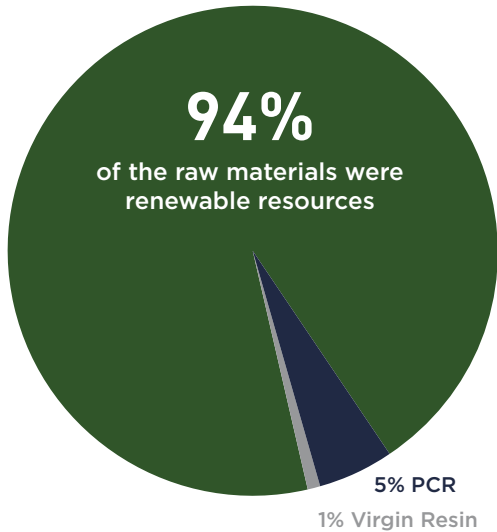
ALTERNATIVES TO PLASTIC

In 2024, we expanded our offering of alternatives to plastic packaging, introducing paper food boxes, food trays, and paper and molded fiber lids for cups and containers. These advancements reflect our commitment to rethink packaging and drive the industry toward a more sustainable future.

RAW MATERIAL ATTRIBUTES AND END-OF-LIFE CLASSIFICATIONS OF OUR PRODUCTS

Beginning-of-Life Attributes of Raw Materials* Used to Make Products in 2024

Beginning-of-life characteristics of raw materials used to make products are measured by pounds of materials purchased.

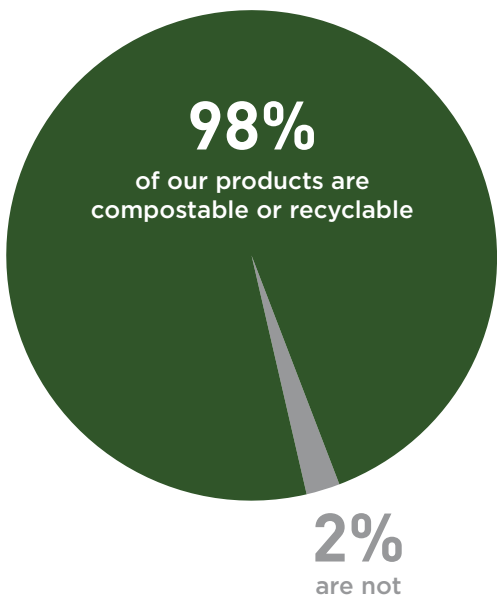


- Renewable Resources:**
A plant-based raw material, like sugarcane, trees, or corn, that can grow back again and again.
- Post-Consumer Recycled Resin (PCR):**
Resin made from post-consumer recycled content. Products that are made with this resin range from having 30 to 100% PCR resin in their makeup.
- Virgin Resin:**
Resin made from virgin fossil fuel feedstocks such as PET or polypropylene. This resin is either blended with PCR or designed for reuse.

* Raw materials are listed on **page 11** of this report. Not inclusive of lining, coating, chemistry, or wax that are used in the formulation of our products

End-of-Life Classifications of Products Sold in 2024

End-of-life characteristics are measured through sales to customers.



- Compostable or Recyclable:**
These products are classified as one of the following:
 - BPI-Certified Commercially Compostable
 - Meets ASTM Standards for Compostability
 - Using the How2Recycle guidelines are either: Widely Recyclable or Check Locally.
- Not Compostable or Recyclable**

Represents industry approved terms and qualifications for composting and recycling. Acceptance and recovery of products varies by community, composter, or Materials Recovery Facility (MRF). A compost facility or MRF that accepts these materials may not exist in your area.

RAW MATERIALS: BEGINNING-OF-LIFE CERTIFICATIONS

While our products already deliver meaningful environmental benefits, we remain committed to going even further. We’re working to better understand how our principal raw materials are sourced so we can assess their full environmental impacts.

Beginning-of-Life (BOL) certification status for raw materials used to make our products in 2024.

Molded Fiber	<p>Sugarcane: We were unable to achieve Bonsucro certification in 2024 but will continue to explore opportunities to do so in 2025.</p> <p>Bamboo: We do not have BOL certification for the bamboo used in molded fiber. In 2024, Eco-Products began transitioning away from bamboo in molded fiber; however, we will continue to explore Bonsucro- or FSC-certified as bamboo is incorporated in future use.</p>	
Paperboard	<p>Virgin: Eco-Products focused on expanding the use of FSC-certified paperboard in 2024, resulting in 14% of virgin fiber paperboard products having FSC certification.</p> <p>PCR Fiber: The post-consumer recycled fiber used in our products does not currently have BOL certification.</p>	
PBAT (Polybutylene Adipate Terephthalate)	PBAT does not currently have a BOL certification option, but we will continue to explore opportunities for this raw material.	
PHA (Polyhydroxyalkanoate)	PHA does not currently have a BOL certification option, but we will continue exploring opportunities for this raw material.	
PLA (Polylactic Acid)	<p>Corn: Our Ingeo™ brand PLA, which is derived from corn, has maintained its ISCC+PLUS certification.</p> <p>Sugarcane: For PLA derived from sugarcane, we began purchasing Bonsucro-certified material through a mass balance approach in June 2024. However, steps are still required at the manufacturing facility to complete the chain-of-custody portion of Bonsucro certification.</p>	
Polypropylene	The Veda line of reusable foodservice products is made from heavyweight virgin polypropylene. This material does not have a BOL certification .	
rPET (Post-Consumer Recycled Polyethylene Terephthalate)	The rPET purchased to make our WorldView™ container lids maintained recycled content certification from SCS Global in 2024. We continue to work with our supplier of rPET cups to achieve this certification, but have not accomplished this yet. The percentages of rPET used to make these containers range from 30% to 100%.	PET: If the product is below 100% rPET, it is blended with virgin PET, which does not have a BOL certification.
rPS (Post-Consumer Recycled Polystyrene)	All purchases of rPS in 2024 were from SCS Global-certified sources, with percentages ranging from 25% to 100% in finished goods. However, due to challenges in sourcing rPS, we reduced the percentage of PCR in our rPS cutlery to 49% in Q4. We continue to evaluate new sources of rPS content and will use them in our cutlery if these sources prove viable and stable.	PS: If the percentage of rPS is below 100%, it is blended with virgin PS, which does not have BOL certification.
Wood	We maintained FSC certification in 2024 for our wood cutlery products.	

Read more about raw materials at ecoproducts.com

Raw materials listed above do not include lining, coating, chemistry, or wax that are used in the formulation of our products

FINISHED
PRODUCTS:
END-OF-LIFE
CERTIFICATIONS






End-of-Life (EOL) certifications are essential for ensuring the viability and success of the compostable products industry. We are proud of each category of compostability certifications our products have achieved.

Standards

Standards are what certifications verify to.

Certifications

Certifications help consumers and other audiences trust that products meet standards.

Third-Party Standards and Certifications			Eco-Products SKUs
	ASTM	Standard	407
	BPI	Certification	North America Industrial Composting ASTM 6400, 6868, 8410 360
	CMA-W	Certification	North America Industrial Composting 340
	CMA-I		221
	CMA-A		95% of our BPI-Certified products are also field tested with CMA-W approval 20
	CMA-S		16
	DIN CERTCO (Seedling)	Certification	Europe Industrial Composting EN13432 (IND) 311
	OK Compost - IND	Certification	Europe Industrial Composting EN13432 110
	OK Compost - HOME	Certification	Europe Home Composting 107

PRODUCT INNOVATION TO MEET SUSTAINABILITY GOALS AND LEGISLATIVE REQUIREMENTS

Achieving sustainability goals and staying compliant with evolving foodservice packaging regulations are consistent drivers for many of our customers. In a landscape where expectations around product sustainability are constantly shifting and legislation continues to emerge, our team rises to the challenge every day with creativity and innovation. Eco-Products remains a trusted leader in delivering forward-thinking foodservice solutions that help our customers navigate complexity while making a positive impact.

Veda Reusable Containers & Collection Systems

In fall 2024, we launched Veda, a new line of durable foodservice containers specifically designed to be returned and reused.

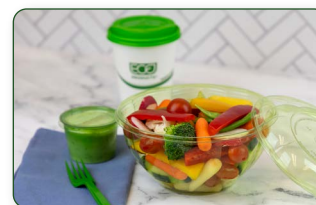
With six SKUs in the lineup, Veda products:

- » Feature a proprietary tracking and collection technology created by OZZI, a leading reusable systems and container brand.
- » Work best in closed-system foodservice environments with the tracking and collection program in place. The OZZI collection machines provide real-time collection data for containers.
- » Are NSF Certified to meet food protection and sanitation standards.
- » Are Ecolab Ware tested up to 1,000 washes in a commercial dishwasher.
- » Take back program available for recycling worn-out containers.



Strategic Investment in Reusables

In April 2024, Novolex made a strategic investment in the Rhode Island-based reusable systems and container brand OZZI. As part of the investment, Eco-Products is poised to help accelerate the growth of OZZI through our Veda line of reusable containers.



Veridian

Our comprehensive Veridian™ collection is designed to help customers meet labeling requirements for compostable products in Washington and Colorado.

These products comply with state regulations and empower customers and composters nationwide to reduce contamination, even in states without specific labeling laws.



Vanguard

Since its debut in 2019, the Vanguard® line of products with no intentionally added PFAS has been expanded to more than 125 SKUs and has seen its grease-resistance performance improve.

The best way to identify our Vanguard line with no intentionally added PFAS is to look for the Vanguard logo, the BPI certification mark, and/or "NFA" (no fluorine added) in the SKU number.

The limited conventional molded fiber products are being phased out and are only offered in unregulated markets.



Alternatives to Plastic

The demand for alternatives to both traditional and plant-based plastics is rising, and we're meeting the moment with innovation.

Current product families include paper trays and boxes, paper foodservice bags, paper and wood cutlery, molded fiber containers, molded fiber and paper lids for cups and containers, and traditional molded fiber clamshells.



Innovation Meets Sustainability:

DNO Produce is a leading bulk and fresh-cut produce distributor based in Columbus, Ohio. Dedicated to Healthy Made Easy, DNO is committed to fostering healthy habits for children in the K-12 school system. A family-owned small business, DNO has designed impact initiatives to transform how students consume produce in the classroom, cafeteria, and in their communities.

One of these initiatives aims to increase their use of packaging made with renewable resources while preserving product quality, freshness, and shelf life.

In 2024, DNO Produce partnered with Eco-Products to develop a first-to-market compostable cup and lid offering specifically designed for K-12 school nutrition programs. The unique product combination features a 4-ounce molded fiber cup that is sealed with plant-based lidding film once food, typically cut fruit or vegetables, has been placed inside.

SOCIAL AND ENVIRONMENTAL STANDARDS FOR OUR PRODUCTS AND SUPPLY CHAIN

At Eco-Products, social and environmental responsibility aspirations are embedded in every stage of our value chain, from sourcing raw materials to making our products.

Social and Environmental Responsibility of our Supply Chain

In partnership with Novolex, we utilize the Intertek Inlight™ end-to-end Supplier Qualification Operating System to assess suppliers operating in high inherent risk countries. We identify those countries using country risk scores from the World Bank Governance Indicators, the U.N. Human Development Index, the Transparency International Corruption Index, and the U.S. State Department Trafficking in Persons Report. In 2024, when analyzed by spend, 66% of our suppliers based in high-inherent-risk countries completed the Intertek Self-Assessment Questionnaire, which covers human rights and broader ESG practices.

Additionally, when analyzed by spend, 83% of our suppliers based in high-inherent-risk countries held valid certificates for on-site social audits, including BSCI, SA 8000, or SMETA 4-Pillar. All Eco-Products suppliers are required to comply with the provisions of the Novolex Supplier Code of Conduct.



The Novolex Supplier Code of Conduct covers our expectations of suppliers related to human rights, labor, environmental, and other management practices.

EcoVadis Rating

Eco-Products completed the annual EcoVadis® survey for the second consecutive year in 2024. We are proud to share that our score increased by six points. With a score of 75 out of 100, we ranked in the 95th percentile of companies in our reporting category and earned a Gold Medal.

This achievement reflects our steadfast commitment to continuous improvement and our role as a trusted partner to our customers. As a proud member of the Novolex family of brands, Eco-Products — and our business partners — benefit from Novolex’s strong foundation of governance, ethical practices, and a strong commitment to building responsible, transparent supply chains.

Learn more about EcoVadis and our rating at ecoproducts.com.



In 2024 Eco-Products ranked in the 95th percentile of companies in our reporting category and earned a Gold Medal.

To view information about greenhouse gas emissions associated with our products and supply chain, visit the GHG Inventory section on **page 41**.

PRODUCT CARBON FOOTPRINT

In 2024, we relaunched our Product Carbon Footprint (PCF) services. The reporting we provide utilizes the ISO 27001-certified Trayak EcolImpact sustainability platform, which relies on a combination of primary and secondary data to build product carbon footprint information for our products.

While Eco-Products has data for its products in a variety of life cycle indicators, we currently share product impacts in the life cycle indicator of Global Warming Potential (GWP) with Carbon Uptake.

Through this work, we identified inconsistencies in the data available for the raw materials, manufacturing, and end-of-life scenarios for products in our portfolio in various Life Cycle Assessment (LCA)-related studies and databases. We learned that many LCA and PCF databases and studies do not have a robust view, including the latest available data of value chain emissions, for products made with renewable resources that are designed to be composted.

In conducting research and engaging with partners and experts throughout our supply chain, we gained deeper technical insights into

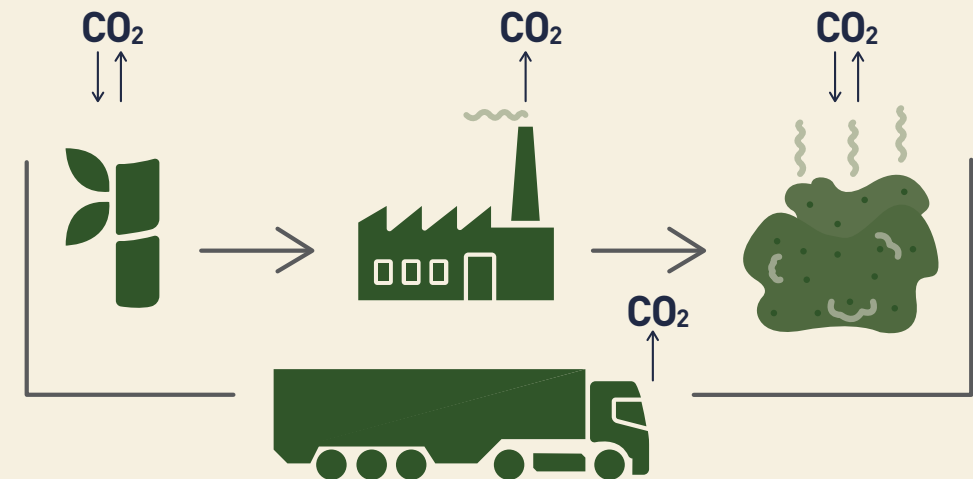
how carbon emissions are calculated across the life cycle of our products. Our team has collaborated closely with industry partners to improve data accuracy and expand our understanding of the emissions associated with various feedstocks, manufacturing processes, and end-of-life scenarios. We will continue to track LCA and PCF developments closely so that we can be an effective and trusted partner in providing this data to our customers. We also plan to utilize this information to solidify decarbonization opportunities across the value chain.

The product carbon footprint reports we provide now include a robust educational component designed to help customers better understand the carbon impacts of the products they use and to explain the intricacies and limitations of LCA and PCF information, specifically for products made with renewable resources.

Learn more about our Product Carbon Footprint services and the intricacies of PCFs for products made primarily with renewable resources that are designed to be composted at ecoproducts.com.

Example of Global Warming Potential with Carbon Uptake

Global Warming Potential (GWP) with Carbon Uptake accounts for carbon sequestration and biogenic carbon emissions, in addition to anthropogenic emissions, throughout the life cycle of products made with renewable resources.



PRODUCTS & SUPPLY CHAIN HIGHLIGHTS

-  We introduced Veda, our line of reuseable foodservice products.
-  We relaunched our Product Carbon Footprint services and gained deeper knowledge of the impacts of products made primarily with renewable resources that are designed to be composted.
-  We incorporated 25% post-consumer recycled content into product sleeves for PLA cold cups that are manufactured in the Novolex facility in Chattanooga, Tennessee.
-  We ranked in the 95% percentile of reporting companies in our category for the EcoVadis survey and earned a Gold Medal.

ZERO WASTE INFRASTRUCTURE

Eco-Products is obsessed with circularity and the opportunities it presents for climate change mitigation. For us, it is not just about selling a compostable or reusable product. It is about advocating for effective compost, recycling, and reuse infrastructure and working across the value chain to keep everything we can out of landfills.

When done right, circularity is a powerful lever in the fight against climate change — cutting greenhouse gas emissions, conserving precious resources, and driving cost savings. However, building the infrastructure to support a truly circular system does not happen overnight. It requires bold thinking, extensive collaboration, sustained investment, and long-term commitment. At Eco-Products, we are fully engaged in understanding what makes composting, recycling, and reuse systems truly effective. We work across the value chain to turn that insight into action.



ENGAGEMENT FOR CIRCULARITY

Eco-Products is deeply committed to transforming the foodservice products industry through meaningful engagement across the entire product value chain. We believe that effective impact starts with collaboration, from sourcing and product design to disposal and recovery.

Our proactive engagement means customers can focus on their operations, knowing we're working behind the scenes, championing systems that make waste diversion work better for them.

Our Team

We work closely with manufacturers, operators, waste haulers, composters, industry associations, and local governments to enhance the infrastructure needed for effective waste diversion.

We are fully committed to supporting the systems that make circularity possible. Composting, recycling, and reuse aren't just end-of-life considerations — they are integral to how we think about product development and customer partnerships. Our team includes individuals dedicated to enhancing compost infrastructure, co-creating waste diversion success stories, and advocating for a more effective, equitable, and accessible waste diversion system.

Engagement for the Compost Industry

Colorado, home for many of us at Eco-Products, passed Extended Producer Responsibility (EPR) legislation in 2022 and was the first state to specifically recognize the uniqueness of composting and compostable products in statute. Our team has been working with composters, haulers, and other stakeholders to help this exciting new approach to infrastructure development succeed in Colorado and beyond.

Engagement for Effective Infrastructure

While we do not always have all the answers, our team has years of hard-earned, hands-on experience navigating the realities of composting and recycling infrastructure for foodservice packaging and beyond. By listening closely to composters, haulers, and frontline operators, we have developed a comprehensive understanding of what makes waste diversion systems work, and where they break down.

We use this knowledge to share insights and best practices with industry associations, local decision-makers, waste generators, sustainability program managers, and community leaders. Our role is to help bridge the gap between theory and real-world implementation, so that waste diversion efforts are more effective, scalable, and aligned with the needs of all stakeholders.



ENGAGEMENT FOR CIRCULARITY (CONTINUED)

Collaboration is Essential

We advocate relentlessly for an organics diversion system that includes food scraps and packaging, and collaborate regularly with organizations from across the country that share our passion.



Photo by Evan Kruse/Diverse

Improving the Circularity of Compostables and Compost Initiative

In 2024, Eco-Products was a funding partner and served on the Steering Committee for the “Improving the Circularity of Compostables and Compost” initiative. Launched by the Compost Manufacturing Alliance (CMA), the project is a strategic planning initiative aimed at bringing together leaders from across the value chain to develop a shared vision and coordinated roadmap for improving the circularity of compostable products and the composting system as a whole.

After months of collaborating with the Steering Committee, we attended an in-person event in Denver, Colorado, along with 140 attendees from the U.S. and Canada. Attendees spent three engaging days working together to create a shared vision and long-term plan for the circularity of compostables and compost. We look forward to seeing the progress that comes out of the relationships that were built and the work streams that were created through this work.

COMPOSTING

While the composting industry continues to navigate a range of operational and economic challenges, the potential benefits of strong compost infrastructure remain a powerful motivator. Diverting food scraps and other organic materials from landfills helps lower methane emissions and transforms waste into nutrient-rich compost. This finished product supports carbon sequestration, improves soil health, boosts plant growth, and reduces reliance on synthetic fertilizers — making composting a key tool in both waste reduction and climate resilience.

Challenges to Commercial Composters in Accepting Compostable Foodservice Packaging

- Contamination from non-compostable materials
- Compostability standards and degradation times
- Insufficient end-market demand for finished compost



Landfills vs. Compost Facilities

When food ends up in landfills, the anaerobic environment causes the emissions of methane, a potent greenhouse gas. By sending wasted food to compost facilities instead, we prevent harmful emissions and transform organic material into nutrient-rich compost that restores soil health, supports plant growth, and helps fight climate change.

¹ <https://drawdown.org/solutions/composting#:~:text=For%20every%20million%20metric%20tons>

Food that is sent to compost facilities instead of landfills reduces the GHG emissions associated with the disposal of wasted food by more than 50%¹. Compostable products were created to help keep food out of landfills, which is why we are so focused on supporting compost infrastructure that includes food scraps and certified compostable packaging.

COMPOSTING

Addressing Contamination

Contamination from non-compostable materials is the biggest challenge facing composters accepting food scraps and compostable packaging, and contamination mitigation is our top priority in nearly all the downstream work we do.

PRODUCT INNOVATION AND LABELING

Clear, on-item labeling for certified compostable products is essential to reducing contamination, and some states now require compostables to be “readily and easily identifiable.” Addressing contamination also means clearly labeling non-compostable items, as we do with our BlueStripe™ products, to help composters and consumers sort correctly.



VERIDIAN

The Veridian collection is designed to help customers comply with new laws in Colorado and Washington, which require certain compostable products to be labeled in a way that makes them “readily and easily identifiable” as compostable.



BLUESTRIPE

To address contamination concerns, we announced our decision to rebrand our BlueStripe line of foodservice products made with post-consumer recycled content in 2023. A significant portion of the redesign and retooling for this project was done in 2024. It is not an easy process, but we are happy to report that all BlueStripe items have been redesigned with the updated BlueStripe logo.

IMPLEMENTATION OF CIRC

We launched CIRC™ (Controls Intended to Remove Contamination) in 2023, and seeing it successfully in action throughout 2024 has been rewarding. CIRC is an open-source program developed by Eco-Products to address the challenge of contamination from non-compostable materials in compost streams through a systems approach to Procurement, Operations, Communication, and Composter and Hauler engagement.

Learn more about CIRC at ecoproducts.com.



COMMUNICATIONS

In 2024 we published a refreshed version of our website with some new and updated content including information on how to support compost infrastructure, with an increased focus on contamination.

Check out how you can support compost infrastructure at ecoproducts.com.



CU Boulder Folsom Field CIRC Collaboration for Football Games

The University of Colorado Boulder leads the way in sustainability on game days, boasting many years of successful waste diversion achievements and accolades. Due to contamination challenges at the source of collection, the regional compost facility revised its list of accepted materials — resulting in the removal of certified compostable products from CU Boulder’s composting stream.

Diverting this material has been a significant part of the success of the program. In early 2024, Eco-Products began collaborating with the Ralphie’s Green Stampede sustainability team – Levy Restaurants, Sysco, and A1 Organics – to explore updated waste diversion opportunities at CU’s home football games. Using the CIRC program as a framework, Eco-Products helped the Buffs implement additional contamination mitigation processes to help ensure an effective pilot designed to produce high-quality finished compost while diverting waste from the landfill. We’re proud to say that in 2024, these efforts resulted in six highly successful compost drops totaling 17,572 lbs of organics commingled with approved certified compostables and minimal contamination.



COMPOSTING

Addressing Compostability Standards and Degradation times

Composters need to know that the materials they accept will reliably break down in their specific processing conditions. Eco-Products works with the Biodegradable Products Institute (BPI), the Compost Manufacturing Alliance (CMA), and with other partners in Europe to ensure our products meet various composter testing requirements.

To view the full list of compostability certifications, visit **page 12** of this report.

COMPOSTING

Addressing End-Market Demand

In 2024, our engagement efforts to support effective EPR programs that include composting took priority over our work to better support effective end-market demand for finished compost. We still plan to develop better programming to support this critical component of effective compost infrastructure by the end of 2025.

COMPOSTING

Composter and Hauler Partnerships and Success Stories

We are big fans of the composters and haulers who work tirelessly to champion healthier soils and make organics diversion a reality. We deeply value the partnerships we have built with these essential players who are all united by a shared goal: keeping food scraps and compostable products out of landfills and turning them into nutrient-rich compost instead.



PRAIRIE COMPOST

Prairie Compost Services of Fargo, North Dakota, offers a residential compost collection and processing subscription service. As gardeners and stewards of the outdoors, the founders recognized that too much food was being sent to landfills that could have been composted instead. By providing clients with a convenient and sustainable way to transform their food waste into valuable fertilizer, they believe they can help individuals contribute to their local community on a large scale. Their strategy includes quality control of incoming feedstock, which is why they became an Eco-Products Composter Hauler Distributor (CHD) partner in 2024, reflecting their desire to work with a trusted manufacturer of BPI-certified compostable products.



BLACK EARTH COMPOST

Founded in 2011, Black Earth Compost has rapidly grown to become the leading full-service compost company in New England. It is the only vertically integrated company that composts the material it collects with its fleet, which now comprises over 40 trucks. Revered as thought leaders in the compost industry, Black Earth continually strives to move the needle. They are dedicated to educating the public on the current waste and soil crisis, developing critical public-private partnerships, and discussing the virtues of certified compostable packaging in post-consumer waste diversion programs. Black Earth Compost proudly collaborates with industry groups such as the Composting Consortium, the United States Composting Council, the Biodegradable Products Institute, and the Compost Manufacturing Alliance. We look forward to seeing their continued success.



FERTILE GROUND

In 2011, Terry Craghead helped start a small urban farm in Oklahoma City. He realized someone had to tackle the problem of organic waste going to landfills. So, with the help of some friends, he founded Fertile Ground Cooperative. Fertile Ground is a worker-owned cooperative that turns waste into community wealth. Their goal is to repurpose compostable and recyclable materials. What began as a co-op collecting food scraps has become a leader in composting, recycling, and zero-waste services in Oklahoma City. Fertile Ground runs a fleet of vehicles serving homes, businesses, and special events. Each year, they divert millions of pounds of waste from landfills.

In 2023, Fertile Ground opened a new composting facility. This move boosted its ability to handle more organic waste. It also helped promote a circular economy. This milestone shows years of steady growth and a strong commitment to caring for the environment. Their impact keeps growing, thanks to their community and partners who want a cleaner, greener Oklahoma.



SCRAPS

Scraps is a female-owned company based in Denver, Colorado, that has grown from a solely bike-powered compost hauling service to a full-scale commercial and residential compost hauling provider. Their dedication to organics diversion meets their tenacity to help residents, businesses, and communities with their waste diversion goals. Scraps frequently receives questions about which foodservice products are accepted into their program, so they decided to join our growing Composter Hauler Distributor (CHD) program, qualifying as a Disadvantaged Business Enterprise (DBE). They now offer Eco-Products as part of their zero-waste events programs, helping to keep valuable organics out of landfills and sending them to compost facilities instead.

Learn more about the CHD as a DBE program on **page 35** of this report.

COMPOSTING**Expansion of Commercial Composting that Includes Compostable Products**

From coast to coast, our Product and Zero Waste Specialists are on the ground, collaborating with partners to turn waste diversion goals into real-world wins. Whether it's supporting composters as they trial our products in their specific systems, or linking foodservice operations with haulers and composters to streamline collection and boost feedstock volumes, our team is actively building connections and driving impact across the composting ecosystem.

In 2024, our Product and Zero Waste Specialists collaborated with composters and haulers in their regions to expand compost infrastructure that includes food and compostable packaging in two communities: Delta, Colorado, and Fargo, North Dakota.

Learn more about how you can support effective compost infrastructure at ecoproducts.com.

**Delta Compost**

In the beautiful desert region of Colorado, Delta Compost processes a variety of feedstocks, including grocery store excess organics and biosolids. They were curious about how certified compostable products would break down in their system, so they collaborated with their regional Eco-Products Product and Zero Waste Specialist to conduct a field test through the Compostable Products Field Test (CPFT) program. They were delighted to see how well the compostable products broke down in their system. Now, Delta Compost accepts certified compostable products from select communities in the western half of Colorado.



REUSE

Many of us will remember 2024 as the year Eco-Products officially joined the reusables movement.

We spent a lot of time with our new partners at OZZI and learned just how important their unique approach to collection and tracking is to the efficacy of any reuse program. Achieving return rates of 90% and above requires the same kind of systems thinking needed for successful composting programs, but with new variables like return incentives, product durability, and perhaps the biggest challenge of wash and dry logistics to consider.

It doesn't take long to see why the single-use model has worked in high-volume foodservice operations, but that doesn't mean there isn't a place for reuse in these environments.

As we bridge the gap between a single-use present and a reusable future, it will be important to see these models as complementary and find opportunities for them to coexist. That's what we're seeing at venues like the Moda Center in Portland, Oregon, where reusable cups made by Novolex, and compostable foodservice ware from Eco-Products are working in tandem to deliver great results on the waste diversion front. Yet another example of how sustainability is, at its core, truly a team sport.






RECYCLING

While our main focus continues to be on compostable products and effective compost infrastructure, we recognize that recycling infrastructure is equally vital for comprehensive system-wide waste diversion.

To bolster effective recycling systems, we incorporate post-consumer recycled (PCR) content in our BlueStripe line of products, ensuring they are made with a minimum of 25% and up to 100% PCR content. This initiative not only diverts waste from landfills, but also reduces greenhouse gases associated with the extraction and processing of new raw materials.

To minimize contamination risks, we advise our customers who are composting our GreenStripe products to exclusively use GreenStripe compostable products. However, for those without a compost program, our BlueStripe line offers an excellent alternative, helping to meet PCR utilization targets and fulfill sustainability goals.

ZERO WASTE INFRASTRUCTURE HIGHLIGHTS

-  We nurtured relationships with composters and haulers.
-  We supported the expansion of compost infrastructure through engagement and partnerships.
-  We addressed contamination challenges through the implementation of CIRC (Controls Intended to Remove Contamination) and product labelling innovation.
-  We expanded into the support of reuse infrastructure for foodservice packaging.

WASTE DIVERTING OPERATORS

The full environmental potential of our products is made possible through the implementation of effective end-of-life recovery programs at the operator level.

Eco-Products is proud to support Waste Diverting Operators through expert consultation on waste diversion success, strategic marketing and communications assistance, connections to local composters and haulers, and access to our extensive line of compostable and reusable products. By partnering with us, operators can enhance their sustainability efforts and drive impactful environmental change.

Composting and waste diversion programs are intricate systems where each element plays a critical role. By highlighting and celebrating the achievements of some of our favorite Waste Diverting Operators, we aim to inspire others to join the movement towards effective waste diversion practices and environmental sustainability.





KNOX COLLEGE

Knox College is a liberal arts college in Galesburg, Illinois, that is dedicated to sustainability with a focus on recycling organics. To reduce contamination from non-compostable materials in their industrial compost collection program, Knox College worked with their regional Eco-Products Product and Zero Waste Specialist, and their compost hauler Better Earth Logistics, to implement the CIRC (Controls Intended to Remove Contamination) program to clean up their compost stream. By using CIRC, Knox College refined their procurement policy to purchase our GreenStripe, BPI-certified compostable products directly from Better Earth. This helped ensure that the only products in use on campus would be approved for use by their composter and hauler. Additionally, the college installed several new three-way bin systems across campus with custom bin signage, as part of an educational campaign to reduce contamination. To support this campaign, Eco-Products helped film and produce a “how to sort” educational video for the campus with student leaders in the Office of Sustainability. Way to go, Knox College!



EXACT SCIENCES

Exact Sciences, based in Madison, Wisconsin, aims to eradicate cancer by preventing it, detecting it earlier, and guiding personalized treatment. As part of their sustainability initiatives, they partnered with Eco-Products and local distributor EZ Office Products to introduce a comprehensive suite of compostable products for use alongside reusable dishes in their cafeterias. After implementing back-of-house composting with local compost partner Green Box in 2022, they added front-of-house compost collection in 2024. In 2024, Exact Sciences diverted 81,905 lbs of food scraps and compostable foodservice ware from landfills through their composting program. Exact Sciences continues to collaborate with Eco-Products for educational signage, innovative compostable products to meet their operational needs, and product carbon footprint data.



ELDORA SKI RESORT

Eldora Ski Resort in Nederland, Colorado, has long been a champion of sustainability. However, in 2022, it lost the ability to send compostable products to its processor. After collaborating with our Product and Zero Waste Specialist and identifying a compost hauling partner in Scraps, they were able to jumpstart the program to use and compost compostable products once again. They also enjoy using the Eco-Products Veridian line of compostable products, as it helps their sortation team quickly distinguish between compostable and non-compostable items. We are thrilled to see their waste diversion program continue to grow!

Waste Diverting Operator Goal Achieved

Our Product and Zero Waste (PZW) Team welcomed 25 new Operators in the U.S. to Waste Diverting Status in 2024.

WASTE DIVERTING OPERATORS HIGHLIGHTS

-  **Knox College revitalizes their composting program with the help of CIRC.**
-  **Exact Sciences launches compost services for compostable products.**
-  **Eldora Ski Resort is composting compostable products once again.**

PEOPLE

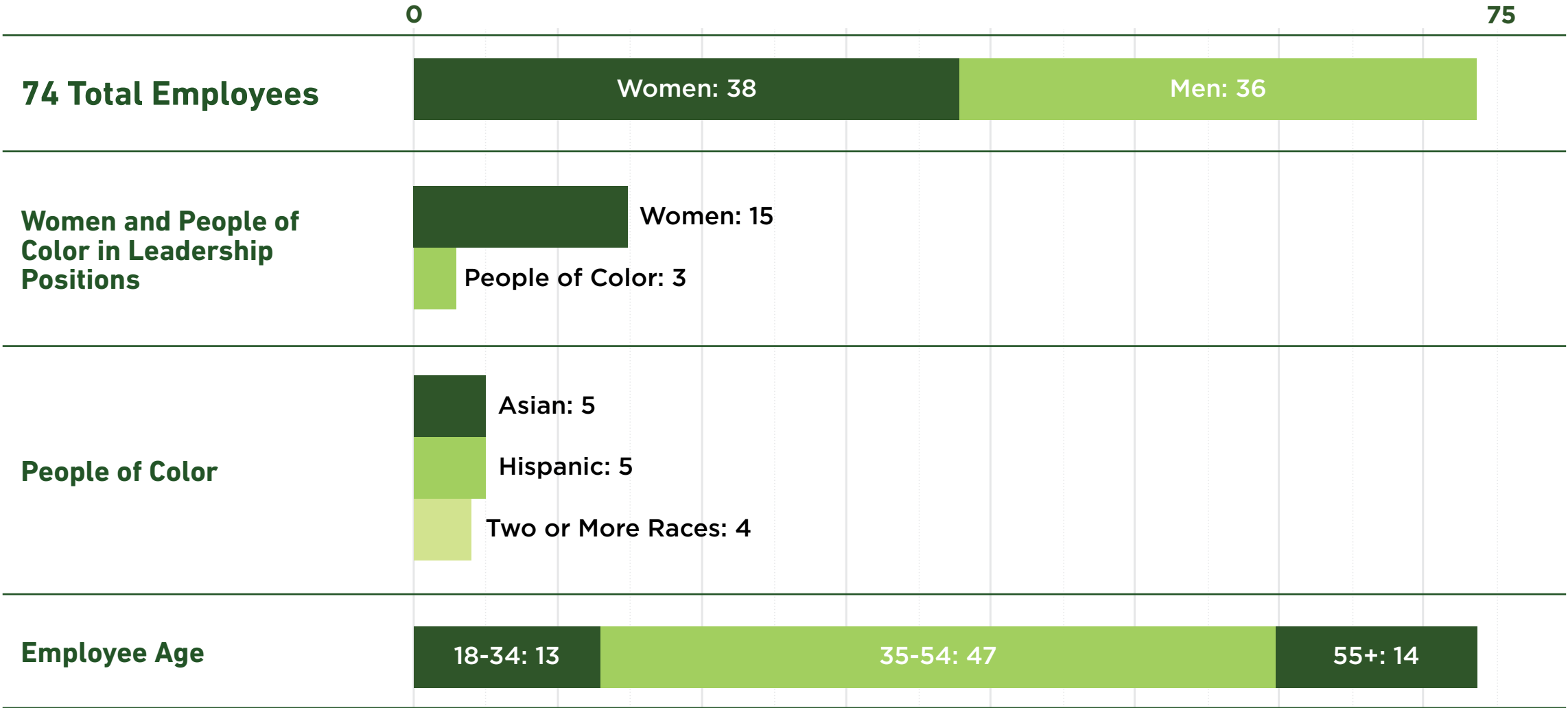
Respect for our employees and the communities in which we operate is essential. To be better stewards of the planet, we must start with people and communities.

We are lucky to have access to the resources of Novolex to ensure we have the most effective programs addressing people topics such as safety, training, ethics, a positive work culture, and a focus on engagement.



OUR PEOPLE BY THE NUMBERS

Our people by the numbers as of December 31, 2024.



PARTNERING WITH NOVOLEX FOR EFFECTIVE PEOPLE PROGRAMS

Safety

The Novolex Employee Handbook and the Novolex Safety Policy establish safety requirements and best practices for employees. Additionally, all Eco-Products employees are required to complete Environmental, Health, and Safety training on a monthly basis.

Ethics and Human Rights

Ethical standards and expectations are communicated through the Novolex Employee Code of Conduct, Novolex Supplier Code of Conduct, and the related policies, programs, and procedures outlined within the codes. Additionally, the Novolex Ethics & Compliance Hotline and related policies provide an opportunity for employees to anonymously report concerns they have about safety, ethics, or human rights, among other topics of concern.

Additional supply chain responsibility expectations and programs are outlined on **page 15** of this report in the Products and Supply Chain section.

Culture and Engagement

Eco-Products proudly supports the Novolex Culture and Engagement program. Our commitment to this program and its pillars creates an inclusive workplace where employees can share their unique perspectives, grow in their careers, and bring their best selves to work each day. We believe that diversity of thought, background, and perspective fuels our innovation and fosters a culture where every employee can thrive.

Our Sustainability Maven has served on the Novolex Culture & Engagement Council since 2023, and our Talent Acquisition team thoughtfully incorporates engagement and inclusivity principles into their recruiting processes and participates in training to reduce bias.

FIVE CULTURE & ENGAGEMENT PILLARS

- » Recruitment
- » Inclusivity
- » Learning & Development
- » Supplier Diversity
- » Leadership Commitment & Accountability

Employee Health and Wellness

Novolex offers a range of benefits and tools that support the well-being of our employees. In addition to the comprehensive benefits provided by Novolex, Eco-Products provides employees with a \$25 per month stipend to reimburse them for approved expenses related to personal health and well-being.



COMMUNITIES

Volunteering

PAID VOLUNTEER BENEFIT

Eco-Products employees love being active members in their communities. Every Eco-Products employee is given eight paid volunteer hours a year and is encouraged to use all hours allotted to them.

Each year, we have a goal for 55% of our employees to take advantage of their Paid Volunteer Time benefit. In 2024, 49% of Eco-Products employees utilized their paid volunteer time benefit, with many employees reporting more than eight hours of volunteer time in their communities.

COMMUNITY ENGAGEMENT

Novolex is committed to giving back to communities through its Focused Giving Program, which prioritizes support for organizations that promote sustainability, address food and hunger, and promote health and wellness.

In 2024, Eco-Products initiated community-based events to align with the Novolex giving pillars:

Giving Pillar 1 — Food & Hunger: We hosted a food drive in partnership with Community Food Share in Louisville, Colorado. Additionally, we supported a virtual donation opportunity for remote employees through their online donation portal.

Giving Pillar 2 — Health & Wellness: We organized a coat drive to support Coats for Colorado. This initiative was expanded for our remote employees through an Amazon donation store set up by Coats for Colorado for remote donors.

Giving Pillar 3 — Sustainability: We conducted a river clean-up with Protect our Rivers in Boulder, Colorado, and encouraged our remote employees to participate in local clean-up efforts where they reside.

These events reflect our dedication to fostering community engagement and supporting causes that align with our core values. While participation numbers were lower than desired in 2024, we hope to engage more of our employees in these efforts in the coming years.

Employee Volunteer Highlights

In 2024, our employees dedicated at least 435 hours volunteering at 39 different organizations across the U.S., making a meaningful impact in their communities.



Maria Cocchia

"It's because of the paid volunteer program Eco-Products provides that I am privileged enough to spend a couple hours each week at the Mary Esther Gonzales Senior Center. Among many other services, the center offers a dine-in-lunch program Monday through Friday, where I have the pleasure of serving seniors every Monday. Because of this program, I'm able to say that I look forward to Mondays every week! I'm so proud to service the community, as it fills me with love and gratitude. Thank you, Eco-Products, for this incredible benefit!"



Robin Daglian

"I love that Eco-Products encourages volunteering by allowing for paid volunteer time. I've been fostering animals in my home for over 15 years, and this benefit allows me the flexibility to pick up, drop off, or take the animals in for health checks during business hours. In my time with Eco-Products, I've been able to foster over 500 animals! This benefit really does work!"

Donations

Eco-Products donates products and/or services to organizations in our communities that are working to drive change in their communities and for the planet.

While we prioritize events focusing on waste diversion, it's not a requirement.

In 2024, we donated \$230,180 worth of products to our communities.

Training with Novolex:

In 2024, Novolex set a goal for employees to complete at least 15 hours of training per person throughout the year, for a total of 1,110 hours for the Eco-Products business unit. We are proud to share that in 2024, Eco-Products employees logged a total of 3,961 training hours, achieving 300% more than the total required amount for all employees combined.

COMPOSTER, HAULER, DISTRIBUTOR (CHD) AS A DISADVANTAGED BUSINESS ENTERPRISE (DBE)

In 2021, Eco-Products initiated the Composter, Hauler, Distributor (CHD) as a Disadvantaged Business Enterprise (DBE) program. Every year we have a goal to welcome five new CHDs that qualify as economically or socially disadvantaged businesses. We are proud to report that four CHDs in this classification were officially onboarded in 2024.

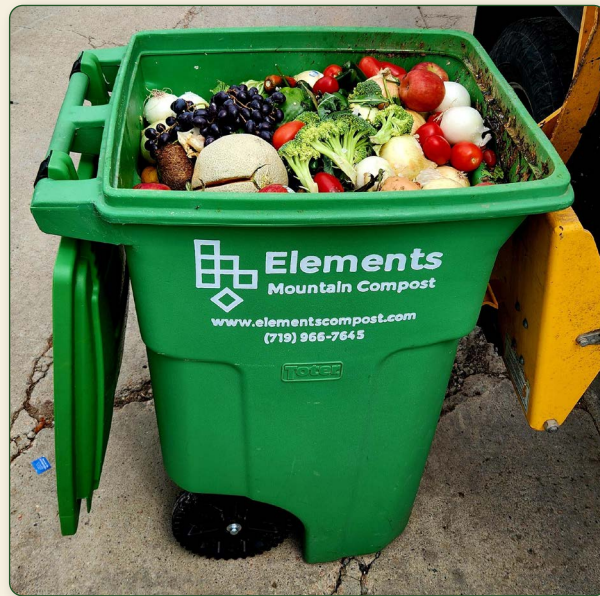
CHDS AS DBE ONBOARDED IN 2024

Zero Waste Co — Santa Monica, California

Scraps — Denver, Colorado

Elements Compost — Salida, Colorado

Collective Resource Compost — Chicago, Illinois






ELEMENTS COMPOST

Elements Mountain Compost, a woman and LGBTQ-owned business, is a compost hauler and processor based in Salida, Colorado. They work with rural businesses and residents to reduce their carbon footprint by diverting food waste, yard waste, and compostable products. In 2024, Elements permitted the first Class 1 commercial composting facility under Colorado's new regulatory framework, and they are expanding rapidly to fill a void in organic waste diversion throughout the south-central part of the state.

Elements joined the Eco-Products CHD program in 2024 to ensure its rural customer base has access to certified compostable products. The program has helped Elements educate its customers, reduce contamination from non-compostable look-alikes, and create a cleaner finished soil product for use in gardens, landscaping, and agriculture. Additionally, Eco-Products provided Elements with a matching grant from a BPI program, which funded new truck decals to enhance community education about compost collection services and acceptable materials.

PEOPLE HIGHLIGHTS

-  **We welcomed four Composter Hauler Distributors (CHDs) that qualify as a Disadvantaged Business Enterprise (DBE) to our distributor network.**
-  **Eco-Products employees dedicated at least 435 hours volunteering at 39 different organizations.**
-  **We organized community-focused events to support the Novolex Focused Giving Program.**

OUR OFFICE OPERATIONS

We recognize that as we strive to improve the impacts of our products and the effects they have on our customers and communities, we must also consider the environmental footprint that results from our own operations.










CARBON EMISSIONS FROM OUR OFFICE OPERATIONS

The carbon emissions from our office operations refer to the total amount of greenhouse gas (GHG) emissions produced by our company’s daily operations, outside of emissions generated from our Products & Supply Chain.

These emission sources include metrics at our Boulder, Colorado headquarters, such as office energy use, water consumption, waste generated, employee commuting, and business travel. While some of these metrics increased from 2023 usage, we are pleased to report a lower 2024 operational carbon footprint than we reported in 2023.

In 2024, Eco-Products purchased and retired carbon offsets for the emissions associated with the metrics covered in this section as it relates to our office operations. Over the years, the carbon offsets we have purchased have supported both technology and nature-based projects, including landfill gas capture, land use and forest conservation projects, and other GHG avoidance and removal projects.

		% Change from 2013 to 2024	% Change from 2023 to 2024	Year-Over-Year (YOY) Status
	On-Site Rooftop Solar Produced	+44%	+3%	Areas in which we improved YOY We're happy to say we produced more solar power and used less electricity than last year. Our emissions from employee commuting also decreased.
	Electricity Consumption	-59%	-31%	
	Emissions from Employee Commuting	-51%	-11%	
	Water Consumption	-2%	+100%*	Areas in which we did not improve YOY Ideally, our water consumption and business travel emissions would remain steady or decrease, and our waste diversion rate would increase.
	Emissions from Business Travel	-15%	+18%	
	Waste Diverted	-53%	-33%	
	Total Operational Emissions**	-35%	-7%	Overall, our operational emissions were lower both YOY and from our baseline

*In 2024, we discovered that our outdoor landscape water meter had been excluded from the total water usage we reported in 2023. Upon identifying this gap, we revisited our 2023 water data and retroactively fixed our 2023 water totals, adding 29,700 gallons to our reported water use.

Review both Operational and Supply Chain GHG emissions on **page 42 of this report.

CARBON EMISSIONS FROM OUR OFFICE OPERATIONS (CONTINUED)

Energy Use

Each year, we have a goal to achieve net-zero electricity consumption at our Boulder headquarters. In 2024, we are proud to have achieved this goal, which we have successfully met every year since 2020. In 2024, the rooftop solar panels at our headquarters' building generated 116% more electricity than we consumed! In 2024, our electricity and natural gas use dropped from 2023 consumption levels.

With a continual positive trend in on-site solar generation year after year, we are confident in our ability to maintain our net-zero electricity status at our headquarters annually.

Novolex's GHG Reduction Target

Energy use from our headquarters in Boulder counts toward the Novolex target to reduce GHG emissions per ton of production by 30% by 2030 from a 2019 baseline.

Business Travel

Each year we have a goal to maintain business travel at 5% or lower than 2019 levels. In 2024, we achieved that goal. While our 2024 MT CO2e from business travel increased from 2023, we look forward to implementing more robust data tracking around business travel, including the tracking of employees opting into electric or hybrid rental cars and utilizing other public transit options.

Water Use

Each year, we strive to maintain our water intake at 2019 levels and balance this metric by purchasing water restoration credits. Although our water intake doubled from 2023, our 2024 water intake remained lower than 2019 levels.

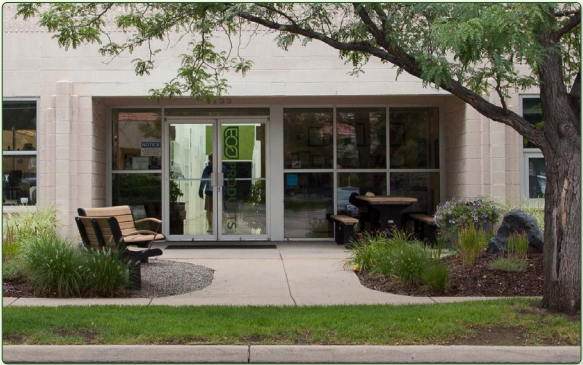
The majority of our water consumption can be attributed to outdoor irrigation and landscaping. In 2024, 86% of our water consumption was used for irrigation. This was a drastic increase from our 2023 landscape and irrigation water use. We will continue to monitor our water usage and take actions to conserve water.

Waste Generated

As a company focused on expanding zero-waste solutions and infrastructure, we strive to ensure our daily operations embody this mission as well. We have set ourselves an ambitious goal to divert 90% of all waste generated at headquarters from landfills. In 2024, we diverted 27% of the waste generated at headquarters. While we did not achieve a 90% diversion rate, we took actions to tackle our in-office waste habits, including increased employee education, and conducting a waste audit at our headquarters.

Employee Commuting

In 2024, we continued with our hybrid work environment, although employees came back to the office in Boulder, Colorado, on a more scheduled frequency. Compared to 2023, our 2024 emissions from employee commuting remained at a similar emissions level. Fun fact: in 2024, we saw an increase in EV commuting for the second year in a row, which is an exciting milestone and is a proof point of the growing adoption of sustainable living habits by our employees.



Office Operations Footprint in Relation to Emissions from Product & Supply Chain

Eco-Products is proud of the work we do to maximize efficiency within our office operations carbon footprint, and we also recognize that our office operations make up a tiny fraction of the remainder of our company's total carbon footprint. By setting annual targets and having a continuous improvement mindset, we are committed to making resource efficiency a standard and integrated practice within our operational carbon footprint.

To understand how the carbon emissions from our Office Operations relate to our Products & Supply Chain and other Scope 3 emissions, please visit the Greenhouse Gas (GHG) Inventory section of this report on **page 41**.

OUR OFFICE OPERATIONS HIGHLIGHTS

- ☑ The rooftop solar panels at our building headquarters generated 116% more electricity than we consumed. For the fourth year in a row, we achieved our goal to be net-zero electricity at our Boulder HQ!
- ☑ In 2024, we reduced our energy consumption from 2023 levels.
- ☑ We revisited our waste diversion efforts at headquarters through enhanced employee education and conducted a waste audit of the office.

GREENHOUSE GAS (GHG) INVENTORY

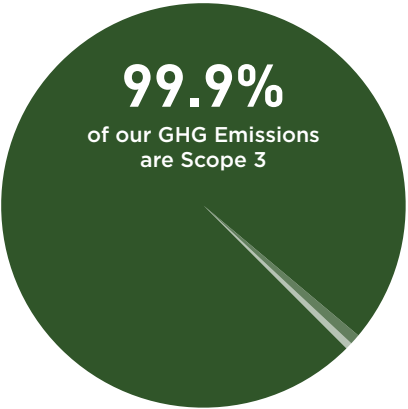
Eco-Products partners with Novolex on greenhouse gas data collection and reporting. Our current emissions footprint differs from Novolex's footprint due to our reliance on imports for many of our products. However, we have also started to manufacture more products in the USA, including PLA cold cups made in Chattanooga, Tennessee, and many paper items.

As this unfolds, our footprint will continue to change, shifting some impacts from Scope 3 into Scopes 1 and 2, which accounts for emissions from our direct operations. This transition puts more of our SKUs in the scope of the Novolex GHG reduction target, focused on a 30% reduction in scope 1 and 2 emissions per ton of production by 2030, helping to strengthen our decarbonization strategy.



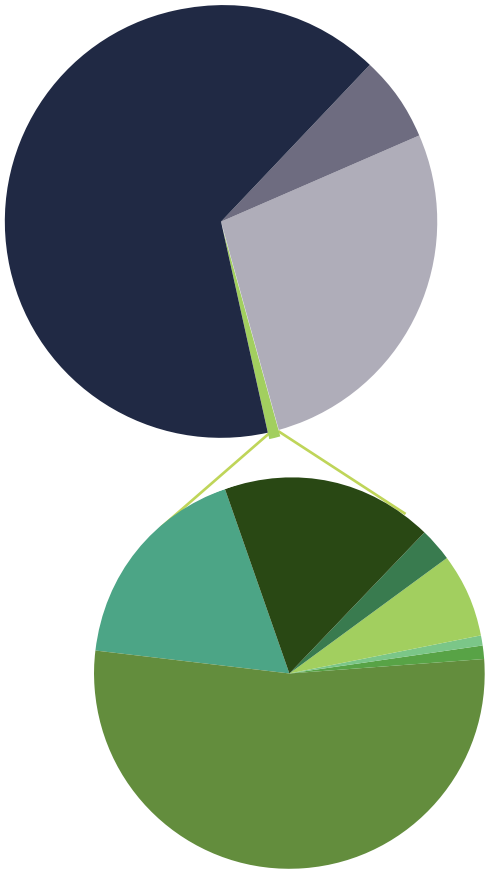
2024 GREENHOUSE GAS INVENTORY

2024 GHG Emissions
(MT CO2e)



	MT CO2e
Scope 1	46
Scope 2	16
Scope 3	59,774
Total Scope Emissions	59,836

Products & Supply Chain and Office Operations (MT CO2e)



The Office Operations portion of our GHG Inventory is less than 1% of our total emissions, so we've enlarged that portion of the pie chart here to more clearly show the category breakdown.

PRODUCTS & SUPPLY CHAIN

- Scope 3, Category 1: Purchased Goods and Services
- Scope 3, Category 4: Upstream Transportation
- Scope 3, Category 12: End-of-Life Treatment of Sold Products

OFFICE OPERATIONS

- Scope 1: Natural Gas
- Scope 1: Refrigerants
- Scope 2: Purchased Electricity
- Scope 3, Category 3: Fuel and Energy Related Activities
- Scope 3, Category 5: Waste Generated in Operations
- Scope 3, Category 6: Business Travel
- Scope 3, Category 7: Employee Commuting

Scope 3 Categories	If/Where We Report This Data
Category 1 Purchased Goods & Services	Yes (Products & Supply Chain)
Category 2 Capital Goods	No
Category 3 Fuel & Energy Related Activities	Yes (Office Operations)
Category 4 Upstream Transportation & Distribution	Yes (Products & Supply Chain)
Category 5 Waste Generated in Operations	Yes (Office Operations)
Category 6 Business Travel	Yes (Office Operations)
Category 7 Employee Commuting	Yes (Office Operations)
Category 8 Upstream Leased Assets	N/A
Category 9 Downstream Transportation & Distribution	No
Category 10 Processing of Sold Products	No
Category 11 Use of Sold Products	No
Category 12 End-of-Life Treatment of Sold Products	Yes (Products & Supply Chain)
Category 13 Downstream Leased Assets	No
Category 14 Franchises	N/A
Category 15 Investments	N/A

The 15 emissions categories are established by the Greenhouse Gas Protocol, which provides standards, guidance, tools, and training for business and government to measure and manage climate-warming emissions. Learn more at ghgprotocol.org.

GOALS PROGRESS OVERVIEW

We are proud of the work we did in 2024 to make progress in each of our Impact Pillar goal areas.

Products and Supply Chain



Zero Waste Infrastructure





Waste Diverting Operators

People




Our Office Operations

PRODUCTS & SUPPLY CHAIN




What we said we'd do	What we did
IN 2024	
Maintain current beginning-of-life (BOL) certifications and achieve new BOL certification through Bonsucro for PLA derived from sugarcane, and for sugarcane used in molded fiber products.	We maintained BOL certifications for PLA derived from corn and PCR for many products but have not yet achieved Bonsucro certification for our molded fiber items. 
Pilot the use of post-consumer recycled (PCR) content in polyethylene product sleeves for PLA cups from the Novolex Chattanooga, Tennessee, facility.	We are thrilled to announce this project has moved beyond the pilot stage. All PLA cups manufactured at the Novolex Chattanooga, Tennessee, facility are now packaged in product sleeves that contain 25% PCR. 

What we said we'd do	What we did
BY 2025	
Maintain current beginning-of-life (BOL) certifications and achieve BOL certifications for 50% of raw materials by weight.	While we continue to add FSC-certified products to our lineup, and pursue Bonsucro certification, we are making progress on this goal. 
Update the environmental standards for our products, by which Eco-Products continues to innovate to meet evolving expectations and technologies in sustainability, circularity, and legislation.	This was achieved in 2023. 
Maintain supplier participation in the Intertek Inlight end-to-end Supplier Qualification Operating System. In combination with the Novolex Supplier Code of Conduct, use the survey to ensure social and environmental responsibility throughout our supply chain.	In 2024, 66%* of our suppliers based in high-inherent-risk countries completed the Intertek Self-Assessment Questionnaire, and 83%* held valid certificates for on-site social audits, including SMETA 4-Pillar or BSCI. <small>*Percentage is analyzed by spend</small> 
Continue working toward building our Scope 3 GHG Inventory, and in partnership with Novolex, develop, plan, and update targets through which we will work on Scope 3 GHG reduction targets.	We are on target to achieve this goal. 




ZERO WASTE INFRASTRUCTURE

What we said we'd do	What we did
IN 2024	
Support expansion of access to commercial composting of foodservice packaging in at least five communities across the U.S. and two communities across Canada.	Eco-Products supported the expansion of commercial compost infrastructure that accepts compostable foodservice packaging in two communities in the US. This work remains among the most challenging of our goals to achieve, and while we fell short of the goal of five, we remain steadfast in our efforts. 
BY 2025	
Develop program to better support compost infrastructure through effective end-market demand of finished compost.	Similar to the count of new composters, Eco-Products is committed to revisiting this program throughout the rest of 2025. 
Update labeling, consumer education, and product development program to support effective end-of-life (EOL) scenarios of products through increased access and enhanced recovery. It is not just about access, but ensuring the products are collected, received, and recovered.	Product Development progress was made in the development of the Veridian line of products, and the rebrand of the BlueStripe line of products. 






WASTE DIVERTING OPERATORS

What we said we'd do	What we did
IN 2024 <p>Help at least 25 U.S. foodservice operators and three Canadian foodservice operators implement a FOH Waste Diversion Program.</p>	<p>Our Product and Zero Waste (PZW) Team collaborated to welcome 25 new Operators in the U.S. to Waste Diverting Status in 2024.</p> <p>U.S.</p>  <p>Canada</p> 
BY 2025 <p>Enhancing training program and support for Waste Diversion success at the operator level. To include updates to training manuals and support to drive proper waste diversion practices, reduce contamination, and get closer to zero waste.</p>	<p>As we continue to develop assets to enhance the CIRC program, training and education is at the top of the list.</p> 

PEOPLE

What we said we'd do	What we did
<p>IN 2024</p> <p>Welcome five new Composter, Hauler, Distributors (CHD) that qualify as economically or socially disadvantaged business enterprises.</p>	<p>In 2024, our PZW team worked hard to welcome four new Composter, Hauler, Distributors (CHDs) that qualify as economically or socially disadvantaged business enterprises.</p> 
<p>ANNUAL COMMITMENTS</p> <p>Publish open positions to associations for underrepresented groups.</p>	<p>The Novolex Talent Acquisition Team posts all open positions on a variety of job platforms, including those aimed at underrepresented groups.</p> 
<p>Have at least 55% of employees take advantage of PTO for volunteering.</p>	<p>In 2024, 49% of employees took advantage of the paid volunteer time benefit.</p> 

OUR OFFICE OPERATIONS

What we said we'd do	What we did
IN 2024	
Maintain our normalized carbon dioxide (CO2e) emissions from business travel at 5% or lower than relevant 2019 travel.	In 2024, company business travel remained lower than our 2019 business travel emissions. 
Offset our operational emissions through carbon offsets.	We purchased and retired credits for our 2024 operational carbon footprint of 227 MT CO2e. 
EVERY YEAR MOVING FORWARD, WE WILL:	
Maintain water consumption at 2019 levels and balance our water use through water restoration credits.	In 2024, our water consumption increased from 2023 levels but remained below our 2019 water use. Water restoration credits were purchased to balance our usage. 
Reach and maintain waste diversion of 90% or greater at HQ.	In 2024, our waste generated at headquarters increased due to a significant office wide clean-out of outdated materials and supplies that were sent to the landfill. 
Maintain net-zero electricity consumption at HQ.	In 2024, the rooftop solar panels at our headquarters building generated 116% more electricity than we consumed. 

FUTURE GOALS

We strive to make sure we are continuously improving our social and environmental impacts. This year, we extended our future goals list through 2030. We look forward to working toward these goals and reporting our progress on these goals, as we have done for the last decade, in our annual Impact Report.



PRODUCTS & SUPPLY CHAIN

BY 2030

Primary Packaging: Maintain current, or achieve new, beginning-of-life certifications for 75% of raw materials used to make primary packaging for our GreenStripe and BlueStripe lines.

Secondary Packaging: Maintain current, or achieve new, beginning-of-life certifications for 50% of raw materials used to make secondary packaging for our products.

Product Standards: Develop and implement a program to assess the impacts of raw materials used to make primary and secondary packaging, and establish a standard to mitigate raw material extraction and manufacturing impacts to land, water, human health, and ecosystems.

GHG Inventory and Reductions: Formalize a greenhouse gas (GHG) reduction plan for our products and supply chain that includes near-term and long-term goals, and effective strategies to achieve targets.

ANNUAL COMMITMENT

Conduct and report on third-party audits of supplier environmental and social responsibility practices and compliance with the Novolex Supplier Code of Conduct. Maintain supplier participation in the Intertek Inlight end-to-end Supplier Qualification Operating System, and continue to require manufacturing partners to maintain social audits like SMETA-4 or SA 8000.

ZERO WASTE INFRASTRUCTURE

BY 2030

Circularity Infrastructure: Develop and implement effective programs to address the main challenges composters face in accepting compostable packaging, the results of which will support the expansion of compost infrastructure that accepts compostable foodservice packaging.

Circularity Infrastructure: For states pursuing and/or enacting Extended Producer Responsibility (EPR) for packaging, engage to target effective support of compost infrastructure for compostable products, recycling infrastructure for post-consumer recycled content, and reuse infrastructure for reusable foodservice items .

Product Recoverability: Support the effective recovery of our foodservice products, and secondary packaging, through strategies that include enhanced communications and education about the benefits of recovering foodservice packaging, and why composting, recycling, and reuse are critical to supporting the planet.

Engagement and Education: Use our proprietary data about composting, recycling, and reuse access and recovery rates to engage the public to enhance the circularity of foodservice packaging

ANNUAL COMMITMENT

Support the expansion of access to commercial composting of foodservice packaging in at least five communities across the U.S. and two communities across Canada.

WASTE DIVERTING OPERATORS

ANNUAL COMMITMENT

Help at least 25 U.S. foodservice operators and three Canadian foodservice operators implement a Front of House (FOH) Waste Diversion Program.

PEOPLE

ANNUAL COMMITMENT

Welcome five new Composter, Hauler, Distributors (CHD) that qualify as an economically or socially disadvantaged business enterprises (DBE).

Have at least 55% of employees take advantage of their annual paid volunteer time off benefit.

Have all employees complete at least 20 hours of leadership development training.

OUR OFFICE OPERATIONS

ANNUAL COMMITMENT

Maintain our normalized carbon dioxide (CO2e) emissions from business travel at 5% or lower than relevant 2019 travel.

Offset our office operations missions through carbon offsets.

Maintain water consumption at 2019 levels and balance our water use through water restoration credits.

Reach and maintain a 90% waste diversion rate at HQ Building.

Maintain net-zero electricity consumption at HQ through the use of our on-site solar panels.



2024 IMPACT REPORT

Questions?

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