



SUSTAINABILITY REPORT 2026

Shaping a Greener Future

PLACON[®]

Simply Better Packaging[®]

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“The ultimate test of man’s conscience may be his willingness to sacrifice something today for future generations whose words of thanks will not be heard.”

–Gaylord Nelson

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OUR SUSTAINABILITY COMMITMENT

At Placon, ambition fuels our commitment to reclaiming and repurposing post-consumer recycled materials and redefining the future of sustainable packaging. By strengthening the circular economy, we cultivate a culture of environmental responsibility shared by our employees, customers, and the communities we serve.



BUILT ON FAMILY VALUES

“Living sustainably isn’t just something we say, it’s our legacy and our responsibility. We’ve used post-consumer PET since the early 1990s and strengthened our leadership in 2011 by building an onsite recycling center to help close the loop. We continue to reduce our carbon footprint through zero net waste initiatives, facility upgrades, solar power, and packaging designed for recyclability and superior end-of-life outcomes. By accelerating speed to market and advancing the next generation of post-consumer packaging, we’re helping our customers achieve their most ambitious sustainability goals well beyond the walls of our facilities.”

– Dan Mohs, Chairman and CEO



The Mohs Family, from left to right, Ellyn Mohs, Dan Mohs (Chairman and CEO), Nancy Mohs, Linda Granato

60
YEAR HISTORY,
FOUNDED IN 1966


FAMILY-OWNED
COMPANY


INDUSTRY AWARD-
WINNING DESIGNS

750+
EMPLOYEES

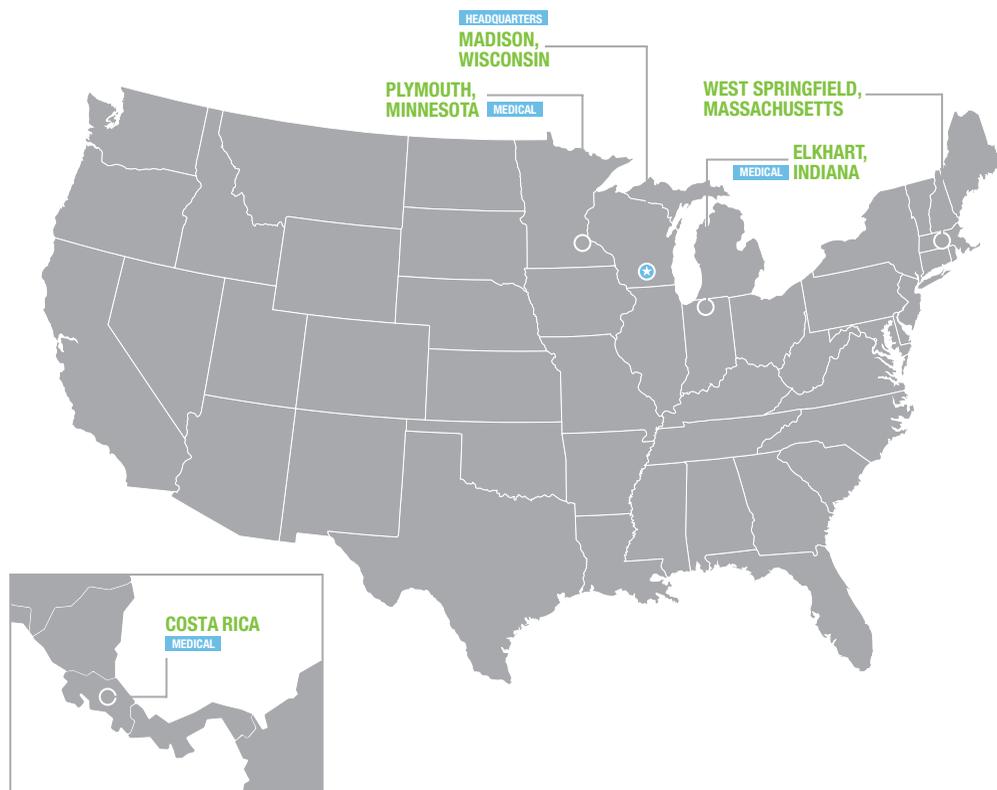

MADE IN THE USA

30+
PATENTS



LEADING THE INDUSTRY FORWARD

Since 1966, Placon has advanced innovative, sustainable plastic packaging solutions for the medical, food, and consumer goods markets. Our mission is to create value through packaging design and engineering that improves our customers' brand value, productivity, speed to market, and sustainability outcomes. With manufacturing facilities in Madison, WI; West Springfield, MA; Elkhart, IN; and Plymouth, MN, Placon continues to expand its impact and is ranked among the Top 20 in Plastics News' 2025 Thermoformers Rankings.





MARKETS WE SUPPORT

Retail | Food | Medical

For six decades, Placon has partnered with leaders in the food, retail, and medical markets to move packaging forward. From tamper-evident food containers to impactful retail clamshells and precision-engineered medical trays, we create solutions designed to protect products, strengthen brands, and support critical performance standards.

We don't just respond to industry requirements — we anticipate them. By combining deep market knowledge with advanced manufacturing capabilities, we deliver packaging that drives safety, efficiency, and shelf presence while unlocking new possibilities for our customers.

INTEGRATED BY DESIGN

As a full-service packaging partner, Placon transforms ideas into reality—from strategic consulting and design to rapid prototyping and full-scale production. By engineering our own tooling, extruding our own materials, and integrating expertise at every stage, we bring precision, speed, and possibility to even the most complex packaging challenges.



DEFINE & COLLABORATE

Align on your needs and create a custom packaging concept.



CREATE PROTOTYPES

Test, refine, and approve with functional sample packaging.



BEGIN PRODUCTION

Scale to full production with precision and reliability.



MARKET READY

Launch on time with confidence and support.

MISSION, VISION, VALUES

We Value

- Respect for everyone
- All in — head and heart
- Recognition for employee and team success
- Honesty, integrity, and ethical behavior
- Continuous learning and personal development



Our Mission

To deliver superior design and engineering through sustainable innovation, speed to market, and a relentless focus on customer success.



Our Vision

To compete with purpose and win through speed, creativity, and customer obsession.



Our Values

Placon exists to provide engaging and rewarding career opportunities to our employees, to provide value and growth to our shareholders, and to perpetuate the company as a family enterprise. Our values are principles that ensure we continually answer to the highest standards.

OUR SUSTAINABILITY JOURNEY

The Placon legacy is built on design innovations, and engineering new ways to make packaging. Beginning in 1991, we were the first to launch post-consumer PET packaging for our retail customers. Each year since, we've pushed the boundaries on what it means to be a responsible, sustainable packaging provider.

2002
Begin in-house extrusion of post-consumer recycled content (PCR).

2010
Led industry initiative to include thermoforms in recycling stream.
Receive FDA approval for use of PCR for direct food contact.

2020
OxyStar® 1st sustainable barrier material. Replacing multi-layer structures.

2022
Received SCS Global Services 3rd party certification on 100% post-consumer recycled PET sheet.

2024
Receive SCS Global Services 3rd party certification on 25% and 50% post-consumer recycled PET sheet.

2025
Joined the Circular Action Alliance to fulfill Extended Producer Responsibility mandates across the U.S.

1991
1st PET Retail Package with PCR content introduced in the U.S. with Walmart.

2008
Commission EcoStar® bottle recycling facility to produce PCR flake for extrusion of film.
Placon introduced PCR content into all food containers.

2011
Debut of our recycling facility that reclaims PET bottles and thermoforms.

2021
Installed a sheet laminator to support PCR barrier packaging.

2023
Flake sortation upgrades to EcoStar® bottle recycling facility to improve sheet quality.

2025
Introduction of EcoStar® 50S packaging material which meets PCR requirements in all 50 U.S. States.

REDUCING WASTE & POLLUTION

Placon is committed to reducing waste and pollution across our operations while advancing a more circular economy through the use of post-consumer recycled plastic in our food, retail, and medical packaging.

SUSTAINABILITY SYSTEMS & MONITORING

Placon partners with trusted monitoring and reporting systems to strengthen our sustainability performance and meet evolving customer expectations for health and safety, environmental stewardship, supply chain integrity, ethics, and human rights.



MEMBERSHIPS & AFFILIATIONS

Active industry participation strengthens our impact. Placon collaborates with leading organizations that advance recycling infrastructure, material innovation, and responsible manufacturing practices. Through these partnerships, we help shape policies, standards, and best practices that support a stronger circular economy for plastics.



CERTIFICATIONS

Third-party certifications independently validate our commitment to quality, safety, and environmental responsibility. By upholding rigorous standards across our operations, we ensure consistency and compliance across the supply chain, reinforcing our dedication to transparency and high-performing, sustainable packaging solutions.





CURRENT INITIATIVES

Solar Power

Placon invests in 2.5 MW of locally generated, carbon-free energy from the O'Brien Solar Fields — the largest solar array in Dane County — located just miles from our corporate headquarters. This partnership offsets 3.9 million kWh annually across our Madison facilities. In addition, our Plymouth, MN, facility generates renewable energy through rooftop solar panels, further advancing our commitment to responsible energy use.

2024 Emission Offset Impact

Purchasing clean energy from MGE has offset emissions equivalent to:



3,853

RENEWABLE ENERGY
CERTIFICATES (RECS)



4.9 mil

POUNDS OF CO₂
EMISSIONS



6.9 mil

MILES DRIVEN BY AN AVERAGE
GASOLINE-POWERED
PASSENGER VEHICLE



3.9 mil

KILOWATT -HOURS
OF ENERGY





Facility Upgrades

Placon’s corporate headquarters participates in the Wisconsin Focus on Energy Program, leveraging rebates and incentives to accelerate facility improvements that enhance energy efficiency and operational performance.

In 2025, we transformed an abandoned grain silo at our Madison manufacturing campus into on-site storage for bulk PET resin used in extrusion. Located adjacent to our extrusion facility, the silo reduces transportation and off-site storage needs — delivering more than \$150,000 in annual savings while improving efficiency.

Placon also strengthened our long-standing partnership with Madison Gas & Electric, reducing power consumption during peak demand and extreme weather events to support a more resilient and flexible regional power grid.

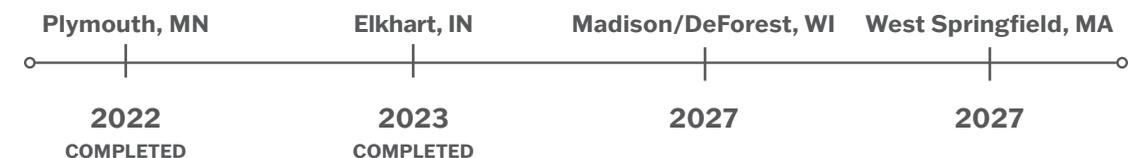
Zero Net Waste Initiative

The Plastics Industry Association (PLASTICS) Zero Net Waste (ZNW) program recognizes manufacturers working to eliminate landfill waste. Placon is committed to achieving Zero Net Waste across our operations, starting at the facility level. In the years ahead, each location will strengthen strategies to divert waste from landfills and support resource regeneration and environmental progress.

Requirements of Each Facility

- Divert up to 90% of their total waste away from the landfill
- Actively engage employees in environmental initiatives
- Avoid landfill costs while generating value through recycling

TIMELINE OF FACILITY PLANS

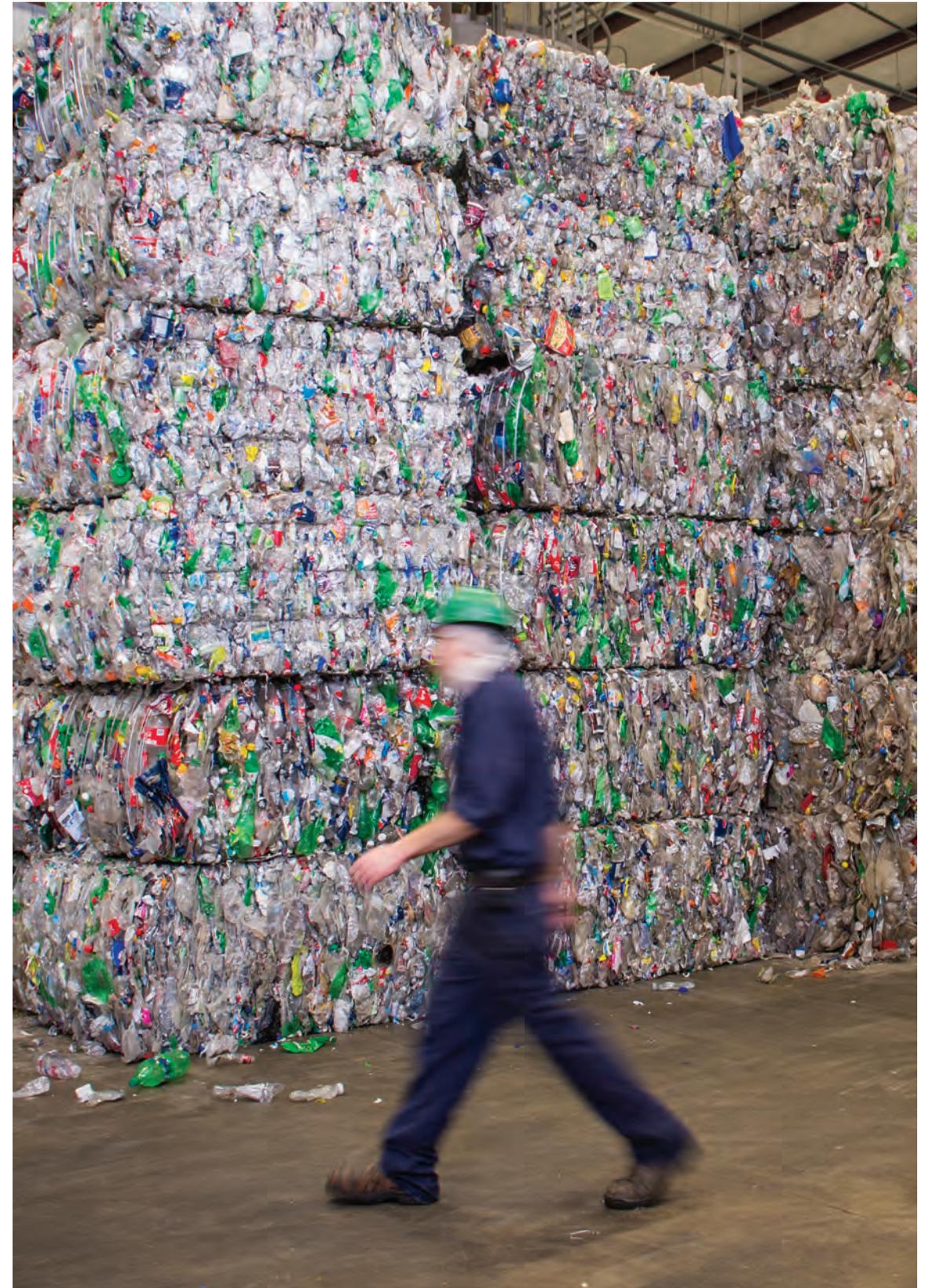


KEEPING MATERIALS IN CIRCULATION

Keeping materials in circulation means designing products to remain in use at their highest value. At Placon, we advance circular plastics — packaging created for reuse and recycling, not landfill. Recycle. Reuse. Re-plastic.

ECOSTAR® RECYCLING PLANT

Opened in 2011, our 70,000-square-foot recycling center is located on the same campus as Placon's thermoforming headquarters in Madison, WI. The facility transforms recycled PET into high-quality RPET sheet, all of which is used in our food, retail, and non-sterile medical packaging lines, closing the loop within our own operations.



“If we could build an economy that would use things rather than use them up, we could build a future.”

–Ellen Macarthur



ECOSTAR® 50S SUSTAINABLE PACKAGING MATERIAL

In 2024, Placon reinforced its leadership in packaging innovation with the launch of EcoStar 50S — a sustainable material made from post-consumer recycled (PCR) plastic that meets current packaging requirements in all 50 U.S. states.

Moving forward, Placon’s stock food and retail PET products will transition to EcoStar 50S, providing customers with environmentally responsible packaging that complies with state PCR mandates at no additional cost. As regulations evolve, we will proactively adjust PCR content to meet new standards helping customers confidently navigate an increasingly complex regulatory landscape.



POST-CONSUMER RECYCLED MATERIAL CERTIFICATION

Packaging often carries claims like “made from recycled material” or “recyclable” but those terms matter. “Recyclable” means a product can be recovered through curbside programs or recycling centers. “Recycled” means it has been made from material that has already completed that loop. Not all recycled content is the same.

Post-Consumer Recycled (PCR)

PCR material comes from items consumers place in recycling bins such as bottles and containers that are reprocessed into new packaging. Using existing materials instead of virgin plastic reduces energy use and greenhouse gas emissions, making it a more responsible choice.

Post-Industrial Recycled (PIR)

PIR material is derived from manufacturing scrap and production waste that is reprocessed into new products. Like PCR, it diverts material from landfills and supports a more efficient, circular system.



SCS Global Services

Placon maintains certification through SCS Global Services, an organization recognized by the Association of Plastic Recyclers (APR) to evaluate and verify products made from pre-consumer and post-consumer recycled materials diverted from the waste stream. This certification confirms the percentage of recycled content, ensuring our claims are accurate, transparent, and trusted in the marketplace.

Since 2021, we have earned annual certification for our #1 food-grade PET sheet made with 75% post-consumer recycled content, meaning 75% of each package produced with this material originates from recycled PET bottles. In 2022, we expanded our offering with a 100% post-consumer recycled PET sheet. In 2024, we further strengthened our portfolio by adding certification for a 50% post-consumer recycled PET sheet, providing customers with verified options that support evolving sustainability goals.

EXTENDED PRODUCER RESPONSIBILITY

Extended Producer Responsibility (EPR) is an environmental policy approach that makes manufacturers, brand owners, and importers responsible for the lifecycle of their products. It shifts waste management and recycling program costs from local governments and taxpayers to producers, incentivizing sustainable, recyclable product design to reduce environmental impacts and promote a circular economy.

Key Aspects of EPR:

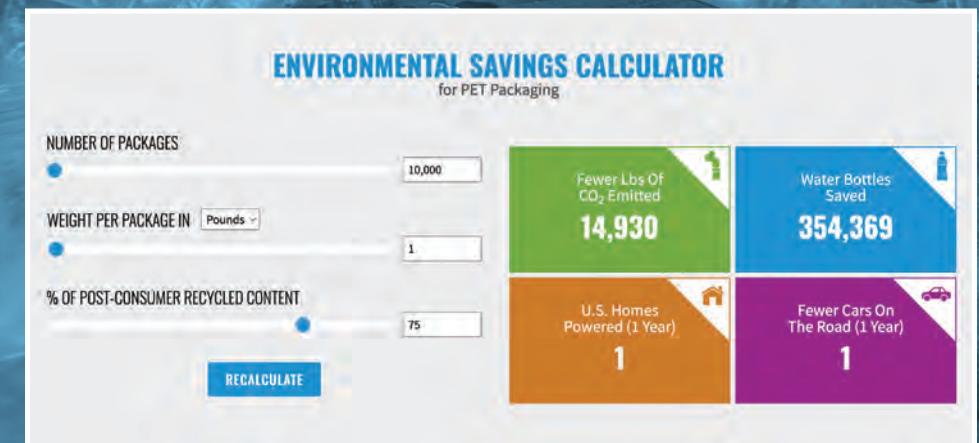
- Definition: Producers are responsible for the financial or physical management of products, such as recycling, recovery, or disposal.
- Target Products: Commonly applied to electronics, batteries, packaging (paper, plastic, etc.), pharmaceuticals, paints, and mattresses.
- Mechanism: Producers often form or join a Producer Responsibility Organization (PRO) to manage these obligations.
- Goals: Reduce landfill waste, increase recycling rates, and encourage eco-design.
- Impact: Shifts waste management costs from public sectors to private industry

Placon's Role:

In 2025 Placon joined the Circular Action Alliance (CAA), a Producer Responsibility Organization that was chosen to manage EPR programs for Oregon, Colorado, California, Minnesota and Washington. Placon works closely with CAA to report the products we sell into these states, and pay fees that are used to help fund recycling programs and education in those states. As additional states enact similar legislation, we will continue to do our part by working with CAA to build a sustainable circular economy.

MEASURING IMPACT

Since Placon is vertically integrated with an on-site recycling facility, we can calculate the average number of bottles used in our PET packaging for all of our customers. With the help of the EPA greenhouse gas data converter, we can communicate the environmental savings in a meaningful way.





PLACON CARES

REGENERATING NATURE & STRENGTHENING COMMUNITIES

As part of our Placon Cares program, we believe investing in our communities makes them stronger, healthier, and more vibrant—while creating a better environment for all of us to live and work.



Community Support

In 2025, Placon team members and corporate giving donated more \$41,000 to the United Way and other local charities.

“Alone we can do so little;
together we can do so much.”

—Helen Keller



Placon also donated more than 7,000 food containers to Ronald McDonald House Charities of Madison. The containers were used for meal preparation, giving guest families with sick children one less thing to worry about.

RECOGNIZED FOR SUSTAINABLE DESIGN

Award for Food Packaging Design

Each year, Placon submits packaging designs to the Institute of Packaging Professionals to be candidates for the AmeriStar Awards. In 2025, we received an award in the Design Excellence category for the SimplKomb 2.0 sustainable comb honey retail packaging.



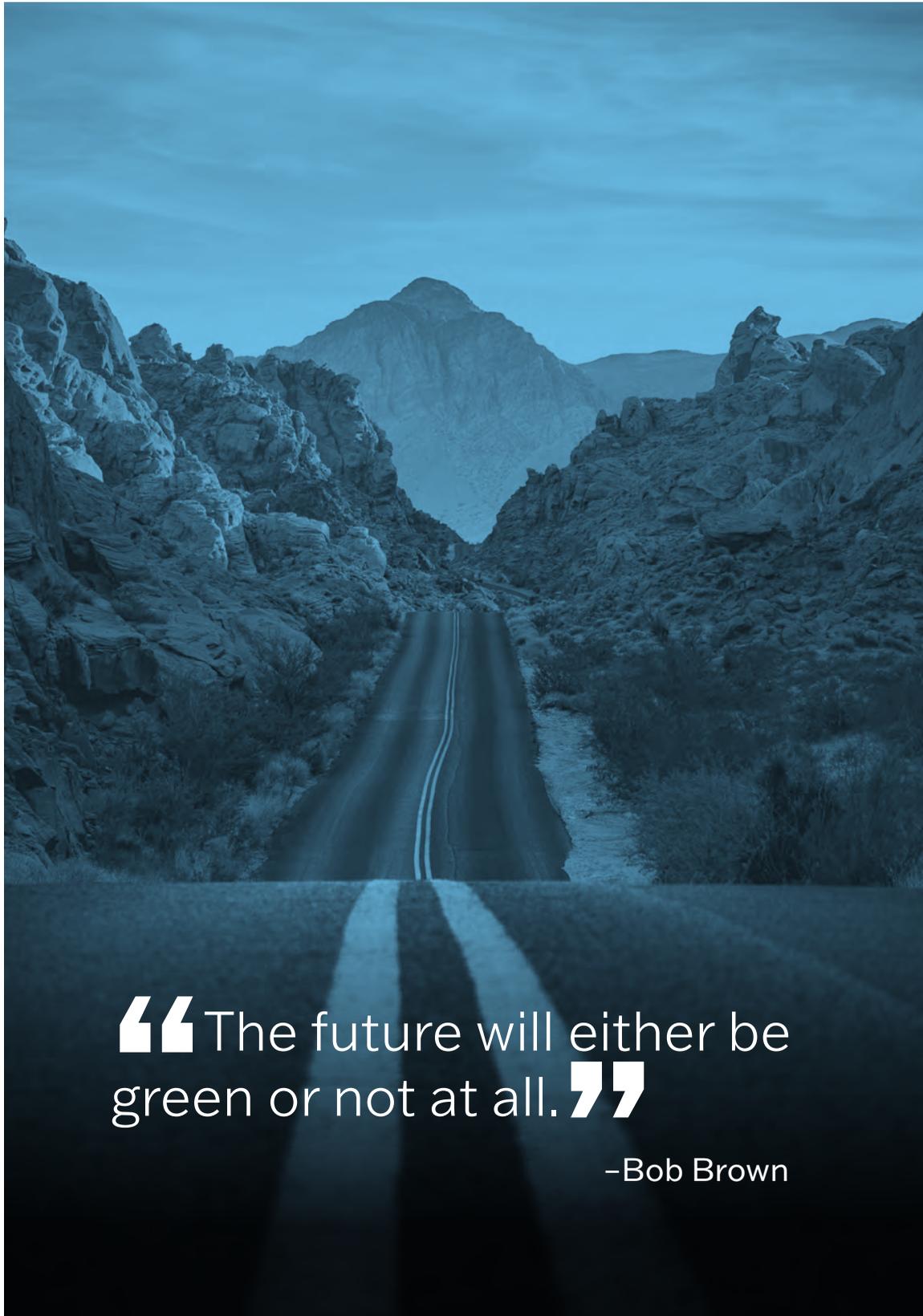
Placon worked closely with SimplKomb, a packaging leader in the beekeeping industry, to create a fully-recyclable clamshell package made of 25% post-consumer recycled PET that serves as an all-in-one, in-hive comb honey production platform, harvesting solution, and end-consumer product package.

Typically, beekeepers transfer their comb honey product from a hive box frame into a stock clamshell or two-piece package. There is significant waste in this process, as the fragile honeycombs need to be cut to size and frequently don't easily fit inside the stock packaging. Placon's packaging solution solved this problem.

The SimplKomb 2.0 comb honey container is made from post-consumer recycled PET and is designed to fit in a standard beekeeper's hive frame. The packaging's unique hexa-comb pattern encourages bees to make honey directly inside of the thermoformed container walls.

When the bees have worked their magic, the SimplKomb packaging is removed from the beekeeper's framework, and the integrated clamshell lids are folded over to cover the comb honey. From there, individual packages are separated and prepared for labeling, shipping and sale.

The most significant impact of the SimplKomb packaging is the cost and time savings it provides beekeepers, who no longer have to transfer comb honey from hive boxes to ill-fitting stock retail clamshells, thus reducing the risk of dropping or damaging product in the process. The packaging also saves on labor costs by eliminating the sticky mess and clean-up often associated with the traditional cut-comb honey approach to packaging.



“The future will either be green or not at all.”

-Bob Brown

GOALS & THE ROAD AHEAD

Eliminating Waste & Pollution

- All Placon thermoforming and injection molding facilities will be eligible for Zero Net Waste certification by the end of 2027

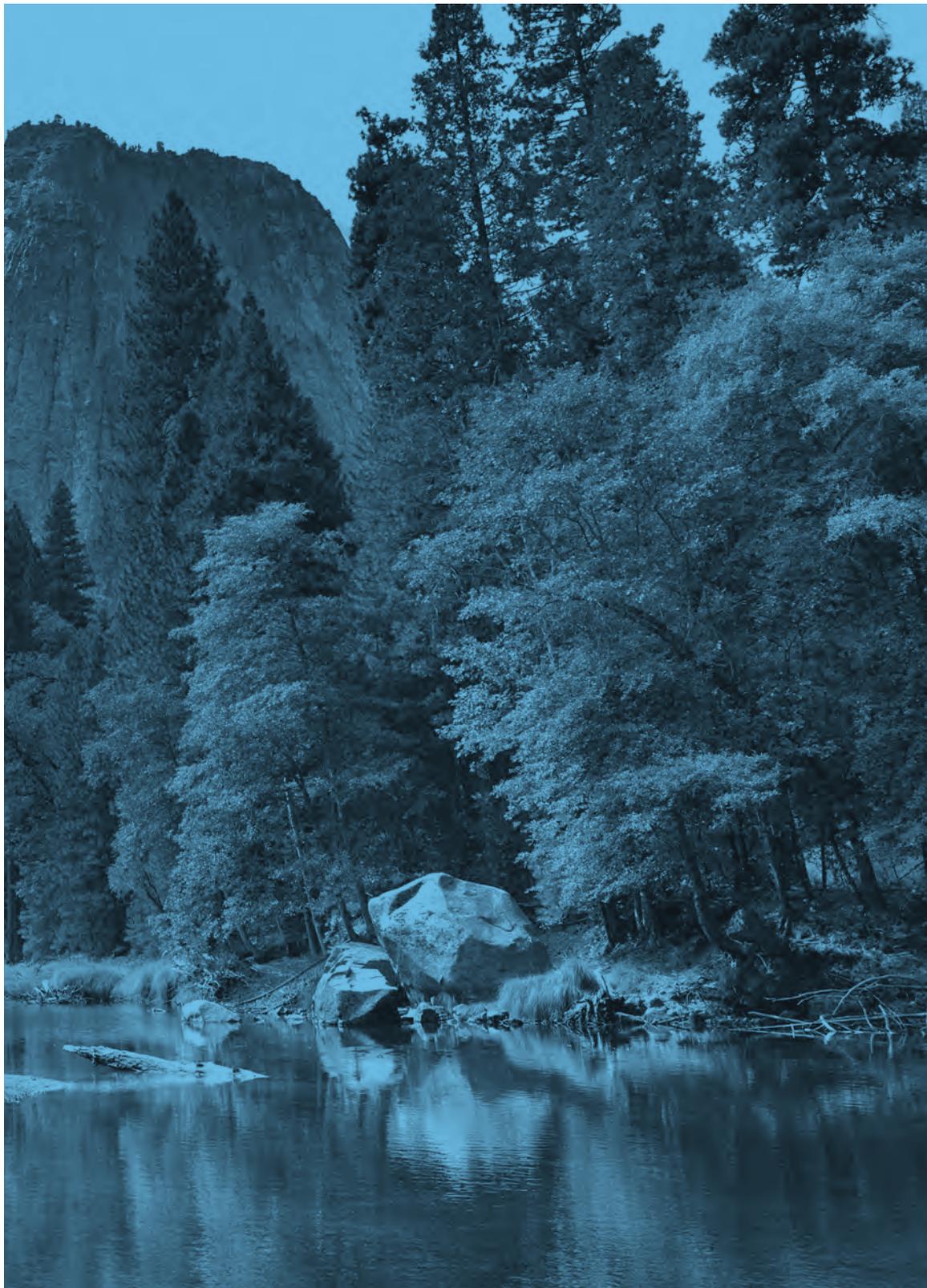
Circulating Products & Materials

- Develop and launch 25% post-consumer recycled polypropylene offering by 2027
- Transition all PVC & PS stock food and retail products to PET by 2027

Regenerate Nature & Community Engagement

- Engage with local schools and universities to promote recycling education opportunities through internships, awards, and programs





6096 McKee Road
Madison, WI 53719
800.541.1535

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www.placon.com

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