

Sustainability Report 2025





2025 Sustainability Report

PUSHING FORWARD WITH VELOCITY, LEADING WITH PERFORMANCE

Dear Stakeholders,

Over the past year, we made a decision to treat sustainability the same way we treat performance — with discipline, accountability, and clear outcomes. Our inaugural sustainability report marks a milestone that reflects both how far we have come to establish our sustainability program's foundation and the future opportunities we are unlocking to accelerate progress.

At Zeus, we know sustainability is a journey, and we are committed to advancing it in ways that create value for our customers, employees, partners, and our communities. We recognize that our customers and partners are under increasing pressure to future-proof their businesses, and sustainability is central to that resilience. Our sustainability initiatives position Zeus to deliver solutions that safeguard performance while reducing risk in a rapidly shifting environment.

We call it **Performance Forward** — driving excellence across operations, materials, people, and integrity.

This year, Zeus has taken decisive steps to embed sustainability into our operations. We have taken climate action by calculating our emissions inventory. We have identified levers to reduce greenhouse gas emissions coupled with an increase from renewable energy sources. We strengthened our workforce through targeted investments in formalizing employee feedback channels and upskilling programs, which is driving a culture of performance and innovation across the business. Ultimately, we have formalized the oversight of these efforts through a cross-business Sustainability Committee, which is tasked with continuing to push the needle on what we can achieve and drive both accountability and results.

As we continue to push our business objectives forward with velocity, we are also advancing our product innovation to deliver the same reliable performance Zeus customers expect with a lower environmental impact.

We are setting a new gold standard — an alternative to fluoropolymers that contain PFAS (e.g. PTFE, FEP) with built-in sustainability benefits and our legacy of trust — driven by a workforce we invest in through learning, development, and employee engagement.

We look forward to building upon this momentum and partnering with you to create solutions that deliver both exceptional performance and lasting impact.

Thank you for your support and partnership on our journey,

A handwritten signature in black ink, appearing to read 'Paddy O'Brien'.

Paddy O'Brien
CEO



Performance *Forward*

As we look ahead, we are bringing Zeus' operations, materials, people, and customers along on our sustainability journey, and we are committed to leading the industry with solutions that push performance forward.

Our strategy is built on the sustainability priorities identified through our double materiality assessment. These priorities reflect the topics most important to our business, our stakeholders, and our long-term success.

Excellence in OPERATIONS



We are reducing our environmental impact across our operations and protecting product quality every step of the way as we propel innovation. By integrating sustainability into our processes, we are reimagining how performance and responsibility intersect and move forward together.

Priority focus areas include climate action and operational decarbonization.



Excellence in MATERIALS

We are delivering next-generation materials that combine sustainability with uncompromising performance. These solutions are designed to help our customers achieve their goals while reducing environmental impact. It is how we make progress possible together.

Priority focus areas include PFAS alternatives and sustainable material innovation.

Excellence in PEOPLE



Our team's creativity and excellence drive our innovation, so we invest in their growth through targeted development and engagement programs to ensure they thrive and deliver results. When our people thrive, ideas flourish, and customers win.

Priority focus areas include health, safety, employee engagement, and talent retention.



Excellence in INTEGRITY

We are driving transparency across our products and operations to demonstrate our commitment to abide by the highest standards at work. Integrity is not a statement; it is how we prove that sustainability and performance can thrive together — for our customers, our communities, and the planet.

Priority focus areas include governance, ethics, and responsible business conduct.

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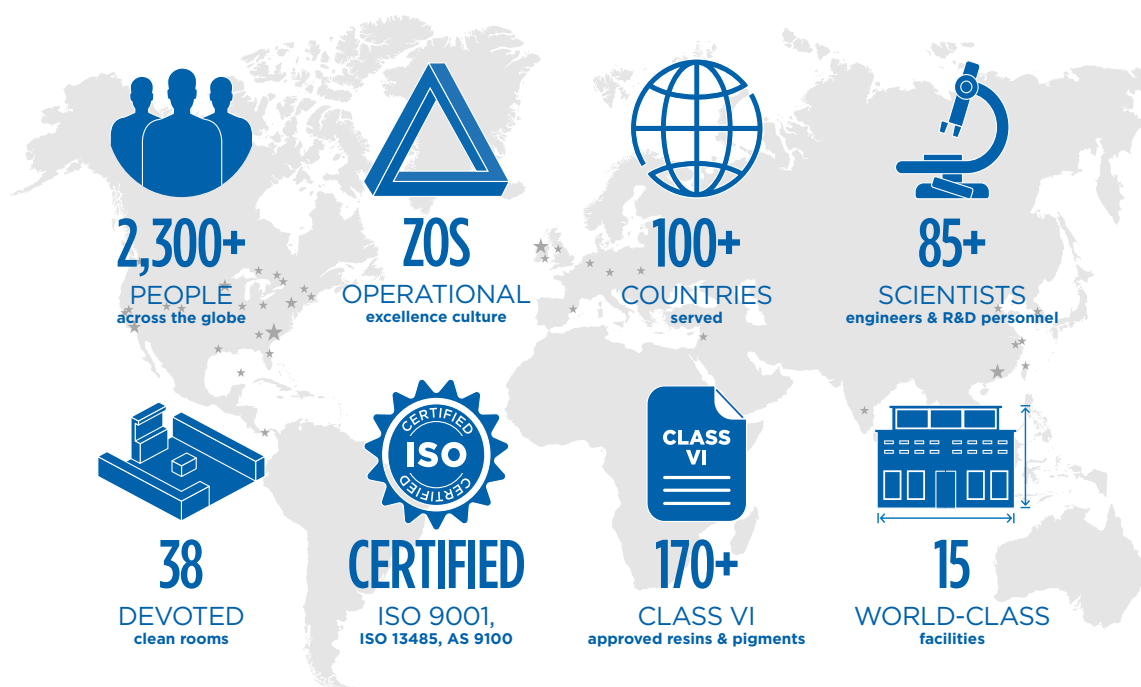
About **Zeus**

Headquartered in Orangeburg, South Carolina, Zeus is a global leader in advanced polymer solutions and contract manufacturing for catheter sub-assemblies that support life-saving medical procedures and high-performance industrial applications worldwide.

Founded in 1966, Zeus has grown from an innovator in fluoropolymer extrusion to a trusted partner of leading medical device manufacturers and industrial customers.

Today, the Company employs more than 2,300 people globally and operates facilities across the United States and Ireland.

Leveraging deep expertise in materials science and precision manufacturing, Zeus designs and manufactures high-performance components and solutions for customers in the medical, aerospace, semiconductor, and automotive industries. These products support technologies that improve lives and power critical systems around the world.



E.P.I.C. VALUES

E

EXCELLENCE

Our people, products, and processes set the standard for excellence.

P

PEOPLE

Our success is rooted in the accomplishments of our people.

I

INTEGRITY

Our behavior is guided by a passion for being honest, ethical, and trustworthy.

C

CREATIVITY

Our innovations create better solutions for our customers.

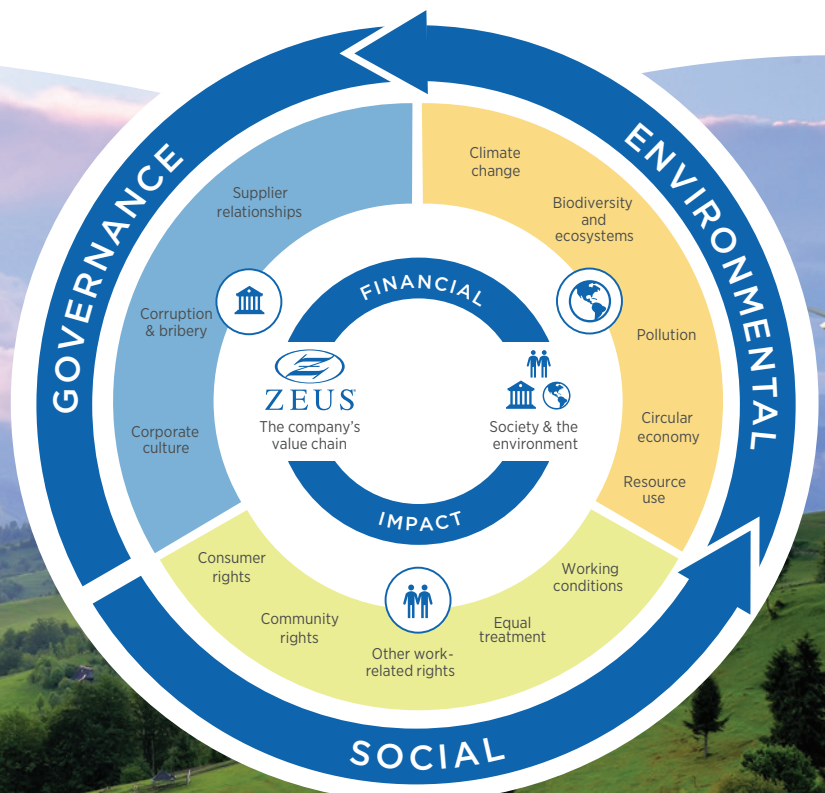
Sustainability at Zeus

Sustainability and performance at Zeus are inseparable. For decades, we have built products that deliver reliability and excellence. Now we are ensuring those same qualities extend to how we treat the planet and people. By embedding sustainability into our innovation process, we are not just responding to global challenges; we are shaping solutions that help industries thrive responsibly.

Our sustainability strategy began with a rigorous double materiality assessment because understanding both the impact of our business on the world and the world's impact on our business was essential for us to drive meaningful change. With the help of advisors, we conducted a comprehensive review of internal documents, peer benchmarks, and sustainability expectations from our key partners. We also engaged deeply with our employees, customers, and other stakeholders through interviews, ensuring diverse perspectives inform our priorities.

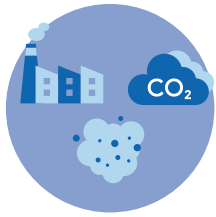
The assessment identified four priority areas that will guide Zeus' sustainability strategy: advancing climate action across our operations; accelerating sustainable material innovation; investing in the health, safety, and development of our people; and strengthening governance through ethical business practices and accountability. These priorities became the foundation of our Performance Forward framework and continue to shape our goals, investments, and reporting.

To translate insights into action, we conducted multiple strategy workshops with leadership to secure alignment and ownership. These sessions helped us define topic owners, establish clear KPIs, and create mechanisms for tracking progress. This collaborative process ensures that our sustainability strategy is not only ambitious but actionable — grounded in transparency, stakeholder input, and measurable outcomes that advance both performance and responsibility.

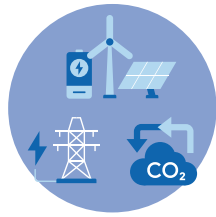




Operations at Zeus



SCOPE 1
EMISSIONS
from sources on site



SCOPE 2
EMISSIONS
energy & utilities



SCOPE 3
EMISSIONS
from supply chain

We are initiating efforts to reduce our environmental impact and protect what matters every step of the way as we propel innovation.

Zeus has taken decisive steps to embed sustainability into our operations and product strategy. In 2025, Zeus embarked on a commitment journey to set [Science-Based Targets](#). Zeus established greenhouse gas baseline emission data for Scopes 1, 2 & 3, culminating in a target submission which was subsequently approved in April 2026.

Near-Term Targets: Zeus Company LLC commits to reduce absolute scope 1 and 2 GHG emissions 72.8% by 2030 from a 2023 base year. Zeus Company LLC also commits that 77.0% of its suppliers by emissions covering purchased goods and services, will have science-based targets by 2030.

Through a Science-Based Targets initiative (SBTi)-aligned decarbonization roadmap, we have measured our emissions, identified reduction levers, and developed a near-term plan to integrate abatement projects into budgets and operations.

Driving **Decarbonization** & **Sustainable Growth**

In 2025, Zeus measured and identified opportunities to optimize our environmental footprint site surveys and capital planning alignment to ensure every action delivers measurable impact and long-term value. By sequencing initiatives across our facilities, we are committing to reducing our near-term carbon emissions footprint by 2030, while maintaining

progress toward full renewable electricity coverage and operational excellence. We are proud to validate our commitment to these reduction targets through submission to SBTi.

Improving **Resilience** Across the **Value Chain**

Beyond operational decarbonization, we have strengthened our value chain by engaging suppliers on climate action. We are pleased that many of our key suppliers at Zeus already have SBT in place. We have established a structured supplier engagement program for data collection, target validation, and strategic procurement alignment to maintain momentum. Ultimately, Zeus aims to continue to deepen supplier engagement, ensuring that all high-impact partners align with science-based targets and contribute to our shared climate goals.

These efforts reflect our belief that sustainability is not just about our footprint — it is about driving change across the ecosystem in which we operate.



72%

REDUCTION

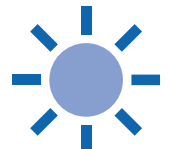
Target for Scope 1 & 2
GHG Emissions
by 2030 from
a 2023 Baseline



77%

OF SUPPLIERS

Covering Scope 3 Purchased
Goods & Services
Emissions Targeted to
Have Science-Based
Goals by 2030



90%

ENERGY

from
Renewable
Sources
by 2030

Looking **Ahead**

Looking ahead, our ambition is clear: to lead the industry in performance and responsibility. We will continue implementing energy efficiency measures, expanding renewable electricity procurement, and embedding decarbonization into capital planning decisions. At the same time, we're standardizing our own operational processes at the site level.

One **Standard** Every **Site**

Zeus is committed to creating a safe and consistent work environment across all locations. Over the past decade, Zeus' safety culture has grown significantly robust, with a company total recordable incident rate (TRIR) of 1.15 in 2020 that has improved every year since. In 2025, our TRIR was 0.57.

We are committed to maintaining this pace of improvement. To achieve this, we will conduct regulatory, site-level compliance assessments. Zeus will endeavor to ensure there is consistency in approach across geographies, while always respecting local safety regulations. These steps are intended to strengthen our culture of safety and accountability, while protecting a fundamental asset, our people.

Closing the Loop

Reducing waste is central to our sustainability vision. In the coming year, we plan to standardize waste and recycling data collection across all sites to improve reporting accuracy and generate more actionable insights. Our plan includes standardizing existing processes for tracking waste sent to landfill, hazardous and non-hazardous waste, and recycling rates. These efforts will be supported by internal waste management guidelines for employees. These efforts will help us minimize environmental impact and foster a culture of resource responsibility.

From procurement to operations, Zeus plans to integrate sustainability into every decision. We plan to review our Supplier Code of Conduct and establish a sustainability procurement policy with our suppliers.





Materials at Zeus

We never stop advancing our products, and now we are bringing game-changing materials to meet the world's most pressing environmental needs.

Over the past six decades, Zeus has built a reputation for reliability and innovation. In 2025, we integrated sustainability objectives into our business strategy while continuing to deliver the high-performance solutions our customers expect.

As we look ahead, we understand the need for sustainable alternatives has never been more urgent. Our customers across a wide range of industries are facing mounting pressure to reduce their environmental impact while maintaining strong performance. They come to Zeus for reliable solutions.

Zeus has taken steps to transform our operations in a manner that results in quantifiable downstream value for our customers, which they will see through energy efficiency, reduced waste, operational efficiency, and product flexibility. By designing products that deliver exceptional reliability while minimizing resource use and harmful substances, we help our customers achieve their goals without compromise.



1.5%
OF REVENUE
invested in R&D for advanced sustainable materials



6 of 10
TOP SUPPLIERS
by emissions have validated SBTi goals

Going forward, we are committed to backing these commitments through Product Carbon Footprints (PCFs) of our “Top 8” product families. Expanding our commitments to establish PCFs using ISO methodology is only the beginning for Zeus. We have been answering the call to provide the very best for our customers for decades.

CathX Medical

Zeus acquired best-in-class contract design, development, and manufacturing provider CathX Medical in 2021. Founded to help address critical gaps in the medical device OEM market, CathX expanded Zeus' capabilities in catheter design support, rapid prototyping, and contract manufacturing of catheter sub-assemblies. The acquisition strengthened Zeus' ability to provide a more integrated development experience for customers, helping streamline the path from concept to commercialization.

In 2025, Zeus took an important step in its long-term growth strategy by selecting Costa Rica as the location for a future CathX manufacturing expansion. This investment is intended to strengthen Zeus' end-to-end catheter development capabilities while providing additional flexibility, scalability, and operational resilience without compromising the quality standards and processes customers rely on.

As part of the site selection process, Zeus prioritized a location that aligned with the company's broader sustainability, operational, and community values. The selected business park location demonstrated a strong focus on responsible development practices, environmental stewardship initiatives, and long-term community engagement.

Additional considerations included infrastructure designed to support sustainable operations, access to a highly skilled workforce, and the opportunity to grow within a region that continues to invest in innovation and advanced manufacturing. Through this expansion, Zeus aims to support both long-term business growth and responsible global operations.



PFX – Performance without PFAS

As sustainability expectations continue to evolve, Zeus is advancing a new generation of high-performance material solutions designed to deliver the reliability customers expect — all without PFAS.* We call this platform PFX™.

This shift is not simply about compliance. It reflects Zeus' commitment to advancing material science and helping shape the future of high-performance medical components. By collaborating closely with customers and

investing in next-generation innovation, Zeus is building a portfolio designed to meet both today's performance demands and tomorrow's sustainability expectations.

The PFX platform reflects a broader vision: creating solutions that support both technological advancement and long-term environmental stewardship while continuing to deliver the durability, reliability, and excellence customers expect.

The Future of **PFX**

Zeus continues to expand the PFX platform roadmap with additional high-performance material and component innovations currently under development. Future PFX products are being designed with the same focus on performance, reliability, and independent validation, including the pursuit of Intertek certification standards where applicable.

Coming 2026+

PFX^{MAX}

CATHETER LINER
Designed to deliver greater strength, thinner walls, and tighter tolerances for advanced catheter applications where space or precision are critical – all without PFAS*

PFX^{PEELZ}

HEAT SHRINK
A low-friction, reliable, easy-peel release without PFAS,* its composition supports improved process efficiency and higher waste-to-energy recovery

PFX^{GLIDE}

POLYIMIDE
A next-generation alternative to polyimide with lubricious additives; delivers low friction, strong dielectric strength, and outstanding wear resistance, enhancing deliverability and control



* PFX™ products are made using a non-fluorinated polymer resin alternative and without the intentional addition of any per- or polyfluoroalkyl substances (PFAS). Independent third-party laboratory analysis of representative samples of PFX products has confirmed total fluorine levels of less than 20 ppm.

Q&A with **Suresh Sainath**

Chief Technology Officer

How are you approaching this next generation of products designed for a more sustainable world?

At Zeus, we are approaching this next generation of innovation with a simple mindset: sustainability should expand possibilities, not force compromises. Our focus is on developing materials and technologies that help customers respond to changing market expectations, regulatory landscapes, and sustainability goals while still delivering the performance required in critical medical applications.

The PFX platform is a great example of that philosophy. It reflects years of research aimed at creating future-ready solutions that give customers more optionality in how they design, manufacture, and scale their products. We see sustainability as a catalyst for better engineering and smarter product design.

How is Zeus ensuring its sustainable and PFX products maintain the same level of performance and reliability that our customers expect?

Performance is non-negotiable, especially in medical devices. Our customers rely on Zeus because they know quality, consistency, and reliability come first. That standard does not change with sustainable innovation.

With the PFX platform, our R&D teams focused on preserving the core performance characteristics customers value most, including lubricity, bond strength, flexibility, and manufacturability. We are rigorously testing these materials through real-world application scenarios and collaborating closely with customers during evaluations. Our goal is not simply to offer an alternative, but to deliver a solution customers can trust in demanding environments.

How are we integrating sustainability into our R&D process for future product lines?

Sustainability is becoming a core lens with which we evaluate innovation opportunities. That means considering not only product performance, but also material selection, manufacturing efficiency, waste reduction, sterilization compatibility, recyclability, and long-term supply resilience.

We are asking broader questions earlier in the development cycle: Can this material reduce complexity? Can it improve process efficiency? Can it support evolving customer sustainability goals? By embedding these considerations into R&D from the start, we can create solutions that are both technically advanced and commercially relevant.

What should customers be excited about as they test this new line of products?

Customers should be excited about having new options. For decades, certain materials defined what was possible in catheter design. We now have an opportunity to broaden that toolbox.

As customers begin testing the PFX portfolio, they will see solutions designed to maintain high performance while opening new possibilities in bonding, sterilization pathways, dimensional capability, and future product strategy. Just as important, they will have a partner in Zeus that works side-by-side with them through development, testing, and scale-up. This is more than a product launch. It is the beginning of a new, sustainable, and innovative platform.

Suresh Sainath

Chief Technology Officer





People at Zeus

We know the creativity and excellence of our teammates drive our innovation, so we champion their potential and cultivate meaningful engagement.

At Zeus, our greatest strength has always been our people. For more than six decades, we have created a culture of trust, collaboration, and growth — one where talented individuals thrive because they know their contributions matter.



PARTICIPATION RATE
in inaugural employee
engagement survey



VOLUNTARY
employee
turnover



OF REVENUE
dedicated to employee engagement,
wellbeing, and charitable contributions

Empowering People

This commitment to employee development is not just about building careers; it is about pushing innovation forward. When our teams have the tools, training, and support they need, they create solutions that redefine what performance means for our customers and the planet.

We recognize that each employee's career path is not linear and, therefore, may require different learning tools to reach that next step.

At Zeus, we offer training for our operations team members through the Zeus Technical Academy, Operational Excellence Training, and manufacturing certifications. Meanwhile, our corporate and commercial team members can leverage our Learning Management System (LMS) and Commercial Training. Additionally, we sponsor tuition reimbursement for all full-time employees as well as college internships and STEM sponsorships.

Engaging People

More than 75% of employees participated in our inaugural employee engagement survey. The highest-rated areas included supervisors' commitment to safety, respectful treatment of employees, and pride in Zeus' efforts to make a positive impact on the world. These results affirm that our employees are energized to build products that enable life-saving procedures for people across the globe, including their own loved ones.

Additionally, we have engaged team members to spearhead events tied to our company's EPIC values — Excellence, People, Integrity, and Creativity — at each Zeus site. One of the goals of these EPIC committees is to support localized employee engagement activities. Historically, this has taken shape through themed site days and monthly observances for events like Men's Health, Breast Cancer Awareness, and Black History Month. Additionally, the program facilitates community and charitable giving while also serving as a feedback loop to the leadership team.

As we look ahead, we will leverage our engagement survey responses, EPIC feedback sessions, employee management communication forum, and quarterly companywide assemblies to strengthen the employee experience. This commitment to listening and responding to employee feedback has helped Zeus maintain a consistently low voluntary employee turnover rate.



Workforce **Development**

As Zeus continues to expand its capabilities, we are investing in performance management, workforce development, and continuous learning to ensure our teams have the skills needed to drive performance and deliver the sustainable solutions our customers need.



Onboarding Excellence

As part of our commitment to excellence in people, Zeus is expanding our robust onboarding process that sets every new team member up for success. This program will consolidate annual compliance training to ensure employees understand regulatory requirements, safety standards, and sustainability practices from day one. By consistently embedding these principles into onboarding, we aim to create a culture of accountability and empower our workforce to uphold the highest standards across all operations.





Integrity at Zeus

We are working towards greater transparency around our products to show our important policies and standards at work.

This inaugural sustainability report marks a significant milestone in our sustainability journey. It reflects our commitment to integrity, transparency, and trusted partnerships. We will always strive to deliver innovative, performance-forward products while equipping customers with the data they need to advance their own sustainability goals. By prioritizing transparency and accountability, we are empowering our partners to make informed decisions that drive meaningful progress.

Governance

In 2024, Zeus established a Sustainability function, followed by the formation of a Sustainability committee and the appointment of a Sustainability Board Champion. The Sustainability committee, comprised of representatives from business functions throughout the organization, leads and

oversees our sustainability ambitions, ensuring that integrity remains central to every initiative. Through this governance structure and our dedication to transparency, we reaffirm our promise to operate responsibly and to support our customers in building a more sustainable future.



25%

DIVERSE
MEMBERS

of Board & C-Suite



20%

DIVERSE
MEMBERS

of Sustainability
Committee

“Sustainability at Zeus is embedded in how we operate, how we innovate, and how we create long-term value. Our focus is on turning ambition into measurable progress across the business.”

Kevin Ballinger

Zeus Sustainability Board Champion



Business ***Ethics*** & ***Conduct***

Integrity and accountability are fundamental to how Zeus conducts business. Recently, the Company reached a significant milestone with the launch of its Code of Conduct, which outlines the standards, expectations, and principles that guide ethical decision-making across the organization. To reinforce these expectations, Zeus launched its first company-wide Code of Conduct training program, achieving 100% completion. The program helps ensure employees across all regions and functions understand their responsibilities and uphold our commitment to conducting business with integrity.

Empowering Our Team Members to ***Speak Up***

Zeus also introduced the Zeus Integrity Line, providing team members and others with a safe, confidential channel to report concerns or issues related to the Code, company policies, or applicable laws. The Integrity Line complements the Company's longstanding Open Door Policy and reinforces a culture where employees are empowered to raise concerns without fear of retaliation.

Extending ***Expectations*** ***Beyond*** Our Four Walls

Beyond internal practices, Zeus recognizes the importance of extending responsible business expectations throughout our value chain. The Company is formalizing a Supplier Code of Conduct to communicate expectations for ethical behavior and responsible business practices among suppliers and partners.

Governance & ***Compliance***

To support long-term oversight and consistency, Zeus continues to strengthen its compliance framework and monitor evolving regulatory requirements and voluntary sustainability frameworks, including EcoVadis. Together, these efforts help embed accountability, manage risk, and reinforce responsible business practices across the organization.

ENHANCE
ANNUAL ETHICS
and business conduct
training program

ESTABLISH
CHANNEL
for raising
ethical concerns

MANDATE
CODE OF CONDUCT
with clear
expectations

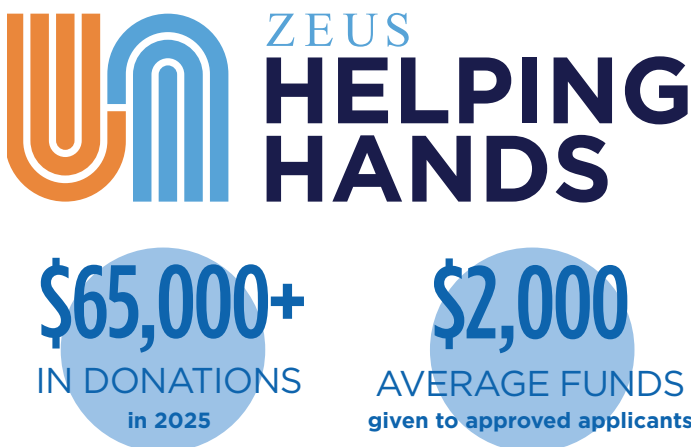
TRACK
SUSTAINABILITY
frameworks such
as EcoVadis



Community Engagement

From our humble roots to Zeus' global footprint, we cherish the role our communities play in our success. We are therefore particularly focused on supporting the schools, health organizations, and individuals in the communities in which we work.

In 2025, Zeus donated a significant amount to partner organizations through employee-driven fundraising and company matching. Additionally, Zeus employees participated in volunteer activities for organizations including the Golden Harvest Food Bank in Aiken, South Carolina; Prisma Health Children's Hospital; and the American Heart Association. Overall, Zeus' community efforts are driven at the local level to tackle the unique challenges that impact each operating area.



Zeus *Helping Hands*

Zeus Helping Hands is an employee relief fund that provides immediate assistance to help bridge the gap for team members experiencing significant hardship due to a natural disaster, family emergency, or other unavoidable crisis. The Fund delivers relief to team members experiencing an unavoidable crisis, provides a safety net when there is nowhere else to turn, and allows team members to help their teammates during difficult moments.



