



CURBELL ESG REPORT

2025



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Letter From Our Chair and Vice Chair

As Chair and Vice Chair of the Board, we are proud to share how Curbell continues to advance its commitment to environmental, social, and governance (ESG) stewardship. In an era defined by rapid change and rising expectations, our responsibility extends beyond just financial performance – it also encompasses the long-term health of our communities and the environment.

This year we've installed a compactor at our headquarters to help reduce our carbon footprint, we achieved zero-landfill status at our Arlington location, and we began a new annual community service event in partnership with the Buffalo Olmstead Parks Department to help clean up their historic rose garden at Delaware Park in Downtown Buffalo.

ESG stewardship is not just a one-time initiative; it is an ongoing journey that strengthens our resilience and relevance in a rapidly changing world. Curbell remains committed to continuous improvement, transparent communication, and accountability for all practical measurable results.

We are grateful to our employees and partners for their shared commitment to these values.

Thank you for your continued trust and partnership as we advance this important component of our strategic initiatives.



Sincerely,

Tina Sabuda

Tom Leone



CURBELL

CURBELL
MEDICAL

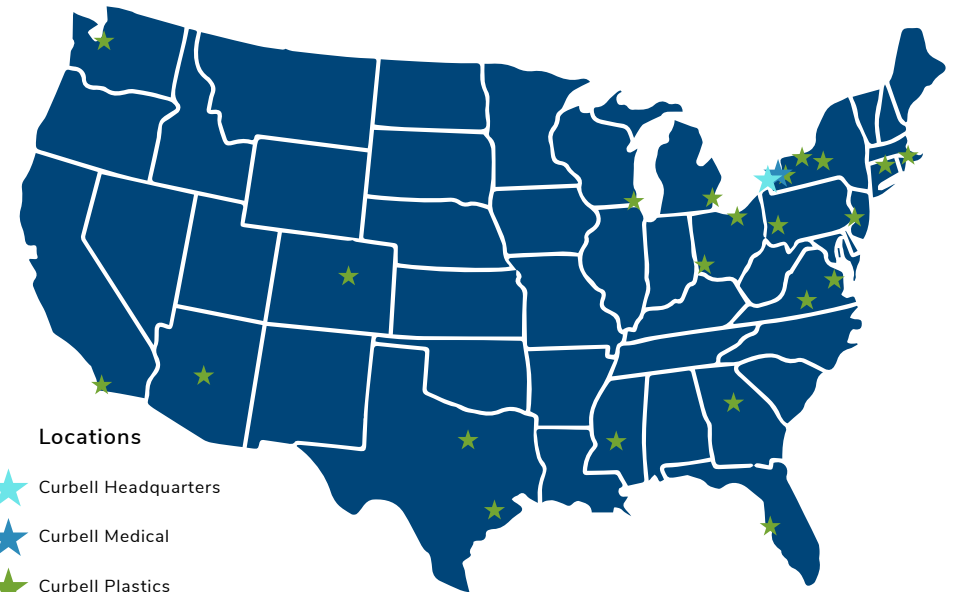
CURBELL
PLASTICS

We Are...

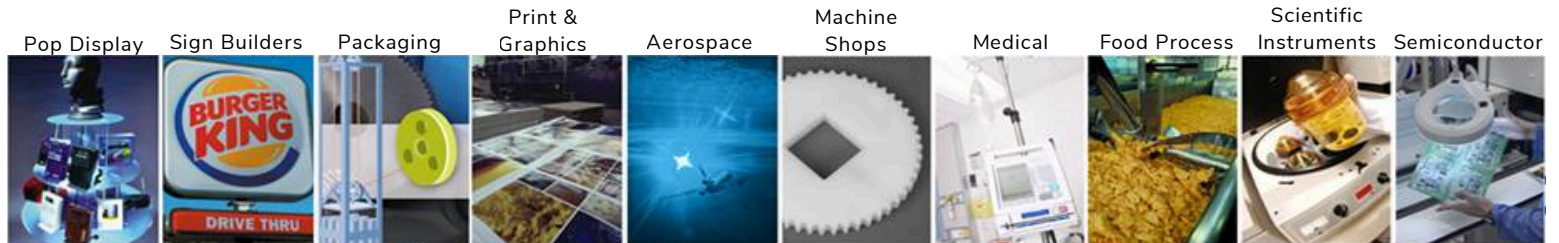
- Privately Held Since 1942
- Headquartered in Orchard Park, New York
- Strategically located in **23** US locations
- Manufacturers and distributors of medical devices and performance plastics

We Have...

- 550+** employees
- 5A1 credit rating from D&B
- Local, national, and international customers
- A sustainability program dating back **19** years



Some of the Industries we Serve



Our Values

Curbell takes pride in fostering a culture where people are treated with respect and encouraged to grow personally and professionally.

50%

of our annual performance appraisal is based on our Company Values



Integrity

Integrity is choosing to act in the best interest of the company over individual needs



Respect

Respect is treating others in ways that inspire them.



Learning

Learning is the continuous testing of experiences, and the transformation of those experiences into knowledge that provides competitive advantage.

Corporate Mission

Our mission is to consistently embody our three core values of integrity, respect, and learning as we pursue business opportunities and conduct our activities in a disciplined, responsible way that benefits our customers, employees, suppliers, and shareholders while enabling long-term, sustainable organizational growth at Curbell.

Executive Team

Guided by our Core Values, the Executive Team aims to enhance Curbell's long-term success and provide strategic direction to help us achieve our mission. This includes establishing and overseeing our ESG objectives and framework, including matters related to operations, supply chain, the environment, employee engagement, and social and philanthropic activities.



Abdul Sarac

Chief Operating Officer



Art Weibel

Chief Financial Officer



Christopher Schenk

Chief Legal Officer



Gerry Helbig

President of Plastics



The Evolution of our Programs



United Nations
Global Compact



Curbell has grown and adapted as business sustainability has changed, shifting from Corporate Social Responsibility to ESG.

We started our journey with EcoVadis in 2023 to establish a baseline. While we improved in most metrics in 2024, we received a lower rating due to changes in review methodology. In 2025, we decided to join the United Nations Global Compact, a more globally recognized organization.

We continue to align our business to support progress towards the United Nation's Sustainable Development Goals. We are using these goals as a guiding framework in the development of our ESG foundation throughout our journey.



Our Pledge

Curbell is committed to controlling and reducing our impact on the environment and protecting our natural resources for future generations.

We commit in a transparent and practical measurable way to become a thriving and resilient business by establishing a sustainability plan that:

- Reduces waste and pollution;
- Protects our waterways with closed loop systems;
- Optimizes the use of energy and materials;
- Invests in our communities; and
- helps reduce the severity of global climate change.

Letchworth State Park via ILoveNY



Western New York
Sustainable Business Roundtable



Curbell's Memberships and Affiliations

Curbell is a long-time member of The International Association of Plastics Distribution (IAPD) and an active participant on both their Environmental Committee and the Sustainability Task Force.

We are in inaugural member of the Western New York Sustainable Business Roundtable.

We are Pioneer Members of the Sustainability Committee for the Buffalo Niagara Manufacturers Alliance



Solid Waste Management

We have diverted more than 21 million pounds of materials from landfills since 2013 and achieved a considerable positive return through our recycling program which has resulted in a win-win for our business and the environment. Of the 21 million pounds diverted since 2013, Over 7 million pounds were repurposed.

We consistently recycle the majority of our waste and scrap material. Our Orchard Park locations have a robust recycling program for our plastic waste, electronic components, wires, cardboard, paper, and single stream, which has resulted in achieving zero-landfill status. In addition, our headquarters installed a compactor which significantly cut back on pickups and increased operational efficiency. We have plans to install one at our Medical facility in 2026 and will continue to work to increase the number of facilities that hold a zero-landfill status.

Curbell Corporate installed a compactor this year, significantly reducing the frequency of pickups needed per year.

Along with supplying some materials made with recycled content, Curbell also works to optimize the use of materials and reduce waste in many practical ways. Our "cut program" includes an online optimizer that allows us to ensure the best yield per sheet/piece, translating into less waste and competitive pricing for our customers.

Hazardous Waste

Curbell is a Conditionally Exempt Low Level Hazardous Material Generator according to EPA's guidelines.



Arlington achieved zero-landfill status earlier this year, our first branch to do so.



Contributing to a Circular Economy

We encourage partnering with our customers on take-back schemes, where we help them recycle plastic scrap from their operations. We also encourage customers to send their products back for repair or recycling when appropriate. In addition, we continue to work with our suppliers to determine if we can return scrap or unused materials to be made into new products. In a disposable world, these programs help cut customer costs and lengthen the service life of certain products.



Reuse and Refurbishing

We encourage a company-wide reuse/recycle philosophy. Materials will be sent to other locations when useful; considered for repurposing or donation; and then recycling as the final option.

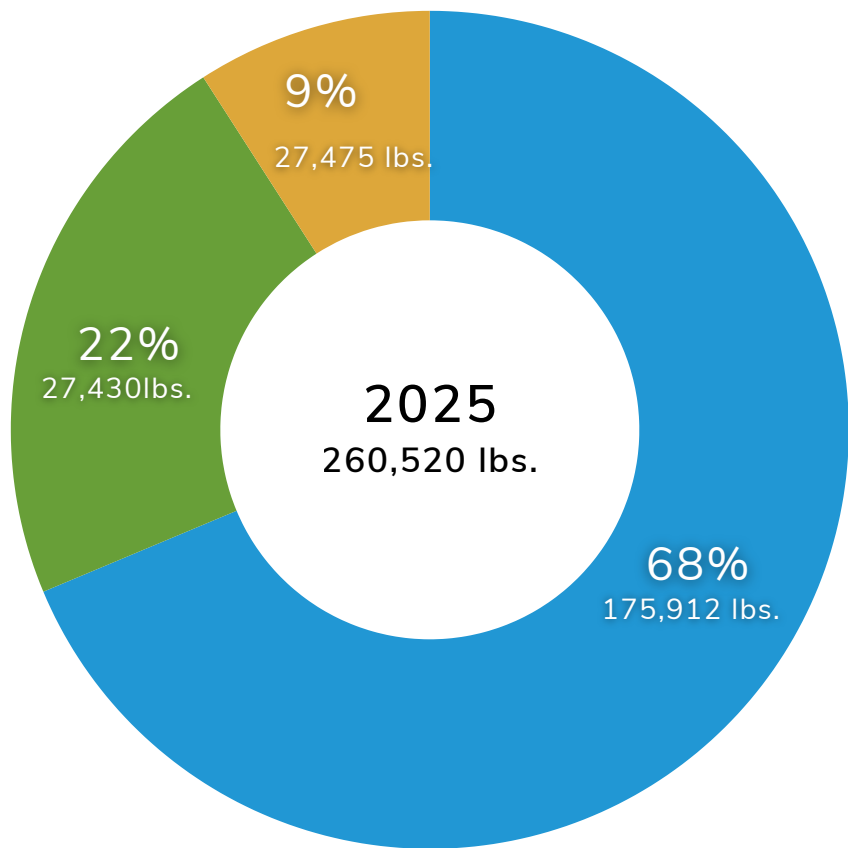
Our employees are discovering with creative new ways to reuse materials we have on hand. From scrap pallets and spools to plastic materials, our employees have proven how resourceful they can be by finding new ways to get their job done while keeping sustainability in mind.



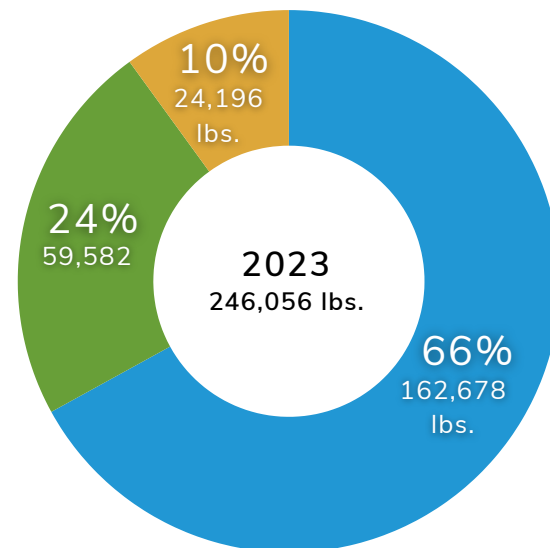
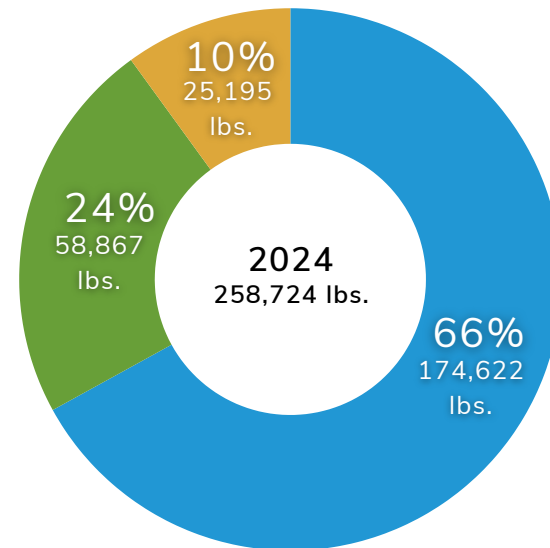


Orchard Park, NY Waste Detail

These metrics are for our two Orchard Park locations, our corporate office and Curbell Medical, which continue to be zero-landfill status.



- Plastic Scrap
- Repurposed
- Recycled
- Landfill

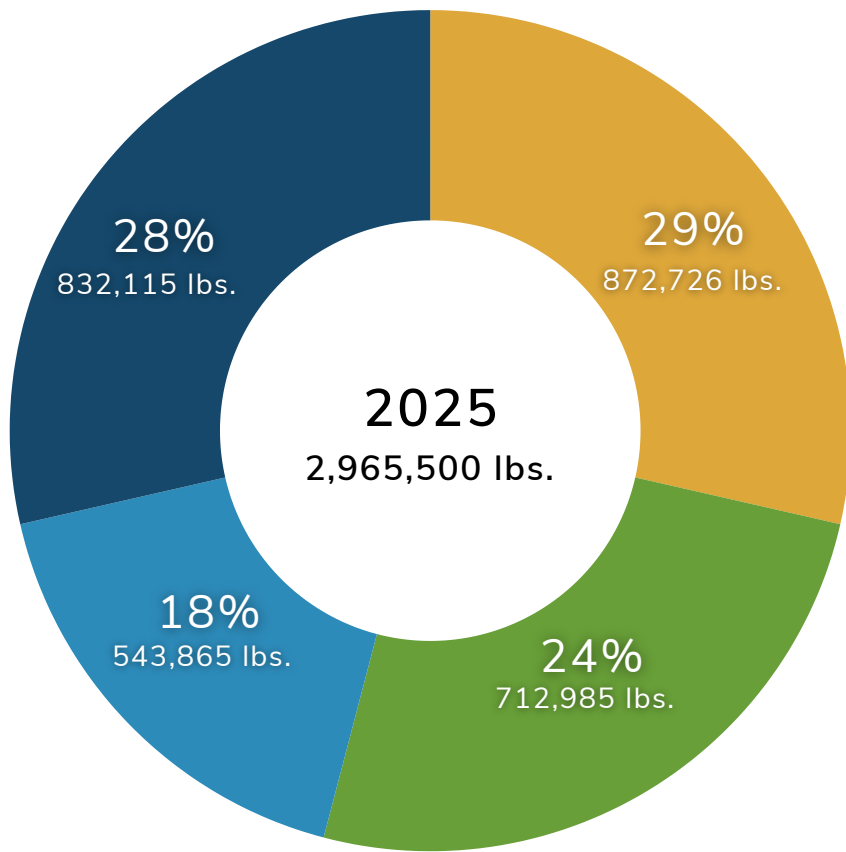




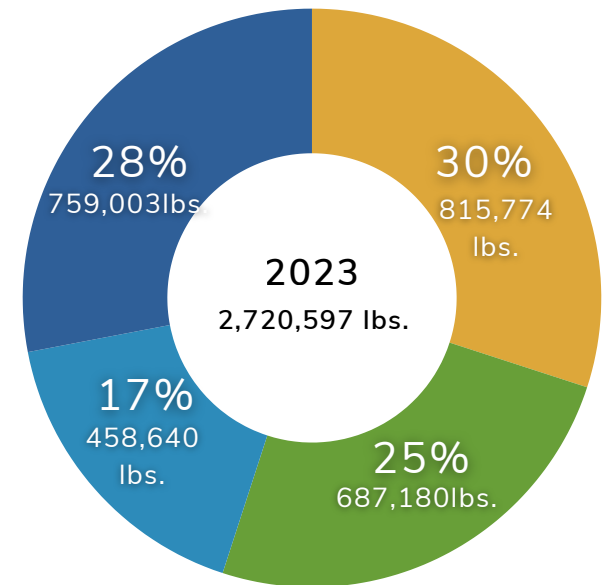
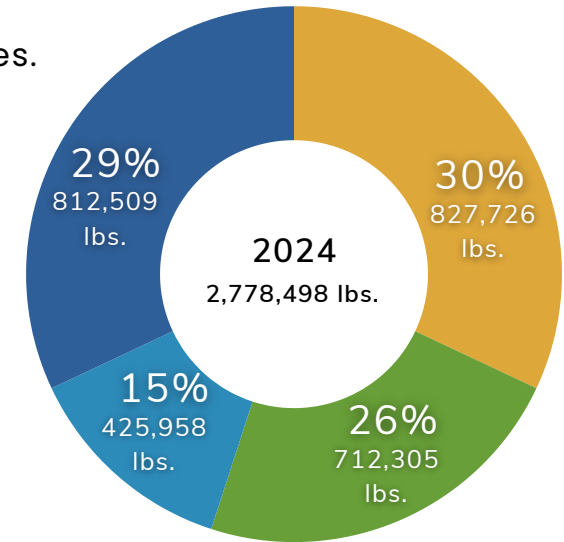
Curbell Plastics Waste Detail

At our plastic locations, the amount of waste recycled and repurposed has remained consistent, despite acquisition, expansion and an increase in sales.

This year, our Arlington location has achieved **zero-landfill status**.



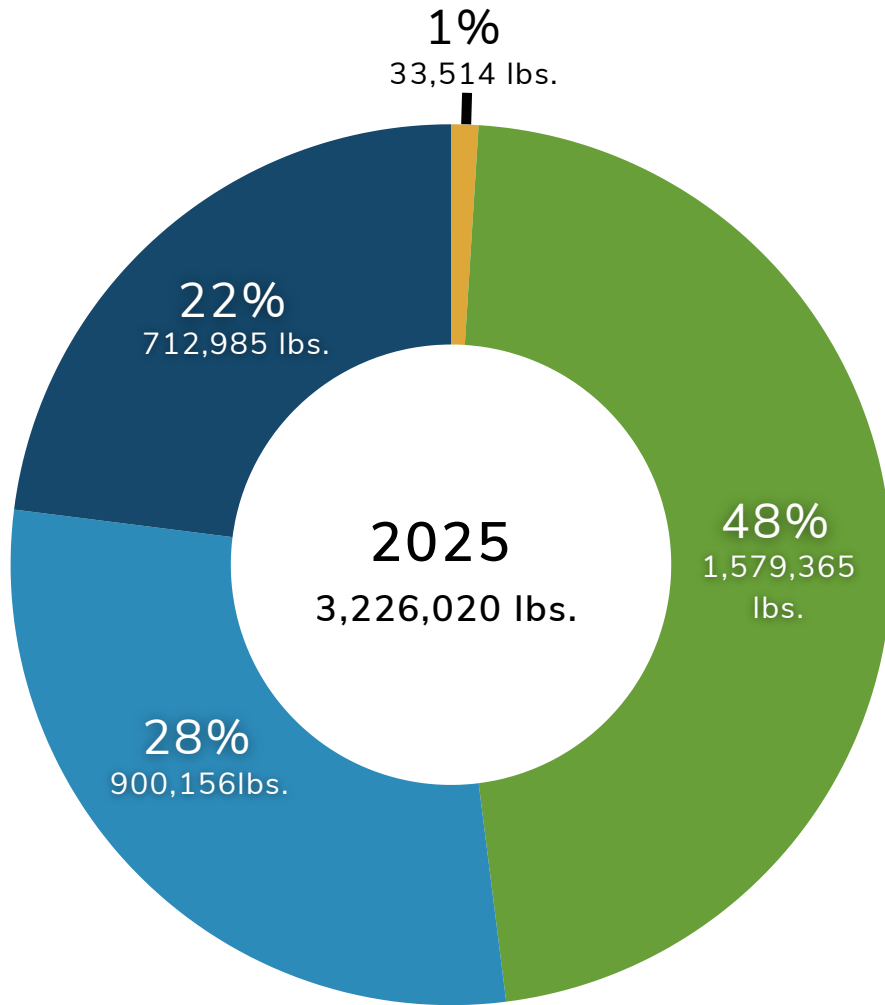
- Plastic Scrap
- Single Stream
- Solid Waste
- Repurposed



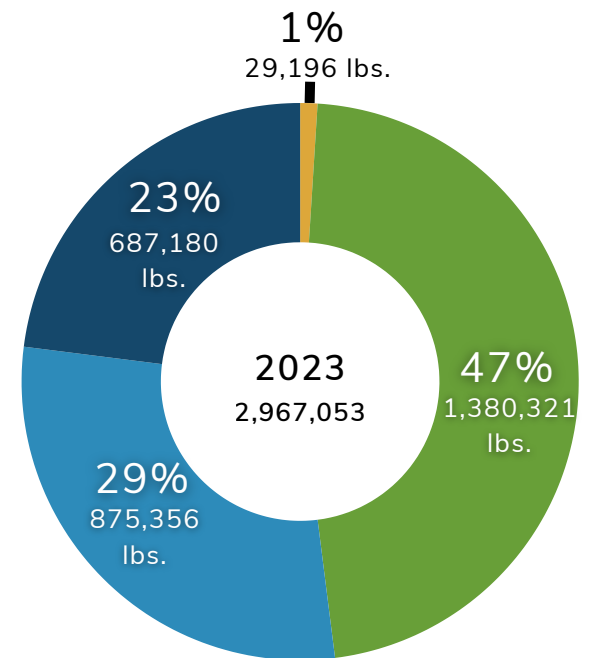
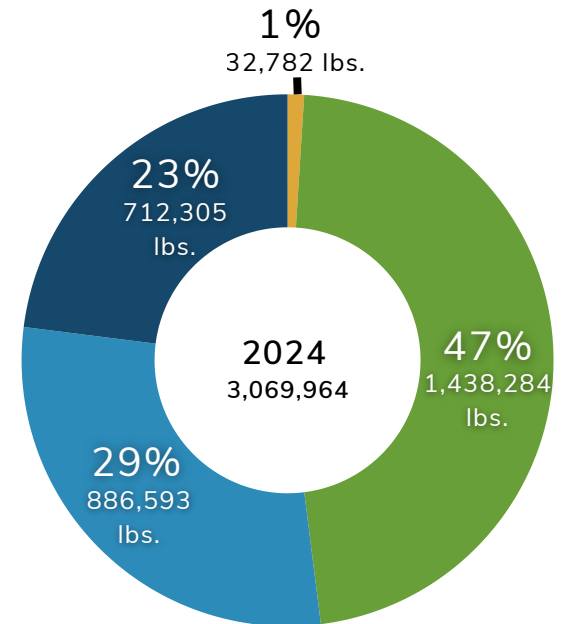


All Curbell Waste Detail

Our overall numbers have remained consistent year-to-year.



- Solid Waste
- Repurposed
- Recycled
- Waste to Energy

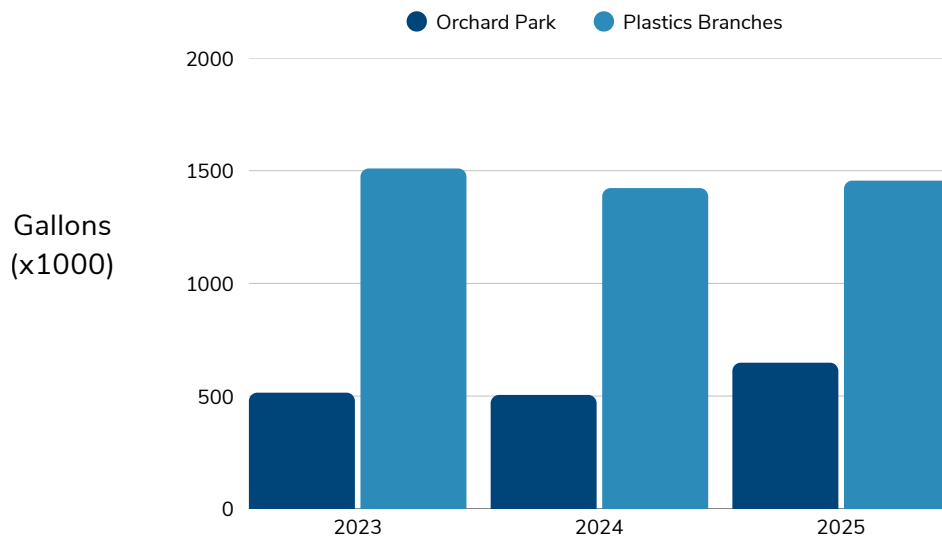


Protecting Our Waterways

Our recent Site Assessments conclude that water is not a significantly consumed resource in our manufacturing and/or distribution operations. It is, however, still an important resource that Curbell actively strives to protect as much as possible. As we are headquartered in Western New York, we understand the importance of protecting freshwater sources, including the Great Lakes and Niagara River.

We've been able to reduce our water usage at our Orchard Park locations due to the measures we've put in place and will look to potentially implement those measures at our other locations.

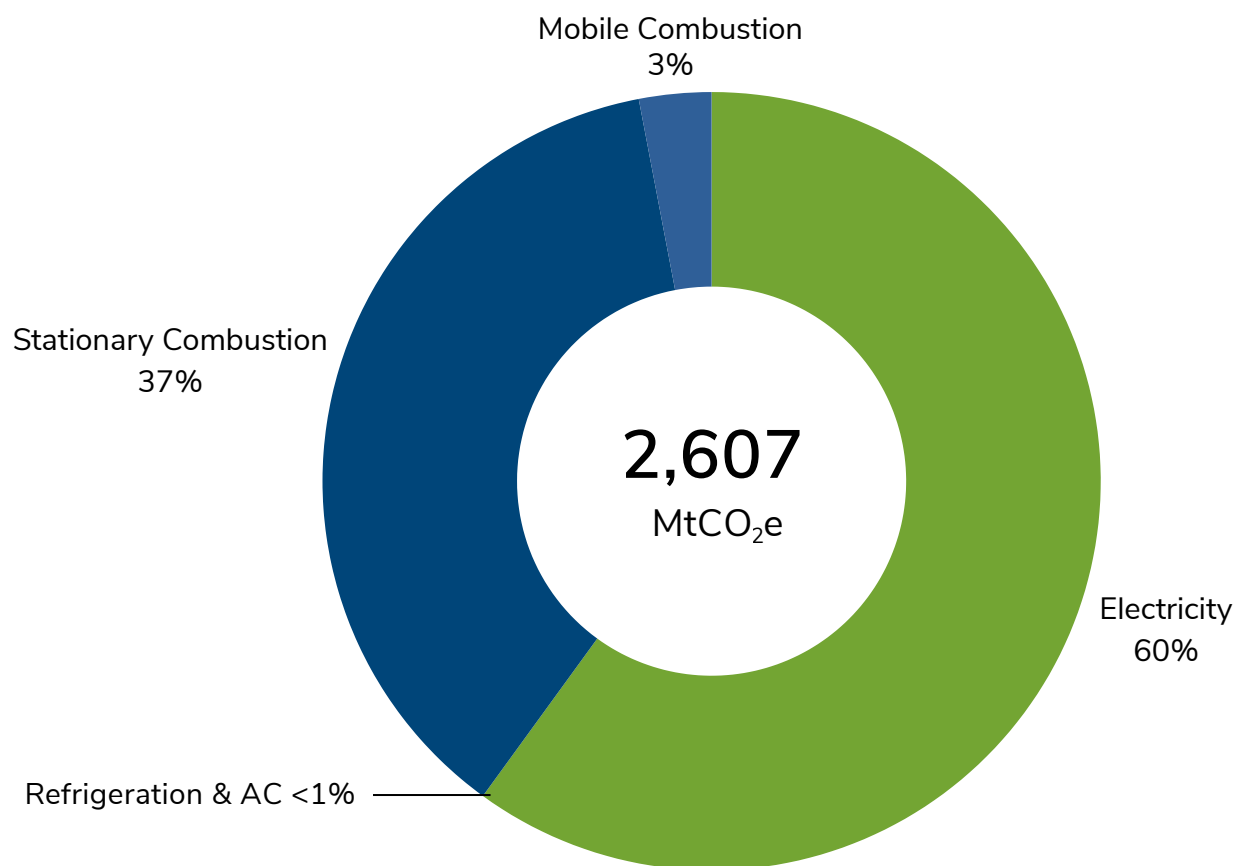
We track our water usage, not just at our Orchard Park facilities, but all our locations. We've been able to reduce our water usage at our Orchard Park locations due to the measures we've put in place that limit wasteful usage and will look to potentially implement similar measures at our other locations.



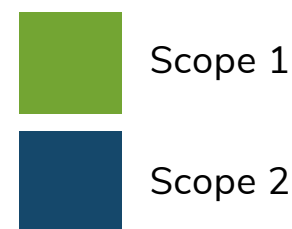


Greenhouse Gas Emissions

We are looking to expedite our internal efforts to establish baseline metrics and practical and meaningful goals around our Carbon Footprint and GHG Emissions. In order to do this, we have completed Scope 1 and 2 assessments and are working toward creating and implementing carbon emission reduction goals for 2026 and beyond.



One of our goals is to conduct a Scope 3 Assessment in the coming years



Curbell, Inc. annual GHG emissions by scope, 2023



Optimizing Our Energy Usage

We consume natural gas and electricity to fuel and operate all Curbell locations. We consistently upgrade our facilities by implementing more efficient HVAC and lighting systems. Adding timers to various pieces of equipment, adjusting and controlling thermostats, monitoring our progress, and looking for additional ways to conserve energy. When purchasing equipment, energy efficiency is reviewed and is a factor in the decision process, which contributes to a reduction in energy consumption, a shrinking carbon footprint, and lower costs.



Relighting Projects

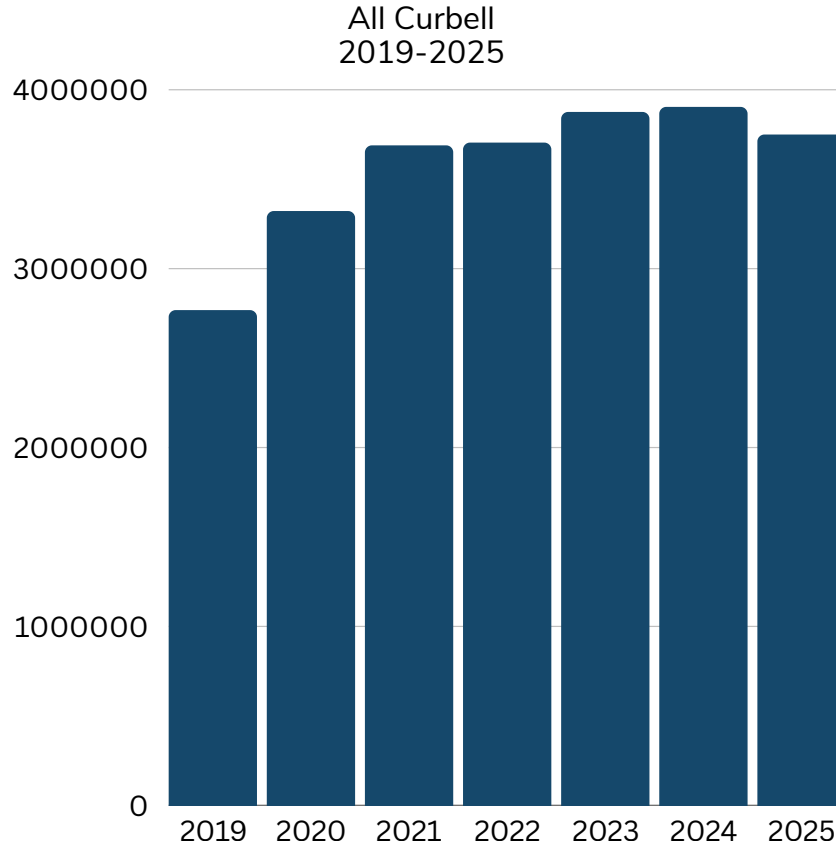
Since 2011, we've completed thirteen relighting projects at multiple locations. These projects involve replacing old lighting systems with new, more efficient fixtures that not only conserve energy but light the spaces more effectively.

Ultimately, these projects have saved over 600,000 kWh of electricity annually and approximately \$50,000.

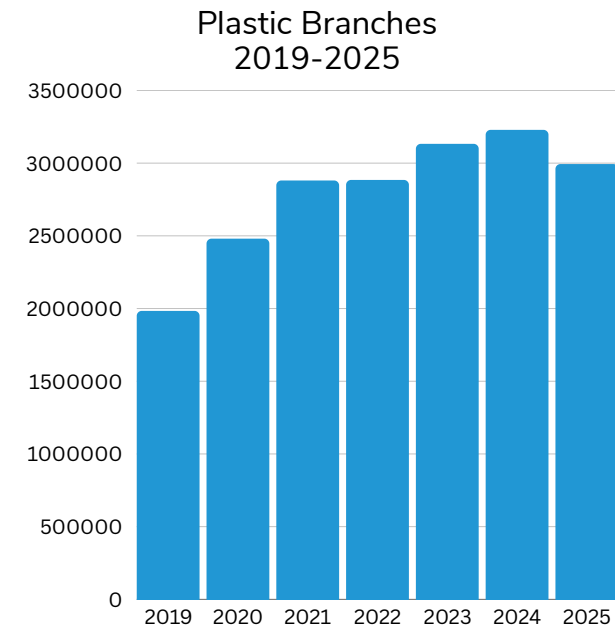
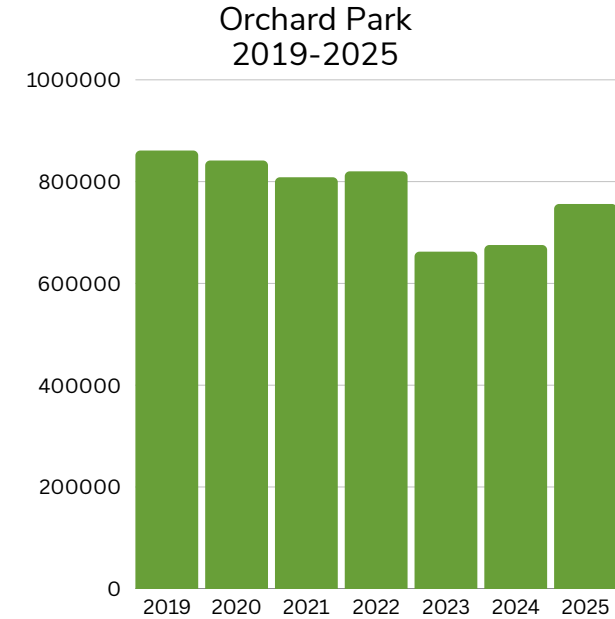




Curbell Electricity Usage Detail

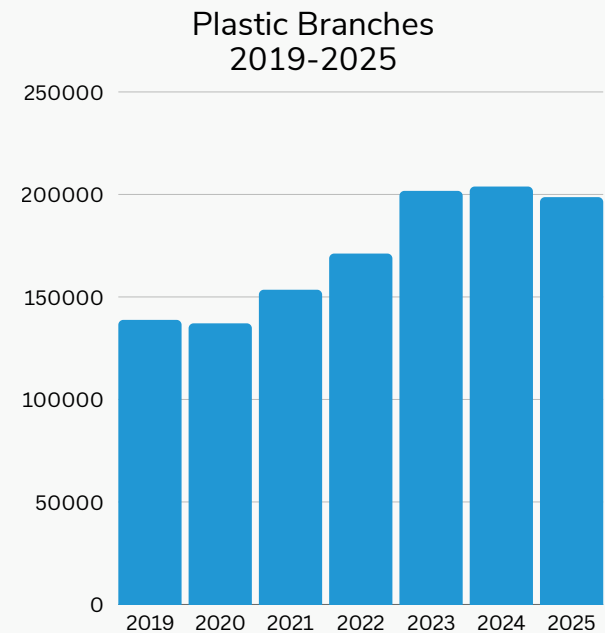
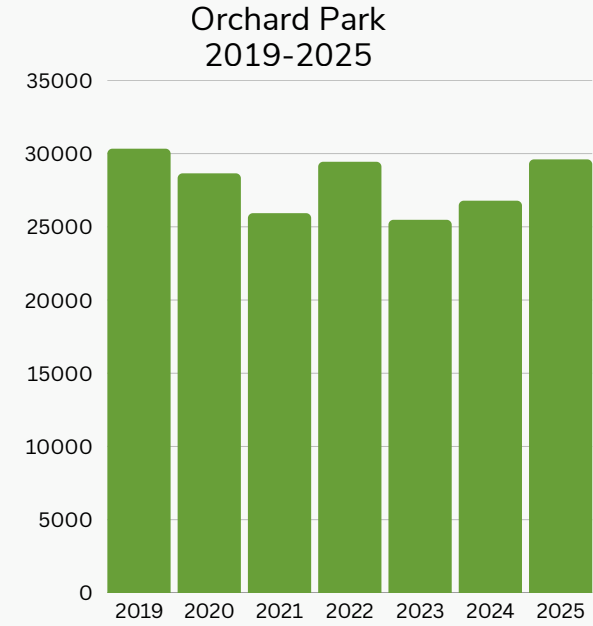
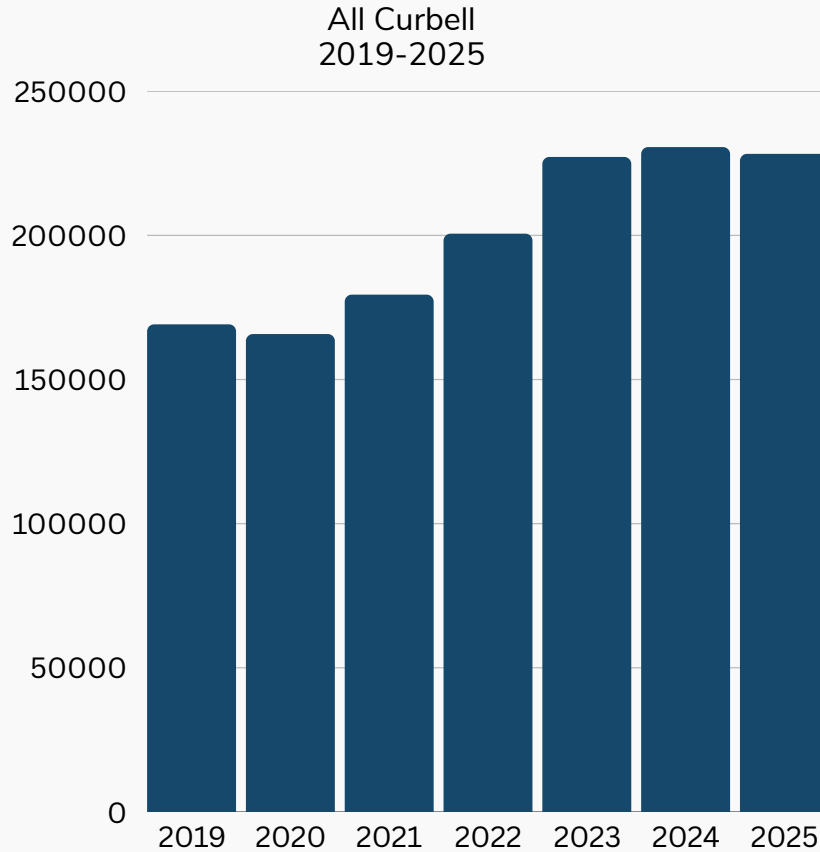


While we've been taking measures to reduce the amount of electricity we consume, a 20% increase in sales from 2020-2024, along with various acquisitions and expansions is ultimately leading to increased consumption. We continue to explore the purchase of renewable energy and various other energy saving options along with our completed multiple relighting programs.





Curbell Natural Gas Usage Detail



In a similar vein to our electricity metrics, despite taking measures to decrease our consumption, our totals are higher because of expansion and increasing overall square footage. Installing newer, more efficient HVAC units and a new building climate management system have helped us reduce our CCF per square foot.



Creating a Culture Where Our Employees Can Thrive

Employee Retention

People are valued, respected, and provided opportunities to learn and grow personally and professionally.

In 2025, there were **71** promotions

Employee Benefits

Our employees are offered benefits outside their standard wages. These benefits include health, vision and dental insurance, life insurance, paid vacation, flex time, and 401(k) match. We also offer various discounts and reward programs that employees are able to take advantage of if they so choose.

Career Progression, Tuition Assistance, and Training

Curbell offers Career Progression plans when appropriate and Tuition Assistance to help our employees grow professionally. Every year our employees have an annual review, which is an opportunity to talk in depth with their supervisors about career development to support their career growth.

Tuition Assistance is available to any eligible employee who wants to take classes to help advance their skill set. Curbell also provides ample internal training programs and opportunities in our CLE (Curbell Learning Experience). All employees receive 20 hours of training annually and are given opportunities to learn in their specific area of interest.

10 years is the average employee tenure

28% of our workforce has been with Curbell for over 15 years





Employee Recognition

Recognizing the great work of our employees is an integral part of making them feel valued as well as reward them for upholding our company's values and culture.

Our **Values in Action** program is designed to recognize employees that show a notable embodiment of the Curbell Values and Behavior Codes. The recipients of this award are nominated by coworkers who see the great things they're doing and want to see them acknowledged for their above and beyond long term contributions and their consistent embodiment of our values.

Our **True Blue Award** is Curbell's highest honor, given to individuals who live our Core Values and demonstrate them to the highest degree. These individuals are consistently putting the company, our customers and employees first in all that they do.

The entire month of November is Employee Recognition Month at Curbell. During this time, we recognize our employees' length of service, commitment, and loyalty to our organization. We are proud to have 123 employees celebrating milestones with us in 2025!

Health and Wellness

The Curbell Wellbeing program helps give our employees access to resources to help aid in their overall wellness physically, emotionally, and financially. Throughout the year, we raise awareness of our wellness program, and foster our commitment to help employees achieve optimal wellbeing while making strong connections to our community.

Some of the offerings the program has include:

- Wellness coaching
- Stress Management Tools
- Financial Health Advice
- On-site flu shots
- Online services to manage healthcare & benefits
- Employee-led yoga and functional movement classes
- On-site biometric screening



Awareness and Involvement



April at Curbell is our Earth Month celebration. Curbell hosts several events and activities throughout the month intended to promote and support our environmental programs and business sustainability efforts including contests, lunches, and an Earth Day gift. The month also serves as a tool to help educate our employees and encourage them to get involved. Our celebration includes a **Daily "Earth Month Minute"** email highlighting company information, employee contributions and achievements.

We continued our **"Healthy Earth Healthy You Challenge"** this year which encourages employees to share activities they are doing outside of work that help support both the environment and their health while sending us photographs for a chance to win prizes.

Our ultimate goal with Earth Month is to provide our employees with knowledge and elevate awareness to make a difference in their communities, and inspire them to make positive changes for a more sustainable business and planet.



Curbell In The Community

At Curbell, we're always working to foster connections to the communities in which we operate. Whether it's donating time or materials, our employees are consistently looking for opportunities to give back. Here are just a few of the examples of the things we've done to help:



Our Orchard Park locations in partnership with United Way and the Olmstead Parks completed a clean up of the Historic Rose Garden at Delaware Park on Earth Day.

Established in 1917, this historic garden has long been a gathering space for community celebrations and events.

Volunteer tasks included loading and transporting mulch in wheelbarrows, spreading it into flower beds with rakes, assisting with park cleanup, and weeding garden beds.



This year a team of Curbell employees participated in the United Way of Buffalo & Erie County Day of Caring at FeedMore WNY.

Together our team packed 672 peanut butter backpack meals and 4200 lbs of 15lb assorted food boxes!



Every year our Orchard Park Employees participate in the Adopt a Family program with Child and Family Services of Erie County, Inc. This year, we had the joy of "adopting" two families, totaling 10 individuals.



Our Orchard Park location donated empty wooden cable reels to a local doggy daycare. They stain and carpet them so the dogs can perch and play on them. We hope to continue to provide more reels going forward.



We were represented by our Phoenix location at The Pat Tillman Foundation's "Pat's Run", to help raise money to pay for academic scholarships for military families.

Charitable Giving



Curbell's Charitable Giving Program encourages our employees to participate in a number of charitable initiatives, which includes a company match for a designated charity each month.

Some of the charities we have supported are:



BOB WOODRUFF
FOUNDATION



Since 2016, Curbell has donated over **\$500,000** since program inception

...And many more!





Business Ethics

All new Curbell employees receive training on our employee handbook to familiarize them with Curbell’s policies, including our ethics and compliance policies. Just as Curbell has a responsibility to conduct its business in strict compliance with all applicable laws and regulations so, too, it expects its employees to act in accordance with the highest standards of business ethics and adhere to our employee handbook and Code of Conduct.

Policy Against Harassment, Discrimination, and Retaliation

We apply the highest permissible standards of confidentiality in handling all reports of unethical behavior, and we ensure that no employee who reports a concern suffers retaliation in any form.

Equal Opportunity

Curbell provides equal employment opportunities to all qualified individuals without regard to race, color, creed, religion, sex/gender (including pregnancy), national origin, ethnicity, age, marital status, disability, sexual orientation, genetic information, status as protected veteran or any legally-protected category under applicable federal, state, and local laws. In addition, we comply with applicable federal, state and local laws prohibiting discrimination, harassment and/or retaliation. Our policy covers all aspects of the employment relationship including, but not limited to, application and initial employment, working conditions, promotion and transfer, selection for training opportunities, compensation, and the application of service, retirement, and employee benefit plan policies. We recognize that our continued growth and business success depends on the development and utilization of the full range of our employees and full utilization of all segments of the available workforce in which we operate our business.

Furthermore, Curbell is a World Class Sponsor and an active participant in the International Association of Plastics Distributors' Women in Plastics program which holds events to help celebrate and encourage women while creating networking opportunities to further their careers.



Security and Compliance



CMMC is a certification that the Department of Defense uses to ensure that its contractors and subcontractors are capable of handling Controlled Unclassified Information, or CUI. Curbell may work to become CMMC 2.0 compliant in the near future depending on business need.



Curbell Plastics implemented an Export Controls Compliance Program in 2015 to comply with the **International Traffic in Arms Regulations (ITAR)**. ITAR is a strict regulatory framework to control the export and temporary import of defense-related articles listed on the **U.S. Munitions List (USML)**. Curbell's ITAR program allows Curbell to manufacture defense-related articles for our military, aerospace and defense customers.



The guiding principle of the **CTPAT** program is enhancing and ensuring supply chain security through a government-industry partnership. The CTPAT program is voluntary and designed to share information that will protect the supply chain from being compromised by terrorists and terrorist organizations. Our Curbell Medical Facility is CTPAT certified.

Security and Compliance Cont.

Curbell follows IT Cybersecurity Manual for **National Institute of Standards and Technology** (NIST 800-171) policies and procedures. The NIST 800-171 series is a technical standard set of publications that details U.S. government procedures, policies, and guidelines on information systems for the protection of information systems from unauthorized access, use, disclosure, disruption, modification, or destruction.



Curbell Medical's quality management system is certified to **ISO 13485:2016** and **MDSAP (Medical Device Single Audit Program)** for the design and manufacture of medical devices. Curbell Medical is also compliant with all **Medical Device Regulations** for the European Union, the United Kingdom, and Canada and the Therapeutic Goods Act of New Zealand and Australia. These regulations are responsible for regulating firms who manufacture, repackage, relabel, and/or import medical devices in those regions.



Curbell Plastics has nine locations certified to **ISO 9001:2015**. ISO is a recognized standard for quality management systems that provides a framework for organizations to improve performance, meet customer expectations, and ensure consistent, high-quality products and services. Furthermore, Curbell Plastics recently obtained **AS9100** certification for its Arlington, Texas location. AS9100 is the internationally recognized quality management system standard for the aviation, space, and defense industry, incorporating ISO 9001:2015 with additional requirements for safety, airworthiness, and risk management



Workplace Safety

Curbell considers the safety, health, and wellbeing of its employees, visitors and facilities to be of upmost importance. This philosophy is well demonstrated throughout all of our operations and we have committed to the the four key principals that are outlined by the Occupational Safety and Health Administration (OSHA) in their Voluntary Protection Program (VPP).



- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

Using these principals, Curbell provides its employees and business partners with a comprehensive and sustainable world class Health & Safety program and creates a visual metric (Safety Profile) borrowed from OSHA's Voluntary Protection Program (VPP).

Certified Field Safety Representative

To further enhance employee participation and our safety culture, in 2014 we introduced our Industrial Safety Competency Certification Program. The program is based on OSHA's 30-hour General Industry Safety Training program and covers fifteen safety topics. Candidates must study and master all fifteen topics as they need to score a full 100% on the test to become certified. We ensure that we have at least one certified representative at every single one of our locations. Currently we have at least one certified employee at every location!





Awards and Recognition

Our first recognition came in 2005 when we earned a Certificate of Green Partner from the Sony Corporation. The certificate showed that our environmental management system met the requirements for their program. This accomplishment placed us ahead of others in their supply chain and that value was a an important starting step leading to where we are today.

Business First Magazine recognized Curbell with awards for Sustainability and for General Excellence and has been acknowledged as an environmental leader by New York State, Erie County and the EPA. The Environmental Champion Award is the highest recognition presented to the public by the EPA.

In 2016, Curbell was recognized for excellence in solid waste management at the EPA (Environmental Protection Agency) Region 2 headquarters in Manhattan, NY. Curbell's environmental programs have been recognized by the IAPD (International Association of Plastics Distribution) nine times including the first ever Gold level award and their top award 9 out of the past 10 years. In 2025, we recieved gold yet again.



A legislative Resolution is now part of the NY State Senate's permanent record dated February 14th, 2017, in recognition of Curbell for our commitment to the preservation of our natural environment and to the enhancement of the economic well-being of the areas in which we exist.

Our commitment to sustainability and to the Buffalo-Niagara Region has brought national recognition as Curbell, in conjunction with Erie County, was awarded the EPA's Environmental Champion Award

In November of 2023, the SBR awarded Curbell with the Board of Directors Choice Award.