



ANNUAL
SUSTAINABILITY
REPORT

2025





January 2025

Dear Customers,

I am writing to share our 2025 Annual Sustainability Report with you.



Many customers are curious about how sustainability works in the disposable glove industry. Our annual report explains how AMMEX approaches sustainability and how we share our progress with customers and partners.



Every company and every person must inevitably play a part in sustainability. More importantly, we understand how every company can approach its environmental responsibilities in a unique way.



As a responsible business, we understand that qualified third-party experts and organizations must review and validate our initiatives and claims. This ensures that you can have full confidence in our sustainability practices.



As a supplier of disposable gloves, we understand that our environmental impact will take time and effort to define. Thus, we actively engage with our partners to outline actionable sustainability initiatives.



This report explains our approach, how we measure our company's emissions, and how we report and validate our targets. Specifically, we are proud that the Science Based Targets initiative (SBTi) has confirmed our sustainability measurements and targets.



We look forward to sharing our progress toward greater sustainability with you. Please do not hesitate to contact our team with any questions, comments, or suggestions.

Warm Regards,



Signed
Keyo Gold
CEO, AMMEX





2025 AMMEX ANNUAL SUSTAINABILITY REPORT



As a responsible distribution business, we are committed to sharing our sustainability commitments and tracking our progress. This annual report offers a summary of our ongoing efforts.

First, it is essential to provide a general definition of sustainability. **It is about creating an equilibrium where we live within the limits of what the Earth can provide, ensuring a balanced and healthy planet.**

In 1987, the **United Nations Brundtland Commission** defined sustainability as **“meeting the needs of the present without compromising the ability of future generations to meet their own needs.”**



Second, **AMMEX has embraced sustainability and is committed to working toward delivering products to our customers and operating our business responsibly and sustainably.**

Our approach focuses on the environmental sustainability that can be measured, reported, and validated. Specifically, we are pursuing science-based emission-reduction targets aligned with climate science. This involves developing targets for our carbon emissions.



To do this, we have measured our direct Scope 1 (see Appendix 1 for more on Scopes) with the help of third-party emissions-reporting experts and have verified our targets with the Science Based Targets initiative (SBTi).



SCIENCE
BASED
TARGETS

SBTi is a global body enabling businesses to set ambitious emissions-reduction targets in line with the latest climate science.

The process of developing science-based targets provides companies with a clearly defined path to reduce emissions in line with the Paris Agreement goals.

Beyond that, we are working with our operations teams and suppliers to impact indirect emissions (Scope 2 and Scope 3, See Appendix 1) by optimizing our logistics, creating ethical sourcing policies, and conducting quality and SMETA audits with suppliers.






MEASURING OUR CARBON FOOTPRINT



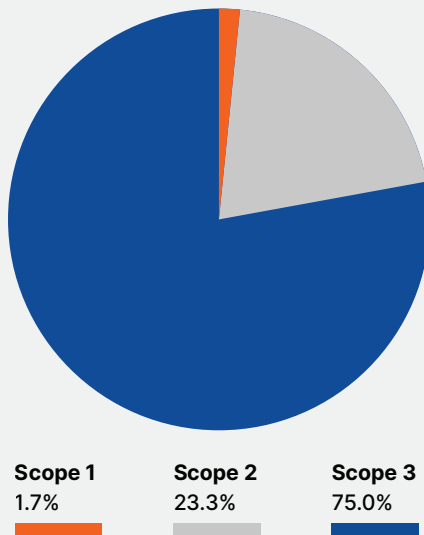
We have worked with third-party experts to measure our **greenhouse gas** (GHG) emissions across all our direct operations—transportation, warehousing, travel, etc.—and utilized a GHG Protocol that meets the standards for a comprehensive GHG emissions inventory for a company.

Primary operations and activities for Scope 1, 2, and 3 emissions were calculated on our benchmark 2022 data and were validated by SBTi in Q1 2024. After the initial measurement, we continue to measure our GHG emissions year over year and for 2023 there was a 4.1% reduction on carbon emissions from our 2022 benchmark.

CO₂ Emissions Categorized by Scope 1, 2 and 3

Emission Source		
SCOPE 1 1	Includes all emissions generated directly, for example by company-owned equipment or vehicle fleets	
SCOPE 2 2	Lists emissions generated by purchased energy, for example electricity & district heating	
SCOPE 3 3	Includes all other emissions that are not under direct corporate control, such as employee travel or product disposal	

2023



Scope	Reduction Guide
Scope 1 & 2	<ul style="list-style-type: none"> • Use renewable energy sources by switching to biogas, green electricity, etc. • Use more climate-friendly refrigerants by switching to ammonia, propane, etc. • Increase energy efficiency through newer machines, etc. • Optimize processes and products through new procedures, improved product design, etc.
Scope 3	<ul style="list-style-type: none"> • Conserve resources through avoidance, such as making fewer business trips, using less packaging, producing less waste, etc. • Use more climate-friendly raw materials such as plant-based, regional and recycled raw materials • Choose more climate-friendly options in daily activities, such as taking the train over flights or choosing a company bicycle over a company car, etc. • Engage with your suppliers and encourage them to take more climate action by sharing best practices, knowledge, etc. • Engage your employees by offering incentives to implement climate-friendly measures, providing continual training opportunities, etc.



NEAR TERM TARGETS

- The SBTi has approved AMMEX's near-term, science-based emissions-reduction target:

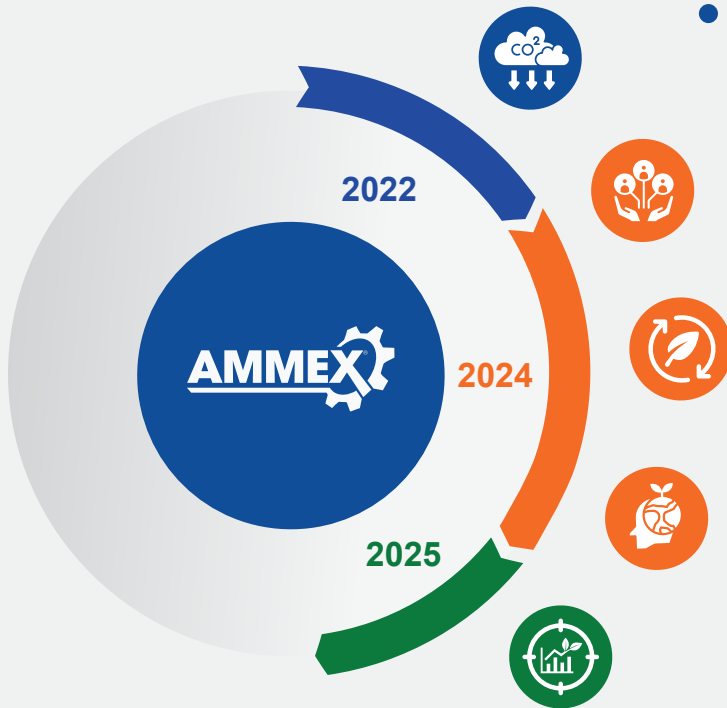
We commit to a 42% reduction in our operational carbon emissions (from a 2022 baseline) by 2030.

- In **2025**, we will implement a sustainability plan to measure and adjust our investments and activities to meet our 2030 target and:

Our AMMEX Sustainability Committee will improve data collection for our GHG inventory and identify additional opportunities to drive environmental improvements across our operations.

- Expand our sustainability plan and implement identified activities to reduce our environmental impact.

- Continue to work with climate consultants to define our scope and identify activities that will drive the impact of our sustainability plan on our business.



GHG PROTOCOL SCOPES AND EMISSIONS*

