



**IT ALL STARTS
WITH YOU**

SUSTAINABILITY REPORT **2024**



DEMAG



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PRECISION is proud to present this Sustainability Report, marking a significant milestone in our ongoing commitment to transparency and responsible business practices. Sustainability is not merely a goal but a continuous journey, and this report signifies the beginning of our long-term dedication to advancing both our environmental and social impact.

We would like to extend our heartfelt gratitude to everyone in our organization who has contributed to this collective effort. Over the past few years, the dedication and hard work of our team members—both longstanding and new—have been instrumental in driving our sustainability initiatives forward. Your passion, commitment, and resilience have been crucial in embedding sustainability as a core principle in our operations.

This report offers an overview of the progress we've made so far, highlights key initiatives we've launched, and outlines the steps we're taking to further integrate sustainability into every facet of our business. As we look to the future, we are committed to publishing this report annually, maintaining open communication with our stakeholders, and reinforcing sustainability as a top priority in our ongoing journey toward a more sustainable and responsible future.





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A portrait of Thierry Bouan, Group CEO, smiling. He is wearing a dark blue suit jacket over a light blue button-down shirt. The background is a blurred outdoor setting with a body of water and a railing.

As we take our first step in publicly sharing our Sustainability Report, I am both proud and humbled by the progress we've made as an organization in our commitment to sustainability. This report marks a key moment in our journey, and it is a reflection of the dedication and hard work from everyone within the company who has contributed to our sustainability efforts.

Sustainability is not just an initiative; it is a fundamental part of our business strategy and our vision for the future. We are committed to creating lasting, positive impacts on the environment and the communities we serve. Over the past few years, we have made significant strides, but we know that this is only the beginning. The path ahead requires ongoing collaboration, innovation, and resilience from all of us.

I would like to extend my deepest gratitude to our entire team for your continued passion and commitment to embedding sustainability into every aspect of our operations. Your efforts are helping us build a more responsible and sustainable future for our company, our stakeholders, and the world.

This report serves not only as a reflection of where we are today but also as a promise of our commitment to continuous improvement. Moving forward, we will continue to prioritize sustainability, track our progress, and work with our stakeholders to drive meaningful change.

Thierry Bouan
Group CEO

1. The Philosophy Behind Our Business

Discover the guiding principles and values that shape the foundation of **PRECISION**, driving our commitment to excellence, innovation, and sustainability in everything we do.



Our Mission

Creating a greener aerosol environment with affordable innovations that enhance the lives of your consumers.



Our Vision

Deliver customers and consumers safe, sustainable, convenient and cost-efficient aerosol dispensing solutions

PRECISION wants to be the first-choice partner for sustainable aerosol dispensing solutions, constantly innovating and inspiring customers, team members and other stakeholders.



 Our Values

Integrity

We act according to moral and ethical principles even when nobody is watching. We do so in all professional areas of work such as decision-making, interacting with colleagues and serving customers. We are gracious, respectful, honest, trustworthy, hardworking, responsible, helpful, and patient.



Care

We consistently act in ways that help teams to thrive, and team members also help each other thrive. As a result, the organization can care very well for customers.



Accountability

We are not only performing our duties, actions and pay attention to the consequences of our actions and take ownership. Regardless of whether things are going good or bad, we take responsibility for our actions. There is always something we can do. We have a keen understanding of our role in the workplace and the overall mission of the company.



Creativity

We think creatively and outside of the box, to come up with unique and innovative solutions. We are eager to solve problems and find new ways to accomplish tasks and run the business more efficiently.



Our Behaviors

People's behaviors are how we must act in order to succeed in executing the company's strategic and operational priorities, deliver the brand promise, and create the right organizational climate—all in support of the company's vision and purpose.

- Visionary and inspiring
- Humble and caring
- Brave and taking ownership



2 Corporate Governance and Key Compliance Areas

At PRECISION, we are deeply committed to maintaining the highest standards of compliance across all aspects of our operations. As part of our ongoing sustainability efforts, we prioritize the alignment of our practices with both local and international regulations, ethical guidelines, and industry standards. In this section, we outline the key areas where we focus our compliance efforts to ensure responsible business practices, safeguard stakeholders, and promote long-term success.



Regulatory Compliance

Ensuring that the company adheres to all applicable local, national, and international regulations, including industry specific laws and standards, to mitigate legal risks and ensure operational integrity.



Labor Compliance

Committing to fair labor practices by respecting workers' rights, ensuring safe working conditions, and complying with relevant labor laws and regulations regarding wages, working hours, and employee treatment.



Ethical & Social Responsibility

Upholding the highest ethical standards and promoting social responsibility by acting in a way that positively impacts society, supports human rights, and fosters community engagement and diversity.



Environmental Compliance

Adhering to environmental regulations and best practices aimed at minimizing the company's ecological footprint, including waste management, resource conservation, and the reduction of emissions.



Sustainable Procurement & Supply Chain Practices.

We prioritize working with suppliers who align with our sustainability goals, ensuring that every step of the supply chain supports our broader environmental and social objectives.



Core Policies - Group Framework



ENVIRONMENTAL
SOCIAL &
GOVERNANCE
(ESG)



ETHICS AND LAW
COMPLIANCE



LABOR AND
HUMAN RIGHTS



FINANCIAL



SUSTAINABLE
PROCUREMENT
AND SUPPLY CHAIN



CYBERSECURITY–
INFORMATION
SECURITY

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION





ENVIRONMENTAL SOCIAL & GOVERNANCE (ESG)

At the core of our Policies Framework, the ESG policy stands as a fundamental pillar of our governance, embodying our unwavering commitment to our People, the Planet, and the development of sustainable Products. We firmly believe that responsible sourcing, along with continuous improvements in safety and sustainability, is essential for creating long-term value. Our Global Leadership Team (GLT) fully endorses this policy, emphasizing that sustainability is a shared responsibility that spans all areas of our business. By prioritizing sustainable practices across our operations and ensuring transparency in our processes, we aim to generate a positive impact on both the environment and society. Our commitment is regularly measured and assessed, ensuring that every decision we make contributes to a more sustainable future for all.

This policy further outlines our ESG commitment by establishing strategic pillars for our sustainable management system: People, Planet, and Product, alongside the ambitious goals we are pursuing as a company.

PEOPLE:

Focuses on the social impact of the company, including employee well-being, diversity, and community development. It ensures fair labor practices and fosters a safe, inclusive environment.

PLANET:

Centers on environmental sustainability by reducing carbon footprint, optimizing resource use, and adopting eco-friendly practices in operations.

PRODUCT:

Ensures that products are safe, high-quality, and ethically produced. It includes sustainable product development and procurement practices, focusing on innovation that benefits society and the environment, while maintaining transparent and ethical supply chains.





ETHICS AND LAW COMPLIANCE

PRECISION as a company committed to social responsibility and sustainability, we cultivate a work environment grounded in strong ethical principles. Our Ethics Policy ensures that all team members and stakeholders uphold the highest standards of integrity and responsible conduct. This policy, along with our FCPA and Anti-Bribery Policy, is central to our commitment to sustainability, social responsibility, and good governance. By fostering a corporate culture rooted in these principles, we not only help prevent unethical behavior but also strengthen our relationships of trust with employees, customers, suppliers, and society at large. This approach allows us to continue advancing toward a sustainable, fair, and ethically responsible future.

Our FCPA and Anti-Bribery Policy specifically prohibits any form of bribery or corruption in all business dealings. This policy ensures that we operate transparently, fairly, and in full compliance with anti-bribery regulations. We are committed to preventing bribery in any form and provide training to our employees to recognize and avoid any situation that could involve bribery or corruption.

Each year, we reaffirm our commitment, and 2024 was no exception. Our employees participated in annual training on the Code of Ethics, applicable laws, best practices in corporate responsibility, and the prevention of bribery and corruption under the FCPA and Anti-Bribery Policy. This training ensures that everyone is aligned with the expectations and behaviors we promote, reinforcing our culture of integrity and compliance.





LABOR AND HUMAN RIGHTS

Human Resources (HR) policies are a crucial element of the corporate governance framework, ensuring that the company operates in a transparent, ethical, and responsible manner across all its HR processes. From recruitment and employee development to performance management, these policies are carefully crafted to align with the organization's commitment to sustainability, human rights, and ethical standards.

At the heart of this integration is a strong commitment to transparency. Our recruitment process is structured to provide equal opportunities to all candidates, free from discrimination. Job openings are clearly communicated with detailed descriptions of roles and responsibilities, ensuring that the selection criteria are accessible and fair. We emphasize inclusive hiring practices, focusing on skills and competencies while striving to eliminate biases based on gender, race, or any other irrelevant factors.

A key priority within our HR policies is the health, safety, and well-being of our employees. We are dedicated to providing a safe and healthy work environment where each individual feels secure and supported. This includes implementing rigorous occupational health and safety standards that comply with both national and international regulations. Our policies ensure that employees are provided with the

necessary resources to maintain their physical and mental health, and we actively monitor workplace conditions to minimize risks and offer immediate support in the event of any health or safety-related incident.

In 2024, we took a significant step in strengthening our organizational culture by introducing a comprehensive training program focused on fostering a total safety culture and leadership grounded in values. This initiative was designed to ensure that safety and ethical leadership are embedded in our daily operations and team dynamics. We consider these elements critical for nurturing collaboration and continuous growth, which in turn helps us build stronger, more resilient teams. By prioritizing these values, we empower our leaders and employees to work together towards shared goals in a safe, ethical, and supportive environment.

In line with our commitment to human rights, we ensure that all employees are treated with dignity and respect. Our policies strictly prohibit discrimination, forced labor, and child labor, while guaranteeing fair wages and safe working conditions for all. We encourage employees to report any concerns regarding safety or violations of their rights, with the assurance of no retaliation.

The integration of these policies into our governance framework is reinforced through continuous training and awareness programs. These programs ensure that all managers and HR professionals are well-versed in human rights issues, anti-discrimination practices, and ethical decision-making. This guarantees that HR decisions are made with a solid ethical foundation, promoting fairness, accountability, and respect for all employees.



FINANCIAL

Also, a fundamental component of our corporate governance framework, ensuring transparency, ethical decision-making, and responsible management of resources. These policies guide our financial planning, budgeting, and investment processes, aligning them with the company's sustainability goals and long-term value creation.

Our financial decision-making is built on transparency and accountability. We ensure that resources are allocated efficiently, with clear justifications for all financial actions. By prioritizing sustainable investments, we aim to generate financial growth while promoting positive environmental, social, and governance (ESG) outcomes. This approach ensures that financial decisions support the company's sustainability objectives and benefit all stakeholders.

We also focus on ethical financial practices, adhering to legal standards and anti-corruption measures. We proactively manage financial risks while ensuring investments are aligned with ethical considerations, such as supporting renewable energy and socially responsible projects. Transparent reporting and open communication ensure that our financial decisions reflect our sustainability values.

In summary, the integration of financial policies into our sustainability management system helps us align financial actions with our long-term sustainability goals. This approach ensures that our financial decisions contribute to the company's growth, societal well-being, and environmental stewardship.





SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN

As part of our commitment to sustainability, our company has implemented a series of policies aimed at ensuring sustainable sourcing practices throughout our supply chain. These policies are designed to promote environmental, social, and governance (ESG) principles, uphold regulatory compliance, and address key ethical issues in sourcing.

Our Procurement (ESG) Policy ensures that our purchasing decisions align with sustainable practices, promoting environmental stewardship, social responsibility, and good governance across all stages of procurement. The Supplier Governance Policy establishes clear guidelines for evaluating and engaging with suppliers, ensuring they meet our standards for ethical behavior, sustainability, and compliance with international regulations.

Through our Regulatory Policy, we maintain strict adherence to all applicable laws and regulations, ensuring that our supply chain operates within the framework of global standards and local regulations.

Finally, our Conflict Minerals Policy is specifically designed to prevent the use of minerals sourced from regions with ongoing conflicts, promoting transparency and ethical sourcing practices in alignment with international frameworks.

Together, these policies form a comprehensive approach to sustainable sourcing, ensuring that we not only meet but exceed the expectations of our stakeholders in creating a responsible and ethical supply chain.





CYBERSECURITY– INFORMATION SECURITY

At Precision Valve, we are fully committed to the security of our digital assets and data as part of our broader responsibility to safeguard the integrity of our operations. **Our Information Security Policy** establishes a comprehensive framework to protect client data, employee information, intellectual property, and system availability. This policy is reinforced by a range of procedures, including **Incident Response and Business Continuity**, to ensure the protection of our critical assets and their proper usage.

In line with our commitment to continuous improvement, we have launched several awareness campaigns throughout the year to enhance cybersecurity knowledge and practices among our employees. These initiatives are crucial in educating our team on potential risks and the best practices to mitigate them, helping us foster a secure, resilient, and responsible digital environment. This ongoing effort ensures that our employees are equipped to uphold the highest standards of security, supporting the integrity and reliability of our systems as part of our commitment to sustainable business practices.



WHISTLEBLOWING

A Whistleblower Policy is a critical component of a robust governance framework. It provides a structured and confidential way for employees and other stakeholders to report unethical behavior, violations of laws or regulations, or any other actions that may jeopardize the organization's integrity. By establishing clear channels for reporting misconduct, a Whistleblower Policy helps ensure that issues are identified and addressed promptly, mitigating risks and maintaining a culture of transparency and accountability.

The Board of Directors has adopted a Whistleblower Policy to provide the means for all Precision employees and those of its subsidiaries, affiliates and the controlled operating companies of Precision (the "Precision Group") to report any such concerns, complaints or actual, potential or perceived wrongdoings. The procedures contemplated therein are available to any employee who wishes to submit a concern or complaint regarding Precision Global or any other entity within the Precision Group.

Implementing this policy reflects our organization's strong commitment to upholding ethical standards and ensuring compliance with legal and regulatory requirements. It also empowers employees to voice concerns without fear of retaliation, cultivating a culture of trust, transparency, and accountability throughout the organization.



Global Leadership Team

The Global Leadership Team (GLT) plays a crucial role in steering the company toward its long-term vision and success. Composed of seasoned executives from diverse backgrounds, the GLT brings a wealth of expertise and strategic insight to guide the company through a dynamic global market.

Their leadership is grounded in a shared commitment to innovation, sustainability, and responsible growth. This section introduces the individuals who are shaping the company's future, driving key initiatives, and ensuring alignment with our core values and goals.



Thierry Bouan
Group CEO



**ALIAXSANDRA
HLUSHKOVA**
Group CFO



OLIVIA SCHMIDT
Chief Commercial Officer
and Vice President of
Sales and Marketing



MARION DEROUET
Group HR Director



**VICTOR GARCÍA
PARRA**
Group Operational
Excellence, Quality & ESG
Director



SABINE AUGUET
Group Purchasing &
Supply Chain Director



ROBERT BYRD
Regional Operations
Director Americas



**CHRISTOF
VOLLSTEDT**
Regional Operations
Director Europe

"We are committed to driving sustainable practices that shape a greener, more responsible future, integrating sustainability into every aspect of our operations and decisions."

-Global Leadership team

4 Our Locations Worldwide

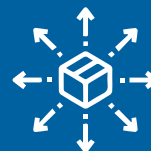
17 FACILITIES, 15 COUNTRIES, 6 CONTINENTS



12-Operational
Sites



4- Distribution
Centers



1- Corporate
Office





5. A JOURNEY OF GROWTH AND INNOVATION

1949

Company founder Robert Abplanalp files the first Aerosol Valve Patent and PRECISION VALVE CORPORATION (PRECISION) begins mass production of Aerosol Valves. The History of the Modern Aerosol Industry starts.

1953

USPTO issues the first PRECISION aerosol valve patent.

1958

PRECISION develops the first “under the cup” filling machine, replacing the inefficient and costly cold-filling method.

1960

PRECISION develops the first valve that can be pressure-filled with the button on. Prior to this development, buttons had been applied to the valve after filling.

1970-80s

PRECISION develops outstanding actuators that will become iconic in the industry.

1980-90s

Over the next two decades, PRECISION continues to create innovative new valve designs, including the 360 degree valve and Super 90 valve, a fast gassing valve.

2007-09

PRECISION establishes a new facility in Thailand, invests in a new facility in France and expands the facility in Germany to meet the growing global needs of our global customers.

2009-10

PRECISION relocates North American manufacturing from Yonkers, NY and Canada to Greenville, South Carolina, taking advantage of rich engineering talent in the local community

2012

PRECISION works with a leading pharmaceutical company to develop a specialty valve for an innovative delivery system, ultimately receiving FDA approval in 2013.

2014

PRECISION opens a state-of-the-art US Federal Standard 209E Class 100,000 clean room at the Greenville, South Carolina manufacturing facility.

2015

Peak Rock Capital acquires PRECISION

2016

PRECISION acquires Ralpet Plastic in Australia.

2017

New Global Organization by Region (North America, Europe, LATAM, ASPAC) and HQ in Greenville (SC), USA.

2018

ONCAP acquires PRECISION.

2020

Major extension and upgrade of the PRECISION Thailand plant.

2022

PRECISION introduces STORM TECHNOLOGY, a disruptive break-up technology for spray actuators.

2024

PRECISION introduces its revolutionary actuator lineup: the ultra-light KOSMOS STORM®, alongside SMART 35 & STYLISH 52, both ALL-IN-ONE-PIECE and powered by our cutting-edge STORM® TECHNOLOGY.

STORM® SPRAY
TECHNOLOGY PERFORMANCE
WITHOUT
THE INSERT

PRECISION® 75TH ANNIVERSARY



Future

Let's innovate together for a greener, smarter world where technology protects both your wallet and the planet.

6.ESG PILLARS

PEOPLE | PRODUCT | PLANET



a) PEOPLE

This pillar of our sustainability framework highlights our commitment to the well-being and development of those who drive our business success. We value our employees, customers, and communities, recognizing them as the foundation of everything we do. This pillar focuses on creating an inclusive, equitable environment where diversity is embraced, and health and safety are prioritized.

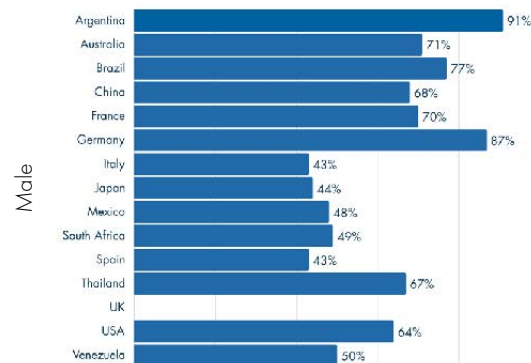
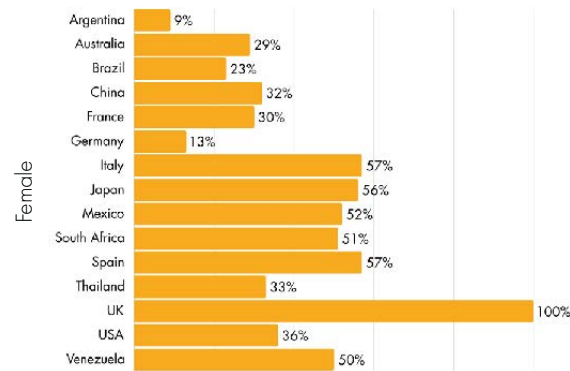
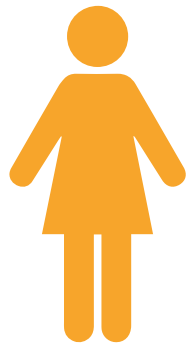
Our 'People' approach extends beyond the workplace, contributing to social well-being through professional growth, education, and community engagement. By investing in people, we aim to drive long-term success and create a sustainable future for both our business and society.



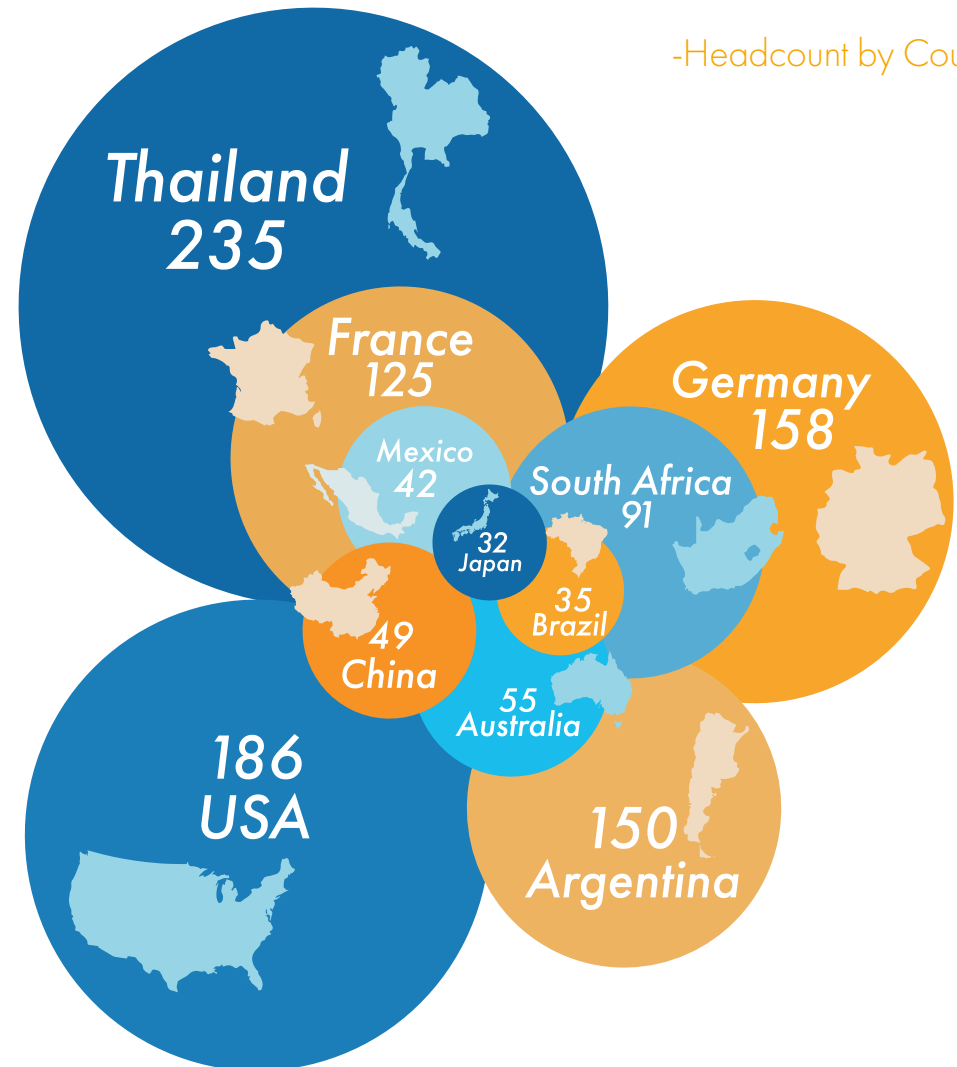
5 GENDER EQUALITY


We are incredibly fortunate to have an exceptional team, spread across the globe, that works tirelessly every day, not only achieving remarkable results but consistently exceeding expectations. Their dedication is the driving force behind our commitment to sustainability, as they help us integrate its core principles into everything we do. Together, we're building a future where success and sustainability go hand in hand.

-Headcount by Gender



-Headcount by Country

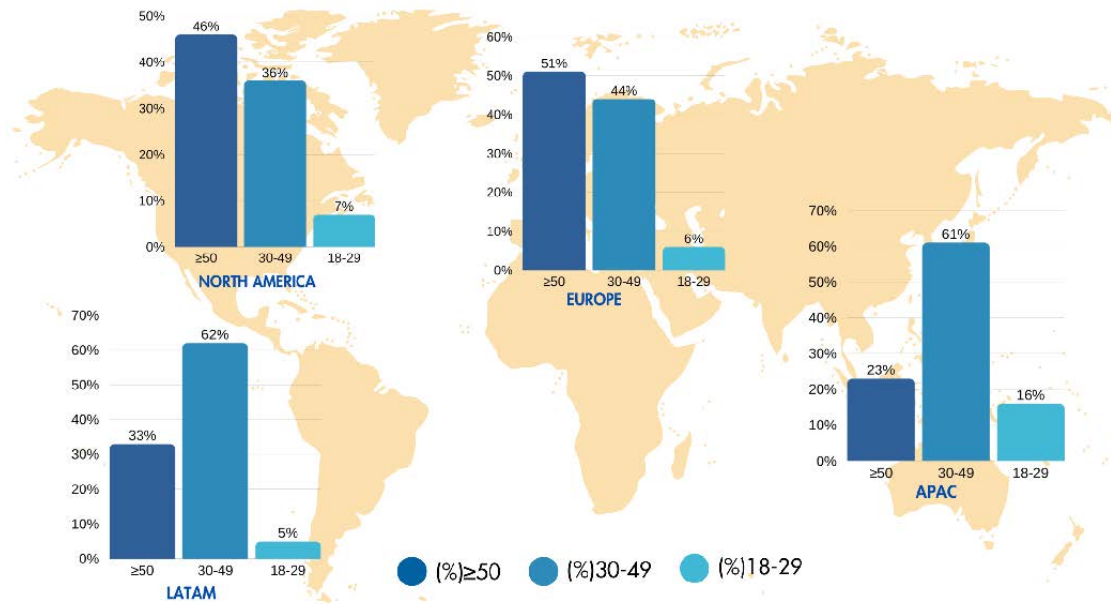


HeadCount by Age

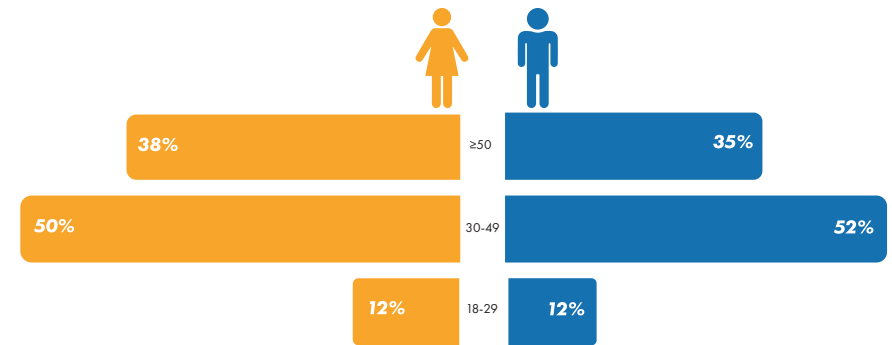
This data highlights the valuable combination of youth and experience within our team. By blending fresh perspectives with seasoned expertise, we foster a dynamic and innovative environment. This diverse mix enables us to leverage the strengths of each generation, ensuring that all employees have equal opportunities for growth and development.

It is this balance that makes us a strong, resilient team, driving the company's success and sustainability efforts

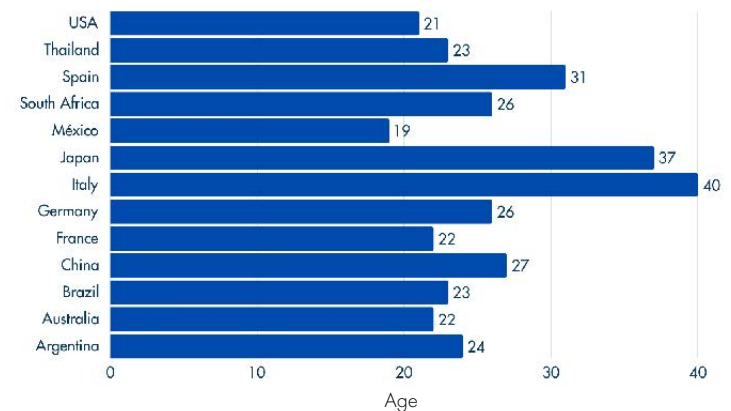
-Age Distribution of Headcount by Region (%)



-Employee Distribution by Gender and Age



-Minimum Age of Employees by Country



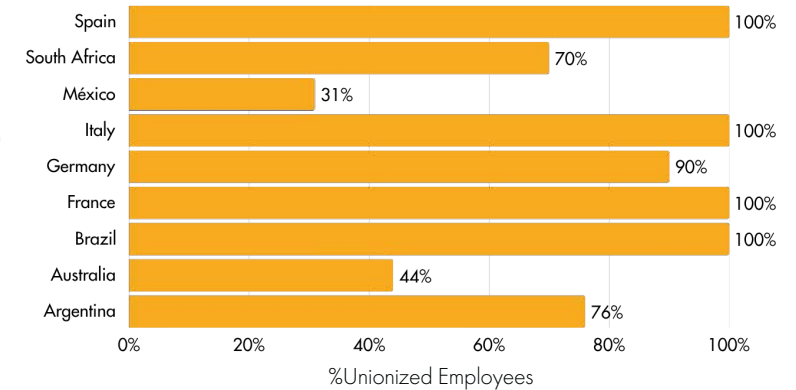
Unionized Employees

In these figures, we present a breakdown of unionized employees by country, underscoring the importance of ensuring that all our employees have access to union affiliation. We firmly believe in the right of workers to organize, and the company remains fully committed to providing the necessary facilities and support for union participation.

Our approach is built on fostering a collaborative and respectful environment where employees can freely exercise their right to join unions and advocate for their interests. This aligns with SDG 8: Decent Work and Economic Growth, which emphasizes the protection of labor rights, including the right to freely associate and join trade unions. By supporting this freedom, we contribute to creating safe, fair, and inclusive working environments.



-%Unionized Employees by Country



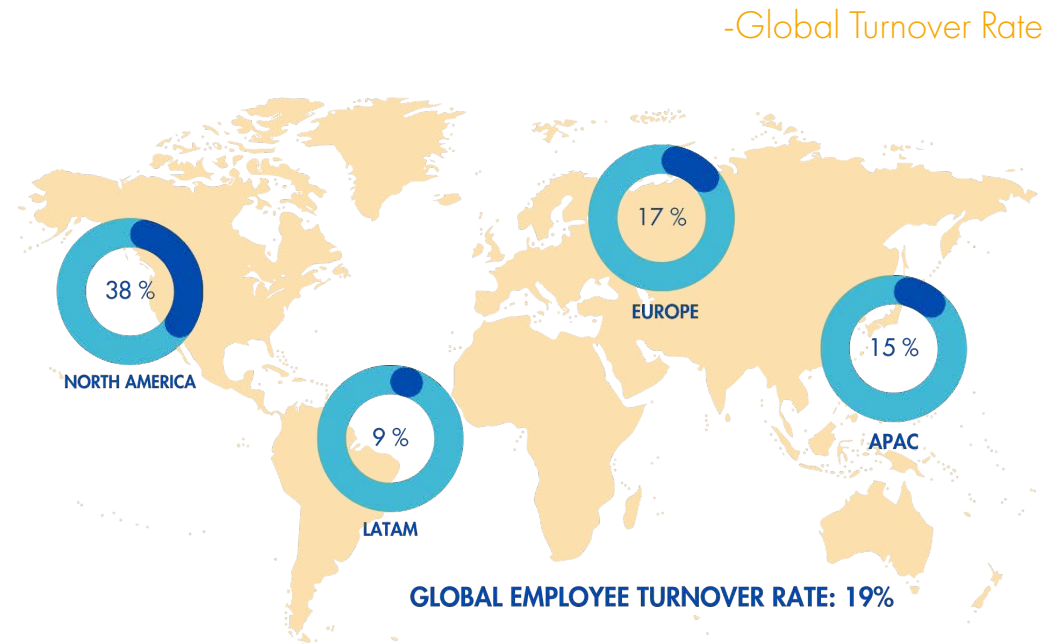
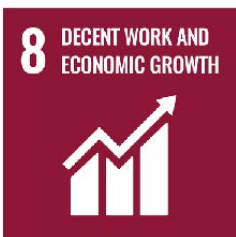
8 DECENT WORK AND ECONOMIC GROWTH



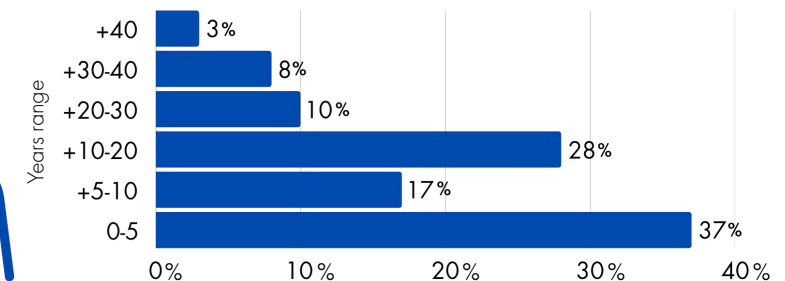
In 2024, we maintained a strong and stable workforce, with over 60% of our employees surpassing five years of seniority with the company. This loyalty is a testament to our work environment, which prioritizes employee safety and well-being. Our experienced employees bring invaluable expertise, knowledge, and continuity, significantly contributing to the strength and resilience of our team.

This high retention rate fosters a cohesive organizational culture, where seasoned employees mentor new team members, promoting collaboration and shared success. Their guidance and support create a work environment built on trust and mutual growth. As part of our sustainability efforts, we are committed to addressing key areas for improvement identified through exit surveys. As a result, we have enhanced our offboarding process, which has become a vital tool in understanding the reasons behind employee departures and identifying opportunities to improve the overall employee experience.

Our commitment to sustainability extends to continuously refining these processes to ensure a positive and engaging work environment for all employees. By doing so, we aim to reduce turnover rate and cultivate long-term relationships, fostering a more sustainable and resilient workforce.



-Employee Distribution by Years of Seniority



Safety & Health

At PRECISION, safety is not just a priority, it is a core value that drives everything we do. This commitment is reflected in our actions throughout 2024, where we consistently reinforced our dedication to maintaining a safe and healthy workplace for all.

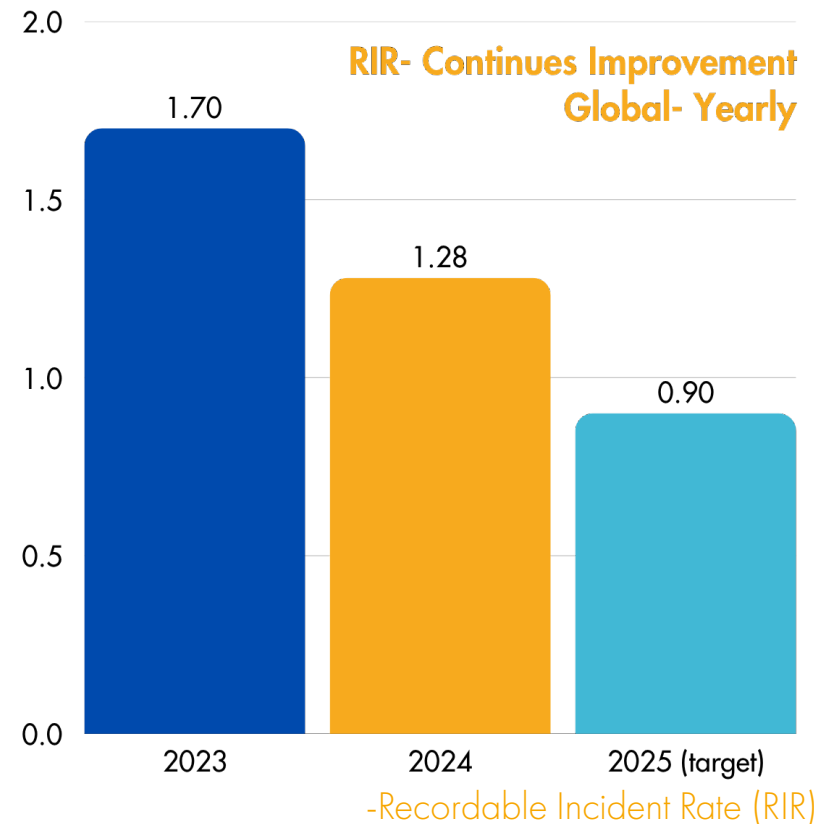
From rigorous safety protocols to continuous training and health initiatives, we strive for alignment between our values and daily practices. This is not a one-time effort, but an ongoing journey that involves every team member, ensuring that safety remains an integral part of our culture and operations at all times.



Safety & Health

Significant progress was made in enhancing the health and safety of our workforce, with the Recordable Incident Rate (RIR) reduced from 1.70 to 1.28. This improvement underscores our commitment to fostering a safety culture where every team member actively contributes to maintaining a safe and healthy work environment.

A key factor in this progress was the continuous refinement of our safety protocols. In 2024, we introduced updated Personal Protective Equipment (PPE) and Emergency Management Guidelines, establishing clear safety standards. Additionally, we revised our Health and Safety Policy to reinforce its role as a cornerstone of our operations. These updates, along with the ongoing engagement of employees at all levels, are crucial to sustaining a workplace where safety is always a top priority.



We remain focused on enhancing emergency preparedness through the launch of the Emergency Management Guidelines, which solidify our framework for responding to unforeseen events. Our emergency response teams across various countries continue to receive regular training in crisis management and preventive measures. We also collaborate closely with FM Global to align our strategies with their best practices, ensuring that we are well-equipped to manage potential risks.



Health

Prioritizing the health and well-being of employees is a fundamental aspect of sustainability efforts. Occupational health programs are designed to ensure a safe and supportive work environment, in compliance with regulations on noise, lighting, vibrations, and other environmental factors. Facilities consistently meet or exceed local and international standards, fostering both well-being and productivity.

Regular medical check-ups, including audiometry, spirometry, vision assessments, blood pressure monitoring, and stress evaluations, are conducted to safeguard physical and mental health. Employees also have access to health-related activities, such as participation in the 2024 J.P. Morgan Run in Frankfurt, as well as flexible work arrangements, supporting a balanced and healthy lifestyle.

These initiatives, along with continuous improvement and collaboration with industry experts, aim to minimize health risks and cultivate a culture of care and responsibility.



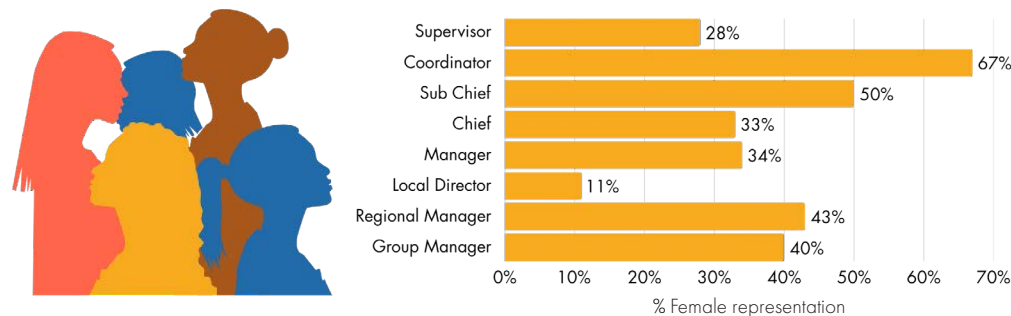
Diversity & Inclusion

In 2024, we made significant progress in advancing diversity and inclusion, particularly in leadership roles, reaffirming our commitment to an equitable workplace where opportunities are based on skills and knowledge, not gender.

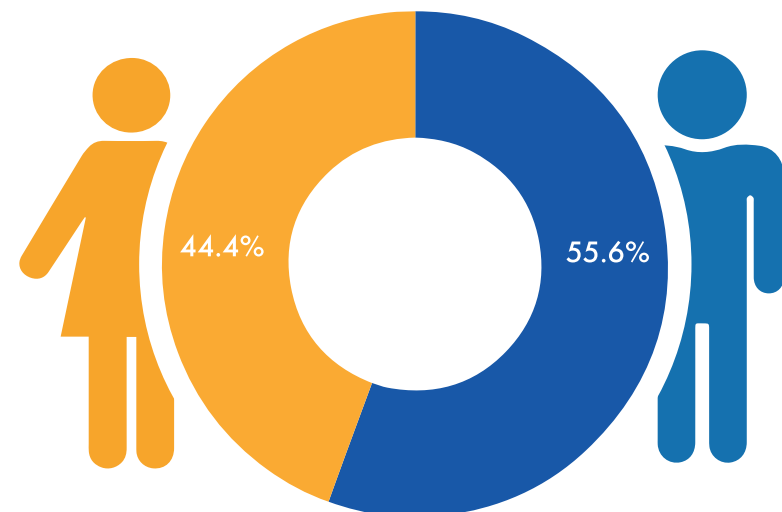
A key milestone that year was the notable increase in the representation of women across all leadership levels—most notably within the Global Leadership Team (GLT), where women represented 44.44% of the team. This achievement underscores our dedication to fostering a more inclusive environment at the highest decision-making levels.

Further demonstrating this progress, female representation in various other leadership roles such as Group Manager, Regional Manager, Local Director, Manager, Chief, Subchief, Coordinator, and Supervisor, also saw significant improvements. These roles, which are pivotal to our organizational structure, now reflect a more balanced and diverse leadership team. These results affirm our strong conviction that leadership appointments are driven by merit, focused on individual expertise and capability, rather than gender. We believe that such a diverse leadership group strengthens decision-making, fosters innovation, and supports our continued growth as a company.

-2024 Women Representation Leadership (Not GLT)



-2024 Gender Representation in the Global Leadership Team (GLT)



International Women's Day

In 2024, a meaningful initiative was organized in honor of International Women's Day, aimed at raising awareness and further promoting gender equality within the organization. As part of the campaign, Olivia Schmidt, led a series of talks offering valuable insights into the challenges and opportunities women face in the workplace. Additionally, interviews with female employees were conducted, providing them with a platform to share their experiences and perspectives on navigating their careers.

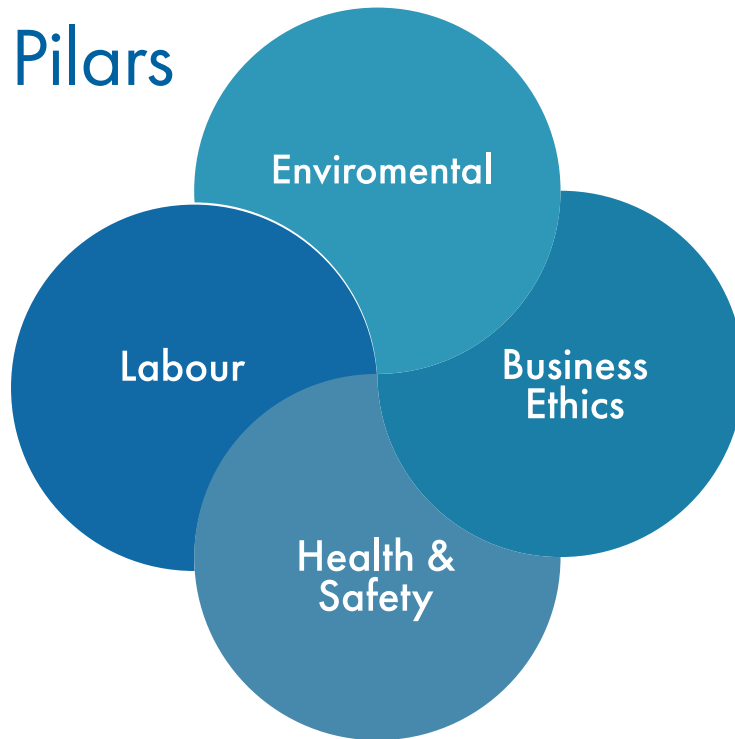
Such initiatives are crucial in fostering an open and inclusive environment. By engaging in these conversations, not only are the achievements of women celebrated, but a space is also created to address challenges and collaboratively develop solutions. These efforts are key to the ongoing commitment to gender equality and ensuring all employees have the support and resources to thrive and contribute to the company's success.



SMETA Audit



4 Pillars



25% of Operational Sites Globally

SITES AUDITED BY REGION

APAC



LATAM



NORTH AMERICA



B. PLANET

The 'Planet' pillar within our sustainability strategy reflects our deep commitment to protecting the environment and minimizing our ecological footprint. We understand that our business activities have an impact on the planet, and we are dedicated to making responsible choices that contribute to the long-term health of the Earth. This pillar focuses on reducing emissions, conserving natural resources, and implementing practices that promote sustainability throughout our operations.

Our efforts to protect the planet extend beyond regulatory compliance; we actively seek innovative solutions that drive efficiency, reduce waste, and support the transition to a low-carbon economy. By aligning our business practices with environmental stewardship, we aim to ensure that future generations can thrive in a world where economic growth and environmental health coexist.

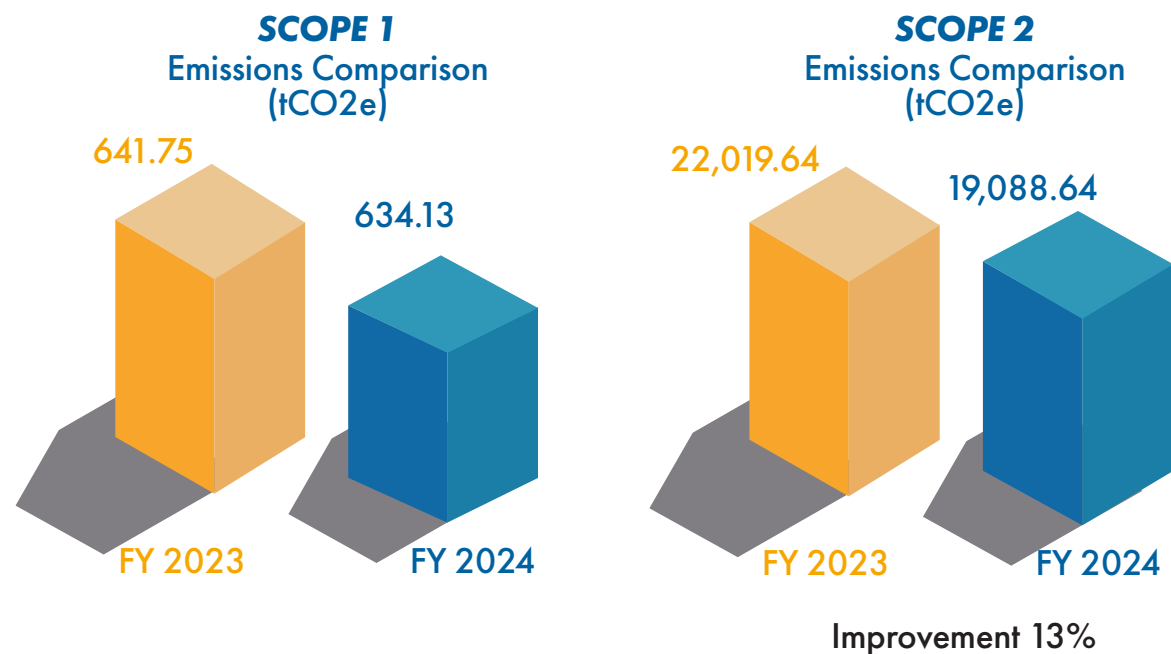
- – **Greenhouse Gas Emissions:** Energy & Process efficiency
- – **Waste Management:** Generation reduction, recycling and recovery
- – **Energy Management:** Energy consumption & optimize energy source mix



Greenhouse Gas Emissions

In 2024, we made significant strides in reducing our carbon footprint across both Scope 1 and Scope 2 emissions. Our Scope 1 emissions, which result from direct activities such as fuel combustion and operations, decreased by 1%. Similarly, we achieved a 13% reduction in Scope 2 emissions, which stem from the purchase of electricity.

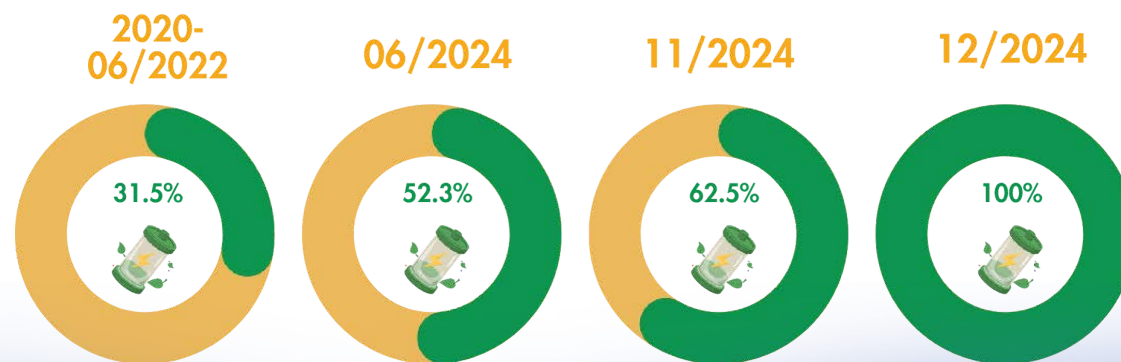
These improvements reflect our ongoing commitment to environmental sustainability and our focus on reducing our impact on the planet.



Renewable Energy

Since 2020, 246 MWh of green energy have been contracted per month, all sourced from wind power, which accounted for 30 to 40% of the energy demand at the plant in Argentina. This percentage was sustained for four years. However, after dedicated effort and strong follow-up by the team, a new contract was successfully secured. As a result, the share of renewable energy increased to over 50% by June, over 60% by November and 100% last December, marking a significant improvement in environmental impact and sustainability efforts.

-Renewable Energy Increase



⚡ %Thermal

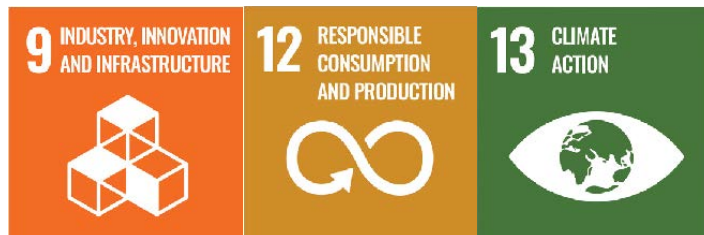
⚡ %Renewable

Waste Management

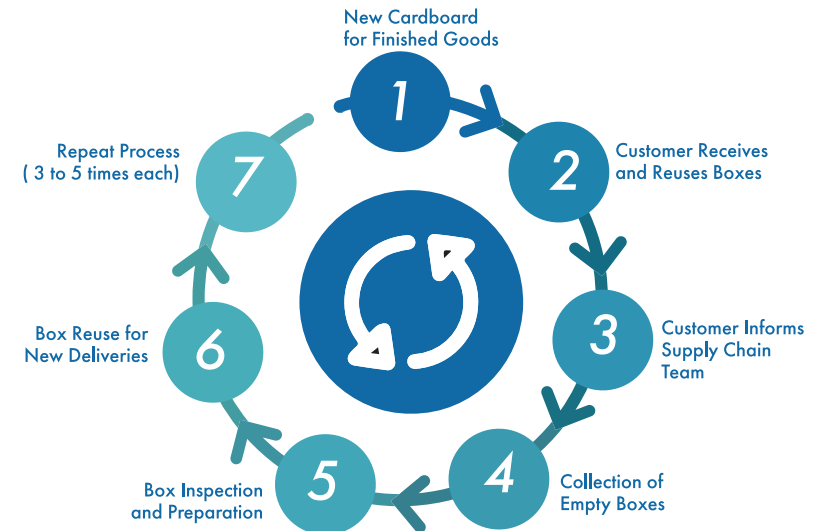
As part of our commitment to minimizing waste and advancing sustainability, we have made significant progress in cardboard box recovery. By implementing a closed-loop packaging system with several key customers, we are reusing packaging materials, reducing waste, and extending the lifecycle of our packaging, all while ensuring that food safety standards are never compromised.

In 2024, we successfully increased the recovery rate of cardboard boxes at our operational sites in Mexico, South Africa, and Argentina.

This initiative plays a vital role in our broader strategy to reduce waste generation and enhance sustainability across all production and packaging processes. Looking ahead, we will continue to refine our recovery practices, expand these efforts, and further contribute to waste reduction and environmental conservation.

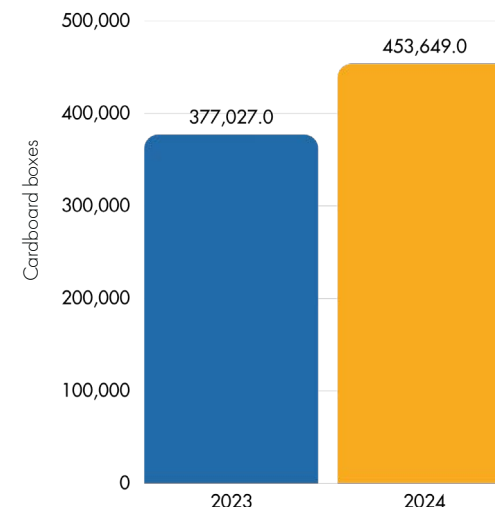


-20% of Operational sites are implementing a closed-loop cardboard packaging system



-Cardboard boxes saved 2024 vs. 2023

Improvement of 20%



Certification Achievements

At our company, we are deeply committed to environmental protection and the implementation of sustainable operational practices. One of the key efforts in this regard has been achieving ISO 14001 certification, an international standard that outlines the criteria for an effective environmental management system.

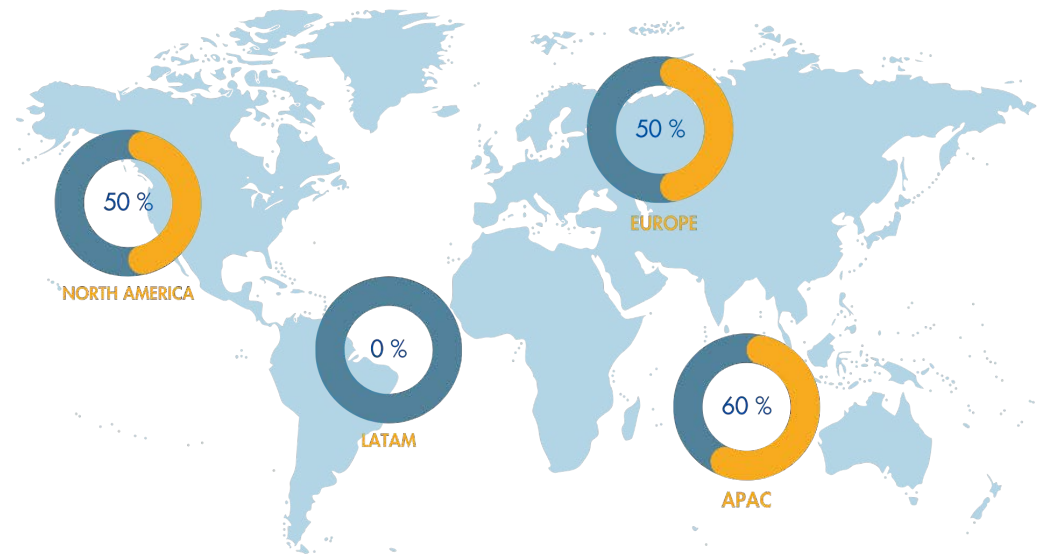
To date, we have successfully certified over 36% of our operational sites under this standard, marking a significant step forward in our mission to continually improve our environmental performance. This certification not only validates our environmental management practices but also underscores our dedication to reducing the ecological impact of our operations.

The journey toward sustainability does not stop here. We have a strong plan in place to continue increasing the number of certified sites, aiming to expand our positive environmental footprint. As we move forward, we remain focused on continuous improvement, ensuring that every action and decision aligns with our core values of environmental responsibility and sustainability.

Through these efforts, we reaffirm our commitment to being a leader in responsible business practices, creating a greener, healthier future for generations to come.

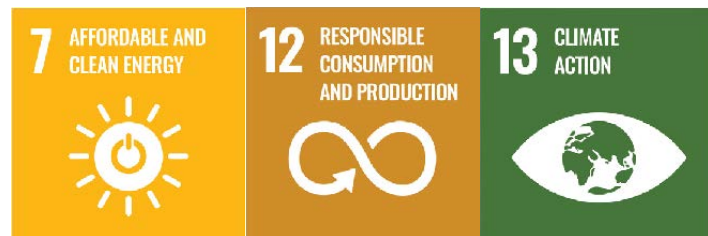
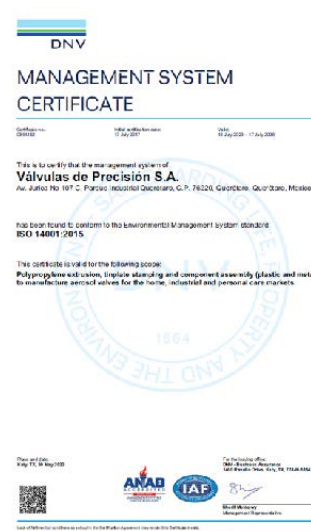
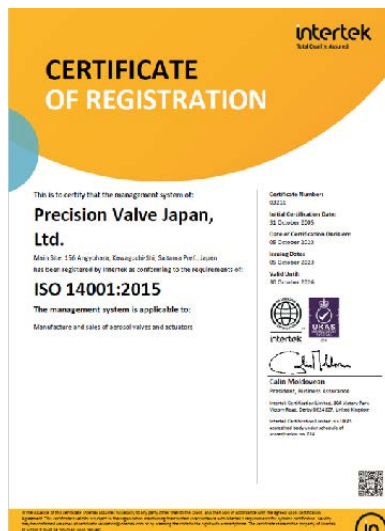


-Percentage of Certified Operational Sites by Region





Certification Achievements



CDP - 2024 Score



Precision Valve Corporation

Region	North America
Country/Area	United States of America
Questionnaire	General
Activity Group	Metal products manufacturing

Your CDP score



Average performance

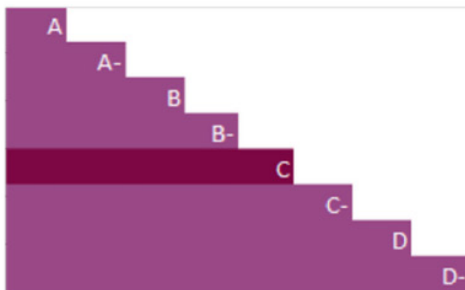


Metal products
manufacturing

North America

Global Average

UNDERSTANDING YOUR SCORE REPORT



Precision Valve Corporation received a C which is in the Awareness band. This is the same as the North America regional average of C, and the same as the Metal products manufacturing sector average of C.

Leadership (A/A-): Implementing current best practices

Management (B/B-): Taking coordinated action on climate issues

Awareness (C/C-): Knowledge of impacts on, and of, climate issues

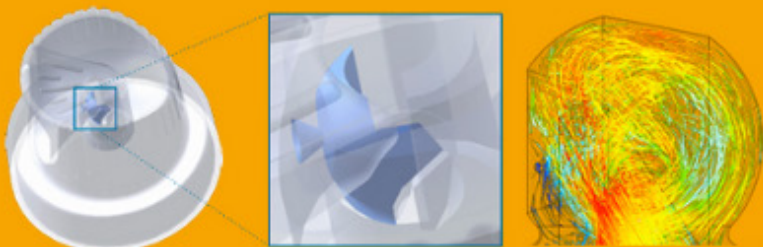
Disclosure (D/D-): Transparent about climate issues

C. PRODUCT

STORM®
TECHNOLOGY

SPRAY
PERFORMANCE
WITHOUT
THE INSERT

**DISRUPTIVE BREAK-UP...
...ACHIEVED BY ENGINE CREATING**



A CHAOTIC 'STORM' OF PARTICLES





C. PRODUCT

The 'Product' pillar in our sustainability framework is centered around our commitment to innovation and responsible sourcing. We recognize that the products we create and the materials we use have a lasting impact on both the environment and society. This pillar is dedicated to integrating sustainable design and development practices that reduce environmental impact while meeting the evolving needs of our customers.

Our focus on sustainable procurement ensures that the raw materials and resources we source are ethically and responsibly acquired, supporting fair labor practices and minimizing environmental harm. By embracing innovation in product development, we are driving solutions that not only meet high standards of quality and performance but also promote environmental conservation. Through these efforts, we aim to create products that contribute to a more sustainable future, aligning business growth with global sustainability goals.

- – **Innovation:** Utilization recycled and/or renewable materials
- – **Product Design:** Plastic reduction by weight, MONO RESIN actuators to facilitate recycling , reducing CO2 emissions
- – **Quality:** Reducing adverse financial impacts by reducing Internal Failure waste & cost
- – **Supply Chain:** Increase vetting practices to ensure materials are from certified sources and are sustainable where possible.

Sustainable Innovation

Aligning Innovation with Sustainability

In the wake of the European Union's ambitious Packaging and Packaging Waste Directive 94/ 62/EC (PPWD), future European Regulation, PRECISION unveils its latest lineup of actuators - GENIUS 35, SMART 35, and STYLISH 52. This launch is not just a testament to PRECISION's commitment to innovation but also a reflection of its dedication to sustainability and environmental responsibility. Designed to exceed the PPWD's stringent requirements, these actuators mark a significant step towards a future where packaging not only serves its purpose but does so in a way that is harmonious with our planet's ecological balance, and very efficiently in terms of costs for the industrials and the consumers.



Understanding the future EU Regulation and Its Implications

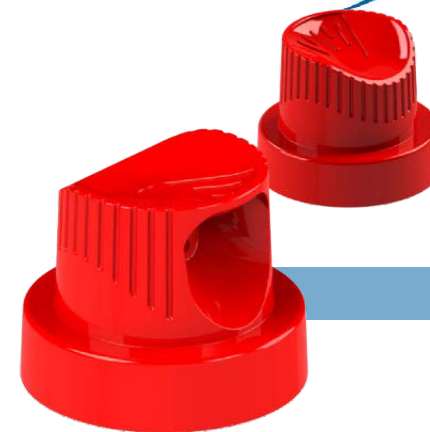
The EU's PPWD sets a bold framework aimed at reducing packaging waste, increasing recycling rates, and encouraging the use of recycled materials. Key measures of the Directive include:

- **Prevention and Reduction:** Aiming to minimize packaging waste production through design and innovation.
- **Recycling Targets:** Establishing ambitious goals for recycling different materials by 2025 and 2030, pushing for at least 65% and 70% of all packaging waste to be recycled, respectively.
- **Essential Requirements for Packaging:** Mandating that packaging on the EU market must be reusable or recyclable in an economically viable manner by 2030.
- **Producer Responsibility:** Ensuring producers are involved in the life cycle of packaging, from design to disposal.

PRECISION's GENIUS 35, SMART 35, and STYLISH 52 actuators are engineered with these Directive/Regulation in mind. Their design philosophy encapsulates the essence of sustainability while adhering to regulatory mandates, setting a new benchmark for the packaging industry.



The Innovative Edge of GENIUS 35, SMART 35, and STYLISH 52 Actuators



PRECISION's latest offerings, the GENIUS 35, SMART 35, and STYLISH 52 actuators, are at the forefront of sustainable packaging solutions, aligning perfectly with the EU's Packaging and Packaging Waste Directive (PPWD). These products embody innovation with their unique features that cater to both environmental sustainability, functional and cost efficiency. Here's how they stand out:

-Monomaterial Design for Unparalleled Recyclability

One of the most striking features of the GENIUS 35, SMART 35, and STYLISH 52 actuators is their monomaterial construction. This design choice is in direct response to the PPWD's call for recyclable packaging. By utilizing a single material throughout, these actuators simplify the recycling process, ensuring that they can be easily processed without the need for separation or special handling. This not only aligns with the Directive's goals but also sets a new standard for recyclability in the industry.

-STORM® Technology: A Leap in Packaging Performance

The innovative STORM® Technology, integrated into PRECISION's GENIUS 35, SMART 35, and STYLISH 52 actuators, showcases that monomaterial design does not mean a compromise in performance. This breakthrough allows for exceptional spray performance without the necessity for an insert, demonstrating a significant advancement in the aerosol industry with its blend of unparalleled recyclability and superior functionality.

-Ultralight with Efficiency at Its Core

The ultralight design of these actuators is another innovative feature that speaks to PRECISION's commitment to sustainability. Lighter packaging means less material usage and lower energy consumption during both production and transportation. This efficiency contributes significantly to reducing the carbon footprint of the actuators (classically between 35 to 75% less than existing solutions) aligning with the PPWD's objective of minimizing the environmental impact of packaging.

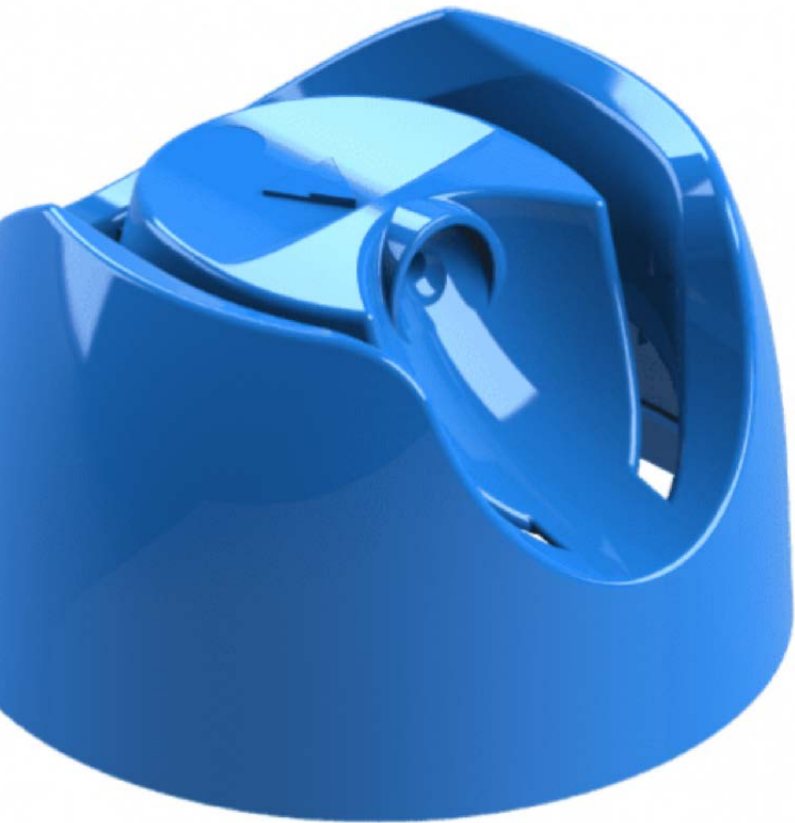
-No Assembly Required: A Leap in Production Efficiency

PRECISION's actuators are designed to be ready for use without the need for assembly. This not only reduces production time and costs but also minimizes the energy used during the manufacturing process. It's a direct nod to the PPWD's emphasis on reducing resource usage and energy consumption, showcasing PRECISION's proactive approach to sustainable manufacturing practices.

-PCR Option: Closing the Loop on Packaging Waste

Incorporating post-consumer recycled (PCR) materials into the construction of the GENIUS 35, SMART 35, and STYLISH 52 actuators is a testament to PRECISION's dedication to the circular economy. This option not only supports the Directive's aim to increase the use of recycled plastics in packaging but also encourages the industry to think circularly, ensuring that packaging materials are reused and recycled, reducing the reliance on virgin materials and minimizing waste.





Economic and Inflation-Offsetting Advantages

Beyond their environmental benefits, the GENIUS 35, SMART 35, and STYLISH 52 actuators offer significant economic advantages. Their design and material efficiency translate into cost savings in production and logistics, making them a cost-effective choice for businesses. Additionally, the use of PCR materials can further offset costs, providing an economically viable solution that also helps companies navigate the challenges of inflation.

PRECISION's GENIUS 35, SMART 35, and STYLISH 52 actuators are more than just products; they are a reflection of a forward-thinking approach to packaging that prioritizes sustainability, efficiency, and economic viability. By embracing these innovative solutions, businesses can not only comply with the EU's PPWD but also contribute to a more sustainable and resilient future.

PRECISION: Leading the Way to a Sustainable Future

GENIUS 35, SMART 35, and STYLISH 52 actuators represent a significant leap forward in the packaging industry's journey towards sustainability. These products are not merely compliant with the European Union's Packaging and Packaging Waste Directive (PPWD); they embody the spirit of innovation and environmental stewardship that the Directive and future Regulation seek to promote. With their monomaterial design, ultralight construction, ease of recycling, and use of post-consumer recycled materials, these actuators showcase PRECISION's commitment to reducing the environmental impact of packaging.

Moreover, the economic benefits and inflation-offsetting potential of the GENIUS 35, SMART 35, and STYLISH 52 actuators demonstrate that sustainability and cost-efficiency can go hand in hand. By embracing these innovative solutions, businesses can not only meet regulatory requirements but also achieve greater economic resilience in the face of global market challenges.

As we look to the future, PRECISION stands ready to partner with businesses and regulators alike to create a more sustainable world. Through collaborative innovation and a shared commitment to environmental responsibility, we can all play a part in shaping a packaging industry that supports the health of our planet for generations to come.



YOUR DISRUPTIVE RANGE OF NEW ACTUATORS

BE SUSTAINABLE
AND CUT COSTS

KOSMOS
STORM®



< 1.0 g

SMART 35



2.0 g

GENIUS 35



< 3.0 g

STYLISH 52



4.6 g

STORM
TECHNOLOGY

* SPRAY
PERFORMANCE
WITHOUT
THE INSERT



PCR RESIN
OPTION



ULTRA-LIGHT
DESIGN



ALL-IN-ONE
①PIECE



S-LOCK™



Sustainable Procurement

As part of our ongoing commitment to sustainability and ethical business practices, we are working diligently to ensure that our supply chain aligns with our Code of Conduct. This code sets clear expectations around environmental stewardship, human rights, labor practices, and anti-corruption standards. We are actively engaging with our suppliers through regular audits, training, and open communication to foster a responsible and transparent supply chain. While this is an ongoing process, we would like to express our gratitude to the suppliers who joined us in 2024, committing to these important standards. Looking ahead, our goal is to have an even greater percentage of our suppliers fully aligned by 2025, ensuring that we continue to strengthen our collective efforts toward sustainability and responsible business practices.

Percentage of Suppliers Committed the CoC



Supplier Self Assessment

As part of our sustainability commitment, it's essential to ensure that our supply chain adheres to high standards of ethics, environmental responsibility, and social well-being.

Since 2024, a Supplier Self-Assessment has been implemented to evaluate key areas such as Ethics & Labor Rights, Environmental Impact, Safety, and Health, ensuring alignment with our sustainability goals.

This assessment helps identify potential risks, fosters collaboration with suppliers, and drives continuous improvement in their practices. It plays a vital role in our sustainability management system, aiming to promote ethical practices, protect the environment, and ensure the health and safety of all stakeholders.



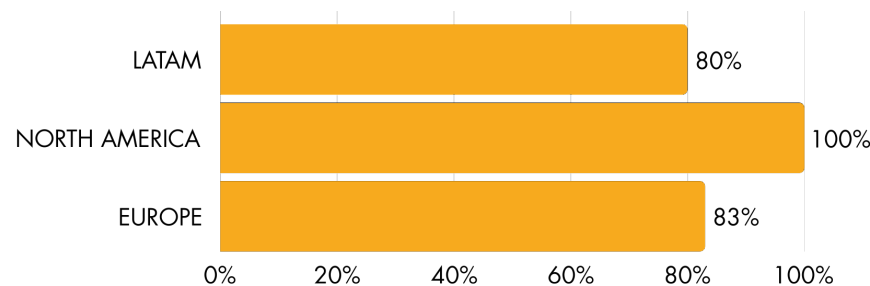
Training on Sustainable Procurement Practices

In 2024, significant progress was made in advancing sustainable procurement practices across key departments, including Supply Chain, Purchasing, and Technical teams. The training was built on five core pillars to guide the procurement process:

- Commit to Sustainable Procurement and Govern Accordingly
- Raise Standards in Supplier Relationships
- Respect the Interests of Suppliers
- Integrate Sustainability into the Procurement Process
- Consider the Impact of Procurement on the Wider Ecosystem

These pillars provided a structured approach, ensuring all employees involved in procurement are equipped to make environmentally and socially responsible decisions. The focus on sustainable procurement helps reduce environmental impact, promote ethical sourcing, and create long-term value. This initiative aligns with the company's broader sustainability goals and strengthens the commitment to responsible business practices.

The successful implementation of these training programs in 2024 marks an important step toward embedding sustainability into procurement decisions. Going forward, efforts will continue to expand and refine, reinforcing the company's dedication to sustainable practices and fostering a culture of responsibility across all levels.



-2024 Sustainability Training (Sustainable Procurement Practices)

7 PRECISION AWARDS 2024

We're over the moon to share that STYLISH 52 has scooped up four major awards for sustainability and innovation. Imagine the savings and eco-friendly benefits with our cutting-edge aerosol actuators, powered by PRECISION's disruptive STORM Technology! Big shoutout to the incredible STYLISH 52 team for revolutionizing the industry and driving forward sustainable practices. Join us in celebrating their amazing success in aerosol technology!



Australia

- AAA Sustainability Award 2024
- AAA Innovation Packaging Award 2024



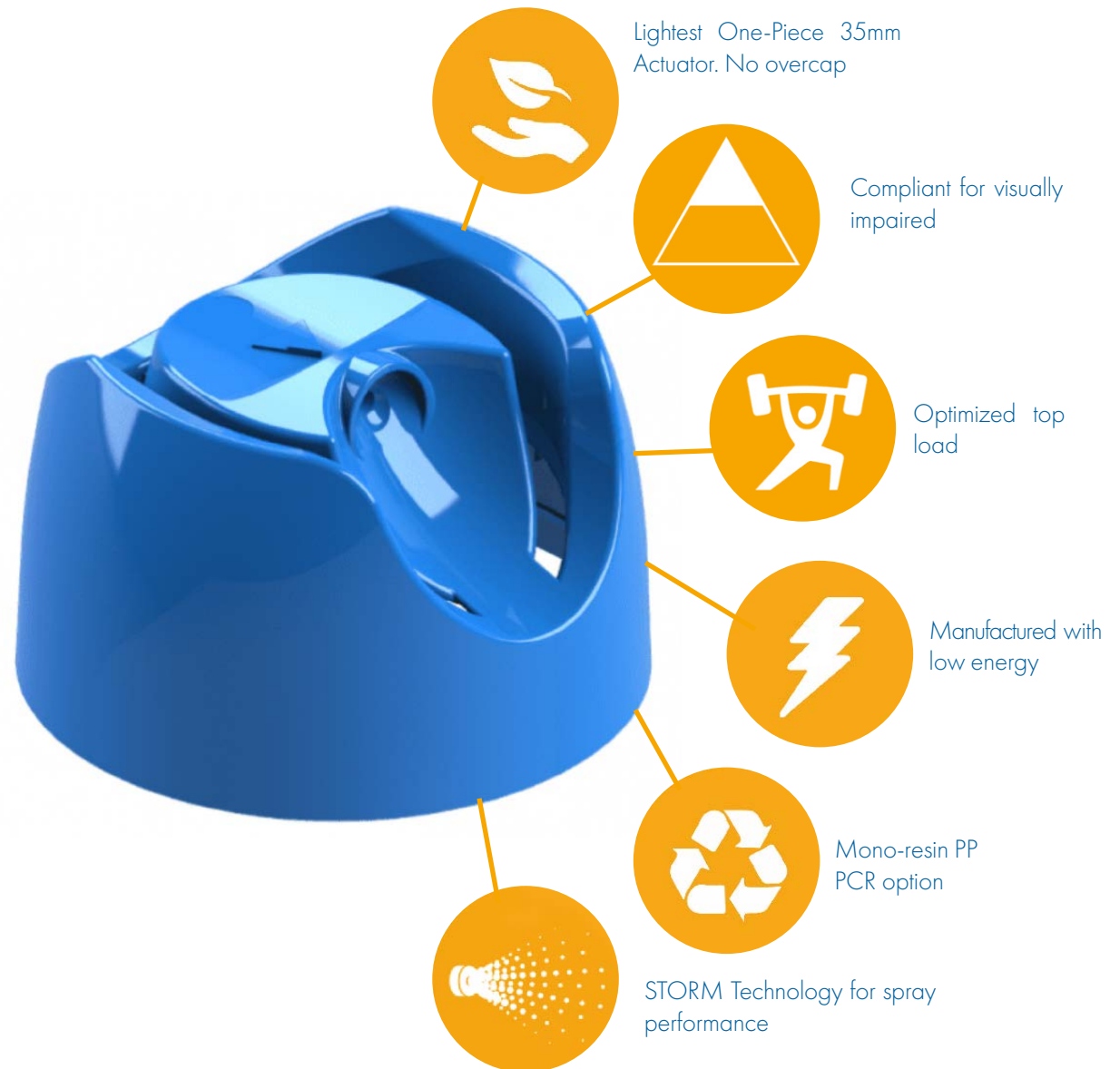
United Kingdom

- BAMA Sustainability Runner Up Award 2023



Spain

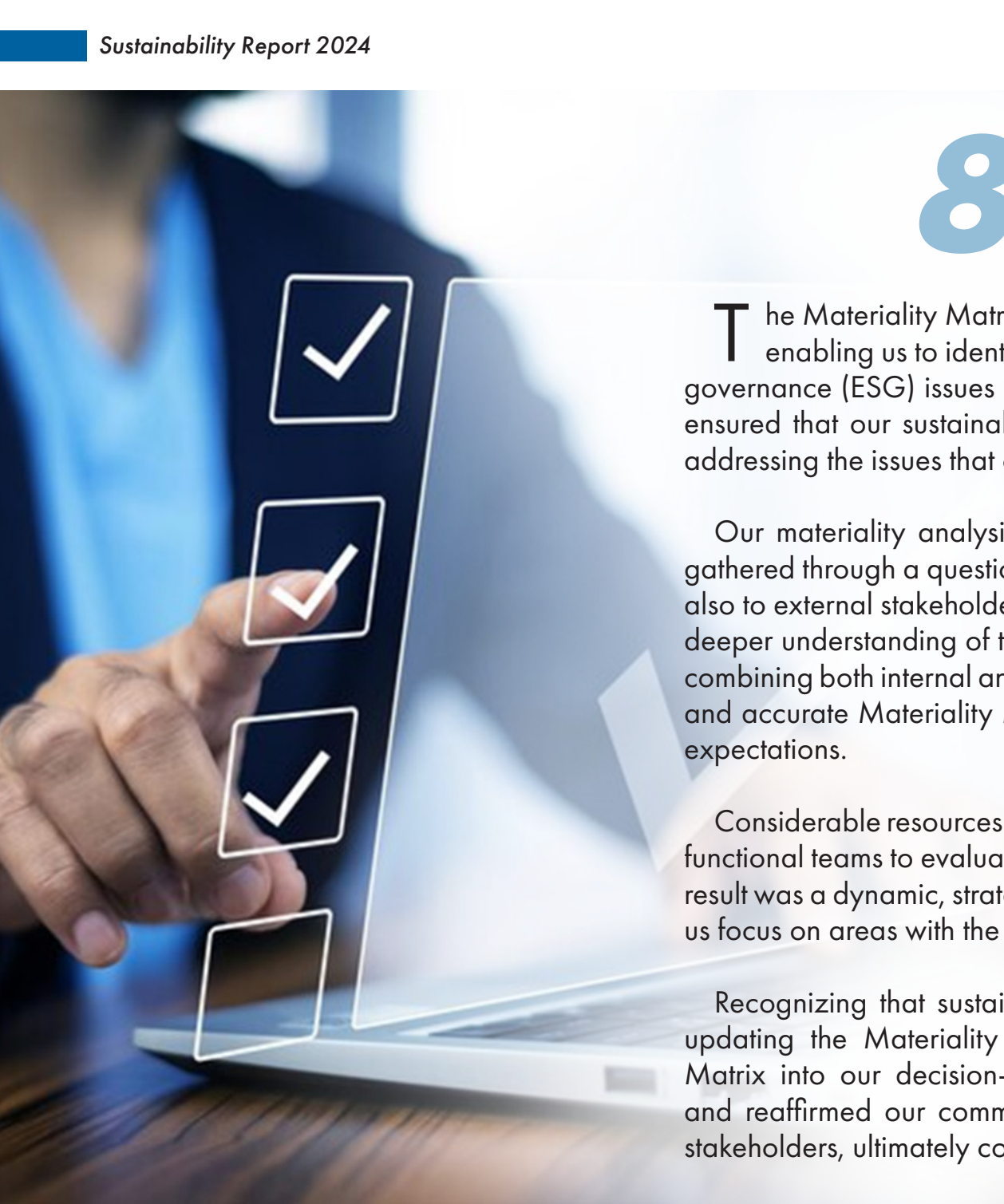
- AEDA Innovation in Packaging Design 2024



#PROUDTOBEPRECISION



8. MATERIALITY MATRIX



The Materiality Matrix has been a key tool in shaping our sustainability strategy, enabling us to identify and prioritize the most critical environmental, social, and governance (ESG) issues impacting both our business and stakeholders. This process ensured that our sustainability efforts were closely aligned with stakeholder needs, addressing the issues that create long-term value for the company.

Our materiality analysis encompassed 24 specific sustainability-related aspects, gathered through a questionnaire submitted not only to key management functions but also to external stakeholders, including customers and suppliers. This helped us gain a deeper understanding of their concerns and expectations regarding sustainability. By combining both internal and external insights, we were able to create a comprehensive and accurate Materiality Matrix that reflects both business priorities and stakeholder expectations.

Considerable resources were dedicated to internal analysis, bringing together cross-functional teams to evaluate the risks and opportunities tied to each material issue. The result was a dynamic, strategic tool that guided our sustainability decisions and helped us focus on areas with the greatest potential for positive impact.

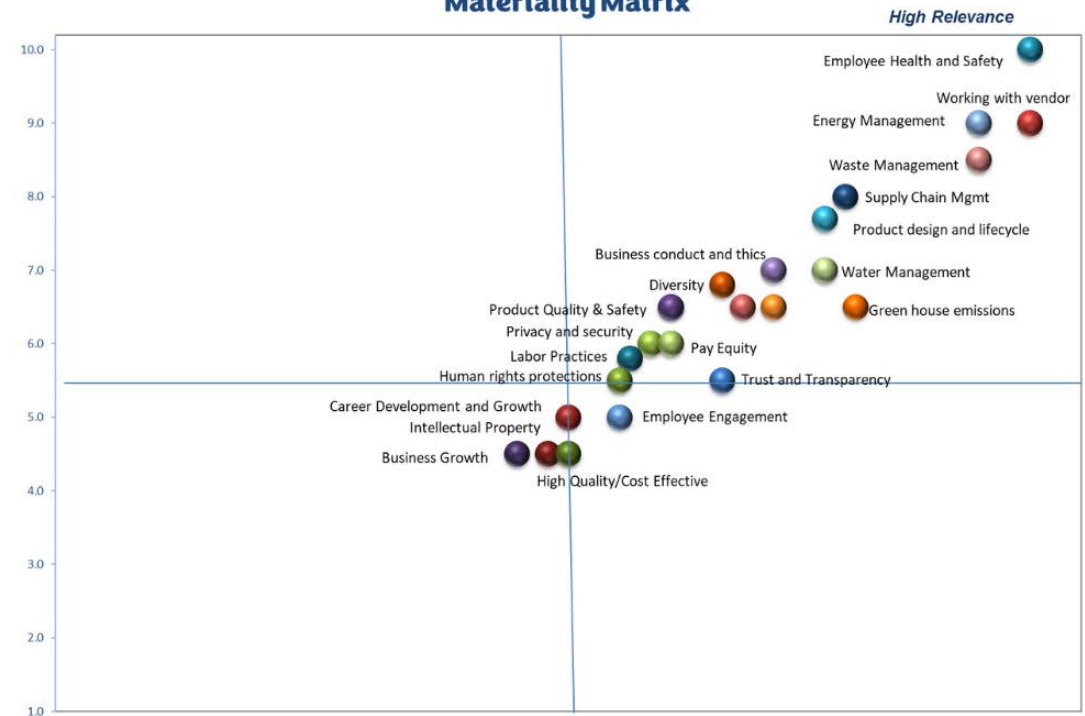
Recognizing that sustainability priorities evolve, we committed to reviewing and updating the Materiality Matrix every two years. By integrating the Materiality Matrix into our decision-making, we strengthened our sustainability performance and reaffirmed our commitment to meeting the ever-changing expectations of our stakeholders, ultimately contributing to a more sustainable future.



ESG Topics to Assess

- | | |
|----------------------------------|---------------------------------|
| (A) Business conduct and ethics | (M) Diversity |
| (B) Trust and Transparency | (N) Employee Engagement |
| (C) Working with Vendor | (O) Work/life balance |
| (D) Privacy and security | (P) Pay equity |
| (E) Customer Satisfaction | (Q) Career Development and Grow |
| (F) Product design and lifecycle | (R) Human rights protections |
| (G) Innovation | (S) Product Quality and Safety |
| (H) Supply Chain Management | (T) Employee Health and Safety |
| (I) Intellectual Property | (U) Greenhouse gas emissions |
| (J) High Quality/Cost Effective | (V) Energy Management |
| (K) Business Growth | (W) Waste Management |
| (L) Labor Practices | (X) Water Management |

Materiality Matrix



OUR VISION FOR 2028



a) PEOPLE

- **Reduce Safety Recordable Incident Rate by 30%:**

Upholding a commitment to the safety and well-being of our employees, we strive to reduce our Safety Recordable Incident Rate (RIR) by 30% based on the 2023 figures. This initiative demonstrates our dedication to providing a secure work environment.

- **Sustain 100% Employee Training:** By sustaining a 100% training rate, we equip our workforce with the knowledge and skills necessary to embody a culture of safety across all work aspects.

- **Complete 100% of Performance Evaluations as Planned:** Performance evaluations serve as a vital tool for employee development. By successfully completing 100% of performance evaluations as scheduled, we demonstrate our commitment to providing valuable feedback and guidance to our employees, enabling them to achieve their full potential and contribute effectively to our organizational objectives.

- **Raise awareness via Human Rights talks coverage achieving 100% of our employees.** Our goal is to promote understanding, respect, and appreciation for diversity among all members of our team.

- **Ensure that 100% of complaints received through the Whistleblower report form are addressed within a maximum of 96 hours.** Of these, at least 90% should be resolved satisfactorily within 30 days of receiving the complaint, with feedback provided to who submitted the complaint.

- **Sustain Annual Turnover Rate: It is our commitment to foster a stable and engaged workforce.** The goal allows us to maintain the annual turnover rate at or below the rate recorded in 2023 to maintain a conducive work environment that promotes employee satisfaction, loyalty, and organizational stability due to the well-being, safety, and professional growth of our employees.



b) PLANET

- **Reduce 20% of Greenhouse Gas Emissions RT-CP-110a.1 & 2:** We are dedicated to reducing our carbon footprint by 20% in terms of Tons/CO₂e of Greenhouse Gas emissions in Scope 1 & Scope 2 in comparison with 2022, demonstrating our commitment to combating climate change and promoting environmental stewardship.
- **Noise Pollution Control:** Ensure that noise levels at all company sites consistently stay within legal limits, with the goal of achieving zero instances of non-compliance. This will be accomplished through the deployment of advanced noise-reduction technologies, optimized operational practices, and continuous monitoring to maintain strict adherence to regulations.
- **Improve Energy Efficiency RT-CP-130a.1 by 20%** Building on our 2023 baseline figures, we aim to enhance our operational efficiency in terms of natural resources, laying the groundwork for a more sustainable future and a lower environmental impact.
- **Improve Water consumption by 10%:** This will be achieved through the implementation of water-saving technologies, optimized operational processes, and continuous monitoring to ensure efficient use of this critical resource.

- **Waste Management RT-CP-150a.1 & 3 SASB Standards.** By implementing waste reduction strategies and enhancing our waste management practices, we aim to decrease our waste disposal by 10%, demonstrating our dedication to fostering a circular economy and minimizing our environmental footprint.
- **Sustain Customer's materials recovered:** This is our commitment to fostering environmental responsibility in the community with our customers, sustaining 100% of current packaging materials closed-loop cycles to 2026.



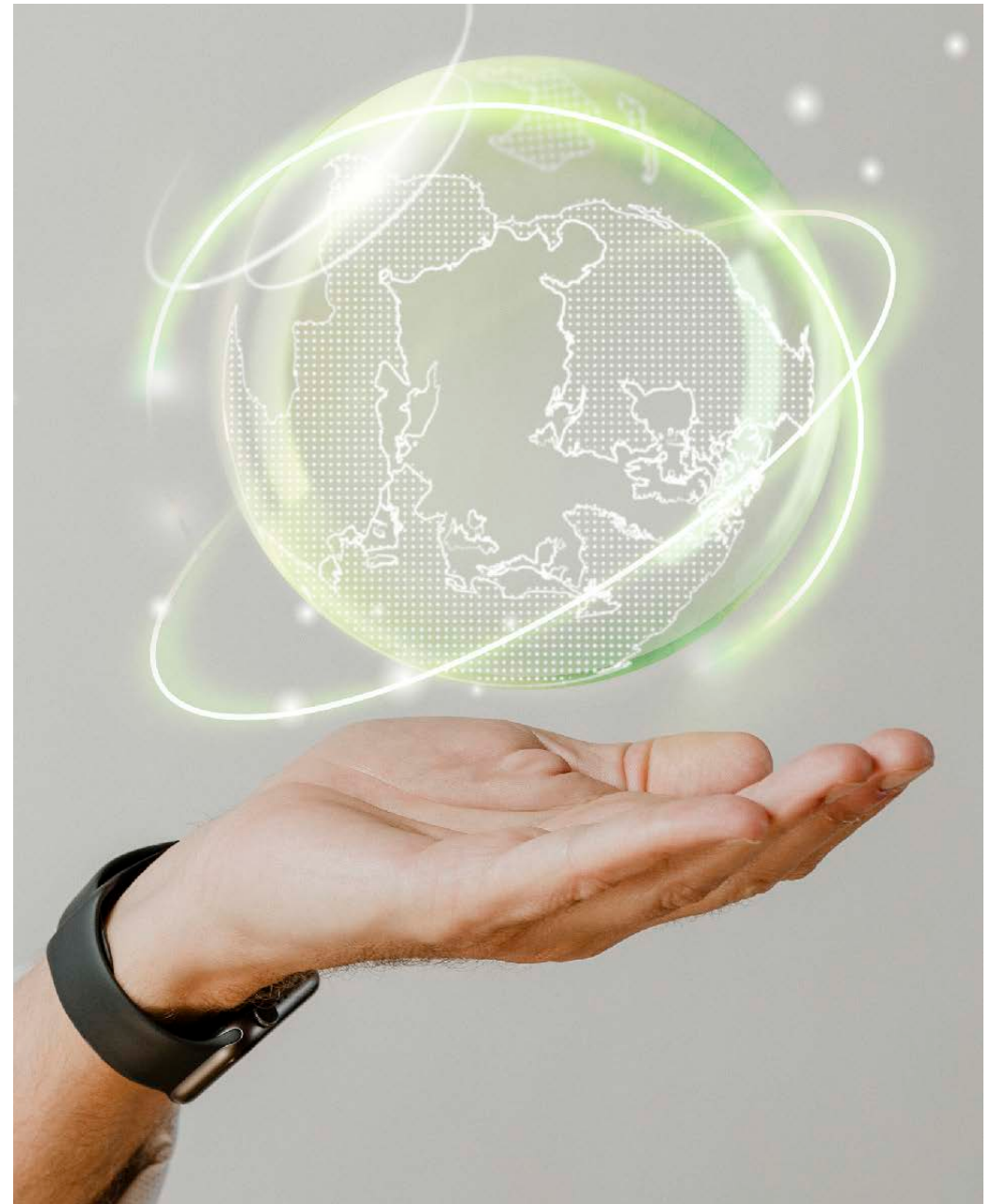
c) PRODUCT

Our company is committed to advancing innovation and sustainability throughout our operations. We develop lightweight, high-performance technologies that reduce plastic usage by up to 60% compared to conventional products. This not only cuts waste but also boosts actuator efficiency. We also offer the use of Post-Consumer Recycled (PCR) resins, promoting a circular economy and lowering environmental impact.

We prioritize ethical and sustainable sourcing by working closely with responsible suppliers. Integrity is central to our business, and we strictly follow anti-bribery standards to ensure transparency, fairness, and accountability. Our commitment to these values guides our actions and helps create lasting positive outcomes for both society and the planet.

Our Vision by 2028

- 40% of actuators based on new sustainable technology RT-CP-410.
- 100% code of conduct agreed by Production, Transport and Third Parties (PT2) suppliers.
- Follow up ESG rating of Production, Transport and Third Parties (PT2) suppliers.

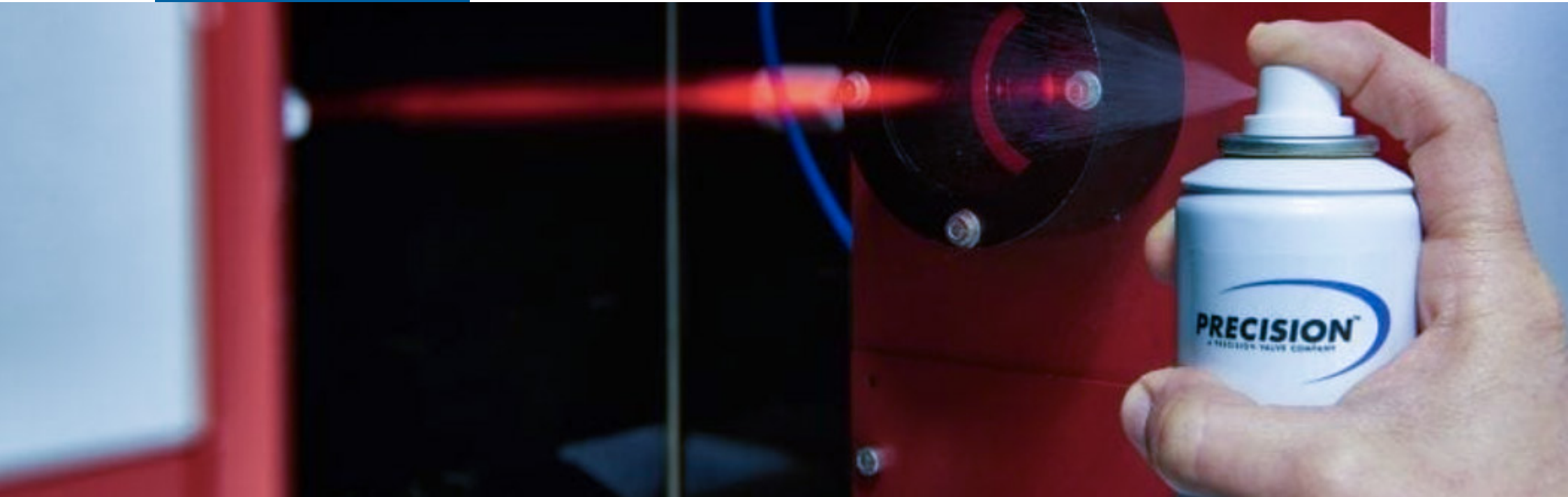


CONTINUES IMPROVEMENT

Sustainability is not a fixed goal, but an ongoing journey. We believe that meaningful progress comes from constantly challenging ourselves to do better, for the environment, for people, and for future generations. Through innovation, data-driven strategies, and collaboration with stakeholders, we continuously seek new ways to reduce our footprint, optimize resource use, and embed sustainable thinking across every level of our operations. This mindset of continuous improvement ensures we stay adaptive, ambitious, and accountable in a rapidly changing world.



**IT ALL STARTS
WITH YOU**



“

We continue moving forward with commitment and excellence. Thank you for being part of Precision Global's history!

10 ANNEXES

SDG MAPPING BY REPORT SECTION

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Core Policies - Group Framework	✓	✓	✓	✓								
Gender Distribution of Headcount					✓							
Head Count by Age				✓	✓		✓		✓			
Unionized Employees							✓					
Global Turnover Rate							✓					
Safety & Health			✓				✓			✓		
Diversity & Inclusion					✓		✓		✓			
International Women's Day					✓							
SMETA Audit							✓		✓	✓		
Greenhouse Gas Emissions						✓		✓			✓	
Waste Management								✓		✓	✓	
ISO Certifications						✓				✓	✓	
Sustainable Procurement							✓			✓		✓
Supplier Self Assessment							✓			✓		✓

-Sustainable Development Goals (SDG)

2024-SCOPE 1 & 2

tCO₂e Emissions

2024 Emissions (tCO ₂ e)				
Facility	Scope 1		Scope 2	
	Distance-Based	Fuel-Based: Fuel Type	Location Based	Market Based
Argentina	-	77.98	2,480.08	1,164.18
Australia	0.36	0.07	2,565.56	2,565.56
Brazil	3.69	9.49	75.22	75.22
China	-	5.62	376.58	376.58
France	-	224.93	214.99	214.99
Germany	-	237.59	2,541.24	2,541.24
Italy	-	-	4.92	4.92
Japan	-	3.57	222.48	222.48
Mexico	-	13.23	414.04	414.04
South Africa	-	45.39	1,851.22	1,851.22
Spain	-	-	2.95	2.95
Thailand	1.40	0.59	5,058.60	5,058.60
United States	-	10.22	4,596.66	4,596.66
Total (tCO₂e)	5.45	628.68	20,404.54	19,088.64

2024-SCOPE 2

Purchased Electricity

	Scope 2 - Purchased Electricity	
	Energy Used (kWh)	
Facility	2023	2024
Argentina	8,244,600	8,020,900
Australia	4,018,059	3,514,462
Brazil	503,350	560,480
China	727,400	614,620
France	3,658,281	4,118,665
Germany	9,872,600	7,281,504
Italy	16,396	17,406
Japan	458,415	478,455
Mexico	881,028	1,015,300
South Africa	2,340,427	2,055,995
Spain	23,191	19,611
Thailand	9,226,800	10,742,400
United States	15,358,891	16,181,806
Total Energy Used (kWh)	55,329,438	54,621,604

OUR LOCATIONS

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