

JANUARY 20, 2026

rockline[®] iatric[®]

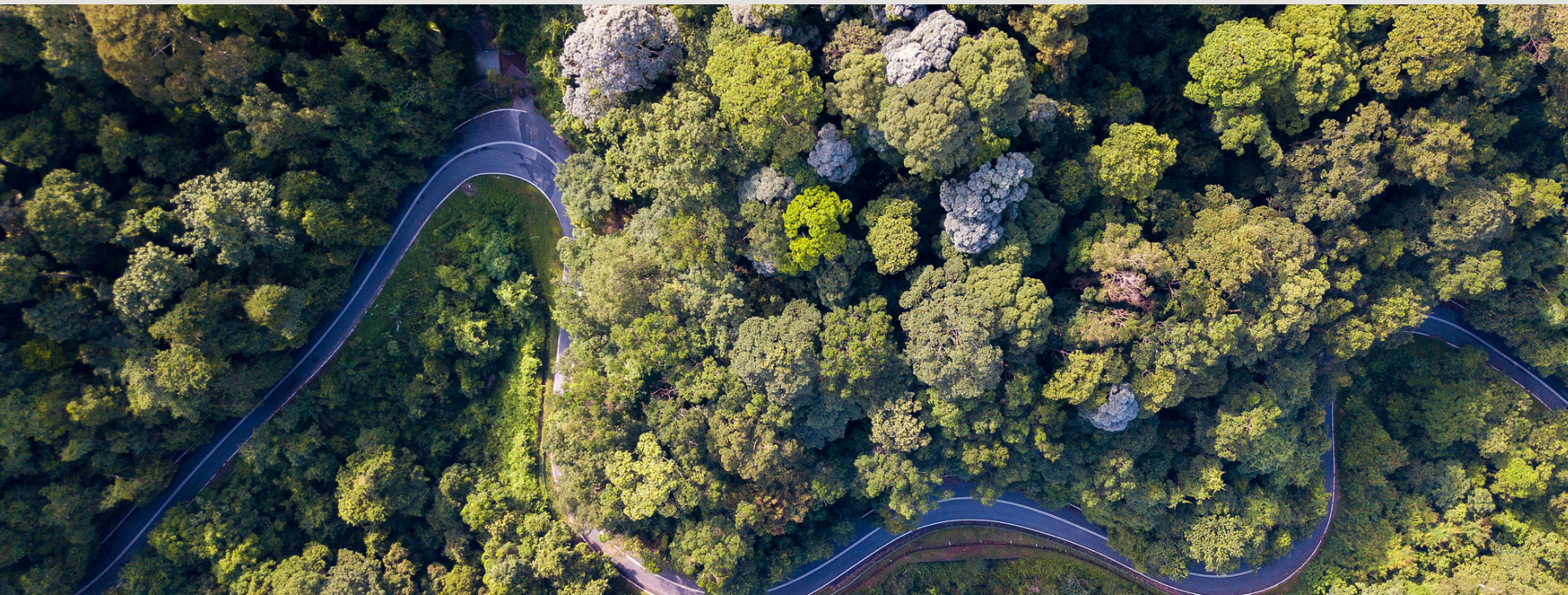
SUSTAINABILITY

REPORT



Report covers Rockline's FY 25

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MESSAGE FROM OUR LEADER



RJ Rudolph
Company President

This year marks a monumental milestone for Rockline as we celebrate 50 years of innovation, transformation, and resilience. For me, it is also profoundly personal. On July 1, 2025, after four decades of guiding this organization, my father, Randy Rudolph, stepped down as President and entrusted me with the responsibility of carrying forward Rockline’s legacy.

This is no small task. For seventeen years, Rockline has had a Sustainability program in place with the goal of reducing our environmental impact and ensuring the long-term resilience of our organization and our planet. We believe that sustainability is about more than just compliance. It’s about innovation. It’s about building trust with our customers, our consumers, and our communities.

This past fiscal year was a year of evolution for Rockline, and with that evolution came remarkable progress. This report celebrates our successes and shines a light on the opportunities that will guide us toward a brighter, more sustainable future. Over the past three years, our sustainability team has been instrumental in advancing Rockline's green power strategy. By strategically purchasing renewable energy credits, we have cut our Scope 1 and Scope 2 greenhouse gas emissions in half, underscoring our commitment to a low-carbon future, while encouraging our utility providers to continue to green the grid.

With our leadership transitions underway, regulatory requirements evolving, and environmental pressures intensifying, Rockline recognized this as the perfect time to conduct our first-ever double materiality assessment. Our objective was clear: to gain a holistic understanding of how sustainability aligns with business growth and to prioritize strategies that deliver the greatest value to our stakeholders. The insights gained from this process will guide us in making informed decisions, directing our efforts and investments where they matter most, and advancing the evolution of our sustainability strategy.

As we look to the future, sustainability will remain at the heart of Rockline's mission - to lead responsibly, act boldly, and create lasting impact across every part of our business. As we transition to the next generation of leaders, we are committed to creating opportunity the right way, ensuring we preserve and protect the future for generations to come.

Take a moment to explore the Sustainability Report and let us know how our progress resonates with you. We value your voice in shaping what's next.

A handwritten signature in black ink, appearing to read 'RJ Rudolph', written in a cursive style.

RJ Rudolph
Company President

See Filter Firm...
 Rudolph buys Rockline Inc.
PLYMOUTH, WI
 20 FREDERICK ST.



ROCKLINE
 INDUSTRIES

**Rockline Founder
 Ralph Rudolph**

Born in Lehigh, Germany on October 21, 1932, Ralph was the son of Arthur Walter and Robert Rudolph. After completing his education, Ralph was recruited into the German Luftwaffe in 1950. He served a 36-month tour of duty in the Pacific from 1950-1952 before returning home to attend the University of Wisconsin. He received a Bachelor's degree in Business Administration in 1955. He worked in England working a variety of companies. He eventually returned to the U.S. to work for the U.S. Army.

While out of service, Ralph joined the American Legion and the Elks Club. He worked in England working a variety of companies. He eventually returned to the U.S. to work for the U.S. Army.

Upon his return, Ralph moved back to Wisconsin. There he met his wife, Carol, whom he married on June 8, 1957. In 1961, Ralph and Carol fully completed the requirements for US citizenship and took the oath of citizenship in Menasha, WI. Ralph owned a small business in Menasha, WI. He was a member of the American Legion and the Elks Club. He worked in England working a variety of companies. He eventually returned to the U.S. to work for the U.S. Army.

While in the United States, Ralph joined a Menasha business owner who had a small business in Plymouth. There he worked in England working a variety of companies. He eventually returned to the U.S. to work for the U.S. Army.

Ralph left DuPont to work for the General Electric factory in Plymouth, WI. He worked in England working a variety of companies. He eventually returned to the U.S. to work for the U.S. Army.

Subsequently, West Bend was sold to West Industries of an American entrepreneur. Over a period of a year, Ralph developed a comprehensive plan that included identifying the Rockline Division and transferring it to the Rudolphs. In 1976, Ralph passed the majority of his stock in West Bend to his son, Randy. They then sold the stock to buy Rockline as an independent business.

1976

Over a period of a year, Ralph developed a comprehensive plan that included identifying the Rockline Division and transferring it to the Rudolphs. In 1976, Ralph passed the majority of his stock in West Bend to his son, Randy. They then sold the stock to buy Rockline as an independent business.

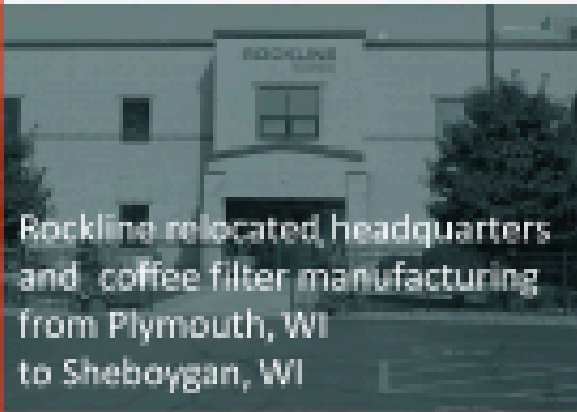
Rockline building a local business. Rudolph was an active volunteer in many local activities in his original adopted home town of Plymouth.

**Rockline was founded by
 Ralph H. Rudolph in
 Plymouth, WI**

Rudolph was an active volunteer in many local activities in his original adopted home town of Plymouth.

Rudolph served as a volunteer committee member for the New Avenue of America as well as being a volunteer actor and comedian member for the Plymouth Civic Theatre in Plymouth. He was a member of the General American Heritage Club and was honored by that group for his contributions to giving a historic and job to his adopted home.

Booming Fluted Filter Business
COFFEE FILTERS & WET WIPES MANUFACTURE
EXTRAORDINARY SERVICE Rockline's main business is the making of
RESPECT Rockline will produce 500 mi
INTEGRITY ROCKLINE NOW EMP
 POTENTIAL OF COFFEE FILTERS
 MAKERS AND PLANT TERRA
 Ralph Rudolph, 610 V
 president of Rockline,
 was a division of the W



Rockline relocated headquarters and coffee filter manufacturing from Plymouth, WI to Sheboygan, WI

1977



Ralph Rudolph passed control of the company to his son, Randy Rudolph

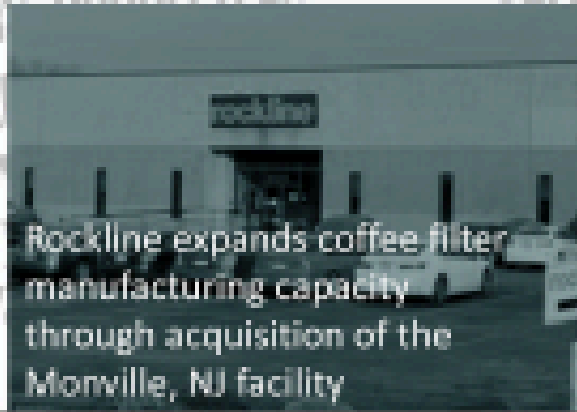
1985

1989

Rockline enters the North American wet wipe business through acquisition of the Springdale, AR facility



1996



Rockline expands coffee filter manufacturing capacity through acquisition of the Morville, NJ facility



THOUGHT LEADERSHIP
EXCELLENCE
 Welcome to 'new' plant
 It's nice to welcome a new industry
 to town. So we're happy that the old
 will resume operations
 tion, Dart Industries,
 actually, a well-liked PI
 will have much to do
 opment of the new pla
 assembling coffee

coffee filters to make for every
 million filters annually. **RIGHT PRODUCT SOLUTIONS** Paper converting machines
 ONE OF THE LARGEST MAKERS OF BABY WIPES AND COFFEE FILTERS IN NORTH AMERICA
PEOPLE ARE IMPORTANT
TEAMWORK
PASSIONATE
ABOUT HIS JOB
AND LOYAL
TO HIS EMPLOYEES

employs 30 persons. WITH THE GROWTH
 EMPLOYMENT TO INCREASE. GLASS COFFEE
 MABLED AT ROCKLINE. PAPER CONVERTING
 HOUSEWARES FIRM MOVING TO SHEBOYGAN



2000

Rockline establishes a global wet wipe manufacturing footprint through acquisition of the Redditch, England facility



Rockline establishes Rockline Trading Department in Zaltbommel, Netherlands

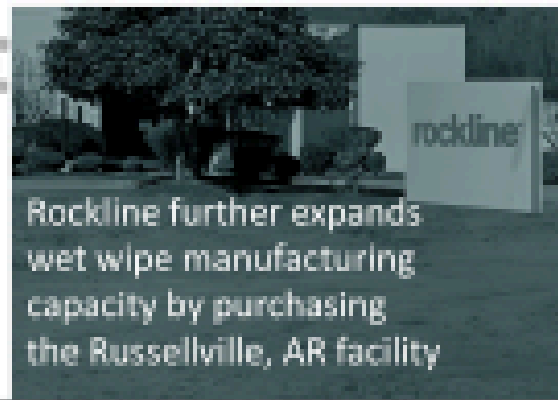


Rockline expanded its global footprint through a partnership with Soshio, HK Industrial Co. Ltd.

2004

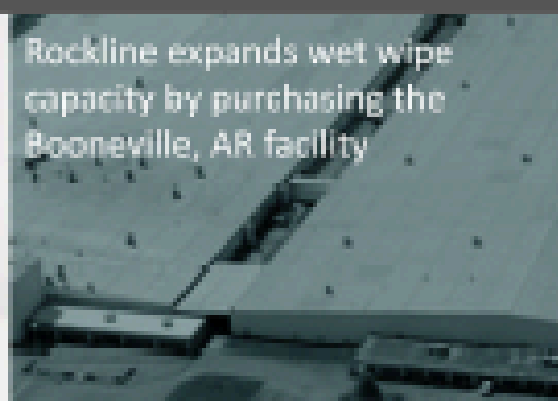
ABOUT HIS JOB
AND LOYAL
TO HIS EMPLOYEES

2008



Rockline further expands wet wipe manufacturing capacity by purchasing the Russellville, AR facility

2014



Rockline expands wet wipe capacity by purchasing the Booneville, AR facility



2017

Rockline establishes the subsidiary iatric Manufacturing Solutions and the purchase of the Morristown, TN facility



rockline
 people who make it right

iatric
 rockline company



ROCKLINE AT A GLANCE

Founded by Ralph Rudolph in 1976 in Plymouth, Wisconsin, Rockline has grown into a global organization of more than 2,700 associates. Headquartered in Sheboygan, Wisconsin, we remain privately held and are proud to be a leading manufacturer of wet wipes, coffee filters, and baking cup products.

From a single Wisconsin facility, Rockline has expanded to seven production sites worldwide—six in the United States, one in England, and a partner facility in China. This growth reflects both the dedication of our people and the strong partnerships that have fueled our success.

At Rockline, we transform raw materials—including nonwovens, paper, packaging, and chemical solutions—into high-quality finished products. With over 230 supplier partnerships across North America, Europe, and Asia, we source premium inputs such as pulp, wood fiber, plastics, and personal and home care chemicals to meet diverse customer needs.

We regularly evaluate our supply base against environmental metrics, including energy use and wastewater management, to ensure responsible sourcing. Our customers include global retailers, wholesalers, online distributors, and brand owners, with a primary focus on private label and healthcare brands across consumer, healthcare, and commercial markets.



Ralph Rudolph, Founder



MISSION & VALUES

Corporate Mission

To inspire customer loyalty by making everyday products that deliver superior value.

Vision

To be the global supplier of choice by bringing our best minds, hearts, and efforts everyday.

Sustainability Mission

Rockline is taking positive steps to develop environmentally sustainable processes, products, packaging, and raw materials throughout the supply chain that will deliver long term value for our customers, communities and associates.

Values

Renew: Invest all earnings back into the business

Respect: Treat others as we want to be treated

Integrity: Do the right thing

Teamwork: Individual goals are secondary to team goals

Excellence: Best in Class

OUR LEADERSHIP TEAM

Governance of Our Sustainability Program

Rockline's Sustainability Program is guided by a cross-functional Environmental Committee, composed of internal subject matter experts from across the organization and supported by our Executive Leadership Team. Each committee member contributes specialized expertise from their respective fields, shaping the program's direction with practical insights and innovative ideas. As department leaders, they hold the authority and influence to champion sustainability initiatives and drive implementation within their teams.

Our executive leaders provide strategic oversight, ensuring that the committee's work remains aligned with Rockline's broader vision and long-term sustainability objectives. The committee convenes three times annually to review emerging legislation, evolving customer expectations, and other external factors that influence our sustainability strategy. These sessions are critical in maintaining alignment between our goals, compliance requirements, and the dynamic needs of our stakeholders, ensuring that our program remains both resilient and responsive.

STEERING COMMITTEE



RJ Rudolph
President



David Cook
VP Contract
Manufacturing
Services



Chris Dresselhuys
VP Marketing &
Product Management



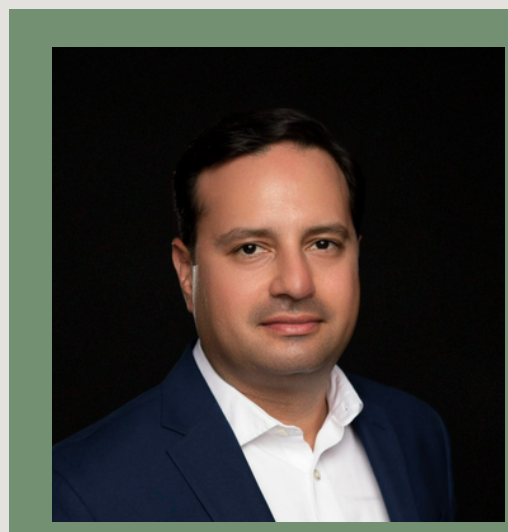
Josh Eldridge
VP Business
Development



Matt Koele
Technical
Director,
Material Dev.



Aaron Miller
Corporate
Sustainability
Manager



Carlos Giraldo
VP Global
Supply Chain



Ben Miller
Director
Continuous
Improvement,
Operations



McKenzie Moore
Corporate
Sustainability
Coordinator



DOUBLE MATERIALITY: GUIDING OUR FUTURE STRATEGY

In 2025, Rockline conducted a double materiality assessment—a process that evaluates both the environmental and social impacts on our business, as well as how our operations affect the environment and surrounding communities. This comprehensive approach enables us to identify the sustainability topics most critical to our stakeholders and long-term success.

Led by our Corporate Sustainability team in partnership with a consulting group, the assessment engaged key stakeholder groups including customers, suppliers, associates, and local communities. These groups are most impacted by our sustainability strategy, which is why it is important that they have input in our approach. As sustainability leaders, we collaborate closely with suppliers and customers to pursue shared goals—regularly reviewing supplier performance metrics to strengthen partnerships and leveraging customer engagement to drive innovation in our products and operations.

Our associates play a vital role in implementing sustainability initiatives, and we proudly recognize their contributions. We also remain committed to supporting the communities where we operate, recognizing that thriving, sustainable communities are built through collective action.

Although the assessment was completed in 2025, we are finalizing data analysis, strategic priorities, and communication plans to ensure that both internal and external stakeholders remain informed and engaged in the next phase of our sustainability journey. The insights gained will guide Rockline’s sustainability roadmap for the next decade, ensuring our actions remain aligned with stakeholder expectations and global best practices.

ABOUT THIS REPORT

This report has been prepared in accordance with GRI 2016 standards.

Boundaries

This report covers all entities and operations under Rockline's financial and operational control, consistent with GRI Standards. Two minor subsidiaries—Rockline Netherlands B.V. and Rockline Trading Hong Kong—are excluded, as they represent less than 2% of our global activities and environmental footprint. Our manufacturing partner, Soshio (HK) Industrial Co. Ltd., is also excluded since Rockline does not exercise financial control over its operations.

Scope

The greenhouse gas (GHG) emissions data in this report are comprised of Scope 1 and Scope 2 data from our manufacturing facilities. This report does not include Scope 3 data as we are in the process of Scope 3 Carbon accounting process with a consulting group. We plan to incorporate this data in future reports.

Methodology

Unless otherwise noted, all data in this report covers July 1, 2024–June 30, 2025. Rockline reports annually, with the last report published in January 2024. Data was sourced from utility and vendor invoices, and our carbon footprint was calculated using the GHG Protocol Corporate Standard, with emissions factors from the U.S. EPA and U.K. DEFRA. Scope 2 e-grid factors are updated as new EPA data becomes available.



PROGRAM ASPIRATIONS



Be People Who Make It Right

- Pursue excellence in people development
- Be a committed community partner
- Make a difference for those seeking a brighter future



Fossil Fuel Independence

- Use energy more efficiently
- Show preference for low carbon fuels
- Adopt alternatives and renewable energy sources
- Eliminate sources of energy use



PROGRAM ASPIRATIONS



Ecologically Intelligent Products

- Make products that perform using less material
- Use materials that come from sustainable sources and recycled inputs
- Incorporate chemicals that are safe for human health and environment.
- Eliminate unnecessary or excessive packaging and choose packaging materials that are more recyclable by consumers
- Source materials to achieve net zero deforestation for our products



Create Value, Not Waste

- Design waste out of our systems and processes
- Increase manufacturing efficiencies
- Divert solid waste from landfill
- Investigate alternative waste strategies like reuse, recycling, and energy recapture



FROM COMMITMENT TO RESULTS

Since launching our sustainability journey on Earth Day 2008, Rockline has remained steadfast in its commitment to embedding environmental responsibility into every facet of our manufacturing operations. Sustainability is not just a goal—it is a guiding principle that informs how we care for the planet, empower our associates, serve our customers and consumers, and strengthen the well-being of the communities we touch.

Our Aspirations in Action framework embodies this dedication, highlighting the tangible steps we are taking to drive meaningful and lasting change. Looking ahead, we remain focused on advancing our core sustainability objectives and will continue to collaborate with stakeholders across our value chain to ensure responsible production and deliver sustainable products that make a positive impact.



ESG REPORTING AND ACCOUNTABILITY FRAMEWORK

We are committed to transparency and measurable progress in our sustainability journey. Our approach includes:

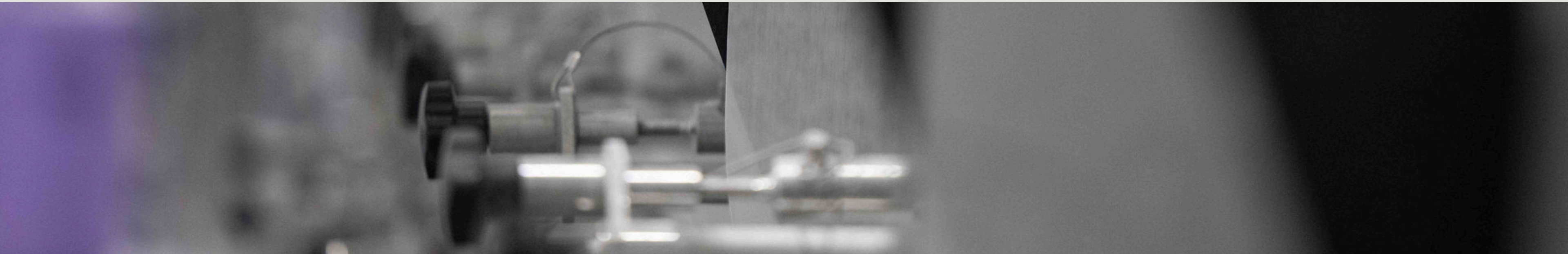
- **Carbon Reduction Goals**
 - Establishing time-bound targets to reduce carbon emissions.
 - Tracking Scope 1, 2, and 3 emissions across all company operations.
- **Disclosure & Transparency**
 - Reporting through recognized platforms including CDP, HIGG, THESIS, and EcoVadis.
 - Conducting customer-specific data tracking surveys.
 - Publishing our annual sustainability report to share progress and outcomes.
- **Annual Progress Reporting**
 - Setting time-bound goals for improvement in key areas of operational performance.
 - Defining time-bound goals for sustainable product development aligned with:
 - State and Federal legislation.
 - The U.S. Plastics Pact.
 - Key stakeholder and customer commitments.

PEOPLE WHO MAKE IT RIGHT

Our Commitments

Rockline celebrates associates yearly with our RRITE Awards for exceptional ingenuity and leadership. We strive to recognize those who transcend expectations

SAFETY IN THE WORKPLACE



At Rockline, safety is at the heart of everything we do. From day one, safety starts in the onboarding process – every new associate completes rigorous safety training to ensure they have the knowledge and tools to work safely. We are committed to protecting the health and well-being of every associate, both at work and at home, because a sustainable future is only possible when safety is a priority. That’s why our safety culture is deeply ingrained in every employee.

"At Rockline Industries, our culture is built on watching out for each other. As a result, we’re proud to say that we have a very low rate of frequency of workplace injuries," said Rick Puckett, Director of Environmental Health & Safety.

Compliance with local, state, and federal regulations is not just a requirement – it’s a responsibility we take seriously. We operate with transparency and integrity, maintaining workplaces that are safe, compliant, and accountable.

To uphold these standards, Rockline manages environmental and safety compliance at the site level through dedicated Environmental, Health and Safety (EHS) managers and coordinators. These full-time professionals monitor safety performance, track compliance, and report directly to plant leadership, ensuring that our duty of care is consistently met.

BUILDING THRIVING COMMUNITIES TOGETHER



Rockline is committed to giving back to the communities where we live and work. Through volunteer programs, charitable contributions, and local partnerships, we support initiatives that strengthen education, health, and environmental stewardship. Our associates play an active role in these efforts, dedicating time and resources to projects that foster resilient, thriving communities. By investing in people and places, we ensure our growth is shared and our impact is positive beyond our operations.

ASSOCIATE RECOGNITION

Rockline's formal Employee Spotlight Program provides associates with the opportunity to recognize individuals or teams who exemplify our core values throughout the year.

-
- **Continuous Improvement Award (RENEW)** - awarded to an individual or team that goes beyond their responsibilities to implement a significant change that improved efficiency.
 - **Associate of the Year Award (RESPECT)** - awarded to an individual that inspires others through their respect for others, attitude, cooperation, quality of work and dedication.
 - **Ralph & Clare Rudolph Integrity Award (Integrity)** - awarded to an individual that demonstrates a commitment to fostering integrity and ethical behavior, even in the face of adversity.
 - **Teamwork Award (TEAMWORK)** - awarded to a high performing team that were able to achieve exceptional results as a group.
 - **Joe Wahlquist Innovation Award (EXCELLENCE)** - awarded to an associate or team that influences Rockline to adapt to new processes, ideas or products.
 - **President's Award (EXCELLENCE)** - awarded to an individual that achieves optimal business results utilizing leadership concepts that align with Rocklines' Business strategy and values.

Employee Spotlight

Continuous Improvement Award

- Chris Howell
- Paul Novak
- Ximena Rodriguez
- Eric Witterholt
- Danielle Cairo
- Cristy Daley
- Scott Hartly
- Katherine Dienberg
- Kyle Raml
- Jerrin Wood

Associate of the Year

- Lisa Wells

Ralph and Clare Rudolph Integrity Award

- Cary McVay

Teamwork Award

- Bob Berg
- Aaron Hall
- Lisa Wells
- Matt Koele
- Marc Morin
- Michael Lee
- Chris Purdy
- Micah Moore
- Rob Holman
- David McClellan
- Noy Hastings

Joe Wahlquist Innovation Award

- Doug Cole
- Jacob Becker
- Robert Hass
- Joe Woessner

President's Award

- Jeremy High





RALPH & CLARE RUDOLPH: HONORING THEIR LEGACY

Ralph and Clare grew up during the Great Depression, a time when economic hardship could strip away even the most cherished possessions. Through those difficult years, they discovered a powerful truth: while material things can be lost, the knowledge and skills gained through education are lasting and untouchable.

Guided by this belief, Ralph and Clare felt a deep responsibility to give back to the hardworking individuals who helped build Rockline into the company it is today. They envisioned creating opportunities for the next generation to invest in themselves, just as they had once done.

In 2012, Rockline brought that vision to life by launching a scholarship program. Each year, two scholarships are awarded to eligible children of Rockline associates. Applicants must meet specific criteria and submit their materials to an independent third party for review and selection, ensuring fairness and integrity in the process.

This program stands as both a tribute to Ralph and Clare's enduring belief in the transformative power of education and a reflection of their gratitude to the Rockline Family.



2025 SCHOLARSHIP RECIPIENTS

4 Year Scholarship Winner:

Natalie G.

Springdale, AR

2 Year Scholarship Winner:

Isaac P.

Sheboygan, WI

POWERING PEOPLE THROUGH EDUCATION

Our people are at the heart of everything we do. We believe that investing in training for our associates is an investment in the future of our company. That is why we provide continuous learning opportunities designed to strengthen skills, foster innovation, and prepare our teams for tomorrow's challenges. From industry-specific conferences to leadership development programs and continuing education, we empower every associate to grow, succeed, and make a meaningful impact.

16,000

Hours of Training

\$743,000

Investment in
Continued Learning

\$105,600

Tuition Reimbursement

FOSSIL FUEL INDEPENDENCE

Our Commitments

Near- term: Reduce absolute Scope 1 and 2 combined emissions by 50% in 10 years compared to 2022 baseline year

Long- term: Net Zero by 2050

GREEN POWER STRATEGY

Aligned with the Science Based Targets initiative (SBTi), we have committed to reducing our absolute greenhouse gas (GHG) emissions by 50% over the next decade, using 2022 as our baseline year. We are proud to report that we are currently ahead of schedule.

We have also set an ambitious long-term goal to achieve Net Zero emissions by 2050. As part of this strategy, we are partnering with local utility providers to purchase Renewable Energy Credits (RECs) for our manufacturing facilities. Since 2023, we have steadily increased our REC purchases, reducing our carbon footprint while signaling demand for green energy sources to our utility partners - encouraging them to continue to green the electricity grid.

Transforming raw materials into finished products is an energy-intensive process. To mitigate its environmental impact, we continue to expand our use of renewable energy and explore innovative solutions to further reduce emissions.

We categorize our emissions into three scopes:

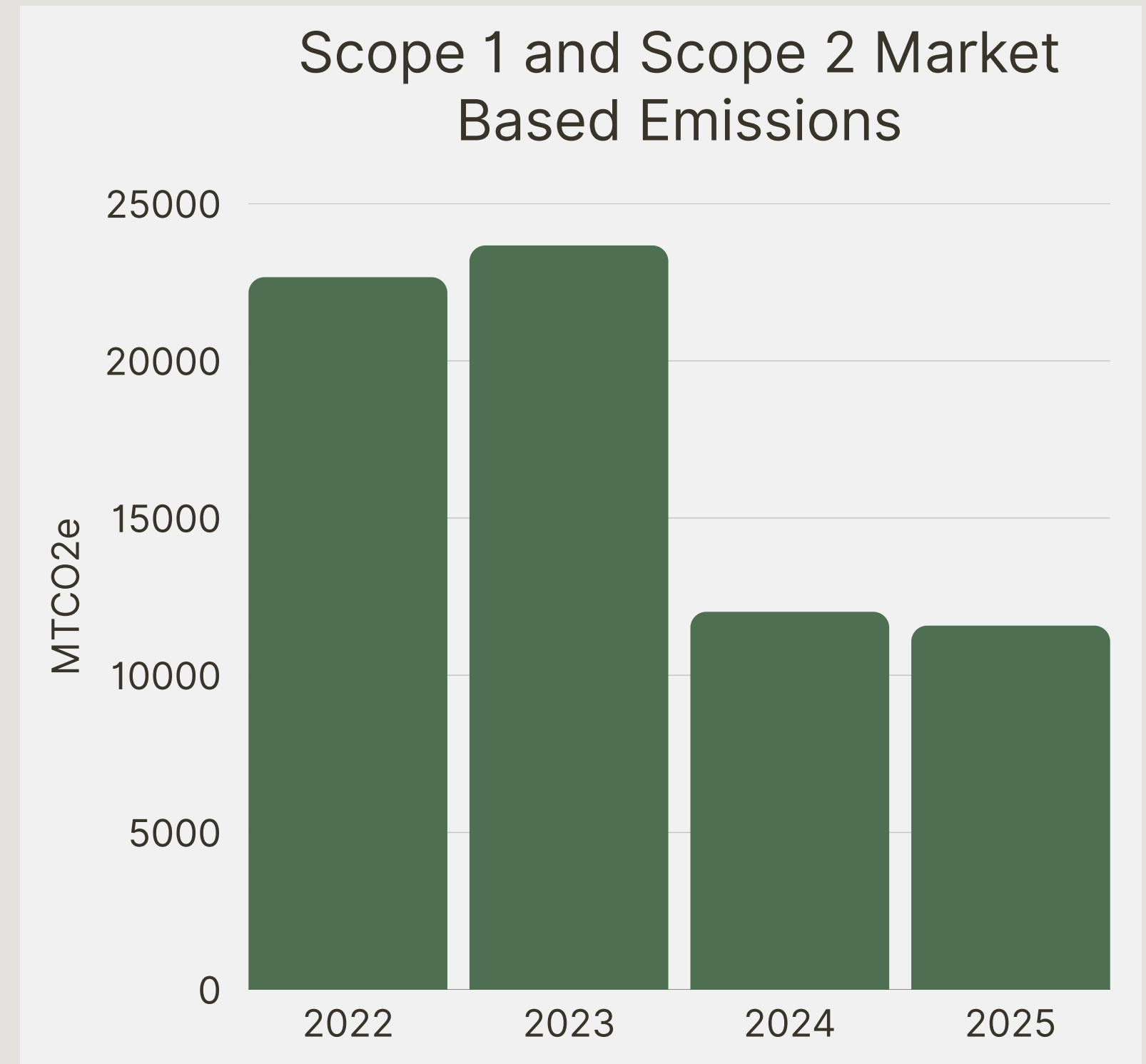
- **Scope 1:** Direct emissions from sources owned or controlled by Rockline, including thermal fuels used to heat our manufacturing facilities.
- **Scope 2:** Indirect emissions from purchased electricity.
- **Scope 3:** All other indirect emissions across our value chain, both upstream and downstream. These represent our largest source of emissions and the most complex to address.

REDUCING EMISSIONS THROUGH SMARTER OPERATIONS

Rockline operates seven manufacturing facilities worldwide, each contributing to our overall environmental footprint. Among them, our Sheboygan, Wisconsin site is the largest source of Scope 1 and 2 emissions. This is primarily driven by the use of natural gas to heat multiple buildings during the cold winter months, as well as the steam required for our coffee filter production process.

Our three Arkansas facilities also account for a significant share of emissions, largely due to the high volume of production at these sites.

Each year, we advance our green power strategy by targeting areas where we can deliver the greatest impact. Looking ahead, our focus will shift toward reducing natural gas consumption and addressing transportation-related emissions; two key areas where we see meaningful opportunities for progress.



Scope 1 and Scope 2 Market Based Emissions Reduction at least 49%.

POWERING PROGRESS WITH RENEWABLE ENERGY

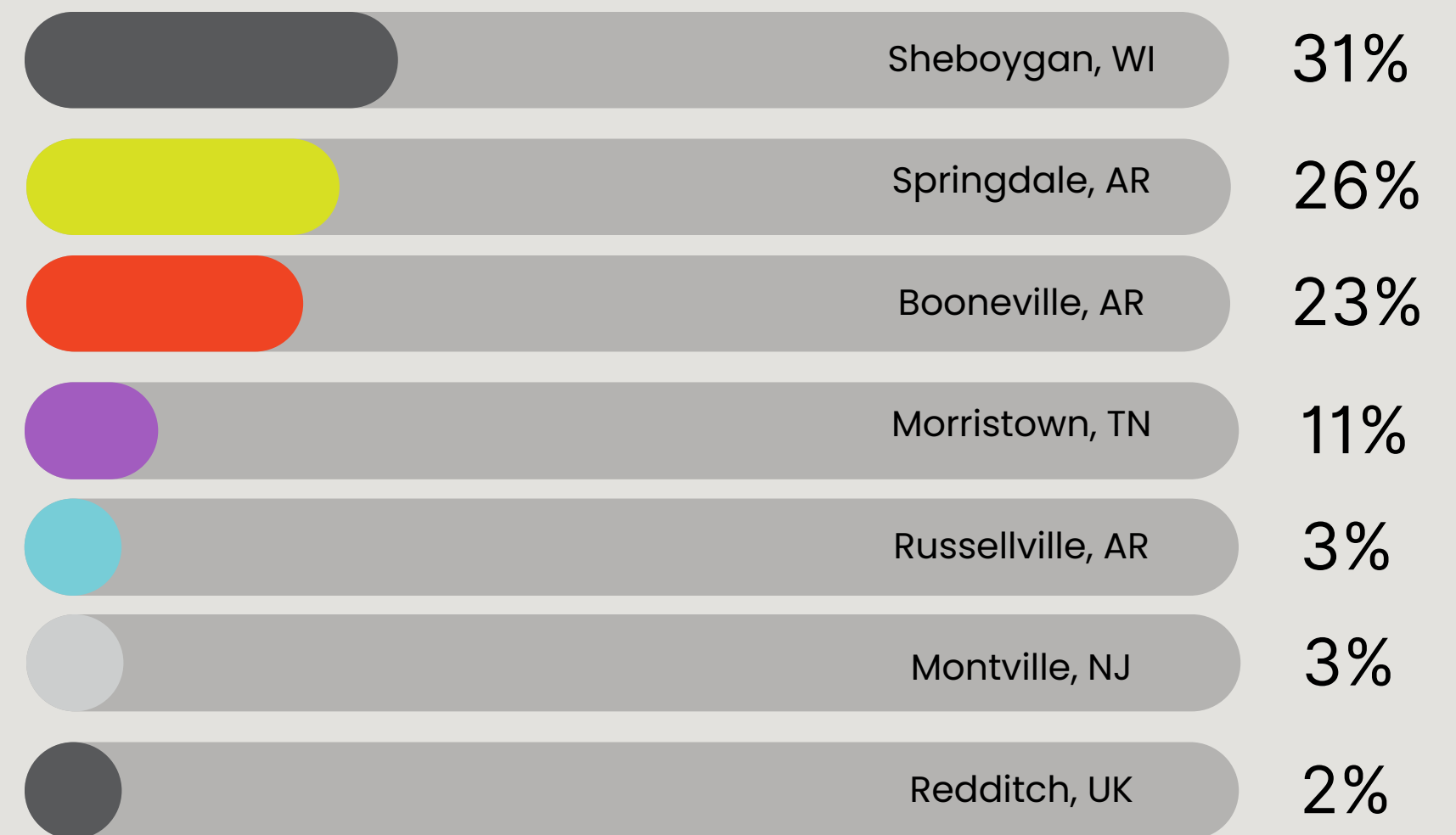
At Rockline, sustainability is a collective effort. Across all our facilities, dedicated Green Teams are driving continuous improvement and advancing strategic energy management. Thanks to their leadership, we have maintained steady energy use even as production volumes have grown.

Electricity is our primary energy source, supplemented by natural gas, diesel, and small amounts of gasoline. Today, we source 100% renewable electricity at two manufacturing sites, two distribution centers, and three corporate offices. In addition, two other manufacturing sites are purchasing Renewable Energy Credits (RECs), with annual increases that both reduce our carbon footprint and signal demand for clean energy.

Our sustainability and operations teams collaborated to reduce the consumption of propane. Our usage for the reporting period is significantly less than previous years- with the intent to eliminate propane entirely.

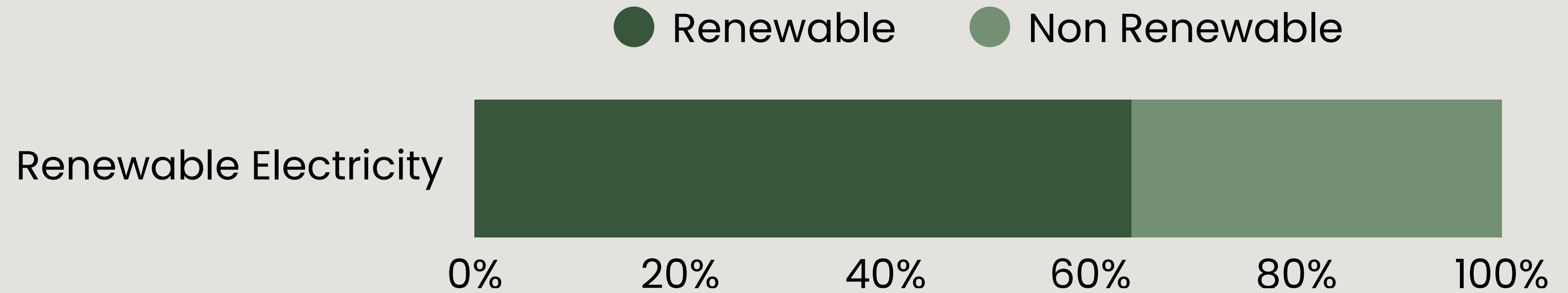
Rockline remains committed to reducing dependence on non-renewable energy. As we move forward, we will continue to expand renewable energy use and invest in solutions that support a more sustainable future.

Absolute Greenhouse Gas Emissions per Site



RENEWABLE ELECTRICITY

Today, 64% of our company's energy consumption comes from renewable sources, underscoring our commitment to a cleaner, more sustainable future.





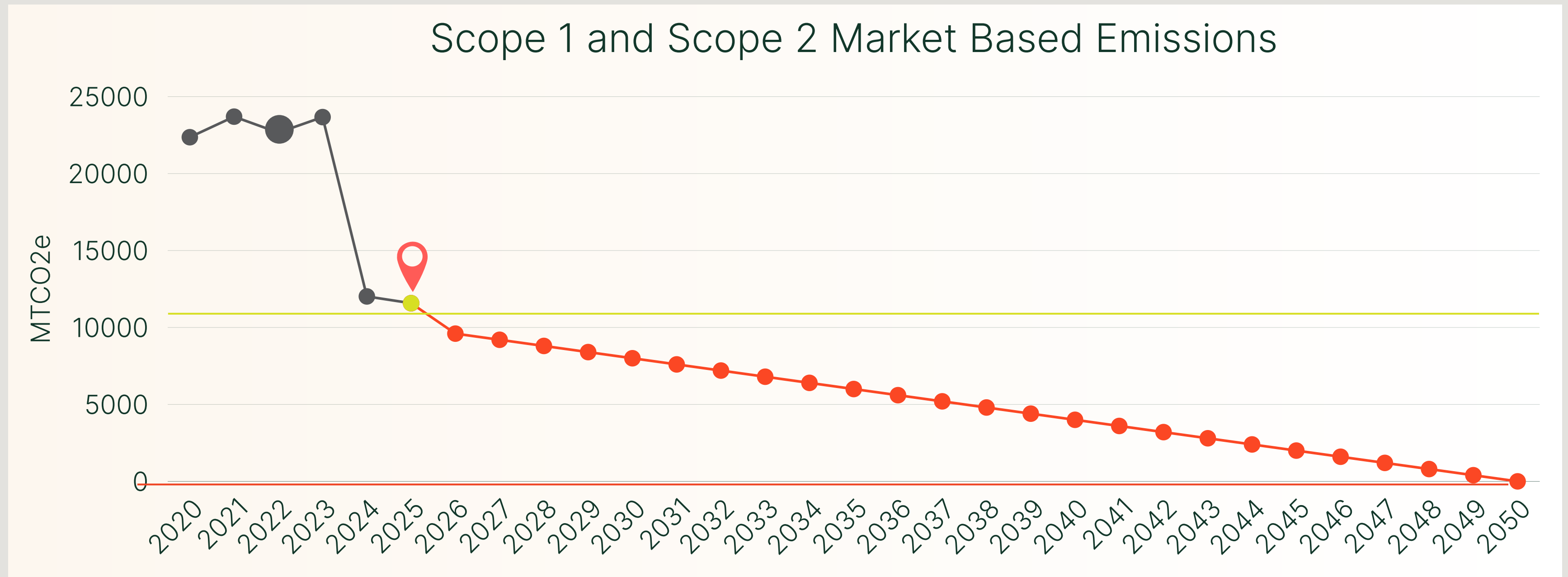
COLLABORATING FOR CARBON REDUCTION

More than 90% of our company's carbon footprint is tied to our global value chain—an area that represents both our greatest challenge and our greatest opportunity for impact. Recognizing this, in 2023 we launched our first supplier sustainability survey to begin capturing the critical data required for accurate Scope 3 accounting.

Since then, we have expanded the effort year after year, engaging more suppliers and co-manufacturers to deepen our understanding of our footprint. This initiative is a significant undertaking, requiring extensive collaboration between our internal teams and supply partners.

We extend our sincere gratitude to our suppliers and co-manufacturers for their commitment and partnership. Together, we are building the foundation for meaningful progress toward a lower-carbon future.

FUTURE STATE



— Near Term Goal: 50% reduction
— Long Term Goal: Net Zero

ECOLOGICALLY INTELLIGENT PRODUCTS

Our Commitments

Align all Rockline packaging to US Plastics Pact and emerging packaging legislation

Identify and remove any chemicals of concern from wet wipe formulations



SMART MATERIALS FOR SUSTAINABLE PRODUCTS

At Rockline, we believe that truly sustainable products begin with smart choices in raw materials. That is why our Ecologically Intelligent Products are made from components that are safe, innovative, and environmentally responsible.

Our products are built from three key elements: packaging, nonwoven or paper substrates, and chemical formulations. For packaging, we primarily use flexible and rigid plastics, paperboard, and corrugate. The wipes themselves are made from a combination of plant-based and plastic fibers designed to deliver safe chemical solutions tailored to each product's purpose—whether cleaning, moisturizing, or disinfecting. One of the most common packaging materials is HDPE canisters, which are recyclable in many U.S. communities. Flexible films used in baby, facial, and moist toilet tissue wipes remain a recycling challenge, and we are actively collaborating with suppliers to develop recyclable alternatives.

Our formulations are predominantly water—often 95% or more—and are carefully crafted to meet strict human and environmental safety standards. We partner with suppliers to ensure all materials, including those used in our coffee filters, comply with rigorous requirements.

For accountability, we require safety data sheets for all incoming materials and ask 80% of our suppliers to complete a sustainability questionnaire annually. This process helps us track environmental performance and ensures our partners share our commitment to responsible sourcing and ethical practices.

CHAIN OF CUSTODY CERTIFIED MATERIALS

Our Certifications

Years ago, we set an ambitious goal: to ensure that at least 90% of the nonwoven and paper materials in our products were certified through a chain-of-custody method. This certification verifies that materials originate from responsibly managed forests and supply chains that meet rigorous environmental and social standards. By 2020, we proudly achieved that milestone.

To go further, we introduced a new challenge—to source 100% of palm-derived chemical ingredients as chain-of-custody certified. Within just one year, we met that goal as well.

This approach is more than a label; it is a guarantee of responsible sourcing. It requires strict documentation, independent audits, and verification to ensure compliance with globally recognized standards.

Together, these efforts reflect Rockline’s ongoing commitment to transparency, accountability, and continuous improvement in building a more sustainable future.

Facility Location	FSC® FSC-C112789	SFI®	PEFC	RSPO
Sheboygan, WI	✓	✓	✓	✓
Springdale, AR	✓	✓	✓	✓
Booneville, AR	✓	✓	✓	✓
Morristown, TN				
Russellville, AR	✓	✓	✓	✓
Montville, NJ	✓	✓	✓	

Facility Location	FSC® FSC-C019661	SFI®	PEFC	RSPO
Redditch, UK	✓		✓	✓



CIRCULARITY IN ACTION

Sustainability begins on the factory floor. Take our coffee filter production lines, for example: manufacturing can generate paper scraps, but instead of sending that material to landfill, we have built a smarter system. Every bit of scrap is collected and returned to our supplier, who recycles it back into their process. This closed-loop approach means less waste, more reuse, and stronger partnerships for a cleaner future.

We are also redesigning our product packaging to align with the U.S. Plastics Pact and evolving legislation. Customers and stakeholders will soon see circular packaging initiatives—solutions designed to keep plastics in circulation and out of landfills. The U.S. Plastics Pact outlines four key steps to achieve this vision, and we are fully committed to following them.

Together, these efforts move us closer to a world where waste becomes a resource and sustainability is embedded in everything we do.



PACKAGING INNOVATION: DRIVING SUSTAINABLE CHANGE

Rockline UK is at the forefront of advancing sustainable packaging. We have transitioned our European customers to single-material options, replacing non-recyclable polyester and polyethylene laminates with polypropylene laminates. This shift makes recycling easier for consumers. Many can now return these packages to local supermarkets for collection.

Our commitment goes further. We are introducing Post-Consumer Recycled (PCR) content into our canisters, giving plastics a second life and reducing reliance on virgin materials. Each step moves us closer to building a truly circular economy.

Why does this matter? Europe's evolving regulations and market dynamics often set the stage for innovation in the U.S. and beyond. By learning from these changes, we are accelerating efforts to convert more products to recyclable packaging worldwide - because sustainability should have no borders.

ADVANCING OUR PLASTIC PACT COMMITMENTS

Updates to the U.S. Plastics Pact (Roadmap 2.0) are now published with new targets and modified dates based on current industry needs. These updates go into effect January 2026.

1

Phase out problematic and unnecessary materials and minimize the use of virgin plastic

2

Design and manufacture 100% of plastic packaging to be reusable or recyclable

3

Recycle 50% of plastic packaging and establish the necessary framework to recycle packaging at scale

4

Achieve an average of 30% post consumer recycled content across all plastic packaging

5

Identify viable reusable packaging systems and increase implementation

CREATE VALUE, NOT WASTE

Our Commitments

Develop timebound milestones with Operations team to continually improve our landfill diversion rate

Develop water stewardship program



WASTE REDUCTION & OPERATIONAL EXCELLENCE

Our journey to reduce waste begins with collaboration. We work closely with upstream and downstream partners to uncover smarter ways to eliminate excess and give raw materials such as packaging, nonwoven fabrics, and paper substrates a second life. Within our facilities, we analyze production data to identify opportunities to minimize waste and strengthen efficiency.

Our greatest opportunity to cut waste lies in prevention. Every quality issue or manufacturing error risks turning a finished product into waste. To address this challenge, we have made a significant investment in automation by implementing a state-of-the-art system; this technology provides real-time control over our processes, streamlining operations and reducing variability that can lead to waste. It tracks raw materials and finished goods, monitors water quality, and oversees cleaning procedures—reducing risks at every step of the manufacturing process.

Our Operations Team, supported by Quality teams at each facility, is leading the implementation of this multi-year project. Together, they are ensuring that every product we make meets expectations the first time—keeping goods in the hands of consumers, not in the waste stream.

PREVENTING WASTE, PRESERVING VALUE

Waste is not just an environmental challenge - it is lost potential. That is why we focus on reducing solid waste and wastewater at the source, before it ever becomes a problem.

Any material that doesn't end up in a finished product is considered solid waste. If we cannot reuse, recycle, or convert it, it risks going to a landfill - and that is something we work hard to avoid. Delivering a better product means preventing waste from entering our operations in the first place and improving our environmental footprint along the way.

How do we make that happen? It starts with measurement. We track and identify excess materials, then work on finding opportunities for continuous improvement. Our goal is clear: reduce waste while maintaining or even increasing productivity. Every step we take brings us closer to a future where value flows through our operations, not waste.



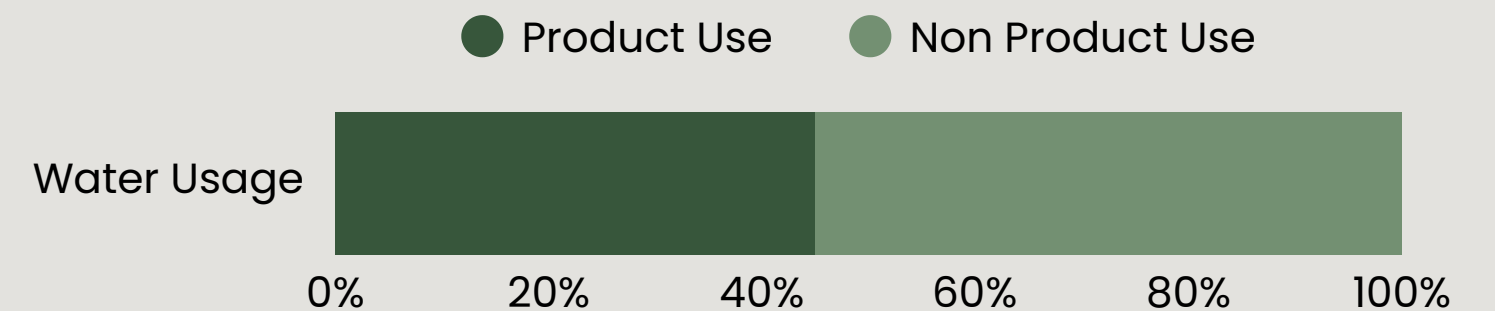


WATER RESOURCE MANAGEMENT

Water is a vital component of our manufacturing process. It is more than just an ingredient—it is the foundation of our wipe formulations and the key to ensuring product integrity and safety. The amount of water in our products reflects what customers and consumers expect: performance, comfort, and trust. Yet water’s role extends beyond our formulations. Behind the scenes, our production lines undergo frequent, rigorous sanitation - an intensive process that relies on water to guarantee every product meets the highest safety standards.

Responsible water management is critical. That is why we work closely with our facilities to track and understand usage in greater detail. Our goal is to improve efficiency and reduce potential waste without ever compromising the quality or safety of our operations.

What happens to water after it leaves our facilities? If not part of a finished product, it becomes wastewater. All the water we use is sourced from local municipalities, and we strictly comply with state and local guidelines for disposal. To calculate wastewater, we measure total incoming water from municipal sources and subtract the amount used in product solutions. To deepen our understanding and identify opportunities for improvement, our operations teams are mapping incoming and outgoing water streams and installing flow meters at strategic points in the process. These efforts will help us analyze which processes generate more wastewater and allow us to better target solutions for efficiency and sustainability.



WATER STEWARDSHIP

Water connects us to the communities we serve and the environment we share. Without clean water flowing from upstream sources, our business could not exist. And if the water leaving our facilities were unsafe, we would fail in our responsibility as stewards of the land. Clean water is essential—not only for our products, but for the health of our communities and the world we all share.

Every wipe we make depends on water quality. That's why each facility is equipped to monitor, filter, and treat incoming water to meet rigorous standards. Our reputation rests on product safety, and water treatment is central to that commitment.

This year, as part of our materiality assessment, we conducted a comprehensive risk review of every manufacturing site to better understand the impacts our operations have on surrounding communities. While all Rockline facilities operate in water-rich regions, we continue to monitor each location closely—because protecting water means protecting the future.





NOTE FROM AARON

As someone who draws inspiration from the quiet of a forest trail and the energy of a rushing stream, valuing nature is a passion of mine. I want to thank you for taking the time to explore our latest Sustainability Report.

Seventeen years ago, Rockline set out with a clear purpose: to make a meaningful difference for people, our planet and the communities we serve. Since then, we have grown and adapted; meeting industry demands, responding to stakeholder expectations, and navigating the ever-changing environmental landscape while staying true to our promise to be People Who Make it Right.

As we close out another year, I'm reminded of the strength, resilience, and shared purpose which has carried us through both challenges and breakthroughs. I am humbled by the progress- born from a belief in what is possible. Yet even these accomplishments are only the beginning. They are the foundation of which we will build something even more meaningful, more impactful and more inspiring in the years ahead.

This report is more than numbers and charts. It is a reflection of our commitment to transparency and progress. The stories and images inside offer just a glimpse of the incredible work our associates do every single day to advance sustainability across our organization.

We remain steadfast in our mission to minimize environmental impact, and we are proud of the strides we made in last year. We are building on this momentum and pushing for meaningful change - together.

Thank you for being part of this journey and for everything you do to make a difference.

Aaron Miller
Corp.Sustainability Manager
sustainability@rocklineind.com

Metric	UOM	2020	2021	2022	2023	2024	2025
GHG Emissions							
Scope 1 - Absolute	MT CO2e	5,369	6,499	5,607	5,859	4,940	5,337
Scope 2 - Market Based	MT CO2e	N/A	N/A	N/A	N/A	7,077	4,971
Scope 2 - Location Based		16,756	17,225	17,077	17,833	16,531	18,967
Total Scope 1 & 2 - Market Based	MT CO2e	N/A	N/A	N/A	N/A	12,017	10,308
Total Scope 1 & 2 - Location Based		22,362	23,669	22,660	23,669	21,441	24,304
Total Scope 1 & 2 - Intensity	kg CO2e per 1,000 sheets	0.314	0.356	0.408	0.394	0.369	0.356
Scope 3 - Absolute	MT CO2e	N/A	N/A	N/A	N/A	N/A	Pending
Energy Use							
Electricity - Absolute	GJ	125,019	128,924	127,932	130,429	141,327	143,774
Natural Gas - Absolute	GJ	86,292	107,850	99,485	103,382	87,235	94,411
Propane - Absolute	GJ	71	79	61	136	128	9.9
Total Energy - Intensity	MJ per 1,000 sheets	3.116	3.734	4.093	3.903	3.487	3.487
Solid Waste							
Landfilled Waste - Absolute	MT	9,723	7,730	8,342	8,937	10,741	12,434
Recycled Waste - Absolute	MT	11,758	9,741	9,742	9,882	9,102	9,297
Incinerated Waste - Absolute	MT	1,047	900	915	685	1,134	1,255
Total Waste - Absolute	MT	22,528	18,371	18,999	19,505	20,976	22,987
Total Waste - Intensity	kg per 1,000 sheets	0.371	0.283	0.342	0.325	0.428	0.366
Landfill Diversion Rate	% of total waste diverted	57%	58%	56%	54%	49%	46%
Water Use							
Incoming Water - Absolute	M	437,740	431,294	426,071	476,544	531,230	529,774
Product Water - Absolute	M	229,487	197,196	177,925	201,049	228,120	240,421
Non-Product Water - Absolute	M	208,253	234,098	248,146	275,495	303,110	289,353
Total Water - Intensity	L per 1,000 sheets	2.929	3.606	4.466	4.588	4.612	4.235

DATA: ASSOCIATES

Metric	UOM	2020	2021	2022	2023	2024	2025
Associate Volunteer Hours	Hours	2,295	2,224	372	296	764	968
United Way Contributions	Dollars	132,906	150,074	138,544	113,000	106,537	108,126
Education Reimbursement	Dollars	175,340	138,000	134,031	156,000	103,356	105,600
Associate Development	Dollars	n/a	538,000	722,362	764,000	854,660	743,000
Product Donations	Dollars	n/a	227,620	811,638	115,000	120,096	732,821

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