



2025 Corporate Social Responsibility Report

PowerFilm, Inc.
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Forward Looking Statements

This release includes forward-looking statements which are based on certain assumptions and reflect management's current expectations as contemplated under the Safe Harbor provisions of the US Private Securities Litigation Reform Act of 1995. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results or events to differ materially from current expectations. Some of these factors include: uncertainty as to whether our strategies, partnerships and business plans will yield the expected benefits; general global economic conditions; general industry and market conditions and growth rates; increasing competition; the ability to identify, develop and achieve commercial success for new products, services and technologies; changes in technology; changes in laws and regulations, including government incentive programs; intellectual property rights; our ability to secure and maintain strategic relationships, including key supply relationships; the availability and cost of capital; the availability of, and our ability to retain, key personnel; and the failure of the Company to effectively integrate acquisitions. Additional factors are discussed in our public disclosure materials from time to time. We disclaim any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

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Who are we

PowerFilm is a company offering custom design, engineering and manufacturing of remote, portable solar solutions to meet client needs. We make our home in Ames, Iowa, and our solutions are manufactured in the United States.

We pride ourselves in building complete solutions tailored to each market's or customer's specific needs. This includes a rapid prototyping process for custom panels, volume production, and standard product lines.

Founded in 1988, we bring deep expertise to both government and commercial customers across a wide range of solar technologies, encapsulants, substrates, and electronics.

As a small business with fewer than 50 employees, this CSR report will be simpler than one produced by many larger corporations. We believe, however, that it contains the information necessary for readers to get to know us.

Mission, Purpose, and Strategy

We design and produce remote/portable solar power solutions by applying the right technology and components to exceed customer expectations.

As a renewable energy company, many of our products are significant contributors to reductions in pollution and waste for our customers. For example, in the transportation market, our 27W solar solution is fitted to refrigerated semi-trailers to provide starter battery reliability, multiple years of extended battery life, and 0.09 gallon per hour of operation reduction in diesel fuel usage on some transportation refrigeration units (TRU).



Our values

- **Innovative** – Ability and desire to identify and solve problems creatively and resourcefully, bringing new solutions to PowerFilm’s customers, products, and operations
- **Driven** – Relentless energy, passion, and dedication to meet and exceed PowerFilm’s goals, while continually seeking new opportunities for improvement and growth
- **Trustworthy** – Doing the right thing in every situation for PowerFilm’s teammates and customers, while reliably keeping commitments and meeting deadlines
- **Collaborative** – Working effectively across PowerFilm’s teams and projects at all levels and stages, dedicated to define and deliver the best possible solution for all stakeholders

Energy and Climate

Scope 1 GHG Emissions

PowerFilm is still in its early stages of quantifying emissions from our equipment. In 2025 Source 1 GHG emissions from three sources.

The first source is the natural gas furnaces used to heat our building in the winter. During 2025 we used 18,099 therms for heating during the winter months.

The second source is our fleet of vehicles, lawn mower, and forklifts. Within this fleet, 40% are battery electric. In 2025, we purchased approximately 58 gallons of E10 gasoline. In addition, we purchased 29 pounds of propane for forklifts. The propane usage is down about 42% over 2023 as the utilization of the electric forklifts has increased.

The third source is our natural gas backup generator. In 2025 this generator used about 84 therms of natural gas during short term power outages and monthly testing.

Source 1 GHG emissions are shown in the table below.

Source	Quantity Used	Factor	CO ₂ emissions
Gasoline (E10)	58 gal	8.78 kg CO ₂ /gal	0.5 mt CO ₂
Natural gas – furnace	18,099 therms	5.306 kg CO ₂ /therm	96.0 mt CO ₂
Natural gas – generator	84 therms	5.306 kg CO ₂ /therm	0.4 mt CO ₂
		Total	97.0 mt CO₂

* CH₄ and N₂O are negligible

In 2025, produced a total of 96,988 kg CO₂ from Source 1 GHG emissions.

Scope 2 GHG Emissions

Our primary source of energy for our manufacturing operations is electricity from Alliant Energy. Alliant disclosed in their ESG report in 2025 that in 2024, 43.8% of the electrical energy sold was generated from renewable sources including solar and wind power. This amount has continued to grow and their stated goal is to reach zero emission for their entire operation by 2050.

PowerFilm has processes in place to control and reduce our peak electrical demand. In 2025 our peak demand was 372kW. Our processes control when high draw electrical equipment can be operated, so that the peak demand for our building remains as low as possible. In 2025, PowerFilm consumed 940,800kWh of electrical energy, which is down from 1,075,200kWh in 2023. Based on the ESG published by Alliant, this would equate to the greenhouse emissions shown in the table below.

Emission	Quantity (mt)
NOx	1.83E-04
CO2	6.04E-01
PM	2.56E-05
PM10	2.13E-05
SO2	1.66E-04
Hg	6.40E-10
Lead	5.12E-09
VOCs	4.27E-06

*Note in PowerFilm’s 2023 Corporate Social Responsibility Report that the Source 2 GHG emissions had a conversion factor incorrect and were actually 1000 times lower than stated in that report.

Water Conservation

PowerFilm utilizes a closed circuit chiller system for providing cooling water for manufacturing operations. This system operates with minimal water loss. Primary water loss is in the form of evaporation from the chiller tank and is about 5 gallons per month, resulting in >96% annual water recycling efficiency. In 2025 PowerFilm consumed 98,000 gallons of water in total for our operation. According to the US EPA¹, the typical water consumption for an employee for sanitary purposes is 10-25 gallons per shift in an industrial setting. PowerFilm consumed about 11.4 gallons per employee per shift, which is on the low end of water use for sanitary purposes in an industrial setting. This reinforces PowerFilm’s minimal water.

¹<https://www.epa.gov/sustainability/lean-water-toolkit-appendix-c#:~:text=Sanitary%20Water%20Usage,food%20preparation%20and%20dish%20washing>

Non-Hazardous Waste

In 2025 PowerFilm disposed of 15.25 tons of non-hazardous waste from its entire operation.

Hazardous Waste

In 2025 PowerFilm disposed of 150 pounds of lithium Ion batteries that had reached the end of their life span. No other hazardous waste was disposed of in 2025.

Recycling

PowerFilm's amorphous silicon products have a silver grid for current collection. We collect scrap solar material and roughly every 5 years the material is sent out for recycling and silver reclamation. In 2025, PowerFilm sent out 429 pounds of solar material. This yielded the recovery of 75.41T/Oz of pure silver.

Social

Human Capital

Human Rights

At PowerFilm we believe that human rights are rights for all regardless of race, ethnicity, religion, physical or mental disability, gender, sexual orientation, gender identity, or age. Human rights include the right to life, liberty, freedom from slavery, freedom from harassment, freedom from discrimination, freedom of opinion, and the right to work to name a few. Our managers and supervisors work to maintain a positive accessible relationship with all employees and encourage employees to talk with any manager or supervisor if they are involved in or observe any form of harassment or anything that makes working conditions unhealthy or unsafe in any way.

We are committed to provide a safe, diverse workplace for all employees. We follow all federal, state, and local laws concerning equal employment opportunities for all, harassment, discrimination, forced labor, human trafficking, child labor, work hours, wages, and benefits.

To ensure all employees and candidates are of the appropriate age and can legally work within the US, we require our employees to pass a background check including the federal I-9 check. This check confirms an individual's identity, including age, and their eligibility to work in the US.

In our handbook we have a strict non-harassment policy and provide non-harassment training to all employees. We are serious about preventing discrimination, including physical, psychological, and verbal abuse in the work environment.

Employee Benefits

At PowerFilm we work to provide our employees with a wide array of benefits to meet the needs of the employees and their families. Our benefits program includes:

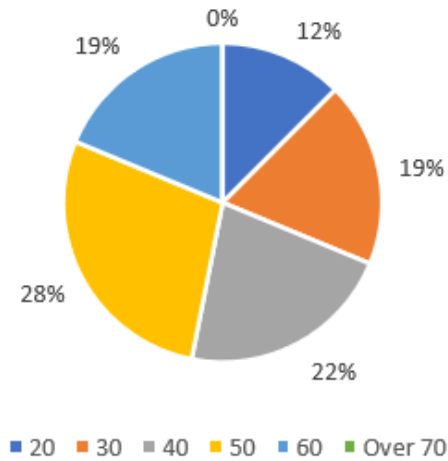
- Flexible work schedules to all employees including manufacturing workers.
- Leave for voting, military leave, jury duty, pregnancy/childbirth, and bereavement.

- Celebrating accomplishments together and having occasional social gatherings. This included 10 company-sponsored events in 2025.
- Eligibility for medical, dental, and vision insurance for all employees scheduled to work more than 30 hours per week. At PowerFilm we feel that employee health is critical to our success as a business, so we offer four different medical plans that cover three different health networks and a range of deductibles from \$1,000 up to 5,000 for our high deductible health plan that is eligible for a Health Savings Account. In addition to the medical insurance options, PowerFilm also offers two different vision and dental plans. This enables our employees the ability to pick the health insurance plan that best fits their situation. PowerFilm pays 65 to 70% of the total cost of health insurance depending on the plan chosen including health coverage for the entire family.
- Access to an EAP program with counseling in a few different areas including family, health/addiction, personal finance, and work.
- \$15,000 of term life insurance to each full time employee to provide support to their families if a tragedy were to occur. Beyond that the employees also have the ability to add optional term life insurance, short and long term disability, accident, and critical illness insurance.
- A generous paid time off program that allows employees to start accruing paid time off immediately.
- A minimum of nine paid holidays per year.
- A 401k to employees with a company match program.

Goals and Performance

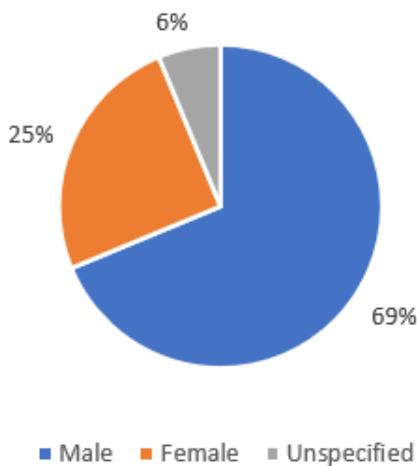
At PowerFilm, our goal is to foster a diverse workforce that truly represents the community where we live and work.

2025 Workforce Composition by Age



The 2025 Workforce Composition by Age chart highlights a multi-generational team. This balance of experienced leadership and emerging talent is a core strength, fostering knowledge transfer and long-term stability in our manufacturing operations.

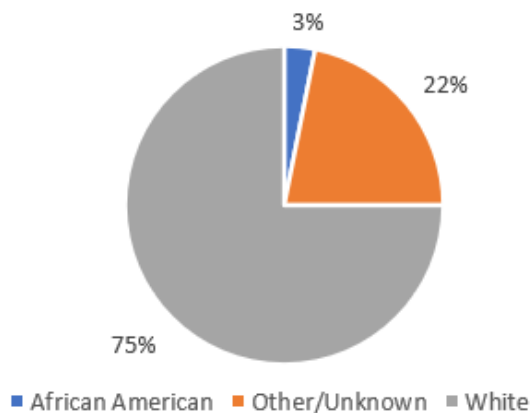
2025 Workforce Composition by Gender



The 2025 Workforce Composition by Gender chart shows that while our gender composition is currently 25% and does not yet mirror the 48.1% female population in Story County, we are committed to

maintaining inclusive recruitment practices that encourage women to enter and grow within the renewable energy manufacturing sector.

2025 Workforce Composition by Race



PowerFilm takes pride in maintaining a workforce that closely reflects the racial diversity of our region. Our 2025 data shows a racial distribution that is largely consistent with Story County benchmarks (84.5% White, 7.6% Asian, and 2.4% African American)², underscoring our commitment to being an accessible employer for all local residents.

²<https://www.neilsberg.com/insights/topic/story-county-ia-population/#race-ethnicity>

Workforce Readiness

At PowerFilm we recognize that training is a key path to success for both our employees and the Company. We provide a number of different training opportunities. In 2025, in addition to the on-the-job training of manufacturing skills, eight employees were trained in Reasonable Suspicion Drug Identification, four employees received AI training, four employees received supply chain training focused on tariff management, and two people received training on nexus requirements for income and sales tax.

All employees have also been trained in Bullying and Respect in the Workplace, Lockout/Tagout, Workplace Bloodborne Pathogens, Chemical Safety, Personal Protective Equipment, and Harassment: Sex, Religion, and Beyond.

In addition to on-the-job training in manufacturing, all employees also receive training on our Quality Policy and Programs. We have an ongoing Lean manufacturing culture and pull a diverse group of employees into various events. During each event there is a short training on Lean manufacturing and the specific type of event that is being done.

In addition to internal employee training we also offer an internship program where we provide relevant positive work experiences for engineering and industrial technology bachelor's degree students. We find this program to be very positive for both the students and PowerFilm.

Suppliers

At PowerFilm human rights are important to us and choosing suppliers that have the same values is done whenever possible. In 2025, 40% of suppliers that PowerFilm spent more than \$50k with were signers of the UN Global Compact. For those businesses that are not signers of the UN Global Compact, 40% have publicly available supplier codes of conduct or annual corporate social responsibility reports that detail their policies on anti-corruption, human rights, human trafficking, child labor, conflicts of interest, non-discrimination, harassment, responsible sourcing, employee safety, and environment, which mirror our values. Finally, the remaining 20% are micro sized US based manufacturing companies with no formal statement.

Employee Safety

Programs and Management

PowerFilm believes that it is critical to maintain a working environment free of hazards, so that employees feel safe coming to work each day, working their best, and enjoying what they do. We track our safety record according to Occupational Safety and Health Administration (OSHA) requirements. We encourage our employees to keep their areas clean and neat and report anything potentially unsafe.

We have a Safety Committee that meets monthly. This committee is composed of members of many different departments at PowerFilm. The committee addresses any safety issues, reviews accidents and near misses, and identifies training to be provided.

In 2025 PowerFilm had two recordable injuries and zero reportable injuries.

Supply Chain

Anti-Bribery and Anti-Corruption

PowerFilm does not tolerate any corrupt activities. We comply with all anti-corruption laws. We do not tolerate any form of paid bribes or kickbacks to influence decision makers or outcomes. Throughout PowerFilm's history we have had no confirmed incidents of corruption.

Human Rights

At PowerFilm, we believe that ethical sourcing is built on the foundation of human dignity. We partner with suppliers who share our commitment to these core labor principles:

- **The Principle of Voluntary Labor:** We operate under the fundamental belief that all work must be voluntary. We do not tolerate forced, bonded, or indentured labor, nor any form of exploitative prison labor. Every worker in our supply chain should have the right to enter and leave their employment freely.
- **The Principle of Human Liberty:** We stand firmly against human trafficking in all its forms. This includes any recruitment, transportation, or receiving of persons through coercion, fraud, or the threat of force. We expect our partners to ensure that labor and services are never obtained through the violation of an individual's personal liberty.
- **The Principle of Worker Autonomy:** We believe that every worker has a right to their legal identity. Our partners should never conceal, confiscate, or destroy a worker's identity or immigration documents, such as passports or work permits.
- **The Principle of Transparent Documentation:** While we recognize that local laws may occasionally require employers to hold certain documents, we uphold the principle that workers must never be denied access to their papers. In such cases, documentation should be managed in a way that respects the worker's immediate and independent access.

Economic Development

Community Partnerships

In our community, we have partnered with a few underserved communities for job placement. When we look for employees, in addition to posting on job boards, we specifically reach out to the Bridge Home (an organization that helps transition people from homeless to housed), Martha's House of Hope (an organization that helps expectant, single mothers find the care that they need for themselves and their children), Ames Interfaith Refugee Alliance (an organization that helps refugees adjust to life in the US) and Iowa Workforce Development (an organization that helps match disabled workers with local employers).

Volunteer Work

In 2025, PowerFilm provided 75 hours of paid volunteer time for our employees. This initiative focused on local food security, with our team contributing to two organizations dedicated to providing nutritious meals for community members in need.

Governance

Regulatory Alignment

We hold ourselves to the highest ethical and regulatory standards. PowerFilm does not engage in any paid lobbying activities. Instead, we focus our resources on rigorous product compliance and ethical sourcing:

- **Product Safety & Environmental Standards:** We maintain active compliance with **REACH** (Chemicals), **RoHS** (Hazardous Substances), **California Prop 65**, and **CE** (European Safety) standards.
- **Domestic Sourcing:** We adhere to the **Berry Amendment**, prioritizing U.S.-sourced materials in our supply chain.
- **Ethical Minerals:** We carefully vet all vendors for products containing conflict minerals (3TG) to ensure our raw materials are sourced responsibly.

Our Ongoing Commitment

The 2025 Corporate Social Responsibility Report reflects PowerFilm’s dedication to transparency, ethical operations, and the community of Ames. From achieving significant energy reductions to building meaningful local partnerships, we are proud of the milestones we have reached this year.

Looking ahead to 2026, we remain focused on innovating our solar solutions while upholding the high labor and environmental standards outlined in this report. We thank our employees, partners, and customers for their continued support as we strive to make a positive, lasting impact on our planet and our community.

PowerFilm, Inc.

Ames, Iowa | January 2026