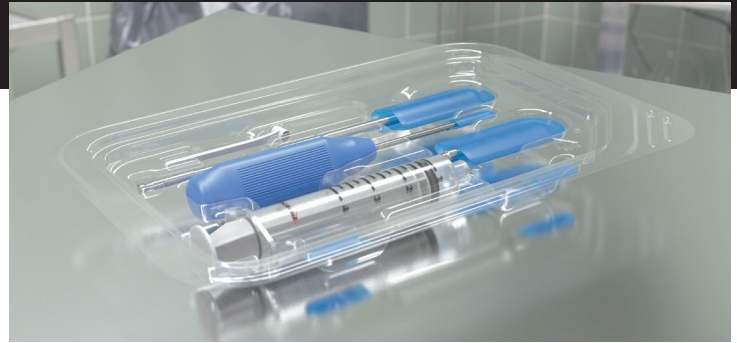


## ENHANCING SAFETY AND CREATIVITY WITH PRETECT™ TPU TIP PROTECTORS

Designing product trays for items with sharp ends or aggressive textures often presents challenges. Items with these features, such as needles, surgical screws, pins, drills or textured implantables, can cause plastic to rub off and float inside the package. This can lead to safety concerns for the patient. PreTECT™ TPU Tip Protectors help address these issues by providing greater flexibility in tray design while maintaining reliable protection.

“In the past we would need larger packages or more wasted space to fit and secure hard-to-hold devices,” says Jesse Winker, Director of Product Development at Prent. “These tip protectors prevent the product from damaging the package, allowing us to offer more flexibility and more unique designs to our customers.”

After identifying a need within the sterile packaging industry for more protective packaging, Prent developed these tip protectors to ensure both safe shipping and handling of medical devices. Made from flexible TPU, the protectors



are resistant to punctures and abrasions. They are also compatible with EtO, Gamma, and eBeam sterilizations.

“TPU Tip Protectors are produced at our headquarters in Wisconsin on a highly-automated production line, allowing for low overhead costs and extremely competitive pricing,” says Tyler Evans, Prent Sales Representative. “Our components are also held to very tight tolerances and CTQs.”

Currently, seven stocked sizes are available, and the protectors are stocked globally at any Prent location based on demand. The team continually considers new sizes and offerings to best meet customers’ needs.

## SUPPORTING STUDENTS WHILE SHAPING CAREERS

Prent’s commitment to workforce development is a key driver of our long-term success. Through our partnerships with educational institutions throughout Wisconsin, we help students thrive while supporting the future of our workforce.

Each semester, Prent connects with more than 100 students and conducts over 40 interviews to recruit top talent from UW Platteville, UW Stout, and UW Madison.

Since launching our co-op program in 2011, Prent has hired nearly 100 co-op students across Product Development, Manufacturing Engineering, and Quality. Several students have returned as full-time employees after completing their education.

Prent’s continued investment in early-career talent is also reflected in the Craftsman with Character (CWC) program. This is a 16-week, semester-long, school-to-work program in Janesville, Wisconsin that pairs high school students with local manufacturing mentors to build character, soft skills, and trade skills. The goal is to bridge the gap between

education and the workforce by focusing on “character first, skill second.” The program helps students discover career paths in manufacturing, often leading to direct hiring after graduation.

Hear what the Prent Wisconsin interns have to say about the valuable internship program:

*“This has been an incredible opportunity for my personal and professional growth. The challenges I’ve taken on have helped me develop beyond any classroom setting.” – Matthew Vayts, Manufacturing Engineer Co-op, junior at UW Madison.*

*“This internship has been a valuable chance to widen my knowledge of the medical packaging industry. I will carry these positive experiences with me throughout my career.” – Annabelle Anderson, Package Design Co-op, junior at UW Stout.*

*“This position...has greatly developed my skills as an engineer. I believe this opportunity will open many doors for my career in the future.” – Dylan Schmutzler, Tool Design Co-op, senior at UW Stout.*

## ANNIVERSARIES

### 40 YEARS

Darren Hamilton WISCONSIN

### 20 YEARS

Jason Erickson WISCONSIN  
 Curtis Nyhus WISCONSIN  
 Christopher Parmer WISCONSIN  
 Connie Stevens WISCONSIN  
 Jian Xu CHINA

### 15 YEARS

Justin Cook WISCONSIN  
 Yuxia Ding CHINA  
 Kristine Langan WISCONSIN  
 Lillian Pino PUERTO RICO  
 Dechun Xiao CHINA  
 Xiujuan Zhao CHINA

### 10 YEARS

Chetraj Basnet MALAYSIA  
 Amirul Ashraf Bin Khairul Anuar MALAYSIA  
 Dipesh Kumar Chaudhary MALAYSIA  
 Bonnie Feng CHINA  
 Stephanie Gritzmaker-Shaw WISCONSIN  
 Christopher Johnson WISCONSIN  
 Marlene Jorgensen DENMARK  
 Lori Kasten WISCONSIN  
 Jackie Lewis WISCONSIN  
 Debrah Love WISCONSIN  
 Alejandra Marin COSTA RICA  
 Manoj Kumar Niraula MALAYSIA  
 Pradip Rai MALAYSIA  
 Bethany Schumacher WISCONSIN  
 Ratna Subedi Khatri MALAYSIA

### 5 YEARS

Kartika Binti Rahman MALAYSIA  
 Gwen Boeke WISCONSIN  
 Katie Brooks WISCONSIN  
 Yanfang Cai CHINA  
 Noel Camelo BAJA  
 Jakob Friis DENMARK  
 Juanjuan Guo CHINA  
 Brian Hoffmann WISCONSIN  
 Eric Kempf WISCONSIN  
 Eric Khem WISCONSIN  
 Danuta Koniewicz WISCONSIN  
 Mingfang Li CHINA  
 Paul Mareski WISCONSIN  
 Gary Michael Kelly DENMARK  
 Cassandra Miley WISCONSIN  
 Myia Moore WISCONSIN  
 Jaren Norrell WISCONSIN  
 Qinxu Pan CHINA  
 Daniel Ryan WISCONSIN  
 Yanli Shen CHINA  
 Duwayne Steurer WISCONSIN  
 Matthew Sting WISCONSIN  
 Richard Tupper WISCONSIN  
 Nana Zhu CHINA

## GET TO KNOW: CARLOS PIEDRA, SUPPLY CHAIN LEAD AT PRENT COSTA RICA



If you ask Carlos Piedra what a typical day looks like as Supply Chain Lead at Prent Costa Rica, he'll tell you there really isn't one. "Supply chain is dynamic, cross functional, and often shaped by unexpected challenges. No two days are the same," he says. "Some days are more strategic and data-driven, while others are more fast-paced and reactive, requiring quick thinking, collaboration, and problem solving."

Carlos was born and raised in San José, Costa Rica, and holds a master's degree in international commerce, along with a specialization in supply chain management. Before joining Prent in July 2019, he worked as an operations manager for a local craft beer company – an experience that sparked his interest in trying new beer flavors every time he travels.

In his current role, he oversees daily operations across shipping and receiving, production scheduling, warehousing, and traffic control, while also supporting behind-the-scenes, back-office duties that help keep everything moving smoothly.

"I have learned that trust, honesty, and hard work are essential," he says. "Being transparent and dependable builds strong relationships, and consistent effort earns respect and opportunities."

**BEING TRANSPARENT AND DEPENDABLE BUILDS STRONG RELATIONSHIPS"**

– CARLOS PIEDRA,  
 PRENT SUPPLY CHAIN LEAD

Outside of work, Carlos enjoys spending time with his wife and two children, traveling as a family, and playing soccer (when his knees allow it). He also proudly admits to having an obsession with Lego car sets, a hobby that challenges both his patience and attention to detail.

## PRENT'S COMMITMENT TO GLOBAL STRATEGIC ALIGNMENT

Prent Malaysia and Prent China team members visited Prent Wisconsin for an alignment on key equipment and processes with the engineering team. Prent Wisconsin hosted several employees from Prent Texas for training, part of our standardized onboarding procedures.



Key personnel from Prent China, Prent Malaysia and Prent Wisconsin hold discussions on IT Applications to prioritize and plan future system enhancements worldwide.



All Prent locations worldwide participate in a longstanding global alignment initiative, with the goal of making all equipment, processes, and procedures standardized across all facilities. This initiative demonstrates Prent's dedication to ensuring the highest level of quality and efficiency in our products and processes.

# RON SCHIRO RETIRES AFTER 36 YEARS



After 36 years with Prent Wisconsin, Ron Schiro is looking forward to a new chapter. Ron began his career in the grinding room and later worked in the warehouse, driving a forklift. He then moved into the model shop, where he made patterns. When CNC technology was introduced, Ron learned to program and set up the machines, yet Ron spent the majority of his career in the tool room, machining molds and plugs for the production floor.

“I will miss the interaction with my coworkers,” Ron said. “I have worked with quite a few of them for over 30 years.”

Ron plans to travel with his wife and spend more time at their Driftless Area cabin in southwest Wisconsin. He’s also looking forward to having more time to enjoy fly fishing, waterfowl hunting, dog training, and Retriever Club activities.

## PRENT MALAYSIA: CELEBRATING TWO REMARKABLE RETIREMENTS



After more than 15 years of service, Security Guard Team Leader Sazali retired in December 2025. Sazali first joined Prent Malaysia in May 2010 and, even after

reaching retirement age in 2017, continued supporting the team on a contract basis for another eight years. Known for leading with fairness and integrity, Sazali set a strong example for his team every day. Before his final day, the HR team organized a farewell luncheon where Sazali shared his gratitude for the company and his colleagues. As a token of appreciation, the team presented him with a watch to commemorate the many years and memories shared at Prent.



In January 2026, Prent Malaysia also celebrated the retirement of Chai Koh Heng (Heng), Senior CNC Programmer and the longest-serving employee at Prent Malaysia. Heng began his journey in February 1996 with Broadway Moulding as a Senior Toolmaker and continued his service through the transition to

Prent Malaysia. Over nearly three decades, Heng became known as a quiet but highly-skilled member of the tooling team, whose work spoke for itself.

On his final day, the team gathered to celebrate his incredible career. Heng was presented with a gold wafer engraved with “30 Years of Service” and a certificate of appreciation to honor his dedication and craftsmanship.

We thank both Sazali and Heng for their many contributions and wish them all the best in their well-deserved retirement.

## PRENT CHINA HONORED WITH 2025 BEST VENDOR AWARD

Prent China recently received the 2025 Best Vendor Award from Foxconn Shenzhen in recognition of excellent service and for achieving zero quality issues. This marks the second award from Foxconn Shenzhen, after receiving the Excellent Quality Award two years ago.

This achievement clearly demonstrates Prent’s commitment to providing Foxconn with consistently high-quality parts, along with comprehensive support and excellent service, over the past 20 years. It also highlights strong teamwork and the successful company-wide adoption of the “Manufacturing Quality” mindset.



Mr. Kuan Kean Hooi (Managing Director, second from left) and Mr. David Lin (Operations Director, second from right) accept the award from Foxconn’s management on behalf of the Prent China team.

## WILFREDO MERCADO EARNS EXECUTIVE HONOR

Prent Puerto Rico is thrilled to announce that Wilfredo Mercado, Senior Vice President of Manufacturing, has been recognized as Executive of the Year, Manufacturing Sector, for 2025 by the Southwest Industrial Association of Puerto Rico. SWIA is a non-profit organization that supports the growth of industrial development in the country.



“This achievement would not have been possible without the partnership of all the Prent North America team,” Wilfredo says. “I am grateful for the opportunity to contribute to this great organization.”

LET'S GET

## TECHNICAL

### SILICONE COATING FORMULATION CHANGE: SILICONE 365 TO SILICONE 366

DuPont announced in the Americas that Liveo® 366 silicone will replace Liveo® 365 silicone, aligning with the transition previously implemented in Europe in 2019. Silicone is a commonly used topical additive applied to polyester sheet by an extruder to improve nesting and denesting of parts during processing.

Silicone 366 replaces a REACH-restricted component with a technically-equivalent surfactant (used to prevent liquids from separating) and removes parabens from the formulation.

Although Prent considers this a “no-change” to customers, a Product Change Notification (PCN) was issued for informational purposes. Testing and documentation confirm there is no impact to the form, fit, or function of the finished material.

Equivalency between the two materials has been demonstrated through supplier documentation, FTIR analysis showing a 99.9% correlation between formulations, and successful production trials at Prent locations without any impact to product quality or process capability.

The transition to Silicone 366 will apply to orders placed on or after June 1, 2026, with full traceability maintained throughout the changeover period.

### KNOWLEDGE EXCHANGE BETWEEN GLOBAL PRODUCT DEVELOPMENT TEAMS

In September 2025, Prent China’s Lead Designer, Bruce Hu, and Design Engineer, Mia Jiang, visited Prent Malaysia for a productive knowledge exchange, joining leaders from Prent Wisconsin and Prent Malaysia for valuable global alignment.

The team aligned medical product development and tooling initiatives, explored innovative tools like Power Automate and AI, and established standardized approaches to enhance future project execution.

This successful collaboration strengthened cross-regional teamwork and delivered solutions that benefit global operations, demonstrating Prent’s commitment to shared learning and continuous improvement.



### PRENT CHINA CELEBRATES 15 YEARS OF SPRING FESTIVAL CARE FOR LOCAL VILLAGERS



Top: Mr. Kuan Kean Hooi (first row, center) and Ms. Alice Yao (first row, right) took a group photo with the villagers present. Bottom left: Mr. Kuan Kean Hooi (on the right) handed out gifts to the villagers.

For 15 consecutive years, Prent China has consistently upheld its social responsibilities and committed to giving back to the local community. In February, the Prent China team visited Cangchang Village, a small community next to the factory. Team members distributed Spring Festival gift packs with daily essentials like rice, cooking oil, and milk to all 65 households and shared heartfelt wishes for the Year of the Horse.

At the event, Mr. Kuan Kean Hooi (Managing Director) and Ms. Alice Yao (HR Director) engaged in warm conversations with villagers, asking about their living conditions and health and expressing gratitude for their long-term support and understanding of our company’s development.

The villagers praised Prent’s consistent care, showing true appreciation. This caring initiative has not only provided warmth and blessings but also strengthened the relationship between Prent China and the local community.



# SUSTAINABILITY

## SUPPORTING PLASTICS CIRCULARITY AT PRENT

Plastics circularity is all about turning plastic waste into a valuable resource instead of letting it go to landfills. By reducing, reusing, and recycling plastic, it can be used to create new products.

Mechanical recycling is critical to plastics circularity. There are two main types of mechanically-recycled plastic: post-consumer recycled (PCR) and post-industrial recycled (PIR). PCR comes from consumer products that have become waste, usually from households or businesses, and it usually needs to be sorted and washed before it can be reused. PIR, on the other hand, comes from materials generated during a manufacturing process, such as scrap, trimmings, or off-spec products. The advantages of PIR include consistent quality, higher material integrity and lower processing cost compared to PCR.

By working closely with our supply partners, Prent can offer traceable PIR. This is especially important in regulated industries. Under ISO 13485:2016, medical devices and their primary packaging must be traceable from the raw material source all the way through the product lifecycle. Traceable PIR is the only mechanically-recycled material that can meet these requirements.

At Prent, we're continuing to support plastics circularity by recycling our own manufacturing scrap and incorporating PIR into materials used in our products.

## NEW AUTOMATION LINE LAUNCHED IN PRENT CHINA

Prent China has successfully launched a state-of-the-art automation line for producing a technically-demanding component part for a key consumer electronics customer, marking a significant advancement in the company's high-volume parts manufacturing. The new automation line aims to improve product quality and reliability, reduce physical strain on employees, increase efficiency, and lower production costs.

The new automation line combines multiple advanced processes, including automatic feeding, vision-guided PSA taping, automatic roller pressing to remove air bubbles, and folding PSA liners to ensure proper seating of the finished part into the pocket of the shipping tray without restriction. It is also equipped with FFU (Fan Filter Unit) systems to maintain a clean environment and reduce defects caused by loose particles. This integration highlights Prent China's ongoing dedication to adopting advanced technology and innovation to achieve reliable, consistent quality in mass production.

Jeff Ao, a Process Engineer at Prent China, was responsible for this customized automation machine development project. "Automating such a complex and high-precision process was a huge challenge," he said. "But through the close cooperation and dedicated technical efforts across departments at Prent China, we not only met our goals but also gained invaluable engineering experience in the process."

## PRENT ATTENDS PHARMAPACK 2026

PharmaPack, held annually in Paris, is a leading exhibition with a strong focus on packaging solutions for the pharmaceutical industry. This year's PharmaPack exhibition, held January 21-22, proved highly valuable and clearly reinforced the importance of Prent's continued presence at the event. Despite the relatively short duration of just two full days, the exhibition was consistently well attended, with a focused and highly-relevant audience engaging at Prent's booth.

This year, Prent Denmark was supported by colleagues from Prent Malaysia and Prent China, which strengthened our global representation. Looking ahead to next year, representatives from all Prent locations will attend, reflecting the pharmaceutical industry's strategic importance as a key global market for Prent.

## NEW LUNCH & LEARN SERIES BRINGS LEARNING TO THE TABLE

Prent Wisconsin has introduced a new Lunch & Learn program designed to support continuous improvement and professional development across the team. Each month, department leaders select a topic they believe will be valuable for employees to learn more about – ranging from operational insights to professional skills and industry knowledge.

Employees who sign up enjoy a free lunch provided by Prent and take part in an engaging one-hour training on that month's featured topic. It's a great opportunity to step away from the daily routine, learn something new, and connect with colleagues from across the organization.



## CELEBRATING THE SERVICE OF DEDICATED EMPLOYEES

At Prent, our success would not be possible without the dedication and hard work of our employees. We're proud to recognize two team members who have each reached an incredible milestone – more than 40 years of service with Prent Wisconsin.



Steve Watson will celebrate 42 years with Prent this July. After studying at Blackhawk Technical College, Steve joined the model shop as a model pattern maker.

"Prent has changed a lot since I started in 1984," Steve says. "There were no computers. Everything was designed and drawn by hand on a drafting table. We created models and patterns out of mahogany and epoxy."

As technology advanced, Steve's role evolved, and today he works as a CNC programmer. Over the years, he has learned six different programming software systems and four types of CNC milling machines. "Working on a complicated job that turns out looking great when it comes off the CNC is very rewarding," he says.



Darren Hamilton marked 40 years with Prent in February. He began his career as a model and pattern maker and later transitioned to CNC programming, writing programs that machine aluminum components used in production tooling.

"Each job is unique," Darren says. "I take pride in programming accurate parts that run correctly the first time."

Over the years, Darren has learned seven different programming software systems and has seen the CNC programming team grow exponentially, further supporting production tooling at Prent.

We thank Steve and Darren for their decades of dedication and contributions to Prent's success.



2225 Kennedy Road  
Janesville, WI 53545

Employees at Prent Wisconsin volunteer to take first responder training every two years to be prepared in case of an emergency at work.



Fun family night! Employees from Prent Wisconsin enjoyed Disney Night at the Janesville Jets hockey game.



## UPCOMING TRADE SHOWS

**China International  
Medical Equipment Fair**  
Shanghai, China  
**April 9-12, 2026**

**the[PACK]out 2026**  
Oxon Hill, MD  
**May 12-14, 2026**

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