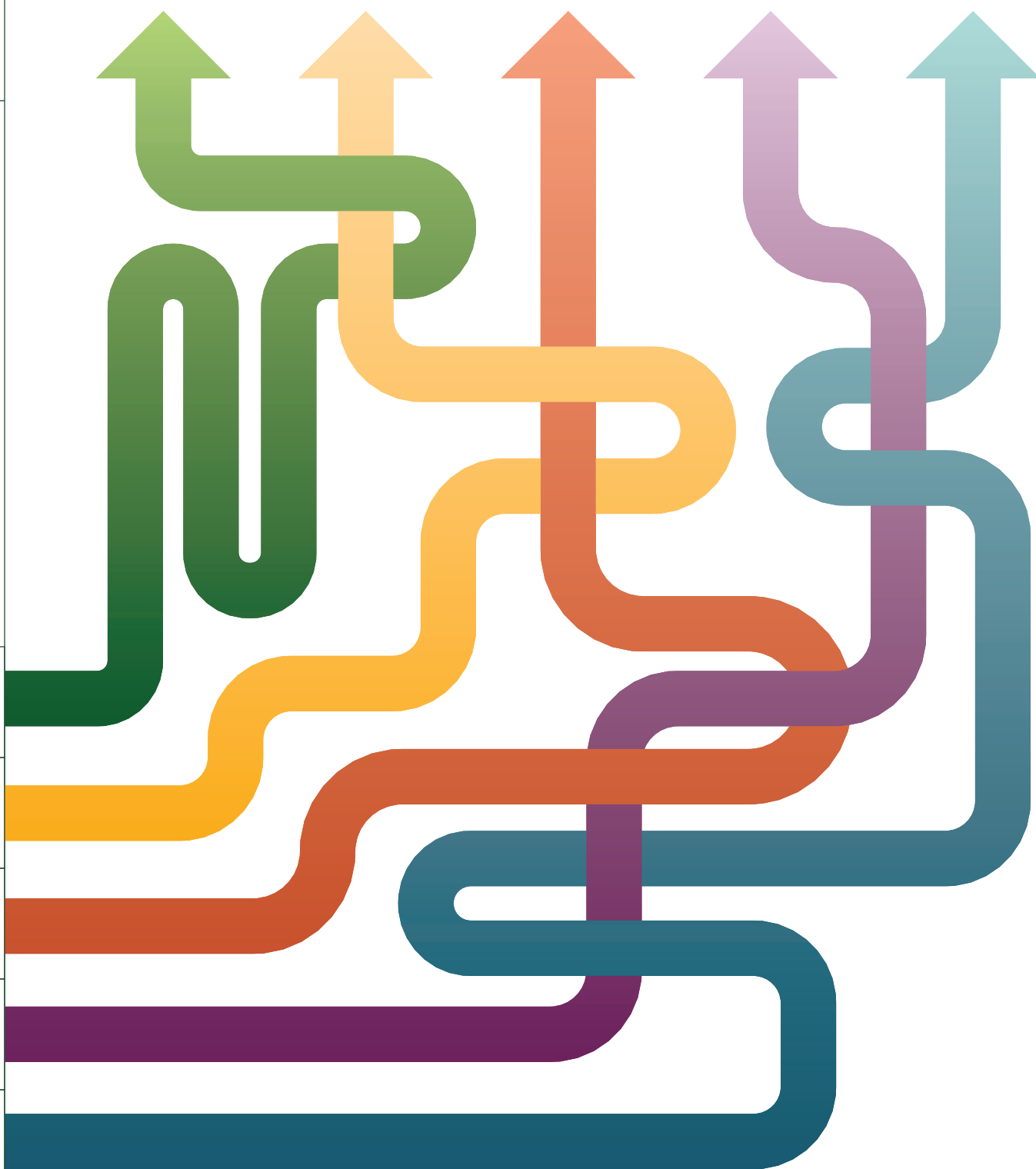




2025 SUSTAINABILITY REPORT

# IMPACT '25



<p>STRATEGY: CORE FOCUS AREAS FOR SUSTAINABILITY</p> <p>PAGE 6</p>		<p>HEALTH &amp; SAFETY</p>
	<p>GHG EMISSIONS &amp; CLIMATE CHANGE</p>	
<p>MATERIALS MANAGEMENT &amp; INNOVATION</p>		<p>COMMUNITY IMPACT</p>
	<p>DIVERSITY &amp; INCLUSION</p>	
<p>THE PROAMPAC PATHWAY: ENVIRONMENTAL IMPACT</p> <p>PAGE 12</p>	<p>✓ <b>27.0%</b> waste to landfill compared to 2021</p> <p>✓ <b>8.0%</b> scope 2 market- based emissions compared to 2021</p>	
<p>EXCEEDING STANDARDS:</p> <p>We are continuing to reduce waste, water and energy consumption year-over-year.</p>	<p>✓ <b>10.43%</b> water consumption compared to 2021</p> <p>✓ <b>2.40%</b> total energy consumption compared to 2021</p>	
<p>MATERIALS INNOVATION: NEW PRODUCT LAUNCHES</p> <p>PAGE 16</p>	<p><b>68%</b> total revenue from recyclable products</p>	
 <p><b>ProActive Recyclable® R-2300 Series</b> Page 16</p>		
<p><b>The Future of Packaging: ProActive Intelligence</b> Page 20</p> 		
<p>PRIORITIZING PEOPLE: PROAMPAC'S COLLECTIVE IMPACT</p> <p>PAGE 26</p>	<p>In 2024, we further evolved our ProActive Safety Management processes... Page 10</p>  <p>✓ PREPARE. ✓ PROMOTE. ✓ PROTECT.</p>	
<p>COMMUNITY OUTREACH:</p> <p>100+ ProAmpac volunteers worldwide gave 500 hours of community service in 2024</p> <p>Volunteer Impact Day program gives team members one paid day per year to volunteer in their community... Page 28</p>	 <p><b>ProAmpac Employee Assistance Fund</b></p> <p>\$350K+ was raised for employee assistance in 2024... Page 30</p> <p><b>64</b> grants awarded</p> <p><b>\$222K+</b> funds distributed</p>	

## TABLE OF CONTENTS

<b>A MESSAGE FROM OUR FOUNDER, VICE-CHAIRMAN &amp; CEO</b>	<b>1</b>
--	----------

### ABOUT

Reach.....	2
Mission .....	3
Capabilities .....	3

### STRATEGY

Core Focus.....	6
Materiality Matrix .....	8
Approach.....	9

### OPERATIONS

Health & Safety .....	10
GHG Emissions .....	12
Energy Use .....	13
Water Use.....	14
Waste & Hazardous Waste Management .....	15

### MATERIALS

Products.....	16
Awards .....	18
Innovation.....	20

### GOVERNANCE

Regulatory Compliance .....	24
Ethical Business Practices .....	24
Risk Management.....	25
Information Security & Risk Management.....	25

### PEOPLE

Our Core Values.....	26
Employee Wellness .....	27
Our Collective Impact.....	28
Employee Assistance.....	30

<b>ABOUT THIS REPORT</b>	<b>31</b>
--------------------------	-----------

### APPENDIX

SASB Content Index .....	32
Memberships, Associations & Partnerships .....	33

# A MESSAGE

FROM OUR FOUNDER, VICE-CHAIRMAN & CEO



Dear Stakeholders,

It is my privilege to present *ProAmpac's 2025 Impact Report*, our fourth annual publication. This report reflects our ongoing evolution and reaffirms our commitment to advancing sustainability through transparency, innovation, and measurable progress.

This year's theme, **A Decade of Flexibility. A Future of Possibilities**, commemorates ProAmpac's 10th anniversary, a milestone that not only celebrates our journey but also sets the stage for the future we are building together. Over the past decade, we've remained steadfast in our purpose: to deliver sustainable value for our people, our environment, and our business.

## Environmental Impact & Climate Commitments

In 2024, ProAmpac expanded its operations through the acquisitions of UP Paper and Gelpac. This year's Impact Report reflects these additions, updating our environmental data to include these sites and ensuring greater accuracy in our emissions profile.

Also in 2024, we formally committed to the Science Based Targets initiative (SBTi) under the Net-Zero pathway. Since then, we have made significant strides, particularly in quantifying our Scope 3 emissions—an essential step toward setting science-based targets and achieving SBTi validation. Further, we are pursuing third-party verification on our scope 1 and 2 GHG emissions for the 2024 calendar year.

## Innovation Through Material Science

ProAmpac is proud to offer a sustainable attribute for 100% of our product portfolio. We continue to advance our leadership in sustainable packaging through our ProActive Sustainability® platform, which now includes a broader portfolio of recyclable films, fiber-based trays, and curbside recyclable, paper-based solutions. This includes our Fiberization of Packaging® initiative, which enables the conversion of traditionally non-recyclable packaging into fiber-based formats designed for compatibility with existing recycling infrastructure.

These developments enable our customers to proactively meet emerging regulatory demands, such as Extended Producer Responsibility (EPR) laws, which increasingly require packaging producers to ensure recyclability, material recovery, and circularity outcomes.

## Our People and Communities

In 2024, we reinforced our culture of safety and care by implementing an enhanced safety management system, completing over 4,600 risk assessments across our operations.

We also deepened our community engagement through our third annual Global Community Challenge and Volunteer Impact Day, demonstrating our shared commitment to the communities where we live and work.

The ProAmpac Employee Assistance Fund (PEAF) continues to embody the spirit of compassion and solidarity within our organization. Since its inception in 2017, PEAF has distributed more than \$1.75 million in support of employees and their families.

## Looking Forward

As we celebrate ten years of growth and innovation, we remain focused on what lies ahead: accelerating circular packaging, lowering our carbon footprint, and creating shared value for our employees, customers, communities, and partners.

Our journey is far from over, but with every step, our purpose becomes clearer, and our momentum stronger.

Thank you for your continued trust and partnership as we work together to shape a more sustainable future.

Sincerely,

**Greg Tucker**, Founder, Vice-Chairman & CEO

# REACH

ProAmpac is a global manufacturer of flexible film and fiber packaging solutions built on material science. As of January 2025, we have more than 6,400 employees and 50 manufacturing sites, serving over 5,000 customers in 90 countries.

<b>6,400+</b>	<b>5,000+</b>	<b>50</b>	<b>10</b>	<b>90+</b>
Employees	Customers	Manufacturing sites	Award-winning design centers	Countries served
Aurora, IL Brampton, ON Beaverton, OR Buffalo, NY Carnew, Ireland Cary, IL Cincinnati, OH Claremont, NH Cleveland, OH Donegal, Ireland (2)	Eberdingen, Germany Elsham, UK Farnham, QC Forest City, NC Fort Worth, TX Franklin Park, IL Granite City, IL Greensboro, NC Grimsby, UK Hanover Park, IL	Hartford, WI Haverhill, MA Kansas City, MO Kirchberg, Switzerland Lincoln, UK Manistique, MI Marienville, QC Melbourn, UK Mobile, AL	Montreal, QC (4) Neenah, WI Norfolk, NY Omaha, NE Orlando, FL Portland, OR Rocky Mount, VA Rochester, NY Rosemount, MN Seattle, WA	Toronto, ON (2) Tulsa, OK Walden, NY Westfield, MA White House, TN Wrightstown, WI

# MISSION

Our mission is rooted in ProActive Sustainability®, integrating sustainable practices across all aspects of our business—from product innovation and manufacturing processes to social responsibility and governance.


















## OUR CAPABILITIES

 <p>EXTRUSION &amp; ADHESIVE LAMINATION AND COATING</p>	 <p>BLOWN FILM EXTRUSION</p>	 <p>PERFORATION &amp; SCORING</p>	 <p>RECYCLED PAPER MANUFACTURING</p>
 <p>LIDDING</p>	 <p>PRESSURE-SENSITIVE LABELS</p>	 <p>PRE-MADE POUCHES</p>	 <p>FIBER-BASED BAGS</p>
 <p>POLYWOVEN, HEAVY-DUTY &amp; MULTIWALL BAGS</p>	 <p>HD FLEXO, ROTOGRAVURE, UV, &amp; DIGITAL PRINT</p>	 <p>ANALYSIS, DESIGN &amp; PROTOTYPING</p>	 <p>IN-HOUSE GRAPHICS</p>

# STORY

ProAmpac was founded on the idea that focusing on material science will drive innovative and sustainable solutions for our customers, supported by our five core values—Integrity, Intensity, Innovation, Involvement, and Impact.



2020	JUN	ProAmpac acquires Novus Packaging	
		ProAmpac acquires Twisted Paper Products	
	DEC	ProAmpac acquires Rosenbloom Groupe Inc.	
2021		ProAmpac acquires Hymopack Ltd.	
		ProAmpac acquires Dyne-A-Pak	
	JAN	ProAmpac acquires Rapid Action Packaging (RAP)	
2022	MAR	ProAmpac acquires IG Industries	
		ProAmpac acquires Brayford Plastics	
	APR	ProAmpac acquires El Dorado Packaging	
2023	JUL	ProAmpac acquires Ultimate Packaging	
		ProAmpac acquires APC Paper Group	
		ProAmpac acquires Euroflex	
2024	NOV	ProAmpac acquires Fispak	
		ProAmpac acquires IFP	
	DEC	ProAmpac acquires Prairie State Group	
2025	FEB	ProAmpac acquires Belle-Pak Packaging	
	MAY	ProAmpac acquires Specialty Packaging Inc.	
	FEB	ProAmpac acquires UP Paper	
	MAR	ProAmpac acquires Gelpac	




*Note: Items listed are not inclusive of all transactions*

# CORE FOCUS

At ProAmpac, our sustainability strategy is grounded in the priorities of our stakeholders, informed by the latest climate science and shaped around the United Nations Sustainable Development Goals (UN SDGs).

Through an extensive materiality matrix, we identified key areas where our efforts align with specific SDGs. This strategic alignment allows us to focus our resources and innovations on areas that have the most significant impact on sustainable development.

	<b>HEALTH &amp; SAFETY</b>	<b>OBJECTIVE:</b> Ensure safe and healthy work environments and promote well-being.	<div data-bbox="1372 703 1518 745"> <b>8</b> DECENT WORK AND ECONOMIC GROWTH         </div>  <div data-bbox="1372 861 1518 892"> <b>UN SDG GOAL</b> </div>
<b>STRATEGIES:</b> <ul style="list-style-type: none"> <li>■ Focusing on potential safety hazards and preemptively implementing corrective actions.</li> <li>■ Expanding employee training and awareness programs.</li> <li>■ Monitoring and continually improving workplace conditions.</li> <li>■ Engaging with employees to foster a culture of safety and care.</li> </ul>			

	<b>GHG EMISSIONS &amp; CLIMATE CHANGE</b>	<b>OBJECTIVE:</b> Reduce Scope 1 and 2 greenhouse gas emissions compared to 2021 baseline.	<div data-bbox="1372 1270 1518 1312"> <b>13</b> CLIMATE ACTION         </div>  <div data-bbox="1372 1438 1518 1480"> <b>7</b> AFFORDABLE AND CLEAN ENERGY         </div>  <div data-bbox="1372 1596 1518 1627"> <b>UN SDG GOALS</b> </div>
<b>STRATEGIES:</b> <ul style="list-style-type: none"> <li>■ Leveraging energy-efficient technologies in our production processes.</li> <li>■ Utilizing renewable energy sources, where feasible.</li> <li>■ Requiring sustainable practices across our supply chain.</li> <li>■ Continually investing in research and development for low-carbon solutions in packaging.</li> </ul>			





## MATERIALS MANAGEMENT & INNOVATION

**OBJECTIVE:** Promote responsible consumption and production, and foster innovation in sustainable materials.

### STRATEGIES:

- Developing and promoting recyclable and compostable packaging options.
- Collaborating with partners for innovation in sourcing materials that are sustainable or include recycled content.
- Reducing waste in our production processes through lean manufacturing, leveraging manufacturing technology, and partnering with other manufacturers to share industry-leading best practices.



UN SDG GOALS



## COMMUNITY IMPACT

**OBJECTIVE:** Positively impact the health and well-being of communities.

### STRATEGIES:

- Partnering with local organizations to support health and wellness initiatives.
- Engaging in community outreach programs.
- Providing resources and support in areas where we operate.
- Encouraging employee volunteerism in our communities.



UN SDG GOAL



## DIVERSITY & INCLUSION

**OBJECTIVE:** Promote diverse and inclusive work environments.

### STRATEGIES:

- Creating inclusive policies and practices that respect employees from all backgrounds.
- Providing training and education to promote understanding and inclusivity.
- Encouraging diverse perspectives and ideas in all areas of our business.
- Advancing diversity in hiring, promotion, and leadership opportunities.



UN SDG GOAL

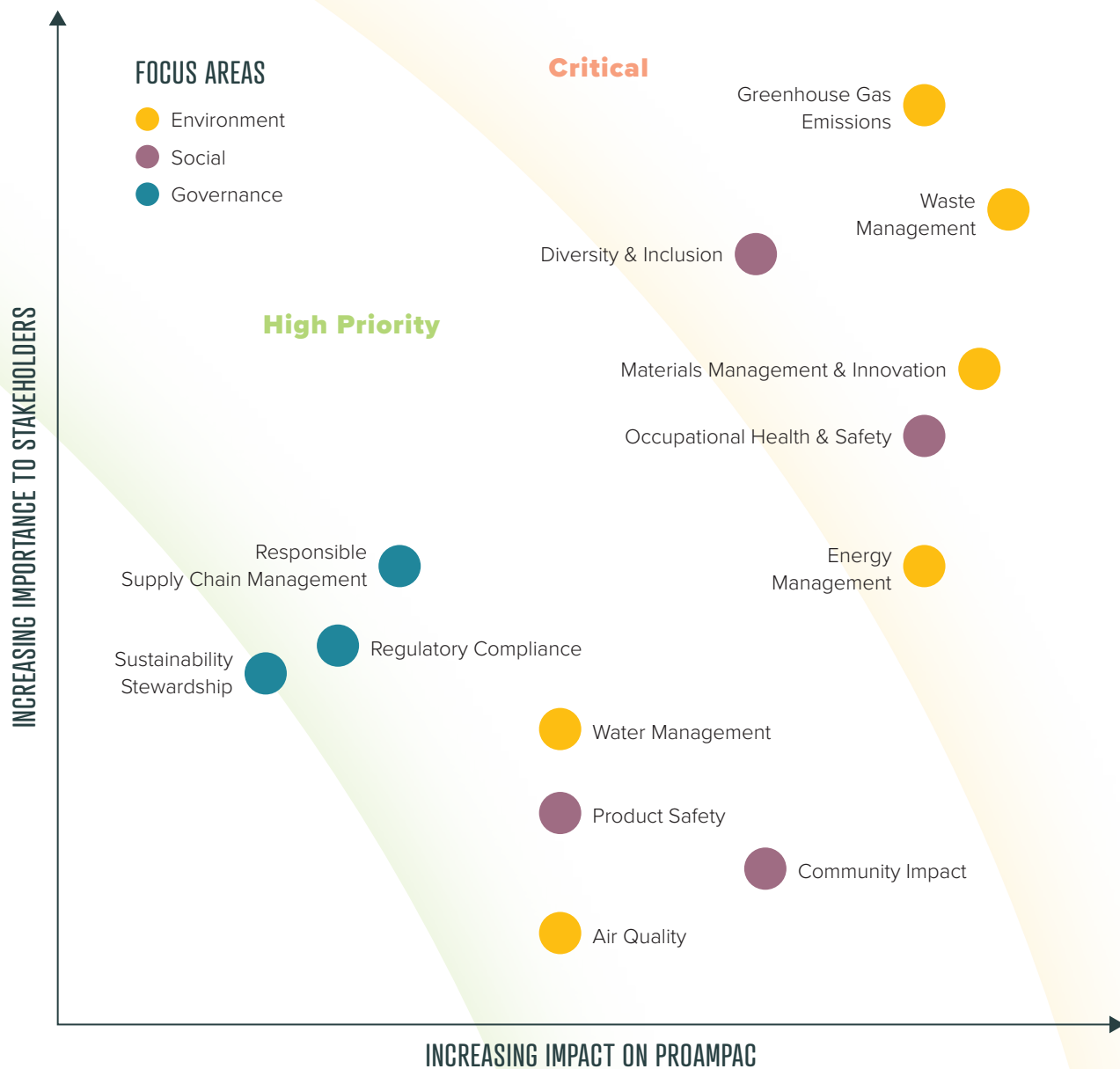
# MATERIALITY MATRIX

As part of the development of our sustainability strategy, we identified key environmental, social and operational issues.

The information was gathered via customer interviews, executive interviews and an internal employee survey. Once compiled, the results allowed us to shape our materiality matrix and determine the highest priority issues for ProAmpac. The materiality matrix is a living document, guiding our areas of focus as we progress through our journey.

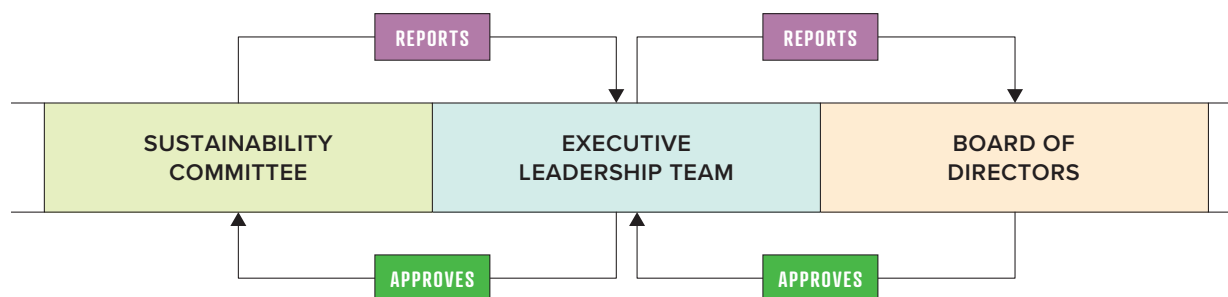
**Our focus is currently centered on these priorities:**

- Health & Safety
- Greenhouse Gas Emissions
- Materials Management & Innovation
- Community Impact
- Diversity & Inclusion



# APPROACH

Our Corporate Sustainability Specialist is responsible for guiding, refining and facilitating the organization's sustainability strategy. In this role, this individual leads the ProAmpac Sustainability Committee in collaboration with the Senior Vice President of Legal and Compliance and the Director of Environmental, Health and Safety (EHS).



The **Sustainability Committee** comprises senior and mid-level directors from various internal departments. It provides diverse insights and assists in the development of our corporate sustainability strategy. Additionally, committee members are charged with spearheading initiatives within their respective departments and regions.

The **Executive Leadership Team** comprises senior company executives. It relays information from the Sustainability Leadership Team to the **Board of Directors** and internalizes decisions made by the Board. Finally, the Board of Directors, in partnership with the CEO, promotes a culture that prioritizes sustainable development and upholds ethical business practices.

# HEALTH & SAFETY

ProAmpac is committed to a zero-incident work environment with a safety culture based on teamwork, individual accountability and leadership.

## ENVIRONMENTAL, HEALTH AND SAFETY (EHS)

ProAmpac's EHS leadership team is comprised of representatives from the executive leadership team, senior EHS management, the wellness team, site management, legal, and corporate HR. Site-level safety committees are composed of both management and employee representation. The EHS organization comes together at a company-wide level twice a month to share best practices, discuss behavior-based safety and accident prevention measures, and share learnings.



**ProActive  
Safety Management**

✓ PREPARE. ✓ PROMOTE. ✓ PROTECT.

## PROACTIVE SAFETY MANAGEMENT (PSM)

**100% of our work-related injuries are preventable. We are committed to identifying and eliminating or controlling workplace hazards to protect ourselves and others.** Everyone is responsible for workplace safety.

After setting a record favorable TIR level in 2023, we further evolved our safety processes in 2024 with an enhanced safety management system, named PSM, which refines our journey to ensure all accidents are prevented. The primary objectives of PSM are to:

- Support hazard and event reporting to include near misses and at-risk conditions and behaviors
- Promote early identification of safety hazards and risks
- Promote and enhance our culture to support PSM
- Create and sustain an environment that promotes openness and learning from events
- Establish and continuously maintain an acceptable level of safety within the organization
- Recognize that disciplinary measures outside of ProAmpac's approved policies can suppress open reporting of risk
- Foster an environment where there is an understanding that human errors will occur

Through execution of PSM, we will accelerate safety risk reduction practices into our business management decision model—including operations, maintenance, facilities, personnel and support services to further promote our safety objectives.

## Health & Safety Key Metrics

ProAmpac embraces a host of other proactive practices and procedures surrounding EHS aimed to prevent incidents from occurring.\*

- Comprehensive worker safety training in a variety of formats and languages
- Best practices sharing sessions
- Summer Safety Focus: Hazard Identification and Awareness
- Encourage the involvement of all employees to maintain a safe working environment

\*Data shown reflects 2024 calendar year

### PREVENTION

**4,653**

Risk assessments

### ACTIVE CARING

**54,711**

Safety interactions

### AT-RISK CONDITIONS/ BEHAVIORS

**2,181**

Reports filed

**Providing a safe working environment for our employees is our top priority. We believe all incidents are preventable and we target zero injuries.**

**SACHIN DESAI,  
PRESIDENT & CHIEF  
OPERATING OFFICER**



## GLOBAL EHS WEEK 2024

Global EHS Week is an annual event that starts on Earth Day and concludes one week later with World Day for Safety and Health at Work. Throughout the week, **ProAmpac sites host environmental and safety activities that highlight caretaking of the environment while maintaining and promoting safe working environments.**

### 2024 Highlights

- Tree plantings and community clean up events
- Electronics and battery recycling
- Making bird feeders
- Providing reusable water bottles
- Clothing donation drive
- Installation of bike racks
- Added recycling bins to lunchrooms and office areas
- Planting of a community garden
- Project Butterfly



### Project Butterfly

ProAmpac continued Project Butterfly, which launched two years ago. The program's purpose is to preserve biodiversity by planting seeds, establishing additional habitat for the Monarch and Common Blue Butterflies.

### BEST COMMUNITY INVOLVEMENT

#### Hartford

Partnered with local High School's Volunteer Day to host students and help with community clean up.

#### Rocky Mount

Participated in Rocky Mount's Police Department's Earth Day Event to clean up the city.

### BEST PROJECT

#### Carnew

Project Butterfly: Built planters from old pallets and donated them to the local school where the children then planted them with flowers; children also colored butterflies which were posted in the meeting room.

### BEST OVERALL ACTIVITIES

#### Manistique

EHS Bingo, planted butterfly garden, provided kraft paper to children for posters returned for prizes of seeds, planted 150 tree saplings.

#### Omaha

Planted a milkweed garden, safety Bingo, kids drawing contest on how their parents work safe, team members wrote out why they work safe and posted these around the plant.



Monarch Butterfly illustration  
by Anissa Wendt



# ENVIRONMENTAL IMPACT

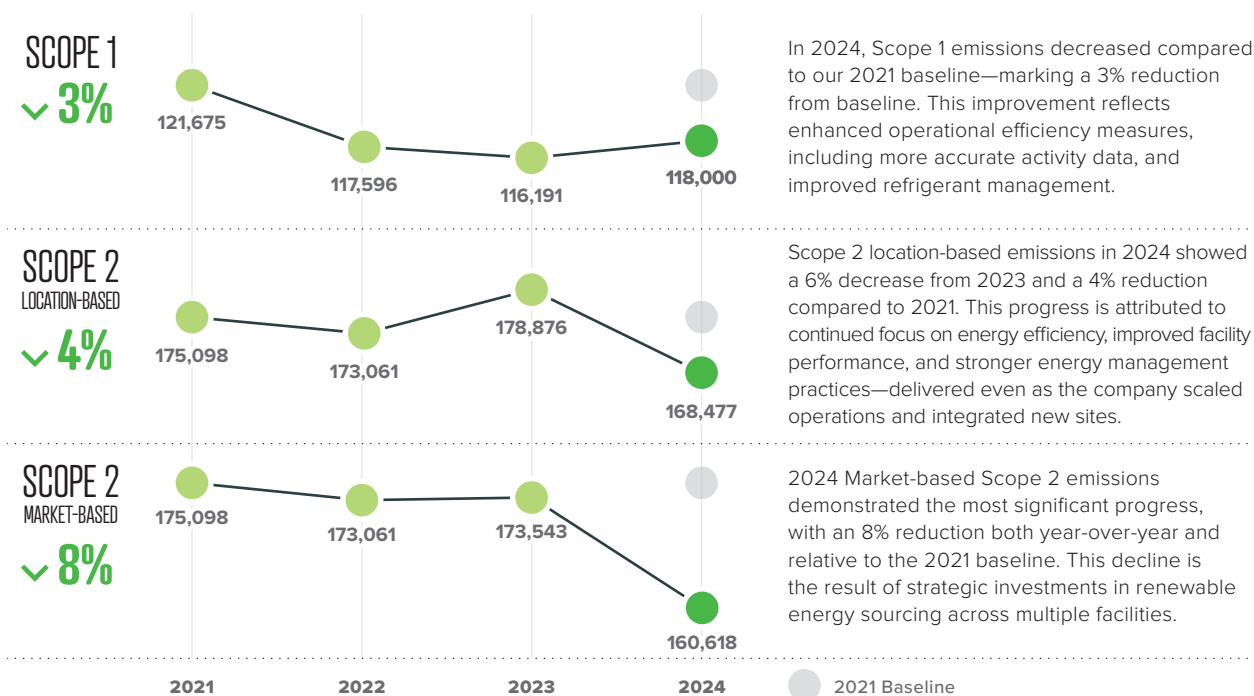
In October of 2024, ProAmpac committed to the Science-Based Targets initiative (SBTi) under the Net-Zero Pathway. As a result, ProAmpac is working to establish our scope 3 baseline, set targets, and have them validated by SBTi by October of 2026.

## GHG EMISSIONS

In 2023, we matured our sustainability function by refining our Scope 1 & 2 calculation methodology\* under the operational control approach, adding refrigerant activity data, and fleet vehicles to our Scope 1.

In 2024, we continued our strategy of strategic growth, acquiring GELPAC and UP Paper. This added six sites to our portfolio, surpassing a 5% significance threshold and requiring recalculation of our Scope 1 and 2 GHG emissions baseline. As a result, all GHG emissions data included in this report are not comparable to previous years' reports.

### GHG EMISSIONS IN METRIC TONS (MT) CO<sub>2</sub>e



### SCIENCE-BASED TARGETS INITIATIVE (SBTi)

In 2024, ProAmpac committed to the Science-Based Targets initiative (SBTi) under the Net-Zero Pathway. As a result, ProAmpac is in the process of establishing our Scope 3 baseline to enable target setting and verification.

The Scope 3 data in this report is an interim snapshot as we work toward a complete, SBTi-aligned baseline. It reflects progress in data availability and focuses on priority categories while we continue to expand coverage across our value chain.

	Film	Foil	Fabric	Fiber	Resin
Raw Materials (MT) CO <sub>2</sub> e	131,533	234,154	22,136	278,229	358,105

*\*Note 1 and 2 GHG emissions have been calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition. These figures are representative of relevant activity data pertaining to the year (Jan 1st – Dec 31st) in which it was consumed.*



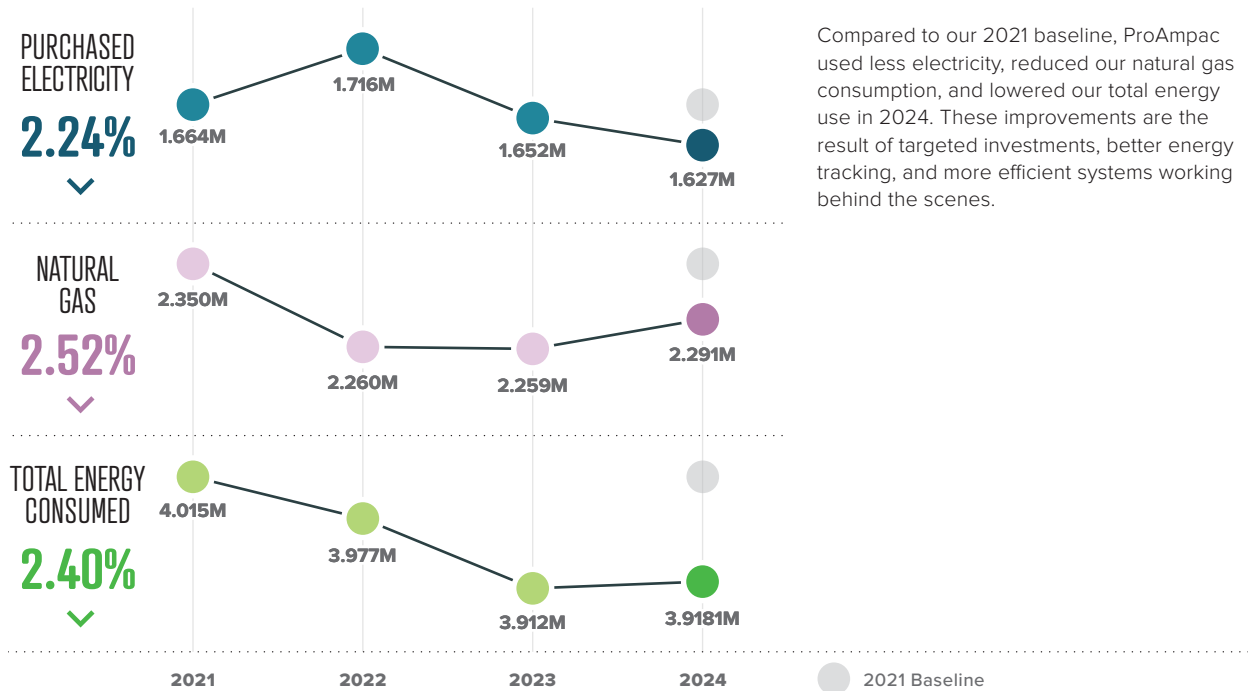


## ENERGY

ProAmpac continues to replace or retrofit outdated manufacturing technologies—like chillers, boilers, scrubbers, appliances, HVAC and other systems with more energy efficient processes to reduce energy

consumption. Further, we are continuously exploring ways to expand our use of renewable and/or low carbon energy at our operational sites. Many of our sites in the UK source 100% renewable electricity.

### ENERGY CONSUMPTION IN GIGAJOULES (GJ)



## DEVELOPMENT & GROWTH THROUGH TRAINING

Understanding sustainability—and its business implications—is essential for effective implementation and execution of sustainability within any organization. Training our employees on sustainability is a natural next step to further ensure we are positioned for success.

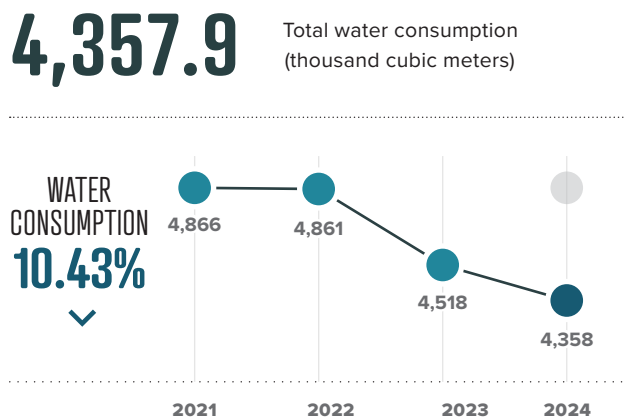




## WATER

At ProAmpac, we recognize the importance of conserving water across our facilities. All sites currently track, permit and pre-treat water as required by local jurisdictions, and some sites utilize water reuse programs.

### WATER CONSUMPTION IN THOUSAND CUBIC METERS



Through our site-level water reuse and reduction programs we have achieved a 10.43% reduction in water consumption compared to our 2021 baseline.

**64.95** Water consumption located in regions with high or extremely high baseline water stress (thousand cubic meters)

**1.49%** Percent (%) of total water consumption located in regions with high or extremely high baseline water stress

This year, we updated how we track, and report water use to include historical data from newly acquired sites. This gave us a fuller picture of our water footprint.

**In 2024, we used 3.55% less water than the year before, and more than 10% less than our 2021 baseline.**

These reductions are the result of focused efforts to improve water efficiency across our operations.

### MANAGING WATER RISK

In 2023, we utilized the **World Resources Institute's Aqueduct Water Risk Atlas**, which maps and analyzes current and future water risks across the globe, to gain insight into the baseline water stress at each of our sites. Even with overall reductions, water use in these sensitive areas went up in 2024. That's largely because some of the new sites we brought into our business are located in regions where water is already under stress. These sites now fall under our monitoring and management programs, giving us the opportunity to take action and reduce future impact.



### PREVENTING RESIN LOSS

Our sites that work with plastic resin pellets participate in the global program **Operation Clean Sweep**. This proactive global management program is dedicated to keeping plastics out of marine environments through responsible handling, employee education and management.





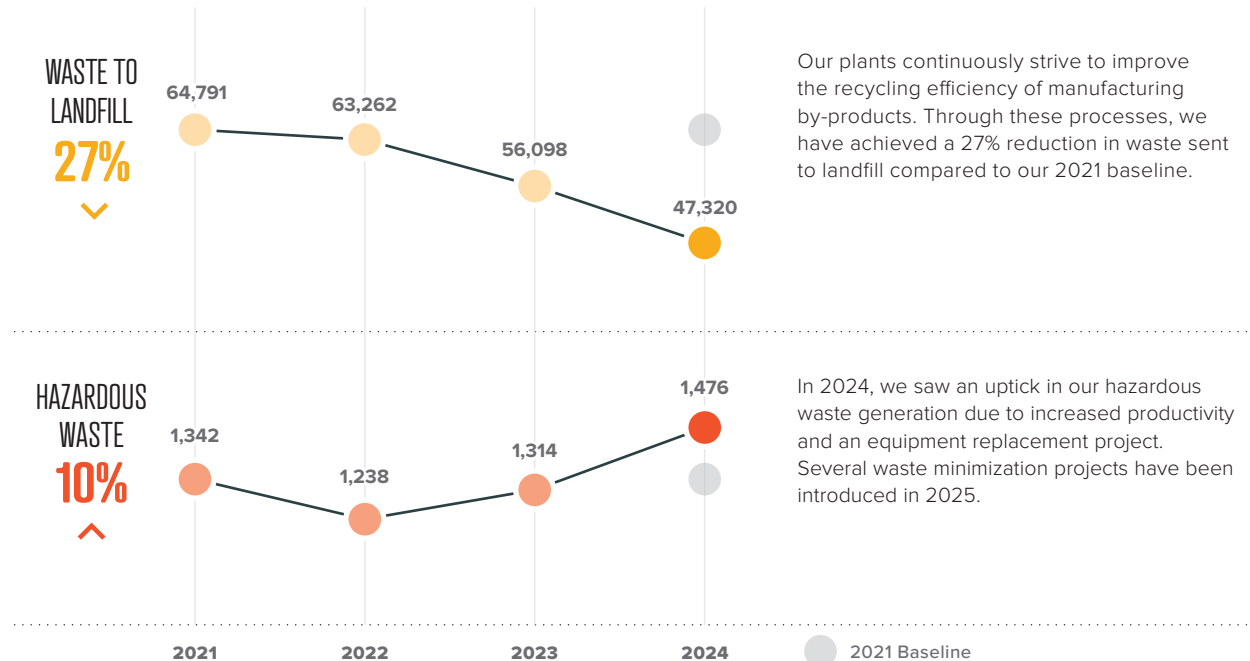
## WASTE & HAZARDOUS WASTE

We have processes in place across our manufacturing facilities to efficiently manage general and hazardous waste.

Further, the utilization of our EHS software platform enables us to develop a better understanding of which areas within the organization require detailed focus. At the start of 2024, we launched waste to landfill reduction projects focused on high-impact locations.

**Through these focused projects our team achieved a 16% reduction in waste sent to landfill compared to the prior year, resulting in a 27% reduction in waste sent to landfill since our 2021 baseline.**

### WASTE IN METRIC TONS (MT)



Note: Waste generation data recalculated as a result of 2024 acquisitions, therefore the waste metrics included in this year's report are not comparable to prior years.

## ECOVADIS PARTICIPATION + IMPROVEMENTS

We annually assess our sustainability management system through **EcoVadis**—a trusted global business sustainability rating.

Since our first assessment in 2018, we continue to prioritize improving our overall score to better reflect our efforts toward sustainability. We leverage the feedback from EcoVadis to evaluate and adjust our internal policies and actions to better support our sustainability goals.

In 2024 we were pleased to see this hard work pay off as we achieved bronze status—placing us in the top 35% of the 90,000+ companies assessed each year.

We share our EcoVadis scores with customers, upon request.



# NEW PRODUCT INNOVATIONS

ProAmpac is proud to offer a sustainable attribute for 100% of our product portfolio. We recognize that the true value of our sustainability efforts lies in the ability to drive positive change beyond our organization. By collaborating with stakeholders throughout the value chain, we aim to accelerate the commercialization of our sustainable packaging innovations.

## NEW PRODUCTS ON THE MARKET:



### ProActive Recyclable® Fresh Tray FT-1000

PP-Based recyclable foam tray that provides a lightweight packaging solution for fresh meats, fish, cheese, and produce.

### RotiBag

A mono-material stand-up pouch featuring a built-in handle and a fog-resistant window. Designed as an alternative to rigid clam-shells for ready-to-eat meals, RotiBag helps reduce material usage and lower GHG emissions.



### ProActive Recyclable® FiberSculpt

A high-barrier, fiber-based thermoformable packaging solution for sliced meats, cheese, and fish.



### Modified Atmosphere Sandwich Pack (MAP)

Designed for extended shelf-life, our Modified Atmosphere carton sandwich wedge combines lightweight board with a high-barrier film laminate.



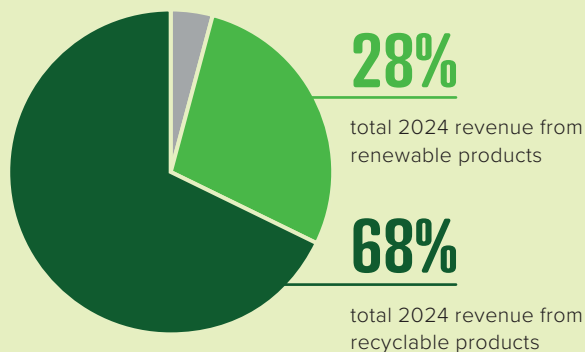
### ProActive Recyclable® R-2300 Series

A patent-pending, high-performance recyclable film with exceptional clarity, puncture resistance, and customizable oxygen

barriers. Engineered for food, pet, and home care packaging, R-2300 is pre-qualified for polyethylene recycling streams.

**We are proud of the progress made in 2024 to accelerate the commercialization of ProAmpac's sustainable packaging innovations.**

### % OF TOTAL SUSTAINABLE REVENUE BY PRODUCT CATEGORY, 2024



### ProActive Recyclable® RP-1050 EU

A kerbside-recyclable, heat-sealable paper designed for high-speed packaging applications, offering excellent seal performance, printability, and compliance with evolving EU packaging regulations.



## PROAMPAC'S SUSTAINABLE PRODUCT CATEGORIES:



### PROACTIVE RECYCLABLE® FIBER

ProAmpac is leading the way in the Fiberization of Packaging®—advancing fiber-based solutions that are widely accepted in recycling streams and derived from renewable resources. As fiber continues to gain popularity across diverse applications, ProAmpac remains committed to responsible sourcing by offering products certified by FSC®, PEFC, and SFI®, ensuring materials come from well-managed forests.



### PROACTIVE RECYCLABLE® FILM

ProAmpac has a broad range of recyclable film platforms for many markets. We have since expanded our recyclable film-based innovation across all markets. We work with global organizations such as How2Recycle®, OPRL and RecyClass to ensure compliance with recycling requirements.



### PROACTIVE RECYCLE-READY

Designed for the future of recycling, ProActive Recycle-Ready products are mono-material packaging crafted for high-performance applications. ProAmpac continues building a strong portfolio of mono-material packaging solutions for current and future advanced recycling streams.



### PROACTIVE PCR® and Certified Circular Solutions

ProAmpac offers circular packaging solutions by incorporating post-consumer recycled (PCR) content and post-industrial recycled (PIR) content. To support certified circular resin, ProAmpac has 6 sites that are ISCC PLUS certified through the International Sustainability Carbon Certification. ISCC PLUS is a global sustainability certification system that tracks chemically recycled and bio-based polymers through the supply chain.



### PROACTIVE RENEWABLE®

ProActive Renewable products contain non-fossil-fuel materials, such as fiber and bio-based resins derived from sources like corn and sugarcane. Bio-based materials often have a lower carbon footprint compared to conventional fossil-fuel-based materials, offering an alternative solution for our customers to meet their sustainability goals.



### PROACTIVE COMPOSTABLE®

ProActive Compostable is a suite of high-performance products containing fiber or film-based materials that comply with ASTM D6400, ASTM D6868 or EN 13432 standards for compostability. We work with the Biodegradable Products Institute (BPI) to certify the final structure of our products as compostable.



# AWARDS

## RP-1000 PAPER SERIES

### M&S Food

ProAmpac's ProActive Recyclable® RP-1000 Paper Platform, featured in Marks & Spencer's Select Farms Organic potato range, has achieved significant industry recognition in 2025. The innovative platform earned Best in Class and an Award of Distinction at the 2025 PAC Global Awards. This recognition highlights RP-1000's superior combination of high-speed form-fill-seal performance, enhanced durability, and full curbside recyclability.

Further reinforcing its leadership in sustainable packaging, RP-1000 also received the Silver Award for Technical Innovation at the FLEXIBLE PACKAGING AWARDS and was named Winner in the Packaging Materials and Components category at the WORLD STAR Global Packaging Awards.



**GLOBAL AWARDS**



**WORLDSTAR GLOBAL PACKAGING AWARDS**



**FPA**  
Flexible Packaging Association

#### PAC GLOBAL

- ✓ Award of Distinction
- ✓ Best in Class

#### WORLD STAR

- ✓ Winner: Packaging Materials and Components

#### FLEXIBLE PACKAGING AWARDS

- ✓ Silver Award: Technical Innovation

## MODIFIED ATMOSPHERE SANDWICH PACK (MAP)

### Sammi Sandwich Wedges

In a groundbreaking collaboration between ProAmpac and Sammi, a forward-thinking sandwich brand, a new era of sustainable food-to-go packaging has been ushered in with the introduction of the fiber-based Modified Atmosphere Sandwich Pack (MAP) RAP Sandwich Wedge. This innovative solution was globally recognized as a WorldStar Winner in the Packaging Materials and Components category.



**WORLDSTAR GLOBAL PACKAGING AWARDS**

#### WORLD STAR

- ✓ Winner: Packaging Materials and Components



## SPOUTED POUCH

### Ortho® Home Defense®

ProAmpac, in collaboration with ScottsMiracle-Gro, received the FPA Gold Award for Expanding the Use of Flexible Packaging for their development of a spouted pouch for Ortho Home Defense Max. This innovative format replaced a rigid container, cutting plastic use by 90%, reducing shipping weight, and improving e-commerce efficiency.

The pouch utilized ProAmpac's chemical- and UV-resistant printing and laminating technology, delivering durability while advancing sustainability. It also enabled consumers to refill existing dispensers, reducing single-use plastic.



#### FLEXIBLE PACKAGING AWARDS

- ✓ Gold Award: Expanding the Use of Flexible Packaging

The design was praised as “a major step forward in sustainability and consumer convenience,” having “significantly reduced our plastic packaging footprint while ensuring customers continue to receive the high-performance pest control solutions they trust.”

This award-winning solution showed how flexible packaging can effectively replace rigid formats without compromising performance or brand integrity.



## PRO-EVO® RECYCLABLE FL

### Purina® Beneful®

PRO-EVO® Recyclable FL, developed to support Nestlé Purina's sustainability initiatives, is a high-performance flexible packaging solution that meets environmental goals while maintaining reliable functionality. This innovative package won multiple Flexible Packaging Awards, including the Highest Achievement Award, Gold Award for Packaging Excellence, Gold Award for Technical Innovation, and Silver Award for Sustainability.

As a curbside-recyclable package PRO-EVO Recyclable FL offers consumers an easily recyclable option without compromising product protection. It features solid print quality, grease resistance, and is designed using ProAmpac's advanced material technologies, delivering strong barrier properties for enhanced shelf life, convenience, and reduced environmental impact.



#### FLEXIBLE PACKAGING AWARDS

- ✓ Highest Achievement Award
- ✓ Gold Award: Packaging Excellence
- ✓ Gold Award: Technical Innovation
- ✓ Silver Award: Sustainability







# THE FUTURE OF PACKAGING

ProAmpac is a leading material science innovator on a mission to deliver more sustainable packaging to the market. ProAmpac's team of nearly 80+ engineers and 20+ PhDs are designing the next generation of packaging.

From the best minds in the industry comes ProActive Intelligence—innovative smart packaging that acts on products, or communicates and connects products to people. ProAmpac's technology is on the forefront of smart packaging with advantages that only ProActive Intelligence can deliver.

By extending food shelf-life and reducing food waste with improved product safety, ProActive Intelligence provides customized packaging with sustainability advantages.

## ProActive Intelligence Protect

Using active material science technologies, we can act on the product being packaged or the packaging environment. Technologies include moisture scavenging, oxygen scavenging and food preservation.

### MOISTURE PROTECT SERIES

The ProActive Intelligence Moisture Protect (MP-1000) platform is a patent-pending technology that combines Aptar CSP's proprietary 3-Phase Activ-Polymer™ and ProAmpac's flexible blown film technologies to adsorb moisture and eliminate the need for desiccant packets. MP-1000 lowers the moisture level in the packaging headspace, improving preservation and shelf-life while reducing product loss. This makes it an ideal solution for applications that require optimal moisture control, like point-of-care diagnostic kits, live culture probiotics and hygroscopic powdery food products.

## ProActive Intelligence Communicate

With intelligent packaging technologies, your product gains a digital identity, enabling data to travel seamlessly throughout its lifecycle. From QR codes and RFIDs to invisible watermarks and more, these tools connect the physical and digital worlds. ProAmpac's engineers collaborate closely with customers to identify the optimal technology based on specific use cases and business goals.

**ProAmpac has 200+ patented and patent pending technologies, including sustainable film and paper platforms. In 2024, ProAmpac filed 25+ patents on new technologies.**





## UNIVERSITY PARTNERSHIPS

ProAmpac has partnered globally with multiple universities in the fields of material science, food science and operational excellence. The partnerships support ProActive Sustainability® and ProActive Intelligence packaging programs and bridge fundamental research with industrial applications.

### POLYMER SCIENCE & POLYMER PROCESSING

- Material science partnerships to innovate safe, smart, and sustainable packaging for the future
- World-class analytical, physical, and extrusion processing lab lines



**POLYTECHNIQUE  
MONTREAL**



The University of Manchester

### FIBER TECHNOLOGIES & PROCESSES

- Research and testing of fiber and coating technologies
- Pilot plant coating and fiber making trials
- World-class fiber testing and manufacturing lab and pilot lines



HOCHSCHULE  
DER MEDIEN



### FOOD SCIENCE FOOD TRIALS & SENSORY TESTING

- Testing with food products packed with our ProActive Intelligence technologies to determine and improve shelf-life effect
- Perform sensory testing on some novel ProActive Intelligence technologies
- Bridging material science with food science



### OPERATIONAL EXCELLENCE, PROCESS OPTIMIZATION & INTERNSHIP

- Enhancing operational excellence in packaging innovation, people development, and process optimization
- Enhance student learning with hands-on experience and develop talents through internship programs



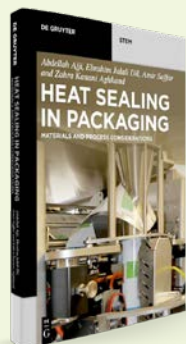
UNIVERSITY OF  
**ILLINOIS CHICAGO**



**WPI**

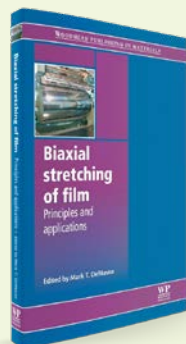


**Rochester Institute  
of Technology**



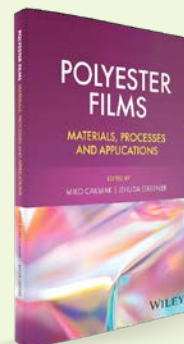
#### Heat Sealing In Packaging: Materials & Process Considerations

Prof. Abdellah Ajji,  
Dr. Ebrahim Jalali,  
Dr. Amir Saffar,  
Dr. Zahra Kanani



#### Applications of Biaxially Stretched Films

Dr. Hesam Tabatabaei,  
Prof. Abdellah Ajji



#### Polyester Films: Materials, Processes and Applications

Dr. Ebrahim Jalali,  
Prof. Abdellah Ajji,  
Dr. Amir Saffar



## COLLABORATION & INNOVATION CENTER (CIC)

The CIC plays an important role in accelerating ProAmpac's product and application development through comprehensive testing and analytical capabilities. This, in conjunction with our Collaborative Innovation process, ensures **speed-to-market** for our customers' products.

### CUSTOMER SUPPORT

Training, Meetings, Ideation and LEAD Academy



### DESIGN SERVICES

DASL, MAKR, Illustrations, Digital Printing and Prototyping



### TESTING SERVICES

FFS Packaging, Lidding, Physical & Analytical Testing and Life Cycle Assessments



### NEW BUSINESS CAPABILITIES

Modified Atmosphere, Heat & Hot Hold Package Testing, Lidding and Shelf Stability Testing







## PROACTIVE CHART LIFE CYCLE ASSESSMENTS (LCA)

ProActive CHART LCAs allow directional quantification of environmental impacts when moving from one package format to another. Calculated using industry average life cycle inventory (LCI) data, ProActive CHART

LCAs provide information on greenhouse gas emissions, water usage, packaging efficiency and more. ProAmpac provides ProActive CHART LCAs to customers interested in understanding the current environmental impacts of their packaging compared with the impacts of alternative packaging solutions.

ProAmpac's innovations have produced some truly impressive results, as evidenced by the examples below:

### CASE STUDY Comparing Rigid Container to Spouted Pouch



#### SPOUTED POUCH



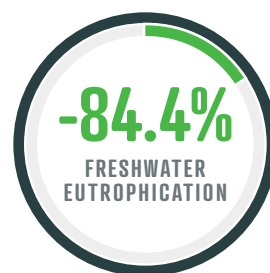
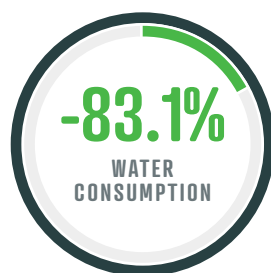
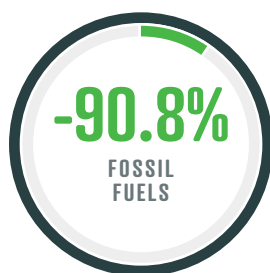
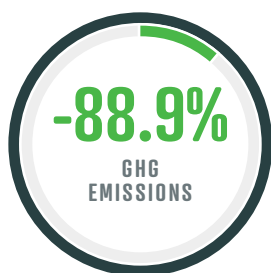
#### RIGID CONTAINER

Total package weight = 272g  
100% landfill

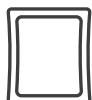


#### SPOUTED POUCH

Total package weight = 27g  
100% landfill



### CASE STUDY Comparing Foil Structure to Foil Alternative Structures



#### RETORT POUCH



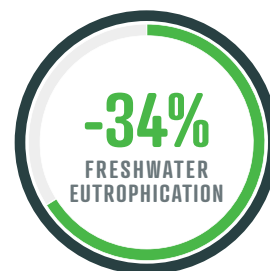
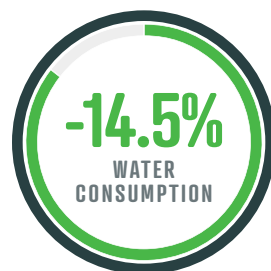
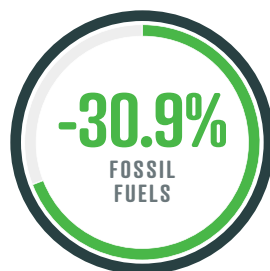
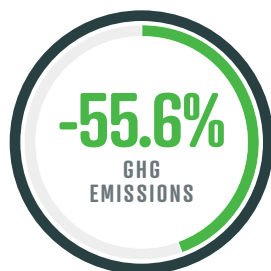
#### STANDARD FOIL RETORT POUCH

Total package weight = 3.06g  
80% landfill | 20% waste to energy



#### METALIZED RETORT POUCH

Total package weight = 2.77g  
80% landfill | 20% waste to energy



The Life Cycle Analysis was performed by ProAmpac. The analysis uses life cycle inventory (LCI) data that represents an industry average for materials, manufacturing processes, and end-of-life impacts. Both of the above case studies compare primary packaging only—impacts to secondary packaging (pallets, overwrap, etc) is not included. All calculations are based on a distance of 500km traveled on an average size truck. The information contained herein is provided for general reference purposes only. By providing the information, ProAmpac makes no guarantee or warranty and does not assume any liability with respect to the information or product results in any specific instance. Nothing herein may be copied, reproduced, distributed or otherwise used without the express written permission of ProAmpac.

# COMPLIANCE & PRACTICES

The services ProAmpac provides adhere to a robust set of professional and ethical standards common across the industry.

## REGULATORY COMPLIANCE

Our dedicated legal and compliance team is a strong partner to all aspects of ProAmpac, embedded throughout the business to achieve compliance with applicable regulatory obligations in a rapidly changing landscape. The team receives support from top-level management and includes a corporate sustainability specialist, dedicated to a comprehensive approach for integral initiatives.

## ETHICAL BUSINESS PRACTICES

In 2023, we published a Code of Ethics and Business Conduct ("Code"). The Code includes a comprehensive range of formal policies on business ethics and values like:

- Anti-corruption
- Anti-boycott
- Intellectual property
- Anti-trust
- Anti-money laundering
- Non-retaliation
- International trade
- Conflicts of interest

In 2024 we set out to deliver training on many of these topics, leveraging our learning management system and a third-party compliance toolset, with a target of 75% of US employees having completed training on diversity, discrimination, and harassment by Q1 2025. We surpassed this target ahead of schedule, ending 2024 with a 76% completion rate. This year, in 2025, we have set out to achieve an 80% completion rate for US employees.

We recognize the priority of human rights and the importance of strict compliance with local labor laws and globally accepted labor norms. Accordingly, ProAmpac aligns its labor practices with these standards, including:

- Interactive accommodations process
- Leverage wage data to address cases of pay compression or disparity
- Performance incentives for employees
- Do not unlawfully employ team members under the age of 18 in strict adherence to local and international child labor standards
- Merit-based wage increases
- Pay at or above minimum wage set by states or provinces

We regularly review and update our employment policies and handbooks. New hires are provided with handbooks and appropriate training at the outset of their employment to equip them with the necessary knowledge and tools to live the Company's values. Our sexual harassment and discrimination policy, annual refresher training and other formalized policies continue to aid us in maintaining our commitment to providing a safe, inclusive and fair workplace for our employees.

**A readily available helpline  
for all employees, alongside  
a strong anti-retaliation policy,  
encourages speaking up  
and helps to drive our  
culture of compliance.**

**ERIC BRADFORD,  
CHIEF FINANCIAL OFFICER**

## EMPLOYEE HELPLINE

Our company Helpline is available to all employees to report questions or concerns surrounding potentially illegal or unethical behavior or violations. The Helpline is available in all operating locations and in numerous languages, driving an open reporting culture and proactive identification of potential issues to help ProAmpac stay on top of concerns that require action. All questions and concerns raised are investigated to conclusion.

# RISK MANAGEMENT

## ENTERPRISE RISK MANAGEMENT

We conduct internal risk assessments in alignment with our legal and ethical responsibilities. Our procedures are reviewed regularly to verify currency and effectiveness for mitigating potential risks like:

- Corporate health and safety of employees and operations
- Labor law compliance
- Corruption
- Information security

By integrating our information security efforts with our overall enterprise risk management strategy, we ensure a cohesive and comprehensive approach to mitigating risks across all facets of our organization. This synergy enhances our ability to anticipate, prepare for, and respond to a wide array of risks, ensuring the continued safety, security and resilience of our business operations.

## INFORMATION SECURITY & RISK MANAGEMENT

As digital technologies advance, the risk of information leaks and operational disruptions from cyberattacks increases. To address these challenges, we prioritize cybersecurity as a core component of our value creation and risk mitigation strategies.

### INFORMATION SECURITY GOVERNANCE

We've established a robust set of policies overseen by the Senior Leadership and the Information Security Steering Committee, including acceptable use, data security, access control and security awareness training. Our incident response policy, supported by business continuity and disaster recovery plans, ensures alignment with the NIST Cybersecurity Framework (CSF) and SP 800-53 standards.

### OPERATIONAL SECURITY MEASURES

Led by the Vice President of Information Security, our security architecture incorporates quarterly security trainings, vendor analyses and third-party audits. Risks are managed through IT Leadership and communicated through Enterprise Risk Management processes to ensure all levels of business leadership are informed.

### COMMITMENT TO DATA PROTECTION

We uphold a strong commitment to protecting both customer and corporate information. Leveraging extensive experience from internal staff and partner vendors, defenses are continually enhanced in response to an evolving threat landscape.

### MONITORING & CONTINUOUS IMPROVEMENT

We utilize advanced, continuous monitoring tools for identity and access management, antivirus and threat hunting operations. Regular assessments with security partners and continuous phishing simulations help maintain high standards of security awareness.

## ENHANCING CLIMATE RESILIENCE

Recently, we partnered with FM to enhance climate resilience and help predict future physical climate risks specific to extreme precipitation, wind, temperature, drought and sea-level rise. The foundation provided by FM is utilized to develop a comprehensive climate risk report in line with the criteria outlined by the Task Force on Climate-Related Financial Disclosures (TCFD). By doing this, we can prioritize risk recommendations and engineering data to protect our business from the financial risks of climate change. Further, we can maximize our investments in climate adaptation and resilience planning to protect our people and assets.





# OUR CORE VALUES

At ProAmpac, our values continue to guide and shape who we are and how we work. **Integrity, Intensity, Innovation, Involvement, and Impact** remain the cornerstones of our culture and drive how we grow together as One ProAmpac.

## INTEGRITY

- We are committed to doing right by our customers and our colleagues.
- We share a common respect for ethics, communication and accountability.

## INTENSITY

- We actively push past every boundary to achieve win-win objectives.
- We share a passion for hard work, letting both wins and losses renew our resolve.

## INVOLVEMENT

- We are One Team of skilled collaborators, dedicated to achieving a singular success.
- We seek out opportunities to combine our expertise and talent for greater global impact.



## Make an Impact.

## INNOVATION

- We push the limits of imagination to create what's next.
- We are dedicated to improvement, never satisfied with the status quo.

## IMPACT

- We seize opportunities that exceed our commitments, yielding a profound effect.
- We lead courageously towards growth that impacts our communities, our environment and the world.







# EMPLOYEE WELLNESS

ProAmpac is building a culture of wellness through its PRO360 initiative—an interactive program designed to engage and reward team members on their pathway to better **health, wealth, growth and community involvement**.

In 2024, ProAmpac continued to evolve its wellness culture through the PRO360 initiative, supporting team members across four key areas: health, wealth, growth, and community.

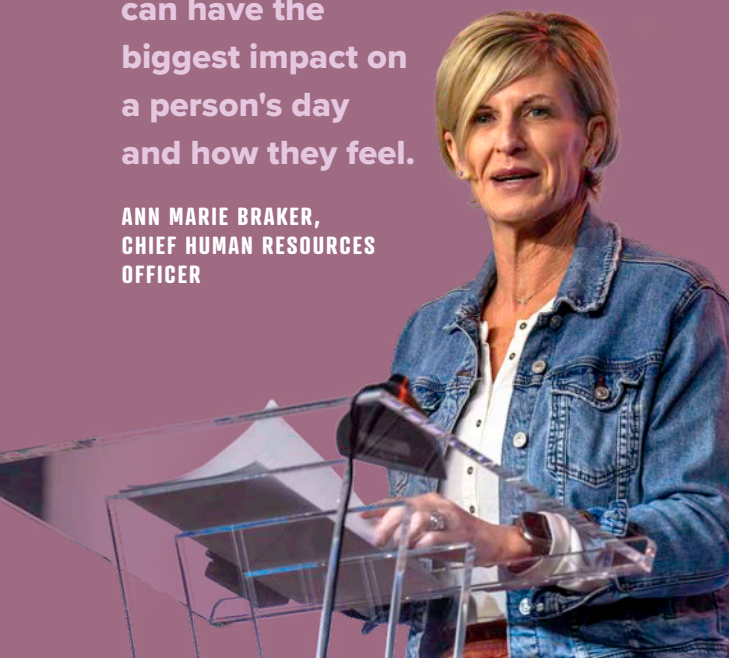
PRO360 provides screenings, resources, a wellness platform and a rewards program as well as a robust global employee assistance program that delivers mental health resources and support for all employees.

## ACHIEVING WELLNESS TOGETHER

**Our 2025 wellness goal is to increase overall wellness culture engagement and PRO360 participation.**

**Be kind to each other. At the end of the day, the smallest acts of kindness and compassion can have the biggest impact on a person's day and how they feel.**

**ANN MARIE BRAKER,  
CHIEF HUMAN RESOURCES  
OFFICER**



## MENTAL HEALTH FOCUS

In May 2024, ProAmpac's HR team welcomed Nataly Kogan, best-selling author, entrepreneur, and emotional fitness expert, for an inspiring virtual session on emotional resilience, happiness at work, and unlocking human potential. Drawing from her journey as a refugee-turned-successful business leader, Nataly shared practical tools for managing burnout, building emotional fitness, and cultivating meaning and joy in both professional and personal life. Her message reinforced ProAmpac's commitment to well-being, growth, and "showing up" for one another.

Celebrated World Mental Health Day 2024 on October 24th, with Personfiy and Dr. David Batman to better understand the mental health needs of our people, frontline team members, and provide resources to our workforce.

## FINANCIAL COUNSELING

In May 2024, employees met with a principal financial advisor for informational meetings to discuss saving for the future, investments, financial trends and more.



# OUR COLLECTIVE IMPACT

As we expand our footprint, we remain steadfast in our commitment to **prioritize people, foster growth and uphold our core values**—for our team members, their families and in our communities at large.

## GLOBAL COMMUNITY CHALLENGE

The Global Community Challenge is an initiative to promote individual and group volunteering in the communities where ProAmpac operates. This challenge supports our sustainability commitments to building a culture of wellness and promoting the company's involvement in the communities where we live and work.

**In 2024, more than 100 ProAmpac employees logged over 500 hours of service across the globe**—donating time at churches, youth centers, veteran organizations, food pantries, Toys for Tots, blood drives, and so much more.

## VOLUNTEER IMPACT DAY

**ProAmpac's Volunteer Impact Day program gives eligible team members one paid day per year to volunteer in their community** either through a nonprofit, nongovernmental organization, or other approved volunteer service activity. The goal of the program is to support volunteer activities that enhance and serve communities where ProAmpac team members globally



Site winners for the 2024 Community Challenge were Grimsby and Buffalo (pictured). The individual winner was Harshid Patel.

live and work and build meaningful connection and engagement through purpose-driven activities.

In 2024, we proudly expanded our Volunteer Impact Day program. Eligible team members across the globe used their paid volunteer day to support causes in their community. Projects included environmental clean-ups, educational mentoring, food insecurity relief, and community projects.

## AN EMPHASIS ON EDUCATION

**ProAmpac Scholars** is a scholarship program established to financially assist children of ProAmpac employees who want to further their education through a two- or four-year college degree or vocational program. In 2024, ProAmpac awarded 25 grants to applicants. Below are just a few of the higher-learning and postsecondary institutions that recipients attended.

Investing in the learning and development of our team members is a top priority. We continue to upgrade our learning & development experience including launching a global learning management system, **Learning Pro**, to be leveraged by the company worldwide with content on leadership, safety, operations and more.



# Learning Pro





#### LINCOLN, UK

Lincoln FC Sponsorship



#### KIRCHBERG, CH

Apprenticeship Program



#### WIMBLEDON, UK

Foodbank Collection  
Raised \$1,700 in Value



#### NUSSDORF, DE

Future 4 Kids Stuttgart  
Sponsorship

#### HEALTH & WELLNESS

# 1,400

U.S. employees  
enrolled in  
Personify Health

# +530

Employees earned  
a discounted  
medical premium  
for 2025

# 8

Sites hosted onsite  
biometric screenings  
for employees &  
eligible spouses

#### FINANCIAL RESOURCES

# +120

Employees across 11  
sites participated in 1 on  
1 sessions with a 401k  
financial advisor



#### CARNEW, IE

Secondary School  
Golf Day Sponsorship



#### NUSSDORF, DE

Black Forest  
Preservation & Support



#### HARTFORD, WI

EHS Week Activities

#### MENTAL HEALTH

# +350

Employees attended  
Session with Dr. Batman  
for World Mental  
Health Day



#### KIRCHBERG, CH

Cancer Research  
Support



#### CARNEW, IE

Carnew Ploughing  
Society Fundraising



#### HANOVER PARK, IL

Community Clean Up



#### ELSHAM, UK

Children in Need  
Organization Fundraising





# EMPLOYEE ASSISTANCE

## THE PROAMPAC EMPLOYEE ASSISTANCE FUND (PEAF)

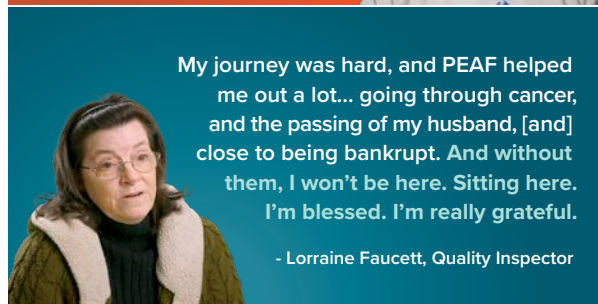
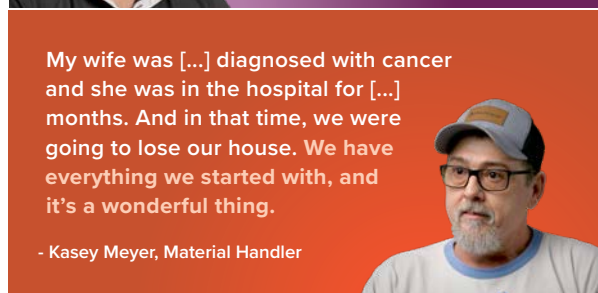
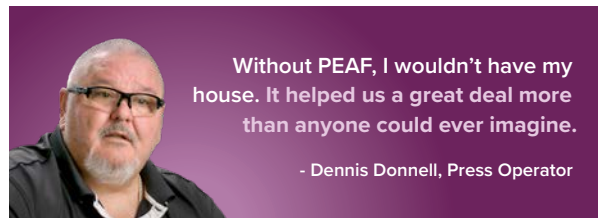
In 2017, ProAmpac leaders recognized a need to support our team members during times of hardship. That realization led to the creation of the ProAmpac Employee Assistance Fund (PEAF), a U.S. 501(c)(3) nonprofit. Since then, the fund has been embraced by employees as a meaningful way to help one another when it matters most.

The ProAmpac Employee Assistance Fund (PEAF) is a standalone US-based nonprofit organization that aims to improve the lives of our employees and the communities where we live and operate. Since it was created, PEAF has awarded over 400 grants and funded over \$2M in direct assistance to our employees and their families. In 2024, PEAF came to the aid of colleagues affected by medical emergencies, natural disasters and loss of loved ones. These emergencies can leave families displaced and struggling to rebuild their lives. The fund's grants helped alleviate some of the emotional, mental, physical and financial strain.

In 2024, we made tremendous strides in employee support through PEAF, including the approval by the PEAF Board of Directors to expand the program to our Canadian workforce.



## HOW DOES PEAF MAKE AN IMPACT?



Employees participate in an annual golf tournament, providing a fun, alternative way to contribute to PEAF.

## 2024 SUPPORT GRANTED

**\$222K+** **64**

Distributed through individual grants

Grants awarded

## 2024 FUNDRAISING

**\$350,955**

Total funds raised

**\$169.9K**

Employee contribution

**\$155K**

Annual sales meeting

**\$25.6K**

Fundraising at sites

## 2024 ENROLLMENT

**839**

Employees enrolled in the Giving Program through payroll deduction



# ABOUT THIS REPORT

ProAmpac's 2025 Sustainability Impact Report highlights our ongoing efforts to measure, manage, and communicate progress on the topics that matter most to our business and stakeholders. This report reflects data and initiatives from the 2024 calendar year and is the result of continuous engagement with internal teams and external sustainability frameworks.

The topics discussed include sustainable product innovation, climate and environmental performance, employee health and safety, diversity and inclusion, community involvement, and responsible governance. These areas were identified through our internal materiality assessment process and are regularly reviewed as part of our evolving sustainability strategy.

This year's report is informed by leading ESG frameworks, including the Sustainability Accounting Standards Board (SASB) Standards for the Containers & Packaging industry (version 2023-12). It is also informed

by the Global Reporting Initiative (GRI) Standards, though we do not claim formal alignment with the GRI framework. Additionally, while not contained in this report, we track ESG Data Convergence Initiative (EDCI) metrics to support investor-focused disclosures.

We release this Sustainability Impact Report annually. The 2025 edition covers January 1 to December 31, 2024, and includes expanded data coverage resulting from facility acquisitions during the reporting year.

Previous reports can be found at [www.proampac.com/impact-report](http://www.proampac.com/impact-report).

## Scope of Information

Unless otherwise noted, this report includes sustainability data and narrative from ProAmpac's global operations and consolidated entities for the period January 1 through December 31, 2024. Given the inclusion of newly acquired sites, certain year-over-year comparisons may be limited in comparability to previous reports.

## Assurance

Unless otherwise noted, the data contained in this report has not been assured by a third-party. As we mature on our sustainability journey, we intend to seek external assurance on our data disclosures.

## Methodology

Environmental metrics presented in this report are based on facility-level data and include Scope 1 and Scope 2 greenhouse gas emissions, energy use, water consumption, and waste generation. Social performance includes health and safety, workforce diversity, training, and community engagement. All data is reviewed internally, and where applicable, year-over-year and baseline comparisons are included.

## Contact Us

We encourage feedback and welcome questions about our report or broader ESG strategy. Please contact us at [sustainability@proampac.com](mailto:sustainability@proampac.com)

## SASB CONTENT INDEX - 2024 FISCAL YEAR

● Quantitative
● Discussion & Analysis

TOPIC	ACCOUNTING METRIC	TYPE	UNIT OF MEASURE	CODE	RESPONSE/REASON
Greenhouse Gas Emissions	Gross global Scope 1 emissions	●	Metric tons (t) CO <sub>2</sub> -e	RT-CP-110a.1	Operations: Environmental Impact. pg 12
	Percentage covered under emissions-limiting regulations		Percentage (%)		Data Not Available
	Discussion of long-term and short-term	●	N/A	RT-CP-110a.2	Operations: Environmental Impact. pg 12
	Strategy or plan to manage Scope 1 emissions,				
	Emissions reduction targets, and an analysis of				
	Performance against those targets				
Air Quality	Air emissions of the following pollutants:	●	Metric tons (t)	RT-CP-120a.1	Data Not Available
	(1) NO <sub>x</sub> (excluding N <sub>2</sub> O)				Data Not Available
	(2) SO <sub>x</sub>				961
	(3) Volatile organic compounds (VOCs)				Data Not Available
Energy Mgmt.	(4) Particulate matter (PM)				
	(1) Total energy consumed	●	Gigajoules (GJ)	RT-CP-130a.1	6,338,159
	(2) Percentage grid electricity		Percentage (%)		42%
	(3) Percentage renewable		Percentage (%)		3%
Water Mgmt.	(4) Total self-generated energy		Gigajoules (GJ)		76
	(1) Total water withdrawn	●	Thousand cubic	RT-CP-140a.1	Data Not Available
	(2a) total water consumed		Meters (m <sup>3</sup> )		4,357.9
	(2b) percentage of each in regions with High or Extremely High Baseline Water Stress		Percentage (%)		1.5%
Waste Mgmt.	Description of water management risks and discussion of strategies and practices to mitigate those risks	●	N/A	RT-CP-140a.2	Operations: Water Use. pg 14
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	●	Number	RT-CP-140a.3	0
	Amount of hazardous waste generated	●	Metric tons (t)	RT-CP-150a.1	1,476
	Percentage recycled		Percentage (%)		Data Not Available
Product Safety	Number of recalls issued	●	Number	RT-CP-250a.1	0
	Total units recalled		Number		0
	Discussion of process to identify and manage emerging materials and chemicals of concern	●	N/A	RT-CP-250a.2	Collaborative approach with suppliers <sup>1</sup>
Product Lifecycle Mgmt.	Percentage of raw materials from: (1) recycled content	●	Percentage (%) by weight	RT-CP-410a.1	19%
	(2) renewable resources				32%
	(3) renewable and recycled content				52%
	Revenue from products that are reusable, recyclable, and/or compostable	●	Reporting Currency	RT-CP-410a.2	\$1,292,729,054
Supply Chain Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	●	N/A	RT-CP-410a.3	Materials: Products & Innovation. pp 16-23
	Total wood fiber procured	●	Metric tons (t)	RT-CP-430a.1	273,529
	Percentage from certified sources		Percentage (%)		- Approx. 100% we buy from certified sources - Approx. 36% we buy 'as' certified"
	Total aluminum purchased	●	Metric tons (t)	RT-CP-430a.2	10,472
	Percentage from certified sources		Percentage (%)		64%

ACTIVITY METRICS	TYPE	UNIT OF MEASURE	CODE	RESPONSE/REASON
Amount of production by substrate: (1) Paper/wood fiber, (2) Glass, (3) Metal, (4) Petroleum-based substrates (polymers)	●	Metric tonnes (t)	RT-CP-000.A	Data Not Available at this time
Percentage (%) of production by substrate: (1) Paper/wood fiber, (2) Glass, (3) Metal, (4) Plastic	●	Percentage (%) by revenue	RT-CP-000.B	Data Not Available at this time
Number of Employees	●	Number	RT-CP-000.C	6,324

- 1 ProAmpac utilizes a collaborative approach for identifying and managing substances of concern where raw material suppliers are surveyed on substances of interest. This collaborative process is designed to gather information we believe to be reliable and respond appropriately to customer inquiries regarding the presence of specific substances in our products.

## MEMBERSHIPS, ASSOCIATIONS &amp; PARTNERSHIPS

**AMERICAN DAIRY PRODUCTS INSTITUTE (ADPI)**

ADPI is a leading U.S. trade association representing manufacturers, marketers, and suppliers of dairy-based ingredients. It promotes global dairy use, supports members with technical resources, and fosters industry growth through collaboration and innovation.

**ASSOCIATION FOR ROLL-TO-ROLL CONVERTERS (ARC)**

ARC serves as the global forum for the flexible metallizing, coating and laminating industry by providing resources, services and information.

**ASSOCIATION OF PLASTIC RECYCLERS (APR)**

APR is an international trade association representing the plastics recycling industry. APR member companies are committed to the success of plastics recycling.

**BRAND REPUTATION THROUGH COMPLIANCE GLOBAL STANDARD (BRCGS)**

BRCGS certification is an internationally recognized mark of food safety and quality.

**CEFLEX**

CEFLEX brings the entire value chain together to tackle the complex technical and business barriers to a circular economy.

**ECOVADIS**

Since its founding in 2007, EcoVadis has grown to become the world's largest and most trusted provider of business sustainability ratings, creating a global network of more than 90,000+ rated companies.

**FLEXIBLE PACKAGING ASSOCIATION (FPA)**

FPA is the U.S. association of the manufacturers of flexible packaging as well as material or equipment suppliers to the industry.

**FLEXIBLE PACKAGING EUROPE (FPE)**

Flexible Packaging Europe (FPE) represents over 85 companies employing 57,000+ people across 350+ European sites. Its members produce nearly 90% of Europe's flexible packaging, mainly from plastics, aluminum, and paper, used in over half of retail food packaging.

**FOOD SERVICE PACKAGING ASSOCIATION (FSPA)**

The Foodservice Packaging Association (FPA) represents the UK foodservice packaging industry, promoting responsible practices across the supply chain. It engages with governments, supports members with resources, and advocates for sustainable packaging solutions.

**FLEXOGRAPHIC TECHNICAL ASSOCIATION (FTA)**

The Flexographic Technical Association (FTA), founded in 1958, supports the flexographic and package printing industry through training, events, and resources. It represents 1,300+ companies, advancing innovation, sustainability, and education in flexographic printing technologies.

**FOREST STEWARDSHIP COUNCIL® (FSC)**

FSC is an international, non-governmental organization dedicated to promoting responsible management of the world's forests. Our FSC license codes are: FSC-C092754; FSC-C001662; FSC-C131324; FSC-C106440; FSC-C177936; FSC-C133984; FSC-C148872. FSC Marks are registered marks owned by Forest Stewardship Council.

**HOW2RECYCLE**

How2Recycle is an environmental nonprofit whose mission is to get more materials in the recycling bin by taking the guess work out of recycling.

**INDUSTRY COUNCIL FOR PACKAGING AND THE ENVIRONMENT (INCPEN)**

INCPEN works with producers, retailers and supply chain organizations to identify effective, innovative and sustainable solutions for product packaging and consumer distribution.

**INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO)**

ISO is an independent, non-governmental international organization. Through its members, it brings together experts to share knowledge and develop voluntary, consensus-based, market relevant International Standards that support innovation and provide solutions to global challenges.

**NATIONAL ASSOCIATION OF CONVENIENCE STORES (NACS)**

NACS, the leading global trade association dedicated to advancing convenience and fuel retailing, serves as a trusted advisor to over 1,300 retailers and 1,600 supplier members from more than 50 countries.

**ON PACK RECYCLING LABEL (OPRL)**

OPRL is a not-for-profit company whose aim is to deliver a simple, consistent and U.K.-wide recycling message to retailers and brand packaging to help consumers reuse and recycle material more correctly, more often.

**OPERATION CLEAN SWEEP**

Operation Clean Sweep is a global management program dedicated to keeping plastics out of marine environments through responsible handling, employee education and management.

**PAC GLOBAL**

PAC Global is a not-for-profit, trusted advisor for its member-based global packaging network.

**THE PAPER SHIPPING SACK MANUFACTURERS' ASSOCIATION (PSSMA)**

PSSMA is the national trade association of U.S. producers of multiwall shipping sacks.

**PET SUSTAINABILITY COALITION (PSC)**

PSC is dedicated to creating a more sustainable pet industry with assessment tools, strategic support, accreditation and events.

**PRIVATE LABEL MANUFACTURERS ASSOCIATION (PLMA)**

PLMA is a non-profit organization founded in 1979 to promote store brands.

**PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION (PEFC)**

PEFC is a leading global alliance of national forest certification systems. ProAmpac offers PEFC certified products. PEFC Marks are registered marks owned by PEFC.

**ASSOCIATION FOR PACKAGING AND PROCESSING TECHNOLOGIES (PMMI)**

PMMI represents 900+ North American manufacturers and suppliers. It fosters innovation, provides industry resources, hosts trade shows, and supports packaging and processing businesses through training, advocacy, and global market insights.

**RESEARCH AND DEVELOPMENT ASSOCIATES FOR MILITARY FOOD AND PACKAGING (R&DA)**

The mission of R&DA is to provide the safest and highest quality food and food service to the U.S. Armed Forces.

**THE SAFE QUALITY FOOD (SQF) PROGRAM**

The SQF Program is a rigorous food safety and quality program that is recognized by retailers, brand owners and food service providers world-wide.

**SEDEX**

Sedex is one of the world's leading ethical trade membership organizations, working with businesses to improve working conditions in global supply chains.

**SUSTAINABLE FORESTRY INITIATIVE (SFI)**

SFI Inc. is an independent, nonprofit organization dedicated to promoting sustainable forest management. SFI Marks are registered marks owned by Sustainable Forestry Initiative Inc.

**THE SUSTAINABLE PACKAGING COALITION (SPC)**

SPC is a membership-based collaborative that believes in the power of industry to make packaging more sustainable.

**CORPORATE HEADQUARTERS**

12025 Tricon Road  
Cincinnati, OH 45246

**FOR INQUIRIES**

[info@proampac.com](mailto:info@proampac.com)

**FIND US ONLINE**

[www.proampac.com](http://www.proampac.com)



© 2025 ProAmpac. All rights reserved.

 The information contained in this report is current as of June 2025.

 Printed versions of this report use 100% recycled paper.