



Packaging the Future

2022 Sustainability Report



About This Report

At Plastipak, we leverage the ingenuity of our workforce to build on our legacy of sustainability, innovation and shared commitment to our customers, communities, stakeholders and one another. The steps we have taken on our environmental, social and governance journey demonstrate these commitments and underscore the importance of these initiatives for our business. Our 2022 Sustainability Report reflects the continued progress we are making in **Packaging the Future** by advancing our sustainability and corporate responsibility objectives throughout our business.

This report has been informed by our materiality assessment, conducted in 2021, which provided insight into the topics of highest priority for our organization and our stakeholders, including our coworkers, customers, vendor partners and communities.

Our approach to disclosure is informed by leading global standards, including the Sustainability Accounting Standards Board (SASB) standards for the Containers & Packaging industries. Our greenhouse gas (GHG) emissions reporting for scope 1, scope 2 & scope 3 has been supported by a leading consultancy in this sector and externally reviewed by a third-party specialist to verify its accuracy and reliability. This information has been developed in accordance with the Greenhouse Gas Protocol.

This report was published in August 2023 and is based on calendar year 2022 information except where noted. The information in this report covers Plastipak's key global locations throughout North America, South America, Europe, Africa and Asia. For additional information on our sustainability initiatives, please visit www.plastipak.com/sustainability or contact sustainability@plastipak.com.

About Plastipak

Founded in 1967 by William C. Young, and his parents, William P. and Mary E. Young, Plastipak has stood as a pioneer in the design and manufacturing of innovative plastic packaging solutions for more than 50 years.

Today, Plastipak Packaging, a wholly owned subsidiary of Plastipak Holdings Inc., is a global leader in the rigid plastic packaging and bottle-to-bottle recycling industries. We operate 40 manufacturing sites in North America, South America, Europe, Africa and Asia through which we produce more than 40 billion units annually. Our customers include some of the world's most respected and recognized consumer brands within the aerosol; food and beverage; consumer cleaning; personal care; and automotive, industrial and agricultural product markets.

With global headquarters in Plymouth, Michigan, Plastipak holds more than 1,500 patents for our state-of-the-art package designs and manufacturing processes. Plastipak's development of award-winning technologies and commitment to sustainability reflect our passion for **Packaging the Future**.

2022:

FACTS & FIGURES

- + \$3.9 Billion in Revenue
- + 40 Global Locations
- + 41.5 Billion Preforms & Containers
- + 400 Million Pounds of Post-Consumer Recycled Content
- + 6,300 Associates
- + 1,500+ Patents

A Message From Our CEO



William C. Young
President & CEO

To Our Stakeholders

Since our earliest days at Plastipak, we have worked to create innovative packaging solutions to meet the needs of our customers. As consumer preferences have changed over time, so have our operations to reflect the modern needs of the market. Today, our operations have evolved with sustainability and environmental responsibility at the forefront of our business. Plastipak's sustainability program is backed by our core values and organized under our four pillars: Environment, Innovation, Citizenship and Accountability. These pillars encompass the issues most important to our business and our stakeholders.

In 2022, we took significant strides in furthering our sustainability program by aligning with relevant United Nations Sustainable Development Goals and other leading industry frameworks. Our efforts cover a wide range of objectives, including recycling, clean energy, climate action, smart water usage, health and safety, employee engagement, corporate governance, and more.

I'm proud to say that considerable progress has been made across each of our pillars. In 2022, we increased our recycling capacity through the expansion of existing facilities and the construction of a new recycling facility. We also put stewardship into action by continuing our relationship with a leading third party to track and measure our greenhouse gas emissions. This data is instrumental in our efforts to monitor our environmental impact and cut emissions.

The continuation of our sustainability efforts extends to our work producing innovative packaging solutions and increasing the recycled content in our products. Beyond our work to further our environmental and product development initiatives, our philosophy of Caring For Others continues to be fundamental to how we treat our associates, customers and people in our communities. In 2022, we continued our emphasis on employee health and safety, expanded our training and development programs, and pursued opportunities to give back to the communities in which we live and work through various philanthropic initiatives.

Lastly, our insistence on robust governance and oversight continues to help us preserve the integrity of our company and support our pledge of corporate accountability across our operations. More work lies ahead, but we are ready to build on our strong foundation to advance a circular economy while we pioneer responsible packaging design. Plastipak will continue to hold strong to our values as we support the communities we're proud to be part of and deliver for our customers and their consumers.

While we celebrate the successes of our past, we look forward to charting a more sustainable, equitable path forward. At Plastipak, the pursuit of our sustainability objectives reflects our mission of **Packaging the Future** – tomorrow, and for years to come.

A handwritten signature in black ink that reads "William C. Young". The signature is written in a cursive, flowing style.

Overview of Plastipak's Sustainability Strategy

At Plastipak, we have embraced doing what is right for the planet, our people and the places in which we operate since the company's inception in 1967. This emphasis remains ingrained throughout our company today because of the guidance of our leadership, the oversight of our Board of Directors and the ongoing work of our 6,300 associates.

Our sustainability team, led by our Vice President of Global Sustainability, together with our Head of Public Affairs & Sustainability – Europe, devises and oversees our global sustainability strategy. This has been informed by stakeholder needs, our 2021 materiality assessment and recognized frameworks such as the Sustainability Accounting Standards Board (SASB) standards and the United Nations Sustainable Development Goals (SDGs).

Additionally, we pursue third-party certifications and validation that support our sustainability strategy and reflect our organizational commitments. These include International Sustainability and Carbon Certificate (ISCC) PLUS certification for our Highlands, Texas, and Verbania, Italy, sites, as well as at our wholly owned Clean Tech subsidiary in Dundee, Michigan. This certification verifies the traceability and

circularity of raw materials – including plastic – within our supply chain.

In 2022, we introduced our new Sustainability Champions program to embed sustainability into the heart of our operations. Our Sustainability Champions program is led by passionate individuals at each of our global facilities who drive the implementation of our program and associated initiatives throughout the business. Our Sustainability Champions also organize activities for our employees to donate their time to select community engagement and environmental preservation initiatives in the places where we operate.

Our collective efforts to implement our sustainability strategy across our operational footprint serve as the foundation of our continued progress in pursuit of our organizational objectives.

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In the past year, we have continued to expand the foundation of our sustainability program. As an industry leader in bottle-to-bottle recycling, we are committed to further reducing our impact on the environment through innovation, including investments in renewable energy and the development of low-carbon packaging. We continue to be passionate about the planet and our people and have worked to launch initiatives across the globe to donate our time and effort giving back to the community.

Jack Pacente

Vice President of Global Sustainability

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Our Sustainability Pillars

Plastipak worked with a third-party organization in 2021 on a materiality assessment to identify and categorize the sustainability topics that are most important to our business and our key stakeholders. This comprehensive process, which featured input from key internal and external stakeholders, has been fundamental in developing our sustainability strategy and reporting objectives in alignment with our organizational priorities and opportunities.

Our material topics are categorized under our four pillars of Environment, Innovation, Citizenship and Accountability.



Environment

With over 40 plants, Plastipak continues to minimize the impact of our operations on the environment.

- + Emissions reduction
- + Clean, green energy
- + Energy reduction/efficiency
- + Water stewardship
- + Zero waste
- + Preventing pellet loss



Innovation

Producing over 41.5 billion packaging units per year, with industry-leading capacity and expertise in the production of recycled resin, Plastipak continuously strives to reduce the impact of our products and maximize resource efficiency.

- + Resource efficiency (recycled content, lightweighting & resin development)
- + Recycling technologies & capacity
- + Design for recyclability
- + Life cycle analysis



Citizenship

With over 6,300 valued associates, and many more people in our value chains and communities, Plastipak is committed to ensuring safe, fair and equitable conditions for all.

- + Health & safety
- + Training & development
- + Quality, skilled employment
- + Recycling education
- + Community support
- + Diverse culture



Accountability

Plastipak strives to ensure the highest standards of integrity and fairness are upheld throughout the company and our value chain.

- + Responsible sourcing
- + Ethical business practices
- + Labor policies
- + Digital/cybersecurity
- + Sustainability disclosure

Plastipak supports the United Nations Sustainable Development Goals



Sustainability Highlights



ENVIRONMENT



INNOVATION



45.8%

reduction in scopes 1 & 2 emissions
Compared to 2019 baseline



51.4%

of our sites are using clean, green energy



425M

pounds of recycling capacity
192,776.75 metric tonnes of recycling capacity



68%

of our total energy consumption comes from clean, green sources

321

product Life Cycle Analyses (LCA) were completed with our customers

**SprayPET
REVOLUTION™**

Launched our SprayPET Revolution™: The 100% recyclable all-polymer aerosol

60%

of our sites sent zero waste to landfill



22.98%

of the resin we converted was post-consumer recycled resin (PCR)

Sustainability Highlights



CITIZENSHIP



Continue to support local philanthropic organizations such as JDRF, Dollars For Scholars, and the Young Family Foundation's Sons and Daughters Scholarship Program

Lowest number of serious injuries & recordable injuries in company history



Globally, we've appointed a Sustainability Champion at each of our plants

NAMED ONE OF AMERICA'S Best Midsize Employers

by Forbes in 2022 for the second-consecutive year



ACCOUNTABILITY



> \$200M

spent on goods & services from woman- & minority-owned businesses



40%

of our Board is represented by women or people of color



3 additional plants received ISCC PLUS certifications for post-consumer mechanical and advanced recycling

Highlands, Texas | Verbania, Italy | Clean Tech US

70%

of our North American Procurement team trained on sustainable & responsible procurement



Environment

Plastipak's longstanding commitment to environmentally responsible operations is central to everything we do. Our passion for the environment is embedded in our efforts to create innovative and sustainable packaging solutions that meet the needs of our customers. At the same time, we are implementing measures to lessen our footprint and conserve natural resources across our 40 plants throughout North and South America, Europe, Asia and Africa.

Toledo, Spain



Combating the Effects of Climate Change

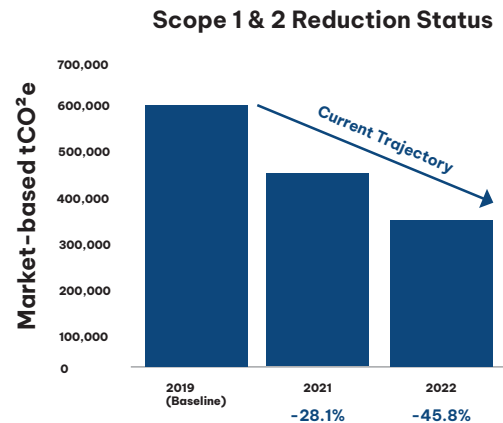
Plastipak’s work to evaluate and lower our GHG emissions continues to drive internal process improvements and helps our customers reduce the environmental impact of their supply chain.

In 2022, we worked to reduce our emissions by identifying and implementing process improvements at our facilities, updating equipment with newer and less energy-intensive options, and pursuing renewable energy alternatives where applicable. Over the last several years, we have made significant progress on our GHG emissions reduction journey.

Our updated carbon footprint data, which has been externally validated to the ISO 14064-3 standard, demonstrates the measurable impact of our carbon reduction strategies. In 2022, we achieved a 45.8% reduction in our scope 1 & scope 2 emissions – those that result directly from our operations – when compared to our 2019 baseline. While we’re proud of the progress we have been able to make in our own operations, we recognize the need to continue collaborating with value chain partners to reduce our scope 3 emissions, which represent 87% of our total emissions.

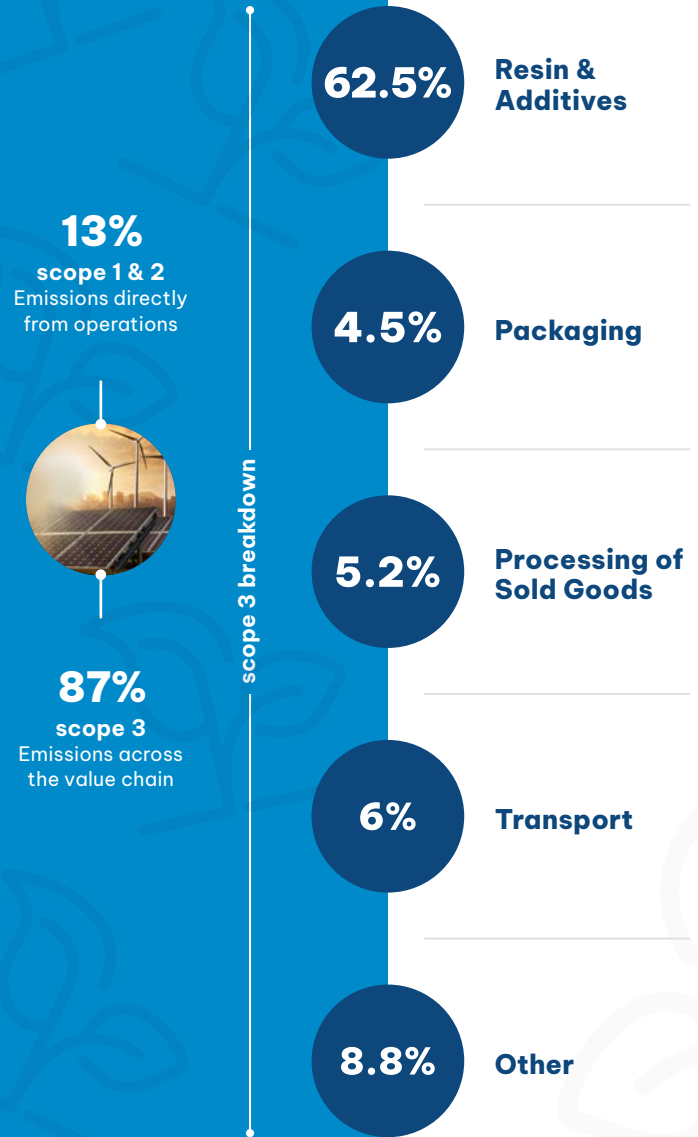
Our Emissions Breakdown

Plastipak is committed to evaluating and ultimately implementing science-based emissions reduction targets as defined by the Science Based Targets initiative (SBTi).



Scope 1 & 2 reduction from 2019 baseline

Emissions Breakdown



Reducing Our Industrial Vehicle Emissions

The use of propane and diesel fuel accounts for a significant portion of our baseline scope 1 emissions. As part of our plan to reduce our scope 1 emissions, we have made significant progress in modernizing the vehicles we operate. In 2022, we replaced our entire fleet of forklifts in the UK with electric models, which is expected to reduce our carbon emissions by approximately 27,000 kg CO₂e annually.

Additionally, Plastipak's affiliated trucking company – Whiteline Express – is an EPA-certified SmartWay Partner, which commits us to continue to implement fuel economy initiatives for our fleet. This program includes adherence to strict preventive maintenance schedules and strategic forklift replacement intervals. We also have invested in trucks that run on biodiesel, which has further reduced our fuel consumption and related CO₂ emissions.

Optimizing Our Energy Efficiency

Approximately 84% of our scope 1 & 2 GHG emissions (using the location-based method) arise from the electricity used for production. As a result, we continually assess our plants for opportunities to lower our energy usage. Our Energy Reduction team focuses on developing and implementing energy use best

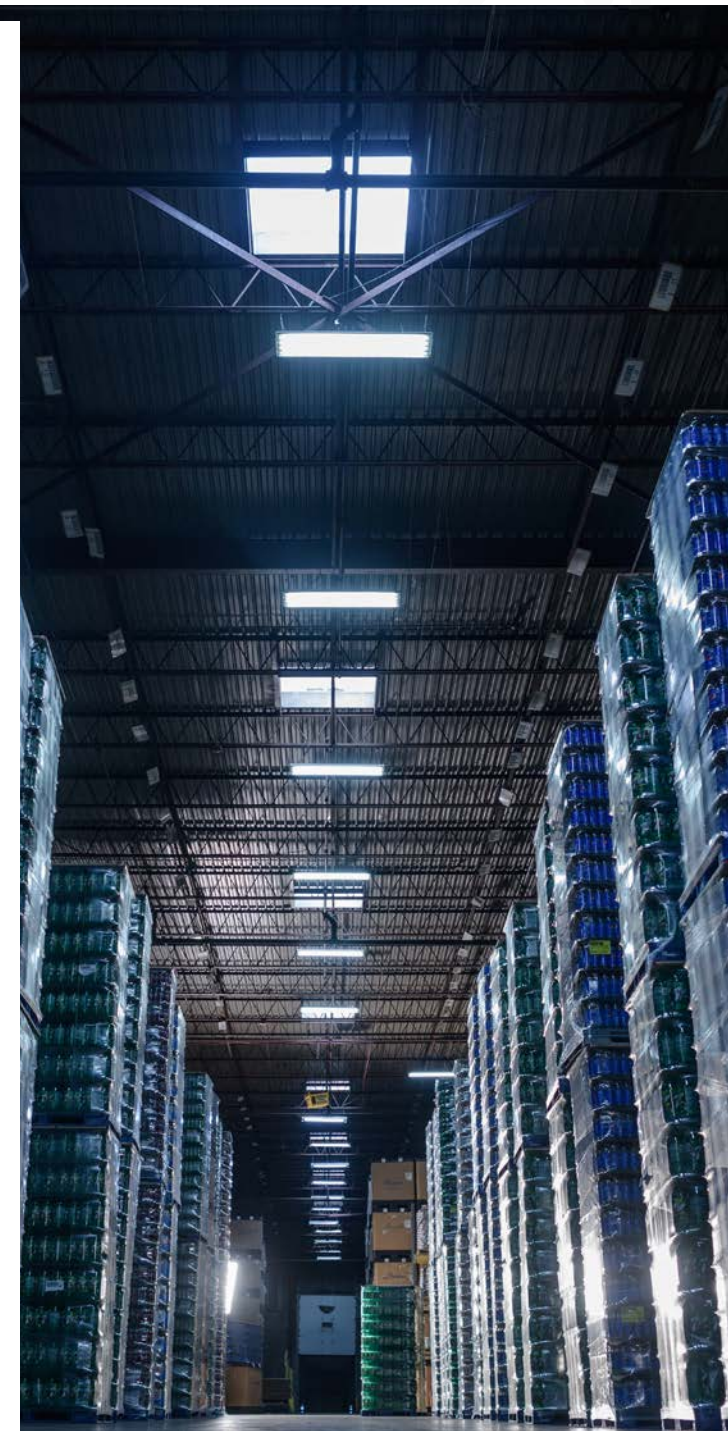
practices, which are then rolled out to specific locations as applicable. We have identified these operations as the most significant areas of opportunity:

- + Refining our resin drying processes
- + Improving injection molding procedures
- + Further modernizing our chilling plants and pumping systems
- + Enhancing how we monitor our use of compressed air

Plastipak's automated, proprietary energy management system provides energy usage information at the production line level, so we have specific, real-time data from which to make decisions. This information enables us to benchmark manufacturing line performance within sites and across the company to help identify areas where further improvements may be possible.

Beyond improving the efficiency of our production processes, we regularly assess all our facilities for additional ways to reduce our energy footprint. This includes replacing traditional lighting with LED alternatives throughout our global facilities.

Since 2018, we have completed LED lighting retrofits at a majority of our sites. In addition to the energy savings, LEDs also provide significant improvement in lighting levels, a better work environment and enhanced safety.



Following Through on Our Renewable Energy Commitments

Plastipak continues to evaluate, and be actively engaged in, a variety of renewable energy projects. This includes pursuing a combination of on-site and off-site power purchase agreements as well as the use of certificates of guarantee of origin.

In 2022, 100% of the electricity consumed at our European and Brazilian plants came from renewable sources, and the electricity consumed at seven of our North American plants was certified as emissions-free.

The use of electricity from renewable sources contributed to our 45.8% reduction in scope 1 & 2 emissions compared with our 2019 baseline. Below, we feature two of our recent renewable energy success stories.

Converting Organic Waste to Green Energy for Clean Tech UK

Clean Tech UK, Plastipak's bottle-to-bottle PET recycling plant based in Hemswell, UK, signed a long-term partnership in June 2021 with neighboring anaerobic digestion facility operator BioteCH4. Through the partnership, BioteCH4 converts organic

food and agricultural waste processed at its facility to biogas, which in turn is converted into electricity in a combined heat and power (CHP) process. This green electricity is then used to power our Clean Tech UK facility.

BioteCH4 processes more than 90,000 metric tons of organic waste per year – waste that would otherwise be destined for landfill. In 2022, BioteCH4 delivered over 80% of the electricity required to power Clean Tech UK, avoiding approximately 2.8 million metric tons of CO₂.

Plastipak Opens New Solar-Powered Global Recycling Center in Spain

In November 2022, Plastipak celebrated the opening of our newest recycling center at our manufacturing site in Toledo, Spain. The facility converts PET flake into food-grade recycled PET (rPET) pellets suitable for direct use in new preforms, bottles and containers.

The recycling plant produces 20,000 metric tons of food-grade recycled pellet per year and eliminates recycled resin transport-related emissions as it is co-located with Plastipak's current preform manufacturing site. The opening of the Toledo facility – our fifth global recycling center – supports Plastipak's commitments to invest in the circular economy and helps our customers meet their sustainable packaging goals and reduce their scope 3 carbon emissions.

The state-of-the-art facility incorporates advanced energy-saving technologies and equipment, including the rooftop installation of over 1,800 photovoltaic (PV) solar panels. The PV panels are expected to generate more than 1,339 MWh of electricity per year consumed entirely on-site, saving more than 443 metric tons of CO₂ per year that would be associated with electricity from the national energy grid. This emissions reduction is in addition to the CO₂ savings resulting from the 20,000 metric tons of recycled resin produced annually, which replaces virgin resin which has a higher carbon value than recycled resin.



Summary of Other 2022 Environmental Achievements

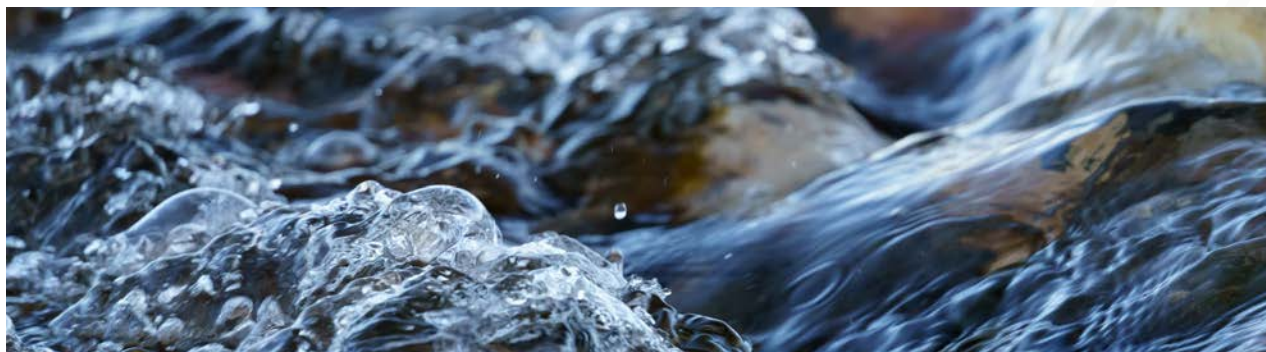
In addition to our energy-related efforts, Plastipak has a dedicated focus on reducing waste, minimizing pellet loss and conserving water across our footprint. The following summarizes our 2022 progress.

Pursuing Zero Waste Across Our Sites

We strive to find useful outlets for the materials we generate, through various waste reduction, reuse, recycling and conversion programs. Waste generated at our sites is separated and designated for beneficial use according to local laws, recycling infrastructure and available outlets in the regions where we operate.

Through our Wipe Out Waste initiative, we are striving to achieve Zero Waste to Landfill at all Plastipak sites, where viable, by the end of 2025.

In 2022, 60% of Plastipak's sites achieved zero waste to landfill. Our efforts have resulted in 90% of material from our preform and bottle manufacturing sites being successfully diverted from landfill.



Minimizing Pellet Loss

All Plastipak manufacturing sites actively seek to eliminate unintended pellet loss by preventing resin from escaping into the environment. Plastipak is a proud participant in Operation Clean Sweep, an international initiative aimed at helping plastics companies across the supply chain contain, reclaim and properly dispose of plastic resin.

Our resin capture program aligns with industry-recognized practices and meets environmental regulations in the regions where we operate. This includes meeting the key obligations contained in proposed EU legislation to address microplastic and plastic pellet pollution.

Monitoring & Conserving Water

Water conservation is a primary focus at our packaging production, virgin resin and recycling plants, where water is a critical input into our processes.

Plastipak closely monitors our water withdrawal and discharge metrics. To prevent water loss, we swiftly repair any leaks that are identified in our closed systems.

We also continue to invest in opportunities to reduce our water usage in production. For example, we have installed an advanced rainwater collection system at our recycling plant in Beaune, France, that collects rainwater from the roof of the plant and the plant's adjacent parking lot. This water is treated before being piped into our recycling plant, where it is used in our recycling processes, saving millions of liters of freshwater that would otherwise be drawn from local waterways.

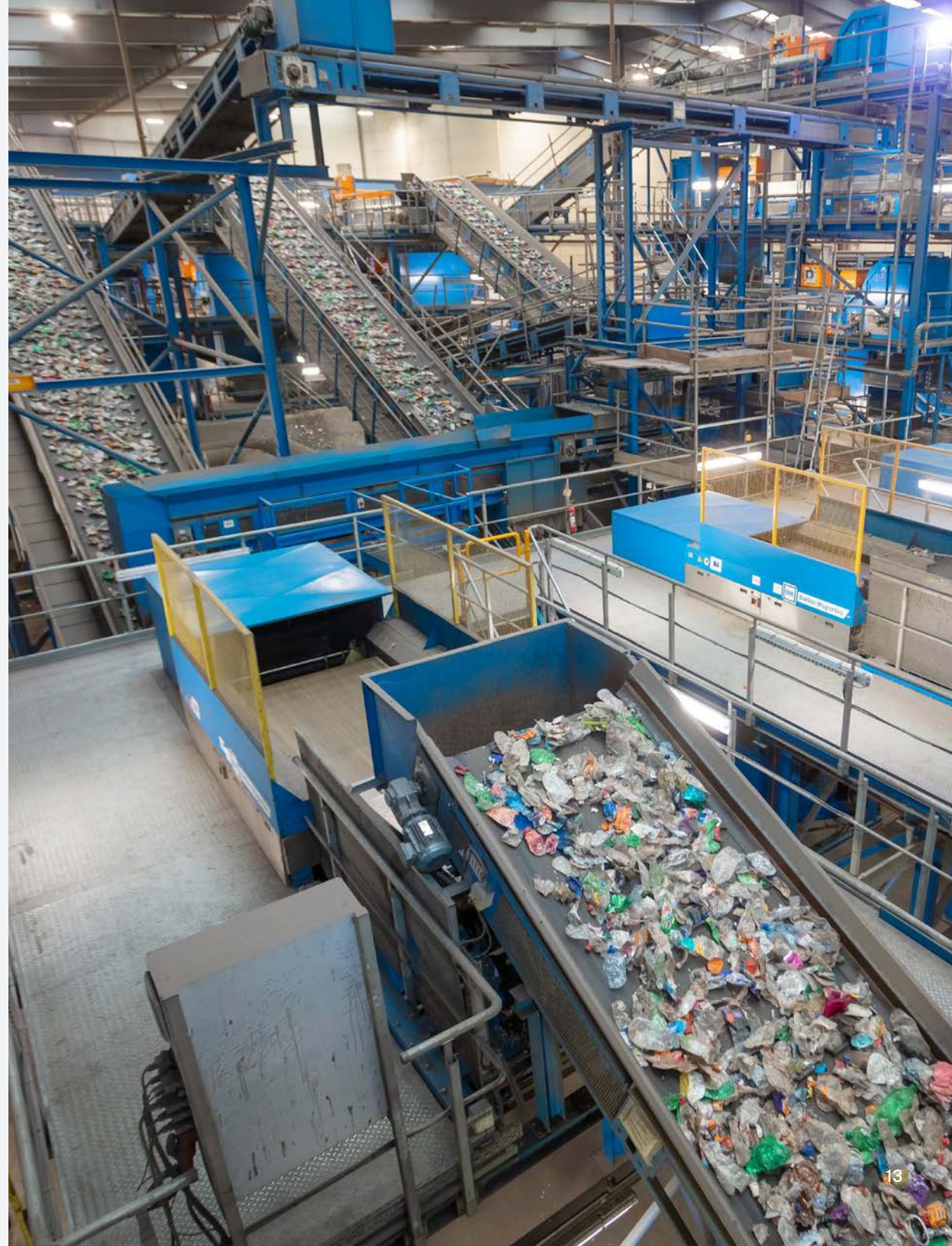
Additionally, at our virgin resin production plant in Verbania, Italy, which is co-located with a packaging production facility, groundwater is extracted and used in the resin production process as a cooling medium. It is treated on-site so that it can be safely returned to the local ecosystem.

We believe that quantifying our water use is essential for identifying and addressing areas for improvement. We have also conducted water risk analyses at each of our sites, identifying areas of concern for water stress, water depletion, flood and drought risk, and more. These analyses will help Plastipak initiate additional measures for responsible water stewardship.



Innovation

Product innovation and a culture of circularity have been core to our operations since the company's founding. As a leading producer of plastic packaging, we are driven to develop circular solutions that protect the environment and meet our customers' exacting standards for sustainability and performance.



Innovating for Our Customers & the Environment

Together, Plastipak associates are designing a sustainable future. For more than 50 years, we've been committed to finding innovative ways to improve our packaging for our customers and global communities. Plastipak continues our legacy of innovation today through our ever-evolving suite of products and solutions designed to reduce impact on the environment and maximize resource efficiency across the value chain. We are particularly focused on the following areas of continuous improvement and innovation:

- + Enhancing and developing our recycling technologies and capacity
- + Increasing recycled content in our products
- + Lightweighting our packaging
- + Driving design for recyclability
- + Measuring and reducing the carbon footprint of our products through life cycle analysis

Pioneering & Championing Bottle-to-Bottle Recycling

Our recycling affiliate Clean Tech commenced operations in 1989 – before commercial and residential recycling was a customary

practice – to help keep HDPE and PET plastics out of landfills and reuse them in our new packaging products.

Through our bottle-to-bottle approach, we convert post-consumer bottles into post-consumer resin at our five recycling facilities in the United States and Europe. This resin is then converted into bottles and packaging at our production sites. Reflective of the benefits of supporting a circular economy, this regenerative process results in less virgin resin use and packaging that has a lower carbon footprint.

Plastipak and Clean Tech continually invest in innovative recycling technologies to maintain the quality of our best-in-class recycled resin. In Europe, our recycled PET (rPET) is compliant with standards developed by the European Food Standards Agency (ESFA), demonstrating its safety for use in food-grade packaging. Having received multiple letters of no objection from the US FDA, Clean Tech US produces post-consumer recycled material for use in a variety of food and non-food applications.

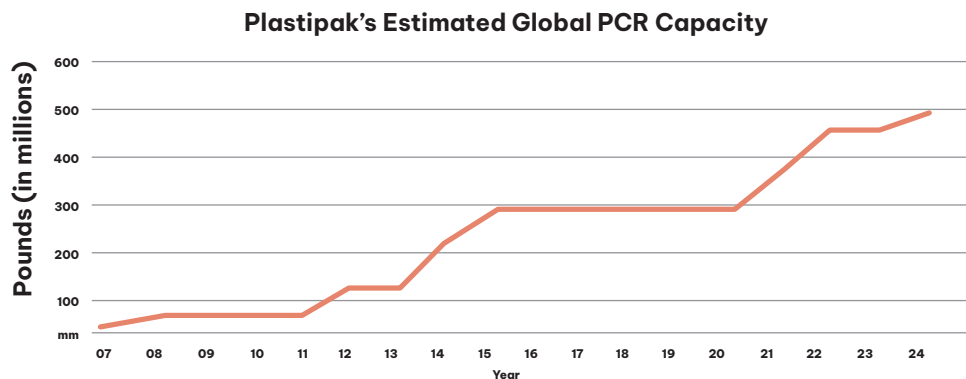


Expanding Our Recycling Capacity

Plastipak’s commitment to continually increase our recycling capacity is reflected in the substantial investments we are making in our recycling processes and facilities. Following the recycling capacity expansions completed at our recycling centers in Dundee, Michigan, and Bascharage, Luxembourg, in 2021, we opened our fifth global recycling center in 2022 at our manufacturing site in Toledo, Spain. The new facility converts recycled PET flake into food-grade rPET pellets suitable for direct use in new preforms, bottles and containers. Beyond its recycling capacity, this facility is outfitted with advanced energy-saving technologies and equipment that includes the rooftop installation of over 1,800 photovoltaic (PV) solar panels expected to generate more than 1,300 MWh of electricity per year.

The opening of our Toledo facility increases Plastipak’s global recycling capacity by 20,000 metric tons (approximately 44 million pounds), further supporting the PCR aspirations of our global customers.

In total, Plastipak’s five recycling facilities have more than 425 million pounds of recycling capacity in 2022. We project our collective PCR capacity at our global sites to reach 500 million pounds by 2025.



Continuing our established history of incorporating recycled materials into our packaging, our recycling and product development expertise enables us to deliver packaging with increasing percentages of PCR content. By sourcing PCR content from our own operations, we can fulfill customer requests for higher PCR content percentages, substantially reduce the need for virgin resin and maintain our product functionality and brand integrity.



Third-Party Certifications Validate Our Progress

As part of our commitment to innovate in pursuit of a better, cleaner tomorrow, we seek external validation and verification to demonstrate our sustainability progress.

Plastipak’s facilities in Verbania, Italy, and Highlands, Texas, became International Sustainability and Carbon Certificate (ISCC) PLUS certified in 2022, enabling both sites to sell ISCC PLUS-certified post-consumer resin created through chemical recycling and carbon capture. The Highlands certification was issued by SCS Global Services, an international leader in sustainability and food safety verification.

Our Beaune, France, recycling plant is certified by RecyClass. RecyClass certification demonstrates the traceability of post-consumer plastics through the recycling value chain all the way to the calculation of the PCR content present in the final packaging. Plastipak is currently working toward RecyClass PCR traceability certification for all our European recycling and packaging production sites.

Plastipak’s Clean Tech recycling subsidiary in the U.S. is certified by SCS Global Services. Clean Tech was recognized in early 2023 for its mechanical recycling of post-consumer material that can be used to create new packaging through our bottle-to-bottle recycling process.

Designing for Circularity

As a major recycler, Plastipak plays an important role in supporting the advancement of the circular economy. We utilize a sustainability mindset for how we design and manufacture our products.

During product design and development, our Creative Packaging (CP) Studio designers comply with independently developed design-for-recyclability criteria. In North America, our designers abide by the APR (Association of Plastic Recyclers) Design® Guide, and in Europe, we follow the Europe PET Bottle Platform (EPBP) Design for Recycling Guidelines.

In recent years we have worked with our customers to eliminate product designs or features which may impede their ability to be effectively recycled. (See “Challenging the Status Quo Through Innovative Product Design” for details on the development of our SprayPET Revolution™ 100% polymeric aerosol solution.)

We also include the ASTM International resin identification codes on the bottom of our finished packaging products to encourage local recycling and make it easy for consumers to participate in such programs. The Resin Identification Coding System categorizes plastics into polymer types, using a number within the universal triangular chasing-arrows symbol.

As a result of our efforts, we are proud to say that over 99% of the packaging products we produced in 2022 were classified as recyclable according to APR or EPBP design guidelines.

2022

Our goal is that 100% of our packaging products will be fully recyclable by 2030.



SprayPET
REVOLUTION™



Challenging the Status Quo Through Innovative Product Design

Plastipak's SprayPET Revolution™ aerosols are a lightweight, fully recyclable, 100% polymeric alternative to traditional tin-plate or aluminum aerosols. As a sustainable aerosol choice, SprayPET Revolution™ aerosols offer the following benefits:

- + **100% Polymer Construction:** These products are free of any metal valve components, eliminating the potential for metal contamination in the recycling process.
- + **Completely Recyclable:** SprayPET Revolution™ aerosol containers are compatible with curbside recycling collection programs and their all-polymer composition poses no adverse impacts on PET recycling streams or quality of rPET material.
- + **Low Carbon Footprint:** SprayPET Revolution™ containers have a significantly lower footprint than aluminum alternatives to help customers mitigate scope 3 emissions. Additionally, these containers are produced with electricity from renewable sources at our European facilities.
- + **Design Advantages of PET:** The aerosols' all-polymer composition allows for flexible shape design to meet the needs of our customers without the potential for rust or denting associated with metal containers.

Plastipak's SprayPET Revolution™ technology was honored at the Household & Commercial Products Association 2022 Innovation Awards, placing first in the technology category. The 2022 Household & Commercial Products Association awards program specifically focused on innovations that help support the transition to an environmentally and socially sustainable economy.

Maximizing Resource Efficiency

We design our packaging products with the specific goals to maximize resource efficiency and help customers reduce their carbon footprint, including their scope 3 GHG emissions. We accomplish these goals in three key ways:

- + Using less material to create a functional container (lightweighting)
- + Replacing virgin material content with recycled content
- + Producing the container using electricity from renewable sources

Expanding the Use of Post-Consumer Recycled Materials

In 2022, recycled post-consumer resin accounted for 22.98% of our total resin consumption across our global operations, which is significantly higher than the industry average. Specific to our EMEA region operations, post-consumer resin was 33.5% of our total resin consumption.

In 2022, 33.5% of the resin consumed in the EMEA region was PCR

This significantly exceeds the minimum 25% rPET content threshold for beverage bottles, stipulated by the EU Single-Use Plastics Directive.



Conserving Materials Through Lightweighting, 'Right-Weighting'

Conserving materials and reducing our use of resources are critical components of our environmental strategy. Combining our expertise, design engineering and development of patented neck finish technology, Plastipak continues to develop some of the lightest and most material-efficient products on the market.

Lightweighting decreases overall material consumption, and thus, decreases container carbon footprint and cost. This innovative approach is most readily deployed across our range of lightweight neck finishes for carbonated soft drinks and bottled water. Plastipak is continuously investing in this technology to offer our customers the latest best-in-class lightweight solutions for beverage bottles, significantly contributing to scope 3 emissions reductions.

In addition, we are focused on "right-weighting" our packaging by optimizing package weight to minimize environmental impact while ensuring its safe and effective management throughout the supply chain with the use of appropriate secondary packaging when necessary.



Conducting Cradle-to-Grave Life Cycle Analysis

We continuously seek information, and invest in processes and technology, to better understand the complete footprint of the materials we produce.

We conduct cradle-to-grave life cycle analysis (LCA) studies of our preforms and containers using a peer-reviewed ISO 14040-44-compliant and EU Product Environmental Footprint (PEF)-approved platform. This platform enables Plastipak to assign equivalent values, as well as other environmental indicators, to each phase of the product life cycle. This comprehensive approach helps us to quantitatively identify where reductions can be achieved during the design process, production phase and in the product's journey.

Our LCA software enables Plastipak to conduct comparative analysis of the footprint of plastics against other materials such as glass, aluminum, steel and liquid cartons. This software allows us to calculate accurate, SKU-customized emissions factors for customers' packaging-related scope 3 GHG emissions. As a result, customers can gain more accuracy and transition away from relying on standard database-derived emissions factors.

LCA data are also used to inform product-related decision-making, such as evaluating investments in lightweighting and PCR content, or providing carbon-related data to support financial data. This information is frequently critical in justifying investment and contributes to our customers' ability to develop science-based reduction target glide paths used to model the journey toward net zero.

In 2022, we conducted more than 321 individual SKU LCAs, which helped support many of our customers in their emissions reduction journeys. Recent feedback from several of our major customers described Plastipak's LCA capabilities as "expert" and "best-in-class."

LanzaTech

Plastipak, LanzaTech Partnership Produces World's First PET Resin Made from Waste Carbon Pollution

Plastipak & LanzaTech Global Inc. jointly announced a partnership in May 2023 along with the launch of our PPK Natura resin. This is the world's first PET resin made from captured carbon emissions. The resin is suitable for food, personal care and pharmaceutical packaging, as well as other nonpackaging applications.

PPK Natura uses monoethylene glycol (MEG), which is produced from captured carbon emissions from a steel production process. LanzaTech compresses, filters and converts captured carbon dioxide into glycol through an enzymatic process. The glycol is converted into MEG, which is a core ingredient in the composition of PET resin.

The resultant resin, PPK Natura, has a lower GHG emissions footprint than conventionally produced PET resin and its production process does not require land or food resources. In addition, packaging made of this material can be fully recycled at the end of its life, keeping the carbon in a circular material cycle.

Innovating Across the Value Chain

At Plastipak, continuous innovation is recognized as a business imperative. Our innovation infrastructure is intentionally and strategically broad. We innovate across the entire value chain, examining how consumers interact with packaging to differentiate our on-shelf offerings, help our customers increase their market share and maximize the sustainability of the products we produce.

We prioritize packaging functionality, environmentally conscious resource use and circular design to ideate and bring to market enhancements that positively impact our customers and the planet. Beyond original conception, we believe that ongoing product evolution is essential for our organization. We are committed to identifying product categories in which additional investment can create added value for our customers and markets.

Transforming an Idea into Reality

The notion that great ideas can originate from anywhere is fundamental to our innovation mindset. In fact, some of the very best ideas throughout Plastipak's history have been imagined by our own associates.

Through our Think Blue innovation incentive program, Plastipak associates are encouraged to push the boundaries of what's possible to solve real-world challenges and enhance our packaging and product design. Past suggestions made through the Think Blue program have improved manufacturing processes, created safer workplaces and inspired new products.

The program was expanded to include sustainability in 2022 to encourage our associates to Think Green by submitting ideas for product and process improvement. We believe incorporating our Think Green strategy into the program can help deepen its potential impact and foster additional associate engagement.



Customer-Centric Facilities Serve as Innovation Incubators

Our Global Capability Center and CP Studios located at our Plymouth, Michigan, headquarters, and our Brecht, Belgium, product development center, bring our customers and our design/engineering teams together for problem-solving. Our facilities can test the limits of new tools and technologies in a confidential and controlled environment – enabling us to address a variety of product performance, environmental impact and packaging differentiation considerations. Within our walls, we can address the most intricate packaging challenges, ideate and devise designs, and develop prototypes for new product solutions.

Consumer insight lies at the heart of everything we do and enables us to stay connected to our customers' end users as we innovate the next generation of packaging. Our studio team conducts brainstorming and design sessions and engages with customers to understand their goals and their audiences. Throughout this process, we utilize market data to support our primary research from focus groups and other channels to drive inspiration, creativity and ingenuity.

Designing for sustainability and customer impact is a critical consideration during this process. We believe the importance of intuitive and sustainable design will grow in importance in the coming years as consumers' preferences

continue to shift to more eco-friendly products and as brands make firm commitments to adopt environmentally responsible and recyclable packaging.

Global Capability Center Serves as Demonstration Hub

Our Global Capability Center offers a centralized location where customers can experience practical demonstrations of our most innovative technologies, including Direct Object Printing (DOP), ThermoShape™, hotfill ePET, filling and capping solutions, and virtual reality simulation.

Teams at our Global Capability Center help customers think beyond their current product offerings into new formats and possibilities through a three-stage journey from product innovation to launch:

- + **Design:** We incorporate market insight, customer input and support from our CP Studio to conceptualize and devise purpose-driven designs.
- + **Research and Validation:** We research and validate our concepts through test manufacturing and logistics data.
- + **Launch:** We commercialize the product in conjunction with our customer, gathering additional in-the-field data and feedback to enable for a continuous improvement cycle.



Aerosol
TECHNOLOGY

SprayPET™

SprayPET™ containers are lightweight, cost-effective, and have a lower carbon footprint vs other formats.



Barrier
TECHNOLOGY

Barrier Technologies

Barrier technologies protect a product by not allowing oxygen or light to enter and keeping CO² from escaping, extending the product's shelf life.



Conversion
TECHNOLOGY

ePET

ePET enables brands to produce a recyclable PET package with pass-through handles.



Conversion
TECHNOLOGY

Lightweighting

Lightweighting through design enhancements reduces the overall material consumption, is cost-effective and reduces product emissions.



Decoration
TECHNOLOGY

Direct Object Printing

Direct Object Printing is an eco-friendly printing technology that eliminates the need for label substrates.



Hotfill
TECHNOLOGY

ThermoShape™

ThermoShape™ offers a decreased container weight, less energy and air use, and reduced cooling costs.



Citizenship

Plastipak is committed to ensuring that those in our workforce and in our communities reach their full potential. This commitment is reflected in how we address associate health and well-being; promote rewarding careers; protect human and social rights; diverse culture and give back to our communities.



Employee Health & Safety

At Plastipak, we follow through on our Caring for Others philosophy every day by continuously working to support the health, safety and well-being of our employees across our organizational footprint. Two major components that drive our safety processes are the commitment of our leadership and the engagement of our associates. This collective approach to safety directly contributes to our success.

In 2022, we made significant progress in advancing our culture of safety by updating our training programs and adopting a new Human and Organizational Performance (HOP) approach to associate engagement. Robust policies and oversight help embed the importance of mindful and safety-focused actions throughout our workforce.

A Human & Organizational Performance Approach to Safety

We regularly review our health and safety policies to ensure they are not only current and compliant with the laws and regulations that govern our respective locations, but also go beyond what is required. We are vigilant in maintaining and observing safe work practices throughout our manufacturing locations to mitigate risk. Our standard operating procedures specifically support and inform safe work practices for our manufacturing personnel.

We believe that engaging individuals through ongoing communication is critical to reinforcing our culture of safety. We prioritize health and safety training for all new hires as well as recurrent training for every associate. We place a particular emphasis on serious injury and fatality (SIF) prevention through training on topics such as machine guarding, lockout procedures and new standards relative to forklift operation and material handling.

In 2022, we made significant progress in shifting the focus beyond our safety systems to include attitudes and behaviors. This includes focusing on the work as it is being performed on the manufacturing floor and the people who are doing it. Using the tenets of HOP, we review and discuss the habits of our workforce to better understand, and coach our employees on, risk reduction and safer alternatives. We believe this practical approach to risk mitigation and injury investigation is critical for influencing employees to make safety-conscious choices on the job.

To help engage our EHS team, safety committees and leadership in HOP, we have formed learning teams that enable associates from across the organization to share best practices and risk avoidance strategies. We also hold quarterly learning events that include third-party experts to help our workforce teams discuss and reinforce the importance of HOP.



Training New Employees on Safe Work Practices

Statistically, new hires across industries are more likely to have a safety-related incident than more experienced employees. We have taken a proactive approach to this issue by developing new and more interactive content tailored to our newest employees. This updated content is delivered to associates through phased training courses to help increase retention and promote deeper learning.

Beyond our updated training content, we have worked to increase regular touch points between supervisors and recently hired associates to encourage additional learning opportunities and keep safety at the forefront of all we do. We have implemented structured checkpoints between supervisors and new employees throughout the first 90 days of employment to facilitate a successful onboarding and training process and to gather feedback from these associates. We also introduced a safety mentoring program in 2022 that pairs recent hires with more tenured associates.

Tracking Our Safety Data

We are meticulous in tracking safety-related incidents across our company. Workplace-related safety incidents are monitored, reported and reviewed monthly at the highest levels of our company, and any emerging trends are immediately addressed locally. Engaging all our associates in Plastipak's safety program is a cornerstone of our success. More than 42,000 safety conversations or

near misses – including nearly 29,000 at our North American sites – were reported globally in 2022, with more than 80% of our global associates regularly participating in submitting these reports.

Our continued emphasis on safety training and reporting, including SIF prevention, resulted in significant progress last year. We are proud to report that we registered the lowest number of recordable injuries in company history in 2022, including historic lows for serious injuries, and our injury rates overall continued to track well below industry averages.

2022

Record-setting safety performance

Plastipak registered the lowest number of recordable injuries in company history in 2022, including historic lows for serious injuries, & our injury rates overall continued to track well below industry averages.



SAFETY IN 2022:

A RECORD YEAR IN SAFETY ACHIEVEMENTS

+80%

of Plastipak's global associates actively engaged in the EHS program

+42,000

documented safety conversations or near misses were recorded

Lowest number of serious injuries in company history



Our Signature Programs

While safety is a commitment shared by all, we realize that different sites and divisions have unique safety needs. For this reason, we have developed regional programs and policies to best protect our global associates, including:

- + **16 Golden Rules to Safety & The Safety Top 10:** Our most visible and commonly used tools in Europe (16 Golden Rules to Safety) and North and South America (The Safety Top 10), these standards are included in all training sessions for new and existing associates. Additionally, local language posters featuring these rules are prominently located around our sites to encourage adoption.
- + **4 Seconds to Safety & 30-Second Risk Assessment Program:** 4 Seconds to Safety, in place in North and South America, and the 30-Second Risk Assessment Program, in place in Europe, were designed to encourage associates to stop, think and assess situations for their perceived potential for injury before beginning a task.
- + **Safety Six-Pack:** Our North American locations introduced this safety program to help educate associates on ways to reduce the most serious injuries.
- + **Commitment to Safety Letter:** In North America, we developed an annual safety commitment letter that outlines Plastipak's top safety priorities. All associates are expected to sign this letter to signal their intent to uphold our safety values, and we

hold individual follow-up discussions with associates to reinforce these priorities.

- + **UK SWOP Program:** Clean Tech UK utilizes a behavioral safety program called Safety Watch Observation Program (SWOP). SWOP is focused on proactive engagement, continuous improvement of our safety culture and key safety behaviors to help improve performance.

Employee Attraction, Engagement & Retention

Plastipak associates drive our success and embody our people-first spirit. We operate with an appreciation for individual contributions and innovation. Our associates respond by demonstrating excellence in serving our customers, designing and manufacturing industry-leading packaging products, giving back to our communities and making Plastipak an employer of choice in the regions in which we operate.

Attracting Quality Talent

Employing qualified and motivated associates driven to make a difference is critical to the growth of our organization. Plastipak works with various community organizations and educational institutions, including local high schools and vocational schools, to find and attract highly talented and diverse candidates.

Internships and educational cooperatives are key elements of our global talent acquisition strategy. These programs provide students with hands-on work experience and exposure to our company culture. Following completion of their internship or co-op, many individuals earn the opportunity to transition to full-time employment with Plastipak armed with on-the-job experience and practical knowledge that serves as the foundation of their career with us.

Plastipak also has a long and proud history of recruiting military veterans to join our team. We offer an abundance of career opportunities that allow the talents and training of former service members to shine, and we actively work with organizations in the regions in which we operate to identify such candidates to fill our open positions.



Veterans Helping to Lead Plastipak Forward

"I feel strongly about the people I work with and would do anything I can to assist them. I really enjoy being part of a team that is always looking for ways to give back to our community."

Samantha Hunzeker
Human Resources Generalist
Former United States Marine Corps, Maryland National Guard

"There is great associate tenure here at Plastipak and it almost feels like family. There is a strong sense of community and everyone is so helpful."

Tiffany Sprague
Talent Manager
Former Ohio Army National Guard

"My favorite part about my current role is that nothing feels repetitive. Each day, I have the ability to learn something new and work on a variety of tasks."

Angel Garnica
Direct Object Printing Electrical Technician

Introducing Our Environmental, Social & Governance Internship Program

In 2022, we introduced a new environmental, social and governance internship program to help support our ongoing sustainability and corporate responsibility efforts. Our first intern, who had recently graduated from a local university with a degree in environmental science, worked with our internal sustainability team during the four-month program to help analyze environmental data, assess our carbon footprint and support our community engagement initiatives.

We believe this internship program provides the foundation for students and recent graduates to help further our company-wide objectives while developing a strong professional network, gaining exposure to our various business units and preparing for long-term career success. Based on the success of this program, we are expanding it for 2023 and beyond.

Sustainability Champions Network Creates Impact

To embed our "Packaging the Future" environmental, social and governance program into the heart of the organization, Plastipak has appointed a network of on-site Sustainability Champions across the business. Communicating our program and driving the implementation of sustainability initiatives are core to the Champion role, as is inspiring and encouraging

associates to develop and engage with projects to improve the local environment and foster positive relationships with our communities and charities.

We draw Champions from all functions of our business, and passion and enthusiasm for sustainability is their common attribute. The Champions program will be further developed to drive sustainability-based awareness, knowledge and engagement throughout Plastipak.



Training & Personal Development

We take pride in offering our associates rewarding employment opportunities and unlocking the potential for career growth. Training and development are key components of our culture that help associates reach their highest potential and guide their career path at Plastipak.

We encourage associates at every level to take ownership of their careers by utilizing the performance management and development planning resources we offer to help build the critical skills they need to achieve their professional objectives. Our training consists of both in-person and online engagement designed to facilitate comprehensive learning opportunities.

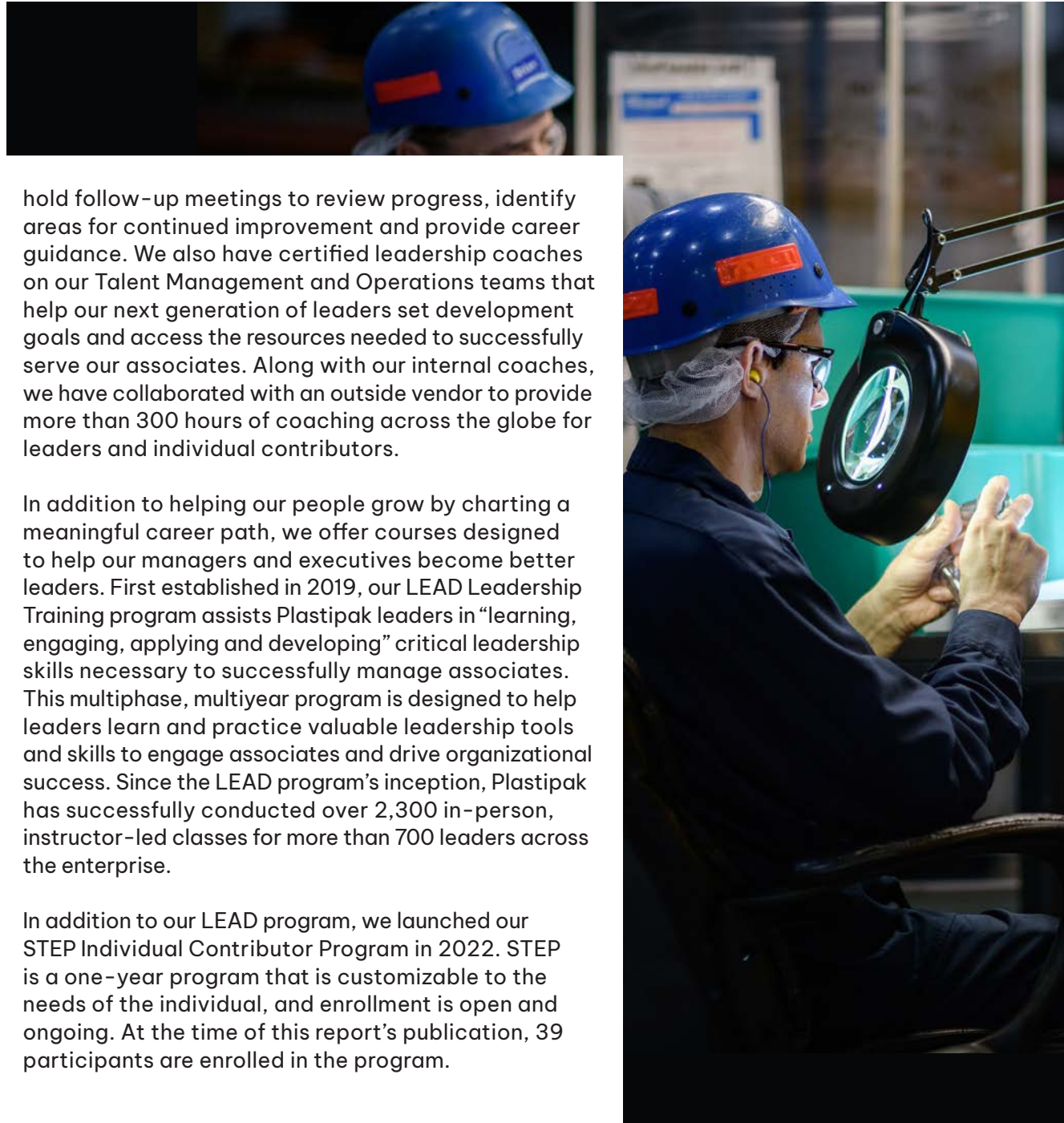
We also ask our associates to participate in voluntary online training using our Learning Management System and online platforms. These programs – which include courses on topics such as safety and well-being, cultural sensitivity, diversity and acceptance, and more – support our associates' development and keep technical and business skills sharp. Together, these courses complement our corporate training plan and help maximize the potential of each employee.

As a supplement to our company-wide training and development plans, we work with Plastipak leadership and associates identified as high-potential individuals in creating Individual Development Plans (IDPs). Our high-potential associates meet one-on-one with their respective managers to customize IDPs that reflect their skills and career ambitions. The managers

hold follow-up meetings to review progress, identify areas for continued improvement and provide career guidance. We also have certified leadership coaches on our Talent Management and Operations teams that help our next generation of leaders set development goals and access the resources needed to successfully serve our associates. Along with our internal coaches, we have collaborated with an outside vendor to provide more than 300 hours of coaching across the globe for leaders and individual contributors.

In addition to helping our people grow by charting a meaningful career path, we offer courses designed to help our managers and executives become better leaders. First established in 2019, our LEAD Leadership Training program assists Plastipak leaders in “learning, engaging, applying and developing” critical leadership skills necessary to successfully manage associates. This multiphase, multiyear program is designed to help leaders learn and practice valuable leadership tools and skills to engage associates and drive organizational success. Since the LEAD program's inception, Plastipak has successfully conducted over 2,300 in-person, instructor-led classes for more than 700 leaders across the enterprise.

In addition to our LEAD program, we launched our STEP Individual Contributor Program in 2022. STEP is a one-year program that is customizable to the needs of the individual, and enrollment is open and ongoing. At the time of this report's publication, 39 participants are enrolled in the program.





Developing Our Future Leaders in Europe

In Europe, we encourage Plastipak's future leaders to enroll in our Growing in Plastipak (GIP) six-month course. Based on the concept of a condensed MBA program, participants learn about organizational development, company culture, finance, marketing, people management and leadership in both group and individual study sessions. Participants integrate learned concepts and tools into live, relevant business-related projects, which they then present to senior leadership at the course conclusion. Selected projects are subsequently implemented within the business.

GIP also provides invaluable cross-business-unit and cultural networking opportunities. The program facilitates camaraderie among the future leaders and creates long-lasting allies and relationships that benefit them and Plastipak as they continue to grow into leadership roles.

Company Benefits & Associate Well-Being

As a global employer, we are committed to providing market-competitive benefits and compensation to attract, retain and reward our great talent.

Specific benefits and compensation vary worldwide and are based on regional and local practices and peer benchmarking. We continue to focus on providing a comprehensive benefits package that helps our associates and their families be well physically, mentally and financially.

Examples of benefits include pension and 401(k) plan programs, health care, associated health and wellness programs, paid time off and holidays, education and tuition assistance.

Supporting Mental Health in the UK

Plastipak has long prioritized the physical health and safety of associates; however, associates at Plastipak's UK site realized the opportunity to take the next step in offering a holistic approach to employee wellness. In 2022, Plastipak UK made a concerted effort to amplify mental health support for associates.

In 2022, 23 associates (approximately 10% of the site's workforce) were trained as mental health first-aiders – a first in Plastipak's history.

We forged a partnership with Andy's Man Club, a local charity focused on ending the stigma



surrounding men's mental health, preventing male suicide and helping men through the power of conversation with local peer support groups.

Plastipak associate Darren Barker is heavily involved in this local group and, working with Talent Management, has actively promoted the charity at the site. The initiative has been well received and Plastipak has sponsored Darren to become an Andy's Man Club counselor.

Plastipak UK also created an on-site Well-Being Hub. The Hub is a private space equipped with a telephone, touchscreen and other resources to enable associates to access support services, including our mental health first-aiders and other external mental and physical health assistance organizations, such as Andy's Man Club. The room can be used for consultations or accessed anonymously by associates needing a mental health break. The Hub is believed to be the first of its kind in the region.

Following the successful launch of the site's mental health program and the Well-Being Hub, Plastipak is strongly encouraging other Plastipak sites to develop similar mental wellness initiatives.

Plastipak's Workforce

At Plastipak, we believe the unique talents, backgrounds and personalities of our associates make us a richer and more dynamic organization. That's why we celebrate and promote a diverse culture.

Company leadership and key personnel oversee these efforts. This includes our Diversity Manager, who works within our Talent Management team to implement our strategy across the company.

As we work to further ingrain a culture of acceptance and inclusion into our business, our priorities include ensuring we are recruiting and hiring associates who reflect the communities in which we operate, increasing diverse leadership at all levels of the organization, and making every employee feel like a welcomed and valued member of our organization every day.

Celebrating Women Making Plastipak a Better Place

Our work at Plastipak includes our emphasis on hiring, retaining and promoting women. In 2022, we launched our Women in Leadership online interview series to highlight female leaders who bring their best to work each day, face whatever challenges are in front of them and positively

impact others by serving as excellent examples of our culture.

The goal of this series is to educate and inspire current and prospective associates while simultaneously illustrate the value of a career at Plastipak for the next generation of female leaders.

“

I feel I'm in a position where I can really make a difference. I have a sense of autonomy to make decisions on a regular basis and to help move things forward. When I run into roadblocks, I have management support, so the culture is there to allow us to develop and grow our skills.

Sandy Kubisak
Senior Procurement Manager
Plymouth, Michigan

”

“

I love to be challenged. I love to grow & evolve to realize my fullest potential. I love the variety working here gives me. There is something new every day.

Yorge Rider
Accounting Manager
Atlanta, Georgia

”



Building Stronger Communities Together

Plastipak is dedicated to supporting and enhancing the communities in which we operate. We regularly give back through philanthropic contributions and volunteering efforts that coincide with the causes and organizations that are most important to our associates and our organization. We seek to make a difference through a variety of charitable and community engagement endeavors – particularly those focused on local initiatives that match our areas of priority: supporting education, improving health and wellness, and uplifting our neighbors.

Led by the work of the Young Family Foundation and our global associates, we give to, and align with, partner organizations that help amplify our contributions to our communities.

Our 2022 corporate giving highlights include:

- + Supporting the Juvenile Diabetes Research Foundation (JDRF) through our annual walk to raise money for research. In 2022, we raised more than \$5,000 from employee donations.
- + Partnering with the Detroit Cristo Rey High School to help economically challenged

students gain real-world job experience through an immersive work-study program at Plastipak. Since 2013, Plastipak has supported 36 students through the program.

- + Working with the Detroit Regional Dollars for Scholars (DRDFS) program to provide academic support and scholarships to local students pursuing a post-secondary certificate or degree.
- + Awarding scholarships to children of our associates through the Young Family Foundation's Sons and Daughters Scholarship program. Since 2004, the Young Family Foundation has donated nearly \$1.5 million to more than 180 students through the program to help these individuals continue their education.

Beyond our corporate-sponsored activities, Plastipak encourages each facility and our associates to support causes that are meaningful to them within their own communities.

In 2022, our teams demonstrated their commitment to our culture of giving by supporting a range of nonprofits, local charities and other worthwhile causes by donating their time, fundraising support and practical assistance.

Supporting Associates and Their Families Through Sons and Daughters Scholarship

Since 2004, the Young Family Foundation has donated nearly \$1.5 million to more than 180 students through the Sons and Daughters Scholarship program.

One of the program's current beneficiaries is Eve Fair, who is pursuing a degree in business management at a local university.

“The Sons and Daughters Scholarship has provided much help for me along my college career. Without the stress of having a large tuition bill to worry about during the semester, I can focus 100% on my degree and being as successful as possible in accomplishing that goal!”

Eve Fair

Parent: Brian Fair
Major: Business Management
Expected Graduation: 2025



Supporting Local Learning & Opportunity

For more than 30 years, Detroit Regional Dollars for Scholars (DRDFS) has been helping students throughout southeastern Michigan prepare for life after high school through programming, scholarships and related resources that help make life goals and dreams a reality. DRDFS supports students along multiple paths after high school, including those pursuing four-year degrees, two-year degrees, and technical diplomas and certificates.

Since 1990, Plastipak has worked with DRDFS to help students cover tuition, fees, books, supplies and other school-related essentials. In 2022, we donated funds to support students in receiving a post-secondary education.

“

Detroit Regional Dollars for Scholars helps students believe in ourselves and helps us be successful.

Amira Hakim

”

“

Dollars for Scholars has had such an impact on my high school journey & has made me feel empowered to start college. As a first-generation college student, it will be such an honor to be a role model for my siblings by attending a four-year university after I graduate. With the support of Dollars for Scholars, I'm not only excited, but know I'm prepared to attend the University of Michigan Ann Arbor this fall!

Allison Snipes

”

Mapping Our Impact

Our global teams made significant contributions to our communities over the last year. Here is a sampling of our local efforts.



PAULÍNIA, BRAZIL:

In honor of supporting men's health, the Plastipak Brazil team raised funds to support the Movember Foundation – a charitable organization that raises awareness for men's health issues such as prostate cancer, testicular cancer and male suicide.



HAVRE DE GRACE, MARYLAND:

The Plastipak Havre de Grace team hosted a car wash fundraiser for Harford County Relay for Life to support the American Cancer Society.



MEDINA, OHIO:

Plastipak has been a sponsor and participant in the Medina Kids Day of Safety & Play event for years. This year, associates were on hand to greet visitors, hand out bubbles to kids and share information on the importance of observing safety best practices.



PLYMOUTH, MICHIGAN:

Our team collaborated with Together We Rise – Foster Love to donate 14 bikes and 12 skateboards to the children of CARE House of Oakland County. For those just learning to ride to teens, these new bikes and skateboards were delivered just in time for the kids to enjoy the fall weather.



RUDNA, CZECH REPUBLIC:

Plastipak is proud to sponsor the annual race known as "NUČICKÁ STEZKA." The entry fee goes to the Good Fairies charity, an organization that supports kids from orphanages in the local community. This year, for the first time, associates at our Rudna facility also participated in the race.



GRESFORD, WALES:

In the 2022 holiday season, Plastipak UK donated more than 400 gifts to North Wales Superkids, a charity that works to support disadvantaged youth in the community. The site also collected Easter eggs for the same charity and regularly held events to raise funds for other charitable and community groups, including a local hospice.

Celebrating Earth & Global Recycling Days

Plastipak’s teams believe real environmental change starts in our own backyards. That’s why our associates give their time, talent and knowledge to help make our local communities more sustainable.

Plastipak teams across the globe regularly celebrate days of service by participating in cleanup activities and supporting learning programs about the environment and the protection of natural resources.

We participated in Global Recycling Day. The Global Recycling Foundation created Global Recycling Day in 2018 to help recognize and celebrate the importance of recycling in preserving the world’s natural resources and securing the future of our planet.

In observance of this year’s theme of “Creative Innovation,” teams at each site shared information in the community on the benefits of plastics recycling and wore shirts highlighting our company-wide bottle-to-bottle recycling efforts.

Our associates celebrated Earth Day by protecting and beautifying our local neighborhoods. Plastipak teams joined in various community restoration and cleanup efforts, including picking up litter, planting trees and working to eliminate waste in their hometowns.



Educating Our Neighbors on Recycling Best Practices

We can make a sustainable difference when everyone works together to protect the planet. Plastipak leverages our distinguished history of recycling innovation and advocacy to help educate industries, businesses and local members of the community on recycling best practices.

Our education activities include:

Infineo Packaging Recycling Program

Infineo is a joint venture between Plastipak and Coca-Cola Europacific Partners that was created in 2012. Located at Plastipak's bottle-to-bottle PET recycling plant in Beaune, France, Infineo supports education around packaging recycling in France. In addition to an on-site education center, the plant is equipped with raised walkways and observation points to enable viewing of the recycling process, and serves as a center where students, politicians and community members can come to learn about recycling and the environment. The site hosts more than 5,000 visitors annually.

The Bora Reciclar Mission in Brazil

Plastipak Brazil's Bora Reciclar, or "Let's Recycle" campaign, was created in 2019 to involve the Plastipak community and Paulínia, Brazil, residents in the recycling process. Plastipak Brazil associates work together with those in the community to increase the volume

of correctly disposed of material through environmental awareness, advocacy for reduced landfilling and more environmentally responsible practices.

'Appearances Deceive' Recycling Campaign

Plastipak Italia participated in the "Appearances Deceive" campaign, in which local children learned about the uses of plastic and its potential recyclability. Also in 2022, Plastipak Italia worked with local teachers and parents to create a new project to help educate 3,000 children on recycling best practices.

NAPCOR Positively PET Campaign

PET is a type of versatile, clear, strong, lightweight and 100% recyclable plastic. To counteract misinformation surrounding PET, the National Association for PET Container Resources (NAPCOR) operates an educational campaign to inform consumers. Supported by a dedicated website and other resources, Positively PET separates myths from facts, highlights the positive economic and environmental impacts of PET plastic and promotes recycling. As a member of NAPCOR, Plastipak uses this messaging throughout our North American footprint.

NLCRC Advocacy

The National Lubricant Container Recycling Coalition (NLCRC) is an industry-led technical coalition established by a committed group of industry leaders in lubricant and associated plastic packaging manufacturing. As one of the founding members of NLCRC, Plastipak

advocates for establishing solutions that promote post-consumer recovery and recycling of plastic lubricant containers.

Petcore Europe Advocacy and Recycle the One Campaign

Petcore Europe is an association that represents the complete PET value chain in Europe, from PET manufacturers to those responsible for converting this material into packaging and, ultimately, recycling it for reuse. The association works with stakeholders to ensure the sustainable growth of PET as a packaging material of choice and also to further increase post-consumer PET collection and recycling. As a Petcore Europe member, Plastipak works on behalf of the association to advocate for the PET value chain and the ways PET contributes to the circular economy. Petcore has launched an education campaign called Recycle the One. Focused on educating European Union lawmakers as well as consumers in the UK, France, Germany and Italy on sustainability best practices, the Recycle the One campaign promotes recycling and resource conservation.



Accountability

Plastipak is committed to operating with the highest standards of governance, ethics and integrity. Driven by our leadership team and Board of Directors, this commitment is ingrained in our culture and critical to our long-term success. Throughout our organization and our entire value chain, we focus on doing what is right by upholding standards against unethical business practices and anti-competitive behavior, advocating for responsible sourcing, supporting diversity, enforcing cybersecurity and data privacy, and promoting responsible disclosures and transparency.



Ethics & Integrity

Our culture is based on honor, openness and inclusion among our global employees. Based on this strong culture and our core values, we set the highest ethical standards for our company and partners to help us deliver exceptional products and services while creating value for all our stakeholders.

Our Code of Conduct is our flagship policy to uphold these standards and ensure compliance with applicable laws, regulations and customs in the locations where we operate. The Code reinforces that the integrity of the company can never be compromised for the personal benefit of an associate, customer or supplier, and we insist on strict enforcement and oversight policies. Additionally, it states that associates are expected to refrain from any behaviors that might compromise our integrity or that of our customers, suppliers, vendors and others with whom we do business. This includes refraining from anti-competitive behavior, bribery and all other forms of unethical business, as well as defining our clear standards for the protection of human and social rights.

As part of our focus on mitigating risk and maintaining the integrity of our company, we utilize a third-party consultant to provide our employees with ongoing ethics training that is tailored to their role and specific need. If an issue pertaining to ethical behavior arises within Plastipak, we work swiftly to address the immediate concern and provide appropriate training or take additional necessary actions to

mitigate any future issues. We expect 100% of Plastipak employees to comply with our Code of Conduct.

Plastipak works to identify and resolve ethical matters by engaging in regular communication with our associates and other stakeholders. If associates believe that the letter or spirit of the law, regulations or our policies has been violated, they are expected to promptly report their concern to their manager, talent management representative, Plastipak's Chief Compliance Officer or through our confidential Code of Conduct Hotline. Plastipak partners with a third party to oversee confidential web- and telephone-based reporting of any potential infractions. Plastipak has a no-retaliation policy for good-faith reporting in alignment with our organizational commitment to ethical conduct, the pursuit of continuous improvement and transparency.

Fair Labor Practices and Protecting Human Rights

As a global company with locations on five continents, Plastipak is committed to maintaining fair labor practices and ensuring a work environment that reflects our values, integrity and culture everywhere we operate. Respect for human dignity is fundamental to our business and the way that we conduct our operations across the world. Plastipak's most valuable asset is our people, and a large part of providing the best environment for our people is adhering to, and often

surpassing, guidance regarding human rights, employment-related laws and international standards. Our internal policies reflect these important standards, and we demand that our suppliers follow the same practices in supporting fair labor practices and protecting human rights.



Managing for Responsible Sourcing

As a key supplier to some of the world's most respected and recognized consumer brands, Plastipak works to maintain a supply chain that is consistent, reliable and responsible. We preserve the integrity of our relationships with our customers, their products and the end consumer by partnering with suppliers who share our values and commitment to quality.

Supplier Code of Conduct

We work closely with our suppliers to ensure a mutual understanding of expectations. Our Code of Conduct requires that we treat our suppliers with fairness and respect through the following practices:

- + Treat all suppliers impartially and avoid favoritism such as giving unfair priority to any specific suppliers;
- + Respect fair business dealings with suppliers and avoid any improper act that might cause a loss to a supplier apart from normal and customary business transactions;
- + Keep suppliers' trade secrets strictly confidential and prevent them from being revealed or improperly used;

- + Respond to all suppliers' offers sincerely, and always be willing to offer the information necessary for suppliers to compete on a level playing field; and
- + Periodically review suppliers' performance and consider offering more advantageous business opportunities when comparison with other resources allows.

In addition, we launched our Supplier Code of Conduct in early 2023. Our Supplier Code ensures that our suppliers align with our expectations to: support own core values; respect human rights; follow fair labor practices and employment law; adhere to rigorous health, safety and environmental standards; protect Plastipak's information, property and interests, as well as that of our stakeholders; follow a strong policy of business ethics; and ethically manage their own supply chains.

Prioritizing Supplier Engagement

Proactive supplier engagement is critical to maintaining strong relationships and reinforcing our expectations. In 2022, we began further formalizing our Supplier Engagement Program to reflect these objectives. The program includes the use of a new software tool, integrated into our current SAP system, to help manage communication with, and certification of, our suppliers. This online platform will help track and certify benchmark criteria and provide documentation to verify compliance with

Plastipak's Supplier Code of Conduct for our approximately 6,000 supplier partners. By the end of 2023, we expect all Plastipak locations will be using this program. Once the program is fully integrated, our goal is for 100% of our "critical suppliers" to certify alignment with our ethics and integrity standards.

Sustainable and Responsible Procurement

We believe sustainable and responsible procurement is essential for achieving our environmental, social and governance objectives. In 2022, we launched a third-party-led online training program to educate our North American Procurement team on managing the sustainable supply chain, writing proper specifications for sustainable procurement, the role of sustainable procurement in corporate risk management and more.

At the time of this report's publication, approximately 70% of procurement team members have completed this 12-hour training course in 2023. Our goal is to have 100% of our North American Procurement team trained by the end of 2023, and we plan to begin expanding this training to our global procurement team later in the year.

Supporting Supplier Diversity

Plastipak has strategically prioritized supplier diversity since the early 1990s, and our track record reflects our intentional commitment to this important initiative. We have several long-standing partnerships with woman-owned and minority-owned suppliers. One of our most notable such partnerships is with TABB Packaging Solutions, a female-owned business certified through the Women's Business Enterprise National Council with more than 20 years of experience in the plastic packaging and bottled water industries.

We also look to identify opportunities to work with local suppliers whenever possible to support businesses in the areas in which we operate, which also helps to reduce the environmental footprint of our supply chain.

2022

We spent more than \$200 million on goods and services from more than 40 woman- and minority-owned suppliers in 2022.

Quality & Environmental Monitoring & Reporting

While Plastipak's expectations and standards on quality, environmental systems and production are clearly expressed in our Code of Conduct and enforced in our associate training, it is crucial that we continuously monitor our own performance to track our progress.

We have implemented rigorous quality assurance procedures concerning every facet of the supply chain and throughout our manufacturing sites. In Europe, we have achieved relevant international quality and environmental certifications such as ISO 9001

(Quality Management Systems) and ISO 14001 (Environmental Management Systems). We also follow the Sedex and BRCGS Global Standards and hold ISO 22000 (Food Safety Management Systems) certification. As a supplier to leading global companies, we also participate in numerous third-party audits that are mandated by our customers. These complement Plastipak's internal audits, which are conducted to the industry's highest standards.

We engage with, and report to, CDP and EcoVadis as part of our continuous improvement efforts and to enhance our disclosures pertaining to quality and environmental best practices.

We are also currently implementing the ISO 50001 Energy Management standard across all our European sites. This implementation is targeted to be complete by the end of 2023.

In addition, Plastipak is introducing Global Reporting Initiative (GRI) standards reporting for environmental, social and governance metrics for our European operations.

Corporate Governance

Robust and exacting corporate governance allows Plastipak to successfully uphold our vision to be the preferred global rigid plastic container enterprise, delivering high-impact results to our markets and stakeholders with extraordinary speed, flexibility, sustainability and value.

Board of Directors

Our Board of Directors is responsible for providing oversight of the strategic and operational direction of the company. The Board guides Plastipak's corporate activities to ensure we are properly supporting the long-term interests of our employees, customers and other stakeholders. As part of this responsibility, the Board:

- + Helps set the company's long-term strategy and provides counsel to support ongoing execution;

- + Oversees the activity of senior management;
- + Maintains control of corporate assets; and
- + Leads by embracing the highest ethical standards and setting the tone for the behavior expected from all employees.

We strive to maintain a highly qualified group of directors with a diverse set of skills, backgrounds and perspectives. Currently, women or persons of color (POC) constitute 40% of our Board.

Plastipak



Packaging the Future