

Plastipak

2025 GRI Disclosure Report



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GRI Disclosure Report

Universal Standards

GRI 1 Foundation 2021

Statement of Use

Plastipak has reported in accordance with the GRI standards for the period November 1 2024 to October 31 2025.

GRI 1: Foundation 2021.

Applicable GRI Sector Standard: not applicable.

This report has been prepared in accordance with the GRI Standards. Plastipak has applied GRI 1: Foundation 2021, including the GRI reporting principles, when determining the report's content and presenting the reported information. The report covers the Company's financial year of November 1 2024 to October 31 2025. Plastipak has applied GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021 and has used the relevant GRI Topic Standards to report its material impacts. Please note that the Content Index can be found in Appendix 1 at the rear of this report.

This report was authored by Kinza Sutton and Amelia Webster, with editorial support from Jack Pacente, Brittany Muneio, and Kaylynn Budreau. The authors and editors express their gratitude to the many teams and business functions across the organization whose data and metrics made this report possible.

GRI 2: General Disclosures FY 2024/2025

The Organization and its Reporting Practices

The disclosures in this section provide an overview of the organization, its sustainability reporting practices, and the entities included in its sustainability reporting.

2-1 Organizational Details

2-1a Legal Name

Plastipak Packaging Inc.

2-1b Nature of Ownership and Legal Form

Plastipak Packaging Incorporated is owned by Plastipak Holdings Incorporated. Plastipak Holdings Incorporated is majority owned by William C. Young and a group of minority management shareholders.

2-1c Location of Headquarters

Global Business & Technology Center
41605 Ann Arbor Road
Plymouth, Michigan 48170
United States of America

2-1d Countries of Operation

The Company's corporate headquarters are located in Plymouth, Michigan, United States. Across its operations in 13 countries, the Company operates 33 manufacturing and product development centers. Its major manufacturing operations are located in Belgium, Brazil, the Czech Republic, France, Germany, Italy, Luxembourg, Morocco, Poland, Spain, Turkey, the United Kingdom and the United States.

2-2 Entities Included in Plastipak's Sustainability Reporting

2-1a List of all Entities Included in Sustainability Reporting

Site Location	Site Function
Plymouth, MI, USA	HQ Global Business & Technology Center
Keasbey, NJ, USA	On-site Manufacturing
Jackson Center, OH, USA	Manufacturing & PDC
Westland, MI, USA	Manufacturing
Medina, OH, USA	Manufacturing & PDC
Champaign, IL, USA	Manufacturing
Highlands, TX, USA	Manufacturing
Alsip, IL, USA	Manufacturing
Garland, TX, USA	Manufacturing
East Long Meadow, MA, USA	On-site Manufacturing
Plant City, FL, USA	Manufacturing
McCalla, AL, USA	Manufacturing
Pineville, LA, USA	Manufacturing
Modesto, CA, USA	Manufacturing
Victorville, GA, USA	Manufacturing
Havre de Grace, MD, USA	Manufacturing
Atlanta, GA, USA	Manufacturing

Hebron, OH, USA	Manufacturing
Ottumwa, IA, USA	Manufacturing
Paulinia, Brazil	Manufacturing, PDC
Anagni, Italy	Manufacturing
Bascharage, Luxembourg	Manufacturing & recycling
Beaune, France	Manufacturing & recycling
Bierne, France	Manufacturing
Brecht, Belgium	Product Development Center
El Jadida, Morocco	Manufacturing
Gresford, UK	Manufacturing
Hemswell, UK	Recycling
Inegol, Turkey	Manufacturing
Mendig, Germany	Manufacturing
Rudna, Czech Republic	Manufacturing
Toledo, Spain	Manufacturing & recycling
Tychy, Poland	Manufacturing
Verbania, Italy	Manufacturing, resin production, resin PDC

Table 1: 2-1a - Entities included in Plastipak's sustainability reporting

2-1b Differences Between Financial & Sustainability Reporting

Omission: Financial reporting.

Reason: Confidentiality constraints.

As a privately-owned company, Plastipak does not publicly disclose its financial statements. Accordingly, certain financial information required for this disclosure is considered confidential and is not reported.

2-1c Approach of Consolidating Information

Plastipak Packaging, Inc. comprises a number of wholly owned legal entities. In Europe, operations within each country are established as separate legal entities to comply with local regulatory requirements. As all entities are wholly owned by Plastipak Packaging, Inc., no adjustments have been made to the consolidation approach for reporting purposes.

No disposals, mergers, or acquisitions occurred during the 2025 reporting period. A consistent reporting methodology has been applied across all entities included within the scope of this report.

2-3 Reporting Period, Frequency & Contact Point

2-3a Sustainability Reporting Period & Frequency

At Plastipak, sustainability reporting is completed on an annual basis and follows the financial year, November 01 2024 – October 31 2025.

2-3b Financial Reporting Period

Plastipak's financial reporting period runs from 1st November to 31st October annually.

2-3c Publication Date

The GRI reported information was published on August 18 2026.

2-3d Contact Point

Principal point of contact for GRI reported information:

Kinza Sutton: Head of Public Affairs & Sustainability – Europe

ksutton@plastipak.eu

2-4 Restatements of Information

During the reporting period, Plastipak restated its 2019 Scope 3 greenhouse gas emissions baseline from 4,148,535 metric tons CO₂e to 4,191,289 metric tons CO₂e. The restatement was undertaken following the adoption of CEDA emissions factors and updates to resin-related emissions factors. The revised baseline enhances the accuracy and comparability of reported Scope 3 emissions and provides a more robust basis for tracking progress against Plastipak's emissions reduction objectives.

2-5 External Assurance

2-5a Policy & Practice for External Assurance

The results of sustainability-related assurance activities and assessments are communicated to relevant governance and management bodies, including the Executive Steering Team, Sustainability Steering Team, and Plastipak's European Leadership Team. Key findings, recommendations, and progress updates are also shared with associates through regular monthly meetings and quarterly company-wide update webinars.

Plastipak engaged WAP Sustainability to perform an independent technical review of this report against the GRI Standards. WAP Sustainability assessed whether the disclosures have been prepared in accordance with the relevant GRI reporting requirements. This review did not constitute assurance over the underlying quantitative data or performance information.

In addition, Plastipak's Scope 1 and Scope 2 GHG emissions were independently verified by WAP Sustainability in accordance with ISO 14064-3:2019. Other quantitative data has been prepared through internal data collection and quality controls and has not been subject to external assurance.

The GRI Content Index is provided in Appendix 1. The independent verification statement is reproduced in Appendix 2.

Certification by Site

	ISO 9001 (Quality)	ISO 14001 (Environment)	ISO 50001 (Energy Management)	BRC or ISO 22000 (Food Safety)	Recycling Traceability	AIB (food safety)	ISCC+	SEDEX SMETA 4 PILLAR
Keasbey, NJ								
Jackson Center, OH								
Westland, MI								
Medina, OH								
Champaign, IL								
Highlands, TX								
Alsip, IL								
Garland, TX								
East Long Meadow, MA								
Plant City, FL								
McCalla, AL								
Pineville, LA								
Modesto, CA								
Victorville, GA								
Havre de Grace, MD								
Atlanta, GA								
Hebron, OH								
Ottumwa, IA								
Paulinia, BR								
Anagni, Italy								
Bascharage, Luxembourg								
Beaune, France								
Bierne, France								
Brecht, Belgium	N/A			N/A				
El Jadida, Morocco								
Gresford, UK								
Inegol, Turkey								
Mendig, Germany								
Rudna, Czech Republic								
Toledo, Spain								
Tychy, Poland								
Verbania, Italy								
Hemswell, UK								
	97%	21.2%	36.4%	97%	27.3%	42.4%	3%	81.8%

Table 2: Certification by site.

Green filled cell indicates that certification is in place.

Section 2: Activities and Workers

2-6 Activities, Value Chain and Other Business Relationships

2-6a Activity Sector

Plastipak is a global manufacturer operating in the packaging, plastic resin production, and plastics recycling and reprocessing sectors, supporting a circular economy through the production, recovery, and reuse of plastic materials.

2-6b Value Chain

2-6bi Activities, Products, Markets Served and Impacts

Plastipak's principal activities include the manufacture of rigid plastic packaging, the production of virgin PET resin, and the recycling and reprocessing of post-consumer plastic packaging. Key products and activities include:

- + The manufacture of rigid plastic packaging, including HDPE, PP & PET containers, using extrusion blow molding (EBM) and injection stretch blow molding (ISBM) technologies and also PET preforms that are used in our operation and sold to customers for conversion.
- + The production of virgin polyethylene terephthalate (PET) resin for use in packaging applications.
- + The collection, recycling, and reprocessing of post-consumer PET and HDPE packaging to produce recycled PET (rPET) and recycled HDPE (rHDPE) materials for incorporation into new rigid plastic packaging products.

Through these activities, Plastipak supports the circular use of plastics by integrating recycled materials into its packaging solutions and reducing reliance on virgin raw materials.

Plastipak serves the following markets:

- + Alcoholic beverages
- + Aerosol
- + Automotive, industrial and agricultural
- + Carbonated soft drinks, water and other beverages
- + Consumer cleaning
- + Juice, food and dairy
- + Personal care

In 2025, Plastipak supplied more than 40.2 billion packaging units from 33 principal production facilities located across North America, Brazil, and the Europe, Middle East and Africa (EMEA) region. The locations and primary activities of these facilities are described in Section 2-1(d). While a small proportion of products are exported, the majority of packaging is sold and distributed within the state, region, or country in which it is manufactured.

During the reporting period, Plastipak produced more than 250,000 metric tons of recycled PET (rPET) resin and approximately 90,000 metric tons of virgin PET resin to support customer demand for packaging solutions.

Plastipak does not manufacture or sell products that are prohibited or banned in the markets it serves. However, plastic packaging remains the subject of significant public, regulatory, and stakeholder scrutiny, particularly regarding end-of-life management, littering, marine debris, and the environmental impacts of plastic waste. Plastipak seeks to address these challenges through packaging design, increased use of recycled content, and investment in recycling and circular economy solutions:

- + Continued investment in in-house recycling infrastructure and capacity to increase the availability of high-quality recycled materials.
- + Promoting the incorporation of recycled content in packaging products to support circular economy objectives and reduce reliance on virgin materials.
- + Engaging through direct advocacy and industry associations in consultations and policy discussions related to packaging, recycling, and legislative developments in the regions where Plastipak operates.
- + Supporting consumer recycling education through financial sponsorship and active participation in key industry associations, including NAPCOR in the United States and PETCORE Europe.
- + Delivering Plastipak-led recycling education and awareness initiatives to encourage responsible disposal and increased recycling of plastic packaging. Further details are provided in this Sustainability Report.

2-6bii Supply Chain

Plastipak works with a trusted network of suppliers and service providers that support its manufacturing, recycling, and resin production operations. Key procurement categories include:

- + Machinery, molds, tooling, and related equipment used in the production of packaging, virgin PET resin, and recycled resin.
- + Virgin and recycled plastic resins.
- + Colorants, additives, and other material inputs used in packaging production.
- + Post-consumer plastic packaging bales for recycling, as well as post-consumer recycled PET flakes for conversion into recycled PET (rPET) pellets.
- + Raw materials for the production of virgin PET resin, principally purified terephthalic acid (PTA) and monoethylene glycol (MEG).
- + Corrugated packaging materials.
- + Ancillary packaging materials and products, including pallets, pallet strapping, stretch wrap, bags, labels, inks, and reusable transport packaging such as metal cages, drop boxes, stackable containers, and gaylords.
- + Chemicals, lubricants, and other operational materials required for manufacturing and recycling processes.
- + Professional services, including consultancy, engineering, maintenance, and other specialized support services.

2-6b.iii Downstream Entities

Plastipak supplies resin and packaging products to a range of downstream customers and entities, including local, national, and multinational producers and fillers of primarily liquid fast-moving consumer goods in the markets described above. These customers include businesses operating in sectors such as food and beverage, personal care, household products, and other consumer goods.

Recycled and virgin resin produced by Plastipak is supplied to Plastipak packaging production sites for internal use. Virgin PET resin is also supplied to external packaging producers and to customers serving other applications, including textiles.

Business is generally conducted through customer contracts, with many multi-year agreements that allow us to recover our return based on assets deployed. Plastipak, at times, also sells through distributors, which may supply products onward to other markets.

2-6c Other Business Relationships

Plastipak had no other significant business relationships in the reporting period.

2-6d Significant Changes since the Previous Reporting Period

There have been no significant changes since the previous reporting period.

2-7 Employees

The disclosures in this section cover workers directly employed by Plastipak. Individuals engaged through third-party arrangements, including agency workers, contractors, students, and interns, are excluded unless specifically indicated otherwise.

2-7ab Breakdown of Employees by Gender & Region

Category	North America			South America			Europe (Inc. Turkey and Morocco)			Total
2023										
	M	F	O	M	F	O	M	F	O	
Total	3,008	661	2	91	24	0	1,283	240	0	5,309
Permanent	3,008	661	2	91	24	0	1,283	240	0	5,309
Temporary	0	0	0	0	0	0	0	0	0	0
Non-guaranteed (zero hours)	0	0	0	0	0	0	0	0	0	0
Full-time	3,004	655	2	91	24	0	1,283	240	0	5,299
Part-time	4	6	0	0	0	0	0	0	0	10
2024										
Total	3,098	645	4	92	21	0	1,215	224	0	5,299
Permanent	-	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-	-
Non-guaranteed (zero hours)	-	-	-	-	-	-	-	-	-	-
Full-time	3,085	639	4	92	21	0	1,201	208	0	5,250
Part-time	13	6	0	0	0	0	14	16	0	49
2025										
Total	2,956	632	4	89	22	0	1,193	222	0	5,118
Permanent	2,956	632	4	89	22	0	1,175	220	0	5,098
Temporary	0	0	0	0	0	0	18	2	0	20
Non-guaranteed (zero hours)	-	-	-	0	0	0	1	2	0	-
Full-time	2,939	627	4	89	22	0	1,184	204	0	5,069
Part-time	17	5	0	0	0	0	8	16	0	46

M: Male, F: Female, O: Other

Table 3: 2-7ab - Breakdown of employees by gender and region

2-7c Methodology and Assumptions

Unless otherwise indicated, all workforce data is reported as full-time equivalents (FTEs) and is measured as of 31 October 2025, the end of Plastipak's financial year.

2-7d Contextual Information

The workforce profile reflects the nature of Plastipak's manufacturing operations, with a higher proportion of male employees than female employees. Most employees are employed on a full-time, permanent basis. Additional details are provided in the accompanying table.

2-7e Fluctuations

No significant changes were observed in employee headcount or gender composition compared with the previous reporting period.

2-8 Workers who are not Employees

2-8a Total Number of Workers who are not Employees

This section concerns workers who are not employed by Plastipak, but whose work is controlled by the organization.

Worker Type	North America			South America			Europe Incl. Morocco & Turkey		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Temporary / agency	0	0	638	0	0	0	143	0	116
Contractors	0	0	0	33	0	21	0	0	0
Students	0	0	2	0	0	0	0	0	0
Interns / apprentices	0	0	9	0	0	4	4	5	3
Sub-contractors	743	0	0	0	0	0	0	0	0

Table 4: 2-8a - Workers who are not employees, by type

2-8b Methodologies and Assumptions

Unless otherwise indicated, all workforce data is reported as full-time equivalents (FTEs) and is measured as of 31 October 2025, the end of Plastipak's financial year.

2-8c Fluctuations

No significant changes were observed in employee headcount or gender composition compared with the previous reporting period.

Section 3. Governance

2-9 Governance Structure and Composition

The Board of Directors is Plastipak's highest governance body. The Board is supported by two standing committees: Audit & Finance Committee and Compensation Committee.

The Board has primary responsibility for decision-making and oversight of Plastipak's impacts. Input from relevant committees is considered, where appropriate, and may inform the Board's decisions and actions.

The Board comprises 12 directors: one executive director and eleven non-executive directors. Five directors are shareholders of the Company, including the one executive director. The seven independent directors include two retired Company executives and five individuals who have never been employed by, or held shares in, the Company.

Board members have a range of tenures. One director has served since the Company's inception, while the most recently appointed director joined the Board in 2024.

The Board consists of seven men and five women and includes representation from under-represented social groups, including African-American representation.

Board members bring a broad range of business, industry, financial, banking, management, communications, and community experience. The shareholder directors, particularly the executive shareholders, have extensive knowledge of Plastipak's operations, products, customers, and markets. Non-executive and independent directors provide external perspectives gained through their professional careers and community leadership, including service with non-profit organizations.

2-10 Nomination and Selection of the Highest Governance Body

Omission: Nomination and selection of highest governing body.

Reason: Confidentiality constraints.

The information required for this disclosure is considered commercially confidential. As a privately held company, Plastipak does not publicly disclose this information.

2-11 Chair of the Highest Governance Body

Ed Morgan serves as both Chair of the Board of Directors and Chief Executive Officer (CEO), combining the roles of Board Chair and senior executive within the Company's governance structure.

2-12 Role of the Highest Governing Body in Overseeing the Management of Impacts

The Board of Directors is responsible for overseeing Plastipak's management of actual and potential impacts on the economy, environment, and people, including human rights. This oversight includes reviewing sustainability-related risks and opportunities, monitoring progress against sustainability objectives, and ensuring that sustainability considerations are integrated into business strategy and decision-making.

The Board receives regular reports from executive leadership, the dedicated sustainability team and the Sustainability Steering Team on material sustainability topics, including climate change, greenhouse gas emissions, circular economy initiatives, responsible sourcing, human rights, health and safety, regulatory developments, and stakeholder concerns.

The Board considers sustainability-related impacts when reviewing strategic plans, major capital investments, acquisitions, and significant operational decisions. Relevant Board committees may review specific topics and provide recommendations to the Board. Management is responsible for implementing approved strategies and reporting progress to the Board on a regular basis.

2-13 Delegation of Responsibility for Managing Impacts

The Board of Directors retains ultimate responsibility for overseeing Plastipak's impacts on the economy, environment, and people, including human rights. Responsibility for managing these impacts is delegated to executive management and the Sustainability Team.

The Sustainability Team is responsible for coordinating the implementation of Plastipak's Packaging the Future sustainability strategy, monitoring progress against sustainability objectives and targets, and supporting the integration of sustainability considerations into business operations and decision-making.

Implementation of sustainability initiatives is supported by functional leaders, site management teams, and the Sustainability Champions network across the organization. Progress, emerging issues, and performance against key sustainability objectives are reported to executive leadership and, where appropriate, escalated to the Board of Directors through established governance processes.

2-14 Role of The Board in Sustainability Reporting

The preparation of Plastipak's Sustainability Report is coordinated by the Sustainability Team, with input from relevant functional leaders and site representatives across the organization. Sustainability-related disclosures and performance data are reviewed by the Sustainability Steering Team and Executive Steering Team prior to publication.

The Board of Directors maintains oversight of sustainability-related reporting and receives updates on the Company's sustainability performance, material topics, and reporting activities. Results of external assurance activities and key reporting outcomes are communicated to the Board and relevant leadership teams as part of the Company's governance and reporting processes.

2-15 Conflicts of Interest

Plastipak's Code of Conduct establishes expectations for identifying, disclosing, and managing actual or potential conflicts of interest. Directors, officers, associates, and other representatives of the Company are required to act in the best interests of the Company and avoid situations in which personal, financial, or other interests could influence business decisions.

The Board of Directors includes shareholder representatives and independent directors. Potential conflicts of interest arising from share ownership, outside business interests, related-party relationships, or other affiliations are disclosed and managed through established governance processes. Individuals with a conflict of interest are expected to disclose the matter and, where appropriate, refrain from participating in related discussions or decisions.

Any significant conflicts of interest are reviewed by the Board in accordance with Company governance requirements.

During the reporting period, no material conflicts of interest involving members of the highest governance body were identified.

2-16 Communication of Critical Concerns

Critical concerns are reported to the Board of Directors through established governance and management reporting processes.

	North America			South America			Europe Incl. Morocco & Turkey		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total number of critical concerns reported	0	0	0	1	0	0	2	0	0

Table 5: 2-16 - Number and the nature of critical concerns

Zero critical concerns were reported in the period.

2-17 Collective Knowledge of the Highest Governance Body

Plastipak's Board of Directors collectively possesses experience across manufacturing, packaging, recycling, finance, banking, management, communications, and business leadership. This combination of internal and external experience supports effective oversight of the Company's operations, strategy, risks, and sustainability-related impacts.

To maintain and enhance its collective knowledge, the Board receives regular updates from executive leadership and functional experts on topics including climate change, circular economy developments, responsible sourcing, human rights, health and safety, cybersecurity, and evolving regulatory requirements. Board members may also participate in external training, industry events, and professional development activities relevant to their governance responsibilities.

2-18 Evaluation of the Performance of the Highest Governing Body

The performance and effectiveness of the Board of Directors are reviewed periodically through governance processes. Evaluations consider the Board's ability to provide effective oversight of strategy, financial performance, risk management, sustainability-related impacts, and stakeholder interests.

The Board's composition, skills, experience, independence, and succession planning needs are also considered as part of the evaluation process. Findings are used to support continuous improvement of governance practices and Board effectiveness.

2-19 Remuneration policies

Omission: Remuneration policies for members of the highest governing body and senior executives.

Reason: Confidentiality constraints.

As a privately held company, Plastipak does not publicly disclose information relating to the remuneration of members of the highest governance body or senior executives. The information required by this disclosure is considered commercially confidential and is therefore not reported.

2-20 Process to Determine Remuneration

The Board of Directors oversees the process for determining remuneration for senior executives. Remuneration decisions are intended to attract, retain, and motivate qualified leaders while supporting the long-term success of the Company.

In determining remuneration, factors such as individual performance, business performance, leadership responsibilities, market competitiveness, and the achievement of strategic objectives are considered. The Board periodically reviews remuneration practices to ensure alignment with the Company's business needs and long-term objectives.

As a privately held company, Plastipak does not publicly disclose individual remuneration information.

2-21 Annual Total Compensation Ratio

Omission: Ratios and contextual information to report on the total annual compensation for the organization's highest-paid individual to the mean total compensation for all employees.

Reason: Confidentiality constraints.

As a privately held company, Plastipak does not publicly disclose compensation information relating to its highest-paid individual, senior executives, or broader employee compensation structures. Accordingly, the information required to calculate and report the annual total compensation ratio is considered commercially confidential and is not disclosed.

Section 4. Strategy, Policies & Practices

2-22 Statement on Sustainable Development Strategy

Context

The 2025 reporting period continued to be characterized by significant economic, geopolitical, and environmental challenges that influence both Plastipak's operations and those of its customers.

Key factors affecting the business environment included:

- + Ongoing geopolitical uncertainty, which has continued to impact global markets, supply chains, and operating costs, particularly energy and raw material costs.
- + Persistent inflationary pressures in many major economies, resulting in increased cost-of-living challenges for consumers and influencing demand for packaged consumer goods.
- + Continued emphasis by customers and other stakeholders on sustainability-related topics, particularly greenhouse gas emissions reduction, climate action, and the transition to a circular economy.
- + Ongoing public, regulatory, and stakeholder focus on the environmental impacts associated with plastic packaging at end of life, including littering, marine debris, and plastic leakage into the environment.

In response to these challenges and opportunities, Plastipak continues to advance its sustainability strategy through investments in recycling infrastructure, increased use of recycled content, operational efficiency initiatives, and collaboration with customers, suppliers, industry associations, and other stakeholders to support the transition to a more circular plastics economy.

- + These external trends and market developments have had a significant influence on Plastipak's business and strategic priorities:
- + Inflationary pressures and rising living costs have affected demand for certain consumer goods, which in turn has impacted demand for Plastipak's packaging products. This effect has been particularly evident among branded products as some consumers have shifted towards lower-cost private-label alternatives.
- + Changing consumer preferences, including increased focus on health and wellness, have contributed to lower demand in certain beverage categories, including juices and carbonated soft drinks, affecting packaging demand within those market segments.
- + As an energy-intensive manufacturer, Plastipak has experienced significant cost impacts associated with increased energy prices.
- + Regulatory requirements, including minimum recycled content mandates such as the European Union Single-Use Plastics Directive, together with customer sustainability commitments, have increased demand for recycled resins. This increased demand has contributed to higher costs for recycled feedstocks, including post-consumer plastic packaging bales and recycled PET flakes. The resulting increase in recycled resin prices has, in some cases, led customers to adjust the pace of their recycled content ambitions, affecting demand for recycled resin produced by Plastipak.
- + Inflationary pressures have also increased labor costs. Plastipak continues to invest in its workforce and seeks to support employee wellbeing and quality of life through competitive compensation and benefits.
- + Respect for human rights throughout Plastipak's operations, value chain, and the communities in which it operates remains a core priority and an integral component of the Company's sustainability strategy.
- + Evolving legislation and policy measures aimed at improving packaging circularity and end-of-life management continue to reshape the regulatory landscape. Plastipak actively monitors these developments and adapts its business strategy and operations to support compliance, manage risks, and capitalize on opportunities associated with the transition to a circular economy.

Sustainability Priorities

Plastipak's Packaging the Future sustainability strategy is built on four pillars: Environment, Innovation, Citizenship, and Accountability. Through these pillars, Plastipak seeks to manage its impacts on the economy, environment, and people, including human rights, while creating long-term value for customers, employees, shareholders, and other stakeholders.

Environment

Plastipak is committed to reducing the environmental impacts associated with its operations and value chain through a range of initiatives focused on climate, energy, water, and waste management.

Climate Change and Emissions Reduction

Plastipak has established science-based greenhouse gas emissions reduction targets that have been validated by the Science Based Targets initiative (SBTi). These targets cover Scope 1, Scope 2, and relevant Scope 3 emissions and guide the Company's efforts to reduce its climate-related impacts over the short, medium, and long term.

Low-Carbon Energy

Plastipak is increasing the use of low- and zero-emission energy sources across its operations. Seven North American facilities are supplied with emissions-free electricity. The Company also operates on-site solar photovoltaic installations at two facilities and continues to evaluate additional renewable energy opportunities, including physical and virtual power purchase agreements. To support its renewable electricity strategy, Plastipak acquires Energy Attribute Certificates (EACs), Renewable Energy Guarantees of Origin (REGOs), and Guarantees of Origin (GOs), where appropriate.

Energy Efficiency

In parallel with its renewable energy initiatives, Plastipak maintains dedicated energy efficiency teams that identify, develop, and implement best practices to optimize manufacturing processes and reduce energy consumption. These teams support continuous improvement efforts across the Company's operations and contribute to both environmental and operational performance objectives.

Water Stewardship

Plastipak assesses water-related risks across its operations using the World Resources Institute's Aqueduct Water Risk Atlas. Based on these assessments, all facilities are developing site-specific water reduction and mitigation plans. Facilities located in areas identified as having higher water-related risk are prioritized for action. The Company has established water reduction targets and continues to implement measures to improve water efficiency and stewardship.

Waste and Circular Resource Management

Through its Wipe Out Waste initiative, Plastipak seeks to minimize waste generation, increase recycling rates, and reduce the volume of waste sent to landfill. The initiative supports the Company's broader commitment to resource efficiency and circular economy principles by promoting waste reduction, material recovery, and continuous improvement across its operations.

Innovation (Circularity)

Innovation and circularity are central components of Plastipak's sustainability strategy. The Company seeks to advance the circular economy through investments in recycling infrastructure, packaging design, resource efficiency, and emerging technologies that support more sustainable material use.

Recycling Capacity and Technologies

To support the transition to a circular economy, improve end-of-life outcomes for plastic packaging, and meet growing customer demand for recycled content, Plastipak continues to invest in PET and HDPE recycling capacity. This includes expanding existing recycling facilities and evaluating opportunities for new facilities across its operating regions. Plastipak also collaborates with industry partners to support the development and deployment of emerging recycling technologies, including both mechanical and advanced recycling solutions. These initiatives form part of the Company's short-, medium-, and long-term sustainability strategy.

Resource Efficiency

Through its Creative Packaging Studios (CPS) and Product Development Centers (PDC), Plastipak works to improve resource efficiency by reducing material use and increasing the incorporation of recycled content in packaging products. These efforts support both environmental performance and customer sustainability objectives.

Emerging Materials

Plastipak monitors developments in alternative materials and resin technologies that have the potential to reduce greenhouse gas emissions and dependence on fossil-based feedstocks. Where technically and commercially viable, the Company evaluates opportunities to incorporate such innovations into its products and operations.

Design for Recyclability

Plastipak incorporates design-for-recycling principles into product development processes. Through its CPS and PDC teams, the Company follows recognized industry guidance, including the Association of Plastic Recyclers (APR) Recyclability Guidelines for Package Designers and the European PET Bottle Platform (EPBP) Design Guidelines. Plastipak aims to ensure that new packaging innovations are designed with recyclability as a core consideration.

Life Cycle Assessment

Plastipak provides product-specific life cycle assessments (LCAs) to customers upon request. These assessments support the quantification of environmental impacts across a product's life cycle and may be used by customers for Scope 3 greenhouse gas emissions reporting, product foot-printing, and the evaluation of emissions reduction opportunities, including light-weighting, increased recycled content, and the use of renewable energy in manufacturing processes.

Citizenship

Plastipak's citizenship pillar focuses on supporting the wellbeing, development, inclusion, and engagement of its associates, workers, and communities.

Health and Safety

Protecting the health and safety of associates and other workers at Plastipak sites is a core priority. This includes individuals employed directly by Plastipak, as well as contractors and other workers operating on-site or off-site on behalf of the Company, where relevant.

Training and Development

Plastipak supports employee training and development to help associates build skills, strengthen capabilities, and reach their full potential.

Quality, Skilled Employment

Plastipak seeks to provide decent work and skilled employment opportunities that support employee satisfaction, workforce stability, and operational productivity.

Diversity, Equity, and Inclusion

Plastipak recognizes that a diverse and inclusive workforce supports innovation, creativity, employee engagement, and retention. The Company seeks to foster a workplace culture where associates are respected and have opportunities to contribute and develop.

Recycling Education

Plastic packaging provides important functional benefits; however, improper end-of-life management can result in significant environmental impacts. Plastipak supports recycling education through internal initiatives, the Beaune Infineo education center, sponsorship of consumer education programs through NAPCOR and PETCORE Europe, and community engagement activities. These initiatives highlight the importance of recycling, responsible disposal, and keeping plastic materials within the circular economy.

Community Support

Plastipak supports the communities in which it operates through local events, scholarships, charitable activities, and other initiatives that contribute to community wellbeing and engagement.

Accountability

Plastipak's accountability pillar focuses on responsible business conduct, supply chain stewardship, governance, transparency, and risk management.

Responsible Sourcing

Plastipak seeks to extend its values and sustainability principles throughout its supply chain by engaging suppliers on environmental, human rights, labor, and ethical business practices. The Company aims to promote responsible sourcing and support procurement decisions that consider both ethical and environmental factors.

Ethical Business Conduct

Guided by its Code of Conduct, Plastipak is committed to conducting business with integrity, transparency, and respect for all stakeholders. The Company maintains policies and processes designed to promote ethical behavior, compliance with applicable laws and regulations, and accountability throughout its operations.

Labor Standards

Plastipak is committed to upholding labor standards across its operations and, where appropriate, throughout its value chain. The Company seeks to comply with, and in many cases exceed, applicable legal requirements relating to employment practices, worker rights, and workplace conditions.

Digital and Cyber Security

Plastipak maintains systems and processes designed to identify, manage, and mitigate cybersecurity risks. These measures support the protection of information assets, business continuity, and the timely detection and response to potential threats.

Sustainability Transparency and Disclosure

Plastipak is committed to transparency regarding its sustainability performance and related impacts. The Company reports sustainability-related information through its annual Sustainability Report and participates in external disclosure platforms, including the Climate Disclosure Project (CDP) and EcoVadis assessments, to provide stakeholders with information on its environmental, social, and governance performance.

Targets and Achievements

Pillar	Target Year	Baseline	Goal	Current Progress
Environment	2028	N/A	Implement Operation Clean Sweep in all manufacturing sites by 2028	59.4%
Environment	2032	2019	Reduce Scope 1 & 2 emissions by 59.7% by 2032	61.3% (Achieved Early)
Environment	2032	2019	Reduce Scope 3 emissions by 32.5% by 2032	19.1%
Environment	2032	2019	Reach 75% renewable or emission-free electricity use by 2032	58.2%
Environment	2032	2023	Reduce overall water consumption by 10% from 2022 baseline by 2032	8.0%
Innovation	2030	2023	100% of packaging portfolio is recyclable by 2030	98.7%
Innovation	2030	2024	Reach 30% average recycled content by 2030	27.1%
Citizenship	2025	2023	Launch an employee resource group in Europe by 2025	100% (Achieved Early)
Citizenship	2026	2024	At least one community project per Plastipak site each year by 2026	65%
Accountability	2025	2023	70% of target suppliers covered by EcoVadis assessments by 2025 (Goal surpassed to 85%)	70% (Achieved Early)
Accountability	2025	2023	100% of global procurement team trained on sustainability in the supply chain by 2025	100% (Achieved Early)
Accountability	2030	2022	100% of relevant sites third-party certified for inclusion/traceability of PCR content	36%

Table 6: Summary and status of Plastipak's sustainability-related targets and goals

2-23 Policy Commitments

2.23a Policy Commitments for Responsible Business Conduct

Plastipak's commitments to responsible business conduct are set out in its Code of Conduct, which was first introduced in 2015 and updated in 2024. The Code of Conduct is communicated to all associates and is incorporated into the Company's employee handbooks.

The Code applies to all individuals conducting business on behalf of Plastipak, including employees, supervisors, managers, consultants, officers, directors, and other representatives of Plastipak Holdings, Inc. and its subsidiaries.

The Code establishes the standards of ethical behavior expected throughout the organization and provides guidance on conducting business with integrity, honesty, and respect. It outlines the responsibilities of associates, the processes for raising concerns, and the mechanisms for accountability and enforcement.

Plastipak expects all associates to conduct business in a manner consistent with the Company's values and ethical principles. The Code emphasizes that business decisions must be made in the best interests of the Company and that personal interests must not compromise professional judgement or the integrity of the organization.

The Company recognizes that the timely identification, reporting, and resolution of ethical concerns are essential to maintaining a culture of integrity and responsible business conduct.

2-23b Policy Commitments for Human Rights

Plastipak recognizes that human rights are fundamental rights and freedoms to which all individuals are entitled, regardless of race, ethnicity, nationality, gender, age, religion, disability, sexual orientation, or any other status. These rights include, among others, the rights to dignity, equality, freedom from discrimination, freedom from forced labor, and access to fair and safe working conditions.

Plastipak's commitment to respecting human rights is reflected in its Code of Conduct and applies across its operations and business relationships. The Code of Conduct establishes expectations for respectful behavior, equal opportunity, and non-discrimination, and promotes a workplace culture founded on dignity, inclusion, and mutual respect.

Under the principle of Mutual Respect, Plastipak is committed to maintaining a work environment in which all associates are treated fairly and with respect. The Company prohibits discrimination, harassment, retaliation, and abusive conduct and seeks to provide a workplace where individuals can contribute and develop regardless of personal characteristics or background.

Employment-related decisions, including recruitment, compensation, benefits, promotion, development, and termination, are based on qualifications, performance, skills, and business needs. Plastipak does not tolerate discrimination on the basis of age, gender, race, color, religion, national origin, ancestry, disability, sexual orientation, marital status, veteran status, or any other characteristic protected by applicable law.

Plastipak values diversity within its workforce and recognizes that an inclusive workplace supports innovation, employee engagement, and business performance. The Company seeks to foster a culture that respects individual differences, promotes equal opportunity, and provides a workplace free from discrimination, harassment, and abusive conduct.

Plastipak defines harassment as verbal or physical conduct related to personal characteristics, including gender, race, or national origin, where such conduct creates or contributes to an intimidating, hostile, or offensive working environment; unreasonably interferes with an individual's work performance; or adversely affects an individual's employment opportunities.

2-23c Publication of Code of Conduct

A summary of the Code of Conduct can be found on the Plastipak website at <https://www.plastipak.com/corporate-governance/>.

2-23d Internal Approval of the Code of Conduct

The Code of Conduct has been approved at the highest senior level within the company, Mr. Ed Morgan, President and CEO.

2-23e Extent of Policy Commitments

Plastipak's Code of Conduct applies to all individuals conducting business on behalf of the Company, including employees, supervisors, managers, officers, directors, consultants, and other representatives of Plastipak Holdings, Inc. and its subsidiaries. The Code establishes the standards of ethical conduct and responsible business behavior expected throughout the organization.

To extend these principles throughout its value chain, Plastipak has implemented a Supplier Code of Conduct that applies to suppliers and other relevant business partners. The Supplier Code of Conduct sets expectations relating to ethical business practices, human rights, labor standards, health and safety, environmental stewardship, and compliance with applicable laws and regulations.

Together, these policies support Plastipak's commitment to responsible business conduct across its operations and upstream value chain.

2-23f Communication of the Code of Conduct

All associates are provided with the Code of Conduct upon joining the Company and following any significant revisions to the Code. Receipt of the Code is documented through a formal acknowledgment process, whereby associates confirm that they have received and reviewed the policy.

Plastipak communicates its Supplier Code of Conduct to suppliers at the commencement of the business relationship. Suppliers are required to acknowledge that they have received, read, and understood the Supplier Code of Conduct as part of the supplier onboarding process. Completion of this acknowledgement is required before suppliers can be fully established within Plastipak's procurement and supplier management systems.

2-24 Embedding Policy Commitments

Plastipak embeds its policy commitments through its governance structure, management systems, employee training, supplier engagement processes, and day-to-day business operations.

The Company's Code of Conduct is provided to all associates upon joining the Company and whenever significant revisions are made. Associates are required to acknowledge receipt and understanding of the Code. Policy commitments are reinforced through employee handbooks, internal communications, management meetings, and training activities.

Responsibility for implementing policy commitments is shared across management functions, including Human Resources, Procurement, Legal and Compliance, Health and Safety, and Sustainability. Relevant policies are integrated into operational procedures, employment practices, risk management processes, and business decision-making.

Plastipak extends its expectations to suppliers through its Supplier Code of Conduct, which is communicated during the supplier onboarding process. Suppliers are required to confirm that they have received, reviewed, and understood the Code before being approved within Plastipak's SAP Ariba supplier management system.

The Company monitors adherence to its policy commitments through management oversight, internal controls, audits, supplier engagement activities, and established mechanisms for reporting concerns and potential violations.

2-25 Processes to Remediate Negative Impacts

Plastipak maintains processes to identify, investigate, and address actual or potential negative impacts arising from its operations and business relationships. Concerns may be raised through management channels, Human Resources, health and safety reporting systems, compliance processes, audits, and other established reporting mechanisms.

Reported concerns are reviewed by the appropriate functional teams and investigated in accordance with Company policies and procedures. Where negative impacts are identified, corrective and preventive actions are developed and implemented to address the issue and mitigate the risk of recurrence.

Plastipak's remediation processes may include corrective action plans, additional training, policy or process improvements, supplier engagement activities, disciplinary measures where appropriate, and other actions designed to address identified impacts and their underlying causes.

The effectiveness of corrective actions is monitored through management oversight, follow-up reviews, audits, and continuous improvement processes. Significant issues may be escalated to senior leadership through established governance and reporting channels.

2-26 Mechanisms for Seeking Advice and Raising Concerns

Plastipak maintains a number of mechanisms through which associates and other stakeholders may seek advice regarding responsible business conduct and raise concerns relating to actual or potential violations of Company policies, legal requirements, human rights commitments, or ethical standards.

Guidance may be sought through supervisors, managers, Human Resources representatives, Legal and Compliance personnel, or other designated Company contacts. The Code of Conduct provides information on available resources and reporting channels.

Concerns may be reported through management channels or through Plastipak's whistleblowing mechanism. Reports may be submitted confidentially and, where permitted by law, anonymously. The Company is committed to protecting individuals who report concerns in good faith from retaliation, discrimination, or adverse treatment.

Reported concerns are reviewed and investigated in accordance with Company procedures. Where appropriate, corrective actions and remediation measures are implemented to address identified issues and prevent recurrence.

2-27 Compliance with Laws and Regulations

This table covers data from financial years 2023, 2024 and 2025. There have been no incidents of non-compliance during the three past reporting periods.

GRI	Requirement	North America	South America	Europe Incl. Morocco & Turkey
2-27ai	2025: Total no. of significant instances of non-compliance with laws and regulations where fines were issued	0	0	0
2-27aii	2025: Total no. of instances of non-compliance with laws and regulations where non-monetary sanctions were incurred	0	0	0
2-27bi	2025: Total no. of all instances of non-compliance with laws and regulations where fines were issued	0	0	0
2-27bii	Total no. of all instances of non-compliance with laws and regulations where fines were issued in previous periods (2023/2024)	0	0	0

Table 7: 2-27 - Incidents of non-compliance with laws and regulations for the past 3 reporting periods (2023 – 2025)

2-27c: Description of Significant Instances of Non-Compliance

There were no significant instances of non-compliance or failure to comply with laws and regulations applicable to the organization in the reporting period.

2-28 Membership Associations

Country	Association	Region Covered			
			Spain	ANAIP (Spanish Plastic Convertors)	Spain
Belgium	UNIZO, Federation for Flemish entrepreneurs	Flemish area of Belgium		AIMPLAS (Institute of Plastic Technologies)	Spain
	CETIE - International technical center for bottling	International		AINIA (Spanish Technology Association)	Spain
	ESSENCIA - federation for chemistry and life science	Belgium	Turkey	Inegol Chamber of Commerce	Turkey
	DETIC - Association for producers of home and personal care	Belgium		Mediterranean Exporters Association	Turkey
Czech	SYBA (packaging institute)	Czech Republic	UK	British Bottlers Institute	UK
Czech	American Business Chamber	Czech Republic		British Plastics Federation	UK
Europe	FEA - European Aerosol Federation	Europe		BAMA - British Aerosol Manufacturers Association	UK
	PETCORE	Europe		British Soft Drinks Association	UK
France	ELIPSO (covers plastic and flexible packaging)	France		Confederation of British Industry (CBI)	UK
	SRP (Syndicat National Des Régénérateurs De Matières	France		INCPEN	UK
	PRE - Plastics Recyclers Europe	Europe		ReCOUP (recycling of Used plastics)	UK
Germany	Industrievereinigung Kunststoffverpackungen e.V (IK)	Germany	USA	APR	USA
Italy	Federchimica + PlasticEurope IT	IT+ EU		NAAPCOR	USA
	Istituto Imballaggio	IT		PRCC	USA
	ProPlast	IT		IBWA	USA
Luxembourg	Industrievereinigung Kunststoffverpackungen e.V (IK)	Germany		Positively PET campaign contribution	USA
	EuPC - European Association of Plastic Convertors	Europe		PARG - Plastic Aerosol Recycling Group	USA
	FEDIL	Luxembourg		ACI	USA
	Gütegemeinschaft Werkstoffkette-PET	Germany		OBRC - Oil Bottle Recycling	USA
Luxembourg	Association Environnement et Emballage	Luxembourg		PPC - Petroleum Packaging Council	USA
Spain	ANEP (Spanish PET Packaging Association)	Spain		NLCRC	
				HCPA	USA

Table 8: 2-28 – Associations of which Plastipak is a member

Section 5. Stakeholder Engagement

2-29a-c Categories of Stakeholders with which Plastipak Engages

Stakeholder Group	Purpose(s) of Engagement	Meaningful Methods of Engagement
Investors / Shareholders	To provide oversight of business performance, strategy, risk management, governance, and sustainability-related priorities.	• Board of Directors meetings • Shareholder meetings and communications • Strategic planning and business performance reviews
Customers	To identify, assess, and address actual and potential impacts across the value chain. Key topics include greenhouse gas emissions, product carbon footprints, human rights, responsible sourcing, recycled content, and circular economy objectives.	• Face-to-face meetings and business reviews • Webinars, seminars, and conferences • Participation in customer supplier events • Customer-led training and workshops • Sustainability disclosure platforms, including CDP and EcoVadis • Annual Sustainability Report
Consumers	To understand and address stakeholder concerns related to plastic packaging, including littering, marine debris, recycling, and circularity. To promote recycling awareness and informed understanding of plastics and their role in a circular economy.	• Financial and resource support for consumer education campaigns through industry associations, including NAPCOR (North America) and PETCORE Europe • Infineo Recycling Education Center at Plastipak's recycling facility in Beaune, France • Plastipak's recycling education platform, recyclingcounts.com, available in multiple languages • Engagement with schools, universities, community organizations, and local stakeholder groups • Additional initiatives described in the Sustainability Report • Communication in local languages where appropriate
Suppliers	To identify, assess, and mitigate sustainability-related risks and impacts within the upstream value chain. Priority topics include human rights, labor practices, health and safety, product stewardship, responsible sourcing, and greenhouse gas emissions.	• Face-to-face and virtual meetings • Supplier engagement programs • Supplier questionnaires and assessments • Sustainability disclosure and reporting systems • Annual Sustainability Report

Stakeholder Group	Purpose(s) of Engagement	Meaningful Methods of Engagement
Company Leadership / Sustainability Steering Team	To provide oversight of sustainability-related risks, opportunities, and impacts. To approve sustainability goals, allocate resources, and support implementation of sustainability initiatives. To embed sustainability considerations into business strategy and decision-making.	• Face-to-face and virtual meetings • Quarterly sustainability update webinars • Sustainability Champions program, including monthly meetings and regular communications • Strategic planning and business review processes
Employees and Other Workers	To increase awareness of sustainability-related objectives and initiatives. To support implementation of sustainability programs and continuous improvement activities. To identify sustainability-related risks, impacts, and opportunities at the local level.	• Site leadership meetings and updates • Monthly employee newsletter (“Uncapped”) • Company website, intranet, presentations, posters, and workplace communications • Company-wide awareness initiatives, including Global Recycling Day and Earth Day activities • Quarterly sustainability update webinars • Social media and blog communications • Sons & Daughters Scholarship Program • Sustainability communications translated into local languages where appropriate
Trade Unions and Employee Representatives	To identify and address workplace-related matters, including health and safety, working conditions, compensation, and business developments.	• Regular meetings with trade union representatives where relevant, works councils, and employee representatives • Consultation processes where required by law or local practice
Local Communities	To understand and minimize impacts on local communities. To support community wellbeing and contribute positively to the communities in which Plastipak operates.	• Corporate community programs, including Dollars for Scholars, Forgotten Harvest and other projects local to Plastipak sites • Local fundraising activities, charitable donations, food drives, toy collections, and volunteer initiatives • Community environmental projects, including litter collection and riverbank clean-up activities • Additional community engagement initiatives described in the Sustainability Report
Industry and Trade Associations	To monitor and respond to developments in packaging-related legislation and regulation. To contribute technical expertise and support the development of industry positions on sustainability and circular economy issues.	• Face-to-face and virtual meetings • Participation in industry committees and working groups • Joint development of consultation responses and policy submissions

Stakeholder Group	Purpose(s) of Engagement	Meaningful Methods of Engagement
		• Sponsorship and participation in communications campaigns, research projects, and industry initiatives
Government Agencies and Regulators	To engage on current and emerging regulatory requirements affecting packaging, recycling, and sustainability. To provide technical input to policy development and discuss operational matters relevant to Plastipak's facilities and investments.	• Site visits and facility tours • Participation in government-led working groups and consultations • Direct meetings with government agencies and regulators • Engagement on local matters, including facility investments, expansions, and workforce-related developments

Table 9: 2-29: Summary of approach to stakeholders

2-30 Collective Bargaining Agreements

2.30a Employees covered by collective bargaining agreements

	North America			South America			Europe incl. Turkey and Morocco		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Percentage of employees covered by collective bargaining agreements	0	0	0	93	93	100	57	57	69

Table 10: 2-30a: Percentage of total employees covered by collective bargaining agreements

GRI 3: Material Topics

Organizational Context

Plastipak Packaging Inc. is a global manufacturer of rigid plastic packaging and recycled PET (rPET) resin, serving customers across the food and beverage, consumer products, industrial, and healthcare sectors. Through its integrated manufacturing and recycling operations, Plastipak designs, manufactures, and supplies packaging solutions while supporting the transition to a more circular plastics economy.

Plastipak's business model spans the plastics value chain, from the procurement of raw materials through to packaging manufacture, recycling, and the production of food-grade recycled PET resin. Key raw materials include virgin PET, HDPE and PP resins, recycled PET and HDPE, colorants, additives, and packaging components. The Company's operations include packaging manufacturing facilities, recycling plants, and a virgin PET resin production facility, located across multiple geographic regions including North America, Brazil, Europe and North Africa.

Plastipak's customers include many of the world's leading consumer goods and beverage companies, who increasingly seek packaging solutions that reduce environmental impacts while maintaining product quality, safety, and performance. Customer expectations continue to evolve in response to changing regulations, corporate sustainability commitments, and growing demand for packaging with higher recycled content, improved recyclability, and lower greenhouse gas emissions. Collaboration with customers is therefore central to Plastipak's innovation, product development, and sustainability strategy.

The Company works closely with a diverse network of suppliers providing raw materials, recycled feedstock, equipment, transportation, utilities, and professional services. Plastipak promotes responsible business practices throughout its supply chain through supplier qualification processes, its Supplier Code of Conduct, EcoVadis sustainability assessments, and ongoing supplier engagement. Particular focus is placed on suppliers of virgin resin, recycled materials, and other strategically important inputs that have significant environmental and social impacts.

Plastipak's activities affect, and are influenced by, a broad range of stakeholders. These include employees, customers, suppliers, shareholders, local communities, regulators, industry associations, non-governmental organizations, and recycling and waste management partners. Stakeholder engagement occurs through regular customer collaboration, supplier assessments, employee communications, community engagement, regulatory consultations, industry initiatives, and sustainability reporting. Feedback from these stakeholder groups informs Plastipak's sustainability priorities, risk management processes, and business strategy.

Plastipak employs 5,118 associates across its global operations, of whom 5,098 (99.6%) are permanent employees. The workforce comprises 5,069 full-time and 46 part-time employees, reflecting the operational requirements of a predominantly manufacturing-based business.

Consistent with the broader manufacturing sector, Plastipak's workforce is predominantly male, with 82.6% of employees identifying as male. The Company is committed to fostering an inclusive workplace by promoting equal opportunity, fair employment practices, and a culture that values diversity, respect, and professional development for all associates.

In addition to its direct workforce, Plastipak engages 818 workers who are not employed by the Company, comprising 781 temporary agency workers, 21 contractors, and 16 interns. These workers support operational flexibility, specialist expertise, and workforce development across Plastipak's manufacturing and business operations, while contributing to the delivery of the Company's products and services.

The material topics presented in this report reflect the results of Plastipak's double materiality assessment, which considered both the Company's impacts on people and the environment and the financial risks and opportunities arising from sustainability-related matters. These material topics provide the framework for the management approaches and disclosures presented throughout this report.

Sustainability Context

Plastipak operates in a rapidly evolving sustainability landscape shaped by increasing regulatory requirements, changing customer expectations, technological innovation, and growing societal demand for more sustainable packaging solutions. As a global manufacturer of rigid plastic packaging and recycled PET (rPET) resin, the Company recognizes its responsibility to reduce the environmental impacts of its operations and products while supporting the transition to a more circular economy.

Climate change, resource efficiency, plastics circularity, and responsible water management are among the most significant environmental challenges affecting the packaging industry. At the same time, stakeholders increasingly expect manufacturers to improve the recyclability of packaging, increase recycled content, reduce greenhouse gas emissions, minimize waste, and operate responsibly throughout the value chain.

A key element of Plastipak's circular business model is its reliance on a network of waste management companies, material recovery facilities (MRFs), and recycling partners that collect, sort, and supply post-consumer PET feedstock to the Company's recycling facilities. The availability and quality of this feedstock are influenced by consumer recycling behavior, collection systems, sorting infrastructure, contamination rates, and evolving waste management policies. Disruptions within this upstream value chain, or reduced availability of high-quality recyclable material, could affect Plastipak's ability to produce food-grade recycled PET (rPET), meet customer demand for recycled content, and achieve its circularity objectives.

The collection and processing of recyclable materials can also present elevated human rights risks in certain regions, including risks relating to labor practices, worker health and safety, and the informal waste sector. Plastipak therefore applies enhanced due diligence when sourcing recycled feedstock, working with suppliers and recycling partners to promote responsible labor practices, respect for human rights, and compliance with the Company's

Supplier Code of Conduct. Through supplier assessments and ongoing engagement, Plastipak seeks to strengthen responsible sourcing practices while supporting the development of resilient and sustainable recycling systems. More detail can be found in section GRI 301 Materials.

Plastipak's sustainability strategy is centered on designing packaging for circularity, expanding recycling capacity, improving operational efficiency, reducing greenhouse gas emissions, and responsibly managing natural resources. The Company continues to invest in recycling technologies, energy efficiency, renewable electricity, and process improvements that support both environmental performance and long-term business resilience.

Beyond environmental performance, Plastipak recognizes that long-term business success depends on maintaining high standards of health and safety, ethical business conduct, employee wellbeing, human rights, and responsible supply chain management. These priorities help strengthen relationships with customers, suppliers, employees, regulators, and local communities while supporting compliance with evolving legislation and industry expectations.

The material topics presented in this report reflect Plastipak's most significant impacts, risks, and opportunities identified through its double materiality assessment. Together, they provide the framework for managing sustainability performance, informing strategic decision-making, and creating long-term value for the business, its stakeholders, and the environment.

GRI 3-1 Process to Determine Material Topics

From September 2024 to January 2025, WAP Sustainability partnered with Plastipak to conduct a Double Materiality Assessment (DMA). This assessment aimed to identify and evaluate all relevant environmental, social, and governance (ESG) issues impacting Plastipak and determine which sustainability topics are material for Plastipak for GRI and other disclosure reporting.

To identify Plastipak's material topics, the Company developed a tailored list of environmental, social, and governance (ESG) impacts, risks, and opportunities (IROs). Each IRO was assessed for both impact materiality and financial materiality in accordance with the principles of double materiality.

IRO scoring criteria and materiality thresholds were established collaboratively by WAP Sustainability, the independent consultant appointed to support the assessment, and the Plastipak Sustainability team. The Sustainability team then completed an initial assessment during a dedicated materiality workshop, applying the agreed scoring methodology to each IRO. WAP Sustainability subsequently reviewed the results to verify consistency, ensure the rationale reflected the intended context, and correct any scoring errors or data entry anomalies. Materiality thresholds were applied to classify each IRO as material, borderline, or immaterial.

The preliminary assessment was then validated through stakeholder engagement. Feedback was obtained through surveys and interviews with subject matter experts and key stakeholder groups. At the outset of the engagement process, stakeholder saliency scores were assigned based on each group's relevance to the assessment. These saliency scores were used to weight stakeholder responses when evaluating the significance of individual IROs.

Plastipak conducted 11 stakeholder interviews with representatives from employees, the management team, the Board of Directors, customers, suppliers, an industry association, and a sustainability advocate. In addition, online surveys were distributed to the same stakeholder groups and to Plastipak's Sustainability Champions, ensuring representation from all geographical regions in which the Company operates.

Following stakeholder engagement, WAP Sustainability reviewed responses exhibiting significant deviations from the initial assessment to validate the rationale for those differences. Weighted average scores were then compared against the predefined materiality thresholds to determine the final materiality status of each IRO. The resulting material topics reflect both the Company's assessment and the perspectives of its key stakeholders and form the basis of this sustainability report.

Figure 1 below shows the process funnel that was utilized.

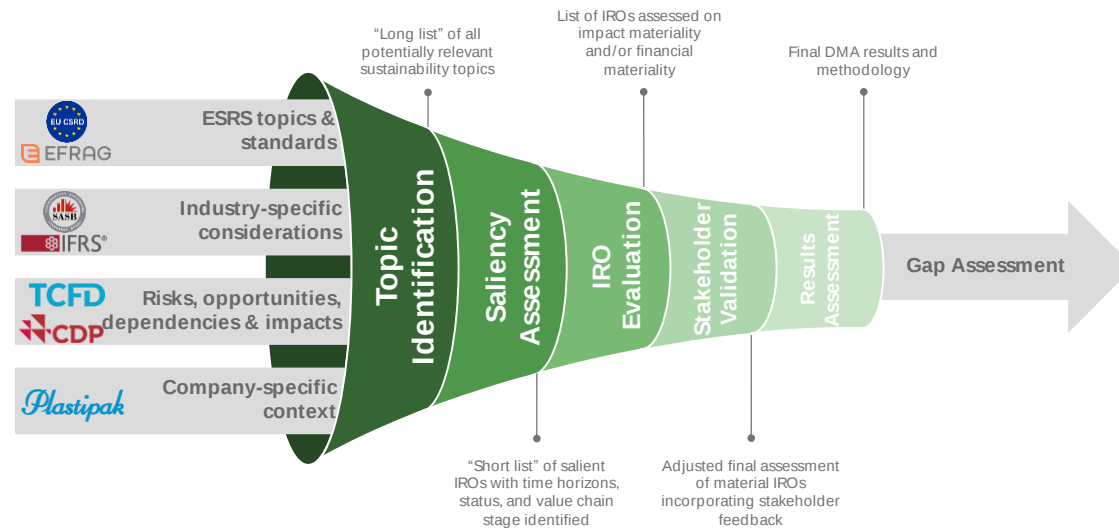


Figure 1: 3.1: Double Materiality Process Funnel

From Assessment to Reporting



Figure 2: 3-1: Infographic showing the assessment process to identify material topics

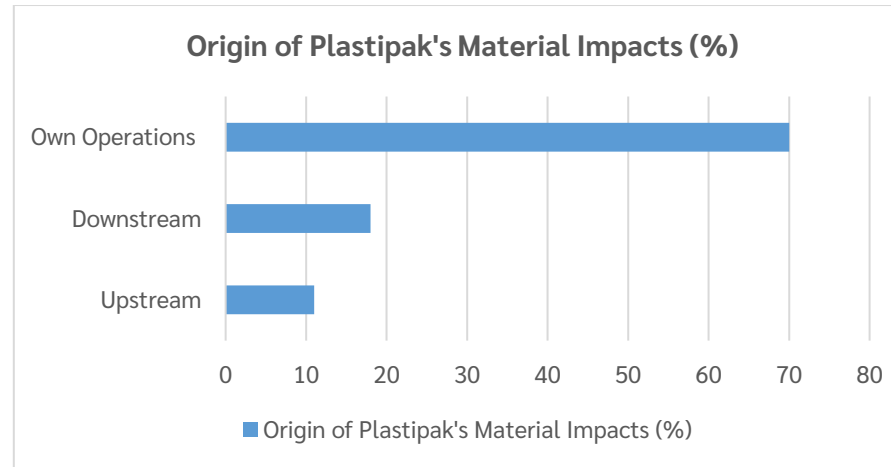


Chart 1: 3-1: Origin in the value chain of Plastipak's material impacts (%)

The assessment found that approximately 70% of Plastipak's material impacts, risks, and opportunities originate within its own operations, with the remainder occurring across the upstream and downstream value chain. This distribution indicates that many of the Company's most significant sustainability impacts are within areas where Plastipak has the greatest ability to influence outcomes through operational excellence, investment, and management practices. While collaboration with suppliers, customers, and recycling partners remains essential, particularly for circularity and responsible sourcing, continual improvement within Plastipak's own operations will be critical to achieving its sustainability objectives, especially those related to climate change.

Distribution of Material Topics Across the Value Chain

	Climate	Circular Economy	Workforce	Consumers	Business Conduct
Virgin resin suppliers	●●●				●●
Recycling partners	●	●●●			●●●
Plastipak operations	●●●	●●	●●●		●●
Customers	●●	●●●			
Consumers		●●		●●●	
Collection & recycling		●●●			

- Primary material impact
- Significant impact
- Relevant impact

Table11: 3-1 - Distribution of material topics across the value chain with associated impact rating

Summary of Material Topics

The assessment identified 88 impacts, risks and opportunities (IROs), of which 28 were determined to be material and form the basis of this report. Environmental matters accounted for 64% of all identified IROs, with 89% of environmental IROs relating to climate change and circularity. Climate change alone represents approximately 36% of all material IROs, confirming that climate action and circularity are the Company's highest sustainability priorities.

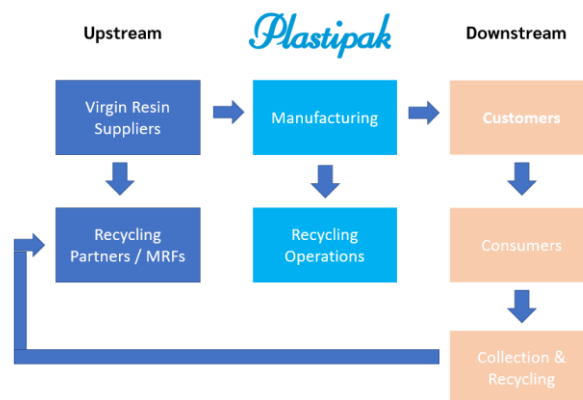
Climate change and circularity emerged as Plastipak's most significant environmental material topics because they influence the Company's operations, customers, supply chain, regulatory environment and long-term business resilience.

In addition to the type of IROs and sustainability matters, there were other trends in materiality. The majority of the IROs found to be material (13 total) were classified as medium-term, meaning they are expected to occur one to five years in the future, as illustrated in chart 2.

Material Topics and Affected Stakeholders

Material Topic	Primary Stakeholders	Primary Impacts on Stakeholders
Climate Change	Communities, Customers, Employees	GHG emissions, energy use
Circular Economy	Customers, Recycling Partners	Waste reduction, recycled content
Own Workforce	Employees	Health & Safety, Equal Opportunity
Consumers & end-users	Consumers	Product information
Business Conduct	Suppliers, Employees	Ethics, responsible sourcing

Table 12: 3-1 Material topics with impacts on stakeholders



Material Impacts by Value Chain

Table 13 illustrates where Plastipak's principal impacts occur across the value chain, the stakeholders affected, and the company's primary management responses.

Value Chain Stage	Principal Stakeholders	Material Impacts	Plastipak Response	Material Topics
Raw material suppliers	Resin suppliers, additive suppliers	Greenhouse gas emissions, responsible sourcing, supplier environmental performance	Supplier due diligence, Supplier Code of Conduct, EcoVadis assessments, supplier engagement	Climate Change, Business Conduct
Waste management & recycling partners	MRFs, waste collectors, recyclers	Availability and quality of PET feedstock, human rights due diligence, worker health and safety, traceability	Responsible sourcing, enhanced supplier due diligence, supplier engagement, traceability certification	Circular Economy, Business Conduct
Plastipak Operations	Employees, contractors, local communities	Energy use, GHG emissions, water use, waste generation, occupational health and safety	Operational excellence, energy efficiency, emissions reduction, health & safety programs, environmental management systems	Climate Change, Circular Economy, Own Workforce
Customers	Brand owners, food and beverage companies	Sustainable packaging, recycled content, product quality, carbon footprint	Customer engagement and collaboration, packaging innovation, lifecycle optimization, product stewardship	Climate Change, Circular Economy
Consumers & End-users	Consumers	Packaging safety, recyclability	Product quality management, regulatory compliance, design for recyclability	Consumers & End-users
Collection & Recycling	Local authorities, recycling sector	Packaging circularity, collection rates, recycled content	Design for recyclability, investment in recycling capacity, collaboration across the recycling value chain	Circular Economy

Table 13: Impacts in the value chain

GRI 3-2 Material Topics

Based on the outcomes of the double materiality assessment, Plastipak identified the following material topics (table 14) for reporting under the GRI Standards, and are classified as risks, opportunities, positive impacts or negative impacts. These topics form the basis of the management approaches and disclosures presented throughout this report.

Material Topic	Summary of IROs	Risk	Opportunity	Positive Impact	Negative Impact
Climate Change	Transition risks arising from changing customer demand, increasing carbon regulation and taxation, energy price volatility, and reputational risks associated with the plastics industry. Operational impacts include Scope 1, 2 and 3 greenhouse gas emissions and reliance on energy-intensive manufacturing processes.	6	1	0	3
Circular Economy	Risks associated with increasing demand for recycled content, continued reliance on virgin fossil-based resins due to supply constraints, and end-of-life disposal of packaging where products are not collected for recycling.	1	1	2	2
Biodiversity	Indirect impacts from the extraction of fossil-based raw materials used to manufacture virgin plastic resins, contributing to habitat degradation and resource depletion.	0	0	0	1
Pollution	Potential environmental and human health impacts resulting from plastic waste, pollution associated with product end-of-life, and broader concerns relating to plastics throughout their lifecycle.	0	0	1	0
Own Workforce	Positive and negative impacts relating to employee health and wellbeing, including ergonomic hazards, perceptions of job insecurity resulting from industry transition, shift, work and the need to continually develop workforce skills.	0	0	2	2
Workers in the Value Chain	Potential negative human rights impacts on workers in the supply chain, including child and forced labor. Reputational, legal and operational risks arising from potential labor and human rights issues within the supply chain.	1	0	0	0
Consumers and End-users	Potential health impacts associated with the production, use and disposal of plastic products, including emerging concerns regarding chemical exposure and microplastics.	0	0	0	1
Affected Communities	Positive impact from packaging that enables the safe transport of water and prepared food, supporting access to adequate food in the communities served.	0	0	1	0
Business Conduct	Opportunity and positive impacts associated with maintaining stakeholder trust, regulatory engagement and a culture of ethical business conduct, including effective governance and whistleblowing mechanisms.	0	1	2	0
TOTAL		8	3	8	9

Table 14: Plastipak's Material Topics

Please note: The Summary of IROs column describes the impacts disclosed for each material topic under GRI 3-3, which requires reporting actual and potential, negative and positive impacts. The counts reflect the IROs that met the materiality thresholds in the double materiality assessment. The two may differ where a topic's impacts are described more fully than the scored IROs alone.

Material Topic	Why it Matters	Where in the Value Chain	Stakeholders	Relevant GRI Standards
Climate Change	Most significant environmental material topic	Upstream, Operations, Downstream	Customers, Communities, Employees	GRI 302, 305
Circular Economy	Supports plastics circularity	Entire value chain	Customers, Recycling Partners	GRI 301, 306
Biodiversity	Fundamental to healthy eco-systems	Upstream	Suppliers	GRI 101
Pollution	Fundamental to healthy eco-systems	Upstream, Operations	Suppliers, Employees	GRI 301
Own Workforce	Safe and inclusive workplace	Operations	Employees	GRI 401, 403, 404, 405, 406,
Workers in the Value Chain	Protection of human rights	Upstream	Suppliers	GRI 308, 408, 409, 414
Consumers & End-users	Safe, recyclable packaging	Downstream	Consumers	GRI 416
Affected Communities	Protecting human health	Downstream	Affected communities	GRI 203 (203-2)
Business Conduct	Ethical operations and responsible sourcing	Across value chain	Suppliers, Employees	GRI 2 (2-15 – 2-17, 2-23 -2-27

Table 15: Plastipak's material topics as they relate to GRI reporting

An additional voluntary disclosure is provided under GRI 303 (Water and Effluents) to provide stakeholders with a more comprehensive overview of Plastipak's environmental performance.

Water Management is a significant sector-level challenge and although water management was evaluated as part of Plastipak's double materiality assessment, it did not meet the Company's materiality thresholds. This reflects the nature of Plastipak's operations, where water is predominantly used within closed-loop cooling systems that minimize water withdrawals and consumption. Nevertheless, Plastipak recognizes the importance of responsible water stewardship and has chosen to report water-related information voluntarily under GRI 303.

Climate Change and Circularity as Priority Material Topics

The DMA identified climate change and circularity as Plastipak's highest priority sustainability topics. These findings directly inform the Company's sustainability strategy, investment priorities, and operational improvement programs. To address climate-related impacts, Plastipak continues to increase the use of renewable electricity, integrate sustainability criteria into procurement decisions, implement equipment electrification projects, and deliver energy efficiency initiatives. To advance circularity, the Company invests in recycling infrastructure, increases the production and use of recycled PET (rPET), and collaborates with customers, suppliers, and recycling partners to improve the availability and quality of recycled feedstock.

Time Horizon

The double materiality assessment found that the majority of Plastipak's material impacts, risks, and opportunities are expected to arise over the medium term (one to five years). This reflects the increasing influence of evolving regulation, customer sustainability commitments, technological advancements, and the transition to a lower-carbon and more circular economy.

A smaller number of material IROs were identified over the long term, highlighting the importance of continued investment in climate resilience, circularity, responsible business practices, and workforce development to support the Company's long-term sustainability objectives.

Figure 3 illustrates the distribution of material IROs by time horizon and ESG topic.

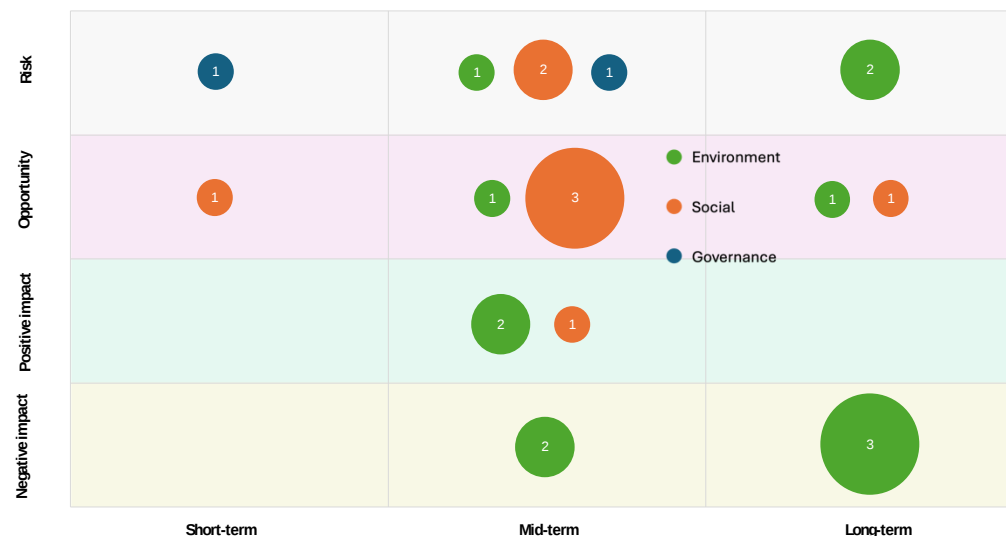


Figure 3: Material IROs by Time Horizon and ESG

How Stakeholder Engagement Influenced the Double Materiality Assessment

Stakeholder engagement formed an integral part of Plastipak's double materiality assessment, providing external perspectives to validate and refine the initial assessment conducted by internal subject matter experts. Prior to stakeholder engagement, 19 impacts, risks, and opportunities (IROs) were identified as material. Following stakeholder interviews and validation, the number of material IROs increased to 28.

Stakeholder feedback resulted in the identification of additional material impacts relating to own workforce, affected communities, consumers and end-users, and business conduct. It also reinforced the significance of climate change and the circular economy, increasing the number of material IROs associated with these topics. These outcomes demonstrate the importance of stakeholder engagement in ensuring that Plastipak's material topics reflect not only internal business priorities but also the expectations and perspectives of those affected by, or able to influence, the Company's activities.

Plastipak intends to further strengthen future materiality assessments through broader stakeholder engagement, particularly with consumers and end users, and by further integrating sustainability-related risks into the Company's Enterprise Risk Management framework.

The following sections describe Plastipak's management approach, performance, and progress for each material topic identified through the double materiality assessment.

3-2(b) Changes to Material Topics to Previous Reporting Period

This is Plastipak's first sustainability report prepared in accordance with the GRI Standards. As there are no previous GRI reporting periods for comparison, no changes to the organization's material topics have occurred. Any future changes to material topics, including additions, removals, or changes in their significance, will be disclosed in subsequent reports where applicable.

GRI 101: Biodiversity 2024

3-3 Management of material topics

Plastipak recognizes that its activities and business relationships are connected to biodiversity impacts, principally through the extraction and processing of fossil-based raw materials in its upstream supply chain. Plastipak's manufacturing facilities are predominantly located within existing industrial areas. Based on the Company's current assessment, its most significant biodiversity-related impacts are therefore associated with its upstream value chain rather than land use within its own operations.

Plastipak relies on fossil-based inputs, including virgin PET and HDPE, to manufacture its products. The extraction and processing of the fossil-based feedstocks used to produce these materials can adversely affect the extent and condition of ecosystems through land disturbance, habitat fragmentation, pollution, greenhouse gas emissions and pressure on water resources. These impacts may also affect communities that depend on the ecosystem services provided by affected areas. Plastipak has not identified any significant positive biodiversity impacts associated with its activities or business relationships.

Plastipak does not directly undertake fossil-fuel extraction or primary raw-material processing. However, the Company has determined that it is directly linked to the associated upstream biodiversity impacts through its business relationships with suppliers of fossil-based raw materials. Figure X illustrates the flow of materials through Plastipak's value chain and how increased use of recycled content can reduce demand for virgin fossil-based feedstocks, thereby helping to mitigate associated pressures on biodiversity.

Plastipak manages relevant upstream impacts through its Sustainable Procurement Policy, which establishes environmental and social expectations for suppliers. The policy is supported by supplier assessment and engagement processes, including engagement with virgin-resin suppliers and the use of EcoVadis sustainability assessments.

The Company also seeks to reduce its reliance on virgin fossil-based materials by increasing the use of recycled content in its products. Progress is monitored through the average recycled content used across Plastipak's product portfolio. In 2025, average recycled content was 31.3%, exceeding the Company's target of 30% by 2030. Recycled-content performance is used as an indicator of reduced reliance on virgin feedstocks; however, it does not directly measure changes in biodiversity condition or outcomes.

Plastipak does not currently track the effectiveness of its Sustainable Procurement Policy through biodiversity-specific performance indicators. The Company intends to evaluate the introduction of biodiversity-related supplier due-diligence measures as supply-chain transparency and data availability improve. This may include measures relating to supplier screening, identified biodiversity risks, corrective actions and the coverage of higher-risk raw-material suppliers. Where adverse supplier impacts or practices are identified, Plastipak will seek to address them through supplier engagement and corrective-action processes in accordance with its procurement procedures.

Plastipak's management approach has been informed by engagement with its sustainability, procurement and supply-chain teams, as well as engagement with suppliers through sustainability assessments and related supplier-engagement processes. Findings from the Company's Double Materiality Assessment, including stakeholder input gathered during that process, also informed the identification and management of biodiversity-related impacts. Plastipak will continue to review stakeholder and supplier feedback as its biodiversity due-diligence and performance-monitoring processes develop.

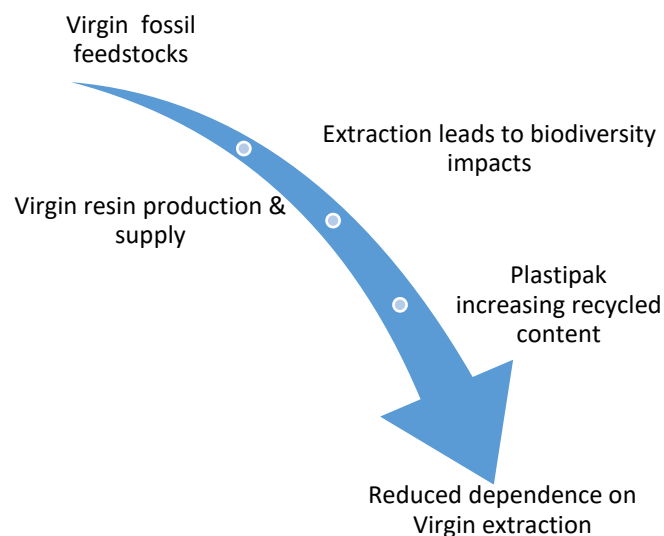


Figure 4: Flow of materials throughout the business

101-1 Policies to halt and reverse biodiversity loss

Omission: Policies to halt or reverse biodiversity loss.

Reason: Information unavailable / incomplete.

Plastipak does not currently maintain a standalone biodiversity policy. Biodiversity-related impacts are primarily managed through the Company's Sustainable Procurement Policy, which establishes expectations for responsible sourcing and supplier sustainability performance. As Plastipak's most significant potential biodiversity impacts occur within its upstream value chain, the Company's current approach focuses on engaging suppliers to improve environmental performance and reducing reliance on virgin fossil-based raw materials through increased use of recycled plastics.

Supplier sustainability performance is assessed using the EcoVadis Ratings and EcoVadis IQ Plus platforms, which support the identification of environmental risks within the supply chain and help prioritize supplier engagement and continuous improvement. Increasing the use of recycled PET, HDPE and PP also contributes to reducing demand for virgin raw materials and the associated upstream environmental pressures.

The Sustainable Procurement Policy is not currently explicitly aligned with the Kunming-Montreal Global Biodiversity Framework (GBF). However, Plastipak recognizes the increasing importance of biodiversity considerations and will continue to evaluate opportunities to strengthen its biodiversity management approach and consider alignment with emerging international frameworks as the Company's understanding of biodiversity-related impacts evolves.

At present, Plastipak has not implemented biodiversity-specific actions to prevent, mitigate, remediate, or restore impacts beyond those embedded within its responsible procurement practices, nor has it identified opportunities to create significant positive biodiversity impacts through its operations. The Company currently monitors supplier sustainability performance through EcoVadis assessments and tracks recycled material use but has not established biodiversity-specific performance indicators, outcome monitoring processes, or time-bound biodiversity targets. Plastipak will continue to evaluate opportunities to enhance biodiversity governance, performance measurement, and reporting as its sustainability program matures.

101-2 Management of Biodiversity Impacts

Plastipak's most significant potential biodiversity impacts occur within its upstream value chain through the extraction and processing of fossil-based raw materials used to manufacture virgin PET, HDPE, and PP resins. Although biodiversity was not identified as a material topic through the Company's double materiality assessment, Plastipak recognizes the importance of managing upstream environmental impacts and has implemented measures that contribute to reducing pressures on biodiversity.

Avoiding impacts

Plastipak seeks to avoid biodiversity impacts by reducing demand for virgin raw materials through packaging light-weighting, material efficiency initiatives, and increasing the use of recycled plastics. These measures reduce the quantity of fossil-based feedstocks required to manufacture packaging and, consequently, reduce upstream environmental pressures associated with resource extraction and processing. Initiatives for reducing the demand for virgin raw materials take place at all operating sites, and driven largely through Plastipak's network of product development centers.

Minimizing impacts

The Company manages biodiversity-related risks in its supply chain through its Sustainable Procurement Policy, which sets expectations for responsible environmental practices. Supplier sustainability performance is assessed using the EcoVadis Ratings and EcoVadis IQ Plus platforms, enabling Plastipak to identify environmental risks, engage suppliers on improvement opportunities, and promote continuous enhancement of sustainability performance throughout the supply chain. This impacts all operating sites, and is driven by central procurement and supported by locally-based buying teams and supply chain teams.

Restoration and remediation

Plastipak has not implemented biodiversity-specific restoration or remediation programs, as its most significant potential impacts occur upstream rather than at its own manufacturing sites, which are predominantly located within existing industrial areas.

Transformative actions

The Company has not identified opportunities for transformative biodiversity actions at this stage. However, Plastipak continues to evaluate opportunities to strengthen biodiversity management as its understanding of biodiversity-related impacts evolves, including consideration of enhanced supplier engagement, improved performance measurement, and alignment with emerging biodiversity frameworks and best practices.

Plastipak currently monitors supplier sustainability performance through EcoVadis assessments and tracks progress in increasing recycled content and improving material efficiency. While these indicators support the management of upstream environmental impacts, the Company has not yet established biodiversity-specific performance indicators or time-bound biodiversity targets. As its biodiversity program matures, Plastipak will continue to assess opportunities to develop more comprehensive monitoring and reporting of biodiversity outcomes.

101-3ab Access and Benefit-Sharing

Omission: Compliance with access and benefit-sharing regulations and measures.

Reason: Not applicable to Plastipak.

This disclosure is omitted because it is not applicable to Plastipak's activities. Plastipak does not own, control, or utilize genetic resources, nor do its operations involve the access to, use of, or commercialization of genetic resources or associated traditional knowledge. Consequently, the requirements of this disclosure are not relevant to the Company's business activities.

101-4 Identification of Biodiversity Impacts

Biodiversity impacts were evaluated through Plastipak's Double Materiality Assessment (DMA) published in 2025, which assessed actual and potential impacts across the value chain using the impact materiality criteria of scale, scope, irremediability, and likelihood, in accordance with the requirements of the Corporate Sustainability Reporting Directive. Specifically, the criteria of scale, scope, irremediability, and likelihood were applied to determine the negative impact rating, as compared to other identified possible negative impacts. The DMA process identified upstream fossil fuel extraction (linked to virgin resin and other fossil-based inputs) as the product/service in the supply chain with the most significant negative impacts on biodiversity. The assessment was based on information available from Plastipak's direct (Tier 1) suppliers and did not reach beyond the first tier of the supply chain. Consequently, biodiversity impacts further upstream may not have been fully captured.

Impact on biodiversity at Plastipak's own sites was not identified as a material impact as they are predominantly located within existing industrial areas.

KPIs related to biodiversity can be found in GRI 301 Materials, 308 Supplier Environmental Assessment:

- + % use of recycled content
- + Associated reduction of virgin resin
- + Number of suppliers assessed by EcoVadis, including resin suppliers
- + Number of corrective actions

101-5 Locations with Biodiversity Impacts

Omission: Locations of sites with most significant impacts on biodiversity

Reason: Information is not currently available

This disclosure is omitted because the required information is not currently available. Plastipak does not have sufficient visibility beyond its direct (Tier 1) suppliers to determine whether extraction activities associated with upstream raw materials occur in or near ecologically sensitive areas, including protected areas, Key Biodiversity Areas (KBAs), or UNESCO World Heritage sites. Plastipak is taking steps to improve upstream supply chain transparency by continuing supplier engagement and evaluating opportunities to enhance biodiversity-related due diligence processes. Given current limitations in traceability beyond Tier 1 suppliers, Plastipak is unable to commit to a timeframe for reporting this disclosure, however, the Company will continue to assess progress and provide updates in future reporting cycles as information becomes available.

101-6 Direct drivers of Biodiversity Loss

Omission: Drivers of biodiversity loss on land or sea

Reason: Information is not currently available

This disclosure is omitted because the required information is not currently available. Due to limited visibility beyond direct (Tier 1) suppliers, Plastipak is unable to identify the specific locations of upstream raw material extraction activities and, consequently, cannot determine or report site-specific direct drivers of biodiversity loss. Plastipak recognizes that fossil-based raw material extraction may contribute to biodiversity loss through drivers including land, freshwater and sea-use change, pollution, resource exploitation, invasive alien species, and climate change; however, location-specific information is not currently available. Plastipak is taking steps to improve understanding of upstream biodiversity impacts through continued supplier engagement and evaluation of opportunities to strengthen supply chain transparency and biodiversity-related due diligence processes. Given current limitations in traceability beyond Tier 1 suppliers, Plastipak is unable to commit to a timeframe for reporting this disclosure; however, the Company will continue to assess progress and provide updates in future reporting cycles as information becomes available.

101-7 Changes to the State of Biodiversity

Omission: Changes to the state of biodiversity

Reason: Information is not currently available

This disclosure is omitted because the required information is not currently available. Plastipak is unable to report changes in the state of biodiversity, including ecosystem extent and condition, for the base year or current reporting period because the specific locations of upstream raw material extraction activities cannot currently be identified. The Company's visibility is limited to direct (Tier 1) suppliers and does not extend sufficiently upstream to enable location-specific biodiversity assessments or monitoring of biodiversity outcomes. Plastipak is taking steps to improve upstream supply chain transparency through continued supplier engagement and evaluation of opportunities to enhance biodiversity-related due diligence and data collection processes. Given current limitations in traceability beyond Tier 1 suppliers, Plastipak is unable to commit to a timeframe for reporting this disclosure; however, the Company will continue to assess progress and provide updates in future reporting cycles as information becomes available.

101-8 Ecosystem Services

Omission: Ecosystem services

Reason: Information unavailable

Plastipak's principal dependencies on ecosystem services occur within its upstream value chain through the extraction and processing of fossil-based raw materials used to manufacture virgin PET, HDPE, and PP resins. These activities have the potential to contribute to land-use change, habitat fragmentation, biodiversity loss, water stress, pollution, and the degradation of soil and ecosystem functions.

As a consequence, ecosystem services including climate regulation, freshwater provision, soil formation, nutrient cycling, and habitat provision for species may be adversely affected. The degradation of these ecosystem services can also have implications for people, including reduced water availability and quality, diminished agricultural productivity, increased vulnerability to climate change, and impacts on the health, livelihoods, and well-being of communities that depend on healthy ecosystems.

Plastipak recognizes that the condition of ecosystem services is closely linked to the long-term resilience of natural resources and global supply chains. However, it is not currently feasible to assess the impacts on ecosystem services at a site-specific level because the Company does not have sufficient visibility beyond its direct (Tier 1) suppliers to identify the locations of upstream raw material extraction activities. Plastipak will continue to evaluate opportunities to improve supply chain transparency and biodiversity-related due diligence to support more detailed assessment and reporting in the future.

Future Roadmap

As biodiversity expectations evolve, Plastipak intends to further integrate biodiversity considerations into supplier engagement, governance and sustainability reporting.

Over the next reporting cycles, Plastipak intends to enhance supply chain traceability, improve understanding of upstream biodiversity impacts, evaluate alignment with the Kunming-Montreal Global Biodiversity Framework, and develop biodiversity-specific indicators where appropriate.

GRI 204: Procurement Practices 2016

3-3 Management of material topics

Plastipak's procurement activities are designed to support business continuity, operational efficiency, sustainability objectives, and responsible supply chain management. Procurement practices are integrated into the company's broader strategy, enterprise risk management and supplier governance processes. The company works closely with suppliers to promote ethical business conduct, environmental stewardship, and continuous improvement throughout the supply chain.

Supplier sustainability performance is evaluated using the EcoVadis Sustainability Ratings platform. EcoVadis assessments help Plastipak identify potential environmental, social, and governance (ESG) risks and impacts within its supply chain and support engagement with suppliers on improvement opportunities. In addition, Plastipak utilizes EcoVadis IQ Plus to assess non-rated suppliers and identify those that may present elevated sustainability risks based on factors such as industry, geography, environmental impacts, labor and human rights risks, ethics, and sustainable procurement considerations. This enables the company to prioritize supplier engagement and due diligence activities where potential risks are greatest.

Plastipak maintains a Supplier Code of Conduct that establishes expectations regarding legal compliance, business ethics, human rights, labor practices, health and safety, and environmental management. Compliance with these principles is considered an important component of supplier relationships. The company also conducts regular business reviews with key Tier 1 suppliers, which include ongoing discussions regarding sustainability performance, risk management, and opportunities for continuous improvement. Plastipak engages with key Tier 1 suppliers through regular business reviews, sustainability discussions, and EcoVadis assessments to communicate expectations, review performance and identify opportunities for continuous improvement.

The procurement of plastic resin represents Plastipak's largest purchasing category. Due to the relatively small number of global resin producers, opportunities for local sourcing are often limited. Nevertheless, Plastipak seeks to source resin from production facilities located as close as practical to its manufacturing operations, while also considering factors such as product specifications, availability, quality, reliability of supply, and cost. To reduce transportation-related environmental impacts, Plastipak seeks to utilize lower-emission transportation modes where feasible, including rail and ocean freight. Resin is not transported by air.

A similar sourcing approach is applied to colorants, additives, and other key raw materials, where supplier availability and technical requirements may limit local sourcing opportunities.

The primary potential impacts relate to transportation emissions and local economy support. No significant actual negative impacts related to procurement practices were identified during the reporting period.

For packaging materials, ancillary materials, and many indirect procurement categories, Plastipak seeks to source from local or regional suppliers whenever practical. Local sourcing can reduce transportation impacts, improve supply chain resilience, strengthen supplier relationships, and support the economies of the communities in which Plastipak operates. Where potential impacts are identified, they are addressed through supplier engagement and corrective actions. No significant actual negative impacts requiring remediation were identified.

For the purposes of procurement reporting, resin is reported separately from other product-related goods and services due to its significance as Plastipak's largest procurement spend category and its distinct supply market characteristics.

The company continues to monitor local procurement spend percentages annually and seeks to increase local sourcing where practical, while balancing quality, availability and cost.

204-1 Proportion of Spending on Local Suppliers

Plastipak defines local procurement as follows:

Virgin resin: Sourced from the nearest available production facility, or within 1000km if there is not a production facility in the same country and the receiving plant. Procurement from facilities located more than 1,000 km from the receiving site is not considered local.

- + Recycled resin, colorants, and additives: Sourced from suppliers located within 500 km of the receiving facility.
- + Packaging materials: Sourced from suppliers located within 250 km of the receiving facility.
- + All other product-related goods and services: Sourced from suppliers located within 150 km of the receiving facility.

These definitions reflect the availability of suppliers within each procurement category and support Plastipak's objective of reducing transportation impacts while maintaining security of supply, product quality, and operational efficiency.

Procurement Category	Approach to Local Sourcing
Plastic Resins	Source from nearest feasible supplier, subject to quality, availability, and cost considerations
Colorants & Additives	Source from nearest feasible supplier where technically and commercially viable
Packaging Materials	Preference for local or regional suppliers where practical
Indirect Materials & Services	Local sourcing encouraged where available and competitive

Table 16: Approach to local sourcing by procurement category

The table below shows the percentage of procurement spend with local suppliers in Plastipak's operating regions and procurement categories, based on the local procurement definitions described above.

Region	Percentage of Procurement Spend with Local Suppliers			
	Virgin Resin	Recycled Resin	Colorants & Additives	Packaging
North America	65.2%	46.7%	Not available	10.5%
South America	86.9%	100%	Not available	Not available
Europe	72.2%	71.0%	99.0%	79.5%

Table 17: Procurement spend with local suppliers by region (%)

Local supplier classifications are based on supplier location relative to the receiving Plastipak facility and are determined using the distance thresholds defined above. Procurement spend includes direct and indirect purchases made during the reporting period.

For the purposes of this disclosure, procurement spend is used as a proxy for procurement budget.

GRI 205: Anti-Corruption 2016

3-3 Management of material topics

Plastipak is committed to conducting business ethically and in compliance with applicable anti-corruption laws and regulations. Corruption-related risks are considered as part of the company's enterprise risk management, compliance, internal control, and business review processes. Anti-corruption risk management is integrated into procurement, internal controls and compliance oversight. Risk assessments consider factors such as geographic location, business activities, interactions with government authorities, procurement activities, customs and trade operations, use of third-party intermediaries, and other relevant risk indicators.

During the reporting period, Plastipak assessed operations for risks related to corruption through its established risk management and compliance processes. Where elevated risks are identified, appropriate mitigation measures may include enhanced due diligence, management oversight, internal controls, employee training, and supplier engagement activities.

Plastipak supports charitable and community initiatives that align with its corporate values and commitment to responsible business practices. To ensure that charitable contributions are made ethically and are not used to improperly influence business decisions or secure an unfair business advantage, donations are subject to established review and approval processes.

Charitable contributions are evaluated to confirm that the recipient organization is legitimate, that the proposed donation serves a bona fide charitable purpose, and that no actual or perceived conflict of interest exists. Contributions may not be made in exchange for business opportunities, favorable treatment, regulatory decisions, or any other improper benefit.

Plastipak's Code of Conduct prohibits bribery, corruption, and other forms of improper influence. Employees involved in approving or facilitating charitable contributions are expected to comply with applicable company policies and legal requirements. Any concerns regarding the appropriateness of a charitable contribution may be reported through established compliance and reporting channels.

Through these controls, Plastipak seeks to ensure that charitable contributions support community needs while maintaining the highest standards of integrity and ethical business conduct.

Overall, Plastipak's anti-corruption framework is embedded across governance, risk management, operational controls, and compliance processes to ensure consistent identification, mitigation and monitoring of corruption risks.

205-1a Operations Assessed for Risks Related to Corruption

Region	Number of Operations	Number Assessed for Corruption Risks	Percentage Assessed
North America	19	19	100%
South America	1	1	100%
Europe	14	14	100%
Total	34	34	100%

Table 18: 205-1a - Percentage of operations assessed for corruption risks

205-1b Significant Risks Identified

Risk Area	Description of Potential Risk	Mitigation Measures
Procurement Activities	Potential conflicts of interest or improper payments	Procurement controls, segregation of duties, supplier due diligence
Customs and Trade Activities	Interactions with customs officials and government agencies	Compliance procedures, training, management oversight
Third-Party Intermediaries	Potential misconduct by agents or representatives	Due diligence and contractual requirements
Government Interactions	Licensing, permitting, and regulatory activities	Compliance reviews and approval processes

Table 19: 205- 1b - Identification of significant corruption risks

205-2 Communication and Training About Anti-Corruption Policies and Procedures

Plastipak's Code of Conduct and related compliance policies establish expectations regarding ethical business conduct, anti-bribery, anti-corruption, conflicts of interest, and compliance with applicable laws. These policies are communicated to employees and made available through internal communication channels.

The company communicates its expectations regarding ethical conduct to suppliers and business partners through its Supplier Code of Conduct. Employees whose roles may involve elevated compliance risks may receive additional training and guidance relevant to their responsibilities.

205-2ab Anti-Corruption Training given by Employee Type

Employee Category	Total Employees	Employees Receiving Policy Communication	Percentage
Executive Leadership	61	61	100%
Management	1990	1990	100%
Salaried Employees	3147	3147	100%
Total Employees	5198	5198	100%

Table 20: 205-2ab Percentage of Employees Receiving Anti-Corruption Communication

Plastipak does not currently disclose certain quantitative metrics under GRI 205 due to limitations in the availability and consistency of data across all reporting entities and regions. Information necessary to support complete and reliable reporting has not historically been collected through a centralized global process and is therefore not available for the reporting period.

Plastipak maintains policies and procedures designed to promote ethical business conduct and prevent corruption, including its Code of Conduct and related compliance programs. The Company is evaluating opportunities to enhance data collection and reporting processes to support more comprehensive disclosure of anti-corruption performance metrics in future reporting periods.

Anti-corruption policies and procedures have been communicated to 100% of governance body members, 100% of employees, and 90.11% of key Tier 1 suppliers. New suppliers receive the Supplier Code of Conduct during onboarding. Due to limitations in global data collection systems, complete quantitative training metrics across all employee categories and business partners are not currently available. The company is enhancing its tracking processes to enable more comprehensive reporting in future periods.

205-2c Communication to Business Partners

Stakeholder Group	Number Covered	Percentage Covered
Key Tier 1 Suppliers	431	90.11%
New Suppliers Subject to Onboarding Requirements	986	100%
Contractors and Service Providers	No data	No data

Table 21: 205-2c - Communication to business partners

Where quantitative data is not available, Plastipak communicates anti-corruption expectations through its Code of Conduct, Supplier Code of Conduct, employee onboarding processes, compliance communications, and periodic training initiatives.

Plastipak does not currently maintain formal anti-corruption targets. The Company reviews its anti-corruption program through its established compliance and risk management processes and will continue to assess opportunities to develop measurable performance indicators in the future.

205-3 Confirmed Incidents of Corruption and Actions Taken

No confirmed incidents of corruption were identified during the reporting period. No employees were terminated or disciplined for corruption-related violations, no contracts with business partners were terminated due to corruption-related violations, and no public legal cases regarding corruption were brought against the company or its employees.

GRI 206: Anti-Competitive Behavior 2016

3-3 Management of material topics

Plastipak is committed to conducting business ethically and in full compliance with applicable anti-corruption laws and regulations. This commitment is reflected in its Code of Conduct, which prohibits bribery, corruption, and all forms of improper influence, and applies to all employees and relevant business partners.

Oversight of anti-corruption is embedded within Plastipak's governance framework, including enterprise risk management, compliance, and internal control systems. Relevant functions, including procurement, compliance, and internal audit, share responsibility for implementing and monitoring anti-corruption controls. Employees involved in high-risk activities, such as procurement or engagement with third parties, are required to adhere to company policies and applicable legal requirements.

Corruption-related risks are systematically identified and assessed as part of the company's enterprise risk management and compliance processes. Risk assessments consider factors such as geographic location, nature of business activities, interactions with government authorities, customs and trade operations, use of third-party intermediaries, and procurement activities. During the reporting period, Plastipak conducted assessments across its operations to identify areas of elevated corruption risk.

To manage identified risks, Plastipak integrates anti-corruption controls into key business processes, including procurement and third-party management. Where elevated risks are identified, mitigation measures may include enhanced due diligence, strengthened internal controls, increased management oversight, targeted employee training, and supplier engagement.

Charitable contributions are governed by established review and approval procedures to prevent misuse or undue influence. All contributions are evaluated to ensure that recipient organizations are legitimate, that donations serve a bona fide charitable purpose, and that no actual or perceived conflicts of interest exist. Contributions are strictly prohibited if they are intended to secure business advantages, favourable treatment, or any improper benefit.

Employees are encouraged to report concerns related to corruption or unethical conduct through established reporting channels, supporting transparency and accountability.

Plastipak continuously monitors the effectiveness of its anti-corruption framework through its compliance and internal control systems. This includes ongoing oversight, periodic risk assessments, and integration of findings into business review processes. The company uses these mechanisms to ensure consistent identification, mitigation, and monitoring of corruption risks and to support continuous improvement of its anti-corruption practices.

Through this integrated approach, Plastipak aims to uphold the highest standards of integrity while ensuring that its operations and community contributions are conducted responsibly and transparently.

206-1 Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices

Plastipak is committed to conducting business in accordance with applicable competition, anti-trust, and fair-trade laws in the jurisdictions in which it operates. The company's Code of Conduct establishes expectations regarding ethical business practices, fair competition, and compliance with applicable legal and regulatory requirements. No significant actual negative impacts related to anti-competitive behavior were identified during the reporting period. Potential risks are managed through compliance training and policies.

Employees are expected to compete fairly and independently and are prohibited from engaging in activities that could restrict competition, including price fixing, market allocation, bid rigging, inappropriate exchanges of competitively sensitive information, or other conduct that may violate competition laws. Anti-competitive compliance is integrated into the company's Code of Conduct, enterprise risk management, and legal compliance processes.

Compliance with competition and anti-trust requirements is supported through company policies, management oversight, employee training, and established compliance processes. Potential concerns regarding unethical or unlawful conduct may be reported through available reporting channels and are reviewed in accordance with company procedures. Expectations regarding fair competition are communicated to employees through the Code of Conduct and training programs.

Indicator	2023	2024	2025
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior, anti-trust, or monopoly practices	0	0	0
Number of legal actions resulting in judgments against Plastipak	0	0	0
Number of legal actions resulting in fines or non-monetary sanctions	0	0	0

Table 22: 206-1 Number of legal actions regarding anti-competitive behavior

During the reporting period, Plastipak was not subject to any legal actions for anti-competitive behavior, anti-trust violations, or monopoly practices.

The company maintains zero tolerance for anti-competitive behavior and continues to monitor compliance through training and internal controls.

GRI 301: Materials 2016

3-3 Management of material topics

Plastipak's use of PET, HDPE, and recycled PET (rPET) and HDPE (rHDPE) is fundamental to its operations and represents a material topic with significant actual and potential environmental impacts across the value chain.

The use of virgin, fossil-based plastics results in actual negative impacts, including greenhouse gas emissions associated with resin production, depletion of non-renewable resources, and contributions to plastic waste where collection and recycling systems are insufficient. There are also potential negative impacts, including environmental leakage and marine pollution, particularly in regions lacking effective waste management infrastructure. These impacts are accompanied by transition risks, including evolving regulatory restrictions on single-use plastics, extended producer responsibility (EPR) schemes, and shifting customer and consumer expectations toward circular packaging solutions.

The materials value chain may be associated with potential human rights impacts, particularly in upstream raw material extraction, resin production and recycling supply chains. Within recycled-material supply chains, heightened risks may arise during the informal collection and sorting of post-consumer packaging, especially in regions where legislative protections and enforcement are inadequate. These activities may involve vulnerable workers and present risks of unsafe working conditions, child labor and forced or compulsory labor. Plastipak manages these risks through supplier due diligence and its broader human rights processes and disclosures, including those reported under GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor and GRI 414: Supplier Social Assessment. At the same time, Plastipak generates significant positive environmental impacts through its vertically integrated recycling operations, which enable closed-loop "bottle-to-bottle" systems, reduce demand for virgin resin, and lower lifecycle greenhouse gas emissions. Additional positive impacts include improved resource efficiency through light-weighting and the development of packaging designed for recyclability.

Plastipak is directly responsible for impacts related to material selection, packaging design, and recycling operations, and is indirectly linked to upstream impacts through petrochemical suppliers and downstream impacts through product end-of-life systems, including collection, sorting, and recycling infrastructure. Plastipak may also contribute to impacts through product design decisions that influence recyclability and material use.

To manage these impacts, Plastipak has established commitments under its "Packaging the Future" strategy to increase recycled content, reduce reliance on virgin materials, and design packaging for recyclability. Plastipak has set a target to achieve 30% average recycled content by 2030, measured as the percentage of recycled resin converted into packaging of overall resin use, and continues to expand its recycling capacity.

Actions to prevent and mitigate negative impacts include reducing material use through light-weighting, optimizing packaging design to improve recyclability, and increasing the use of recycled content to reduce dependence on fossil-based inputs. Plastipak invests in advanced recycling technologies to produce high-quality, food-grade rPET and rHDPE, ensuring that recycled materials meet regulatory and customer requirements. We collaborate with customers, suppliers, and industry stakeholders to strengthen recycling systems and improve material circularity.

Where negative impacts occur, such as material inefficiencies or waste generation, Plastipak implements corrective actions through continuous improvement processes, including process optimization and increased recovery of production scrap.

Where Plastipak's activities result in environmental impacts such as plastic pellet or material loss, Plastipak participates in remediation activities, including clean up actions and measures to prevent recurrence. Plastipak's participation in industry initiatives such as Operation Clean Sweep supports efforts to prevent and address plastic material loss / leakage associated with handling and processing activities with documented processes in place mandating pellet clean-up where required following spillage.

Stakeholder engagement with customers, suppliers, recyclers, and industry organizations informs Plastipak's material strategy, including recycled content targets, packaging design priorities, and initiatives to improve circularity. Feedback from these stakeholders helps identify market expectations, technical challenges, and opportunities to improve recycling systems, while progress is evaluated through performance indicators and customer sustainability commitments.

The effectiveness of these actions is evaluated through quantitative performance indicators, including the percentage of recycled content used, total volumes of recycled resin produced, packaging weight reductions, and lifecycle assessment results. In 2025, recycled content represented 31.3% of resin procured excluding customer-supplied resin, compared with 24.8% in 2024. Year-over-year growth is primarily propelled by European regulatory mandates establishing minimum recycled content thresholds, alongside Plastipak's customers expanding their post-consumer recycled resin adoption to achieve corporate sustainability objectives. Additional information is provided in GRI 301-1.

301-1 Materials Used by Weight or Volume

Plastipak manufactures rigid plastic packaging primarily for the food, beverage, consumer products, industrial, and healthcare sectors. The principal raw materials used in production are polyethylene terephthalate (PET), high-density polyethylene (HDPE), and polypropylene (PP) resins, sourced in both virgin and recycled forms.

Additional raw materials are used to support product functionality and manufacturing performance. These include colorants, masterbatches, and performance additives that enhance processing efficiency during preform injection molding and container blow molding, as well as barrier technologies designed to protect products sensitive to oxygen, light, or moisture, such as beverages, dairy products, powders, and other food applications.

Plastipak also uses a range of packaging and logistics materials to support the storage, handling, and transportation of finished products. These include reusable transport systems such as metal cages, drop boxes, Stackaboxes, Gaylords, and reusable pallets, together with single-use materials including stretch wrap, pallet strapping, plastic liners, corrugated boxes, and corrugated octabins.

Plastipak operates four bottle-to-bottle PET recycling facilities. The primary raw materials used in these operations are post-consumer PET bottles supplied as compacted bales or as hot-washed PET flakes. These materials are processed into recycled PET (rPET) resin for use in new packaging applications.

301-1i Non-Renewable Materials Used by Weight or Volume

Omission: Non-renewable materials used by weight or volume.

Reason: Commercial confidentiality.

The weight and volume of non-renewable materials used during the reporting period have not been disclosed because the information is considered commercially confidential. Disclosure of detailed material consumption by resin type could reveal proprietary information relating to Plastipak's production volumes, product mix, manufacturing footprint, sourcing strategies, and customer relationships, which could reasonably be expected to prejudice the Company's competitive position.

This approach also applies to other production materials, including colorants, additives, and feedstocks used in Plastipak's PET recycling operations, as disclosure of these data could similarly reveal commercially sensitive information. While quantitative consumption data have been omitted for these reasons, Plastipak continues to monitor material use internally and manages associated environmental impacts through its sustainability strategy, procurement practices, and environmental management systems. To support transparency, the Company discloses the proportion of recycled and virgin resin used in its products and reports on initiatives to improve material efficiency and increase recycled content.

301-1ii Renewable Materials Used by Weight or Volume

Omission: Renewable materials used by weight or volume.

Reason: Commercial confidentiality.

Plastipak's primary packaging products are manufactured using PET, HDPE and PP resins, which are predominantly derived from non-renewable feedstocks. Renewable materials are, however, used in secondary and tertiary packaging applications, including wooden pallets and corrugated packaging materials such as cartons, trays and octabins.

The weight and volume of renewable materials used during the reporting period have not been disclosed because the information is considered commercially confidential. Disclosure of detailed consumption data for these materials could reveal information relating to production volumes, packaging configurations, logistics operations and customer-specific packaging requirements, which could reasonably be expected to prejudice the Company's competitive position.

Plastipak monitors the use of these materials internally and continues to identify opportunities to improve resource efficiency, increase reuse where practicable, and optimize packaging throughout its operations.

301-2: Recycled Input Materials Used

Increasing the use of recycled materials is an important component of Plastipak's circular economy strategy. The company incorporates recycled PET and HDPE resins into products where technically feasible and where permitted by customer specifications and regulatory requirements.

The use of recycled materials reduces demand for virgin fossil-based resources and supports the development of recycling infrastructure and circular material flows.

	2023	2024	2025
Global Average Recycled Resin Content	23.4%	24.8%	31.3%

Table 23: 301-2: Recycled Input Materials Used (actual data, all years)

Calculation Methodology and Reporting Boundary

The percentage is calculated as follows:

Total recycled resin used ÷ total virgin and recycled resin used × 100.

The calculation is based on the weight of resin processed by Plastipak during the reporting period. It includes recycled resin sourced from Plastipak’s own recycling operations, recycled resin purchased from external suppliers, and resin supplied directly by customers. The denominator includes the corresponding virgin and recycled resin inputs within the reporting boundary. There are no acquisitions, divestments or site exclusions.

The reported percentage excludes colorants, masterbatches, additives, barrier materials, transport packaging and other ancillary materials. Consequently, the reported metric represents recycled content in Plastipak's resin inputs rather than recycled content across all material inputs used by the Company.

301-3 Reclaimed Products and Their Packaging Materials

Omission: Reclaimed products and their packaging materials.

Reason: Incomplete information.

Plastipak does not currently have systems that enable the Company to quantify the percentage of products or their packaging materials reclaimed following consumer use, as required by GRI 301-3.

Once Plastipak’s products are placed on the market, they enter national and regional waste management and recycling systems together with equivalent products from numerous other manufacturers. As a result, Plastipak cannot reliably distinguish or quantify the proportion of its own products or packaging that are reclaimed after consumer use. Accordingly, the information required under GRI 301-3 is currently unavailable.

Plastipak continues to support the collection and recycling of plastic packaging through investment in bottle-to-bottle PET recycling facilities, collaboration across the value chain, and initiatives that increase the use of recycled PET in new packaging. The Company will continue to evaluate opportunities to improve data availability as traceability systems and industry reporting practices develop.

Additional Voluntary Information: Reusable Transport Packaging Systems (Not Applicable to GRI 301-3).

In the interest of transparency, Plastipak provides qualitative information on the reusable and reclaimable packaging systems used to support the storage, handling, and transportation of products. These include returnable metal cages, drop boxes, Stackaboxes, Gaylords, corrugated octabins, and reusable plastic and wooden pallets, all of which are managed for repeated reuse where operationally practicable before repair, refurbishment, recycling, or replacement.

Where reusable packaging is not practical, Plastipak uses single-use transport materials, including stretch wrap, pallet strapping, plastic liners and corrugated boxes.

Reusable and Single-Use Packaging Systems

Packaging Type	Reusable	Primary Function
Metal Cages	Yes	Product transport and storage
Drop Boxes	Yes	Product transport and storage
Stackaboxes	Yes	Product transport and storage
Gaylords	Yes	Product transport and storage
Corrugated Octabins	Yes	Product transport and storage
Plastic Pallets	Yes	Product transport
Wooden Pallets	Yes	Product transport
Corrugated Boxes	No	Single-use packaging
Stretch Wrap	No	Load stabilization
Plastic Liners	No	Product protection
Pallet Strapping	No	Load securing

Table 24: Reusable and Single-Use Packaging Systems

GRI 302: Energy 2016

3-3 Management of material topics

Impacts

Energy consumption within Plastipak's manufacturing and recycling operations is a material sustainability topic due to its actual negative environmental impacts. These impacts include the depletion of fossil fuel-based resources through electricity generation and natural gas consumption, as well as the associated greenhouse gas (GHG) emissions.

The topic also presents potential business risks, including exposure to energy price volatility, evolving energy-related regulations, and dependence on carbon-intensive energy sources in certain regions.

At the same time, Plastipak has the opportunity to generate positive environmental impacts through increased adoption of renewable and emission-free energy sources, improved energy efficiency, and the reduction of operational greenhouse gas emissions.

Business Relationships

Plastipak is directly responsible for energy consumption within its manufacturing and recycling operations. The company is also indirectly linked to energy-related impacts through its relationships with energy suppliers and the infrastructure used to generate and distribute energy.

Policies, Commitments and Targets

Plastipak's Environment and Circularity Policy (DOC.PPK.POL.01) establishes the following energy-related objective:

- + Reducing carbon footprint: Implement energy-efficient processes and reduce greenhouse gas emissions across manufacturing and distribution activities. This objective is supported by the commitments outlined in Section 4.0 of the policy under Energy Usage and Emissions Reduction:
- + Drive energy reduction across operations through the development and implementation of energy-efficiency initiatives and projects led by the Global Energy Reduction Team.
- + Develop and deploy energy-related best practices and projects at individual sites, with successful initiatives replicated across relevant facilities through the Plastipak Re-Application Matrix (PRAM).
- + Reduce reliance on non-renewable energy sources through the development of a long-term sustainable energy sourcing strategy aligned with Plastipak's Science Based Targets initiative (SBTi)-approved emissions reduction targets and the goals of the Paris Agreement.
- + Collaborate with upstream and downstream stakeholders to support the development and implementation of similar energy-related objectives and targets throughout the value chain.

These commitments are further supported by qualitative targets and actions designed to prevent or mitigate negative impacts, including:

- + Developing a global long-term renewable energy strategy that builds upon existing Power Purchase Agreements (PPAs) while progressively reducing reliance on Renewable Energy Guarantees of Origin (REGOs), Guarantees of Origin (GOs), and other emissions-free energy certificates.
- + Upgrading or replacing extrusion blow-molding, injection-molding, and stretch-molding equipment, together with ancillary systems, to reduce energy consumption, lower emissions, and minimize climate impacts.
- + Incorporating sustainability considerations into capital investment decisions, including the selection of energy-efficient equipment and technologies with lower-emission refrigerants. These activities are led by the Global Energy Team.
- + Completing LED lighting retrofits across all manufacturing sites to further reduce energy consumption and GHG emissions.
- + Continuously monitoring energy consumption through real-time energy management systems and establishing measurable annual benchmarks to support ongoing improvement.
- + Conducting regular facility assessments using real-time energy management systems to identify additional opportunities to reduce energy consumption and improve efficiency.

Targets and Metrics

Plastipak has established the following energy-related targets:

- + SBTi-approved Scope 1 and Scope 2 GHG emissions reduction target: Reduce absolute Scope 1 and Scope 2 emissions by 59.7% by 2032 from a 2019 baseline. Scope 2 reductions are primarily driven by the increased use of renewable and emission-free energy, while Scope 1 reductions are expected to result largely from electrification initiatives. As of 2025, Plastipak had achieved a 62.1% reduction in Scope 1 and Scope 2 emissions compared with the 2019 baseline.
- + Renewable and emission-free energy target: Achieve 75% renewable or emission-free energy use by 2032 from a 2019 baseline. In 2025, renewable and emission-free energy represented 58.2% of total energy consumption, indicating that the company remains on track to achieve its target.
- + Energy efficiency target: Improve conversion energy efficiency (kWh per ton of material processed) by 10% by 2032 compared with the 2019 baseline.

Other Energy-Related Actions

Plastipak continues to strengthen its energy management practices through the adoption of internationally recognized standards.

Within the EMEA region, 10 of 13 manufacturing facilities (77%) have implemented and achieved certification to the ISO 50001 Energy Management Standard, with the remaining three facilities expected to achieve certification during 2026. Plastipak's operations in Brazil have also achieved ISO 50001 certification. Manufacturing facilities in North America are currently evaluating the adoption of ISO 50001 as part of the company's broader energy management strategy.

302-1 Energy Consumption Within the Organization

These figures relate to all Plastipak sites within operational control.

Energy Source Type	2023 Consumption GJ			2024 Consumption GJ			2025 Consumption GJ		
	NR	R	Total	NR	R	Total	NR	R	Total
Purchased Electricity	3,107,173	2,861,072	5,968,245	1,940,374	2,966,369	4,906,743	2,017,512	2,801,656	4,823,632
Self-generated renewable electricity	0	0	0	0	4,100	4,100	0	4,464.04	4,464.04
Natural Gas	1,116,890	-	1,116,890	1,114,495	0	1,114,495	1,048,946	0	1,048,946
Petrol	1150	0	1150	1438	0	1438	2743	0	2743
Diesel	4644	0	4644	4149	0	4149	4495	0	4495
Coal	0	0	0	0	0	0	0	0	0
Propane	312,798	0	312,798	95,108	0	95,108	96,469	0	96,469
Total	4,542,655	2,861,072	7,403,727	3,155,564	2,970,469	6,126,033	3,170,165	2,806,120	5,980,749

NR: Non-renewable, R: Renewable

Table 25: 302-1 - Energy Consumption Within Plastipak

Plastipak does not consume or sell purchased cooling, heating, or steam. Plastipak does not sell electricity.

In 2025, one Plastipak facility generated renewable electricity through on-site photovoltaic (PV) solar panels. The generated electricity has not been double-counted. Electricity generated on-site and consumed within Plastipak's operations is reported only once. Renewable electricity purchased through contractual instruments is reported separately, ensuring no double-counting of renewable energy consumption.

The remainder of renewable electricity consumption was sourced through a combination of energy attribute certificates, including Guarantees of Origin (GOs), Renewable Energy Certificates (RECs), Energy Attribute Certificates (EACs), and Renewable Energy Guarantees of Origin (REGOs), as well as bundled renewable electricity tariffs.

Energy consumption data is derived from supplier invoices and recorded monthly within Plastipak's Scope 1 and Scope 2 Emissions Model 2025. Consumption data reported in various units is standardized and converted to kilowatt-hours (kWh) and subsequently to gigajoules (GJ) for reporting purposes. The conversion factors applied, together with their respective sources, are documented in the Volume Conversion tab of the model.

For the purpose of this reporting, the following conversion factors have been applied:

- + 1 kWh electricity: 0.0036GJ
- + 1 liter of gasoline (petrol): 0.034839 GJ
- + 1 liter of diesel: 0.038602 GJ
- + 1 gallon of propane: 0.096487 GJ

302-2 Energy Consumption Outside of the Organization

Omission: Energy consumed outside of the organization.
Reason: Information not available.
This disclosure has been omitted as the necessary data was not available at the time of reporting. The organization is working to strengthen its data collection and management processes to enable future disclosure.

302-3 Energy Intensity

The organization reports energy intensity using the Specific Energy Consumption (SEC) ratio, expressed as gigajoules (GJ) per ton of plastic resin/material processed. The ratio is calculated as the total energy consumed divided by the total tons of plastic resin/material processed during the reporting period. The ratio is expressed as gigajoules (GJ) per ton of plastic resin processed.

Organization-specific denominator: Total ton of plastic resin/material processed across all operations under the organization's operational control.

Energy types included: Electricity and natural gas consumption are included in the calculation, as these represent the majority of the organization's energy consumption.

Boundary: The energy intensity ratio includes energy consumed within Plastipak’s operations under operational control only. Energy consumption outside the organization, including upstream and downstream energy use, is excluded.

To date, SEC has been calculated at the organizational level. Beginning with 2026 reporting, energy intensity data will be compiled and reported at the site level to provide greater operational insight and enable more meaningful performance comparisons.

Energy intensity varies across sites due to differences in production activities, such as preform manufacturing versus bottle and container production, as well as variations in resin types and processing requirements. Site-level reporting will therefore provide a more accurate representation of energy performance and opportunities for improvement.

	2023	2024	2025
GJ / Ton of Resin Processed	0.103	0.152	0.149

Table 26: 302-3- Energy Intensity

302-4 Reduction of Energy Consumption

Omission: Reduction of energy consumed within the organization.
Reason: Information not available.
This disclosure has been omitted as the necessary data was not available at the time of reporting. The organization is working to strengthen its data collection and management processes to enable future disclosure.

302-5 Reductions in Energy Requirements of Products and Services

Omission: Reduction in energy requirements of products and services.
Reason: Not applicable.
This disclosure has been omitted as energy is not required to operate or use our packaging products.

GRI 303: Water and Effluents 2018

3-3 Management of material topics

Water availability, water withdrawal, and wastewater discharge represent potential environmental impacts associated with Plastipak's operations. Water is used primarily for cooling systems, recycling processes, resin production, and employee facilities. Water-related risks are most significant at facilities located in areas experiencing elevated water stress.

Plastipak identifies and assesses water-related impacts through annual review of all manufacturing and recycling facilities using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. The assessment considers baseline water stress, drought risk, seasonal variability, and water supply reliability.

Plastipak manages water-related impacts through operational controls, regulatory compliance, water efficiency initiatives and continuous improvement activities. Actions include closed-loop cooling systems, water reuse opportunities, rainwater harvesting, wastewater treatment systems, and installation of water-efficient equipment.

Plastipak's water stewardship approach is supported by a target to reduce water withdrawal intensity by 10% by 2032 compared with a 2022 baseline. Progress is monitored through site-level water withdrawal data, annual sustainability reporting processes, and performance against the Company's water withdrawal intensity target. These indicators enable Plastipak to evaluate the effectiveness of water efficiency initiatives and identify opportunities for further improvement.

Plastipak engages with customers, suppliers, regulators and relevant water authorities regarding water management expectations, regulatory requirements, and operational water risks. Supplier engagement also considers water management practices through environmental assessments conducted using the EcoVadis platform.

Plastipak's water-related impacts are primarily caused through its own operations, where the Company directly withdraws and uses water for manufacturing and recycling activities. Plastipak may also be directly linked to upstream water-related impacts through suppliers of virgin resin, recycled resin, and washed PET flake.

303-1 Interactions with Water as a Shared Resource

303-1a How Plastipak Interacts with Water

Water is used across Plastipak's operations primarily for manufacturing processes, cooling applications, recycling activities, and employee welfare facilities. The nature and extent of water use varies by operation.

At Plastipak's packaging manufacturing facilities, water is primarily used in closed-loop cooling systems. Water is cooled through chilling units and circulated through injection molding and extrusion molding equipment to rapidly cool molten plastic during production. The closed-loop design minimizes water withdrawals by continuously recirculating cooling water within the system.

At Plastipak's recycling facilities in Beaune, France, and Hemswell, United Kingdom, water is used to wash shredded post-consumer PET bottles to produce clean PET flake, which is subsequently converted into recycled PET (rPET) pellets.

At Plastipak's virgin resin production facility, water is used as part of the manufacturing process for the production of plastic resin.

In addition to manufacturing-related uses, water is consumed at all facilities for domestic purposes, including kitchens, restrooms, sanitation, and catering facilities where applicable.

Plastipak's manufacturing and recycling operations depend on reliable access to water for cooling, washing, and production processes. Efficient water management is therefore important both to minimize environmental impacts and to maintain operational continuity.

Process wastewater requiring treatment prior to discharge is generated at a limited number of facilities, including Plastipak's virgin resin production facility in Verbania, Italy, and bottle-to-bottle PET recycling facilities in Beaune, France and Hemswell, United Kingdom. Further information regarding discharge-related impacts and management practices is provided in GRI 303-2.

303-1b Identifying Water-Related Impacts

Plastipak assesses water-related risks and potential impacts through an annual review of all manufacturing and recycling sites using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. The assessment evaluates factors such as baseline water stress, drought risk, seasonal variability, and water supply reliability.

The results are consolidated into a global water-risk heatmap that identifies facilities operating in areas of elevated water stress. This risk-based approach enables Plastipak to prioritize water stewardship initiatives, conservation projects, operational improvements, and capital investments at sites where water-related risks and impacts are greatest.

303-1c Water Stewardship and Stakeholder Engagement

Plastipak recognizes that effective water stewardship requires collaboration across the value chain. Customer engagement primarily occurs through sustainability questionnaires, assessments, and audits, through which Plastipak communicates its water management practices, water-related risks, and reduction objectives.

Within the supply chain, Plastipak promotes responsible water management through its Supplier Code of Conduct. Particular attention is given to suppliers of virgin resin, recycled resin, and washed PET flake, which represent the most significant upstream water-related impacts associated with Plastipak's products.

Supplier environmental performance is assessed through the EcoVadis sustainability platform, which provides insight into water management practices, resource efficiency, and environmental risk management. Assessment results support supplier engagement and continuous improvement activities.

At facilities located in areas of elevated water stress, Plastipak considers the interests of local stakeholders that share water resources, including local communities, regulators, and water authorities. Where applicable, engagement occurs through regulatory processes, permitting activities, and interactions with local stakeholders regarding water availability, discharge requirements and responsible water management practices.

303-1d Water-Related Goals and Targets

Plastipak's water stewardship strategy includes a target to reduce water withdrawal intensity by 10% by 2032 compared to a 2022 baseline.

Water-related priorities are informed by Aqueduct water-risk assessments and aligned with applicable regulatory requirements and broader public policy objectives related to sustainable water management. Sites identified as operating in higher water-stress areas may be prioritized for enhanced monitoring and water-efficiency projects.

Initiatives supporting achievement of the Company's target include closed-loop cooling systems, rainwater harvesting, water reuse opportunities, water-efficient chilling equipment designed to minimize evaporative losses, wastewater treatment systems, and water-saving fixtures such as push-button and self-closing taps.

303-2 Management of Water Discharge-Related Impacts

For most Plastipak operations, water is used within closed-loop systems and does not result in process effluent discharges. Water discharge-related impacts are therefore limited to a small number of facilities where water is used directly in manufacturing or recycling processes.

During the reporting period, process wastewater requiring treatment prior to discharge was generated at three facilities: the virgin resin production facility in Verbania, Italy, and the bale-to-pellet recycling facilities in Beaune, France, and Hemswell, United Kingdom.

At these sites, Plastipak has established internal wastewater treatment and discharge standards based on applicable regulatory requirements, permit conditions, and the characteristics of the receiving water bodies or treatment systems. All facilities where process wastewater is discharged operate under applicable regulatory requirements, permits, or discharge authorizations. Plastipak has not identified facilities requiring process wastewater discharge where no local discharge requirements exist. Where regulatory requirements are not specified, Plastipak applies internal environmental standards based on applicable regulatory expectations, risk considerations, and operational controls.

Plastipak does not currently apply separate sector-specific effluent standards beyond applicable regulatory requirements, permit conditions and internal environmental standards. Where relevant, site wastewater management practices consider industry expectations for plastics manufacturing and recycling operations, including operational controls designed to prevent contamination and minimize environmental impacts.

Wastewater is treated prior to discharge through site-specific treatment processes designed to reduce potential environmental impacts and ensure compliance with discharge requirements and applicable regulatory limits.

Through the application of these standards, ongoing monitoring, and operational controls, Plastipak seeks to minimize discharge-related impacts and protect local water resources.

303-3a Water Withdrawal

Water Source (Mega Liters)	2023	2024	2025
Surface water	712.30	932.76	1062.43
Groundwater	718.94	1942.03	1595.78
Seawater	0	0	0
Produced water	0	0	0
Rainwater harvested	9.9	65.46	26.8
Third-party water sources	254.6	39.34	44.8
Total Water Withdrawal	2695.8	2979.6	2729.87

Table 27: 303-3 - Water withdrawal across Plastipak's operational sites

Methodology: Water withdrawal volumes are compiled from two sources depending on category. Surface water and groundwater withdrawal are drawn from utility invoices, which reflect contracted water capacity rather than directly metered volumes; reported figures for these categories are therefore billing-derived estimates and may not equal actual water drawn at each site. Rainwater harvested and third-party water sources are directly measured via on-site metering and reflect actual volumes."

303-3b Water Withdrawal in Areas with High or Extremely High Baseline Water Stress

Water Source	Withdrawal (Mega Liters)
Surface Water	40.18
Groundwater	346.7
Third-party water sources	0
Rainwater harvested	0
Total withdrawal	386.88

Table 28: 303-3b - Plastipak's water withdrawal in areas with high or extremely high-water stress

During the reporting period, 10 manufacturing sites were located in areas classified as High or Extremely High baseline water stress according to the World Resources Institute (WRI) Aqueduct Water Risk Atlas. These sites are prioritized for water efficiency initiatives and enhanced monitoring.

303-3c Water Withdrawal by Freshwater and Other Water

Water Category	(Mega Liters)
Freshwater	2729.87
Other water	0
Total withdrawal	2729.87

Table 29 303-3c: Water withdrawal by freshwater and other water

303-4 Water Discharge

	2023	2024	2025
Water Discharge (Mega Liters)	2903.25	2701.61	2719.04

Table 29: 303-4 - Water discharge (where known) across Plastipak operations

Water discharge data is not available for all sites, therefore table 29 should be considered as incomplete.

Information relating to the destination of discharged water is currently available for the Italian virgin resin production site and United Kingdom and France recycling sites. At the French recycling facility, process wastewater is treated on-site using the facility’s wastewater treatment plant before being discharged to the public drainage system. At the Italian virgin resin production facility, process wastewater is treated on-site using the facility’s wastewater treatment plant before being discharged directly to Lake Maggiore. At the United Kingdom recycling facility, process wastewater is collected and transported by a licensed contractor to an external wastewater treatment facility for treatment and disposal. In North America, many municipalities standardize discharge data by total water usage. Withdrawal and discharge figures rely on different estimation methodologies- contracted capacity billing for withdrawal, and total water usage billing for discharge in North America- which affect comparability across all reporting years presented, not only the year in which the effect is most visible. In FY2023, this resulted in reported discharge exceeding reported withdrawal, an outcome not otherwise expected absent additional water sources not currently captured in the data. Plastipak is working to align measurement approaches across sites to improve comparability and reconciliation in future reporting periods.

Based on current monitoring and site-level wastewater management practices, no priority substances of concern have been identified in process wastewater discharge from the French, UK or Italian recycling/virgin resin facilities during the reporting period.

Information relating to the destination of discharged water, freshwater and other water classifications, water discharge from facilities located in areas of high or extremely high baseline water stress, and priority substances of concern is currently unavailable for all Plastipak operating sites.

This information has not been fully disclosed because site-level environmental data collection and consolidation processes are still being enhanced. Plastipak is implementing improvements to its environmental reporting systems to strengthen the completeness and consistency of water discharge data across all operations. The Company expects to improve reporting of these disclosures from FY2027.

Water Reduction Against Target

Water Goal	Baseline (2022)	2025 Performance	Target
Water withdrawal intensity	100%	6% reduction	10% reduction by 2032

Table 30: Water withdrawal reduction against target

In 2025, Plastipak achieved a 6% reduction in water withdrawal intensity compared with the 2022 baseline, representing progress toward the target of a 10% reduction by 2032.

303-5 Water Consumption

Omission: Water consumption for the organization.

Reason: Incomplete or unavailable data.

Total water consumption and consumption in all areas is not reported, as discharge data required for the calculation is not yet collected at all sites. Plastipak is implementing site-level discharge measurement and expects to report water consumption from FY2028. Full consumption reporting is expected for FY2029.

GRI 305: Emissions 2016

3-3 Management of material topics

Greenhouse gas (GHG) emissions across Plastipak’s operations and value chain represent a significant material topic, contributing to actual negative impacts on the global climate. Direct emissions arise from manufacturing processes (Scope 1), while indirect emissions are associated with purchased energy (Scope 2) and upstream and downstream activities, including raw material production and transportation (Scope 3).

In addition to these actual impacts, Plastipak faces potential risks, including regulatory requirements related to carbon emissions, customer demand for lower-carbon products, and physical risks associated with climate change.

At the same time, Plastipak contributes to positive impacts by increasing the use of recycled materials, which have a lower carbon footprint than virgin resins, and by improving operational efficiency.

Plastipak is directly responsible for Scope 1 and Scope 2 emissions and is indirectly linked to Scope 3 emissions throughout its value chain. We have established science-based emissions reduction targets aligned with the Science Based Targets initiative (SBTi), including commitments to reduce Scope 1, Scope 2, and relevant Scope 3 emissions.

To manage emissions-related impacts, Plastipak implements preventive and mitigation actions, including improving energy efficiency, increasing the use of renewable energy, optimizing logistics to reduce transportation emissions, and expanding the use of recycled materials. These actions are designed to reduce both operational emissions and lifecycle emissions associated with products.

Where emissions performance does not meet expectations, corrective actions are implemented through operational improvements and targeted initiatives.

The effectiveness of these actions is evaluated through comprehensive GHG inventories, emissions intensity metrics, and progress against established reduction targets. Performance is regularly reviewed and benchmarked through external frameworks, supporting transparency and continuous improvement.

Methodology

Plastipak calculates its greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, applying an operational control approach. Emissions factors used in the calculations are documented within the annual emissions models and are sourced from internationally recognized and reputable organizations, including the International Energy Agency (IEA), DEFRA, ecoinvent, and other established databases and authorities.

Plastipak's Scope 1 and Scope 2 emissions are subject to independent third-party limited assurance. While Scope 3 emissions are not currently externally assured, Plastipak intends to begin this process in 2028, covering emissions reported for the 2027 reporting year.

The company has adopted 2019 as its emissions baseline year. Although formal emissions measurement and reporting commenced in 2021, 2020 was considered unrepresentative due to the operational disruptions caused by the COVID-19 pandemic. Consequently, 2019 was selected as the most appropriate baseline year for tracking long-term performance and progress against emissions reduction targets.

During the calculation of 2025 Scope 3 emissions, Plastipak updated certain emissions factors, including the adoption of CEDA emissions factors in place of those used in the baseline assessment. In addition, significant updates were made to the emissions factors applied to several resin materials. To maintain consistency and comparability over time, the 2019 baseline emissions were recalculated using the revised methodology and emissions factors.

The recalculation resulted in an overall increase of 1.03% in baseline emissions, which was below the threshold requiring revalidation of Plastipak's Science Based Targets initiative (SBTi)-approved targets.

The most significant impact was observed within Scope 3 Category 2 – Capital Goods, where baseline emissions increased by approximately 11%. However, as Category 2 represents only around 1% of total Scope 3 emissions, the overall effect on Plastipak's Scope 3 inventory was limited.

Following the recalculation, baseline Scope 3 emissions increased from 4,148,535 MT CO₂e to 4,191,289 MT CO₂e, representing a net increase of 42,754 MT CO₂e.

305-1 Direct (Scope 1) GHG Emissions

Scope 1: Direct Greenhouse Gas Emissions: MT CO ₂ e	2019 Baseline	2023	2024	2025
Natural gas	61,382	62,878	56,622	53,927
Other stationary	6,063	5,163	5,802	5,692
Company vehicles	455	343	374	467
Refrigerant gasses	Not collected	627	1,025	2,202
Total Scope 1	67,900	69,011.	63,824	62,288

Table 31: 306-1 Direct (Scope 1) Emissions

Additional Information: Reported using the operational control approach. Gases include CO₂, CH₄, N₂O and HFCs (refrigerants). No material biogenic CO₂ emissions. Emission factors sourced from DEFRA, IEA and GHG Protocol.

305-2 Energy Indirect (Scope 2) GHG Emissions

Scope 2: Energy Indirect Greenhouse Gas Emissions	2019 Baseline	2023	2024	2025
Total Scope 2 Location Based	510,778	607,143	430,770	414,501
Total Scope 2 Market Based	587,611	409,760	199,097	191,342

Table 32: 306-2 Scope 2 Emissions

Additional information: Reported using both market-based and location-based methods under the operational control approach. Gases included: primarily CO₂.

305-3 Other Indirect (Scope 3) GHG Emissions

Scope 3: Indirect Greenhouse Gas Emissions MT CO2 Eq.	2019 Baseline	2023	2024	2025
1a: Purchased goods and services (product)	3,365,101	2,896,154	3,575,564	2,755,207
1b: Purchased goods and services (non-product)	62,718	55,297	76,486	45,829
2: Capital goods	54,437	23,087	5,855	41,070
3: Fuel and energy related activities	129,865	107,444	182,447	100,556
4: Upstream transportation and distribution	237,628	194,095	455,480	189,413
5: Waste generated in operations	998	11,728	5,671	5,569
6: Business travel	3,354	1,483	2,860	2,135
7: Employee commuting	9,792	4,184	3,741	3,667
8: Upstream leased assets	498	40	90	6,971
9: Downstream transportation and distribution	18,881	99,812	57,459	61,572
10: Processing of sold products	248,696	254,118	166,354	173,014
11: Use of sold products	-	-	-	-
12: End-of-life treatment of sold products	59,321	45,656	41,110	7,068
13: Downstream leased assets	-	-	-	-
14: Franchises	-	-	-	-
15: Investments	-	-	-	-
Scope 3 Total	4,191,289	3,693,099	4,573,116	3,392,069

Table 33: 305-3 - Other Indirect (Scope 3) GHG Emissions

Scope 3 Categories 11, 13, 14 and 15 are not included within Plastipak's greenhouse gas inventory. Category 11 (Use of Sold Products) is considered not relevant to Plastipak's operations, as the use of its products does not generate material greenhouse gas emissions. Categories 13 (Downstream Leased Assets), 14 (Franchises), and 15 (Investments) are excluded as these activities do not occur within Plastipak's business model.

305-4 GHG Emissions Intensity

	2023	2024	2025
Emissions Intensity per 1 ton of resin processed	5.730	5.272	4.165

Table 34: 305-4 - Emissions intensity

Includes Scope 1, Scope 2, and Scope 3 emissions. Denominator: metric tons of plastic resin processed.

GHG emissions intensity is measured as metric tons of CO₂e per metric ton of plastic resin processed by Plastipak. This metric includes emissions across Scope 1, Scope 2 and Scope 3.

To date, emissions intensity has been calculated at the organizational level. Beginning with the 2026 reporting period, energy intensity data will be compiled and reported at site level to provide greater operational insight and support more meaningful performance comparisons.

Emissions intensity varies across sites due to differences in production activities, such as preform manufacturing compared with bottle and container production, as well as variations in resin types, technologies and processing requirements. Site-level reporting will therefore provide a more accurate understanding of energy performance and help identify targeted opportunities for improvement.

305-5 Reduction of GHG Emissions

Plastipak uses 2019 as its GHG emissions baseline year. GHG emissions reductions are measured against this baseline where applicable.

Through its energy efficiency teams, Plastipak continuously identifies and implements opportunities to reduce energy consumption across its operations. Best practices are shared globally through the Plastipak Reapplication Matrix (PRAM), enabling successful initiatives to be replicated across sites. However, we do not track avoided emissions through this program.

In 2025, Plastipak electrified part of its UK-based recycling process that had previously been powered by natural gas. This transition reduced gas consumption by 77% and avoided 8,479.4 metric tons of Scope 1 CO₂e emissions.

Significant reductions in Scope 2 emissions have also been achieved through the procurement of renewable and emissions-free electricity. In 2025, the use of these energy sources avoided an estimated 307,549 metric tons of CO₂e emissions.

Plastipak considers emissions reduction to be an integral element of its sustainable procurement policy, prioritizing sourcing decisions and supplier partnerships that contribute to lower greenhouse gas emissions throughout the value chain.

- + We aim to lower our carbon footprint by working with suppliers that are dedicated to reducing greenhouse gas emissions in their operations and logistics.
- + We strive to source sustainable materials by selecting products that are renewable, recycled, or have a minimal environmental impact to promote resource conservation.
- + We seek to minimize waste generation by collaborating with suppliers to develop strategies that reduce packaging and encourage recycling practices.
- + We are committed to conserving natural resources by partnering with suppliers that demonstrate responsible use of water, energy, and raw materials in their production processes.

While emissions reduction is considered within Plastipak's sustainable procurement policy, the company does not currently collect data to quantify emissions avoided through procurement-related activities.

305-6 Emissions of Ozone-Depleting Substances (ODS)

Omission: Emissions of ozone-depleting substances.

Reason: Not applicable to Plastipak operations.

Plastipak does not manufacture, use, or emit ozone-depleting substances (ODS) in its operations. Consequently, emissions of ozone-depleting substances are not applicable to the company's activities and no data is reported for the reporting period.

305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions

Omission: NOx, Sox and other significant air emissions.

Reason: Not applicable.

Plastipak has assessed its operations and determined that emissions of the air pollutants covered by this disclosure are not material. Therefore, no information is reported for the reporting period.

GRI 306: Waste 2020

3-3 Management of material topics

Waste generation from Plastipak's manufacturing processes represents an actual environmental impact, particularly where waste is disposed of in landfill. There are also potential negative impacts, including inefficient resource use and increased operational costs. Conversely, effective waste management creates positive impacts through resource recovery, reduced landfill use, and support for circular economy principles.

Plastipak is directly responsible for waste generated within its operations and is indirectly linked to waste outcomes through product design and downstream waste management systems.

We are committed to minimizing waste and increasing diversion from landfill through the "Wipe Out Waste" initiative.

To manage these impacts, Plastipak implements preventive actions, including process optimization to reduce waste generation and design improvements to minimize material use. Mitigation actions include recycling production scrap, segregating waste streams, and partnering with waste management providers to increase recovery rates.

Where waste generation cannot be avoided, Plastipak prioritizes reuse and recycling over disposal. In cases where waste is sent to landfill, Plastipak evaluates opportunities for further diversion.

The effectiveness of these actions is tracked through total waste generated, waste intensity, and the percentage of waste diverted from landfill, as well as site-level performance indicators. These metrics are reviewed regularly to identify improvement opportunities and support progress toward waste reduction targets.

306-1 Waste Generation and Significant Waste-Related Impacts

Plastipak is committed to minimizing waste generation and maximizing resource efficiency throughout its operations. Significant waste-related impacts arise primarily from manufacturing activities, maintenance operations, packaging activities, and facility support functions. The principal waste streams generated include plastic scrap, packaging materials, paper and cardboard, wood, metals, electronic waste, wastewater treatment residuals, and other operational wastes. Actual waste impacts include landfill disposal of approximately 10,269.47 metric tons per year. These are addressed through diversion initiatives and ongoing evaluation of recovery options.

As a manufacturer of plastic packaging, Plastipak focuses on reducing waste through process optimization, material efficiency initiatives, increased use of recycled materials, employee engagement, and continuous improvement programs. The incorporation of recycled PET (rPET) supports Plastipak’s efforts to advance circularity and reduce waste throughout the plastics value chain. Waste reduction efforts are integrated into operational management systems and support the company’s broader circular economy objectives. Waste reduction initiatives focus on improving resin utilization, reducing start-up scrap, optimizing production yields, and increasing material recovery. Waste management is integrated into operational management systems and the company’s broader sustainability and circular economy strategy.

Potential environmental impacts associated with waste generation include resource depletion, greenhouse gas emissions from disposal activities, and potential impacts on land, water, and ecosystems if waste is not properly managed.

306-2 Management of Significant Waste-Related Impacts

Plastipak seeks to manage waste according to the principles of the waste hierarchy, prioritizing prevention, reduction, reuse, recycling, and recovery before disposal. Operational teams closely monitor waste generation and identify opportunities to improve material utilization and reduce waste at source.

Where feasible, production scrap is recycled internally or sent to approved recycling partners. Recyclable materials such as paper, cardboard, metals, wood pallets, and certain plastics are segregated and managed through local recycling programs. Hazardous wastes are handled in accordance with applicable legal requirements and are managed by licensed contractors.

The company works to improve waste management performance through employee awareness programs, operational controls, supplier engagement, and periodic reviews of waste reduction opportunities. Waste management practices are designed to support regulatory compliance, environmental protection, and continuous improvement. We engage employees through the Wipe Out Waste initiative and work with waste management providers and suppliers on recycling and recovery opportunities.

306-3 Waste Generated During the Reporting Period

Waste Category	Non-Hazardous (metric tons)	Hazardous (metric tons)	Total (metric tons)
Plastic Waste	10,029	5,227	15,256
Paper & Cardboard	9,990	0	9,990
Wood	2,909	0	2,909
Metals	1,547	0	1,547
Electronic Waste	29	7	36
Other Waste	32,579	694	33,273
Total Waste Generated	57,084	5,929	63,013

Table 35: 306-3 – Waste generated at Plastipak’s operations

Waste data are compiled from waste contractor records, internal tracking systems, and facility reporting processes.

306-4 Waste Diverted from Disposal by Recovery Operation

Recovery Method	Hazardous Waste (metric tons)	Non-Hazardous Waste (metric tons)	Total (metric tons)
Preparation for Reuse	3,540.18	2,784.73	6,188.81
Recycling	2,132.89	27,975.35	29,865.62
Other Recovery Operations	44.31	15,440.67	15,484.98
Total Waste Diverted from Disposal	5,717.38	46,200.75	51,918.13

Table 36: 306-4 – Waste diverted from disposal at Plastipak's operations

The majority of waste diverted from disposal consists of recyclable materials, including plastic scrap, paper, cardboard, metals, and wood.

306-5 Waste Directed to Disposal by Disposal Method

Disposal Method	Hazardous Waste (metric tons)	Non-Hazardous Waste (metric tons)	Total (metric tons)
Landfill	6.46	10,263.01	10,269.47
Incineration (with energy recovery)	43.41	644.46	687.87
Incineration (without energy recovery)	9.08	11.44	11.87
Other Disposal Operations	91.78	2,302.62	13,363.59
Total Waste Directed to Disposal	150.73	13,221.53	13,372.26

Table 37: 306-5 – Waste directed to disposal by method

Plastipak continues to pursue opportunities to reduce waste generation and increase diversion from disposal through operational improvements, recycling initiatives, and circular economy strategies. We are working toward increasing our overall waste diversion rate. Progress is tracked through annual waste metrics and reviewed as part of sustainability performance.

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topics

Plastipak recognizes that responsible environmental management throughout its supply chain is essential to reducing environmental impacts, supporting circularity, and contributing to the Company's sustainability objectives. Plastipak's approach to supplier environmental assessment is designed to identify, prevent, mitigate, and address actual and potential environmental impacts associated with its suppliers and business partners.

As part of the supplier onboarding process, all new suppliers are required to acknowledge and accept the Plastipak Supplier Code of Conduct. Acceptance of the Code is mandatory and onboarding cannot be completed without it. The Code outlines Plastipak's expectations regarding environmental compliance, pollution prevention, resource efficiency, waste management, greenhouse gas emissions, responsible sourcing, and continuous environmental improvement. Suppliers are expected to maintain appropriate management systems and controls to minimize environmental impacts arising from their operations, products, and services.

To support the identification and assessment of supplier-related environmental risks, suppliers are required to complete a Supplier Evaluation Questionnaire as part of Plastipak's Business Operating System (BOS). The questionnaire gathers information on management systems and practices related to environmental management, sustainability, energy consumption, waste management, regulatory compliance, continuous improvement, and other environmental performance indicators. Responses are reviewed by the responsible Procurement Specialist or Category Manager and are considered alongside external sustainability risk data obtained through the EcoVadis IQ+ platform. Where available, suppliers' EcoVadis sustainability ratings are also reviewed as part of the evaluation process.

Plastipak uses a risk-based approach to determine which suppliers are required to undergo a more comprehensive sustainability assessment through EcoVadis. Suppliers may be selected for assessment based on factors including annual spend, environmental risk exposure, industry sector, geographic location, and the nature of the goods or services supplied. Particular attention is given to suppliers operating in environmentally sensitive sectors and suppliers of post-consumer recycled materials, where environmental risks and opportunities are significant to Plastipak's circular economy objectives.

Suppliers identified as meeting the assessment criteria are expected to complete an EcoVadis Sustainability Rating annually. The assessment evaluates performance across four key themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Plastipak reviews environmental performance indicators within the assessment, including environmental management systems, energy and climate programs, waste and resource management practices, and environmental compliance. Minimum performance expectations have been established, and suppliers that do not meet these expectations are required to implement corrective action plans. Progress against these actions is monitored through supplier review processes and periodic reassessment.

The effectiveness of Plastipak's supplier environmental assessment program is evaluated through ongoing monitoring of supplier assessment results, review of corrective actions, supplier performance reviews, and the use of sustainability risk intelligence tools. Procurement teams work collaboratively with suppliers to address identified environmental risks and improve environmental performance across the supply chain.

Plastipak's objective is to drive continuous environmental improvement throughout its value chain. The Company seeks to build supplier capability by providing guidance, sharing best practices, and engaging directly with suppliers on environmental performance improvement opportunities. Through this collaborative approach, Plastipak supports suppliers in strengthening their environmental management practices, reducing environmental impacts, and contributing to a more sustainable and circular supply chain.

308-1 New Suppliers That Were Screened Using Environmental Criteria

	2023	2024	2025
New suppliers screened using environmental criteria	-	100%	100%

Table 38: 308-1 New Suppliers Screened Using Environmental Criteria

308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken

During the reporting period, Plastipak continued to assess environmental risks within its supply chain through supplier onboarding, EcoVadis assessments, sustainability risk screening, and supplier performance reviews.

Several suppliers were identified as having actual or potential environmental impacts requiring further engagement. The most common risks identified included gaps in environmental management systems, limited greenhouse gas emissions reporting, insufficient waste management controls, and incomplete environmental compliance documentation.

Supplier assessments identified routine improvement opportunities and corrective-action issues requiring supplier engagement. However, Plastipak did not identify any confirmed significant environmental impacts attributable to suppliers during the reporting period.

Recycled PET Feedstock Suppliers

Suppliers of post-consumer PET bales and flakes were identified as presenting elevated environmental risks due to the potential for contamination, waste generation, and environmental impacts associated with collection, sorting, and processing activities. Where suppliers lacked documented environmental management systems or adequate waste handling controls, Plastipak engaged directly with suppliers to establish corrective action plans and improve environmental oversight.

Resin and Raw Material Suppliers

Environmental assessments identified opportunities for improvement among certain raw material suppliers relating to energy consumption, greenhouse gas emissions management, and climate-related target setting. Plastipak worked with suppliers to improve transparency regarding environmental performance and encouraged participation in recognized sustainability assessment programs.

Waste Management and Recycling Service Providers

Certain waste management and recycling contractors were identified as operating within sectors associated with elevated environmental risk. Areas of focus included waste traceability, regulatory compliance, and downstream treatment practices. Additional due diligence was undertaken where necessary, and suppliers were required to provide evidence of compliance with applicable environmental regulations and permits.

Transportation and Logistics Providers

Environmental assessments highlighted opportunities to improve emissions monitoring and fuel efficiency reporting within parts of the logistics supply chain. Plastipak engaged with transportation providers to encourage the adoption of emissions reduction initiatives and greater disclosure of environmental performance data.

Actions Taken

Where suppliers did not meet Plastipak's environmental performance expectations, corrective action plans were issued and monitored through supplier review processes. Actions included:

- + Implementation or certification of environmental management systems.
- + Improvement of waste management and recycling controls.
- + Enhanced environmental data collection and reporting.
- + Development of greenhouse gas reduction initiatives.
- + Strengthened regulatory compliance procedures.
- + Participation in EcoVadis sustainability assessments and reassessments.

Plastipak's preferred approach is supplier engagement and continuous improvement. The Company works collaboratively with suppliers to address identified environmental risks through EcoVadis assessments, corrective action plan discussions, supplier performance reviews and ongoing mentoring. Procurement teams support suppliers in strengthening environmental management practices and implementing corrective actions.

During the 2025 reporting period, no supplier relationships were terminated due to actual or potential negative environmental impacts. Where suppliers did not initially meet Plastipak's environmental performance expectations, the Company prioritized engagement, corrective action planning, and follow-up monitoring. If significant environmental concerns remain unresolved after reasonable opportunities for improvement have been provided, Plastipak may increase monitoring activities, restrict new business awards, or ultimately reconsider the commercial relationship in accordance with its procurement and supplier management processes.

Integration in to Business Processes

Supplier environmental assessment is integrated into our Business Operating System (BOS) and procurement processes. Environmental performance information gathered through the Supplier Evaluation Questionnaire and EcoVadis assessments is reviewed by Procurement Specialists and Category Managers and used to inform supplier selection, evaluation, and ongoing management decisions.

Our objective is to drive continuous environmental improvement throughout the value chain by increasing supplier participation in sustainability assessments and improving environmental performance scores over time. We have achieved 100% screening of new suppliers using environmental criteria in 2024 and 2025 and will continue to expand the scope and depth of assessments in future years.

GRI 401: Employment 2016

3-3 Management of material topics

Plastipak's employment practices generate positive economic and social impacts, including job creation, income generation, and contributions to local economies. At the same time, there are potential negative impacts, including job insecurity, inequitable compensation, and workforce dissatisfaction, which may affect associate wellbeing and organizational performance.

Plastipak is directly responsible for these impacts across its global operations.

We are committed to fair and responsible employment practices, including compliance with applicable labor laws, provision of competitive wages and benefits, and respect for associate rights.

To manage these impacts, Plastipak implements structured talent management, recruitment, and retention programs, along with associate engagement initiatives designed to identify and address workplace concerns. Associates are provided with benefits and working conditions aligned with local market standards and legal requirements.

Potential negative impacts are mitigated through policies governing fair treatment, grievance mechanisms, and regular monitoring of workforce conditions. Where issues are identified, corrective actions are implemented at the appropriate level.

Effectiveness is evaluated through associate turnover rates, retention metrics, engagement survey results, and workforce demographics, which are regularly reviewed to identify trends and inform improvements

401-1 New Employee Hires and Employee Turnover

Plastipak's continued success depends on attracting, developing, and retaining a skilled and diverse workforce. The company recruits employees across manufacturing, engineering, technical, commercial, and corporate functions and seeks to provide opportunities for professional growth and career development.

Employee turnover and hiring activity are monitored to support workforce planning, operational continuity, and employee engagement. Workforce trends are reviewed periodically to identify opportunities to improve retention and strengthen the employee experience. These practices are integrated into the company's overall HR strategy and business planning processes. We engage associates through regular feedback mechanisms, engagement surveys and grievance channels. The Company does not currently have formal workforce targets in place and is working to strengthen the tracking of workforce-related indicators to support future target setting.

401-1a New Employee Hires

Employee Category	North America		South America		Europe		TOTAL	
	Number of New	Hiring Rate (%)	Number of New	Hiring Rate (%)	Number of New	Hiring Rate (%)	Number of New	Hiring Rate (%)
Total Female	158	17.0%	22	19.8%	21	15.0%	201	17.1%
Total Male	769	83.0%	89	80.2%	119	85.0%	977	82.9%
Females Under 30 Years	63	6.5%	4	3.6%	9	6.4%	76	6.5%
Males Under 30 Years	357	30.3%	12	10.8%	50	35.7%	357	30.3%
Females 30–50 Years	80	9.0%	16	14.4%	10	7.1%	106	9.0%
Males 30–50 Years	486	41.3%	60	54.1%	58	41.4%	486	41.3%
Females Over 50 Years	15	1.6%	2	1.8%	2	1.4%	19	1.6%
Males Over 50 Years	134	11.4%	17	11.4%	11	7.9%	134	11.4%

Table 39: 401-1 New employees by gender and age group

401-1b Employee Turnover

Employee Category	North America		South America		Europe		TOTAL	
	Number of Leavers	Turnover Rate (%)	Number of Leavers	Turnover Rate (%)	Number of Leavers	Turnover Rate (%)	Number of Leavers	Turnover Rate (%)
Total Female	162	26%	0	0%	29	13%	191	21.8%
Total Male	843	28.5%	1	1.1%	128	10.7%	972	22.9%

Table 40: 401-1b Employee turnover by gender and region

Employee turnover includes voluntary and involuntary separations during the reporting period. Plastipak does not currently collect turnover data by age category on a global basis. The company is working to improve data collection processes to facilitate future disclosure of this information.

401-2 Benefits Provided to Full-Time Employees

Plastipak offers a range of benefits to eligible employees designed to support their health, well-being, financial security, and work-life balance. Benefit programs vary by country to reflect local market practices, legal requirements, and business needs.

The following table summarizes the principal benefits generally available to full-time employees.

Benefit Category	Full-Time Employees Eligible
Medical and healthcare coverage	Yes – 100% of sites
Life insurance	Partial – 85.3% of sites
Disability coverage	Yes – 100% of sites
Retirement or pension programs	Partial – 97.1% of sites
Paid vacation and holidays	Yes – 100% of sites
Parental leave	Yes – 100% of sites
Employee assistance programs	Yes – 55.9% of sites
Training and development opportunities	Yes – 100% of sites

Table 40: 401-2 Benefits offered to full-time employees

Benefit offerings may vary by country and employment classification in accordance with local laws and market practices. Stock ownership is not offered as Plastipak is a privately-held company.

401-3 Parental Leave

Plastipak supports employees in balancing work and family responsibilities through parental leave programs that comply with applicable legal requirements and, where appropriate, company policies.

Eligible employees may take parental leave following the birth, adoption, or placement of a child in accordance with local regulations and benefit provisions.

Parental leave activity data is currently available only for seven of the European operations. Data for North America and South America is not yet collected in a consistent manner across all reporting entities and is therefore not included in this disclosure. Plastipak is implementing enhancements to its human resources data collection processes and systems to improve the availability, consistency, and completeness of parental leave reporting across all regions in future reporting periods.

401-3a-c Parental Leave Activity

Indicator	Female	Male	Total
Employees entitled to parental leave	68	359	427
Employees who took parental leave	2	7	9
Employees who returned to work after parental leave ended	1	7	8
Employees retained 12 months after returning from parental leave	2	7	9

Table 41: 401-3a-c Parental leave activity by gender

401-3d-e: Parental Leave Return and Retention Rates

Omission: Employees that returned to work after parental leave and still employed 12 months after, and, return to work and retention rates of employees that took parental leave by gender.

Reason: Information unavailable.

Plastipak does not currently disclose parental leave return-to-work and retention rates as the data required to calculate these metrics is not consistently collected or available across all reporting entities and regions. Variations in local employment practices, leave programs, and human resources information systems have limited the Company's ability to compile complete, reliable, and globally comparable data for the reporting period.

Plastipak remains committed to supporting employees through parental leave and other family-related benefits in accordance with applicable laws and local practices. The Company continues to evaluate opportunities to enhance data collection and reporting processes to support future disclosure of parental leave return and retention rates.

GRI 403: Occupational Health & Safety 2016

3-3 Management of material topics

Plastipak's manufacturing and recycling operations involve inherent occupational health and safety risks, including exposure to machinery, high temperatures, and material handling processes. These represent actual negative impacts, including workplace injuries and illnesses, as well as potential severe impacts if not properly managed.

Plastipak is directly responsible for ensuring a safe working environment for its associates and contractors. Plastipak is committed to a zero-incident safety culture and maintains comprehensive health and safety policies aligned with regulatory requirements and industry best practices.

To prevent and mitigate risks, Plastipak implements a global safety management system, including hazard identification, risk assessments, associate training, incident reporting, and preventive maintenance. Safety audits and inspections are conducted regularly to identify and address potential hazards.

In the event of incidents, Plastipak conducts root cause analyses and implements corrective actions to prevent recurrence. Associates are encouraged to report near misses and safety concerns through established channels.

Effectiveness is tracked through leading and lagging indicators, including Total Recordable Incident Rate (TRIR), Lost Time Injury Rate (LTIR), near-miss reporting, and audit results. These metrics are reviewed regularly at site and corporate levels to drive continuous improvement.

Context

Occupational Health and Safety Policy

Safety is a core value at Plastipak and an integral part of every business activity. We are committed to providing and maintaining a safe and healthy workplace for all associates, contractors, and visitors. Regardless of role or function, every individual shares responsibility for identifying hazards, managing risks, and contributing to a strong safety culture.

We recognize that effective occupational health and safety management is essential to operational excellence and sustainable business performance. Preventing work-related injuries, illnesses, property damage, and unsafe conditions requires active participation, communication, and collaboration at all levels of the organization.

Plastipak is committed to:

- + Providing safe and healthy working conditions to prevent work-related injury and ill health;
- + Eliminating hazards and reducing occupational health and safety risks through systematic risk identification, assessment, and control measures;
- + Consulting and encouraging the participation of associates and their representatives in health and safety matters;
- + Complying with applicable occupational health and safety legislation, regulatory requirements, and other relevant obligations in each country where we operate;
- + Meeting applicable insurance carrier requirements and implementing recommendations where appropriate;
- + Promoting employee health, well-being, and a culture of safety awareness;
- + Supporting open communication, teamwork, accountability, and continuous improvement in occupational health and safety performance;
- + Preventing pollution, conserving energy, and reducing waste within our operations; and
- + Supporting the recyclability and sustainability of our products.

To achieve these commitments, Plastipak establishes measurable Environmental, Health and Safety (EHS) objectives, monitors performance, and continually improves the effectiveness of its Occupational Health and Safety Management System.

Through the collaborative efforts of associates, leaders, and management, Plastipak strives to foster a workplace where safety is embedded in decision-making, operational processes, and everyday behaviors.

403-1 & 403-8 Occupational Health & Safety Management System

Plastipak maintains an Occupational Health and Safety (OHS) Management System designed to protect the health, safety, and well-being of all workers and to support a culture of continuous improvement. The system is implemented across the organization and is based, at a minimum, on applicable legal and regulatory requirements in each country where Plastipak operates. In addition, the system incorporates relevant elements of recognized international standards, industry best practices, insurance carrier requirements, and technical guidance, including standards and recommendations from organizations such as NFPA, ISO, ANSI, and CE.

Occupational Health and Safety Standards and Regulatory Framework

The OHS Management System is aligned with applicable occupational health and safety legislation and regulations, including but not limited to:

United States Operations

- + OSHA Part 1910 – Occupational Safety and Health Standards
- + Applicable EPA and Department of Transportation (DOT) requirements

South America Operations

- + NR-7 – Occupational Health Medical Control Program
- + NR-9 – Environmental Risk Prevention Program
- + NR-15 – Unhealthy Activities and Operations
- + NR-16 – Hazardous Activities and Operations
- + NR-17 – Ergonomics
- + NR-24 – Sanitary and Comfort Conditions in Workplaces

European, Middle Eastern and African Operations

- + European Framework Directive on Safety and Health at Work (Directive 89/391/EEC)
- + United Kingdom: Health and Safety at Work Act 1974
- + Türkiye: Occupational Health and Safety Law No. 6331
- + Morocco: Law No. 65-99 relating to the Labor Code and occupational safety requirements

Scope of the Occupational Health and Safety Management System

The OHS Management System applies to all workers whose activities are under Plastipak's operational control, including:

- + Associates employed by Plastipak Packaging, Inc. and its wholly owned subsidiaries on a full-time, part-time, temporary, or fixed-term basis;
- + Temporary workers supplied through employment agencies or other third-party arrangements;
- + Students, apprentices, and interns;
- + Contractors and subcontractors performing work at Plastipak facilities; and
- + Plastipak associates performing work at locations not directly controlled by Plastipak, including customer, supplier, or other third-party sites.

The system covers all activities conducted within Plastipak's operations, including:

- + Manufacturing and production of rigid plastic packaging products;
- + Plastic recycling operations and related processes;
- + Warehousing, logistics, and distribution activities;
- + Support functions, including sales and marketing, finance, quality, engineering, information technology, environmental health and safety, ESG, supply chain, product development, and administration; and
- + Construction, installation, maintenance, and capital project activities performed by employees or contractors at Plastipak locations.

Governance and Responsibilities

Oversight of occupational health and safety is integrated within Plastipak's Operations and Manufacturing function, which reports directly to the Chief Operating Officer (COO). Responsibility for implementation and performance of the OHS Management System resides with each business unit and is supported through regional and site-level leadership.

Each manufacturing facility, recycling operation, and development center designates personnel responsible for implementing and maintaining the OHS Management System. These individuals support compliance, risk management, incident prevention, worker engagement, and continuous improvement activities.

The Corporate Safety Team provides strategic direction and governance across the organization by:

- + Establishing global health and safety priorities and standards;
- + Identifying and monitoring high-risk activities and exposures;
- + Developing policies, procedures, and management system requirements;
- + Facilitating the sharing of best practices across locations; and
- + Monitoring performance and supporting continual improvement initiatives.

Occupational Health and Safety Management Processes

Plastipak's OHS Management System follows a continual improvement approach designed to identify hazards, assess and control risks, investigate incidents, and strengthen safety performance over time.

The improvement process is supported through:

- + Hazard identification and risk assessment activities;
- + Workplace inspections and audits;
- + Incident and near-miss reporting and investigation;
- + Root-cause analysis methodologies, including 5-Why analysis;
- + Corrective and preventive action management systems;
- + Internal and external compliance audits;
- + Benchmarking against industry best practices;
- + Performance monitoring and data analytics; and
- + Sharing of lessons learned across operations.

The management system is guided by the Plan-Do-Check-Act (PDCA) methodology, enabling Plastipak to evaluate performance, address identified gaps, and continuously enhance occupational health and safety outcomes.

Through these processes, Plastipak seeks to eliminate hazards, reduce occupational health and safety risks, prevent work-related injury and illness, and foster a workplace culture in which all workers actively contribute to maintaining a safe and healthy work environment.

403-1b Organizational Structure of Occupational Health & Safety Functions within Plastipak

Plastipak maintains a regional and site-based governance structure to support the effective implementation and continuous improvement of its Occupational Health and Safety (OHS) Management System.

North America

In North America, occupational health and safety activities are managed at the site level. Site leadership teams are responsible for implementing OHS programs, monitoring performance, and ensuring compliance with applicable regulatory requirements. OHS performance and reporting are communicated to both local site management and the Global Environment, Health and Safety (EHS) Director.

South America

At Plastipak's Paulínia facility in Brazil, responsibility for occupational health and safety resides with the Health and Safety Manager. The position reports directly to the Paulínia Managing Director and maintains a functional reporting relationship with the Global Environment, Health and Safety Director to ensure alignment with global EHS standards and initiatives.

Europe, Middle East and Africa (EMEA)

The European Health and Safety Manager has overall responsibility for occupational health and safety management across the EMEA region. The role reports to both the Global Environment, Health and Safety Director and the European Operations Director, providing oversight of regional compliance, risk management, and continuous improvement activities.

Across all regions, site EHS leaders are responsible for driving improvements in health and safety performance through structured roadmaps and continuous improvement programs. Improvement initiatives are informed by regulatory developments, risk assessments, performance data, incident investigations, audit findings, and lessons learned.

Best practices and successful initiatives identified at individual sites are evaluated for broader application across the organization. Where appropriate, local improvements are incorporated into regional EHS standards and procedures, including Plastipak's European EHS management documentation (EHS-203), and shared with other business units to support global adoption and standardization.

In addition, analysis of occupational health and safety performance data across the organization is used to identify trends, prioritize risk reduction activities, strengthen management system processes, and support continual improvement of health and safety outcomes throughout Plastipak's global operations.

403-2 Hazard Identification, Risk Assessment and Accident Investigation

Hazard identification, risk assessment, and incident investigation are fundamental components of Plastipak's Occupational Health and Safety (OHS) Management System and are applied across all business units, manufacturing facilities, recycling operations, and development centers.

Each location is responsible for identifying workplace hazards, assessing occupational health and safety risks, and implementing controls to eliminate or reduce those risks. Site-specific risk assessments are conducted in accordance with applicable legal requirements and operational needs and are reviewed periodically or whenever significant changes occur, including the introduction of new equipment, materials, processes, incidents, near misses, or audit findings.

All incidents occurring at Plastipak-controlled workplaces are reported regardless of severity or employment status. This includes employees, temporary workers, contractors, visitors, and other individuals present at Plastipak operations. Since 2011, Plastipak has utilized a centralized SAP-based incident management system to record, investigate, track, and analyze occupational health and safety events and corrective actions.

All recordable incidents, significant near misses, and other events with injury potential are investigated to identify immediate, underlying, and root causes. Investigation methodologies may include 5-Why analysis, Ishikawa (fishbone) analysis, and other root-cause analysis techniques. Corrective and preventive actions are documented, assigned, tracked, and verified to prevent recurrence and strengthen risk controls.

Plastipak promotes a culture of open communication and encourages workers to report hazards, unsafe conditions, near misses, and safety concerns without fear of retaliation. Employees may raise concerns through supervisors, EHS personnel, safety committees, or established reporting systems. To further protect worker health and safety, all associates are empowered with stop-work authority and may immediately halt any task they believe presents an unacceptable risk until appropriate controls have been implemented.

Lessons learned from incident investigations, trend analyses, audits, and other safety activities are communicated throughout the organization to support continual improvement and strengthen occupational health and safety performance.

Safety Observations

Plastipak encourages active employee participation in occupational health and safety through a range of reporting, communication, and engagement processes designed to identify hazards, promote safe behaviors, and drive continuous improvement.

A key component of this approach is the reporting of Safety Observations. A Safety Observation is an observation, event, or condition that has not resulted in injury, illness, environmental impact, or property damage but has the potential to do so. Safety Observations are recognized as valuable indicators of underlying risks, as the root causes of these events are often the same as those that result in actual incidents. In addition, Safety Observations may identify opportunities to improve workplace safety before an incident occurs.

All business units are required to report Safety Observations through Plastipak's incident management system within 24 hours of identification. Each observation is reviewed, investigated as appropriate, and followed by corrective actions to address identified risks and prevent recurrence.

To further strengthen employee engagement and reinforce safe behaviors, Plastipak utilizes Safety Conversations. Safety Conversations are documented one-to-one discussions focused on workplace safety behaviors and expectations. These conversations are recorded within 24 hours and are intended to promote awareness, accountability, and continuous improvement.

Safety Conversations are categorized as:

- + Positive Safety Conversations, which recognize individuals who demonstrate safe behaviors, follow established procedures, or contribute positively to workplace safety; and
- + Corrective Safety Conversations, which address behaviors that do not meet established safety expectations and include discussion of actions required to improve future performance.

Employees have access to Plastipak's EHS Entry Portal, which provides a centralized platform for reporting Safety Observations, near misses, Safety Conversations, property damage events, environmental incidents, and occupational injuries. This system supports timely reporting, follow-up, corrective action management, and organizational learning.

Plastipak encourages all associates to actively participate in identifying and reporting safety concerns and improvement opportunities. As part of this commitment, the company maintains a general objective of encouraging each employee to report at least one safety-related observation, concern, or improvement opportunity per quarter, with additional site-specific objectives established where appropriate.

Worker participation is further supported through Plastipak's Operating Principles (POP) and the 10 Habits of Continuous Improvement, which emphasize open communication, proactive problem-solving, and root-cause analysis. These principles encourage employees and leaders to focus on identifying weaknesses in systems and processes rather than assigning individual blame, fostering a culture of trust, psychological safety, and continuous improvement across the organization.

403-3 Occupation Health Services

Plastipak provides access to occupational health services to support the prevention, identification, and management of workplace health risks. Health monitoring is conducted by qualified occupational health professionals in accordance with applicable national legislation and site-specific requirements.

Depending on workplace hazards and regulatory requirements, occupational health services may include medical examinations, audiometric testing, health surveillance, and other occupational health evaluations. Plastipak also engages qualified external specialists where appropriate to conduct proactive assessments, including noise exposure monitoring and ergonomic evaluations.

The confidentiality of worker health information is protected in accordance with applicable legal requirements. Access to medical information is restricted, and information shared between workers and occupational health professionals is treated as confidential except where disclosure is required by law. Workers may access occupational health services without fear of reprisal.

403-4 Worker Participation, Consultation, and Communication on Occupational Health & Safety

Plastipak ensures that 100% of workers are represented through site-level occupational health and safety committees or safety panels. These committees are jointly managed by employees and management and include at least 50% employee representation, primarily from production, maintenance, and warehouse functions.

Each site maintains formal processes that enable workers to participate in occupational health and safety discussions, decision-making, and continuous improvement activities. Safety committees meet at least quarterly, with meeting agendas, recommendations, and outcomes communicated to employees. Worker representatives receive appropriate safety training and contribute to the identification, evaluation, and resolution of workplace health and safety issues.

Employees and their representatives participate in workplace inspections, reviews of injury and incident data, discussions on policies and procedures, assessments of safe operating practices, and evaluations of workplace hazards. Participation also includes involvement in risk assessments, incident investigations, audits, and other elements of the Occupational Health and Safety Management System.

Worker engagement is further supported through the reporting of near misses, safety observations, and safety conversations using Plastipak's EHS reporting systems. Safety observations and safety conversations are used to identify improvement opportunities, reinforce safe behaviors, and promote organizational learning. Plastipak encourages all employees to actively participate in identifying and reporting workplace risks and safety improvement opportunities.

Employee engagement in occupational health and safety is demonstrated through the reporting of more than 40,124 Near Misses, Safety Observations, and Safety Conversations in the reporting period, representing participation from more than 80% of the global workforce.



5. Don't judge, don't blame

403-5 Worker Training on Occupational Health & Safety

Plastipak provides occupational health and safety (OHS) training to employees across all business units and locations to ensure workers have the knowledge and competencies necessary to perform their work safely. OHS training is delivered upon hire, when employees transfer to new roles, and throughout the year based on job responsibilities, operational risks, regulatory requirements, and identified training needs.

In accordance with Plastipak's Environmental, Health & Safety (EHS) standards, each site conducts a training needs analysis to determine the type and extent of safety training required. Formal safety induction programs are provided to all new employees and contractors and include site-specific operating and safety requirements. Training programs are designed to address language and communication needs to ensure employees fully understand safety expectations and procedures. Completion of required induction training is documented and maintained in employee records.

Employees performing tasks that require specific safe operating procedures receive formalized training appropriate to their responsibilities, and employees transferring to new positions receive additional training relevant to their new roles. Managers and supervisors also receive training on safety practices, procedures, and their responsibilities for maintaining a safe workplace. In addition, all employees participate in annual safety awareness training to reinforce safety procedures, introduce new requirements, and refresh responsibilities and expected behaviors.

Training is delivered through a variety of methods, including eLearning modules, instructor-led classroom sessions, videos, practical demonstrations, hands-on evaluations, and competency assessments. Where applicable and available, training materials are translated into local languages to improve comprehension and effectiveness.

Occupational health and safety training topics vary according to workplace hazards and operational activities and may include:

- | | |
|---|--|
| + Hazardous Energy Control (Lockout/Tagout) | + Personal Protective Equipment (PPE) |
| + Machine Guarding | + Hearing Conservation |
| + Mobile Equipment and Forklift Safety | + Environmental Awareness and Spill Response |
| + Fall Prevention and Working at Heights | + Bloodborne Pathogens |
| + Ergonomics | + Crane Operations |
| + Hazard Communication and Chemical Safety | + Fire Brigade Training |
| + Electrical Safety | + CPR/AED and First Aid Training |

Through these programs, Plastipak seeks to ensure employees, contractors, supervisors, and managers are equipped to identify hazards, mitigate risks, and contribute to a safe and healthy workplace.

403-6 Promotion of Worker Health

Plastipak is committed to promoting the health, well-being, and overall quality of life of its employees through a range of occupational health, preventive care, and wellness initiatives. Across its global operations, the company implements programs and resources designed to support both work-related and non-work-related health needs and to encourage healthy lifestyles among employees and their families.

Plastipak provides access to medical health plans for eligible employees and their dependents, facilitating access to healthcare professionals, hospitals, medical procedures, preventive care, and treatment services. These programs are intended to support the early identification, prevention, and management of health conditions and to promote overall employee well-being.

In addition to healthcare coverage, Plastipak offers a variety of health promotion programs and educational initiatives that may include:

- + Health screenings and wellness check-ups;
- + Smoking cessation and anti-smoking awareness programs;
- + Drug and alcohol rehabilitation and support services;
- + Nutritional guidance, dietary information, and healthy lifestyle resources;
- + Presentations and awareness campaigns on health-related topics;
- + Mental health education, workshops, and awareness programs; and
- + Access to third-party professional resources for confidential consultation and support on personal health and well-being matters.

These programs are designed to address significant health risks, encourage preventive healthcare practices, and support the physical, mental, and emotional well-being of employees. Through these initiatives, Plastipak seeks to foster a healthy workforce and provide employees with resources that support their long-term health and wellness both inside and outside the workplace.

403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

Plastipak recognizes that occupational health and safety (OHS) impacts may arise through its business relationships and is committed to promoting safe working practices among contractors, vendors, service providers, and other third parties operating on its behalf or at its facilities.

A significant number of non-Plastipak workers perform activities at Plastipak operating sites. To manage associated health and safety risks, contractors and service providers are evaluated during the selection process using occupational health and safety criteria. Where possible, preference is given to organizations that maintain certified OHS management systems or demonstrate equivalent safety management practices. In situations where such certifications are not in place, contractor activities are subject to enhanced oversight and monitoring by designated Plastipak personnel.

Before commencing work at a Plastipak facility, contractors are required to complete a site-specific contractor induction program. This induction communicates applicable health and safety requirements, site rules, emergency procedures, hazard controls, and expectations for safe work performance. Contractors are expected to comply with Plastipak's health and safety standards while performing work on company premises.

Plastipak also maintains processes for reporting and investigating incidents involving contractors and other workers performing company business. Incident reporting requirements apply to injuries and incidents occurring at Plastipak facilities as well as to individuals conducting work-related activities outside their normal work location while performing company business.

In certain circumstances, Plastipak employees perform work at customer, supplier, or other third-party locations where Plastipak does not control the workplace or working conditions. Examples include technical support activities at customer sites and supplier visits for equipment or tooling acceptance. In these situations, Plastipak employees are expected to comply with applicable site safety requirements, and incidents occurring while conducting company business are reported and managed through Plastipak's health and safety reporting processes.

Through contractor management, safety inductions, incident reporting requirements, and ongoing oversight of third-party activities, Plastipak seeks to prevent and mitigate occupational health and safety impacts that are directly linked to its operations, products, and services through business relationships.

403-8 Coverage of Workers

Occupational health and safety management systems are implemented across Plastipak operations and are subject to regular internal audits. In addition, 76% of sites undergo independent third-party SMETA (Sedex Members Ethical Trade Audit) assessments, which include a review of health and safety management practices and workplace conditions. While these audits provide external verification of health and safety performance, they do not constitute certification to an occupational health and safety management system standard such as ISO 45001.

Coverage Type	Workers Covered	% of Workforce
Covered by Plastipak OHS Management System (employees and workers who are not employees)	5118	100
Covered by OHS Management System Subject to Internal Audit	5118	100
Covered by Externally Certified OHS Management System (ISO 45001)	5118	100
Covered by Independent Third-Party Health & Safety Assessments (Customer, other audits or SMETA 4-Pillar)	5118	100

Table 42: 403-8 OHS Coverage of Workers

Plastipak's Occupational Health and Safety (OHS) Management System applies to all employees, contractors, temporary workers, and other non-employees whose work and/or workplace is under Plastipak's control. Consequently, 100% of workers operating within Plastipak-controlled workplaces are covered by the OHS Management System, and no such workers are excluded from its scope.

In circumstances where Plastipak employees perform work at customer, supplier, or other third-party locations, Plastipak does not control the workplace or working conditions and therefore cannot directly implement all elements of its OHS Management System. However, employees remain subject to Plastipak's health and safety requirements, training programs, and incident reporting procedures while conducting company business and are also required to comply with the health and safety requirements of the host site.

403-9 Work Related Injuries

Work related Injuries – Plastipak Workers Including Temporary Staff and Workers that are not Employees

Category	Employees	Non-employees	Total Workforce
Number of Work-Related Fatalities	0	0	0
Fatality Rate (per 200,000 hours worked) *	0	0	0
Number of High-Consequence Work-Related Injuries (excluding fatalities)	4	1	5
High-Consequence Injury Rate (per 200,000 hours worked) *	0.31	0.33	0.31
Number of Recordable Work-Related Injuries	51	1	52
Recordable Injury Rate (TRIR) (per 200,000 hours worked) *	3.94	0.33	3.26
Total Hours Worked	2,587,777.89	602,044.36	3,189,822.25

* Rate calculated per 200,000 hours worked

Table 43: Work related injuries – Plastipak workers

403-10a Work-related Ill Health – Employees & Other Workers (Total Workforce)

Category	2023	2024	2025
Number of fatalities resulting from work-related ill health	0	0	0
Rate of fatalities resulting from work-related ill health *	0	0	0
Number of recordable cases of work-related ill health	4	0	1
Rate of recordable work-related ill health cases *	0.08		0.06
Total hours worked	9,964,409		3,189,822.25

* Rate calculated per 200,000 hours worked

Table 44: Work-related ill health

Occupational Health and Safety Data Compilation and Reporting Scope

Work-related ill health cases are identified and recorded in accordance with applicable regulatory reporting requirements and medical determinations. Where reported, cases may include musculoskeletal disorders, hearing-related conditions, respiratory illnesses, skin disorders, and other occupational illnesses associated with workplace exposures.

Occupational health and safety data reported in 403-9 and 403-10 are collected through Plastipak's global Environmental, Health and Safety (EHS) reporting system and are reported in accordance with applicable legal, regulatory, insurance, and internal reporting requirements. Data are compiled using applicable legislation, technical assessments, recognized standards, and Plastipak's internal reporting procedures.

The reporting scope includes employees and other workers whose work and/or workplace is under Plastipak's control. At present, work-related ill health data are not collected consistently across all regions, and data from European and some North American operations are not included in the reported figures. Plastipak is evaluating opportunities to enhance the consistency and completeness of occupational health reporting across its global operations.

Detailed site-level performance data are maintained within Plastipak's EHS reporting systems and are reported to relevant regulatory authorities and insurance providers as required.

GRI 404: Training and Education 2016

3-3 Management of material topics

Plastipak is committed to supporting employee development through structured training and continuous learning opportunities that enhance skills, enable career progression, and support operational performance.

Training and education create positive impacts by strengthening employee capabilities, improving productivity, and supporting career development. Conversely, insufficient or inconsistent training may result in safety risks, reduced performance, and limited advancement opportunities. Plastipak is directly responsible for managing these impacts across its operations.

Training needs are identified through performance management processes, employee feedback, regulatory requirements, and evolving operational and business priorities. During the reporting period, Plastipak identified opportunities to improve consistency in training data collection, increase visibility of development activities across locations, and enhance alignment of training with technical, operational, and leadership requirements.

To address these needs, Plastipak collaborates with business leaders and local teams to strengthen learning processes, expand access to training, and improve tracking of participation and development activities. The company provides a range of programs, including technical training, safety training, and leadership development, ensuring that employees receive role-appropriate and mandatory training. Development opportunities are also offered to support career advancement and long-term capability building.

The effectiveness of training and development activities is evaluated through metrics such as training hours per employee, participation rates, competency assessments, and performance outcomes. These indicators are regularly monitored to ensure alignment with organizational objectives and to support continuous improvement in employee development practices.

404-1 Average Hours of Training per Employee per Year

Plastipak recognizes that employee development is essential to maintaining a skilled workforce, supporting operational excellence, and fostering long-term career growth. The company provides a variety of training opportunities designed to enhance technical competencies, leadership capabilities, safety awareness, regulatory compliance, and professional skills.

Training is delivered through a combination of instructor-led programs, online learning platforms, on-the-job training, mentoring, and role-specific development initiatives. Training requirements vary by position, location, and business function.

Region	2023	2024	2025
North America	No data	No Data	No data
South America	1.4	3.3	4
Europe	367.1	137.3*	387.8
Average (excluding North America)	368.5	140.6	391.8

Table 45: Average training hours per employee

Europe 2024 data excludes El Jadida, Morocco.

Average Training Hours per Employee by Gender and Region (2025)

Region	Female	Male	Total
North America	No Data	No Data	No Data
South America	3.8	3.9	4
Europe	365	329.1	694
South America and Europe Average	368.8	333	698

Table 46: Average training hours by gender and region

No data was available for the following European sites: Bascharage (LU), Beaune (FR), Gresford (UK), Mendig (DE) and Tychy (PL).

Average Training Hours per Employee by Employment Category (2025)

Category	North America	South America	Europe
Level 1-3	No data	10	495
Level 4-9, 11	No data	22	1980
Level 10	No data	3	399
Level 12	No data	3	260

Table 47: Average training hours by employment category

Training hours include internal and external training programs on topics such as health and safety, compliance, technical, leadership, operational excellence, and professional development training.

404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs

404a Employees Participating in Development Programs

Plastipak is committed to supporting employee development and career progression through a range of learning and development opportunities. Programs are designed to strengthen technical expertise, leadership capabilities, operational effectiveness, and professional growth.

Employee training and development activities are integrated into Plastipak's business processes through performance management, talent planning, operational requirements, compliance programs, and workforce planning activities. Training needs are identified through employee performance reviews, manager assessments, regulatory requirements, business priorities and changes in operational processes.

Plastipak engages employees, managers, Human Resources teams, and business leaders in identifying development needs and improving training programs. Employee feedback, performance discussions, manager input and business requirements help shape learning priorities and ensure training opportunities remain relevant to workforce needs.

Through ongoing collaboration with employees and leaders, Plastipak seeks to improve access to development opportunities, strengthen employee capabilities, and support career growth throughout the organization.

Examples of employee development initiatives may include:

- + New employee onboarding programs covering company culture, policies, procedures, safety expectations and role-specific requirements.
- + Technical skills training related to manufacturing processes, equipment operation, quality systems, maintenance practices and operational excellence.
- + Health, safety and environment training supporting regulatory compliance, workplace safety and responsible operations.
- + Leadership and management development programs focused on communication, employee engagement, coaching, and effective team leadership.
- + Compliance training covering topics such as ethics, regulatory requirements, cybersecurity awareness, and company policies.
- + Continuous improvement training, including problem-solving methodologies, process improvement tools, and operational excellence practices.
- + Professional development opportunities, including external certifications, skills-based courses, mentoring, and career development discussions.
- + Succession planning and career development initiatives designed to support internal mobility and long-term workforce capability.

Plastipak also supports employees through organizational changes and workforce transitions in accordance with local legal requirements and company practices. Depending on location and circumstances, support may include career counseling, skills development, redeployment opportunities, severance benefits, and outplacement assistance.

Plastipak's objective is to continuously improve employee development opportunities by expanding access to training, strengthening training data availability, and supporting employee growth across all regions.

Progress during the reporting period included maintaining employee training programs across North America, South America, and Europe, achieving global reporting of average training hours per employee, and continuing efforts to improve consistency and completeness of training data collection.

Future efforts will focus on enhancing global learning data systems, increasing visibility of employee participation in development programs, and continuing to expand training opportunities aligned with business and workforce needs.

404a Employee Development Programs Available by Region

Program Type	North America	South America	Europe
New Employee Onboarding	Yes	Yes	Yes
Technical Skills Training	Yes	Yes	Yes
Leadership Development	Yes	Yes	Yes
Compliance Training	Yes	Yes	Yes
Safety Training	Yes	Yes	Yes
Succession Planning	Yes	Yes	Yes
Tuition Assistance*	Yes	Yes	Yes/No
Career Development Planning	Yes	Yes	Yes

*Programs may vary by country and employee population.

Table 48: 404a Available employee development plans

404-2b Transition assistance programs

Omission: Data and detail on transition programs.

Reason: Unavailable and incomplete data.

404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

Plastipak utilizes performance management processes to provide employees with feedback, establish development objectives, support career growth, and align individual performance with business goals.

Eligible employees participate in periodic performance reviews, which may include discussions regarding job performance, development opportunities, career aspirations, training needs, and future growth within the organization.

Employees Receiving Performance Reviews

Region	2023	2024	2025
North America	84%	76%	82%
South America	100%	100%	100%
Europe	72%	86%	80%
Global weighted average	81%	80%	82%

Table 49: 404-3a Performance reviews by region

Employees Receiving Performance Reviews by Gender (2025)

Region	Female	Male	Total
North America	75%	83%	82%
South America	100%	100%	100%
Europe	91%	78%	80%
Global weighted average	80%	68%	82%

Table 50: 404-3a Performance reviews by gender

Employees Receiving Performance Reviews by Employment Category (2025)

Category	North America	South America	Europe	Global
Level 1-3	22%	100%	57%	32%
Level 4-9, 11	87%	100%	91%	89%
Level 10	72%	100%	86%	81%
Level 12	81%	100%	68%	79%

Table 51: Performance reviews by employment category

Performance and career development reviews include formal annual reviews and other documented performance management processes conducted during the reporting period.

GRI 405: Diversity & Equal Opportunity 2016

3-3 Management of material topics

Diversity and equal opportunity are important components of Plastipak's commitment to creating a workplace where all associates are treated fairly, respected, and provided with opportunities to develop and succeed. A diverse workforce supports innovation, associate engagement, and effective decision-making, while insufficient diversity, unequal treatment, or barriers to opportunity may result in negative impacts, including discrimination, reduced inclusion, and limitations on employee development and organizational effectiveness.

Plastipak is directly responsible for managing these impacts through its employment practices, workplace culture and human resources processes.

Plastipak seeks to promote an inclusive workplace by providing equal employment opportunities and making employment-related decisions based on qualifications, skills, experience, performance and business needs. Actions to support diversity and equal opportunity include inclusive recruitment practices, workforce diversity monitoring, leadership representation reviews, employee engagement activities, and initiatives that support professional development and career progression.

Potential negative impacts related to discrimination, unequal treatment, or limited access to opportunities are managed through company policies, established human resources processes, and practices designed to promote fair treatment, respect, and compliance with applicable employment requirements.

The effectiveness of Plastipak's approach is monitored through workforce diversity metrics, representation across organizational levels, employee engagement results, and human resources reporting processes. These indicators are reviewed to identify opportunities for improvement and support ongoing development of Plastipak's diversity and inclusion approach.

405-1 Diversity of Governance Bodies and Employees

Plastipak is committed to fostering a workplace that values diversity, inclusion, equal opportunity, and respect for all employees. The company seeks to attract, develop, and retain talented individuals with diverse backgrounds, experiences, and perspectives that contribute to innovation, operational excellence, and long-term business success.

As a global manufacturer, Plastipak employs a significant number of individuals in production, maintenance, engineering, logistics, and other technical roles. Consistent with broader trends across the manufacturing sector, these functions have historically been male dominated, which is reflected in the company's overall workforce demographics. Recognizing this industry-wide challenge, Plastipak supports efforts to increase representation across leadership, technical, engineering, and operational roles through equitable recruitment, development, and advancement practices.

In North America, Plastipak is a member of the Women in Manufacturing Association, which provides opportunities for professional development, networking, mentoring, and leadership growth for women working in manufacturing-related roles. Female employees participate in association meetings, training programs, and industry events, supporting individual career development and contributing to broader efforts to increase awareness and representation of women in manufacturing.

Plastipak remains committed to providing equal employment opportunities and making employment-related decisions based on qualifications, skills, experience, performance, and business needs. The company strives to attract and develop talent from a broad range of backgrounds and supports initiatives that promote an inclusive workplace where all employees can contribute and succeed.

Workforce diversity data are monitored through established human resources processes and reporting systems to support talent management, succession planning, employee development, and continuous improvement efforts across the organization.

At this time, Plastipak does not have formal global programs specifically dedicated to underrepresented employee groups beyond existing diversity, inclusion, professional development, and employee engagement initiatives. The company continues to evaluate opportunities to strengthen its diversity and inclusion approach and enhance reporting on related activities in future reporting periods.

405-1bi, ii, iii Governance Body by Gender

Board Diversity Category	Number	Percentage
Female	5	41.7%
Male	7	58.3%
Age 30–50	1	8.3%
Age Over 50	11	91.7%
Ethnic Minority	1	8.3%
Non-Minority	11	91.7%

Table 52: 405-1 Governance body by gender and age band

405-1bi Employee Diversity by Gender

Region	2023 Female	2023 Male	2024 Female	2024 Male	2025 Female	2025 Male
North America	17.8%	82.1%	17.5%	82.5%	17.7%	82.3%
South America	17.2%	82.8%	18.6%	81.4%	19.8%	80.2%
Europe	15.8%	84.2%	15.6%	84.4%	16%	84%

Table 53: Regional employee diversity by gender

405-1bii Employee Diversity by Age Group

Region	Under 30	30-50	Over 50
North America (2025)	15.3%	50%	34.7%
South America (2025)	12.7%	72.5%	14.7%
Europe (2025)	12.4%	56.4%	31.2%
Global (2025)	14.5%	52.2%	33.3%

Table 54: Employee diversity by age group

405-1b Management Diversity by Gender

Category	North America			South America			Europe			Total
	M	F	O	M	F	O	M	F	O	
2023										
Levels 1-3	23	1	0	1	0	0	6	2	0	33
Levels 4-9, 11	643	121	1	22	1	0	272	65	0	1125
Level 10	239	99	0	12	7	0	416	140	0	913
Level 12	2,180	447	2	61	12	0	589	34	0	3,325
Total	3085	668	3	96	20	0	1283	241	0	5396
2024										
Levels 1-3	23	2	0	1	0	0	8	1	0	35
Levels 4-9, 11	337	58	1	23	1	0	263	56	0	739
Level 10	256	96	0	0	0	0	410	141	0	903
Level 12	2,138	428	1	68	20	0	535	26	0	3,216
Total	2754	584	2	92	21	0	1216	224	0	4893
2025										
Levels 1-3	22	1	0	1	0	0	6	1	0	31
Levels 4-9, 11	625	105	1	17	1	0	247	54	0	1050
Level 10	243	112	0	14	7	0	416	140	0	932
Level 12	2,071	409	3	57	14	0	519	32	0	3,105
Total	2961	627	4	89	22	0	1188	227	0	5118

Table 55: Management diversity by gender

Data excludes the following European sites: Bascharage (LU), Beaune (FR), Gresford (UK), Mendig (DE), and Tychy (PL). North America age group data is not available for all categories.

405-2 Ratio of Basic Salary and Remuneration of Women to Men

Omission: Gender pay ratios.

Reason: Unavailable data.

Plastipak is committed to providing compensation that is fair, equitable, and competitive. Compensation decisions are based on factors including job responsibilities, qualifications, experience, performance, skills, geographic market conditions, and applicable legal requirements.

The company seeks to provide equal pay for equal work and does not differentiate compensation based on gender. Compensation practices are supported through established salary structures, performance management processes, and periodic reviews.

Plastipak does not currently calculate gender pay ratios by employee category and region. As a result, the information required for GRI 405-2 is not available for the reporting period. The company is evaluating opportunities to enhance workforce reporting and compensation analytics to support future disclosure.

GRI 406: Non-Discrimination 2016

3-3 Management of material topics

Discrimination and harassment represent actual and potential negative impacts on associates and human rights, potentially resulting in harm to individuals, reduced workplace morale, and legal and reputational risks.

Plastipak is directly responsible for preventing and addressing discrimination within its operations. We maintain a zero-tolerance policy for discrimination and harassment, supported by policies that define expected behaviors and outline consequences for violations.

To manage these impacts, Plastipak provides training on workplace conduct, maintains confidential reporting channels, and investigates all reported incidents. Where discrimination is substantiated, corrective actions are taken, which may include disciplinary measures and remediation for affected individuals.

Preventive measures include promoting an inclusive culture and ensuring that policies are communicated and understood across the organization.

Effectiveness is monitored through the number and nature of reported incidents, resolution timelines, and outcomes, as well as associate feedback mechanisms. These indicators support continuous improvement in workplace culture and accountability.

406-1 Incidents of Discrimination and Corrective Actions Taken

Plastipak is committed to maintaining a workplace and business environment that is free from discrimination, harassment, retaliation, and unfair treatment. The company’s Code of Conduct establishes expectations for respectful behavior, equal opportunity, and compliance with applicable employment and human rights laws. Employees are expected to treat one another with dignity and respect and to contribute to an inclusive workplace where employment-related decisions are based on qualifications, skills, experience, performance, and business needs.

Plastipak’s commitment to non-discrimination extends throughout its value chain. The company’s Supplier Code of Conduct outlines expectations for suppliers regarding fair treatment, equal opportunity, non-discrimination, human rights, and compliance with applicable labor and employment laws. Suppliers are expected to maintain workplaces that are free from discrimination, harassment, and other forms of inappropriate conduct.

Employees and other stakeholders are encouraged to raise concerns regarding potential violations of company policies through established reporting channels. Reported concerns are reviewed and addressed in accordance with company procedures. During 2023, 2024, and 2025, Plastipak received no reports of discrimination through its established human resources, ethics, compliance, grievance, or other formal reporting channels. Consequently, no incidents of discrimination were confirmed during the reporting period.

406-1 Reported Incidents of Discrimination

Indicator	2023	2024	2025
Reported incidents of discrimination	0	0	0
Confirmed incidents of discrimination	0	0	0
Incidents resulting in corrective action	0	0	0

Table 56: Reported incidents of discrimination

No incidents of discrimination were reported during the reporting period. Consequently, no corrective actions, remediation measures, or disciplinary actions related to discrimination were required.

GRI 408: Child Labor 2016

3-3 Management of material topics

Child labor represents a severe potential negative impact on human rights, particularly in certain regions and sectors within Plastipak’s upstream value chain, including raw material extraction and informal recycling activities. While Plastipak does not cause child labor impacts through its own operations, the company may be directly linked to potential child labor impacts through its supplier relationships.

Plastipak recognizes that failure to identify and address child labor risks could result in significant harm to affected children, as well as legal, regulatory, and reputational consequences.

Plastipak maintains a zero-tolerance policy for child labor, as outlined in its Supplier Code of Conduct and broader human rights commitments, aligned with international standards such as International Labor Organization (ILO) conventions and targets zero incidents of child labor in its own operations and supply chain.

To prevent and mitigate these risks, Plastipak conducts risk-based due diligence, including supplier assessments, contractual requirements, and audits where appropriate. Suppliers are required to implement controls to verify worker age and prevent underage employment, particularly in higher-risk regions.

Plastipak’s approach to managing child labor risks is informed by engagement activities associates with supplier assessments, third-party audits, and supplier interactions during corrective action processes. These activities provide insights into labor conditions, supplier practices, and opportunities to strengthen controls for preventing and addressing child labor risks. Feedback from workers and other relevant stakeholders gathered through independent third-party audits also informs Plastipak’s understanding of labor conditions and opportunities to improve child labor risk management practices.

Where instances of child labor are identified, Plastipak is committed to responsible remediation, prioritizing the best interests of the child. This may include requiring the supplier to remove the child from hazardous work while supporting access to education and alternative income arrangements for affected families, rather than immediate termination without safeguards.

The effectiveness of these actions is monitored through supplier assessment results, audit findings, and incident reporting mechanisms, with escalation procedures in place for high-severity cases.

408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor

Plastipak is committed to respecting human rights and preventing child labor throughout its operations and supply chain. The Company’s Code of Conduct establishes expectations regarding lawful employment practices, including compliance with applicable labor laws and the prohibition of child labor.

Due to the nature of its manufacturing operations, Plastipak generally does not employ individuals under the age of 18. This approach reflects the operational, health and safety, and regulatory requirements associated with manufacturing environments. Age verification is conducted through established recruitment and onboarding processes.

Individuals under the age of 18 may occasionally participate in approved work experience programs, internships, educational visits, or similar activities. In such cases, participation is limited to office-based activities. Young individuals are not permitted to perform production or shop-floor work and, where access to manufacturing areas is required for educational purposes, must be accompanied by an adult and comply with all applicable site safety requirements.

Plastipak’s commitment to preventing child labor extends throughout its supply chain. Suppliers are expected to comply with the Plastipak Supplier Code of Conduct, which requires adherence to applicable labor laws and prohibits the use of child labor.

Child labor risks within the supply chain are assessed through Plastipak’s supplier due diligence processes, including EcoVadis sustainability assessments, EcoVadis IQ Plus risk screening, and consideration of country- and sector-specific risk indicators from recognized external sources, including the International Labor Organization (ILO) and the U.S. Department of Labor. Suppliers identified as operating in higher-risk sectors or geographic regions may be subject to enhanced review and engagement.

During the reporting period, Plastipak did not identify any operations or direct suppliers with a significant risk of child labor, nor were any substantiated incidents of child labor identified within its operations or direct supply chain.

408-1a Plastipak Operations Assessed for Child Labor Risk and Identified Significant Risk

Region	2023 Operations Assessed (%)	2024 Operations Assessed (%)	2025 Operations Assessed (%)	Operations Identified as Significant Risk (2025)
North America	100	100	100	0
South America	100	100	100	0
Europe	100	100	100	0
Global	100	100	100	0

Table 57: Plastipak operations assessed for child labor risk and identified significant risk

This includes significant risk for and incidents of young workers exposed to hazardous work. There were no incidents of child labor identified in Plastipak’s operations or its supply chain in the FY 2025 reporting period.

Child Labor Incidents in Own Operations

Indicator	2023	2024	2025
Confirmed incidents of child labor	0	0	0
Operations identified as significant risk	0	0	0
Remediation actions required	0	0	0
Remediation actions completed	0	0	0

Table 58: Child labor incidents in own operations

Supplier Child Labor Risk

Plastipak has assessed its operations and supply chain for risks related to child labor and the potential exposure of young workers to hazardous conditions. While the company's operations in Europe and North America are considered low risk due to strong regulatory frameworks, certain activities present elevated risk profiles. These include post-consumer bottle collection in some regions, where informal waste collection systems may involve vulnerable populations, and the sourcing of recycled PET flakes from parts of Asia, where labor standards and enforcement may vary. Additional potential risk areas include third-party logistics, contract manufacturing, and suppliers involved in raw material extraction or sorting processes, particularly in regions with less mature regulatory oversight. Plastipak addresses these risks through supplier due diligence, contractual requirements, and ongoing monitoring to ensure alignment with its standards on human rights and responsible business conduct.

Indicator	2023	2024	2025
Suppliers assessed through EcoVadis/EcoVadis IQ Plus	No Data	134	6,241
Suppliers identified as elevated risk	No Data	0	121
Suppliers subject to follow-up engagement or enhanced due diligence	No Data	0	0
Confirmed incidents of child labor in the supply chain	0	0	0
Supplier relationships terminated due to child labor incidents	0	0	0

Table 59: Risk of child labor in supplier operations

GRI 409: Forced or Compulsory Labor 2016

3-3 Management of material topics

Forced or compulsory labor represents a severe actual and potential negative impact on human rights, particularly in global supply chains involving migrant labor, contract workers, or regions with elevated labor rights risks. These risks carry high severity, including risks of human trafficking, debt bondage, and restriction of worker freedom. Plastipak maintains a zero-tolerance policy prohibiting all forms of forced labor, including bonded labor, involuntary prison labor, and human trafficking. These expectations are embedded in the Supplier Code of Conduct.

Plastipak's most significant potential exposure to forced or compulsory labor impacts is associated with its upstream supply chain, particularly through suppliers operating in higher-risk geographies, industries, or commodity categories. Based on current risk assessment processes, Plastipak has not identified significant forced labor risks within its own operations; however, the company recognizes that risks may occur beyond its direct operations through supplier relationships.

Plastipak has determined that it does not cause forced or compulsory labor impacts through its own operations. The company may be directly linked to potential forced labor impacts through its supplier relationships and manages these risks through supplier due diligence, contractual requirements, assessments, and corrective action processes.

Findings from these activities help identify labor rights risks, strengthen due diligence practices, and inform ongoing improvements to supplier expectations and monitoring processes. Feedback and findings from worker interviews conducted as part of independent third-party audits, including SMETA assessments, also inform Plastipak's understanding of labor conditions and opportunities to strengthen controls.

To manage these risks, Plastipak implements risk-based supplier due diligence, including ESG assessments, contractual requirements, and targeted audits. Particular attention is given to indicators of forced labor, such as recruitment practices, retention of identity documents, payment of recruitment fees, and restrictions on worker mobility.

Actions to prevent and mitigate negative impacts include requiring ethical recruitment practices, ensuring transparency in labor conditions, and engaging suppliers to improve labor standards. Plastipak's approach to managing forced labor risks is informed by engagement activities associated with supplier assessments, third-party audits, and supplier interactions during corrective action processes.

Where forced labor risks or violations are identified, suppliers are required to implement corrective actions, which may include reimbursing recruitment fees, revising employment practices, and ensuring worker protections. In cases of severe or un-remediated violations, Plastipak may terminate the supplier relationship.

Effectiveness is evaluated through audit findings, risk severity assessments, and remediation progress, supported by ongoing monitoring and escalation processes.

409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor

Plastipak is committed to preventing forced or compulsory labor across its operations and supply chain. The company has established policies, procedures, and work instructions that support ethical labor practices and compliance with applicable legal and regulatory requirements. The prohibition of all forms of forced, bonded, trafficked, or involuntary labor is embedded in Plastipak's Internal Code of Conduct and applies to all employees and relevant business relationships.

To help verify conformance with these requirements, 82% of Plastipak manufacturing sites underwent independent third-party audits under the Sedex SMETA Four-Pillar audit methodology during this period. These audits assess labor standards, health and safety, environmental management, and business ethics, providing assurance that labor practices are consistent with Plastipak's standards and supporting the identification and remediation of any non-conformities.

During the reporting period, no Plastipak operations were identified as presenting a significant risk for incidents of forced or compulsory labor.

Expectations for supplier ethical labor practices are established through the Plastipak Supplier Code of Conduct, which requires suppliers to prohibit all forms of forced, bonded, indentured, trafficked, or involuntary prison labor. Suppliers are expected to comply with applicable labor laws, uphold internationally recognized human rights principles, and implement appropriate management systems to ensure compliance throughout their operations.

To identify potential risks within the supply chain, Plastipak uses EcoVadis IQ Plus to conduct country, sector, and commodity-based inherent risk assessments. EcoVadis IQ Plus provides risk intelligence that enables the company to prioritize suppliers with elevated human rights risk profiles, including potential exposure to forced labor.

Suppliers identified as presenting elevated risk are subject to enhanced due diligence, which may include supplier self-assessments, requests for supporting documentation, sustainability questionnaires, corrective action plans, and additional engagement by procurement and sustainability personnel. Where appropriate, suppliers may also undergo EcoVadis sustainability assessments or other independent evaluations.

Plastipak Operations Assessed for Forced or Compulsory Labor Risk

Region	2023 Operations Assessed (%)	2024 Operations Assessed (%)	2025 Operations Assessed (%)	Operations Identified as Significant Risk (2025)
North America	100	100	100	0
South America	100	100	100	0
Europe	100	100	100	0
Global	100	100	100	0

Table 60: 409-1 Risk of forced or compulsory labor in own operations

Forced or Compulsory Labor Incidents in Own Operations

Indicator	2023	2024	2025
Confirmed incidents of forced labor	0	0	0
Operations identified as significant risk	0	0	0
Remediation actions required	0	0	0
Remediation actions completed	0	0	0

Table 61: 409-1 Incidents of forced labor in own operations

Supplier Forced or Compulsory Labor Risk Outcomes

Indicator	2023	2024	2025
Suppliers assessed through EcoVadis/EcoVadis IQ Plus	No Data	134	6,241
Suppliers identified as elevated risk	No Data	0	121
Suppliers subject to follow-up engagement or enhanced due diligence	No Data	0	121
Confirmed incidents of forced labor in the supply chain	0	0	0
Supplier relationships terminated due to forced labor incidents	0	0	0

Table 62: 409-1: Risk of forced labor in supply chain

Supplier risk assessment data for 2023 was not available because Plastipak had not yet implemented the current EcoVadis IQ Plus supplier screening process. The increase from 134 suppliers assessed in 2024 to 6,241 suppliers assessed in 2025 reflects an expansion of supplier screening scope and improved coverage of Plastipak's supplier base.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topics

Plastipak's global supply chain presents actual and potential negative impacts on people, including risks related to labor conditions, occupational health and safety, wages, working hours, and respect for human rights. These risks are particularly relevant in upstream industries such as raw material extraction and processing, as well as in logistics and contract manufacturing.

Plastipak is indirectly linked to these impacts through its suppliers and may contribute to them through sourcing practices and commercial pressures. These impacts carry high severity, particularly where they involve fundamental human rights violations, and pose significant reputational, legal, and operational risks.

We also recognize our ability to generate positive impacts by promoting fair labor practices and improved working conditions throughout the supply chain. Plastipak has established a Supplier Code of Conduct aligned with internationally recognized standards, which sets expectations for labor rights, health and safety, and ethical practices.

To manage these impacts, Plastipak implements a risk-based supplier social assessment program, incorporating third-party ESG assessments, supplier questionnaires, and audits for higher-risk suppliers. Actions to prevent and mitigate negative impacts include integrating social criteria into supplier selection, requiring contractual adherence to labor standards, and conducting ongoing supplier engagement.

Where non-compliance is identified, suppliers are required to implement corrective action plans, which are monitored by Plastipak. In cases of severe or persistent violations, we may suspend or terminate the business relationship.

The effectiveness of these actions is tracked through supplier assessment coverage, audit outcomes, severity of identified risks, and remediation progress, enabling Plastipak to monitor and continuously improve supply chain social performance.

414-1 Management of Supplier Social Assessments

Plastipak recognizes that responsible supply chain management is essential to protecting human rights, promoting ethical business conduct, and managing social risks throughout its value chain. The Company’s approach to supplier social assessment is designed to identify, prevent, mitigate, and address actual and potential negative social impacts associated with its suppliers and business partners.

As part of the supplier onboarding process, all new suppliers are required to acknowledge and accept the Plastipak Supplier Code of Conduct. Acceptance of the Code is mandatory and onboarding cannot be completed without it. The Code of Conduct outlines Plastipak’s expectations regarding labor practices, human rights, child labor, forced labor and human trafficking, non-discrimination and equal opportunity, health and safety, working hours, compensation, and ethical business conduct. Suppliers are also expected to respect the rights of external stakeholders, including local communities, residents, and indigenous peoples, and to implement measures to prevent and mitigate adverse impacts where identified.

To support the identification and assessment of supplier-related social risks, suppliers are required to complete a Supplier Evaluation Questionnaire as part of Plastipak’s Business Operating System (BOS). The questionnaire gathers information on management systems and practices related to quality, environmental management, sustainability, energy use, hygiene, continuous improvement, regulatory compliance, and ethical trading initiatives. Responses are reviewed by the responsible Procurement Specialist or Category Manager and are considered alongside external sustainability risk data obtained through the EcoVadis IQ+ platform. Where available, suppliers’ EcoVadis sustainability ratings are also reviewed as part of the evaluation process.

Plastipak uses a risk-based approach to determine which suppliers are required to undergo a more comprehensive sustainability assessment through EcoVadis. In the first implementation wave (2023/24), 100% of tier one suppliers were invited to participate. Now, suppliers may be selected for assessment based on factors including annual spend, sustainability risk exposure, industry sector, geographic location, and the nature of the goods or services provided. Suppliers of post-consumer recycled materials are also included within the assessment scope due to the potential environmental and social risks associated with those supply chains.

Suppliers identified as meeting the assessment criteria are expected to complete an EcoVadis Sustainability Rating annually. The assessment evaluates performance across four key themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Plastipak has established minimum performance expectations and reviews supplier scorecards to identify areas requiring improvement. Where suppliers do not meet these expectations, corrective actions and improvement plans are developed and monitored through supplier review processes.

The effectiveness of Plastipak’s supplier social assessment program is evaluated through ongoing monitoring of supplier assessment results, review of corrective actions, periodic supplier performance reviews, and the use of sustainability risk intelligence tools. Procurement teams work collaboratively with suppliers to address identified gaps and reduce social risks within the supply chain. Procurement teams engage directly with suppliers through the EcoVadis assessment process, corrective action plan development, and supplier performance reviews. Supplier social assessment is integrated into our Business Operating System (BOS) and procurement processes. Information from the Supplier Evaluation Questionnaire and EcoVadis assessments is reviewed by Procurement Specialists and Category Managers to support supplier selection, evaluation and ongoing management decisions.

Plastipak’s objective is continuous improvement rather than punitive enforcement. Our objective is continuous improvement in supplier social performance. We have achieved 100% screening of new suppliers using social criteria in 2024 and 2025 and continue to expand the use of EcoVadis assessments. Plastipak has not set a formal quantitative target for supplier social performance at this time; we intend to evaluate the development of measurable targets as our supplier assessment program matures. The Company seeks to build supplier capability by providing guidance, sharing best practices, and offering direct engagement with sustainability specialists where appropriate. Through this collaborative approach, Plastipak supports suppliers in strengthening their social and sustainability performance while contributing to responsible and resilient supply chains.

414-1a New Suppliers That Were Screened Using Social Criteria

	2023	2024	2025
New suppliers screened using social criteria	-	100%	100%

Table 63: 414-1 New Suppliers Screened Using Social Criteria

414-2 Negative Social Impacts in the Supply Chain and Actions Taken

414-2ab Number of Suppliers Assessed for Social Impacts

Plastipak assesses suppliers for actual and potential negative social impacts through the EcoVadis Ratings and EcoVadis IQ Plus sustainability assessment programs.

Through the EcoVadis Ratings system, 431 suppliers were assessed for sustainability performance, including labor and human rights and ethical business practices. Fourteen suppliers (3.2%) were identified as not meeting Plastipak's minimum threshold score for labor and human rights performance, while 36 suppliers (8.4%) did not meet the minimum threshold for ethics performance. These findings indicate potential negative social impacts within the supply chain, including risks related to working conditions, employee rights, business ethics, and governance practices.

Corrective action plans were issued to all suppliers that did not meet Plastipak's minimum performance requirements. Progress against these actions is monitored through ongoing supplier engagement and reassessment processes.

In addition, EcoVadis identified a total of 21,086 improvement actions across the 431 assessed suppliers. These actions were communicated directly to suppliers through their assessment reports, and 100% of assessed suppliers were assigned at least one corrective action or improvement opportunity.

To extend supply chain due diligence beyond directly assessed suppliers, Plastipak utilizes the EcoVadis IQ Plus sustainability risk assessment platform. During the reporting period, 6,217 suppliers, representing 100% of the supplier base, were screened for environmental, social, ethical, and governance risks. These suppliers primarily consist of Tier 2 and Tier 3 suppliers with relatively low spend and/or low purchasing volumes. The resulting risk profile is summarized below:

Category	Risk						
	Very High	High	Medium High	Medium Low	Low	Very Low	Undefined
Labor & Human Rights	1	180	781	2180	2118	616	365
Modern Slavery	0	217	2484	1783	1200	17	540

Table 64: 414-2ab: Suppliers risk assessed for social impacts

	High Importance		Medium Importance		Undefined
Employee Health & Safety		4890		986	365
Working conditions		829		5047	365
Social dialogue				5876	365
Child, forced, trafficked labor		67		2600	365
Discrimination & harassment		1317		4559	365
Supplier social practices		2225		3651	365

Table 65: 414-2ab: Suppliers assessed for importance of social impacts

414-2 a-e Additional Information

During the reporting period, Plastipak continued to assess social risks within its supply chain through supplier onboarding, EcoVadis assessments, sustainability risk screening, and supplier performance reviews.

In summary, 431 suppliers were assessed for social impacts during the reporting period through the EcoVadis Sustainability Rating process. Fourteen suppliers (3.2%) were identified as not meeting Plastipak's minimum threshold for labor and human rights performance, and 36 suppliers (8.4%) were identified as not meeting the minimum threshold for ethics performance. The main potential negative social impacts identified related to gaps in labor and human rights policies, employee health and safety management systems, supplier due diligence processes, and ethical business practices. Corrective action plans were issued to 100% of suppliers that did not meet Plastipak's minimum performance requirements, and progress was monitored through supplier engagement and reassessment processes. No supplier relationships were terminated as a result of social assessment findings during the reporting period.

Several suppliers were identified as having actual or potential social risks requiring further engagement. Where potential negative social impacts were identified, Plastipak engaged suppliers to implement corrective actions and improve social performance. The most common risks identified included gaps in labor and human rights policies, limited employee health and safety management systems, insufficient supplier due diligence processes, and incomplete documentation related to ethical business practices.

Post-Consumer Material Suppliers

Suppliers of post-consumer PET materials were identified as presenting elevated social risks due to the complex nature of collection, sorting, and recycling activities in certain regions. Risks included potential exposure to inadequate working conditions, labor rights concerns, and limited visibility into upstream collection networks. Plastipak conducted enhanced due diligence and engaged suppliers to strengthen oversight, improve transparency, and implement appropriate management controls.

Raw Material and Packaging Suppliers

Social assessments identified opportunities for improvement among certain suppliers regarding labor and human rights management systems, employee training, and grievance mechanisms. Plastipak worked with suppliers to improve policies, increase management oversight, and strengthen processes designed to protect worker welfare and human rights.

Logistics and Service Providers

Certain transportation, warehousing, and service providers were identified as operating in sectors or regions with elevated labor and human rights risks. Additional assessments were conducted to evaluate compliance with labor standards, health and safety requirements, and ethical business practices. Where gaps were identified, corrective actions were agreed and monitored.

Actions Taken

Where suppliers did not meet Plastipak's social performance expectations, corrective action plans were issued and monitored through supplier review processes. Actions included:

- + Implementation or enhancement of labor and human rights policies.
- + Improvements to occupational health and safety management systems.
- + Establishment of employee grievance and reporting mechanisms.
- + Additional employee training on labor rights and ethical conduct.
- + Strengthening of supplier due diligence and monitoring processes.
- + Participation in EcoVadis sustainability assessments and reassessments.

Plastipak's preferred approach is supplier engagement and continuous improvement. The Company works collaboratively with suppliers to address identified social risks and strengthen responsible business practices throughout the value chain. Where significant concerns remain unresolved, Plastipak may increase monitoring activities, restrict new business awards, or reconsider the commercial relationship.

During the reporting period, no confirmed incidents of child labor, forced labor, or severe human rights violations were identified within suppliers subject to assessment. Where potential risks were identified, these were addressed through enhanced due diligence and corrective action processes.

GRI 416: Customer Health and Safety 2016

3-3 Management of material topics

Protecting the health and safety of consumers is fundamental to Plastipak's commitment to delivering safe, high-quality packaging solutions. The Company designs and manufactures packaging that meets applicable regulatory requirements and customer specifications, ensuring products are suitable for their intended applications throughout their lifecycle.

All packaging products are developed and manufactured within certified quality and food safety management systems. Plastipak operates manufacturing facilities certified to internationally recognized standards, including FSSC 22000, BRCGS Packaging Materials, and ISO 9001, as applicable. These management systems provide a structured framework for identifying and managing product safety risks, maintaining product quality, ensuring regulatory compliance, and driving continual improvement.

Product design, raw material selection, manufacturing processes, and change management procedures incorporate health and safety considerations to minimize potential risks associated with product use. For packaging intended for food, beverage, healthcare, and personal care applications, Plastipak verifies compliance with applicable food contact legislation, customer requirements, and industry standards. This includes the assessment of raw materials, migration testing where required, product validation, and full material traceability throughout the manufacturing process.

Product safety is supported through:

- + Certified quality and food safety management systems, including FSSC 22000, BRCGS Packaging Materials, and ISO 9001;
- + Supplier qualification and raw material approval processes;
- + Compliance with applicable food contact legislation and customer specifications;
- + Product testing, validation, and verification;
- + Manufacturing process controls and monitoring;
- + Product traceability systems; and
- + Customer complaint investigation, corrective actions, and continual improvement processes.

All significant product categories are assessed for potential health and safety impacts prior to commercial production to ensure they meet Plastipak's quality, safety, and regulatory requirements.

Product safety and quality performance are routinely verified through internal audits, third-party certification audits, customer audits, and regulatory inspections to ensure continued compliance with applicable standards and customer requirements. The effectiveness of Plastipak's product health and safety management approach is monitored through certification status, audit results, customer feedback, product complaint trends, and corrective action effectiveness.

Plastipak's goal is to maintain full compliance with applicable product safety regulations, certification standards, and customer requirements, and to continually improve product safety performance. While Plastipak does not currently set a single global quantitative target for customer health and safety, progress is tracked qualitatively through certification status, audit outcomes, product complaint trends, corrective action effectiveness. Customer audits, product complaints and regulatory feedback are used to identify improvement opportunities and inform product safety decisions, including updates to product requirements, manufacturing controls, and corrective and preventative actions. Plastipak keeps the use of quantitative targets under review as its product safety data and reporting mature.

416-1 Assessment of the Health and Safety Impacts of Product and Service Categories

Health and safety impacts are assessed for improvement for 100% of Plastipak's significant product categories.

416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services

During the reporting period, Plastipak identified no incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services, including no incidents resulting in fines or penalties, no warnings, and no instances of non-compliance with voluntary codes.

Where customer complaints or product quality issues are identified, Plastipak investigates the root cause, implements corrective and preventive actions, and monitors the effectiveness of those actions as part of its continuous improvement program.

APPENDIX 1 – GRI INDEX

GRI Content Index	
Statement of use	Plastipak Packaging Inc. has reported in accordance with the GRI Standards for the period November 1 2024 - October 31 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable sector standard

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION PAGE	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	6			
	2-2 Entities included in the organization’s sustainability reporting	7			
	2-3 Reporting period, frequency and contact point	7 - 8			
	2-4 Restatements of information	8			
	2-5 External assurance	8			
	2-6 Activities, value chain and other business relationships	10 -11			
	2-7 Employees	11 - 12			
	2-8 Workers who are not employees	13			
	2-9 Governance structure and composition	13			
	2-10 Nomination and selection of the highest governance body	13			
	2-11 Chair of the highest governance body	13			Ed Morgan is CEO and President
	2-12 Role of the highest governance body in overseeing the management of impacts	14			
	2-13 Delegation of responsibility for managing impacts	14			The Sustainability team holds delegated responsibility for impacts
	2-14 Role of the highest governance body in sustainability reporting	14			
	2-15 Conflicts of interest	14			
	2-16 Communication of critical concerns	14			There were zero critical concerns in the reporting period
	2-17 Collective knowledge of the highest governance body	15			2-23c Publication of Code of Conduct

	2-18 Evaluation of the performance of the highest governance body	15			
	2-19 Remuneration policies	15	Remuneration policies	Confidentiality constraints	As a privately held company, Plastipak does not publicly disclose details of remuneration of any employee.
	2-20 Process to determine remuneration	15			
	2-21 Annual total compensation ratio	15	Annual compensation ratio	Confidentiality constraints	As a privately held company, Plastipak does not publicly disclose details of remuneration of any employee.
	2-22 Statement on sustainable development strategy	16 - 20			Also see Plastipak’s 2025 Sustainability report at Plastipak.com/sustainability
	2-23 Policy commitments	19 - 20			Certain policy commitments can be viewed in at Plastipak.com/policies-standards
	2-24 Embedding policy commitments	20			
	2-25 Processes to remediate negative impacts	20 - 21			
	2-26 Mechanisms for seeking advice and raising concerns	21			
	2-27 Compliance with laws and regulations	21			
	2-28 Membership associations	22			
	2-29 Approach to stakeholder engagement	23 - 25			
	2-30 Collective bargaining agreements	25			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	26 - 30			
	3-2 List of material topics	30 - 33			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	34 - 35			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	36			
	101-2 Management of biodiversity impacts	36			
	101-3 Access and benefit-sharing	37	Access and benefit sharing 101-3 a, b	Not applicable	Plastipak does not own or utilize genetic resources not do its operations involve the access to, use of, or commercialization of genetic resources or associated traditional knowledge
	101-4 Identification of biodiversity impacts	37			
	101-5 Locations with biodiversity impacts	37	Locations with biodiversity impacts	Information unavailable	Plastipak does not have sufficient visibility beyond its direct (tier 1) suppliers to determine whether extraction activities associated with upstream materials occur in or near ecologically sensitive areas. Plastipak intends to engage primary resin suppliers to map their sourcing to the countrv or regional level.

					We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures for high-risk resin lines by the FY2028 reporting cycle.
	101-6 Direct drivers of biodiversity loss	37	Direct drivers of biodiversity loss	Information unavailable	Due to limited visibility beyond direct (Tier 1) suppliers, Plastipak is unable to identify the specific locations of upstream raw material extraction activities and, consequently, cannot determine or report site-specific direct drivers of biodiversity loss. Plastipak intends to engage primary resin suppliers to map their sourcing to the country or regional level. We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures for high-risk resin lines by the FY2028 reporting cycle.
	101-7 Changes to the state of biodiversity	37	Changes to the state of biodiversity	Information unavailable	Plastipak is unable to report changes in the state of biodiversity, including ecosystem extent and condition, for the base year or current reporting period because the specific locations of upstream raw material extraction activities cannot currently be identified. Plastipak intends to engage primary resin suppliers to map their sourcing to the country or regional level. We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures for high-risk resin lines by the FY2028 reporting cycle.
	101-8 Ecosystem services	38	Ecosystem services	Information unavailable	It is not currently feasible to assess the impacts on ecosystem services at a site-specific level because the Company does not have sufficient visibility beyond its direct (Tier 1) suppliers to identify the locations of upstream raw material extraction activities. Plastipak intends to engage primary resin suppliers to map their sourcing to the country or regional level. We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures for high-risk resin lines by the FY2028 reporting cycle.
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	38			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	39			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	40			
	205-2 Communication and training about anti-corruption policies and procedures	41			
	205-3 Confirmed incidents of corruption and actions taken	42			No confirmed incidents of corruption were identified during the reporting period
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	42			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	42 - 43			During the reporting period, Plastipak was not subject to any legal actions for anti-competitive behavior, anti-trust violations, or monopoly practices
Materials					

GRI 3: Material Topics 2021	3-3 Management of material topics	43 - 44			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	44	Non-renewable and renewable materials used by weight or volume	Confidentiality constraints	Disclosure of detailed material consumption by resin type could reveal proprietary information relating to Plastipak's production volumes, product mix, manufacturing footprint, sourcing strategies, and customer relationships, which could reasonably be expected to prejudice the Company's competitive position
	301-2 Recycled input materials used	45			
	301-3 Reclaimed products and their packaging materials	45	Volume of reclaimed products	Information incomplete	Plastipak does not currently have systems that enable the Company to quantify the percentage of products or their packaging materials reclaimed following consumer use. We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures for packaging production plants by the FY2028 reporting cycle.
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	46 - 48			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48 - 49			
	302-2 Energy consumption outside of the organization	49	Energy consumed outside of the organization	Information unavailable	The necessary data was not available at the time of reporting. Plastipak intends to engage primary resin suppliers and preform customers to obtain this information. We will incorporate country-level data into our FY2027 reporting cycle and intend to establish full facility-level location disclosures by the FY2028 reporting cycle.
	302-3 Energy intensity	49			
	302-4 Reduction of energy consumption	49	Reduction of consumed energy	Information unavailable	The necessary data was not available at the time of reporting. We intend to implement the necessary monitoring systems into our 2027 reporting cycle and establish disclosure by FY 2028 reporting cycle.
	302-5 Reductions in energy requirements of products and services	49	Energy reduction of products	Not applicable	Energy is not required to operate or use our packaging products
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	50			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	50 - 51			
	303-2 Management of water discharge-related impacts	51			
	303-3 Water withdrawal	52			
	303-4 Water discharge	52			
	303-5 Water consumption	53	Water consumption	Information unavailable	Total water consumption and consumption in all areas is not reported, as discharge data required for the calculation is not yet collected at all sites. Plastipak will investigate the feasibility of accurate discharge reporting across all sites in FY2027 with the intention of reporting accurate data in reporting cycle FY 2029.
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	53 - 54			

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	55			
	305-2 Energy indirect (Scope 2) GHG emissions	55			
	305-3 Other indirect (Scope 3) GHG emissions	56			
	305-4 GHG emissions intensity	56			
	305-5 Reduction of GHG emissions	57			
	305-6 Emissions of ozone-depleting substances (ODS)	57	Emissions of ozone-depleting substances	Not applicable	Plastipak does not manufacture, use, or emit ozone-depleting substances (ODS) in its operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	57	NOx, SOx and other significant air emissions	Not applicable	Plastipak has assessed its operations and determined that emissions of the air pollutants covered by this disclosure are not material
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	57			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	58			
	306-2 Management of significant waste-related impacts	58			
	306-3 Waste generated	58 - 59			
	306-4 Waste diverted from disposal	59			
	306-5 Waste directed to disposal	59			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	59 - 60			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	60			
	308-2 Negative environmental impacts in the supply chain and actions taken	60 - 61			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	61			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	62			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	63			
	401-3 Parental leave	63	401-3d-e Parental leave return and retention	Information unavailable	The data required to calculate these metrics is not consistently collected or available across all reporting entities and regions. Plastipak intends to

					implement the data collection requirements in the FY 2027 reporting cycle and disclose in the FY2028 reporting cycle.
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	65 - 67			
	403-2 Hazard identification, risk assessment, and incident investigation	67 - 68			
	403-3 Occupational health services	68			
	403-4 Worker participation, consultation, and communication on occupational health and safety	68			
	403-5 Worker training on occupational health and safety	69			
	403-6 Promotion of worker health	69			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	70			
	403-8 Workers covered by an occupational health and safety management system	65 - 67, 70			
	403-9 Work-related injuries	71			
	403-10 Work-related ill health	71			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	72			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	72 - 73			
	404-2 Programs for upgrading employee skills and transition assistance programs	73 - 74			
	404-3 Percentage of employees receiving regular performance and career development reviews	74 - 75			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	75			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	75 - 77			
	405-2 Ratio of basic salary and remuneration of women to men	77	Ratio of basic salary and	Unavailable information	Plastipak does not currently calculate gender pay ratios by employee category and region. Plastipak intends to implement the data collection requirements in FY 2027 reporting cycle to disclose in the FY2028 reporting cycle.

			remuneration of women to men		
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	78			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	78			No incidents of discrimination were reported during the reporting period
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	78 - 79			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	79 - 80			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	80			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	81 - 82			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	82			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	83			
	414-2 Negative social impacts in the supply chain and actions taken	83 - 85			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	85 - 86			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	86			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	86			During the reporting period, Plastipak identified no incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services, including no incidents resulting in fines or penalties, no warnings, and no instances of non-compliance with voluntary codes.

GLOBAL REPORTING INITIATIVE (GRI)

TECHNICAL REVIEW STATEMENT

Reporting Company: Plastipak Packaging, Inc.

WAP reference: PLK2025-007

Review period: in Q3 2026 for FY 2025 data

Date of statement: August 20, 2026

Reviewer: Samantha Lachine, WAP Sustainability

Our company has published a report and accompanying GRI content index for FY 2025, prepared in accordance with the GRI Standards – comprising GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021, and the GRI Topic Standards applicable to the Company’s material topics, as listed in Appendix 1 – as issued by the Global Sustainability Standards Board (GSSB), the independent standard-setting body of the Global Reporting Initiative (GRI).

BASIS AND SCOPE OF THIS STATEMENT

WAP Sustainability, acting as the sustainability advisor to Plastipak ("the Company"), reviewed the Company's 2025 GRI Disclosure Report and accompanying GRI content index for FY2025 (November 1, 2024 - October 31, 2025) against the nine requirements for reporting in accordance with the GRI Standards set out in GRI 1: Foundation 2021. The review was performed under:

- GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021 (the GRI Universal Standards); and
- The GRI Topic Standards applicable to the Company's material topics.

Specifically, our review confirmed: application of the GRI Reporting Principles; complete reporting of GRI 2 disclosures; a documented process for determining material topics (Disclosures 3-1 and 3-2); management of material topics disclosures (Disclosure 3-3) and the applicable Topic Standard disclosures for each material topic; and that each required disclosure is addressed through either a substantive disclosure or a documented reason for omission, consistent with GRI 1: Foundation 2021, Requirement 6. This scope reflects the full FY2025 reporting period, unless otherwise noted within an individual disclosure.

Ultimately, the report and GRI content index have been approved by, and remain the responsibility of, Plastipak.

NATURE OF THIS STATEMENT

This statement reflects a third-party review conducted by WAP Sustainability in its capacity as Plastipak's sustainability advisor. It does not constitute the external assurance referenced in Disclosure 2-5 of GRI 2: General Disclosures 2021, nor is it an assurance engagement, audit, or attestation performed in accordance with ISAE 3000, AA1000AS, or any other generally accepted assurance or attestation standard, and it does not constitute an assurance opinion or conclusion of that nature. No procedures equivalent to those required for a formal assurance engagement (e.g., independent verification of underlying source data, sampling, or testing of internal controls) were performed by WAP as part of this statement.

WAP's review consisted of: (i) comparing Plastipak's finalized GRI content index against each of the nine requirements for reporting in accordance set out in GRI 1: Foundation 2021; (ii) reviewing Plastipak's documented reasons for any omitted disclosures; (iii) discussing with Plastipak sustainability management the process for determining material topics and the completeness of applicable Topic Standard disclosures; and (iv) cross-referencing selected disclosures against supporting documentation provided by Plastipak.

Our company's Scope 1 and Scope 2 GHG emissions for FY25 have, however, been independently verified by WAP Sustainability in accordance with ISO 14064-3:2019. Other quantitative data in this report and GRI content index has been prepared through the Company's internal data collection processes and quality controls but has not been subject to external assurance.

This statement is intended to confirm, for the benefit of Plastipak and third parties such as EcoVadis or other ESG rating agencies, that Plastipak's FY25 GRI Disclosure Report and GRI content index have been reviewed against the requirements for reporting in accordance with the GRI Standards and reflect the current, finalized disclosures approved by Plastipak sustainability management. This statement does not itself satisfy, and is not a substitute for, the statement of use the Company is required to include in its own GRI content index under GRI 1: Foundation 2021, Requirement 8, nor the Company's independent obligation under Requirement 9 to notify GRI of its use of the Standards.

WAP'S REVIEW CONCLUSION

Based on our review, WAP confirms that Plastipak's FY25 GRI Disclosure Report and GRI content index, as finalized and published by Plastipak, meet the nine requirements for reporting in accordance with the GRI Standards set out in GRI 1: Foundation 2021, including the application of the GRI Reporting Principles, complete reporting of GRI 2: General Disclosures 2021, a documented process for determining material topics, management of material topics disclosures (Disclosure 3-3) and applicable Topic Standard disclosures for each material topic, documented reasons for any omissions, and a GRI content index containing the statement of use required under Requirement 8.

This statement has been prepared for the use of Plastipak's management and for submission to third parties such as EcoVadis or other ESG rating agencies in support of Plastipak's FY25 GRI Disclosure Report and GRI content index. It speaks only as of the date below and reflects the disclosures as finalized by Plastipak as of that date.

Signed,



Samantha Lachine, Reviewer, Senior Sustainability Manager

WAP Sustainability, part of SLR

August 20, 2026

LEGAL NOTICES

This Review Statement is subject to the provisions of this legal section.

WAP Sustainability and their respective officers, employees or agents are, individually and collectively, referred to in this Legal Section as WAP assumes no responsibility and shall not be liable to any person for any loss, damage, or expense caused by reliance on the information or advice in this document, however provided, unless that person has signed a contract with WAP for the provision of this information or advice, in which case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

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