

Plastipak

2025 Sustainability Report





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ABOUT THIS REPORT

While Plastipak Packaging is a subsidiary of Plastipak Holdings, Inc., all data is reported with reference to Plastipak Packaging only. Data covers 100% of global Plastipak Packaging operational sites. Plastipak publishes a sustainability report on an annual basis; this report was published in June 2026. All data has been collected in alignment with Plastipak's fiscal year (November 1st, 2024 – October 31st, 2025), although this report includes coverage of all initiatives from calendar year 2025. No restatements for previous years have been made in this report.

As a supplement to this report, Plastipak has published a third-party verified GRI Index in accordance with the GRI Standards 2021, which can be found under the Policies & Standards page on our website. Our reporting for Scope 1, 2 & 3 greenhouse gas (GHG) emissions has been supported by a leading consultancy in this sector and Scope 1 & 2 have been externally verified by a third-party. This information has been developed in accordance with the Greenhouse Gas Protocol.

For additional information on our sustainability initiatives, visit our website or contact us directly.

www.plastipak.com/sustainability
Sustainability@plastipak.com



About Plastipak

Plastipak Packaging, Inc., is a privately held manufacturing company that creates groundbreaking packaging and recycling solutions to drive the success of our global partners. Plastipak has stood as a pioneer in the design and manufacturing of innovative plastic packaging solutions for more than 55 years. Headquartered in Plymouth, MI, Plastipak has operations across North America, South America, Europe, Africa and Asia.

Today, Plastipak is a global leader in rigid plastic packaging and bottle-to-bottle recycling. Our customers include some of the world’s most respected and recognized consumer brands across a range of industries including aerosols, food and beverage, consumer cleaning, and personal care, as well as the automotive, industrial, and agricultural product markets.

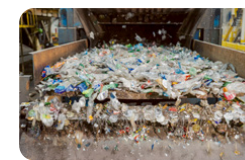
Plastipak holds more than 1,500 patents for our state-of-the-art packaging designs and manufacturing processes. Plastipak’s development of award-winning technologies and commitment to sustainability reflect our passion for Packaging the Future.



2025 Facts & Figures



\$3.4 billion in revenue



Over 500 million pounds [249,500 MT] of post-consumer recycled resin used



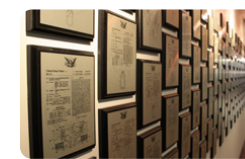
38 global locations (including 5 recycling sites)



5,500 associates



Over 39.1 billion units sold



1,500+ patents



A Message From Our CEO



Ed Morgan
President & CEO

“**I want to thank our associates, customers, and partners for their continued collaboration and support. Together, we will keep working to Package the Future responsibly and sustainably.**”

Since stepping into the role of President and Chief Executive Officer in 2024, I have had the privilege of visiting many of our global locations and meeting with both long-time and new customers, as well as the talented associates who make Plastipak what it is today. These visits are more than introductions—they are opportunities to listen, learn, and strengthen the relationships that are fundamental to our success. They also reinforce how important sustainability has become to our customers, our communities, and the future of our industry.

Sustainability has long been part of Plastipak’s approach to innovation and responsible growth. As we continue to evolve, we remain focused on making measurable progress across the four pillars of our sustainability strategy: Environment, Innovation, Citizenship, and Accountability. I am pleased that advanced initiatives across each of these areas in 2025.

Within our Environment pillar, we continued strengthening our environmental stewardship by expanding our participation in Operation Clean Sweep and reducing our Scope 1 & 2 emissions through further investment in renewable energy. These efforts help reduce the environmental footprint of our operations while supporting the responsible management of plastic materials across the value chain.

Innovation within our product portfolio also remains a critical component of our sustainability strategy. Over the past year, we continued developing packaging solutions that increase the use of post-consumer recycled (PCR) material and reduce the amount of plastic used in our designs while maintaining the performance and quality our customers expect. Through these efforts, we are helping customers meet their sustainability goals while supporting the transition toward a more circular plastics economy.

Our people are at the heart of everything we do. Under our Citizenship pillar, we expanded our network of associate Sustainability Champions, empowering employees across our global operations to lead initiatives that improve efficiency, reduce waste, and support environmental stewardship at the local level. We also continued investing in the future of our industry by strengthening the plastics talent pipeline, including through our partnership with the Michigan State University School of Packaging (MSU SoP).

Under our Accountability pillar, we continued advancing responsible business practices throughout our supply chain. This included enhancing our responsible procurement program and strengthening due diligence processes for post-consumer recycled material claims. We also remain actively engaged with industry partners to advocate for policies and initiatives that support increased plastic recycling and expanded recycling infrastructure.

Having worked closely with our founder, Bill Young, over many years, I have seen firsthand the passion and vision that have shaped Plastipak for nearly six decades. It is an honor to carry forward that legacy as we continue driving innovation and expanding our efforts to develop sustainable packaging and recycling solutions for the future.

I want to thank our associates, customers, and partners for their continued collaboration and support. Together, we will keep working to Package the Future responsibly and sustainably.



WILLIAM C. YOUNG INDUCTED INTO PLASTICS HALL OF FAME

In 2025, Plastipak founder William C. Young was inducted into the Plastics Hall of Fame, an honor recognizing individuals whose leadership and innovations have made a lasting impact on the global plastics industry.

Since co-founding Plastipak in 1967, Mr. Young has played a pivotal role in transforming the company from a single manufacturing facility into a global leader in packaging, recycling, and materials innovation. Throughout his career, he championed forward-thinking solutions that balanced performance with environmental responsibility.

Mr. Young helped drive advancements in lightweighting, improved barrier protection, and the expanded use of PCR materials. He also recognized early on the importance of building closed-loop recycling systems capable of turning used plastic containers into high-quality recycled resin, helping lay the foundation for today’s circular plastics economy.

In addition to his industry contributions, Mr. Young is widely recognized for his dedication to community engagement and education. His leadership and vision continue to influence Plastipak’s commitment to innovation, sustainability, and responsible growth.





A Leader in Sustainable Innovation

At Plastipak, sustainability is foundational to who we are and how we operate. As a family-owned company, we have long believed that responsible packaging starts with people who see opportunities where others see challenges. From early efforts to incorporate recycled materials into our products to today's investments in advanced recycling and circular solutions, sustainability continues to shape how we innovate, collaborate, and deliver for our customers. Our expertise in business and technology helps partners re-think how products are made while advancing environmental, social, and governance priorities. Guided by our commitment to people, product, and planet, we are building solutions that create lasting value for our associates, our communities, and future generations.


2025 AWARDS AND RECOGNITION

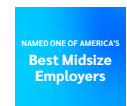



 **Plastics Hall of Fame**
William C. Young
 Founder of Plastipak Holdings, Inc.

 **Women in Packaging Excellence Awards**
Kinza Sutton, Head of Public Affairs & Sustainability - EU
 Champion Award in the Suppliers, Manufacturers & Materials category


 **Sustainability Innovation Award**
Plastics Industry Association
 PPK Natura

 **OCS Difference Maker Award**
Operation Clean Sweep
 Mike Lever, Raw Material Manager

 **Best Midsize Company**
Time & Statista
 Name one of America's Best Midsize Companies

 **Environmental Packaging Award, Ambient Category**
UK Packaging Awards
 Hilltop Honey Package

 **Workforce Safety Gold Seal of Recognition**
Vector Solutions
 Plastipak

 **UK Packaging Awards**
Rigid Plastic Pack of the Year
 Hilltop Honey container

OUR AFFILIATES

Our affiliates, Clean Tech and Whiteline Express, enable Plastipak to operate under a fully integrated model that connects recycling, manufacturing, and logistics to support circularity and efficiency, benefiting our customers and supporting our long-term business resilience. Beginning next year, we intend to report sustainability data for these affiliates under the Plastipak Holdings umbrella.

CLEAN TECH

Plastipak launched Clean Tech in 1989 as an affiliate to support its early vision for a circular, bottle-to-bottle recycling system, keeping PET and HDPE plastics out of landfills and returning them to the packaging value chain. As Clean Tech is embedded within Plastipak's US packaging operations, it provides a closed-loop manufacturing model that enables tighter quality control, traceability, and consistent supply of high-quality, food-grade recycled resin.



WHITELINE EXPRESS

A wholly owned affiliate, Whiteline Express operates as part of Plastipak's vertically integrated recycling infrastructure for post-consumer plastic materials. Based in the U.S., Whiteline Express supports Plastipak and Clean Tech by transporting post-consumer PET and HDPE containers to recycling and processing facilities. In addition, Whiteline Express provides safe and sustainable transportation service for many Fortune 500 companies.





Our Sustainability Pillars

Through a double materiality assessment, Plastipak identified the sustainability topics that are most important to both our business and stakeholders. This comprehensive process guided our sustainability strategy and priorities based on four key sustainability pillars.

ENVIRONMENT	INNOVATION	CITIZENSHIP	ACCOUNTABILITY
<p>With 38 locations worldwide, Plastipak continues to minimize the impact of our operations on the environment.</p>	<p>We innovate with an eco-friendly and forward-looking mindset to ensure sustainability and circularity at every touchpoint.</p>	<p>With 5,550 associates, and many people in our value chains and communities, Plastipak works to ensure safe, fair and equitable conditions for all.</p>	<p>We keep ourselves, our suppliers and our partners accountable to the highest standards of integrity and fairness.</p>
PRIORITY TOPICS			
<ul style="list-style-type: none"> + Emissions reduction + Clean, green energy + Energy reduction/efficiency + Water stewardship + Waste reduction + Pellet loss prevention 	<ul style="list-style-type: none"> + Resource efficiency + Recycling technologies & capacity + Design for recyclability + Life cycle analysis + Emerging materials 	<ul style="list-style-type: none"> + Health & safety + Training & development + Quality, skilled employment + Recycling education + Community support + Diverse culture 	<ul style="list-style-type: none"> + Responsible sourcing + Ethical business practices + Labor policies + Digital/cybersecurity + Sustainability disclosure + Advocacy + Policy & legislation
SIGNATURE INITIATIVES			



Sustainability Strategy

At Plastipak, sustainability guides how we operate and how we grow. We integrate sustainable practices, safe working environments, and thoughtful decision-making across our business and throughout our supply chain to support long-term value creation.

Our sustainability strategy is led by both the Vice President of Global Sustainability and the Head of Public Affairs and Sustainability, Europe, who oversee a dedicated global team responsible for advancing our priorities and performance. This leadership structure ensures alignment, accountability, and consistency across regions and operations.

Sustainability is also driven at the site level through Plastipak’s Sustainability Champions, associates who take an active role in advancing sustainability within their facilities and communities. These Champions lead initiatives such as pellet loss prevention, site-based environmental improvement projects, and community engagement efforts including volunteerism and fundraising. Their work translates global strategy into local action and helps reinforce sustainability in day-to-day operations.

Plastipak embeds sustainability throughout the value chain, from material sourcing and product design to manufacturing and delivery. As we look ahead, we are strengthening engagement and accountability while expanding the impact of our programs. Membership in the United Nations (UN) Global Compact and alignment with its Sustainable Development Goals (SDGs) provide a globally recognized framework to guide our actions, support measurable progress, and address critical challenges such as climate change, resource efficiency, and social responsibility.

By integrating the SDGs into our strategy and setting clear targets, Plastipak continues to build on a strong foundation of sustainability and innovation in partnership with our associates, customers, and stakeholders.



Our Vice President of Global Sustainability is pictured with fellow sustainability leaders during the Plastics Industry Fly-In in Washington, D.C.



Our Head of Public Affairs and Sustainability, Europe, speaking at the Petcore Conference in Rome, Italy, sharing insights on sustainability and the future of PET recycling.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)



Plastipak supports the UN Sustainable Development Goals as a global framework to drive innovation, reduce risk and create long-term value. Aligning with the SDGs helps meet stakeholder expectations while advancing sustainability across our operations and supply chain.



Good Health & Well-Being

Plastipak enforces strict health and safety standards and provides benefits to all full-time associates globally.



Decent Work & Economic Growth

Plastipak prohibits child labor, forced labor and trafficking, promoting respect and human dignity across our value chain.



Quality Education

Plastipak provides training opportunities through our Learning Management System and LEAD program to support associate development.



Industry, Innovation & Infrastructure

Plastipak is committed to improving resource efficiency, advancing recycling and fostering innovation with an eco-friendly mindset.



Gender Equality

Plastipak sponsors Women in Manufacturing, and 40% of our Board are women or people of color.



Responsible Consumption & Production

Plastipak promotes post-consumer recycled resin use and maximizes recyclability for responsible end-of-life disposal.



Clean Water & Sanitation

All Plastipak sites meet top WASH standards, ensuring safe water and proper treatment before eco-friendly discharge.



Climate Action

Plastipak reduced Scope 1 & 2 emissions by 61.3% from 2019 baseline through innovation and technology.



Affordable & Clean Energy

Plastipak targets 75% renewable energy by 2032, optimizing usage through best practices and efficient production.







Life Below Water

Plastipak treats all discharged water and aims to reduce consumption 10% by 2032 from 2022 levels.



Where We're Headed

● ON TRACK ● ACHIEVED EARLY

	Target Year	Baseline	Goal	Progress
ENVIRONMENT 	2028	2022	Implement Operation Clean Sweep in all manufacturing sites by 2028	59.4%
	2032	2019	Reduce Scope 1 & 2 emissions by 59.7% by 2032	61.3%
	2032	2019	Reduce Scope 3 emissions by 32.5% by 2032	19.1%
	2032	2019	Reach 75% renewable or emission-free electricity use by 2032	58.2%
	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	98.73%
	2030	2024	Reach 30% average recycled content by 2030	27.1%
CITIZENSHIP 	2025	2023	Launch an employee resource group in Europe by 2025	100%
	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 was surpassed to 85%)	70%
	2025	2023	100% of the global procurement team trained on sustainability in the supply chain by 2025	100%
	2030	2022	100% of our relevant sites have been third-party cert. for inclusion/traceability of PCR content	36%

2025 Sustainability Highlights

Environment



Over 94% of waste from our preform & bottle manufacturing sites has been successfully diverted from landfills



58.2% renewable or emission-free electricity



61.3% reduction in Scope 1 & 2 emissions (from a 2019 baseline)



SCIENCE BASED TARGETS

Emission reduction targets approved by the Science Based Targets initiative (SBTi)

Innovation



500 million pounds of recycling capacity (227,000 metric tonnes)



Plastipak won the Plastics Industry Association's Sustainability Innovation Award for world's first PET from waste carbon

31% of processed material was post-consumer recycled resin



Hilltop Honey package awarded Rigid Plastic Pack of the Year at the UK Packaging Awards

2025 Sustainability Highlights

Citizenship



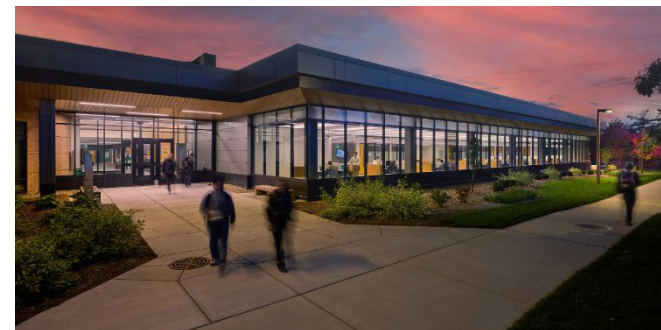
Expanded Feedback Matters globally to drive engagement and workplace improvement



16 sites globally participated in an Earth Day parking lot cleanup



Continued to support local philanthropic organizations such as Dollars for Scholars and the Young Family Foundation's Sons and Daughters Scholarship Program



Invested in the future of sustainable packaging with support for Michigan State University School of Packaging Expansion

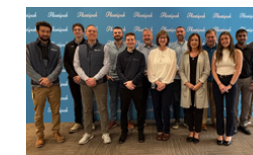
Accountability



CDP: B rating for Climate and Water Questionnaires



Plastipak and Clean Tech featured in Plastic Industry Association's Recycling Is Real campaign



100% of global procurement team trained on sustainability in the supply chain



Received a Silver Medal for the EcoVadis Questionnaire



ENVIRONMENT

Environmental responsibility is integral to how we operate and how we innovate. It guides our approach to developing sustainable packaging solutions that support our customers' goals while strengthening our circular economy. Across our global footprint, we are taking deliberate action to reduce our environmental impact and responsibly manage natural resources. Through focused investments, operational discipline, and the expertise of our people, we continue to advance practical, scalable solutions that support a more sustainable future.



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- 11 Combating the Effects of Climate Change
- 12 Protecting Our Natural Resources
- 13 Cleanup Champions
- 14 Embedding Sustainability





Combating the Effects of Climate Change

EMISSION REDUCTION TARGETS

Over the past several years, Plastipak has taken strategic steps to significantly reduce our GHG emissions. These efforts have included operational and process improvements across our manufacturing facilities to minimize energy use and increase efficiency. We have also invested in upgrading and replacing older equipment with newer technologies that require less energy while improving productivity. Another important step has been transitioning to more efficient vehicles and forklifts, we have reduced our reliance on fossil fuels and decreased associated emissions. In addition, Plastipak has continued to expand the use of renewable and low-emission energy sources wherever feasible, helping to lower the carbon intensity of our operations.

As a result of these initiatives, Plastipak achieved a 61.3% reduction in Scope 1 & Scope 2 greenhouse gas emissions in 2025 compared to our 2019 baseline. To ensure the accuracy of our data, Plastipak’s global carbon footprint is reviewed annually by an independent third-party partner. Our Scope 1 & Scope 2 emissions data have also been externally verified in accordance with the ISO 14064-3 standard, providing additional confidence in the reliability and transparency of our reporting.

Looking ahead, Plastipak has published ambitious absolute emission reduction targets validated by the Science Based Targets initiative (SBTi) designed to further accelerate our progress:

- + Reduce absolute Scope 1 & Scope 2 GHG emissions by 59.7% by 2032, compared with the 2019 baseline.
- + Reduce absolute Scope 3 GHG emissions by 32.5% by 2032, compared with the 2019 baseline.

Our Scope 1 & 2 targets align with the SBTi pathway for limiting global warming to below 1.5°C, consistent with the goals of the Paris Agreement. Our Scope 3 reduction target is aligned with broader climate pathways that support meaningful emissions reductions across the value chain.

RENEWABLE ENERGY INVESTMENT

Expanding the use of renewable energy is a central component of Plastipak’s climate strategy. The company has committed to achieving 75% renewable or emissions-free energy use by 2032. In addition, we plan to triple the number of on-site, near-site, or virtual power purchase agreements (PPAs) by 2032, using 2022 as the baseline year.

Our roadmap to reach these targets includes several stages. In the short term, Plastipak will make strategic use of renewable energy certificates (RECs, GOs, EACs or REGOs) to meet essential customer requirements and support immediate progress toward our renewable energy goals. Over the medium and long term, however, we intend to transition toward a more robust portfolio of direct renewable energy solutions. These will include on-site or near-site PPAs, through investments in renewable technologies such as solar photovoltaic systems and biogas installations.

Our progress is already visible. In 2025, 58.2% of the electricity consumed globally by Plastipak was sourced from clean and renewable energy. As these renewable energy investments reduce our operational emissions, customers also benefit from lower Scope 3 emissions, supporting broader sustainability efforts across the value chain.

Electricity used in production processes represents approximately 88% of Plastipak’s Scope 1 & Scope 2

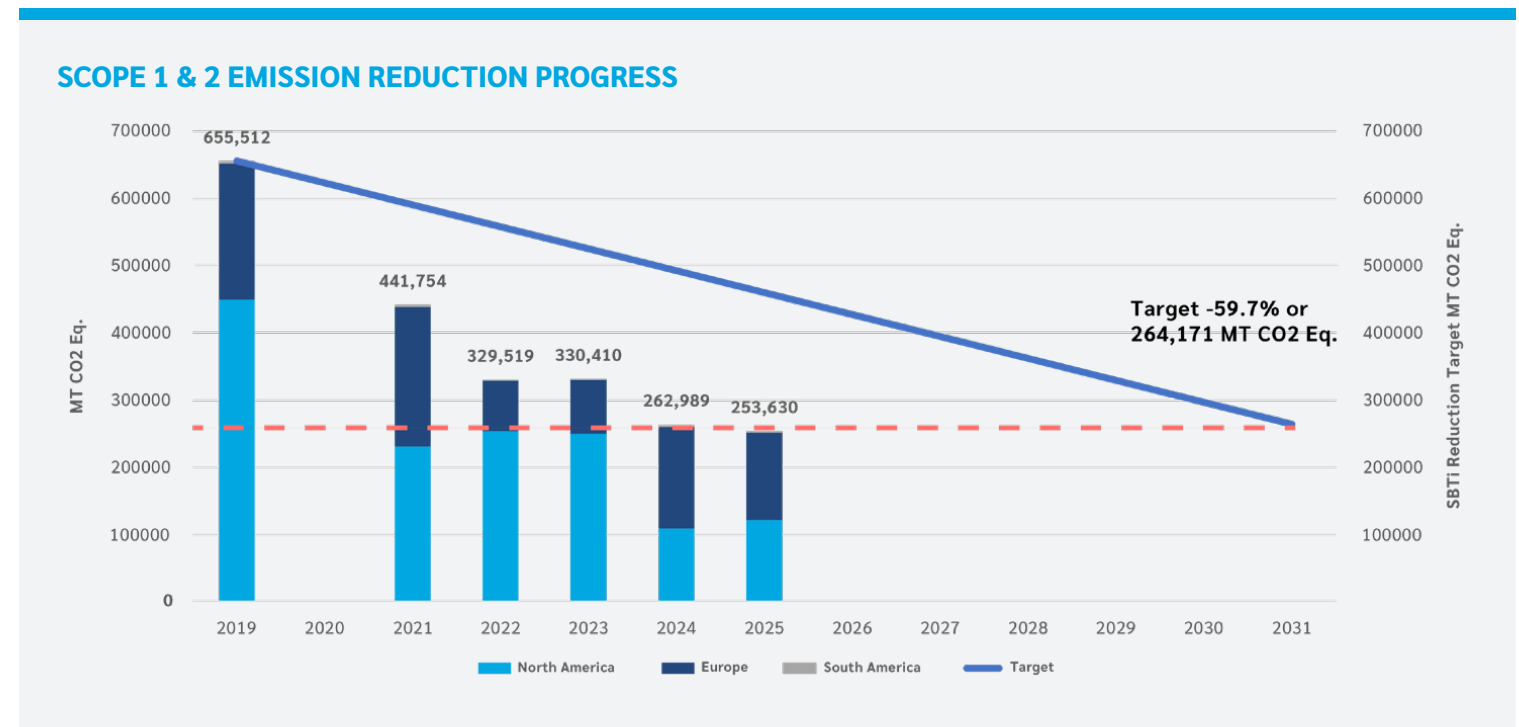
GHG emissions when measured using the location-based method. In addition to using more renewable sources, we are also continuously assessing each of our plants to identify opportunities to reduce electricity consumption and improve overall energy efficiency.

To support these efforts, Plastipak has developed a proprietary automated energy management system that provides real-time monitoring of energy usage at the production-line level. This advanced system enables our teams to analyze detailed energy data and make informed operational decisions based on precise and up-to-date information. By understanding exactly where and how energy is being used, we can identify inefficiencies, implement targeted improvements, and track the effectiveness of our initiatives.

Plastipak’s dedicated Energy Reduction Team focuses on developing best practices, sharing knowledge across facilities, and implementing new technologies that enhance efficiency while maintaining high production standards. Through their work, we are continually optimizing our manufacturing processes and reducing our overall energy footprint.

Some of the most significant opportunities for further improvement currently include:

- + Optimizing and refining resin drying processes to reduce energy demand.
- + Enhancing injection molding procedures to improve production efficiency.
- + Continuing the modernization of chilling plants and pumping systems to reduce energy consumption.
- + Strengthening the monitoring and management of compressed air usage, which can represent a significant energy load in manufacturing environments.



Protecting Our Natural Resources

RESPONSIBLE WASTE MANAGEMENT

As a global packaging manufacturer, we recognize the importance of managing materials responsibly and ensuring that resources remain in use for as long as possible. Our approach is built on the principles of the circular economy, where materials are continuously recovered, reused, and recycled rather than discarded.

Plastipak works to identify valuable and productive uses for the materials generated throughout our operations. To achieve this, we have implemented a wide range of programs to reduce waste, reuse materials whenever possible, recycle resources, and convert certain waste streams into useful inputs. These initiatives help minimize environmental impact while also improving operational efficiency.

Across our facilities, we carefully sort and manage waste streams to ensure that materials are directed toward the most beneficial outcomes. Waste materials are separated and allocated for reuse, recycling, or other forms of recovery in accordance with local environmental regulations and the availability of recycling infrastructure in the regions where we operate.

OPERATION CLEAN SWEEP

Plastic resin pellets, flakes, and powder can pose environmental risks if they are accidentally released during production, handling, or transportation. To address this challenge, Plastipak actively participates in the plastics industry's Operation Clean Sweep initiative.

Through this initiative, companies implement procedures that help contain, capture, and properly dispose of plastic pellets, flakes and powder to ensure they do not enter waterways or the natural environment.

At Plastipak, our approach to minimizing resin loss is comprehensive and proactive. Associates receive training and education on proper material handling procedures to prevent pellet loss. Clear operational guidelines are in place to ensure that spills are addressed quickly and effectively, and immediate containment measures are implemented whenever resin releases occur.

In addition to these preventative measures, we regularly inspect storm drains, containment systems, and other potential release points within our facilities to ensure compliance and take any corrective actions promptly.

Our resin capture and containment program follows established industry best practices and supports our broader environmental compliance efforts. These measures also help ensure alignment with emerging regulations, including European Union legislation addressing microplastic and pellet pollution.

WATER CONSERVATION

Water is an essential resource throughout Plastipak's manufacturing processes, including our packaging production facilities, virgin resin operations, and recycling plants. To support long-term water stewardship, Plastipak has established a goal to reduce overall water consumption by 10% by 2032, using 2022 as the baseline year. Carefully tracking and quantifying water use allows us to pinpoint areas where improvements can be made, whether through operational adjustments, equipment upgrades, or new technologies designed to reduce consumption. By continuously evaluating our processes, we can implement targeted solutions that conserve water while maintaining high levels of operational performance.

Several key initiatives already support our water conservation efforts:

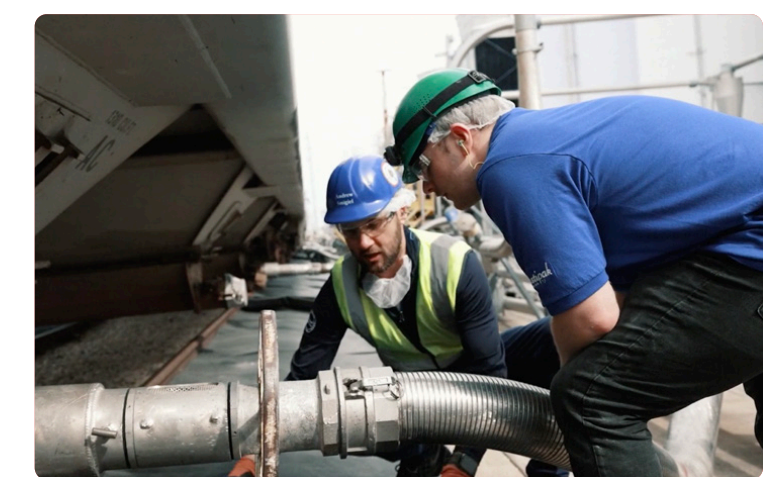
- + **Closed-loop water systems:** All manufacturing sites employ closed-loop systems within their production processes, allowing water to be reused. This significantly reduces the need for municipal or freshwater sources. If leaks or inefficiencies are detected within these systems, repairs are prioritized to minimize water loss.
- + **Alternative water sources:** Plastipak continues to invest in technologies such as rainwater harvesting and groundwater extraction systems. These solutions help supplement our water supply and reduce dependence on municipal water sources where appropriate.
- + **Monitoring and responsible discharge:** We closely track water withdrawal and discharge metrics across our facilities. All water that is discharged from our operations is treated in accordance with local regulatory requirements before being returned safely to the surrounding ecosystem.

In addition, Plastipak has conducted water risk analyses across all our global facilities. These assessments evaluate factors such as water stress, water scarcity, flooding risk, and drought exposure. Based on the results of these analyses, each facility is developing site-specific water reduction and mitigation strategies. In the near term, we are prioritizing improvement efforts at locations that operate within water-stressed regions, ensuring that our water stewardship efforts are focused on where they can have the greatest impact.

MCS + *Plastipak*

OPERATION CLEAN SWEEP
COMPLIANT SITE

NO PELLETS
LEFT BEHIND



Cleanup Champions

Plastipak is proud to serve as a Cleanup Champion through the Plastics Industry Association. This industry initiative highlights the collective effort of plastics manufacturers and partners to support recycling, prevent waste from entering the environment, and contribute positively to the communities they serve.

As a Cleanup Champion, Plastipak participates in volunteer efforts, educational initiatives, and community partnerships to raise awareness about the importance of recycling and preventing plastic pollution. Our participation reflects a broader commitment across the plastics industry to address environmental challenges and develop practical solutions that protect natural ecosystems. Plastipak is proud to contribute to these efforts and to collaborate with other organizations that share our dedication to sustainability. By working together, we can create meaningful and lasting environmental improvements while supporting the responsible use and recovery of plastic materials.

EARTH DAY CLEAN UP

Plastipak believes that environmental responsibility extends beyond our operations and into the communities where we live and work. In 2025, we held annual Earth Day clean-up events across 16 Plastipak sites, bringing together more than 150 associate volunteers to improve local environments. These events helped remove litter and waste from public spaces, parks, and waterways while strengthening employee engagement and awareness around sustainability issues.



Embedding Sustainability

CHAMPIONS PROGRAM

Our sustainability efforts are further advanced by Sustainability Champions – individuals who take the initiative to drive meaningful change in our operations and in their communities. Through continuous improvement, collaboration with local partners, and practical problem-solving, our Champions demonstrate that sustainable manufacturing practices are achievable and essential. Their efforts help raise standards within our operations and contribute to broader progress across the industry. In 2025, we recognized 11 individuals and teams that had a significant positive impact through sustainability initiatives as part of the Champions program.

2025 SUSTAINABILITY CHAMPION AWARDS

Toledo, ES

Irene Canto
for leading the implementation of Operation Clean Sweep and being a proactive member of the Sustainability Champions network.

Beaune, FR

Jerome Audrouhin & Frédéric Molina
for implementing the use of an EcoGreen water preheater, resulting in significant carbon reduction.

Beaune, FR

Simon Gerardin
for Project Fret 21, a three-year emission reduction project focused on transportation that resulted in a nearly 6% reduction of CO₂ in the supply chain.

Rudna, CZ

Dominik Maxima
for his partnership with a customer that reprocesses used carton materials into new products, giving waste a new life.

Brecht, BE

Els Vermeiren, Aditi Bhattacharyya, Marc Tellez Nogales & Maria Da Silva Ribeiro
for their development of O2Blox, a nylon-free oxygen scavenger. O2Blox was recognized by the Association of Plastic Recyclers (APR) for its properties that allow it to be recycled without any negative impacts on the recycling stream.

Paulinia, BR

Claudinei Ferreira
for his successful implementation of Operation Clean Sweep and supporting other Sustainability Champions with their own site progress.

Global

Procurement Team
for their exceptional leadership, accountability, and measurable impact in advancing Plastipak's sustainability performance.

Garland, TX

Ken Peel & Sustainability Team
for reinforcing the organization's commitment to long-term sustainable growth through employee engagement and community involvement.

Havre de Grace, MD

Havre de Grace 2025 Citizens Against Trash (CAT) Club Members
for dedicating their time through the Havre de Grace Citizens Against Trash (CATs) Club to clean up local roadways.

Westland, MI

Mike Lever & Duane Lach
for their work implementing Operation Clean Sweep and for finding creative solutions to prevent pellet loss to the environment.

Champaign, IL

Jason Pike & Sustainability Team
for participation in the Operation Clean Sweep U.S. pilot and their active contribution to the Sustainability Champions program.



10 Facilities

In 2025, we recognized 10 Facilities that had a significant positive impact through sustainability initiatives as part of the Champions program.





INNOVATION

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



IN THIS CHAPTER:

- 16 Pioneering & Championing Bottle-to-Bottle Recycling
- 17 Better Products for Customers & the Planet
- 18 Innovate with Plastipak





Pioneering & Championing Bottle-to-Bottle Recycling

Plastipak has been advancing bottle-to-bottle recycling for more than three decades. Today, Plastipak operates five recycling centers globally, located in:



Dundee, MI, United States



Bascharage, Luxembourg



Beaune, France



Toledo, Spain



Hemswell, United Kingdom

Our bottle-to-bottle approach supports a circular economy by converting post-consumer plastic into high-quality resin that can be used again in new bottles and packaging. This closed-loop process reduces reliance on virgin resin and helps lower the carbon footprint of our products while still meeting the performance and safety standards our customers expect. Our recycled PET complies with U.S. Food and Drug Administration requirements, and is approved by the European Food Safety Authority for a range of food and beverage applications.

Plastipak is one of the largest producers of food-grade recycled PET in Europe and the only bottle recycler in North America with fully integrated PET and HDPE reprocessing capabilities. In Europe, our average PCR content reached 43.9%, significantly exceeding the 25% rPET requirement for beverage bottles under the EU Single-Use Plastics Directive that takes effect in 2025.

Independent certifications across our operations provide transparency and validation of our PCR content and traceability practices, including:

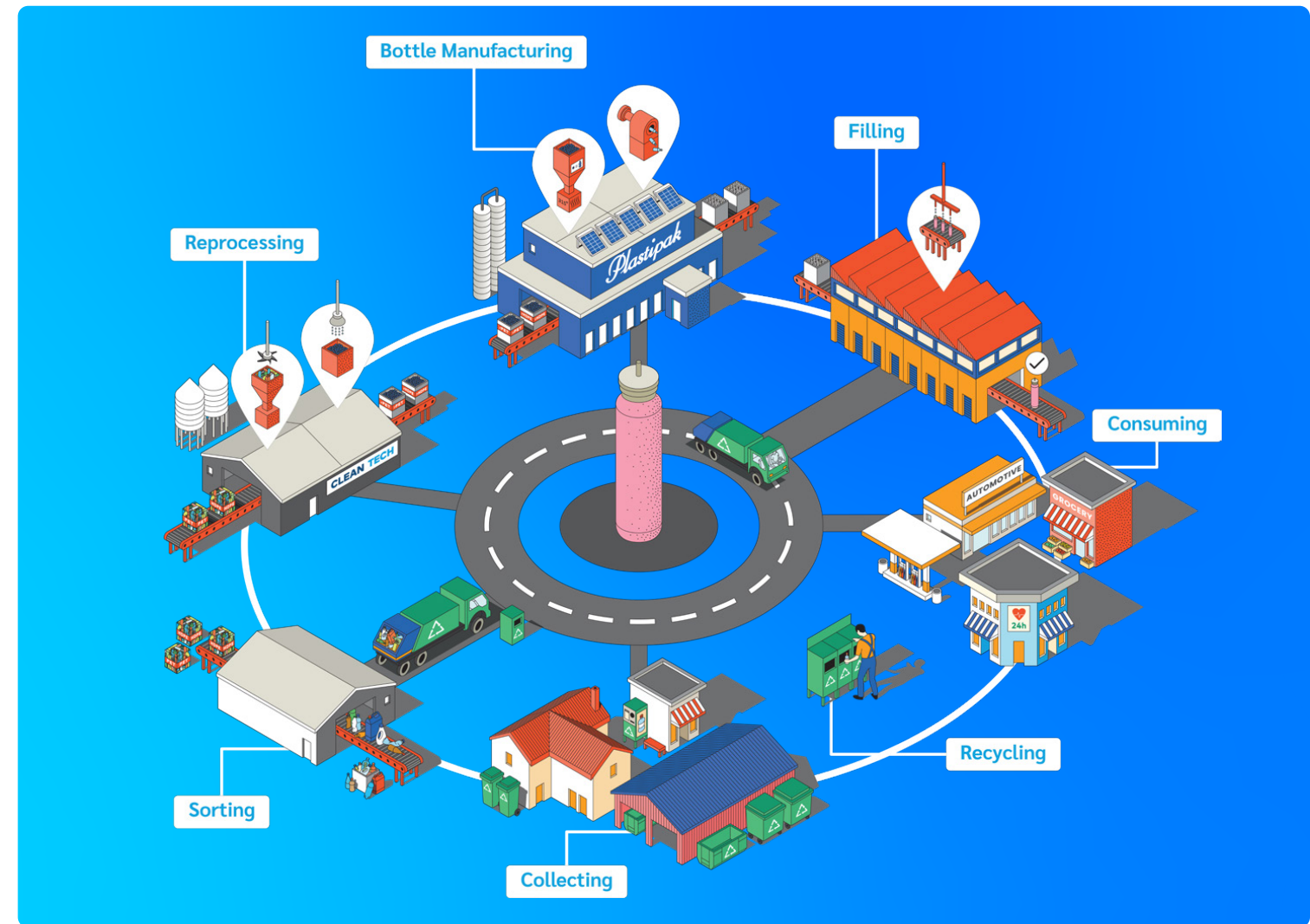
- + ISCC PLUS certification at Plastipak facilities in Verbania, Italy, and Highlands, Texas, enabling the sale of certified PCR produced through chemical recycling and carbon capture pathways.
- + RecyClass or EN 15343 certification at facilities in Beaune, France; Bierne, France; Toledo, Spain; Bascharage, Luxembourg, Hemswell, UK, Anagni, Italy; and Verbania, Italy, supporting full traceability of post-consumer plastics through the recycling value chain and verification of PCR content in finished packaging.

- + All four of our European recycling facilities are EN 15343 or RecyClass certified.
- + SCS Recycled Content Standard V8-0 and APR PCR certification for Plastipak's Clean Tech recycling operations in the United States.

Plastipak continues to work toward PCR traceability certification across remaining European recycling and packaging production sites as part of our commitment to transparency, regulatory readiness, and scalable circular solutions.

43.9%

In Europe, our average PCR content reached 43.9%, significantly exceeding the 25% rPET requirement for beverage bottles under the EU Single-Use Plastics Directive that took effect in 2025.



Better Products for Customers & the Planet

INCREASING THE USE OF POST-CONSUMER RECYCLED CONTENT

Plastipak leverages its integrated recycling and product development expertise to increase the use of post-consumer recycled (PCR) resin across our packaging portfolio. By sourcing PCR material from our own recycling operations, we can meet customer demand for higher recycled content and reduce reliance on virgin resin, all while maintaining product performance, safety, and brand integrity.

DESIGNING PACKAGING FOR CIRCULARITY AND CONSUMER APPEAL

Hilltop Honey partnered with Plastipak to develop a distinctive new squeezable honey bottle that combines enhanced shelf appeal with improved sustainability. The innovative “Drippy” bottle design reflects the natural flow of honey while maintaining the same shelf footprint and bottle weight as the previous package.

Originally produced with 30% recycled PET (rPET), the bottle has since transitioned to 100% food-grade recycled PET sourced from Plastipak’s recycling operations at Clean Tech UK. Fully recyclable through existing collection systems, the package demonstrates how thoughtful design and increased recycled content can create a better product for consumers while supporting a more circular economy.

INNOVATING LOWER-CARBON MATERIALS FOR THE FUTURE

PPK Natura™ is the world’s first PET resin made using carbon captured from industrial emissions, demonstrating Plastipak’s commitment to developing innovative, lower-carbon material solutions. Utilizing CarbonSmart™ monoethylene glycol (MEG) produced through LanzaTech’s carbon capture and conversion technology, PPK Natura delivers the same performance as conventional PET while reducing greenhouse gas emissions associated with resin production.

Packaging made with PPK Natura remains fully recyclable at end of life, helping keep carbon and materials in a circular system. This breakthrough innovation complements Plastipak’s recycled content strategy by expanding the range of sustainable material solutions available to customers.



O2BLOX™ IS OUR NEW NYLON-FREE PET OXYGEN BARRIER TECHNOLOGY!

Recognized by both the Association of Plastic Recyclers (APR) through the Critical Guidance Path program and by RecyClass Technology Approval for clear bottle-to-bottle PET recycling applications, O2Blox™ reflects Plastipak’s commitment to delivering high-performance packaging solutions designed to work within existing PET recycling systems.

Why This Matters:

Barrier packaging is critical for protecting products like juices, ketchup, salad dressings, and functional beverages. With O2Blox™, we deliver that protection without disrupting the PET recycling stream.

Key Benefits:

Nylon-free PET barrier design. Designed to work within existing PET recycling systems, Supports up to 100% post-consumer recycled PET (PCR), and bottle-to-bottle recycling. Maintains performance without compromising recyclability.

Applications:

- + Juice
- + Salad Dressings
- + Ketchup
- + Functional Drinks



AWARD

SUSTAINABILITY INNOVATION AWARD

Plastics Industry Association

PPK Natura



AWARD

ENVIRONMENTAL PACKAGING AWARD, AMBIENT CATEGORY

UK Packaging Awards

Hilltop Honey Package

Innovate with Plastipak

CP STUDIO – TURNING IDEAS INTO IMPACT

The CP Studio is Plastipak’s in-house innovation hub, where our team combines creativity, technical expertise, and deep knowledge of manufacturing to help bring customer concepts to life—from early ideation through final production-ready designs.

We work closely with customers to understand their brand strategy, product requirements, sustainability objectives, operational considerations, and target consumers. This approach has made the CP Studio a trusted partner for many of the world’s most recognized and high-profile consumer brands seeking to refresh, redesign, or elevate their packaging portfolios – including transitioning to sustainable options.

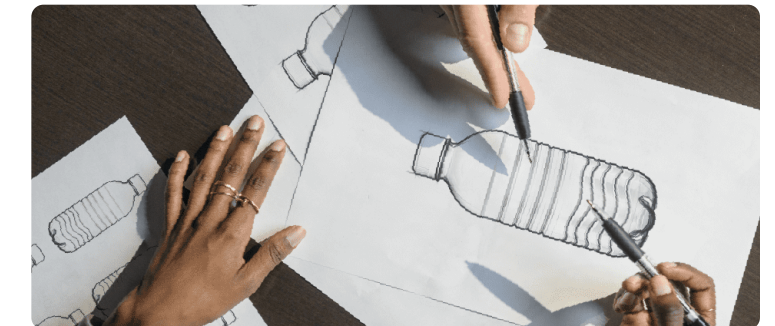
- + At the front end of development, quick concept sketches allow us to rapidly visualize multiple design directions and collaborate dynamically during design sessions. These ideas are then elevated through photo-realistic renderings.
- + The CP Studio leverages augmented reality (AR) technology. So customers can experience their packaging in a simulated retail environment, viewing products on a virtual store shelf.
- + Our advanced 3D printing capabilities allow us to produce high-quality prototypes to evaluate ergonomics, aesthetics, and functionality early in the process, helping refine designs before committing production tooling.

The CP Studio supports lightweighting and recyclability, and helps incorporate post-consumer recycled (PCR) materials where possible. We also evaluate packaging concepts through the lens of circularity, material efficiency, and recyclability. Designs are developed in alignment with recognized industry guidelines, including APR and EPBP criteria, helping ensure that new solutions contribute to a more circular packaging system.

SUPPORTING CUSTOMERS WITH EPR COMPLIANCE

As Extended Producer Responsibility (EPR) regulations for packaging continue to expand across global markets, companies are facing new requirements related to recyclability, material reduction, and the use of post-consumer recycled (PCR) content. Navigating these evolving policies requires both technical expertise and strong collaboration across the value chain.

Plastipak works closely with customers to help them understand and meet emerging EPR requirements while maintaining product performance and packaging quality. Our teams provide guidance on strategies such as increasing PCR content, implementing lightweighting initiatives to reduce material use, improving package recyclability, and optimizing designs to align with regional regulatory frameworks. These partnerships often lead to innovative solutions that both reduce environmental impact and lead to more efficient packaging design and manufacturing.





CITIZENSHIP

Plastipak supports the people who power our possibilities, both within our workforce and across the communities where we operate. We believe strong businesses are built by investing in associate health, safety, and well-being, and creating opportunities for meaningful and rewarding careers. Our approach to citizenship is grounded in respect for human and social rights, fostering an inclusive and diverse culture, and encouraging engagement at the local level. Through volunteerism, education, and community partnerships, our associates help strengthen the communities we call home and contribute to positive, lasting impact.



IN THIS CHAPTER:

- 20 Associate Health & Safety
- 21 People Power Our Possibilities
- 22 Championing Our Communities



Associate Health & Safety

At Plastipak, the safety and well-being of our associates is always a core value. Thanks to the unwavering commitment of our leadership and the active engagement of associates, our Caring for Others™ philosophy is deeply integrated into day-to-day operations. Plastipak's employee health and safety program is a consistent point of pride, and we were especially honored to receive the Workforce Safety Gold Seal of Recognition from Vector Solutions in 2025.

SAFETY PHILOSOPHY

A strong safety culture requires continuous communication, engagement, and shared accountability. Through ongoing training, mentoring, and regular review of policies and workplace behaviors, we empower every associate to identify risks, stop unsafe work, and make safer decisions throughout their day. Our approach emphasizes risk identification and reduction, serious injury and fatality prevention, site-specific risk assessments, and consistent operating procedures, while allowing flexibility for regional needs.

Safety Training

- + Regular training on topics such as machine guarding, lockout procedures, and forklift operation and material handling standards support injury prevention and increase awareness of day-to-day safety hazards.
- + All new hires receive comprehensive training with interactive content tailored to job responsibilities and supported by checkpoints through the first 90 days of employment.
- + Tenured associates are paired with recent hires to support their education on our culture of care; these mentor and mentee pairs share ideas and learn from each other.

Policies and Oversight

- + Policies are regularly reviewed to ensure compliance with applicable laws and regulations and go beyond what is required to reflect best practices.
- + Location-specific risk assessments are conducted in accordance with local regulations at our sites.
- + Standard operating procedures specifically support and inform safe work practices.

Safety Programs

- + Our programs engage associates at various points during their workday, reminding them to assess their situations for potential hazards.
- + We have developed a range of regional programs and policies to best protect our global associates, acknowledging that different sites and divisions have unique safety needs.

TRACKING OUR SAFETY DATA

Plastipak closely tracks and reviews safety performance at the highest levels of the company, enabling timely action on trends and risks. In 2025, this focus helped deliver the safest year in our North American history, with the fewest recordable injuries ever and more than 60 consecutive days without a recordable injury. Associate engagement remains central to our success, with more than 51,000 safety engagement opportunities reported globally and over 80% of associates participating—reinforcing that safety is a shared value and a daily commitment across Plastipak.

60 DAYS



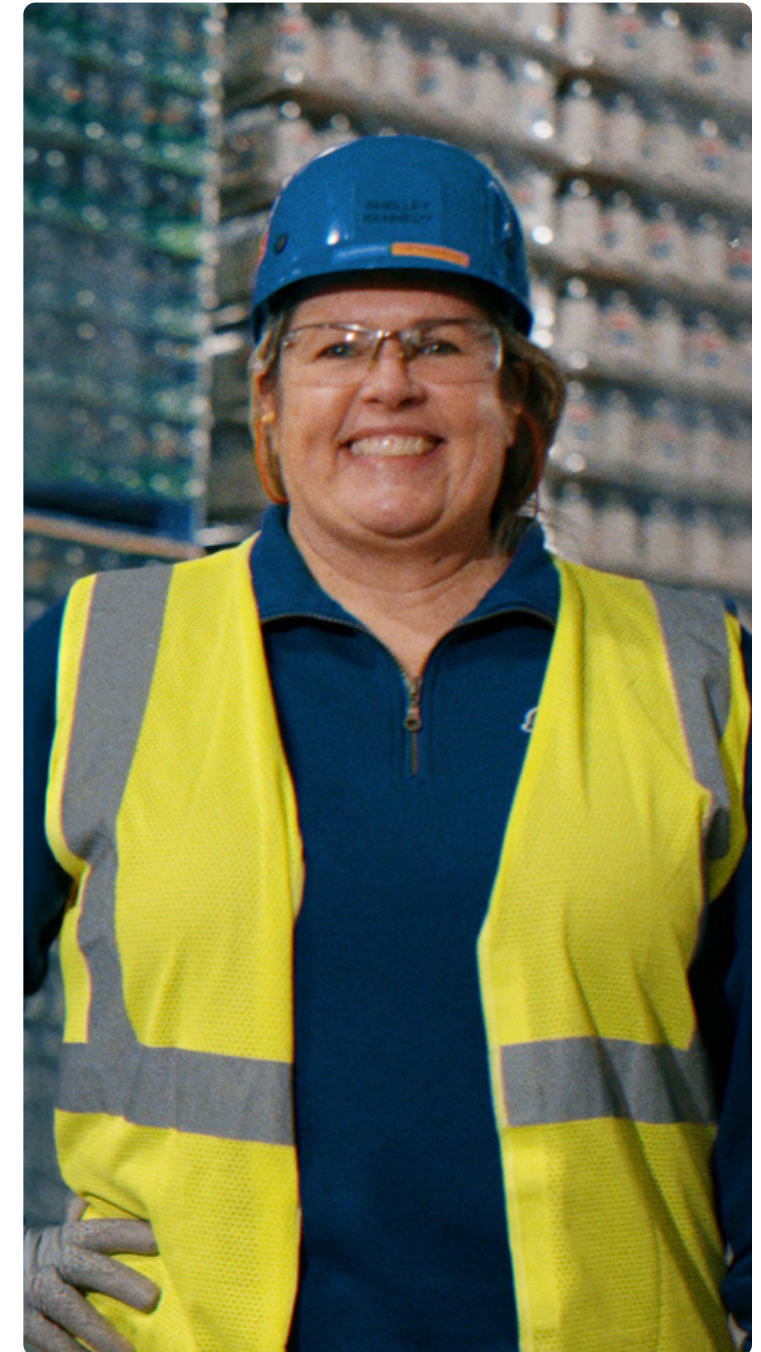
In 2025, this focus helped deliver the safest year in our North America's history, with the fewest recordable injuries ever and more than 60 consecutive days without a recordable injury.

“

It's not just about me, it's about looking out for one another. At Plastipak, safety isn't just a policy; it's a commitment. People genuinely care that you come to work safely and go home safely to your family every day. That's what makes this place feel like family.”

Marcey Jones

Visions Personal





People Power Our Possibilities

Plastipak’s success is driven by our associates, who thrive in a people-first culture grounded in innovation, dignity, and continuous improvement. Across our global operations, our people play a critical role in serving customers, designing and manufacturing industry-leading packaging, advancing sustainability, and strengthening the communities where we operate. By investing in our associates’ growth, recognizing leadership, and fostering inclusive opportunities, we continue to build a resilient workforce and reinforce Plastipak as an employer of choice.

AWARDS

RECOGNIZING ASSOCIATE LEADERSHIP

We are proud to recognize associates who reflect Plastipak’s values and advance our sustainability journey.

KINZA SUTTON

Head of Public Affairs & Sustainability – Europe

Was named a Sustainability Champion for Suppliers, Manufacturers & Materials in recognition of her leadership, innovation, and impact in supporting a more sustainable future

MIKE LEVER

Raw Material Manager

Was honored with an Operation Clean Sweep® (OCS) Difference Maker Award for his leadership and dedication to preventing resin loss across the plastics value chain.

SUPPORTING WOMEN IN MANUFACTURING

Plastipak is committed to creating pathways for opportunity, leadership, and advancement across our global workforce. This includes focused efforts to support women in manufacturing through skill development, professional growth, and leadership development. In partnership with Women in Manufacturing (WiM), we provide year-round learning and networking for associates at every stage of their careers.

LISTENING TO OUR ASSOCIATES

Strong cultures depend on open communication. Our global Feedback Matters initiative enables us to gather associate insights and questions, and respond with targeted actions. This ongoing dialogue strengthens engagement, reinforces trust, and supports continuous improvement across our organization.

TRAINING & PROFESSIONAL DEVELOPMENT

Plastipak invests in training and professional development to help associates develop new skills and advance their careers. Through Plastipak Academy and our learning management systems (LMS), associates have access to learning opportunities that support leadership development, technical excellence, and long-term career growth. In 2025, 900 employees participated in ongoing learning, outside of required trainings, to grow in their roles.

+ **Voluntary Online Programming:** Online classes available to associates spanning a wide array of topics including safety & well-being, diversity and acceptance, and technical and business skills.

- + **Individual Development Plans:** Plans designed by associates and their managers to identify career goals and build a pathway for continued learning and success.
- + **LEAD Leadership Training:** A two-year leadership development program to equip Plastipak Leaders with essential skills to effectively manage associates and drive organizational success.
- + **STEP Individual Contributor Program:** A one-year customizable program designed to enhance associate skills and prepare them for future leadership opportunities.

BY THE NUMBERS

368

368 Individual Development Plans completed in 2025

3,439

3,439 courses available in the LMS

4,333

4,333 associates enrolled in the LMS

34

34 locations globally enrolled in the LMS

865

865 participants and graduates from Leadership Development Programs

957

957 associates have attended a two-day hands-on technical training course

BRECHT & WESTLAND: YEARS OF IMPACT

The strength of our people is reflected in both growth and longevity. This year, we celebrated the 40th anniversary of our Brecht site, now home to the European Business & Technology Center, and the 50th anniversary of our Westland site, our second manufacturing site established in the U.S.

For decades, the Brecht and Westland teams have contributed deep technical expertise, innovation, and development capabilities that support Plastipak’s global operations—demonstrating the lasting impact of experienced, engaged teams. It’s not just our sites celebrating decades-long anniversaries—our associates have stuck around, too—see why Wim Verreet from Brecht and Mike Lever from Westland on why they’ve built their careers at Plastipak.



“I’ve spent many years at Brecht, and it’s been amazing to watch this facility grow and evolve. Celebrating 40 years is a proud moment because it’s really about the people who have worked hard, supported each other, and helped make this site what it is today.”

Wim Verreet
Site Director



“Being part of Plastipak’s 50-year journey has been something special. At Westland, I’ve seen the dedication and teamwork that have helped our company succeed for generations. It’s a milestone we’re all proud to celebrate together.”

Mike Lever
Raw Material Manager

Championing Our Communities

EDUCATION & DEVELOPMENT

Plastipak believes investing in education and workforce development is essential to the long-term strength of our communities and our business. From early learning to hands-on experiences, we help students build the skills, confidence, and awareness needed to support industrial jobs for a more innovative future. Our education initiatives reflect both global priorities and local community needs, guided by the interests and engagement of our associates.

Investing in Early Childhood

Plastipak supports early learning initiatives that promote inclusion, creativity, and environmental awareness. In 2025, our teams contributed to programs that encourage curiosity, well-being, and foundational learning, including:

- + **America Recycles Day book donations** at multiple sites, helping introduce children to recycling and sustainability concepts.
- + **Global Recycling Day** engagement in Gresford, UK where students were recognized for artwork celebrating recycling and environmental stewardship.
- + **Room of Tranquility** at Peron Primary School in Verbania, Italy, creating a supportive, calming environment for children with psychological and physical challenges.

Supporting Education Globally

Across our global operations, Plastipak partners with schools, universities, and nonprofit organizations to support education, career readiness, and sustainability awareness. In 2025, these efforts included:

- + Welcoming students to Plastipak Gresford for the Make It: Manufacture Your Future Challenge, where teams designed products, built recycling stations, and presented ideas to a panel of Plastipak associates, gaining real-world exposure to manufacturing and circularity concepts.
- + Continuing engagement with the Watson Technology Center for Math & Science in Garland, Texas, promoting STEM education and sustainability awareness among elementary students.
- + Supporting Detroit Regional Dollars for Scholars, including participation in its 12th Celebration Luncheon, which empowers students from 16 Metro Detroit high schools through leadership development, SAT preparation, college visits, and scholarship opportunities.

SUPPORTING OUR ASSOCIATES & THEIR FAMILIES

Plastipak also invests in educational opportunities for associates' children through the Young Family Foundation's Sons & Daughters Scholarship program. In 2025, we received 85 applications from students across 9 countries. Scholarship recipients can use the award toward college programs or vocational and technical opportunities and renew the scholarship on an annual basis for up to three years, providing support throughout the student's academic journey. Plastipak has given over \$2M in scholarships, proudly supporting more than 250 students as they pursued their goals.



Over \$2 Million

In 2025, we received 85 applications from students across 9 countries. Plastipak has given over \$2M in scholarships, proudly supporting more than 250 students as they pursued their goals.



Championing Our Communities *Continued*

ASSOCIATE IMPACT

Across our global operations, associates live Plastipak’s citizenship approach by supporting their communities through volunteer activities and charitable initiatives that align with local needs. Some examples include:

- + Serving meals at Almost Home Chicago Soup Kitchen in Alsip.
- + Volunteering with Ele’s Place, which provides grief support for children and families.
- + Participating in Fleece & Thank You blanket-making events benefiting hospitalized children.
- + Volunteering with Atlanta Mission to help those experiencing homelessness.
- + Supporting the Medina County SPCA in caring for rescued animals.
- + Donating holiday candy to North Wales Superkids near Plastipak Gresford.
- + Providing bottled water to a local fire station to support emergency response efforts. Combating hunger and food insecurity through participation with Forgotten Harvest.



FUNDRAISING FOR MIRACLES

Across Plastipak’s global operations, associates come together to support causes that have a meaningful impact on the health and well-being of people in our communities. These fundraising efforts are often driven at the site level, reflecting both personal connections and areas of passion for our associates. By raising awareness and funds for the American Cancer Society, prostate cancer, and breast cancer, our teams help support research, education, and community services while strengthening connections between Plastipak and our communities.

MSU RIBBON CUTTING

Investing in the Future of Sustainable Packaging

More than 40% of today’s new packaging professionals graduate from Michigan State University’s School of Packaging – located just an hour from Plastipak’s headquarters. A long-time supporter of the program, Plastipak recently helped launch the university’s Plastipak Processing Lab, a state-of-the-art facility designed to advance hands-on learning, sustainability research, and industry collaboration. As part of this partnership, Plastipak made a significant investment in Packaging 2.0, a transformational initiative that will expand the School of Packaging’s facilities and research capacity.



“

At Plastipak, sustainability is more than a commitment. We invest in it, build it, and scale it. This collaboration reflects that approach by creating space for expanded faculty, graduate research, and applied innovation that prepares the next generation of packaging leaders to address real-world challenges and advance practical, scalable solutions for the industry.”

Ed Morgan
President & CEO





ACCOUNTABILITY

Plastipak operates with integrity and accountability across every aspect of our business. Strong governance practices guide how we make decisions, manage risk, and uphold ethical standards throughout our organization and in our value chain. Led by our Board of Directors and leadership team, we maintain a clear focus on responsible procurement, fair competition, data privacy and security, and consistent product quality. By embedding ethical business practices and environmental responsibility into our operations, we reinforce trust with our associates, customers, and partners while supporting long-term, sustainable success.



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- 26 Governance, Ethics & Integrity
- 27 Advocacy, Policy & Legislation





Responsible Sourcing

Plastipak’s sustainability progress is strengthened through collaboration with customers and suppliers who share our dedication to quality, integrity, and responsible business practices. We strive to maintain a resilient and responsible supply chain that supports our customers, safeguards consumers, and reflects the values that guide our operations worldwide.

Proactive engagement with suppliers is essential to advancing our sustainability objectives and managing potential risks across our value chain. Through ongoing dialogue and clear expectations, we work to build stronger partnerships, improve transparency, and encourage continuous improvement in environmental and social performance.

Throughout 2025, Plastipak’s Global Procurement team continued to build sustainable sourcing practices by further integrating sustainability considerations into supplier engagement, sourcing decisions, and performance evaluation. These efforts contributed to Plastipak being recognized among the top 1% of EcoVadis reporters for sustainable procurement, reflecting the consistency and maturity of our responsible sourcing approach.

SUPPLIER RISK ASSESSMENT

100% of global suppliers are screened through the EcoVadis IQ tool, identifying social and environmental impacts through the evaluation of risks related to labor practices, human rights, and safety across their operations and geographies. The IQ tool uses predictive intelligence to identify high-risk suppliers, mapping supplier performance against international sustainability standards. Suppliers identified as high-risk are then required to complete a full EcoVadis

assessment and demonstrate year-over-year progress across the Environment, Labor & Human Rights, Ethics, and Sustainable Procurement pillars. EcoVadis sustainability ratings are incorporated into ongoing supplier performance reviews and scorecards.

SUPPLIER CODE OF CONDUCT

Plastipak’s Supplier Code of Conduct outlines strict expectations for suppliers to conduct operations in a manner reflective of our values. This includes the requirement for all suppliers to meet minimum requirements laid down in the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights. Our Code of Conduct outlines expectations related to human rights, child and forced labor, fair labor practices, workplace health and safety, environmental stewardship, intellectual property protection, and ethical business conduct. Plastipak expects 100% of critical suppliers to confirm alignment with our Supplier Code of Conduct and Conflict of Interest policy, helping reinforce accountability and transparency across our supply chain.



100%

100% of our Global Procurement team is trained on sustainability in the supply chain

TOP 1%

Plastipak is in the top 1% of EcoVadis reporters for sustainable procurement



Governance, Ethics & Integrity

Plastipak’s culture is grounded in honor, openness, and inclusion. We set high ethical standards for our organization and our partners to deliver exceptional products and services while creating long-term value for all stakeholders. Strong governance underpins our vision to be the preferred global rigid plastic container enterprise, operating with speed, flexibility, sustainability, and accountability.

CORPORATE GOVERNANCE OVERSIGHT

Plastipak’s Board of Directors provides oversight of the company’s strategic and operational direction, including sustainability. The Board plays a critical role in guiding long-term strategy, overseeing senior management, maintaining control of corporate assets, and setting the tone for ethical conduct across the organization. Through this leadership, governance practices remain aligned with Plastipak’s values and business objectives.

ETHICAL CONDUCT AND REPORTING

Our Code of Conduct outlines our ethical standards. Plastipak is committed to identifying and addressing ethical matters through open communication with associates and stakeholders. Associates are encouraged to report concerns related to potential violations of laws, regulations, or company policies. Reports may be made to a manager, Talent Management representative, General Counsel and Senior Vice President of Talent Management, or through Plastipak’s confidential Code of Conduct Hotline. Plastipak maintains a strict, no-retaliation policy for good-faith reporting, reinforcing our commitment to integrity, transparency, and continuous improvement.



PLASTIPAK’S WORKFORCE AND CODE OF CONDUCT

Plastipak’s Code of Conduct outlines the ethical standards expected of all associates and ensures compliance with applicable laws, regulations, and customs in the regions where we operate. It also establishes clear criteria for the protection of human and social rights. We expect 100% compliance with the Code across our workforce. Associates receive ongoing ethics training tailored to their roles and delivered by a third-party provider. When ethical concerns arise, Plastipak acts promptly to address the issue and implement appropriate corrective actions, including additional training where needed.

QUALITY AND ENVIRONMENTAL MONITORING

While Plastipak’s expectations and standards related to quality, environmental systems, and production are clearly defined in our Code of Conduct and reinforced through associate training, continuous monitoring is essential to tracking performance and progress. To support this, Plastipak does the following:

- + Implements rigorous quality assurance procedures across manufacturing sites and throughout the supply chain.
- + Maintains ISO 9001 (Quality Management Systems) certification at nearly 100% of applicable locations.
- + Holds ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management) certifications in Europe and Brazil.
- + Follows Sedex and BRCGS Global Standards to support responsible operations.
- + Maintains ISO 22000 (Food Safety Management Systems) certification.
- + Participates in third-party audits conducted by leading global customers, complementing internal audit processes.

UNITED NATIONS GLOBAL COMPACT

Plastipak is a signatory of the United Nations Global Compact and aligns its operations and business practices with the Compact’s Ten Principles covering human rights, labor, environment, and anti-corruption. These principles provide an important framework for how we conduct business responsibly, engage our workforce, and manage impacts across our global operations and value chain. The annual Communication on Progress outlines our policies, actions, and performance related to the Ten Principles. This process supports transparency and accountability while helping us assess progress and identify opportunities for continuous improvement.

CDP DISCLOSURE

Plastipak participates in CDP to strengthen transparency and accountability around environmental performance. In 2025, Plastipak maintained a B score in both Climate Change and Water Security – the highest score available for privately reporting companies in Plastipak’s reporting category. These results reflect steady progress and continued investment in initiatives that support climate risk management, water stewardship, and responsible resource use across our global operations.

ECOVADIS SCORE

In 2025, Plastipak earned a Silver rating from EcoVadis, a widely recognized platform for assessing supply chain sustainability performance across environmental, social, and governance criteria. This rating reflects Plastipak’s commitment to responsible business practices aligned with People, Product, and Planet.





Advocacy, Policy & Legislation

Protecting the planet requires collaboration across the value chain. Plastipak has a long history of partnering within the plastics and packaging industry to advance recyclability and support the transition to a more circular economy. We work alongside peers, customers, and partners to share knowledge, align on best practices, and help drive meaningful progress through the following associations:

National Association for PET Container Resources (NAPCOR):
Increases awareness of the sustainable benefits of PET in North America.

International Bottled Water Association (IBWA):
Supports efforts to educate consumers about ways they can help keep waste out of oceans and off shorelines.

PETCORE Europe:
Aims to increase understanding of the ways PET contributes to a circular economy in Europe through value chain partnership and educating consumers and regulatory bodies.

The Association of Plastic Recyclers (APR):
Focuses exclusively on improving recycling for plastics in North America.

Plastic Recyclers:
Plastics Recyclers Europe (PRE) is an organization representing the voice of the European plastics recyclers who reprocess plastic waste into high-quality material destined for the production of new articles.

The National Lubricant Container Recycling Coalition (NLCRC):
Focuses on establishing solutions for recovery and recycling of packaging for petroleum-based and related products utilized in transportation and industrial applications.

INDUSTRY COLLABORATION: RECYCLING IS REAL

Plastipak and its recycling affiliate, Clean Tech, were featured in the Plastics Industry Association’s Recycling Is Real campaign, an industry initiative designed to demonstrate how plastic recycling works and why it plays a critical role in a circular economy.

The campaign provides policymakers and stakeholders with real-world examples of recycling in action, supporting informed decision-making around recycling infrastructure and resources. As part of the campaign, Plastipak and Clean Tech participated in a video highlighting bottle-to-bottle recycling at our facilities and introducing the associates who make this work possible every day.

Participation in Recycling Is Real underscores Plastipak’s commitment to collaboration, transparency, and advancing practical recycling solutions that support environmental progress and economic opportunity.

“**Plastic recycling is very real, and it happens every single day across America. The Recycling Is Real campaign allows both the public and lawmakers to see for themselves the extraordinary role recycling plays in the circular economy, making it undeniable that recycling is not only effective but is a feasible and economical way to achieve our shared sustainability goals.**”

Matt Seaholm
President and CEO, Plastics Industry Association

ADVANCING CIRCULARITY THROUGH THE RECYCLE BOWL

Plastipak proudly sponsored the third annual Recycle Bowl at the University of Michigan, a football game day sustainability initiative that brings recycling and circularity to life at one of the world’s largest sporting venues. During the October 2025 event, more than 110,000 fans helped divert 22.3 tons of recyclables and compostables from landfills through responsible material disposal, setting a new collegiate recycling record.

The event demonstrated how recycled PET can be collected, processed, and remade into new bottles and packaging and how industry, education, and communities can work together to advance a more circular economy.

“**If recycled the right way, every PET bottle that is collected can be remade, proving that recycling works.**”

Jack Pacente
Vice President, Global Sustainability

