ProAmpac

2026 SUSTAINABILITY IMPACT REPORT

IMPACT '26

ABOUT

A Message from our Founder, Vice-Chairman & CEO 1
Reach 2
Mission & Capabilities 3
Story 4

STRATEGY

Core Focus 6
Materiality Matrix 7
Approach 8

OPERATIONS

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

MATERIALS

Products 17
ProActive Sustainability 18
Awards 19
Innovation 20

GOVERNANCE

Regulatory Compliance 25
Ethical Business Practices 25
Risk Management & Information Security 26

PEOPLE

Our Core Values 28
Employee Wellness 29
Our Collective Impact 30
Employee Assistance 32

APPENDIX

About this Report 34
SASB Content Index 35
Memberships, Associations, & Partnerships 36
SAS Assurance Statement 37

OUR ENVIRONMENTAL WORK IS ESPECIALLY IMPORTANT AS OUR FOOTPRINT GROWS.

ACQUISITIONS CAN CHANGE OUR OPERATING PROFILE. BUT THEY ALSO GIVE US A STRONGER PLATFORM TO IMPROVE SYSTEMS, INTEGRATE BEST PRACTICES, AND IDENTIFY OPPORTUNITIES ACROSS A LARGER ORGANIZATION.

GREG TUCKER, CEO

SUSTAINABLE DEVELOPMENT GOALS

EXPLORE CORE FOCUS AREAS FOR SUSTAINABILITY

PAGE 6

- HEALTH & SAFETY
- GHG EMISSIONS & CLIMATE CHANGE
- MATERIALS MANAGEMENT & INNOVATION
- COMMUNITY IMPACT
- PEOPLE & OPPORTUNITY

OUR CULTURE OF SAFETY

In 2025, we further evolved our Safety Management processes. PAGE 10

OPERATIONS IMPACTS

We continue to reduce waste, water and energy consumption.

- ↓ 26.6% Waste to landfill
- ↓ 4.7% Scope 2 market-based emissions
- ↓ 6.0% Water consumption
- ↓ 3.4% Total energy consumption

PAGE 12

DRIVING CHANGE FOR CUSTOMERS & CONSUMERS

75% Total revenue from recyclable products

ProAmpac is proud to offer a sustainable attribute for 100% of our product portfolio. PAGE 17

MOISTURE PROTECT™ MP-2000 & MP-3000

Integrated moisture control without desiccant. PAGE 20

RAISING THE BAR ON CODE OF ETHICS & BUSINESS CONDUCT TRAINING

80% training completion rate

Engagement and course completion has increased year-over-year since the initiative began. PAGE 28

FIBERSCULPT™

Recyclable, high-barrier fiber-based solution for thermoformed food applications. PAGE 17

COMMUNITY OUTREACH

In 2025, more than 14 ProAmpac sites logged over 550 hours of service across the globe.

Our Volunteer Impact Day program gives team members one paid day per year to volunteer in their community. PAGE 30

PROAMPAC... HELPING PROAMPAC

ProAmpac Employee Assistance Fund

$447K+ was raised for PEAF in 2025 PAGE 32

- **48** Total grants awarded
- **$217K** Total funds distributed

ABOUT THIS REPORT

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

Additionally, while not fully represented in this report's disclosures, we track ESG Data Convergence Initiative (EDCI) metrics to support investor-focused disclosures. PAGE 34

QUESTIONS?

Please contact us at:
sustainability@proampac.com

TABLE OF CONTENTS //WHAT'S INSIDE

MESSAGE FROM OUR FOUNDER

Dear Stakeholders,

It is my privilege to present ProAmpac's 2026 Impact Report. This year's report reflects a transformative period for ProAmpac—one marked by growth, integration and innovation.

Growth with Purpose

Over the past year, ProAmpac expanded its global platform through several important acquisitions. In 2025, we welcomed PAC Worldwide and International Paper's bag converting operations into ProAmpac. We also began 2026 with the acquisition of TC Transcontinental Packaging, our company's largest acquisition to date.

As of January 2026, ProAmpac has more than 11,800 employees across 84 manufacturing sites serving 7,500 customers in 94 countries

With this growth comes responsibility. As we integrate new teams, facilities, and capabilities, we remain focused on operating as One ProAmpac—guided by our core values of Integrity, Intensity, Innovation, Involvement, and Impact.

Environmental Progress and Accountability

Our environmental work continues to mature alongside the business. In 2025, ProAmpac achieved limited assurance over our Scope 1 and Scope 2 greenhouse gas emissions for the first time, an important milestone in strengthening the accuracy, transparency, and reliability of our reporting. We are also working toward our Science Based Targets initiative commitment, including development of our Scope 3 baseline and preparation for SBTi submission later this year.

Industry Change and Customer Partnership

The packaging industry is also entering a period of significant regulatory and market change. Extended Producer Responsibility laws, recyclability expectations, and evolving customer requirements are reshaping how packaging is designed, measured, and recovered. ProAmpac is committed to helping customers navigate this transition through practical, scalable packaging innovation that balances performance, circularity, compliance, and consumer needs.

Innovation Through Material Science

Material science and innovation remain central to ProAmpac's strategy. Through our ProActive Sustainability® platform, we continue to design for recyclability and advance compostable, renewable, and recycled-content packaging solutions. This year's report highlights new product innovations supporting key market trends, including the Fiberization of Packaging®, expanding the use of fiber-based packaging, and Proteinification™, supporting the growing demand for protein-rich foods with high-performance packaging solutions.

We are also looking ahead through ProActive Intelligence, our platform for smart and active packaging technologies. These solutions are designed to protect products, extend shelf-life, reduce waste, improve product safety, and connect packaging to the digital world. Together with our Collaboration and Innovation Center, university partnerships, technical teams, and customer collaborations, these efforts reflect the strength of our material science approach and our commitment to solving real packaging challenges.

People, Safety, and Communities

Our people remain the foundation of ProAmpac's success. Health and safety continue to be our top operational priority, and we remain committed to a zero-incident work environment. In 2025, our teams continued to strengthen ProActive Safety Management through risk assessments, safety interactions, hazard identification, and proactive reporting. These efforts reflect a culture built on accountability, care, and continuous improvement.

Looking Forward

As ProAmpac continues to grow, our priorities remain clear: integrate with discipline, innovate with purpose, operate responsibly, and create value for the people and partners who depend on us. We will continue advancing our climate commitments, supporting customers through a changing regulatory landscape, strengthening our culture of safety, and investing in the people and ideas that shape the future of packaging.

Thank you for your continued trust and partnership. I am proud of the progress reflected in this report and grateful to our employees around the world, whose dedication, creativity, and care continue to strengthen ProAmpac and the value we deliver to our customers, communities, and partners.

Sincerely,

Greg Tucker, Founder, Vice-Chairman & CEO

REACH

ProAmpac is a global manufacturer of flexible film and fiber packaging solutions built on material science. As of January 2026, we have more than 11,800 employees across 84 manufacturing sites serving 7,500 customers

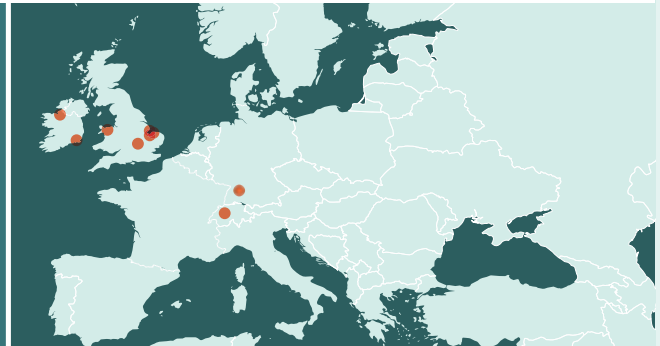
11,800+ employees

7,500+ customers

84 manufacturing sites

94 countries served

10 award-winning design centers



UNITED STATES

- Mobile, AL
- Phoenix, AZ
- Ontario, CA
- Orlando, FL
- Albany, GA
- Griffin, GA
- Chicago, IL
  - Cary, IL
  - Elgin, IL
  - Franklin Park, IL
  - Hanover Park, IL
  - Huntley, IL
  - Sugar Grove, IL
- Granite City, IL
- Lenexa, KS
- Haverhill, MA
- Westfield, MA
- Battle Creek, MI
- Manistique, MI
- Rosemount, MN
- Clinton, MO (2)
- Kansas City, MO
- Forest City, NC
- Greensboro, NC
- Matthews, NC
- Omaha, NE
- Claremont, NH
- Brooklyn, NY
- Buffalo, NY
- Norfolk, NY
- Rochester, NY
- Walden, NY
- Cincinnati, OH
  - Middletown, OH
  - Monroe, OH
- Cleveland, OH
- Tulsa, OK (2)
- Portland, OR (2)
- Bethlehem, PA
- Exton, PA
- Spartanburg, SC
- White House, TN
- Fort Worth, TX
- Rocky Mount, VA
- Seattle, WA
- Hartford, WI
- Fox Valley, WI area
  - Menasha, WI
  - Neenah, WI
  - Wrightstown, WI

CANADA

- Richmond, BC
- Brampton, ON
- Toronto, ON area
- Etobikoke, ON
- Markham, ON
- Toronto, ON
- Whitby, ON
- Montreal, QC area
  - Farnham, QC
  - Laval, QC
  - Marieville, QC
  - Montreal, QC
  - Richmond, QC
  - Terrebonne, QC

LATIN AMERICA

- La Tebaida, Quindío, CO
- Guayaquil, EC (2)
- Villa Nueva, GT
- San Juan del Río, Querétaro, MX (2)
- San Luis Potosí, MX

EUROPE

- Eberdingen, DE
- Carnew, IE
- Donegal, IE (2)
- Kirchberg, CH
- Elsham, UK
- Grimsby, UK
- Lincoln, UK
- Melbourne, UK
- Wrexham, UK

OCEANA

- Kuala Lumpur, MY (2)
- Christchurch, NZ

MISSION

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

OUR CAPABILITIES

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

STORY

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

1971
- JenCoat, Inc. founded

2011
- Jen-Coat changes name to Prolamina
- Prolamina welcomes Excel Pac & opens Neenah facility

2012
- Greg Tucker becomes CEO of Prolamina

2015 AUG
- Prolamina & Ampac merge to form ProAmpac

DEC
- ProAmpac welcomes Coating Excellence International

2016 OCT
- Pritzker Group Private Capital welcomes ProAmpac from Wellspring Capital Management
- ProAmpac welcomes Vitex Packaging

2017 MAR
- ProAmpac welcomes Trinity Packaging

AUG
- ProAmpac welcomes Clondalkin Orlando

SEP
- ProAmpac welcomes Polyfirst

2018 JAN
- ProAmpac welcomes Bonita Pioneer

APR
- ProAmpac welcomes PacTech

MAY
- ProAmpac welcomes Gateway

JUN
- ProAmpac welcomes Novus Packaging
- ProAmpac welcomes Twisted Paper Products

2020 DEC
- ProAmpac welcomes Rosenbloom Groupe Inc.
- ProAmpac welcomes Hymopack Ltd.
- ProAmpac welcomes Dyne-A-Pak

2021 JAN
- ProAmpac welcomes Rapid Action Packaging (RAP)

MAR
- ProAmpac welcomes IG Industries
- ProAmpac welcomes Brayford Plastics

APR
- ProAmpac welcomes El Dorado Packaging

JUL
- ProAmpac welcomes Ultimate Packaging
- ProAmpac welcomes APC Paper Group
- ProAmpac welcomes Euroflex

NOV
- ProAmpac welcomes Fispack
- ProAmpac welcomes IFP

DEC
- ProAmpac welcomes Prairie State Group

2022 FEB
- ProAmpac welcomes Belle-Pak Packaging

MAY
- ProAmpac welcomes Specialty Packaging Inc.

2024 FEB
- ProAmpac welcomes UP Paper

MAR
- ProAmpac welcomes Gelpac

2025 SEP
- ProAmpac welcomes PAC Worldwide

OCT
- ProAmpac welcomes International Paper's bag operations division

2026 MAR
- ProAmpac welcomes TC Transcontinental Packaging

Note: Items listed are not inclusive of all transactions

STRATEGY

Core Focus 6
Materiality Matrix 7
Approach 8

CORE FOCUS

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

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

HEALTH & SAFETY

OBJECTIVE
Ensure safe and healthy work environments and promote well-being.

STRATEGIES
- Focusing on potential safety hazards and preemptively implementing corrective actions.
- Expanding employee training and awareness programs.
- Monitoring and continually improving workplace conditions.
- Engaging with employees to foster a culture of safety and care.

U.N. SDG ALIGNMENT

GHG EMISSIONS & CLIMATE CHANGE

OBJECTIVE
Reduce Scope 1 and 2 greenhouse gas emissions compared to 2021 baseline.

STRATEGIES
- Leveraging energy-efficient technologies in our production processes.
- Utilizing renewable energy sources, where feasible.
- Requiring sustainable practices across our supply chain.
- Continually investing in research and development for low-carbon solutions in packaging.

U.N. SDG ALIGNMENT

MATERIALS MANAGEMENT & INNOVATION

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

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

U.N. SDG ALIGNMENT

COMMUNITY IMPACT

OBJECTIVE
Positively impact the health and well-being of communities

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

U.N. SDG ALIGNMENT

PEOPLE & OPPORTUNITY

OBJECTIVE
Promote an environment with equal employment opportunity.

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

U.N. SDG ALIGNMENT

MATERIALITY MATRIX

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

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

Our focus is currently centered on these priorities:

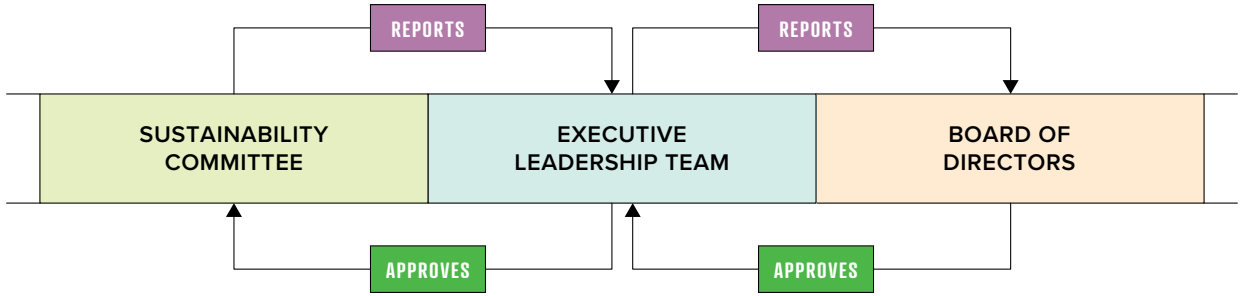
- Health & Safety
- Greenhouse Gas Emissions
- Materials Management & Innovation
- Community Impact
- People & Opportunity

APPROACH

Our Sustainability Team is responsible for guiding, refining, and facilitating the organization's sustainability strategy. This includes collaboration with the Senior Vice President of Legal and Compliance and the Director of Environmental, Health and Safety (EHS) to lead the ProAmpac Sustainability Committee.

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

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



OPERATIONS

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

HEALTH & SAFETY

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

ENVIRONMENTAL, HEALTH AND SAFETY (EHS)

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

PROACTIVE SAFETY MANAGEMENT (PSM)

ProActive
Safety Management

✔ PREPARE. ✔ PROMOTE. ✔ PROTECT.

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

After setting a record favorable TIR level in 2023, we further evolved our safety processes in 2025 with an enhanced safety management system, named PSM, which refines our journey to ensure all accidents are prevented.

The primary objectives of PSM are to:

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

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

Health & Safety Key Metrics

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

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

*Data shown reflects 2025 calendar year

PREVENTION

5,699
Risk assessments

ACTIVE CARING

99,043
Safety interactions

AT-RISK CONDITIONS/ BEHAVIORS

3,604
Reports filed

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

SACHIN DESAI,
PRESIDENT & CHIEF OPERATING OFFICER

GLOBAL EHS WEEK 2025

Global EHS Week is an annual event that starts on Earth Day and concludes one week later with World Day for Safety and Health at Work. Throughout the week, ProAmpac sites host environmental and safety activities that highlight caretaking of the environment while maintaining and promoting safe working environments. Below are the winners of the 2025 global EHS week, highlighting the amazing work completed across our sites and our continued dedication to the communities in which we operate.

BEST COMMUNITY INVOLVEMENT

Grimsby, UK

Partnered with a local care home to provide pollinator plants and insect houses, creating a hands-on wellbeing activity for residents while supporting local biodiversity.

Elsham, UK

Partnered with Barton School to build a greenhouse and planters from recycled materials, then spent the afternoon with students planting wildflowers and vegetable seeds.

Omaha, NE

Strengthened relationships with neighboring businesses by delivering gift baskets and hosting a lemonade-and-cookies gathering in conjunction with the site's Earth Day celebration.

BEST PROJECT

Armenia, Colombia

Children's Day Celebration: "What Mom and Dad Do at Work"

Hosted families for a day of learning and engagement featuring a welcome from the general manager, an interactive look at parents' roles, and safety-focused activities designed to strengthen family commitment to workplace safety.

Norfolk, NY

Worked with local third-grade students to create planters from recycled materials and plant seeds, combining sustainability with hands-on learning.

Rocky Mount, VA

Provided employees with birdhouse kits to build and decorate, encouraging creativity while supporting local wildlife.

BEST OVERALL ACTIVITIES

Carnew, IE

Engaged employees and families through EHS Bingo, the planting of a butterfly garden, and donations of kraft paper for local school art and classroom supplies.

Fort Worth, TX & Rochester, NY

Celebrated Earth Day with milkweed garden plantings, Safety Bingo, and children's drawing activities that promoted environmental stewardship and family engagement.

Project Butterfly

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

ENVIRONMENTAL IMPACT

At ProAmpac, environmental stewardship is integrated into how we operate, innovate, and grow. We manage environmental impact through cross-functional oversight, site-level programs, data-driven reporting, and continuous improvement initiatives focused on energy, greenhouse gas emissions, water, waste, materials, and regulatory compliance. As our business expands, we remain focused on strengthening environmental governance, improving data quality, and advancing initiatives that support responsible operations and long-term value creation.

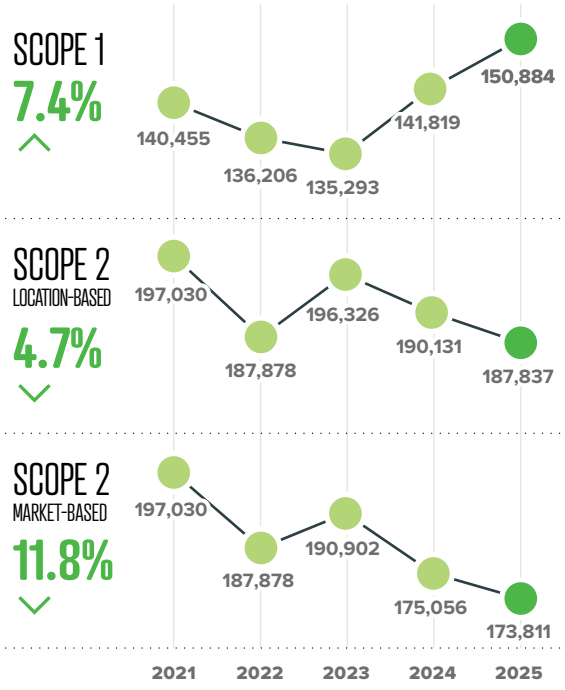
GHG EMISSIONS

In October 2024, ProAmpac committed to the Science Based Targets initiative (SBTi) under the Net-Zero pathway. In 2026, we are continuing work to establish our Scope 3 baseline, develop science-based targets, and prepare for SBTi validation. These efforts build on our Scope 1 and 2 reporting improvements and support a more complete understanding of our climate impact across our operations and value chain.

In 2023, we matured our sustainability function by refining our Scope 1 & 2 calculation methodology[1] under the operational control approach, adding refrigerant activity data, and fleet vehicles to our Scope 1. In 2025, we continued our strategic growth through the acquisitions of PAC Worldwide and International Paper's bag-converting operations. These acquisitions added 14 manufacturing sites to our portfolio, exceeding the 5% significance threshold for GHG reporting and requiring us to recalculate our Scope 1 and Scope 2 GHG emissions baseline. As a result, the GHG emissions data presented in this report are not directly comparable with those published in previous reporting years.

During 2025, we obtained limited assurance over our Scope 1 and Scope 2 GHG emissions for the reporting period ending December 31, 2024. We intend to obtain independent assurance over both our recalculated baseline and our updated reporting year emissions during the second half of 2026.

GHG EMISSIONS IN METRIC TONS (MT) CO_2e



In 2025, Scope 1 emissions increased 6.4% year over year and 7.4% from the baseline. This increase was primarily driven by ProAmpac's expanded operational footprint and associated direct fuel, fleet, and refrigerant activity. While this increase is not the preferred direction, the updated reporting boundary provides a more complete view of our direct emissions. Going forward, ProAmpac will continue integrating acquired sites into our environmental management processes and evaluating opportunities to improve fuel efficiency, refrigerant management, and operational performance.

Location-based Scope 2 emissions decreased 1.2% year over year and 4.7% from the baseline. This reflects progress in managing electricity-related emissions, supported by energy efficiency, improved facility performance, and site-level energy management practices. ProAmpac will continue to pursue electricity efficiency opportunities and equipment upgrades where feasible.

2024 Market-based Scope 2 emissions demonstrated the most significant progress, with an 9% reduction relative to the baseline. This decline is the result of strategic investments in renewable energy sourcing across multiple facilities.

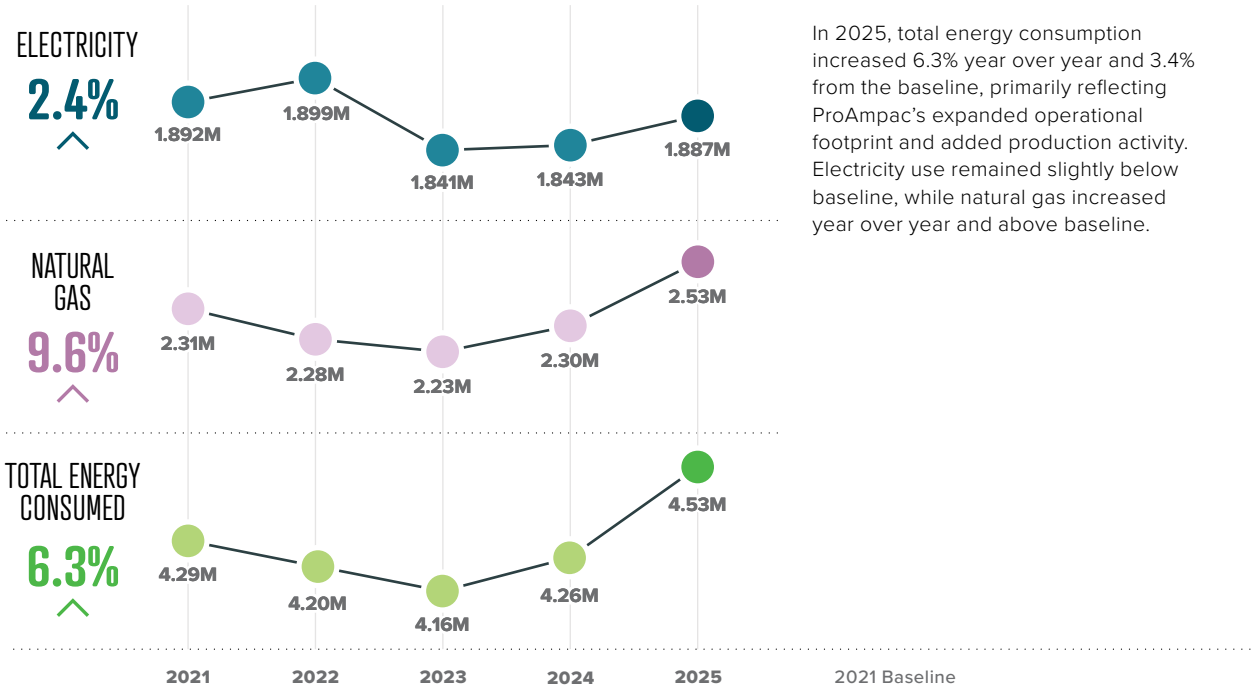
2021 Baseline

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

ENERGY

ProAmpac continues to replace or retrofit outdated manufacturing technologies—like chillers, boilers, scrubbers, appliances, HVAC and other systems with more energy efficient processes to reduce energy consumption. Further, we are continuously exploring ways to expand our use of renewable and/or low carbon energy at our operational sites. Our sites in the UK source 100% renewable electricity.

ENERGY CONSUMPTION IN GIGAJOULES (GJ)



In 2025, total energy consumption increased 6.3% year over year and 3.4% from the baseline, primarily reflecting ProAmpac's expanded operational footprint and added production activity. Electricity use remained slightly below baseline, while natural gas increased year over year and above baseline.

DEVELOPMENT & GROWTH THROUGH TRAINING

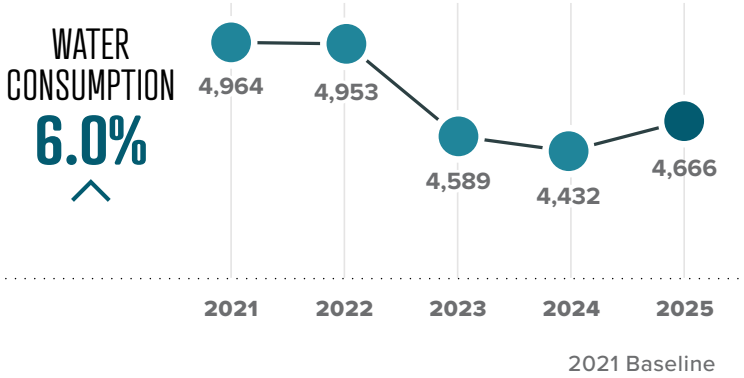
Understanding sustainability—and its business implications—is essential for effective implementation and execution of sustainability within any organization. Training our employees on sustainability is a critical step to further ensure we are positioned for success.

WATER

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

WATER CONSUMPTION IN THOUSAND CUBIC METERS

4,357.9 Total water consumption (thousand cubic meters)



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

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

In 2025, water consumption increased 5.3% year over year but remained 6.0% below the recalculated 2021 baseline. The year-over-year increase was influenced by our expanded reporting boundary, while the baseline reduction reflects continued progress in water efficiency. We will continue monitoring water use, maintaining compliance with local requirements, and identifying conservation opportunities across our operations.

In 2025, we used 6.0% less water than our 2021 baseline.

MANAGING WATER RISK

ProAmpac uses the World Resources Institute's Aqueduct Water Risk Atlas to better understand water stress across our operating footprint. In 2025, approximately 2% of total water consumption occurred in areas of high or extremely high baseline water stress. These sites remain part of our monitoring and management approach as we continue evaluating opportunities to reduce water-related risk.

Operation Clean Sweep®

PREVENTING RESIN LOSS

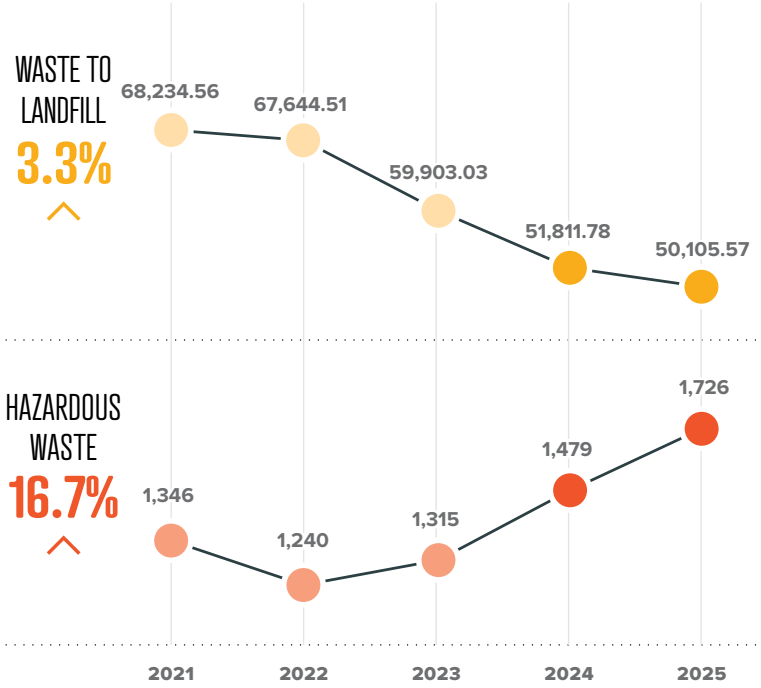
Our sites that work with plastic resin pellets participate in the global program **Operation Clean Sweep.** This proactive global management program is dedicated to keeping plastics out of marine environments through responsible handling, employee education and management.

WASTE & HAZARDOUS WASTE

We have processes in place across our manufacturing facilities to efficiently manage general and hazardous waste. Further, the utilization of our EHS software platform enables us to develop a better understanding of which areas within the organization require detailed focus. At the start of 2024, we launched waste to landfill reduction projects focused on high-impact locations.

Through these focused projects, our team achieved a 3.3% reduction in waste sent to landfill compared to the prior year, resulting in a 26.6% reduction in waste sent to landfill since our baseline.

WASTE IN METRIC TONS (MT)



In 2025, waste sent to landfill decreased 3.3% year over year and 26.6% from the recalculated 2021 baseline. This continued progress reflects focused landfill reduction efforts at high-impact locations and improved visibility through our EHS software platform. ProAmpac will continue identifying opportunities to reduce landfill waste through operational improvements, employee engagement, and waste diversion initiatives.

Hazardous waste increased 16.7% year over year and 28.2% from the recalculated 2021 baseline. This increase reflects the expanded reporting boundary and changes in operational activity. ProAmpac will continue using EHS systems and site-level review processes to improve visibility, maintain compliance, and evaluate opportunities to reduce hazardous waste where feasible.

Note: Waste generation data recalculated as a result of 2025 acquisitions, therefore the waste metrics included in this year's report are not comparable to prior years.

ECOVADIS PARTICIPATION + IMPROVEMENTS

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

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

In 2025, we were pleased to maintain our bronze status – placing us in the top 35% of the 90,000+ companies assessed each year.

We share our EcoVadis scores with partners, upon request.

MATERIALS

Products 17
ProActive Sustainability 18
Awards 19
Innovation 20

NEW PRODUCT INNOVATIONS

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

NEW PRODUCTS ON THE MARKET:

ButterFresh

ButterFresh Parchment is a wax-free, PFAS non-intent printed butter wrap designed for compostability without compromising performance and runability during the packing step. This parchment protects butter, margarine, and other oil-based solid products with superior grease resistance and excellent dead-fold properties, locking in freshness and reducing air exposure. Earning the OK compost HOME certificate by TÜV AUSTRIA.

Moisture Protect™ MP-2000 and MP-3000

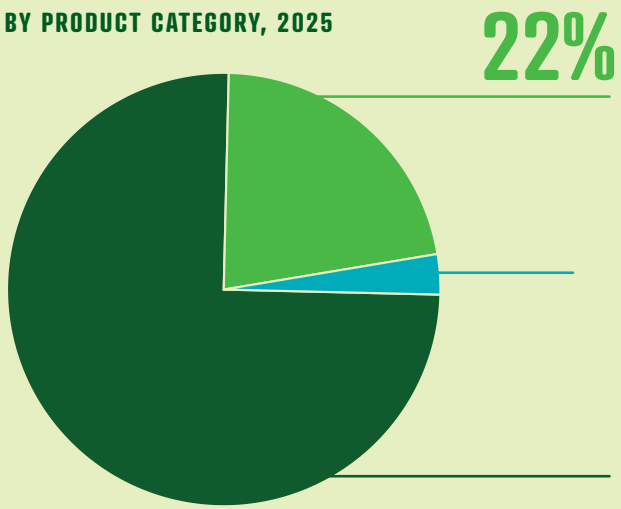
Moisture Protect™ MP-2000 and MP-3000 are active packaging solutions that provide integrated moisture control without desiccant packets. MP-2000 is a foil-free moisture-protection film, while MP-3000 is a recycle-ready mono-material structure designed to improve product stability and support circular packaging goals.

FiberSculpt™

FiberSculpt™ is a recyclable, high-barrier fiber-based packaging solution for thermoformed food applications, designed to reduce plastic use while maintaining product protection, shelf-life performance, and consumer appeal.

We are proud of the progress made in 2025 to accelerate the commercialization of ProAmpac's sustainable packaging innovations.

% OF TOTAL SUSTAINABLE REVENUE BY PRODUCT CATEGORY, 2025



PROACTIVE SUSTAINABILITY

ProAmpac has developed a suite of sustainable product groups as part of our commitment to increasing environmentally sound and sustainable flexible packaging solutions.

RCY

PROACTIVE RECYCLABLE®

DESIGNED FOR CURBSIDE RECYCLING

ProAmpac is leading the way in the Fiberization of Packaging®—advancing fiber-based solutions that are intended for curbside recyclability. As fiber continues to gain popularity across diverse applications, ProAmpac remains committed to responsible sourcing by offering products certified by FSC® for MIX materials, PEFC and SFI, ensuring materials come from well-managed forests.

D4R

PROACTIVE D4R™

DESIGNED FOR RECYCLABILITY

Designed for compatibility with current and emerging recycling technologies and infrastructure, ProActive D4R® products are mono-material film-based packaging solutions engineered to deliver high performance while supporting the transition to a more circular economy. ProAmpac works closely with leading organizations, including How2Recycle®, the Association of Plastic Recyclers (APR), OPRL, and RecyClass, to help align our packaging innovations with evolving recycling guidelines, design standards, and market requirements.

PCR

PROACTIVE PCR®

AND CERTIFIED CIRCULAR SOLUTIONS

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

RNW

PROACTIVE RENEWABLE®

NON-FOSSIL-FUEL MATERIALS

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

CPM

PROACTIVE COMPOSTABLE®

HOME AND INDUSTRIAL

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

AWARDS

PROACTIVE RECYCLABLE® FIBRESCULPT

Divilly Brothers Chilled Meat Packaging

✓ SHORTLISTED: GREEN COLLABORATION AWARD

GREEN AWARDS 2026

ProAmpac's ProActive Recyclable® FibreSculpt was shortlisted for the **Green Collaboration Award at the Green Awards 2026** in partnership with Divilly Brothers. Designed for chilled meat applications, this fibre-based thermoforming solution reduces plastic use by more than 90% compared to conventional rigid trays while maintaining strong oxygen and grease barrier performance.

Engineered to run on existing thermoforming equipment without modification, FibreSculpt delivers operational efficiency, product protection, and curbside recyclability. The collaboration demonstrates how material science and manufacturing expertise can work together to advance circular packaging solutions without compromising shelf-life or production performance.

PRO-EVO® RECYCLABLE SOS BAG

Scotts Miracle-Gro O.M. Scott & Sons

pac global GLOBAL AWARDS

✓ BEST IN CLASS (GOLD): SUSTAINABLE PACKAGE DESIGN – PACKAGE CIRCULARITY

ProAmpac's PRO-EVO® Recyclable SOS Bag earned **Best in Class (Gold) at the 2026 PAC Global Awards** in partnership with ScottsMiracle-Gro. Developed for the O.M. Scott & Sons lawn care line, the paper-based package replaces traditional plastic lawn and garden packaging with a curbside recyclable alternative.

Designed to withstand the demands of lawn care products while delivering strong shelf presence, PRO-EVO® helps advance package circularity in a category historically dominated by plastic. The award recognizes its ability to combine sustainability, durability, and consumer-friendly recyclability in a scalable commercial solution.

MOISTURE PROTECT MP-1000

Ozzi Moisture-Sensitive Powdered Products

✓ FINALIST: BEST TECHNOLOGY INNOVATION

ProAmpac's Moisture Protect MP-1000 was named a **Finalist for Best Technology Innovation at the World Food Innovation Awards 2026** in collaboration with Ozzi. Part of the ProActive Intelligence® platform, the patent-pending film actively adsorbs moisture from package headspace, eliminating the need for desiccant packets while maintaining barrier performance and product integrity.

Commercialized for moisture-sensitive powdered products, MP-1000 helps improve flavor stability, reduce off-odors, prevent clumping, and extend shelf life without requiring changes to existing filling equipment. The technology showcases how active packaging can simplify packaging formats while enhancing product performance and consumer experience.

WINNER – PACKAGING
PRO-EVO® Recyclable
Nestlé® Purina®

WPO WORLD PACKAGING ORGANISATION
WORLDSTAR GLOBAL PACKAGING AWARDS

SILVER AWARD – SUSTAINABILITY
PCR Cheese Film
Cabot® Creamery Vermont Seriously Sharp Cheddar

SILVER AWARD – PRINTING
Hershey's Kisses
Pokémon® Collaboration

SILVER AWARD – TECHNICAL INNOVATION
ProActive PCR® Paper Touch Pouch – Planters®

FPA Flexible Packaging Association

BEST OF SHOW AWARD – WIDE WEB PRINTING CATEGORY
Takis Xtreme Lime

ftia

THE FUTURE OF PACKAGING

ProAmpac is a leading material science innovator on a mission to deliver more sustainable packaging to the market. ProAmpac's team of nearly 150+ engineers and 20+ PhDs are designing the next generation of packaging.

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

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

ProAmpac has 300+ patented and patent-pending technologies, including sustainable film and paper platforms. In 2025, ProAmpac filed 47 patents on new technologies and was awarded 18 new patents.

ACTIVE

ProActive Intelligence Protect

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

MOISTURE PROTECT SERIES

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

ProActive Intelligence

INTELLIGENCE

ProActive Intelligence Communicate

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

LEADERSHIP IN MATERIAL SCIENCE & INNOVATION

ProAmpac combines deep technical and scientific expertise with hands-on collaboration to deliver innovative packaging solutions and accelerate speed-to-market for our customers.

Our Innovation Centers

ART, SCIENCE AND TECHNOLOGY RESEARCH & APPLICATIONS (ASTRA) CENTER

Menasha, WI - The ASTRA Center is a 12,200-square-foot packaging research and development facility in Menasha, Wisconsin. Specializing in advanced sustainability innovation and testing, ASTRA helps customers accelerate the development and commercialization of recyclable and compostable packaging solutions.

COLLABORATIVE INNOVATION CENTER (CIC)

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

E-COMMERCE INNOVATION CENTER

Cincinnati, OH - The E-Commerce Innovation Center is dedicated to advancing fiber and film packaging through cutting-edge material innovation, design, and testing. By optimizing packaging for the e-commerce supply chain, the center helps customers improve durability, reduce waste, enhance fulfillment efficiency, and deliver exceptional consumer experiences.

POLYMER/FILM INNOVATION CENTER

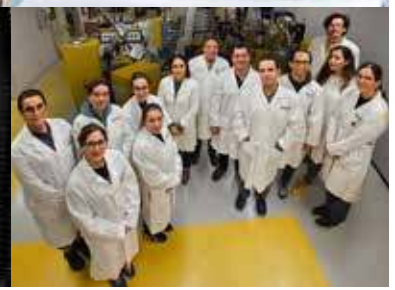
Montreal, QC - Backed by world-class analytical, physical testing, and extrusion processing laboratories, we work alongside our partners to advance film packaging through material innovation, performance testing, and sustainable design.

FIBER INNOVATION CENTER

Western Michigan University (WMU) - Together with our partner institutions, ProAmpac uses world-class fiber testing and manufacturing labs, along with pilot-scale production lines, to accelerate fiber-based innovation and the development of advanced coating technologies.

FOOD SCIENCE CENTER

Rutgers University - Integrating food science with advanced material science, ProActive Intelligence technologies optimize product freshness, extend shelf-life, and enhance key sensory attributes throughout the product lifecycle.



150+ ENGINEERS
20+ PHDS

40+
SCIENCE LABS

300+
PATENTS

70+ INNOVATIVE
PLATFORMS

250+
TRADEMARKS

100+ SUSTAINABLE
AWARD WINS

ProActive CHART

PROACTIVE CHART LIFE CYCLE ASSESSMENTS (LCA)

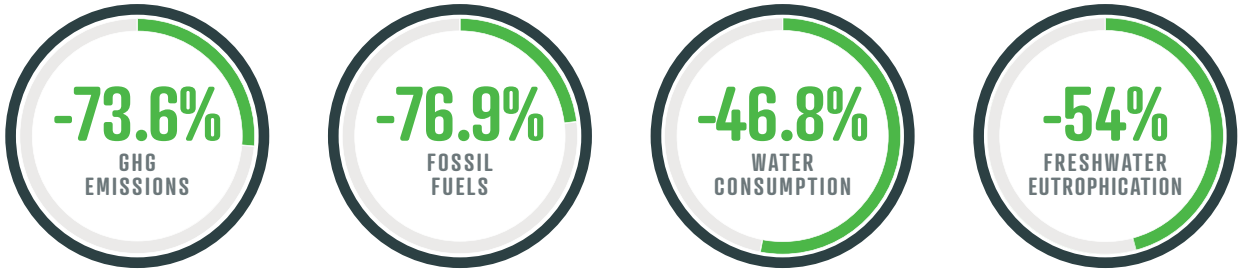
ProActive CHART LCAs allow directional quantification of environmental impacts when moving from one package format to another. Calculated using industry average life cycle inventory (LCI) data, ProActive CHART LCAs provide information on greenhouse gas emissions, water usage, packaging efficiency, and more. ProAmpac provides ProActive CHART LCAs to customers interested in understanding the current environmental impacts of their packaging compared with the impacts of alternative packaging solutions.

CASE STUDY Comparing Rigid Clamshell Rotisserie Container to Flexible Bag

FLEXIBLE BAG

ROTISSERIE CHICKEN CLAMSHELL
Total package weight = 80g
78% landfill | 19% incineration | 3% recycling

HOT N HANDY BAG
Total package weight = 18.29g
80% landfill | 20% incineration



CASE STUDY Comparing Rigid Clamshell Rotisserie Container to Flexible Bag

RETORT POUCH

STANDARD FOIL RETORT POUCH
Total package weight = 3.06g
80% landfill | 20% incineration

METALIZED RETORT POUCH
Total package weight = 2.77g
80% landfill | 20% incineration

DISCLAIMER:

These LCAs were performed by ProAmpac. The analysis uses life cycle inventory (LCI) data that represents an industry average for materials, manufacturing processes, and end-of-life impacts. Both of the above case studies compare primary packaging only—impacts to secondary packaging (pallets, overwrap, etc) is not included. All calculations are based on a distance of 500km traveled on an average size truck.

The information contained herein is provided for general reference purposes only. By providing the information, ProAmpac makes no guarantee or warranty and does not assume any liability with respect to the information or product results in any specific instance. Nothing herein may be copied, reproduced, distributed or otherwise used without the express written permission of ProAmpac.

UNIVERSITY PARTNERSHIPS

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

POLYMER SCIENCE & POLYMER PROCESSING

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

POLYTECHNIQUE MONTRÉAL

UNA UNIVERSIDAD NACIONAL COSTA RICA

Aptar CSP Technologies

FIBER TECHNOLOGIES & PROCESSES

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

WESTERN MICHIGAN UNIVERSITY

WPI

FOOD SCIENCE FOOD TRIALS & SENSORY TESTING

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

RUTGERS

CLEMSON UNIVERSITY

UNIVERSIDAD DE COSTA RICA

OPERATIONAL EXCELLENCE, PROCESS OPTIMIZATION & INTERNSHIP

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

UNIVERSITY OF ILLINOIS CHICAGO

WPI

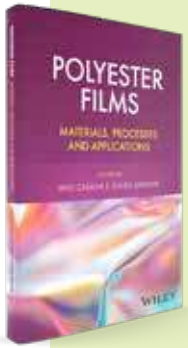
RIT Rochester Institute of Technology

Heat Sealing In Packaging: Materials & Process Considerations

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

Applications of Biaxially Stretched Films

Dr. Hesam Tabatabaei,
Prof. Abdellah Ajji



Polyester Films: Materials, Processes and Applications

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

GOVERNANCE

Regulatory Compliance 25
Ethical Business Practices 25
Risk Management & Information Security 26

COMPLIANCE & PRACTICES

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

REGULATORY COMPLIANCE

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

ETHICAL BUSINESS PRACTICES

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

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

In 2024 we established routine trainings on many of these topics, leveraging our learning management system and a third-party compliance toolset. After achieving an impressive 76% completion rate for US employees in the first year we expanded the reach of the program, achieving 80% completion in 2025. This year, in 2026, We plan to continue expanding the reach and participation amongst our employees with a goal of 85% completion for US employees.

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

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

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

EMPLOYEE HELPLINE

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

RISK MANAGEMENT

ENTERPRISE RISK MANAGEMENT

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

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

INFORMATION SECURITY & RISK MANAGEMENT

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

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

INFORMATION SECURITY GOVERNANCE

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

OPERATIONAL SECURITY MEASURES

Our security architecture incorporates quarterly security trainings, vendor analyses and third-party audits. Risks are managed through IT Leadership and communicated through Enterprise Risk Management processes to ensure all levels of business leadership are informed.

COMMITMENT TO DATA PROTECTION

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

MONITORING & CONTINUOUS IMPROVEMENT

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

ENHANCING RESILIENCE: CLIMATE RISKS & OPPORTUNITIES

In 2025, ProAmpac completed a climate risk assessment to better understand how climate-related risks and opportunities may affect our operations, supply chain, and long-term business resilience. The assessment was prepared in alignment with the Task Force on Climate-related Financial Disclosures framework and considers both physical risks, such as extreme weather and flooding, and transition risks, such as evolving regulations, technology, and market expectations.

The assessment also identified high-level pathways to strengthen resilience, including:

- Improving operational efficiency
- Evaluating low-carbon energy options
- Enhancing supply chain flexibility
- Monitoring evolving market and regulatory conditions
- Strengthening business continuity planning for weather-related disruptions.

ProAmpac is already taking steps to address physical climate risks at the site level through ongoing collaboration with our insurance professionals, including risk reviews, engineering guidance, and site-specific recommendations intended to help protect our people, assets, and operations.

The results will help inform how we continue integrating climate considerations into governance, risk management, operational planning, and sustainable product innovation.

PEOPLE

Our Core Values 28
Employee Wellness 29
Our Collective Impact 30
Employee Assistance 32

OUR CORE VALUES

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

INTEGRITY

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

Make an Impact.

INTENSITY

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

INNOVATION

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

INVOLVEMENT

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

IMPACT

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

EMPLOYEE WELLNESS

ProAmpac is building a wellness culture through its Pro360 Initiative: An interactive, fully integrated wellbeing program designed to engage, encourage, and reward team members on their personal pathway to better **health, wealth, growth** and **community** involvements.

Our shared goal is to ensure 100% of team members achieve a basic level of wellness worldwide.

In 2025, ProAmpac continued to evolve its wellness culture through the Pro360 initiative, supporting team members across four key areas: health, wealth, growth, and community. Pro360 provides screenings where available, resources, a wellness platform and a rewards program as well as a robust global employee assistance program that delivers mental health resources and support for all employees and their families.

MENTAL HEALTH FOCUS

In June of 2025, during ProAmpac Global Wellness Week, Dr. Batman, a UK-based physician with more than 50 years of medical experience hosted an impactful webinar called Rest to Perform: How Sleep Fuels Health, Safety, and Success at ProAmpac, Dr. Batman explored how sleep impacts productivity, safety, mental clarity, and overall wellbeing, while sharing practical strategies to improve rest and workplace performance.

In recognition of World Mental Health Day 2025 on October 16, ProAmpac partnered with WorkPlace Options, our global Employee Assistance Program, to host a Healthy Mind Toolkit webinar. The session provided employees with practical strategies to strengthen mental well-being, manage stress effectively, and build long-term resilience.

FINANCIAL COUNSELING

Throughout 2025, employees met with principal financial advisors for informational meetings to discuss saving for the future, investments, financial trends, and more.

ACHIEVING WELLNESS TOGETHER

Our 2025 wellness goal was to increase overall wellness, culture engagement and PRO360 participation, and ensure 100% of team members achieve a basic level of wellness worldwide.

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

ANN MARIE BRAKER,
CHIEF HUMAN RESOURCES OFFICER

OUR COLLECTIVE IMPACT

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

GLOBAL COMMUNITY CHALLENGE

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

In 2025, more than 14 ProAmpac sites logged over 550 hours of service across the globe—donating time at churches, youth centers, veteran organizations, food pantries, Toys for Tots, blood drives, and so much more.

VOLUNTEER IMPACT DAY

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

Our Volunteer Impact Day program allows eligible team members across the globe used their paid volunteer day to support causes in their community. Projects included environmental clean-ups, educational mentoring, food insecurity relief, and community projects.

AN EMPHASIS ON EDUCATION

ProAmpac Scholars is a scholarship program established to financially assist children of ProAmpac employees who want to further their education through a two- or four-year college degree or vocational program. In 2025, ProAmpac awarded 20 grants to applicants. Below are just a few of the higher-learning and post-tsecondary institutions that recipients attended.

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

ATTENDING UNIVERSITIES

Fox Valley Technical College

University of Wisconsin-Green Bay

University of Cincinnati

State University of New York at Fredonia

Miami University

UW Madison

Tarrant County College

University of Tennessee Knoxville

Northern Michigan University

Ferris State University

University of Wisconsin-Whitewater

Berkshire Community College

Coastal Alabama Community College

University of Wisconsin Stout

University of Steven's Point

University of Hawaii at Manoa

University of Wisconsin La Crosse

University of Wisconsin-Madison

Washington State University

University of Dubuque

Arizona State University

Northeast Wisconsin Technical College

LINCOLN, UK

Lincoln FC Sponsorship

KIRCHBERG, CH

Apprenticeship Program

WIMBLEDON, UK

Food Bank Collection – Raised $1,700 in Value

FINANCIAL RESOURCES

+10

Sites hosted onsite 1-on-1 sessions with a 401k financial advisor

HANOVER PARK, IL

Community Clean Up

NUSSDORF, DE

Future 4 Kids Stuttgart Sponsorship

HEALTH & WELLNESS

+2,000

Global employees enrolled in Personify Health

+530

Employees earned a discounted medical premium for 2026

16

Sites hosted onsite biometric screenings for employees & eligible spouses

CARNEW, IE

Secondary School Golf Day Sponsorship

NUSSDORF, DE

Black Forest Preservation & Support

MENTAL HEALTH

+600

Employees attended Session with Dr. Batman for Wellness Week and WPO for World Mental Health Day

KIRCHBERG, CH

Cancer Research Support

CARNEW, IE

Carnew Ploughing Society Fundraising

HARTFORD, WI

EHS Week Activities

ELSHAM, UK

Children in Need Organization Fundraising

EMPLOYEE ASSISTANCE

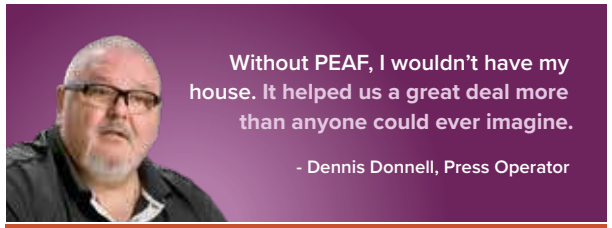
ProAmpac Employee Assistance Fund

THE PROAMPAC EMPLOYEE ASSISTANCE FUND (PEAF)

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

The ProAmpac Employee Assistance Fund (PEAF) is a standalone US-based nonprofit organization that aims to improve the lives of our employees and the communities where we live and operate. Since it was created, PEAF has awarded over 450 grants and funded over $2.5M in direct assistance to individuals in need. In 2025, PEAF came to the aid of individuals impacted by medical emergencies, natural disasters and loss of loved ones. These emergencies can leave families displaced and struggling to rebuild their lives. The fund's grants helped alleviate some of the emotional, mental, physical and financial strain.

HOW DOES PEAF MAKE AN IMPACT?

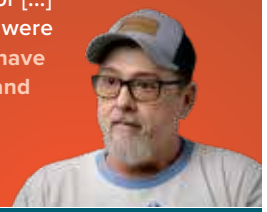


Without PEAF, I wouldn't have my house. It helped us a great deal more than anyone could ever imagine.

- Dennis Donnell, Press Operator

My wife was [...] diagnosed with cancer and she was in the hospital for [...] months. And in that time, we were going to lose our house. We have everything we started with, and it's a wonderful thing.

- Kasey Meyer, Material Handler



My journey was hard, and PEAF helped me out a lot [...] going through cancer, and the passing of my husband, [and] close to being bankrupt. And without them, I won't be here. Sitting here. I'm blessed. I'm really grateful.

- Lorraine Faucett, Quality Inspector

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

2025 SUPPORT GRANTED

$217K Distributed through individual grants

48 Grants awarded

2025 FUNDRAISING

$447,293 Total funds raised

$187K Employee contribution

$185K Annual sales meeting

$75.1K Fundraising at sites

2025 ENROLLMENT

700 Employees enrolled in the Giving Program through payroll deduction

APPENDIX

About this Report 34
SASB Content Index 35
Memberships, Associations, & Partnerships 36
SAS Assurance Statement 37

ABOUT THIS REPORT

ProAmpac's 2026 Sustainability Impact Report highlights our ongoing efforts to measure, manage, and communicate progress on the topics that matter most to our business and stakeholders. Unless specified otherwise, this report reflects data and initiatives from the 2025 calendar year and is the result of continuous engagement with internal teams and external sustainability frameworks.

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

This year's report is informed by leading ESG frameworks, including the Sustainability Accounting Standards Board (SASB) Standards for the Containers & Packaging industry (version 2023-12). It is also informed by the Global Reporting Initiative (GRI) Standards, though we do not claim formal alignment with the GRI framework. Additionally, while not fully represented in this report's disclosures, we track ESG Data Convergence Initiative (EDCI) metrics to support investor-focused disclosures.

We release this Sustainability Impact Report annually. The 2026 edition covers January 1 to December 31, 2025, and includes expanded data coverage resulting from facility acquisitions during the reporting year. Previous reports can be found at www.proampac.com/impact-report.

Scope of Information

Unless otherwise noted, this report includes sustainability data and narrative from ProAmpac's global operations and consolidated entities for the period January 1 through December 31, 2025. Given the inclusion of newly acquired sites, certain year-over-year comparisons may be limited in comparability to previous reports.

Assurance

ProAmpac received limited assurance for scope 1 and 2 GHG emissions which occurred during the calendar year ending on December 31st, 2024. Assurance was issued on July 21st of 2025 by Sustainability Assurance Services (SAS) under the AA1000 v3 standard.

Restatements of Information

A limited assurance review of our 2024 Scope 1 and 2 emissions, conducted in accordance with AA1000AS v3, identified a historical under-reporting of natural gas usage at certain facilities. The correction adds approximately 20,000 MT CO_2e annually to previously reported Scope 1 totals.

In line with the GHG Protocol Corporate Standard, we have retrospectively recalculated all affected years (2021–2024) to ensure data accuracy and comparability. These changes reflect improved activity data capture and controls, not an operational increase in emissions.

Methodology

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

Contact Us

We encourage feedback and welcome questions about our report or broader ESG strategy. Please contact us at:

sustainability@proampac.com

SASB CONTENT INDEX

2025 FISCAL YEAR

Quantitative ●
Discussion & Analysis ●

TOPIC	ACCOUNTING METRIC	TYPE	UNIT OF MEASURE	CODE	RESPONSE/REASON
Greenhouse Gas Emissions	Gross global Scope 1 emissions	●	Metric tons (t) CO_2-e	RT-CP-110a.1	150,884.24
	Percentage covered under emissions-limiting regulations		Percentage (%)		Data Not Available
	Discussion of long-term and short-term	●	N/A	RT-CP-110a.2	Operations: Environmental Impact. pg 12
	Strategy or plan to manage Scope 1 emissions,				
	Emissions reduction targets, and an analysis of				
	Performance against those targets				
Air Quality & Pollutants Emissions	(1) NOX (excluding N2O)	●	Metric tons (t)	RT-CP-120a.1	Data Not Available
	(2) SOX				Data Not Available
	(3) Volatile organic compounds (VOCs)				826.39
	(4) Particulate matter (PM)				Data Not Available
Energy Management	(1) Total energy consumed	●	Gigajoules (GJ)	RT-CP-130a.1	4,532,941
	(2) Percentage grid electricity		Percentage (%)		43%
	(3) Percentage renewable		Percentage (%)		2%
	(4) Total self-generated energy		Gigajoules (GJ)		87.84
Water Management	(1) Total water withdrawn	●	Thousand cubic	RT-CP-140a.1	4,666.60
	(2a) total water consumed		Meters (m^3)		4,666.60
	(2b) percentage of each in regions with High or Extremely High Baseline Water Stress		Percentage (%)		7.5%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	●	N/A	RT-CP-140a.2	Operations: Water Use. pg 14
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	●	Number	RT-CP-140a.3	4
Waste Management	Amount of hazardous waste generated	●	Metric tons (t)	RT-CP-150a.1	1,726
	Percentage recycled		Percentage (%)		Data Not Available
Product Safety	Number of recalls issued	●	Number	RT-CP-250a.1	0
	Total units recalled		Number		0
	Discussion of process to identify and manage emerging materials and chemicals of concern	●	N/A	RT-CP-250a.2	Collaborative approach with suppliers[1]
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content	●	Percentage (%) by weight	RT-CP-410a.1	22%
	(2) renewable resources				36%
	(3) renewable and recycled content				58%
	Revenue from products that are reusable, recyclable, and/or compostable	●	Reporting Currency	RT-CP-410a.2	$1,756,709,49
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	●	N/A	RT-CP-410a.3	Materials: Products & Innovation. pp 16-23
Supply Chain Management	Total wood fiber procured	●	Metric tons (t)	RT-CP-430a.1	297,467
	Percentage from certified sources		Percentage (%)		100%
	Total aluminum purchased	●	Metric tons (t)	RT-CP-430a.2	13,368
	Percentage from certified sources		Percentage (%)		47%
	ACTIVITY METRICS	**TYPE**	**UNIT OF MEASURE**	**CODE**	**RESPONSE/REASON**
	Amount of production by substrate: (1) Paper/wood fiber, (2) Glass, (3) Metal, (4) Petroleum-based substrates (polymers)	●	Metric tonnes (t)	RT-CP-000.A	Data Not Available at this time
	Percentage (%) of production by substrate: (1) Paper/wood fiber, (2) Glass, (3) Metal, (4) Plastic	●	Percentage (%) by revenue	RT-CP-000.B	Data Not Available at this time
	Number of Employees	●	Number	RT-CP-000.C	7,200

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

MEMBERSHIPS, ASSOCIATIONS & PARTNERSHIPS

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

AMERICAN SEED TRADE ASSOCIATION (ASTA)
Represents the U.S. seed industry, supporting innovation, research, and policy advocacy for seed production and agriculture.

ASSOCIATION FOR PACKAGING AND PROCESSING TECHNOLOGIES (PMMI)
PMMI represents 900+ North American manufacturers and suppliers. It fosters innovation, provides industry resources, hosts trade shows, and supports packaging and processing businesses through training, advocacy, and global market insights.

ASSOCIATION FOR ROLL-TO-ROLL CONVERTERS (ARC)
ARC serves as the global forum for the flexible metallizing, coating and laminating industry by providing resources, services and information.

ASSOCIATION OF PLASTIC RECYCLERS (APR)
APR is an international trade association representing the plastics recycling industry. APR member companies are committed to the success of plastics recycling.

BRAND REPUTATION THROUGH COMPLIANCE GLOBAL STANDARD (BRCGS)
BRCGS certification is an internationally recognized mark of food safety and quality.

BRITISH SANDWICH & FOOD-TO-GO ASSOCIATION (BSA)
A UK-based trade group promoting food safety, quality, and best practices in the sandwich and ready-to-eat food sector.

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

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

FLEXIBLE PACKAGING ASSOCIATION (FPA)
FPA is the U.S. association of the manufacturers of flexible packaging as well as material or equipment suppliers to the industry.

FLEXIBLE PACKAGING EUROPE (FPE)
Flexible Packaging Europe (FPE) represents over 85 companies employing 57,000+ people across 350+ European sites. Its members produce nearly 90% of Europe's flexible packaging.

FLEXOGRAPHIC TECHNICAL ASSOCIATION (FTA)
The Flexographic Technical Association (FTA), founded in 1958, supports the flexographic and package printing industry through training, events, and resources.

FOOD SERVICE PACKAGING ASSOCIATION (FSPA)
The Foodservice Packaging Association represents the UK foodservice packaging industry, promoting responsible practices and sustainability across the supply chain.

FOREST STEWARDSHIP COUNCIL® (FSC)
FSC is an international, non-governmental organization dedicated to promoting responsible management of the world's forests. Our FSC license codes are: FSC-C092754; FSC-C001662; FSC-C131324; FSC-C106440; FSC-C177936; FSC-C133984; FSC-C148872; FSC-C138529; FSC-C092761; FSC-C173614. FSC Marks are registered marks owned by Forest Stewardship Council.

HOLYGRAIL 2.0
An industry initiative focused on improving recycling systems using digital watermarking to enhance packaging circularity.

HOW2RECYCLE
How2Recycle is an environmental nonprofit whose mission is to get more materials in the recycling bin by simplifying recycling instructions.

INDUSTRY COUNCIL FOR PACKAGING AND THE ENVIRONMENT (INCPEN)
INCPEN works with producers, retailers, and supply chain organizations to develop sustainable packaging solutions.

INSTITUTE OF PACKAGING PROFESSIONALS (IOPP)
Provides education, certification, and networking opportunities for packaging professionals.

INTERNATIONAL DAIRY DELI BAKERY ASSOCIATION (IDDBA)
Supports the retail food sector—especially dairy, deli, and bakery—through education, insights, and events.

INTERNATIONAL DAIRY FOODS ASSOCIATION (IDFA)
Represents U.S. dairy manufacturers, advocating for industry standards, policies, and market growth.

INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO)
ISO develops global standards that support innovation, safety, and quality across industries.

NATIONAL ASSOCIATION OF CONVENIENCE STORES (NACS)
NACS supports the global convenience and fuel retailing industry through advocacy, research, and resources.

NATIONAL CONFECTIONERS ASSOCIATION (NCA)
Represents the U.S. confectionery industry, promoting chocolate, candy, gum, and mints.

ON PACK RECYCLING LABEL (OPRL)
OPRL provides clear, standardized recycling labels to help consumers recycle packaging correctly.

OPERATION CLEAN SWEEP
A global program aimed at preventing plastic pellet loss and protecting marine environments.

PAC GLOBAL
PAC Global is a not-for-profit organization supporting a global packaging network through collaboration and education.

PET SUSTAINABILITY COALITION (PSC)
PSC works to advance sustainability in the pet industry through tools, accreditation, and collaboration.

PRIVATE LABEL MANUFACTURERS ASSOCIATION (PLMA)
PLMA promotes store brands and supports private label manufacturers worldwide.

PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION (PEFC)
PEFC is a global alliance promoting sustainable forest management through certification systems.

RESEARCH AND DEVELOPMENT ASSOCIATES FOR MILITARY FOOD AND PACKAGING (R&DA)
R&DA supports the U.S. Armed Forces by ensuring safe, high-quality food and packaging solutions.

SEDEX
Sedex is a global organization focused on improving ethical business practices and supply chain conditions.

SUSTAINABLE FORESTRY INITIATIVE (SFI)
SFI is a nonprofit organization promoting sustainable forest management through certification and standards.

TEA AND HERBAL ASSOCIATION OF CANADA (THAC)
Represents Canada's tea and herbal infusion industry, focusing on safety, standards, and market development.

THE PAPER SHIPPING SACK MANUFACTURERS' ASSOCIATION (PSSMA)
PSSMA represents U.S. producers of multiwall paper shipping sacks.

THE SAFE QUALITY FOOD (SQF) PROGRAM
SQF is a globally recognized food safety and quality certification program.

THE SUSTAINABLE PACKAGING COALITION (SPC)
SPC is a collaborative organization working to make packaging more sustainable through industry innovation.

WESTERN CANDY ASSOCIATION (WCA)
A regional U.S. association offering networking and education for confectionery professionals.

WISCONSIN CHEESE MAKERS ASSOCIATION (WCMA)
Advocates for cheese makers and dairy processors with training and regulatory support.

WISCONSIN DAIRY PRODUCTS ASSOCIATION (WDPA)
Represents Wisconsin dairy processors, focusing on advocacy, education, and innovation.

SAS ASSURANCE STATEMENT

AA1000
Licensed Assurance Provider
000-659

SUSTAINABILITY ASSURANCE SERVICES
www.sustainabilityassured.com
info@sustainabilityassured.com

AA1000AS v3 Assurance Statement

Prepared for: Proampac
Intended Users: Proampac Stakeholders
Date Issued: 21 July 2025

I. Introduction

Sustainability Assurance Services (SAS) has conducted an independent third-party, Type 2 Moderate Assurance review of Proampac's 2024 Scope 1 and 2 GHG emissions for the year ending 31 December 2024 in accordance with AccountAbility's AA1000 Assurance Standard 2018 (AA1000AS v3). This review assessed the accountability and reliability of Proampac's sustainability management, performance and reporting practices.

The objective of this Type 2 Moderate level assurance review was to assess the inclusivity, materiality, responsiveness, impact ("the Principles") and information reliability and quality set out in the AA1000 Assurance Standard v3.

II. Roles and Responsibilities

For a Type 2 assurance engagement, the SAS Assurance Team assesses the extent of the organization's adherence to all four AA1000 AccountAbility Principles and provide relevant findings and conclusions, and shall, additionally, assess and evidence the reliability and quality of specified sustainability performance and disclosed information, providing relevant findings and conclusions.

Proampac is responsible for the preparation, collation and reporting of qualitative and quantitative data and reporting materials in addition to the establishment and maintenance of appropriate performance management and internal control systems from which the reported information is derived. If information is spread across multiple disclosures – such as company reports, company webpages, stakeholder reports, or regulatory-specific disclosures – Proampac is responsible for ensuring that the information is not edited or amended in any way after assurance.

III. Independence and Competence

As part of its independent assessment, SAS does not make recommendations to its clients, but it does identify gaps in reporting that can be used for improvements. Further, SAS was not involved in the development of the sustainability report or other provided information, nor does SAS retain a relationship with its clients that would cause a conflict of interest or compromise its ability to perform an independent assessment.

The SAS assurance team comprised:
Gina MacIlwraith, Lead Auditor
Kyle Jones, GHG emissions reviewer

IV. Process and Scope of Assurance

The scope of the assurance included Proampac's 2024 Scope 1 &2 GHG emissions summarized in Table 1 below, which was prepared in accordance with World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard (revised edition). To

CORPORATE HEADQUARTERS

12025 Tricon Road
Cincinnati, OH 45246

FOR INQUIRIES

info@proampac.com

FIND US ONLINE

www.proampac.com

ProAmpac

© 2026 ProAmpac. All rights reserved.

The information contained in this report is current as of July 31, 2026.