

Pregis 2024 Sustainability Report

Unpacking the future

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Message from the CEO

Reflecting on 2024, I am energized by the meaningful progress we have made toward our sustainability commitment and the positive impacts achieved within our company and the communities we proudly serve. At Pregis, balancing efficiency with environmental responsibility is central to our business strategy, ensuring we deliver lasting value to our customers, partners and shareholders.

The Pregis Purpose – to Protect, Preserve, and Inspyre – is more than a guiding principle; it shapes how we operate, innovate, and engage. It drives the development of reliable, efficient packaging solutions that safeguard our customers' products. It informs how we reduce waste and emissions across our operations, design circular solutions from renewable and recycled materials, and invest in and uplift the communities where we live and work.

The engine behind this momentum is our people. Their creativity, passion, and persistence power every milestone. In 2024 alone, our teams helped achieve measurable reductions in carbon emissions, diverted more waste from landfills, and scaled production of circular materials—all while continuing to meet the needs of a rapidly evolving market.

I am inspired by what we have accomplished and even more by what lies ahead. As we look toward the future, our focus remains clear: to create sustainable value for our customers, partners, employees, investors, and communities.



**Kevin Baudhuin,
Chairman and CEO**

Message from the CSO

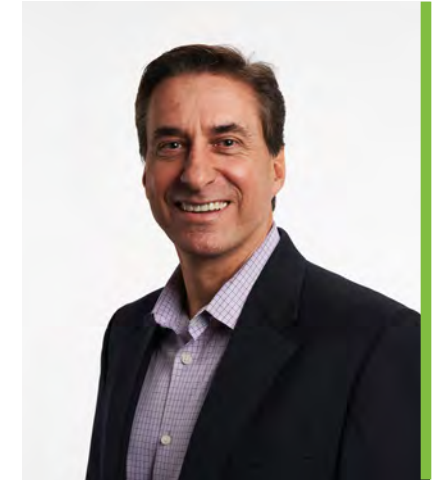
The progress we achieved in 2024 reflects our team's commitment to incorporating sustainability into how we run our business, innovate for the future, and influence the world around us. While metrics matter, we believe our greatest success lies in the positive impact we create—for our environment, our customers, and our communities. This report shares highlights from a year shaped by purpose and progress.

One area where that impact is especially clear is in our pursuit of zero waste to landfill. In 2024, we successfully diverted 92% of waste from landfill across our global operations—a result of focused effort, process optimization, and a culture of continuous improvement. At the same time, we've built on our success in reducing our carbon footprint, emitting 25% fewer greenhouse gas emissions than our 2019 baseline year. After surpassing our 2030 emissions intensity target in 2023—seven years ahead of schedule—we've maintained that 25% reduction from our 2019 baseline, thanks to ongoing efficiency gains through procuring renewable and recycled content feedstocks and optimizing our operations.

Product innovation continues to be a powerful lever for sustainability. By increasing our use of renewable and recycled materials and enhancing the recyclability and compostability of our solutions, we're helping build a more circular economy. This year, sustainable products¹, made up 52% of our global revenues—a milestone that speaks to the growing alignment between market demand and environmental responsibility.

Sustainability isn't just about what we make—it's also about the impact we have on people. Whether we're supporting local charities, developing purpose-driven products, or providing training that empowers our teams, we're driven by people, who are the "Y" in inspyre. Since 2019, we've positively impacted more than 900,000 lives through our philanthropic efforts and service initiatives. Our Pregis Inspyre™ product line, which is certified by 1% for the Planet, continues to support the Uzima Clean Water Mission. From 2018 to 2024, this partnership has raised over \$1 million to provide essential water filters to communities without access to clean drinking water.

As you explore this report, we hope you find not only results, but inspiration—from the challenges we've overcome to the possibilities ahead. We're excited to continue working with our customers, partners, and communities to accelerate progress and create a more sustainable future for all.



Kris Getty,
Chief Sustainability Officer

2024 Year in Review

We've made great strides this year to bring value to our stakeholders while preserving the environment. Here are highlights of our progress:

Products

- Earned 52% of revenues from products that are paper-based, bio-based, or made from a minimum of 30% recycled content
- Introduce 50% post-consumer content (PCR) shrink film for bundling
- Innovated barrier sealant film to enable recyclable flexible packaging
- Developed new 80% PCR inflatable solutions for void-fill and light cushioning applications, building on the 2023 commercialization of AirSpeed® Hybrid Cushioning Renew™ PCR
- Enabled curbside recyclable paper mailing in automated bagging with automated mailers and variable length mailing paper rollstock

Operations

- Matched the electricity consumption at six production facilities with renewable energy credits
- Increased landfill diversion rate to 92% across facilities globally, diverting almost 37,000 tons of waste
- Achieved 99% landfill diversion at our Anderson, SC facility
- Reduced total emissions by 25% versus 2019
- Maintained our achievement of 25% operational emissions intensity reduction goal with 87% reduction versus our 2019 baseline
- Received third-party verification on emissions reporting with limited assurance across all scopes

Stakeholder Value

- Impacted over 130,000 lives through disaster relief and clean water access across the world through our partnership with Uzima
- Completed 165 projects at our Pregis IQ® Innovation Headquarters, focused on damage reduction, sustainable packaging design and packing efficiency
- Hosted over 1,200 visitors at our Pregis IQ locations globally to collaborate and educate on packaging design
- Delivered 72,485 hours of training, an average of 24 hours per employee
- Delivered over 1,000 hours of sustainability training to external partners at 23 companies
- Received a Bronze EcoVadis® medal for our European business, among the top 35% of respondents

Key accomplishments



130,397 lives
positively impacted



92% waste diverted
from landfill



52% sustainable products¹
as a % of total revenue



1,382,596 trees saved
from harvest



72,485
employee training hours

¹Sustainable products are those which are paper-based, bio-based, or at least 30% recycled content

| About Pregis



Company at a Glance

Who we are

Pregis is a forward-looking protective packaging company focused on sustainability, innovation, and customer experience.

Our vision: We help our customers solve their toughest business challenges with innovative, progressive and sustainable packaging solutions.

Our mission: We protect what matters.

Scalability: We meet you where you are

We build trusted partnerships with our customers around the world. We are privately held and focus on organic growth and smart acquisitions to enhance our product, technology, and geographic footprint to create customer service that “wows.”

What we do

Sustainability: Protect, Preserve, Inspyre

Innovation: Build the future of packaging

Customer experience: Design for people

Driven by our value system

Our purpose guides everything we do and puts people and planet first



Where you can find us

We have facilities across the U.S. and worldwide

Find more locations at www.pregis.com

Numbers at-a-glance

\$1B+ 2024 revenue	3,000+ employees	12 acquisitions since 2010
>\$400M in capex investment since 2020	34 manufacturing & warehouse locations	

Pregis is a vertically integrated material manufacturer & machine builder with global reach.

Global Headquarters

Chicago, Illinois USA

Sales, Service, Production, R&D, Equipment Specialist Centers, + Consumables

North America | Europe | Asia Pacific

Pregis IQ | Innovation Headquarters

Aurora, Illinois, USA | Eindhoven, Netherlands

Serving leading global brands across industries

- Automotive
- Building + Construction
- Food + Consumer Packaged Goods
- Healthcare
- Manufacturing
- Retail + Ecommerce Fulfillment
- Transportation + Logistics
- Wholesale

Products

Pregis is a customer-driven solutions provider of innovative packaging materials and equipment. As a material agnostic company, we work with customers to find the right solution to solve their business challenges.

Inside-the-box protection

Mailing & bagging solutions

Temporary surface protection

Flexible packaging

Industry specific solutions

Inside-the-box



Mailing & bagging



Surface protection



Flexible packaging



Services

Our end-to-end suite of services make us stand out from the rest. We deliver actionable, data-backed recommendations and partner with customers to integrate seamlessly into their operations to achieve the desired results.



Materials science and validation



Sustainable packaging design & testing



Building + Construction



Healthcare



Food + Consumer Packaged Goods



Retail + Ecommerce Fulfillment



Industries

We help customers across diverse industries solve their toughest business challenges with innovative, progressive, sustainable packaging solutions so they can create customers for life.

Automotive

Building + Construction

Food + Consumer Packaged Goods

Healthcare

Manufacturing

Retail + Ecommerce Fulfillment

Transportation + Logistics

Wholesale

Implementation recommendations & SOPs



Applications engineering



Installation & ongoing field services



Training & best practices



Our Approach: Protect Preserve Inspyre



The Pregis Purpose



The Pregis Purpose is based on three key principles that guide our commitment to environmental sustainability and drive our company's vision forward. The Pregis Purpose – to Protect, Preserve and Inspyre – is the cornerstone of our unique value system.



Pregis **Protects** the planet by designing products that help reduce damage and waste. By ensuring our customers' products arrive intact, we protect their brand experience and prevent wasted resources from damages, food spoilage, and reships.



Pregis **Preserves** the environment through efficient manufacturing and circular products. We are invested in producing the highest quality protective packaging while utilizing less raw material and maximizing recycled content.



People are the "Y" in **Inspyre**. Investing in our people and making a positive impact on the world drives us. Pregis inspires our employees, customers and the communities we serve to do good. We accomplish this through education, advocacy, and charitable giving.

The UN Sustainable Development Goals

In 2015, the UN established seventeen Sustainable Development Goals (SDGs), also known as the Global Goals. These goals outline priorities to create a better planet by 2030, including ending global poverty, fighting systemic inequality and addressing the increasing urgency of climate change. The SDGs are a widely recognized global framework, designed to protect people and the planet.

The Pregis 2K30 and 2040 goals are aligned with many of these SDGs. As we progress, the Sustainable Development Goals will continue to inform our strategy and decision making, to ensure we are aligned with international standards. Throughout this report, our goals and their related SDGs are indicated by the appropriate UN SDG icon.

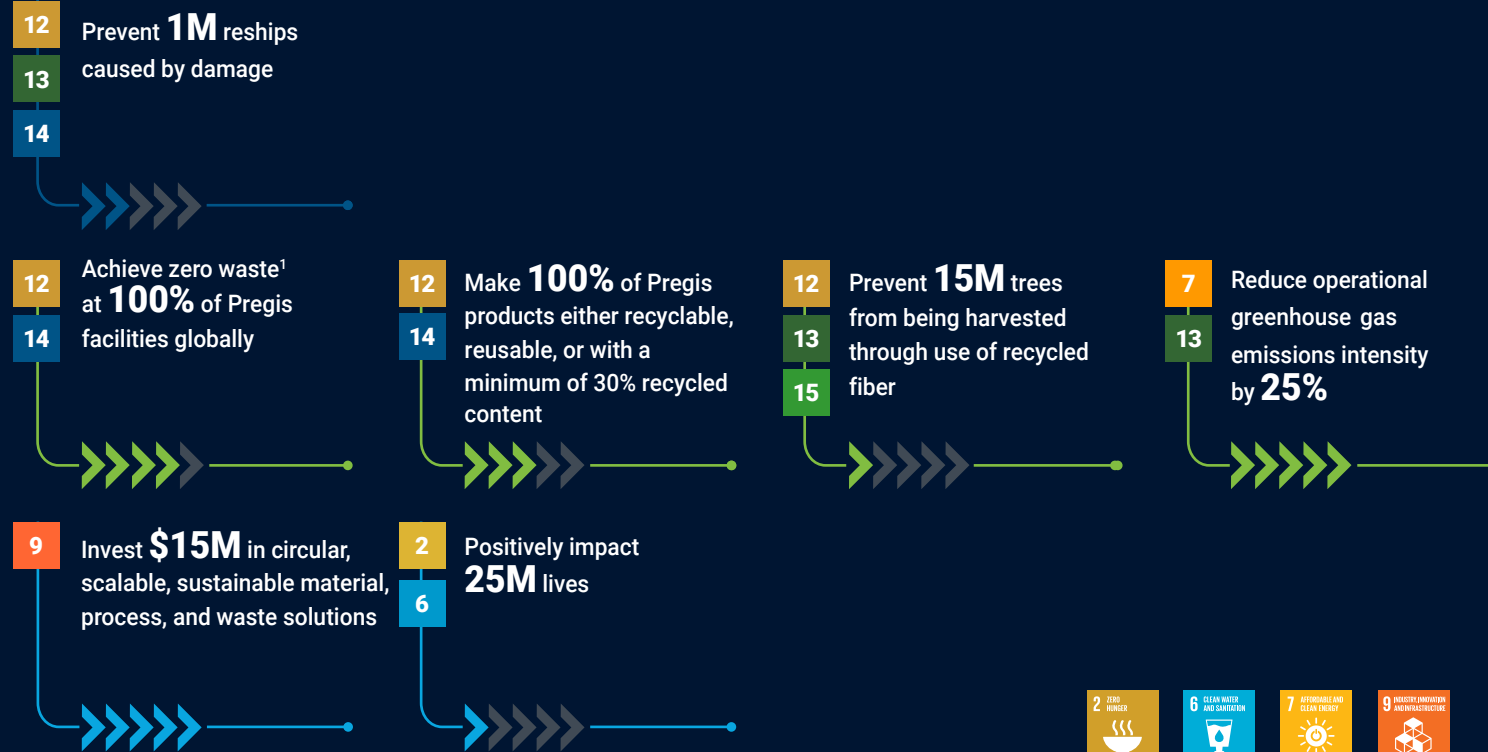
THE GLOBAL GOALS



Our Goals: The Path Ahead

Our 2K30 goals are built around our mission to Protect, Preserve, and Inspyre. These goals represent a bold plan to lead the industry into a more sustainable future by 2030, by focusing our employees, organization, and customers on achieving tangible, meaningful sustainability impacts. Our 2K30 goals are steps towards our north star — net zero greenhouse gas emissions by 2040.

2030



Progress to 2K30 goals

¹Zero waste is defined as the diversion of 99% of solid waste by weight from landfill
²Arrows indicate progress based on internally calculated KPIs, with rounding applied.



2040 The Climate Pledge

Net Zero Carbon

Reduction or abatement of 100% of our GHG emissions (across all scopes)³

³“Net zero carbon emissions” means reducing greenhouse gas emissions through decarbonization strategies and neutralizing any remaining emissions with credible offsets



Protect

Protecting what matters is central to our mission.

We guide customers in making informed packaging decisions, considering factors like product protection and sustainability goals. We bridge the gap between packaging choices and environmental impacts by offering assessments, testing, and design.

By providing our customers with data-driven insights and sustainable solutions, we protect both their products and our planet.



Solving Your Toughest Business Challenges

We help our customers solve their toughest business challenges with packaging. By focusing on sustainability, innovation, and customer experience, we help customers meet their financial, operational, and environmental goals.

- **Advancing sustainable packaging:** We prioritize recyclability, post-consumer recycled content, material reduction and data-driven design to deliver sustainable packaging solutions
- **Purpose-driven innovation:** We pair customer insights and our sustainability lens to create new solutions that meet operational and performance needs
- **Enhancing customer experience:** Thoughtful packaging solutions protect products, improve ergonomics, and contribute to a positive brand experience

As the industry evolves, Pregis remains committed to driving sustainable innovation that supports both business growth and environmental responsibility.



Advancing Sustainable Packaging

AirSpeed® Renew™ PCR 80% Post-Consumer Recycled Content



Purpose-Driven Innovation

Performance Flexibles Pregis Renew™ Series Recyclable¹ Film



Enhancing Customer Experience

Pregis EverTec® Curbside Recyclable Mailers



¹Films are prequalified as store drop-off recyclable through How2Recycle® (H2R)

GOAL: Eliminate Waste and Unnecessary Reshipments

Balancing product protection with sustainability is essential. Damaged goods, such as broken products or spoiled food, often end up in landfills, leading to unnecessary waste and higher emissions from remanufacturing and reshipping.

Our consultative approach connects packaging engineers, suppliers, and businesses to design protective solutions that align with sustainability goals. Through rigorous package testing, we provide data-driven insights on environmental impact, costs, and performance.

The Path of Damaged Products



“ Damaged products are a waste of resources. By adequately protecting with proper cushioning, insulation, and barriers, we ensure that customers have the best experience, that supply chains are operating efficiently, and that Earth’s valuable resources aren’t wasted on broken or spoiled products. ”

– **Clint Smith,**
Senior Director of Global Sustainability



Pregis IQ®

INNOVATION HEADQUARTERS

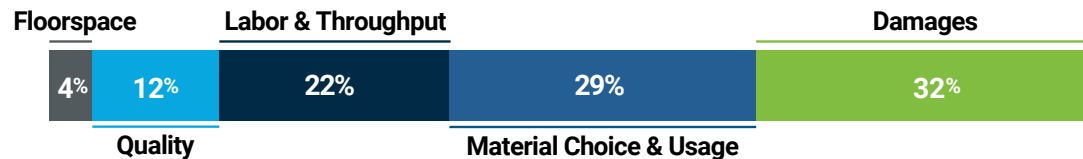
At our Pregis IQ® Innovation Headquarters in North America and Europe, we offer a full suite of services to enhance packaging performance.

By combining innovation with expertise, we help businesses improve packaging efficiency, protect products, and reduce waste—creating solutions that work for both customers and the environment.

Our goal is to educate customers and provide them with data that enables informed decision making. We offer:

- Material Life Cycle Assessment (LCA)
- Environmental Impact of Damages Assessment (EcoGauge)
- Cost of Damages Assessment
- Design and Testing Analysis (DTA)
- Shipping Size And Cost Analysis
- Standard Operating Procedures (SOP)
- Cold Chain Thermal Analysis

Customer challenges addressed by Pregis IQ projects in 2024:



Reduce costly damages and waste



Optimize material usage



Achieve sustainability goals



Improve transportation efficiencies



Increase package throughput



Enhance customer experience



The IQ is more than your average testing lab. It's a space to collaborate on the next generation of sustainable and innovative packaging solutions. Our team of packaging experts are designing and validating solutions catered to our customers' needs and bringing those insights to our partners through training and support.



– **Damon Lucenta**, Senior Manager – IQ Packaging Services

Case Study:

Automotive OEM saves nearly \$5 million and eliminates 27,000 lbs. of excessive packaging through enhanced protection

Challenge: An automotive manufacturer faced \$9.8 million in annual losses due to packaging challenges with re-manufactured headlamps. While foam-in-place packaging effectively protected outbound shipments, customers struggled to securely repack returns, leading to increased damage during returns.

The OEM set clear requirements for a new packaging solution:

- Reduce damage rates from 3% to 1.5%
- Enable easy, reusable returns
- Standardize packaging across headlamp sizes
- Integrate seamlessly into workflows

Solution: Pregis introduced On-Demand AirSpeed® ChamberPak® cushioning, featuring patented one-way air chambers. The Pregis IQ® team developed a custom telescopic design to simplify headlamp return packaging.

Impact: By adopting AirSpeed ChamberPak, the OEM is set to achieve operational efficiencies, significant cost savings, and enhanced customer satisfaction.



Damage reduction: Lab and field tests projected a conservative **1.5%** damage rate, saving up to **\$5M** annually



Simplified logistics: One ChamberPak SKU replaced multiple foam configurations, streamlining material management and improving cost forecasting



Shipping efficiency: Lower dimensional weight cut shipping costs across all headlamp sizes



Environmental impact: Switching from foam-in-place avoids **297,000+ lbs.** of excessive packaging annually



Case Study:

Sink manufacturer avoids 56,800 lbs. of product waste and cuts costs by reducing damage

Challenge: A kitchen sink and faucet manufacturer used a combination of polyethylene foam and molded pulp to protect fragile products. Seeking a more sustainable, single-material solution, they tested an all-molded pulp option and found it resulted in an estimated 6% damage rate.

Solution: Pregis partnered with the manufacturer to define sustainability for their operations—balancing environmental goals, product protection, and operational efficiency. Pregis recommended PolyPlank Renew®, a polyethylene foam containing 60% post-industrial recycled content, reducing reliance on virgin material while maintaining performance. Transport testing indicated a 2% damage rate with PolyPlank Renew, compared to 6% with molded pulp.

Impact: PolyPlank Renew made measurable improvements over the molded pulp alternative:

- **Damage reduction:** Proper protection lowers the financial and environmental costs of damage
- **Carbon emission avoidance:** Preventing product damage avoided 21 metric tons of CO₂e emissions¹ by preventing unnecessary product manufacturing and shipping
- **Waste diversion:** Diverted 56,800 lbs. of damaged product waste from landfills, equivalent to the annual trash output of 32 households¹

Transitioning to PolyPlank Renew reduced the damage risk of the molded pulp solution, avoiding the increased environmental impact linked to product waste.



2%
estimated damage rate of foam solution



21 metric tons of CO₂e
from avoided product damage



56,800 lbs.
of damaged product waste avoided

¹Pregis EcoGauge is a proprietary tool that calculates the environmental impact of damage.

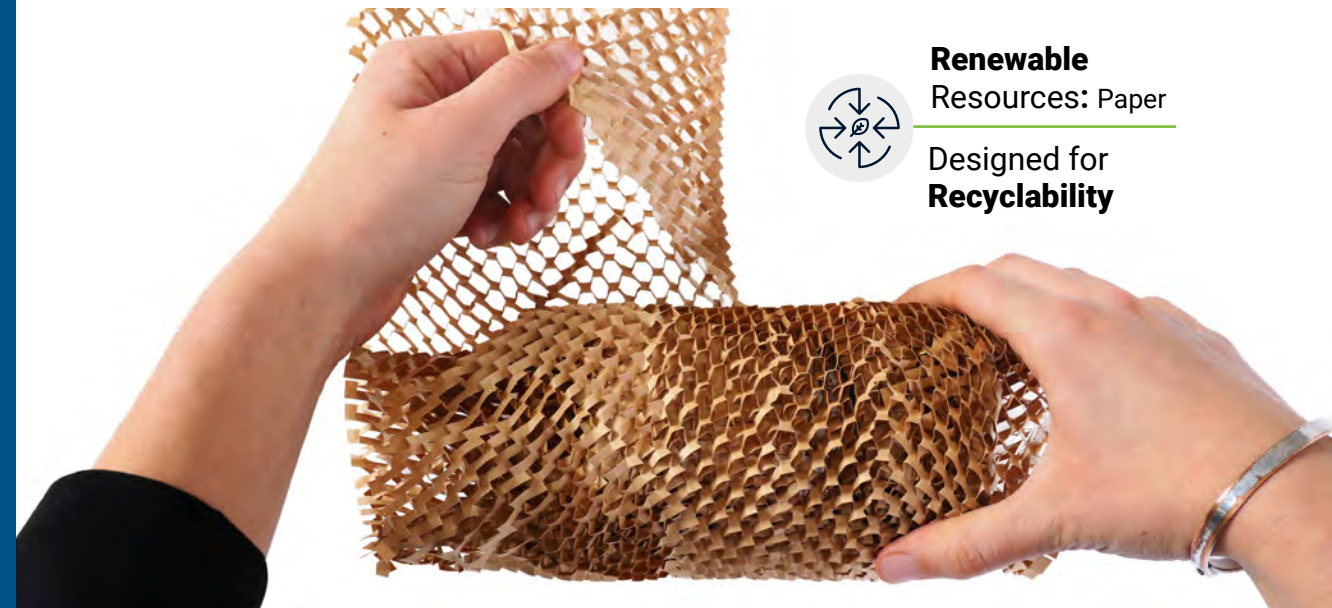
Enhancing Sustainability with On-Demand and Automated Systems

Technology plays a key role in our sustainability strategy. We collaborate with customers to design and integrate equipment that meets their operational needs – enhancing efficiency, ergonomics and material options. By providing automated and on-demand solutions, we help customers access our sustainable product portfolio while reducing excess material usage, ensuring uniform protection and streamlining operations.

For more information on our approach to sustainable product design and innovation, see our 4 R's strategy on page 31.

On-Demand Paper Pregis EasyPack® Solutions

Pregis EasyPack® void-fill and cushioning equipment is adaptable to any workstation setup, ensuring efficient material delivery through custom machine integration. Expanding on this versatility, the new Pregis EasyPack® GeoTerra® automated dispenser enhances packing operations by delivering faster, more efficient paper-based wrapping for light cushioning and interleaving protection. Designed for brands prioritizing curbside recyclable solutions, it seamlessly integrates with our white and kraft GeoTerra consumables to support branding preferences.



Renewable
Resources: Paper

Designed for
Recyclability

Automated Mailing & Bagging Pregis Sharp™ MaxPro Series

Pregis Sharp™ MaxPro series bagging systems are material neutral, providing customers with the ability to switch between paper and poly mailers as their business needs evolve. The versatility and throughput of the bagging systems enables a seamless transition from boxes to mailers, which reduces material use, carbon emissions, and packaging waste.



Material Use



Carbon Emissions



Packaging Waste



Case Study:

Veterinary pharmaceutical company makes the rigid to flexible transition with automation, saving \$225K and 150 tons of carbon emissions from freight annually

Challenge: A veterinary pharmaceutical provider faced operational challenges with corrugated boxes used to ship products. Box assembly was time-consuming and physically demanding on packers, while frequent box deliveries drove up freight costs and emissions.

Solution: Pregis partnered with the company’s operations manager to trial Pregis Sharp™ SX Automated Tabletop Bagging Machines.

Timely service: A Pregis Specialist completed installation in just three hours—far faster than the competitor’s three-week timeline

Product protection: After 2,000 shipments of over-the-counter medications, the trial moved to more complex medications, all with extremely low damage rates

Seamless integration: Sharp SX baggers, equipped with Zebra Printers, integrated smoothly with existing label printing software, reducing downtime and training

Impact: By transitioning from manual box packing to automated poly mailers, the company achieved gains across their operations. Shifting from rigid packaging to an automated flexible format delivered cost savings, sustainability benefits, and, most importantly, a more comfortable work environment.



Saves **\$225K** in freight costs and **150** metric tons of CO₂e from freight annually



Reduced total annual packaging weight by **2M** lbs.



Avoids **24,000** lbs. of virgin plastic annually, through use of **30%** recycled content mailers



Preserve

We strive to use resources efficiently and reduce our environmental impact by designing products and processes that prioritize sustainability. That means minimizing operational waste, using circular materials, and lowering greenhouse gas emissions while making the most of our resources.

By developing protective, recyclable products and improving production efficiency, we work to meet our sustainability goals and support our partners in reaching theirs.

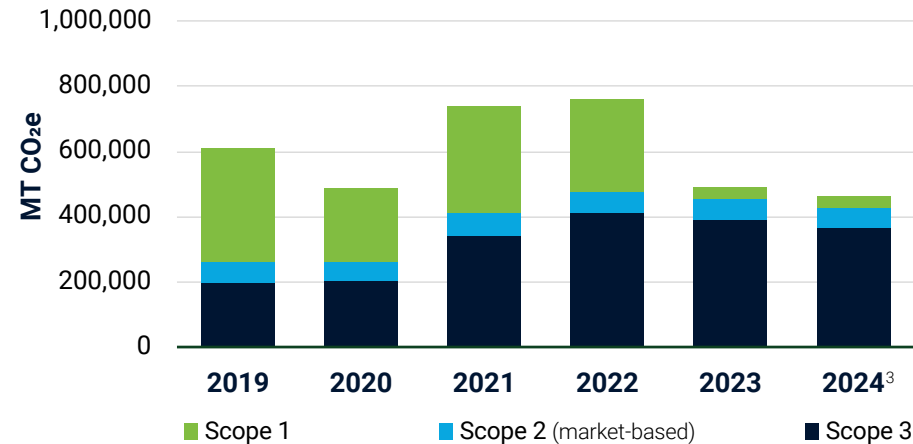


Our Carbon Footprint

All of our sustainability goals support our north star: net zero carbon emissions by 2040. By reducing waste and energy consumption, procuring renewable and recycled materials, and designing products that do more with less, we reduce emissions at every step.

An independent third-party audit has verified our 2024 carbon footprint with limited assurance. As part of our continuous improvements to carbon accounting, we updated our 2023 emissions to align with the 2024 methodology⁴.

Absolute Emissions^{1,2}



¹Emissions are represented in metric tons of carbon dioxide equivalent (MT CO₂e).
²Emissions are calculated according to the Greenhouse Gas Protocol using primary and secondary data.
³Externally verified by WAP Sustainability Consulting with limited assurance across all scopes.
⁴The revised 2023 emissions have not been reverified.

GOAL: Net zero carbon emissions by 2040⁵

Absolute Emissions Reduction

151,660 metric tons of CO₂ equivalent (vs 2019 baseline)

25% fewer total emissions (vs 2019 baseline)



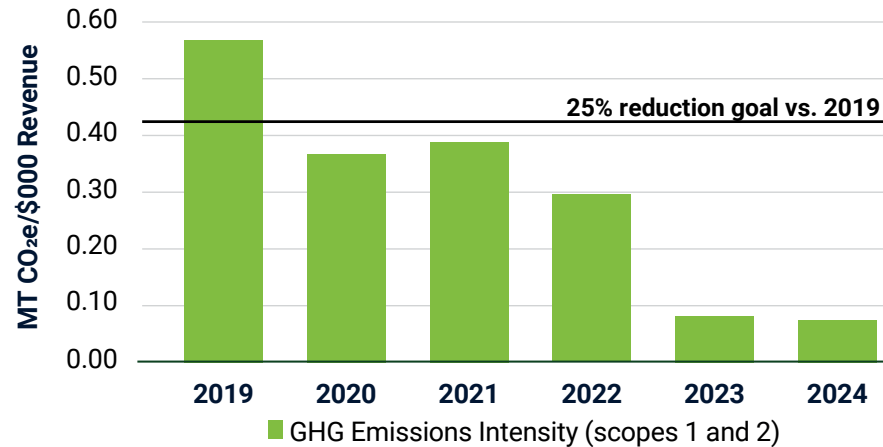
⁵“Net zero carbon emissions” means reducing greenhouse gas emissions through decarbonization strategies and neutralizing any remaining emissions with credible offsets

Emissions Intensity

Emissions intensity measures business efficiency calculated by dividing our operational greenhouse gas emissions by revenue.

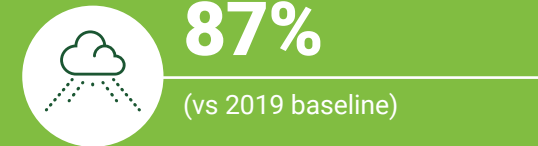
In 2023 and 2024, we achieved our 2K30 goal to reduce operational emissions intensity by 25% compared to 2019. We are proud to have maintained this achievement through energy efficiency initiatives, investments in machinery, and lower-carbon manufacturing practices across our global footprint.

GHG Emissions Intensity from Operations



GOAL: Net zero carbon emissions by 2040

Emissions Intensity Reduction



Energy Decarbonization Approach

In 2024, we advanced our comprehensive decarbonization strategy and roadmap for the transition to renewable energy. We continue to evaluate impactful and economical projects to reduce our energy consumption across lighting, machinery, vehicles and heating. We are progressing toward net zero scope 2 emissions through energy conservation projects, onsite renewable energy generation and renewable energy procurement. We are acting on this roadmap with a committed budget and several initiatives underway.

2024 Energy Consumption in Gigajoules (GJ)

Energy from Electricity Grid¹ | **543,498**

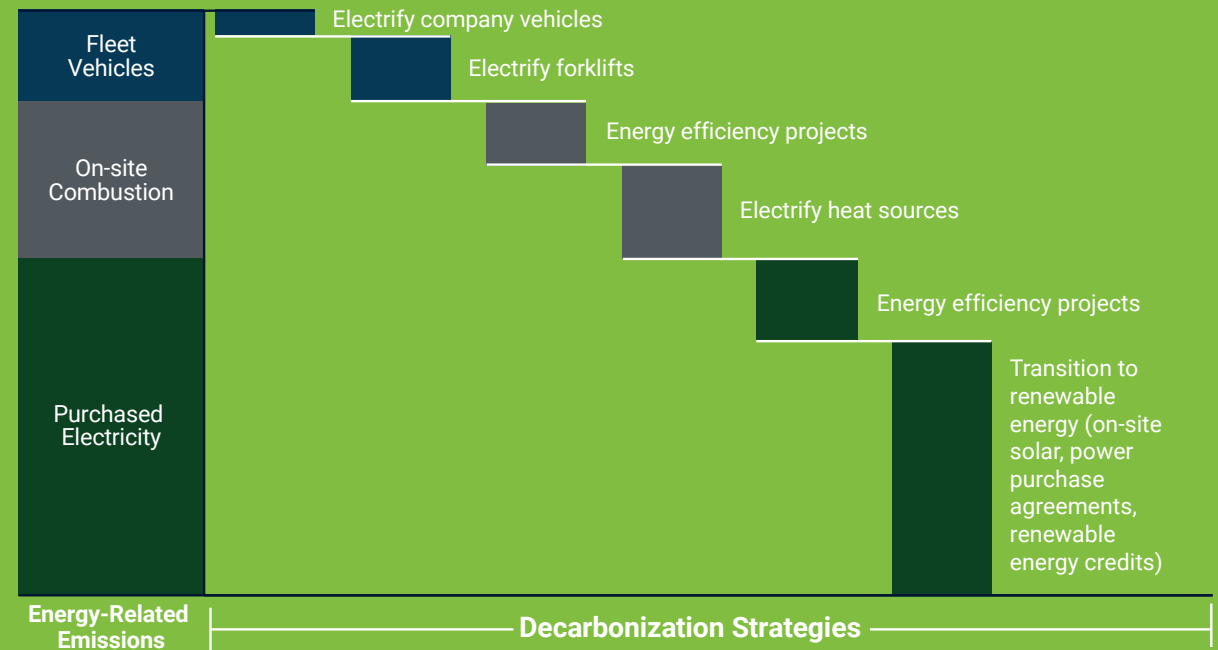
Total Energy Consumed^{1,2} | **891,996**

¹ Electricity data not available for locations where utilities are not billed directly

² Includes electricity, natural gas, and propane for stationary combustion only. Does not include diesel, gasoline, and mobile combustion propane. Natural gas data is unavailable for locations where utilities are not billed directly.

The Path to Net Zero Energy Emissions

This visualization³ illustrates our total energy-related greenhouse gas (GHG) emissions as of 2024. Each bar represents the relative emissions from that source, along with the strategies aimed at reducing them.



³Visualization is an illustrative representation of our decarbonization strategy and is subject to change.

Investing in Operations through Renewable Energy

In 2024, Pregis matched 100% of the electricity consumed at six facilities with renewable energy credits from wind power. This milestone eliminates more than 6,000 metric tons of market-based scope 2 CO₂e emissions annually—equivalent to the emissions of 1,304 passenger vehicles per year¹.

This initiative accelerates our comprehensive decarbonization strategy, which includes:

- Enhancing energy efficiency
- Electrification in manufacturing
- Expanding on-site solar energy installations
- Transitioning to renewable energy
- Innovating sustainable products with lower carbon feedstocks

The six facilities primarily produce Pregis EverTec[®] curbside recyclable paper mailers. EverTec mailers, widely used in ecommerce fulfillment, help reduce carbon emissions throughout their lifecycle. The mailers feature:

- Sustainable Forestry Initiative[®] (SFI) Certified Sourcing label for responsibly sourced materials
- How2Recycle[®] “widely recyclable” label for clear curbside recycling guidance

¹According to the EPA, “a typical passenger vehicle emits about 4.6 metric tons of carbon dioxide per year.” (2025)



Pregis EverTec[®] mailing solutions are designed to support a circular economy and empower customers to achieve their environmental goals without compromise. Investing in clean energy is only the latest step in advancing the sustainability of our operations and product portfolio. EverTec mailers balance sustainability and performance, enabling brands to thrive in ecommerce fulfillment.



– Ryan Wolcott, President of Pregis Mailing Solutions



²Pregis EverTec[®] production facilities diverted 98.5% of waste from landfill in 2024

GOAL: Zero Waste at All Global Facilities

The Road to Zero Waste

Achieving zero waste¹ across all global facilities by 2030 is integral to our sustainability strategy. By reducing waste generation and diverting 99% of the remaining materials from landfills, we will create more efficient operations and preserve valuable resources.

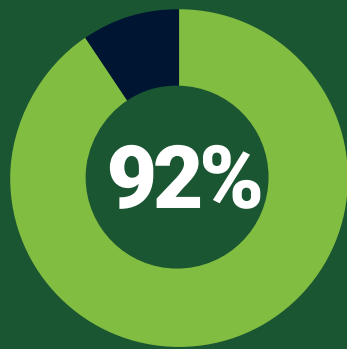
Our strategy is guided by the waste hierarchy, prioritizing waste reduction and reuse, followed by recycling and composting, with incineration and landfilling as last resorts. We've invested across our business to implement these principles and have made measurable progress towards our goal.

These strides go beyond our walls.

- **Reducing virgin resin demand:** Reducing scrap and investing in internal recycling capacity avoids purchasing virgin resin
- **Enabling closed-loop recycling:** Partnering with foam fabricators to finance foam densifiers so scrap can be returned, repelletized, and reused
- **Sharing learnings:** [Our Zero Waste Playbook](#) offers insights into the financial and environmental benefits of a zero waste program



Zero Waste Results



Landfill Diversion Rate
2024

$$\text{Diversion Rate} = \frac{\text{Recycled} + \text{Waste-to-Energy} + \text{Composted Wastes}}{\text{All solid waste}}$$



10

new zero waste programs
launched



12%

reduction in waste sent to landfill
versus 2023



81%

of extruded plastic scrap
internally recycled



300

hours of internal zero waste
training delivered

Zero Waste Spotlight

In 2024, our Anderson, South Carolina facility achieved the landmark success of diverting 99% of waste from landfills. A strategic approach to scrap reduction, internal recycling and proper sortation drove this accomplishment.

Core Splicer: Roll cores are cut to the width of the film, resulting in offcuts. Rather than discarding these pieces, they are spliced together to create longer usable segments—minimizing material waste

Reduce

Onsite Recycling Capabilities: Process scrap is collected and reprocessed onsite, reusing waste and reducing the need for virgin resin

Reuse

In-line Trim Recovery: Trimmed film edges are fed back into the extruder, eliminating potential contamination and material loss from offline recycling

Signage and Training: Proper sortation of over 10 types of waste is ensured through waste stream mapping, strategic bin placement, and clear signage to divert recyclables from landfills

Recycle

External Recycling Partners: Close collaboration with local recyclers to reprocess waste that cannot be reduced or recycled internally, keeping valuable materials out of landfills



The Anderson team has worked hard to embed sustainable practices in every corner of the plant. By investing in their process and collaborating to properly sort recyclables, they've slashed their waste to landfill and improved the efficiency of their operations simultaneously.



Kevin Rogers, Sustainability Manager of Operations and Facilities



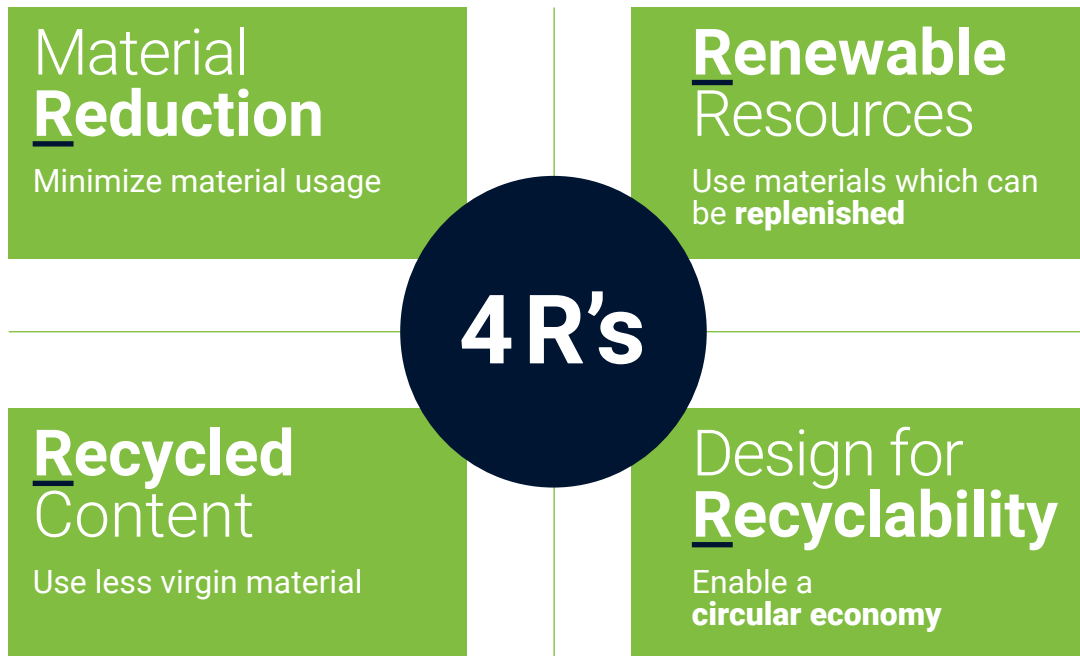
>99%

full-year diversion rate at Anderson, S.C. facility



Product Strategy – the 4 R’s

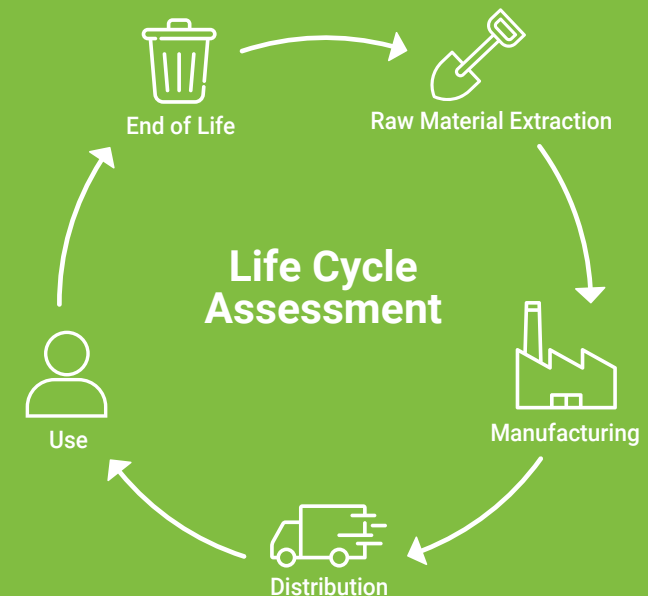
The 4 R’s summarize our approach to sustainable product innovation. Through this multipronged approach, we help our customers achieve their goals across applications and performance needs.



Life Cycle Thinking

Measuring environmental impacts, including carbon footprint, is essential in decision-making both for Pregis and our customers. We use life cycle assessments (LCAs) to measure a product’s impact, including carbon emissions, fossil fuel usage, water usage and waste disposal metrics. Our LCAs leverage industry-average data and an ISO 14040/14044-compliant software to model a diverse range of materials and manufacturing processes.

In 2024, we helped over 49 customers make data-informed packaging decisions that align with their sustainability goals.



Product Strategy – The 4 R's

The 4 R's strategy is at the heart of many products introduced in 2024



Pregis EverTec Mailers



Pregis Automated Ready Rolls

Pregis EverTec® Automated Mailers: Bringing curbside recyclable solutions to the world of automated bagging, reducing material waste and providing convenient disposal for consumers

Pregis Automated Ready Rolls: Compatible with variable-length mailer equipment to create custom-fit mailers, reducing material usage with cushioned and non-cushioned paper and poly solutions

Reduction

Right-sizing and downgauging packaging prevents excess materials and waste from entering landfills.



AirSpeed Renew PCR



Pregis Performance Flexibles 25% PCR

Pregis AirSpeed® Renew™ PCR Portfolio: Expanded the 80% PCR air portfolio to include AirSpeed Double Cushion Renew PCR and Quilt Renew PCR, building on the 2023 introduction of the Hybrid Cushioning (HC) Renew PCR

Pregis Performance Flexibles 25% PCR Towel and Tissue Overwrap: Enables consumer packaged goods companies to increase their use of PCR, helping them meet their sustainability goals

Recycled Content

Post-industrial (PIR) and post-consumer (PCR) recycled content prevents virgin material extraction, which reduces carbon emissions and fossil fuel usage.

4 R's

Renewable Materials

Renewable materials, like bio-based materials and fiber-based options, reduce reliance on non-renewable resources and offer an alternative to fossil fuel-based packaging materials.

Pregis ThermoCycle® Fiber Pallet Shipper: All-corrugate insulated shipper designed to maintain temperature through transit



ThermoCycle Fiber Pallet Shipper

Design for Recyclability

Store drop-off and curbside recyclable packaging supports the circular economy by keeping valuable materials in use and reducing landfill waste.

Pregis® Performance Flexibles: Barrier sealant for multilayer applications, enabling the switch to all-polyethylene structures. This creates store drop-off recyclable flexibles with barrier properties to maintain shelf life.



Pregis Performance Flexibles

Pregis EasyPack® GeoTerra® Automated Dispenser: Enables customers to use white or unbleached GeoTerra wrappable paper in place of non-renewable and non-curbside-recyclable wrapping alternatives



EasyPack GeoTerra Automated Dispenser



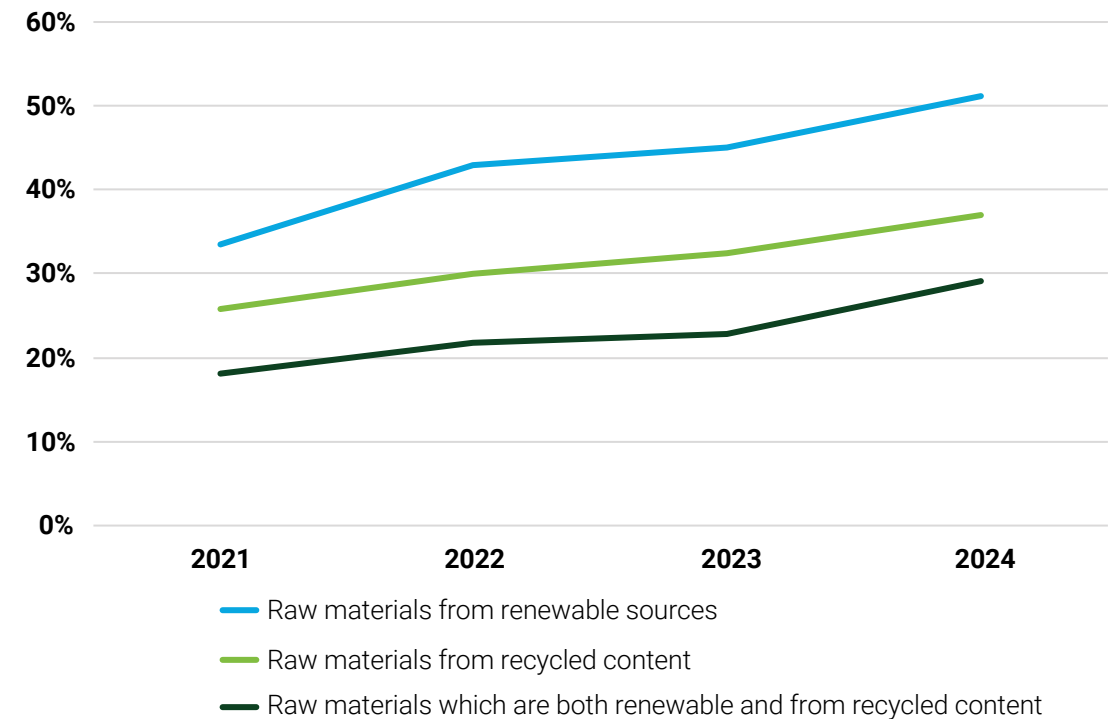
GOAL: 100% of Products – Recyclable, Reusable, or Made From 30% Recycled Content

Increasing the use of recycled content and renewable resources¹ reduces reliance on finite materials, thereby lowering environmental impact. This approach aligns with the growing demand for sustainable products and supports the shift toward a more circular economy. By offering multiple substrates and varied end-of-life pathways, Pregis provides customers with a range of material solutions.



Circularity: Raw Materials

Raw Materials by Source² (% of total materials procured by weight)



²Data is calculated according to methodology outlined by SASB RT-CP-410a.1 and only includes primary raw materials.

¹Recycled content and renewable raw materials metrics are aligned with the definitions outlined by the Sustainability Accounting Standards Board (SASB).

Circularity: Recycled Content Plastics

Pregis uses third-party certifications to track the use of mechanical and advanced recycled content in many of our products. Certifications allow for third-party verification that recycled materials are transparently accounted for, from our raw material suppliers to the final customer.

Certified Circular & Certified Bio-Circular

ISCC PLUS certification tracks advanced recycled and bio-circular materials in our supply chain.

Certified Facilities: Hopkinsville, KY | Visalia, CA | Anderson, SC | Heerlen, NL

Mechanically Recycled Post Consumer Recycled Content (PCR)

We use SCS Global and PolyCert to certify the inclusion of mechanically recycled post-consumer recycled content in our products.



Performance Flexibles – Renew Series

ISCC PLUS - Certified Circular



Sheet Foam

ISCC PLUS - Certified Circular



Renew Zero Air Pillows

50% ISCC PLUS - Bio-Circular
50% PolyCert Certified PCR



Hybrid Cushioning Renew PCR

80% SCS Global Certified PCR



Quilt and Double Cushion Renew PCR

80% Mechanically Recycled PCR¹

¹We are in-process of certifying the PCR in our Quilt and Double Cushion Renew PCR products.

Case Study:

Global retailer reduces virgin plastic and fiber with high recycled-content packaging

Challenge: A global retailer aimed to improve its ecommerce and ship-from-store packaging without sacrificing performance. The existing void-fill materials, 50% post-industrial recycled content air pillows and virgin paper, fell short of their sustainability goals. Additionally, frequent equipment downtime hindered operational efficiency, highlighting the need for material and service enhancements.

Solution: Pregis introduced solutions that increased recycled content while maintaining packaging integrity and operational efficiency:

- **Reduced virgin plastic:** The retailer switched to Pregis AirSpeed® Double Cushion Renew™ PCR, an inflated void-fill solution containing 80% post-consumer recycled content (PCR). A third-party distributor conducted a packaging value analysis and rigorous 30-point drop test and found superior performance and yield versus the previous solution.
- **Introduced recycled fiber:** Pregis EasyPack® 100% recycled paper, certified by the Forest Stewardship Council® (FSC®) for responsible procurement and sourcing, replaced the virgin paper void-fill solution.
- **Enhanced service and support:** Pregis provided monthly preventive maintenance, eliminating previous equipment downtime issues, ensuring smooth, reliable operation.

Impact: The transition to higher recycled-content packaging delivered measurable environmental and operational benefits:

- 49K lbs of virgin plastic avoided through 80% PCR
- Over 900 trees saved by switching from 50% to 100% recycled fiber paper¹



Reduced Virgin Plastic



Recycled Fiber



Enhanced Service and Support



¹One ton of recycled fiber is equivalent to 17 trees saved (EPA, 2016)



Case Study:

Innovative sealant film layer enables recyclability for pet food brand

Challenge: A strategic packaging converter partnered with Pregis to develop a specialized sealant layer for pet treat packaging. The goal was to create an all-polyethylene (PE) structure that met the brand’s recyclability goals and rigorous performance requirements. Earlier attempts failed due to issues that compromised packaging integrity and barrier performance. Older packaging equipment added further sealing complexity. All of these variables translated to less throughput, added labor and quality challenges.

Requirements included:

- Strong moisture and oxygen barrier
- Low seal initiation temperature (SIT)
- High impact and puncture resistance
- Broad seal range
- Mono-material structure offering store drop-off recyclability

Solution: Pregis proposed multiple film chemistry options within days, allowing the company to swiftly initiate trials. Through persistent efforts and various iterations, Pregis developed a sealant film that delivered:

- High moisture and oxygen barrier, eliminating the need for a PET layer
- Low seal initiation temperature (SIT) suitable for the existing equipment
- Enhanced impact and puncture resistance
- Broad seal range to reduce defects and waste from production variances

Impact: Pregis PE barrier film is prequalified as store drop-off recyclable through the How2Recycle® (H2R) program, increasing the pet food brand’s recyclable packaging across its portfolio of products. By changing to an all-PE structure, the brand switched from a multimaterial to monomaterial laminate, increasing recyclability and lowering carbon footprint.



16% carbon emission reduction

by replacing multilayer film with recyclable barrier PE structure¹

¹Internal life cycle assessments are conducted using COMPASS, an ISO 14040/14044 conformant LCA software.

Circularity: Product End of Life

We provide circular packaging solutions that are recyclable, reusable and compostable to meet customer needs and environmental goals. Our circularity metrics align with the Sustainability Accounting Standards Board (SASB) recommendations for the containers and packaging industry, ensuring transparency and consistency with industry standards.

- **Recyclable:** We follow the How2Recycle® program to identify curbside and store drop-off recyclable materials in North America, in accordance with the Federal Trade Commission (FTC) Green Guides. Globally, we adhere to country-specific standards and include only third party-certified materials in calculations.
- **Reusable:** While many products can be repurposed, true reusability requires intentional design features that enable multiple uses.
- **Compostable:** Compostability is defined by various standards and certifications. Pregis compostable products, such as uncoated paper and compostable Renew brand films are designed for industrial and home compostable end of life options.



73%

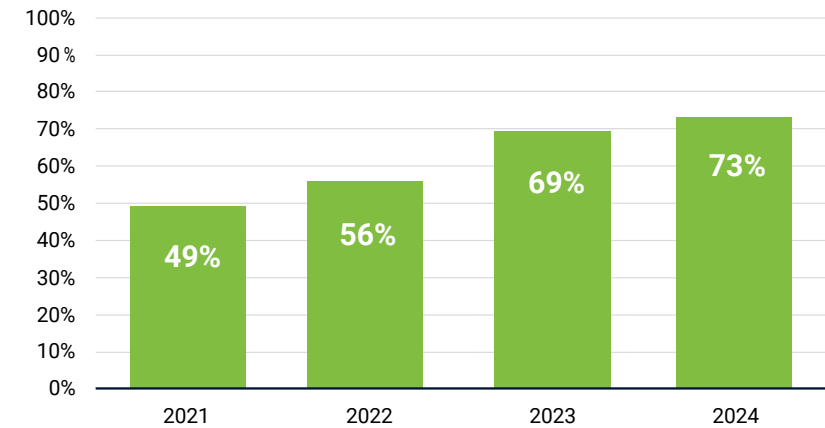
of 2024 revenue came from reusable, recyclable, and/or compostable products



4%

increase in revenue from reusable, recyclable, and/or compostable product vs 2023

Revenue from reusable, recyclable, and/or compostable products¹



¹Data is calculated according to methodology outlined by SASB RT-CP-410a.2.

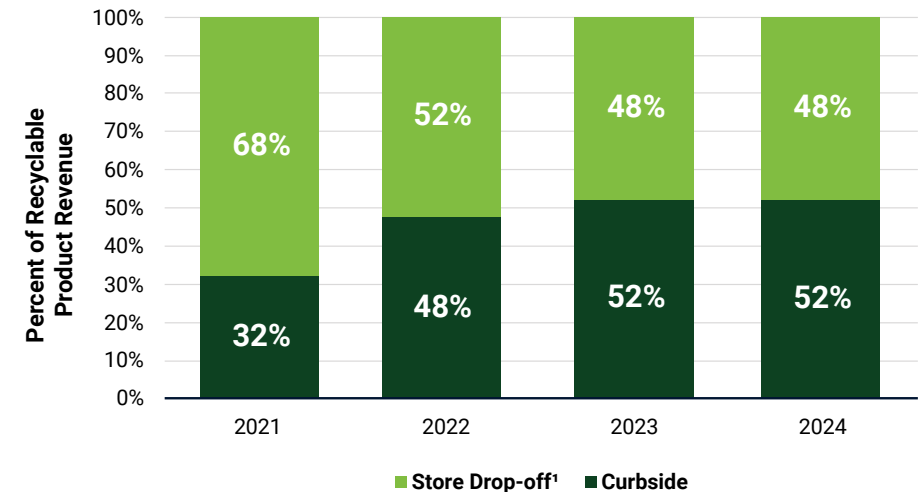
Circularity: Enabling Recycling

Recycling plays a key role in reducing waste and protecting the environment. We follow Design for a Circular Economy principles from Circular Economy for Flexible Packaging (CEFLEX) and the Association of Plastic Recyclers (APR) Design Guides to improve the recyclability of our products.

To help consumers make informed recycling decisions, we use third-party recyclability labeling systems to provide clear guidance and promote transparency.

We follow the Federal Trade Commission Green Guides definition of recyclability, which requires at least 60% of consumers to have access to the necessary recycling infrastructure. While some products, like polyethylene foam, can be recycled in areas with the right facilities, they do not meet the 60% accessibility threshold for this classification. Only Pregis products officially designated as widely or store drop-off recyclable by the How2Recycle® program—following FTC guidelines—are classified as recyclable in the North American market. Similar international standards apply, where relevant.

Breakdown of Recyclable Revenue



¹Store drop-off recyclability certified by How2Recycle®.

GOAL: Save 15 Million Trees from Harvest

Trees play a crucial role in combating climate change and supporting biodiversity. Deforestation threatens these vital functions, and we strive to eliminate it in our supply chains.

We can promote this goal by procuring paper with certifications from the Forest Stewardship Council (FSC), Sustainable Forest Initiative (SFI), or Programme for the Endorsement of Forest Certification (PEFC). Additionally, we incorporate recycled paper into our products and strictly adhere to chain of custody guidelines.

We continually assess new opportunities for responsibly sourced, circular fiber usage without compromising product protection. Our thorough testing ensures that the fiber composition of our materials meets required durability standards while reducing reliance on virgin materials, contributing to our goal of saving 15 million trees from harvest.



¹One ton of recycled fiber is equivalent to 17 trees saved (EPA, 2016).

²Data includes paper product raw materials only. Does not include secondary packaging such as boxes, pallets, and cores.

1,382,596
trees saved in 2024¹

4.4M trees saved from harvest since 2019

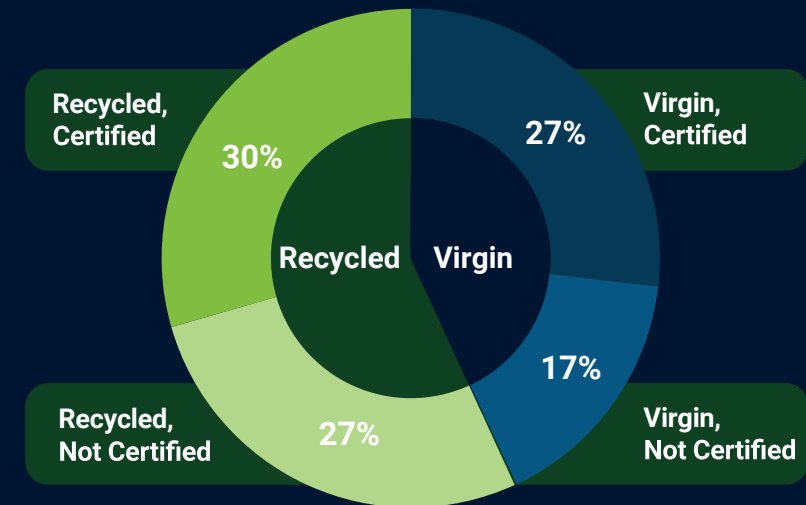


85%
year over year increase

trees saved vs. 2023

Paper Procurement² by Source and Certification

Percentages by weight



Our Fiber Certification Partners



Case Study

Commercial coffee equipment manufacturer eliminates 1 million pounds of plastic and saves 8,900 trees annually

Challenge: While effective in product protection, a leading commercial coffee equipment manufacturer’s foam-in-place (FIP) packaging conflicted with its sustainability initiatives. They sought a packaging solution that eliminated virgin plastic, maintained product protection, and seamlessly integrated into their existing operations.

Solution: Leveraging extensive expertise and testing resources, Pregis collaborated closely with the manufacturer to identify Pregis EasyPack® PackMaster™ on-demand paper cushioning as the optimal solution.

- **Elimination of virgin plastic:** The all-paper solution met their primary goal to eliminate plastic. The 100% recycled content paper, certified by the Forestry Stewardship Council® (FSC®), further minimized their environmental impact.
- **Assured product protection:** Pregis IQ® packaging engineers conducted rigorous side-by-side testing, comparing paper and foam packaging, confirming that the paper cushioning effectively protected the heavy, fragile coffee makers.
- **Seamless machine integration:** Pregis integration specialists installed PackMaster machines beneath the conveyor, feeding paper cushions directly to the packers. This improved ergonomics and increased efficiency by eliminating bending or walking to retrieve materials.

Impact: By transitioning to Pregis paper cushioning, the manufacturer reduced virgin plastic usage by 1 million pounds annually while maintaining high product protection standards. The strategic equipment integration required minimal space, freeing up areas previously occupied by FIP machinery and mold storage. The solution delivered operational efficiency and sustainability benefits, achieving the customer’s objectives.



By the Numbers:



1M lbs

of virgin plastic eliminated annually



39%

reduction in greenhouse gas emissions¹



8,900+

trees saved annually using recycled paper²

¹Internal life cycle assessments are conducted using COMPASS, an ISO 14040/14044 conformant LCA software.

²One ton of recycled fiber is equivalent to 17 trees saved (EPA, 2016)



Inspyre

People are the “Y” in Inspyre. We inspyre through education, professional development, industry advocacy, and charitable giving.



GOAL: Positively Impact 25 Million Lives

Our passion is to make a meaningful difference locally and globally. This commitment is ingrained in our company culture, fostering a supportive environment for employees while extending our reach beyond our organization. We address critical challenges, from mitigating environmental impacts and promoting education to improving access to food and clean water.

We aim to positively impact 25 million lives by 2030. This ambitious target is a source of inspiration for our dedicated team, propelling us forward with a shared sense of purpose.

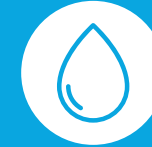
130,397 lives impacted in 2024¹

922,564 lives impacted since 2019



¹Lives impacted calculation is specific to each charity and is provided by the charitable organization.

At Pregis, our primary pillars of giving are grounded in overcoming water and food insecurities.



1 Uzima water filter

impacts 10 lives



1 Uzima hygiene kit

impacts 1 life



\$1 to Feeding America

provides 10 meals, impacting 10 lives



Philanthropy: About Uzima

Water insecurity affects 1 in every 10 people worldwide. Contaminated water doesn't just impact health—it prevents families from working, learning and rising out of poverty.

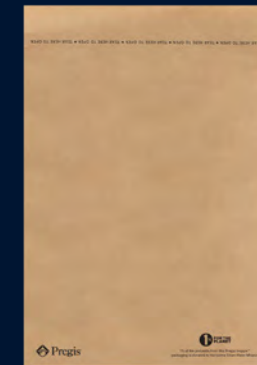
Access to clean water transforms lives. Families can redirect money from medicine to essentials, school attendance improves, and women—freed from the task of water collection—are empowered to build a better life.

Pregis partners with Uzima Clean Water Mission, a nonprofit dedicated to providing clean water to communities in need and areas affected by natural disasters. With every Pregis Inspyre™ packaging purchase, 1% of product sales support Uzima, giving customers a direct way to make a difference through purpose-driven packaging.



At least 1% of profits from the Pregis Inspyre™ brand are donated directly to Uzima. These contributions are verified by 1% for the Planet®, an internationally recognized certifying body. This certification ensures funds go directly to approved, vetted environmental nonprofits – confirming that every contribution is credible and impactful.

Learn more at onepercentfortheplanet.org



In 2024, stock Pregis EverTec® mailers joined the Inspyre brand family. Donations from Inspyre EverTec mailers alone impacted 22,267 lives.



705,846 lives

impacted through Uzima partnership since 2018



EverTec Inspyre Mailer



Poly Lite™ Inspyre Mailers



EasyPack® Inspyre Paper Packaging



AirSpeed® HC Inspyre Cushioning

1 filter = Clean water for 10 people for 10 years

Spotlight on Service: Kenya Trip

In the summer of 2024, seven Pregis employees traveled to Kenya to witness Uzima’s impact firsthand. Joined by Uzima’s founders, the volunteers distributed water filters in remote villages, provided hygiene education, and supported construction projects for student who have benefitted from Uzima’s clean water mission.

The challenges these communities face are multifaceted and interconnected. One single solution – clean water – can create ripple effects in many directions.

Families shared how Uzima water filters saved money on bottled water and bleach tablets - freeing up funds that could now be invested in other areas of their lives. They learned how clean water at schools led to increased attendance and graduation rates and how fewer sick days meant more time for work and play. In just nine days, the group distributed 220 filters, impacting 2,200 people, and witnessed changes far deeper and wider than numbers can convey.

The group traveled to Maai Mahiu, a village devastated by flooding only months prior. The waters had turned a valley of homes and gardens into a field of rubble. Despite losing her own home, one community health advocate continued distributing Uzima water filters to neighbors.

Pregis donations helped rebuild essential infrastructure, including homes and lavatories. We’re inspired by the town’s resilience and the ongoing work of Uzima to create a lasting impact.



“Getting to witness Uzima’s impact firsthand was truly eye-opening. Interacting with filter recipients, community leaders and the Uzima team gave me a deeper appreciation for how critical these sustainability initiatives are – not just in concept, but as a driver of real, long-term impact in people’s lives. It was a powerful reminder of why the Pregis Inspyre pillar is such an important part our Pregis Purpose.”

–Katie Banghart, Brand Marketing Manager

Spotlight on Service: Hurricane Relief

After Hurricane Helene devastated communities across the Southeastern U.S., Pregis donated water filters to those with limited access to clean water. By collaborating with employees, distribution partners, and customers in the region, water filters were handed directly to those in need. For many of these partners, this was an opportunity to witness firsthand the positive impact of their Inspyre product purchases.



475

Uzima water filters distributed in North Carolina



Working alongside Pregis and IPS, I witnessed the incredible resilience of our community as we distributed water filters to those affected by Hurricane Helene. The collaboration was truly inspiring, showcasing the real-world impacts of the Inspyre product line.



– **Julie Brock**, Business Development Manager

Community Service and Philanthropy

Pregis supports and encourages employees to make a difference at work and in their communities. We are proud of our employees' commitment shown through projects such as:

- **Impacting Lives at Pack Expo 2024:** Visitors to our Inspyre photo booth helped fight water insecurity by posting photos. Thanks to their engagement, we donated 354 filters, positively impacting 3,540 lives
- **Toys for Tots:** Our Bethel, Pennsylvania team provided holiday gifts to 25 children who might not have otherwise received presents
- **Girls on the Run:** The Women's Employee Resource Group created 75 kits to support a program inspiring athletics and leadership among girls
- **Nourishing Hope:** Pregis donated 39,600 ThermoCycle Flex bags to insulate hot meals transported to those in need in the Chicago, IL area
- **Uzima Hygiene Kits:** Employees and partners across the country assembled 800 hygiene kits to provide essentials to those recovering from natural disasters



Recognizing our People

Inspiring Achievement Award

Pregis recognizes an employee that goes above and beyond with the **Will Drennan Inspiring Achievement Award**. Will Drennan, a member of the Pregis team who lost his life in 2022, demonstrated selfless heroism in the face of immediate danger, instinctively jumping into action to save the life of a child, and ultimately sacrificing his own.

In honor of this heroic act, Pregis recognizes a team member who goes above and beyond in memoriam to Will's courage and service to others. Nominees for the Will Drennan Inspiring Achievement Award demonstrate the following characteristics:

- Community involvement
- Ambassador of the Pregis Purpose inside and outside of the company
- Voluntary acts of service to his/her peers without expecting anything in return
- Leadership and mentoring of others
- Contributing to the overall success of One Pregis

2024 Will Drennan Inspiring Achievement Award Winner



Receiving the Will Drennan Inspiring Achievement Award is a profound honor. Will's legacy of selflessness and courage reminds us of the power of stepping up for others, no matter the circumstances. I'm grateful to be part of a team that values service, leadership, and community—and I hope to continue inspiring those around me, just as Will did.



—Clint Smith, Senior Director – Global Sustainability



Health & Safety

Fostering a secure and healthy work environment continues to be one of our highest priorities at Pregis. In 2024, 11 manufacturing locations were free of OSHA recordable incidents for the entire year – a significant achievement as we work towards our goal of zero injuries.

Our internal safety framework, the 7 Elements of Safety Program, is the cornerstone of our approach. This program, aligned with ISO 45001 occupational health and safety standards, promotes a culture of accountability, continuous learning, and cross-functional collaboration. It emphasizes proactive safety measures, including structured training, procedural compliance, and robust auditing practices. This program has been implemented across all locations and drives measurable improvements in our safety culture.



To support our goal of preventative safety, we have enhanced our systems with tools which encourage employee engagement and real-time reporting of safety opportunities:

- **Safety improvement teams** implement site-specific changes
- **Safety concern forms** allow any employee to report a safety risk
- **Behavioral safety audits** provide a peer-to-peer evaluation of work practices to encourage process improvements
- **MoveSMART** is our ergonomics and injury prevention training, which teaches movement techniques to minimize injury risk

As we continue to scale our operations, our commitment remains clear—safety isn't just a program, it's part of who we are.

7 Elements of Safety:

- 1 Culture:** Instill employee ownership in creating a safe workplace for all
- 2 Hazard Recognition:** Identify and eliminate workplace hazards to yield sustained improvements
- 3 Resourcing:** Ensuring adequate time and resources are provided to employees to support risk reduction activities
- 4 Communication:** Provide constant, transparent communication and KPI visibility for stakeholders
- 5 Safety Teams:** Designate employees empowered to advance our safety culture
- 6 Health & Wellness:** Promote healthy lifestyle choices to improve work and home balance
- 7 Environmental Sustainability:** Proactively work to reduce the company's environmental footprint

2024 Health & Safety Metrics

1.0 | Total Recordable Incident Rate (TRIR)

Industry benchmark TRIR: 2.5¹

The number of recordable incidents per 100 full-time employees, calculated according to OSHA guidelines

0.48 | Days Away/Restricted or Transferred Rate (DART)

Industry benchmark DART: 1.7¹

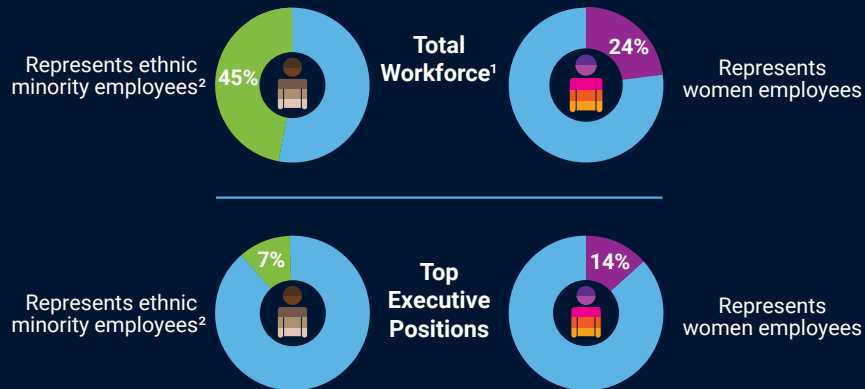
The number of recordable injuries and illnesses per 100 full-time employees resulting in days away from work

¹From the U.S. Bureau of Labor Statistics 2022 Plastic Product Manufacturing Industry averages.

Creating an Inclusive Workplace

Inclusion Council

In 2024, Pregis formalized the creation of an employee Inclusion Council consisting of 10 members representing many backgrounds, departments and levels within the organization. The Inclusion Council is committed to fostering inclusive work environments where all our team members, external partners, customers and community stakeholders feel accepted and valued. Through collaborative efforts and initiatives, the Council aims to create a workplace where everyone feels respected, supported and empowered to thrive.



Employee Resource Groups



Veteran's ERG 2024:
39 members

The Veterans' Employee Resource Group is dedicated to supporting talented service men and women through transition support, internal community-building and service opportunities. We proudly support and employ 54 self-reported Veterans. In 2024, the Pregis Veterans' ERG:

- Sponsored a World War 2 veteran's visit to Normandy, the site of the D-Day invasion through Normandy Remembers
- Contributed to K9s for Vets, which provides dogs to veterans with PTSD
- Contributed to Upstate Warriors Solutions, which connects veterans and their families to resources and opportunities in upstate South Carolina
- Honored all U.S. military branches with social media tributes and celebrated Veteran's day with guest speakers



Women's ERG 2024:
58 members

The Women's Employee Resource Group aims to create an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, collaboration and discussion. This group, open to all, acts on the vision by:

- Hosting open meetings every six weeks
- Organizing quarterly speaker events to discuss professional development
- Created a Career Readiness flyer
- Leading a member-led quarterly book club
- Packing 75 donation bags for Girls on the Run

¹Data does not include temporary, seasonal, or contract employees.

²Race and ethnicity data reflected for employees located in North America only due to regulatory limitations in other geographies.

Learning & Development

We aim to foster an environment of continuous growth. By investing in learning and development, we empower employees to adapt to evolving industry standards and best practices.

In 2024, we strengthened our approach by:

- **Expanding Sustainability Training:** Launched a three-tier program with foundational onboarding, intermediate courses, and advanced live sessions
- **Offering Individual Development Plans (IDPs):** Introduced a formal IDP program empowering employees and managers to collaboratively plan meaningful career paths
- **Introducing Ongoing Leadership Training:** Rolled out Management Mondays, a monthly virtual series with leadership speakers, interactive skill-building, and best practice sharing for current and aspiring leaders
- **Expanding Robust Onboarding Programs:** Developed role-specific onboarding, including learning paths, job-shadowing, meet-and-greets, and practical resources
- **Empowering Career Growth through Performance Reviews:** Achieved 100% completion of annual reviews among salaried employees¹ which facilitate critical conversations, developmental feedback, and career planning

These initiatives support our team’s ongoing development, directly contributing to Pregis’ sustainability goals and fostering a culture of proactive learning and career growth.

¹All salaried and hourly employees who joined the company before 10/1/2024 are required to complete annual performance reviews.



Education Partnerships

Pregis is dedicated to developing the next generation of packaging professionals through education partnerships. Over the years, Pregis has collaborated with leading packaging schools to provide talented students with internships at our Pregis IQ® Design Services lab, often hiring these students again full-time upon graduation.

“Interning at the Pregis IQ was a fantastic opportunity to enter the packaging industry. I was given the mentorship and resources needed to explore my interests and make an impact with the engineering, marketing, sustainability, and sales teams. I’m happy to return full-time to the Pregis marketing team to build on my skills, relationships, and career. I look forward to continuing to work with these talented teams and leaders.”

—Maddi Mathis, Marketing and Sustainability Specialist



| Beyond Pregis



Customers

The Pregis Purpose Awards honors our channel partners who share a commitment to positive impact through packaging. Winners are determined based on annual products sales tied to measurable outcomes in sustainability and philanthropy.

In 2024, we recognized 139 organizations whose product choices supported purpose-driven initiatives across three categories:

Pregis Inspyre™ Award: Honors lives changed by the Inspyre Clean Water partnership funded by a portion of Inspyre portfolio of products sales

Pregis Preserve Award: Celebrates trees saved through the purchase of EasyPack® 100% recycled paper

Pregis Renew Award: Recognizes carbon emissions avoided by the purchase of PolyPlank® Renew and AirSpeed® Renew products made with recycled content



Partner Training

As industry leaders, we're eager to share our team's deep expertise. Building on years of sales training with channel partners, we have extended our offerings to cover a wide range of sustainability topics. Our trainings help partners stay informed on the fundamentals and evolving landscape in sustainable packaging so they can better serve their customers.

Training Topics include:

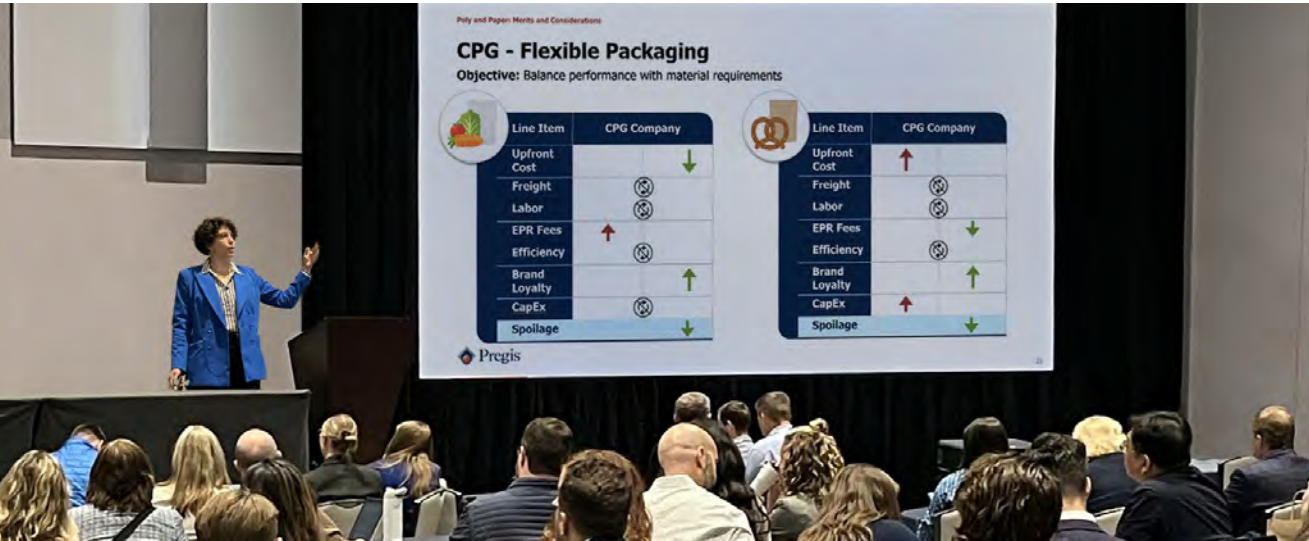
- Carbon emissions
- Zero waste
- Life cycle assessment
- Environmental impact of damages

23
companies

1,036
sustainability training hours



Pregis delivered training to 23 companies, totaling over 1,036 training hours in 2024



Policy and Program Merits and Considerations

CPG - Flexible Packaging

Objective: Balance performance with material requirements

Line Item	CPG Company
Upfront Cost	↓
Freight	⊗
Labor	⊗
EPR Fees	↑
Efficiency	⊗
Brand Loyalty	↑
CapEx	⊗
Spoilage	↓

Line Item	CPG Company
Upfront Cost	↑
Freight	⊗
Labor	⊗
EPR Fees	↓
Efficiency	⊗
Brand Loyalty	↑
CapEx	↑
Spoilage	↓

Pregis

We continue to develop our sustainability training course to help our channel partners and customers understand what sustainable packaging can look like for them. As markets shift and legislation takes effect, we're dedicated to keeping our partners at the forefront of sustainability to deliver the greatest impact we can.

– **Eva Caspary, PhD**, Sustainable Packaging Specialist

Involving Our Suppliers

Pregis is dedicated to upholding human rights regulations and legislation. As part of this commitment, we require all suppliers to sign our Supplier Code of Conduct. They must review and endorse policies that cover key aspects of human and worker rights, including:

- Prohibition of forced and child labor
- Non-discrimination
- Fair working hours, wages, and benefits
- Employee health and safety
- Grievance mechanisms
- Fair business practices
- Anti-trust compliance
- Anti-corruption measures
- Data privacy
- Responsible sourcing

Additionally, we conduct audits for large suppliers in high-risk countries¹, and we have separate policies addressing anti-corruption, sustainable procurement, and conflict of interest considerations.

¹Pregis identifies high-risk countries as those which receive a Corruption Perceptions Index Score less than 50. Vendors in these countries who do more than \$100,000 of business with Pregis must undergo further supplier due diligence auditing.

100%

In 2024, 100% of Pregis buyers completed sustainable procurement training



Industry Advocacy and Partnerships

Pregis aligns with leading organizations that provide industry standards, best practices, and education. They help us make fact-based decisions in pursuit of achieving our purpose to Protect, Preserve & Inspyre.

Carbon footprint: Pregis is committed to reducing our carbon footprint. We are a signatory to The Climate Pledge and work with Emitwise, a third-party carbon accounting platform. WAP Sustainability Consulting verified our 2024 emissions inventory.



Product design standards: As part of our mission to design products for circularity, we are members of organizations setting the standards, including The Association of Plastic Recyclers (APR) and The Circular Economy for Flexible Packaging (CEFLEX).



Package design, testing & environmental assessments: We stay up to date on trends and regulations and engage with the International Safe Transit Association (ISTA), FedEx Testing Standards, Amazon Packaging Support and Supplier Network (APASS), and Trayak (owners of COMPASS Life Cycle Assessment tool).



Product end-of-life: Transitioning towards circularity requires industry-wide cooperation. Pregis is an active member of the cross-value chain initiative Alliance to End Plastic Waste (AEPW). We use on-product labelling from How2Recycle to inform consumers of proper product end-of-life.



Supply chain: Pregis aligns with ethical chain of custody organizations, including the International Sustainability and Carbon Certification (ISCC), DIN CERTCO, Forest Stewardship Council (FSC®), PolyCert, SCS Global, Sustainable Forestry Initiative (SFI®) and the Programme for the Endorsement of Forest Certification (PEFC).



Industry education & advocacy: Pregis collaborates with industry groups across the value chain, including the Sustainable Packaging Coalition (SPC), the American Chemistry Council (ACC), AMERIPEN and the Flexible Packaging Association (FPA).



Giving back: Pregis partners with charitable organizations that share our passion to inspire change and impact lives through verified philanthropic programs, including Uzima and 1% for the Planet.



| Governance



Responsible Management

At Pregis, every employee plays a role in maintaining the highest ethical standards and upholding our business principles, which are publicly available on our website. We take pride in fostering a culture where every team member contributes to our responsible business journey.

We have built a core sustainability team that collaborates across functions such as operations, sales, marketing, human resources, and procurement to drive sustainable changes in our business. Sustainability initiatives and key performance indicators are communicated to executive leadership teams monthly and to the Board of Directors quarterly to ensure transparency, visibility and alignment between teams. As we continue to evolve our sustainability strategy, we remain committed to strengthening our governance practices and ensuring that every level of the organization is equipped to make responsible, informed decisions.

Board of Directors

Warburg Pincus

- Ultimate oversight of sustainability strategy, ESG program, and performance
- Detailed review of performance against all key metrics in quarterly board meeting
- Additional support from the Global Head of Sustainability Strategy at Warburg Pincus

Executive Leadership Team

Led by CEO

- Detailed review of performance against all key metrics in dedicated monthly meeting, led by CSO
- Owners of delivering against 2K30 goals and over-arching sustainability roadmap

Global Sustainability Team

Led by CSO

- Defines and develops the roadmap to achieve long-term objectives
- Partners with functional departments and business units to execute projects and initiatives

Business Units

Led by Business Unit Presidents

- Implement initiatives, including new sustainable products and zero waste manufacturing

Employees

Embody the One Pregis culture through ethical conduct, driven by our purpose to Protect, Preserve, and Inspyre

Risk Management

Physical risk management

Our risk management protocol involves a formal annual review of physical, environmental, cybersecurity, and operational hazards. This assessment covers threats including natural disasters, social unrest, health crises, cyber threats such as malware, and other risks. We also assess health and safety risks, labor disputes, economic instability, and regulatory challenges.

Results are communicated to our Chief Financial Officer, with significant findings elevated to the Board of Directors. Following the identification of key issues, a decisive strategy is devised to mitigate and minimize potential risks.

Cybersecurity

For any business reliant on internet-connected systems, cybersecurity measures are essential. To protect ourselves, suppliers, and customers, we have developed a robust cybersecurity process.

Cyber Risk Management: Framework established based on risk assessment standards established by the National Institute of Standards and Technology (NIST).

Cyber Protection: Embrace a “zero trust” security model enabled by multi-faceted technologies.

Cyber Training: 100% of full-time employees are required to complete monthly cyber security awareness training.



| Appendix



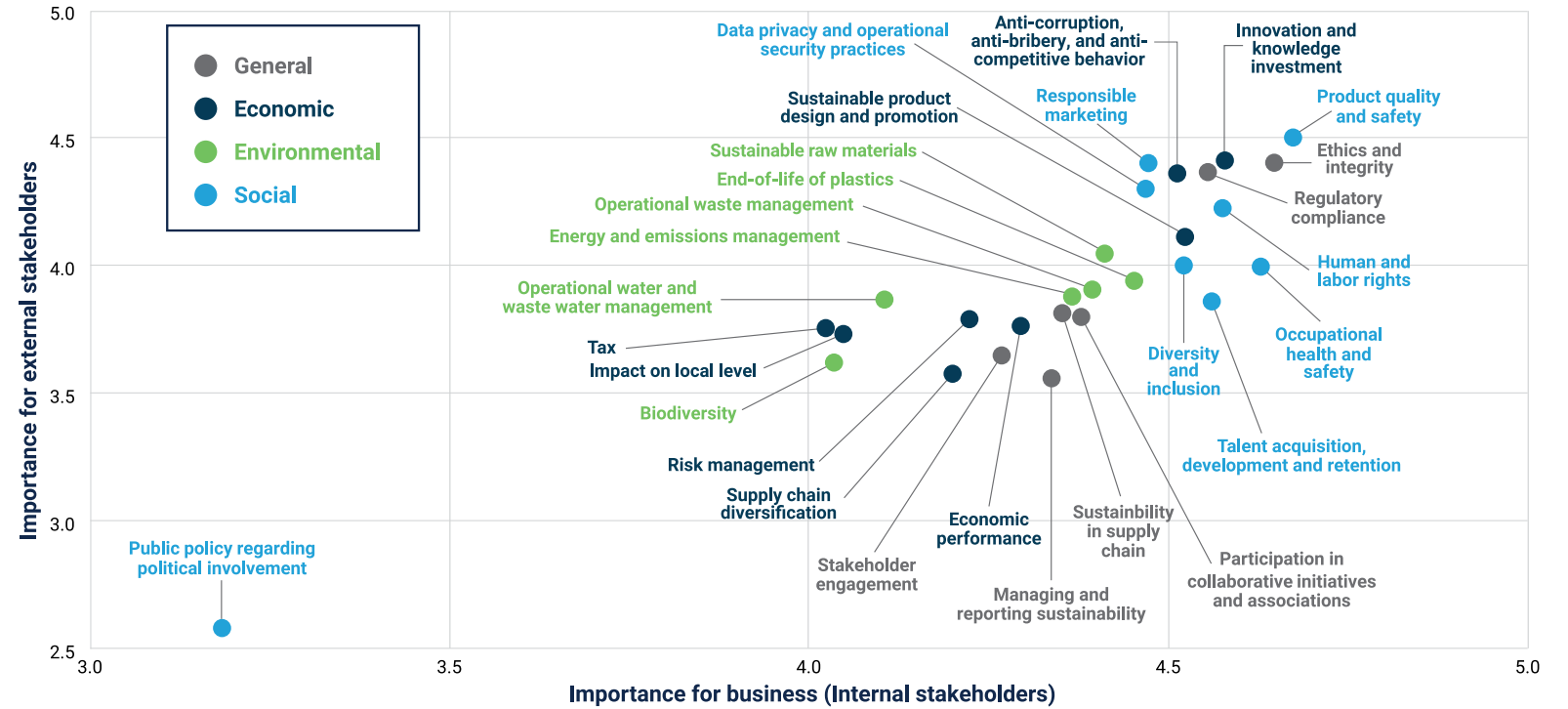
Materiality Survey

To support our first ESG report and help Pregis set a more sustainable direction going forward, we commissioned a materiality assessment report from environmental issues consultancy, Ecomatters.

The materiality assessment survey uses the Global Reporting Initiative (GRI) framework to assess the importance of Pregis's ESG initiatives to internal and external stakeholders. These stakeholders include employees, vendors, distributors, suppliers, investors, and customers, in accordance with the guidelines offered by GRI.

The Pregis Materiality Assessment was conducted in November and December 2020, polling 441 stakeholders, of which 344 responded. These were broken down between 189 internal stakeholders (55% of responses) and 155 external stakeholders (45% of responses).

By going directly to our stakeholders and using a standardized reporting framework, Pregis can track its annual impact — ensuring our work is aligned with what is important to the people we work for, and holding ourselves accountable for accomplishing the goals we set out to achieve.



Key Takeaways:

Economic: There's a shared preference for innovation, anti-corruption, anti-bribery and anti-competitive behavior, and sustainable product design across all stakeholder groups.

Environmental: Both internal and external stakeholders value sustainable raw materials and the end-of-life of plastics. External stakeholders find operational environmental impacts important too.

Social: Product safety, responsible marketing, labor rights and data protections are important to external stakeholders, while occupational safety ranks high among internal stakeholders.

Consolidated Performance Metrics

		2019	2020	2021	2022	2023	2024
Climate	Absolute Emissions¹ (mtCO2e)						
	Scope 1 GHG Emissions ²	350,507	224,607	327,569	282,088	35,375 ³	34,733 ³
	Scope 2 GHG Emissions (Location Based)	62,164	60,343	72,011	65,345	61,619 ³	55,437 ³
	Scope 2 GHG Emissions (Market Based)	62,164	60,343	72,011	66,953	66,882 ³	61,628 ³
	Scope 3 GHG Emissions	201,074	204,191	342,325	413,728	389,246	365,724 ³
	Total GHG Emissions (all scopes, location-based) ²	613,745	489,141	741,905	761,161	486,240	455,894 ³
	Total GHG Emissions (all scopes, market-based) ²	613,745	489,141	741,905	762,769	491,503	462,085 ³
	Emissions Intensity² (mtCO2e/\$000 revenue)						
	Operational GHG Emissions Intensity (scopes 1 and 2)	0.57	0.37	0.39	0.30	0.08	0.07
	GHG Emissions Intensity (all scopes)	0.85	0.63	0.72	0.65	0.42	0.37
	Energy						
	Total Energy Consumed (GJ)	-	-	-	-	833,037	852,820
	Percentage of Energy from Electric Grid	-	-	-	-	100%	100%
Percentage of Renewable Energy ⁴	-	-	-	-	0%	0%	
Total Self-Generated Energy (GJ)	-	-	-	-	0	0	
Waste	Waste Generation and Landfill Diversion (metric tons)						
	Total Waste Generated	-	-	-	24,119	31,144	33,511
	Total Hazardous Waste Generated	-	-	-	11	29	15
	Waste to Landfill	-	-	-	3,022	3,063	2,684
	Waste Diverted from Landfill	-	-	-	21,097	28,081	30,826
Diversion Rate	-	-	-	87.5%	90.2%	92.0%	
Product Lifecycle	Raw Material Sourcing (SASB RT-CP-410a.1)						
	Raw materials from recycled content	-	-	25.7%	30.0%	32.4%	36.9%
	Raw materials from renewable sources	-	-	33.5%	42.9%	44.9%	51.2%
	Raw materials from renewable and recycled content	-	-	18.0%	21.8%	22.9%	29.1%
	Product Revenues by End-of-Life (SASB RT-CP-410a.2)						
	Revenue from reusable products	-	-	0.2%	0.2%	0.2%	0.1%
	Revenue from recyclable products	-	-	48.6%	55.8%	69.0%	72.6%
Revenue from compostable products	-	-	6.8%	10.8%	14.1%	12.5%	
Health & Safety	Total Recordable Incident Rate (TRIR)		1.40	1.50	1.28	0.98	1.00
	Days Away Restricted or Transferred Duty (DART)		0.90	0.60	0.76	0.40	0.48
Diversity, Equity, and Inclusion	Total Employees ⁵ (as of 12/31)	1,975	2,236	2,838	2,833	2,830	3,081
	Representation of ethnic minority employees in total workforce	27%	26%	34%	37%	39%	45%
	Representation of ethnic minority employees in top executive positions	0%	9%	8%	8%	7%	7%
	Representation of women in total workforce	-	-	22%	22%	22%	24%
	Representation of women in top executive positions	18%	17%	15%	15%	14%	14%
Learning & Development	Average hours of training per employee	-	-	21	82	20	24

¹Emissions calculated following the guidelines set forth in the GHG Protocol and leveraging the Emitwise carbon accounting platform.

²Historical scope 1 emissions have been updated to include process emissions, affecting absolute emissions and emissions intensity metrics.

³2024 emission inventory is verified by a third-party auditor with limited assurance.

⁴SASB counts Green-e Certified RECs matched to purchased grid energy. Our RECS are Green-e eligible, not certified.

⁵Data does not include temporary, seasonal, or contract employees. In addition, race and ethnicity data reflected for employees located in North America only.

NOTE: Performance against specific metrics were initiated at different times. Years without formal tracking are indicated with a dash (-).

GRI Index

Pregis has reported the information cited in this GRI content index for the period Jan-Dec 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)
	2-1 Organizational details	7
	2-3 Reporting period, frequency and contact point	1, 59
	2-9 Governance structure and composition	59
	2-12 Role of the highest governance body in overseeing the management of impacts	59
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	59
	2-22 Statement on sustainable development strategy	3
	2-23 Policy commitments	57
	2-28 Membership associations	57
	2-29 Approach to stakeholder engagement	53-57
	3-1 Process to determine material topics	62
GRI 3: Disclosures on material topics	3-2 List of material topics	62
	3-3 Management of material topics	62
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	7
	305-1 Direct (Scope 1) GHG emissions	24, 63
	305-2 Energy indirect (Scope 2) GHG emissions	24, 63
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	24, 63
	305-4 GHG emissions intensity	25, 63
	305-5 Reduction of GHG emissions	25, 63
	306-1 Waste generation and significant waste-related impacts	28-30
	306-2 Management of significant waste related impacts	28-30
GRI 306: Waste 2020	306-3 Waste generated	63
	306-4 Waste diverted from disposal	63
	306-5 Waste directed to disposal	63
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	49
	403-2 Hazard identification, risk assessment, and incident investigation	49
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	51, 63
	404-2 Programs for upgrading employee skills and transition assistance programs	51

SASB Index

We have used the Sustainability Accounting Standards Board (SASB) Index standards for the Containers and Packaging industry to guide parts of our reporting, the details of which can be found in this table:

Topic	Code	Accounting Metric	UoM	Page Number
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO ₂ -e	24, 63
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	23-27
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Gigajoules (GJ); Percentage (%) by GJ	26, 63
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Metric tons (t)	63
Product Life Cycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Percentage (%) by weight	34, 63
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	Reporting Currency	38, 63
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	n/a	23-41

Notes & Disclaimers

Unless otherwise stated, the data presented in this report relates to the performance of Pregis LLC and its subsidiaries during the 2024 fiscal year (January 1, 2024 to December 31, 2024). This report contains forward-looking statements based on current expectations and assumptions that involve risks and uncertainties. Forward-looking statements are subject to risks and uncertainties, many of which are beyond the control of Pregis, and which could cause actual results to differ materially. All statements other than statements of historical fact are statements that could be deemed forward-looking statements, including, but not limited to, any statements regarding projections of future achievements or progress towards business or sustainability goals, any statements of the plans, strategies, and objectives of management for future operations, and any

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