



Pregis 2025 Sustainability Report

Unpacking the future

Contents

Messages from Leadership	2
2025 Year in Review	4
Pregis Europe Sustainability	5
About Pregis	6
Company at a Glance	7
Our Products and Services	8
Our Approach: Protect, Preserve, Inspyre	10
The Pregis Purpose	11
The UN Sustainable Development Goals.....	12
Our Goals: The Path Ahead	13
Protect: Reducing damages & waste for our customers	14
Damage Reduction	16
Value Added Services	17
Case Studies	18
Preserve: Sustainable manufacturing for circular products.....	21
Emissions	22
Energy.....	24
Zero Waste	25
Circular Product Strategy.....	28

Case Studies	31
Inspyre: Looking after our people and communities	36
Philanthropy	38
Community Service.....	40
Health & Safety	42
Diversity, Equity & Inclusion	43
Learning & Development.....	44
Beyond Pregis	46
Customers	47
Industry Advocacy and Partnerships	49
Governance	50
Responsible Management	51
Risk Management.....	52
Ethical Business Practices	53
Appendix.....	54
Materiality Survey.....	55
Consolidated Performance Metrics	56
GRI Index	57
SASB Index	58
Notes & Disclaimers	59

Message from the CEO

Looking back on 2025, I am proud of what we accomplished. Across Pregis, our teams advanced our sustainability commitments in ways that delivered meaningful impact for our customers, organization and communities.

The Pregis Purpose, to Protect, Preserve and Inspyre, remains the cornerstone for our strategy, shaping how we engage our people, serve customers and innovate for the future. It guides our decision-making as it relates to investments in expanding the use of renewable and recycled materials, improving our operations and advancing product innovation. The success of this approach has proven that operational excellence and environmental responsibility are not competing priorities. They are complementary drivers that help our customers achieve their goals while reducing environmental impact.

Our people are the difference-makers and driving force behind this progress. Their expertise, creativity and passion drive measurable results inside and outside of Pregis. They make our purpose visible in the communities we serve, within our customers and across the broader industry.

I am inspired by the collaboration fueling this progress and confident in the roadmap guiding our future. Together, we will continue to create lasting value for our customers, partners, shareholders and communities now and for years ahead.



**Kevin Baudhuin,
Chairman and CEO**

Message from the CSO

Our 2025 accomplishments reflect the commitment and collaboration of our teams around the world. We are grateful for their consistency and dedication that further our progress toward reaching our 2K30 goals and leave a positive impact for our environment, customers and communities.

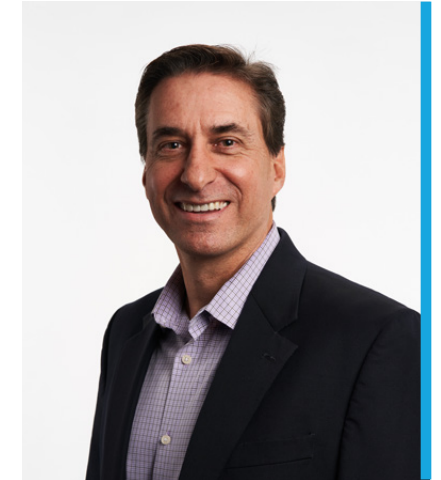
That progress is reflected in how sustainability is embedded in the solutions and services we bring to market. This year, 55 percent of our global revenue came from products that are paper-based, bio-based or made with at least 30 percent recycled content. This reflects the continued alignment of customer demand and environmental performance.

We also continued to improve and strengthen our operations through our focus on reducing environmental impact. We doubled our investment in renewable energy credits (RECs), which accelerates our decarbonization strategy. This work is reflected across our facilities, including our new paper manufacturing site in Elgin, Illinois, which was designed for zero waste operations and powered entirely by energy matched with RECs.

This year, we are proud to be recognized for our focus on embedding sustainability into our everyday business practices. EcoVadis, a third-party recognition of sustainability performance relative to global peers, has awarded us the Silver Medal in Europe and the Bronze Medal in North America, placing Pregis in the top 15% and top 35% respectively across global peers. For us, this reinforces both progress made and opportunity ahead.

Our impact also extends beyond Pregis. In 2025, we positively impacted 143,213 lives, reaching more than 1.4 million lives since 2019. These outcomes are made possible through our partnership with Uzima Clean Water Mission, fueled by our Pregis Inspyre™ product line, and through employees who contribute their time and talents to making a difference within their local communities.

Together, these results reflect how our purpose is embedded in our operations, innovations and growth, and the momentum created by our people as we move forward.



Kris Getty,
Chief Sustainability Officer

2025 Year in Review

We continued to build momentum this year, generating value for stakeholders while prioritizing the environment. Here are the highlights of our effort:

Products

- Earned 55% of global revenue from products that are paper-based, bio-based² or made from a minimum of 30% recycled content
- Introduced EasyPack® Strata on-demand paper system, extending fiber-based solutions made with 100% recycled content for void fill and cushioning applications
- Launched PolyPlank® Renew XL, advancing recycled content levels for high-performance cushioning solutions with 98% pre-consumer recycled content
- Expanded the Pregis Inspyre® line with IntelliPack Inspyre® film to broaden impact through purpose-driven packaging

Operations

- Doubled investment in renewable energy credits (RECs) compared to 2024 to match electricity consumption with wind power, offsetting an estimated 11,700 metric tons of market-based Scope 2 emissions³
- Opened Elgin Paper Center of Excellence, a complex designed for zero waste and powered by energy matched with RECs
- Maintained a 92% landfill diversion rate across facilities globally
- Achieved 99% landfill diversion for the second consecutive year at our Anderson, SC facility
- Reduced our market-based emissions by 4% compared to 2024
- Reduced our operational emissions intensity by 88% compared to our 2019 baseline

Stakeholder Value

- Impacted over 140,000 lives across the world through community service and philanthropic programs
- Completed 195 projects at the Pregis IQ® Innovation Headquarters focused on damage reduction, sustainable packaging design and packaging efficiency, an 18% increase versus 2024, reflecting strong repeat partnerships
- Hosted over 1,200 visitors across our Pregis IQ locations globally to collaborate and educate on packaging design
- Achieved 100% completion of employee performance reviews
- Delivered over 1,200 hours of sustainability training to external partners at 24 companies
- Received a EcoVadis® Silver Medal for our European business, among the top 15% of respondents, and received a EcoVadis® Bronze Medal for our North American business, among the top 35% of respondents

Key accomplishments



143,213 lives
positively impacted



92.5% waste diverted
from landfill



55% sustainable products¹
as a % of total revenue



1,283,293 trees saved
from harvest



77,172
employee training hours

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

²Materials derived from renewable biological sources rather than fossil-based resources

³Internally calculated by comparing market-based Scope 2 GHG emissions with avoided Scope 2 emissions

Pregis Europe Sustainability

European performance reflects strong external recognitions and a product portfolio increasingly aligned with circularity and lower impact materials.

External Recognition



EcoVadis Silver Medal

Top 15%
of respondents globally

European Revenue Mix

79% of European revenue came from sustainable products

79% sustainable products

21% other products

Sustainable products are paper-based, bio-based or contain 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

\$1.3B+

2025 revenue

2,900+

employees

13

acquisitions since 2010

>\$300M

in capex investment since 2022

32

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

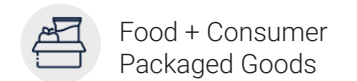
Serving leading global brands across industries



Automotive



Building + Construction



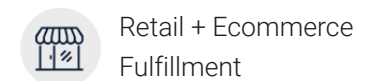
Food + Consumer Packaged Goods



Healthcare



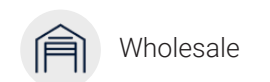
Manufacturing



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

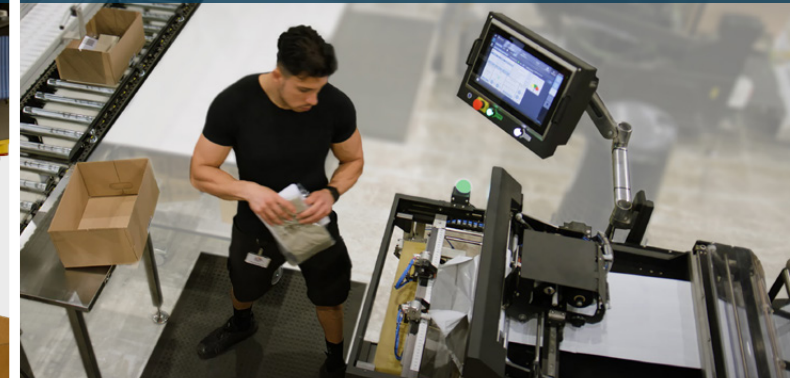
Flexible packaging

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 implement solutions 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 reshops.



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 action. 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.

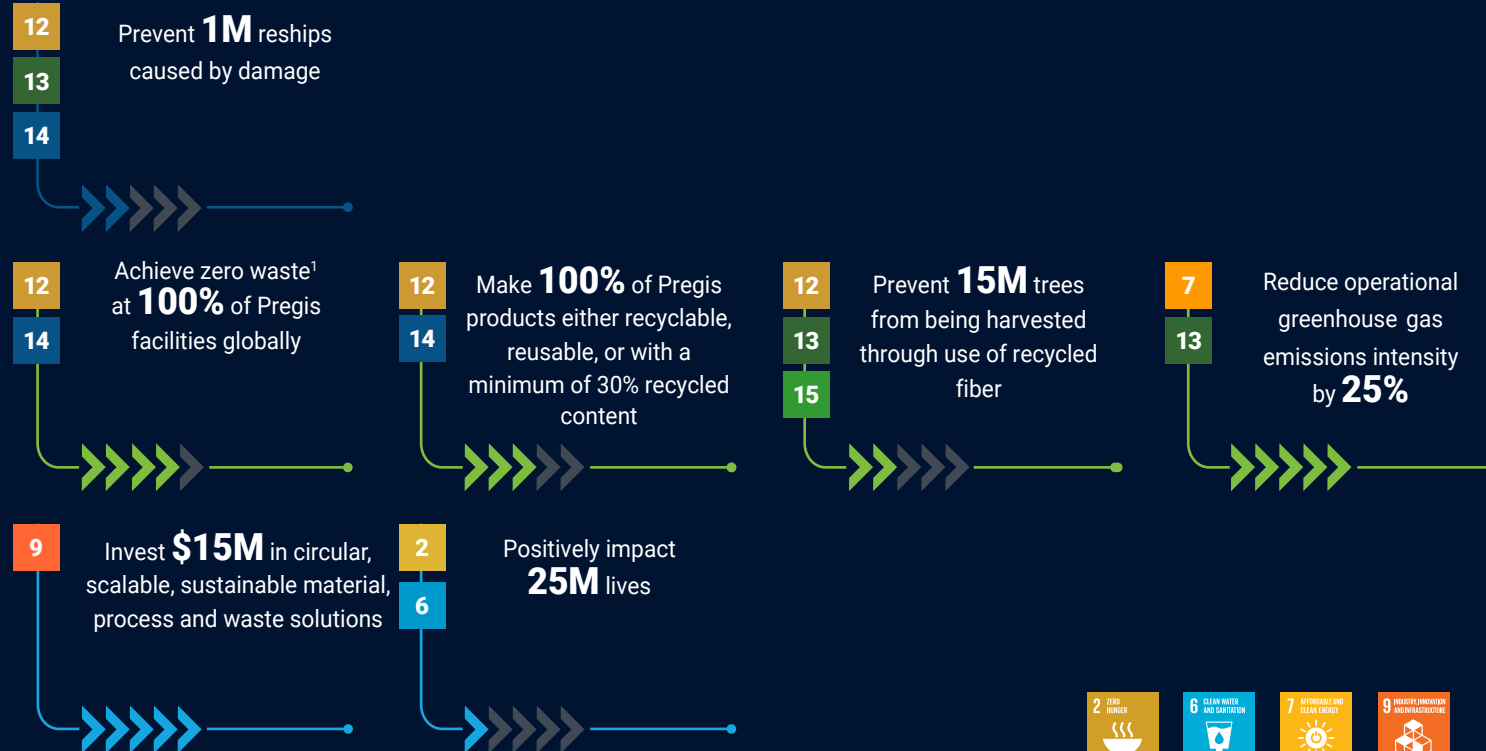
THE GLOBAL GOALS



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 at least 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 customers solve complex business challenges through packaging solutions that consider the total cost of ownership. Our data-driven approach uncovers both direct and indirect impacts associated with packaging decisions, enabling strategies that align with customer goals and deliver long-term value.

- **Advancing sustainable packaging:** We holistically evaluate solutions to enable recyclability, incorporate post-consumer recycled content, reduce material use and optimize lifecycle performance with data-driven insights
- **Purpose-driven innovation:** Through a consultative approach, we partner with customers to understand their challenges and develop packaging solutions that meet sustainability, operational efficiency and regulatory demands
- **Enhancing customer experience:** We design packaging that protects products, strengthens brands and delivers a positive customer experience, deepening loyalty and confidence across the value chain

As expectations rise and markets evolve, Pregis remains committed to advancing solutions that support business growth and protect the bottom line while preserving resources for the future.



Advancing Sustainable Packaging

EasyPack® Strata 100% Recycled Content Paper



Purpose-Driven Innovation

Performance Flexibles Renew Series™ 50% PCR Shrink Film



Enhancing Customer Experience

IntelliPack® Inspyre™ Film: 1% of sales donated to Uzima

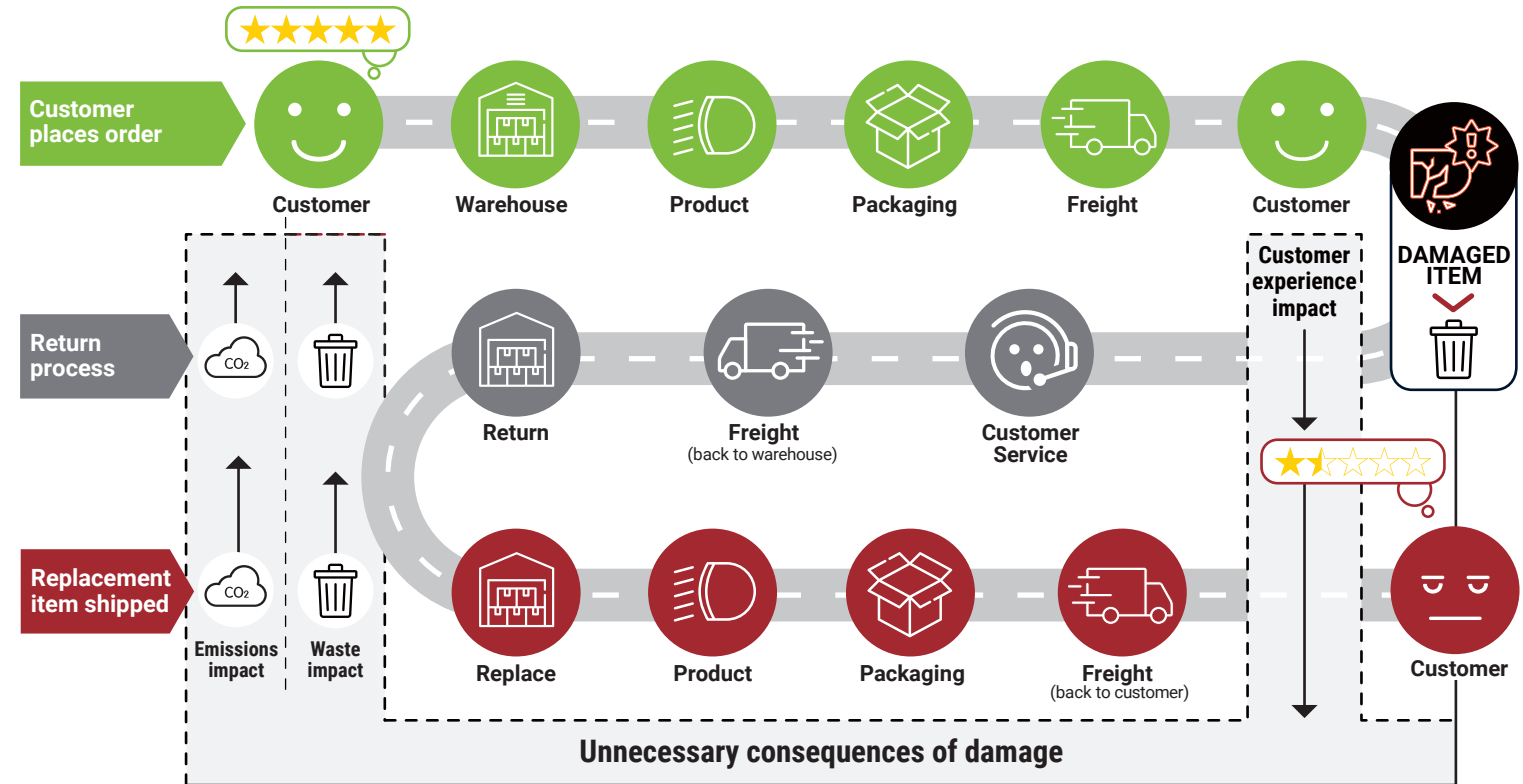


GOAL: Eliminate Waste and Unnecessary Reshipments

Preventing product damage is one of the most effective ways to reduce landfill waste and emissions. When goods are damaged, whether broken, spoiled or contaminated, they create waste and higher emissions through the return and replacement process.

Through a consultative approach, we bring together packaging engineers, suppliers and customers to create packaging solutions that safeguard products and support sustainability objectives. With thorough package testing, we deliver data-driven insights on performance, costs and environmental impact.

The Path of Damaged Products



Pregis IQ[®]

INNOVATION HEADQUARTERS

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

We combine innovation and expertise to help customers safeguard products, minimize waste and enhance packaging efficiency. Our approach goes beyond recommendations. We partner with customers to design solutions tailored to their operations, implementing products and process improvements that reduce waste and maximize impact.

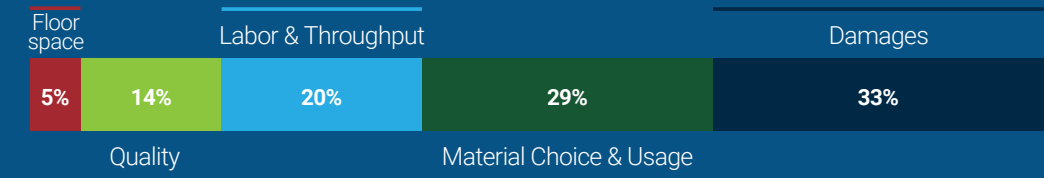
Our goal is to educate customers and provide data that enables informed decision making. By introducing AI-enabled design ideation, our teams build on proven solutions and accelerate the path from concept to validated packaging solutions. We offer:¹

- 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 Performance Analysis

Our expertise allows us to serve as a trusted packaging advisor to navigate the changing legislative and regulatory landscape. We work with companies to evaluate compliance and recommend solutions to minimize fee exposure through material choice and right-sized packaging options.

¹Some service offerings may vary in North America and Europe.

Customer challenges addressed by Pregis IQ projects in 2025:



Solving business challenges with Pregis IQ

Reduce costly damages and waste

Optimize material usage

Achieve sustainability goals

Improve transportation efficiencies

Optimize labor and throughput

Enhance customer experience

The work we do is all about solving real-world challenges alongside our customers. Our purpose is to provide insights into practical innovation strategies, using data-backed testing to help them make informed decisions that ensure protection and improve sustainability and efficiency.

– Elaine Zimmerman, Packaging Engineer II

Protecting More with Less

Evolving sustainability expectations across industries and consumers are redefining how protection is designed. This balance of safeguarding products while conserving resources sits at the core of the Protect pillar. We recommend and support the implementation of customer-centric solutions that deliver tailored protection for each application by optimizing material use, helping customers protect more with less and reduce waste.



On-Demand Paper Pregis EasyPack® Strata Paper System

Pregis EasyPack® Strata expands the on-demand paper portfolio with a solution built to meet the demands of modern fulfillment operations. The high-speed system creates structured paper pads that flex between void fill, light cushioning and full cushioning applications, delivering scalable protection without excess material. The structured paper pads optimize space within the box, enabling more uniform packing and reducing unnecessary material use. Balancing protection and efficiency, Strata maintains performance while reinforcing the bottom line through material optimization.



Reduce Material Usage

Structured pads enable more uniform packing compared to void fill paper solutions

Tailor and Scale Protection

Adapt performance by adjusting paper ply and basis weight

23% Higher shock protection
by increasing basis weight
from 45# to 55#¹

¹Pregis IQ® Internal Study, 2025

Case Study:

Confectionery retailer reduces material cost by 52% while reinforcing brand value

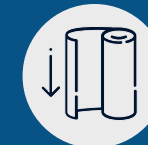
Challenge: A national confectionery retailer needed a direct-to-consumer packaging solution that delivered a premium unboxing experience aligned with its overall brand value. With order volumes concentrated in the holiday season, existing paper solutions limited packing efficiency and slowed throughput during surge periods. With a clear preference for paper packaging, the solution needed to support peak throughput needs, integrate into existing workflows and deliver an elevated unboxing experience.

Solution: Pregis EasyPack® Strata on-demand paper system was selected as a paper solution capable of protecting both brand presentation and operational efficiency. The compact system used structured paper pads that created an elevated unboxing experience, supported high-speed packing during peak seasonal volumes and worked with existing operational constraints.

Impact: Strata delivered consistent and enhanced void fill protection with less paper material per box, reducing packing variability while maintaining appropriate protection for direct to consumer candy shipments. Paper usage was reduced through improved yield efficiency, resulting in cost and environmental savings.



By the Numbers



52%
decrease in material usage



52%
decrease in material cost exposure¹



41%
decrease in carbon emissions²

¹Material cost reduction estimates are based on internally validated material pricing and comparative usage data

²Internal life cycle assessments are conducted using COMPASS, an ISO 14040/14044 conformant LCA software



By the Numbers



74%

emissions avoided from damage reduction¹



38%

lower material cost per box



42%

faster pack times

Case Study:

Plumbing distributor reduces emissions by 74% and improves pack times by 42% with fit for purpose protective solution

Challenge: A leading plumbing-supply and home-fixture distributor using a competitor's foam-in-place packaging system was seeing rising damage rates. The distributor needed a new packaging approach that could reliably protect heavy, fragile fixtures. While emphasizing the need for protection first, the customer was also seeking a sustainable solution.

Solution: AirSpeed® ChamberPak® on-demand packaging system was selected as the best protection for the heavy, fragile products. Its durable, multi-chamber design maintains air pressure and ensures consistent cushioning even if one chamber is compromised.

The Pregis IQ® validated this performance through real-world shipping tests, reinforcing the importance of damage prevention in minimizing the potential waste and emissions associated with product damage and reshipping.

Impact: AirSpeed ChamberPak delivered measurable benefits across the operation. Even an estimated 2% reduction in product damage helped avoid reships and product waste, reducing emissions associated with replacement shipments and landfill disposal. ChamberPak also reduced material usage and simplified operations, enabling faster pack times and lower material costs.

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



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.





The Path to Net Zero Carbon Emissions¹

All of our sustainability goals support our north star: net zero carbon emissions by 2040¹. Through reduced energy and waste consumption, and increased use of renewable and recycled materials, we are lowering emissions across our business.

In 2025, we improved how we measure our footprint by transitioning to a new carbon accounting partner, Watershed. Their updated methodology aligns with our business operations and offers a more accurate representation of our impact. 2024 emissions have been recalculated using Watershed's methodology for consistency and year-over-year comparison. Our 2025 emissions have been verified by an independent third-party audit with limited assurance.²



¹"Net zero carbon emissions" means reducing greenhouse gas emissions through decarbonization strategies and neutralizing any remaining emissions with credible offsets

²Externally verified by WAP Sustainability Consulting with limited assurance across all scopes

Measuring Our Carbon Footprint

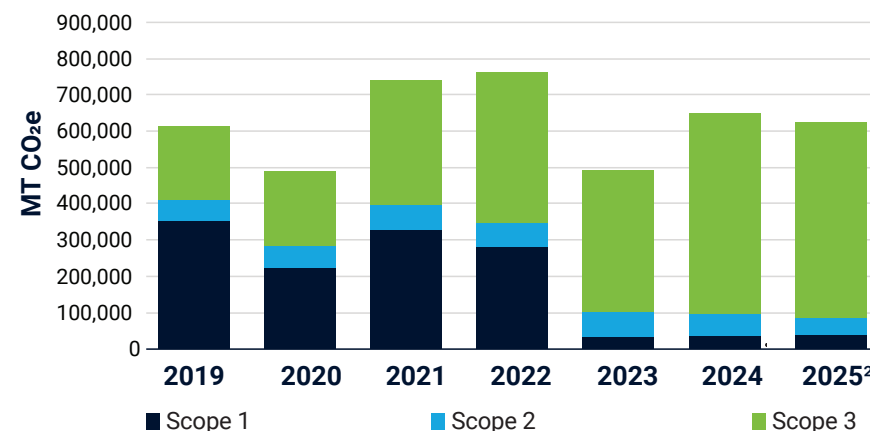
We measure our progress towards net zero carbon emissions by looking at these metrics.

Market-Based Emissions

Market-based emissions measure the Scope 2 portion of our emissions based on purchased electricity sources and renewable energy credits. As part of our path to net zero carbon emissions, we're targeting market-based Scope 2 emissions as a key opportunity to lower our footprint.

Our results indicate a 4% (~25 metric tons) reduction in market-based emissions from 2024. In 2025, we used purchased renewable energy credits to abate emissions from 21% of our total electricity consumed.

Market-Based Emissions Reduction^{1,3}



¹Emissions are calculated according to the Greenhouse Gas Protocol using primary and secondary data

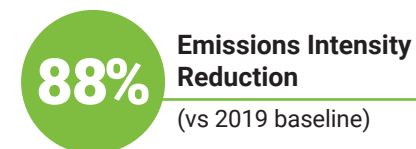
²Externally verified by WAP sustainability consulting with limited assurance across all scopes

³Emissions shown for 2019-2023 have not been recalculated using new methodology in Watershed

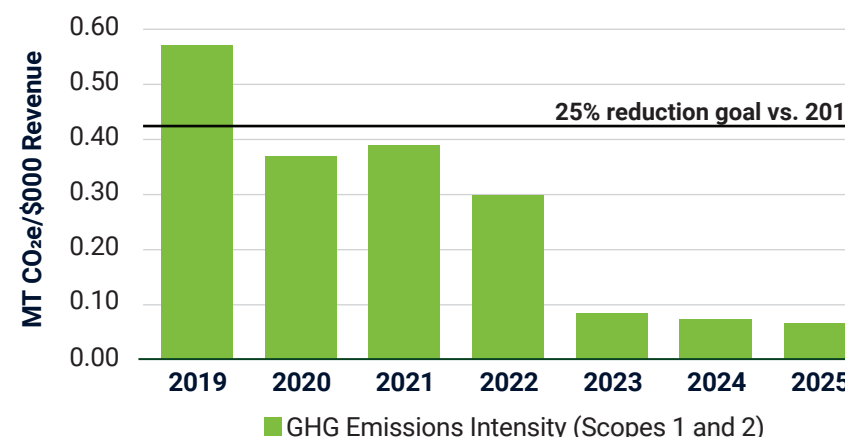
Operational Emissions Intensity

Emissions intensity measures business efficiency calculated by dividing our operational emissions, Scope 1 and Scope 2, by revenue.

For the sixth consecutive year, our operational emissions intensity remains at least 25% below our 2019 baseline, achieving our 2K30 goal. Through energy-efficient initiatives, equipment upgrades and lower-carbon manufacturing practices, we measured an 88% reduction to baseline intensity in 2025.



GHG Emissions Intensity from Operations



Energy Decarbonization Approach

We continue to advance our decarbonization strategy and roadmap supporting the transition to net zero emissions. In 2025, our initiatives focused on renewable energy. We evaluate and implement high-value, high-impact projects to reduce energy use across lighting, machinery, vehicles and heating.

We also expanded the facilities included in our renewable energy program. In 2025, we doubled our renewable energy credit purchases compared to 2024, offsetting 21% of our U.S. electricity consumption across facilities. This action eliminated 11,700 metric tons of CO₂ emissions, equivalent to the emissions from 1.3 million gallons of gasoline burned in passenger vehicles.³

2025 Energy Consumption in Gigajoules (GJ)

Energy from Electricity Grid¹ | **526,781**

Total Energy Consumed^{1,2} | **953,410**

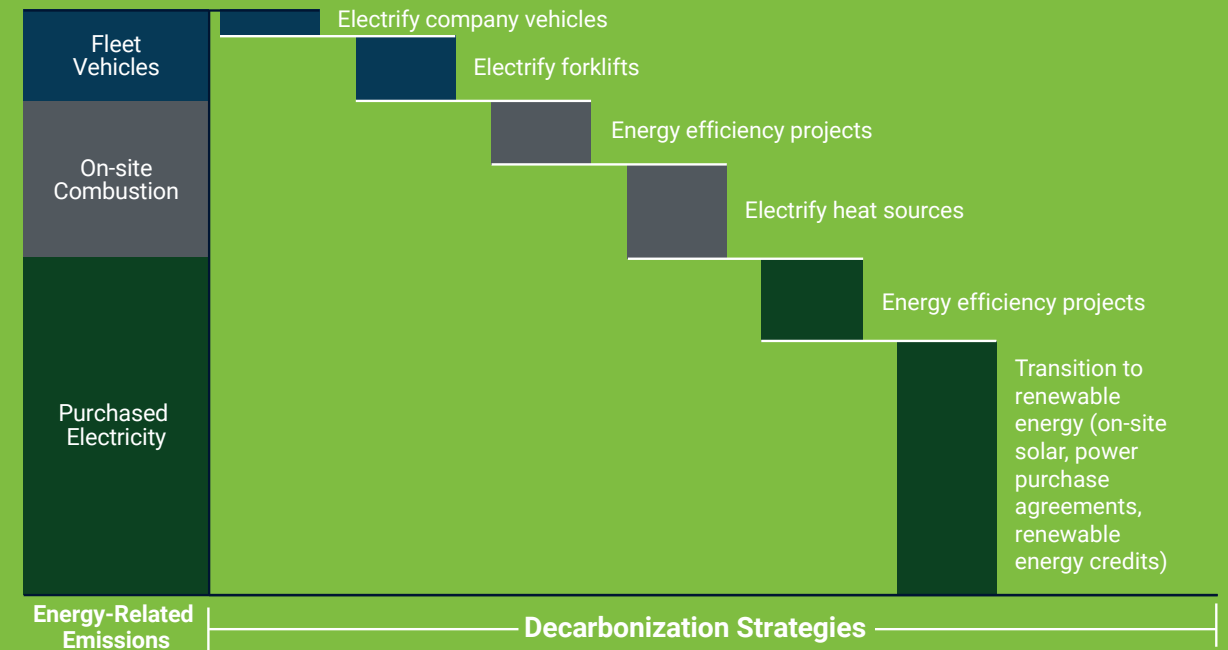
¹Electricity data not available for locations where utilities are not billed directly

²Includes 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

³Internally calculated by comparing market-based Scope 2 GHG emissions with avoided Scope 2 emissions

The Path to Net Zero Energy Emissions

This visualization⁴ illustrates our total energy-related greenhouse gas (GHG) emissions as of 2025. Each bar represents the relative emissions from that source, along with the strategies aimed at reducing them.



In 2025, we matched 21% of our electricity with purchased renewable energy credits

⁴Visualization is an illustrative representation of our decarbonization strategy and is subject to change

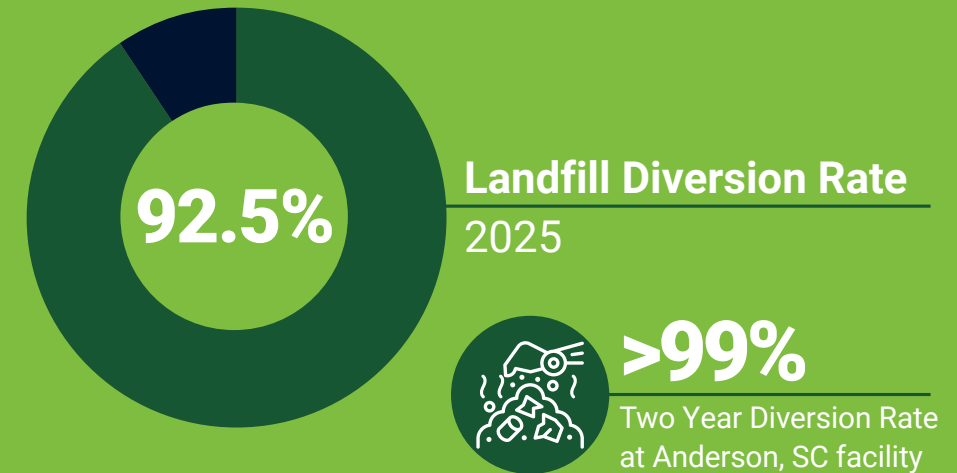
GOAL: Zero Waste at All Global Facilities

The Road to Zero Waste

Achieving zero waste¹ across all global facilities by 2030 is a core part of our sustainability strategy. By reducing waste generation and diverting 99% of remaining materials from landfill waste streams, we aim to create more efficient operations and conserve valuable resources.

Our approach is guided by the waste hierarchy, prioritizing reduction and reuse first, followed by recycling and composting, with incineration and landfilling as a last resort. We embedded zero waste facility design into our strategic facilities design process, shaping the operations of every new facility as it joins the Pregis network.

Zero Waste Results



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



¹Zero waste is defined as the diversion of at least 99% of solid waste by weight from landfill

Facility Spotlight: Elgin Paper Center of Excellence

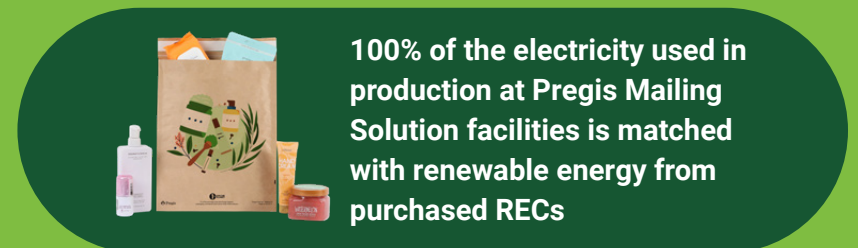
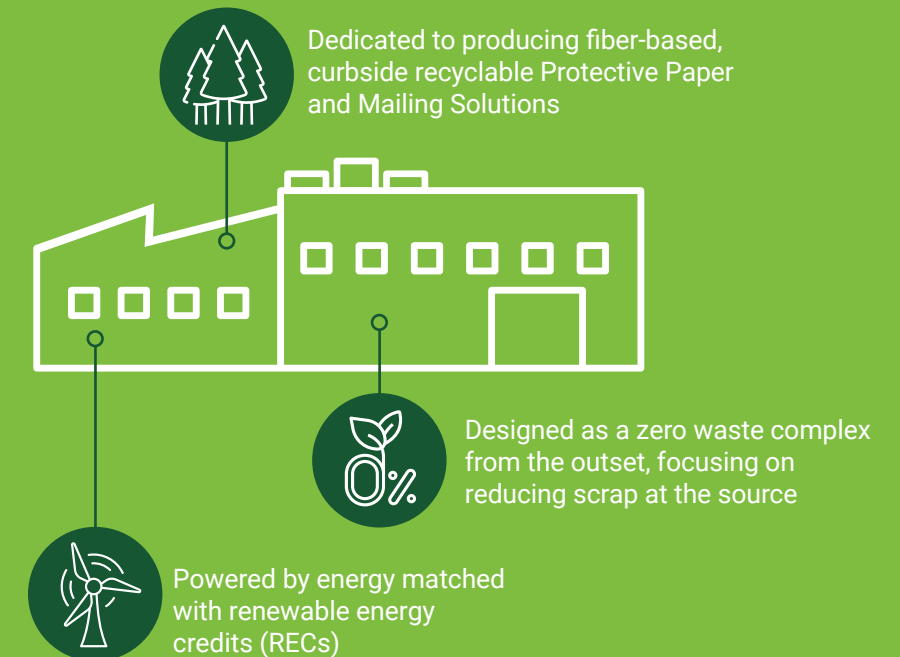
In 2025, Pregis opened a new manufacturing facility in Elgin, IL, dedicated to producing protective paper and mailing solutions. Serving as the primary Midwest hub for curbside recyclable paper packaging production, this facility plays a key role in expanding sustainable operations and packaging capabilities.

From the earliest planning stages, the Elgin facility was intentionally designed around zero waste operations and powered by energy matched with renewable energy credits (RECs). Through integrated reduction and diversion practices, the facility is expected to divert approximately 5,000 tons of waste from landfills annually.

- **Scrap reduction as a priority:** Following the waste hierarchy, Elgin prioritizes waste prevention, focusing on reducing scrap and defects to minimize waste during production
- **Built from the start as a zero waste complex:** With the right equipment, training and recycling partnerships in place, the facility initiated zero waste efforts in operations
- **Powered by renewable energy:** Protective Paper and Mailing Solutions manufactured at Elgin are produced in a facility where 100% of electricity use is matched with RECs

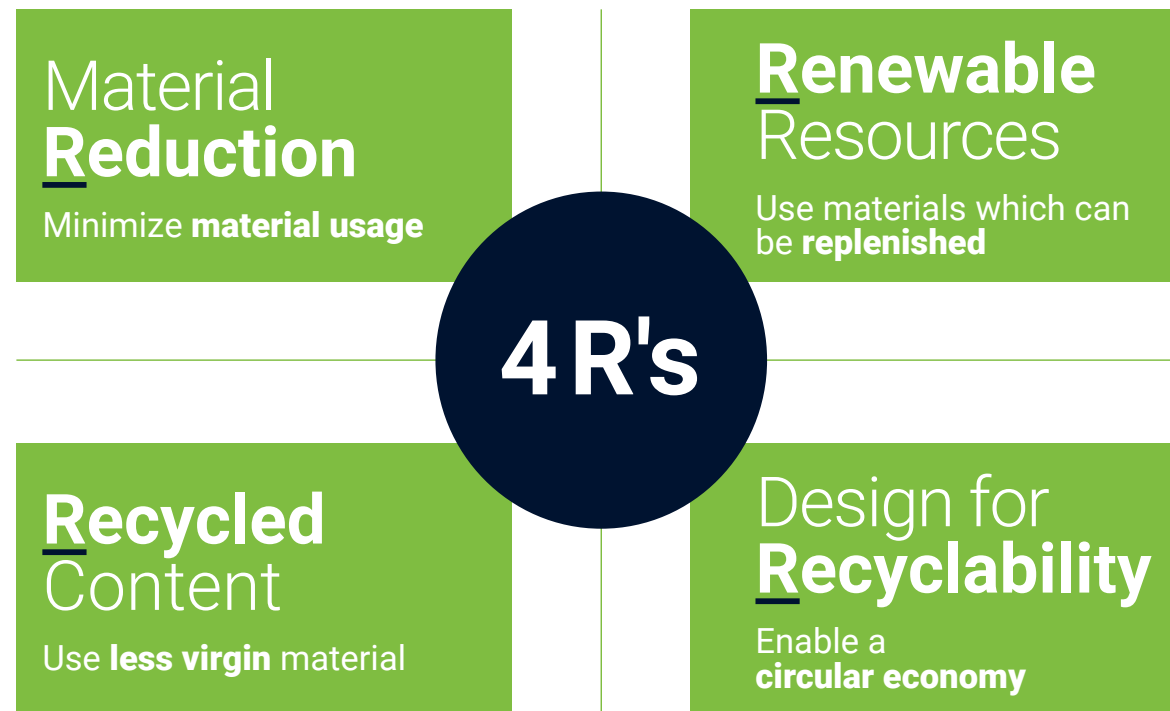
Together, these design choices reflect a forward-looking approach to facility development, embedding sustainability into how the site is built and operated from day one.

Sustainable by Design



Product Strategy

The 4 R's guide our approach to product design and innovation. It emphasizes minimizing waste, conserving resources and extending the life cycle of materials. Through this mindset, we help customers meet their goals across diverse applications and performance needs.

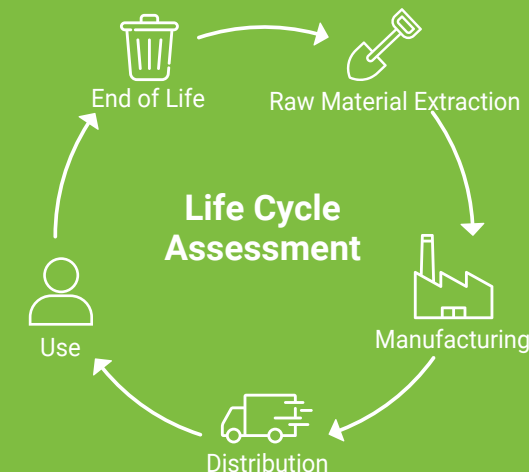


We work with customers to navigate sustainability with confidence, enabling them to make choices that lower waste, preserve resources and uphold performance, moving closer to their sustainability goals.

—Nela Stafie, Director, Engineering & Strategy

Life Cycle Thinking

Measuring environmental impact is fundamental to making, long-term decisions. Through life cycle assessments (LCAs), we measure a product's impact through key indicators such as carbon emissions, fossil fuel use, water consumption and waste. We rely on industry-average data and an ISO 14040/14044-compliant software to model a wide range of materials and manufacturing processes when calculating LCAs.



In 2025, we enabled **51 customers** to make data-informed packaging decisions that support their sustainability goals using internally conducted COMPASS life cycle assessments.

Product Strategy – The 4 R's

The 4 R's strategy is at the heart of many products introduced in 2025.



Pregis Sharp™ InfinX Right-Sized Mailing System:

This automation system right-sizes packages for each shipment and adapts to varied product mixes, which helps minimize material usage

Material Reduction

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

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 AirSpeed® Renew™ Zero Air Pillows:

Made with a blend of renewable second-generation plant waste and post-consumer recycled material, customers get void-fill protection and cradle-to-gate carbon neutrality¹



4 R's



Pregis Performance Flexibles Renew™ Series:

Incorporating post-consumer and post-industrial recycled content, these sealant films maintain the performance standards required for consumer packaged goods applications

Recycled Content

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

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 EasyPack® Strata On-Demand Paper System:

A high-speed paper system that produces structured protective pads for tailored protection made from 100% recycled paper, offering customers a curbside recyclable light cushioning solution



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

Designing our products using recycled and renewable materials¹ helps reduce dependence on limited resources and reduces environmental impact. We challenge our teams to embed this goal into product design, advancing responsible, circular solutions that meet growing demand for sustainable products. Pregis provides customers with different materials and end-of-life solutions, making it easier to find the right solution.

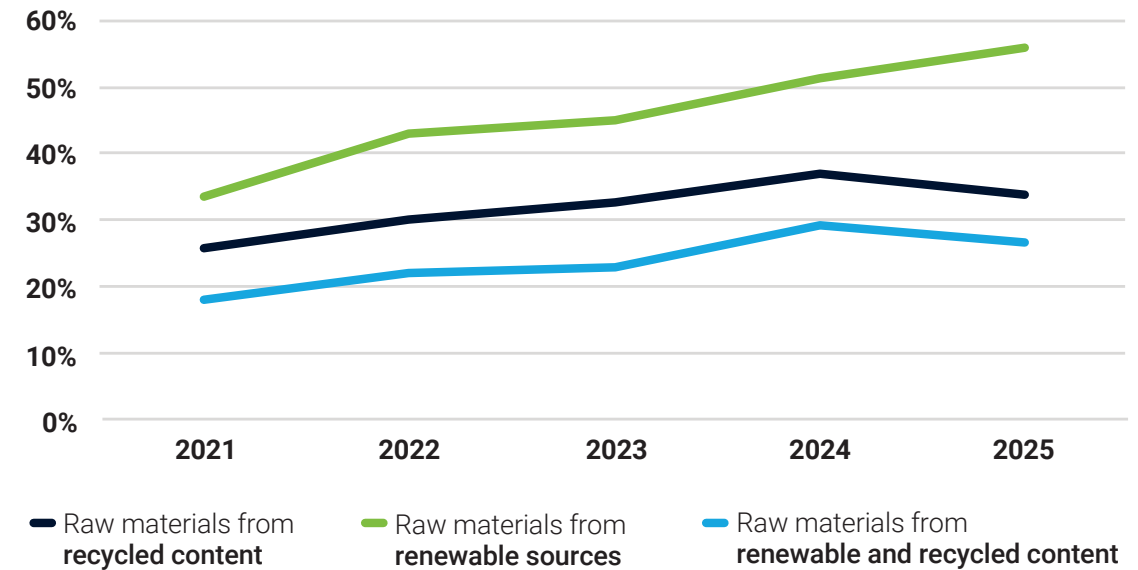


¹Recycled content and renewable raw materials metrics are aligned with the definitions outlined by the Sustainability Accounting Standards Board (SASB)

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

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 customers.

Certified Circular & Certified Bio-Circular

ISCC PLUS certification verifies advanced recycled and bio-circular materials in our supply chain using a mass balance approach, which allows certified materials to be tracked and credited through production even when mixed with conventional materials.

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

These facilities are certified under the ISCC PLUS program for the use of circular, bio and bio-circular materials using the mass balance approach.

Mechanically Recycled Post-Consumer Recycled Content and Pre-Consumer Recycled Content

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

PolyPlank Renew® XL Engineered Foam

Pregis PolyPlank Renew® XL engineered foam delivers non-abrasive, shock-resistant cushioning for heavy, fragile products, while keeping valuable foam material in productive use through recycled content inclusion.

PolyPlank Renew XL is made with a minimum of 98% pre-consumer recycled polyethylene content certified by SCS Global Services. Incorporation of recycled content reduces reliance on virgin materials, lowers energy use during manufacturing and diverts waste from landfills. Its layered foam structure provides shock resistance and dimensional stability, offering a cost-effective, high-performance cushioning solution.



AirSpeed Renew Zero Portfolio:

Contains a minimum of **30%** post-consumer recycled (PCR) content, claim verified by PolyCert, and linked to a minimum of **20%** renewable waste certified through the ISCC mass balance approach^{1,2}



AirSpeed Renew PCR Portfolio:

Contains **80%** post-consumer recycled polyethylene certified by SCS Global Services³



PolyPlank Renew XL Engineered Foam:

Contains **98%** pre-consumer recycled polyethylene certified by SCS Global Services

¹Renewable content is allocated using ISCC mass balance and may not be physically present in the product

²AirSpeed Renew Zero Portfolio is only available and certified in Europe

³AirSpeed Renew PCR Double Cushion and Quilt are only certified in the U.S.

Case Study:

Plumbing manufacturer lowers carbon emissions by 57% and fossil fuel reliance by 67% with hybrid packaging solution

Challenge: A plumbing supply manufacturer wished to explore alternative packaging solutions that better aligned with its sustainability goals. Although foam-in-place inserts met performance needs by protecting its fragile, heavy sinks, it did not satisfy the brand's broader sustainability strategy.

Solution: Pregis IQ® engineers partnered with the manufacturer to evaluate a variety of materials and packaging designs, leveraging drop testing to evaluate performance viability. A hybrid packaging design using Pregis PolyPlank Renew® XL engineered foam plank and Pregis EasyPack® PackMaster™ Pro paper cushioning was delivered.

The hybrid solution incorporated high recycled content materials and strategically placed engineered foam at critical impact and loadbearing points to provide effective shock and vibration absorption during shipping.

Impact: By transitioning from foam-in-place with molded pulp inserts to a hybrid design using polyethylene foam made with 98% recycled content, the manufacturer reduced reliance on virgin material extraction and material consumption. Additionally, the new design enabled more efficient use of protective materials which reduced waste.



By the Numbers



57%
decrease in carbon emissions¹



67%
decreased reliance on fossil fuels¹



17,040 lbs
waste prevented¹

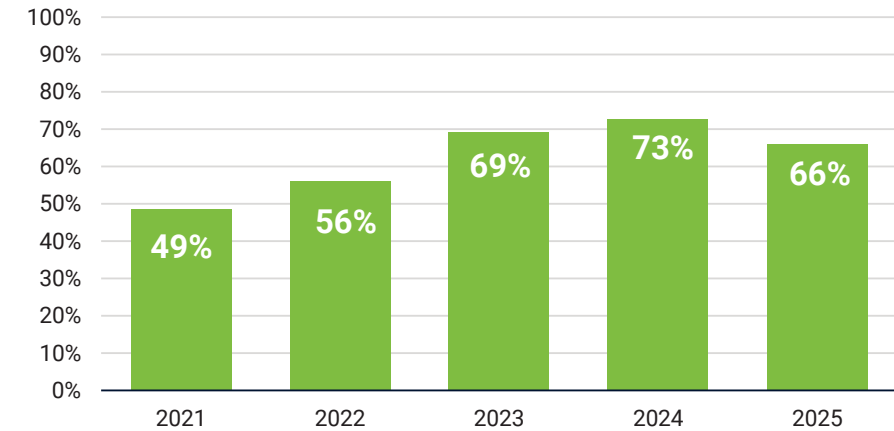
¹Internal life cycle assessments are conducted using COMPASS, an ISO 14040/14044 conformant LCA software

Circularity: Product End of Life

We deliver circular packaging solutions designed to be recyclable, reusable or compostable, which helps meet customer demand and corporate sustainability goals. Our circularity metrics are aligned with Sustainability Accounting Standards Board (SASB) guidance for the containers and packaging industry, supporting transparent reporting and consistency with recognized 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 flexible packaging, are designed for industrial and home compostable end of life options.

Revenue from reusable, recyclable and/or compostable products¹



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

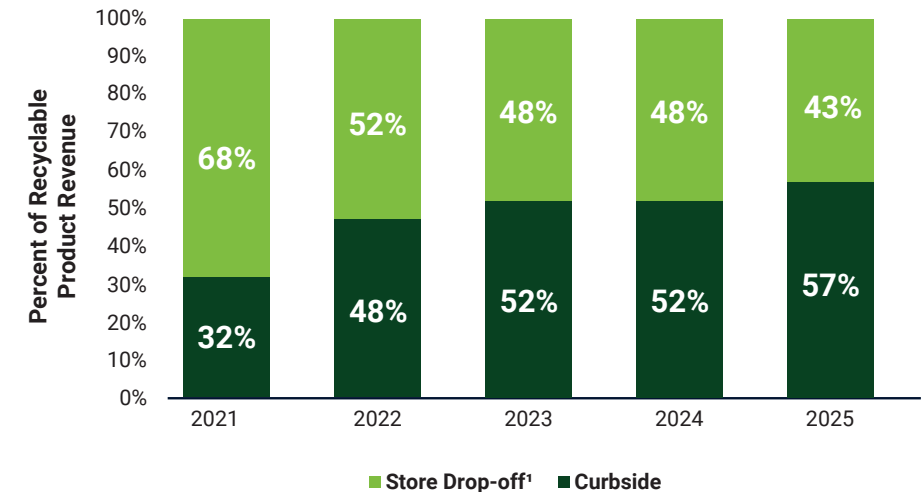
Circularity: Enabling Recycling

Recycling is an integral part of reducing waste and protecting the environment. We apply Design for a Circular Economy principles from Circular Economy for Flexible Packaging (CEFLEX) and follow the Association of Plastic Recyclers (APR) Design Guides to enhance the recyclability of our products.

To support consumers with informed decision-making, we use third-party recyclability labeling systems that offer clear, transparent guidance for consumers.

We continuously monitor requirements to adapt in accordance with evolving regulations. We follow the Federal Trade Commission Green Guides definition of curbside recyclability, which requires that at least 60% of consumers have access to appropriate recycling infrastructure. While certain materials, such as polyethylene foam, may be recyclable where facilities exist, they do not meet this 60% access threshold. In North America, only Pregis products that are officially designated as Widely Recyclable or Store Drop-off Recyclable through the How2Recycle® program, in accordance with FTC guidance, are classified as recyclable. Comparable international standards are applied where relevant.

Breakdown of revenue from recyclable products



¹Store drop-off recyclability certified by How2Recycle®



By the Numbers



83%

decrease in material usage¹



86%

decrease in carbon emissions¹



85%

decrease reliance on fossil fuels¹

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

Case Study:

Pet care brand reduces carbon emissions by 86% through a shift from rigid to flexible packaging

Challenge: As part of its sustainability commitments, a leading pet care brand set out to challenge the typical structure of cat litter packaging, a format historically reliant on rigid containers such as plastic pails. While these formats provided the strength needed for heavy, abrasive cat litter, they also used excess material creating an inefficient package-to-product ratio. The brand was looking for an innovative, flexible solution that delivered comparable performance and recyclability to rigid materials.

Solution: Pregis tailored the U-Series Low Density Polyethylene (LDPE) film formula to provide similar performance to a rigid container with significantly less material.

- **Designed for sustainability:** Prequalified as store drop-off recyclable through How2Recycle®, the mono-material film helped lower material and transport emissions compared to rigid packaging
- **Formulated for high-performance durability:** Highly durable and puncture resistant to withstand bulk product distribution, preventing damage and associated product and packaging waste to landfill
- **Efficient processing and operational performance:** Polyethylene's broad sealing capabilities help minimize leak risks and maintain operational throughput

Impact: Pregis translated the brand's sustainability goals into a structure designed to perform across environmental and operational criteria. The rigid to flexible conversion reduced the amount of material required per package, contributing to lower fossil fuel reliance and carbon emissions through reduced material production and package weight. This transition also maintained recyclability and rigid-level performance across protection, usability and operations.

GOAL: Save 15 Million Trees from Harvest

Trees play a vital role in addressing climate impacts and sustaining biodiversity, making the prevention of deforestation a priority within our supply chain. We advance this commitment by sourcing paper certified by the Forest Stewardship Council® (FSC), Sustainable Forest Initiative® (SFI) and Programme for the Endorsement of Forest Certification (PEFC). These certifying organizations help ensure forests are managed responsibly, so harvesting is sustainable and traceable.

We also incorporate recycled fiber into our products and strictly follow chain of custody standards. Through rigorous testing, we confirm that our materials meet durability requirements while reducing reliance on virgin fiber, helping to reach 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

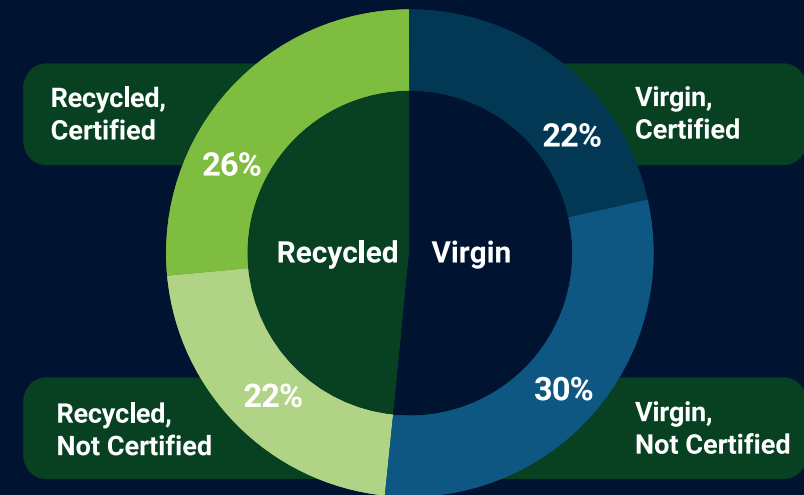
1,283,293
trees saved in 2025¹



5,655,889
Trees Saved since 2019

Paper Procurement² by Source and Certification

Percentages by weight



Our Fiber
Certification
Partners





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 embedded in our culture, creating a supportive environment for employees while extending their impact beyond the organization. The pillars of giving are built around global, humanitarian challenges where solutions can create the greatest impact. Expanding access to food and clean water are among the most urgent needs for communities around the world.

We aim to positively impact 25 million lives by 2030. This ambitious goal inspires our team and unites us around a shared sense of purpose, driving measurable progress in the communities we serve.

143,213 lives impacted in 2025¹

1,427,979 lives impacted since 2019



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

Our community giving strategy is anchored 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

Access to safe drinking water remains one of the world's most pervasive challenges, contributing to preventable disease and limiting opportunity for millions of people. Aligned with our Inspyre pillar, Pregis partners with Uzima Clean Water Mission to help expand access to clean water through easy-to-use, scalable, filtration solutions to families in need.

Uzima began by distributing water filters that remove harmful bacteria and contaminants, providing immediate access to safe drinking water. Recognizing the link between water and overall health, the organization later expanded to include hygiene kits that support sanitation and reduce the spread of illness. Together, these solutions help improve health, increase school attendance, strengthen economic stability and transform family life within communities.

Our partnership with Uzima continues to gain momentum. As we grow the Pregis Inspyre™ portfolio and its financial support, Uzima is able to reach more families with transformative healthcare solutions. With every 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 sales from the Pregis Inspyre™ brand are donated directly to Uzima. These contributions are verified by 1% for the Planet®, an internationally recognized certifying body. 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 2025, a new product joined the Inspyre brand family:
IntelliPack® Inspyre™ Film



762,106 lives

impacted through Uzima partnership since 2018



EverTec Inspyre Mailer



Poly Lite™ Inspyre Mailers



EasyPack® Inspyre Paper Packaging



AirSpeed® HC Inspyre Cushioning



IntelliPack® Inspyre Film



filter



Clean water for **10 people** for **10 years**

Spotlight on Service:

Kenya Trip

In 2025, six Pregis employees traveled to Nakuru, Kenya, bringing the Inspyre promise to life through hands-on community service. Partnering with *Start With One Kenya*, the parent organization of the Uzima Clean Water Mission, the team supported efforts to expand access to clean drinking water and essential resources, while also contributing to education and infrastructure projects in underserved communities.

During the trip, the team hosted hygiene education sessions for more than 900 individuals across seven community programs and distributed water filters that provide up to 10 years of clean water. These efforts help prevent diseases such as cholera, typhoid and dysentery, which remain leading health risks in the community.

One filter distribution event took place at a school where both students in the surrounding community and teachers were living in extremely difficult conditions and facing significant hardship. The team provided filters to teachers for use at school and additional filters for use at home with their families, bringing a meaningful sense of stability to the school community.

Beyond water access, volunteers contributed to long-term community development. The team installed new classroom flooring at Gituamba Comprehensive School and helped launch the Mchopkazi school store. The store's name comes from the Swahili term meaning, "hard worker." It transforms donated supplies into a system that rewards students for academic achievement while providing essential daily items from school supplies to hygiene necessities.

Together, these efforts demonstrate how small actions can create meaningful, lasting change across health, education and opportunity.

“Seeing the impact firsthand changed my perspective completely. What stood out most wasn’t just providing clean water, but understanding how something so simple can improve health, education and opportunity all at once. It made the purpose behind our work feel very real.”

—Peter Petroll, Client Advocate



Community Service and Philanthropy

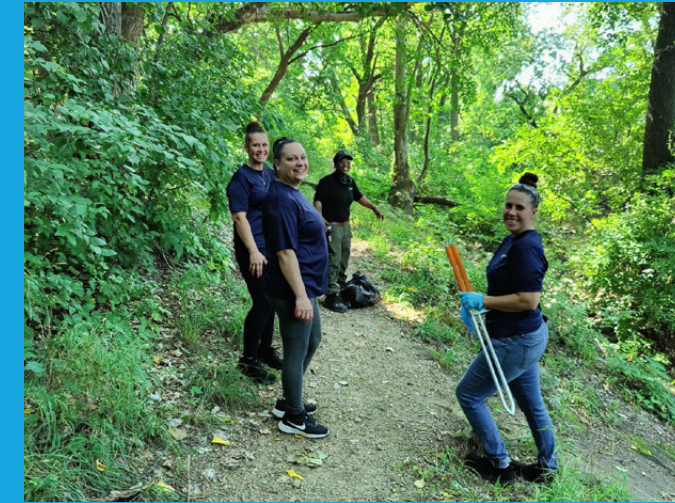
Pregis encourages employees to make a meaningful difference at work and 'inspyre' positive change in their communities. We are proud of the commitment they show through initiatives such as:

- **Impacting lives at Foam Expo 2025:** At Foam Expo, booth visitors helped fight food insecurity. For each badge scan, Pregis donated to Feeding America, positively impacting 5,300 lives.
- **Los Angeles Wildfire Relief Support:** In response to the LA Wildfires, Pregis donated to Feeding America to aid affected communities, helping to impact 12,300 lives.
- **Nourishing Hope Food Pantry:** A group of Pregis volunteers packed 8 pallets of boxed groceries and 160 online market boxes at the food pantry in Chicago, IL. Pregis also donated 20,000 ThermoCycle Flex bags to help insulate hot meals during home delivery transport to those in need. Combined, these efforts impacted 53,000 lives.
- **Local Watershed Clean Up:** Pregis employees in Grand Rapids, MI continued the annual tradition of reducing pollution in local waterways. The team removed pounds of debris from the watershed, helping create cleaner, healthier spaces for wildlife and surrounding communities.



10 people

impacted with a meal
per \$1 contributed



Recognizing our People

Inspiring Achievement Award

The Will Drennan Inspiring Achievement Award honors Pregis employees who consistently go above and beyond in service to others. Will Drennan, a valued member of the Pregis team, lost his life in 2022 after acting with extraordinary courage to save the life of a child.

This award was established in his memory to recognize individuals who embody Will's selflessness, leadership and commitment to serving 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 peers without expecting anything in return
- Leadership and mentoring of others
- Contributing to the overall success of One Pregis

2025 Will Drennan Inspiring Achievement Award Winner



I am honored to be recognized as someone carrying on Will's legacy of selfless service. I find it fulfilling to spread positivity to others. I'm especially proud to be part of a company where putting more good into the world is not only celebrated but prioritized.



—Katie Banghart, Senior Brand Marketing Manager



Health & Safety

Creating a safe and healthy workplace is essential to operations at Pregis. In 2025, we achieved our strongest safety performance to date. Consistent execution and a shared commitment across our teams prevented injuries before they occurred.

Our Seven Elements of Safety Program continues to guide this progress. Aligned with ISO 45001 standards, the program reinforces accountability, continuous learning and cross-functional collaboration. Through structured training, clear procedures and disciplined auditing, we are strengthening our safety culture and delivering measurable improvements across all locations.

7 Elements of Safety:

- 1 Culture
- 2 Hazard Recognition
- 3 Resourcing
- 4 Communication
- 5 Safety Teams
- 6 Health & Wellness
- 7 Environmental Sustainability



0.73 | Total Recordable Incident Rate (TRIR)

27% reduction compared to 2024

Industry benchmark TRIR: 2.8¹

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

0.43 | 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 from days away, restrictions or transfers from work

To support our focus on prevention, we continued to strengthen the systems, leadership and tools that drive safety performance and results:

- **Established the Safety Leadership Council (SLC):** Established a cross-functional senior leadership group to champion safety and accelerate progress and learning across sites
- **Introduced OSHA training programs:** Launched instructor-level OSHA training, certifying 8 trainers and delivered OSHA 10-hour training to 125 operations leaders
- **Increased organization-wide training:** Invested over 1,000 hours in safety training as part of the organization's professional development curriculum
- **Unlocked data-driven insights:** Introduced the Pregis Electronic Incident Log and the Pregis Safety Dashboard to enable faster, more informed decisions
- **Built proactive risk management processes:** Rolled out a non-standard work process to help ensure employees consider potential risk prior to engaging in non-defined task

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

¹From the U.S. Bureau of Labor Statistics Plastics Product Manufacturing Industry Averages (NAICS 3261), updated as of January 2026

Creating an Inclusive Workplace

Inclusion Council

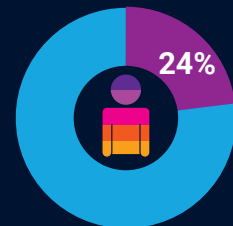
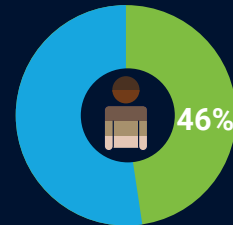
In its second year, the Inclusion Council doubled its membership to broaden representation and advance inclusion across Pregis. Members visited more than 20 sites to gather employee perspectives on why inclusion matters, using these insights to develop a refreshed mission statement reflecting perspectives from across the organization.

Mission Statement

- **Respect:** We model respect, ensuring that every voice is treated with dignity, regardless of role or background
- **Teamwork:** We commit to supporting shared goals and following through reinforces that listening leads to action and that collaboration turns feedback into improvement
- **Communication:** Transparent and timely communication keeps us informed and connected, creating an environment where input can influence outcomes
- **Fairness:** Fair advancement and performance standards ensure that all employees have equal opportunity to be evaluated and considered for growth based on merit, without bias

Total Workforce¹

Represents ethnic minority employees^{2,3}



Represents women employees

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

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

³ Individuals who identify with at least one of the following: Black or African American, Hispanic or Latino, Asian, Native Hawaiian or Other Pacific Islander or American Indian or Alaska Native

Note: In 2025, executive positions did not represent ethnic minority employees

Employee Resource Groups



Women's ERG 2025
68 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 mentorship and collaboration. In 2025, Pregis Women's ERG:

- Expanded family support benefits by implementing 12 weeks of fully paid parental leave for all U.S.-based salaried and hourly employees
- Championed a Pregis facilities guide highlighting lactation rooms and supportive onsite amenities across locations



Veteran's ERG 2025
94 members

The Veterans' Employee Resource Group is dedicated to supporting talented service members through transition support, internal community-building and service opportunities. We proudly support and employ 72 self-reported Veterans. In 2025, Pregis Veterans' ERG:

- Advanced veteran hiring and retention by informing the Business Leadership Development program to better address veteran recruitment and onboarding needs
- Launched a six-month rotational program to help new veteran hires align their skills with business needs

Learning & Development

We foster a culture of innovation and curiosity by investing in learning and development that equips employees to build new skills, strengthen existing capabilities and adapt their understanding as our business and industry evolve.

In 2025, we strengthened our approach by:

- **Advancing Performance and Career Development:** Achieved 100% completion of performance reviews across all employees, including both hourly and salaried workers, reinforcing consistent feedback, development planning and career growth conversations
- **Launching Inspyre Through Leadership (ITL):** Introduced a two-level leadership program for new people leaders, combining self-service foundational, tactical managerial training with applied, cohort-based learning for advanced leadership skill development
- **Expanding Access to Professional Certifications:** Offered free Six Sigma and Lean Six Sigma training and certification, enabling employees to build process improvement skills
- **Expanding Safety Training:** Delivered more than 30,000 hours of safety training across our global workforce, reinforcing our commitment to a safe and informed workplace
- **Expanding Dimensions of Professional Selling (DPS):** Extended access to all customer-facing employees, supporting measurable improvements in growth and long-term relationship building with internal and external stakeholders
- **Increased Employee Participation in Protective Packaging Sales Bootcamps:** Expanded bootcamps into new product categories, increasing participation across systems and ready-to-use products and accelerating employee onboarding, speed to market and sales team confidence to deliver stronger customer experiences
- **Advancing Sustainability Expertise:** Delivered 183 hours of internal sustainability training to better support customer sustainability goals across compliance, innovation and systems based sustainable packaging

These initiatives support our team's ongoing development, strengthen leadership at every level and contribute to a culture of continuous learning aligned with Pregis' sustainability goals.



Education Partnerships

Pregis is committed to developing the next generation of packaging professionals through strong academic partnerships. We work closely with leading universities to give students hands-on experience through internships at our Pregis IQ® Design Services lab, often serving as a direct pathway to full-time opportunities after graduation.

To strengthen and coordinate this impact, the University Engagement Council was established to deepen relationships with academic institutions. It connects industry and education by supporting internships, mentorship, research collaboration and community engagement, creating shared value for students, universities and Pregis.



| Beyond Pregis



Recognizing our Customers

Pregis Purpose Awards honor our distributor and fabricator partners who share a commitment to positive impact through packaging. Award recipients are determined based on annual product sales tied to measurable outcomes in sustainability and philanthropy.

New this year, the program expanded to four award categories with the addition of the Recover Award.

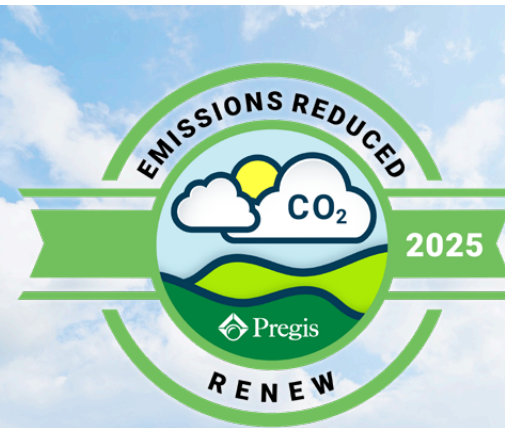
Pregis Recover Award: Honors fabricator partners whose participation in the Pregis® Foam Densifier Program helps divert foam waste from landfills by returning densified material for recycling

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

In 2025, we recognized 96 organizations whose choices supported purpose-driven initiatives.



Partner Training

As industry leaders, we share our expertise with our channel partners to help them better serve their customers. We have expanded our selling sustainability training program to include programs covering a broad range of sustainability topics, helping our partners stay current on the evolving landscape of sustainable packaging.

Training Topics include:

- Selling sustainability
- Carbon emissions
- Zero waste
- Life cycle assessment
- Environmental impact of damages
- Legislative requirements and impacts

24
companies

1,202
sustainability training hours



Training hours increased by 16% in 2025 compared to 2024, reflecting a shared commitment to sustainable education



The value of our sustainability training program is in how it reframes the conversation with customers and strengthens our go-to-market approach. It helps move beyond a narrow focus on compliance or material substitution to a broader view of total cost of ownership, where environmental impact, product protection and operational realities all play a role.

—Matt Heil, VP of Sales, Engineered Products

Industry Advocacy and Partnerships

Pregis aligns with leading organizations and certification programs 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.

Reducing our carbon footprint through data-driven accountability



Ensuring performance through rigorous testing and environmental assessments



Shaping the future of packaging through advocacy and education



Building an ethical, transparent supply chain



Designing packaging for circularity through industry-aligned standards



Driving end-of-life solutions to support circular systems



Creating positive social impact through purposeful giving

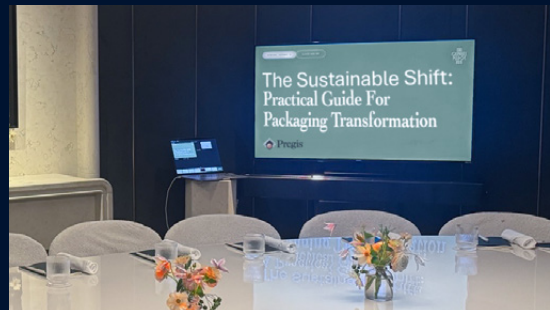


Note: Not all products hold every certification or partnership listed

Pregis sponsored, exhibited and presented at **SPC Impact 2025**, highlighting the importance of evaluating material alternatives using a Total Cost of Ownership (TCO) approach



Pregis attended **Climate Week NYC** leading an interactive session on strategies to reduce environmental impact without compromising performance or profitability



Pregis Performance Flexibles presented at **NOVA Brand Owner Bootcamp**, emphasizing value chain collaboration in advancing sustainable flexible packaging solutions



| Governance



Responsible Management

At Pregis, upholding strong ethical standards is a shared responsibility across the organization. Our business principles guide how we operate and make decisions, and they are publicly available on our website. We foster a culture of accountability where every team member plays a role in advancing responsible business practices.

Our dedicated sustainability team works cross-functionally with operations, sales, marketing, human resources, engineering and procurement to integrate sustainable improvements throughout the business.

Progress on sustainability initiatives and key performance indicators is reviewed monthly with executive leadership and quarterly with the Board of Directors, ensuring transparency, visibility and alignment at every level. As our sustainability strategy continues to evolve, we remain committed to strengthening governance practices and equipping our teams to make informed, responsible decisions.

Board of Directors

Warburg Pincus

- Ultimate oversight of sustainability strategy, 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 includes a formal annual review of physical, environmental, cybersecurity and operational hazards. This assessment evaluates a broad range of risks, including natural disasters, social unrest, health crises, cyber threats such as malware and other operational exposures. Additionally, we assess health and safety risks, labor disputes, economic instability and regulatory challenges.

Findings are reported to our Chief Financial Officer, with significant risks escalated to the Board of Directors. Once key risks are identified, targeted mitigation strategies are developed and implemented to reduce exposure and strengthen organizational resilience.

Cybersecurity

Strong cybersecurity is essential for any organization operating internet-connected systems. We use a comprehensive framework to protect our employees, suppliers and customers and we are expanding our diligence to address emerging AI-related cybersecurity risks.

Cyber Risk Management: Our framework is based on guidelines, standards and best practices established by the National Institute of Standards and Technology (NIST)

Cyber Protection: We employ a zero-trust security model supported by layered, multi-factor technologies to strengthen system defenses. Controls are in place to address both information technology (IT) and operational technology (OT) risks to reduce cyber threats and strengthen protection across our enterprise systems.

Cyber Training: 100% of users with access to our applications are required to complete mandatory quarterly cybersecurity awareness training to reinforce safe practices and reduce human error risk. Training includes information technology (IT) and operational technology (OT) topics.

AI Security and Governance: Policies are in place that govern the use of AI and underlying data. Controls are in place that restrict users from accessing non-approved AI from our devices. As we expand the use of AI, we are strengthening controls to address AI-specific cybersecurity risks, including data privacy and protection, third-party AI services and unauthorized or unintended system action.



Ethical Business Practices

Pregis is committed to advancing human rights regulations and legislation across our operations and supply chain. As part of this commitment, all suppliers are required to sign our Supplier Code of Conduct and formally review and affirm policies that address core human and labor 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

In addition, we perform audits of major suppliers located in high-risk countries¹ and maintain dedicated policies covering anti-corruption, sustainable procurement and conflicts of interest.

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



| Appendix



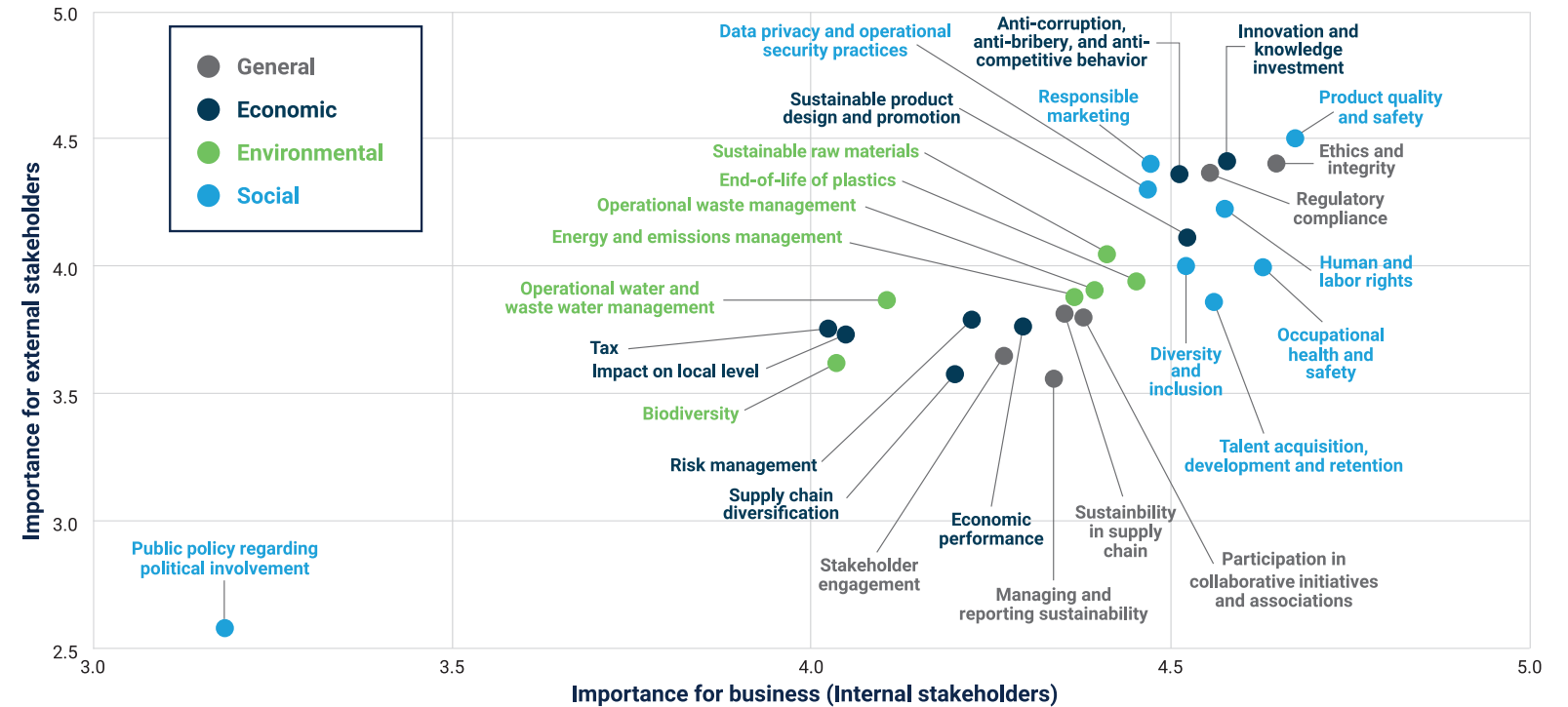
Materiality Survey

To support our first sustainability 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 sustainability 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	2025
Climate	GHG Emissions¹ (mtCO2e)							
	Scope 1 GHG Emissions	350,507	224,607	327,569	282,088	35,375	36,441	37,590 ²
	Scope 2 GHG Emissions (Location Based)	62,164	60,343	72,011	65,345	61,619	52,053	50,215 ²
	Scope 2 GHG Emissions (Market Based)	62,164	60,343	72,011	66,953	66,882	55,276	46,118 ²
	Scope 3 GHG Emissions	201,074	204,191	342,325	413,728	389,246	558,137	539,692 ²
	Total GHG Emissions (all scopes, location-based)	613,745	489,141	741,905	761,161	486,240	646,631	627,497 ²
	Total GHG Emissions (all scopes, market-based)	613,745	489,141	741,905	762,769	491,503	649,854	623,400 ²
	Emissions Intensity (mtCO2e/\$000 revenue)							
	Operational GHG Emissions Intensity (Scopes 1 and 2)	0.57	0.37	0.39	0.30	0.083	0.072	0.070
	GHG Emissions Intensity (all scopes)	0.85	0.63	0.72	0.65	0.42	0.53	0.50
	Energy							
	Total Energy Consumed (GJ)	-	-	-	-	833,037	893,479	931,147
	Percentage of Energy from Electric Grid	-	-	-	-	100%	100%	100%
	Percentage of Renewable Energy ³	-	-	-	-	0%	0%	0%
	Total Self-Generated Energy (GJ)	-	-	-	-	0	0	0
Waste	Waste Generation and Landfill Diversion (metric tons)							
	Total Waste Generated	-	-	-	24,119	31,144	33,511	35,231
	Total Hazardous Waste Generated	-	-	-	11	29	15	7
	Waste to Landfill	-	-	-	3,022	3,063	2,684	2,653
	Waste Diverted from Landfill	-	-	-	21,097	28,081	30,826	32,579
	Diversion Rate	-	-	-	87.5%	90.2%	92.0%	92.5%
Product Lifecycle	Raw Material Sourcing (SASB RT-CP-410a.1)							
	Raw materials from recycled content	-	-	25.7%	30.0%	32.4%	36.9%	33.6%
	Raw materials from renewable sources	-	-	33.5%	42.9%	44.9%	51.2%	55.7%
	Raw materials from renewable and recycled content	-	-	18.0%	21.8%	22.9%	29.1%	26.5%
	Product Revenues by End-of-Life (SASB RT-CP-410a.2)							
	Revenue from reusable products	-	-	0.2%	0.2%	0.2%	0.1%	0.002%
	Revenue from recyclable products	-	-	48.6%	55.8%	69.0%	72.6%	65.9%
	Revenue from compostable products	-	-	6.8%	10.8%	14.1%	12.5%	12.5%
Health & Safety	Total Recordable Incident Rate (TRIR)		1.40	1.50	1.28	0.98	1.00	0.73
	Days Away Restricted or Transferred Duty (DART)		0.90	0.60	0.76	0.40	0.48	0.43
Diversity, Equity, and Inclusion	Total Employees ⁴ (as of 12/31)	1,975	2,236	2,838	2,833	2,830	3,081	2,997
	Representation of ethnic minority employees in total workforce	27%	26%	34%	37%	39%	45%	46%
	Representation of ethnic minority employees in top executive positions	0%	9%	8%	8%	7%	7%	0%
	Representation of women in total workforce	-	-	22%	22%	22%	24%	24%
	Representation of women in top executive positions	18%	17%	15%	15%	14%	14%	14%
Learning & Development	Average hours of training per employee	-	-	21	82	20	24	26

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

² Externally verified by WAP Sustainability Consulting with limited assurance across all scopes

³ SASB counts Green-e Certified RECs matched to purchased grid energy. Our RECS are Green-e eligible, not certified

⁴ Data 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 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	6
	2-3 Reporting period, frequency and contact point	1, 50
	2-9 Governance structure and composition	50
	2-12 Role of the highest governance body in overseeing the management of impacts	50
	2-14 Role of the highest governance body in sustainability reporting	50
	2-22 Statement on sustainable development strategy	2
	2-23 Policy commitments	48
	2-28 Membership associations	49
	2-29 Approach to stakeholder engagement	45-48
GRI 3: Disclosures on material topics	3-1 Process to determine material topics	54
	3-2 List of material topics	54
	3-3 Management of material topics	54
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	22, 55
	305-2 Energy indirect (Scope 2) GHG emissions	22, 55
	305-3 Other indirect (Scope 3) GHG emissions	22, 55
	305-4 GHG emissions intensity	22, 55
	305-5 Reduction of GHG emissions	22, 55
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	24
	306-2 Management of significant waste related impacts	24
	306-3 Waste generated	55
	306-4 Waste diverted from disposal	55
	306-5 Waste directed to disposal	55
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	41
	403-2 Hazard identification, risk assessment and incident investigation	41
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	43, 55
	404-2 Programs for upgrading employee skills and transition assistance programs	43

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	22, 55
	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	20-23
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	23, 55
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Metric tons (t)	55
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	28, 55
	RT-CP-410a.2	Revenue from products that are reusable, recyclable and/or compostable	Reporting Currency	31, 55
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	n/a	20-34

Notes & Disclaimers

Unless otherwise stated, the data presented in this report relates to the performance of Pregis LLC and its subsidiaries during the 2025 fiscal year (January 1, 2025 to December 31, 2025). 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 statements concerning the expected development, demand, or performance, of any products or services. Any forward-looking statement speaks only as of the date on which it is made and Pregis undertakes no obligation to publicly update such statement. Although the information included in this report is presented in

good faith, Pregis makes no representations or warranties as to the completeness or accuracy of the information. The methodologies used by Pregis in developing and presenting the data and metrics in this report were used in good faith and based on our current understanding of these tools and their output. By their nature, these methodologies, data and metrics are subject to various assumptions and limitations. The sustainability information and metrics contained in this report are non-financial in nature and have not been audited or verified by an independent registered public accounting firm to the extent required for financial statements, unless explicitly noted otherwise in the report. Nothing in this report is to be construed as a recommendation to use any product, process, equipment, or formulation in conflict with any patent and Pregis expressly disclaims all representations or warranties, express, implied, or statutory of merchantability, fitness for a particular purpose or use, title and non-infringement of intellectual property rights. Nothing in this report waives or alters Pregis' conditions of sale.

For more information: www.pregis.com | www.pregiseu.com

Pregis, LLC | 227 W. Monroe, Suite 4100 | Chicago, IL 60606

