MAUSER
Packaging Solutions

Sustainability Report

2022 and 2023

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About this Report

Mauser Packaging Solutions is pleased to share our third sustainability report. This report provides an update on our organization's economic, social, and environmental impacts, covering the period from January 1, 2022 to December 31, 2023.

This report covers our global operations, with qualitative information and performance data corresponding to the 2022 and 2023 calendar years, except where noted. Where appropriate, we've also included some information from 2024 and 2025 to provide a comprehensive and forward-looking view of our sustainability journey.

The content of this report has been determined based on material sustainability topics that we identified as most relevant to our business. These topics, outlined in the Materiality section, reflect our ongoing commitment to addressing key sustainability challenges and opportunities in our industry.

We invite our stakeholders to review this report and engage with us as we continue our sustainability journey. This report is divided into six parts:

Sustainability Standards

We are committed to respecting and supporting international standards, including the United Nations (UN) Sustainable Development Goals (SDGs) and the UN's Universal Declaration of Human Rights. Our sustainability report has been published in accordance with the Global Reporting Initiative (GRI) Standards framework and the Sustainability Accounting Standards Board's (SASB) Containers and Packaging Sustainability Accounting Standard, demonstrating our dedication to transparency and internationally recognized reporting practices. A detailed content index is included to help readers navigate these commitments, which underscore our determination to operate responsibly and contribute positively to global sustainability initiatives.

INTRODUCTION

Letter to Our Stakeholders

It is my pleasure to introduce Mauser Packaging Solutions' third sustainability report, covering calendar years 2022 and 2023. This is our first report developed in accordance with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks—enhancing the transparency, consistency, and relevance of our Environmental, Social and Governance (ESG) disclosures.

Throughout this period, which presented both unique challenges and exciting opportunities, we continued maturing our four Cornerstones of Sustainability: Commitment, Innovation, Excellence, and Passion. In this report, we are proud to share our meaningful progress in advancing our sustainable product innovation, environmental mission, and core business strategy.

One of our core focus areas was progressing the Billion Dollar Plan we launched in late 2021. It will see us invest around $1 billion over four years in projects focused on delivering greener solutions

to our global customers, increasing circularity in our operations, reducing our environmental impact, and fostering strong employee growth. We have substantially upgraded many facilities to help us operate more efficiently, reduce energy consumption and costs, and contribute to a more sustainable future as part of this effort.

In 2022, we appointed our first Director of Environmental Compliance and Sustainability, who, working with our Global Sustainability Steering Committee, is driving the development and implementation of our sustainability strategy and establishing our climate change strategy. In 2022 and 2023 our energy efficiency initiatives resulted in a reduction of approximately 9,300 metric tons of CO_2 equivalent (tCO_2e) of greenhouse gas (GHG) emissions from our North America Small Packaging (NASP) Division, roughly equivalent to removing 2,163 gasoline-powered cars off the roads for one year. These efforts to reduce our GHG emissions have culminated in promising results. By the end of 2023, we reduced our annual Scope1 and 2 GHG emissions by 17% compared to a 2020 baseline.

To guide and measure our progress, we established a set of global ESG goals and key performance indicators (KPIs) focused on advancing environmental performance, social impact, and corporate governance.

We also conducted our first baseline water stress assessment using the World Resources Institute's Aqueduct Water Risk Atlas, identifying facilities in high-risk regions and informing our future water stewardship strategy.

In 2023, we completed our first global EcoVadis assessment, which provided valuable insights into our sustainability performance and informed key updates to our Supplier Code of Conduct, Environmental and Energy Policy, and the introduction of a new Sustainable Procurement Policy.

Looking ahead to 2024 and 2025, we will be launching three new global steering committees focused on innovation, post-consumer resin (PCR), and sustainability to drive cross-functional collaboration, accelerate circular solutions, and scale sustainable innovation across our global operations.

To enhance site-level performance tracking and streamline existing data collection efforts, we are developing a centralized online reporting tool that will simplify how our facilities submit annual energy, water, and waste metrics—improving efficiency, consistency, and the accuracy of emissions reporting and resource management.

We are also preparing to conduct Mauser's first climate-related financial risk assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD). This will enhance our understanding of climate-related risks and opportunities and help embed climate resilience into our enterprise risk management framework.

As a leading manufacturer of industrial packaging solutions for the global green economy, circularity remains at the heart of our corporate focus. Throughout 2022 and 2023, we continued advancing a circular economy by minimizing our use of virgin materials and extending our products' life cycles by enhancing our closed-loop reconditioning and recycling systems. We collaborated closely with our customers, suppliers, and industry partners to more effectively support the growth and long-term success of the global green economy. We continue developing and refining sustainable products and services that benefit our customers, create new markets and opportunities for our products, and contribute to a healthier planet for future generations.

As one of the early leaders in using recycled materials in packaging, we have worked to incorporate more PCR into our products while improving the quality of the PCR we produce. In 2022 and 2023, we increased our use of PCR across our product range, including expanding our Infinity Series® product portfolio of plastic drums, intermediate bulk containers (IBCs), and medical waste and tight-head containers made from 100% PCR.

While we have incorporated more recycled content into our products, this is just one aspect of our holistic approach to sustainable product development. We aim to produce eco-friendly packaging solutions that divert waste from landfill, reduce carbon emissions, preserve natural resources, and meet ever-stricter environmental regulations.

Our focus areas included minimizing the amount of virgin raw materials in our products and optimizing their size and weight to reduce transport costs and emissions. We have also expanded our service programs to make it simpler and more convenient for our customers to return and reuse containers, extending our products' usable life and drastically reducing waste. Our products help our customers align with their stakeholders' sustainability expectations, comply with environmental legislation, and achieve their short- or long-term ESG targets.

Another focus area was promoting our culture of excellence to inspire peak performance across our organization. We foster this culture by helping our people continuously learn, develop, and grow, both professionally and personally. This approach is rooted in our commitment to designing, manufacturing, and delivering an unparalleled range of quality products and maintaining exceptional standards in everything we do.

Naturally, the health and well-being of our employees remain one of our highest corporate priorities and is critical to our long-term success. Our commitment in this area was reflected in our recent safety data, where we reduced our year-over-year Total Recordable Incident Rate (TRIR) by 19% in 2022 and an additional 6% in 2023. Further improvements in safety performance have continued, and these positive strides have moved us closer to our goal of achieving Zero Harm across our global operations.

Of course, none of this progress would be possible without the hard work, dedication, and ingenuity of our people, who total almost 11,000 globally. To develop and empower our employees to forge long, rewarding careers, we expanded our educational programs, training, IT systems, and digital platforms to increase job opportunities and drive employee success.

To lead by example, we also support people by upholding and promoting universal human rights across our global operations and supply chains. Being a good corporate citizen also means giving back to the communities where we live and work. Our people have driven initiatives to support hurricane relief, assist Ukrainian refugees, partner with Habitat for Humanity to build homes for people in need, and support natural disaster efforts experienced by our employees in Turkey and Spain.

While we are incredibly proud of our progress so far, we know that sustainability is an ongoing journey, not a single end goal. We are excited to continue advancing our sustainability strategy, setting more ambitious targets, enhancing our green credentials, and building deeper collaborations with our customers, suppliers, and industry partners.

I sincerely hope you enjoy reading about our sustainability efforts in 2022 and 2023, and I invite you to share your ideas and feedback with us at sustainability@mauserpackaging.com. Together, we will create a more sustainable future.

Mark S. Burgess
President & CEO

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INTRODUCTION

About Mauser

About Us

Mauser Packaging Solutions has evolved into a global leader in sustainable rigid packaging solutions and services.

Born from the union of industry pioneers BWAY Corporation, MAUSER Group, National Container Group (NCG), and Industrial Container Services (ICS) in 2018; Taenza, S.A. de C.V. and Grupo Zapata in 2023; and Consolidated Container Company, LLC in 2024, we've continued to grow and innovate. Today, Mauser Packaging Solutions operates through three core business segments: North America Industrial Packaging (NAIP), NASP, and Mauser International Packaging Solutions (MIPS), enabling us to deliver tailored, sustainable solutions across a wide range of markets and geographies.

Our customers benefit from our innovation and unwavering commitment to sustainability. As we move forward, we remain dedicated to redefining our sustainability and global packaging performance, creating value for our customers and contributing to a circular economy.

Small Packaging   **Industrial Packaging**   **International Packaging**

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Our Customers

At Mauser Packaging Solutions, we take pride in serving a diverse, global customer base across industrial, institutional, consumer, and distribution sectors. Our focus remains on building enduring partnerships grounded in sustainable value creation. We collaborate closely with customers to align sustainability goals and develop innovative solutions, such as expanding our container collection programs for reuse and recycling and increasing our use of post-consumer recycled content in packaging.

We've strategically positioned our facilities closer to our customers to enhance efficiency and reduce environmental impact. This approach shortens supply chains, minimizes transportation costs and delivery times, and significantly decreases emissions, establishing sustainable packaging solutions that support our customers' sustainability goals.

Our customer distribution across markets

- 29% Chemicals
- 19% Housing and Construction
- 10% Petrochemicals
- 4% Consumer Products
- 11% Distribution
- 7% Food
- 20% Other
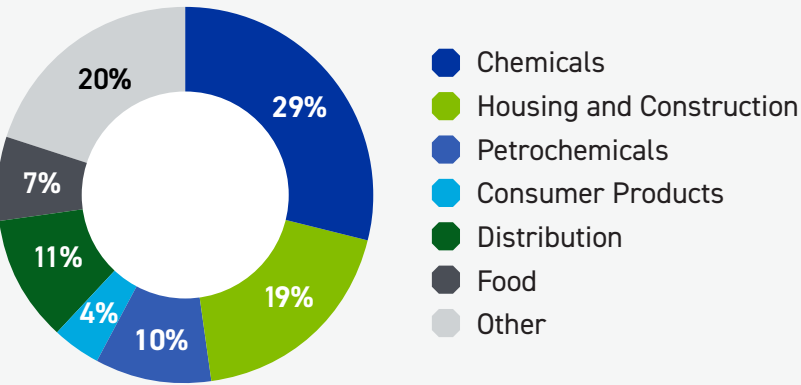
Our Mission

To be the global leader of high-quality, sustainable, rigid packaging products and solutions to help our customers grow their business and create value for our shareholders.
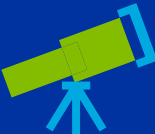
Our Vision

- Partner with customers to provide unmatched quality and customer service.
- Attract, develop, and retain passionate team members.
- Create innovative product designs and solutions to exceed customer expectations.
- Operate current business and future acquisitions as one global and integrated platform.
- Lead the industry in reuse and recycled content creation by leveraging our unique, closed-loop service model.

Our Sustainability Principles

COMMITMENT

- We are committed to our people, working safely, our customers, the quality of our products, and sustained global profit growth.

INNOVATION

- We are a team focused on innovation. We will continue our long-standing history of bringing new thinking, innovative processes, and products to our customers.

EXCELLENCE

- We manufacture and deliver an unparalleled range of quality products on time and set a new standard for excellence around the world, built upon our process focus.

PASSION

- We are passionate about our products, services, customers, and achieving our goals. We harness our enthusiasm and resourcefulness across the organization to be better, every day.

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INTRODUCTION

Overview of Our Operations

As of this year, our extensive network of more than 180 sites spans across five continents and more than 20 countries.

This global presence allows us to deliver high-quality, sustainable packaging solutions across the full packaging lifecycle, from manufacturing to reconditioning and recycling. This delivery is redefining the circularity of industrial packaging and contributing to leading innovation to reduce the carbon footprint of the global packaging supply chain.

A detailed summary of facility locations can be found on Mauser's website.

New Facilities

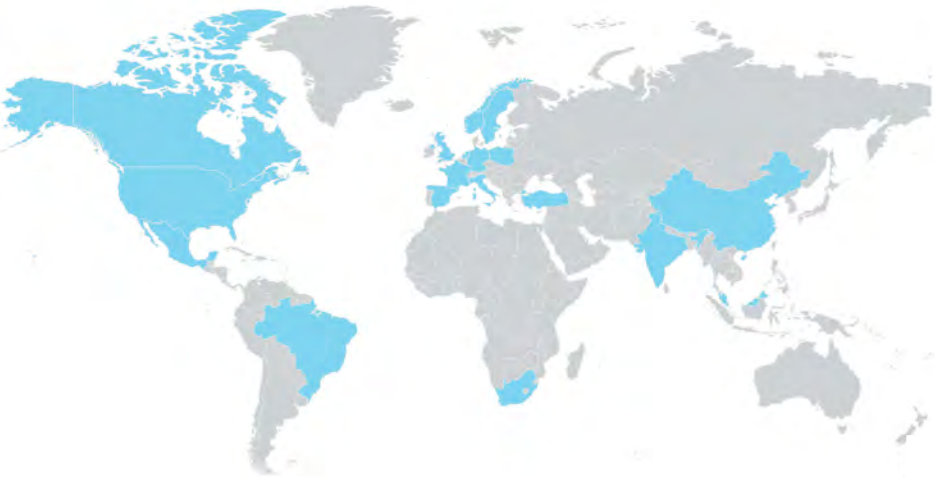Over the past two years, we have strategically expanded and optimized our global footprint through a combination of greenfield development and targeted acquisitions. These efforts have enhanced our operational capabilities, increased access to sustainable packaging and reconditioning solutions, and enabled us to more effectively serve the evolving needs of our customers worldwide. Examples include:

- **March 2023:** A new ultramodern industrial packaging manufacturing facility near Shanghai, China, expanded our presence in the Asia Pacific region.

- **July 2023:** Completed and opened the expansion of our new reconditioning site in Gliwice, Poland.

- **Established in July 2023:** A new facility in Tarsus, Turkey began operations, marking our 20th reconditioning facility for Mauser Packaging Solutions in the Europe, Middle East and North Africa (EMEA) region.

- **December 2023:** Expanded our footprint in Mexico through the acquisition of Taenza, S.A. de C.V.—a manufacturer of tin-steel general line, sanitary, and aerosol cans, as well as steel pails—along with five related Grupo Zapata manufacturing facilities.

This strategic acquisition enhances Mauser's regional capabilities in metal packaging and supports its commitment to delivering sustainable packaging solutions across North America.

- **Acquired in February 2024:** Consolidated Container Company, LLC, a manufacturer, reconditioner, and distributor of industrial containers and provider of recycling and related services. With facilities in Minneapolis, MN and Kansas City, KS, this acquisition further expands our offering of industrial packaging products and services while affording us the opportunity to service our North American customers more effectively.

Mauser Packaging Solutions Global Team Profile

Number of employees	2022	2023
North America	7,640	7,630
South America	434	452
Asia Pacific	517	510
Europe, Middle East, Africa	2,381	2,354
Total number of employees	**10,972**	**10,946**

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INTRODUCTION

Our Products and Services

Mauser Packaging Solutions offers a comprehensive range of rigid packaging solutions designed to meet the diverse needs of global industries. Our product portfolio includes steel, plastic, and fiber drums; IBCs; steel and plastic cans; plastic tight-head containers; jerrycans; plastic and steel pails; plastic bottles; medical waste containers; and a range of specialty containers tailored for specific applications.

To contribute to a connected circular economy and optimize packaging lifecycles, we offer a comprehensive suite of value-added services, including the collection of empty containers, professional cleaning and reconditioning services, certified reconditioned packaging, and a variety of packaging parts and accessories.

Product innovation is central to Mauser's sustainability initiatives, as shown by our Infinity Series®, which includes packaging made from 100% PCR. Our focus on developing circular solutions and contributing to a circular economy through innovative product design, such as Mauser's Tri-Seal gasket-less plastic pail cover, which removes the rubber gasket to make packages more easily recyclable, increases the reusability and lifecycle of our products and reduces the overall environmental impact of our supply chain. This helps our customers achieve their sustainability goals, demonstrating Mauser Packaging Solutions' commitment to "true sustainability at scale" through sustainable, low-carbon product innovation.

Our Product Impact

We create, develop, and manufacture high-quality, durable packaging that reduces product damage, leading to fewer returns, lower waste, and increased efficiency for our customers. In many cases, our packaging is also manufactured to UN specifications, ensuring compliance with global safety standards. Our consistent packaging quality fosters customer loyalty, strengthens brand reputation, and enhances operational efficiency, contributing to long-term economic growth and stability for our organization and our clients' businesses.

Our approach to managing our product impact focuses on expanding the circular economy through reusable or recyclable quality packaging, which in turn conserves natural resources. Additionally, we know that truly well-designed packaging can reduce waste, minimize landfill usage, and lower GHG emissions by decreasing product damage, returns, and the associated transportation and energy use. Without adequate packaging, items could be damaged, spilled, cause environmental harm, or create a general health and safety risk. We are committed to providing products that exceed our customers' expectations in a reliable, timely, and economic manner.

We also aim to enhance end consumer trust and safety by ensuring our products reach those users without contamination or damage, fostering loyalty and reliability in the marketplace.

Our quality and impact-focused operations and packaging design also indirectly lead to greater job satisfaction, employee retention, and investment in training and skill development, helping our employees' career growth and creating a more knowledgeable workforce.

Product Quality and Safety

Mauser Packaging Solutions prioritizes the highest standards of product quality and safety, recognizing the critical role our offerings play in protecting our clients' products, brands, and reputations. By adhering to strict process quality controls, regulatory requirements, and safety guidelines, we ensure our packaging consistently meets industry and regulatory requirements and supports a safe, sustainable supply chain.

Our Commitment to Quality

- Robust policies and systems are in place to ensure quality and safety, supported by specialized teams.

- An Integrated Management System (IMS) Manual based on ISO 9001, ISO 14001, and ISO 50001 standards guides operations.

- Applicable regional, national, and international regulations are routinely reviewed to ensure ongoing relevance and compliance across our global operations.

- Third-party testing is conducted against industry safety standards (e.g., UL, IEC).

- Our packaging designs are routinely tested in our internal laboratories by trained professionals to ensure compliance with U.S. Department of Transportation (49 CFR) and UN performance standards. Specific training requirements are established for distinct roles, and training matrices outline requirements specific to manufacturing roles.

- Real-time Statistical Process Control (SPC) helps to monitor and prevent out-of-control or out-of-specification conditions throughout manufacturing.

- Recurring customer engagement meetings are conducted to facilitate open communication and drive continuous improvement across our quality processes.

- Customer and internal quality concerns are systematically tracked, investigated, and analyzed to identify root causes and implement effective corrective actions. Insights gained from these investigations are shared across facilities and used to drive continuous improvement in product quality and performance.

- Risk analyses are performed using Failure Mode and Effects Analyses (FMEA) to find potential issues proactively.

- Routine audits are conducted to ensure ongoing compliance and quality standards, including:

  – Self-audits are performed regularly to support internal quality control.

  – Third-party audits by ISO, NSF, GFSI (e.g., BRCGS, FSSC), TÜV, UL, among others, provide independent validation of our quality systems.

Seven Pillar Quality Strategy

Quality is Engrained in Every Operational Aspect

Customer Focused Quality Strategy

Our commitment to customer satisfaction drives all aspects of our work.

Reduce customer complaints and claims through root cause determination and elimination.

Utilize Customer Initiatives meetings to collaborate on jointly beneficial projects.

Mauser Leadership

Mauser leadership is fully committed to quality.

Leadership empowers every employee to actively participate in Mauser's Earnings Improvement Program (EIP), fostering a culture of continuous improvement and shared success.

Employee Engagement

Management promotes employee engagement through routine meetings at all levels, emphasizing alignment with KPI targets.

Rewarding and congratulating employee contributions.

When KPIs are not met, coaching and problem analysis are used to rectify misses.

Process Approach

Follow a standardized, systematic approach to continuous improvement by applying the PDCA (Plan-Do-Check-Act) and DMAIC (Define-Measure-Analyze-Improve-Control) methodologies to drive continuous improvement.

Utilize process and Value Stream Mapping (VSM) for analyzing and improving business processes.

Utilize the Eight Disciplines of Problem Solving (8D) approach to identify, analyze, and resolve problems.

Process Improvement

KPIs:
- Overall Equipment Effectiveness (OEE) > 85%
- On-Time In-Full (OTIF) > 98%

Maintain control charts for all critical customer characteristics to monitor and sustain process performance. Focus on improving process capability, targeting a Process Performance (Pp) index greater than 1.67 and a Process Performance Capability (Ppk) index greater than 1.33.

Utilize Teamwork/Kaizen events to improve change over times and reduce waste.

Implement change control systems.

Data Based Decisions

Develop robust process, product measurement, and accounting systems designed to generate accurate and precise data. All data is securely stored and readily accessible to authorized personnel for timely and informed decision-making.

Data forms the cornerstone for all management decisions.

Relationship Management

Partner with reliable, environmentally responsible, price competitive, quality conscious suppliers.

Measure supplier performance in terms of quality and cost.

Adhere to established change control and test qualification procedures to ensure consistent quality and compliance.

Our Product Quality and Safety Performance

The following highlights showcase recent achievements that demonstrate our dedication to producing safe, high-quality packaging materials in alignment with recognized industry standards.

- Mauser Packaging Solutions' IBC manufacturing facility in Bolingbrook, Illinois, achieved BRC Global Standard (BRCGS) certification for packaging materials, earning an AA rating. The BRCGS food safety standard is a leading Global Food Safety Initiative (GFSI) scheme, demonstrating compliance in hazard and risk management, hygiene, product safety, and quality. Certification was awarded following a rigorous assessment by a third-party certification body.

- Our Mount Vernon, Ohio manufacturing facility scored a 99/100 on the NSF Supplier Assurance Audit.

- Our two manufacturing facilities in Elk Grove Village, Illinois obtained AA ratings on their respective Food Safety Audits in March 2025.

- Our Bammental, Germany and South Africa facilities achieved FSSC 22000 certification, a globally recognized food safety management system certification scheme.

- Our facilities in Shah Alam, Malaysia; Jiangyin, China; and Villastone, Italy achieved ISO 22000 certification, an international standard that specifies the requirements for a Food Safety Management System (FSMS).

Sustainability Overview

OUR PROGRESS

We take a holistic approach to sustainability, looking for opportunities to improve our products and solutions, as well as how we operate.

13 new company-wide sustainability goals, covering governance, environmental protection, circularity, employees and innovation

Completed first corporate-level EcoVadis assessment

Received UN certification for the Infinity Series® IBC, made with our proprietary Recolene® PCR

Sustainability at Mauser Packaging Solutions

2022-2023 HIGHLIGHTS

Mauser Packaging Solutions is proud to share our continued progress in sustainability for 2022–2023. As a global leader in high-quality, sustainable rigid packaging products and solutions, we remain committed to advancing our performance and setting the standard for environmental and operational excellence across the industry.

↓ **17% reduction** in annual Scope 1 and 2 GHG emissions by the end of 2023, compared to a 2020 baseline.

↓ **19% reduction** in the TRIR from 2021 to 2022.

✓ **64% of eligible employees** completed **Code of Conduct and Business Ethics** training.

✓ Assessed **85 suppliers** for environmental and social impacts.

✓ **66% of eligible employees** completed quarterly Security Awareness training in 2022.

SUSTAINABILITY OVERVIEW

Sustainability at Mauser Packaging Solutions

A key priority for our business since 2018 has been integrating our four legacy companies— BWAY, MAUSER Group, Industrial Container Services, and National Container Group— into one global organization. We have also worked to drive sustainability throughout our operations, identifying our sustainability priorities, conducting a materiality assessment, and establishing working groups focused on environmental data tracking, human rights and labor issues, and sustainable procurement.

While this report covers 2022 and 2023, initiatives that began at that time continue to make significant progress today. In 2023, we established a Global Sustainability Steering Committee to drive climate strategy and set global ESG goals. We also created teams focused on Global Innovation and PCR use to support our ongoing improvement. These concerted efforts will continue to furnish us

with the essential concepts to orchestrate a comprehensive, globally oriented sustainability strategy. This approach will bolster our current achievements and pave the way for our organization's more sustainable and resilient future.

Since our last report, some of our sustainability initiatives included the following:

· As part of our Billion Dollar Plan launched in late 2021, we invested heavily in infrastructure upgrades to improve operational efficiency, reduce energy costs, and build a more sustainable future.

· In April 2022, we appointed our first Director of Environmental Compliance and Sustainability, who, in partnership with our new Global Sustainability Steering Committee, has been tasked with driving the development and implementation of our sustainability strategy and establishing our climate change strategy.

· We advanced our use of PCR across our product range, including expanding our Infinity Series® product portfolio of plastic drums, IBCs, medical waste containers, and tight-head containers made from 96% PCR.

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- Building on our initial 2020-2021 assessment, we improved the data quality and calculation methods of our company-wide Scope 1 and 2 energy consumption and related GHG emissions.

- Our North American operations began to make use of the Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) tools developed by our International Packaging business segment, with the goal of providing customers with detailed, product-specific environmental data. These tools utilize Sphera's LCA for Experts software and are built on a methodology that aligns with ISO 14040, 14044, and 14067 standards. The methodology has been independently verified and certified by TÜV Rheinland.

- We continued to invest in reconditioning and recycling facilities, with more than 60 locations worldwide supporting our circular economy vision.

- We underwent our first global EcoVadis assessment in 2023, providing a unified global benchmark for sustainability performance and setting the stage for continued progress and alignment across the entire organization.

- In response to insights gained from our EcoVadis assessment, we strengthened our sustainability framework by updating key existing policies, including our **Supplier Code of Conduct** and our Environmental and Energy Policy, and we introduced a new Sustainable Procurement Policy.

- We conducted a comprehensive assessment of all manufacturing locations using the World Resources Institute (WRI) Aqueduct Water Risk Atlas Tool to identify facilities situated in regions facing high or extremely high baseline water stress. These insights will guide our efforts to thoroughly evaluate and implement feasible water reduction measures at the most critical sites.

Our commitment to sustainability has driven these wins and remains at the forefront of our operations.

As we mature our sustainability practices and optimize our approach to reaching our ESG objectives, we are evaluating software solutions to streamline environmental data collection (energy usage, waste, water, etc.) and continuously improving our accuracy. Looking to the future, we are excited about our continued investment in innovative and sustainable technologies, and as part of our Billion Dollar Plan, our ongoing infrastructure upgrades are improving operational efficiency, reducing energy costs, and helping to create a more sustainable future for our customers and the planet.

SUSTAINABILITY OVERVIEW

Our ESG Strategy

Our strategy from an ESG perspective aims to capitalize on our strengths and capabilities to create positive outcomes for our customers, employees, communities and the greater global good. Our strong focus on sustainability empowers us to drive growth and innovation while enabling our customers to meet their sustainability goals. Our sustainability-driven growth strategy helps set the company's long-term direction. Through our sustainability programming, we aim to set and achieve new ESG goals through sustainable innovations and improvements.

Within our material topics, we have defined targets linked to strategic initiatives owned and managed by the relevant business segments and functions. Teams of subject matter experts are responsible for establishing the business practices required to make continued progress toward tracking and fulfilling the overall goals.

Some goals are specific to adopting new software solutions to help manage KPIs and associated progress toward sustainability goals. Regarding Scope 1, 2, and 3 emissions, for example, we are developing a customized data collection and management system to capture energy and water usage, waste volume generation, etc. Our NAIP and NASP divisions use EHS Insight, an Environmental, Health, and Safety (EHS) software system, to manage safety-related metrics and environmental compliance. Trends are reviewed, and business practices are modified to ensure we track progress toward measurable ESG outcomes.

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SUSTAINABILITY OVERVIEW

Our Goals

ESG/Sustainability Priorities	Strategic Targets	2022 Performance	2023 Performance	UN Sustainable Development Goals Alignment
Governance	Achieve 100% completion of quarterly online Security Awareness training by all relevant employees by the end of 2025.	Quarterly Average 66%	Quarterly Average 62%	4 QUALITY EDUCATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Achieve 100% completion of online training of the Code of Conduct and Business Ethics by all relevant employees by the end of 2025.	Not Available	64%	
	Ensure that suppliers accounting for at least 80% of our total annual procurement spend are contractually aligned with our Supplier Code of Conduct by the end of 2026.	New Goal		
Protecting the Environment	Reduce absolute Scope 1 and 2 GHG emissions by 20% from 2020 baseline by 2030.	15% reduction from 2020 baseline	17% reduction from 2020 baseline	3 GOOD HEALTH AND WELL-BEING · 6 CLEAN WATER AND SANITATION · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION
	Calculate Scope 3 emissions for the 2025 calendar year by the end of 2026.	New Goal		
	Develop strategies to reduce water usage at manufacturing and reconditioning facilities located in high and extremely high water stress areas by 2027.	New Goal		
	Assess waste streams generated at manufacturing facilities and investigate strategies to reduce landfill disposal of waste and promote reuse and recycling where appropriate by the end of 2026.	New Goal		

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ESG/Sustainability Priorities	Strategic Targets	2022 Performance	2023 Performance	UN Sustainable Development Goals Alignment
Circular Economy and Materials	Design 100% of products for reconditioning or recyclability by 2030.	New Goal		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 11 SUSTAINABLE CITIES AND COMMUNITIES / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION
	Collect for reconditioning purposes 50% of IBCs sold annually by 2030.	New Goal		
	Achieve a minimum of 30% recycled plastic content in plastic drums, IBCs, and across our small packaging portfolio by 2030.	New Goal		
Employees	Expand our apprenticeship program by introducing at least 10 additional manufacturing roles by 2027 to support workforce development and build the next generation of skilled employees.	New Goal		4 QUALITY EDUCATION / 8 DECENT WORK AND ECONOMIC GROWTH
	Reduce TRIR by 10% from a 2024 baseline by 2027.	New Goal		3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH
Innovation	By 2025, establish a standardized approach for managing, tracking, prioritizing, and reporting innovation and new product development activities to enhance alignment, transparency, and sustainable growth.	New Goal		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION

SUSTAINABILITY OVERVIEW

Materiality: Our Reporting Topics

Materiality is the process of determining relevant and significant focus areas for the company. For Mauser Packaging Solutions, this included an assessment in 2020 of the extent to which various ESG issues may impact the company and its stakeholders, as well as the environment and society.

Our assessment explored emerging trends relevant to our business and incorporated recognized best practice guidelines. To gather a comprehensive range of perspectives, we interviewed 13 company executives and business/function leaders, along with six external stakeholders representing a mix of key customers and suppliers. In addition, we reviewed survey responses from approximately 900 of our team members and 17 external stakeholders, ensuring we captured diverse insights on critical sustainability topics.

We conducted a verification exercise by reviewing the feedback from these interviews and surveys in 2021, establishing the baseline presented in the displayed matrix. Although our material topics have remained largely unchanged since that time, we have slightly refined their wording to align with standard terminology and our overall approach. These topics also shape the structure of this report.

Since our last report, we have evaluated our ESG risks and opportunities by further assessing the negative and positive impacts of each material issue. These are outlined in the body of this report.

Materiality Assessment
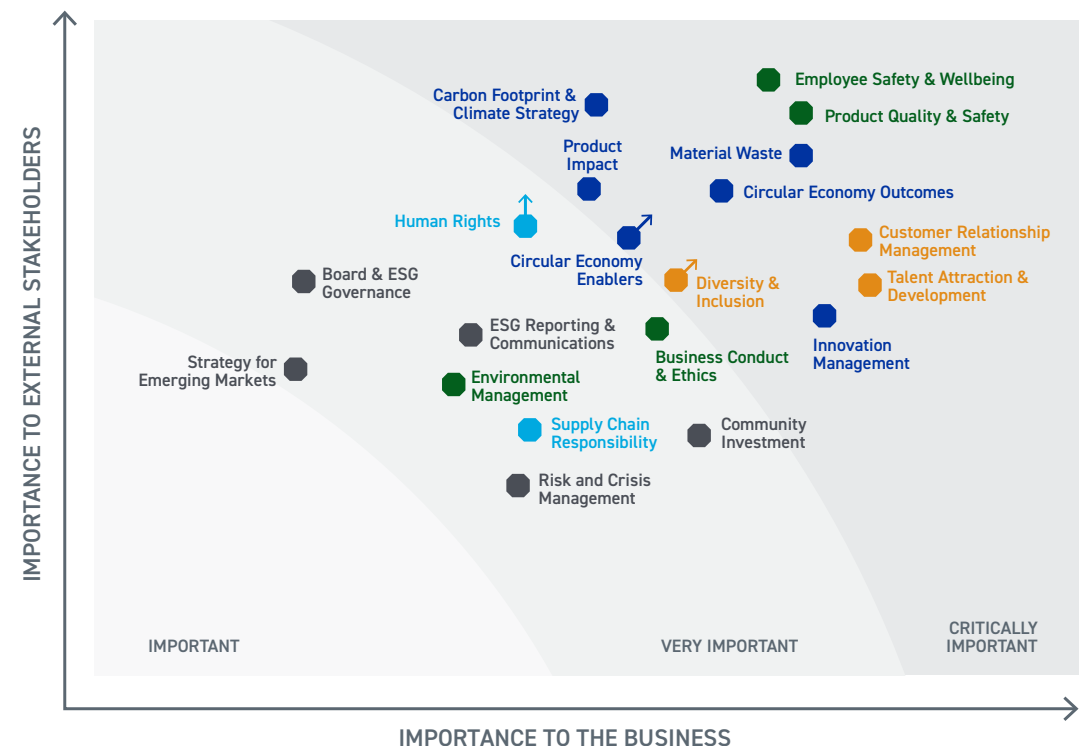
SUSTAINABILITY OVERVIEW

Our Sustainability Journey

2020–2021

- Conducted a comprehensive materiality assessment to identify our most important and pressing ESG risks and opportunities.

- Calculated absolute Scope 1 and 2 emissions for Mauser's global footprint for the first time.

- Published first Sustainability Report covering 2018 and 2019.

2022

- Appointed our first Director of Environmental Compliance and Sustainability.

- Published our second Sustainability Report covering 2020 and 2021.

- Mauser's international business segment developed an ISO 14044:2006 compliant packaging LCA tool, enabling customers to receive a comprehensive evaluation of the environmental impact associated with their packaging purchases.

2023–2024

- Prepared to launch an extensive internal stakeholder outreach initiative to collect data and information needed to fulfill GRI and SASB disclosure requirements, as well as set global ESG goals by functional area.

- The Executive Leadership Team began laying the groundwork for a new Global Sustainability Steering Committee aimed at enhancing leadership, strategic direction, and governance of sustainability efforts across the organization.

- Completed first corporate-level EcoVadis assessment (earlier assessments were performed at the business segment level).

2025

- Published our third Sustainability Report covering 2022 and 2023 in accordance with GRI and SASB.

- Initiated our first enterprise-level Climate Risk Assessment and began developing a TCFD aligned report.

- Completing second EcoVadis assessment.

- Developing a centralized online reporting tool that will simplify how our facilities submit annual energy, water, and waste metrics.

SUSTAINABILITY OVERVIEW

Our Billion Dollar Plan to Build a Sustainable Future

In November 2021, we announced the "Mauser Packaging Solutions' Billion Dollar Plan: Building a Sustainable Future," focused on what makes us a leader in sustainable packaging solutions today, and opportunities for us to be even stronger.

Our goal was to invest approximately $1 billion USD over the next four years to accelerate our vision in four key areas:

· **Our team:** Helping to make their jobs easier, safer and more rewarding.

· **Growth through innovation and added capacity:** Anticipating customer needs, refining product lines, expanding to new markets and optimizing our footprint.

· **Infrastructure and assets:** Targeting equipment, automation and facilities investments to drive increased safety, efficiency and productivity.

· **Accelerating sustainability:** Developing aggressive goals related to climate change and recycling.

To date, we are making significant progress in many areas of our plan, for example:

1. Our Team

We are investing in better work environments, expanding our employees' opportunities for professional growth, and offering more competitive rewards and incentives to improve the employee experience.

· Significant, ongoing investments in educational programs, training, improved IT systems, and digital platforms to expand job opportunities and foster employee success.

· We continue to make meaningful reductions in our TRIR. From 2021 to 2022, we reduced our TRIR from 3.02 to 2.45—a 19% improvement. In 2023, we further lowered our TRIR to 2.30, achieving an additional 6% year-over-year reduction.

· Our Earnings Improvement Program (EIP) and Sales Improvement Program (SIP) continue to empower employees to shape how we innovate and create value for customers. Since the launch of these programs in 2021, participation has steadily increased, with over 1,100 ideas submitted in the first year, more than

1,500 in 2022, and upwards of 2,200 in 2023. These programs reflect our commitment to fostering a culture of continuous improvement, where employee-driven ideas contribute to profitability, operational excellence, and the delivery of innovative packaging solutions.

2. Growth Through Innovation and Added Capacity

We want to become the world's go-to sustainable packaging solutions provider by leading in sustainable innovation, adding capacity, and expanding to new markets through acquisitions and continuous growth.

Our sustainable innovation strategy includes:

· Advancing the light-weighting of containers. For example, our introduction of the Envision Series in 2022, a high-performance, lightweight yet robust design range of 1-, 4-, and 5-liter plastic bottles for use in the automotive industry.

· Increasing recycled plastic usage through product innovation, such as our 1-gallon hybrid paint can design, is an area of significant advancement. Hybrid cans deliver a durable, cost-effective, and sustainable alternative to traditional all-metal cans, featuring can bodies containing up to 90% post-industrial recycled polypropylene, combined with metal rings and plugs.

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- Focusing on reconditioning, our new site in Tarsus, Turkey, which opened in 2023 and marks our 20th reconditioning facility in the EMEA region, underscores our commitment to the circular economy by expanding the collection and reuse of reconditioned packaging. Across our reconditioning sites, we adhere to resource-friendly processes that comply with environmental and safety standards. Once packaging is collected through Recover Syst-M®, our global collection program, IBCs and drums are reconditioned for reuse or recycled at the end of their service life. The majority of the resulting plastic is recycled in-house and converted into high-quality resin that can be used to manufacture new packaging.

- Developing novel packaging solutions to help our customers reduce their carbon footprint, such as the Space Efficient IBC Solution designed for ISO container shipments, launched in 2021. The innovative pallet design utilized with this IBC results in a lower stacking height, improving loading processes and increasing the total number of IBCs shipped per 20-ft container by 11%,— from 18 to 20 units. This reduction results in savings of one ISO shipping container for every 200 IBCs shipped, avoiding shipping-related emissions, and lowering the carbon footprint for their overall logistics chain when the pallet is in use.

3. Infrastructure and Assets

Through targeted investments in upgraded equipment and facilities, we intend to drive automation, improve cost reductions, and increase our ability to deliver sustainable solutions, such as increasing the use of PCR. For example, a new, state-of-the-art manufacturing facility near Shanghai, China, established in 2023, expanded our production capabilities in delivering the Infinity Series® plastic drum product portfolio.

4. Aggressive Sustainability Goals

Our sustainability impacts continue to be a critical component of our success today and into the future, as our planning includes the development of new ESG objectives and continuous improvement in our sustainability journey.

In addition to executing the Billion Dollar Plan, we are committed to providing awareness and visibility for our various investments. Our progress toward achieving the Billion Dollar Plan will also be tracked and shared in future reports.

SUSTAINABILITY OVERVIEW

Our Commitment to Sustainable Products and Services

As part of our commitment to sustainability and circularity, Mauser is continuously developing and refining sustainable products and services that will benefit our customers, create new market opportunities for our products, and work toward securing a healthier future for the planet.

Our range of sustainable products and services is based on the following strategies:

· Minimizing the use of virgin raw material in our packaging products and maximizing the concentration of recycled materials (both plastic and metal) in existing and future products.

· Optimizing our product designs to reduce weight, thus using less material and reducing customers' transportation costs and GHG emissions.

· Expanding our multi-layer injection and blow molding equipment capabilities across our global network, making us better positioned to integrate recycled content into our products.

· Advancing research and development to keep improving the quality of the PCR we produce at our plastic recycling plants.

· Expanding our portfolio to offer a broader range of sustainable packaging solutions that attract and support customers in meeting their environmental goals.

· Introducing convenient and readily accessible service programs that make it easy for customers to return and reuse containers, thus extending the useful life of our products and drastically reducing waste.

· Collaborating with industry peers, industry associations (e.g., Industrial Packaging Alliance of North America (IPANA), Reusable Industrial Packaging Association (RIPA), and Industrievereinigung Kunststoffverpackungen (IK; German Association for Plastics Packaging and Films), and regulatory agencies to promote sustainable packaging standards

In the last few years, we have implemented these strategies by introducing an exciting range of sustainable packaging products and services and investing heavily in process improvements and technologies.

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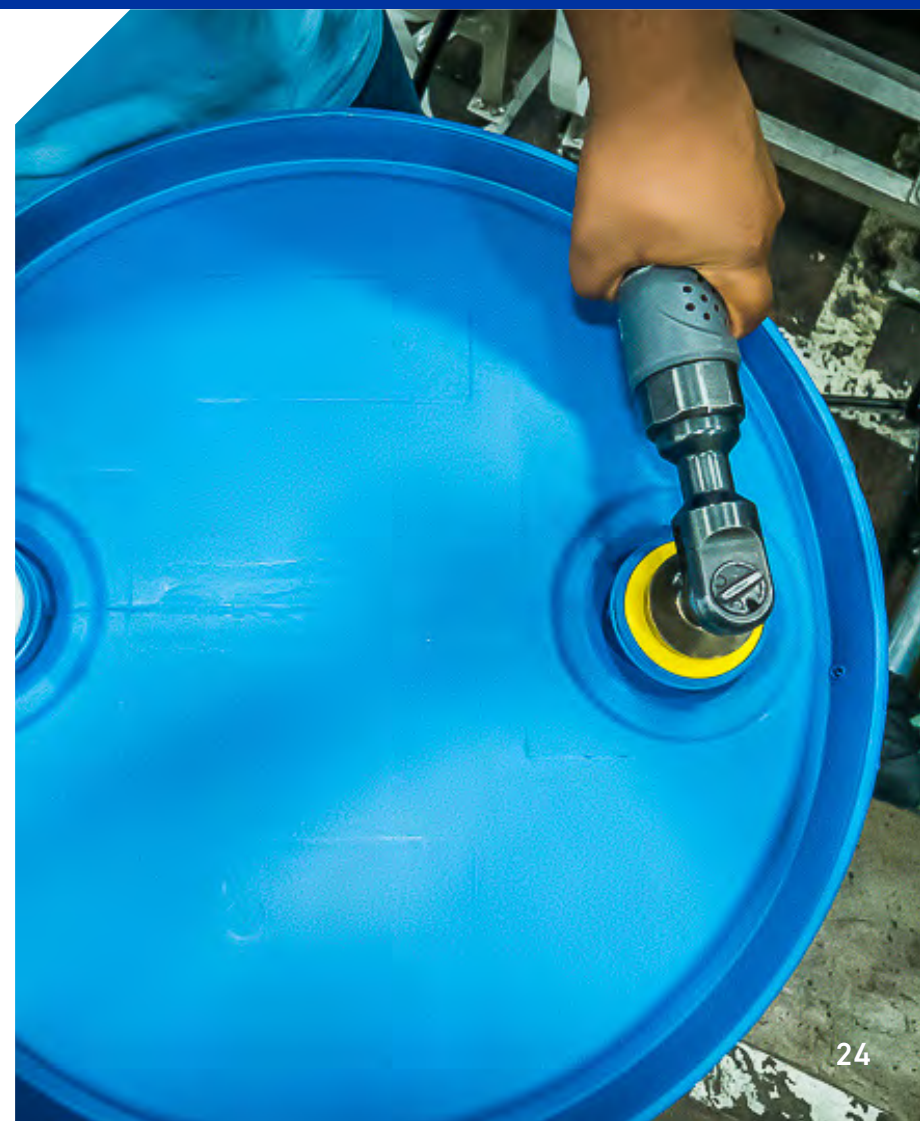
Sustainable Services

Mauser Packaging Solutions has collected tens of millions of used, empty IBCs and plastic and steel drums from its customers worldwide, successfully diverting them from landfills and extending their product life. In 2022, all the different packaging collection programs that were operating globally were consolidated to create one unified program—our new Recover Syst-M®. With more than 60 reconditioning and recycling facilities around the world, Recover Syst-M® offers one of the most extensive collection and return networks for used packaging in the world.

Within the Recover Syst-M® facilities, empty used drums and IBCs that meet Mauser's stringent quality requirements are reconditioned (e.g., cleaned, worn components are replaced, performance is verified) and reintroduced into the market for reuse. Plastic containers that don't meet quality requirements (i.e., have reached the end of their usable life) are transported to a Mauser plastics recycling facility and transformed into high-quality PCR. This innovative system is central to our circular approach, allowing us to breathe new life into used packaging—extending its lifecycle, minimizing the use of virgin materials, and keeping products out of landfills.

Customer education is a crucial element in maintaining the safe and effective operation of the Recover Syst-M® network. In 2024, Mauser rolled out a new instructional video to help customers understand the rules and regulations they need to follow when returning drums and IBCs to our reconditioning facilities. The video includes topics such as when a drum or IBC is considered "empty", product labeling and closure requirements, and safe drum and IBC loading practices.

For more information visit the video.

The Packaging Lifecycle Redefined

MAUSER FACILITY   NON-MAUSER FACILITY   TRADITIONAL LINEAR LIFE CYCLE

RAW MATERIAL SUPPLIER   MANUFACTURER   FILLER   CONSUMER

RECYCLER   RECONDITIONER
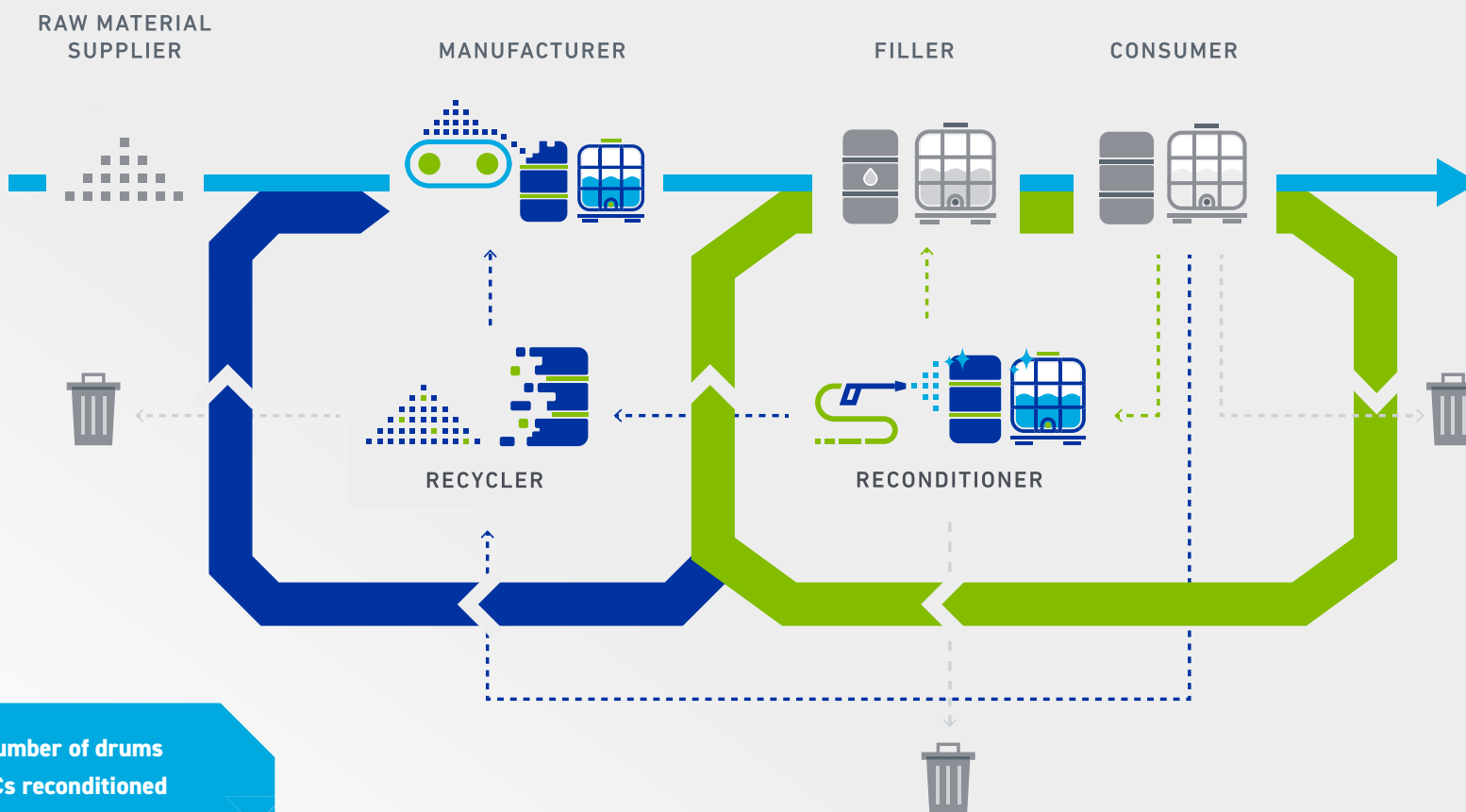
Total number of drums and IBCs reconditioned

2022 ≈11 million
2023 ≈10 million

Sustainable Products

We are always hard at work developing innovative new products and refining existing designs to make them more sustainable, more versatile and lower impact, while ensuring responsible sourcing remains a core principle of our supply chain. The following products illustrate the different ways in which we keep sustainability and safety top of mind.

IBCs with Standard Pallets
18 per 20' ISO Container

IBCs with ISO Container Optimized Pallets
20 per 20' ISO Container

DrumGuard® Multi-Load Securing System

Mauser's DrumGuard® is a load securing system that provides a secure, and sustainable alternative for companies using copious quantities of shrink wrap and strapping to protect their shipments. Made of only two components, the system can be installed in just 20 seconds—about 95% faster than conventional load securing methods—and removed just as quickly when the load arrives at its destination. Most notably, the system is designed to be reused multiple times and can also be sent back to its original user through our Recover Syst-M® network. When it reaches the end of its usable life, the product is fully recyclable. DrumGuard® provides customers with a highly effective alternative that saves time, cost, and resources while minimizing the use and disposal of wasteful single-use plastics.

IBC Optimized for ISO Container Shipments

In 2021, we launched a new composite pallet designed to maximize the volume and loading efficiency of IBCs on standard 20-ft ISO shipping containers. This new space-efficient pallet, which includes plastic recycled in-house at Mauser, increases the total number of IBCs that can be loaded in a 20-ft shipping container from 18 to 20. At scale, this pallet has the potential to decrease the number of shipping containers being used globally, thus reducing GHG emissions generated by the transportation of goods.
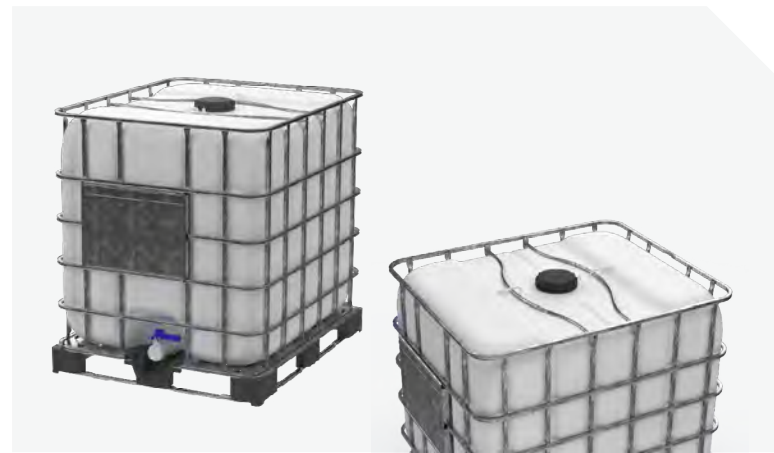
Advanced IBC Cage Design Enhances Durability and Reusability

In 2023, Mauser Packaging Solutions upgraded its first production line to manufacture IBCs featuring a patented, next-generation cage design. Building on the robust rectangular tube-frame structure of the Mauser SM IBC, the new design includes enhancements such as a curved top bar to absorb vibration and pressure shifts during transport, improved welding geometry, and integrated fixation elements for added strength, safety, and ease of handling.

This enhanced design is being rolled out across our operations over the coming years and supports the continued success of our Recover Syst-M return and reuse program—extending container lifecycles and reducing environmental impact.

Poly-MT   APR

Multi-Trip All-Plastic IBC Portfolio

In 2023 and 2024, Mauser Packaging Solutions introduced two new lines of all-plastic IBCs, available in a variety of sizes and configurations, and designed for high durability and repeated reuse. To enhance supply chain visibility, optional GPS and Near Field Communication (NFC) technology can provide real-time tracking and tracing for end-to-end supply chain connectivity.

Engineered to meet the stringent demands of industrial, agricultural, petrochemical, etc. applications, these UN-rated containers feature thick walls that enhance strength and support long-term performance. Supporting our circular economy efforts, the IBCs are compatible with our Recover Syst-M program, enabling collection, reconditioning, re-certification, and reuse—extending product life and minimizing environmental impact.
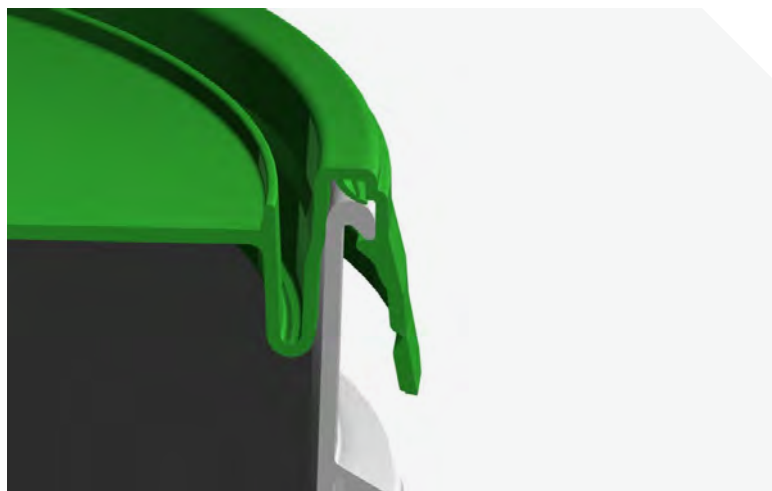
Tri-Seal and Tri-Seal II Gasketless Covers

Mauser introduced the original Tri-Seal gasketless cover in 2009 for plastic open-head pails—delivering reliable, liquid-tight performance without the need for a rubber gasket. By eliminating the gasket, the cover became easier to recycle, as it removed the need for material separation during processing. In 2019, Mauser introduced the Tri-Seal II, offering the same sealing performance with 10% less material, further reducing environmental impact. Together, these innovative designs have replaced several hundred million gasketed covers and prevented millions of lbs of rubber from entering the waste stream.
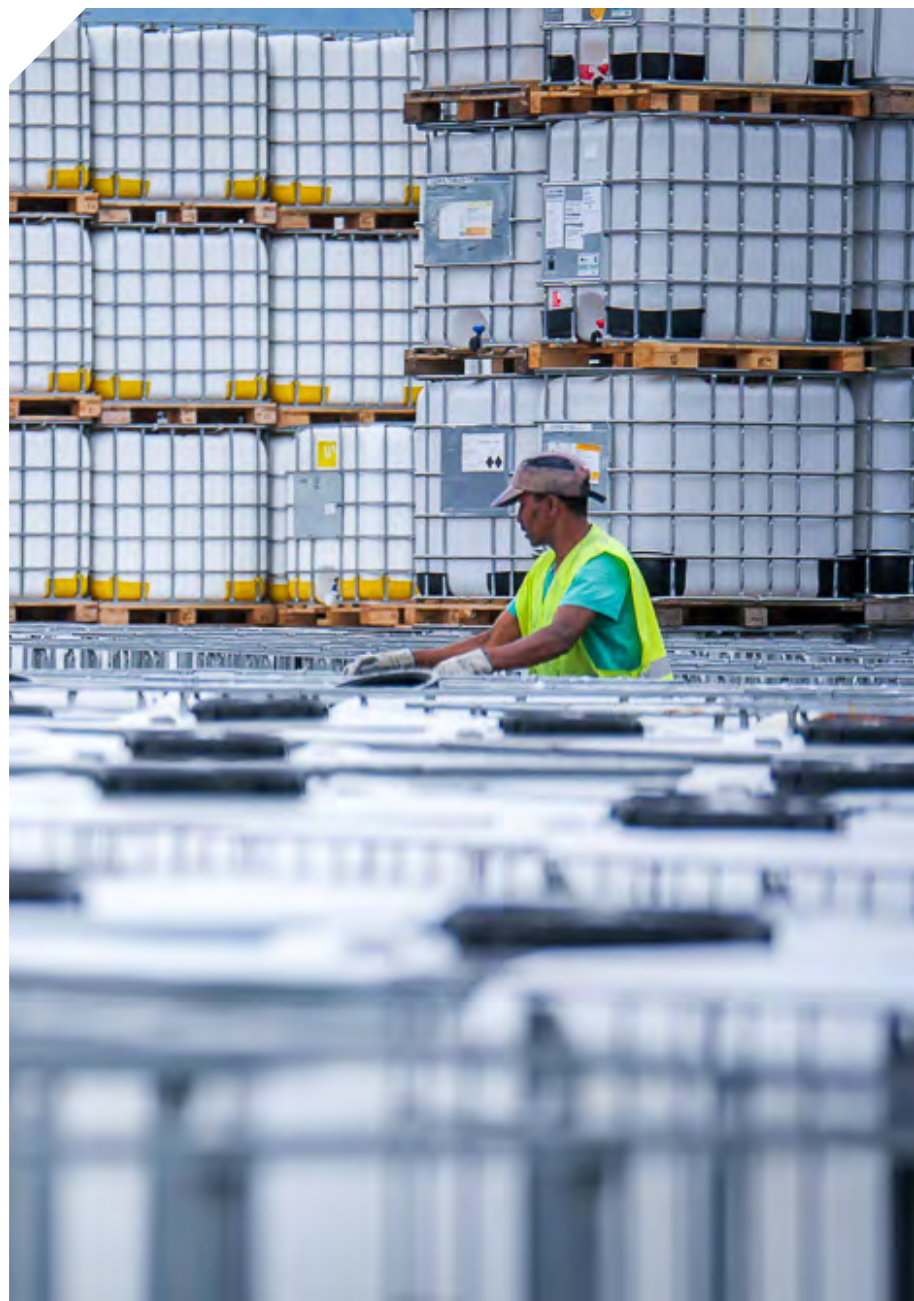
INFINITY SERIES

UN-Certified Infinity Series® Products

Our Infinity Series® of products is one of the most comprehensive portfolios of UN-certified industrial packaging made from PCR within the global industrial packaging industry. All products in this portfolio are designed to be interchangeable with standard products in the market and can be reconditioned and reused or recycled through our Recover Syst-M® network, offering customers increased options to reduce their environmental footprint and participate in the circular economy.

The Infinity Series® includes:

· Drums made from PCR material generated from industrial packaging. These drums are designed to readily replace traditional drums made from virgin plastics, offering customers a lower carbon footprint alternative that reduces waste and enables circularity.

· WIVA® Infinity clinical waste containers are made of 85+% recycled plastic resin and fully comply with UN regulations. With less than half the carbon footprint of containers made with virgin plastic, this product helps medical facilities make progress toward their supply chain decarbonization targets, without compromising quality and durability.

· IBCs with a receptacle made from Recolene®, a high-quality PCR generated in-house by Mauser. The Infinity Series® IBC bottle boasts a 25% lower carbon footprint compared to a bottle made with virgin material. The product is currently available in Central Europe, with plans for global availability.

> **This certification is a significant step forward toward the expanded use of recycled materials in the industrial packaging industry. Thank you to all our industry partners who collaborated with us to make this happen.**
>
> **— Mark Burgess,** President, and CEO

Inside Virgin Layer

Outside Virgin and Color Layer

Center PCR Layer Includes Scrap from Process
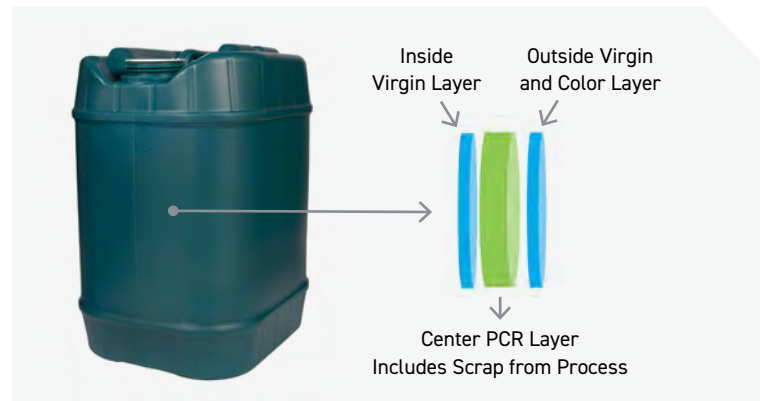
Plastic Tight-Head Containers Featuring Recolene® PCR

Our Plastic Tight-Head containers incorporating Recolene®, Mauser's proprietary PCR, are available in two innovative product lines. The first is a monolayer container available in 5-gallon and 20-liter sizes, which uses up to 96% Recolene® blended with 4% colorant—maximizing recycled content. The second is a tri-layer design available in 5-gallon, 10-liter and 20-liter sizes that encapsulates a core of Recolene® between inner and outer layers of virgin resin. This structure enables up to 52% PCR content while ensuring product contents only contact virgin material.

Influencing Sustainable Advancement

In 2022, Mauser Packaging Solutions received UN certification for the Infinity Series® IBC, made with our proprietary Recolene® PCR. Through close collaboration with authorities, the International Confederation of Plastics Packaging Manufacturers, and the International Confederation of Container Reconditioners, Mauser Packaging Solutions helped successfully lobby the UN-Subcommittee of Experts on the Transport of Dangerous Goods to update UN Model Regulations to allow the use of PCR materials to produce the bottle of composite IBCs. This milestone is highly significant, as the new certification opens up new pathways for customers around the world to switch to more sustainable products—a move that has the potential to transform the packaging industry by diverting huge quantities of waste and encouraging circularity.

Investing in Technology

Recolene® is a proprietary recycled resin produced by Mauser Packaging Solutions from empty, used industrial packaging. Select products collected through Recover Syst-M® are sorted by color, washed, shredded, and extruded on site at one of our six recycling centers. This unique closed-loop process reduces our GHG emissions per KG of Recolene® used by approximately 75%, over virgin high-density polyethylene (HDPE). It also ensures we maintain a consistent, high-quality supply of recycled resin at hand to use in our new products, leading to reductions in industrial waste and the conservation of raw materials.
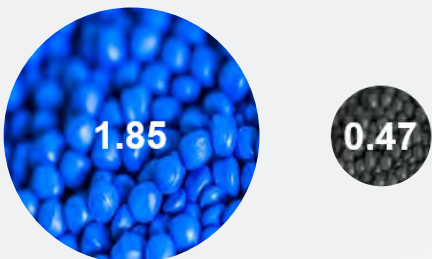
CO$_2$ Equivalent [kg] per Kg Material Used*

Δ = 1.38 kg CO$_2$e
≈ 75% Reduction in Emissions

1.85

0.47

Virgin HDPE

Recolene®
Recycled HDPE

*Source: The impact assessment method referenced is 'EF 3.1 Climate Change—total [kg CO$_2$ eq.]'. The inventory has been modelled in GaBi Professional Software (10.7.1.28). Calculations do not include any allocation of credits linked to up-/downstream products or processes. Life Cycle Inventory builds on primary 2023 EU-average usage data documented in MPS' own scorecards (2023) / bill of materials (date of EDS publication) and secondary material, energy, transport and process data from GaBi Database (2024). Data quality has been checked and is considered robust for the intended purpose. The calculation and data behind are subject to annual mid-year review by MPS—recently reviewed in 03/2024.

Disclaimer: The cradle to gate / gate to gate assessment and the LCA modeling behind this datasheet have been carried out by Mauser Werke GmbH. The underlying LCA method has been subject to review and certification by TUEV Rheinland (ID 0000084391), whereas neither specific data used in the LCA models nor the results presented in this sheet have been subject to this 3rd party review. Mauser-Werke GmbH or any of its subsidiaries does not assume liability for damages of whatever nature, in anyway resulting from the information provided. For any further information please contact sustainability@mauserpackaging.com.

In 2022, Mauser invested in a new multi-layer plastic drum manufacturing process that was installed in our Littleborough, UK facility to further support the incorporation of Recolene® into our Infinity Series® plastic drums. The new equipment expands our production capacities, allowing us to produce more packaging solutions with our unique recycled resin. This helps customers achieve their sustainability goals, meet the increased demand for post-consumer recycled plastics, and reduce costs associated with the new Plastic Packaging Tax in the UK.

Advancing Ambitious Goals

Our NASP segment, which produces cans, pails, and other small containers, has made steady advances in replacing virgin plastics with PCR and with plastics reclaimed during manufacturing, known as post-industrial resin (PIR).

Establishing ambitious goals has allowed us to focus our efforts across the NASP network, spurring strategic investment in new equipment, processes, and product development to embrace and advance circularity.

Between 2022 and 2023, we increased the total amount of PCR used in NASP products by approximately 79% and the total amount of PIR used by approximately 57%.

NASP is now working toward meeting the longer-term goals of incorporating 30% recycled plastics into their product line by 2030 and 50% by 2050.

SUSTAINABILITY OVERVIEW

Sustainability Awards & Recognitions

Mauser has received global recognition for its leadership in sustainability, as well as for its business practices. The following are examples of awards we've garnered for our efforts.

Bay Valley Foods' Own it Award

We were presented with the "Own It Award" from Bay Valley Foods, recognizing our commitment to providing excellent service, innovative thinking, and working collaboratively with their unique packaging requirements.

2023 Service Provider Supplier of the Year from FUCHS Lubricants South Africa

Fuchs acknowledged the exceptional level of customer service provided by Mauser Packaging Solutions, noting the team's ability to provide flexible, on-time delivery. The award also highlights the team's commitment to sustainability, taking action every day to deliver circular solutions to our customers.

2023 Air Compliance Excellence (ACE) Award from the Mecklenburg County, North Carolina, USA Land Use and Environmental Service Agency

The ACE Award recognizes environmental regulatory excellence by our industrial packaging facility in Charlotte, North Carolina.

2023 Green Innovation Package Award from the China Packaging and Logistic Forum (CPLF)

The CPLF's Green Innovation Package Award is given to companies making an outstanding contribution to product innovation, societal safety, and sustainability. The award is associated with Mauser Packaging Solutions' larger capacity (232-liter/250-liter) polyethylene drum, which optimizes the loading capacity of an ISO shipping container.

Outstanding Environmental Preservation Certificate and Green Seal, Jornal do Meio Ambiente de São Paulo

Our facilities in Suzano and Taubate, Brazil, were recognized for their commitment to environmental stewardship. This award is granted to companies demonstrating superior environmental practices and compliance. Notably, we are the only company in the Brazilian industrial packaging sector to receive this prestigious recognition.

Achievement in Waste Reduction in 2023 from AbsorbTech

Our paint can manufacturing facility in Chicago, Illinois was recognized by AbsorbTech for its corporate environmental initiatives to reduce solid waste in support of ISO 14001 objectives, eliminating over 62,000 lbs of combined industrial solid waste and waste oil absorbents.

Mentorship Appreciation from Texas A&M University

Recognized by Texas A&M University's Department of Mechanical Engineering for providing mentorship and support to a group of students working on their Mauser Packaging Solutions—sponsored senior design project focused on IBC innovation.

Governance

SDG Icons:
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

MANAGING RESPONSIBLY

At Mauser Packaging Solutions, we understand that sustainability starts with strong governance. From our Board of Directors, to research and innovation, to stakeholder relationships and risk management, we actively look for opportunities to integrate sustainability into our organization.

$1 billion USD planned investment over four years focused on sustainable innovation

Appointed first Director of Environmental Compliance and Sustainability

Underwent first global EcoVadis assessment

GOVERNANCE

Board and ESG Governance

Members of Mauser Packaging Solutions' Board of Directors and Executive Leadership Team bring extensive experience from the packaging and finance sectors to their oversight of sustainability initiatives, climate disclosures, and regulatory compliance. Their collective expertise fuels our commitment to providing exceptional packaging solutions and achieving sustainable outcomes.

Accountability for sustainability lies with the Board of Directors. The Board provides input to senior management on ESG strategies, goals, and results, including sustainability, and reviews and assesses management's approach to addressing significant risks facing the company. Four of Mauser Packaging Solutions' eleven Board Members are independent. Our President and CEO, Mark S. Burgess, also sits on our Board, which meets quarterly and has ultimate oversight for implementing our business mission. The four committees of the Board (the Audit Committee, Compensation Committee, Acquisition and Finance Committee, and Nomination Committee) are guided by committee charters, which can be viewed on our website. The Company provides periodic training to members of the Board of Directors to advance collective knowledge on sustainable development. For example, the Audit Committee of the Board of Directors received anti-corruption training in 2022 and 2023.

The organization is guided by an Executive Leadership Team comprising business segment heads and leaders from key corporate functions such as human resources (HR), finance, IT, procurement, and legal. This team is responsible for executing strategies approved by the Board of Directors. They meet regularly to evaluate financial and strategic goals, manage resource allocation, oversee assets and liabilities, address legal and regulatory concerns, and tackle functional HR and IT matters.

As of 2024, Mauser's Global Sustainability Steering Committee, led by the Vice President of R&D and Sustainability, reports directly to the Executive Leadership Team on sustainability matters. The committee comprises a group of global leaders who provide leadership, oversight, and strategy for sustainability, developing and monitoring our adherence to policies and procedures and working in cooperation with functional teams such as procurement, legal, and HR.

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The governance model below illustrates how the Sustainability Steering Committee interacts with key functional areas across the organization.

Board of Directors

▲

Executive Leadership Team

▲

Sustainability Steering Committee

▼
▲

| Legal and Environmental | Operations and Engineering | Quality | Health and Safety |
| Human Resources | Procurement | Customer Service | Commercial |

Governance Documents and Management Systems

Multiple governing documents support our sustainability approach, and management of our sustainability topics and initiatives is defined through Mauser Packaging Solutions' policies that are published on our website. Policies are reviewed and approved by the Executive Leadership Team, and each policy has a functional responsible owner.

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GOVERNANCE

Business Conduct and Ethics

Our company's success and longevity are deeply rooted in our global reputation for integrity and ethical business practices. We are dedicated to responsible and lawful operations worldwide, an ethos that forms the basis of our social license and stakeholder trust. Ethical conduct is the cornerstone of our pursuit of competitive excellence in our delivery, products, and partnerships.

We are devoted to fair and honest business practices and adhering to local laws in all our markets. Our employees are expected to exemplify and promote ethical behavior. Our Code of Conduct and Business Ethics guides our global workforce, addressing corruption prevention (with our Anti-Corruption Policy), antitrust compliance, conflict of interest management, data protection, human rights, political involvement, and anti-harassment measures. In 2022 and 2023, there were zero confirmed corruption cases. In addition, we

have specific policies for anti-corruption, travel and entertainment, and human rights. Our human rights stance aligns with the UN' Universal Declaration of Human Rights and the Global Compact Initiative.

To promote fairness, equity, and mutual respect in our employer-employee relationships, we ensure all Mauser Packaging Solutions employees have a platform to voice their concerns. It is through positive relationships with our teams that we reinforce our commitment to strong business ethics, requiring all internal and external stakeholders to understand and follow our Code of Conduct and report any violations or concerns. Reporting channels include direct communication with supervisors, HR representatives, the legal department, senior management, or anonymous reporting via our Ethics Helpline. We promptly investigate all reports and take appropriate disciplinary action for Code violations. We strictly prohibit retaliation against any employee who, in good faith, reports a suspected, actual or potential violation or compliance concern.

Our Board of Directors, Executive Leadership Team, and external counsel regularly review and update our Code and all organizational policies to ensure they remain current and effective. This process

incorporates best practices, emerging issues, and evolving risk and regulatory requirements. Through this comprehensive approach, we maintain high ethical conduct and legal compliance standards in an increasingly complex business environment.

We also track the adoption of new ESG regulations globally and assess their applicability to our operations to ensure compliance.

Our Business Conduct and Ethics Performance:

- In 2022, posters with contact information for the Ethics Helpline (including a QR code for instant access via smart phone) were created and provided to our facilities around the world to post in prominent locations, advertising the type of issues to report and means to report (website, telephone, 24 hours a day, 7 days a week).

- The General Counsel and Chief Compliance Officer provides quarterly updates to the Audit Committee on ethics and compliance matters reported via the Ethics Helpline (**a comprehensive and confidential reporting and incident management tool provided by a third-party**) and any other reporting channels, summarizing key metrics such as the number, type, and location of reported concerns.

- All employees who join Mauser Packaging Solutions are expected to review and certify their adherence to the Code of Conduct at the time of onboarding.
- We provide online training of the Mauser [Code of Conduct and Business Ethics](#) to 100% of colleagues with computer access and, in 2023, we achieved a **64% completion rate**.

Supply Chain Responsibility

Mauser Packaging Solutions works with more than 3,000 suppliers globally who deliver goods and services needed to produce our products and run our business effectively. Most of our supply chain spend is on steel and resin, the two largest components of our products. We also purchase items such as coatings, inks and compounds, closures, pallets, and energy supply for our facilities.

We insist on working only with suppliers that act ethically and in a socially responsible manner. We also expect our supply chain partners to adhere to the standards of our [Supplier Code of Conduct](#). We use the Refinitiv (previously Thompson Reuters) World Check screening tool to screen suppliers, vendors, customers, and other related parties. Additionally, we audit suppliers with elevated risk profiles annually, reviewing quality systems, production processes, safety procedures, environmental and sustainability issues, and human rights compliance. All new strategic product suppliers within our international operations undergo an environmental audit at the outset of our partnership. This evaluation includes criteria such as existing energy reduction initiatives, environmental protection measures, and employee training programs.

Effective supply chain management is crucial for Mauser Packaging Solutions' sustainability goals. We have several philosophies in place which drive our approach:

- We assess suppliers for their environmental and social impacts, with 85 suppliers assessed during the reporting period. We plan to expand these assessments and increase the number of suppliers we assess in the coming years.
- We assess products from a total cost of ownership perspective, including their carbon footprint, to make informed purchasing decisions that align with our environmental goals.
- Our procurement strategy actively seeks opportunities to reduce waste and increase the concentration of recycled raw materials in our product portfolio, considering local recycling regulations to improve resource use.
- Ongoing dialogue with our suppliers fosters collaboration that drives innovation in sustainable packaging solutions.
- We also have processes to ensure the efficient use of raw materials in our supply chain and educate our employees to develop expert-level literacy around the actual costs of raw materials and waste.
- In alignment with our Supplier Code of Conduct, we require suppliers to complete a Conflict Minerals Declaration to confirm that any tinplate materials sourced are conflict-free. In addition, suppliers are requested to submit the Responsible Minerals Initiative (RMI) Reporting Template on an annual basis. These responses are reviewed for compliance, with final sign-off by our Chief Procurement Officer. Documentation is available to customers upon request.

These approaches ensure that our supply chain meets current needs and evolves to address future sustainability challenges, creating value for our business, our customers, and the environment.

We continue to look for opportunities to update our Supplier Code of Conduct, creating robust, Sustainable Procurement policies to ensure these improvements are realized.

Our Goals for a Responsible Supply Chain

We are committed to advancing responsible stewardship of social and environmental issues through the ethical management of our global supply chain. Our approach is rooted in continuous improvement and guided by the following priorities:

1. **Building Awareness and Capability**
   Provide ongoing training and resources to both our procurement teams and suppliers to deepen understanding and adoption of sustainable procurement practices. Mauser is committed to ensuring 100% of its procurement staff receive annual sustainability training.

2. **Measuring and Enhancing Performance**
   We are in the process of developing a formal Sustainable Procurement Policy to strengthen our approach and align expectations across our supply chain. To support its implementation, we are establishing metrics to monitor effectiveness and will report progress annually. Supplier Scorecard ratings and insights will guide continuous improvement, and we are also evaluating digital solutions to enhance the measurement of supplier performance and compliance with the policy.

3. **Embedding Sustainability in Supplier Relationships**
   We are committed to ensuring that suppliers accounting for at least 80% of our total annual procurement spend are contractually aligned with our Supplier Code of Conduct by the end of 2026.

Through these efforts, we aim to build a more transparent, responsible, and resilient supply chain that supports our broader sustainability goals.

GOVERNANCE

Stakeholder Engagement

As we advance sustainability for our customers, investors, and industry, a strong relationship with our stakeholders helps support our innovation and drives value. It also provides valuable input and widens our horizons. Our stakeholder engagement prioritizes all stakeholders by carefully considering the impacts and benefits across our entire business value chain and operational processes. Our approach includes frequent contact focused on qualitative and quantitative inputs. The table on the next page shows our approach toward stakeholders since our previous report.

We have also more deeply engaged with select stakeholder groups in parallel with these inputs to more fully understand their perspective on our material topics and foster a sense of inclusivity and transparency, strengthening the credibility of our reporting.

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Key Stakeholder Group	How We Reach Out	Key Topics	How We Collaborate
Investors	· Regular engagement through recurring Board of Directors and Executive Leadership meetings · Indirectly, through ESG proxy-ratings and ranking services such as EcoVadis, CDP, etc. · Periodic sharing of sustainability performance data aligned with GRI, SASB, and TCFD frameworks · Presentations and reporting updates on ESG strategy, risks, and progress toward KPIs	· Financial performance, value creation, and long-term growth strategy · Corporate governance, risk management, and business continuity planning · Climate-related risks and opportunities, including transition and physical risk exposure (TCFD-aligned) · ESG strategy, targets, and sustainability performance metrics · Transparency and accountability in reporting and disclosures · Innovation and leadership in sustainable packaging, reuse models, and recycled content integration	· Maintaining open and transparent reporting on financial and ESG performance · Responding to inquiries and ESG rating evaluations with validated data and disclosures aligned with GRI, SASB, and TCFD frameworks · Incorporating investor feedback into our long-term sustainability strategy, goal-setting, and risk management practices · Engaging with investors on material ESG topics, including climate risk, circular economy initiatives, and supply chain transparency · Demonstrating accountability through regular updates on progress toward ESG goals and KPIs
Customers	· Quarterly/annual business review meetings · Face-to-face and targeted sales engagements focused on long-term collaboration · Innovation workshops with cross-functional teams, including customer R&D, operations, and sustainability leaders · Sustainability-focused discussions to support shared goals such as circularity, emissions reduction, and use of recycled content · Customer feedback gathered through Direct Opinion Surveys and NPS analysis · Quality reviews and continuous improvement discussions · Digital marketing campaigns and targeted content to share product innovations and sustainability initiatives · Professional social media engagement (e.g., LinkedIn) to maintain regular communication and share insights	· Product quality, reliability, and customer service excellence · Integration of PCR and other recycled materials into packaging solutions · Innovative packaging design that meets performance, safety, and sustainability requirements · Compliance with environmental and regulatory standards (e.g., UN ratings, food contact, ESG expectations) · Collaboration on circular economy initiatives, including reuse and return programs · Shared value creation through supply chain efficiency, cost optimization, and sustainability alignment · Transparency in product lifecycle impacts, including carbon footprint and recyclability	· Partnering with Direct Opinions, Inc. to collect and analyze monthly NPS data, providing insight into customer satisfaction and loyalty · Facilitating Voice of Customer (VOC) innovation sessions to identify unmet needs, co-develop solutions, and foster long-term collaboration · Co-developing packaging solutions that incorporate PCR and reduce material usage to support customer sustainability goals, compliance requirements, and performance standards · Collaborating with customers to leverage PCR packaging as a branding opportunity through custom decoration, including in-mold labeling (IML) and brand-specific color schemes. · Collaborating on circularity initiatives, including reuse programs and recycled content integration · Engaging in transparent dialogue around ESG priorities, compliance requirements, and shared sustainability targets

Key Stakeholder Group	How We Reach Out	Key Topics	How We Collaborate
Suppliers	• Supplier onboarding programs that communicate Mauser's sustainability standards, Code of Conduct, and compliance expectations • ESG assessments and sustainability risk screenings • Direct outreach to align on responsible sourcing practices and performance expectations • Formal supplier innovation summits focused on advancing circularity and low-impact solutions • Engagement at global trade shows and industry conferences to foster collaboration and identify new partners • Ongoing communication through regular business reviews and sustainability alignment meetings	• Responsible sourcing, traceability, and relevant third-party certifications • Environmental and social compliance, including adherence to Mauser's **Supplier Code of Conduct** • Innovation in sustainable materials, product design, and process improvements • Cost and process optimization for mutual efficiency gains • Supply-chain resilience, continuity planning, and performance transparency • Transparency and data sharing to support emissions tracking and sustainability reporting	• Co-developing innovative and sustainable packaging materials and components • Partnering on pilot programs for circularity, recycled content, and emissions reduction • Aligning on compliance with Mauser's Supplier Code of Conduct and sustainability goals • Engaging in long-term strategic relationships to improve supply chain transparency and resilience
Employees	• Company-wide town halls and an open-door leadership policy to encourage transparent feedback and dialogue • Internal digital platforms and employee focus groups to gather input and share updates across functions and regions • Participation in global cross-functional steering committees focused on innovation, PCR, and sustainability • Targeted training and development programs to build skills in safety, compliance, leadership, and sustainability practices • Regular internal communications and updates on company goals, performance, and initiatives	• Workplace health, safety, and well-being • Operational excellence, lean practices, and continuous improvement • Employee development, training, and upskilling opportunities • Aligning individual performance and growth with company-wide goals and values • Inclusion, engagement, and open communication across all levels of the organization • Understanding and contributing to Mauser's sustainability and circular economy initiatives	• Partnering with employees across functions to drive continuous improvement in ESG performance and operational efficiency • Engaging team members in cross-functional initiatives led by our Sustainability Steering Committee to align on company-wide ESG goals and KPIs • Collaborating with employees to collect data and insights needed for GRI and SASB disclosures, while identifying opportunities for improvement • Empowering employees to contribute to sustainability initiatives through site-level programs, innovation suggestions, and feedback mechanisms • Promoting a culture of shared responsibility through active participation in safety, quality, and sustainability improvement efforts

Key Stakeholder Group	How We Reach Out	Key Topics	How We Collaborate
Industry and Policymakers	· Active membership and leadership roles in relevant industry associations and coalitions · Participation in regulatory dialogues, policy consultations, and public comment processes · Engagement in collaborative research initiatives focused on sustainability, innovation, and circular economy practices · Sharing best practices and insights through working groups, technical committees, and industry forums · Contributing to the development of industry standards and environmental guidelines	· Compliance with and input on the EU Packaging and Packaging Waste Regulation (PPWR) · Extended Producer Responsibility (EPR) frameworks and their implications for packaging recovery and reuse · Regulatory acceptance and standards for incorporating recycled plastics in Dangerous Goods and Hazardous Materials packaging · Evolving ESG disclosure requirements, including sustainability reporting mandates in the U.S., EU, and other regions · U.S. EPA rulemaking activity, including the Advance Notice of Proposed Rulemaking (ANPRM) on used drum management and reconditioning practices · Policy development supporting circular economy models and sustainable packaging innovation	As a worldwide leader in industrial packaging, we highly value fostering close partnerships throughout the industry. By actively participating in industry, regulatory, and technical associations, we remain current on emerging trends, exchange best practices, and address pressing challenges and opportunities, ultimately helping to drive positive progress in our industry. In the U.S., for example, Mauser Packaging Solutions collaborated with the US Department of Transportation's Pipeline and Hazardous Materials Safety Administration to obtain Competent Authority Approval (CAA) for the use of recycled plastic in the manufacturing of UN-rated IBCs. While current federal transportation regulations prohibit the use of recycled plastic in these containers, we successfully secured an exemption, enabling us to advance more sustainable packaging solutions within a regulated framework. We do more than comply with regulations and technical standards— we help write them. Our technical experts hold leadership roles on three high-impact standardization projects that will shape how the industrial packaging sector manages electrostatic risk, enables recycled plastics, and demonstrates chemical compatibility for dangerous goods. By steering these efforts, we are not only safeguarding operators and communities; we are also opening new circular-economy pathways for our customers. Examples include: · IEC 61340-4-11—*Electrostatics—Testing of Electrostatic Properties of Composite IBC—Working committee member* · ISO 16103—*Packaging for Dangerous Goods—Recycled Plastics Material—Project Leader* · ISO 17508 (DIS)—*Chemical Compatibility of Polyethylene & Co-extruded Packaging for Dangerous Goods—Working committee member*

Our Partnerships and Associations

At Mauser Packaging Solutions, we recognize that collaboration is essential to advancing sustainability across our industry. Through active participation in key partnerships and industry associations, we engage with stakeholders, share best practices, and support the development of standards that promote environmental stewardship, circular economy principles, and responsible business practices. These relationships strengthen our ability to drive meaningful change beyond our operations and contribute to broader systemic progress.

Mauser Packaging Solutions' complete list of industry, regulatory and technical associations can be accessed via the following link.

GOVERNANCE

Risk and Crisis Management

Mauser Packaging Solutions takes a proactive approach to sustainability-related regulatory compliance and risk management by closely monitoring evolving regional requirements.

For example, in the European Union, we closely track evolving directives such as the PPWR, the Carbon Border Adjustment Mechanism (CBAM), and the Corporate Sustainability Reporting Directive (CSRD). In North America, we monitor new state-level climate and ESG disclosure laws, including California SB 253 (Climate Corporate Data Accountability Act) and SB 261 (Greenhouse Gases: Climate-Related Financial Risk), now amended by SB-219 (Greenhouse Gases:
Climate Corporate Accountability: Climate-Related Financial Risk).
By tracking these developments early rather than responding reactively, we strengthen our overall compliance posture, optimize resource allocation, and enhance our resilience in a dynamic regulatory landscape.

Our risk management practices have progressively evolved since we completed our initial global Enterprise Risk Management (ERM) Assessment in 2019.

This foundational effort allowed us to identify strategic, compliance, operational, and financial risks, assign ownership and track mitigation progress through the Executive Leadership Team. The results were reported to the Board of Directors Audit Committee, which focuses on embedding risk management into our strategic planning processes.

Since then, Mauser Packaging Solutions' ERM practices have adapted to meet the challenges of an increasingly interconnected and dynamic risk landscape. Our risk and crisis management approach continues to be grounded in proactive assessment, rigorous controls, comprehensive stakeholder engagement, and continuous improvement.

Risks identified as material are reviewed annually by our Executive Leadership Team, and necessary adjustments are made to mitigation strategies. Our ERM efforts now emphasize agility and collaboration

across all levels of the organization. Risk ownership has expanded beyond leadership teams to include first-line employees, who are critical in surfacing hidden connections between risks. Additionally, we have adopted risk maturity models to streamline workflows and unify processes across global operations. This approach ensures that risks are not managed in isolation but integrated into broader governance frameworks.

Information security and data breach risks are also critical areas of focus for our organization. We've implemented phishing tests and a quarterly information security training program for all employees with computer access to address these risks. This program is designed to enhance awareness, educate employees about best practices, and ensure they understand their role in protecting sensitive data and preventing potential breaches.

We mitigate risk in our manufacturing environment through an Integrated Management System (IMS) built on the foundations of ISO 9001, ISO 14001, and ISO 50001 standards. Our approach embeds risk management through structured procedures like our "Actions To Address Risks and Opportunities" process, which

systematically identifies, evaluates, and mitigates risks while leveraging opportunities for improvement. This process guides our teams in assessing risks tied to quality, environment, and energy management, then implementing corrective actions and monitoring their effectiveness. Complementing this, our manufacturing facilities have adopted a formalized "Crisis Management and Communication" process, ensuring coordinated responses during emergencies through predefined protocols and stakeholder collaboration.

In addition, we have facility-specific Emergency Preparedness and Response Plans that further address operational hazards, incorporating risk assessments, updated floor plans, and public safety coordination to minimize disruptions and protect personnel.

We have also introduced ERM measures across our operations on several topics, including:

- Diversifying our supply chain by adding secondary or tertiary suppliers for critical materials/components and sourcing from different geographic locations to mitigate risks associated with regional disasters, political instability, or economic fluctuations, enhancing overall supply chain resilience and continuity.

- Maintaining an unwavering commitment to global product safety and regulatory compliance. We routinely review applicable local, state, federal, and international regulations to ensure our packaging solutions meet or exceed requirements. We supplement this diligence with third-party testing against recognized industry product safety standards (e.g., UL, IEC, etc.) and employ real-time Statistical Process Control (SPC), combined with detailed product-specific manufacturing standard operating procedures (SOPs), to confirm that our finished products consistently align with defined specifications. Furthermore, we subject new packaging designs to design qualification testing to validate performance and compliance with applicable regulatory standards.

- Certifying our facilities against the ISO 14001 Environmental Management System (EMS) standard. Approximately 58% of our International Packaging facilities have attained ISO 14001 certification.

- Maintaining the quality of our products to applicable standards through, for example, ISO 9001 Quality Management Systems certification, robust in-house SOPs, and FSSC 22000 and BRCGS assurance programs concerning food safety.

- Regularly auditing our suppliers to ensure they meet the standards set by our Supplier Code of Conduct.

Our Risk and Crisis Management Performance

Examples of KPIs in place to monitor risk and crisis management include:

- Completion of online training of the Code of Conduct and Business Ethics by all colleagues with computer access.
  - In 2023, the completion rate for this training was 64%.

- Completion of quarterly online Security Awareness training by all colleagues with computer access.
  - In 2022, the average quarterly completion rate for this training was 66%, followed by a slight decrease to 62% in 2023.

- TRIR across all three business segments.
  - In 2022, our TRIR was 2.45, and in 2023, our TRIR was 2.30.

GOVERNANCE

Customer Relationship Management

At Mauser Packaging Solutions, our mission is to consistently deliver a superior customer experience. We achieve this by applying core customer service principles, treating each customer uniquely, and striving to earn long-term loyalty.

Our customers' success depends on our excellence. We strive to have a best-in-class customer service organization by meticulously analyzing customer feedback, utilizing a robust root cause resolution methodology to address concerns, and investing in people and processes. This approach allows Mauser Packaging Solutions to continuously improve and work toward our goal of providing exceptional support to our customers and ensuring their needs are effectively met.

Excellent	Mauser
50	63.8

Net Promotor Score (NPS) for 2023 showed Mauser achieving a 63.8 average, which places us above Excellent (50) and pushing toward World Class.

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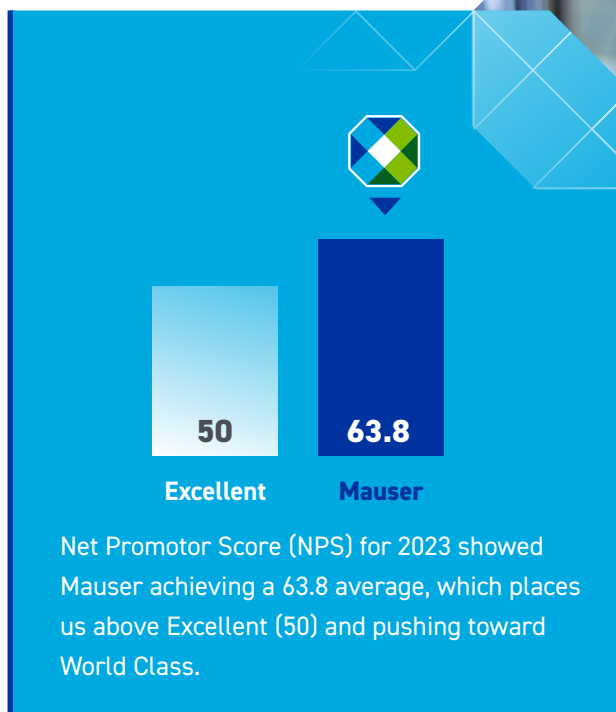
Governance of Our Customer Relationship

Training and Development: We adhere to the Ten Principles of Customer Service and provide ongoing training to enhance service quality. Our trainers ensure teams stay updated on best practices, and we've standardized onboarding and centralized training resources for our Customer Service team members.

THE TEN PRINCIPLES BEHIND GREAT CUSTOMER EXPERIENCES

MAUSER Packaging Solutions

1. Consistent
2. Fast
3. Responsive
4. Thorough
5. Helpful
6. Positive Attitude
7. Professional
8. Exceed Expectations
9. Ownership
10. Persistence

Customer Feedback: We partner with Direct Opinions, Inc. to collect Net Promoter Score (NPS) data and gather insights into customer experiences and loyalty. This effort helps identify areas for improvement.

Accountability: We use Salesforce CRM to track customer concerns, employing the 8D problem-solving approach to address root causes and implement solutions, which drives process improvements.

Our Customer Success and Relationship Management Goals and Performance

Goals:

- Deliver greater than 98% of customer orders on-time in-full (OTIF)

- Improve methods for collecting NPS feedback in the NASP and MIPS business segments in order to achieve an average NPS score of 65 company-wide.

- Capture 100% of all customer feedback in Salesforce

- Standardize customer service-related KPIs and tracking mechanisms across all three business segments in 2025.

Performance Highlights:

- In 2023, our NAIP and NASP segments achieved average OTIF scores of 97% and 92%, respectively.

- In 2023, our NAIP segment achieved an average NPS score of 64 for the year.

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GOVERNANCE

Innovation Management

As a leading industrial packaging manufacturer, Mauser Packaging Solutions is committed to innovation in product design to advance sustainability. Through our use of recycled materials, we have embraced the principles of circularity as we work to minimize our environmental impact. The circular economy represents a significant growth opportunity for our business and reputation, as we aim to embed circular processes into our product design and manufacturing operations to lower operational costs and meet market demand for eco-friendly products.

To drive this vision forward, our Executive Leadership Team is committed to fostering a culture that strives to improve existing products and develop groundbreaking packaging and service solutions, implementing several initiatives, including:

- Offering robust employee development opportunities, including in-house technical mentoring and apprenticeship programs, and encouraging active participation in technical seminars and educational events.

- Actively participating in industry associations—serving on both working groups and boards of directors—collaborate with regulatory agencies worldwide, and engaging with globally recognized technical standard development organizations. This multifaceted involvement enables us to drive best practices, influence emerging regulations, and remain at the forefront of innovation and sustainability in packaging solutions.

- Engaging in regular Voice of Customer (VOC) innovation-focused brainstorming sessions, collaborate with university engineering departments, partner with experienced industry consultants, and work with technology startups and manufacturing partners.

Additionally, we hold innovation summits with key suppliers to stay current with advances in materials, components, and processes that can reduce the carbon footprint of our offering.

- Expanding the use of our LCA tool to quantify the reduced environmental impact of our products. Our International business segment developed an ISO 14044:2006-compliant packaging LCA tool that allows customers to compare the product carbon footprint (kg CO_2 eq) of different packaging. By the end of 2026, we hope to provide the same tool to our customers in North America.

To track our progress, we actively engage with customers to solve their pain points through the co-development of innovative solutions, successfully commercializing new products with increased recycled plastic content and reduced carbon footprint.

Our Strategy for Emerging Markets

Innovation is central to Mauser Packaging Solutions' strategies for developing emerging markets. It fuels our economic growth, creating new revenue potential by developing tailored products and services that address unique challenges and strengthen our overall position in the global marketplace.

We are implementing several strategic approaches to emerging markets, focusing on sustainability and innovation to drive our global expansion:

1. **Stakeholder Engagement and Collaboration**
   – Collaborate with customers, suppliers, industry associations, and universities to drive innovation and sustainability.
   – Work with regulatory bodies to update regulations and expand the use of recycled materials.

2. **Innovation and PCR**
   – Introduce products like the Infinity Series® product line, which includes packaging solutions made from 100% recycled resin.
   – Expand the use of Recolene®, a high-quality recycled resin produced from used industrial packaging.

3. **Strategic CAPEX Investments**
   – Invest in equipment to increase production capacity for packaging containing recycled plastic.
   – Expand facilities globally, such as in China, the UK, Poland, and Turkey, to meet growing demand and support sustainability initiatives.

Innovation Priorities

Innovation is central to how we advance sustainability and deliver greater value to our customers. We continually invest in technologies, materials, and process improvements that enhance product performance while minimizing environmental impact. Our innovation priorities are focused on reducing the use of virgin raw materials, expanding the use of recycled content, improving product recyclability, and increasing the durability and reusability of our packaging solutions. The following initiatives exemplify how we are aligning product development with our sustainability goals and responding to customer and regulatory expectations across global markets.

- Lightweighting/optimizing packaging design to reduce the amount of virgin raw materials consumed and lower transportation-related emissions. For example, our NASP business segment optimized the cover design for one of its pail products, reducing the need for an estimated 5.7 million lbs (2.6 million kg) of virgin resin throughout 2022 and 2023 without compromising product performance.

- Increasing concentration of post-consumer and post-industrial raw materials (both metal and plastic) in existing and future products.

- We expanded multi-layer injection and blow molding capacity across our global manufacturing network, increasing our ability to incorporate recycled plastic content into our products.

- Improving the quality of HDPE resin manufactured by Mauser's plastic recycling facilities.

- Collaboration with raw material suppliers to investigate additive technologies focused on further improving the aesthetics of plastic products manufactured with recycled plastic.

- Expanding the product portfolio to include more multi-trip packaging solution options for our customers. For instance, in 2023, our NAIP business segment introduced a range of heavy-duty rotational molded IBCs. Designed for extended service life, these IBCs are ideally suited to the industrial, agricultural, acid, water treatment, and petrochemical sectors.

- Using IML technology as a means of reducing the amount of scrap produced and improving the aesthetics of packaging made with increased concentrations of recycled plastic (up to 100% recycled content). In 2023, 13 machines were updated from Heat Transfer Labeling (HTL) to IML technology, resulting in an estimated plastic scrap reduction of 1.5 million lbs for the year.

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3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Social

VALUING OUR PEOPLE

Mauser Packaging Solutions puts people first. We invest in our employees through development programs, training and strict safety protocols. We also invest in our communities and have explicit standards for human rights in our supply chain.

Launched the Employee Award Program

Introduced the Earnings Improvement Program (EIP) and Sales Improvement Program (SIP) in 2021, that engage employees in a two-way engagement dialogue, fostering a culture of continuous improvement and collaborative problem-solving across the organization.

5,500+
Projects Initiated

4,000+
Projects Successfully Completed

From 2021 through 2023, we realized significant outcomes from our training initiatives:

· 100% of plant managers attended engagement workshops designed for them at least once.

· 100% of supervisors participated in safety and engagement workshops at least once.

SOCIAL

Human Rights

With over 180 sites spanning 20 countries, Mauser Packaging Solutions seeks to positively impact our supply chain and our communities as a responsible partner in the regions where we operate. We respect and support internationally recognized human rights and labor standards, including those outlined in the UN' Universal Declaration of Human Rights, and will continue to strive to adopt progressive human rights policies aligned with our sustainability goals.

Our Approach to Human Rights

We respect and support fundamental human rights for all people, and comply with human rights, labor and employment laws in every country and region where we operate. Promoting human rights standards throughout our organization and business operations aligns with our company values and our Code of Conduct and Business Ethics.

Mauser Packaging Solutions' public position and statement on Human Rights outlines this commitment. Our position also covers details on how we provide fair compensation and benefits, prohibit forced labor, encourage training and equal opportunity, and comply with working time and leave laws. Further, it outlines our strict stance on prohibiting harassment and discrimination, our zero-tolerance policy toward child labor, and our practice of prioritizing health and safety with appropriate management systems.

We know the positive impacts of respecting human rights can be substantial. Fair labor practices boost employee morale and productivity, enhancing talent retention. Additionally, upholding human rights in our supply chain promotes equity and prosperity in the communities where we operate.

Human Rights in Our Supply Chain

Mauser Packaging Solutions is committed to sourcing responsibly. In 2020, we adopted a Supplier Code of Conduct. It established our foundational mandate to work with suppliers that act ethically and in a socially responsible manner. We expect that all our partners, including suppliers, comply with laws and adhere to the standards of our Supplier Code of Conduct. The Policy is founded on our commitment to respecting human rights, as outlined in our Code of Conduct and Business Ethics. Revised in 2022 and aligned with international principles, our Code of Conduct and Business Ethics is our starting point for managing human rights risk.

The [Supplier Code of Conduct](#) requires our suppliers to provide channels for their employees to report grievances or concerns. Suppliers are also required to ensure proper investigation and corrective actions as a result of any reports.

Equal and fair treatment of employees is essential for our upstream partners. We prohibit discrimination, harassment and all other forms of mistreatment, promoting a safe and respectful workplace. We prohibit child labor, forced labor, and involuntary labor. We expect our suppliers to comply with all working hours, wages, and benefits laws, and respect their employees' freedom of association. Our suppliers provide essential materials and services, and we expect that these materials and services will be sourced responsibly in compliance with all laws and our Supplier Code of Conduct.

We drafted and published a [Global Sustainable Procurement Policy](#) in 2025 that establishes a unified framework for responsible sourcing practices across all regions in which we operate. The policy defines minimum ESG expectations for our suppliers and guides procurement decisions in alignment with our sustainability goals and values.

Due Diligence and Reporting

To ensure our suppliers meet the strict requirements of our Supplier Code of Conduct, we use screening tools, such as Refinitiv (previously Thompson Reuters) World Check, to screen suppliers, vendors, customers, and other related parties.

Additionally, we implement processes to track the effectiveness of our Supplier Code of Conduct and procurement oversight, auditing groups of our suppliers annually to review quality systems, production processes, safety procedures, environmental and sustainability issues, and to ensure human rights compliance.

Since 2021, we have conducted audits and evaluations with select incumbent suppliers to identify and evaluate human rights risks.

In total, Mauser Packaging Solutions has assessed the environmental and social impacts of 85 suppliers, ensuring greater accountability within their supply chain.

We are also developing a risk assessment for suppliers to be implemented at scale, which will lead to better management of human rights risks throughout our upstream activities and outside our operations. We intend to implement a software solution to increase and improve the quality and scope of this assessment.

Stakeholder engagement is critical in managing human rights impacts. We've established a collaborative task-force across sustainability and procurement to implement software solutions to improve how we identify and manage human rights risks throughout our upstream activities outside of our operations, reflecting our commitment to ethical and socially responsible partnerships.

To foster trust and integrity in the downstream supply chain on human rights, we comply with customer requirements to achieve certifications, respond to surveys, and undergo audits. For example, Our Elk Grove Village, Illinois facility supplies products to a Fortune 500 company. The company requires a Supplier Ethical Data Exchange (Sedex) Members Ethical Trade Audit (SMETA). A SMETA does not have a scoring system or a pass/fail result. Instead, the audit provides a report that details the findings and issues. We actively review any findings identified during audits to drive our continuous improvement initiatives.

Our Human Rights Goals and Performance

- We conduct online [Code of Conduct and Business Ethics](#) training for employees with computer access once a year. We aim to increase the percentage of employees who completed this training from 64% in 2023 to 100% by the end of 2025. All employees review and certify the Code of Conduct and Business Ethics as part of their onboarding.

- We also intend to provide training and information on our [Anti-Corruption Policy](#) to 100% of colleagues for whom training is relevant by the end of 2025.

- We provide access to an Ethics Helpline to all stakeholders as a reporting mechanism to better understand the impact of our operation, which includes concerns related to respecting human rights. While laws and regulations vary in the countries we operate, all employees have a responsibility to report any potential violations of the Code of Conduct and Business Ethics. We use an independent third-party company, NAVEX, to handle the intake of reports anonymously and confidentially, as permitted by applicable law. The service is available in multiple languages online or by phone. We aim to ensure that all compliance and ethics reporting line inquiries are initially responded to within 48 hours.

SOCIAL

Community Involvement and Investment

Mauser Packaging Solutions recognizes that we all thrive when our communities do, and their well-being is connected to our success.

We promote shared prosperity for our communities through strategic investments designed to foster positive relationships and offer an opportunity for greater connection. Further, we engage our teams in focusing and choosing where we make these investments, as each facility brings its proposed activities to be reviewed and approved by our central HR team before moving ahead. Our commitment to community and suggestions from our teams have led to meaningful engagement through key initiatives such as supporting hurricane relief efforts, providing aid to Ukrainian refugees displaced by the war, revitalizing local parks, and partnering with Habitat for Humanity to build homes for those in need.

We aim to contribute to greater economic participation and growth for people within the communities where we operate and to respect and safeguard local air, water, and ecosystems to enhance people's lives.

Our Approach to Better Integration with Our Communities

Our strategy to promote better social and environmental outcomes for our communities through involvement and investment includes:

- **Environmental Restoration:** Initiatives like park revitalization contribute to conservation efforts and enhance local ecosystems.

- **Promoting Environmental Awareness and Education:** Community involvement initiatives often include educational components that raise awareness about environmental issues and encourage sustainable practices among residents.

- **Supporting Vulnerable Populations:** Aid to refugees and disaster victims addresses immediate needs and promotes social equity.

Our Community Initiatives and Highlights

Support for Habitat for Humanity

Mauser Packaging Solutions supports Habitat for Humanity, enhancing our community impact through hands-on building projects and material donations. Our journey began in 2022 with a community clean-up in Hanover Park, Illinois, followed by active participation in home-building efforts in 2023. These initiatives included painting a house in Addison, Illinois and installing flooring during a Women's Build Day in Hanover Park, involving our team in meaningful volunteer work that goes beyond mere donations.

Our facility in Turkey promoted a "Run for a Cause": Bridging Continents for Education

In an inspiring display of unity and purpose, Mauser Turkey's employees laced up for the 2023 Istanbul Eurasia Marathon, a unique race that spans from Asia to Europe across the scenic Bosphorus Bridge. This 20-member team not only completed the intercontinental challenge but also succeeded in raising $6,200. These funds, collected from 129 donors, are earmarked for scholarships through the Darussafaka Education Association, aiding students affected by the Maraş earthquake. This effort underscores our commitment to educational support and community resilience, reflecting our values in action.

Rapid Response to the Turkey Earthquake: A Commitment to Recovery and Resilience

In response to the devastating 7.8 magnitude earthquake in Turkey in February 2023, Mauser Packaging Solutions acted swiftly to support recovery efforts. Collaborating closely with the Turkish Red Crescent and the Disaster and Emergency Management Authority (AFAD), Mauser Packaging Solutions contributed significantly by donating IBCs to distribute clean water and essentials to the affected areas. The team also engaged directly in relief efforts, providing hands-on assistance and establishing educational and living spaces for 100 earthquake-affected families. This initiative, part of a broader commitment to disaster response, exemplifies Mauser Packaging Solutions' dedication to humanitarian aid and community resilience.

Newnan, Georgia Facility Supports Ukrainian Refugees

In a collaborative effort with local community partners, Mauser Packaging Solutions' Newnan, Georgia, facility responded swiftly to the crisis in Ukraine in 2022 by donating over 1,300 pails and lids. These pails, filled with essential supplies, were gathered by students and faculty at LaGrange Academy and shipped to Ukrainian refugees in Gdansk, Poland. The initiative, fueled by a simple request from an employee's spouse, demonstrated Mauser Packaging Solutions' commitment to global citizenship and immediate humanitarian response. This direct aid helped address the urgent needs of refugee families, emphasizing Mauser Packaging Solutions' dedication to impactful community support.

SOCIAL

Employee Safety and Well-Being

Employee safety and well-being are core values at Mauser Packaging Solutions. Our people's safety, health and well-being go beyond just a priority. It is vital to our processes, daily activities, and culture. Protecting the health and safety of our workforce is the foundation of everything we do. We work to engage our employees to ensure they adhere to established safety rules and procedures and to be an active and essential part of the continuous improvement of the safety culture.

We have made a strong commitment to ensure safe workplaces. That commitment extends to visitors, contractors, customers, and places where people work, live, and congregate. We make no distinction as to whether we are at work, at home, or at play because safety is an attitude and a belief system that cannot be switched on or off depending on where we are.

Our integrated Environmental, Health and Safety Management Systems (EHSMS) help identify and leverage all opportunities and synergies in the spirit of continuous improvement, all toward the goal of **Zero Harm**. Compliance with legislation, local requirements, strong policy, and industry standards supports this journey. All employees who are directly involved in production operations are covered by an EHSMS, including temporary workers.

Safety is not just an ethical and moral obligation; it is an important part of the overall success of the company. Mauser Packaging Solutions believes in a structured approach that prioritizes four KPIs: Safety, Quality, Delivery and Cost (SQDC). This framework enables our plants to streamline processes, ensure product excellence, and uphold workplace safety, all while managing costs effectively. There is a genuine understanding that without safety, all other aspects of the business will struggle to succeed. In November of 2019, we introduced our Life Saving Rule (LSR) Policy, which outlines key safety principles.

While **Zero Harm** is the goal, we understand that building toward a resilient safety culture takes time and continuous hard work. We have set realistic but demanding targets and goals to get us there, and our performance year over year demonstrates we are on the right path.

When Life Saving Rules are followed, we all return home to our friends and family, safely.

Safety Controls   Confined Space   Safe Driving   Energy Isolation

Hot Work   Line of Fire   Hazardous Materials   Fall Protection

Our Approach to Health and Safety

Our Global Health and Safety Policy and various directives are implemented across the company to ensure we are on track to meet our defined targets.

Mauser Packaging Solutions' leadership implements safety directives by:

- Developing policies and programs to establish clear expectations, promote safe practices, and foster a culture of safety.

- Implementing tools and training to support program effectiveness and maintain proactive systems and corporate standards that promote continuous improvement.

- Learning from our team of qualified EHS professionals, who regularly audit our processes and share best practices and lessons learned across all our operations.

- Sharing detailed information from safety incidents is a valuable learning tool for improvement.

- Tracking safety performance through routine monitoring, evaluation, and audit activity.

We continue to develop and refine our integrated EHSMS using the EHS Insight® software platform. The system consists of integrated modules that use the "Plan-Do-Check-Act" (PDCA) process in the spirit of continuous improvement. There are a variety of risk assessments conducted, documented, reported and managed through our EHS Insight® software platform. There is a robust incident investigation process in place, fully integrated into the EHS management process, leveraging opportunities for improvement through the PDCA process. Risk assessments are conducted, guided and/or evaluated by formally trained, experienced environmental, health and safety professionals.

EHS Management System

MAUSER Packaging Solutions

PLAN
- Policy Statement
- Goals & Objectives
- Assignment of Responsibilities
- Written Programs and Procedures
- Management of Change—Design Review

DO
- Training
- Communications
- Consultation
- Outreach
- Program Management
- Industrial Hygiene (IH) Surveys
- Environmental Permits
- Emergency Response

CHECK
- Employee Work Observations
- Facility Self-Inspections
- Comprehensive Corp. EHS Audit
- Training Evaluations
- Loss reviews

ACT
- Remedial Actions (from root cause)
- Corrective Action and Preventative Action (CAPA) Tracking
- Joint Health and Safety Committee (JHSC) Focus
- Regulatory Impact Analysis
- Response to Regulatory Agencies

Creating a Safety Culture with "Step up for Safety"

In 2023, Mauser Packaging Solutions introduced the "Step up for Safety" theme at our annual safety month to reinforce the right and responsibility of every employee to hold themselves and each other accountable for safety.

Central to this initiative is the concept that safety is not just a policy but a personal responsibility that influences everyday actions, both at work and at home. Through activities like root cause analysis and embracing the right to stop work amid unsafe conditions, we foster a culture where safety is paramount.

Each employee is encouraged to integrate safety into every decision, ensuring a safer workplace and community. This initiative represents a significant step in our ongoing safety journey, aiming to effect meaningful and lasting change.
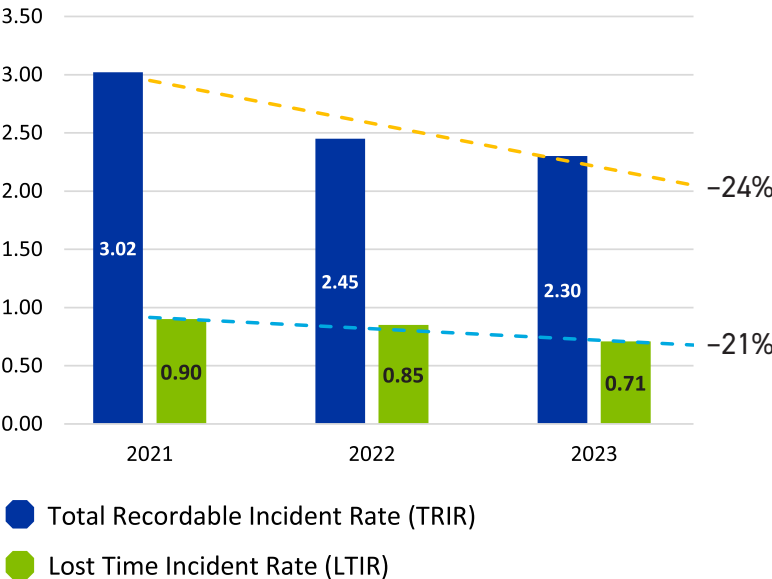
Our Safety Performance

We are proud to have achieved significant safety milestones for many of our facilities, but we understand that the absence of accidents or injuries does not necessarily indicate the presence of safety, and that lagging metrics only show us where we have been and are not prescriptive on where we need to improve. For this reason, our business segments track a variety of leading indicators through our integrated EHSMS.

In terms of lagging indicators, our goal is to reduce our TRIR by 10% from a 2024 baseline by 2027 on a continuous path to **Zero Harm**.

From 2021 to 2023, we realized a 24% reduction in TRIR and a 21% reduction in the Lost Time Incident Rate (LTIR), which is a metric for injuries that resulted in one or more days away from work.

Incident Rate Summary

- Total Recordable Incident Rate (TRIR)
- Lost Time Incident Rate (LTIR)

Year	TRIR	LTIR
2021	3.02	0.90
2022	2.45	0.85
2023	2.30	0.71

−24% (TRIR) −21% (LTIR)

At the close of 2023, several of our facilities reached important safety milestones—completing five or more consecutive years without a lost-time accident, and in some cases, without a recordable safety incident of any kind. This remarkable accomplishment is a testament to our team's dedication, vigilance, and shared commitment to a culture of safety.

Five or more years without a lost-time accident:
- Harrisburg, North Carolina, USA
- Indianapolis, Indiana, USA
- LaGrange, Georgia, USA
- Lloydminster, Alberta, Canada

Five or more years without a recordable safety incident:
- Monroe, Ohio, USA
- Tuzla, Turkey

Chicago Fiber's Safety Journey

Our fiber drum manufacturing facility in Chicago, Illinois, USA, revolutionized its safety culture by completing a transformation in safety practices. The facility's approach includes regular training, proactive safety assessments, and innovative tools like spring actuator tables to minimize strain injuries. Leadership emphasizes ongoing dialogue through Brown Bag events and Gemba Walks, enhancing trust and ensuring safety measures resonate with all employees. Visual safety reminders and a comprehensive personal protective equipment (PPE) matrix further safeguard the workforce. This underscores the power of committed leadership and continuous employee engagement in cultivating a safety-first environment, setting a benchmark for all Mauser Packaging Solutions facilities.

Lloydminster Facility Celebrates a Decade of Safety Excellence

Mauser Packaging Solutions' Lloydminster facility in Alberta, Canada, has achieved an impressive milestone, marking 10 years without a lost time injury. This achievement highlights the facility's steadfast commitment to safety and the effectiveness of its safety protocols. Over the past decade, the Lloydminster team has consistently prioritized safety through rigorous training, proactive risk assessments, and a culture that encourages every employee to take personal responsibility for safety. This long-term safety record is a result of not only robust procedural adherence but also the collective effort of all employees to maintain a secure working environment. This milestone is celebrated as a reflection of past successes and as a benchmark for future safety objectives. Lloydminster's achievement serves as an inspiring example to other facilities aiming to enhance their safety performance, proving that sustained vigilance and a culture of safety can lead to remarkable outcomes.

SOCIAL

An Attractive and Supportive Workplace

As we continue to face a challenging labor market, creating a welcoming workplace is increasingly critical.

Being an attractive employer for current and potential employees is driven by our values and underscored by several measures across the company. This includes offering competitive benefits, supportive people policies, and opportunities for development, including regular check-ins between managers and teams, performance reviews that focus on the future development of each individual employee, development plans, formal training, and informal engagement across functional areas and by leadership teams all the way to our front-line employees.

Our aim is to strengthen our brand by promoting a positive employee experience that drives further action to improve their experience and inspire and recruit prospective team members.

How We Recruit, Retain, Attract and Develop Talent

We understand that talent attraction and development are fundamental to driving growth and creating meaningful workplace impact. Our commitment to exceeding expectations and motivating our HR teams extends beyond simply filling roles—we aim to generate employment opportunities that foster social mobility and enhance community prosperity. By strategically recruiting diverse talent and investing in employee skill development, we create pathways for professional growth that greatly benefit our company, the broader workforce, and the communities in which we operate. By increasing our hires' personal and professional skills, we help reduce barriers to career advancement. Many of these skills, such as safety and innovation, are transferable beyond the workplace and support long-term career development.

Since 2021, we have redeveloped our talent acquisition process to attract and retain top-tier talent. A step-by-step profile of this process includes:

1. **Develop an In-House Recruitment Model**

Since 2021, we transitioned away from the RPO (Recruitment Process Outsourcing) model to an internal recruitment model. By developing a comprehensive recruitment process and training package, we have empowered our HR team to take direct ownership of talent acquisition. This approach allows us to build deeper institutional knowledge about our workforce requirements and cultural nuances that exceed the capabilities of external recruiters.

2. **Enhance our Brand Performance**

We strategically train HR management on effective recruiting and selection techniques to reduce unconscious bias, create a welcoming workplace, and enhance perceptions of the company. By authentically representing our workplace culture, we are fostering alignment with our organizational values and with those who see themselves as potential long-term contributors.

3. Optimize Employee Onboarding

We know the first week sets the tone for an employee's entire journey, so we have transformed our onboarding into a higher-touch, more personalized experience. This means making meaningful connections, providing clear expectations, and ensuring new team members feel trusted and valued. We have streamlined administrative processes, including auto-enrollment for several programs, allowing new employees to focus on integration and initial learning.

4. Continuously Improve Employee Feedback and Grievance Mechanisms

We've established communication channels that prioritize our employees' psychological safety. Our dedicated Ethics Helpline provides a confidential outlet for reporting concerns, while our grievance mechanisms in unionized facilities promote a structured and fair resolution of workplace issues. These systems demonstrate our commitment to transparency and mutual respect.

5. Turnover Analysis, Retention, and Compensation Strategies

Our comprehensive approach includes competitive compensation and benefits, mentorship programs, and tuition reimbursement, all designed to attract and nurture top talent across our global operations. From effective interviewing and selection to transition assistance, our talent management programs help to ensure we place the right people in the right roles. Data-driven insights form the cornerstone of this approach. We conduct exit interviews and use the feedback to develop targeted retention strategies that address specific challenges. We work to continuously refine our workplace environment based on these insights to become an employer of choice.

We prioritize building a diverse, engaged, and skilled workforce that reflects the communities we serve and contributes to our sustainable success.

Our Talent Attraction and Development Goals and Performance

- We provide periodic performance and career development reviews or dialogues, continuing to strive to engage 100% of our employees every year, at least once by the end of 2025. As of the end of 2023, we have achieved an 85% completion rate against this goal.

- Benefits are provided to all salaried and hourly employees, and we have increased our take-up rate to 64% by the end of 2023 through a robust annual enrollment program campaign. We aim to improve this rate to 70% by the end of 2024

We look forward to actively developing new goals and targets for 2030 to continuously improve our support for employee training and development. We plan to continue expanding on our tracked talent retention and attraction performance status in future Sustainability Reports.

Fostering Equal and Merit-Based Opportunities

With a global workforce, our company benefits from a diverse workplace with many perspectives that contribute positively to our culture of collaboration.

As a responsible employer and good corporate citizen, we strive to promote a culture based on equal treatment of employees, mutual respect, and trust.

An example of our strong performance in fostering equal opportunities is our progress in achieving gender parity across our operations to ensure equitable representation of women at all levels, fostering a broader range of perspectives for organizational success.

Team Success Stories

INTRODUCING THE EMPLOYEE AWARD PROGRAM

In 2023, we launched the Employee Award Program, emphasizing a workplace where every employee feels valued and integral to the team. The program recognizes exceptional contributions from shop floor employees with rewards such as prepaid vouchers redeemable for various gifts and experiences. In the program's first year, we recognized 54 employees for their outstanding contributions across our locations.

CUSTOMER SERVICE STARS SHINE DURING GLOBAL APPRECIATION WEEK

In October 2022 and 2023, we continued a yearly tradition of celebrating Customer Service Appreciation Week to highlight our customer service teams' dedication. Teams celebrated across multiple facilities with a week of themed days and team activities.

NATIONAL TRUCK DRIVER APPRECIATION WEEK

We spotlight our essential truck drivers during our yearly National Truck Driver Appreciation Week. With over 150 trucks and 130 drivers, the event recognizes their vital contributions to our operations. The week included safety initiatives and morale-boosting activities, reinforcing our commitment to their well-being and professionalism. Our drivers play a critical role in ensuring that our supply chains run smoothly, proving indispensable to our success, integrity, and sustainability.

Training Employees on Key Skills

In 2021, our extensive training portfolio included new needs-based skills programs for functional teams, such as frontline leadership, sales and customer service providers, and maintenance teams.

Since then, we have strengthened and expanded our training portfolio, targeting new groups within our business ecosystem with ready-made programming for a range of proficiency levels to support our industry's most sought-after competencies, including leadership and culture, business ethics, technology, materials, innovation, finance, and safety.

Our approach is to provide a training journey based on an individualized needs assessment (with criteria such as employee professional experience and role) that results in customized and curated key skills training programming, such as smart technology platform training and workshops. We also conduct face-to-face training for some topics to foster engagement and camaraderie and ensure content retention.

From 2021 through 2023, we realized significant outcomes from our training initiatives:

- A significant percentage of our front-line leaders are first-time leaders, achieving career development and growth through upskilling programs.

- 100% of plant managers attended engagement workshops designed for them at least once.

- 100% of supervisors participated in safety and engagement workshops at least once.

In addition, we provide technical and leadership training to employees in several formats and across several channels:

Apprentice Program

By 2024, we anticipate our inaugural group of apprentices will graduate from our U.S. Apprentice Program, a key initiative to reinvigorate the manufacturing workforce. Launched as part of a comprehensive talent development strategy, the program focuses on training individuals for critical technical positions within the company. It complements other initiatives such as traineeships for recent graduates and internships for students.

Safety Culture Workshop for Leadership Teams

Launched in 2023, the Engaged Safety Culture workshop equips facility leaders with skills to create a safety-focused workplace culture by focusing on three primary areas: understanding safety culture, individual leadership behavior, and nurturing a safety culture. It emphasizes how leadership actions impact safety culture and provides strategies for effective employee engagement. The program delivered 24 workshops, reaching 211 individuals across managerial, supervisory, and support roles.

In addition to team building workshops, the Plant Manager Succession Program was launched, and the Leading for Engagement and Accountability workshop for Plant Managers was also facilitated.

Online Code of Conduct Training

This annual training program explains key compliance standards via a web-based platform and is mandatory for all employees with computer access.

Plant Manager Engagement Workshop

Introduced in 2022, the Plant Manager Engagement Workshop enhances leadership skills and fosters a culture of engagement. The two-day program, designed by a former plant manager, features several dozen interactive exercises focusing on employee engagement, behavior styles, and safety culture. The workshop encourages peer-to-peer learning and self-discovery. Ten regional sessions were initiated in the first year, each accommodating 8–10 North American plant managers. The initiative aims to equip plant managers with tools to better manage and engage their teams, recognizing their crucial role in the company's success.

Just a few of the projects that plant managers have initiated from the idea stage during the workshops include safety newsletters, enforcing Gemba walks (a lean manufacturing technique where leaders observe workers to identify improvement opportunities), improving the orientation process, and other ways to implement improved safety training:

· Life-Saving Rules Magnets: The Cedar City, Utah facility added magnets to machines and equipment that remind employees of Life-Saving Rules. This visual aid constantly reinforces the company's and individual's commitment to safety.

· Safety Climate Assessment Tool (S-CAT): The Hutchins, Texas facility utilized this free online tool to assess its organizational safety climate. Approximately 50 employees completed the survey, providing a baseline for the facility's safety culture. This tool offers an objective measurement of safety culture beyond incident rates.

· Happy Meter: The Langley, British Columbia, Canada facility installed an electronic device at the employee entrance to gather quick feedback on several topics, including safety. This allows timely tracking of employee sentiments about their workday and potential safety concerns.

· Brown Bag Idea Sharing: The Chicago, Illinois fiber drum manufacturing facility periodically holds "brown bag" idea-sharing sessions where employees can post safety improvement ideas. The facility sets goals for receiving actionable ideas and rewards employees for meeting them.

Plastic Drums 101, Interactive Training

As a leading manufacturer of plastic drums, Mauser Packaging Solutions has an opportunity to deepen and refresh its product knowledge. We have created in-depth, next-generation training modules that provide a unique experience to learners. Additional training courses for IBCs, steel drums, fiber drums, and related services are planned.

A Collaborative Culture

We believe that having quality collaboration across our organization generates motivated teams and a company that is more innovative and productive. Strengthening our ability to collaborate is more important than ever, to galvanize our employees and for the delivery of business results.

Since 2021, we have continued to enhance our commitment to fostering collaboration and employee engagement. The company has improved its programs to create a more innovative and productive work environment.

Empowering Culture through Engagement with EIP and SIP

In 2021, we introduced the Earnings Improvement Program (EIP) and Sales Improvement Program (SIP), which have become central to enhancing our operational and sales strategies.

These programs engage employees in a two-way engagement dialogue, fostering a culture of continuous improvement and collaborative problem-solving across the organization by listening to and harnessing the creativity and operational insights of our employees.

EIP and SIP provide platforms for proposing and implementing solutions that improve efficiency and cost-effectiveness. These initiatives optimize existing processes and products and ensure that our operations and product portfolio remain flexible and responsive to market changes.

These projects vary from incremental improvements to significant overhauls, contributing to safer, more sustainable work environments and substantial cost reductions. Employees' engagement and ownership in their work areas have increased, fostering open dialogue and greater accountability.

Recent successes with these programs demonstrate the effectiveness of integrating employee feedback into our daily operations. Mauser Packaging Solutions' leadership continuously works to incorporate these insights into management practices, ensuring ideas are effectively implemented. This proactive approach has established continuous improvement as a fundamental aspect of our operations.

EIP PROJECTS

5,500+
Projects Initiated

4,000+
Projects Successfully Completed

These programs exemplify our ongoing commitment to promoting an innovative workplace culture and highlight our dedication to empowering our workforce, optimizing resources, and enhancing service delivery while minimizing costs.

Collaborating to Innovate Small Packaging Metals

Collaboration is fueling measurable progress across our Small Packaging Metals business segment, particularly at our facilities in Memphis, Tennessee, and Garland, Texas. Through strengthened

coordination between facility teams and corporate groups, we are realizing gains in operational efficiency, product quality, and customer satisfaction.

Key to this progress is the alignment of R&D, engineering, operations, quality, customer service, and SIOP (Sales, Inventory, Operations, and Planning) teams. Their joint initiatives have supported infrastructure upgrades, streamlined planning processes, and empowered local ownership of equipment and maintenance—contributing to more agile and effective operations.

Facility-level investments in infrastructure are improving throughput, while new processes and equipment upgrades enhance reliability and allow for greater continuity during maintenance activities. Success is also rooted in workforce engagement. Stable teams with deep operational knowledge are being strengthened through cross-training programs that preserve institutional knowledge and create career development pathways. Regular collaboration between site-level maintenance teams and corporate engineering supports timely decision-making and the sharing of best practices across the network.

Production planning has also evolved through closer collaboration with the SIOP team. Moving from site-specific scheduling to a more integrated, cross-functional approach has reduced changeovers, improved capacity utilization, and allowed labor to be redirected to higher-value tasks. The SIOP team also supports improved inventory management by providing data-driven recommendations for product classification and safety stock strategies—further enhancing performance and responsiveness.

Operational Excellence in Memphis

Between January and February 2022, our Memphis facility achieved substantial operational gains through cross-functional collaboration and renewed leadership focus:

· Assembly units per service hour increased by 24%

· Press units per service hour rose by 13%

· Production backlog was reduced by over 80%

· Total open customer complaints declined by 50%

· Late complaints were reduced by 100%

These achievements reflect the value of a collaborative, empowered workforce committed to continuous improvement.

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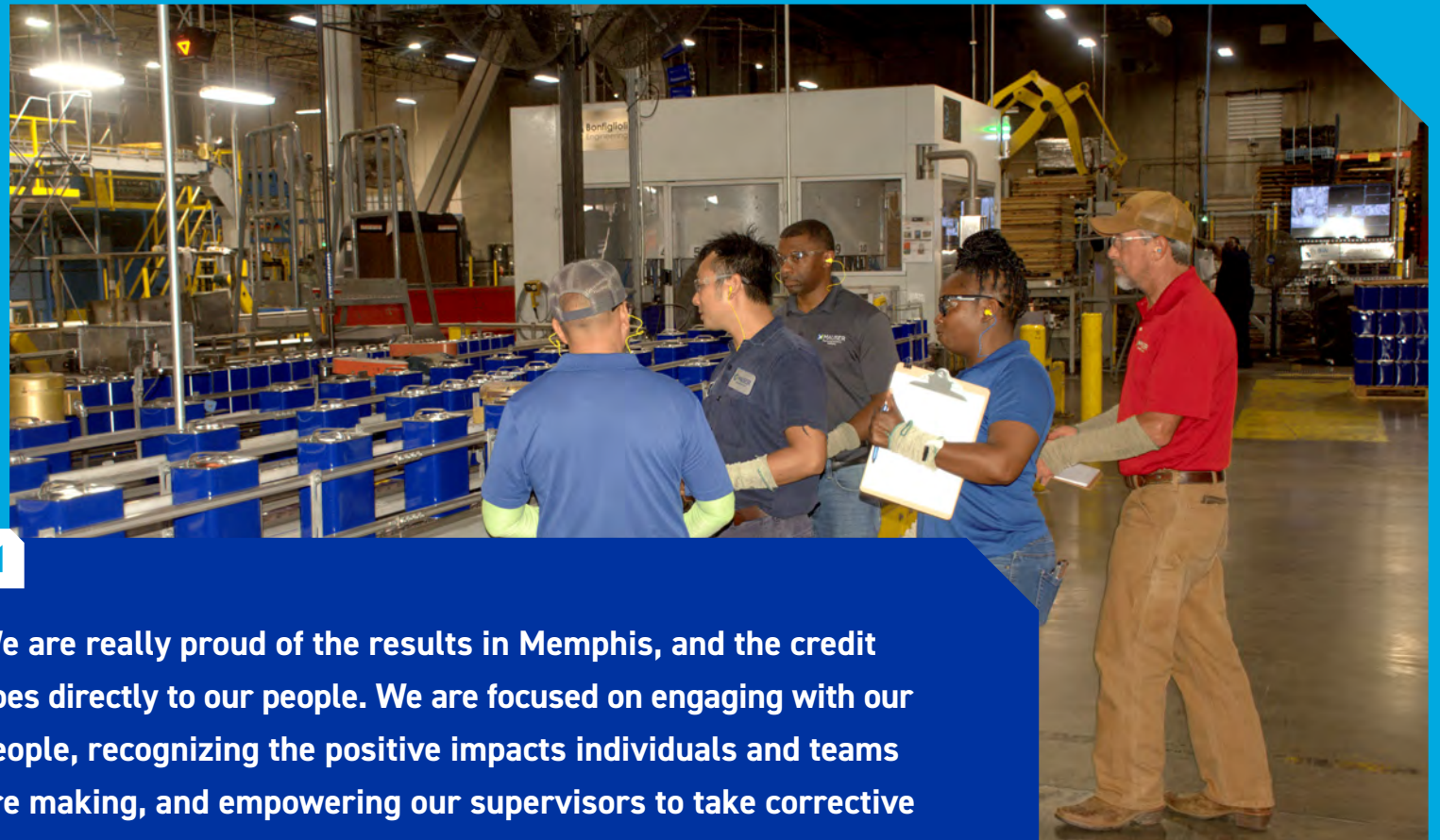
We are really proud of the results in Memphis, and the credit goes directly to our people. We are focused on engaging with our people, recognizing the positive impacts individuals and teams are making, and empowering our supervisors to take corrective actions when needed. In addition to production improvements, we are laser-focused on improving the safety of our facility, so our employees go home safely every day.

— Memphis, TN Plant Manager

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Environment

PROTECTING OUR PLANET

Our environmental management strategies touch every aspect of our business. They cover energy, waste, water and resource management to minimize Mauser's environmental impact. We also have a dedicated climate strategy and have embedded circular economy principles into our business model.

62%

62% of our international facilities are ISO 14001-certified for effective environmental management.

81%
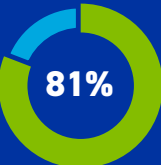
81% of our European facilities are ISO 50001-certified.

Energy consumption decreased 14% from 2020 to 2023

Within our NASP business segment, strategic investments in new manufacturing equipment at locations closer to our customers helped minimize intercompany shipments, shorten shipping distances, and improve customer experiences. This investment eliminated 702 truckloads, saved 531,000 miles, and avoided approximately 893 tCO_2e emissions through logistics optimization (2021–2023).

ENVIRONMENT

Environmental Management

Interacting respectfully with the environment is central to our business philosophy. Our environmental management strategies are rooted in environmental commitments by our Executive Leadership Team, strong policies, rigorous certifications, measurable goals and targets, and striving for continuous improvement in environmental performance.

We manage our environmental impacts through the following core tenets:

· Conservation of raw materials, energy, and water.

· Waste minimization and circular economy.

· Supporting innovation in our processes and products.

Strategic Teams

In 2024, Mauser Packaging Solutions launched three new strategic teams to focus on environmental sustainability and innovation. These teams, sponsored by the Presidents of our three business segments and reporting to the Executive Leadership Team, have been tasked with accelerating progress through company-wide initiatives in the following key areas:

· **Innovation** — We established a Global Steering Committee of leaders from Engineering, New Product Development, and Portfolio Innovation (Value Analysis and Value Engineering) to standardize, track, and prioritize our product development and innovation efforts. By cross-pollinating existing solutions globally, the team aims to reduce developmental costs, accelerate time to market, and incorporate customer feedback (Voice of Customer) to enhance our competitive value proposition.

· **Sustainability** — This team collaborates with all departments within the organization including legal and environmental, operations and engineering, quality, EHS, HR, procurement,

commercial, and customer service to develop and drive Mauser's global sustainability strategy and ensure that we comply with ever-evolving sustainability-related regulatory reporting requirements.

· **PCR Use** — Our PCR team concentrates on establishing a tactical program to address our customers' growing needs for packaging solutions containing PCR. This initiative will refine and integrate Mauser's sourcing, technical development, and high-quality PCR production capabilities—including maximizing the use of internally produced materials—while unlocking new revenue opportunities and highlighting the sustainability benefits of PCR utilization.

Another key benefit of these strategic teams is that their responsibilities encompass all three business segments. While each business segment has historically operated independently, these teams are now facilitating communication and information-sharing across all businesses and geographies.

Environmental and Energy Policy

In 2025, Mauser Packaging Solutions plans to expand its Environmental and Energy Policy for international operations into a unified, global policy. The policy will outline the actions we will take to minimize environmental impacts and conserve energy throughout our operations, including:

· Ensuring compliance with environmental laws and regulations.

· Taking prompt action to prevent negative impacts to the environment from our activities.

· Making efficient use of natural resources and available technologies to continuously reduce our consumption of raw materials, energy, chemicals, and water.

· Minimizing GHG and other air emissions, as well as reducing waste generation, disposal, and wastewater discharges from our operations.

· Considering energy and resource efficiency in our operational investments.

· Actively monitoring regulatory landscapes that may affect our operations.

· Minimizing environmental impacts throughout the life cycle of our products, from raw materials to end-of-life.

· Raising awareness and training employees about our environmental sustainability initiatives and goals.

The Environmental and Energy Policy is endorsed by the Executive Leadership Team, who has committed to providing necessary resources and support to ensure its success.

Goals

Establishing both clear environmental goals and measurable KPIs are vital to transparently understanding and reporting our impacts and continuously improving our environmental performance.

Mauser Packaging Solutions has committed to the following company-wide goals:

· Reduce absolute Scope 1 and 2 GHG emissions by 20% by 2030 from a 2020 baseline.

· Calculate Scope 3 GHG emissions for the 2025 calendar year by the end of 2026.

· Develop strategies to reduce water usage at manufacturing and reconditioning facilities located in high and extremely high water stress areas by 2027.

· Assess waste streams at manufacturing facilities and investigate strategies to reduce landfill disposal of waste and promote re-use and recycling where appropriate by 2026.

Environmental Certifications

Participating in environmental certification programs helps Mauser Packaging Solutions to implement best practices and evaluate our performance against rigorous international standards.

· 62% of our international facilities are ISO 14001-certified.

ISO 14001—Environmental Management Systems (EMS) is an internationally recognized standard that provides a framework for the design, implementation and continuous improvement of a company's EMS. Adhering to this standard helps us ensure that we are taking proactive measures to minimize our environmental footprint, comply with relevant legal requirements, and achieve our environmental goals and objectives.

· 81% of our European facilities are ISO 50001-certified.

ISO 50001—Energy Management is an international standard that provides a robust framework for improving energy efficiency in organizations. The standard drives companies to commit to continual improvement in energy management.

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ENVIRONMENT

Responsible Resource Management

We are dedicated to the careful and responsible management of resources. Our commitment to sustainability drives us to continuously seek innovative ways to reduce our consumption of energy, water, and raw materials. By strategically embracing circularity, innovation, and efficiency, we can minimize waste and GHG emissions, reduce costs, and explore new market opportunities. Through our judicious approach to resource management, we aim to mitigate the negative impacts of our activities while enhancing positive outcomes for our customers, our industry, and society.

ENVIRONMENT

Carbon Footprint and Climate Strategy

We recognize that climate change represents a serious threat to the planet, the economy, our business, and the communities where we live and operate. As a leader in the industrial packaging industry, it is important for us to actively reduce the carbon emissions associated with our operations and the lifecycle of our products, which play a critical role within global supply chains.

Climate Strategy

Looking ahead to 2025, we plan to conduct our first formal climate risk assessment, which will be aligned with the TCFD framework. The results of this risk assessment will inform and guide the development of our corporate climate strategy and will be shared on our website in 2026. This inaugural climate risk assessment will help us understand, mitigate and build resilience to address both physical and transition risks across our organization, and will position us for compliance with upcoming climate disclosures, including, for example, California Senate Bill 261 (SB 261).

The other foundational pillar of our climate change strategy is understanding our emissions and finding ways to reduce them, both within our operations and throughout our value chain. Taking concrete action to reduce GHG emissions is the right thing to do, not only for our business, but also for society and the planet, because it allows us to:

· Support global efforts to reduce GHG emissions and combat climate change.

· Enable a safer, healthier future for our employees, our families, our customers, and our communities.

· Stimulate innovation and enter new markets through the development of sustainable products and processes.

· Ensure the economic sustainability of the company by driving efficiencies and offering future-ready products and services to help our customers meet their needs and advance their goals.

· Enrich our corporate culture, making Mauser Packaging Solutions a company that attracts and retains employees who are motivated to make meaningful change in the world.

To drive momentum toward reducing our GHG emissions, we established two new global corporate targets in 2024:

· Reduce our absolute Scope 1 and 2 GHG emissions by 20% by 2030, compared to our 2020 baseline

· Calculate for the first time our Scope 3 GHG emissions for the 2025 calendar year, with completion targeted by the end of 2026. This initial assessment will provide a baseline understanding of our value chain emissions and help inform future reduction strategies.

Carbon Footprint

We began measuring our Scope 1 and 2 GHG emissions in 2020, which serves as our baseline year. Our total Scope 1 GHG footprint for 2022 and 2023 was 155,000 tCO_2e and 146,000 tCO_2e, respectively. Our total Scope 2 GHG footprint for 2022 and 2023 was 287,000 tCO_2e and 285,000 tCO_2e, respectively. Our combined Scope 1 and 2 GHG emissions totaled 442,000 tCO_2e in 2022 and 431,000 tCO_2e in 2023. These figures show that our total Scope 1 and Scope 2 GHG emissions have decreased 17% from our 2020 baseline.
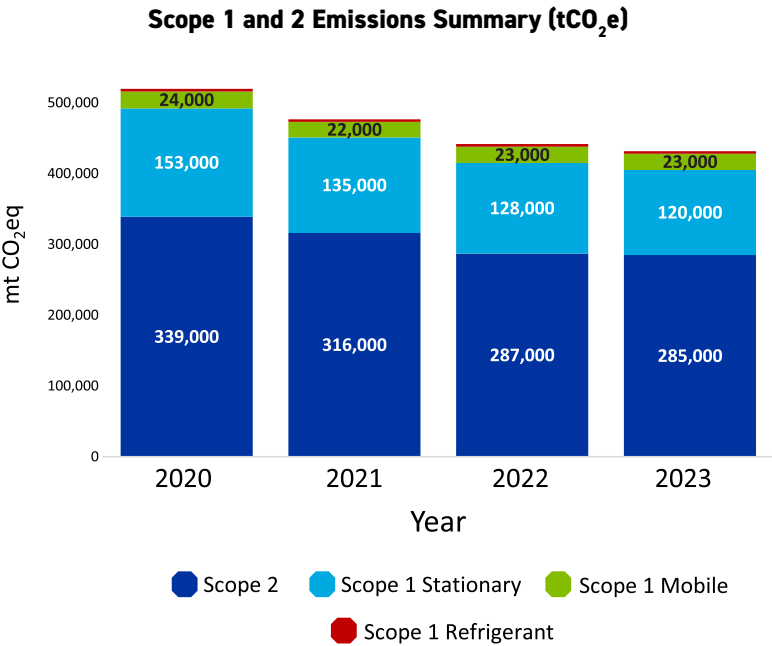
The majority of our Scope 1 GHG emissions are generated from the combustion of various fuels in our production plants and processes, with natural gas combustion accounting for approximately 89% of our Scope 1 footprint. Other sources of Scope 1 GHG emissions include mobile sources (company-owned trucks) and on-site refrigerant leaks.

Nearly all of our Scope 2 GHG emissions are from the generation of purchased electricity that is used at our facilities, and one facility purchases steam. Scope 2 GHG emissions were calculated using the location-based method, where energy consumption values are multiplied by location-specific emission factors.

Energy Consumption

- In 2022 and 2023, we consumed 1.6 million MWh and 1.5 million MWh of energy, respectively. Compared to our baseline 2020 data, energy consumption decreased 14% from 2020 to 2023.

- These reductions reflect progress toward our climate and energy efficiency goals.

Our primary sources of energy are fuels such as natural gas, propane gas, fuel oil, butane, diesel, and gasoline, which are used in our process equipment (paint curing ovens, drum reclamation furnaces, air pollution control devices), utility equipment (boilers, HVAC units), mobile equipment (forklifts) and our fleet vehicles. Our secondary source of energy is electricity which is used widely across our facilities.

Scope 1 and 2 Emissions Summary (tCO₂e)

	2020 (base year)	2022	2023
Total fuel consumption from non-renewable sources (MWh)	935,000	800,000	753,000
Total fuel consumption from renewable sources (MWh)	0	0	10
Total electricity consumption (MWh)	870,000	818,000	793,000
Total steam consumption (MWh)	520	550	600
Total (MWh)	1,806,000	1,619,000	1,547,000

Consequently, our key emission reduction plans focus on increasing energy efficiency and optimizing logistics.

Increasing energy efficiency to reduce energy consumption:

In 2022 and 2023, we undertook a series of energy efficiency projects that resulted in a reduction of approximately 9,300 tCO_2e of GHG emissions in our NASP business segment, roughly equivalent to removing 2,200 gasoline-powered cars off the roads for one year. These projects included:

· Retrofitting our manufacturing and warehouse facilities with more energy-efficient lighting.

· Upgrading to more energy-efficient plastic injection molding machines.

· Installing variable frequency drives on air compressors, chiller pumps, and cooling tower fans and pumps for more efficient operation.

· Installing motion-sensor activated light switches in 40% of the restrooms in our metal packaging plants. We plan to extend this project to cover lighting within all restrooms across all our locations.

Optimizing logistics to reduce fuel consumption:

By shortening travel distances, reducing the number of trips, and lightening loads, we are able to reduce the volume of fuel consumed during transportation of our products.

Examples of activities we have undertaken in the past few years include:

· Using lower emissions rail transport instead of transport trucks where possible.

· Extending our Recover Syst-M® network to make it easier for our customers to ship their used products back to us and to shorten return distances to send refurbished products back to customers.

· Adding new manufacturing equipment in strategic locations that are closer to our customers to minimize intercompany shipments, shorten shipping distances, and improve customer experiences. This has resulted in a steady improvement in intercompany logistics and avoided the release of approximately 893 tCO_2e over the 2021 to 2023 calendar years:

  – 2021—Eliminated 25 truckloads and saved 6,000 miles of travel.

  – 2022—Eliminated 565 truckloads and saved 412,000 miles of travel.

  – 2023—Eliminated 112 truckloads and saved 113,000 miles of travel.

Increasing Renewable Energy Uptake

While only a few of our facilities currently utilize renewable energy, they represent an important step forward in our transition to more sustainable operations. Examples include:

· Solar panels installed at our Villastellone, Italy facility supplied an average of 30% of the facility's electricity needs during 2022 and 2023.

· Solar panels installed at our Dayton, New Jersey facility supplied approximately 4% of the facility's electricity needs in both 2022 and 2023.

· Geothermal energy (hot water from nearby dormant coal mines) being used for climate control at our Springhill, Nova Scotia, Canada facility.

We are currently in the process of investigating tools and systems which will help us to track the wide range of energy efficiency and GHG reduction projects across our locations in a more effective manner so that we can accelerate our progress toward our strategic goals.

ENVIRONMENT

Material Waste

We are committed to responsible resource management through our advancement of circular economy principles (see Circular Economy section). We have been working diligently to tackle material waste across two fronts—by reducing the amount of waste we generate in our own operations, and by reducing the amount of packaging waste that our customers generate.
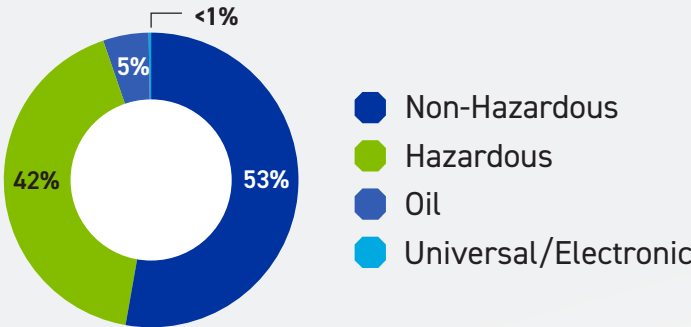
Reducing Waste in Our Operations

By reducing waste in our own operations, we contribute to a healthier environment, improve the efficiency of our operations, reduce costs and emissions associated with procurement of raw materials and waste disposal, and inspire our employees and customers to take action.

Examples include:

· Establishing in-house recycling facilities to convert plastic waste into raw materials for manufacturing new packaging products.

· Continuing to transition to paperless orders. In 2023, we began converting our NAIP business segment to fully paperless order management. By the end of 2024 when this transition is scheduled to be completed, we expect to divert over 3.5 million sheets of paper per year from eventual disposal in a landfill or recycling facility.

Total Waste Disposed vs Recycled (mt)

Waste Recycled values by year: 2020: 118,000; 2021: 142,000; 2022: 164,000; 2023: 148,000

Waste Disposed values by year: 2020: 43,000; 2021: 51,000; 2022: 52,000; 2023: 50,000

Legend: ● Waste Disposed   ● Waste Recycled

Composition of Waste Disposed in 2023

- Non-Hazardous: 53%
- Hazardous: 42%
- Oil: 5%
- Universal/Electronic: <1%

Composition of Waste Recycled in 2023

- Metal: 83%
- Plastic: 14%
- Paper: 1%
- Other: 1%
- Oil: <1%
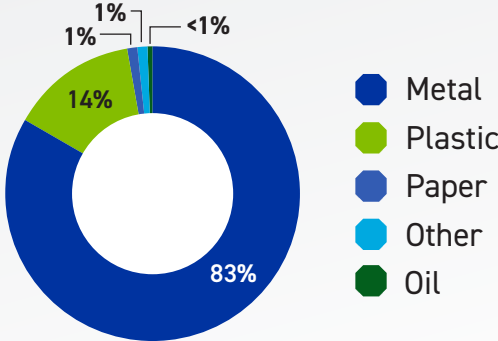
In 2024, we established a new corporate goal focused on waste minimization. By the end of 2026, we aim to inventory all waste streams associated with our manufacturing facilities and identify opportunities to minimize and recycle waste within our operations.

The Sustainability Steering Committee will then utilize the metrics collected to prioritize waste minimization programs across our global network of manufacturing facilities.

Reducing Waste in our Value Chain

As an industrial packaging manufacturer, we are in a unique position to reduce waste not just within our own operations, but to facilitate exponential impact through all the diverse industries we supply.

We consider it our mission to provide customers with more innovative and sustainable alternatives to single-use plastic packaging. We have been actively focused on developing circular products and services (see Sustainable Products and Services section) to keep packaging and plastics out of landfills, while enabling the recovery, recycling and reuse of used packaging, and using recyclable materials in our products, without compromising on performance.

We do this in several ways:

- Continuing to expand our range of robust and reusable packaging solutions that provide safe and durable alternatives to single-use packaging.

- Encouraging customers to return their used packaging back to us through our Recover Syst-M® network so that we can clean, repair, refurbish, recertify, and/or recycle the packaging and return it to them for reuse.

- Working with suppliers and regulators to increase the percentage of recycled plastic used in our packaging products, thus driving down the demand for virgin raw materials (see Sustainable Products and Services section—Influencing Sustainable Advancement).

- Reducing the amount of material used in our plastic packaging, making our products lighter, reducing shipping costs and emissions, and using limited natural resources in a more responsible manner.

- Beginning to conduct LCA to evaluate the environmental impact of our products from creation to disposal so we can identify and prioritize key areas of improvement.

Driving Innovation

Tackling the formidable challenge of reducing waste across our industry has helped us to drive innovation and cooperation throughout our value chain so we can accomplish more — together. By engaging with suppliers, customers, employees, industry partners, and regulators, we can:

- Use materials more efficiently and keep more waste out of landfills by considering product end of life.

- Reduce costs associated with the procurement of raw materials, shipping, and waste disposal services.

- Meet the demand for more eco-friendly packaging solutions and enter new markets.

- Help our customers to reduce their waste and emissions footprints and meet their sustainability targets, while minimizing costs associated with plastics taxes and new regulations.

- Ensure the economic and environmental sustainability of the company while contributing to the health and wellbeing of our society.

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ENVIRONMENT

Circular Economy

Mauser Packaging Solutions has long embedded circular economy principles into its business model.

Our commitment to circularity spans the full packaging life cycle and focuses on the following key approaches:

- **Design** — Designing our products to be more durable, use less material, and be more readily recyclable.

- **Recover** — Collecting used industrial packaging from our customers, and sometimes their customers, and cleaning, repairing, recertifying (as applicable), or recycling the products for re-use through our Recover Syst-M® network.

- **Recycle** — Recycling materials from packaging that can no longer be re-used within Mauser's dedicated plastic recycling centers.

- **Minimize** — Optimizing production processes to reduce the amount of scrap material generated and to re-incorporate scrap plastic into new products.

- **Reduce** — Minimizing the demand for virgin raw materials by optimizing the amount of material used and increasing the concentration of recycled materials in our packaging products.

- **Investing** — Making capital investments in equipment and processes that strengthen our long-term capacity to manufacture more products integrating more recycled plastics.

Polypropylene
(PP) Gasket
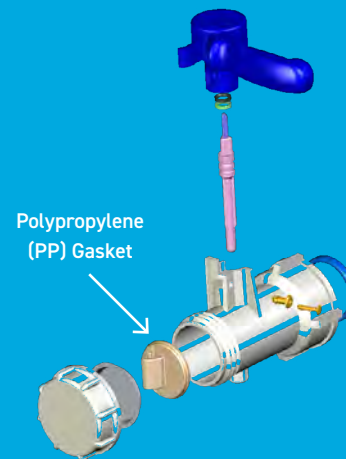
Circularity in Action

Between 2022 and 2023, design enhancements to our Tri-Seal lid for plastic pails eliminated approximately 97 million EPDM gaskets and 5.7 million lbs of plastic from our product line—underscoring our continued commitment to reducing material use and advancing circular packaging solutions.

In 2023, we changed our IBC butterfly valve gaskets from ethylene tetrafluoroethylene (ETFE) to polypropylene (PP) construction to make them recyclable.

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Since 2009, we have been investing in equipment and technologies that increase our capacity to produce more packaging with increased recycled plastic content. These projects have strengthened our global manufacturing footprint, enabling us to respond to market demands and embrace the future. These projects include:

- **Upgrading plastic injection molding machines with twin-shot technology, enabling our NASP facilities to manufacture plastic pails containing an inner layer of recycled plastic. Between 2009 and 2023, this resulted in an estimated 274 million lbs of recycled plastic being used within our pails.**

- **In 2022, we added new multi-layer blow molders at our facilities in Bickenbach, Germany and Littleborough, UK. This allows us to provide a reliable, quality supply of packaging solutions manufactured from PCR to meet increasing regional demand and to help customers in the UK facing the new Plastic Packaging Tax.**

- **In 2023, we introduced a new manufacturing line in Tusa, Singapore and a new state-of-the-art manufacturing facility near Shanghai, China which has enabled us to expand the availability of our new Infinity Series® drum portfolio, built with increased amounts of PCR.**

- **In 2024, our NASP business segment launched a new line of plastic pails that contain approximately 25% PCR content in the package and can include custom IML.**

Our innovative circular products and programs allow us to better serve our customers by helping them to:

- Advance progress toward their sustainability targets

- Reduce their carbon footprint, while lowering shipment weights and costs

- Minimize packaging waste and reduce the potential for plastic contamination into the environment

- Transition to more reusable and recyclable products, made with recycled materials

- Meet advancing regulatory requirements related to minimum recycled content and reusable packaging

- Save money on environmental penalty schemes such as plastics taxes

We know that it takes commitment to nurture the spark of innovation and embed sustainable thinking into company culture. In 2024, we established a Global Innovation Steering Committee to focus on the development and commercialization of new and innovative sustainable packaging solutions and support services (see Sustainable Products and Services section).

Engaging with our stakeholders is an essential part of our circularity efforts and development processes. This engagement takes various forms, such as:

- Regular innovation-focused brainstorming sessions with customers and joint projects with our supplier base

- Collaboration with university engineering departments

- Partnering with industry experts and consultants to understand emerging market trends and needs

- Engaging with technology start-ups and manufacturing partners to leverage the latest technological solutions

- Hosting innovation summits with key suppliers to stay on top of the latest advances in raw materials and manufacturing processes

- Continuously engaging with customers to understand their needs and goals

- Taking leading roles in industry associations and standardization bodies to further industry guidelines supporting circularity of packaging materials

- Engaging with regulatory agencies to keep current on salient regulatory requirements such as minimum recycled content requirements and plastics taxes

Advancing toward a circular economy helps us stay competitive and responsive to our customers' needs, while mitigating the impacts of virgin material extraction, stabilizing supply chains, and reducing risk, costs, GHG emissions, and waste generation at the same time.

Circularity Goals and Performance—"100/50/30"

As a global leader in industrial packaging, Mauser Packaging Solutions is committed to advancing circular economy principles across our product portfolio and operations. Our 100/50/30 goals reflect measurable and actionable targets designed to reduce waste, conserve resources, and extend product lifecycles.

- Design 100% of products for reconditioning or recyclability by 2030

- Collect for reconditioning purposes 50% of IBCs sold annually by 2030

- Achieve a minimum of 30% recycled plastic content in plastic drums, IBCs, and across our small packaging portfolio by 2030
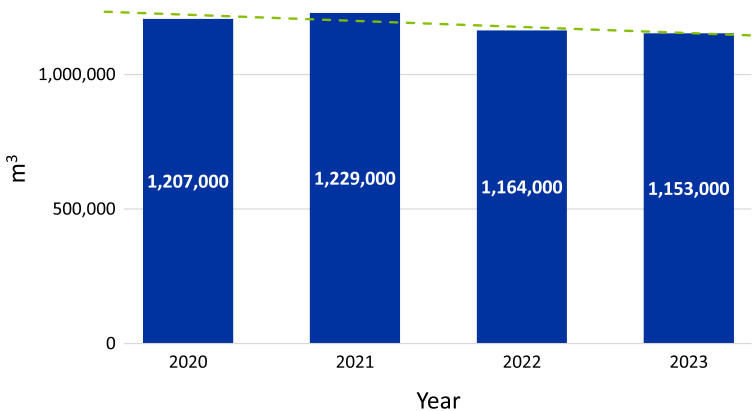
ENVIRONMENT

Water Management

Water is a precious resource and essential to our operations. We utilize water within our offices and manufacturing plants for important activities such as washing containers, cooling manufacturing equipment, and controlling air emissions.

To use water responsibly, especially in regions that are subject to water stress, we strive to minimize the amount of fresh water we consume by recycling and reusing water to the maximum extent possible. When the water is no longer suitable for use, we send the remaining wastewater for appropriate treatment prior to safe discharge.

We have been working hard to minimize the amount of water that we utilize in our operations. In 2022 and 2023, we were able to reduce the total amount of water purchased across Mauser Packaging Solutions operations by 3.6% and 4.5%, respectively, from our base year water consumption in 2020.

Total Water Purchased by Year (m³)

Wastewater generated from our operations is discharged in one of two ways. Wastewater that complies with local discharge regulations is directed to municipal sewer systems. All other wastewater is collected by an environmental services vendor for additional treatment to ensure safe and compliant disposal.

Annual Wastewater Discharge by Type (m³)

● Shipped Offsite   ● Discharged to Sewer

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Baseline Water Stress Evaluation

Many parts of the world are facing acute water risks in the form of floods, droughts, shifting precipitation patterns, rising sea levels, and increasing glacial melt, leading to subsequent public health crises, supply chain threats, damage to critical infrastructure and food security issues. The World Resources Institute's (WRI) Aqueduct Water Risk Atlas Tool maps and analyzes current and future water risks across the world to help countries and organizations to better understand and responsibly mitigate and manage water-related risks to improve outcomes for all.

Mauser Packaging Solutions recently conducted a comprehensive assessment of all our manufacturing locations using the tool. This analysis pinpointed which of our facilities are located in regions with high or extremely high baseline water stress.

Baseline water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. Water demand encompasses domestic, industrial, irrigation, and livestock uses, both consumptive and nonconsumptive. This metric also factors in upstream withdrawals and the effects of large dams on downstream water availability. Higher values signify greater competition among water users.

The results of the water stress evaluation revealed that:

· 27% of our manufacturing facilities operate in high stress areas and are responsible for approximately 34% of our total annual water consumption.

· 14% of our manufacturing facilities operate in extremely high stress areas and are responsible for approximately 9% of our total annual water consumption.

By the end of 2027, we plan to undertake a thorough exercise to explore feasible measures to reduce water consumption at our facilities located in these high and extremely high water stress areas. This initiative underpins our broader commitment to responsible water stewardship and reflects our dedication to mitigating environmental impacts, preserving local water resources, and continuously improving our overall sustainability performance.

Distribution of Manufacturing Facilities by Baseline Water Stress Category
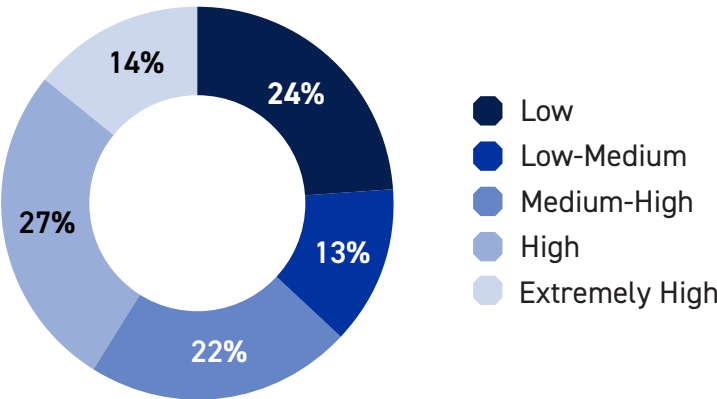
% Total Water Purchased (m³) by Baseline Water Stress Category
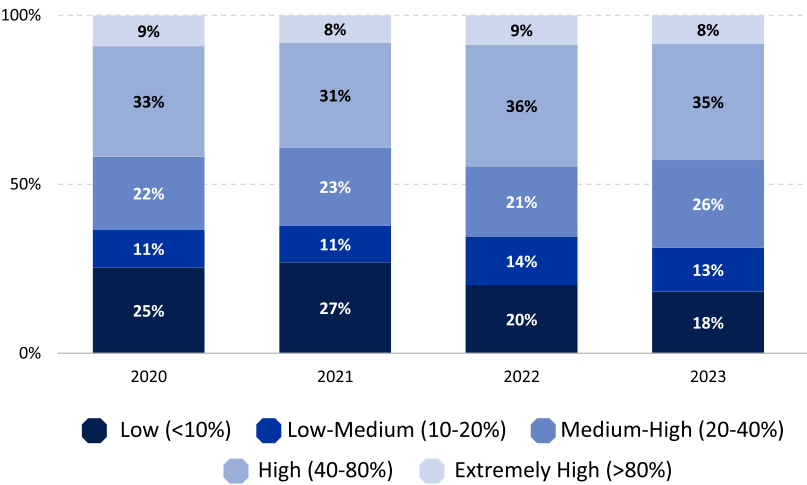
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Indices

GRI Content Index

SASB Index

INDICES

GRI Content Index

Statement of use: Mauser Packaging Solutions (MPS) has reported the information cited in this GRI content index for the fiscal years of **2022 & 2023,** in accordance with the GRI Standards (GRI 1 : Foundation 2021).

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
GRI 2-1	Organizational Details	Mauser Packaging Solutions Intermediate Company, Inc., a Delaware corporation, and its consolidated subsidiaries ("MPS" or "Mauser"). MPS' headquarters is located in Oak Brook, IL. The company serves its customers through its expansive footprint in over 20 countries. A summary of facility locations can be found on MPS' website.
GRI 2-2	Entities included in the organization's sustainability reporting	As a privately held business, our consolidated financial statements are not public.
GRI 2-3	Reporting period, frequency and contact point	The activities and data disclosed in this biennial report are associated with MPS' 2022 and 2023 fiscal years, covering the time period of January 1, 2022 through December 31, 2023. In addition, some qualitative information from the 2024 and 2025 calendar years is included as well. For questions related to this report, contact Rick Haskins, VP R&D and Sustainability, at rick.haskins@mauserpackaging.com
GRI 2-4	Restatements of information	Some emissions, waste and water metrics in this report may differ from those presented in previous years due to updates in our methodology, organizational boundary, calculation techniques, and data sources. Changes may include revised emission factors, improved activity data, expanded facility coverage, or updates to global warming potential (GWP) values. These refinements reflect our ongoing commitment to data accuracy and alignment with evolving best practices.
GRI 2-5	External assurance	External assurance was not sought for this report.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
Activities and workers		

GRI 2-6	Activities, value chain and other business relationships	**Business Activities**
		
		MPS is a leading global supplier of rigid packaging products and services. We manufacture and distribute rigid metal plastic and fiber containers, IBCs and reconditioned IBCs, steel drums and plastic drums, primarily to manufactures of industrial and consumer products for use as packaging. These offerings are delivered through a closed-loop system that prioritizes sustainability by promoting reuse, minimizing waste, and reducing reliance on virgin materials.
		
		Value Chain
		
		MPS operates a vertically integrated value chain, which enables end-to-end control from raw material procurement to container reuse and recycling. The key components of our value chain include:
		
		1. Raw Material Sourcing:
		  a. Steel, plastic resin, Kraft paper, and plastic and metal components
		  b. Sourced globally, with a preference for recycled materials where possible
		
		2. Manufacturing & Assembly:
		  a. Conducted in over 160 facilities across North America, South America, Europe, Middle East, Africa, and Asia
		  b. Includes both new product manufacturing and reconditioning services
		
		3. Reconditioning & Reuse (Recover Syst-M®):
		  a. Collection of used packaging from customers
		  b. Reconditioning through washing, repairing, and re-certifying for reuse
		  c. Supports circular economy principles and waste minimization
		
		4. Recycling:
		  a. End-of-life packaging that cannot be reused is responsibly recycled through in-house and third-party contractors
		
		5. Logistics and Distribution:
		  a. Global and regional logistics networks deliver raw materials, products and services efficiently
		  b. Emphasis on logistics optimization and emissions reduction
		
		6. Aftermarket Services:
		  a. Collection, tracking, and return services
		  b. Support for customers in meeting circularity goals

Disclosure Number	Disclosure Title	Reporting location and additional remarks
		Other Business Relationships MPS partners with a broad network of suppliers, customers, third-party contractors, and joint venture partners. These relationships play a critical role in our ability to operate effectively and sustainably. · Suppliers: We work with thousands of raw material and component suppliers globally. Key categories include metals, resins, and Kraft paper. Supplier performance and compliance with our **Supplier Code of Conduct** are regularly evaluated. · Customers: Our customer base includes some of the world's leading paint, food, and industrial companies. We engage customers in developing more sustainable packaging solutions tailored to their operational and environmental goals. · Contractors and Service Providers: We rely on third-party logistics providers, recyclers, testing laboratories, and maintenance contractors who are expected to meet the same safety, quality, and sustainability standards as internal operations. **Significant Changes During the Reporting Period** In the reporting period, MPS continued to expand its reconditioning and recycling infrastructure, including the opening of new sites in key markets. Additionally, enhancements to procurement oversight, circularity programs, and supplier screening processes were made to strengthen ESG performance across the value chain.
GRI 2-7	Employees	**Appendix A**
GRI 2-8	Workers who are not employees	a. All temporary employees are considered "workers who are not employees". In 2022 there were 915 temporary employees In 2023 there were 985 temporary employees i. The most common type of "workers who are not employees" are "unskilled temporary laborers" ii. "Unskilled temporary laborers" work on the factory floor at various manufacturing facilities b. i. Full-time equivalent methodology ii. At the end of the reporting period c. There are no significant fluctuations between reporting periods. During the reporting period, the number of "unskilled temporary laborers" can fluctuate between 0 and 10% depending on production volumes.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
Governance		

GRI 2-9 — Governance structure and composition

The Board of Directors is comprised of experienced leaders that possess expertise in areas important to Mauser, including but not limited to, manufacturing, finance, operations, sustainability, and corporate governance. The Board consists of 11 directors, including Mauser's CEO, Mark Burgess. Four of the Directors are independent directors. Mr. Burgess is the only member of the Board who is also an executive on the Company's management team. Comprehensive biographies for each Board director, including significant external positions and commitments and competencies relevant to the impacts of the organization are available on the Leadership page of Mauser's website. The Board is composed of 18% female directors, and 27% of its members could be classified as belonging to an underrepresented social group. The Board oversees management performance of the Company, as well as strategic and business planning processes. There are four committees of the Board: The Audit Committee, Compensation Committee, Acquisition and Finance Committee, and Nominating Committee, which are guided by committee charters available on our website, that address matters such as the respective roles and responsibilities of the committees and members.

Director	Year Appointed to Board of Directors	Audit Committee	Compensation Committee	Acquisition and Finance Committee	Nominating Committee
Mark Burgess	2020				
Diana Cantor	2021	×			×
Peter Carlton	2017		×		
Adam Cohn	2017	×		×	×
James Fordyce	2017		×		
Kevin Kokko	2023	×	×	×	×
Kammy Moalemzadeh	2018	×	×	×	×
Michael Neumann	2017	×		×	
Annie Plachta	2023	×	×	×	×
Douglas Stotlar	2017	×	×		
Conor Tochilin	2020	×	×	×	×

An Executive Leadership Team exists at the organizational level. Members include business unit leaders as well as leaders of centralized corporate functions, including HR, finance, information technology, procurement, and legal & compliance, each of whom leads these functions on a global basis. The Executive Leadership team is 11% female.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2-10	Nomination and selection of the highest governance body	The process for nominating and selecting members of the Board of Directors is overseen by the Nominating Committee, as outlined in its formal charter. The committee evaluates candidates based on established criteria, including: · Professional qualifications and industry experience · Leadership capabilities and business acumen · Independence and objectivity · Alignment with Mauser's values and strategic objectives · Ability to support oversight of ESG matters This process may involve consultation with executive leadership and, where appropriate, external advisors. Candidates are evaluated not only for their individual qualifications but also for their ability to contribute to a diverse, well-rounded, and effective governing body. While stakeholders are not directly involved in the board selection process, Mauser takes stakeholder expectations into account through regular engagement, materiality assessments, and ESG performance evaluations. Insights from customers, employees, investors, and regulators inform the board's understanding of sustainability-related priorities and risks, which in turn influence the strategic skills and experiences sought in board candidates.
GRI 2-11	Chair of the highest governance body	The Chairman of the Board of Directors, James Fordyce, is not a senior executive in the organization.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Our sustainability governance structure includes primary oversight by our Executive Leadership Team. This includes primary responsibility for developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development. The Board of Directors receives regular updates regarding sustainability and also reviews related risks as part of Mauser's enterprise risk management. Mauser's Global Sustainability Steering Committee, led by Mauser's Vice President of R&D and Sustainability, is a group of global leaders that reports directly to the Executive Leadership Team on sustainability matters, and provides leadership, oversight, and strategy for sustainability and develops and monitors adherence with policies and procedures, working in cooperation with other functional teams (such as procurement, legal and HR). The Sustainability Steering Committee provides regular updates on progress against goals to the Executive Leadership team on at least a quarterly basis.
GRI 2-13	Delegation of responsibility for managing impacts	Mauser's Global Sustainability Steering Committee, led by Mauser's Vice President of R&D and Sustainability, is comprised of a group of global leaders, which reports directly to the Executive Leadership Team. This Committee also includes Mauser's Corporate Director of Environmental Compliance and Sustainability, as well as other sustainability representatives from Mauser's business segments. The Committee has been tasked by Mauser's CEO with driving the development and implementation of our sustainability and climate change strategies. The Committee provides leadership, oversight, and strategy for sustainability and develops and monitors adherence with policies and procedures, working in cooperation with other functional teams (such as procurement, legal and HR). Regular updates on progress against goals is provided to the Executive Leadership Team on at least a quarterly basis.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2-14	Role of the highest governance body in sustainability reporting	The Board of Directors is ultimately responsible for providing strategic direction and ensuring that ESG considerations are integrated into the company's long-term business objectives. Sustainability oversight is supported by senior executives who regularly update the Board on progress toward ESG goals, emerging risks, and regulatory developments. The company's Executive Leadership Team—including the CEO and key functional heads—reviews and validates the content of the sustainability report to ensure it accurately reflects Mauser's performance, priorities, and commitments. While the Board is not directly involved in drafting the sustainability report, it receives formal briefings during its meetings and is responsible for approving the company's overall ESG strategy and key performance targets. This governance structure ensures that sustainability reporting is aligned with business priorities, stakeholder expectations, and recognized global frameworks.
GRI 2-15	Conflicts of interest	MPS maintains policies and procedures to identify, prevent, and manage conflicts of interest at all levels of the organization, including the highest governance body. All members of the Board of Directors and executive leadership are required to act in the best interests of the company and are subject to Mauser's Code of Conduct and Business Ethics, which outlines expectations for transparency, integrity, and the disclosure of any potential conflicts. Board members are required to promptly disclose any situation that could represent a real or perceived conflict of interest. Such disclosures are evaluated by the Board or an appropriate committee, and, if necessary, the individual may be recused from discussions or decision-making processes related to the matter. Mauser's governance framework ensures that conflicts of interest are addressed proactively, protecting the integrity of strategic decisions and reinforcing accountability across the organization.
GRI 2-16	Communication of critical concerns	Our General Counsel and Chief Compliance Officer provides quarterly updates to the Audit Committee of the Board of Directors on ethics and compliance related matters that are reported through Mauser's Ethics Helpline, which is maintained by a third party, and other reports. These reports are tracked and summarized to the Audit Committee of the Board of Directors, along with established compliance key metrics, such as the number and matter type of concerns reported, as well as the geographic location from which they arise. During the reporting period, the number of reports was 140.
GRI 2-17	Collective knowledge of the highest governance body	The Company provides periodic training to members of the Board of Directors to advance collective knowledge on sustainable development. For example, the Audit Committee of the Board of Directors received Anti-corruption training in the reporting period.
GRI 2-18	Evaluation of the performance of the highest governance body.	The Board of Directors is composed of a mix of independent and non-independent members The Board is responsible for evaluating the performance of the Chief Executive Officer, providing strategic guidance, and ensuring appropriate oversight and internal controls are in place to protect the enterprise. Additional responsibilities include ensuring adherence to ethical standards, overseeing enterprise risk management, and establishing specialized committees to support governance practices in areas such as financial reporting, executive compensation, mergers and acquisitions, and board governance. Board members are coordinated through a governance committee, which oversees the evaluation of individual directors on an annual basis. These evaluations assess each member's contributions and inform decisions regarding board composition. Adjustments to the Board are made based on the outcomes of this evaluation process to ensure continued alignment with the company's strategic direction and governance needs.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2-19	Remuneration policies	OMIT (Partial): Information unavailable regarding Board remuneration. Remuneration policies are structured to attract, retain, and motivate employees while aligning compensation with the company's strategic goals. Several compensation plans are in place: Management Incentive Program—This includes bonus opportunities, severance arrangements tied to employment protection, and a stock appreciation plan. Bonus Plan—A cash incentive program is available to most employees and is linked to performance metrics such as cost efficiency, production, workplace safety, and the achievement of both financial and non-financial goals. Balanced scorecards are used to evaluate performance across most levels of the organization. For executive-level compensation, performance-based incentives are primarily tied to free cash flow (FCF) and global EBITDA.
GRI 2-20	Process to determine remuneration	a. Internal and external equity benchmarking determines remuneration, considering all cash not just base salary without leveraging consultants. This process does not directly engage members of the highest governance body which prevents the subjective views of stakeholders, including shareholders, from influencing remuneration policies. b. OMIT: Not Applicable
GRI 2-21	Annual total compensation ratio	OMIT: Confidentiality Constraints. MPS does not publicly disclose individual compensation data. Reporting the ratio of the annual total compensation of the highest-paid individual to the median employee compensation could inadvertently reveal confidential information about a specific individual.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	Letter to Our Stakeholders
GRI 2-23	Policy commitments	All employees are expected to lead and foster a culture of ethical behavior. To guide our actions, we have established a Code of Conduct and Business Ethics (referred to as the "Code" or "Code of Conduct"). This Code serves as a daily reminder of the standards expected of our employees worldwide. It is regularly reviewed by our Board of Directors, executive management, and outside counsel to ensure it reflects best practices and addresses emerging issues. The Code of Conduct outlines our approach to various important issues, including anti-corruption, anti-trust, conflicts of interest, data privacy, human rights, political contributions, harassment, and more. Additionally, we provide other specific guiding documents to help define expected behaviors in areas such as our Anti-Corruption Policy, Human Rights Position, and Supplier Code of Conduct, which are available on our website. These policies are reviewed and approved by the Executive Leadership Team, with each having a designated responsible owner who is part of that team. We strive to maintain work environments where individuals treat each other with respect and conduct business in a manner that protects health, safety, and the environment. We respect and support the fundamental human rights of all individuals. Our Human Rights Policy applies to all Mauser employees globally. Additionally, we acknowledge employees' rights to choose whether to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Mauser operates, as outlined in our Statement on Labor Unions. Our commitment to helping abolish child labor is evident in our Human Rights Position and Modern Slavery Statement. Mauser complies with all applicable laws and employment regulations and does not engage or participate in forced labor. We expect the same of all our suppliers. All employees who join Mauser are expected to review and certify their adherence to the Code of Conduct, which includes a section on Human Rights. To ensure the continued familiarity of our employees with our Code of Conduct, each year, employees with access to a computer and a company email address complete an online training program on the Code. Additional live training is provided at Mauser facilities. Reference human rights position on the public domain to view international commitments MPS abides by. We communicate relevant policy expectations to external stakeholders, particularly suppliers, through formal references in contractual agreements, including adherence to our Supplier Code of Conduct. This document outlines expectations related to human rights, labor practices, health and safety, environmental responsibility, and ethical business conduct. Suppliers are expected to meet these standards and may be subject to assessments or audits, particularly in high-risk regions or categories.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2-24	Embedding policy commitments	We are committed to embedding our ESG principles into the core of our business operations. Our policies—including the Code of Conduct and Business Ethics, Supplier Code of Conduct, Health and Safety Policy, and Environmental and Energy Policy—articulate clear expectations regarding compliance, integrity, sustainability, and human rights. These commitments are embedded throughout the organization via leadership accountability, employee training, and integration into operational procedures and governance frameworks. **Governance and Leadership Accountability** Our senior leadership team and site managers are responsible for implementing and overseeing compliance with company policies across all business units and geographies. ESG performance is monitored at both the local and corporate level, with oversight from the Board of Directors and support from the EHS, Compliance, and Sustainability teams. Leaders are expected to set the tone for ethical conduct and operational excellence, ensuring that our policies are not only communicated but actively reinforced across all levels of the company. **Internal Communication and Implementation** Mauser ensures that policy commitments are operationalized by embedding them in the following processes: · New hire onboarding and annual employee training on topics such as ethics, anti-corruption, safety, and environmental responsibility. · SOPs and site-specific management systems that reflect policy requirements and align with local regulations. · Health and Safety Committees, which support awareness and compliance with workplace safety policies. · Audit and performance monitoring, conducted through internal assessments, third-party evaluations, and the use of tools like EHS Insight software to track progress and corrective actions. **Supplier and External Stakeholder Communication** MPS communicates relevant policy expectations to external stakeholders—particularly suppliers—through formal references in contractual agreements, including adherence to our Supplier Code of Conduct. This document outlines expectations related to human rights, labor practices, health and safety, environmental responsibility, and ethical business conduct. Suppliers are expected to uphold these standards and, where appropriate, undergo assessments to verify compliance. **Monitoring and Continuous Improvement** The implementation of policy commitments is tracked through a combination of performance indicators, audit findings, training completion rates, and stakeholder feedback. The results inform ongoing improvement initiatives and are shared with leadership to promote accountability and strategic alignment. Where necessary, corrective actions are taken, and lessons learned are disseminated across the organization to prevent recurrence and support a culture of continuous improvement.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 2-25	Processes to remediate negative impacts	We offer a number of ways to report ethical concerns, including by speaking directly to a supervisor, a HR representative, the legal department, or to other senior personnel, such as the General Counsel & Chief Compliance Officer or designated regional compliance officer for relevant policies. We work to create a culture where all employees can work without fear of intimidation or harassment, as well as an environment where employees' questions and concerns are addressed in a fair and timely manner. When employees or others have concerns related to human rights, labor practices, or environmental or safety issues, we encourage them to raise questions or report misconduct or potential misconduct. They can do so anonymously where local law permits. Employees also receive training around channels for reporting and resolving concerns, such as: Employee's manager, HR, the legal department, or through our EthicsPoint reporting line, which offers 24 hour availability via phone or web, in multiple different languages. Mauser prohibits retaliation against anyone who makes a good faith report. See the **Mauser Code of Conduct section 15** for additional details. Mauser investigates reports promptly. All reports and the results of investigations into those reports are tracked, and where substantiated, appropriate remedial activities are taken. The General Counsel and Chief Compliance Officer reports to the Audit Committee of the Board of Directors on established compliance key metrics, such as the number and matter type of concerns reported, as well as the geographic location from which they arise, to identify trends and improvement areas.
GRI 2-26	Mechanisms for seeking advice and raising concerns	We offer several ways to report ethical concerns or seek advice on implementing the organization's policies and practices for responsible business conduct, including by speaking directly to a supervisor, a HR representative, the legal department, or to other senior personnel, such as the General Counsel & Chief Compliance Officer or designated regional compliance officer for relevant policies. Mauser works to create a culture where all employees can work without fear of intimidation or harassment, as well as an environment where employees' questions and concerns are addressed in a fair and timely manner. When employees or others have concerns related to human rights, labor practices, or environmental or safety issues, we encourage them to raise questions or report misconduct or potential misconduct. They can do so anonymously where local law permits. Employees also receive training around channels for reporting and resolving concerns, such as: Employee's manager, Mauser HR, the Mauser legal department, or through our EthicsPoint reporting line, which offers 24 hour availability via phone or web, in multiple different languages. Mauser prohibits retaliation against anyone who makes a good faith report. Mauser investigates reports promptly. See the **Mauser Code of Conduct section 15** for additional details.
GRI 2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with relevant laws or regulations, nor associated monetary fines, during the reporting period.
GRI 2-28	Membership associations	Membership associations can be accessed via the following link **Industry, Regulatory, and Technical Associations Engagement Summary**
GRI 2-29	Approach to stakeholder engagement	**Stakeholder Engagement**
GRI 2-30	Collective bargaining agreements	North America 19%; International ≈60%

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 3: Material Topics 2021		
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	[Supply Chain Responsibility](#)
204-1	Proportion of spending on local suppliers	a. Percentage of the global procurement budget used for significant locations of operation that is spent on suppliers local to that operation: 2022: 85%, 2023: 88% b. Local suppliers refer to suppliers whose markets are within the same country as the operating location. For any EU country, local suppliers are suppliers whose markets are also in the EU region. c. Significant locations of operation are defined as all manufacturing locations with operations we have significant data on. Mauser plans to include broader data in future reports. Omissions (due to data unavailability) include locations for which complete data could not be obtained, such as certain sites in Asia, select distribution centers, and recently acquired facilities whose data is not yet integrated into legacy systems. These locations are expected to be incorporated into future iterations of this report as data availability improves.
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	[Business Conduct and Ethics](#)
205-1	Operations assessed for risks related to corruption	OMIT: Information Unavailable. No formal assessments were performed during the reporting period.
205-2	Communication and training about anti-corruption policies and procedures	We are committed to conducting our business with integrity and fairness and to compliance with applicable laws in every market in which we operate. All our employees are expected to lead and foster a culture of ethical behavior. To guide our actions, we have a [Code of Conduct and Business Ethics](#) (the "Code" or "Code of Conduct"), which serves as a daily reminder of the standards that are expected of our people around the globe. The Code of Conduct outlines our approach to issues including anti-corruption, anti-trust, conflicts of interest, data privacy, human rights, political contributions, harassment, and more. In addition, we also have other stand-alone guiding documents to help define expected behaviors in specific areas, such as our [Anti-Corruption Policy](#), and Human Rights Position. Our Code is reviewed regularly by our Board of Directors, Executive Leadership Team and outside counsel, taking into account best practices and other emerging issues. All employees who join MPS are expected to review and certify their adherence to the Code of Conduct. To ensure the continued familiarity of our employees with our Code of Conduct, each year, employees with access to a computer and a company email address complete an online training program on the Code. For the reporting period, 64% of eligible employees completed Code of Conduct training. Additional live training is provided at Mauser facilities. **Code of Conduct Training Completion** | Business Unit	Completion Rate (%)
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Corporate	84
MIPS	60
NAIP	66
NASP	59
Total Company	**64**	

Disclosure Number	Disclosure Title	Reporting location and additional remarks
205-3	Confirmed incidents of corruption and actions taken	a. Total number of confirmed incidents of corruption—0 b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption—0 c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption—0 d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases—0
GRI 206: Anti-competitive behavior 2016		
3-3	Management of material topics	Business Conduct and Ethic, Code of Conduct and Business Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0 legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
GRI 301: Materials 2016		
3-3	Management of material topics	Material Waste
301-1	Materials used by weight or volume	Total weight or volume of materials used to produce or package the organization's primary products/services, non-renewable and renewable OMIT: Confidentiality Constraints. MPS does not publicly disclose the volume of materials used.
301-2	Recycled input materials used	Percentage of recycled input materials used to manufacture primary products/services OMIT: Confidentiality Constraints. MPS does not publicly disclose the % of recycled input materials used to manufacture primary products/services.
301-3	Reclaimed products and their packaging materials	Reclaimed products by product category: • 2022—11% • 2023—12% Reconditioned packaging %s are based on MPS' NAIP business unit metrics only. %s calculated using total units sold and reconditioned units purchased per year. Rejects and recalls are not included.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 302: Energy 2016		
3-3	Management of material topics	[Carbon Footprint and Climate Strategy](#)
302-1	Energy consumption within the organization	[Appendix C](#) Standards, methodologies, assumptions, and/or calculation tools used—GHG Protocol's Corporate Accounting and Reporting Standard. Source of the conversion factors used—Energy-conversion factors were taken from reputable, publicly available databases. A complete record of the specific factors and their sources is preserved in our internal documentation repository.
302-2	Energy consumption outside of the organization	OMIT: Information Unavailable. We plan to calculate Scope 3 emissions for the first time using calendar year 2025 data, with the target of completing the calculation in 2026.
302-3	Energy intensity	OMIT: Information Unavailable. We have not yet calculated energy intensity ratios for our products; however, we plan to begin this process in 2026 as part of our ongoing efforts to enhance energy performance tracking and reporting.
302-4	Reduction of energy consumption	Historically, MPS hasn't had a system for tracking and coalescing GHG emission reduction efforts at a global level. Currently working on implementing such a system to improve visibility. The following disclosure results are specific to a series of projects completed in 2022 and 2023 by our NASP business segment focused on reducing Scope 2 emissions through the implementation of more energy efficient equipment at various plants. a. Estimated energy reduction ≈ 8.2×10^{13} Joules over 2022 and 2023 calendar years This is equivalent to emissions avoidance ≈ 9,272 tCO_2e (calculated using EPA eGrid factors associated with facility locations, OEM specifications, etc.) Per [EPA's Greenhouse Gas Equivalencies Calculator](#), this is equivalent to emissions associated with driving 2,163 gasoline powered passenger vehicles for one year. b. Group of projects focused on reducing electricity consumption c. Estimated energy consumption of pre-existing equipment was compared to the estimated energy consumption of new more energy efficient replacement equipment. d. Methodology—Energy reduction was estimated using original equipment manufacturer (OEM) specifications, typical annual operating hours, industry reference data, and other standard assumptions.
302-5	Reductions in energy requirements of products and services	OMIT: Not Applicable. Our sold products do not consume energy.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 305: Emissions 2016		
3-3	Management of material topics	Carbon Footprint and Climate Strategy

305-1	Direct (Scope 1) GHG emissions	a. See Appendix C
		b. Gases included in the calculations—carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). NOTE: PFCs, NF_3 and SF_6 are not emitted from MPS' operations.
		c. OMIT: Not Applicable. MPS' operations do not include the combustion or biodegradation of biomass
		d. Base year = 2020
		   i. Rationale for choosing base year—MPS was created through the merger of four legacy companies in 2018. After an initial integration period, 2020 became the first year in which complete, enterprise-wide energy and utility data were available, enabling a comprehensive global assessment of Scope 1 and Scope 2 GHG emissions.
		   ii. Emissions in the base year—see Appendix C
		   iii. OMIT: Not Applicable. Base year emissions have not been recalculated.
		
		e. Emissions factors used include EPA's eGRID as well as EPA factors for fuel. For Scope 2, location-based emission factors were used. The Global Warming Potential (GWP) used are from the IPCC's AR4.
		f. Consolidation approach for emissions; whether equity share, financial control, or operational control: The organizational boundary used to consolidate the data is Operational Control.
		g. Standards, methodologies, assumptions, and/or calculation tools used: Scope 1 & 2 emissions calculations were developed using the GHG Protocol's Corporate Accounting and Reporting Standard."

Disclosure Number	Disclosure Title	Reporting location and additional remarks

305-2	Energy indirect (Scope 2) GHG emissions	a. and b. See Appendix C
		
		c. Gases included in the calculations—CO_2, CH_4, N_2O
		
		d. Base year 2020
		    i. Rationale for choosing base year—MPS was created through the merger of four legacy companies in 2018. After an initial integration period, 2020 became the first year in which complete, enterprise-wide energy and utility data were available, enabling a comprehensive global assessment of Scope 1 and Scope 2 GHG emissions.
		    ii. Emissions in the base year—see Appendix C
		    iii. OMIT: Not Applicable. Base year emissions have not been recalculated
		
		e. Emissions factors used include EPA's eGRID as well as EPA factors for fuel. For Scope 2 location-based emission factors were used. The Global Warming Potential (GWP) used are from the IPCC's AR4.
		
		f. Consolidation approach for emissions; whether equity share, financial control, or operational control: The organizational boundary used to consolidate the data is Operational Control.
		
		g. Standards, methodologies, assumptions, and/or calculation tools used: Scope 1 & 2 emissions calculations were developed using the GHG Protocol's Corporate Accounting and Reporting Standard.

305-3	Other indirect (Scope 3) GHG emissions	OMIT: Information Unavailable. We plan to calculate Scope 3 emissions for the first time using calendar year 2025 data, with the target of completing the calculation in 2026.
305-4	GHG emissions intensity	OMIT: Information Unavailable. Investigating calculating a GHG emissions intensity ratio for the organization in 2026.

305-5	Reduction of GHG emissions	Historically, MPS hasn't had a system for tracking and coalescing GHG emission reduction efforts at a global level. Currently working on implementing such a system to improve visibility. The following disclosure results are specific to a series of projects completed in 2022 and 2023 by our NASP business segment focused on reducing Scope 2 emissions through the implementation of more energy efficient equipment at various plants.
		    a. Approximately 9,300 tCO_2e
		    b. CO_2
		    c. Baseline—estimated emissions reduction compared against estimated legacy equipment emissions
		    d. Energy indirect (Scope 2)
		    e. Scope 2 energy reduction was estimated using original equipment manufacturer (OEM) specifications, typical annual operating hours, industry reference data, and other standard assumptions.

305-6	Emissions of ozone-depleting substances (ODS)	OMIT: Not Applicable. Ozone-depleting substances are not produced, imported, or exported.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	OMIT: Information Unavailable. NOx, SOx, and other significant air emissions are not estimated unless required by site-specific air pollution control permits, and this requirement is not very common among our facilities.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 306: Waste 2020		
3-3	Management of material topics	[Material Waste](#)
306-1	Waste generation and significant waste-related impacts	MPS' business model is rooted in the principles of circularity and waste reduction. Through our integrated industrial packaging offerings—including manufacturing, collection, reconditioning, and recycling—we support the repeated use of materials and minimize waste across the value chain. Our closed-loop systems are designed to extend the lifecycle of packaging, recover usable materials, and divert waste from landfills. As both a producer and reconditioner of packaging, we recognize that responsible waste management is integral to reducing our environmental footprint and delivering value to our customers. **Nature of Operations and Waste Generation** Our operations span over 160 facilities worldwide and include both manufacturing new and reconditioning used packaging. Waste is generated from a variety of processes, including: · Cutting, shaping, and welding of steel · Molding and extrusion of plastic · Manufacturing fiber drums · Container reconditioning · Surface treatment and painting · Packaging and shipping of finished goods In addition to solid waste, some processes generate wastewater, process sludge, and air emissions that require appropriate treatment and management. The most common waste types include: · Scrap steel and metal shavings · Rejected or off-spec plastic · Scrap paper · Wash water and sludge from reconditioning · Paint overspray and solvent residues · Packaging materials (pallets, shrink wrap, cardboard)

Disclosure Number	Disclosure Title	Reporting location and additional remarks
		Waste-Related Impacts While MPS operates with a business model rooted in circularity, the scale and complexity of our manufacturing and reconditioning processes mean that certain waste-related impacts could become significant if not properly managed. To mitigate these risks, we have implemented robust waste management systems and process controls that align with applicable regulations, industry best practices, and our internal environmental standards. Key areas of potential impact include: 1. Waste Volume and Resource Use The use of metals, plastics, paper, and coatings across our global operations can lead to material waste in the form of offcuts and residuals. Without proper tracking and reuse, these could result in excessive resource consumption. We minimize this risk through efficient design, process optimization, and scrap recovery initiatives. 2. Hazardous Characteristics Certain waste streams—such as paint sludge, solvent residues, and contaminated wash water—may exhibit hazardous properties. Improper handling could pose environmental and safety risks. We have established containment, labeling, storage, and disposal procedures in accordance with local and national hazardous waste regulations. 3. Barriers to Circularity Multi-material components, specialty additives, etc. can reduce the recyclability of packaging. If unmanaged, these materials may be sent to landfill. To address this, we develop products with reuse and recyclability in mind. 4. End-of-Life Environmental Risk Improper disposal of used packaging by downstream users could lead to pollution. Through our Recover Syst-M™ collection program and reconditioning services, we actively mitigate this risk by reclaiming containers at end-of-life and ensuring responsible treatment or reuse. By proactively managing these areas, MPS maintains control over its waste impacts, supports regulatory compliance, and reinforces its commitment to sustainable industrial packaging solutions.

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Disclosure Number	Disclosure Title	Reporting location and additional remarks
		Lifecycle Considerations Waste generation is addressed at each stage of the product lifecycle: · Design Phase: We develop products with reuse and recyclability in mind. · Manufacturing Phase: We track waste generation, reuse scrap materials where feasible, and continuously improve efficiency to minimize waste generation. · Use Phase: To support circularity and reduce waste, we offer customers collection and refurbishing services for used industrial packaging through our Recover Syst-M™ program. Additionally, our Infinity Series™ line of packaging products incorporates recycled plastic content, helping to reduce reliance on virgin materials and extend the lifecycle of plastics within our value chain. · End-of-Life: Materials that can no longer be reused are diverted to recycling where possible. Non-recyclable materials are managed through licensed third-party providers. **Waste Management Strategy** MPS has adopted a waste hierarchy approach—prioritizing prevention, reduction, reuse, and recycling before disposal. We invest in: · On-site and off-site recycling partnerships · Employee training and awareness on waste segregation · Process audits and lean manufacturing tools to identify reduction opportunities · Tracking and reporting systems for hazardous and non-hazardous waste
306-2	Management of significant waste-related impacts	a. Actions taken to prevent waste generation: Waste generation is addressed at each stage of the product lifecycle: · Design Phase: We develop products with reuse and recyclability in mind. · Manufacturing Phase: We track waste generation, reuse scrap materials where feasible, and continuously improve efficiencies to minimize waste generation. · Use Phase: To support circularity and reduce waste, we offer customers collection and refurbishing services for used industrial packaging through our Recover Syst-M™ program. Additionally, our Infinity Series™ line of packaging products incorporates recycled plastic content, helping to reduce reliance on virgin materials and extend the lifecycle of plastics within our value chain. · End-of-Life: Materials that can no longer be reused are diverted to recycling where possible. Non-recyclable materials are managed through licensed third-party providers. b. Description of the processes used to determine whether the third party manages the waste in line with contractual or legislative requirements: MPS verifies that third-party waste transporters and disposal facilities hold required permits in accordance with applicable laws and contractual obligations. Compliance is assessed through a combination of documentation reviews and in-person audits, conducted as needed based on risk or operational considerations. c. Processes used to collect waste data: Historically, MPS hasn't had a system for tracking and coalescing waste data at a global level. Currently working on implementing such a system to improve visibility.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
306-3	Waste generated	**Appendix C**, **Material Waste** Based on the "operational control approach" with respect to setting our organization boundaries, waste metrics were derived from owned and leased/contracted assets.
306-4	Waste diverted from disposal	**Appendix C**, **Material Waste** Based on the "operational control approach" with respect to setting our organization boundaries, waste metrics were derived from owned and leased/contracted assets.
306-5	Waste directed to disposal	OMIT: Information Unavailable Total weight of hazardous and non-hazardous wastes directed to disposal in metric tons is tracked and summarized in **Appendix C**. A breakdown by disposal technology (e.g., incineration, landfill, etc.), however, currently isn't coalesced at the corporate level. We are currently evaluating enhancements to our data-collection processes to determine if these metrics can be reported in future disclosures.
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	**Supply Chain Responsibility**
308-1	New suppliers that were screened using environmental criteria	OMIT: Information Unavailable Our international operations use a supplier questionnaire that includes environmental questions, however, we are not currently quantifying the responses as the process is entirely manual and not easily scalable to support disclosure in alignment with this criterion. We are exploring options to digitize this aspect of our supplier engagement, which may enable future disclosure; however, the timeline for implementation remains uncertain. Our North America operations are not currently adding new suppliers for direct materials, which account for ~80% of spend. As such, new supplier screening in this region is not expected to have a material impact on our overall sustainability performance.
308-2	Negative environmental impacts in the supply chain and actions taken	MPS conducts audits with select incumbent suppliers to assess environmental performance in alignment with the topics outlined in GRI 308-2(c), including compliance with environmental laws and regulations, resource use, and waste management practices. Suppliers are manually selected for audit based on factors such as total spend and the nature or frequency of vendor-related complaints. To enhance the effectiveness and scalability of this process, we are evaluating options to digitize supplier screening and audit selection. This would enable a more systematic, risk-based approach to identifying environmental impacts in the supply chain and expanding the scope and quality of our assessments. a. Number of suppliers assessed for environmental and social impacts: 85 suppliers b, c, d, and e, OMIT: Information Unavailable

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 401: Employment 2016		
3-3	Management of material topics	**An Attractive and Supportive Workplace**
401-1	New employee hires and employee turnover	OMIT: Information Unavailable/Incomplete. Not material to our operations. Although Mauser tracks the timing of employee resignations, there are no plans to actively seek more granular details.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	As an international privately held company, benefit eligibility and policies differ by region. Our global benefits include (depending on applicable law and regional regulations): · Accident insurance · Bereavement · Critical illness insurance · Employee assistance program (EAP) · Health and sport subsidies · Health care plans (medical, dental, vision) · Hospital indemnity insurance · Local retirement plans · Maternity and parental leave · Paid sick leave and family leave · Paid vacation · Short- and long-term disability **Significant locations of operation** are defined as major manufacturing and reconditioning sites, regional headquarters, and other key facilities where MPS has a substantial number of employees and long-term operational presence.
401-3	Parental leave	OMIT: Not Applicable. Parental leave is recorded as short-term disability leave.
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topics	**An Attractive and Supportive Workplace**
402-1	Minimum notice periods regarding operational changes	a. MPS provides direct employee notice of significant operational changes. The minimum number of weeks of notice for significant operational changes that may impact employment may vary based on the nature and scope of the change. MPS provides such notice in compliance with applicable legal requirements and applicable collective bargaining agreements. Collective bargaining agreements may also include specific notice periods, consultation processes and/or negotiation requirements. b. Yes, notice period and provisions for consultation and negotiation are specified in collective agreements.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	[Employee Safety and Wellbeing](#)
403-1	Occupational health and safety management system	a. MPS maintains a comprehensive, enterprise-wide Occupational Health and Safety Management System (OHSMS) that translates the commitments set out in our [Global Health and Safety Policy](#) into day-to-day practices across more than 160 manufacturing, reconditioning, warehouse and office locations worldwide. The OHSMS was established in alignment with the guidelines and requirements of regulatory agencies like OSHA. Two facilities (Durban and Gauteng, South Africa) hold ISO 45001 certification. b. Coverage · All full and part time employees, temporary workers, outside contractors, and visitors to our facilities are covered under MPS' Environmental, Health and Safety (EHS) programs. · Temporary/contract workers are trained and required to follow safety rules and procedures no differently than MPS employees.
403-2	Hazard identification, risk assessment, and incident investigation	Our approach to hazard identification, risk assessment, and incident investigation is grounded in our [Global Health and Safety Policy](#), which outlines responsibilities, expectations, and the continuous improvement practices that support a safe working environment for all employees, contractors, and local communities. **Hazard Identification and Risk Assessment** All MPS facilities are required to comply with applicable health and safety laws and corporate standards, and to proactively implement site-specific health and safety programs that identify and mitigate potential hazards. These programs are developed in collaboration with employees and are subject to ongoing evaluation and enhancement. We engage employees across all job functions in identifying hazards through: · Routine workplace inspections and risk assessments · Employee-led safety observations and suggestions · Near-miss reporting mechanisms · Pre-task risk analyses and Job Safety Analyses (JSAs) Leadership and employees are jointly responsible for recognizing unsafe conditions and responding to mitigate potential risks. Our EHS professionals facilitate these efforts by regularly auditing health and safety performance, tracking leading and lagging indicators, and disseminating best practices and lessons learned across all sites.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
		Incident Investigation and Corrective Action
		MPS has implemented a standardized incident reporting and investigation process for all types of safety incidents—including those that do not result in injury. This allows us to examine incidents for potential severity, not just actual outcomes, and to identify and correct systemic issues before they result in harm.
		Key elements of our incident investigation process include:
		· Containment of unsafe conditions · Root cause analysis led by trained personnel · Development and implementation of corrective and preventive actions (CAPAs) · Communication of findings and lessons learned across facilities and functions
		The intent is to create an organizational learning culture, where incident data drives improvements and supports our ultimate goal of zero injuries. Incident insights are broadly shared with employees and contractors to prevent recurrence and to strengthen individual and collective safety accountability.
		To support these efforts, we utilize EHS Insight software, a centralized digital platform that streamlines incident reporting, corrective action tracking, audit scheduling, and performance analytics. This tool enhances transparency, enables real-time monitoring, and supports consistent implementation of safety protocols company-wide.
		Continuous Improvement and Oversight
		To ensure consistency and continual improvement, we maintain corporate safety standards and proactive tools that guide local implementation. Performance is tracked using key indicators such as TRIR, near-miss frequency, and completion rates of safety training and audits.
		The Global EHS team provides strategic oversight and guidance while empowering facility-level teams to lead on-the-ground safety initiatives. Executive leadership is directly engaged in reviewing safety performance and reinforcing a culture where every employee is responsible for working safely—both on and off the job.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
403-3	Occupational health services	MPS maintains a robust approach to occupational health services across its global operations, aligning with applicable legal requirements and industry best practices. We provide access to occupational health services that support employee well-being, prevent work-related injuries, illnesses, and facilitate safe return-to-work protocols. All MPS employees have free, post incident if warranted, access to medical care through curative 24-hour clinics/telemedicine assistance and return-to-work services. Programs follow local state regulations with licensed providers. Mauser collects personal information for the management of workers' compensation. We maintain confidentiality of employee personal health related information, following HIPPA regulations in the United States, and never use it for favorable or unfavorable treatment of workers. Effectiveness is tracked through quarterly financial and case management reviews with our insurance carrier, and results are measured/reported to senior management annually. Our EHSM programs follow both applicable Federal and State guidelines and are tailored by site. Risk evaluations are completed annually as well as when new equipment is installed to ensure that hazards are properly identified and mitigated, and employees are trained on how to perform operational tasks safely. Evaluations are conducted by company EHS professionals who are trained in hazard Identification, corrective actions, and regulatory compliance. Opportunities for improvement are identified through audits, health incident trend analysis, and feedback from employees and EHS teams. To the extent where on-site care is delivered, that care is restricted to First Aid by volunteer employees who are trained by nationally recognized organizations like the Red Cross and American Heart Association, or by calling outside EMS.
403-4	Worker participation, consultation, and communication on occupational health and safety	Facilities have a Joint Health and Safety Committee, who meet monthly, that is represented by 75% hourly employees and 25% management. The focus of these committees in our facilities is to foster a collaborative environment where the team works together to identify, assess, and prevent workplace hazards. Facility safety and incident statistics are reviewed along with recommendations that focus on corrective actions and prevention. Minutes are kept and posted on plant safety notice boards or reviewed during routine plant-wide meetings.
403-5	Worker training on occupational health and safety	Training is a critical component in the prevention of injuries, property loss, and business interruption, as well as to help ensure regulatory compliance. Training ranges from orientation of new hires or transferred employees, to general topics common to most employees, to specialized training based on specific job tasks or titles. Training is customized to our operations and written programs. Temporary or contract employees go through the same training as our employees. Outside contractors must show evidence of required training as part of a formal contractor safety program or otherwise participate in MPS provided training. Training is tracked to prevent any gaps, particularly for those programs/topics that are recurring.
403-6	Promotion of worker health	a. As a global organization, benefits and policy eligibility can vary depending on the region. For example, in the United States, we offer employees access to a variety of health and wellbeing benefits; including, but not limited to, medical insurance, dental insurance, vision insurance, critical illness insurance, hospital indemnity insurance, accident insurance, employee assistance program (EAP), etc. b. In the United States, those employees that enroll in a MPS-offered medical insurance plan have access to a voluntary and confidential wellbeing program administered by an independent third party. The program includes a digital hub where employees can track physical activity, nutrition, and sleep, company-wide or team-based health challenges, coaching and support, and customized guidance for employees based on health risk assessments, biometrics, or stated goals.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety is not just an ethical and moral obligation; it is an important part of the overall success of our company. MPS firmly believes in a structured approach of Safety, Quality, Delivery and Cost (SQDC) that prioritizes these four KPIs. There is a genuine understanding that without safety, all other aspects of the business will struggle to succeed. In November 2019, we implemented our Life Saving Rule (LSR) Policy, which outlines critical safety principles designed to protect employees from serious injury or fatality. Certain high-risk tasks carry the potential for life-altering consequences if not performed safely, even once. Because of the severity of these risks, the LSRs are designated as safety-critical, and violations are subject to a zero-tolerance policy, including termination upon first confirmed offense. This underscores our unwavering commitment to ensuring that every employee returns home safely, without injury—especially one that could permanently impact their life.

403-8	Workers covered by an occupational health and safety management system	a. All individuals working at MPS facilities are covered by an EHSM System, with the scope of coverage varying based on job responsibilities and contractual relationship.
		  i. All employees who are directly involved in production operations are covered by an EHSM, including 915 (8%) and 985 (9%) temps in 2022 and 2023, respectively (see **Appendix A—Table 3**).
		  ii. 100% of employees (as described in i) are covered by a system that has been internally audited.
		  iii. OMIT: Information Unavailable/Incomplete. We don't have visibility into external audit coverage, as we only engage with third parties for our system, on an as-needed basis.
		b. OMIT: Not Applicable. All individuals working at MPS facilities are covered by an EHSM System, with the scope of coverage varying based on job responsibilities and contractual relationship.
		c. See 2-8 to understand how the data in a) has been compiled.

Disclosure Number	Disclosure Title	Reporting location and additional remarks

403-9	Work-related injuries	a. All employees
		  i. 2022: 0 fatalities. Rate of fatalities: 0.00; 2023: 1 fatality. Rate of fatalities: 0.0097 per 200,000 hours worked, calculated in accordance with the methodology used by the United States Occupational Safety and Health Administration (OSHA) and the Bureau of Labor Statistics for industry benchmarking.
		  ii. OMIT: Information Unavailable/Incomplete. We do not track work-related injuries (excluding fatalities) by length of recovery period.
		  iii. 2022: 265 recordables, TRIR = 2.45; 2023: 236 recordables, TRIR = 2.30
		  iv. Main types of work-related injury: Predominant exposures to employees involve manual material handling injuries (including strains, sprains and repetitive/cumulative trauma), machinery related incidents, maintenance operations, exposure to moving powered industrial vehicles (forklifts). Some facilities have exposure to chemical hazards in the manufacture of product (e.g., flammable/combustible liquids as paints, coatings and thinners).
		  v. 2022: 21,672,481 hours worked; 2023: 20,505,168 hours worked.
		
		b. Workers who are not employees
		  OMIT: Information Unavailable/Incomplete. We do not breakdown injuries or hours worked based on employment type. All incidents that occur within the scope of MPS operations are logged the same. We are currently evaluating enhancements to our data-collection processes to determine if these metrics can be reported in future disclosures.
		
		c. Work-related hazards that pose a risk of high-consequence injury include manual material handling, machinery, maintenance operations, moving powered industrial vehicles, and chemical use.
		  We perform risk assessments and incident investigations, using a matrix based on probability of occurrence and potential severity, and invoke corrective actions accordingly using the hierarchy of controls. These risk assessments include machine guarding, personal protective equipment, ergonomics, job safety analysis, industrial hygiene studies, etc.
		
		d. Actions taken or underway to eliminate hazards or minimize risks using the hierarchy of controls: Our robust investigative process gives insight into the underlying causes of incidents. Ergonomic risk assessments and studies, job hazard analysis, machine guarding surveys, and personal protective equipment surveys evaluate operations, machines, and infrastructure for hazards to inform the hierarchy of controls.
		
		e. Rates have been calculated based on 200,000 hours worked.
		
		f. Injuries to outside contractors, those whose work is not directed (e.g., skilled trades), are not included in this disclosure and as the host employer are not reported to any governmental agency. Incidents involving contractors are investigated as with any other incident to identify root cause with corrective actions taken as appropriate.
		
		g. Work-related injury rates are based on 200,000 hours worked which is the standard for governmental agencies (e.g., OSHA in the Unites States and for comparison with Bureau of Labor Statistics benchmarks).

Disclosure Number	Disclosure Title	Reporting location and additional remarks

403-10	Work-related ill health	a. i) 0 fatalities; ii) 2022: 1 case, 2023: 4 cases (iii) primary work-related ill health type is noise-induced hearing loss
		   Note: Above metrics are associated with MPS' North America operations. MPS' international operations do not track this metric.
		b. OMIT: Information Unavailable/Incomplete. We do not currently categorize work-related ill health incidents by employment type. All incidents that occur
		   within the scope of MPS operations are logged the same.
		c. i) Some manufacturing processes, primarily those relating to metal forming operations, result in noise exposure. ii) Despite risk to noise exposure, the
		   actual incidence of confirmed noise-induced hearing loss is low due to effective administrative controls.
		   iii) A formal Hearing Conservation Program (HCP) is required by regulation when exposure exceeds 85 dBA over an 8-hour time weighted average (TWA);
		   83 dBA TWA for 12-hour shifts. In practice, all employees in a production environmental are placed into the program to provide more effective control
		   over noise hazards, and to eliminate logistic difficulties attempting to track employees moving or transferring to different departments/operations
		   (with differing noise exposure). Administrative controls include audio-dosimeter/sound level measurements to determine noise exposure, selection
		   and mandatory use of hearing protection providing the necessary attenuation, baseline and annual follow-up audiometric testing, and annual training
		   on the effects of high noise levels on hearing and measures to be taken to prevent hearing loss.
		d. Injuries to outside contractors, those whose work is not directed (e.g., skilled trades), are not included in this disclosure and as the host employer
		   are not reported to any governmental agency. Incidents involving contractors are investigated as with any other incident to identify root cause with
		   corrective actions taken as appropriate. In addition, our international business unit does not currently track noise-induced hearing loss.
		e. Rates are based on 200,000 hours worked which is the standard for governmental agencies (e.g., OSHA in the United States and for comparison with
		   Bureau of Labor Statistics benchmarks).

GRI 404: Training and Education 2016		
3-3	Management of material topics	Training Employees on Key Skills
404-1	Average hours of training per year per employee	OMIT: Information Unavailable/Incomplete. We only track this information for operations that reside in countries that make tracking this information a legal responsibility. Tracking this metric is considered immaterial because the metric does not capture the quality of our training programs nor the quality of engagement of employees with the training.
404-2	Programs for upgrading employee skills and transition assistance programs	Training Employees on Key Skills
404-3	Percentage of employees receiving regular performance and career development reviews	OMIT (Partial): Information Unavailable/Incomplete—Total % of employees that received a performance and career development review is ~85%; gender metrics not tracked because we don't manage the process by gender. We are currently evaluating enhancements to our data-collection processes to determine if these metrics can be reported in future disclosures.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Fostering Equal and Merit-Based Opportunities
405-1	Diversity of governance bodies and employees	Appendix B
405-2	Ratio of basic salary and remuneration of women to men	OMIT: Not Applicable—Remuneration is established using internal and external benchmarks that are applied on a gender-neutral basis.
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	Human Rights
406-1	Incidents of discrimination and corrective actions taken	OMIT: Confidentiality Constraints. Due to confidentiality obligations, information regarding the total number of discrimination incidents, their status, and any resulting actions is not disclosed. We conduct thorough investigations of all ethics hotline reports in accordance with MPS policies. In some instances, matters may arise in the context of litigation, and MPS does not discuss issues that are subject to ongoing legal proceedings.
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	Mauser Packaging Solutions Human Rights Position
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	OMIT: Information Unavailable/Incomplete. We conduct audits and evaluations with select incumbent suppliers to assess potential violations or risks related to workers' rights to freedom of association and collective bargaining. These assessments are part of our broader human rights due diligence efforts. To date, our supplier selection process has resulted in 100% of assessed suppliers being located in regions with strong legislative protections for these rights. While this outcome indicates a low level of current risk, we recognize the need for a more comprehensive and scalable approach. To enhance our due diligence, MPS is investigating adopting a software solution designed to increase the consistency, depth, and quality of assessments. Functionality will include consideration of location-specific legal protections related to freedom of association and collective bargaining, enabling us to identify and address higher-risk suppliers more effectively across our global supply chain.
GRI 408: Child Labor 2016		
3-3	Management of material topics	Human Rights
408-1	Operations and suppliers at significant risk for incidents of child labor	OMIT: Information Unavailable/Incomplete. We conduct audits and evaluations with select incumbent suppliers to assess potential violations or risks related to incidents of child labor. These assessments are part of our broader human rights due diligence efforts. To date, our supplier selection process has resulted in 100% of assessed suppliers being located in regions with strong legislative protections for these rights. While this outcome indicates a low level of current risk, we recognize the need for a more comprehensive and scalable approach. To enhance our due diligence, MPS is investigating adopting a software solution designed to increase the consistency, depth, and quality of assessments. Functionality will include consideration of location-specific legal protections related to freedom of association and collective bargaining, enabling us to identify and address higher-risk suppliers more effectively across our global supply chain.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	Human Rights
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	OMIT: Information unavailable / incomplete. We conduct audits with select incumbent suppliers to assess potential violations or risks related to forced or compulsory labor. These assessments are part of our broader human rights due diligence efforts. To date, our supplier selection process has resulted in 100% of assessed suppliers being located in regions with strong legislative protections for these rights. While this outcome indicates a low level of current risk, we recognize the need for a more comprehensive and scalable approach. To enhance our due diligence, MPS is investigating adopting a software solution designed to increase the consistency, depth, and quality of assessments. Functionality will include consideration of location-specific legal protections related to freedom of association and collective bargaining, enabling us to identify and address higher-risk suppliers more effectively across our global supply chain.
GRI 413: Local Communities 2016		
3-3	Management of material topics	Community Involvement and Investment
413-1	Operations with local community engagement, impact assessments, and development programs	OMIT: Information Unavailable/Incomplete. Mauser has not completed this type of study/metrics currently aren't tracked. Significant negative impacts are managed by following applicable environmental, etc. regulatory requirements.
413-2	Operations with significant actual and potential negative impacts on local communities	OMIT: Information Unavailable/Incomplete. Mauser has not completed this type of study/metrics currently aren't tracked. Significant negative impacts are managed by following applicable environmental, etc. regulatory requirements.
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Supply Chain Responsibility
414-1	New suppliers that were screened using social criteria	OMIT: Information Unavailable/Incomplete Our international operations use a new supplier questionnaire that includes social impact related questions; however, we are not currently quantifying the responses, as the process is entirely manual and not easily scalable to support disclosure in alignment with this criterion. We are exploring options to digitize this aspect of our supplier engagement, which may enable future disclosure; however, the timeline for implementation remains uncertain. Our North America operations are not currently adding new suppliers for direct materials, which account for ~80% of spend. As such, new supplier screening in this region is not expected to have a material impact on our overall sustainability performance.

Disclosure Number	Disclosure Title	Reporting location and additional remarks
414-2	Negative social impacts in the supply chain and actions taken	We conduct audits with select incumbent suppliers that evaluate social performance. The selection process manually identifies suppliers eligible for an audit based on spend and vendor complaints. MPS is considering digitizing this aspect of our supplier relations, so we may increase and improve the quality of our coverage based on a social-specific risk analysis. a) Number of suppliers assessed for environmental & social impacts: 85 suppliers b, c, d, and e) OMIT: Information Unavailable/Incomplete

GRI 416: Customer Health and Safety 2016

Disclosure Number	Disclosure Title	Reporting location and additional remarks
3-3	Management of material topics	Our Products and Services
416-1	Assessment of the health and safety impacts of product and service categories	100% of product and service categories are assessed for improvements associated with health and safety impacts. Prior to commercialization, all packaging solutions are evaluated against applicable health and safety requirements (e.g., DOT, IEC, NFPA, UN, etc.). In addition, batch level testing and applicable annual recertification is performed to ensure products being sold into the marketplace meet disclosed performance specifications.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	(see table below)

Year	Non-Compliances with Regulations Resulting in Fine or Penalty	Non-Compliances with Regulations Resulting in a Warning	Non-Compliances with Voluntary Codes
2022	13	0	0
2023	3	0	0

GRI 418: Customer Privacy 2016

Disclosure Number	Disclosure Title	Reporting location and additional remarks
3-3	Management of material topics	Risk and Crisis Management
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	OMIT: Confidentiality Constraints. Due to the sensitive nature of privacy and data security incidents, and in alignment with our internal policies and legal obligations, we do not publicly disclose detailed information regarding substantiated complaints concerning breaches of customer privacy or data losses. We maintain robust data protection practices and regularly assess our information security systems to safeguard customer and stakeholder data.

Appendix A: Employees

Table 1: Total Number of Employees by Region

Number of employees	2022	2023
North America	7,640	7,630
South America	434	452
Asia Pacific	517	510
Europe, Middle East, Africa	2,381	2,354
Total	**10,972**	**10,946**

Table 3: Total Number of Temporary Employees (FTE) by Region

Region	2022	2023
North America	403	473
South America	41	50
Asia Pacific	116	102
Europe, Middle East, Africa	355	360
Total	**915**	**985**

Table 2: Total Number of Permanent Employees by Region

Region	2022	2023
North America	7,237	7,157
Male	5,608	5,520
Female	1,629	1,637
South America	393	402
Asia Pacific	401	408
Europe, Middle East, Africa	2,026	1,994
Total	**10,057**	**9,961**

Table 4: Total Number of Non-guaranteed Employees

Gender	2022	2023
Male	4,508	4,394
Female	1,093	1,086
Total	**5,601**	**5,480**

Appendix B: Diversity of Governance Bodies and Employees

Governance Bodies	2022	2023
Gender		
Female	11%	11%
Male	89%	89%
Age		
Under 30	0%	0%
30-50	22%	22%
Over 50	78%	78%

Employees	2022	2023
Gender		
Female	23%	23%
Male	77%	77%
Age		
Under 30	NA	NA
30-50	NA	NA
Over 50	NA	NA

Appendix C: Environmental Performance Data Tables

302-1 Energy Consumption Within The Organization

	2020 (base year)	2022	2023
Total fuel consumption from non-renewable sources (MWh)	935,000	800,000	753,000
Total fuel consumption from renewable sources (MWh)	0	0	10
Total electricity consumption (MWh)	870,000	818,000	793,000
Total steam consumption (MWh)	520	550	600
Total (MWh)	1,806,000	1,619,000	1,547,000

305-1 / 305-2 GHG Emissions

	2020 (base year)	2022	2023
Gross direct (Scope 1) GHG emissions in tCO_2e	180,000	155,000	146,000
Gross location-based energy indirect (Scope 2) GHG emissions in tCO_2e	339,000	287,000	285,000

306-3 Waste Generated

	2020 (base year)	2022	2023
Total weight of waste generated (mt)	161,000	216,000	198,000

306-4 Waste Diverted From Disposal

	2020 (base year)	2022	2023
Total weight of waste diverted from disposal via recycling (mt)	118,000	64,000	148,000

306-5 Waste Directed To Disposal

	2020 (base year)	2022	2023
Total weight of waste directed to disposal (mt)	42,000	52,000	50,000
Hazardous (mt)	18,000	23,000	21,000
Non-Hazardous (mt)	24,000	29,000	29,000

INDICES

SASB Index

SASB Sustainability Accounting Standards Board Index

Containers and Packaging Industry

Table 1. Sustainability Disclosure Topics & Metrics

SASB Code	Metrics	Response
GHG Emissions		
RT-CP-110a.1	Gross global Scope 1 emissions	[Carbon Footprint and Climate Strategy](#)
RT-CP-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	[Carbon Footprint and Climate Strategy](#)
Air Quality		
RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O) (2) SOx (3) volatile organic compounds (VOCs) (4) particulate matter (PM)	Information unavailable. NOx, SOx, and other significant air emissions are not estimated unless required by site-specific air pollution control permits, and this requirement is not very common among our facilities.

SASB Code	Metrics	Response
Energy Management		
RT-CP-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable (4) total self-generated energy	*Total Energy: 2022: 5,828,400 GJ. 2023: 5,569,200 GJ.* *% Grid Electricity: 2022: 51%. 2023: 51%* Currently, four facilities within Mauser Packaging Solutions' global network utilize renewable or self-generated energy (geothermal and solar). Given that the associated energy represents a very small fraction of our total energy consumption, specific metrics are not yet tracked at the enterprise level. Increasing Renewable Energy Uptake
Water Management		
RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Water Management
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Baseline Water Stress Evaluation
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	2022—2 incidents 2023—0 incidents
Waste Management		
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	*2022—23,000 metric tonnes* *2023—21,000 metric tonnes* *At this time, Mauser Packaging Solutions does not track hazardous waste disposition by specific disposal or recycling technology. As a result, we are currently unable to report the percentage of hazardous waste that is recycled.* Material Waste
Product Safety		
RT-CP-250a.1	(1) Number of recalls issued, (2) total units recalled	There were no recalls in 2022 or 2023.

SASB Code	Metrics	Response
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Examples of processes and due diligence includes: · Teams dedicated to product safety and product regulatory compliance oversight. Members include individuals from Legal, Procurement, Product Regulatory, Engineering, Operations, EH&S · Participate in packaging related associations, product testing and regulatory compliance organizations that help keep Mauser informed of business impacting regulations pertaining to product safety. Request regulatory declarations from raw material/ component suppliers and review against applicable constituents of concern related regulations (e.g., California Proposition 65, EU REACH Candidate List of Substances of Very High Concern (SVHC), EU RoHS Directive, food contact, etc.). Mauser Packaging Solutions' complete list of industry, regulatory and technical associations.
	Product Lifecycle Management	
RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Appendix—Table 3
RT-CP-410a.2	Revenue from products that are reusable, recyclable, or compostable	Metrics excluded due to confidentiality.
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Reducing the environmental impact of industrial packaging across its lifecycle involves several key strategies, from material selection to end-of-life disposal. **Circular Economy**
	Supply Chain Management	
RT-CP-430a.1	Total wood fibre procured; percentage from certified sources	See 410a.1 0% from certified sources, as Mauser Packaging Solutions buys credits for FSC certification upon customer request, which makes this currently unapplicable to Mauser.
RT-CP-430a.2	Total aluminium purchased; percentage from certified sources	Immaterial. We do not use aluminum in our products.

Table 2: Activity Metrics

SASB Code	Metrics	Response
RT-CP-000.A	Amount of production, by substrate	Appendix—Table 4
RT-CP-000.B	Percentage of production by revenue as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Appendix—Table 1
RT-CP-000.C	Number of employees	Appendix—Table 2

Appendix: Data Tables

Table 1: Production by Material Type (% Revenue Basis)

Material	2022	2023
1) Paper/wood	1%	1%
2) Glass	0%	0%
3) Metal	42%	41%
4) Plastic	53%	54%
Total*	**96%**	**96%**

*excludes revenue from products distributed; some reconditioned products are not categorized by substrate, which also accounts for the discrepancy between the sum and 100%; all revenue from machinery is also excluded, as these standards only pertain to containers & packaging

Table 2: Total Number of Employees by Region

Region	2022	2023
North America	7,640	7,630
South America	434	452
Asia Pacific	517	510
Europe, Middle East, Africa	2,381	2,354
Total	**10,972**	**10,946**

Table 3: Raw Material Composition (Recycled vs. Renewable)

	2022	2023
% of raw materials from recycled content	8%	6%
% of raw materials from renewable resources	1%	1%
% of raw materials from renewable and recycled content	9%	7%

Table 4: Amount of Production by Substrate

Substrate	2022	2023
Metal (mt)	604,700	471,100
Plastic (mt)	1,517,600	1,425,700
Paper (mt)	7,300	6,600

Disclaimers and Forward-Looking Statements

DISCLAIMER

The information contained in this Sustainability Report is provided by Mauser Packaging Solutions for general informational purposes only. While we have made reasonable efforts to ensure that all data, statements, and disclosures are accurate as of the date of publication, this Report:

Is not audited — Unless expressly stated, ESG metrics have not been subject to external assurance and may rely on estimated or modeled data.

Is subject to change — Methodologies, baselines, and performance indicators may evolve as standards, calculation protocols, and regulatory requirements develop. We reserve the right to update or correct the Report at any time without prior notice.

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This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as "believe," "expect," "plan," "will," "intend," "may," "strategy," "target," "goals," "aim," "strive," "anticipate," "project," "committed" and other similar words, including, without limitation, statements regarding the company's sustainability strategy, talent management strategy, safety initiatives, financial and performance targets, product development and environmental goals (including emissions reduction goals). Forward-looking statements are based on management's current expectations and reflect judgments, assumptions, estimates and other information available as at the date when the relevant forward-looking statement was published. These statements do not represent guarantees or predictions of future financial or operational performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond our control and which may cause actual results to differ materially from those expressed in the statements contained in the sustainability content published in MPS's sustainability report or on the MPS website. MPS cautions against undue reliance on forward-looking statements as a prediction of actual results. Except as required by applicable regulations or by law, MPS is under no obligation to, and expressly disclaims any obligation to, publicly update or alter its forward-looking statements, whether as a result of new information, subsequent events or otherwise.

EMISSIONS, ENERGY, WATER AND WASTE DATA

All GHG emissions, operational energy-consumption, water consumption and waste volume generation metrics disclosed in this Sustainability Report are derived from calculation methodologies that involve inherent estimation uncertainty and data-quality limitations. Consequently, the absolute numbers, ratios, and percentages we present should be viewed as best-available estimates rather than precise measurements.

Because organizations may use different boundaries, assumptions, and emission-factor libraries, data published by third parties may not be directly comparable with Mauser Packaging Solutions' metrics.

We Value Your Feedback

At Mauser Packaging Solutions, we value transparency and continuous improvement—and your feedback plays a key role in both. If you have thoughts, questions, or suggestions about our sustainability report, we'd love to hear from you. Please reach out to us at **sustainability@mauserpackaging.com**.

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