



GRAPHIC PACKAGING INTERNATIONAL CANADA, ULC's MULTI-YEAR ACCESSIBILITY PLAN

I. INTRODUCTION AND STATEMENT OF COMMITMENT

This Multi-Year Accessibility Plan (the "Plan") applies to Graphic Packaging International Canada, ULC, a subsidiary of Graphic Packaging International, LLC.

Graphic Packaging is committed to meeting its obligations under the Accessibility for Ontarians with Disabilities Act (the "AODA") and the related Integrated Accessibility Standards Regulations (the "IASR"). This Plan embodies the Company's Core Values of Respect, Teamwork, Relationships, Accountability, and Integrity and outlines our strategy for removing barriers to accessibility and treating all persons with dignity and respect in a manner that permits them to maintain their independence. Graphic Packaging is committed to meeting the accessibility needs of persons with disabilities in a timely manner.

This Multi-Year Accessibility Plan will be reviewed and updated by Graphic Packaging at least once every five years, as required by the AODA.

II. POLICIES AND TRAINING

By July 1, 2024, Graphic Packaging will complete the following activities:

- A. Establish, implement, and maintain a Multi-Year Accessibility Plan;
- B. Include within its Multi-Year Accessibility Plan a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner; and
- C. Make the Multi-Year Accessibility Plan available to the public on Graphic Packaging's websites and available in accessible formats upon request.

By January 1, 2025, Graphic Packaging will complete the following activities:

- A. Implement a policy outlining our commitment to accessibility for customers;
- B. Train Canadian managers, sales, and customer service teams on accessibility in the provision of services to our customers; and
- C. Train managers and other applicable stakeholders on accessibility standards and human rights legislation pertaining to people with



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disabilities and the Company's Disability Accommodation Policy and Procedure.

III. INFORMATION AND COMMUNICATION

By January 1, 2025, Graphic Packaging will complete the following activities:

- A. Ensure its public website and website content conforms with Level AA of the World Wide Web Consortium Content Accessibility Guidelines (WCAG) 2.2, except for exclusions set out in the IASR.
- B. Add a statement on its website about the availability of accessible formats and communication supports, and, upon request, provide or arrange for the provision of accessible formats in a timely manner; and
- C. Ensure that the processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request.

IV. EMPLOYMENT STANDARDS

By January 1, 2025, Graphic Packaging will ensure inclusive employment processes for recruitment, retention, and development within the Company, including:

- A. On its website and job postings, specifying that accommodations are available for applicants with disabilities;
- B. Informing applicants selected to participate in an assessment or selection process that accommodations are available during the recruitment process, upon request, in relation to materials and processes to be used;
- C. Upon request, consulting with the applicant or employee and arranging for a reasonable accommodation pursuant to the Company's Disability and Accommodation Policy and Procedure;



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INTERNATIONAL

- D. Notifying successful applicants and employees of the Company's Disability and Accommodations Policy and any revisions to the same; and
- E. Ensuring employees are not subject to discrimination or harassment because of their disabilities or any reasonable accommodations provided in furtherance of their performance management and career development.

For more information on this accessibility plan, please contact us:

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