

| | | | | | | | | | | | | | | | |
|---|--------------------|--------|------------------------|--|-------|---|----------------------------------|-------------------|-------|--|-------|---|----------------------------------|-------------------|-----------|
| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | | | | | | | | | | EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | | | | | |
| SECTION A – TYPE OF REPORT CONSOLIDATED REPORT | | | | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | | | |
| OFS COMPANY ID P610872 | | | | EMPLOYER NAME GRAPHIC PACKAGING INTERNATIONAL LLC | | | | | | | | | | | |
| ADDRESS 1500 RIVEREDGE PARKWAY NW | | | | | | CITY/TOWN ATLANTA | | | | STATE GA | | ZIP CODE 30328 | | | |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | | | | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS | | | | | | CITY/TOWN | | | | STATE | | ZIP CODE | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 840772929 | | | | | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS | | | | | | | | | | | | | | | |
| SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) | | | | | | | | | | | | | | | |
| Unique Entity ID (UEI): UNAVAILABLE | | | | | | | | | | | | | | | |
| <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) | | | | | | | | | | | | | | | |
| SECTION G – NAICS INFORMATION 322130 - Paperboard Mills | | | | | | | | | | | | | | | |
| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Race/Ethnicity | | | | | | | | | | | | | | Row Total |
| | Hispanic or Latino | | Not Hispanic or Latino | | | | | | | | | | | | |
| | | | Male | | | | | | | Female | | | | | |
| | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | |
| Executive/Senior Level Officials and Managers | 3 | 1 | 54 | 0 | 3 | 0 | 1 | 0 | 15 | 4 | 0 | 0 | 0 | 0 | 81 |
| First/Mid-Level Officials and Managers | 48 | 29 | 1115 | 97 | 29 | 1 | 6 | 14 | 304 | 48 | 12 | 4 | 0 | 6 | 1713 |
| Professionals | 38 | 24 | 538 | 46 | 34 | 0 | 4 | 11 | 236 | 62 | 14 | 1 | 1 | 5 | 1014 |
| Technicians | 60 | 16 | 390 | 67 | 7 | 0 | 11 | 9 | 32 | 32 | 1 | 0 | 0 | 2 | 627 |
| Sales Workers | 2 | 1 | 29 | 0 | 0 | 0 | 0 | 0 | 13 | 1 | 0 | 0 | 0 | 0 | 46 |
| Administrative Support Workers | 19 | 31 | 163 | 25 | 3 | 0 | 0 | 3 | 262 | 58 | 5 | 0 | 1 | 5 | 575 |
| Craft Workers | 77 | 10 | 756 | 71 | 10 | 1 | 4 | 8 | 37 | 7 | 1 | 0 | 0 | 0 | 982 |
| Operatives | 847 | 273 | 3663 | 1280 | 154 | 26 | 77 | 73 | 736 | 274 | 51 | 7 | 15 | 19 | 7495 |
| Laborers and Helpers | 194 | 125 | 610 | 370 | 40 | 10 | 30 | 31 | 141 | 121 | 38 | 10 | 20 | 4 | 1744 |
| Service Workers | 1 | 2 | 13 | 8 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 26 |
| CURRENT 2024 REPORTING YEAR TOTAL | 1289 | 512 | 7331 | 1964 | 280 | 38 | 133 | 149 | 1778 | 607 | 122 | 22 | 37 | 41 | 14303 |
| PRIOR 2023 REPORTING YEAR TOTAL | 1255 | 505 | 7453 | 2208 | 279 | 44 | 142 | 152 | 1889 | 607 | 130 | 19 | 36 | 45 | 14764 |
| SECTION I – WORKFORCE SNAPSHOT PERIOD 12/15/2024 - 12/31/2024 | | | | | | | | | | | | | | | |
| SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable | | | | | | | | | | | | | | | |

| | | | | |
|---|--|--|--|-------------------|
| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | | | EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | |
| SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION | | | | |
| EMPLOYER IDENTIFICATION | | | | |
| OFS COMPANY ID P610872 | | EMPLOYER NAME GRAPHIC PACKAGING INTERNATIONAL LLC | | |
| ADDRESS 1500 RIVEREDGE PARKWAY NW | | CITY/TOWN ATLANTA | STATE GA | ZIP CODE 30328 |
| CERTIFICATION COMMENTS (optional) | | | | |
| No Certification Comments Provided | | | | |
| CERTIFICATION STATEMENT <i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001. | | | | |
| DATE OF CERTIFICATION 6/5/2025 12:41 PM [EST] | | | | |
| EMPLOYER'S CERTIFYING OFFICIAL | | | | |
| Name of Employer's Certifying Official Erin McGuire | | Title of Certifying Official Senior Manager, HR Reporting & Analytics | | |
| Email Address of Certifying Official erin.mcguire@graphicpkg.com | | Telephone Number of Certifying Official 470-522-5405 | | |
| PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING | | | | |
| Name of Primary POC Erin McGuire | | Title and Employer of Primary POC Senior Manager, HR Reporting & Analytics GRAPHIC PACKAGING INTERNATIONAL LLC | | |
| Email Address of Primary POC erin.mcguire@graphicpkg.com | | Telephone Number of Primary POC 470-522-5405 | | |