



Graphic Packaging  
INTERNATIONAL

# Being Better for People

2025 IMPACT REPORT





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# Forward-Looking Statement

Graphic Packaging Holding Company, the parent company of Graphic Packaging International, LLC (“Graphic Packaging”), is incorporated in the state of Delaware and is publicly traded on the New York Stock Exchange under the ticker symbol GPK.

This Impact Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, which involve risks and uncertainties. Forward-looking statements provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to a historical or current fact.

The words “aim,” “strive,” “believe,” “expect,” “will,” “will be,” “will continue,” “will likely result,” “anticipate,” “plan,” “strategy,” “estimate,” “target,” “goal,” “outlook,” “seek,” “project,” “should,” “would,” and similar expressions and variations or negatives of these words or phrases, generally identify “forward-looking statements,” which speak only as of the date such statements were made.

These forward-looking statements may address, among other things, business plans, prospects, targets, goals, plans, commitments, or estimates

with respect to progressing environmental, social, and governance (ESG) and sustainability programs; capital investments, projects, and target capital expenditures; the commencement, outcome, or resolution of any regulatory inquiry, investigation, or proceeding; the outcome, or resolution of any pending or future environmental liabilities; the initiation, outcome, or settlement of any litigation; changes in environmental regulations in the U.S. or other jurisdictions that affect demand for, or adoption of, our products; anticipated future operating and financial performance for our segments individually and our Company as a whole; sufficiency or longevity of intellectual property protection; cost reductions or savings targets; plans to increase profitability and growth, our ability to make acquisitions, integrate acquired businesses or assets into our operations, and achieve anticipated synergies or cost savings; all of which are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements.

Forward-looking statements are based on certain assumptions and expectations of future events that may not be accurate or realized.

These statements are not guarantees of future performance. Forward-looking statements also involve risks and uncertainties that are beyond Graphic Packaging’s control. Additionally, there may be other risks and uncertainties that Graphic Packaging is unable to identify at this time or that Graphic Packaging does not currently expect to have a material impact on its business. Factors that could cause or contribute to these differences include the risks, uncertainties, and other factors discussed in our filings with the U.S. Securities and Exchange Commission (SEC), including in our [Annual Report on Form 10-K](#) for the year ended December 31, 2025 and other filings with the SEC.

Undue reliance should not be placed on such forward-looking statements, as such statements speak only as of the date on which they are made and Graphic Packaging undertakes no obligation to revise or update such statements for any reason, except as may be required by law.

More current information on notable events about our sustainability efforts may be included elsewhere in our sustainability disclosures, on our website, in Forms 10-K, 10-Q, and any 8-Ks filed with the SEC, or in press releases on the news page of our website.



# Message from our CEO

Graphic Packaging plays an important role in people's lives everyday.

From their morning cup of coffee to their evening family meal, our packaging is designed to make life's moments easier, safer, and better. Whether it's keeping breakfast staples fresh, carrying beverages on the go, protecting produce and proteins, or safeguarding household, health, and beauty essentials, our packages support consumers in their daily routines and special occasions. That drives our purpose: to package life's everyday moments for a renewable future.

As a leading provider of sustainable packaging, we partner with the world's most recognized consumer product companies, quick service restaurants, and retailers to enhance brand perception and achieve their sustainability goals. We have gained our customers' trust through exceptional quality and reliability, superior innovation, and technical expertise. By focusing on renewable materials, strong operations, and disciplined execution, we create long-term value for all our stakeholders.

## Our Packaging

Leveraging data, best practices, and continuous improvement, we deliver solutions that are more circular, more functional, and more convenient than alternatives in the market.

Approximately 96% of our products sold in 2025 were designed to be recyclable, and each year our innovations help replace about 1 billion plastic packages with paperboard alternatives. We also support responsible forestry and investments that strengthen recycling infrastructure.

## Our Operations

Safety, quality, service, and sustainability are key priorities across our global footprint. That includes improving energy and water efficiency, reducing waste, and investing in capabilities that support long-term growth and reliable service for our customers. In 2025, we signed our second major virtual power purchase agreement, putting us on track to source nearly 49% of our global electricity from renewable energy — approaching our goal of 50%.

## Our People

Across our paperboard mills, packaging facilities, and offices, our talented people drive our performance. We continue to advance a culture grounded in safety, accountability, and continuous improvement. Our efforts earned Graphic Packaging recognition in 2026 as one of Ethisphere's World's Most Ethical Companies®, JUST Capital's Top 100 Companies, and Fortune's World's Most Admired Companies.

It is an honor to lead the team that drives our meaningful progress. As we move forward, we will continue to innovate better packaging solutions that replace plastic, reduce waste, and help shape the future of sustainable consumer packaging.



## Robbert Rietbroek

**President and Chief Executive Officer  
Graphic Packaging Holding Company**



# Message from our CSO

Our purpose — packaging life’s everyday moments for a renewable future — guides everything we do.

As I reflect on the past year, six words come to mind.

**Great people, steady work, real progress”**

Those six words capture where our business and sustainability program stand today. At the heart of that progress is an exceptional team, grounded in the daily work it takes to lead in sustainable packaging and motivated by the progress we’re making together.

## Better Packaging

Our innovation engine helped move paperboard packaging forward with solutions that are more circular, more functional, and more convenient than alternatives on the market. In all, we delivered 31 new product innovations in 2025.

We also continued to evolve our Better by Design methodology, using it to evaluate seven new innovations for circularity, functionality, and convenience. The results were encouraging: 86% of tested packages met our Better Packaging goal criteria, showing strong progress and clarifying where to focus next.

## Better Future

Meaningful action is underway to reduce our environmental footprint and protect the forest ecosystems our business depends on. In 2025, 99% of Graphic Packaging’s purchased forest products qualified as sustainably sourced, bringing us close to achieving our 2030 goal.

We signed a renewable power purchase agreement in North America, supporting construction of a 250 megawatt solar plant in west Texas. Together with our existing European virtual power purchase agreement, we expect to increase the Company’s total global purchased renewable electricity to approximately 49% over the coming years.

Momentum is building in our decarbonization efforts. Scope 1 and 2 operations emissions declined by 4%, and Scope 3 emissions associated with our science-based target fell 15% from our 2021 baseline.

That progress matters, but so does staying realistic about the environment we’re operating in. Like many companies, we’re navigating economic and geopolitical headwinds alongside significant organizational change. As a result, we’re reviewing the scope and timelines of some capital-intensive sustainability initiatives, which we discuss further in this report. But let me be clear, we’re reassessing options, including recalibrating a few timelines, not stepping back from our aspiration to achieve net zero greenhouse gas emissions by 2050.

## Better for People

Creating a workplace where people feel safe, valued, and empowered to grow remains a priority, and we carry that same commitment into the communities where we live and work.

In 2025, we expanded our Ignite, Relgnite, and Spark leadership development programs, training more than 1,900 people leaders since 2023. That investment in our people is strengthening the organization and supporting year-over-year gains in employee engagement.

This year also marked the launch of RENEW, our refreshed global social impact program that brings employees, customers, and communities together around three priorities: renewing the environment, renewing food access, and renewing futures. As part of that work, we began a new partnership with the Arbor Day Foundation, to support reforestation and urban forestry initiatives.

And what makes this progress especially meaningful is the way our employees bring our Better, Every Day promise to life across the Company. Throughout this report, we celebrate the people behind our sustainability journey through their six-word stories sharing what this work means to them. Collected from across our global operations, their words bring to life the pride, purpose, and commitment behind the progress we’re making together.

I’m energized by the momentum we’re building. We’re proving that doing the right thing and delivering results aren’t competing priorities — they’re one and the same as we make life’s everyday moments better, every day.



**Michelle Fitzpatrick**

**Chief Sustainability Officer**



# Who We Are

**We package life's everyday moments for a renewable future.**

Graphic Packaging International (“Graphic Packaging”), headquartered in Atlanta, GA, has been designing and producing consumer packaging for more than 100 years. We are a leading innovator in our industry — committed to reducing the environmental footprint of consumer packaging, with a focus on packaging products that are made primarily from renewable or recycled resources and are designed to be recycled.

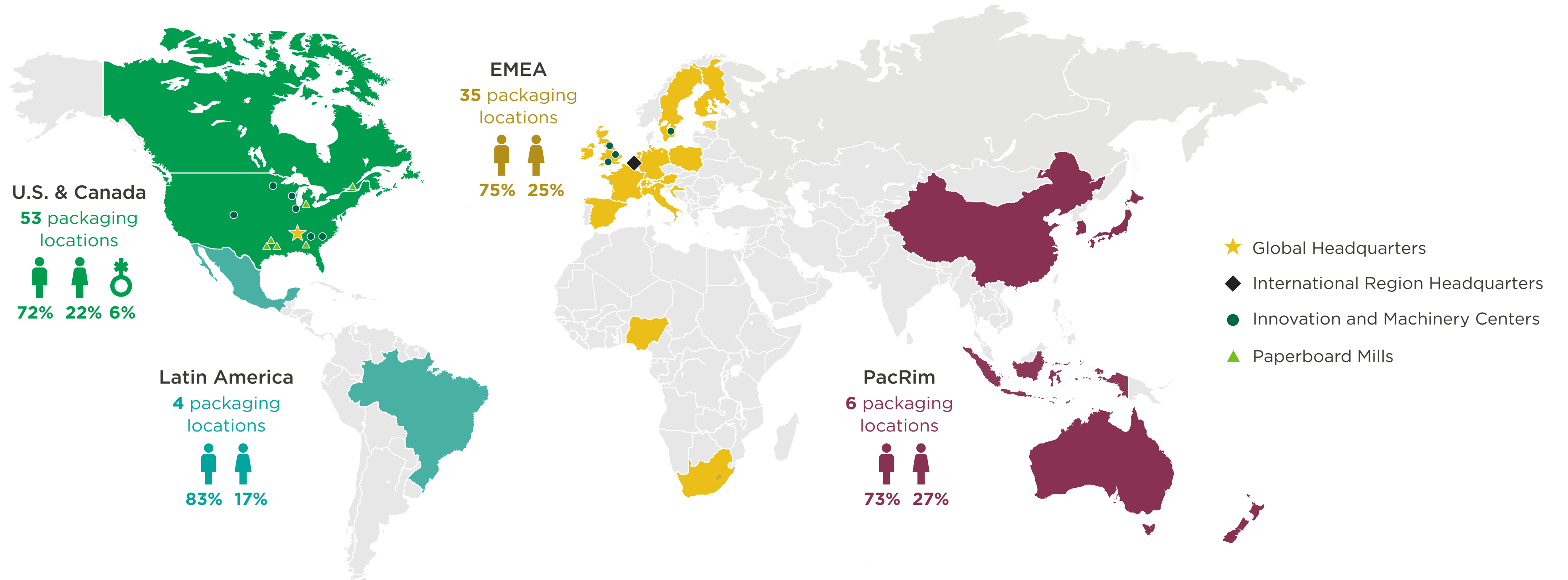
Graphic Packaging operates a global network of 100+ design and manufacturing facilities that serve the world's most widely recognized brands in food, beverage, foodservice, household products, health, and beauty. Our designers create new, innovative packaging solutions that enhance the consumer experience, and simultaneously help solve global resource use and waste challenges. We bring these products to life by transforming wood-based and recycled paperboard into cartons, cups, canisters, trays, and other consumer packaging solutions at our packaging plants.

Our core values and responsible manufacturing approach prioritize the safety and well-being of our 23,000+ employees, as we work to support sustainable forestry practices, decrease the environmental footprint of our operations and products, and positively impact the communities where we live and work.



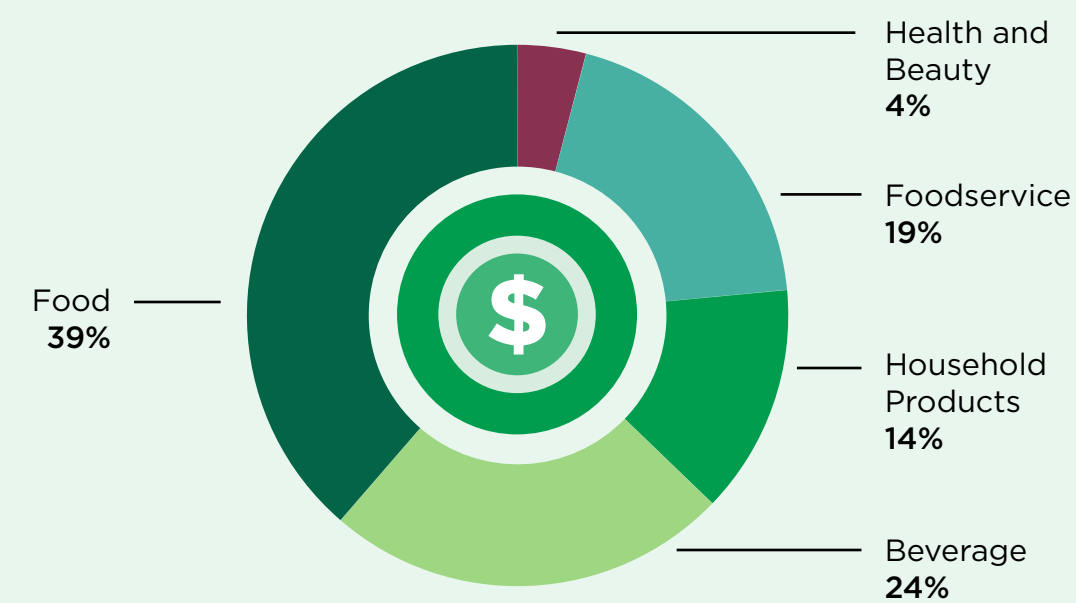
## CORE VALUES

Integrity | Respect | Accountability | Relationships | Teamwork

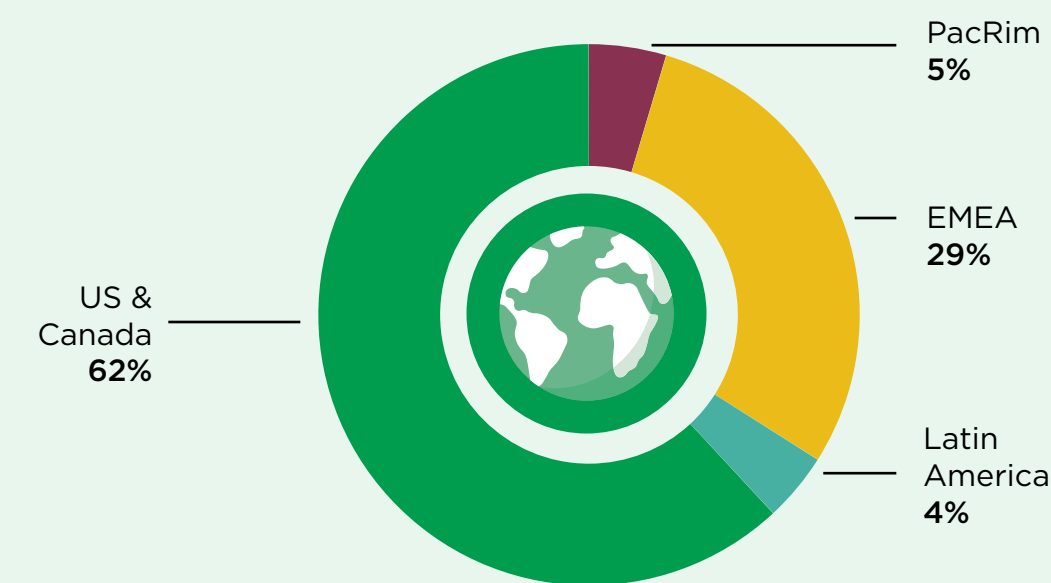


**\$8.6B**  
2025 Sales

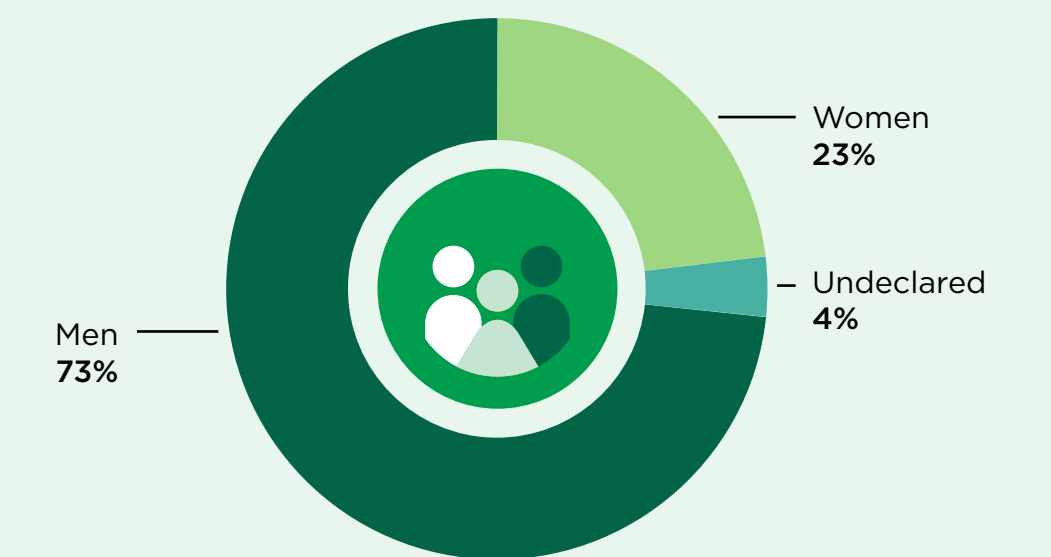
**PERCENTAGE OF SALES BY MARKET SERVED**



**EMPLOYEES BY REGION**



**EMPLOYEES BY GENDER**





# Our Products

Our packaging reaches millions of people around the world — making every part of their day easier, safer, and more convenient.

We help keep your breakfast cereal fresh, and hold the hot tea or coffee that energizes you in the morning. We provide an innovative way to enjoy your favorite sweet treats during the day, and preserve the produce, protein, or ready-to-cook meals you share with family and friends. And beyond the kitchen, our products hold and protect a host of beauty, health, and household products you cannot live without.

Our packaging starts with trees — a renewable resource — and we design with circularity in mind. We aim to sustainably source all our forest-based products, and we work across our value chain to maximize the use of recovered materials and make it easier for people to recycle our packaging. We continue to differentiate our solutions across market segments by providing compelling, convenient, and functional options to customers and consumers. In doing so, we contribute to the circular economy, help our customers offer more sustainable products, and support a more renewable future for generations to come.



Cartons



Cups and Containers



Multipacks



Trays and Bowls



Paperboard Canisters



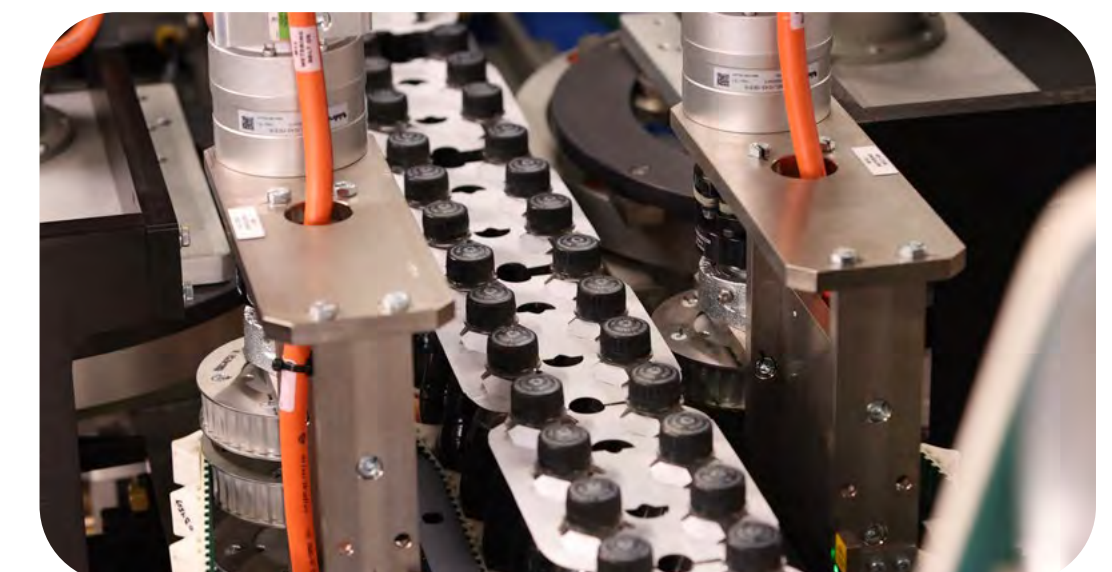
Microwave and Ovenable Packaging



Strength Packaging



Pouches



Machinery Solutions



# Better, Every Day

At Graphic Packaging, we package life's everyday moments for a renewable future, and want every one of those moments to be inherently better for people and our planet.

Our Better, Every Day sustainability promise builds on our longstanding history of operating responsibly and with integrity, by guiding our actions across three strategic focus areas: creating Better Packaging, doing Better for People, and shaping a Better Future for our planet.

With these tenets in mind, we are focused on innovating our packaging and operations to fuel a circular economy, promoting safety, creating opportunities for our workforce, engaging our communities, and reducing our climate impact while sustaining local forests. Our efforts in each of these areas include a roadmap of actions — so step by step, we are making life's everyday moments better, every day.



*Built on our values and responsible business practices*



# Better by 2030 Goals

Our Better by 2030 sustainability goals focus on making lasting, positive impacts on people and the planet, and outline the actions we are taking to create Better Packaging, do Better for People, and shape a Better Future for our planet and generations to come.



UN SDG ALIGNMENT ([Read More](#))



Sustainability Pillar	Impact Area	Better by 2030 Goals	2025 Status	
<b>BETTER PACKAGING:</b> We are making our packaging and operations better every day to drive out waste, recycle more materials, and fuel a circular economy.	Driving Circularity	Every new product innovation is more circular, more functional, and more convenient than existing alternatives	<b>On Track</b> 86% met all 3 criteria <sup>a</sup>	
	<b>BETTER FOR PEOPLE:</b> We are creating better, safer work environments that foster people's growth and sense of belonging, while engaging with our local communities.	Engaging People	75th percentile in employee engagement <sup>b</sup>	<b>Progressing</b> 32nd percentile 16% progress toward goal
		Safety Focus	Zero LIFE <sup>c</sup> injuries	<b>On Track</b> 2 LIFE injuries
<b>BETTER FUTURE:</b> We are shaping a better future for our planet through everyday actions by reducing our environmental footprint and protecting valuable forest ecosystems.	Climate Action	50.4% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions by 2032	<b>Progressing<sup>d</sup></b> 4% reduction 8% progress toward goal	
		30% reduction in Scope 3 GHG emissions <sup>e</sup> by 2032	<b>On Track</b> 15% reduction 49% progress toward goal	
		90% renewable fuel use in wood-based paperboard mills	<b>No Progress<sup>d</sup></b> 76% biofuel 0% progress toward goal	
		50% purchased renewable electricity	<b>On Track</b> 5% renewable electricity 6% progress toward goal	
	Sustaining Forests	100% of purchased forest products sustainably sourced	<b>On Track</b> 99% sustainably sourced 89% progress toward goal	

a. Results from expanded 2025 pilot evaluating seven new innovations.  
 b. Measured using Gallup Q12®.  
 c. Defined as a fatality or life-threatening or life-altering injury.  
 d. Capital spending plans and execution timelines are under renewed consideration, which may extend full attainment of this target beyond 2032.  
 e. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 emissions.



# 2025 Sustainability Highlights

BETTER PACKAGING	BETTER FOR PEOPLE	BETTER FUTURE
<p><b>&gt;880M</b></p> <p>Plastic packages replaced with paperboard packaging</p> 	<p><b>&gt; 18K</b></p> <p>Employee engagement survey participants (82%)</p> 	<p><b>99%</b></p> <p>Purchased forest products sustainably sourced</p> 
<p><b>96%</b></p> <p>Packaging products sold designed to be recyclable</p> 	<p><b>&gt;1,100</b></p> <p>Frontline leaders completed Spark training in 2025</p> 	<p><b>~49%</b></p> <p>Global renewable electricity to be covered by two VPPAs<sup>a</sup></p> 
<p><b>&gt;120</b></p> <p>New patents filed</p> 	<p><b>\$4M</b></p> <p>Community investment</p> 	<p><b>~4%</b></p> <p>Reduction in Scope 1 &amp; 2 emissions</p> 
<p><b>31</b></p> <p>New product innovations launched</p> 	<p><b>98%</b></p> <p>Facilities with Zero LIFE Injuries</p> 	<p><b>~15%</b></p> <p>Reduction in targeted Scope 3 SBT emissions</p> 

a. Virtual power purchase agreement in the U.S. will start providing credits late 2027. EMEA project began operation in October 2025.



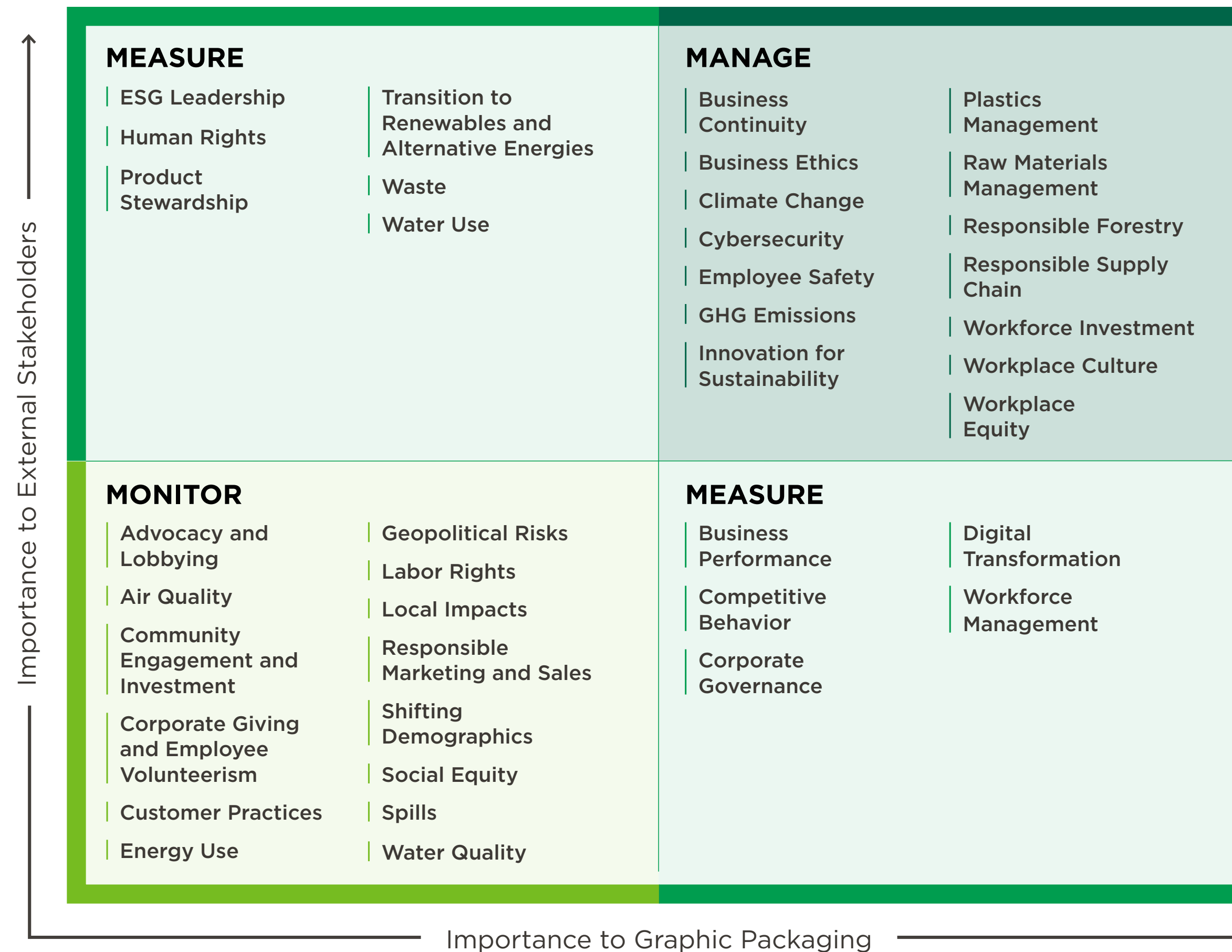


# Material Topics

Each year, Graphic Packaging reviews our sustainability materiality assessment results to ensure potential opportunities and risks related to topics in the Manage quadrant are appropriately addressed in our Company strategy, risk management, governance processes, and disclosures — including this Impact Report.

The matrix shown here reflects the relative importance of topics as of year-end 2025, and lists topics in alphabetical order within each quadrant. The Manage quadrant highlights the sustainability topics that are the most important, or material, to our stakeholders and to Graphic Packaging. In 2025, we observed minor shifts in external stakeholder priority within quadrants, but no cross quadrant changes. Our current practices provide effective management for these prioritized topics, and no significant changes to our business strategy or sustainability initiatives were made in 2025.

Graphic Packaging will be subject to reporting in compliance with the EU Corporate Sustainability Reporting Directive (CSRD). In preparation for this regulation, we annually update a double materiality assessment (DMA) with a focus on the most significant impacts, risks, and opportunities associated with the operations of our in-scope EU-based operations. The findings of our DMA are consistent with those of our traditional, global materiality assessment.



**MANAGE**

We measure, evaluate, and report on our performance in these areas either having set or planning to set goals and targets for each.

**MEASURE**

We measure, evaluate, and may report our performance in these areas to reduce impact and realize business opportunities.

**MONITOR**

We track views on these topics and proactively engage stakeholders to monitor the potential impact on our Company.



# Better Packaging

We are making our packaging and operations better every day to drive out waste, recycle more materials, and fuel a circular economy.

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Platforms  
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Better  
Design  
p. 15

Driving  
Circularity  
p. 17



# Better Packaging

We are making our packaging and operations better every day by using more renewable raw materials, driving out waste, and recycling more materials — all to fuel a circular economy.

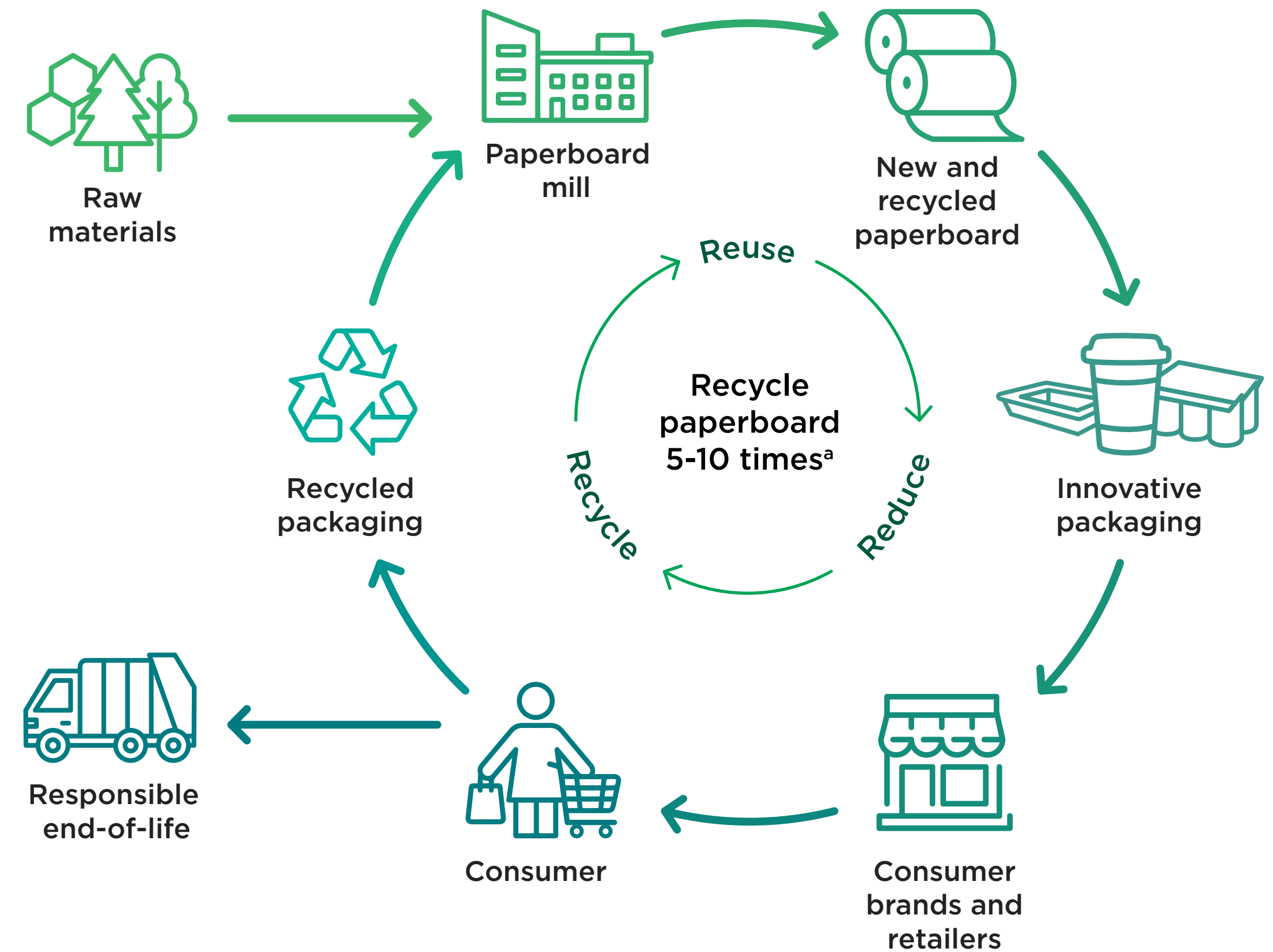
Our Better Packaging solutions form the interface between many of the world’s most recognized consumer products companies operating in the food, beverage, foodservice, household products, health, and beauty markets, and their customers. Today’s consumers have an increased awareness of the environmental and social impact of their purchasing choices and want to feel good about the choices they make. They expect product packaging that delivers convenience and product safety, while also seeking options that are more circular and can be recycled.<sup>1</sup>

But circularity is about far more than just recovering and recycling materials at end-of-life. It is a concept that seeks to design out waste from the beginning, minimize the use of nonrenewable raw materials in favor of renewable or recycled materials, and enable valuable materials to be used again and again — maximizing the number of material lifecycles. We work closely with our customers to understand their business needs and develop better packaging solutions that help them achieve their sustainability goals while aligning with evolving regulations and consumer expectations.

UN SDG ALIGNMENT (Read More)



## PACKAGING LIFECYCLE



a. NCASI WP-23-03, 2023



# Innovation Platforms

Consumer trends and the changing world around us inform our product innovation strategy and investments. We focus on five global innovation platforms, where we can make a substantial impact designing new packaging solutions that are more circular, more functional, and more convenient than existing options.



## Trays and Bowls

Paperboard trays and bowls offer an ideal alternative to plastic options. In 2025, we launched PaperSeal® Pressed, a unique innovation that combines the affordability of a pressed paperboard tray with the high-performance benefits of a secure hermetic seal to preserve the freshness and quality of packaged products. With its cost-efficient production process, PaperSeal Pressed provides brands and retailers with an alternative to plastic trays for a broad range of products, enabling them to use PaperSeal trays across their entire range of fresh protein products — from entry-level products to premium offerings.



## Cups and Containers

Many regions are banning single-use plastic and polystyrene cups and lids in favor of more circular alternatives like paper cups and paperboard containers. Paper cups can offer a better consumer experience and are gaining acceptance for recycling. As of July 2025, the Recycled Materials Association includes paper cups in their allowable paper commodities specification for recycling. Many materials recycling facilities in the U.S. increasingly accept cups, and recyclers across Europe continue to accept them.

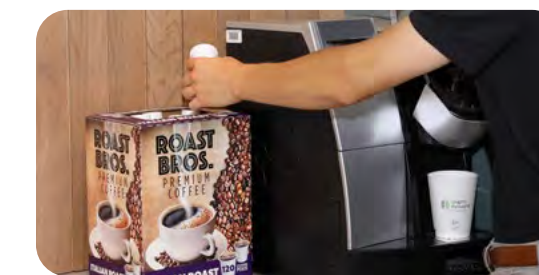
True-View™ is a new paper cup solution that features a translucent paper window to facilitate easy and reliable free-flow alcoholic beverage dispensing. Designed for public events in Europe, the cup does not use a polyethylene barrier coating and is considered recyclable across the EU. True-View cups contain 88% renewable content, 98% recyclable content, and have a Material Circularity Indicator (MCI)<sup>2</sup> more than two times higher than that of plastic alternatives.



## Multipacks

Customers desire packaging solutions for larger, heavier multipacks that enhance both circularity and functionality. For example, AB InBev wanted a

solution for their Leffe beer 20 x 250ml and 20 x 330ml glass bottle multipacks that would reduce paperboard use and eliminate the need for a plastic-reinforced handle. In response, we created the award-winning Leffe beer multipack, which pairs a lightweight main carton with a reinforced two-ply paperboard handle insert — maximizing strength where it matters most. Compared to traditional one-piece cartons, this innovation minimizes waste, supports circular material flows, and is more convenient to carry.



## Strength Packaging

Strength packaging formats are crucial to the fast-growing club store market, efficiently accommodating larger, shelf-ready shipping formats while enhancing shipping and retail shelf utilization and brand aesthetics. Our strength packaging platform provides maximum product protection throughout the supply chain and into the consumer's hands — without the overuse of materials, which is central to driving package circularity.

In 2025, we launched a new coffee pod packaging format that allows the pods to be nested rather than packed loose. This reduces carton size and material per carton, while minimizing empty space in the filled package. The smaller package size allows us to ship approximately 30% more cartons per delivery, reducing logistics and storage impacts. The laminated packaging structure can also use our PaceSetter Rainier™ 100% recycled fiber paperboard for the top printed layer, increasing recycled content.



## Paperboard Canisters

Boardio™ paperboard canisters provide a more circular alternative to plastic and metal containers when considering the entire lifecycle of the packaging. This packaging solution is made from more than 80% renewable wood fiber and can be shipped flat to the point-of-filling — reducing the number of trucks, shipping costs, and associated emissions required for packaging transport compared with rigid canisters.

In 2025, we expanded the range of applications packed in Boardio to include nutrition powders, beverage mixes, grains, cereals, vitamins, and supplements in addition to earlier candy, infant formula, and coffee packaging applications. We also launched our next-generation Boardio machinery technology, offering unrivaled flexibility in packaging shapes and sizes. Its enhanced multi-footprint capability enables brands and co-packers to produce Boardio canisters in multiple shapes — round, octagonal, triangular, and square — along with variable heights, widths, and barrier specifications, all from a single machine.

**Read more** on our approach to packaging design in our [2024 Impact Report](#), pp. 49-59.

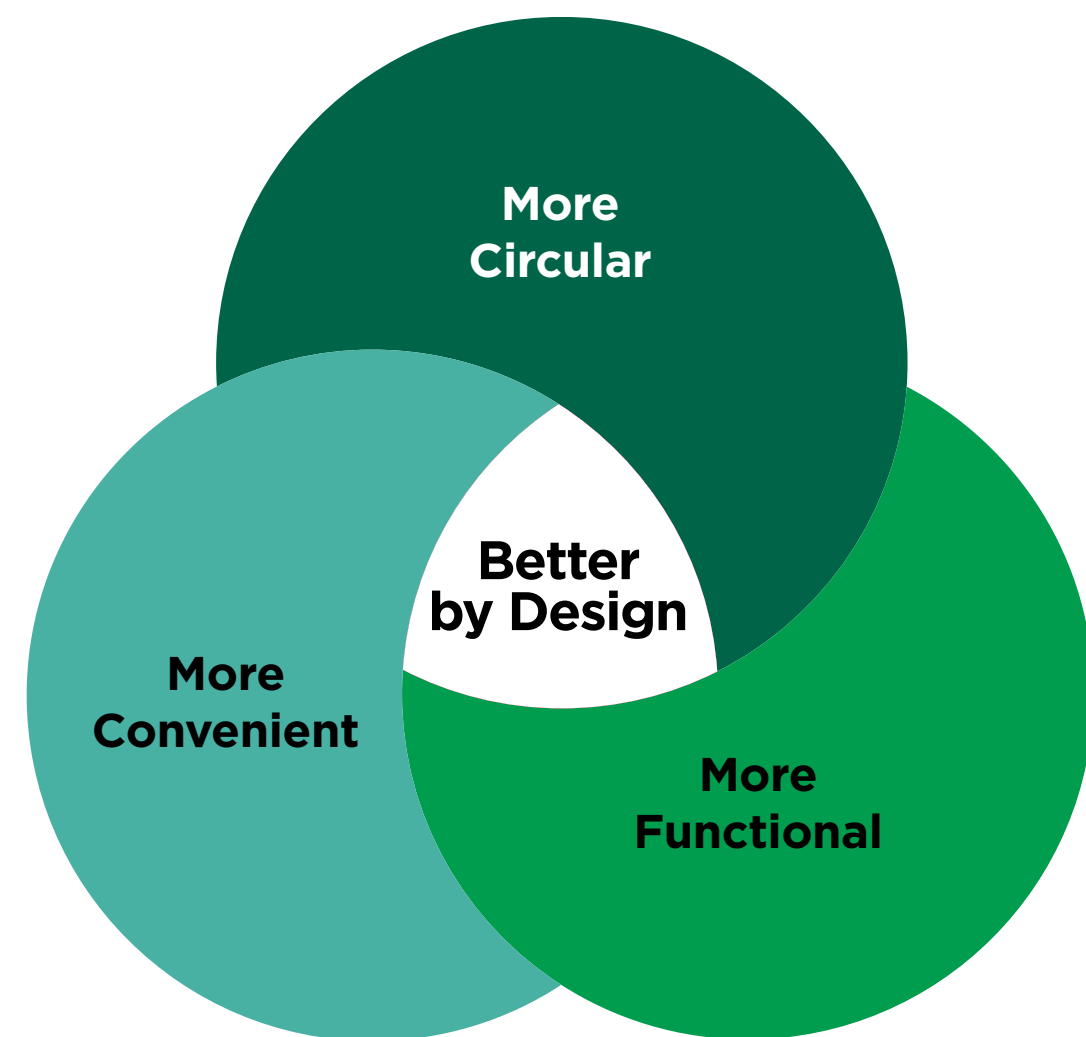


# Better Design

We package life’s everyday moments for a renewable future. By integrating our Better by Design (BbD) methodology into our product innovation process, we realize our purpose by ensuring design decisions optimize package circularity at each lifecycle step and reduce environmental impact.

Graphic Packaging’s BbD methodology — formerly called Design for Environment — serves as a foundation for how we develop new packaging innovations that are more circular, more functional, and more convenient than existing alternatives. Through our BbD methodology, we measure a robust set of pre-defined metrics commonly used to quantify circularity and reduce lifecycle environmental impacts. We also review a set of critical functionality and convenience metrics grounded in international standards and corresponding calculation approaches.

BbD guides the innovation process and helps us measure progress toward achieving our Driving Circularity goal. Meeting design criteria in all three dimensions of our goal is central to the success and adoption of new packaging innovations in the marketplace, and to our success in making a positive difference for the planet.



## MORE CIRCULAR

We are committed to making our packaging more circular by integrating more renewable, recycled, and sustainably-sourced raw materials into our products; designing products so they are resource-efficient and can be recycled or composted at end-of-life; and optimizing our manufacturing processes so they use renewable energy, reduce waste, and embrace circular principles. Together, these actions ensure the carbon footprint of our packaging is as low as possible. We also take into account current and anticipated food safety and sustainability-related regulatory requirements in the design process. Wherever possible, our circularity assessment is based on international standards, detailed compositional analysis, regulatory requirements, and even considers legal requirements on a national or regional level. In 2025, we began integrating requirements included in the EU Packaging and Packaging Waste Regulation (PPWR) and other applicable regulations, and will continue this practice as global regulatory requirements evolve.

## MORE FUNCTIONAL

Functionality is a core dimension of BbD. We integrate functionality into our design process to ensure our packaging meets all relevant customer requirements and improves the efficiency of our value chain. We assess functionality using applicable performance assessments, such as shelf-life trials, storage performance (stackability and sealability), containment, integrity testing, and other relevant approaches, to ensure the design provides optimal protection to minimize product damage and waste during transport and storage from factory to consumer. Assessment of packaging functionality metrics is, wherever possible, based on standardized quantitative measurements, e.g. as outlined in International Organization for Standardization (ISO), ASTM International (formerly American Society for Testing and Materials), or Technical Association of the Pulp and Paper Industry standards. In general, we consider a score to be positive, negative, or neutral, wherever this can be demonstrated quantitatively.

## MORE CONVENIENT

Packaging convenience is also an essential design component, as we evaluate whether new, more circular package innovations will be accepted at scale by consumers. We conduct trials to understand package convenience in terms of usability, including: re-sealability, ease of carrying, hygiene and food safety, visual appeal to the consumer, and use for special occasions. We also conduct practical consumer tests to evaluate preferences and acceptance of different design materials and features, guiding final packaging design. Convenience can encompass a broad range of possible metrics, and our designers are always innovating to fulfill new ones. Wherever possible, standardized measurements are used to assess a given convenience metric.



## Innovation Approach

Graphic Packaging’s product innovation approach follows a stage gate framework to streamline the development process. This staged roadmap allows us to verify that new product innovations are strategically aligned with business growth objectives and support our sustainability goals. At each gate review, applicable market and BbD methodology metrics are evaluated to determine whether the product meets market and circularity, functionality, and convenience criteria and should progress into the next development phase. The process also incorporates key packaging adoption drivers into applicable gate reviews, such as regulatory requirements, package total cost of ownership, and consumer awareness. The framework ensures projects are coordinated enterprise-wide and appropriately resourced to promote success and reduce the time from concept to market.

The global innovation team is continuously refining our BbD methodology and tools to support design decisions and assessments for packaging circularity, functionality, and convenience. Such efforts will play an important role substantiating package sustainability claims used in marketing materials and customer communications — as well as for compliance with emerging global regulations on environmental claims.

In 2025, we expanded and systematized our BbD methodology by automating circularity metric calculations and by connecting functional and convenience metrics to international standards. We also engaged a specialized sustainability consulting firm to review our approach for assessing circularity — helping further improve and formalize our process. They concluded that our BbD framework, and

underlying circularity assessment methodology and calculation tools, are solid and transparent in providing a science-based comparison of the developed innovation and the applicable market benchmark. We held internal trainings for our innovation team on BbD methodology enhancements. We also prepared a [detailed eBook](#)<sup>3</sup> to further inform customers about our innovation approach and included a case study highlighting the benefits of our BbD principles. In 2026, we will continue to strengthen our use of BbD by the global innovation team to drive packaging circularity, functionality, and convenience.

## Customer Engagement

As part of our ongoing effort to ensure our product lines meet evolving regulations and reduce exposure to modulated extended producer responsibility (EPR) fees, we expanded our customer engagement and feedback initiatives and regulatory advocacy efforts throughout 2025.

We launched communications to help our customers understand the emerging EU PPWR, which, amongst other measures, restricts certain single-use plastic packaging formats. We collaborated with customers to identify how we can help them lower exposure to EPR fees through new, better packaging alternatives that are lighter, and use material categories that are more readily recyclable.

In addition, we are helping customers achieve fee reductions by phasing out design elements known to be disruptive to recyclability, in favor of those with proven compatibility. Such design optimizations include minimizing plastic content, improving component separability, and aligning with national Design for Recyclability requirements.

### EMPLOYEE SPOTLIGHT



## Elodie B.

**Sustainability Director International (Spain)**



### Collaboration, regulation, innovation for Better Packaging.”

With a PhD in polymers and composites and over 20 years of experience in sustainable materials development in the chemical industry and circular economy-focused research and innovation programs, Elodie leads International sustainability efforts as part of the broader global sustainability team. Her focus includes product sustainability initiatives, including product decarbonization projects, product regulatory compliance, and engagement with industry associations and various circularity partnerships. Elodie was instrumental in developing the Better by Design framework and supports the Graphic Packaging innovation team in delivering Better Packaging with reduced environmental impact and improved recyclability, ultimately helping meet customers’ packaging sustainability goals.



## Driving Circularity

Driving circularity means designing out waste at every stage of the packaging lifecycle. We strive to eliminate waste by incorporating more recycled and recyclable raw materials, improving our manufacturing processes and maintenance practices, and increasing material recovery.

### Better Raw Materials

Making our products more circular includes finding alternative, renewable, or recovered raw materials to replace inputs derived from fossil fuels and other nonrenewable sources. We continue to explore and invest in new material technologies that provide more sustainable alternatives to conventional materials, and have the greatest potential to increase adoption of more circular packaging solutions. Alternative materials derived from non-fossil fuel sources often have a lower carbon footprint and better MCI (as defined by the Ellen MacArthur Foundation) due to recycled or renewable content, improved recycling rates, or better recycling efficiency.<sup>2</sup>

In 2025, Graphic Packaging enhanced our paperboard mill operations to deliver new paperboard substrates and provide better raw materials for packaging. We expanded the production of our PaceSetter Rainier recycled paperboard with the 2025 opening of our new recycled paperboard mill in Waco, TX. PaceSetter Rainier has a smooth, bright white print surface, enabling the use of 100% recycled paperboard in a wider range of packaging applications. And we launched KraftMax™, an uncoated, unbleached, natural kraft sheet that can serve as a lower-impact alternative to bleached paperboard grades in many packaging applications.

We also continued our work to reduce the use of traditional plastics and other fossil-based materials commonly used for adhesives, coatings, and barrier applications (such as low-density polyethylene, or LDPE).<sup>4</sup> Our polylactic acid-coated cups, on the market since 2006, continue to gain product leadership, replacing LDPE-coated cups in certain use applications. Graphic Packaging also collaborated with several industry partners — participating in projects such as BioSupPack and F3 — to explore other novel barrier technologies. These technologies are likely to be key enablers for more circular paperboard-based packaging innovations that offer the same functionality and convenience of current, less circular alternatives.

In 2025, we explored reducing plastic barrier thickness in certain applications, as well as the use of biopolymer and bioplastic barrier alternatives in place of conventional plastic barrier materials. Both approaches can provide more versatile end-of-life treatment options. Example projects include:

- Benchmarking conventional petrochemical-based coatings to minimize plastic content, providing circularity and recyclability improvements.
- Scouting advanced coating technologies to integrate barrier properties into paperboard packaging.

- Exploring bio-based material options for barrier and adhesive applications — to produce packaging compatible with compostability at end-of-life, in regions where recycling may be more challenging.
- Using regenerated cellulose or parchment for a package’s lid, window film, or barrier.
- Evaluating the performance of new bio-based natural polymer coatings and mineral coatings for recyclable packaging, to meet Single-Use Plastics Directive plastic-free criteria.

Recently, the Packaging Innovation Program of the International Fresh Produce Association and The Foundation for Fresh Produce awarded Graphic Packaging the “Compostable paperboard clamshell replacement with shelf-life extension for fresh produce” project, with funding from the U.S. Department of Agriculture. We are excited to collaborate on the exploration of novel active packaging solutions that can further enhance the circularity, functionality, and convenience of produce packaging.

### EMPLOYEE SPOTLIGHT



**Paul K.**

**Packaging Circularity Manager  
(Sweden)**



**Responsible choices protecting people and planet.”**

With a PhD in wood fibers and more than 20 years of experience in paperboard packaging research and management, Paul brings deep expertise and genuine passion to packaging circularity and value creation across the entire packaging ecosystem. He has led the development of innovative solutions that advance the competitiveness and sustainability of the pulp and paper industry, driving recyclability-focused product design and sustainability innovations that meet both evolving regulatory requirements and customer expectations. He is involved in sustainability partnerships such as the 4evergreen alliance, contributes to the development of European standards for Design for Recyclability, and supports the BbD framework and its integration into the innovation process.

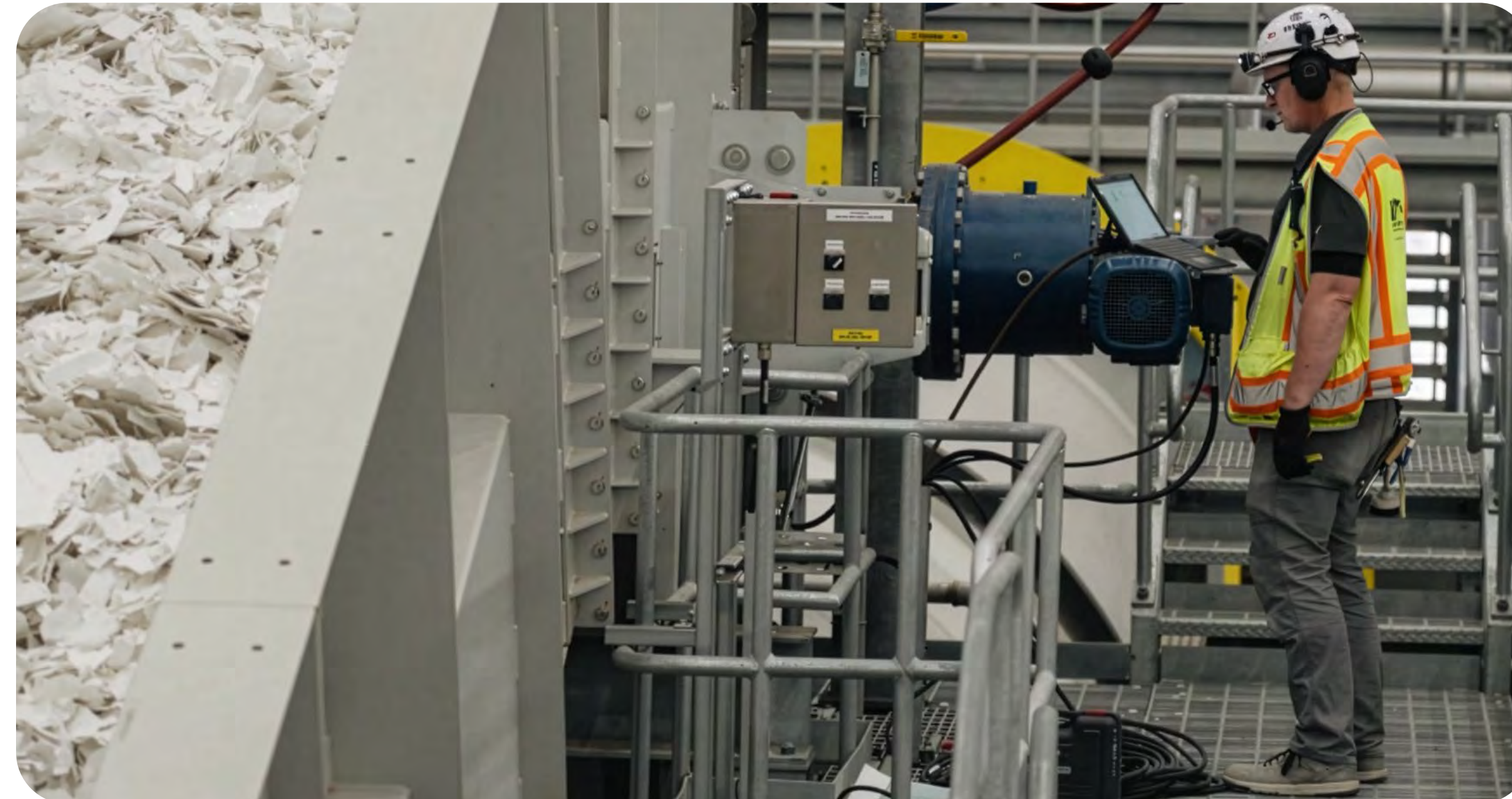


## Better Manufacturing

Our manufacturing strategy is focused on doing more with less — improving resource efficiency, minimizing waste, reducing our impact, and driving down costs. Across our manufacturing operations, we pursue process optimization; invest in modern, energy-efficient, low-emissions equipment; and recover and recycle a very high share of our own fiber waste and paperboard by-products, turning them back into valuable input materials.

Our operations teams relentlessly reduce waste by recovering and reusing excess materials from the production process — continually exploring how waste can be recycled at its highest value, including its recovery and use as a raw material. Our wood-based paperboard mills recover and recycle approximately 94% of the lime used in the pulping process, reducing the need to purchase new lime. They also recover turpentine and tall oil pine by-products for purchase and reprocessing by others, and, in some cases, these reprocessed products may come back to our operations as raw materials. We recover and consume residual tree materials (e.g. bark and small branches) and enriched back liquor residues from the pulping waste stream as renewable fuels in biomass boilers to support co-generation of steam and electricity used to power the paperboard manufacturing operations. Recovered biomass fuel represents 76% of the fuel used in the wood-based paperboard mills.

Over the past six years, Graphic Packaging has invested more than \$2.5 billion to optimize our recycled paperboard manufacturing operations, including installing a new paperboard machine in



Kalamazoo, MI; the new recycled paperboard mill in Waco, TX; and retiring four older, less efficient mills. Our optimization initiatives delivered an increase in Graphic Packaging's recycled paperboard manufacturing capacity by 40%, while reducing greenhouse gas intensity by 10% and water intensity by 45%.

Furthermore, the advanced pulping technologies installed at the Waco facility enable processing a broader range of recovered feedstocks into new high-quality paperboard. This increases our ability to internally consume more of our recovered

paperboard scrap material and creates demand for recycling paperboard packaging in the region. Across our global operations, we diverted 66% of generated waste from disposal in 2025 — recovering approximately 1 million metric tons of materials for recycling, including 98.8% of our generated paperboard waste. Overall, 41% of our recovered paperboard waste is recycled internally, with 22% of the feedstocks used in our recycled paperboard mills coming from paperboard waste recovered at our packaging plants.

Our packaging plants work to further reduce paperboard scrap waste through improved product design, optimized printing and cutting layouts, and streamlined changeover procedures between product runs. Two targeted fiber reduction projects are currently underway. The first focuses on carton layout efficiency in the converting process, optimizing carton orientation, sheet-edge distance, and overall carton size to produce the same number of folding cartons with less paperboard. The second is a corrugate shipping container fiber reduction initiative, progressing in two phases: reducing double-wall corrugate where feasible, and evaluating the structural integrity of all remaining corrugate shipping containers to identify further fiber reduction opportunities. Together, these projects will save multiple thousands of tons of fiber annually.

**Read more** on our efforts to reduce the environmental impact of our manufacturing operations in the [Carbon Footprint Management](#) section of this report, in the [GRI Index](#) of this report ([GRI 303 Water and Effluents](#) and [306 Waste and Recycling](#)), and throughout our [2024 Impact Report](#).

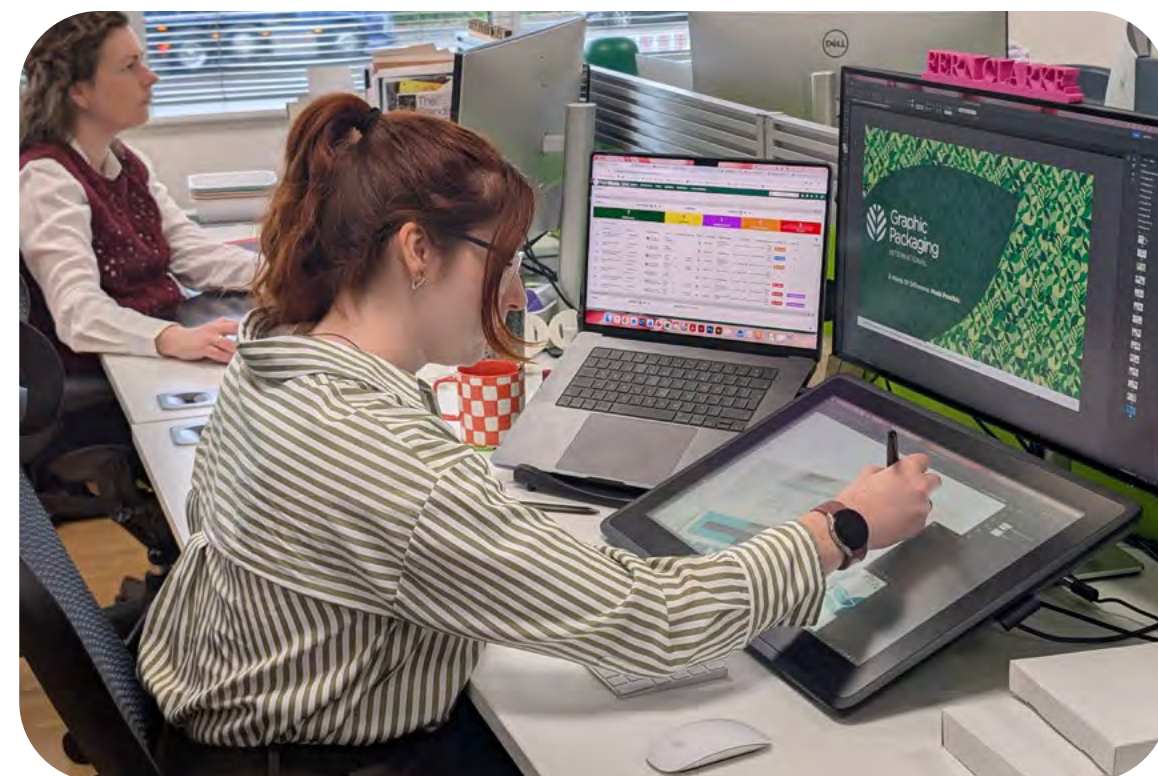


## Better End-of-Life

We design our packaging to include the highest possible percentage of recyclable content, and for it to be recycled or composted when the consumer is finished with the packaging — keeping the paperboard fibers in circulation for as long as possible.

To help us remain compliant with evolving regulatory criteria for recyclability, and drive innovation to create more circular packaging solutions, Graphic Packaging categorizes our packaging products into four recyclability categories. The characterization is based on criteria such as package design and composition, market application, and community recycling access. We routinely review and revise these category definitions — particularly as global regulations and requirements for recyclability claims evolve.

- **Widely recyclable:** Packaging products that are widely collected for recycling and meet criteria for technical recyclability, as well as criteria to demonstrate recycling in practice and at scale



— according to either the expected Recycled at Scale requirement in PPWR, or Federal Trade Commission requirements for wide recyclability. Technical recyclability is evaluated through recyclability testing, or by following well-recognized recyclability and/or circularity-by-design guidelines — such as those developed for paperboard packaging by American Forest and Paper Association (AF&PA) and 4evergreen, or those developed for flexible packaging by Circular Economy for Flexible Packaging.

- **Conditionally recyclable:** Packaging products that have well-established collection systems and are technically recyclable but contain a higher share of non-recyclable material which may exceed some country thresholds for collection, or products that may require specialized recycling technologies that are not widely implemented. Also included in this category are certain packaging products that require further analysis or validation testing to confirm broader product recyclability claims.
- **Locally (limited) recyclable:** Packaging products that meet criteria for technical recyclability, but for which collection and access to recycling is often limited. This can be due to a lack of local infrastructure to properly collect or recycle the packaging materials, or due to the nature of their application (for example, foodservice packaging used in the informal dining sector).<sup>5</sup>
- **Not recyclable:** Packaging products lacking a dedicated recycling stream and infrastructure, or that do not meet technical recyclability criteria such as contamination at the point of disposal due to their applications (e.g. non-packaging products), such as window filter frames.

## EMPLOYEE SPOTLIGHT



### Liza R.

**Product Packaging Design Director  
(New Hampshire, U.S.)**



### Designing packaging that protects our planet.”

With nearly two decades of experience at Graphic Packaging, Liza serves as Director of Product Packaging Design and leads teams dedicated to delivering thoughtful, consistent, and sustainable packaging solutions across North America. Her work supports our mission to advance paperboard packaging and deepen the industry’s understanding of recyclability and environmental impact.

She is particularly motivated by opportunities to connect design, systems thinking, and cross-functional collaboration to drive meaningful environmental progress. Outside of work, Liza is passionate about supporting mental health through her involvement with National Alliance on Mental Illness New Hampshire, and also enjoys spending time outdoors and pursuing a variety of hands-on creative projects.



In 2025, approximately 96% of Graphic Packaging’s total sold packaging products were characterized as recyclable (sum of widely, conditionally, and locally recyclable) with 81% classified as widely recyclable. Products categorized as locally recyclable, conditionally recyclable, and not recyclable represent an opportunity for us to improve recyclability by both innovating new, more circular packaging products for these markets and by working with our value chain partners to increase access to recover more packaging formats for recycling.

In 2025, we advanced our European recyclability testing program, which serves as a foundation for designing packaging that aligns with current and emerging recyclability requirements. Our 2025 campaign evaluated novel bio-based coatings, print enhancement techniques, and moisture-resistant paperboard packaging. Insights from this testing inform our material selection and packaging design strategies while strengthening our ability to meet future regulatory standards. The results also provide supporting evidence for the recyclability of innovative materials and finishing technologies that are still undergoing industry testing.

**96%**

of our packaging products sold in 2025 were categorized as either widely recyclable, locally recyclable, or conditionally recyclable

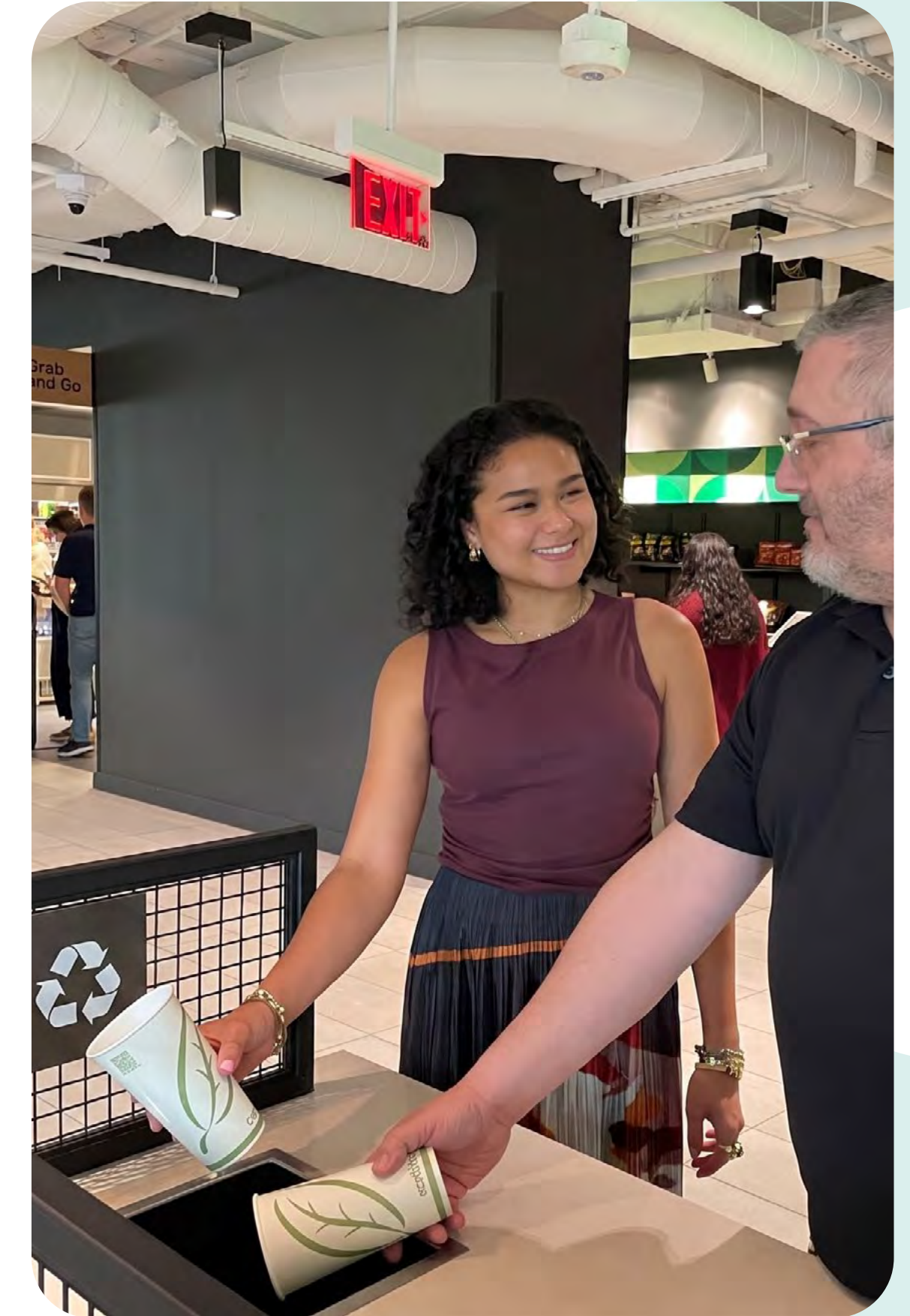
## Partnerships to Scale Recyclability

We partner with several U.S. industry organizations, including the Foodservice Packaging Institute, Paper Cup Alliance, and NextGen, to reduce packaging waste by increasing community access for recovery and recycling of all types of paperboard packaging materials, including paper cups and other food packaging. In addition, we work with the Sustainable Packaging Coalition (SPC) and the Poly Coated Paper Alliance where we collaborate with industry leaders working to expand the recyclability of poly-coated paperboard — while engaging municipalities and households to understand the benefits of this material.

Through our close partnership with the SPC, Graphic Packaging plays an active role in several SPC collaboratives, including serving in steering committee positions. Our most significant engagement concentrates on advancing industry understanding of food contamination and its effect on the recyclability of paper-based packaging. In 2025, we supported Clemson University’s research project “From intention to action: The impact of labeling and education on consumer preparation of food-contact packaging for recycling” through methodology review and by providing three

packages with varying levels of food contamination. We expect the study results to be published in 2026. Alongside this study, SPC conducted outreach with materials recycling facilities and paperboard mills to assess how food contamination influences recycling operations and end-market processing. Collectively, this work supports the development of industry consensus on appropriate treatment of food contamination within paperboard recycling processes.

We also engage in industry alliances in the EU, such as 4evergreen and the Compostable by Design Platform, to build recyclability and compostability research, guidance, and alignment throughout our value chains. Our technical experts are involved in the European Committee for Standardization expert group developing the standards supporting delegated acts in the PPWR. We are members of the Alliance for Fiber-based Packaging, through which we channel our voice to policymakers in the U.K., to advance the collection, sorting, and recyclability of our packaging. And we are directly involved with the European Commission Joint Research Center’s development of a new waste-sorting labeling system, among other topics addressed by the waste expert groups. Together, these contributions allow us to help shape the development of recyclability-related rules and criteria, and gain valuable insight that helps improve the recyclability of our packaging products.





## Global Recognition

In 2025, Graphic Packaging received 26 awards around the globe for packaging innovation, sustainability, plastic replacement, and brand marketing. We were recognized for our ProducePack™ Punnet tray, Leffe beer multipack, Mathys AG implant packaging, PaperSeal Shape tray, and more.



### ProducePack™ Punnet Tray

We engineered the ProducePack Punnet tray to run on existing plastic filling and sealing equipment, removing a major economic barrier for companies seeking to adopt more circular solutions. The punnet tray is composed of over 85% renewable raw material content, and, for one U.K. berry retailer alone, the tray's adoption has led to the replacement of approximately 17 million plastic trays per year.

#### AWARDS:

- WorldStar Award 2026
- PAC Global Awards 2026 — Sustainable Packaging Design: Best in Class, Package Circularity Award
- 4evergreen Alliance Circularity Success Story Award 2025
- Packaging News Environmental Packaging Award 2025 — Silver
- AmeriStar Award 2025



### Mathys AG Medical Implant Packaging With Integrated Honeycomb Inlay

By working closely with healthcare professionals, Mathys AG and Graphic Packaging developed a new, three-piece, paperboard packaging system for medical implants. The paperboard honeycomb inlay offers a renewable and recyclable alternative to traditional fossil-based foam inlays that have limited recycling options, and cushions implants of varying shapes and sizes, reducing the need for unique packaging versions.

#### AWARDS:

- PAC Global Awards 2026 — Sustainable Packaging Design: Best in Class, Package Circularity Award
- WorldStar Award 2025
- Paperboard Packaging Competition 2025 — Richard DePaul Award for Creative Design & Converting
- AmeriStar Award 2025
- European Carton Excellence Award 2025 — Gold Award, Pharma and Healthcare
- Swiss Packaging Award 2024



### AB InBev Leffe Beer Multipack with Two-Piece Integrated Handle Technology

The Leffe multipack is designed to securely hold 20 x 250ml or 330ml glass bottles without the need for additional plastic reinforcement in the handle, pairing a lightweight main carton with a reinforced two-ply handle insert using dual-grain paperboard directions to maximize strength.

#### AWARDS:

- PAC Global Awards 2026 — Sustainable Packaging Design: Best in Class, Package Circularity Award
- European Carton Excellence Awards 2025 — Innovation Award
- Paperboard Packaging Competition 2025 — Excellence Award



### PaperSeal Shape for Sainsbury's and Pilgrim's Europe

We created PaperSeal Shape to advance the shift from plastic food trays into a paperboard alternative that maintains product protection, shelf-life, consumer appeal, and operational efficiency for the customer. The double flange construction of PaperSeal Shape delivers a rigid tray with excellent hermetic seal integrity, ensuring contents remain fresh.

#### AWARDS:

- WorldStar Award 2026
- The Grocer New Product and Packaging Awards 2024 — Bronze, Eco Pack of the Year
- Paperboard Packaging Competition 2025 — Gold Award, Sustainability
- Environmental Packaging Awards 2025 — Gold Award, Chilled/Frozen
- AmeriStar Awards 2025 — Sustainable Packaging Award



# Progress Toward Goals

In 2025, we continued evolving our BbD methodology and standardizing its use to assess the comparative circularity, functionality, and convenience of new product innovations.

Our innovation team filed more than 120 new applications and launched 257 new packaging solutions, generating over \$210 million in innovation driven revenue growth. New packaging solutions launched in 2025 were responsible for replacing more than 880 million plastic packages with paperboard solutions. By quantifying the circularity, functionality, and convenience benefits of our product innovations versus existing alternatives, we deliver Better Packaging to the market while demonstrating progress toward our Driving Circularity goal.

## BbD Methodology Improvements

In 2025, we advanced our BbD methodology by standardizing our internal circularity metric calculations to align with EU legislative framework such as the PPWR and Single-Use Plastics Directive and by completing external assurance on the circularity approach. We also conducted internal BbD trainings to increase methodology use and drive consistency across our business. As part of the

continued development of our BbD methodology, the innovation team conducted an expanded pilot test applying the BbD methodology to assess the relative circularity, functionality, and convenience for several new package innovations. The pilot provided the feedback needed to further refine and improve BbD methodology processes, calculations, and decision-making rules. The expanded pilot also enabled us to seamlessly incorporate input from our external reviewer into the assessment process.

## BbD Pilot Results

During 2025, the product innovation team launched 31 new product innovations spanning applications in the trays and bowls, cups and containers, and multipack innovation platforms. The innovation team conducted an expanded pilot test applying the BbD methodology to assess seven new package innovations. As illustrated in the table, six out of seven (or 86%) of the tested packages meet our Better Packaging goal criteria, demonstrating our new innovations are more circular, more functional, and more convenient than existing alternatives.

We believe our BbD methodology not only improved significantly during 2025, but will be a valuable tool as we partner with customers to develop new packaging innovations. Highlighted are three examples showcasing BbD in action evaluating package circularity, functionality, and convenience.

BETTER BY 2030 DRIVING CIRCULARITY GOAL	2025 STATUS	PROGRESS TOWARD GOAL
Every new product innovation is more circular, more functional, and more convenient than existing alternatives	86% <sup>a</sup>	On Track

a. Results from expanded pilot with seven new innovations

## SUMMARY OF BbD RESULTS FROM EXPANDED PILOT TESTING

Innovation	More circular	More functional	More convenient	Existing Package
EnviroClip™ Beam Multipack	Yes	Yes	Yes	Paperboard wrap
True-View Paper Cup	Yes	Yes	Yes	PET Cup
PaperSeal Pressed	Yes	Yes	Yes	PET Tray
Fully Enclosed Carton With Two-Piece Technology	Yes	Yes	Yes	1-piece paperboard with plastic tape reinforced handle
Premium Wrap	Yes	Yes	Yes	PE Shrink film
PaperSeal Cook Tray	Yes	Yes	Yes	PET Tray
Plastic-Free Clamshell	No	No	No	Plastic barrier coated paperboard



### EnviroClip Beam

Get More Vits wanted packaging that would capture consumer attention, use less material, and still perform well across the supply chain. For their 4 x 500ml Polyethylene Terephthalate (PET) bottle multipack, they chose the EnviroClip™ Beam clip-style multipack carton.

In terms of circularity, the solution uses less material, reducing package by more than 50% when compared to Get More Vits' previous wrap-style multipack format. In addition, the unique fold and lock structure eliminates the need for adhesive. These two improvements reduce the carbon footprint of the pack by a factor of 2.4.

The clip-style multipack is made from sustainably sourced, third-party-certified paperboard that includes a blend of wood fiber and recycled fiber, comprising 88% recycled or renewable content in the pack. The clip has a recyclable content of 98.7% and is recyclable in household waste streams, where 87% of paper and paperboard packaging is recycled in the EU.<sup>6</sup> EnviroClip Beam has an MCI of 0.85, slightly above the replaced paperboard wrap.

The pack delivers strong on-shelf impact and excellent functionality, from both a consumer and a retailer perspective. Oriented bottles enable the clip and bottle branding to work together to further reinforce the premium shelf image.

EnviroClip Beam works with a wide range of bottle profiles and sizes, can be used for 330ml or 500ml

bottles without changing the pack design, and is suitable for both hand packing and use in high-speed, automated packing systems. By eliminating the need for adhesive application equipment, we reduce cost, operational complexity, and maintenance requirements. In addition, the clip package is delivered as a flat blank, optimizing shipping and storage and reducing associated carbon emissions and costs.

EnviroClip Beam's unique clip-style multipack increases product visibility by approximately 50% versus a wrap-style multipack and by more than 80% versus shrink film, making it easier for consumers to spot and identify Get More Vits' products on the shelf. The pack also features easy-access finger holes for a convenient carry experience, and bottle removal is easier than with the wrap format. Individual dispensing features can also be added to further enhance usability.

In terms of regulatory compliance, EnviroClip Beam offers an alternative to single-use plastic grouping solutions that will be restricted under PPWR. It is designed to support packaging minimization and recyclability requirements, unlike the flexible polyethylene (PE) shrink film frequently used for PET beverage multipacks, which is recycled at only 21%.<sup>7</sup>



### True-View Paper Cup

True-View is the first paper cup to be certified for free-flow dispensing of beer and cider, meeting events industry functional requirements that previously could only be met by fully transparent

cups made of plastic. Featuring a translucent paper window, True-View allows a server to pour compliant one-pint or 500ml measures with accuracy and confidence. The ability to see the drink level through the translucent window and the selection of the natural coating that regulates excessive foaming of beer were part of our innovation efforts to bring convenience aspects for the consumer that would match those of plastic cups. In addition, the True-View paper cup has a fully printable surface which can bring further information to the consumer and offers branding opportunities to the customer. Its rigidity compared to single-use thermoformed PET cups facilitates functional handling during pouring and serving.

The natural polymer coating and the microfibrillated cellulose translucent paper window maximize the use of renewable materials.<sup>8</sup> Licensed as paper for EPR purposes, the cup also benefits customers as it is subject to significantly lower EPR fees in the U.K. and Europe, and is not exposed to the plastic tax — unlike PET cups.

The True-View cup is recyclable, and the translucent paper window is also repulpable. This solution is more circular than the PET cup as it has 88% renewable content and an MCI at least 2.5 times higher.<sup>9</sup> However, both cups still face limited collection and recycling rates in the foodservice sector. The MCI of the paper cup would improve significantly with a closed loop collection system for either recycling or composting in place. The cup is designed to be compostable and — where a national composting infrastructure is available — composting may be specified with a label, which could lead to an MCI as high as 0.86.<sup>10</sup>

### EMPLOYEE SPOTLIGHT



**“Carton innovation leader driving plastic replacement.”**

### Paul T.

#### Business Development Director (U.K.)

Paul is a Senior commercial leader with 35 years' experience in the carton industry, bringing deep sales expertise and a strong transition into innovation. He is passionate about driving the replacement of plastic trays in the food market and developing market-leading, future-ready product portfolios. Paul is one of the key inventors for PaperSeal through his relentless journey to expand the portfolio and meet our customers' needs for trays that use less plastic, deliver strong barrier performance, and comply with regulatory requirements. He is a key driver of innovative sustainable change throughout our tray portfolio.



EMPLOYEE SPOTLIGHT



“Protecting the planet for the next generation.”

**Steve G.**

**Business Development Through Innovation Director (U.K.)**

Steve has over 30 years of experience developing paperboard packaging solutions for the food and beverage industries. With a degree in aerospace engineering and a background in design, he manages an industry-leading team of innovation professionals focused on developing paperboard packaging solutions that meet the needs of our customers and their consumers. The team maintains a strong commitment to reducing environmental impact and improving product circularity.



**PaperSeal Pressed**

PaperSeal Pressed is a technical breakthrough that sees a specially designed pressed paperboard tray combined with a high-barrier liner, delivering a hermetic seal that addresses the challenge of micro-leakage. It is compatible with modified atmosphere packaging applications and provides a shelf-life equivalent to plastic trays. PaperSeal Pressed delivers a plastic reduction of around 85% for brands and retailers looking to reduce their reliance on plastic.

Its MCI of 0.78 represents a significant improvement versus a PET tray’s MCI of 0.26. With a structure made mainly of paperboard, PaperSeal Pressed is 87% renewable content and can be recycled with paper and cardboard, which has a recycling rate of 87% in the EU when source separated, compared with only 25% recycling rates for PET trays.<sup>11</sup> PaperSeal Pressed also has a lower carbon footprint compared to an equivalent PET tray, and is the lowest weight option in our PaperSeal tray portfolio while still ensuring modified atmosphere packaging performance.

Like all our high-barrier trays, we continue exploring options to reduce the thickness of the plastic layer without compromising the barrier properties. Some of our validated liners are now as thin as 50 microns, leading to further reductions in plastic content, carbon footprint, and improved circularity.

PaperSeal Pressed runs on existing plastic tray sealing equipment, requiring no or minimum investment and removing a critical hurdle to adoption by food producers. The ability to print high-quality graphics for enhanced on-shelf impact along with product information for the consumer – without using additional sleeves or labels as is the case for plastic trays – makes it more functional compared to plastic equivalents.

In terms of consumer experience, PaperSeal Pressed responds directly to consumer preference for paperboard solutions. It is more convenient than tray alternatives in the peelability of the liner, allowing consumers to recycle the paperboard part of the packaging separately from the plastic. According to a recent Pro Carton study, 89% of European consumers would choose paperboard packaging over plastic when given the choice,<sup>12</sup> 83% are confident paperboard will be recycled, and 76% believe they make a positive environmental contribution by choosing it.

**Read more** on our approach to packaging circularity in the [GRI Index](#) of this report ([GRI 306: Waste](#) and [GRI 416: Customer Health and Safety](#)), and in our [2024 Impact Report](#), pp. 49-59.

EMPLOYEE SPOTLIGHT

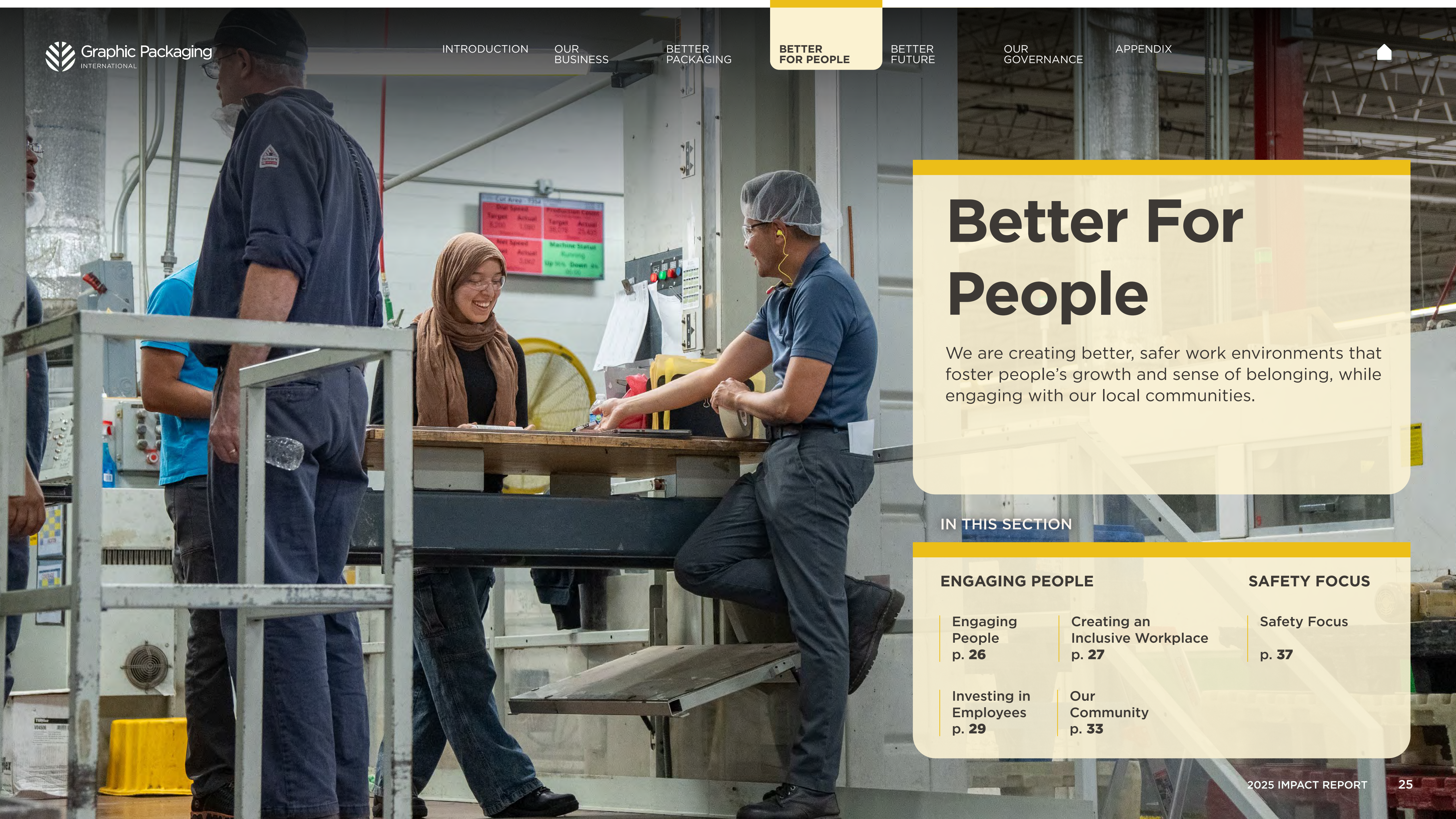


“Better Barrier Platform, Next packaging generation.”

**Lorena R.**

**New Product Development Senior Scientist (Spain)**

Lorena is a Senior research and development (R&D) Packaging Scientist with 20+ years of experience specializing in sustainable materials, functional coatings, polymers, and barrier technologies. At Graphic Packaging, Lorena leads the International Barrier Platform, where she is responsible for scouting and evaluating new barrier materials and technologies, as well as managing the Company’s role in EU-funded collaborative research and innovation projects focused on developing the next generation of sustainable barrier packaging solutions.



# Better For People

We are creating better, safer work environments that foster people's growth and sense of belonging, while engaging with our local communities.

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# Engaging People

We are creating better work environments that foster our employees' growth and sense of belonging. With 23,000+ employees worldwide, our global workforce brings together a variety of backgrounds and experiences that fuel innovation, foster collaboration, and drive success for our customers.

Graphic Packaging's leaders are committed to creating an engaged workplace where our employees reflect the consumers that use our products and the communities in which we operate. We believe our employees' unique backgrounds boost creativity, inspire us to approach challenges from multiple perspectives, and enable us to deliver better, more innovative solutions for our customers.

Engaged employees are also more innovative and productive — essential traits for delivering business results and achieving our Better by 2030 sustainability goals. Our focus on engagement seeks to enhance workplace satisfaction, improve retention rates, strengthen the safety of our organization, and ultimately drive stronger business performance.

Our employee engagement strategy is supported by two key pillars: creating an inclusive workplace and investing in our people. By focusing on these areas, we seek to ensure Graphic Packaging is a great place to work, an innovation leader, and a strong partner in the community.

## UN SDG ALIGNMENT (Read More)



## CASE STUDY

### Recognizing Our Employees

In 2025, Graphic Packaging celebrated the outstanding individuals whose dedication and contributions continue to drive our collective success. Through our global Leadership and President's Award program, we honored 250 employees for their positive contributions and impact on business results. We emphasized sustainability as a focus area across multiple award categories such as product innovation, environmental impact, and employee engagement.

Additionally, at the Graphic Packaging Honors event, we celebrated 255 employees for milestone service anniversaries, thanking them for their contributions and commitment to the Company.



The team responsible for securing our European virtual power purchase agreement (VPPA) received a "Best Functional Projects" Leadership Award. From left to right: Lennart A. (Sweden), Tina B. (Belgium), Alejandra A. (Belgium), Elodie B. (Spain), Jean H. (Nigeria) and Joe Y. (Georgia, U.S.)



# Creating an Inclusive Workplace

As a leading innovator in consumer packaging, we understand that the experiences and perspectives our employees bring to work every day are critical to our success and to enabling an engaged culture.

Our approach to building an inclusive and fair workplace is centered on the following principles:

- **Respect:** Value each employee’s unique experience and perspective, and celebrate their accomplishments
- **Belonging:** Create opportunities for employees to build positive connections with others
- **Safety:** Ensure employees feel physically and psychologically safe, and able to voice their opinions and concerns without fear of retaliation
- **Empowerment:** Give employees access to the information and resources required to be successful in their job
- **Fairness:** Ensure employees have equitable access to opportunities for growth and development

## Employee Resource Groups (ERGs)

Attracting and retaining talent with a variety of experiences and perspectives is vital to growing and sustaining our Company. Our seven Company-sponsored and employee-led ERGs are essential in creating an engaged workplace, and fostering a feeling of belonging. Throughout the year, these voluntary organizations support Company initiatives and goals, and honor the variety of experiences of our global employee population through initiatives that promote multicultural engagement, drive awareness and education, and champion community involvement. We believe every employee plays an important role in creating an engaged workplace, and we invite all employees to join any of our ERGs as members, allies, or advocates — regardless of their individual background.

Throughout 2025, our ERGs organized many volunteer events and community partnerships with outside organizations. Notable engagements include:



**BEGN+**

Black Employee Global Network

**The Black Employee Global Network (BEGN+)** advanced community engagement, professional development, and cultural connection. Members supported local communities through service initiatives including the United Way African American Partnership Day of Service, the Atlanta Community Food Bank, and an annual Back-to-School Supply Drive. BEGN+ also fostered internal growth and belonging through career-focused programming, Black History Month and Juneteenth celebrations, and a blood drive in recognition of Sickle Cell Awareness Month.

### EMPLOYEE SPOTLIGHT



**Education is Instrumental — Sustain the Future.”**

**Joan J.**

**Business Systems Analyst and President of BEGN (Georgia, U.S.)**

As President of BEGN+, Joan champions inclusion, development, and community impact in the areas where employees and members work and live. She currently serves on the Order to Cash Master Data Management Team, supporting Graphic Packaging throughout the last 20 years with high-quality, business-critical data management. Driven by a commitment to learning and elevating others, Joan partners with internal customers to expand knowledge, streamline processes, and deliver data-driven solutions that improve operational efficiency and directly influence business outcomes.

Joan leads and participates in initiatives that create meaningful change — from deepening the Company’s partnership with United Way through the African-American Partnership program, to supporting the Atlanta Community Food Bank, to organizing the annual Back to School Drive for children in economically disadvantaged communities. These efforts reflect her belief that investing in people strengthens both the workforce and the communities it serves.



EMPLOYEE SPOTLIGHT



“Respect grows culture — culture sustains community.”

**Minnie L.**

IT Business Relationship Manager and Co-President of AAPI (Georgia, U.S.)

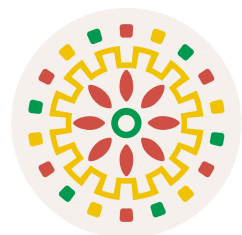
With a 24-year career rooted in the paper and packaging manufacturing industry, Minnie has built a career centered around people, communication, and collaboration. She currently serves as the information technology (IT) Business Relationship Manager for the Mill Organization and manages IT Communications for Graphic Packaging, ensuring that technology, strategy, and people stay connected.

She is also proud to serve as the AAPI+ Co-President, helping to elevate voices, build community, and foster belonging across the organization. Throughout her career, one belief has guided her: when you respect people — truly see them, listen to them, and value their contributions — they will respect you in return. Her work with the AAPI community has deepened that philosophy, reinforcing the importance of cultural awareness, shared understanding, and creating space where everyone feels empowered to bring their full identity to work. Respect isn't just a leadership principle for Minnie — it's the foundation of a healthy culture and the key to helping people thrive together.



Pride+

The **Pride+** ERG fostered inclusion, connection, and visibility for LGBTQIA+ employees and allies across Graphic Packaging. During Pride Month, the ERG hosted a Global Pride Webinar and a Pride Month Social Hour that encouraged continued allyship and support beyond June. Pride+ also participated in Pride Run Atlanta, and in recognition of National Coming Out Day, hosted a “coffee house-style” event featuring poetry, music, and personal storytelling to honor courage, authenticity, and connection.



Alianza+  
Hispanic and Latino Community

**Alianza+**, our Hispanic and Latino ERG, advanced cultural connection and community education. The ERG deepened its partnership with Los Niños Primero, a Latina-led, Atlanta-based nonprofit supporting children from early childhood through college. This collaboration included participation in the annual Día del Niño celebration and continued engagement focused on education and opportunity. Alianza+ also hosted high school students at our Atlanta, GA headquarters, to introduce students to the packaging industry. Additionally, the group celebrated Hispanic Heritage Month through cultural showcases and educational programming that highlighted the richness and diversity of Hispanic cultures.



EMERGE  
Early Career Network

**EMERGE**, our newest ERG, supports early-career professionals by fostering connection, learning, and growth across the organization. In 2025, EMERGE continued its bi-monthly Virtual Speaker Series, providing employees around the globe with opportunities to hear from leaders and gain broader insight into Graphic Packaging. EMERGE also hosted several networking events, including a speed mentoring session, to create meaningful opportunities for connection and development among emerging talent.



GVMA  
Global Veteran and Military Advocates

The **Global Veterans and Military Advocates (GVMA)** ERG strengthened connection, advocacy, and support for veterans and allies across the organization. GVMA launched the Battle Buddy Program to pair veterans with advocates — fostering camaraderie and peer support — and hosted a Voices & Valor series focused on topics supporting veterans transitioning into the workplace. The group also partnered with United Way to spotlight resources for veterans and their families, and honored service members through a Veterans Day celebration.



AAPI+  
Asian American Pacific Islander

The **Asian American Pacific Islander (AAPI+)** ERG strengthened cultural awareness, inclusion, and leadership connection across the organization. AAPI+ launched a new Spotlight Series inspired by the Hot Ones web series, pairing strong flavors with bold leadership conversations. AAPI+ also hosted meaningful celebrations, including a vibrant Lunar New Year festival, an Eid celebration to mark the end of Ramadan, a Diwali open house that honored the spirit of the Festival of Lights, and recognition of Asian American and Pacific Islander Heritage Month.



Women@GPI+

The **Women@Graphic Packaging+** ERG advanced connection, growth, and well-being through targeted development and engagement initiatives. In celebration of International Women's Day, the ERG hosted a leadership panel focused on accelerating personal and professional growth. The group also helped foster meaningful relationships through its Connections program, enabling members to expand networks and build relationships across the organization. To support holistic development, Women@Graphic Packaging+ offered social circles, quarterly growth challenges, and educational webinars throughout the year.



# Investing in Employees

We believe the next generation of leaders is already among us. That is why Graphic Packaging is committed to continuous development and fostering a sense of lifelong learning across the organization.

When employees have the necessary tools and training to succeed in their roles, they are more productive and engaged in the workplace. We provide a range of development opportunities, including on-the-job training, classroom learning, digital learning experiences, leadership development programs, mentoring programs, and regular coaching and feedback. These programs help move our culture forward, and build capacity — by ensuring employees have the skills and opportunity to excel in their current position, prepare for their next role, and develop and grow throughout their career.

**>300**

managers participated in the Ignite Leadership Development Program in 2025

**>1,100**

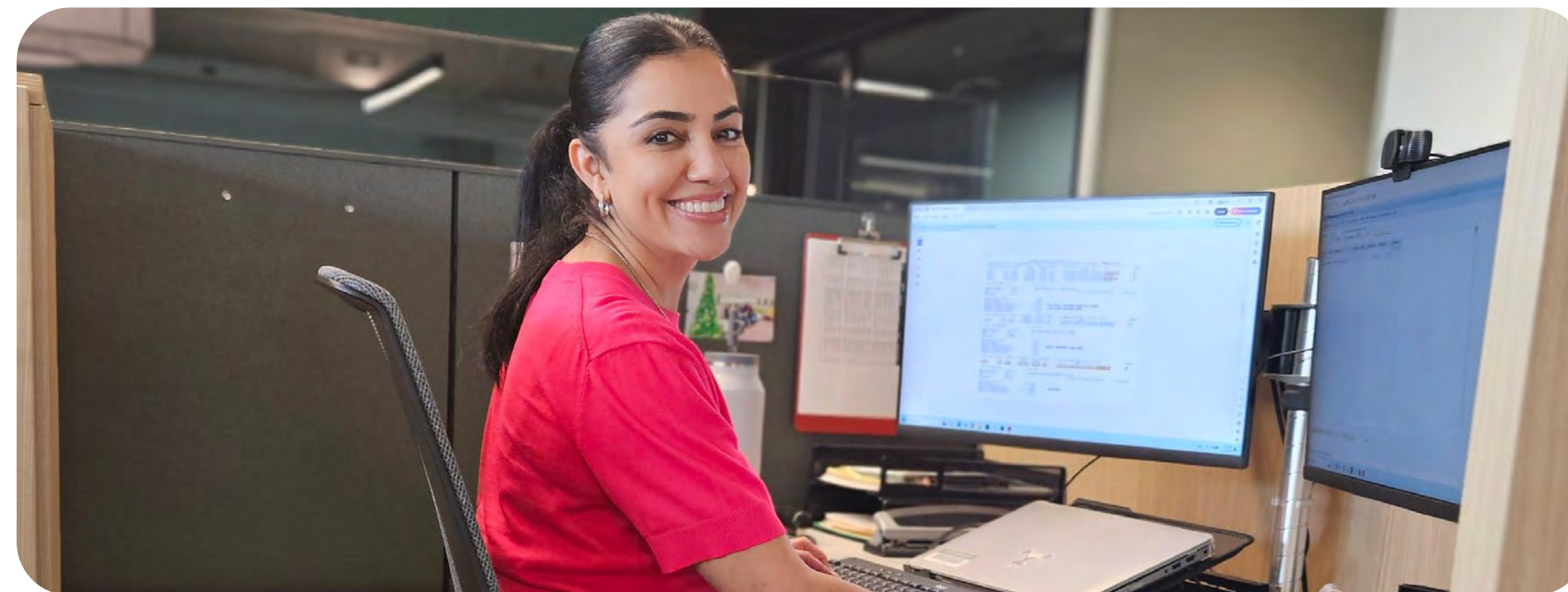
employees participated in the Spark program in 2025

## Leadership Development

### Ignite and Relgnite

We successfully launched the Ignite leadership development program in 2024, providing an opportunity for mid-level people managers to learn and practice leadership skills. We continued to deploy Ignite in 2025, and have trained more than 700 U.S. and Canada-based leaders cumulatively.

In 2025, we also launched Relgnite, a program designed to reconnect Ignite alumni, refresh key concepts, and provide opportunities to practice the tools and skills originally learned. Both programs continue to receive strong positive feedback, and teams led by participating managers continue to show higher engagement scores. We are further deploying Ignite and Relgnite to additional parts of the organization in 2026.



## Spark

Building on the foundation of Ignite, we have expanded our leadership development offerings with Spark, a program designed specifically for frontline people managers. Spark launched in our international business unit in 2024, and reached 97% of all international leaders by the end of 2025. Following this training, the international business unit recorded the Company’s largest year-over-year improvement in employee engagement scores.

In 2025, we continued to deploy Spark in the international business unit, with new content and tools for managers. Over the course of the year, we introduced Spark to 26% of our U.S. frontline leaders. In 2026 and beyond, we will continue to deploy Spark to leaders around the world.

### EMPLOYEE SPOTLIGHT



**“Growing people, fueling innovation, improving tomorrow.”**

### Jeff W.

**Training and Development Associate Manager (Texas, U.S.)**

Jeff and the Texarkana Technical Training team set the pace for the entire organization by becoming the first paperboard mill to fully implement a modern digital learning ecosystem for hourly operations teams. Under his leadership, Texarkana proved that digital learning can be both accessible and highly effective across the workforce. Jeff’s team built a framework that elevated consistency, engagement, and data-driven decision-making, while meeting each employee at their current level of knowledge and experience. By piloting artificial intelligence (AI)-enabled tools, tablet-based learning, and digital skill tracking, Jeff helped shape the enterprise model now being scaled across our Americas sites in 2026, and Europe soon after.



**Accelerate Program**

Accelerate is a structured development experience designed to prepare high-potential paperboard mill leaders to scale into their next role. We designed the program around four key elements: executive assessments, development planning, executive coaching, and formal learning experiences. Our first cohort completed the experience in 2025, and a new cohort will be launched in 2026.

**Region Leadership Program**

The Region Leadership program is a successor development experience designed for leaders in our international business unit. The program is structured

to accelerate development through assessments, mentoring, leadership training, and real business projects. In 2025, we successfully completed a new cohort, with 20 leaders graduating from the experience. A new cohort will be launched in 2026.

**Leadership Development Program (LDP)**

Our LDP helps equip early career employees with the skills, experience, and mindset needed to drive organizational success. Our 2024-2025 cohort graduated 18 early-career employees. And an additional 19 employees began their LDP journey as members of cohort 2025-2026. In 2025, we also expanded the LDP into the international business unit, adding five international LDPs.

**EMPLOYEE SPOTLIGHT**



**Edgar N.**

**Technical Training Associate Manager (Michigan, U.S.)**



**Technical leaders translate complexity into impact.”**

Edgar stands out as one of the earliest and most committed participants in our Pathway program, demonstrating exceptional dedication to learning and growth from the beginning. His passion for learning and helping others led him to join our Technical Training team, where he quickly became a trusted leader and resource for employees at every level. Today, Edgar leads training efforts at our mill in Kalamazoo, MI where he has continued to strengthen and expand the success of the Pathway model. Edgar’s transition from a technician to leadership marks a historic first for our team, reflecting both his capability and drive to elevate our learning culture. Edgar’s journey embodies the purpose of Pathway — unlocking potential, building capability, and developing future leaders from within.





## Skill Development

### “First Year Experience” (FYE) Program

The employee learning journey at Graphic Packaging starts with our new employee FYE program. FYE enables new hire success by clarifying expectations and aligning employees with our vision, strategy, and values, to establish a sense of connection and belonging.

### Pathway Training Program

Through our Pathway program, we are capturing and formalizing the institutional knowledge held by our most experienced employees, to ensure consistent knowledge transfer and effective training for the next generation of our workforce. In 2025, we implemented Pathway across all paperboard mill locations, to standardize technical training, strengthen work continuity, and reinforce accountability. Building on the program’s success, we plan to extend Pathway to our packaging facilities in 2026, further advancing our commitment to a unified, scalable learning culture.



### Augmentir™ Skills Development Platform

The Augmentir skills development platform is helping us modernize how we train and support our workforce. After launching the platform for hourly employees in 2024, we expanded the content in 2025 to include global compliance training and a broader set of technical learning tools. Augmentir helps shorten training time and enables frontline workers to increase their speed to workforce readiness — while strengthening our ability to capture knowledge, support new employees in a high-turnover environment, and prepare for upcoming retirements. The platform gives us a consistent, scalable learning infrastructure, creating continuity in our technical training culture and ensuring our teams have the skills they need to perform and grow.

### Sustainability Impact Insights Webinars

We offer annual training on our global sustainability program, to share updates about our key initiatives and progress. In 2025, we also launched a webinar series, Impact Insights, covering various aspects of our Better Every Day sustainability program, to help ensure our employees better understand this critical aspect of our business. Topics explored in 2025 include sustainable forestry, packaging innovation, and ethics and compliance.

## CASE STUDY

### Waco, TX as a Model for Education

Our new Waco, TX recycled paperboard mill used our Pathway skills training program as a part of start-up preparations in order to leverage the institutional knowledge held by our most experienced employees. In addition to Pathway, the Waco training team introduced the Augmentir online learning platform to streamline training, built partnerships with local educational institutions, and deployed simulator technology to help employees gain practical experience operating and troubleshooting new machinery before it was placed into service. This upgraded training program serves as a new standard for operations technical training and developing skills in our local communities.

Based on the success of these initiatives at the Waco mill, we launched similar training and learning investments in 2025 at our Macon, GA and Texarkana, TX facilities. In Macon and Texarkana, we designed apprenticeship programs with Central Georgia Technical College and Texarkana College, modeled after our partnership with Texas State Technical College in Waco. These programs will provide employees with formal technical training in preparation for jobs that align with our specifically designed curriculum. In addition, we added dedicated internal training resources to modernize our training process and build technical capabilities within our manufacturing operations.





## Progress Toward Goals

We value the perspectives and experiences of our employees. Their voices play a key role in shaping the culture we build together. Our employee engagement survey, conducted in partnership with Gallup, is an important opportunity for employees to reflect on their experience at Graphic Packaging and share insights that help us strengthen and evolve our workplace in meaningful ways.

Our 2025 engagement survey saw excellent participation, with an 82% employee response rate that allowed us to hear from more than 18,000 employees worldwide. Graphic Packaging’s overall employee engagement score, measured using the traditional Gallup Q12 employee engagement questions, achieved the 32nd percentile in Gallup’s manufacturing benchmark — up four percentile points from 2024, and up eight percentile points from our 2023 baseline, demonstrating 16% progress toward our 2030 goal. Scores for all 12 measured areas showed year-over-year improvement, as did scores for our Safety, Inclusion, and Accountability indices. Our international business unit achieved the

largest increase in engagement scores, driven by the expansion of our Spark leadership training program and stronger engagement practices, including broader action planning, enhanced performance management practices (including more one-on-one conversations), improved site communication, and increased engagement emphasis during senior leadership site visits.

We communicate enterprise-level engagement survey results throughout the organization, and work with managers to ensure they share team-level results, lead an action-planning session, and implement identified actions to further improve employee engagement. This year-round work helped each business unit to either maintain or increase engagement levels in 2025. Similarly, strong team-level action plans across many corporate functions contributed to 2025 employee engagement scores remaining at or above the 50th percentile.

The 2025 survey feedback allowed us to hear that many employees understand what is expected of them and feel they have opportunities to do their best. Even though employee engagement scores increased in 2025, we know there is still more to do to foster a safe and engaged culture. Following the 2025 global engagement survey, we provided action-planning support to people leaders and human resource (HR) Business Partners on how to interpret team feedback and align priorities. As leadership teams gain a better understanding of their results and next steps, they can take meaningful action. Our people leaders will continue to support employees in these areas, while also increasing focus on employee development and recognition.

### BETTER BY 2030

#### ENGAGING PEOPLE GOAL

75th percentile employee engagement

#### 2025 STATUS

32nd percentile

#### PROGRESS TOWARD GOAL

Progressing

Our global action planning process gives us confidence we are advancing our aspiration to create a safe, engaged, customer-focused work environment — and that we will reach the 75th percentile for employee engagement, as measured by the Gallup Q12.

8

percentile point increase in our employee engagement mean versus our 2023 baseline

Read more on our approach to creating an engaged workforce in the [GRI Index of this report \(GRI 401: Employment, GRI 404: Training and Education, and GRI 405: Diversity and Equal Opportunity\)](#), and in our [2024 Impact Report, pp. 19-21 and 126-135](#).





# Our Community

The strength of our communities, employees, and business is deeply interconnected. That understanding shapes how we invest and partner to drive social and environmental impact — locally and globally.

At Graphic Packaging, our purpose is clear: packaging life’s everyday moments for a renewable future. In late 2025, we transformed our legacy corporate giving program into our new global social impact program, RENEW. Inspired by a commitment to enhance the communities where we operate, RENEW helps deliver on our sustainability promise to be Better, Every Day — uniting employees, customers, and communities to protect nature, fight hunger, and create opportunities for the next generation. RENEW also strengthens our business — building pride in our packaging and culture, attracting purpose-driven talent, and deepening trust as a responsible partner and neighbor.

Through the RENEW social impact program, we are focusing our philanthropy, charitable giving, and volunteer resources in three areas:

- **Renewing the Environment** by restoring nature and promoting recycling,
- **Renewing Food Access** by providing food and supplies where most needed, and
- **Renewing Futures** by empowering youth and investing in the workforce of the future.



UN SDG ALIGNMENT ([Read More](#))



CASE STUDY

## RENEW

Our RENEW social impact program is the bridge between our packaging products and corporate purpose. It unites employees, customers, and communities to fight hunger, create opportunities for the next generation, and help protect and restore nature. Building on our long tradition of volunteerism and philanthropy, we designed RENEW with:

- Sharper focus on causes aligned to our business, our people, and local community priorities
- Stronger governance that connects local efforts to global goals — empowering employees to contribute meaningfully within a unified framework
- Greater visibility and transparency through internal and external storytelling
- Measurable impact — including a company-wide goal for every Graphic Packaging site to support a RENEW project each year

To drive site-level participation in 2026, we are educating community liaisons to align the majority of their giving and volunteer initiatives with our RENEW focus areas, while allowing for flexibility to support projects that resonate locally. This versatile approach empowers our workforce to take ownership of local impact while advancing shared enterprise priorities.

Our RENEW program will also utilize a new process for collecting project metrics, to improve transparency and enhance how we measure our impact.





## Renewing the Environment

Our packaging depends on sustainably harvested trees, and the communities where we live and work thrive with greenery. RENEW supports initiatives that protect and restore nature, and that promote a circular economy through recycling paperboard packaging. With the introduction of RENEW, we launched our first enterprise-level nonprofit collaboration with the Arbor Day Foundation, committing \$500,000 through 2030 to help expand urban green spaces and sustain forests across diverse global regions. Graphic Packaging employees around the world will bring this work to life by leading and participating in hands-on tree planting events, distributing seedlings and trees in their communities, and supporting global reforestation projects. The Foundation's Forest Priority Index and Nature Priority Index guide our efforts to plant and distribute trees where they are needed most.

Recycling is the foundation of our business, and a key driver of a circular economy. As the producer of the world's highest-quality recycled paperboard, we are leading innovation to recover and reuse fiber to create more circular, more functional, and more convenient packaging. Through RENEW, we plan to extend that leadership into our communities — promoting recycling education in schools and neighborhoods to reduce landfill waste and close the paperboard material loop. By equipping our employees — and through them, our communities — with the knowledge and tools to champion recycling, we aim to spark lasting habits at work, at home, and beyond.



## Renewing Food Access

No one should have to wonder where their next meal will come from. At Graphic Packaging, we package food for many of the world's most recognized brands, and we share a responsibility to fight hunger in the communities where we live and work. Through RENEW, we are partnering with local food banks and hunger-relief organizations to help close the food insecurity gap in our communities. We are volunteering, donating, and raising awareness to help ensure families have access to nutritious meals and supplies where most needed.

RENEW will make it simple for employees to help communities recover from natural disasters, by supporting the American Red Cross as well as the International Federation of Red Cross and Red Crescent Societies to provide immediate, hands-on ways to give and volunteer. We are also exploring opportunities to support disaster relief through donations of foodservice packaging that can help deliver meals and supplies efficiently. We prioritize support near our facilities to make our greatest impact locally.



## Renewing Futures

Resilient communities start with young people, and their access to education and support systems is critical. Through RENEW, we are investing in youth programs that build life skills, expand learning access, and help strengthen confidence for future success.

### EMPLOYEE SPOTLIGHT



**Ruth D. and Sue A. (Georgia, U.S.)**



**Ideas sparked. Sleeves rolled. Communities renewed."**

Ruth leads Graphic Packaging's global communications and brand strategy to strengthen the Company's reach and reputation. A communications and marketing leader with experience spanning Fortune 500 and global nongovernmental organization environments, she spends her free time cheering her kids on at sports tournaments and exploring the world through travel and podcasts.

Sue brings the social impact vision to life, building meaningful partnerships with employees, customers, partners, and communities. A 37-year veteran of the packaging industry, she is also an avid cyclist, home renovator, and global traveler.

Together, they launched RENEW, the Company's global social impact program, connecting philanthropy and volunteerism with core business priorities to create lasting community impact.

In partnership with United Way, we are helping fulfill basic needs that unlock opportunities for youth. We are also collaborating with schools and youth-development organizations — such as after-school and mentorship programs — to ensure young people have safe spaces to learn, positive role models, and pathways to reach their full potential.

In addition, we are investing in education and training that prepares the next generation of packaging and manufacturing professionals —because a strong,

sustainable industry depends on skilled talent. From technical partnerships and scholarships to hands-on learning opportunities, we are helping bridge the gap between classroom and career. We support trade programs, community colleges, and universities that teach essential skills in engineering, operations, and design — empowering people to build rewarding, long-term careers in our field.



## Progress Toward Goals

Globally, our employees work with community partners to support our RENEW focus areas, as well as additional local causes they find important. Our donations and volunteer activities are based on community needs, such as food pantries, skills-building programs, nature conservancies, literacy programs, back-to-school supply and holiday gift drives, and other meaningful causes.

In 2025, Graphic Packaging and our employees contributed approximately \$4.0 million to support our communities. This total includes a significant, one-time, in-kind donation resulting from the sale of a former Graphic Packaging facility.

In addition to our Better by 2030 goal to enhance the communities in which we operate, we are establishing an internal target for every Company location to annually participate in at least one activity aligned with a RENEW focus area: Renewing Food Access, Renewing the Environment, and/or Renewing Futures.

## Renewing Food Access

- We sold a former packaging facility to the Northeast Louisiana Food Bank at a \$2.55 million discount from fair market value, reflecting our commitment to strengthening community infrastructure and supporting long-term food security in the region.
- Graphic Packaging employees at various sites held events to provide food to those in need. We provided funding, donations, and volunteer hours to support local food pantries in South

Dakota, Michigan, Illinois, and Texas, in addition to the Atlanta Community Food Bank and Atlanta Community Assistance Center in Georgia:

- In Atlanta, GA, our IT team and Black Employee Global Network ERG members volunteered at food pantry events, packaging a combined 46,000 pounds of food — the equivalent of approximately 38,000 meals for seniors and other neighbors.
- In Crosby, MN, our employees partnered with Meals on Wheels to make weekly deliveries to homebound members of the community.

### BETTER BY 2030

#### ENGAGING PEOPLE GOAL

Enhance the communities in which we operate

#### 2025 STATUS

Approximately \$4.0 million invested

#### PROGRESS TOWARD GOAL

On Track





## Renewing the Environment

- Through our industry’s youth outreach program Trees Into Cartons, Cartons Into Trees (TICCIT), we helped more than 2,500 students in 2025 learn about the vital role of renewable forests and recyclable packaging. Since 2008, our employees have engaged approximately 128,000 students in North and South America and Europe through the TICCIT program.
- In 2026, we will build on our strong history of TICCIT support and launch our own outreach program called “RENEWABILITY.” While continuing to emphasize the importance of trees and the sustainability of our packaging, this new program will include tools to support local recycling advocacy and pathways for schools to become certified “Tree Campuses” through the Arbor Day Foundation.
- We continued our support of the American Forest Foundation’s Field to Forest program. Field to Forest is a reforestation program designed to assist family landowners in transitioning marginal row crop and pastureland to functioning pine forest. The program allows Georgia and Alabama families to diversify their farm income through financial assistance to maintain their new forests. This effort helps restore pine plantation forests in Georgia, where we source wood for our Macon wood-based paperboard mill.
- In honor of Earth Day, 23 employees in Monroe, LA, came together to remove litter from a two-mile stretch in front of the facility, amassing 44 bags of trash and another 13 bags of recyclables.



- Graphic Packaging participated in Home Sweet Home’s ‘Discard & Donate’ program, which assists employees relocating to a new city in discarding unwanted items, and donating the items to those in need. Our participation resulted in 19 trees saved and 57 trees planted by the U.S. Department of Agriculture Forest Service Plant-A-Tree program.
- Employees at our corporate headquarters in Atlanta donated 420 pounds of electronic equipment to InspiredU, a local nonprofit that supports underserved learners in building digital skills for education and career advancement. InspiredU refurbishes usable devices for continued community benefit, and responsibly recycles the remaining materials — helping reduce electronic waste.

## Renewing Futures

- We initiated a \$350,000 scholarship endowment — to be funded between 2025-2028 — for students in the Western Michigan University Paper Engineering program.
- We also provided more than \$92,000 to support scholarships and educational resources for college students pursuing paper sciences, engineering, supply chain, manufacturing, and other industry-related careers, in collaboration with the University of Maine Pulp and Paper Foundation, Recycled Materials Association’s Paper Stock Industries, North Carolina State University, and the Mitchell, SD, Community Scholarship Fund.
- In support of our continued longstanding United Way partnership, 92% of our facilities in the U.S. and Canada participated in the 2025 annual campaign, a record high. Generous donations from our employees, combined with our Company match, resulted in more than \$355,000 to support local communities. 6.3% of employees donated in 2025, including 96 first-time donors — a 12% increase in overall participation over 2024.
- In 2025, we established a \$100,000 endowment for the Northeast Louisiana Children’s Museum, benefiting a wing that introduces children and young adults to manufacturing. We also supported the Georgia Partnership for Excellence in Education with a \$20,000 donation, and funded school robotics teams in Minnesota, Michigan, and Arkansas.
- We continued supporting Atlanta’s Woodruff Arts Center with the fourth of five committed annual \$200,000 donations. These contributions help fund a monthly Friday Jazz series, enriching

Atlanta’s cultural landscape and fostering a more accessible, vibrant arts community. Our funding also supports the Atlanta Symphony Orchestra’s Talent Development Program, which enables gifted Black and Latin musicians in grades 5-12 to receive advanced musical training and provides free music lessons to underprivileged students.

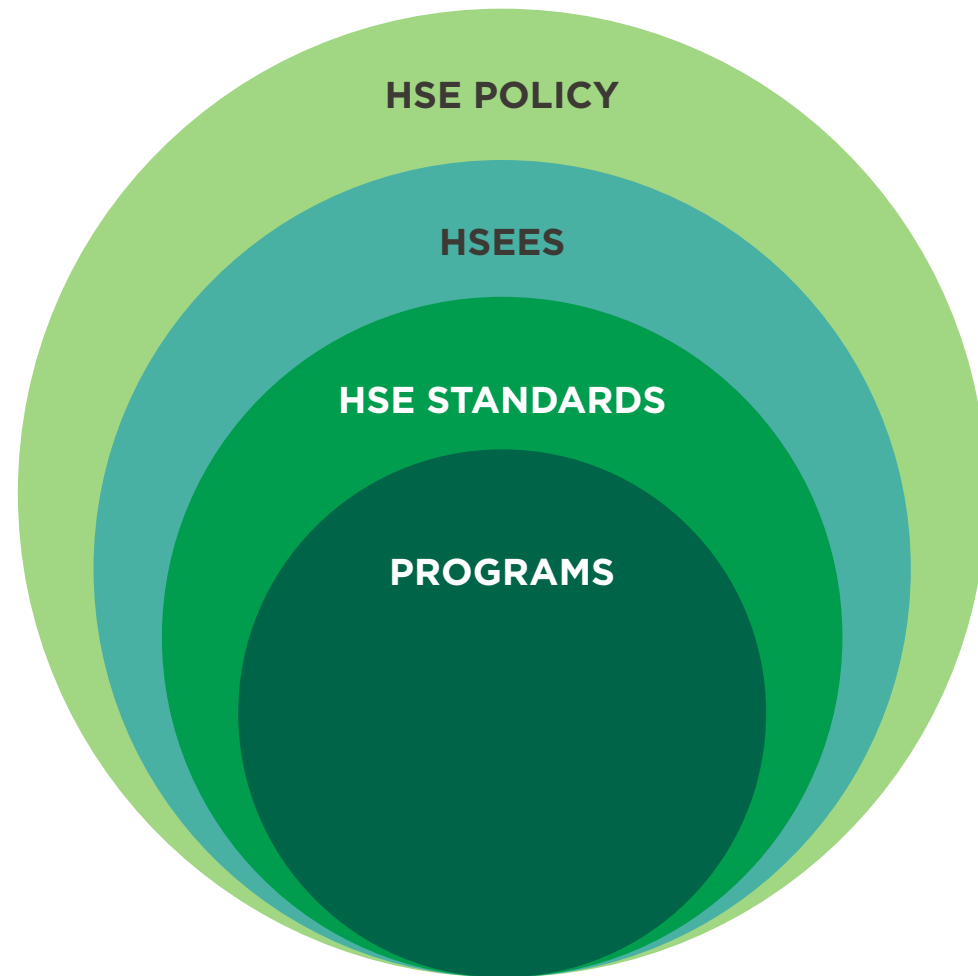
- Members of our BEGN+ joined students from Clark Atlanta University and Spelman College to volunteer with Kids Tech, a nonprofit focused on cybersecurity and digital literacy. The event provides hands-on tech training to children ages 6-14, covering topics such as password safety, digital citizenship, and core cybersecurity principles.





# Safety Focus

To deliver Better Packaging, we must ensure safe, healthy work environments that promote better physical well-being for everyone, every day. Our goal is to create a safe, healthy, and environmentally responsible culture that will enable us to achieve an injury-free workplace across our global operations.



Graphic Packaging’s health, safety, and environment (HSE) philosophy aligns with our business values, and is founded in our belief that all injuries and incidents are preventable, HSE is everyone’s responsibility, and preventing injuries and incidents is good business.

The Company’s HSE Policy governs how we operate, and establishes our expectations and aspirations. Our HSE Excellence System (HSEES) defines how we operationalize HSE and drive our policy commitments. HSE Standards define minimum technical requirements to consistently address common risks globally across our operations. And HSE Programs represent the day-to-day HSE standard operating procedures we implement to keep our employees safe, comply with regulations and Company/stakeholder requirements, and protect our environment.

The Global HSE Leadership team provides support for all business units as they implement the expectations of our Policy, continuously mature the HSEES, and adhere to regulatory requirements and Company HSE Standards to protect our employees, contractors, visitors, neighboring communities, and the environment.

UN SDG ALIGNMENT ([Read More](#))



## HSE Excellence System

Graphic Packaging utilizes a global HSE management system designed to exceed the International Organization for Standardization (ISO) 14001 environmental management system standard and the ISO 45001 safety management system standard. Our HSEES is a “Plan-Do-Check-Act” continuous improvement program developed to predictably and sustainably manage HSE; hold management accountable for HSE through goal setting, defining roles and responsibilities, and developing proactive performance measures; and hold individuals accountable for their responsibilities within the HSEES. The program specifically addresses physical, behavioral, chemical, biological, ergonomic, and environmental hazards, and provides the structure, strategy, and expectations to improve HSE performance and drive a strong safety culture.

Our HSEES is organized into 10 elements that define the planning, implementation, assessment, and measurement of the excellence system. Operations and business units use this framework to identify hazards, and to develop and implement strategies that reduce or eliminate risk. Across the globe, Graphic Packaging operations are supported by HSE professionals and consultants.

### Planning and Implementation

We have adopted a worldwide HSE Policy and global HSE Standards to ensure the consistent implementation of recognized HSE practices. Our relentless Hazard Recognition, Evaluation, and Control (HREC) program establishes and documents a process to continuously identify and assess hazards and associated risks — while maintaining material





compliance with existing and emerging regulatory requirements — and establish methods to eliminate or reduce the risk. HREC enables the Company to realize its vision to have all employees and contractors working safely and in an environmentally responsible manner 100% of the time.

We also invest in our operations employees and contractors through location-specific occupational health and safety training. In 2025, we revamped and delivered our Incident Investigation training to every Graphic Packaging location, to ensure our employees and managers identify and understand root causes of workplace incidents, and to prevent future accidents.

**Assessment and Measurement**

Graphic Packaging measures and tracks both leading and lagging indicators to help strengthen and improve HSE performance. Leading indicators — such as hazard mitigations, safety contacts, and HSE Annual Plan completion — help us drive safety performance and culture. Lagging indicators — including incident rates and metrics — provide insight into performance outcomes. Together, these metrics help us advance the maturity and effectiveness of our HSE program.

We also assess the maturity of our HSEES through facility self-assessments. In 2025, we further developed our site-level HSEES maturity and validation assessment program to ensure consistent HSEES implementation. This program requires sites to complete and maintain a self-assessment, and is supported by a framework for training validation auditors to conduct formal validation assessments. During these assessments, a trained auditor reviews site self-assessments, validates their accuracy, and

collaborates with local leadership to identify and align on improvement opportunities. In 2025, we completed validation for all our operations’ HSEES maturity self-assessments.

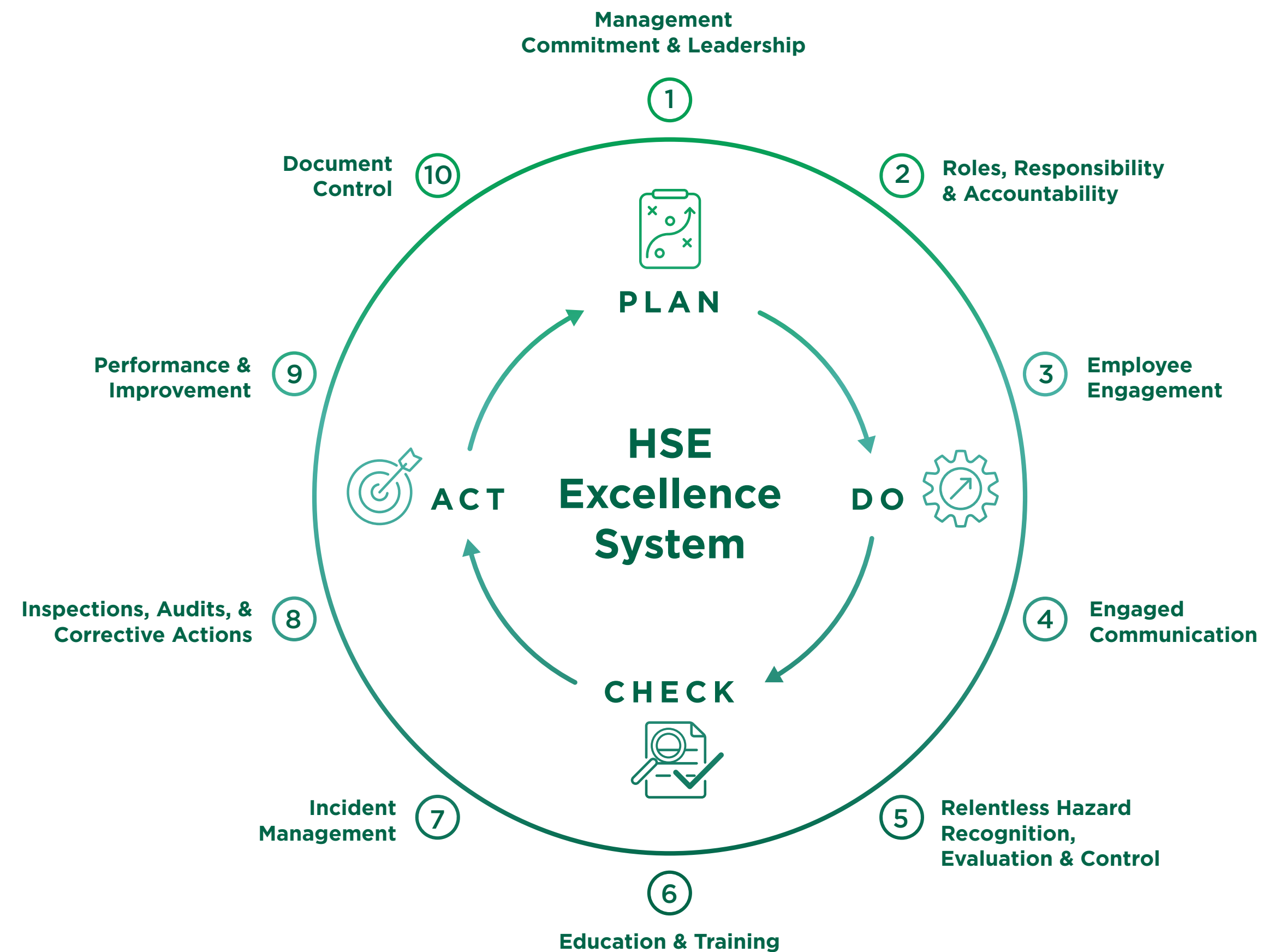
The alignment of our HSEES with ISO 14001 and 45001 requirements helps sites gauge when their HSEES maturity is sufficient to pursue third-party certification, should customers or stakeholders require it. Additionally, our HSEES provides criteria beyond ISO requirements, to enable continuous improvement and drive increasingly higher performance.

**Continuous Improvement**

At the core of our HSEES is a continuous improvement mindset and approach, designed to drive improved HSE performance and culture. We require each of our global facilities to develop and complete an annual HSE continuous improvement plan for their facility, following the “Plan-Do-Check-Act” model. HSE continuous improvement plans are geared to reduce risk, while advancing the implementation of cultural and programmatic HSE elements through defined actions that all sites globally are required to complete.

We track completion rates for HSE annual Continuous Improvement Plan action items, conducted safety contacts, and implemented hazard mitigations. We expect all operations locations to achieve at least 90% of their plans, and in 2025, 100% of our manufacturing facilities achieved this goal. Our facilities completed more than 4,500 planned improvement items, resulting in an overall action item completion rate of 97%.

**HEALTH, SAFETY AND ENVIRONMENT EXCELLENCE SYSTEM**





**EMPLOYEE SPOTLIGHT**



**Pittston (Pennsylvania, U.S.)  
Maintenance Team**

from left to right:

**Mason M., Facilities Maintenance**

**Dale L., Facilities Maintenance Lead**

**Jarrett R., Facilities Maintenance Lead**

**Bill R., Facilities Maintenance**

Recognizing a potential LIFE injury safety risk at its Pittston facility, the site's Maintenance Team moved swiftly to identify a solution. Previously, employees transporting finished product pallets into the Lid Line packaging and warehouse shrink wrap areas had to enter an active warehouse and navigate a blind turn into a work area shared with moving vehicles, creating a potential safety hazard.

Facility maintenance lead Dale identified a building modification opportunity to widen the entrance to the material storage area and engaged a trusted local contractor to execute the work. Leading a team comprised of Mason, Jarrett, and Bill, Dale drove the project from planning through completion, delivering a purpose-built pallet drop zone that keeps Lid Line employees entirely outside of the warehouse and vehicle traffic area when they deliver finished products to the packaging and shrink wrap areas. The new, wider entry point helps ensure pedestrians and vehicles are no longer in the traffic area at the same time.

**Hazard Mitigation Program**

Our HSE program is focused on proactively preventing and mitigating risks that could impact our employees, the environment, and our business. Sites conduct risk assessments to identify, evaluate, and reduce potential hazards. Our Hazard Mitigation program is comprised of floor-based actions to proactively eliminate or mitigate risks in our operations. In 2025, our sites exceeded their annual hazard mitigation rate target by 82%. Over 10,600 identified hazards were either eliminated or mitigated.

**Facility HSE Recognition**

Our Hazard Mitigation Recognition Program awards monthly, quarterly, and annual recognitions for proactively identifying and correcting hazards in our operations. In 2025, over 100 facilities submitted more than 650 hazard mitigation projects for consideration, and 119 received formal recognition.

**>4,500**

**continuous improvement initiatives were completed by our manufacturing facilities in 2025, to reduce risk and improve HSE performance**

Each year, seven especially impactful projects are recognized (one from each of seven defined regions). Projects recognized in 2025 were:

- Kalamazoo, MI recycled paperboard mill, for implementing an engineering control on its paperboard machine, to automate part of the paperboard threading process and eliminate employee risk.
- Hamel, MN packaging facility, for engineering and installing a tool to lift and place a gear box, helping eliminate ergonomic risk.
- Lumberton, NC packaging facility, for installing a forklift access pad to allow filled bags to be moved by forklift instead of manually, eliminating the ergonomic risk.
- Pittston, PA packaging facility, for removing a portion of a wall, to implement a drop zone away from powered industrial vehicle traffic, further separating pedestrians from these vehicles.
- Berlin, Germany packaging facility, for installing a lock on their robot cell cage, in addition to the existing interlocked door, to prevent machine interaction risk.
- Hoogerheide, Netherlands packaging facility, for replacing a staircase and adding a retractable tooling-rack lift assist, to reduce material handling risk.
- Lund, Sweden flexible packaging facility, for installing a fully enclosed interlocked cage around their extruder, to prevent machine interaction risk.



# Progress Toward Goals

We are on a journey to become a zero LIFE injury workplace by 2030. LIFE injuries (also known as serious injuries and fatalities, or SIFs) are defined as injuries that could result in a fatality or life-threatening or life-altering injury.

Such injuries cause life-altering impacts to the injured person’s health and well-being, and can erode team morale at our sites. Graphic Packaging is an annual signatory to the American Forest and Paper Association (AF&PA) sustainability commitments, which includes adopting the Association’s safety goal to prevent SIFs. Moreover, we support the broader paperboard industry’s safety initiative to drive down LIFE injury rates.

In 2025, our Company reduced LIFE injuries 50% from 2024, and 67% from our 2023 baseline — demonstrating strong HSE performance and significant progress toward our 2030 goal. We are very proud that in 2025, 98% of our operations facilities were LIFE injury free.

Graphic Packaging employees and contractors under our supervision worked more than 51 million hours in 2025, with a combined injury and ill-health total recordable injury rate (TRIR) of 0.86 — our best safety performance ever. We also recorded a lost time incident rate (LTIR) of 0.28 — a 20% reduction from 2024.

We are proud that 42 (34%) of our total facilities (including some office and R&D facilities, and locations with multiple sites) reported zero recordable injuries in 2025. Additionally, 77 (62%) of our total facilities achieved an incredible milestone: zero lost hours due to injury.

**50%**  
reduction in LIFE injuries from 2024 —  
and 67% from our 2023 baseline

BETTER BY 2030	PROGRESS	
SAFETY FOCUS GOAL	2025 STATUS	TOWARD GOAL
Zero LIFE injuries <sup>a</sup>	2 LIFE injuries	On Track

a. Defined as a fatality or life-threatening or life-altering injury.

## EMPLOYEE SPOTLIGHT



**Kim M.**  
HSE Senior Director (Georgia, U.S.)



**Always Striving for Relentless Risk Reduction.”**

Kim has over 20 years of progressive experience leading HSE initiatives across global organizations. Known for her strategic mindset and passion for protecting people, she has a proven track record of driving sustainable improvements in safety performance and building effective HSE management systems. She is an experienced speaker on safety, leadership, and community engagement and supports numerous outreach initiatives. She currently serves as the Vice Chair on the Board of Directors for the Paper and Packaging Safety Association dedicated to educating the pulp, paper, and packaging industry on safety issues and best practices. A dedicated community leader, Kim is also a certified women’s self-defense instructor and volunteers her time to help empower and advocate for others.



## Safety Benchmarking

We benchmark our safety performance using manufacturing industry safety metrics reported by the U.S. Bureau of Labor Statistics and the AF&PA. Graphic Packaging’s 2025 safety performance record stands out within our industry, with 2025 global TRIR, LTIR, and LIFE injury rates well below the 2024 Paperboard and Packaging industry rates reported by these organizations.

### HEALTH AND SAFETY PERFORMANCE

	U.S. BLS Benchmark (2024)	AF&PA U.S. Benchmark (2024)	Graphic Packaging (2025)
<b>TRIR<sup>a</sup></b>	2.4	1.71	0.86
<b>LTIR<sup>a</sup></b>	1.6	NA	0.28
<b>LIFE<sup>b</sup> Injury Rate</b>	NA	0.04	0.01

- a. Rate is defined as the number of events per 100 workers per year and 2,000 hours per worker. For salaried employees, we assume 2,250 hours per worker.
- b. Defined as a fatality or life-threatening or life-altering injury and aligns with the AF&PA SIF methodology.

## HSE Program Performance

Beyond progress toward our 2030 goal, we also assess the efficacy of our HSE program through a combination of management reviews, data analysis, facility self-assessments, auditing, and benchmarking. HSE managers regularly self-assess their facility for regulatory compliance, and qualified third-party HSE consultants audit each of our global operating sites at least once every seven years. In 2025, 15 sites completed third-party audits, and additional audits are planned in 2026.

Some of our locations voluntarily choose, or are requested by customers, to have their local HSEES certified to the ISO 45001 and/or the ISO 14001 standards. As of year-end 2025, nine locations (9%) were certified to ISO 45001, and 21 locations (20%) were certified to ISO 14001. Six locations in Germany have achieved multi-site certificates for the ISO 50001 energy management system and ISO 9001 quality management system standards. Furthermore, our Prosperity, SC packaging facility has maintained Occupational Safety and Health Administration Voluntary Protection Program status for more than 20 years.

We are proud of our Peer-to-Peer Program, a risk-based assessment that is completed by operations teams from one plant, reviewing another plant’s conformance to internal requirements — including hazard identification, mitigation opportunities, and HSE program maturity. In 2025, we completed 68 peer-to-peer assessments, covering 61% of our operating facilities (some locations have multiple facilities). These peer-to-peer assessments build HSE knowledge, and share best practices across our global operations. Importantly, this program is owned and executed by our operations teams, with support from our HSE community.

## Environmental Performance

Through our HSE data management system, we review monthly operating site environmental compliance deviations reports, and track audit status — including audit findings, corrective actions, and completions. This system also centrally stores important records, and enables sites to set compliance reminders for critical environmental reports and permit renewal timelines. More importantly, the system provides a management dashboard to analyze entered data, to help continuously improve our efforts.

Graphic Packaging locations operate in material compliance with all applicable HSE regulations. During the normal course of business, our facilities are subject to various state, local, and federal environmental agency inspections. Occasionally, these inspections may result in a notice of violation or citation related to HSE protection laws. We take HSE matters very seriously — if we receive a notice, we work diligently to correct and close the issues with the notifying agency in the stipulated time frame.

In 2025, we received nine notice of violation letters from environmental regulatory compliance agencies in relation to potential permit deviations at our facilities. Our HSE team worked diligently with these groups to either challenge or substantiate the potential violations, ensure corrective measures or responses were completed in a timely fashion, and address requirements for further action. We received \$50,600 in environmental regulatory fines from state, federal, or provincial regulatory agencies related to incidents of non-compliance from past years’ enforcement actions. We also recorded zero significant environmental spills or releases (e.g., wastewater, chemicals, oil, etc.) from our facilities

related to non-compliance incidents. Information regarding environmental matters is included in several areas of our [2025 Annual Report on Form 10-K](#) and in GRI 2-27, 303-2, 304-2, and 403.

In 2025, Graphic Packaging invested in several environmental projects for our paperboard division. We continued engineering design and air construction permitting work on bioenergy projects at our wood-based paperboard mills in West Monroe, LA and Texarkana, TX. We also continued engineering design work to upgrade the wastewater treatment systems at our paperboard mills in Macon, GA and Kalamazoo, MI. These projects will help achieve future improvements in environmental performance.

**Read more** on our approach to employee and environmental health and safety in the [GRI Index](#) of this report ([GRI 403: Occupational Health and Safety](#)), and in our [2024 Impact Report](#), pp. 46 and 138-147.





# Better Future

We are shaping a better future for our planet through everyday actions by reducing our environmental footprint and protecting valuable forest ecosystems.

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# Climate Action

The paper and packaging industry plays a central role in the transition to a low-carbon economy, due to increasing demand for more sustainable and recyclable packaging that is manufactured using renewable, nonfossil-based materials and has a low carbon footprint.

As Graphic Packaging grows to meet this demand, we are shaping a better future for our planet through everyday actions that reduce our Company's carbon footprint, in alignment with global reduction goals.

Our climate strategy is centered on four key pillars: assessing and managing climate risk, innovating new solutions to drive product circularity and enable decarbonization, reducing Scope 1 and 2 greenhouse gas (GHG) emissions from our operations, and collaborating across our value chain to reduce Scope 3 GHG emissions.

Our aspiration to achieve net zero GHG emissions by 2050 is foundational to our strategy, with our Better by 2030 Climate Action goals outlining the near-term actions we are taking. Our goals include science-based targets (SBTs), validated by the Science Based Targets initiative (SBTi), and are our first steps towards achieving our longer-term 2050 net zero emissions aspiration.

Better by 2030 Climate Action Goals:

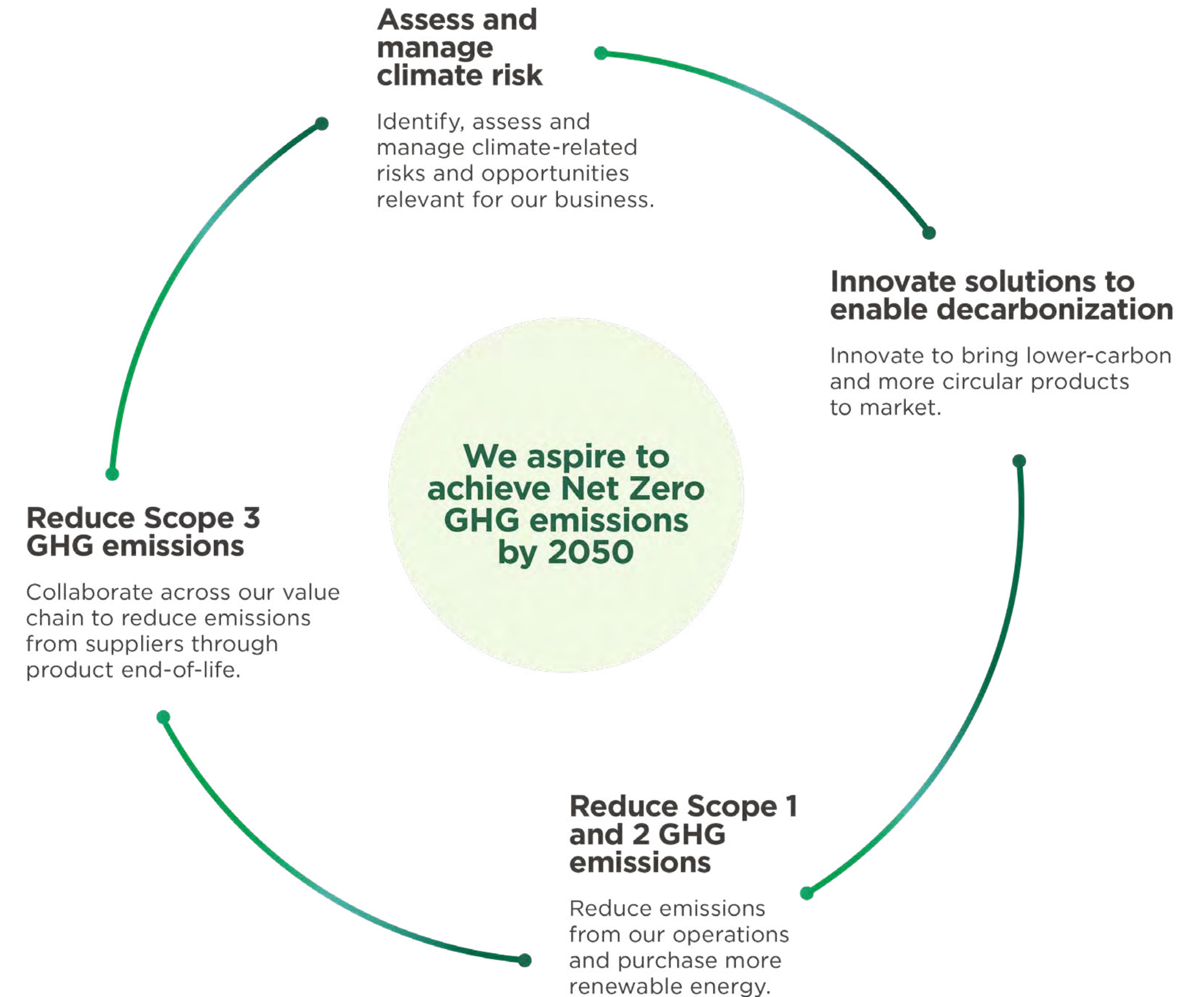
- 50.4% reduction in Scope 1 and 2 GHG emissions by 2032
- 30% reduction in targeted Scope 3 GHG emissions by 2032<sup>a</sup>
- 90% renewable fuel use in wood-based paperboard mills
- 50% purchased renewable electricity

a. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 emissions.

## UN SDG ALIGNMENT (Read More)



## ELEMENTS OF OUR CLIMATE STRATEGY





## Climate-Related Risks and Opportunities

Climate change is a serious global issue that presents both opportunities and challenges for our business, suppliers, partners, and communities.

We analyze significant new or emerging risks on an ongoing basis. And as part of our business strategy and financial planning, we evaluate how climate-related matters may impact revenues, costs, and investment needs.

In 2024, we conducted a climate scenario analysis to identify the physical and transition risks most applicable to our operations and value chain. We have integrated learnings from our climate risk assessment into our enterprise risk management (ERM) process. The resulting prioritized risk inventory is reviewed regularly with the executive leadership team (ELT) and the Board Audit Committee.

In early 2026, we published a [Climate-related Financial Risk Report](#), aligned with the Task Force on Climate-related Financial Disclosure (TCFD) reporting recommendations. In this report, you will see that climate-related risks and opportunities for Graphic Packaging are likely to be driven by physical climate parameters; changes in regulations, public policy, or technology; and product demand.

**Read more** on our approach to climate strategy and risks and opportunities related to climate change in the [Sustainability Governance](#) section of this report, our [Climate-related Financial Risk Report](#), the Risk Factors discussion of our [2025 Annual Report on Form 10-K](#), pp. 10-14, and our [2024 Impact Report](#), pp. 94-110.



### EMPLOYEE SPOTLIGHT



## Amos A.

**Risk Management, Senior Manager (Georgia, U.S.)**



### Framing growth through risk, opportunity & integrity.”

As an Enterprise Risk Leader, Amos has helped develop and expand the ERM function, conduct risk assessments for Graphic Packaging’s climate impacts and regulatory compliance, and advise the AI Committee. His work has connected our ERM function to directly support our strategic objectives. One of his goals is to support our operational excellence commitment by implementing a robust business continuity management program across all of our paperboard mills and packaging plants.

Amos brings deep experience in strategy and enterprise risk management across complex, asset-intensive industries. His background extends beyond traditional ERM to include business case development, scenario planning for high-stakes decisions, and post-implementation reviews following major events — helping organizations learn, adapt, and strengthen resilience. He views ethics, compliance, and an entrepreneurial mindset as foundational to long-term success in large multinational companies, with ERM serving as a critical enabler of all three.

When he’s not at work or stuck in Atlanta traffic, Amos is probably at a youth baseball park with his boys as a volunteer coach or hiking a trail in the woods or on a mountain.



## Energy

Energy is a critical input for Graphic Packaging’s operations, and the way we source and use energy has a direct impact on our GHG emissions. We use a mix of self-generated and purchased energy to power our paperboard mills and packaging plants — including purchased grid and renewable electricity, biomass, natural gas, and other fossil fuels.

## Energy Efficiency and Management

Our operations sustainability managers leverage collective learning and best practices across regions, to accelerate energy and material efficiency improvements throughout our global manufacturing network. In 2025, we advanced several initiatives to strengthen our energy management approach:

- We are upgrading our energy management system to enable real-time monitoring of energy use across facilities, supporting faster identification of efficiency opportunities.
- We are implementing enhanced start-up and shutdown procedures, developed in 2025, to reduce energy consumption when equipment is not in use.
- We are completing energy audits, as well as compressed air audits, to identify and address inefficiencies.
- We are refining our approach to site-level sustainability audits, applying a consistent methodology so all locations are evaluated against the same criteria.



### EMPLOYEE SPOTLIGHT



### Many teams, Collective learning, Unwavering drive.”

Michal attributes his 15 years with Graphic Packaging and rise from machine assistant to Operational Sustainability Manager to the Company’s deep commitment to employee development. He empowers his colleagues to deliver better service and products to customers while doing something meaningful and tangible for our planet and future generations.

Outside of work, he can be found spending time with family, riding his motorbike, composing songs on the piano, and living by his personal motto: “It can’t be that hard.”

### Michal H.

Operations Sustainability  
Manager International  
(U.K.)



## 2025 Energy Mix

Through our Climate Action goals, we are working to convert 50% or more purchased electricity globally to renewable/zero carbon electricity and to increase our use of renewable biomass fuels to 90% or more in wood-based paperboard mills.

In 2025, total consumed energy (defined as total consumed fuels plus total purchased electricity, heating/cooling, and steam) was 21 million megawatt-hours, with 63% from renewable sources. Year over year, total consumed energy in 2025 was approximately 4% higher than 2024, driven by increased uptime at several of our wood-based paperboard mills.

Renewable fuels represented approximately 68% of the fuel mix consumed across our global operations, and 76% of fuel used in our wood-based paperboard mills. Company-wide, renewable fuel use increased in 2025 versus 2024 due to a higher utilization of biomass fuels at two of our wood-based paperboard mills.

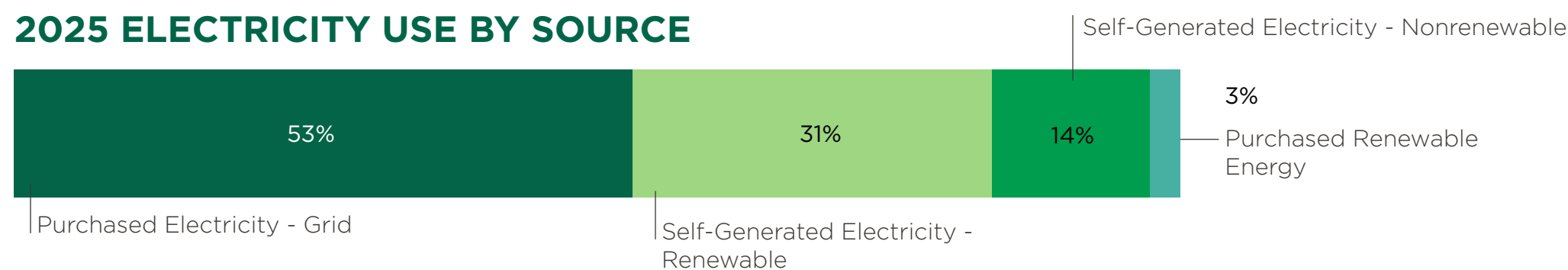
In 2025, Graphic Packaging self-generated 1.4 million megawatt-hours of electricity (69% from renewable fuel). Total electricity consumed to power our operations during the year was 3.1 million megawatt-hours — with 44% from self-generated electricity and 56% from purchased electricity (of which 5% can be claimed as renewable). Purchased renewable electricity increased relative to 2024, attributable to the start of commercial operation of the EU virtual power purchase agreement (VPPA) solar projects during fourth quarter 2025.

[Read more on our energy usage in the GRI Index of this report \(GRI 302: Energy\), and in our 2024 Impact Report, pp. 94-110.](#)

### 2025 ENERGY USE BY SOURCE



### 2025 ELECTRICITY USE BY SOURCE



## CASE STUDY

### Power Purchase Agreements

In 2025, we entered into a VPPA supporting the construction of a 250 megawatt solar power plant in west Texas. We expect the new solar plant to begin commercial operation in late 2027. And we anticipate receiving renewable energy attribute certificates (EACs) from the project, corresponding to approximately 43% of the Company’s 2025 electricity usage in the U.S. and Canada.

Graphic Packaging’s first VPPA, which supports three solar plants in Spain, began commercial operations in late 2025. The energy attribute certificates obtained via this agreement will enable us to claim renewable electricity for approximately 70% of our Europe, Middle East, and Africa (EMEA) region’s annual purchased electricity consumption.

Combined impact from the solar projects in the U.S. and Spain equates to:

- Powering approximately 90,000 U.S. homes and 30,000 European homes each year,
- Increasing the Company’s total global purchased renewable electricity to approximately 49%, and
- Reducing our global Scope 1 and 2 GHG emissions by approximately 20% from the 2021 baseline.





# Carbon Footprint Management

Graphic Packaging’s climate action plan is informed by a detailed analysis of the greenhouse gas emissions associated with our manufacturing operations and supply chain. We use this analysis to prioritize where and how our teams take action to reduce our footprint and achieve our science-based decarbonization goals:

- Reduce Scope 1 and 2 GHG emissions 50.4% by 2032
- Reduce targeted Scope 3 GHG emissions 30% by 2032<sup>a</sup>

**5%**  
year-over-year decrease in total operations (Scope 1 and 2) emissions in 2025

a. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 emissions.

## Operations GHG Emissions

The Company follows the GHG Protocol to calculate emissions for all locations within our operational control. This includes GHG emissions directly generated by using fuels in our operations (Scope 1) and the indirect GHG emissions (generated by other companies) associated with our use of purchased electricity and other third-party heating and cooling services (Scope 2). Together, these two GHG emissions types represent the operations carbon footprint needed to make our products.

### Direct Fuel Use GHG Emissions

Total direct GHG emissions from our operations includes emissions from fossil fuel use and biogenic emissions from biomass fuel use. Biogenic emissions are considered carbon neutral and, under the GHG Protocol, are not included in reported total Scope 1 GHG emissions. This is because carbon dioxide (CO<sub>2</sub>) released during biomass consumption is equivalent to the CO<sub>2</sub> that was originally removed from the atmosphere during tree growth, and will again be removed from the atmosphere as the forests regenerate — causing no net new addition of CO<sub>2</sub> to the atmosphere. In 2025, 78% (4.2 million metric tons of CO<sub>2</sub>) of Graphic Packaging’s total direct emissions were from biogenic sources, demonstrating the progress Graphic Packaging has made in reducing the impact of our emissions by transitioning to carbon-neutral fuels in our wood-based paperboard mills.

Our 2025 total fossil fuel (Scope 1) emissions, excluding biogenic sources, were 1.20 million metric tons of carbon dioxide equivalent (CO<sub>2</sub>e), with 94% of Scope 1 emissions generated at our paperboard mills.

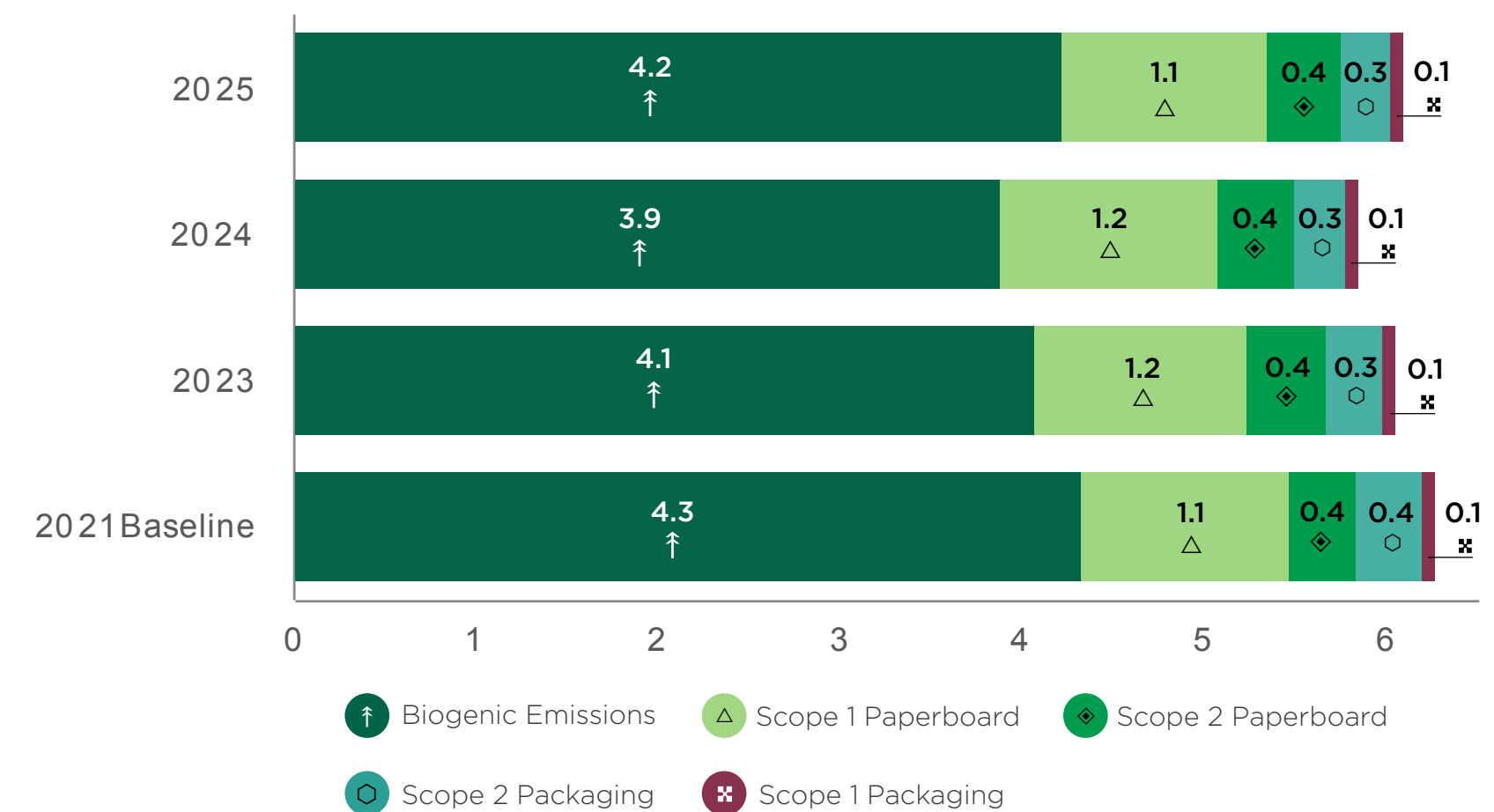
## Indirect Energy GHG Emissions

We calculate total indirect energy (Scope 2) emissions following both the market-based and location-based methods. We use market-based emissions when reporting total operations emissions, to reflect the impact of renewable electricity purchases across our operations. In 2025, both market-based and location-based Scope 2 emissions decreased relative to 2024. 2025 market-based emissions were 0.67 million metric tons of CO<sub>2</sub>e, with 60% of emissions occurring in our paperboard mills and 40% in our packaging plants.

Approximately two-thirds of our reported operations GHG footprint (Scope 1 plus Scope 2 emissions) results from burning fossil fuels in our manufacturing facilities, and the rest results from energy we purchase. Total operations emissions decreased 5% in 2025 relative to 2024 due to:

- Increased carbon-neutral biofuel use at two wood-based paperboard mills,
- Increased renewable electricity use in Europe attributed to the start of commercial operation at the solar plants in Spain, and
- Overall grid greening in Europe for purchased grid electricity.

### OPERATIONS GHG EMISSIONS (MILLION METRIC TONS CO<sub>2</sub>e)



a. Values for 2022-2024 have been restated to reflect structural changes in the Company and changes in measurement methodology.

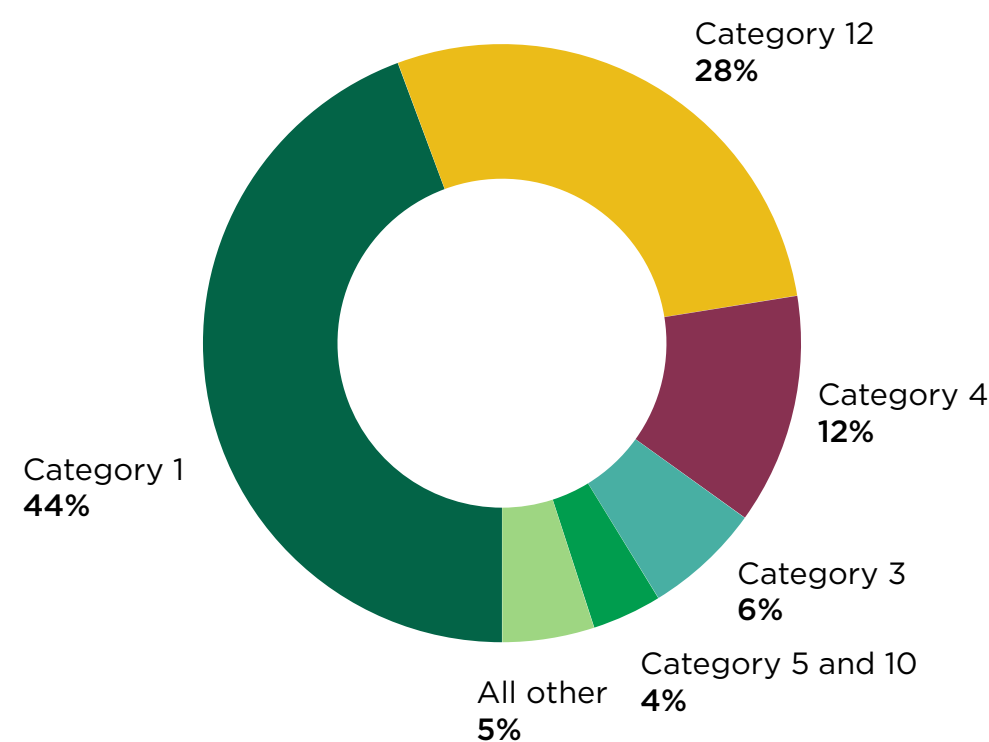


## Value Chain GHG Emissions

Our business activities are connected to various sources of indirect GHG emissions occurring along our value chain (Scope 3), such as those generated to produce the goods we purchase, from transporting our products, and emissions generated at product end-of-life. As our climate program evolves, we continue to refine our analysis approach, improve the quality of our Scope 3 emissions inventory, and update our calculation methodology accordingly. In 2025, we made enhancements to increase our use of supplier-provided emissions factors for calculating emissions associated with purchased goods and services (Category 1).

2025 Scope 3 emissions were 11% lower than 2024 emissions, which is largely attributed to using more accurate supplier-provided product emissions factors for purchased paperboard (Category 1),

### 2025 SCOPE 3 GHG EMISSIONS BY CATEGORY (METRIC TONS CO<sub>2</sub>e)

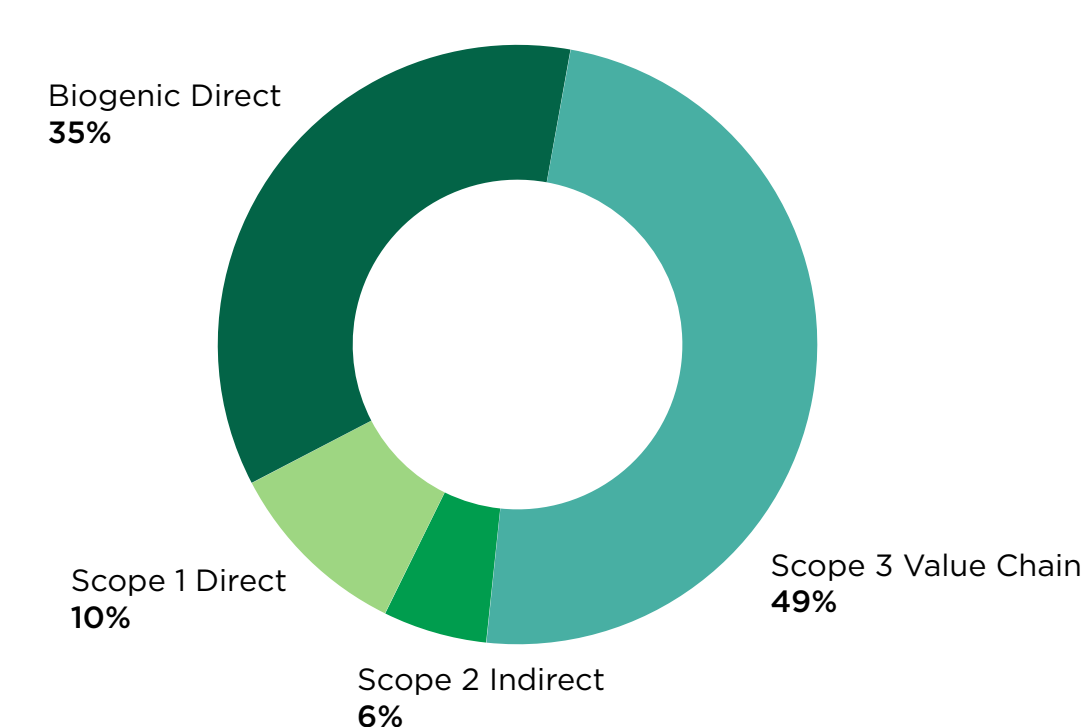


reductions in measured North America logistics emissions (Category 4), and a decrease in capital goods spending (Category 2) with the Waco mill construction project nearing completion.

## Total GHG Emissions

Total GHG emissions from Graphic Packaging activities are defined as the sum of biogenic, operations (combined Scope 1 and 2), and value chain (Scope 3) emissions. In 2025, carbon-neutral biogenic emissions represented approximately 35% of the total emissions footprint, demonstrating the progress we are making toward decarbonizing our operations. Scope 3 value chain emissions represent approximately 49% of our total GHG emissions, and Scope 1 and 2 operations emissions account for approximately 16% of the remaining total emissions.

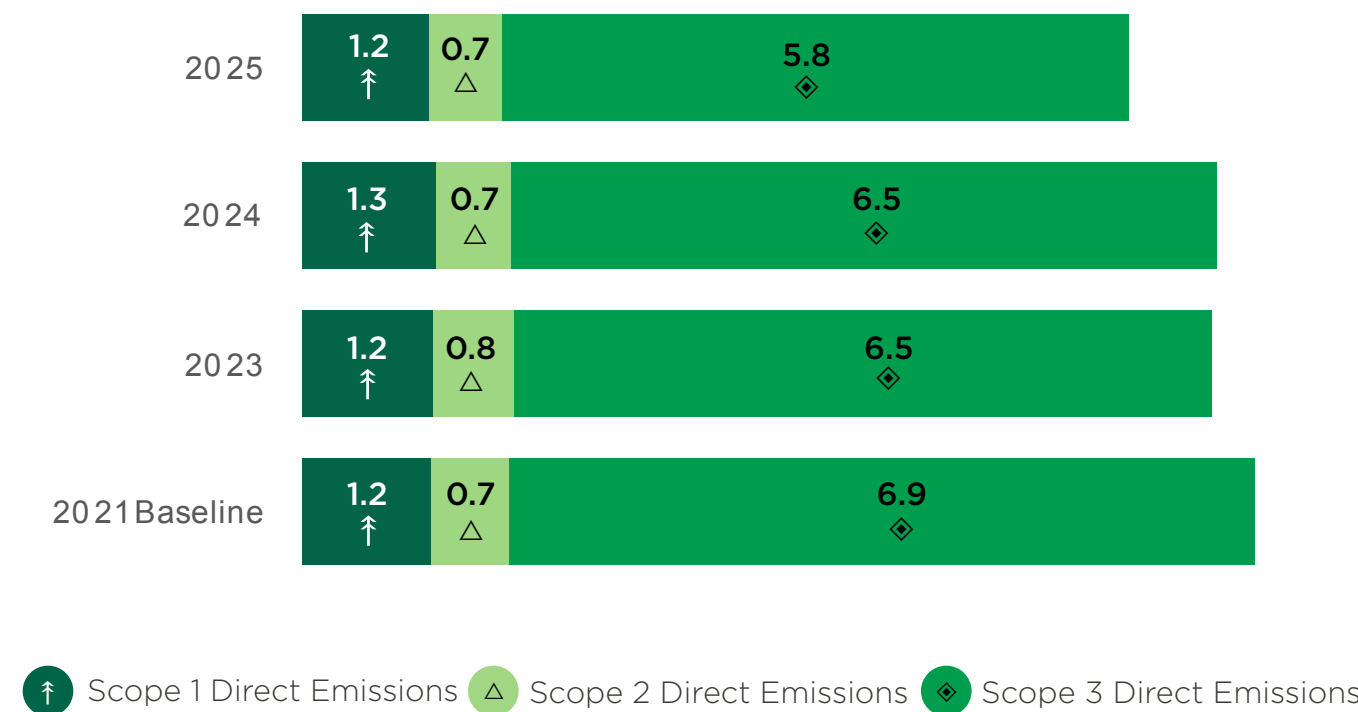
### 2025 TOTAL GHG EMISSIONS (METRIC TONS CO<sub>2</sub>e)



## Net GHG Emissions

Net GHG emissions associated with Graphic Packaging's activities only include Scope 1, 2, and 3 emissions as defined by the GHG Protocol. In 2025, combined operations Scope 1 and 2 emissions contributed 24%, and Scope 3 value chain emissions contributed 76% of the Company's net GHG emissions. Year-over-year reductions in the net emissions are attributed to increased biomass use in two paperboard mills, increased renewable electricity in Europe, and reductions in Scope 3 Category 1, 2, and 4 emissions as discussed earlier.

### NET GHG EMISSIONS BY SCOPE (MILLION METRIC TONS CO<sub>2</sub>e)



## Reducing GHG Emissions

Achieving our near-term SBTs requires the expertise, innovative thinking, and teamwork of subject matter experts (SMEs) across the Company. These SMEs are sharply focused on identifying and implementing attractive, cost-effective near-term actions to decarbonize company activities and achieve our Climate Action goals.

The teams are also looking ahead, assessing long-term challenges and needs to reach net zero emissions by 2050. Delivering zero emissions manufacturing at scale will need new, yet-to-be developed low-emissions manufacturing processes, carbon capture and storage technologies, zero-emissions logistics, and advanced recycling and composting infrastructure to capture and reuse 100% of produced consumer paperboard packaging. Companies must also navigate a highly dynamic and sometimes conflicting regulatory landscape, as governments around the world evolve their climate regulations and policy positions. The ability to balance short-term shifts in local policy with the longer-term actions needed to address climate change will be important for companies on the road to net zero by 2050.

**11%**  
year-over-year decrease in Scope 3 emissions in 2025



## Scope 1 and 2 Decarbonization

Our plan to reduce Scope 1 and 2 operations emissions starts with addressing our largest emissions sources first: fossil fuel use in our paperboard mills (approximately 59% of operations emissions) and global purchased electricity (approximately 36% of operations emissions). We have identified three decarbonization actions that together can deliver the emissions reductions needed to achieve our Scope 1 and 2 SBT:

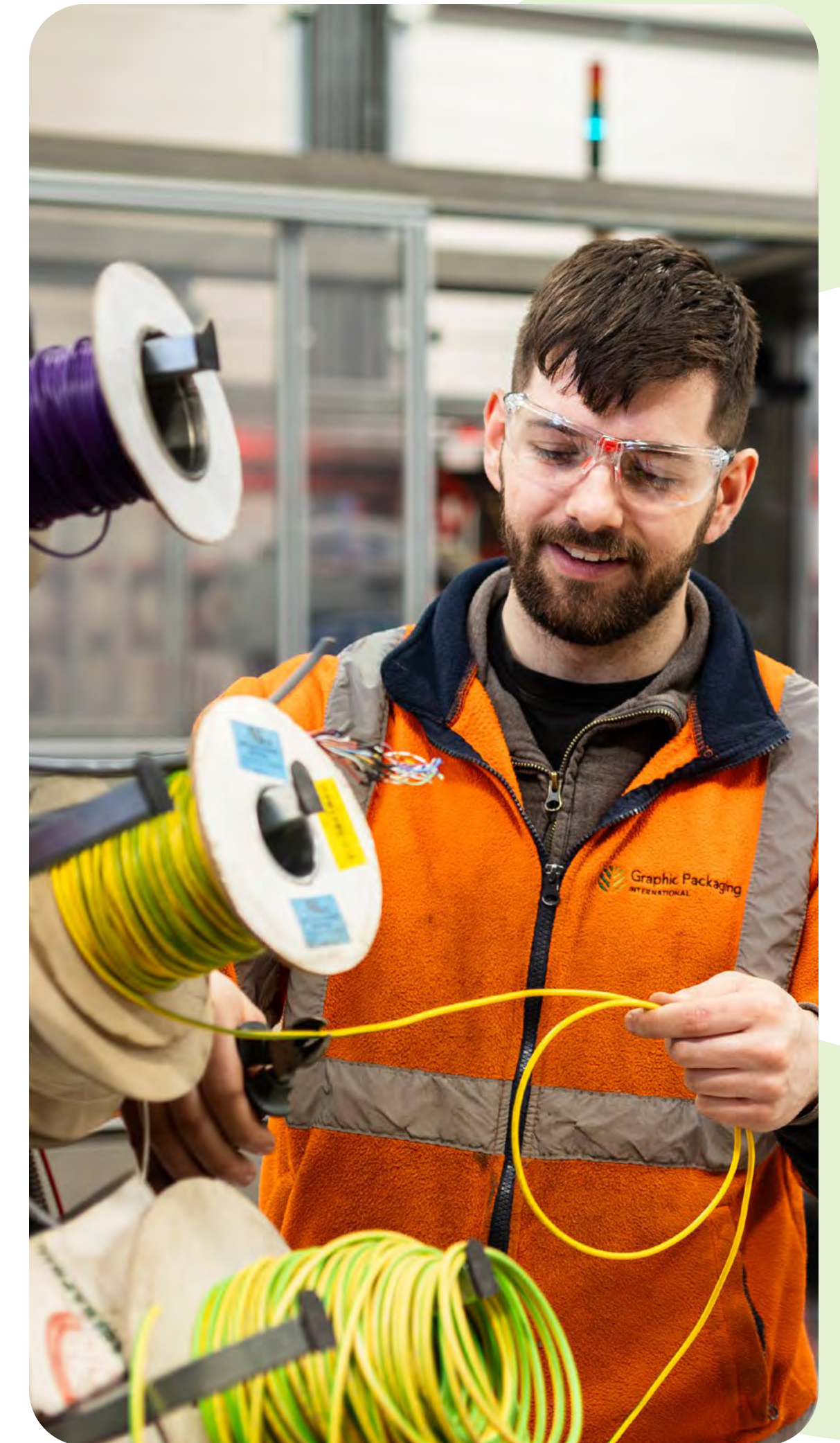
- Increase renewable fuel use in wood-based paperboard mills to 90% or more,
- Convert 50% or more purchased electricity globally to renewable/zero carbon electricity, and
- Increase energy efficiency across all manufacturing operations.

As discussed in the [Energy](#) section of this report, our teams have made significant progress securing

contracts for renewable virtual power purchase agreements (VPPAs) in Europe and the U.S. We will apply the EACs from the two projects to our purchased electricity consumption to claim renewable electricity usage covering approximately 49% of total global purchased electricity usage — essentially achieving our purchased renewable electricity target once the projects achieve full commercial operation. Our operations sustainability leaders are advancing several initiatives that will enhance our energy management systems, standardize energy auditing practices, and drive improved energy efficiency, while delivering energy cost reductions.

Throughout the year, our engineering teams continued to progress the engineering design for the two renewable biofuel projects. However, in the current macroeconomic environment, Graphic Packaging must take a disciplined approach to capital allocation and near-term financial flexibility. As a result, the scope and timeline for our renewable biofuel projects are under review. This may delay attainment of the Scope 1 and 2 emissions reduction and 90% biofuel goals.

We are refining our near-term decarbonization plan and will be developing a revised roadmap to illustrate the actions needed to deliver emissions reductions aligned with a 1.5°C pathway and our net zero by 2050 aspiration.



### EMPLOYEE SPOTLIGHT



## Daron B.

Operations Sustainability Senior Manager, Americas (Washington, U.S.)



### Positive People Relationships = Positive Sustainability Performance.”

Daron has been with Graphic Packaging for 30 years, progressing through roles spanning engineering, continuous improvement, plant management, and sustainability. With firsthand experience across seven locations, he has developed deep relationships throughout the Company’s packaging and paperboard manufacturing network — and draws on these relationships as a powerful catalyst for positive environmental and sustainability action.

Daron is an avid outdoor enthusiast, and can be found enjoying nature through diving, hiking, biking, backpacking, and skiing. He feels his role is important to keep our “outdoor playground” sustainable for future generations.



## Scope 3 Decarbonization Plan

Our Scope 3 SBT covers a subset of total Scope 3 emissions: Categories 1, 3, 4, 5, 10, and 12. Together, these emissions categories represent 95% of our 2025 Scope 3 inventory.

Similar to our approach for operations emissions, our plan to reduce Scope 3 value chain emissions starts with addressing our largest emissions sources first. Four Scope 3 emissions categories represent 91% of our total Scope 3 emissions and 96% of in-scope emissions addressed by our near-term SBT.

Current identified decarbonization actions are expected to deliver approximately 75% of emissions reductions needed to achieve our Scope 3 SBT. Our operations teams are exploring options to close the remaining gap, such as opportunities to divert waste from offsite landfill disposal to beneficial reuse and opportunities to improve raw material asset utilization and use efficiency.



### Category 1: Purchased goods and services

Purchased goods and services account for 44% of total Scope 3 emissions and represent our largest opportunity to reduce value chain emissions. In 2025, our procurement team continued a shift from spend-based to activity-based GHG emissions calculations, helping us better understand where efficiencies in our sourcing and manufacturing processes can positively impact total value chain emissions. We also expanded our 2024 supplier engagement pilot to obtain additional supplier-specific emissions factors and begin discussions to understand supplier decarbonization efforts. These efforts improve the quality and accuracy of our Scope 3 footprint and enable us to collaboratively identify and deliver emissions reductions for purchased goods and services. We are currently investigating third-party software tools to help us further expand and standardize our supplier decarbonization engagement efforts.

### Category 3: Upstream fuel and energy-related activities

Our efforts to reduce operations Scope 1 and 2 emissions by increasing renewable energy use will also reduce Category 3 upstream energy emissions. When fully operational, the U.S. and Canada and EMEA renewable electricity agreements will deliver approximately 10,900 metric tons CO<sub>2</sub>e emissions reductions per year.

## EMPLOYEE SPOTLIGHT



### Andreina R.

Engineering Senior Manager  
(Georgia, U.S.)



### Collaboration turns sustainable ideas into efficiency."

Through her role as Engineering Senior Manager, Andreina has advanced mode conversion and alternative fuel initiatives with Graphic Packaging's transportation partners, improving efficiency and delivering measurable reductions to Scope 3 emissions. She led Graphic Packaging's enrollment as a SmartWay Certified Shipper with the U.S. Environmental Protection Agency, reinforcing the Company's commitment to transportation sustainability. These efforts contributed to Graphic Packaging receiving the Union Pacific Sustainability Partner Award in 2025.

In addition to her role, Andreina serves as President of Alianza+, Graphic Packaging's Hispanic and Latino ERG, supporting community engagement through partnerships and volunteer initiatives — including ongoing work with Atlanta-based nonprofit Los Niños Primero. In her spare time, Andreina enjoys home improvement projects, thrifting with her daughter, and playing tennis.



### Category 4: Upstream transportation and Category 9: Downstream transportation

Our transportation and logistics team has made great strides improving how we measure our Scope 3 transportation-related emissions footprint. In 2025, we continued to use a transportation emissions tracking tool that enhances visibility and supports emissions reduction opportunities across our North America transportation footprint. Our logistics team implemented a suite of initiatives and strategic partnerships, collectively projected to reduce annual emissions by nearly 3,000 metric tons of CO<sub>2</sub>e. Key initiatives include:

- Achieved SmartWay shipper certification, reinforcing our commitment to reduce transportation-related Scope 3 emissions.
- Deployed eight compressed natural gas (CNG) trucks in partnership with Paper Transport and Clean Energy. These vehicles run on landfill-derived renewable natural gas (RNG), and deliver a 75% reduction in GHG emissions intensity compared to diesel.
- Introduced electric trucks and forklifts to support regional deliveries in Oregon and Washington, enabling zero-tailpipe emissions delivery from palletizer to customer.
- Partnered with carriers in Oregon and California to adopt renewable diesel, achieving a 65-70% carbon intensity reduction compared to standard diesel.
- Replaced a diesel truck with an equivalent electric truck in Bardon U.K., and continued to expand our electric vehicle fleet in Spain.
- Piloted a CNG truck that runs on animal waste RNG in two plants in California, providing up to a 130% carbon intensity reduction when compared to diesel fuel. We have plans to add two more trucks in 2026.

### Category 12: End-of-life treatment of sold products

Our product sustainability teams have improved our Scope 3 Category 12 measurement approach and data granularity by package type, through the use of recycling access and recovery studies and an updated end-of-life analysis informed by EPR regulations governing packaging waste. The teams continue to explore opportunities to increase the circularity, recyclability, and compostability of our products, and to reduce package end-of-life emissions through new product innovations. We plan to broaden the use of product carbon footprint and lifecycle assessment measurements in 2026, to better inform our product-level efforts.

We also engage in value chain partnerships to increase community access to recycling or composting programs for additional paperboard packaging formats, like paper cups. Through year-end 2025, our efforts with the Paper Cup Alliance have increased the number of markets accepting paper cups for recycling from 5% in 2017 to just over 20% in 2025, enabling over 8.9 million U.S. households nationwide to recycle paper cups.<sup>13</sup>

In addition, the Recycled Materials Association added paper cups to its materials specifications list to boost recycling acceptance, and WM (formerly Waste Management) announced in November 2025 it is adding paper cups to its universal list of accepted recyclable materials. WM is encouraging municipalities and its customers to add paper cups to accepted materials lists for recycling. As a result, over 13 million more households, representing approximately 10.5% of the U.S. population, could soon have access to paper cup recycling.

### CASE STUDY

## Driving Electric in the U.K.

In response to the U.K. Zero Emission HGV and Infrastructure Demonstrator Programme (ZEHD Scheme), our logistics team has replaced two diesel trucks with fully electric models – in service of our Bardon and Gateshead packaging sites.

A cross-functional working group led by group distribution and transport manager Richard H., transport and compliance manager Dan P., and procurement manager Jonathan D., spent over 18 months conducting feasibility studies, benchmarking vehicle performance, evaluating charging infrastructure needs, and finalizing the business case with plant managers and engineering teams.

The switch to electric delivery trucks is projected to reduce transportation-related emissions by up to 75 metric tons of CO<sub>2</sub>e annually – approximately equivalent to the electricity use of 50 average U.K. households. After considering electricity, maintenance, and operating costs, the switch is expected to save more than \$100,000 over a five-year lease period. The project serves as an internal model for how sustainability and smart business can go hand in hand.



From left to right: Jonathan D., Dan P., and Richard H. (U.K.)



# Progress Toward Goals

In 2025, Scope 1 and 2 operations emissions decreased 4% compared to our 2021 base year, representing 8% progress toward achieving our emissions reduction goal.

We attribute the decrease in operations GHG emissions relative to our 2021 baseline to a number of factors, including:

- Increase in renewable fuel use at one of our wood-based paperboard mills,
- Our recycled paperboard optimization program,
- Our packaging optimization program,
- An increase in purchased renewable electricity use attributed to our EU VPPA beginning commercial production plus other projects, and
- Actions taken to stop selling self-generated renewable EACs and to apply the certificates to our own electricity usage.

As discussed in the [Carbon Footprint Management](#) section, the current macroeconomic environment has led us to reevaluate the scope and timing for all capital projects. As a result, the scope and timeline associated with the renewable biofuel projects is under review. Changes in these projects may impact both our emissions reduction goal and the goal to achieve 90% renewable fuel use in wood-based paperboard mills by 2032.

BETTER BY 2030 CLIMATE ACTION GOALS	2025 STATUS	PROGRESS TOWARD GOAL
50.4% reduction in Scope 1 and 2 GHG emissions by 2032	1.9 million metric tons CO <sub>2</sub> e (4% decrease)	Progressing <sup>a</sup>
30% reduction in Scope 3 GHG emissions by 2032 <sup>b</sup>	5.5 million metric tons CO <sub>2</sub> e (15% decrease)	On Track
90% renewable fuel use in wood-based paperboard mills	76%	No Progress <sup>a</sup>
50% purchased renewable electricity	5%	On Track

a. Capital spending plans and execution timelines are under renewed consideration, which may extend full attainment of this target beyond 2032.  
 b. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 emissions.

Outcomes from our revised capital plan will inform a revised roadmap to deliver emissions reductions aligned with a 1.5°C pathway and our aspiration to achieve net zero emissions by 2050.

2025 Scope 3 emissions related to categories associated with our Scope 3 SBT decreased 15% compared to our 2021 baseline, representing 49% progress towards our 2032 goal. We can attribute the main driver of this decrease to using more accurate, supplier-provided, product-specific emission factors to estimate our Scope 3 footprint.

Purchased renewable electricity increased to 5% in 2025, representing 6% progress towards our 2030 goal. We can largely attribute the increase to commercial operation of the EU VPPA solar plants beginning in fourth quarter 2025. We expect even greater impact in 2026 when we receive the benefits from full-year operation. Starting in 2028 when the U.S. solar project will operate for a full year, we will achieve near attainment of this goal with estimated 49% purchased renewable electricity coverage.

**Read more** on our approach to emissions reduction in the [GRI Index](#) of this report ([GRI 302: Energy](#) and [GRI 305: Emissions](#)), and in our [2024 Impact Report](#), pp. 94-110.



# Sustaining Forests

Healthy forests provide clean air and water, food, habitats for animals and other plants, and raw materials for many of the products upon which society relies every day. Forests also provide recreational, psychological, and spiritual value, and support the livelihoods of diverse groups of people all around the world. With their ability to sequester and store carbon dioxide, forests are also one of the world’s best tools for mitigating climate change.

Graphic Packaging relies on forests to make the paperboard packaging solutions our customers depend upon. We are bringing better packaging choices to everyday life, all while protecting valuable forest ecosystems through responsible forest product sourcing practices and forest conservation efforts.

UN SDG ALIGNMENT ([Read More](#))



## EMPLOYEE SPOTLIGHT



## Our Wood Procurement Team

**Top left: Larry T., Desmond C., Dennis F., Tammy M., Jimmy M., and Bubba S. (Louisiana, U.S.)**

**Right: Neal M., Jessica P., and Kevin M. (Georgia, U.S.)**

**Lower left: Charles H., Ryan R., Donna D., Austin O., Wesley B., Emily R., Brett R., Cody C., Cullen S., and Lance C. (Texas, U.S.)**



## Sustaining forests for a renewable future.”

Graphic Packaging’s Wood Procurement Team stands among the most experienced, engaged, and sustainability-driven groups in our industry. Spanning Texarkana, TX; West Monroe, LA; and Macon, GA, our forestry professionals bring over 400 years of combined experience in forestry, procurement, fiber logistics, certification compliance, and landowner outreach to support our paperboard mills, supply chain reliability, and long-term forest stewardship. Team members conduct regular tract inspections to monitor operations and verify compliance with best management practices — an approach that earned a Best Practice designation during our last third-party external audit. Our foresters are active members of state and national forestry associations that help drive advocacy, education, and best practices across the industry.

Our team contributes meaningfully to their communities through programs like Log A Load for Kids, Project Learning Tree, and Teacher Conservation Workshops. Their excellence also shines through their personal achievements. One serves on a County School Board, contributing leadership and support to local education. Several are active in PTO groups, strengthening their community school systems.

These accomplishments highlight the values and character that make our Wood Procurement Team exceptional. Their commitment to stewardship, partnership, and education ensures Graphic Packaging remains a leader in our industry — today and for generations to come.



We work with our value chain partners to promote sustainable forest stewardship practices that will maintain healthy, diverse forest ecosystems for generations to come.

We integrate our commitment to sustaining forests throughout the Company — through the policies we set, in how we source forest products, in how we design and manufacture our products, and by supporting strong forest stewardship and education. Our approach for sourcing forest products follows four core principles:

- Source wood from local, sustainably managed forests
- Certify our wood and recovered fiber sourcing practices via credible, third-party certification frameworks
- Sustainably source other forest-derived products and biofuel materials
- Maximize use of recovered paper and paperboard packaging, recovered forest materials, and goods made with recycled content

Wood sourcing represents one of our greatest leverage points for advancing our Better by 2030 Sustaining Forests goal. Graphic Packaging sources wood from local, sustainably managed working forests, typically within an average 55-mile radius of our wood-based paperboard mills. This approach supports sustainability-focused jobs, provides economic opportunities for small landowners (a.k.a. smallholders) in our local communities, and helps reduce our carbon footprint through a connected supplier network across shorter hauling distances.

The Company’s Sustainable Forestry and Deforestation Policy governs all wood-sourcing activities in accordance with our formal definition

of deforestation as “unmitigated, human-caused conversion of natural forests to non-forest land use.” The policy reinforces our commitment to a deforestation-free wood supply and outlines expectations for our wood buyers and suppliers regarding how the suppliers source, harvest, and deliver wood to our wood-based paperboard mills. By clearly communicating our policy, we create a common understanding across internal teams, suppliers, and external stakeholders.

The Company maintains a credible portfolio of third-party certifications that reinforce responsible wood-sourcing practices, including the [Sustainable Forestry Initiative](#) (SFI®)<sup>14</sup> Chain of Custody and Certified Fiber Sourcing certifications, the Forest Stewardship Council® (FSC®, FSC-C106260) Chain of Custody and Controlled Wood certification, and the Programme for the Endorsement of Forest Certification (PEFC, PEFC/29-31-224) Chain of Custody certification. Graphic Packaging also supports the American Forest Foundation’s American Tree Farm System®<sup>15</sup>, underscoring our commitment to sourcing from responsibly managed forests. These forest and fiber certifications require a robust due diligence system to assess biodiversity, deforestation, forest conversion, and other forest sustainability risks in the regions where we source wood, wood fiber materials, or other forest products. This includes supplier training, the communication and promotion of best management practices (BMPs), and routine tract inspections conducted by our wood buyers to verify responsible harvesting practices on the ground. Forest certifications and certified sustainable sourcing programs give consumers confidence that the packaging associated with the products they purchase does not contribute to deforestation, biodiversity loss, or other sustainability concerns.





**Know what happens to your waste.”**

**-Inkeroinen, Finland**

Additionally, our recycled paperboard mills maintain SFI and PEFC Chain of Custody certifications, meet Recycled Paperboard Alliance (RPA) 100% certification requirements, and source recovered fiber in accordance with SFI, PEFC, and FSC standards. Eligible recycled paperboard can be sold as SFI 100% Recycled Content, 100% PEFC Certified, FSC Recycled 100%, SFI Certified Sourcing, and RPA-100%. Recovered Fiber suppliers are trained on our fiber quality expectations and good management practices.

As part of our 2030 Sustaining Forests goal, Graphic Packaging is working to implement consistent, sustainable purchasing practices for all forest-derived products and increase visibility into our global supply chains. Our focus extends beyond the purchased wood we use to make paperboard, and includes other forest-derived materials such as fuel wood and purchased paper, paperboard, and packaging materials. Our [Sustainable Forest-Derived Products Sourcing Policy](#), launched in 2025, helps ensure our sourcing decisions consistently reflect our commitment to environmental stewardship and the sustainable management of forest resources. The policy outlines our priorities for purchasing forest-derived products in ways that comply with internationally recognized forest certification standards and avoid negative impacts on forest health and human rights in our supply chain.

In addition, we continued working with suppliers, third-party solution providers, customers, and others to formalize forest material traceability in preparation for 2026 EU Deforestation Regulation (EUDR) implementation. Through these efforts, we are increasing visibility into our global supply chains and advancing toward a deforestation-free supply chain.

Graphic Packaging also supports sustaining forests through expanding our use of waste wood and recovered fiber in paperboard manufacturing. Our wood-based paperboard mills use by-products from forest product operations, including sawmill residues and small-diameter wood that is unsuitable for traditional lumber markets. We are also investing in new, highly-efficient recycled paperboard mills to meet the growing demand for paperboard packaging. These mills use recovered feedstocks, such as pre-consumer paperboard clippings and off-spec products from our own packaging plants, as well as external pre- and post-consumer recovered materials to make paperboard. Expanding our use of waste materials and recovered fiber feedstocks helps us better serve increasing market demand for paperboard packaging, while boosting demand for recovered materials and reducing harvesting pressures on forests.

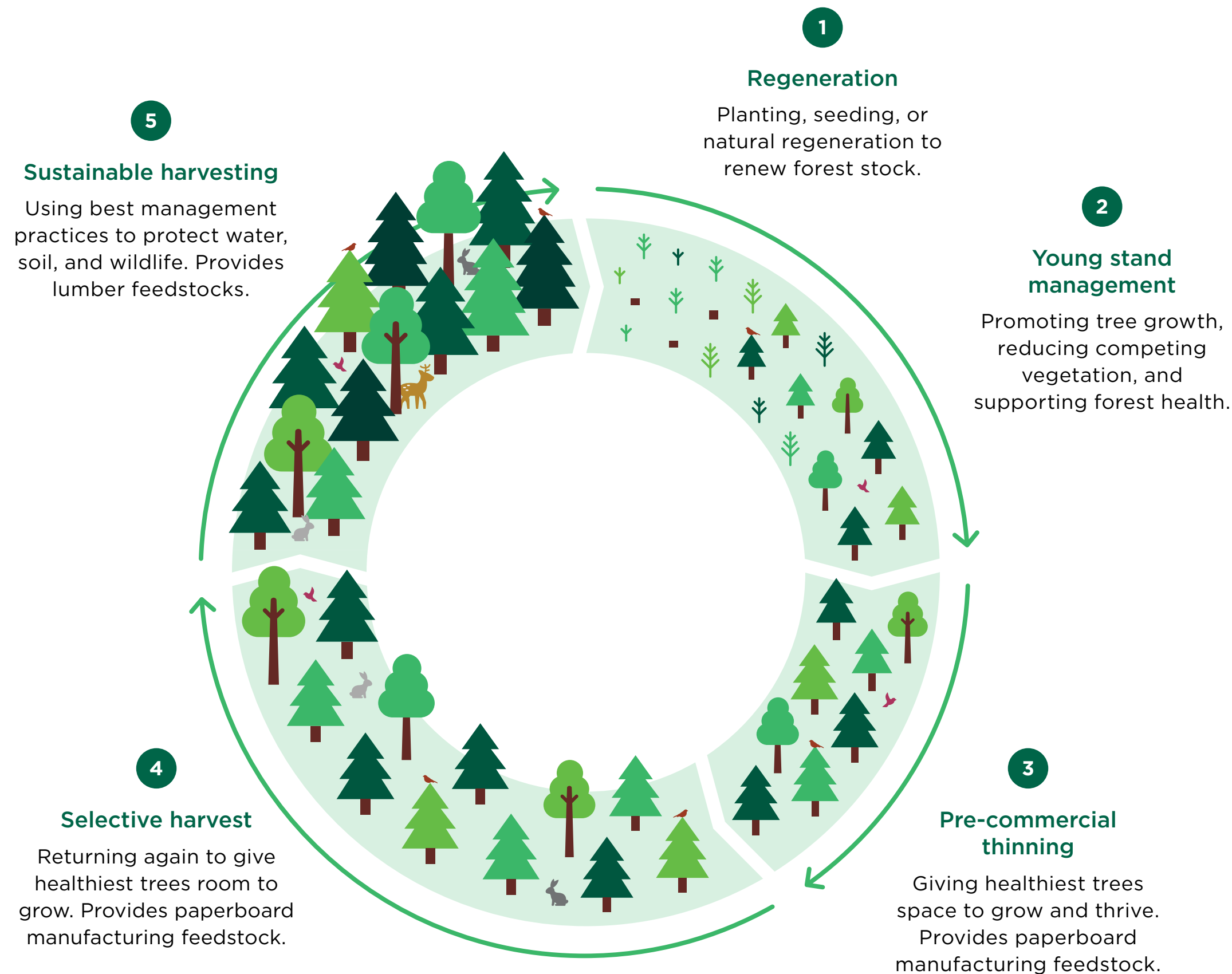


# Sustainable Forest Management

Trees for paperboard manufacturing represent approximately 71% of Graphic Packaging’s total forest product purchases. We source trees from local, sustainably managed, working forests. Harvest areas are strategically scattered throughout our wood supply region, with annual harvest volumes representing <1% of our total supply area. This approach creates a mosaic of forest habitats and ages, supporting a diverse community of forest-dwelling species.

Graphic Packaging’s wood procurement team works with our wood suppliers who plan thinning and harvest activities that best suit the unique characteristics and ecosystems present on each individual forest tract. While logging, our suppliers use appropriate forest management practices to protect streams and sensitive habitats and promote forest regeneration, while meeting the needs of landowners. These practices help ensure balanced harvest and growth rates to sustain forests.

## FOREST LIFECYCLE





## Conservation Partners

Our commitment to sustainably source forest products includes amplifying the positive impacts of forests via conservation and restoration activities in our supply basins in the southern U.S. For several years, we have actively engaged with and supported forest conservation organizations such as the American Forest Foundation, Georgia-Alabama Land Trust, and SFI State Implementation Committees to further forest renewal activities and to educate landowners on sustainable forest management practices. In 2025, Graphic Packaging expanded our efforts through new partnerships with the Arbor Day Foundation, Ducks Unlimited, and The Longleaf Alliance.



### Arbor Day Foundation

The Arbor Day Foundation is a global nonprofit dedicated to planting trees, with a focus on forests and communities most in need. In 2025, we launched our first enterprise-level nonprofit collaboration with the organization, committing \$500,000 over the next five years to support strategic, large-scale reforestation and urban forestry initiatives across diverse global regions. The Arbor Day Foundation's Forest Priority Index and Nature Priority Index tools identify forest regions where reforestation will have the highest impact on climate, biodiversity, and community resilience.

### Ducks Unlimited

Graphic Packaging became an official Ducks Unlimited conservation partner in 2025, supporting easements to protect important waterfowl habitats from high-density development. We supported America's River Initiatives operating in our wood supply areas in West Monroe, LA and Texarkana, TX, and are helping restore bottomland hardwood forests through the Southeast Wetlands Initiative near Macon, GA.

### The Longleaf Alliance

In 2025, we also joined The Longleaf Alliance, a non-profit organization that works in the Southeastern U.S. to guide the restoration, stewardship, and conservation of the longleaf pine ecosystem. Our support helps the organization conduct outreach, develop education materials, provide landowner technical assistance, fund longleaf research, and directly supports their central mission: ensuring the future of longleaf pines by conserving high quality, diverse forests.





# Progress Toward Goals

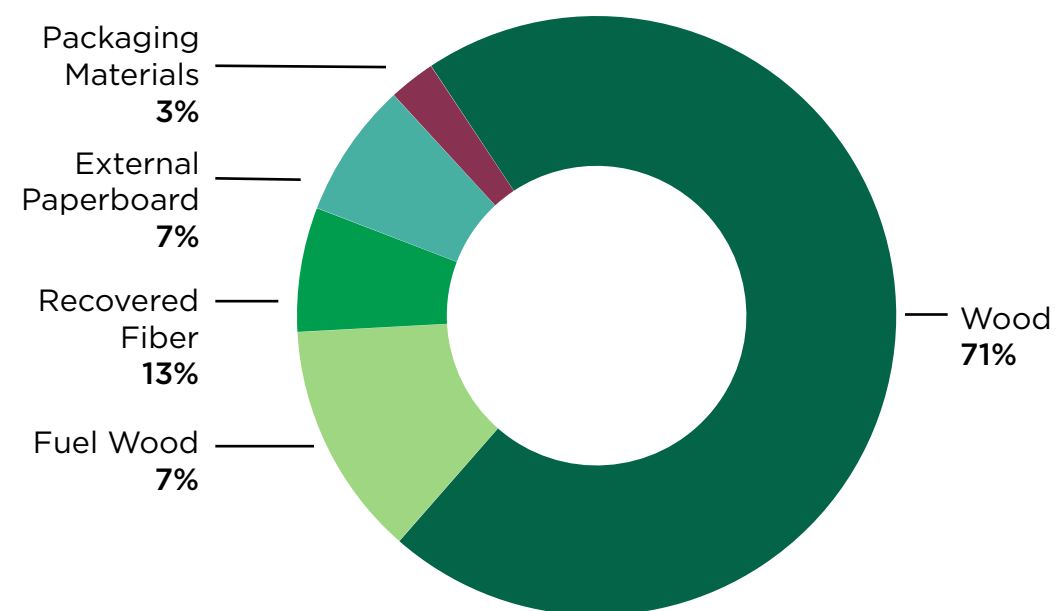
Through our Better by 2030 Sustaining Forests Goal, we seek to source 100% of purchased forest products sustainably. We define “sustainably sourced” as forest product purchases that either comply with fiber certification standards for sustainable procurement or are made using 100% recycled fiber content.

During 2025, 99% of Graphic Packaging’s purchased forest products qualified as sustainably sourced, an increase of 9.4% versus the 2023 baseline, demonstrating 89% progress towards the 2030 goal. The supply chain team has made significant strides increasing traceability across our supply chain to demonstrate responsible sourcing practices, and is on track to attain our Sustaining Forests goal by 2030.

At year end, 100% of the wood and recovered fiber

purchased for paperboard manufacturing (83% of our total purchased forest products) continued to qualify as sustainably sourced. Actions taken by the team in 2025 improved supply chain visibility for purchased forest products, enabling us to claim 100% of purchased fuel wood and 87% of external paperboard and other secondary packaging materials were sustainably sourced. In total, 93% of these purchased products qualified as sustainably sourced in 2025 versus 35% in 2024 — representing a 164% improvement in sustainable sourcing qualification for these forest products.

## PURCHASED FOREST PRODUCTS



**Read more** on our approach to sustainable forest management and forest product procurement in the [GRI Index](#) of this report ([GRI 301: Materials](#) and [GRI 304: Biodiversity](#)), and in our [2024 Impact Report](#), pp. 61-67 and pp. 85-93. **Read more** on the management of our supply chain in the [Supply Chain Sustainability](#) section of this report.

### BETTER BY 2030

#### SUSTAINING FORESTS GOAL

100% of purchased forest products sustainably sourced

#### 2025 STATUS

99%

#### PROGRESS TOWARD GOAL

On track





# Our Governance

We operate with integrity to support strong, company-wide responsible business practices and safer, welcoming work environments.

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# Sustainability Governance

The Graphic Packaging Holding Company Board of Directors (Board) oversees broad corporate policy and the Company’s strategic direction, including the integration of environmental, social, and governance (ESG) sustainability risks and opportunities into the Company’s strategy. Board responsibilities include oversight of our sustainability strategy, governance standards, goals, and initiatives. The Board fulfills these responsibilities by reviewing, approving, and monitoring business strategies and long-range plans, annual operating plans, significant corporate actions, and Company financial and sustainability performance.

**UN SDG ALIGNMENT** ([Read More](#))



Oversight of specific sustainability impacts, risks, and opportunities is shared by the Board and its three committees:

- **Audit Committee:** Governance matters such as enterprise risk management (ERM), financial matters, legal and regulatory matters such as cybersecurity risk, oversight of controls and procedures related to reporting of sustainability data, and other compliance matters
- **Compensation and Management Development Committee:** A wide range of human capital and social matters such as compensation and succession planning and employee attraction, development, and engagement
- **Nominating and Corporate Governance Committee (NCGC):** Principal oversight of our sustainability policy, strategy, goals, and practices, oversight and review of sustainability reporting, and vetting current and emerging sustainability issues

Additional information on the structure for our Board and Board committees, including roles, tenure, competencies, commitments, and charters, can be found in our [2026 Proxy Statement](#), pp. 4-10, and on our investor relations website. Excepting our chief executive officer (CEO), all remaining Board directors are independent. See GRI 405-1 Diversity of Governance Bodies for a summary of related Board social demographics.

Senior management regularly updates the Board and NCGC on potential environmental, social, and economic risks and opportunities, including: climate; forestry; water; health, safety, and environmental (HSE); human capital and social issues; regulatory

actions; and product stewardship matters. The NCGC considers current and emerging social and environmental trends, major legislative and regulatory developments, and other public policy issues that may impact our business operations or stakeholders. The NCGC reviews our policies and practices for consistency with sustainability goals, metrics, mitigation plans, and external reporting. The Committee reviews the annual Impact Report and advises the Board on approval. The NCGC also assesses the qualifications of directors and potential directors with respect to relevant sustainability matters and how those qualifications can be leveraged to enable the Board to better evaluate and address evolving issues.

With Board oversight, senior management drives progress toward achieving our 2030 Better Packaging, Better for People, and Better Future sustainability goals. We strive to continuously improve our sustainability practices and further embed them in our business and manufacturing processes — accelerating product innovation and driving packaging circularity.

The Board delegates authority to the CEO and executive leadership team (ELT) for day-to-day management of economic, environmental, and social impacts, risks, and opportunities (IROs). Our CEO serves as Chief Executive Sponsor, and the ELT serves as our steering team for sustainability at Graphic Packaging. Together, the CEO and ELT are responsible for embedding consideration of sustainability IROs into our business strategy, plans, budgets, and merger and acquisition decisions — and for achieving our sustainability goals.





**“Three minds, one sustainable direction”**  
-Seoul, South Korea



The ELT operationalizes governance of ESG matters through the Chief Sustainability Officer (CSO). The CSO works with the ELT and senior leaders from each of our business segments and major corporate functions to advance ESG initiatives and progress toward our sustainability goals.

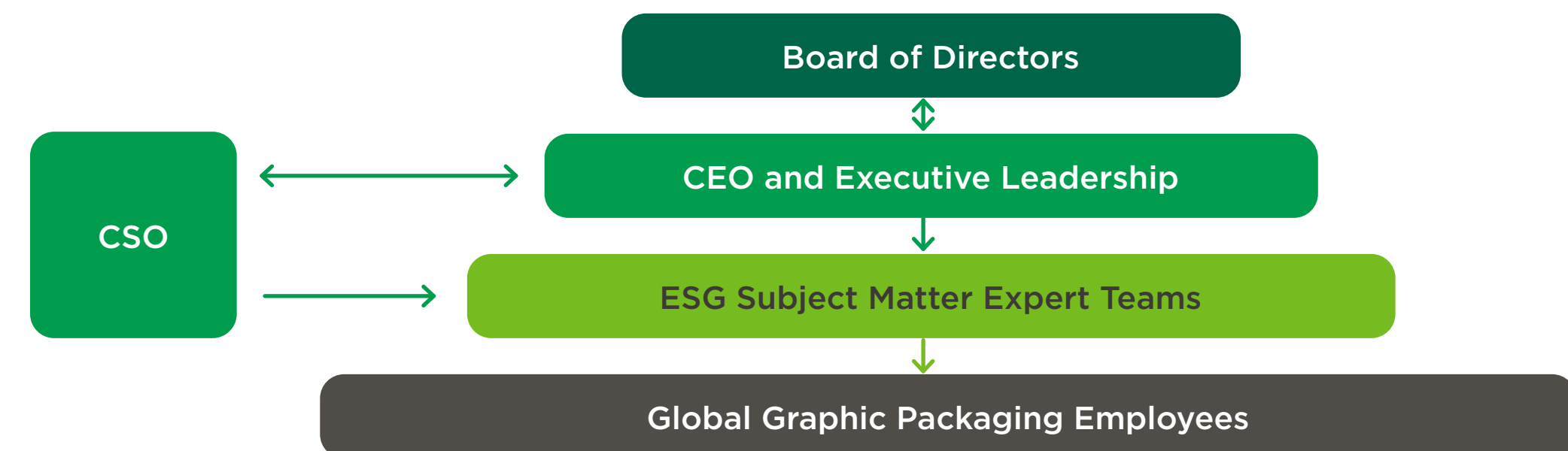
The CSO and ELT work together to:

- Develop our sustainability purpose, strategy, standards, and goals
- Stay current on emerging economic and sustainability trends
- Identify and assess ESG IROs — including human rights, anti-corruption, climate change, natural resource management, and employee engagement
- Drive the implementation of our sustainability program and make recommendations for short-, medium-, and long-term action
- Ensure continued progress is made toward achieving our sustainability goals

- Track and report our progress to the NCGC and Board at a minimum during scheduled NCGC meetings
- Track and report our progress to Graphic Packaging employees and external stakeholders

Each of our sustainability goals has an ELT sponsor accountable for strategy, execution, and resource allocation; a goal leader responsible for achieving the goal; and a team of cross-functional subject matter experts. Goal leaders and their teams are responsible for developing enterprise-wide plans to achieve their respective goal, establishing performance metrics, tracking and reporting progress to the CSO and ELT, and working with business segments to identify and pursue short- and medium-term opportunities in pursuit of each goal. Business and function leadership, with assistance from the goal leaders, are accountable for establishing and successfully executing plans to meet business-level annual sustainability performance targets. Ultimately, all Graphic Packaging employees are responsible for advancing our sustainability ethos.

**SUSTAINABILITY GOVERNANCE**





# Business Practices

At Graphic Packaging, we hold our colleagues accountable to the highest ethical standards and our Company Values, expect all employees to comply with applicable laws and regulations in the regions where we operate, and to follow our Code of Conduct and all Company policies.

Our Code of Conduct (Code) and global policies reflect the Company’s values and our commitments to uphold the Ten Principles of the United Nations Global Compact (UNGC), and guide us to act with integrity wherever we do business. Each global policy has a named subject matter expert responsible for regularly reviewing and, as necessary, updating the policy to ensure it remains current and compliant with applicable laws and regulations. Policies are overseen by the Compliance and Risk Committee and, when appropriate, the Board of Directors. In some cases, our Code and policies may be stricter than applicable local laws. When this happens, we follow Company policies.

The Company’s Chief Compliance Officer and the Compliance and Risk Committee provide company-wide direction and oversight for our ethics and compliance (E&C) program. They strive to

continuously improve the program’s effectiveness, and implemented many enhancements in 2025, including:

- A refreshed and relaunched Code, incorporating greater emphasis on artificial intelligence (AI), privacy, and fraud
- A refreshed and relaunched Global Supplier Code of Conduct and enhanced supplier due diligence process
- Five new global policies covering Sustainability, Fraud, Privacy, AI, and Closed-Circuit TV
- Updates to existing policies, including our Human Rights Policy
- A centralized system to manage, standardize, and approve policies, and share them with employees
- A new Global Trade Committee was put in place
- Improved employee compliance awareness and communications, through the celebration of Compliance Week, a year-long Speak-up campaign, topical emails and quizzes, and an Impact Insights webinar on Human Rights and Business Ethics
- Our first E&C program self-assessment, using the Ethisphere framework — including 2026 recognition as one of the World’s Most Ethical Companies®
- An updated E&C training plan, including eight global courses launched in 2025 — which achieved the highest-ever completion rate, as the result of leadership communication, commitment, and recognition
- An education campaign on our Conflict of Interest Policy, in addition to a streamlined process for reporting and review of potential conflicts

## EMPLOYEE SPOTLIGHT



### Lori K.

Senior Vice President and Chief Audit, Risk, & Compliance Officer (Georgia, U.S.)



**Ethical governance manages risk, enabling sustainability.”**

Lori has been with Graphic Packaging for almost a decade. She is proud of transforming and modernizing the Company’s global audit, risk, and compliance program — including co-leading the efforts that resulted in Graphic Packaging being named one of the World’s Most Ethical Companies® on its first application.

Lori’s approach to building a strong culture of ethics and compliance is critical in setting the standard for how decisions are made when rules alone are not enough. She believes an effective program empowers employees to speak up, identify risks early, and act with integrity.

Outside the Company, she actively volunteers on several nonprofit, professional, and academic boards, including Sheltering Arms Early Education and Family Centers, the Smith-Gilbert Gardens Foundation, and multiple Kennesaw State University advisory and athletics boards.



In 2026, Graphic Packaging was named one of Ethisphere’s World’s Most Ethical Companies



## Ethics Training

Each year, we require our employees, including the ELT and top Company leaders, to complete training on our Code. New and existing employees may receive additional ethics training on potential risks related to individual job responsibilities, including but not limited to anti-corruption, anti-bribery, antitrust, anti-harassment, anti-slavery/human trafficking awareness, human rights, or data privacy. In 2025, we launched eight global training courses in 15 languages on topics such as: the Code of Conduct, anti-corruption & anti-bribery, cybersecurity, data privacy, export restrictions, fraud, antitrust, and modern slavery. We moved anti-harassment training to a bi-annual schedule, with the next required training in 2026.

Overall, our E&C training completion rates demonstrate good reach and excellent participation amongst global salaried employees. In 2025, 97% of global salaried employees completed training on the Code, which includes certification that the individual acknowledges and agrees to be bound by the Code. Training completion rates among salaried employees

**97%**

**Salaried employees completed Code of Conduct training**

**83%**

**Hourly employees completed Code of Conduct training**

surpassed 95% for all assigned compliance courses — our best performance yet. And 98% of global salaried employees completed their acknowledgment of our trade sanctions memo.

Hourly employees also receive in-person annual training on the Code and other policies. In 2025, the reported training completion rate for hourly employees was 83%. Historically, we have captured training participation for these employees locally, and aggregated this data manually, which limited our completion reporting capabilities. In 2025, we successfully implemented a streamlined training solution for all hourly learners in our paperboard mills. In 2026, we will begin expanding this solution to our packaging facilities. Our ultimate goal is to provide full training access to all global hourly employees, reinforcing consistency and alignment across all business units.

## Speaking Up

Employees may ask questions or raise concerns at any time by reaching out to their direct manager; business leadership; human resources (HR) or union representatives; or our law, compliance, and/or internal audit departments. In addition, we encourage employees, suppliers, and other stakeholders who have ethics concerns or want to report a possible violation to contact the Alertline system via Internet, email, or phone, available in multiple languages, 24 hours a day, seven days a week. An independent company operates the Alertline as a secure and confidential mechanism to receive concerns. We treat every individual who raises a concern about potential misconduct with respect, and do not tolerate retaliation against any person or organization reporting a potential violation or grievance.

In 2025, we investigated 100% of Alertline reports within our required timeline. Approximately 26% of all calls reported to the Alertline were substantive, and 37% of those matters substantiated (in whole or in part). Remaining calls were either unsubstantiated or not reflective of policy violations. Issues reported to the Alertline in 2025 include: discrimination or harassment, HSE issues, misconduct, substance abuse, corruption-related topics, such as anti-bribery and fraud, and others. Following our prioritization

hierarchy, we investigated and closed reported substantive issues in less than 30 days, on average. We took appropriate corrective or disciplinary action for substantiated matters — the scope of which ranged from policy review, up to and including employee termination.

Also in 2025, there were no legal actions against the Company, nor any fines or settlements paid by the Company, regarding anti-competitive behavior, antitrust, or monopolistic practices.

### CODE OF CONDUCT TRAINING COMPLETED BY REGION

	Americas	EMEA	PacRim
Salaried employees completing training in 2025	98%	94%	94%

Publicly available policies<sup>16</sup> can be reviewed by visiting the following sections of our website: [Graphic Packaging Disclosures and Company Policies](#); [Privacy Rights and Policies](#); [Supplier Resources](#); [Governance Documents](#); and [Sustainability Reporting](#).

**Read more** on our approach to business practices and tax, as well as our training completion rates, in the [GRI Index](#) of this report (GRI 2-23 Policy commitments, GRI-24 Embedding policy commitments, GRI 2-25 Process to remediate negative Impacts, GRI 2-26 Mechanisms for seeking advice and raising concerns, GRI 2-27 Compliance with laws and regulations, GRI 204 Procurement Practices, GRI 205 Corruption, GRI 206 Anti-Competitive and Anti-Trust, and GRI 207 Approach to Tax); in our [2024 Impact Report](#), pp. 44-46 and 70-76; and in our [2025 Annual Report on Form 10-K](#), pp. 20-22.



# Labor Rights

Graphic Packaging recognizes and respects the human rights of all employees across the globe, including the right to choose whether to join a labor union, participate privately in trade associations, and collectively bargain in accordance with local or national law. We are committed to being compliant with applicable laws in the countries in which we operate — including where we source raw materials and manufacture or sell products.

Our relationship with our employees is built on integrity, trust, and teamwork — and we treat all employees with dignity, respect, and fairness. We maintain a robust labor and employee relations program that provides regular training to supervisors and managers on issues such as human rights, labor rights, discrimination, harassment, and privacy. Graphic Packaging provides competitive benefits, wages, and other employee benefits that showcase the value of direct employment with our Company.

We honor the right of our employees to choose to be represented by a collective bargaining representative without fear of reprisal, intimidation, or harassment. We believe employees should exercise those rights in an informed manner based upon free exchange of information. Graphic Packaging does not

tolerate retaliation against anyone for their lawful affiliation with any labor organization — either in our operations, or those of our partners and suppliers.

## Collective Bargaining

In 2025, approximately 59% of Graphic Packaging global employees were covered by collective bargaining agreements such as labor unions or work councils. We collaborated with worker representatives to re-negotiate 21 collective bargaining agreements, covering approximately 37% of represented employees. As of year-end 2025, 311 of our employees were working under expired contracts, which are currently being negotiated, and 1,901 were covered under collective bargaining agreements that will expire within one year. We are pleased to report in 2025 there were no calls to our Alertline reporting employee concerns regarding freedom of association or collective bargaining rights.

We assess supply chain risks using a sustainability and risk intelligence tool to continuously monitor suppliers for environmental and social impacts across the majority of our operations. Suppliers are screened for potential issues across many disciplines, including labor rights. In 2025, our due diligence efforts did not identify any supplier incidents restricting employee freedom of association or collective bargaining rights.

## Labor Strikes

In 2025, we reviewed our screening and onboarding processes for contingency labor providers, and are creating additional structure and training around these processes to drive consistency across the organization. Graphic Packaging did not experience any labor strikes in 2025.

### EMPLOYEE SPOTLIGHT



## Vince G.

Employee Relations Director (Canada)



### People first. Always fair. Do right.”

Over eight years at Graphic Packaging, Vince has built a well-rounded understanding of the business and a deep appreciation for the role trust plays in organizational success through his HR and employee relations roles. Guided by the belief that strong organizations are defined not by strategy alone, but by how consistently they uphold their values and support their people, Vince brings a leader-led philosophy to every aspect of his work.

Most recently, Vince played a central role in establishing Graphic Packaging’s dedicated Employee Relations function — creating a consistent, transparent, and equitable framework for addressing workplace concerns, supporting employees, guiding leaders, and ensuring Company policies are actively lived across the organization, not simply documented. At the heart of this work is a commitment to building an environment where every voice is heard, leaders act with integrity, and challenges are addressed proactively. He believes deeply that when people feel respected and heard, it drives not only stronger culture, but stronger business outcomes.

**Read more** on our approach to labor rights in the [GRI Index](#) of this report ([GRI 2-30 Collective Bargaining Agreements](#), [GRI 204 Procurement Practices](#), [GRI 402 Minimum Notice Periods](#), and [GRI 407 Right to Freedom of Association and Collective Bargaining](#)), and in our [2024 Impact Report](#), pp. 47 and 136-137.



# Human Rights

Graphic Packaging is committed to ensuring people are treated fairly and with respect — across our Company, throughout our supply chain, and within the communities where we operate. We believe in protecting human rights; equality among people; employee well-being and security; personal freedom from persecution; privacy; and economic, social, and cultural freedom.

We aim to ensure all employees can feel emotionally safe at work and be their authentic and best self. A working environment lacking psychological safety can foster distractions that lead to missteps and disengagement. Our policies and programs seek to create a workplace that protects the emotional, psychological, physical, and financial aspects of employee well-being, and fosters a spirit of respect, trust, accountability, and teamwork. We expect our suppliers and business partners to do the same.

Our Code, Human Rights Policy, and Global Supplier Code of Conduct (GSCOC) encompass the international human rights principles set forth in the UN Guiding Principles on Business and Human Rights; the UN Universal Declaration of Human Rights and its two corresponding covenants — collectively known as the International Bill of Rights; the UN Conventions on the Rights of the Child; and the UN Convention

on the Elimination of Discrimination against Women. Our policies also align with select targets set forth in the UN Sustainable Development Goals. Graphic Packaging’s approach is further informed by the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises, the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact (UNGC).



## EMPLOYEE SPOTLIGHT



**Jewelle J.**  
Chief Labor and Employment Counsel (Georgia, U.S.)



### Ethical Workplaces. Building Resilience. Lasting Impact.”

For over 15 years, Jewelle has advised senior leaders on labor, employment, and safety matters; overseen the Company’s human rights program and reporting, including global compliance training; and served as Secretary to the Retirement Committee. She also is an Executive Sponsor of BEGN+, is a member of the Board of Directors of Zoo Atlanta, and serves on the Advisory Board of the Women in Power and Law Conference.

A recognized leader in equality and human rights, Jewelle is a member of Leadership Atlanta’s Class of 2016, a recipient of the State Bar of Georgia Commitment to Equality Award, and a former President of the Georgia Association of Black Women Attorneys and their Foundation.

At Graphic Packaging, Jewelle channels this expertise into shaping policies and practices that directly influence how the Company engages our employees, partners, and communities — advancing safer working environments, more ethical supply chains, and a company culture that recognizes human rights as a fundamental part of long-term value.



## HUMAN RIGHTS PRACTICES

<b>Health and Safety</b>	We are committed to providing a work environment that encourages and promotes wellness and safety for our employees, contractors, suppliers, visitors, and neighboring communities.
<b>Equal Opportunity and Fair Treatment</b>	We do not discriminate based on national or ethnic origin, place of residence, gender, gender identity, sexual orientation, pregnancy, color, religion, ancestry, age, disability, marital status, genetic information, political affiliation, veteran/military status, and any other status protected by applicable law. This applies to anyone we employ, as well as anyone who applies for employment with us.
<b>Respectful Behavior</b>	We do not tolerate conduct that would lead to a hostile, intimidating, or offensive work environment. For more details, see our <a href="#">Anti-Harassment and Anti-Discrimination Policy</a> .
<b>Fair and Safe Working Environment</b>	We respect our employees' right to work free from persecution and abusive or otherwise unfair treatment. We are committed to providing a work environment free from violence, threats of violence, harassment, and physical intimidation or coercion. We implement security safeguards, as necessary, to protect our employees, contractors, and visitors to our facilities.
<b>Wages</b>	We comply with applicable national and local regulations related to wages, work hours, overtime, and benefits. We also are committed to paying employees a living wage, in a fair and equitable manner, for the work they perform.
<b>Workers' Rights</b>	We recognize and respect employees' right to choose whether to join a labor union, participate privately in trade associations, and collectively bargain in accordance with local or national law.
<b>Voluntary Labor</b>	We do not knowingly engage in forced, compulsory, or bonded labor, and we do not threaten workers or restrict their movement.
<b>Child Labor</b>	We do not employ workers in violation of any applicable national or local regulation governing age of employment. In addition, we do not employ workers in violation of the mandatory school age set by a country.
<b>Privacy</b>	We respect the privacy of personal data and other information of our employees, customers, suppliers, and business associates. We are committed to proper handling of this information in accordance with our privacy policies, contractual obligations, and all applicable privacy laws.
<b>Suppliers</b>	We seek to work with suppliers whose standards with respect to human rights align with our own. Our goal is to eliminate human trafficking from our supply chain, and to use only those products that do not finance or benefit armed groups in the Democratic Republic of Congo and nine adjoining countries. The Company's expectations for suppliers are fully set forth in our GSCOC.
<b>Transparency</b>	We report our human rights practices annually through our U.K. and Australia Modern Slavery Act Transparency Statements, California Transparency in Supply Chains Act Declaration, Conflict Minerals Report, and this Impact Report.



## Measuring System Effectiveness

We measure the effectiveness of our human rights approach by assessing the findings and progressive scope of our social responsibility risk screening and auditing program, annual compliance training completion rates, supplier screening, and matters reported through our Alertline process. Supplier screening includes using a sustainability and risk intelligence tool to assess and continuously monitor suppliers across the majority of our operations. We thoroughly review reported/identified potential issues to identify root causes and develop effective remediation actions to prevent recurrence. In 2025, we investigated all Alertline reports to the extent possible. When warranted, we took appropriate corrective or disciplinary action. For confidentiality, we do not publish details from Alertline incident reports.

### Screening for Internal Human Rights Risks

Graphic Packaging conducts due diligence activities to identify risks and prevent adverse human rights impacts across our global business operations. We use the Supplier Ethical Data Exchange (Sedex) online platform to screen for risks, complete annual self-assessments, document third-party social responsibility audits at our facilities, and share program and compliance results with customers. Sedex has developed a rigorous four pillar framework that assesses a site based on the organization’s standards for labor, HSE, and business ethics.

The Sedex platform’s country-level pre-assessment screening tool combines country- and sector-level risk data based on independent and reputable sources to assess 14 risk topics defined under

the four Sedex pillars, including human and labor rights risk for forced labor, human trafficking, child labor, freedom of association, right to collective bargaining, equal remuneration, and discrimination. The tool draws country risk indicators from publicly available sources, chosen according to their coverage, reliability, comparability, and relevance.

Our 2025 risk screening assessment, conducted across the 27 countries where Graphic Packaging has significant business operations, identified Indonesia, Nigeria, and China as potentially high-risk countries for labor practices — consistent with prior year assessments. Current operations in those flagged countries include two packaging plants and one office. We include both packaging plants in our social responsibility auditing program for ongoing monitoring. Employees in these plants participate in our annual ethics training programs — which include Code training for all employees, and other ethics and human rights training for salaried individuals. The office location in China employs approximately eight salaried employees, who complete annual business ethics training. To our knowledge, no significant human rights risks are present at these locations.

### Social Responsibility Audits

Our manufacturing facilities use the Sedex platform to conduct periodic, online self-assessments. Every three years, each manufacturing location also completes a social responsibility Sedex Members Ethical Trade Audit (SMETA) that helps assess compliance with applicable local, state, or national/ regional requirements, as well as Graphic Packaging policies. Audits were completed in 2025 following the SMETA 7 standard, which uses a management system approach to assess the maturity of systems

in place, rather than assessing a “snapshot” on the day of the audit. A Sedex-approved, independent third-party auditor conducts all SMETA audits. Newly acquired manufacturing facilities are required to complete their first online self-assessment within one year, and a SMETA audit within three years of joining the Company.

Through year-end 2025, 92% of manufacturing facilities were compliant with our requirement to

complete a SMETA audit within the three-year schedule. Scheduling challenges due to auditor availability delayed completion of several planned 2025 audits, which are scheduled for 2026. Additionally, we began adding our paperboard mills and a machinery plant to the SMETA audit program in 2025, with two of the paperboard mills undergoing their initial audits that same year. Additional paperboard mill audits are scheduled for 2026.

## EMPLOYEE SPOTLIGHT



### Cate C.

Director HR, HSE, Legal (Australia)



### Leading people, wellbeing, and safety practices strengthen sustainability.”

Cate plays a vital role in building a safe, compliant, and sustainable workplace by guiding the people practices which underpin sustainability commitments. Her approach centers around supporting our employees, strengthening wellbeing, and fostering a culture where safety and responsibility are part of everyday work. Cate has been with Graphic Packaging for 15 years, and is proud to have implemented the foundational processes that set the pathway for Graphic Packaging Australia and New Zealand’s sustainability compliance — recognizing that our people are at the heart of every sustainability outcome.

Outside of work, she works with Travellers Aid, a not-for-profit organization that helps people with mobility challenges travel safely and confidently to attend community and sporting events.



### Audit Highlights

During the 2025 year, audit findings at multiple North American locations commended the Company for offering excellent benefit packages for employees, including tuition reimbursement, adoption assistance, paid holidays and vacation, service awards and recognition, and employee assistance programs. Nine international sites were also commended for best practices regarding wages and benefits. Audit notes for these nine sites commented on access to our free employee assistance program, service awards, child care support, fitness programs, and technical skills training.

### Improvement Opportunities

Our 2025 audit findings also helped us identify areas where we can improve our global processes. Audit findings identified a need to enhance the vetting process for recruitment agencies and ensure compliance with our GSCOC requirements. This includes ensuring agencies are compliant with legislation and ethical work standards, and verifying they have adequate systems in place for EVerify/19 compliance and to maintain consistent records. Audit results also identified an improvement opportunity to conduct a global living wage analysis in upcoming years, and to continue improving safety and health processes.

### Monitoring for Discrimination

Graphic Packaging does not tolerate conduct that discriminates against any employee or that would lead to a hostile, intimidating, or offensive work environment. In 2025, approximately 22% of substantiated Alertline reports involved alleged violations of our Anti-harassment and Anti-discrimination Policy. Corrective actions taken to

address these violations ranged from policy review and coaching, to suspension and termination.

Our GSCOC sets expectations for our suppliers to similarly prevent discrimination and harassment in their workplace. In 2025, we received no Alertline reports alleging violation of our Anti-harassment and Anti-discrimination Policy by suppliers in our supply chain. Our supplier due diligence process also did not identify any alleged discrimination within our supply chain.

### Monitoring for Child Labor

Graphic Packaging supports all forms of legal youth employment, including legitimate workplace apprenticeship and internship programs. The Company prohibits employment of anyone under the age of 15, and prohibits individuals age 15 to 17 from working in positions that would expose them to hazardous conditions or materials. We require legal proof of age at the time of hire, and maintain copies of these documents in local HR management systems. We have appropriate controls in place, and to our knowledge, no significant child labor risks were identified within Graphic Packaging operations through year-end 2025.

Our GSCOC explicitly prohibits the use of child labor in our supply chain. In 2025, our supplier due diligence process did not identify any child labor incidents within our supply chain, and no substantiated child labor issues impacting Graphic Packaging were reported through our Alertline process. Ongoing monitoring, risk-based assessments, and established governance processes continued to operate effectively throughout the year, supporting early identification and escalation of potential concerns to address human rights risks should they arise.



## Monitoring for Forced or Compulsory Labor

We comply with local, state, provincial, national, and regional laws prohibiting all forms of forced labor — including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. Graphic Packaging does not collect and retain employees' legal personal identification documents, withhold wages, or allow debt bondage practices. Nor do we attempt to control or restrict employee movements. We have controls in place to monitor for and prevent such practices, and to our knowledge, none of our operations have risks of forced or compulsory labor.

In reviewing our SMETA audit reports from the past three years, we saw 50% of audited facilities were cited for excess overtime or similar findings. The majority of these citations appear to be based on the application of the ETI Base Code in the SMETA framework. The ETI Base Code contains recommendations that are below what is legally permissible in most jurisdictions regarding limiting the number of hours employees may work. Graphic Packaging labor practices are in compliance with

applicable local, state, provincial, and federal legal requirements governing hours of work and overtime. We continuously monitor practices at our sites, and seek to staff facilities to minimize the need for excess overtime.

We set expectations for our suppliers through our GSCOC, which explicitly prohibits the use of forced or compulsory labor. In 2025, we had no Alertline reports concerning potential forced/compulsory labor in our supply chain.

Our supplier due diligence and alert monitoring processes identified six potential forced labor incidents and one potential human trafficking incident in our supply chain. Each alert was thoroughly reviewed to validate the underlying facts, and internally assessed to determine whether appropriate mitigation actions had been implemented following the incident. Relevant supplier stakeholders were engaged to provide statements and supporting documentation, and all findings were reviewed by our Third-Party Risk Management subcommittee. In each case, sufficient evidence of mitigation was provided, allowing the associated risk to be downgraded and business operations to continue.

**Read more** on our approach to human rights, our supplier expectations, and supplier screening practices in the [GRI Index](#) of this report ([GRI 204 Procurement Practices](#), [406 Incidents of Discrimination](#), [408 Operations and Suppliers at Significant Risk for Incidents of Child Labor](#), and [409 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor](#)), and in our [2024 Impact Report](#), pp. 61-69 and 148-152.

### EMPLOYEE SPOTLIGHT



**Turning principles into practice, every day.”**

Anne leads and supports our international region legal strategy, helping ensure our international operations align with regulatory requirements and our commitment to responsible business practices. Over nearly 15 years with the Company, Anne has worked across diverse markets and challenges, contributing to sustainable growth grounded in integrity.

What drives her in this work is the opportunity to translate human rights principles into real-world impact — embedding respect, fairness, and accountability into everyday business decisions. As a mother of two daughters, Anne carries a deeply personal investment in advocating for women's rights and advancing a more equitable future.

These perspectives drive her belief that legal frameworks can be powerful tools for meaningful, lasting change.

**Anne W.**

**VP, Legal (Germany)**



# Supply Chain Sustainability

Graphic Packaging operates an integrated global supply chain that includes suppliers of raw materials, energy, warehousing, transportation, and other goods and services. In 2025, we spent approximately \$6 billion with more than 22,000 suppliers across our global operations.

We choose suppliers and other third-party partners who share our commitment to responsible operations and value creation for our business and customers. We recognize that actions across our supply chain can positively or negatively impact a wide range of stakeholders through social, environmental, and economic avenues. Graphic Packaging expects our suppliers to provide innovative service; deliver on reliability and quality; align with our values; and operate safely and responsibly. Our commitment to make our packaging more circular means we insist that our suppliers consider environmental impacts in their business decisions and seek opportunities to reduce and recycle materials, conserve natural resources, and limit GHG emissions.

Managing a global supply chain is a dynamic and complex process that involves multiple stakeholders from our global supplier base down through their respective supply chains. To minimize risk, we set clear expectations, engage with our suppliers,

and conduct regular supplier risk assessments — with an expanding focus on environmental and social sustainability issues. Our GSCOC defines our expectations for supplier compliance with applicable laws and regulations, as well as adherence to internationally recognized sustainability frameworks and standards. We expect our suppliers to implement the requirements outlined in our GSCOC with their employees, as well as with suppliers and subcontractors throughout their own supply chain.

## Supplier Due Diligence

We identify supplier sustainability issues through our supplier due diligence screening process, reports to our Alertline ethics hotline, industry sources, and/or supplier self-reports. Our monitoring and screening process helps us comply with global regulatory requirements and other legislation applicable to the countries and locations in which we operate.

Our due diligence process starts by using a sustainability and risk intelligence tool to assess and continuously monitor suppliers for potential environmental and social risks — including issues related to child labor, forced or compulsory labor, and related human rights concerns — across the majority of our operations. When potential risks are identified by this screening process or other means, we complete an investigation and work with the supplier to remediate any confirmed incidents. We reserve the right to terminate a business relationship if a supplier fails to remediate any confirmed incidents. In 2025, we screened 96% of our global suppliers using environmental and social criteria. Less than 0.1% of screened suppliers presented issues requiring investigation and follow-up engagement.

In most cases, sufficient evidence of mitigation was provided, allowing the risk to be downgraded and business operations to continue. In one case, business with the supplier was terminated immediately. We are expanding our capabilities in this area and are developing a formal process to screen all our suppliers for social and environmental risks prior to doing business.

## German Supply Chain Due Diligence Act (LkSG)

LkSG seeks to prevent human rights violations and environmental impacts in the supply chain and is applicable to our Company. For LkSG compliance, Graphic Packaging operates a comprehensive risk management system covering our own operations and suppliers. Our due diligence framework includes preventive measures, corrective and remedial actions, and an effective whistleblower procedure. See the [Human Rights](#) section of this report for information on assessing our own operations.

For Tier 1 suppliers, we conduct an annual abstract risk assessment using external data sources, evaluating country- and industry-specific risks. Based on prioritization criteria such as likelihood and leverage, selected suppliers undergo concrete risk assessments through desktop reviews, integrity screenings, questionnaires, or direct follow-up by the global compliance team. We conduct this procedure annually and are scaling it through automation, while still relying on the knowledge of our procurement and other local teams. We plan to extend our supplier risk assessment internationally while preparing for the coming EU Corporate Sustainability Due Diligence Directive.

## EMPLOYEE SPOTLIGHT



Transforming compliance into long-term, fair impact.”

## Denise L.

Compliance and Social Responsibility Manager (Germany)

Denise brings a deep commitment to ensuring fair and decent working conditions throughout the Company's supply chains and to proactively addressing deficiencies. She is motivated by the opportunity to do meaningful work within an international team built on open communication, and values the Company's strong employee resource groups (ERGs) for the diverse, inclusive, and welcoming environment they foster. Outside of work, Denise can be found exploring the outdoors with her dog.



In 2025, we screened around 1,550 suppliers, prioritized 140 for further assessment, and identified eight requiring follow-up actions. No suppliers were classified as high-risk. The most relevant risk was related to water consumption, reflecting a common risk in the paper and packaging sector.

### Wood Suppliers

Graphic Packaging conducts additional screening for wood suppliers as part of our forest product sustainable sourcing practices. We follow screening practices in accordance with Sustainable Forestry Initiative (SFI) Fiber Sourcing and Forest Stewardship Council (FSC) Controlled Wood certification programs, in support of biodiversity conservation efforts. In 2025, we screened 100% of our wood suppliers, including new suppliers, using the Company’s SFI/PEFC/FSC compliance due diligence process. We have determined all our wood suppliers, including new suppliers, to be low-risk based on defined screening criteria, and no risk remediation plans were required.

Additionally, we target auditing 50% of our wood suppliers each year to assess compliance with our Sustainable Forestry and Deforestation Policy and best practices in local forestry management. In 2025, we completed audits with 65% of wood suppliers, exceeding our annual target. In addition, 76% of our new suppliers were audited as a part of our regular supplier tract inspection process. We identified no significant environmental or social concerns from our wood suppliers during our 2025 audits. However, we did identify 11 minor issues — the majority of which related to streamside management zones or improvements to roadways. Following our inspections, we collaborated with suppliers

and landowners to ensure these minor issues were addressed.

We encourage supply chain partners and other third parties to ask questions or report concerns through our Alertline, the Contact Us feature on our website, or during routine business review meetings with our supply chain team members. In 2025, no significant supplier environmental or social issues were reported to Graphic Packaging through our Alertline.

### Training

Each year, we train our global buyers on potential social and environmental issues in the supply chain, including business ethics, anti-bribery awareness, prevention of forced labor and child labor, and export restrictions. We held 11 buyer procure to pay roundtables in 2025, featuring 47 topics presented by internal departments such as procurement, legal, information technology (IT) data and systems, accounts payable, risk management, and tax. In 2025, 98% of assigned employees completed applicable fiber certification training requirements.

Graphic Packaging also helps develop wood suppliers’ knowledge and awareness of sustainable forest best management practices (BMPs) by incorporating BMP concepts into our supplier agreements, financially supporting logger training and continuing education programs for wood suppliers, and requiring our suppliers to complete these training courses. We also train our wood suppliers to recognize potential issues in their own supply chains. Training programs are offered through independent third parties in coordination with individual SFI state implementation committees.



## Supplier Recognition

Graphic Packaging works with suppliers that are committed to improving their sustainability performance and helping us improve our own. We hold an annual supplier recognition event to acknowledge companies that share our ethos and have become valued partners beyond the supply of goods and services. In 2025, we recognized 39 top suppliers that exemplify our values and model our GSCOC, and we awarded our inaugural supplier excellence award to Henkel Adhesives Technologies. And such recognition operates both ways. Union Pacific Railroad, one of our key suppliers, recognized Graphic Packaging as a 2025 Sustainability Partner, for our work driving measurable progress toward ambitious sustainability goals through product innovation and industry collaboration.

## Local Suppliers

Our supplier inclusion efforts extend to all purchased products, with a current focus on U.S. and Canada purchasing — which represents approximately 74% of our total global procurement spend. In 2025, we spent approximately \$236 million with more than 700 diverse and small-business suppliers in the U.S. and Canada. Supporting small businesses within the communities where we operate remains a priority, especially as many of our highly specialized customers rely on localized expertise, agility, and innovation. By strengthening relationships with these suppliers, we help build resilient local economies while delivering the tailored solutions our customers expect.

### CASE STUDY

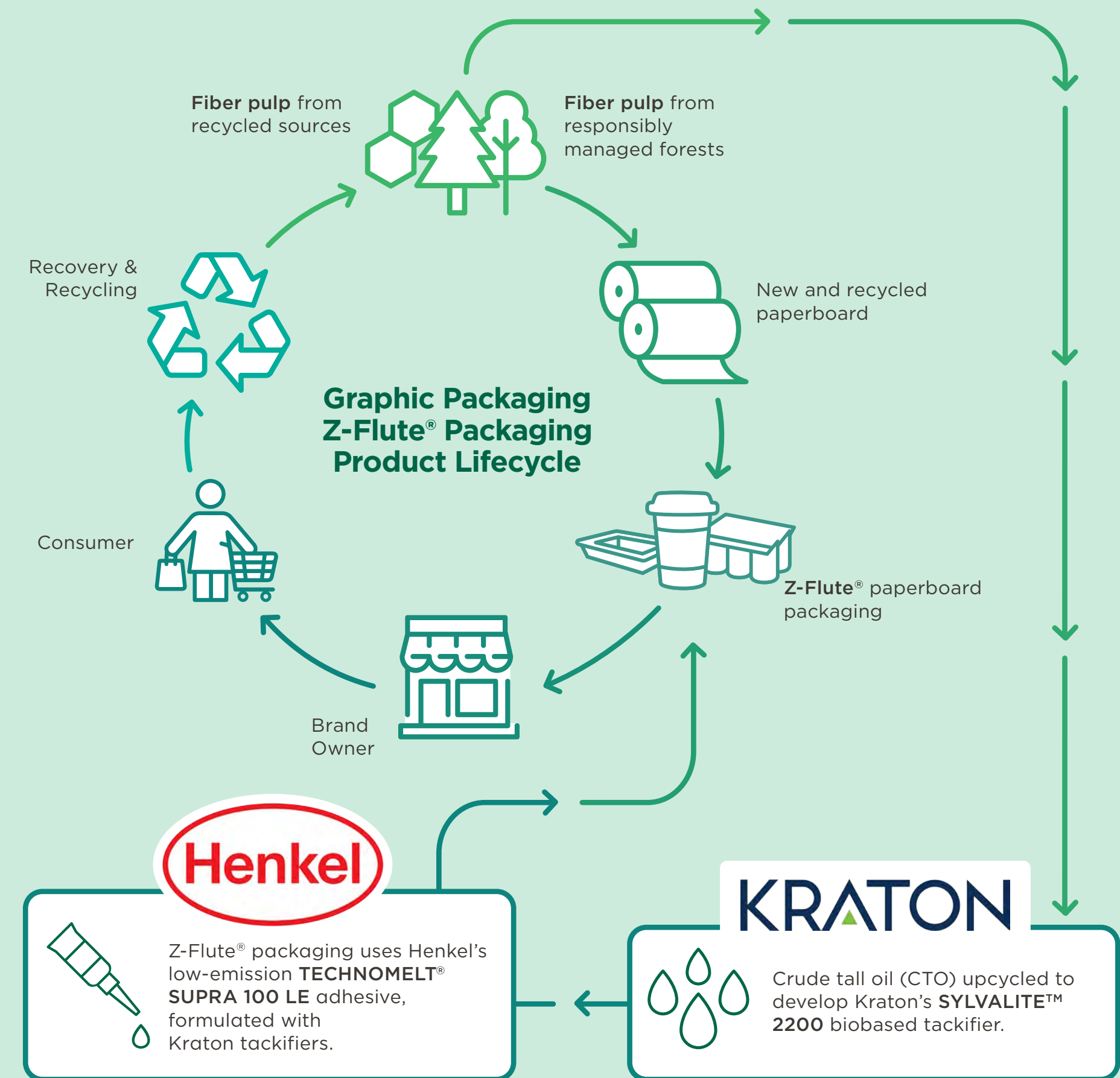
## Supplier Circularity: Z-Flute™

Graphic Packaging collaborated with two key value chain partners, Henkel Adhesive Technologies and Kraton Corporation, to develop next-generation packaging solutions aligned with circular economy principles.

At the heart of this effort is Graphic Packaging's Z-Flute™, an advanced paperboard packaging solution that offers a more sustainable alternative to traditional corrugated packaging. Compared to traditional corrugated structures, Z-Flute significantly reduces fiber usage while maintaining high strength, supporting improved resource efficiency, optimized logistics through functional design, enhanced recyclability, and overall system circularity.

Z-flute relies on a bio-based low-emission adhesive system, developed by Henkel, to maintain its strength. The adhesive formulation incorporates Kraton's premium tackifier, derived from crude tall oil, a renewable byproduct of Graphic Packaging's paperboard manufacturing process. This integrated material flow exemplifies industrial symbiosis, where the byproduct of one process becomes the raw material for another.

By cultivating partnerships across the supply chain, Graphic Packaging strengthens resilience, accelerates innovation, and advances scalable circular solutions. By combining Henkel's adhesive expertise with Kraton's bio-based tackifiers and Graphic Packaging's material innovations, we are delivering a holistic circular approach to sustainable packaging.





Graphic Packaging also tracks spend across a subset of diverse suppliers, in order to address more specific supply chain inclusion initiatives. Of our total diverse supplier spend, in 2025 we spent approximately \$164 million across more than 300 woman-owned, minority/ethnically diverse, disabled-veteran, and disabled-owned suppliers.

Graphic Packaging has remained steadfast in its commitment to supplier inclusion. As market conditions and customer requirements evolve, our spend with diverse suppliers has remained flat and resilient, with changes aligned to broader market impacts. In 2025, we launched a Tier 2 tracking program with key suppliers to support customers in our shared commitment to equitable sourcing. By expanding our reach beyond direct suppliers, this

program strengthens Graphic Packaging’s supplier inclusion efforts and deepens our impact across the broader supply chain. We gained visibility into an additional \$22 million in diversity spend across our value chain. We are proud to continue advancing inclusive procurement practices and supporting the goals and values of our customers.

We also continued to engage in conferences aligned with our customers’ inclusion goals, including the Women’s Business Enterprise National Council, the National Minority Supplier Development Council, the Georgia Minority Supplier Development Council, the Food and Beverage Industry Group, and others. As supplier inclusion practices evolve in other global regions, we will continue to evaluate our approach.

**2025 NORTH AMERICA DIVERSE SUPPLIER SPEND<sup>a</sup>**

	Spend (\$ million)	Percentage Total North America Spend (%) <sup>a</sup>
Defined Diverse Supplier Group <sup>b,c</sup>	164	5.2%
Ethnically Diverse Suppliers <sup>c,d</sup>	82	2.6%
Women-Owned Suppliers <sup>c</sup>	50	1.6%
Disabled and Disabled Veteran-Owned Suppliers <sup>c</sup>	31	1.0%
Other Diverse Supplier Groups <sup>c,e</sup>	3	0.1%
Small Businesses	69	2.2%
<b>All Diverse Supplier and Small Business Groups<sup>c</sup></b>	<b>236</b>	<b>7.5%</b>

a. Defined as U.S. and Canada addressable spend, excluding spend for capital projects.  
 b. Includes woman-owned, ethnically diverse, and disabled-owned suppliers.  
 c. Includes both self-declared and certified diverse suppliers.  
 d. Includes African-American, Native, Asian, and Hispanic suppliers.  
 e. Includes veteran and other diverse supplier groups (Hubzone, LGBTQIA+, Small Disadvantaged Business).

**EMPLOYEE SPOTLIGHT**



**Helen F.**

Senior Procurement and Supplier Diversity Manager (Georgia, U.S.)



**Inclusive sourcing, sustainable solutions, shared success.”**

As the leader of Graphic Packaging’s supplier diversity program, Helen combines strategic vision with deep procurement expertise to build a more sustainable and equitable supply chain. Drawing on a career spanning manufacturing and global consumer packaged goods organizations, she brings extensive experience in sourcing, supply chain management, and supplier relationship development to her work. Helen is committed to expanding access for suppliers and engaging best-in-class partners to drive performance, resilience, and lasting value across the Company — while advancing inclusion efforts aligned with the priorities of customers and their shared impact goals. Outside of work, Helen enjoys time with her family, home improvement projects, and playing tennis with her daughter.

**Read more** about our internal inclusion efforts in the [Engaging People](#) section of this report.

**Read more** on our approach to sustainable forest management and forest product procurement in the [Sustaining Forests](#) section of this report.

**Read more** on the management of our supply chain in the [GRI Index](#) of this report ([GRI 204: Procurement Practices](#), [308: Supplier Environmental Assessment](#), and [414: Supplier Social Assessment](#)), and in our [2024 Impact Report](#), pp. 61-69.



# Cybersecurity and Data Privacy

Society relies on digital tools and data more than ever before. This extensive digital exposure increases the risk of unauthorized access to, and use of, our Company’s internal systems and information — as well as information belonging to our customers and other stakeholders. Unauthorized access to our systems and information could lead to extortion, fraud, damage to information, disruption of operations, loss of intellectual property, or unintentional distribution of material nonpublic information.



## Information Security

Graphic Packaging employs a complex, networked computing environment that seeks to protect our business operations, Company assets, employees, suppliers and business partners, and customers. Our information security policies are based on the information security framework specified in the International Organization for Standardization (ISO)/International Electrotechnical Commission 27001:2022 standard, and our assessment framework follows the controls of the National Institute of Standards and Technologies (NIST) 800-53 cybersecurity standard.

In 2025, we enhanced our cybersecurity detection and response capabilities by integrating automation and artificial intelligence technologies into our Security Operations Center. These enhancements improved the speed and accuracy of our threat detection and triage measures, while ensuring consistent response protocols across all security events.

## Business Continuity

Graphic Packaging takes precautions to protect the continuity of our business operations during a wide range of natural or man-made situations — including if our IT systems are compromised due to cyber intrusion. In accordance with our information security policies, we conduct annual disaster recovery testing for key systems, and retain daily, encrypted, full backups for all critical systems at a secure off-site location. These actions prepare us to restore IT operations quickly and with minimal business disruption, if needed.

## Artificial Intelligence (AI)

The use of AI continues to experience tremendous global growth. Graphic Packaging convenes an AI subcommittee within our Privacy Committee, to oversee the responsible use of AI across the organization. We maintain a global [AI Use Policy](#) to unify our cybersecurity and data privacy standards regarding ethical AI use. And we developed a framework to ensure all Company AI deployments undergo thorough risk assessments and align with legal, ethical, and compliance standards.

## Training

In 2025, we continued mandatory cybersecurity and data privacy training for all employees, and expanded available courses on AI and secure coding for our developers. Training materials are available in 16 languages to support needs across our global employee network. In 2025, 89% of salaried employees completed cybersecurity security awareness training, 90% completed the high-level information security policy (acknowledgement) training, and 96% completed data privacy training.

Graphic Packaging communicates with employees throughout the year regarding cybersecurity trends and specific threats, with additional focus during Cybersecurity Awareness Month each October. We update our Cybersecurity Awareness Month content and trainings annually, and, in 2025, we provided guidance on reporting cybersecurity issues, using and managing passwords, and implementing general cyber hygiene that will help employees be more cyber-safe at home and at work. Our 2025 cybersecurity awareness program leveraged quarterly



email newsletters, an in-person event, a webinar, and ongoing phishing assessments to strengthen employee understanding of emerging threats and reinforce secure behaviors across the organization.

On a monthly basis, we run simulated phishing campaigns to test users' ability to identify phishing emails. Topics include current and seasonal events, password credentials, QR codes, AI education, and vendor spoofing. Our 2025 phishing assessments resulted in an increased average click rate relative to 2024, due to the introduction of more advanced real-world simulations. These intentional program enhancements establish a more accurate baseline for targeted training, and support our long-term goal of reducing phishing risk. Employees who fall victim to our phishing assessments receive a point-of-failure training exercise that explains the email's specific social engineering indicators. In 2025, we began providing one-on-one coaching to employees who fail multiple phishing campaigns, to improve performance and collect feedback to improve our training materials.

**>80M**  
malicious email messages  
successfully blocked

## Data Privacy

Graphic Packaging is committed to transparent personal data processing practices. Our Global Privacy Policy, updated in 2024, includes our approach to engaging in data minimization practices, incorporating privacy-by-design principles, and evaluating vendor risk. In 2024, we filled a new Director of Global Privacy position, and, in 2025, we continued to grow this function by hiring a Data Privacy Specialist. In collaboration with our global, cross-functional, and multi-jurisdictional Privacy Committee, the Director of Global Privacy leads the continued streamlining and strengthening of our global data privacy approach.

In 2025, Graphic Packaging recorded no substantiated information security incidents, complaints, or fines concerning material breaches of customer privacy or losses of customer data. The Company also did not experience a cybersecurity event that materially impacted our operations, financial position, or the security of our proprietary data.

**Read more** on our approach to cybersecurity, data privacy, and business continuity in our [2024 Impact Report](#), pp. 41 and 82-84, and in our [2025 Annual Report on Form 10-K](#), pp. 14-15.

### EMPLOYEE SPOTLIGHT



## John K.

VP, Information Security (Georgia, U.S.)



### Proactive cybersecurity enables a sustainable tomorrow.”

Since John joined Graphic Packaging as our Vice President and Chief Information Security Officer, he has focused on building a leading security operations capability and fostering a team culture grounded in trust, collaboration, and excellence. John is proud to work for a company whose mission extends beyond the boardroom — our deep investments in harnessing renewable materials and green initiatives are things he finds genuinely inspiring.

John currently serves as the governing body chair of GeorgiaCISO and is heavily involved in mentorship activities to help grow talent and future leaders in the cybersecurity discipline. In his spare time, John can be found exploring north Georgia's great outdoors, where he can experience firsthand the valuable natural resources Graphic Packaging's initiatives are designed to protect.



EMPLOYEE SPOTLIGHT



**Measuring today to protect our tomorrow.”**

The Sustainability Reporting Team works with the Chief Sustainability Officer, our third-party consulting partners, and our subject matter experts (SMEs) to develop our annual Impact Report and all other sustainability-related reporting needs.

Kelsi’s role as Sustainability Reporting Manager involves coordinating all enterprise-wide sustainability reporting, including data collection and validation, content development, and report production. Outside of work, Kelsi enjoys spending time with her ‘Little’ sister from the Big Brothers program and reading with her toddler.

After previous marketing roles, Moira G. now works as the Sustainability Associate, partnering with our manufacturing sites to collect sustainability data for reporting, and creating analytic tools and dashboards to turn this data into actionable insights. In her spare time, Moira enjoys volunteering with Trees Atlanta and spending time outside reading, biking, or walking through Atlanta’s parks.

With eight years of experience in accounting and finance at Graphic Packaging, Charlie W. stepped into the role of Global ESG Data Controller in early 2025. His role is critical in preparing for future compliance and reporting requirements. Outside of work, Charlie enjoys attending live music and concerts, exploring Midtown Atlanta, and traveling the world for hiking and good food.

**Sustainability Reporting Team (Georgia, U.S.)**

From left to right

**Charlie W., Global ESG Data Controller**

**Kelsi S., Sustainability Reporting Manager**

**Moira G., Sustainability Associate**

# About This Report

We have focused our 2025 Impact Report on providing a streamlined view of updated data, progress against targets, and significant developments in the reporting period. For comprehensive disclosures of the Company’s policies and standing management approaches, this year’s report directs readers back to our [2024 Impact Report](#).

## Reporting Scope

This report represents the global operations of Graphic Packaging and does not include joint ventures, partially owned subsidiaries, or outsourced operations, unless specifically stated.

## Reporting Period

Quantitative data and other updates contained in this report are focused on the 2025 calendar year or are as of December 31, 2025, unless otherwise noted. We may also discuss data, trends, and accomplishments from early 2026 or from previous years, where relevant and specifically stated.

## Data Measurement

Graphic Packaging follows structured processes to collect, evaluate, calculate, and validate the data included in this report. Results from our annual sustainability materiality assessment, as well as voluntary external ESG and sustainability frameworks and standards, inform what data we collect and report. The data presented in this report are collected using various methodologies, which in some instances are based on assumptions and estimates in which there are inherent uncertainties and limitations. For example, information may come from third-party sources and operations outside of our control. While we believe such information is reasonably accurate and is based on reasonable principles and methodology, the third-party collection and validation of this data are beyond our direct control.

Furthermore, environmental data in this report are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The precision of different measurement techniques may vary. As we improve our methodologies and as new information becomes available, we may continue to revise our estimates and assumptions. Methodology changes may include, without limitation, changes in a calculation, improvements in the quality of data, greater data granularity, or updates to available third-party-reported data. Such updates may result in material changes to our calculations and may also result in adjustments made to the current and previous reporting periods.



## Cautionary Information

Our approach to the disclosures included in this report differs in significant ways from those included in mandatory regulatory reporting. References to, or inclusion of, information in this report should not be construed as a characterization regarding the materiality of such information to our financial results or our operations. While certain matters discussed in this report may be referred to as “significant” or “material,” any such significance or materiality should not be read as necessarily rising to the level of materiality used for the purposes of complying with U.S. securities laws or under similar laws in other jurisdictions, even if we use the word “significant,” “material,” or “materiality” in this report.

This report includes statements regarding various policies, values, standards, approaches, procedures, processes, systems, programs, initiatives, assessments, technologies, practices, and similar measures related to our operations (“Policies and Procedures”). References to Policies and Procedures in this report do not represent guarantees

or promises about their efficacy or continued implementation, or any assurance that such Policies and Procedures will apply in every case. Such Policies and Procedures are subject to risks, uncertainties, and other factors, some of which are beyond our control and are difficult to predict. There may be exigent circumstances, factors, or considerations that may cause implementation of other measures or exceptions in specific instances.

This report contains references or links to other websites maintained by third parties over whom we have no control. We make no endorsement of such websites, nor do we make any representations or warranties with respect to any information contained in such third-party websites. Furthermore, use of any such third-party site is at your own risk and will be governed by such third-party’s terms and conditions.

## Contact Us

Feedback on this report, its contents, or our sustainability performance can be provided via email to [sustainability@graphicpkg.com](mailto:sustainability@graphicpkg.com).



# Appendix

Graphic Packaging reports disclosures prepared in alignment with the Global Reporting Initiative (GRI) Standards, the United Nations Global Compact (UNGC), the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards for the Containers and Packaging industry.

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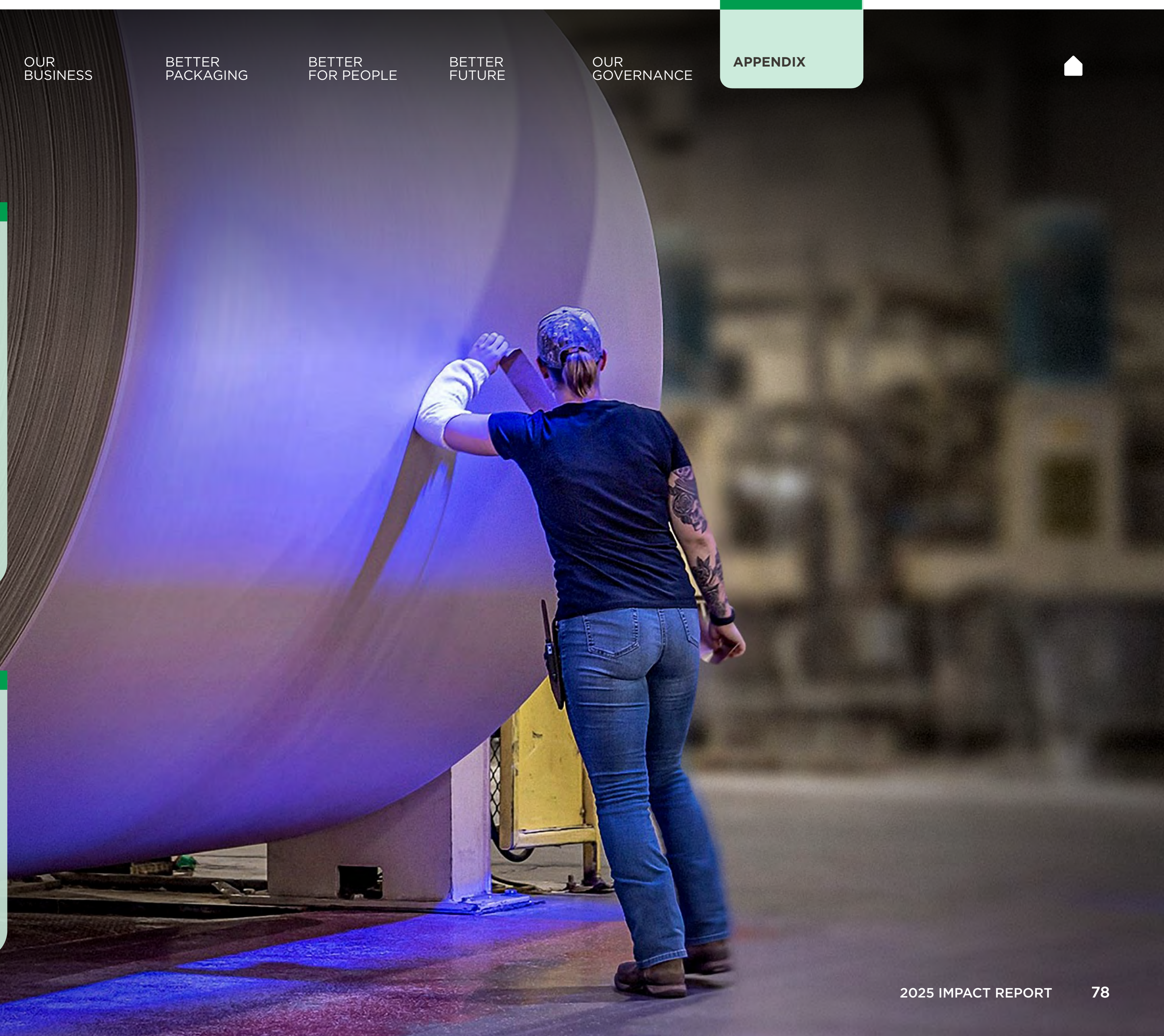
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# Graphic Packaging 2025 ESG Data Summary

	Baseline	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>BUSINESS OVERVIEW</b>						
<b>Economic Value Generated (USD in millions)</b>						
Net Sales	-	9,440	9,428	8,807	8,617	
Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) <sup>a</sup>	-	1,600	1,876	1,682	1,395	
Adjusted Earnings per Share <sup>a</sup>	-	2.33	2.91	2.49	1.80	
<b>Economic Value Distributed (USD in millions)</b>						
Operating Costs <sup>b</sup>	-	8,421	8,195	7,623	7,813	
Research and Development (R&D)	-	14	16	17	19	
Payments to Providers of Capital <sup>c</sup>	-	838	311	670	179	
Payments to Governments <sup>d</sup>	-	88	201	329	211	
Capital Expenditures	-	549	804	1,203	922	
<b>Economic Value Retained (USD in millions)</b>						
Change in Retained Earnings <sup>e</sup>	-	403	560	381	204	

a. Adjusted EBITDA and Adjusted Earnings per Share are not financial measures used under U.S. Generally Accepted Accounting Principles (“GAAP”). The calculation of Adjusted EBITDA and Adjusted Earnings per Share and reconciliations to the applicable GAAP measure can be found in the Company’s Fourth Quarter and Full Year 2025 Earnings Release, which is available at [www.graphicpkg.com](http://www.graphicpkg.com) or as Exhibit 99.1 to the Current Report on Form 8-K filed with the Securities and Exchange Commission on February 3, 2026.

b. Defined as cost of goods sold, selling, general, and administrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company’s Annual Reports on Form 10-K for the reporting year. Excludes R&D, capex, payments to investors, and payments to governments.

c. Defined as payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans (net of amounts capitalized), and purchases of treasury stock as disclosed in the Company’s Annual Report on Form 10-K for the year.

d. Defined as all of the organization’s taxes plus related penalties paid at the international, national, and local levels. Organization taxes can include corporate, income, and property — net of refunds. Excludes deferred taxes.

e. Economic Value Retained reflects the change in retained earnings, as disclosed in the Company’s Annual Reports on Form 10-K for the reporting year. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the Company’s Annual Reports on Form 10-K for further information.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>PRODUCT INNOVATION</b>						
Annual Revenue from New Product Innovations (USD in millions)	-	180	200	205	210	
Percent of Sold Packaging Characterized as Recyclable <sup>a,b</sup>	-	—%	—%	97%	96%	
<b>Percent New Product Innovations More Circular, More Functional, and More Convenient than Existing Alternative<sup>c</sup></b>	<b>0</b>	<b>—%</b>	<b>—%</b>	<b>Pilot</b>	<b>86%<sup>d</sup></b>	<b>On Track</b>
Number of New Plastic Packages Replaced by Paperboard Innovations (millions)	-	812	1,117	1,018	882	
New Product Innovations Launched	-				31	

- a. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals.
- b. Based on tons sold. Includes products categorized as widely recyclable, locally recyclable, and conditionally recyclable. Equivalent to describing as designed to be recyclable.
- c. New reporting metric starting in 2024.
- d. Results from expanded 2025 pilot evaluating seven new innovations.
- e. New reporting metric starting in 2025.

<b>GOVERNANCE</b>						
Percentage Completion Code of Conduct Training <sup>a</sup>	-	99%	91%	95%	96.5%	
Percentage Completion Anti-Harassment Training <sup>a,b</sup>	-	99%	91%	95%	—%	
Percent Completion Human Trafficking Training <sup>a</sup>	-	96%	89%	96%	97%	
Percentage Manufacturing Facilities Completed Social Responsibility Audit <sup>c</sup>	-	87%	87%	89%	92%	
Say-on-Pay Voting Percentage	-	92%	91%	96%	95%	
CEO Total Compensation Ratio	-	251:1	250:1	177:1	161:1	
Political Contributions, Lobbying, and Trade Association Fees (USD in millions)	-	3.5	3.7	4.1	4.0	

- a. Data do not include salaried employees from AR Packaging acquisition for 2022. They are included starting in 2023.
- b. In 2024, anti-harassment training moved to a bi-annual schedule. Training will be conducted next in 2026.
- c. From 2022-2024, social responsibility audit data tracked for packaging plants only. Beginning in 2025, data includes mills and machinery facilities.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>SOCIAL</b>						
<b>Employees</b>						
Total Number Employees at Year End	-	24,263	23,789	23,493	23,448	
Women in Total Global Workforce <sup>b</sup>	-	23%	22%	22%	23%	
Women in Vice President Level and Above Roles	-	27%	26%	26%	25%	
Women in Executive Team	-	33%	33%	33%	17%	
Women on the Board of Directors	-	30%	33%	30%	22%	
Ethnic Diversity in Total U.S. Workforce	-	30%	34%	36%	37%	
Ethnic Diversity in Vice President Level and Above Roles	-	19%	16%	18%	20%	
Ethnic Diversity in Executive Team	-	33%	33%	25%	20%	
Ethnic Diversity on the Board of Directors	-	10%	11%	10%	11%	
Employee Hiring Rate <sup>b</sup>	-	32%	26%	21%	19%	
Employee Voluntary Attrition <sup>b</sup>	-	21%	17%	10%	11%	
Employee Involuntary Attrition <sup>b</sup>	-	9%	9%	6%	9%	
Employees Covered by Collective Bargaining Agreements	-	62%	57%	59%	59%	
<b>Employee Engagement Percentile<sup>c</sup></b>	<b>24th</b>		<b>24th</b>	<b>28th</b>	<b>32nd</b>	<b>Progressing 16% Progress</b>
Employee Engagement Survey Participation <sup>c</sup>	-	—%	78%	87%	82%	
Training Hours per Employee <sup>d</sup>	-	12	10	16	4	
Revenue per Employee (USD) <sup>e</sup>	-	389,000	396,000	375,000	367,000	
Adjusted EBITDA per Employee (USD) <sup>e,f</sup>	-	66,000	79,000	72,000	59,000	



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>Stakeholder Engagement</b>						
Community Investment (USD in millions) <sup>g</sup>	N/A	3.0	2.6	2.2	4.0	On Track
Community Investment as Percent Revenue	-	0.03%	0.03%	0.02%	0.05%	
<b>HSE</b>						
Total Recordable Incident Rate (TRIR) <sup>h</sup>	-	1.02	0.98	0.88	0.86	
Lost Time Recordable Incident Rate (LTIR) <sup>h</sup>	-	0.31	0.31	0.35	0.28	
Days Away, Restricted, or Transferred (DART)	-	0.56	0.54	0.54	0.50	
<b>Life-Threatening or Life-Altering (LIFE) Injuries</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>On Track</b>
LIFE Injury Rate <sup>h</sup>	-	0.01	0.02	0.02	0.01	
Fatalities	-	1	0	0	0	
Fatality Rate <sup>h</sup>	-	0.004	0.00	0.00	0.00	
Total Number Significant Spills	-	0	0	0	0	
Percent Locations Certified to ISO 45001	-	5%	5%	8%	9%	
Percent Locations Certified to ISO 14001	-	15%	18%	20%	20%	

a. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals.

b. 2022-2023 Data include Americas and APAC regions, with EMEA and Indonesia excluded. 2024-2025 data includes all global regions.

c. Survey not conducted in 2022. 2023 survey conducted by Gallup Q12<sup>®</sup> for baselining 2030 goal and future engagement measurements.

d. In 2025, represents training hours for salaried employees. In 2022-2024, represents training hours for global employees.

e. Values for 2023-2024 Revenue and Adjusted EBITDA per Employee were restated to correct an immaterial error in the calculation in prior years.

f. Adjusted EBITDA and Adjusted Earnings per Share represent non-GAAP measures.

g. Includes a significant, one-time, in-kind donation resulting from the sale of a former Graphic Packaging facility at a \$2.55 million discount from fair market value.

h. Rate is defined as number of events per 100 workers per year. Includes Graphic Packaging employees and contractors working under our control.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>ENVIRONMENT</b>						
<b>Materials</b>						
Purchased Wood (metric tons)	-	9,385,000	8,635,000	7,653,000	6,931,000	
Percent Chain of Custody Certified	-	22%	21%	25%	30%	
Purchased Recovered Fiber (metric tons)	-	1,260,000	1,214,000	1,223,000	1,240,000	
Percent Post-Consumer Content <sup>b</sup>	-	48%	51%	53%	53%	
Wood-Based Paperboard Products (metric tons)	-	2,648,000	2,213,000	2,142,000	2,023,000	
Recycled Paperboard Products (metric tons)	-	1,210,000	1,194,000	1,162,000	1,112,000	
Total Paperboard Mill Byproducts (metric tons)	-	69,000	65,000	65,500	67,300	
Percentage Recycled Paperboard Products	-	31%	34%	34%	35%	
<b>Energy Use<sup>c</sup></b>						
Total Purchased Electricity (megawatt-hours)	-	1,802,500	1,711,700	1,692,500	1,704,600	
<b>Percent Renewable Purchased Electricity</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>5%</b>	<b>5%</b>	<b>On Track 6% Progress</b>
Total Self-Generated Electricity (megawatt-hours)	-	1,405,800	1,316,700	1,333,300	1,354,800	
Self-Generated Electricity — Percentage Renewable Sources	-	62%	68%	68%	69%	
Self-generated Electricity Sold (megawatt-hours)	-	-14,400	-4,100	-6,500	-6,000	



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>Energy Use<sup>c</sup> (continued)</b>						
Renewable Electricity as Percent Total Consumed Electricity	-	28%	30%	33%	33%	
Total Fuel Use (megawatt-hours)	-	20,398,500	19,109,100	18,640,300	19,337,000	
Percent Renewable Fuel Use	-	67%	66%	65%	68%	
<b>Percent Wood Paperboard Mills Renewable Fuel</b>	<b>76%</b>	<b>76%</b>	<b>74%</b>	<b>74%</b>	<b>76%</b>	<b>No Progress<sup>d</sup></b>
Total Energy Use (megawatt-hours)	-	22,211,100	20,828,900	20,343,300	21,057,300	
Percent Renewable Energy (megawatt-hours)	-	62%	61%	60%	63%	
Nonrenewable Energy Intensity (megawatt-hours per \$1,000 net revenue)	-	0.89	0.86	0.93	0.91	
Paperboard Energy Use (megawatt-hours)	-	20,930,900	19,634,700	19,148,100	19,863,200	
Paperboard Percent Renewable Energy	-	66%	64%	63%	66%	
Paperboard Total Energy Intensity (megawatt-hours per metric ton saleable board)	-	6.53	6.41	6.30	6.42	
Paperboard Nonrenewable Energy Intensity (megawatt-hours per metric ton saleable board)	-	2.25	2.28	2.32	2.17	
Packaging Energy Use (megawatt-hours)	-	1,275,800	1,190,400	1,191,600	1,190,200	
Packaging Percent Renewable Energy	-	4%	3%	5%	5%	
Packaging Total Energy Intensity (megawatt-hours per metric ton converted board)	-	0.36	0.37	0.36	0.38	
Percent Locations Certified to ISO 50001	-	5%	6%	7%	6%	

a. Baseline year for climate action goals is 2021. The baseline has been restated in the 2025 Impact Report to reflect changes in Company operations and inventory methodology.

b. Using Environmental Protection Agency (EPA) definition for post-consumer content.

c. Values for 2022-2024 have been restated to reflect changes in Company operations and inventory methodology.

d. Capital spending plans and execution timelines are under renewed consideration, which may extend full attainment of this target beyond 2032.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>ENVIRONMENT</b>						
<b>Greenhouse Gas (GHG)<sup>b</sup></b>						
Direct Biogenic GHG Emissions (metric tons CO <sub>2</sub> e)	-	4,408,500	4,067,300	3,875,900	4,223,700	
Direct Scope 1 GHG Emissions (metric tons CO <sub>2</sub> e)	-	1,289,500	1,241,600	1,265,100	1,198,500	
Indirect Scope 2 GHG Emissions — Market-Based (metric tons CO <sub>2</sub> e)	-	807,300	750,500	704,500	670,300	
Indirect Scope 2 GHG Emissions — Location-Based (metric tons CO <sub>2</sub> e)	-	766,400	700,900	675,200	609,100	
<b>Total Scope 1 and 2 GHG Emissions — Market-Based (metric tons CO<sub>2</sub>e)</b>	<b>1,948,200</b>	<b>2,096,800</b>	<b>1,992,100</b>	<b>1,969,500</b>	<b>1,868,800</b>	<b>Progressing<sup>c</sup> 8% Progress</b>
Paperboard Scope 1 and 2 GHG Emissions — Market-Based (metric tons CO <sub>2</sub> e)	-	1,647,400	1,601,600	1,613,600	1,529,100	
Packaging Scope 1 and 2 GHG Emissions — Market-Based (metric tons CO <sub>2</sub> e)	-	448,000	389,200	354,800	338,600	
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e per \$1,000 net sales) <sup>d</sup>	-	0.22	0.21	0.22	0.22	
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e per \$1,000 Adjusted EBITDA) <sup>d</sup>	-	1.31	1.06	1.17	1.34	
Paperboard Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e per metric ton saleable board)	-	0.51	0.52	0.52	0.49	
Packaging Scope 1 and 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e per metric ton converted board)	-	0.13	0.12	0.11	0.11	
Indirect Scope 3 Total GHG Emissions (metric tons CO <sub>2</sub> e)	-	6,678,000	6,462,700	6,524,400	5,813,200	



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>GHG<sup>b</sup> (continued)</b>						
Indirect Scope 3 GHG Emissions — Categories Aligned to Science-Based Target (metric tons CO <sub>2</sub> e) <sup>e</sup>	6,481,900	6,379,100	6,125,200	6,082,700	5,523,300	On Track 49% Progress
Percent Emissions Covered Under Regulatory Program	-	>99%	>99%	>99%	>99%	
Percent Emissions Covered Under Regulatory Reporting Program	-	83%	84%	84%	83%	
Percent Emissions Covered Under Regulatory Emissions-Limiting Program	-	1.3%	1.3%	1.5%	1.6%	
<b>Air Emissions (metric tons)</b>						
Hydrochlorofluorocarbon (HCFC)-22 Emissions	-	0.7	0.6	0.6	0.7	
Total Nitrogen Oxide (NOx) Emissions <sup>f</sup>	-	5,500	4,900	3,300	3,400	
Total Sulfur Oxide (SOx) Emissions <sup>f</sup>	-	1,300	1,400	600	400	
Total Volatile Organic Compound (VOC) Emissions <sup>e</sup>	-	4,100	4,100	3,400	3,300	
Total Particulate Matter ≤10 Micrometers (PM10) Emissions <sup>e</sup>	-	1,600	1,300	1,000	1,000	

a. Baseline year for climate action goals is 2021. The baseline is restated in the 2025 Impact Report to reflect changes in Company operations and inventory methodology.

b. Values for 2022-2024 have been restated to reflect changes in Company operations and inventory methodology.

c. Capital spending plans and execution timelines are under renewed consideration, which may extend full attainment of this target beyond 2032.

d. Scope 1 onsite waste GHG emissions are excluded from the paperboard GHG intensity calculations.

e. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 GHG emissions.

f. Reported for paperboard mills only.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>ENVIRONMENT</b>						
<b>Water Stewardship</b>						
Total Water Withdrawals (megaliters)	-	151,800	150,500	110,700	92,600	
Total Influent Water (megaliters)	-	182,800	179,100	145,900	115,400	
Total Discharged Water (megaliters)	-	156,300	149,600	111,400	93,600	
Total Water Consumption (megaliters)	-	43,300	43,500	47,600	36,000	
Paperboard Water Withdrawal Intensity (megaliters per metric ton saleable board)	-	0.041	0.042	0.034	0.030	
Paperboard Water Influent Intensity (megaliters per metric ton saleable board) <sup>a</sup>	-	0.043	0.045	0.037	0.033	
Paperboard Water Discharge Intensity (megaliters per metric ton saleable board)	-	0.042	0.042	0.034	0.030	
Number of Locations in Stressed Watersheds per Aqueduct Screen	-	18	29	29	29	
Stressed Watershed Withdrawal/Total Withdrawals	-	0.22%	0.25%	0.25%	0.31%	
Discharged Biochemical Oxygen Demand (metric tons) <sup>b</sup>	-	3,320	3,000	2,510	1,090	
Discharged Total Suspended Solids (metric tons) <sup>b</sup>	-	4,080	4,030	3,320	1,800	
Discharged Adsorbable Halide (AOX, metric tons) <sup>b</sup>	-	160	150	40	40	
Discharged Total Ammonia Nitrogen (metric tons) <sup>b</sup>	-	190	230	40	40	

a. Influent water in intensity calculation includes withdrawals, raw material water, and reclaimed water input sources. Stormwater not used in the mill process is excluded.

b. Includes paperboard division permitted discharges to surface water bodies.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>ENVIRONMENT</b>						
<b>Waste and Recycling</b>						
Total Generated Waste (metric tons) <sup>a</sup>	-	1,679,200	1,585,800	1,475,500	1,512,400	
Total Nonhazardous Waste Disposed (metric tons)	-	524,200	490,200	462,000	464,900	
Total Hazardous Waste Disposed (metric tons)	-	9,800	2,900	2,700	3,700	
Disposal - Landfill (metric tons)	-	494,600	456,200	452,300	453,800	
Disposal - Incineration with Energy Recovery (metric tons) <sup>b</sup>	-	27,200	32,200	8,400	8,200	
Disposal - Other (metric tons)	-	12,200	4,700	4,000	4,000	
Total Diverted Waste (metric tons)	-	1,145,200	1,092,700	1,010,800	1,002,000	
Percent Generated Waste Diverted from Landfill	-	68%	67%	69%	66%	
Total Recovered Paperboard (metric tons) <sup>c</sup>	-	974,500	913,500	918,800	897,400	
Percent Recovered Paperboard Used Internally <sup>c</sup>	-	54%	53%	42%	41%	
Percent Paperboard Waste Recovered for Recycling	-	98%	98%	99.8%	98.8%	
Other Recovered Materials (metric tons)	-	155,800	153,300	59,600	53,000	
Percent Packaging Plants with Waste Diversion Program	-	96%	100%	100%	100%	

a. Total Waste Generated includes approximately 10,700 tons stored onsite temporarily, in addition to waste disposed and diverted.

b. Excludes biomass intentionally recovered and burned for fuel in biomass boilers.

c. Recovered fiber-based secondary packaging is included with other recovered materials.



## Graphic Packaging 2025 ESG Data Summary (continued)

	Baseline <sup>a</sup>	FY2022	FY2023	FY2024	FY2025	Sustainability Goal Status
<b>ENVIRONMENT</b>						
<b>Supply Chain</b>						
Percent Facilities Compliant with Fiber Certification Standard <sup>b</sup>	-	96%	94%	96%	95%	
<b>Percent Forest Products Sustainably Sourced<sup>b</sup></b>	<b>89%</b>		<b>89%</b>	<b>89%</b>	<b>99%</b>	<b>On Track 89% Progress</b>
Percent Audits Completed for Targeted Wood Suppliers	-	136%	162%	143%	128%	
Percent New Suppliers of Wood Screened for Risk	-	100%	100%	100%	100%	
Spend with Graphic Packaging Defined Diverse Supplier Group (USD in millions) <sup>c</sup>	-	210	253	207	164	
Spend with All Diverse and Small Business Supplier Groups (USD in millions) <sup>d</sup>	-	291	334	288	236	
Percent of North America Addressable Spend	-	7.5%	9.4%	8.6%	7.5%	
Total Number Small and Diverse Suppliers <sup>d</sup>	-	593	542	519	717	
EcoVadis Percentile Ranking	-	93	85	91	91	

a. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals.

b. New reporting metric starting in 2023.

c. Defined by Graphic Packaging as woman, minority, or disabled/disabled-veteran owned supplier. Includes both certified and self-declared diverse suppliers.

d. Graphic Packaging defined diverse supplier group plus spend with small businesses, veteran, and other diverse supplier groups. Includes both certified and self-declared diverse suppliers.



# GRI Index

## GRI 2: General Disclosures

Graphic Packaging International is reporting in accordance with the GRI Standards for the period of January 1 to December 31, 2025.

### GRI 2: GENERAL DISCLOSURES

#### 2-1 Organizational details

See the [Forward-Looking Statement](#) and [About This Report](#) sections of this report.

We detail Graphic Packaging’s corporate structure and financial performance in our [2025 Annual Report on Form 10-K](#), [2026 Proxy Statement](#), and other required filings with the U.S. Securities and Exchange Commission (SEC). These documents are available on our [Investor Relations website](#) and on the SEC website.

#### 2-2 Entities included in the organization’s sustainability reporting

See Exhibit 21.1 to our [2025 Annual Report on Form 10-K](#) filed with the SEC on March 2, 2026 for a complete list of entities included in our consolidated financial statements and this Impact Report.

Read more about our reporting boundaries, data sources, and collection methods in the [About This Report](#) section of this report, as well as in our [2024 Impact Report](#), pp. 36-37.

#### 2-3 Reporting period, frequency and contact point

This 2025 Impact Report presents applicable data and information for the calendar year January 1 to December 31, 2025. Graphic Packaging reports annually on the sustainability and economic performance of our Company, with regular updates to external stakeholders in the interim.

Feedback on this report, its contents, or our sustainability performance can be provided via email to [sustainability@graphicpkg.com](mailto:sustainability@graphicpkg.com).

Previous sustainability reporting content may be viewed on our [website](#).

#### 2-4 Restatements of information

In 2025, we re-baselined the GHG inventory to reflect the impact of structural changes to the Company and improvements in inventory calculation methodology. As a result, energy and GHG data for 2021 through 2024 are restated in this report. These changes are reflected throughout this document and labeled as appropriate.

#### 2-5 External assurance

We do not seek external assurance or third-party verification for our entire Impact Report at this time. We have implemented internal controls to self-assure that data and discussions are accurate and fairly represent sustainability performance.

The 2025 Limited Assurance Statement for our energy, emissions, and water data, as well as the Limited Assurance Statement for restating our 2021 GHG emissions baseline, can be found on our [website](#).



**GRI 2: GENERAL DISCLOSURES**

**2-6 Activities, value chain and other business relationships**

The following changes to our operating network and supply chain occurred during the reporting period:

- The Company completed construction and commissioned a new recycled paperboard mill in Waco, TX in late 2025.
- The Company closed the Middletown, OH facility effective June 1, 2025 and announced plans to close the East Angus, Quebec facility in early 2026 as part of our recycled paperboard optimization program.
- The Company continued optimizing its packaging manufacturing operations by closing two packaging facilities, one in 2025 and one in early 2026.

See the [Who We Are](#) section of this report for detail on our business model and operations. Additional detail may be found in our [2025 Annual Report on Form 10-K](#), pp. 4-9, as well as in our [2024 Impact Report](#), pp. 37-38.

**2-7 Employees**

See the [Engaging People](#) and [ESG Data Summary](#) sections of this report for additional employee data. See detail on methodology and management of our employees in our [2024 Impact Report](#), p. 39.

TOTAL NUMBER OF EMPLOYEES BY REGION AS OF DECEMBER 31, 2025					
	Total	PacRim	EMEA	Latin America	U.S. & Canada
<b>Total Employees</b>	23,448	1,080	6,892	962	14,514
<b>Percentage</b>	100%	5%	29%	4%	62%
<b>Hourly</b>	77%	84%	80%	80%	75%
<b>Salaried</b>	23%	16%	20%	20%	25%
<b>Full time</b>	96%	97%	87%	99%	100%
<b>Part time</b>	4%	3%	13%	1%	—%
<b>Men</b>	73%	73%	75%	83%	72%
<b>Women</b>	23%	27%	25%	17%	22%
<b>Undeclared</b>	4%	—%	—%	—%	6%

The data represent the global employee population headcount as of December 31, 2025, and include all permanent, full-time, and part-time employees from our operations. The data exclude temporary employees, interns, co-ops, and contractors, unless otherwise stated. Changes in headcount from 2024 to 2025 reflect site closures, changes in operations shift structures at some locations, and shifts in some regions from reporting full-time employees to reporting headcount. Headcount changes due to new hires and attrition are further discussed in section GRI 401-1 New Employee Hires and Employee Turnover.

**2-8 Workers who are not employees**

As of December 31, 2025, approximately 1,700 contractors and temporary workers supported our operations, representing approximately 7% the total global workforce needed to support our operations. This number varies throughout the year, based on business needs and seasonal plant activities.

Data on contractors working under our control are collected following the methodology described in our [2024 Impact Report](#), p. 39.



## GRI 2: GENERAL DISCLOSURES

### 2-9 Governance structure and composition, and

Detail related to our corporate governance can be found in our [2026 Proxy Statement](#), pp. 4-10, and on our [Investor Relations website](#).

### 2-10 Nomination and selection of the highest governance body

Information related specifically to our governance of sustainability matters can be found in the [Sustainability Governance](#) section of this report, as well as in our [2024 Impact Report](#), pp. 39-40.

### 2-11 Chair of the highest governance body

Our Board Chairman is independent and has no material relationships with the Company, other than as a Graphic Packaging director.

### 2-12 Role of the highest governance body in overseeing the management of impacts

See our [2024 Impact Report](#), pp. 40-41.

### 2-13 Delegation of responsibility for managing impacts

See the [Sustainability Governance](#) section of this report, as well as our [2024 Impact Report](#), pp. 41-42.

### 2-14 Role of the highest governance body in sustainability reporting

The Graphic Packaging International Impact Report is reviewed and approved by the Executive Leadership Team (ELT) and Board of Directors (Board) Nominating and Corporate Governance Committee (NCGC) prior to publication each year.

### 2-15 Conflicts of interest

See our [2026 Proxy Statement](#), p. 10, our [2025 Annual Report on Form 10-K](#), our quarterly 10-Q reports, our [Investor Relations website](#), and our [2024 Impact Report](#), p. 42.

### 2-16 Communication of critical concerns

Our ELT reports all critical economic and ESG concerns to the Board. In 2025, there was one critical concern that was communicated to the Board in advance of the regular communications related to corporate risks. The concern has been fully assessed, a corrective action plan was developed, and actions are underway to manage the risk and prevent reoccurrence.

Stockholders and others interested in communicating directly with the Board, Chairman of the Board, or other outside director may do so by writing in care of the Corporate Secretary at:

Attention: Corporate Secretary  
 Graphic Packaging International, LLC  
 1500 Riveredge Parkway  
 Atlanta, GA 30328

The Board's independent directors have approved procedures for handling such correspondence received by the Company and addressed to the Board.

### 2-17 Collective knowledge of the highest governance body

See our [2024 Impact Report](#), p. 42.

### 2-18 Evaluation of the performance of the highest governance body

See our [2024 Impact Report](#), p. 43.



**GRI 2: GENERAL DISCLOSURES**

**2-19 Remuneration policies**

Periodically, Graphic Packaging contracts with a third party to conduct pay equity analyses that allow us to identify and correct any potential disparities. Read more in GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men, as well as in our [2024 Impact Report](#), p. 43. Executive Officer compensation is discussed in the Compensation Matters section of the [2026 Proxy Statement](#), pp. 22-48. Board compensation is discussed in the [2026 Proxy Statement](#), pp. 18-19 and includes cash retainers and fees as well as an equity component.

**2-20 Process to determine remuneration**

Our most recent “Say-on-Pay” vote took place on June 11, 2026 at our Annual Meeting of Stockholders. The detailed results of the vote can be accessed on our [Investor Relations website](#) on Form 8-K, published June 16, 2026. Stockholders approved our proposal with 95% of the votes cast in support of the executive compensation program. Read more about our Executive Officer and Board compensation program and the roles of the Board Compensation and Management Development Committee, NCGC, and the independent compensation consultant in the Compensation Matters section of the [2026 Proxy Statement](#), pp. 22-37, as well as in our [2024 Impact Report](#), pp. 43-44.

**2-21 Annual total compensation ratio**

In 2025, the ratio of CEO pay to median worker pay was 161:1. For more information on how the CEO total compensation ratio was determined, see our [2026 Proxy Statement](#), p. 40.

**2-22 Statement on sustainable development strategy**

In this report, see [“Message from Robbert Rietbroek, President and Chief Executive Officer”](#) and [“Message from Michelle Fitzpatrick, Vice President and Chief Sustainability Officer.”](#)

**2-23 Policy commitments**

We are committed to operating responsibly in line with the [Ten Principles of the UNGC](#), which cover issues such as human rights, labor, the environment, and anti-corruption, and encourage companies to act in support of broader UN goals. The Company also supports the UN Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Fundamental Principles and International Labour Standards. We seek to apply manufacturing processes and practices that create less environmental impact. Through our product innovation practices, we aim to manage and mitigate potential risks and impacts throughout a product’s entire lifecycle — from the design stage to product end-of-life.

**2-24 Embedding policy commitments**

We updated our Code in Q1 2025 to include expanded language regarding our commitments to human rights, privacy, fraud prevention, sustainability, community engagement, and maintaining a culture in which employees not only feel valued but know they can speak up about concerns and be heard. The revised Code will provide more guidance to help employees make ethical decisions and adhere to Company policies. Read more in our [2024 Impact Report](#), pp. 44-45.

**2-25 Processes to remediate negative impacts**

See our [2024 Impact Report](#), p. 45.

**2-26 Mechanisms for seeking advice and raising concerns**

Our ethics and compliance (E&C) engagement program, Whistleblower Policy, and Alertline encourage employees to speak up when they have a concern. For more information, see the [Business Practices](#) section of this report, as well as our [2024 Impact Report](#), pp. 45-46.

**GRI 2: GENERAL DISCLOSURES****2-27 Compliance with laws and regulations**

Graphic Packaging's Code and Company policies outline the principles we follow as a business, and guide our actions to conduct business ethically and protect people and the quality of the environment. We expect each employee to understand and comply with the Code and all Company policies and applicable laws.

We received no material environmental regulatory fines (defined as >\$100,000) from state, federal, or provincial regulatory agencies related to incidents of non-compliance from past years' enforcement actions. We also recorded zero significant environmental spills or releases (e.g., wastewater, chemicals, oil, etc.) from our facilities related to non-compliance incidents.

Information regarding environmental matters is included in the [Safety Focus: Environmental Performance](#) section of this report and in several areas of our [2025 Annual Report on Form 10-K](#) including:

- Item 1 — Environmental and regulatory matters, p. 9
- Item 1A — Risk factors, pp. 10-14
- Item 8 — Financial statements and supplementary data, Note 14 — Environmental and Legal matters, p. 70

**2-28 Membership associations**

See our [2024 Impact Report](#), p. 46.

**2-29 Approach to stakeholder engagement**

See our [2024 Impact Report](#), pp. 46-47.

**2-30 Collective bargaining agreements**

In 2025, approximately 59% of Graphic Packaging global employees were covered by collective bargaining agreements such as labor unions or work councils.

For additional information on our approach to collective bargaining, see the [Labor Rights](#) section of this report, as well as our [2024 Impact Report](#), pp. 47 and 136-137.



## GRI 3: Material Topics

### GRI 3: MATERIAL TOPICS

#### 3-1 Process to determine material topics

See the [Material Topics](#) section of this report, as well as our [2024 Impact Report](#), p. 47.

#### 3-2 List of material topics

See the [Material Topics](#) section of this report.

## Topic Disclosures

### Economic Performance

### GRI 201: ECONOMIC PERFORMANCE

#### 3-3 Management of material topics

Our economic performance contributes directly to our ability to drive long-term, sustainable growth for our Company, advance our sustainability initiatives, and deliver economic benefits to our employees and the communities where we operate.

We report on our corporate structure and financial performance through our [2025 Annual Report on Form 10-K](#), [2026 Proxy Statement](#), and other required filings with the SEC. These documents are available on our [Investor Relations website](#) and on the SEC's website.

#### 201-1 Direct economic value generated and distributed

See the [ESG Data Summary](#) section of this report and our [2025 Annual Report on Form 10-K](#).

#### 201-2 Financial implications and other risks and opportunities due to climate change

See the [Climate Action](#) section of this report, our [Climate-related Financial Risk Report](#), and the [2025 Annual Report on Form 10-K](#) Risk Factors discussion, pp. 10-14.

#### 201-3 Defined benefit plan obligations and other retirement plans

Graphic Packaging provides detailed disclosures about pension and other postretirement obligations in Note 8 of our [2025 Annual Report on Form 10-K](#), pp. 57-61.

### Business Practices

### GRI 205: ANTI-CORRUPTION

#### 3-3 Management of material topics

See the [Business Practices](#) section of this report and our [2024 Impact Report](#), pp. 44-46 and 70-75.

#### 205-1 Operations assessed for risks related to corruption

Facilities located in countries with higher corruption risk according to the Transparency Index (produced by Transparency International) are regularly audited by our internal audit team. During the past three years, audit activities related to potential corruption and bribery have been performed at locations in Brazil, China, Croatia, Indonesia, Japan, Italy, Mexico, and Nigeria.

See the [Business Practices](#) section of this report and our [2024 Impact Report](#), p. 74.



**205-2 Communication and training about anti-corruption policies and procedures**

<b>E&amp;C TRAINING COMPLETION RATES — GLOBAL SALARIED EMPLOYEES<sup>a</sup></b>				
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Code of Conduct<sup>b</sup></b>	99%	91%	95%	97%
<b>Anti-harassment<sup>c</sup></b>	99%	91%	95%	—%
<b>Anti-bribery &amp; Anti-corruption<sup>b</sup></b>	96%	91%	96%	96%
<b>Human Trafficking<sup>b</sup></b>	96%	89%	96%	97%
<b>Data Protection and Privacy<sup>b</sup></b>	96%	91%	96%	96%
<b>Cybersecurity Awareness<sup>b,d</sup></b>	—%	—%	95%	89%
<b>Trade Sanctions Compliance Memo<sup>b</sup></b>	98%	79%	96%	98%
<b>Antitrust<sup>c,e</sup></b>	—%	90%	—%	97%
<b>Conflict of Interest<sup>c,d</sup></b>	—%	—%	94%	—%
<b>Insider Trading<sup>c,d</sup></b>	—%	—%	94%	—%
<b>Responsible AI Use<sup>c,d</sup></b>	—%	—%	94%	—%

- a. 2022 data excludes employees from the legacy AR Packaging and Bell acquisitions. 2023 data excludes legacy Bell acquisition employees.
- b. Trainings are typically conducted annually.
- c. Trainings are typically conducted every other year.
- d. New training starting in 2024. Cybersecurity awareness was previously included in the Data Protection and Privacy training. Conflict of interest and insider trading training previously included in anti-bribery & anti-corruption training.
- e. New training for 2023.

<b>SELECT E&amp;C TRAINING COMPLETION RATES — SALARIED EMPLOYEES BY REGION</b>			
	<b>Americas</b>	<b>EMEA</b>	<b>PacRim</b>
<b>Code of Conduct</b>	98%	94%	94%
<b>Antitrust<sup>a</sup></b>	99%	95%	94%
<b>Trade Sanctions Compliance Memo</b>	99%	96%	95%

- a. Antitrust training is completed every other year.

For additional information on our communication and training, see the [Business Practices](#) section of this report, as well as our [2024 Impact Report](#), p. 74.

**205-3 Confirmed incidents of corruption and actions taken**

In 2025, there were five substantiated concerns reported to the Alertline or other channels concerning corruption-related topics such as anti-bribery and fraud. We investigated all incidents within our required timeline, and took appropriate action where warranted. See the [Business Practices](#) section of this report, as well as our [2024 Impact Report](#), p. 74. Information on litigation matters involving Graphic Packaging is provided in our [2025 Annual Report on Form 10-K](#), p. 16 and 70.



**GRI 206: ANTI-COMPETITIVE BEHAVIOR**

**3-3 Management of material topics**

See the [Business Practices](#) section of this report and our [2024 Impact Report](#), pp. 44-46 and 70-75.

**206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**

In 2025, there were no legal actions against the Company, nor any fines or settlements paid by the Company, regarding anti-competitive behavior, antitrust, or monopolistic practices. See the [Business Practices](#) section of this report and our [2024 Impact Report](#), pp. 74-75. Information on litigation matters involving Graphic Packaging is provided in our [2025 Annual Report on Form 10-K](#), p. 16 and 70.

**GRI 207: TAX**

**3-3 Management of material topics**

See our [2024 Impact Report](#), pp. 75-76.

**207-1 Approach to tax**

See our [2024 Impact Report](#), pp. 75-76.

**207-2 Tax governance, control, and risk management**

See our [2024 Impact Report](#), pp. 75-76.

**207-3 Stakeholder engagement and management of concerns related to tax**

See our [2024 Impact Report](#), p. 76.

**207-4 Country-by-country reporting**

In 2025, the Company recognized total income tax expense of \$139 million on pre-tax income of \$582 million, with an effective tax rate of 24%. Read more about our tax results and statutory tax rate in our [2025 Annual Report on Form 10-K](#), beginning on p. 62.

Graphic Packaging does not disclose country-by-country tax information. Instead, we disclose aggregated numbers and will assess making additional disclosures annually. In addition to the Company's tax reporting breakdown in the [2025 Annual Report on Form 10-K](#), more details can be found in our U.K. Tax Strategy Policy.

<b>CONSOLIDATED INCOME TAX EXPENSE (USD IN MILLIONS)</b>				
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Income Tax Expense</b>	\$194	\$210	\$229	\$139
<b>Effective Tax Rate</b>	27.2%	22.5%	25.8%	24.0%

For additional information, see our [2024 Impact Report](#), p. 76.

**Public Policy**

**GRI 415: PUBLIC POLICY**

**3-3 Management of material topics**

For information on our approach to public policy, positions on specific policy topics, and disclosures for annual political contributions (GRI 415-1), see our annual Public Policy Statement on the Graphic Packaging website.



## Cybersecurity and Data Privacy

### GRI 418: CUSTOMER PRIVACY

#### 3-3 Management of material topics

See the [Cybersecurity and Data Privacy](#) section of this report, as well as our [2024 Impact Report](#), pp. 82-84.

#### 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

See the [Cybersecurity and Data Privacy](#) section of this report.

## Supply Chain Sustainability

### GRI 204: PROCUREMENT PRACTICES

#### 3-3 Management of material topics

See the [Supply Chain Sustainability](#) section of this report, as well as our [2024 Impact Report](#), pp. 61-69.

#### 204-1 Proportion of spending on local suppliers

See the [Supply Chain Sustainability](#) section of this report, as well as our [2024 Impact Report](#), p. 67.

### GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

#### 3-3 Management of material topics

See the [Supply Chain Sustainability](#) section of this report, as well as our [2024 Impact Report](#), pp. 61-67.

#### 308-1 New suppliers that were screened using environmental criteria

See the [Sustaining Forests](#), [Sustainable Forest Management](#), and [Supply Chain Sustainability](#) sections of this report, as well as our [2024 Impact Report](#), p. 68.

#### 308-2 Negative environmental impacts in the supply chain and actions taken

See the [Driving Circularity](#), [Climate Action](#), [Carbon Footprint Management](#), [Sustaining Forests](#), [Sustainable Forest Management](#), and [Supply Chain Sustainability](#) sections of this report, as well as our [2024 Impact Report](#), pp. 68-69.



**GRI 414: SUPPLIER SOCIAL ASSESSMENT**

**3-3 Management of material topics**

See the [Supply Chain Sustainability](#) section of this report, as well as our [2024 Impact Report](#), pp. 61-67, 137, and 148-151.

**414-1 New suppliers that were screened using social criteria**

See the [Business Practices](#), [Labor Rights](#), [Human Rights](#), [Supply Chain Sustainability](#), and [Cybersecurity and Data Privacy](#) sections of this report, as well as our [2024 Impact Report](#), p. 68.

**414-2 Negative social impacts in the supply chain and actions taken**

See the [Labor Rights](#), [Human Rights](#), and [Supply Chain Sustainability](#) sections of this report, as well as our [2024 Impact Report](#), pp. 68-69.

**Better Packaging**

**GRI 301: MATERIALS**

**3-3 Management of material topics**

See the [Sustaining Forests](#), [Driving Circularity](#), and [Climate Action](#) sections of this report, as well as our [2024 Impact Report](#), pp. 85-89.

**301-1 Materials used by weight or volume**

Wood fiber provides approximately 74% of the fiber raw material inputs (on a dry fiber basis) used in our paperboard manufacturing operations, and is the primary ingredient used to make unbleached and bleached paperboard. Our combined wood supply area totals approximately 17 million acres of forest. In 2025, approximately 1% of this area was harvested to supply our wood-based paperboard mills.

In 2025, approximately 84% of the wood purchased for our wood-based paperboard mills was softwood — primarily loblolly pine, in addition to smaller volumes of shortleaf, slash, and longleaf pine.

Sustainably-managed hardwoods, including poplar, oak, ash, and smaller volumes of other hardwood species, account for the remaining 16% of wood flowing into our wood-based paperboard mills.

In 2025, all wood was sourced from sustainably managed forests, which met the criteria for Sustainable Forestry Initiative (SFI) Certified Sourcing, Program for the Endorsement of Forest Certification (PEFC) Controlled Sources, and Forest Stewardship Council (FSC) Controlled Wood — with approximately 30% of purchased wood meeting SFI, PEFC, and/or FSC chain of custody (COC) requirements.



**301-2 Recycled input materials used**

Cuttings and paperboard scraps from our own packaging plants supplied 22% of total recovered fiber inputs, and the remaining 78% was from purchased pre- and post-consumer recovered fiber. Post-consumer fiber represented approximately 53% of total recovered fiber raw materials, and 60% of the fiber raw materials used in the recycled paperboard mills.

<b>FIBER RAW MATERIALS (METRIC TONS)</b>				
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Wood<sup>a</sup></b>	9,385,000	8,635,000	7,653,000	6,931,000
<b>Sustainably Sourced (excluding COC fiber)<sup>b</sup></b>	78%	79%	75%	70%
<b>SFI/PEFC COC</b>	18%	17%	22%	28%
<b>FSC COC</b>	4%	5%	3%	2%
<b>Recovered Fiber<sup>c</sup></b>	1,260,000	1,214,000	1,223,000	1,240,000
<b>Post-consumer Content<sup>d</sup></b>	48%	51%	53%	53%

- a. Wood totals presented on an as-delivered “green wood” basis. Includes -50% moisture content.
- b. Sustainably sourced fiber meets the requirements of the SFI Certified Sourcing, PEFC Controlled Sources, and FSC Controlled Wood Sourcing Standards. All purchased wood products meet sustainably sourced requirements.
- c. Recovered fiber qualifies for SFI, PEFC, and FSC COC and RPA-100% certification.
- d. Measured following the U.S. EPA definition for post-consumer content as found in the Resource Conservation and Recovery Act, Section 6002.

Recycled materials were used in 72% or more of the paperboard products we manufactured for sale in 2025, with 35% of paperboard products containing 100% recycled fiber content.

<b>2025 PRODUCTION VOLUMES</b>			
	<b>Percentage total production</b>	<b>Percentage recycled fibers</b>	<b>Total production (metric tons)</b>
<b>Paperboard Products<sup>a</sup></b>			
<b>Wood-Based Paperboard Products<sup>b</sup></b>	63%	~10%	2,023,000
<b>Recycled Paperboard Products<sup>c</sup></b>	35%	100%	1,112,000
<b>Byproducts</b>			
<b>Turpentine</b>	0.2%	--	6,300
<b>Tall Oil/Soap</b>	2%	--	61,000

- a. Products include consumer paperboard packaging products and paperboard sold to third parties. Both Graphic Packaging paperboard and third-party paperboard is used in the manufacturing process.
- b. Products made with Graphic Packaging unbleached paperboard include ~10% recycled fiber content. A limited quantity of cup products made with Graphic Packaging bleached paperboard contain up to 10% recycled content.
- c. Products made with Graphic Packaging recycled paperboard include ~100% recycled fiber content.



**301-3 Reclaimed products and their packaging materials**

In 2025, our wood-based and recycled paperboard mills purchased reclaimed post-consumer fiber-based packaging for use as feedstocks in our operations. These reclaimed materials could include our consumer paperboard packaging products (or similar paperboard packaging from other suppliers) and associated corrugated and fiber-based packaging used to ship paperboard packaging products to customers. Because it is not possible to isolate our paperboard packaging products and associated corrugated packaging from other sources of fiber-based packaging in paper recovery systems, these reclaimed materials represent our best approximation for our reclaimed paperboard packaging products and packaging. We assume the total recovered post-consumer fiber inputs represent reclaimed volumes for our paperboard products and packaging. Using this analysis, approximately 20% of our consumer paperboard packaging products and associated packaging were reclaimed and recycled by us in 2025. In addition, 50% of the wood pallets used to ship our paperboard products were reclaimed pallets.

Graphic Packaging also manufactures and sells high-speed packaging equipment for our customers to use with our packaging products. In 2025, nine machines were returned to us to be refurbished and resold, and 25 machines were confirmed as scrapped for recycling by the customer, for a combined machine reclaimed rate of 26%.

**GRI 416: CUSTOMER HEALTH AND SAFETY**

**3-3 Management of material topics**

<b>2025 RECYCLABILITY OF SOLD PACKAGING PRODUCTS<sup>a,b</sup></b>				
<b>Global sold packaging products</b>	<b>Widely Recyclable</b>	<b>Conditionally Recyclable</b>	<b>Limited Recyclable</b>	<b>Not Recyclable</b>
<b>Paperboard Packaging</b>	83%	1%	14%	2%
<b>Total Packaging</b>	81%	1%	14%	4%
<b>Total Recyclable<sup>c</sup></b>	96%			

a. Numbers are based on volumes sold (metric tons) and exclude sold paperboard, machinery, tall oil, and turpentine volumes.  
 b. Recyclability category for certain products may differ by region, as they are dependent on the recycling criteria and access for that region.  
 c. Graphic Packaging defines total recyclable sold packaging as the sum of widely recyclable, conditionally recyclable, and limited recyclable.

Products characterized as recyclable may also be described as products designed to be recyclable.

For additional information, see the [Better Packaging](#) section of this report, as well as our [2024 Impact Report](#), pp. 49-59.

**416-1 Assessment of the health and safety impacts of product and service categories**

Because our packaging is commonly used in food packaging applications, our products must comply with applicable food safety regulations. Our facilities follow the Global Food Safety Initiative recognized standards, including: the British Retail Consortium Global Standards Packaging Materials, Food Safety Systems Certification 22000, and the Safe Quality Food Program.

At year-end 2025, 97% of our direct food contact packaging facilities were Global Food Safety Initiative certified, with certification for the remaining two facilities in progress.<sup>17</sup>

For additional information, see our [2024 Impact Report](#), p. 59.

**416-2 Incidents of non-compliance concerning the health and safety impacts of products and services**

In 2025, Graphic Packaging initiated one voluntary product withdrawal that impacted consumers where lids did not properly crystallize and could deform when exposed to hot liquid. This did not result in any fines, penalties, or warnings. Preventative measures have been taken to prevent this issue from reoccurring.



**Biodiversity**

**GRI 304: BIODIVERSITY**

**3-3 Management of material topics**

In 2025, with the support of a third party, we conducted a nature impact assessment to understand interfaces with nature across Graphic Packaging’s manufacturing footprint, including inputs and outputs related to our processes, and how our operations might lead to potential nature-related hazards. We mapped seven nature-related matters — resource use, environmental releases to air, environmental releases to water and soil, solid waste, climate change (GHG emissions), disturbances, and land-use change — and evaluated the Company’s approach to managing those interfaces. In addition, we utilized geographic databases of biodiversity-sensitive areas<sup>18</sup> to identify owned paperboard mills and/or packaging plants near such regions.

For additional information on our approach to managing biodiversity matters in our upstream supply chain, see the [Sustainable Forest Management](#) section of this report, as well as our [2024 Impact Report](#), pp. 85-87 and 89-93.

**304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas**

We identified 12 packaging plants located within approximately a one kilometer radius of a biodiversity-sensitive area. These sites are located in Mexico, Estonia, Germany, the Netherlands, Finland, Poland, Sweden, Croatia, Australia, and the U.K. Because none of our paperboard mills were within one kilometer of an identified biodiversity-sensitive area, we applied a five kilometer radius. Only one U.S. wood-based paperboard mill was located within this boundary.

For the 12 packaging plants operating within approximately a one kilometer radius of a biodiversity-sensitive area, we identified the potential for near-field hazards, such as noise immediately adjacent to the facility. As a result, we plan to further assess exterior sound levels at these locations, to ensure they remain below levels that could potentially impact area wildlife habitats (55 A-weighted time-averaged decibels).

Since the one wood-based paperboard mill is only within a five kilometer radius of a biodiversity-sensitive area, analysis of potential near-field hazards was not conducted. For this location, we focused on potential hazards with a wider coverage area: environmental releases to water and soil. It was determined that Graphic Packaging is operating within applicable permits for such activity at this location. In the future, we may consider further evaluating potential exposure pathways, to determine whether additional internal controls or monitoring may be prudent.

**304-2 Significant impacts of activities, products and services on biodiversity**

Based on our assessment, the most significant potential biodiversity impacts of our products occur in the Company’s value chain. Upstream wood sourcing represents the primary potential impact identified in our assessment. We manage potential impacts through our [Sustainable Forestry and Deforestation Policy](#), annual supplier audits, and SFI/PEFC/FSC certification requirements. Downstream impacts from waste disposal are similarly managed through high recycling/repulping rates and consignment to permitted third-party facilities.

For additional detail on our approach to minimizing and managing biodiversity impacts, see our [2024 Impact Report](#) pp. 89-93.

**304-3 Habitats protected or restored**

For more information about our conservation partners, see the [Sustainable Forest Management](#) section in this report, as well as our [2024 Impact Report](#), pp. 89-92.

**304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations**

Graphic Packaging continues to identify and protect the most vulnerable species in our wood sourcing areas. In collaboration with experts and biologists, we have assessed the known occurrences of G1 (Critically Imperiled) and G2 (Imperiled) species in our wood supply basins.

For information on these species, see our [2024 Impact Report](#), p. 93.



Energy and Emissions

GRI 302: ENERGY

3-3 Management of material topics

See the [Energy](#) section of this report, as well as our [2024 Impact Report](#), pp. 94-101.

302-1 Energy consumption within the organization

In 2025, renewable fuels represented approximately 68% of the fuel mix consumed globally and 76% of fuel use in our wood-based paperboard mills. Company-wide, renewable fuel use increased in 2025 versus 2024 due to increased carbon neutral biofuel use at two wood-based paperboard mills.

In 2025, Graphic Packaging self-generated 12 million megawatt-hour of steam (76% from renewable fuel) and 1 million megawatt-hour of electricity (69% from renewable fuel). Total electricity consumed in 2025 to power our operations was 3 million megawatt-hour – with 44% from self-generated electricity, and 56% from purchased electricity (of which 5% can be claimed as renewable).

Total consumed energy (defined as total purchased electricity, heating/cooling, and steam, plus total consumed fuels) in 2025 was 21 million megawatt-hour, with 63% from renewable sources. Year over year, total consumed energy in 2025 was approximately 4% higher than 2024, driven by increased production time at two of our wood-based paperboard mills in 2025 versus the prior year.

TOTAL RENEWABLE FUEL CONSUMPTION BY FUEL TYPE (MEGAWATT-HOUR)				
Fuel Type	2022 <sup>a</sup>	2023 <sup>a</sup>	2024 <sup>a</sup>	2025
Bark	4,583,400	3,891,900	3,715,900	4,378,800
Black Liquor	8,596,200	8,331,900	7,993,900	8,370,500
Other Biomass (e.g. sludges, railroad ties)	531,300	428,900	340,900	388,700
Other Renewable Fuel (e.g. biogas)	10,300	0	10,900	5,400
<b>Total Renewable Fuel</b>	<b>13,721,000</b>	<b>12,652,800</b>	<b>12,061,600</b>	<b>13,143,400</b>
<b>Wood-Based Paperboard Manufacturing Renewable Fuel</b>	<b>13,710,800</b>	<b>12,652,800</b>	<b>12,050,700</b>	<b>13,138,000</b>
<b>Recycled Paperboard Manufacturing Renewable Fuel</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Packaging Renewable Fuel<sup>b</sup></b>	<b>10,300</b>	<b>0</b>	<b>10,900</b>	<b>5,400</b>
<b>Percent Renewable Fuel in Total Fuel</b>	<b>67%</b>	<b>66%</b>	<b>65%</b>	<b>68%</b>
<b>Wood-Based Paperboard Manufacturing Percent Renewable Fuel</b>	<b>76%</b>	<b>75%</b>	<b>73%</b>	<b>76%</b>

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
 b. Packaging totals exclude machinery and innovation facilities.



**302-1 Energy consumption within the organization (cont.)**

<b>TOTAL NONRENEWABLE FUEL CONSUMPTION BY FUEL TYPE (MEGAWATT-HOUR)</b>				
<b>Fuel Type</b>	<b>2022<sup>a</sup></b>	<b>2023<sup>a</sup></b>	<b>2024<sup>a</sup></b>	<b>2025</b>
Coal	0	0	0	0
Compressed/Liquid Gas	6,100	9,600	28,000	26,400
Diesel	73,800	67,900	64,100	60,700
Fuel Oil 1, 2, 6	112,000	19,400	41,700	48,700
Gasoline	4,200	4,300	4,400	4,300
Kerosene	800	400	500	600
Natural Gas	6,430,600	6,302,500	6,390,300	6,005,100
Propane	50,000	48,600	46,700	45,500
Other (waste oil, ethanol)	0	3,700	3,000	2,400
<b>Total Nonrenewable Fuel</b>	<b>6,677,400</b>	<b>6,456,300</b>	<b>6,578,800</b>	<b>6,193,600</b>
<b>Wood-Based Paperboard Manufacturing Nonrenewable Fuel</b>	<b>4,294,500</b>	<b>4,287,700</b>	<b>4,556,300</b>	<b>4,194,500</b>
<b>Recycled Paperboard Manufacturing Nonrenewable Fuel</b>	<b>2,019,900</b>	<b>1,821,200</b>	<b>1,687,900</b>	<b>1,656,200</b>
<b>Packaging Nonrenewable Fuel<sup>b</sup></b>	<b>360,500</b>	<b>345,500</b>	<b>332,700</b>	<b>340,700</b>

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
b. Packaging totals exclude machinery and innovation facilities.



**302-1 Energy consumption within the organization (cont.)**

<b>TOTAL ENERGY CONSUMPTION (MEGAWATT-HOUR)</b>				
<b>Energy Type</b>	<b>2022<sup>a</sup></b>	<b>2023<sup>a</sup></b>	<b>2024<sup>a</sup></b>	<b>2025</b>
<b>Purchased Electricity</b>	1,802,500	1,711,700	1,692,500	1,704,600
<b>Percent Purchased Renewable Electricity</b>	2%	2%	5%	5%
<b>Purchased District Heating/Cooling</b>	9,200	7,800	10,000	15,300
<b>Percent Renewable District Heating/Cooling</b>	—%	—%	—%	—%
<b>Purchased Steam</b>	900	300	400	300
<b>Percent Renewable Steam</b>	—%	—%	—%	—%
<b>Total Fuels</b>	20,398,500	19,109,100	18,640,300	19,337,000
<b>Percent Renewable Fuels</b>	67%	66%	65%	68%
<b>Total Energy</b>	22,211,100	20,828,900	20,343,300	21,057,300
<b>Percent Renewable Energy</b>	62%	61%	60%	63%
<b>Total Paperboard Manufacturing Energy</b>	20,930,900	19,634,700	19,148,100	19,863,200
<b>Paperboard Manufacturing Percent Renewable Energy</b>	66%	64%	63%	66%
<b>Total Packaging Energy</b>	1,275,800	1,190,400	1,191,600	1,190,200
<b>Packaging Percent Renewable Energy<sup>b</sup></b>	4%	3%	5%	5%

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
b. Packaging totals exclude machinery and innovation facilities.

For additional information, see the [Energy](#) section of this report.

**302-3 Energy intensity**

We separately measure energy intensity per unit of production for our paperboard manufacturing and packaging divisions.

<b>ENERGY INTENSITY</b>				
	<b>2022<sup>a</sup></b>	<b>2023<sup>a</sup></b>	<b>2024<sup>a</sup></b>	<b>2025</b>
<b>Paperboard Manufacturing Total Energy Intensity (megawatt-hour per metric ton of saleable board)</b>	6.53	6.41	6.30	6.42
<b>Packaging Total Energy Intensity (megawatt-hour per metric ton converted board)<sup>b</sup></b>	0.36	0.37	0.36	0.38

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
b. Packaging totals exclude machinery and innovation facilities.

For additional information, see the [Energy](#) section of this report, as well as our [2024 Impact Report](#), p. 104.

**302-4 Reduction of energy consumption**

See the [Energy](#) and [Carbon Footprint Management](#) sections of this report, as well as our [2024 Impact Report](#), p. 104.



**GRI 305: EMISSIONS**

**3-3 Management of material topics**

See the [Climate Action](#) and [Carbon Footprint Management](#) sections of this report, as well as our [2024 Impact Report](#), pp. 94-101.

**305-1 Direct (Scope 1) GHG emissions**

The first table presents our total direct emissions, including carbon neutral biogenic emissions. CO<sub>2</sub> released during biomass consumption is equivalent to the CO<sub>2</sub> that was originally removed from the atmosphere during tree growth and will again be removed from the atmosphere as the forests regenerate, causing no net new addition of CO<sub>2</sub> to the atmosphere.

2025 DIRECT GHG EMISSIONS BY SOURCE TYPE		
Source	GHG Emissions (metric tons CO <sub>2</sub> e)	Percentage Direct Emissions
Nonrenewable Fuel Emissions	1,165,900	22%
Refrigerant/Fugitive Emissions	9,900	0.2%
On-Site Waste Emissions	22,700	0.4%
Renewable Biomass Fuel Biogenic Emissions <sup>a</sup>	4,223,700	78%

a. Biogenic emissions disclosed for completeness, and to illustrate progress reducing net CO<sub>2</sub>e emissions to the atmosphere. In accordance with the GHG Protocol accounting methodology, biogenic emissions are considered carbon neutral and are excluded from total reportable Scope 1 emissions.

TOTAL REPORTABLE DIRECT (SCOPE 1) GHG EMISSIONS (METRIC TONS CO <sub>2</sub> E)				
	2022 <sup>a</sup>	2023 <sup>a</sup>	2024 <sup>a</sup>	2025
<b>Total Scope 1 Emissions<sup>b</sup></b>	1,289,500	1,241,600	1,265,100	1,198,500
<b>Paperboard Scope 1 Emissions</b>	1,215,300	1,170,700	1,198,900	1,129,300
<b>Packaging Scope 1 Emissions</b>	73,700	70,600	65,800	68,700
<b>Other Scope 1 Emissions<sup>c</sup></b>	500	400	400	400

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.

b. Excludes biogenic emissions, per the GHG Protocol accounting methodology.

c. Includes our machinery and innovation facilities.

For additional information, see the [Carbon Footprint Management](#) section of this report, as well as our [2024 Impact Report](#), pp. 104-105.



**305-2 Energy indirect (Scope 2) GHG emissions**

Scope 2 emissions are associated with the purchased energy needed to supply our global manufacturing operations with electricity, steam, and other heating or cooling services. We calculate these emissions according to the GHG Protocol Scope 2 Guidance, following both the market-based and location-based methods.<sup>17</sup> We use market-based emissions when reporting total operations emissions, to reflect the impact of renewable electricity purchases across our operations.

<b>TOTAL INDIRECT (SCOPE 2) ENERGY GHG EMISSIONS (METRIC TONS CO<sub>2</sub>E)</b>				
	<b>2022<sup>a</sup></b>	<b>2023<sup>a</sup></b>	<b>2024<sup>a</sup></b>	<b>2025</b>
<b>Total Scope 2 Emissions (market-based)</b>	807,300	750,500	704,500	670,300
<b>Paperboard Manufacturing Scope 2 Emissions (market-based)</b>	432,200	430,900	414,600	399,700
<b>Packaging Scope 2 Emissions (market-based)</b>	374,200	318,700	289,000	269,900
<b>Other Scope 2 Emissions (market-based)<sup>b</sup></b>	900	900	800	700
<b>Total Scope 2 Emissions (location-based)</b>	766,400	700,900	675,200	609,100

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
b. Includes our machinery and innovation facilities.

<b>COMBINED SCOPE 1 AND SCOPE 2 (MARKET-BASED) GHG EMISSIONS (METRIC TONS CO<sub>2</sub>E)</b>				
	<b>2022<sup>a</sup></b>	<b>2023<sup>a</sup></b>	<b>2024<sup>a</sup></b>	<b>2025</b>
<b>Total Operations Emissions</b>	2,096,800	1,992,100	1,969,500	1,868,800
<b>Paperboard Manufacturing Operations Emissions</b>	1,647,400	1,601,600	1,613,600	1,529,100
<b>Packaging Operations Emissions</b>	448,000	389,200	354,800	338,600
<b>Other Operations Emissions<sup>b</sup></b>	1,400	1,200	1,100	1,100

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
b. Includes our machinery and innovation facilities.

For additional information, see the [Carbon Footprint Management](#) section of this report, as well as our [2024 Impact Report](#), p. 106.



**305-3 Other indirect (Scope 3) GHG emissions**

Our business activities are connected to various sources of indirect GHG emissions occurring along our value chain, such as those generated to produce the goods we purchase, from transporting our products, and at product end-of-life. Scope 3 value chain emissions are directly generated and managed by others and are not the result of operations or assets owned or controlled by Graphic Packaging. As our climate program evolves, we continue to refine our analysis approach for measuring Scope 3 emissions and update our calculation methodology for certain inventory measurements.

<b>SCOPE 3 INDIRECT EMISSIONS (MILLION METRIC TONS CO<sub>2</sub>E) BY CATEGORY<sup>a</sup></b>					
	<b>2022<sup>b</sup></b>	<b>2023<sup>b</sup></b>	<b>2024<sup>b</sup></b>	<b>2025</b>	<b>2025%</b>
<b>Total Scope 3 Emissions<sup>c</sup></b>	6.68	6.46	6.52	5.81	100%
<b>Category 1: Purchased Goods and Services</b>	3.34	3.26	3.18	2.58	44%
<b>Category 2: Capital Goods</b>	0.20	0.24	0.35	0.20	3%
<b>Category 3: Fuel and Energy-Related Activities (not in Scope 1 or 2)</b>	0.39	0.38	0.36	0.37	6%
<b>Category 4: Upstream Transportation and Distribution</b>	0.81	0.94	0.95	0.72	12%
<b>Category 5: Waste Generated in Operations</b>	0.18	0.16	0.16	0.17	3%
<b>Category 6: Business Travel</b>	<.01	0.01	0.01	<.01	0.1%
<b>Category 7: Employee Commuting</b>	0.04	0.04	0.04	0.03	1%
<b>Category 8: Upstream Leased Assets</b>	0.03	0.03	0.03	0.03	1%
<b>Category 9: Downstream Transportation and Distribution</b>	<.01	0	0	<.01	<.01%
<b>Category 10: Processing of Sold Products</b>	0.09	0.05	0.06	0.05	1%
<b>Category 11: Use of Sold Products</b>	0.02	0.02	0.01	0.01	0.2%
<b>Category 12: End-Of-Life Treatment Of Sold Products</b>	1.57	1.34	1.38	1.63	28%
<b>Category 15: Investments</b>	0.01	0.01	0.01	0.01	0.1%
<b>Scope 3 SBT Emissions<sup>d</sup></b>	6.38	6.13	6.08	5.52	95%

a. Scope 3 Category 13 and 14 emissions do not apply to Graphic Packaging.  
 b. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
 c. Total Scope 3 emissions may differ from the sum of the individual category emissions, due to rounding.  
 d. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 emissions.

For additional information, see the [Carbon Footprint Management](#) section of this report, as well as our [2024 Impact Report](#), pp. 107-109.



**305-4 GHG emissions intensity**

Paperboard manufacturing GHG emissions intensity is measured per ton of saleable paperboard – and packaging intensity, per ton of converted paperboard. In 2025, paperboard GHG intensity measured 0.49 metric tons CO<sub>2</sub>e/metric ton of saleable board, down 7% compared to 2024. The decrease can be attributed to an increase in renewable fuel use at our wood-based paperboard mills, our recycled paperboard optimization project, and other energy efficiency projects. Packaging GHG intensity was 0.11 metric tons CO<sub>2</sub>e/metric ton converted board, and was consistent with 2024 values.

GHG OPERATIONS EMISSIONS INTENSITY				
	2022 <sup>a</sup>	2023 <sup>a</sup>	2024 <sup>a</sup>	2025
<b>Paperboard Manufacturing Emissions Intensity<sup>b</sup> (metric ton CO<sub>2</sub>e per metric ton of saleable board)</b>	0.51	0.52	0.52	0.49
<b>Packaging Emissions Intensity (metric ton CO<sub>2</sub>e per metric ton of converted board)</b>	0.13	0.12	0.11	0.11

a. Values for 2022-2024 have been restated to reflect changes in Company operations and changes in measurement methodology.  
 b. Does not include onsite landfill emissions, which do not directly contribute to manufacturing emissions intensity.

For additional information, see the Emissions section of this report, as well as our [2024 Impact Report](#), p. 109.

**305-5 Reduction of GHG emissions**

See the [Carbon Footprint Management](#) section of this report, as well as our [2024 Impact Report](#), pp. 108-109.

Forest, Land, and Agriculture (FLAG) emissions make up less than 1% of our total GHG emissions. Subsequently, Graphic Packaging is not required to set a separate FLAG target. FLAG emissions are included in our current GHG inventory, and we manage reductions through our Better By 2030 SBT emissions reduction goals in line with guidance from the Science Based Targets initiative (SBTi).

**305-6 Emissions of ozone-depleting substances (ODS)**

Graphic Packaging uses immaterial quantities of hydrochlorofluorocarbon (HCFC)-22 for HVAC and cooling applications. In 2025, 0.7 metric tons of HCFCs (1,300 metric tons CO<sub>2</sub>e) were released to the atmosphere.

**305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions**

Combined NOx, SOx, VOC, and PM10 emissions have been relatively consistent for the period 2022-2025. Current reported data are for the paperboard manufacturing division only, as air emissions from the packaging plants are much lower than for the paperboard mills. We will explore including the packaging divisions in the annual reporting process at a future date.

PAPERBOARD DIVISION AIR EMISSIONS (METRIC TONS)				
Emissions Type	2022	2023	2024	2025
<b>NOx</b>	5,500	4,900	3,300	3,400
<b>SOx</b>	1,300	1,400	600	400
<b>VOCs</b>	4,100	4,100	3,400	3,300
<b>PM10</b>	1,600	1,300	1,000	1,000



## Water Stewardship

### GRI 303: WATER AND EFFLUENTS

#### 3-3 Management of material topics

See our [2024 Impact Report](#), pp. 111-113.

#### 303-1 Interactions with water as a shared resource

See our [2024 Impact Report](#), p. 113.

#### 303-2 Management of water discharge-related impacts

During 2025, total reported process water discharges from our two wood-based paperboard mills that discharge directly to surface water included approximately 40 metric tons of ammonia, 40 metric tons of AOX, and 1,100 metric tons of biological oxygen demand. Discharges are within allowable permit limits and meet local water quality protection needs. In some cases, the timing for the discharges is matched to high-flow stream conditions in the receiving waterbody to further protect local water ecosystems. Effluent water from our recycled paperboard mills and one wood-based paperboard mill is discharged to local municipal wastewater treatment facilities, where it is treated prior to discharge to nearby surface water systems. There were no significant spills in 2025.

For additional information, see GRI 403 Occupational Health and Safety and Environmental Performance, as well as our [2024 Impact Report](#), p. 114.



**303-3 Water withdrawal**

In 2025, 100% of our water withdrawals were from freshwater sources (1000 milligrams/liter total dissolved solids), with approximately 91% being used in our wood-based paperboard mills, 7% in our recycled paperboard mills, and 2% in our packaging operations. The breakdown by source for 2025 withdrawals was 82% surface water, 12% groundwater, and 6% potable water. Total 2025 water withdrawals were 16% lower than 2024 values, due primarily to the sale of our Augusta, GA wood-based paperboard mill and the closure of the Middletown, OH recycled paperboard mill. In 2025, raw material and reclaimed water sources accounted for 9,300 megaliters (2 billion gallons), or 8% of the total water needed to manufacture our products.

Graphic Packaging conducted baseline stress screening analysis using the World Resources Institute Aqueduct (version 4.0) screening tool. Future projections in Aqueduct 4.0 are based on Coupled Model Intercomparison Project - Phase 6 climate forcings for the climate change scenarios. Our 2025 analysis identified 29 packaging plants in watersheds with either high or extremely high predicted baseline stress levels. These facilities account for approximately 0.3% of Graphic Packaging’s total water withdrawals and 0.8% of total consumptive water use.

Between 2024 and 2025, we observed no change in identified locations with predicted watershed baseline stress conditions. Total water withdrawals from predicted water stress areas were relatively flat year over year, with an increase of approximately 2%. No paperboard mills are currently located in watersheds predicted to have either high or extremely high predicted baseline stress levels.

For additional information, see our [2024 Impact Report](#), pp. 114-116.

2025 WATER WITHDRAWAL BY MANUFACTURING PROCESS	
Wood-based Paperboard Manufacturing	91%
Recycled Paperboard Manufacturing	7%
Packaging Operations	2%

2025 INFLUENT WATER BY SOURCE	
Surface Water	66%
Stormwater	9%
Groundwater	5%
Potable Water	5%
Third-Party Reclaimed Water	3%
Raw Material Water	12%

TOTAL WATER WITHDRAWAL (MEGALITERS)				
Source	2022	2023	2024	2025
Surface Water	131,100	132,000	93,100	75,700
Groundwater	15,900	13,500	12,200	10,900
Third-Party Potable Water	4,800	5,000	5,400	6,000
<b>Total Water Withdrawals</b>	<b>151,800</b>	<b>150,500</b>	<b>110,700</b>	<b>92,600</b>
Paperboard Mill Water Withdrawal	149,800	148,900	109,000	90,800
Packaging Plant Water Withdrawal	2,000	1,600	1,700	1,800
Paperboard Mill Water Withdrawal Intensity (megaliters per metric ton saleable board)	0.041	0.042	0.034	0.030



**303-3 Water withdrawal (cont.)**

<b>TOTAL INFLUENT WATER (MEGALITERS)</b>				
<b>Source</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Other Influent Water</b>	31,000	28,600	35,200	22,800
<b>Third-Party Treated Wastewater</b>	6,100	5,800	5,900	5,900
<b>Raw Material Water</b>	4,500	4,100	3,600	3,400
<b>Storm Water (runoff)</b>	20,400	18,700	25,700	13,500
<b>Total Water Withdrawals</b>	151,800	150,500	110,700	92,600
<b>Total Influent Water</b>	182,800	179,100	145,900	115,400
<b>Paperboard Manufacturing Water Influent Intensity (megaliters per metric ton saleable board)<sup>a</sup></b>	0.043	0.045	0.037	0.033

a. Paperboard manufacturing facility process water influent intensity considers all water sources used in the manufacturing process, which includes withdrawals, raw material water, and reclaimed water input sources.

<b>WATER WITHDRAWAL FROM AREAS WITH PREDICTED WATER STRESS (MEGALITERS)<sup>a</sup></b>				
<b>Source</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Surface Water</b>	0	0	0	0
<b>Groundwater</b>	0	20	10	6
<b>Third-Party Potable Water</b>	330	350	270	280
<b>Total Water Withdrawal</b>	330	370	280	290
<b>Paperboard Mill Water Withdrawal Percentage</b>	0%	0%	0%	4%
<b>Packaging Plant Water Withdrawal Percentage</b>	100%	100%	100%	96%
<b>Stressed Basin Withdrawals as Percentage of Total Water Withdrawals</b>	0.22%	0.25%	0.25%	0.31%

a. The World Resources Institute Aqueduct (version 4.0) screening tool was used to assess areas with predicted water stress conditions.



**303-4 Water discharge**

In 2025, 100% of paperboard mill water discharges (98% of total discharged water) were ultimately released to fresh, surface water systems — either directly at our facilities (80%), or by third-party treatment facilities (20%).

Total 2025 water effluent discharges measured approximately 16% lower than 2024 volumes. This was largely due to the sale of the Augusta, GA wood-based paperboard mill. For additional information, see our [2024 Impact Report](#), p. 117.

<b>TOTAL WATER DISCHARGES (MEGALITERS)</b>				
<b>Discharge Destination</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Surface Water<sup>a</sup></b>	154,200	147,400	109,300	90,700
<b>Groundwater</b>	0	0	0	1,000
<b>Third-Party<sup>b</sup></b>	800	700	600	600
<b>Third-Party Potable Supply<sup>c</sup></b>	1,300	1,500	1,500	1,200
<b>Total Water Discharge</b>	156,300	149,600	111,400	93,600
<b>Paperboard Manufacturing Facility Water Discharge</b>	154,500	148,200	109,900	91,900
<b>Packaging Plant Water Discharge</b>	1,800	1,500	1,500	1,700
<b>Discharges in Water-Stressed Areas<sup>d</sup></b>	160	240	220	210
<b>Paperboard Manufacturing Facility Effluent Intensity (megaliters per metric ton saleable board)</b>	0.042	0.042	0.034	0.030

- a. Includes paperboard mill discharges to local publicly owned treatment works, as these facilities ultimately discharge to surface water following treatment.
- b. Represents discharges from packaging plants to local publicly owned treatment works and withdrawn water sold to a third party by the Augusta facility from 2022-2024.
- c. Our Texarkana, TX paperboard mill provides treated drinking water to the local municipality.
- d. Learn more about our water management in water stressed areas in GRI 303-3 Water Withdrawal.



**303-5 Water consumption**

Graphic Packaging calculates both volume loss consumption (water in minus water out) and use/source change consumption (where use prevents water from being discharged to its original source). Total consumption — the sum of these two components — represents the change in available water in the watershed.

2025 total consumption values were 24% lower than 2024, due to decreased rainfall at our paperboard mills, which decreased stormwater runoff. Our paperboard manufacturing team continues to improve its water measurement capabilities and refine site water balances, to provide a more complete view of water inputs, outputs, and consumption — to better inform each facility’s water management program. For additional information, see our [2024 Impact Report](#), p. 118.

<b>WATER CONSUMPTION (MEGALITERS)</b>				
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Volume Loss Consumption</b>	23,900	26,500	31,500	19,200
<b>Source Change Consumption<sup>a</sup></b>	19,400	17,000	16,100	16,700
<b>Total Water Consumption</b>	43,300	43,500	47,600	36,000
<b>Paperboard Manufacturing Facility Water Consumption</b>	41,300	41,900	46,000	33,100
<b>Packaging Plant Water Consumption</b>	2,000	1,600	1,600	2,800
<b>Consumed Water in Water-Stressed Areas<sup>b</sup></b>	330	360	280	280
<b>Percentage Consumed Water in Water-Stressed Areas<sup>b</sup></b>	0.8%	0.8%	0.6%	0.8%

a. Source change consumption defined by water being discharged to a different destination than the original water source (e.g., groundwater discharged to surface water following use or potable water use and discharge to a non-potable destination).

b. Learn more about our water management in water-stressed areas in GRI 303-3 Water withdrawal.



Waste and Recycling

GRI 306: WASTE

3-3 Management of material topics

See our [2024 Impact Report](#), pp. 119-121.

306-1 Waste generation and significant waste-related impacts; 306-2 Management of significant waste-related impacts

The following table summarizes waste generated by our paperboard and packaging divisions, as well as product end-of-life considerations. This summary provides an overview of our operations, and is not intended to be used for waste analysis or characterization for regulatory compliance. All waste streams are properly characterized by experienced health, safety, and environmental (HSE) professionals at Graphic Packaging facilities, and are managed in accordance with local laws and regulations. Read more about product recyclability in the [Better Packaging](#) section of this report and about our approach to recovering materials in GRI 301 Materials.

WASTE GENERATION OVERVIEW

Waste Category	Description	Potential Impact
<b>Paperboard Division</b>		
<b>Production Waste</b>	Major components include unrecoverable fiber waste, filtered wastewater plant solids, biomass boiler ash, consumables, off-spec product, roll trimmings, and quality assurance/quality control (QA/QC) samples. Our recycled paperboard mills may generate some plastic and metal waste from the repulping process. Hazardous and non-hazardous chemical waste (e.g., spent cleaning materials, equipment grease, used oil) and universal waste are also included in production waste.	Minimal impact. Nonsaleable paperboard waste is recovered and repulped in our paperboard mills to make new paperboard, or may be recycled by third parties. Other production waste is appropriately characterized according to local regulations and sent for disposal.
<b>Business Waste</b>	Major components include general office trash, food waste, personal protective equipment waste, packaging waste from purchased materials, and electronics.	Minimal impact. Where possible, some materials are recovered for recycling or composting. Remaining materials are typically sent to landfill for disposal.
<b>Product End-of-Life Waste</b>	Major components include converted paperboard products and packaging materials used to ship paperboard products.	Minimal impact. Paperboard products and most packaging materials may be recycled at end-of-life, following local acceptance policies. Remaining materials are typically sent to landfill for disposal.
<b>Packaging Divisions</b>		
<b>Production Waste</b>	Major components include scrap from paperboard roll preparation, paperboard cores and core plugs, paperboard cuttings, off-spec product, QA/QC samples, used aluminum printing plates, and consumables. Hazardous and nonhazardous chemical waste (e.g., used inks, solvents, expired coatings, adhesives, some equipment maintenance materials), universal waste, and used wood pallets from incoming raw materials shipments are also included in production waste.	Minimal impact. Paperboard cuttings and off-spec packaging waste may be recovered and recycled internally or through external third parties. Aluminum printing plates may be recycled at end-of-life. Used wood pallets may be returned to the local pallet supplier for recycling or reuse. Other production waste is appropriately characterized according to local regulations, and sent for disposal.
<b>Business Waste</b>	Major components include general office trash, food waste, personal protective equipment waste, packaging waste from purchased materials, and electronics waste.	Minimal impact. Where possible, some materials are recovered for recycling or composting. Remaining materials are typically sent to landfill for disposal.
<b>Product End-of-Life Waste</b>	Major components include used paperboard cartons, foodservice packaging, minor quantities of plastic packaging, and decommissioned machines. Components may also include packaging waste from shipping Graphic Packaging products.	Minimal impact. Paperboard packaging may be recycled at end-of-life, following local acceptance policies. At this time, some paperboard foodservice packaging, plastic lids, and film packaging may not be accepted and is typically sent to landfill or incinerated, with energy recovery. Machines are either returned to our equipment division to be refurbished, or are scrapped to recover materials for recycling.  Graphic Packaging ships products in recyclable packaging. There is potential for plastic leakage from plastic packaging products or from shrink films used in shipping materials. However, quantities are not significant relative to our total packaging product production.



**306-3 Waste generated**

Our paperboard manufacturing and packaging operations reported 1.5 million metric tons of total generated waste in 2025, of which 66% was recycled or reused, 30% was sent to onsite or third-party landfill, <3% was stored in temporary onsite storage, and approximately 1% was sent to third parties for disposal via other methods. Total waste was consistent with 2024 totals. 91% of generated waste in 2025 was production-related waste, of which approximately 66% was paperboard-based material.

Less than 0.4% of production waste in 2025 was characterized as hazardous waste. Hazardous waste is characterized following local regulations, and is primarily comprised of production-related chemical waste (e.g., used oils, solvents, inks, paints, laboratory chemicals), batteries, fluorescent bulbs, and other materials sent off site for treatment and disposal by authorized, third-party contractors.

<b>WASTE QUANTITIES BY COMPOSITION</b>	
<b>Paperboard Waste</b>	60%
<b>Other Production Waste</b>	31%
<b>Business Waste</b>	9%
<b>One-Time Event Waste</b>	—%

<b>2025 WASTE QUANTITIES BY COMPOSITION (METRIC TONS)</b>			
	<b>Total Waste Generated</b>	<b>Waste Diverted From Disposal</b>	<b>Waste Directed to Disposal</b>
<b>Production Waste</b>	1,376,700	999,400	335,600
<b>Paperboard Waste<sup>a</sup></b>	908,500	897,400	500
<b>Other Production Waste<sup>b</sup></b>	468,200	102,000	335,100
<b>Business Waste/General Trash</b>	133,700	2,400	131,400
<b>One-Time Event Waste<sup>c</sup></b>	1,900	300	1,700
<b>Total Waste</b>	1,512,400	1,002,000	468,600
<b>Paperboard Manufacturing Facility Waste</b>	769,700	299,700	428,200
<b>Packaging Plant Waste<sup>d</sup></b>	742,300	702,000	40,300
<b>Hazardous Waste</b>	4,800	1,100	3,700
<b>Nonhazardous Waste</b>	1,507,600	1,000,900	464,900

- a. Total paperboard waste generated includes approximately 10,700 metric tons temporarily being stored onsite prior to disposal.
- b. Total other production waste generated includes approximately 31,000 metric tons of sludge temporarily stored onsite at one mill prior to disposal.
- c. Waste generated during a one-time event at a facility, such as a major construction or demolition project, that is not associated with routine facility operations.
- d. Excludes machinery facility and innovation centers.



**306-4 Waste diverted from disposal**

Across our global operations, we diverted 66% of reported generated waste from disposal — of which 90% was paperboard and paper-based materials. Most waste diversion activities occurred at our packaging plants, where we successfully diverted 95% of reported generated waste. Our paperboard mills are currently diverting approximately 39% of reported generated waste, which represents our next big opportunity for reductions.

We recycled 95% of diverted waste. Our waste diversion program focuses on recovering and recycling 100% of generated paperboard-based waste, and in 2025, 98.8% of total generated paperboard waste was recovered for recycling. Of the recovered quantities, 41% was consumed internally, and the remainder was sold for external recycling. Additional materials recovered for recycling or reuse include metals, plastics, wooden pallets, and other materials.

In a circular economy, waste is minimized as materials are diverted from disposal activities and reused or recycled, preferably at their highest value. In 2025, six additional packaging plants achieved zero waste to landfill, bringing our total to 18 packaging plants (all outside the U.S.), and our teams will be looking to leverage the learnings from those facilities to other packaging plants as we work to better divert waste from disposal and drive circular operations.

**2025 WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION (METRIC TONS)**

	Total Waste	Hazardous Waste	Nonhazardous Waste
<b>Recovered Fiber: Internally Recycled</b>	372,200	0	372,200
<b>Recovered Fiber: Externally Recycled</b>	525,200	0	525,200
<b>Recovered Other Materials</b>	53,000	1,100	51,900
<b>Beneficial Reuse</b>	51,700	20	51,600
<b>Composting</b>	5	0	5
<b>Total Diverted Waste</b>	1,002,000	1,100	1,000,900
<b>Paperboard Manufacturing Facility Diverted Waste</b>	299,700	100	299,600
<b>Packaging Plant Diverted Waste<sup>a</sup></b>	702,000	1,000	701,000

a. Excludes machinery facility and innovation centers.

For additional information on our waste diversion and recycling efforts, see the [Better Design](#) and [Driving Circularity](#) sections of this report, as well as our [2024 Impact Report](#) pp. 119-125.



**306-5 Waste directed to disposal (cont.)**

Disposal is defined as the end-of-life management of discarded materials, where the materials become unavailable for further use. Disposal can occur by physical processes (e.g., landfilling), chemical transformation, or thermal transformation (e.g., incineration). In 2025, 31% of generated waste was sent for disposal, with 97% of that disposed waste going to landfills. The remaining disposed waste was either incinerated (2%) or managed through third-party disposal options (1%).

Landfilled manufacturing waste (production waste plus business waste) represented 96.8% of waste disposal activities, with the bulk of this material generated as production waste in our paperboard mills. Of this, 59% was managed in onsite landfills, and the remaining 41% was sent off site for disposal. Our paperboard mills are exploring landfill diversion options for multiple waste streams. When evaluating landfill waste volumes for potential waste reduction opportunities, they start with waste generated as part of routine manufacturing operations — including production waste, business waste, and general trash. Waste generated by one-time events, such as construction activities, is not part of routine operations and can have large year-over-year variations in generated quantities.

**2025 WASTE BY DISPOSAL OPERATION (METRIC TONS)**

	<b>Total Waste</b>	<b>Hazardous Waste</b>	<b>Nonhazardous Waste</b>
<b>Incineration With Energy Recovery (Other)</b>	8,200	700	7,400
<b>Incineration With No Energy Recovery</b>	900	400	600
<b>Landfill</b>	453,800	2,000	451,800
<b>Landfill — One-Time Event Waste</b>	1,700	0	1,700
<b>Other Disposal Options</b>	4,000	500	3,500
<b>Total Disposed Waste</b>	468,600	3,700	464,900
<b>Paperboard Manufacturing Facility Disposed Waste</b>	428,200	0	428,200
<b>Packaging Plant Disposed Waste<sup>a</sup></b>	40,300	3,700	36,600

a. Excludes machinery facility and innovation centers.



**Health and Safety**

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENTAL PERFORMANCE**

**3-3 Management of material topics**

See the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), pp. 138-143.

**403-1 Occupational health and safety management system**

See the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), pp. 138-144.

**403-2 Hazard identification, risk assessment, and incident investigation**

In 2025, the Company exceeded our annual hazard mitigation rate goal by 82%, reaching a collective rate of 54.60. For additional information on our approach, see the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), pp. 144-145.

**403-3 Occupational health services**

See our [2024 Impact Report](#), p. 145.

**403-4 Worker participation, consultation, and communication on occupational health and safety**

In 2025, 99% of manufacturing locations (representing 96% of global employees) report having an active HSE steering committee. For more information, see our [2024 Impact Report](#), pp. 145-146.

**403-5 Worker training on occupational health and safety**

See the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), p. 146.

**403-6 Promotion of worker health**

See the [Engaging People](#) and [Safety Focus](#) sections of this report, as well as our [2024 Impact Report](#), p. 131 and 146.

**403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

See the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), p. 147.

**403-8 Workers covered by an occupational health and safety management system**

Of workers whose work or workplace is controlled by Graphic Packaging, 100% are covered by and required to comply with our HSE Excellence System.



**403-9 Work-related injuries, and**

**403-10 Work-related ill health**

In 2025, Graphic Packaging employees and contractors under our supervision worked over 51 million hours, with a combined work-related injury and illness TRIR of 0.86 and LTIR of 0.28.

<b>EMPLOYEE AND CONTRACTOR WORK-RELATED INJURY AND ILL-HEALTH METRICS<sup>a</sup></b>				
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025<sup>b</sup></b>
<b>TRIR<sup>c</sup></b>	1.02	0.98	0.88	0.86
<b>LTIR<sup>c</sup></b>	0.31	0.31	0.35	0.28
<b>DART Case Rate<sup>c</sup></b>	0.56	0.54	0.54	0.50
<b>LIFE Injuries<sup>d</sup></b>	4	6	4	2
<b>LIFE Injury Rate<sup>c,d</sup></b>	0.01	0.02	0.02	0.01
<b>Fatalities</b>	1	0	0	0
<b>Fatality Rate</b>	0.004	0.00	0.00	0.00

- a. Includes Graphic Packaging employees and contractors working under Graphic Packaging supervision.
- b. Year-end 2025 data are reported as of January 15, 2026.
- c. Rate is defined as the number of events per 100 workers per year and 2,000 hours per worker. For salaried employees, we assume 2,250 hours per worker.
- d. Defined as a fatality or life-threatening or life-altering injury and aligns with the American Forest and Paper Association (AF&PA) SIF methodology.

See the [Safety Focus](#) section of this report, as well as our [2024 Impact Report](#), pp. 138-141 and 147.



Engaging People

GRI 401: EMPLOYMENT

3-3 Management of material topics

See the [Engaging People](#) section of this report, as well as our [2024 Impact Report](#), p 126-130.

401-1 New employee hires and employee turnover

In 2025, Graphic Packaging saw attrition remain broadly stable, with a slight increase driven by a planned rebalancing of the international labor mix (this shift is consistent with normal regional variability). In 2025, we observed a <1% increase in global voluntary attrition relative to 2024 (10.4%, including all regions).

For additional information, see our [2024 Impact Report](#), pp. 130-131. Note that in 2024, total attrition levels reported did not include data from EMEA and Indonesia, as this could not be reported by gender, age, and ethnicity. Total voluntary attrition excluding these regions was 13%.

2025 WORKFORCE CHANGES BY AGE GROUP AND GENDER

	New Hires		Voluntary Attrition <sup>a</sup>	
	Number of Employees	Percentage New Hires	Number of Employees	Percentage Voluntary Attrition
<b>Total Employees</b>	4,476	19%	2,555	11%
<b>Age Group</b>				
<b>Under 30</b>	1,382	31%	678	27%
<b>30-50</b>	2,507	56%	1,466	57%
<b>Over 50</b>	587	13%	411	16%
<b>Gender</b>				
<b>Male</b>	3,059	68%	1,809	71%
<b>Female</b>	916	20%	543	21%
<b>Undeclared</b>	501	11%	203	8%
<b>2025 U.S. Workforce Changes by Ethnic Diversity</b>				
<b>Total U.S. Employees</b>	3,204	72%	1,543	60%
<b>Ethnically Diverse</b>	1,371	43%	623	40%
<b>Non-ethnically Diverse</b>	882	28%	633	41%
<b>Undisclosed</b>	951	30%	287	19%

a. Graphic Packaging also experienced involuntary attrition in 2025. Total attrition rate for all global employees in 2025 was 21% (11% voluntary, 9% involuntary, and 1% retirements).

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

See our [2024 Impact Report](#), p. 131.



## GRI 404: TRAINING AND EDUCATION

### 3-3 Management of material topics

See the [Investing in Employees](#) section of this report, as well as our [2024 Impact Report](#), pp. 126-130 and 132-133.

### 404-1 Average hours of training per year per employee

Graphic Packaging salaried employees engaged in an average of 4.5 training hours per employee in 2025. This is a decrease of approximately 30% compared to 2024 salaried employee data. We can partially attribute this change to an increased emphasis on microlearning — an approach increasingly reflected in modern learning strategies — as well as a planned transition in learning content delivery.

For additional information, see our [Investing in Employees](#) section of this report, as well as our [2024 Impact Report](#), p. 132.

### 404-2 Programs for upgrading employee skills and transition assistance programs

See the [Investing in Employees](#) section of this report, as well as our [2024 Impact Report](#), pp. 132-133.

### 404-3 Percentage of employees receiving regular performance and career development reviews

In 2025, an annual performance review was completed for 98% of our global salaried employees.

For additional information, see the [Investing in Employees](#) section of this report, as well as our [2024 Impact Report](#), pp. 133-134.



**GRI 405: DIVERSITY AND EQUAL OPPORTUNITY**

**3-3 Management of material topics**

See our [2024 Impact Report](#), pp. 126-130 and 134-135.

**405-1 Diversity of governance bodies and employees**

At year-end 2025, our share of female and ethnically diverse Board directors measured 22% and 11%, respectively. To learn more about our Board, see GRI 2-9 Governance structure and Composition and our [2026 Proxy Statement](#).

As of December 31, 2025, we have 17% women in the ELT, 25% in VP-level roles, and 23% across our global workforce. While women representation decreased in the ELT, representation across VP-level roles and the global workforce remained consistent with prior years. Ethnic diversity representation in the U.S. workforce increased to 37% at year-end, versus 36% in 2024. Additional employee data can be found in GRI 2-7 Employees.

All data are as of December 31, 2025 and do not include impacts from 1H2026 changes made to ELT staffing, Board membership, and the U.S. workforce reduction program.

**EMPLOYEES BY AGE AND GENDER AS OF DECEMBER 31, 2025**

	Total Employees	Hourly Employees	Salaried Individual Contributors	People Leaders	Vice Presidents <sup>a</sup>	ELT <sup>a</sup>
<b>Age<sup>b</sup></b>						
<b>Under 30<sup>c</sup></b>	13%	14%	14%	3%	—%	—%
<b>30-50</b>	52%	53%	50%	53%	39%	17%
<b>Over 50</b>	34%	33%	36%	44%	61%	83%
<b>Gender</b>						
<b>Male</b>	73%	77%	56%	71%	75%	83%
<b>Female</b>	23%	19%	42%	28%	25%	17%
<b>Undeclared</b>	4%	4%	2%	1%	—%	—%
<b>Ethnic Diversity as of December 31, 2025<sup>d</sup></b>						
<b>Ethnically Diverse</b>	37%	42%	23%	17%	20%	20%
<b>Non-ethnically diverse</b>	53%	46%	70%	79%	70%	80%
<b>Undisclosed</b>	11%	12%	7%	5%	9%	—%

a. Age, gender, and ethnic diversity data presented for the entire executive team, including international members, and all global vice presidents.

b. Below VP level, includes employees in the U.S., Canada, Mexico, Brazil, and PacRim regions only. EMEA and Indonesia employees were not included due to system limitations.

c. No employees <15 years of age.

d. Below VP level includes employees in the U.S. only. Data not tracked in other regions.



**405-1 Diversity of governance bodies and employees (cont.)**

For additional information, see the [Engaging People](#) section of this report, as well as our [2024 Impact Report](#), pp. 134-135.

GENDER, AGE, AND ETHNIC DIVERSITY OF BOARD OF DIRECTORS AS OF DECEMBER 31, 2025	
<b>Gender</b>	
Female	22%
Male	78%
<b>Age Group</b>	
Under 30	—%
30-50	—%
Over 50	100%
<b>Ethnic Diversity</b>	
Ethnically Diverse	11%

ETHNIC DIVERSITY IN THE U.S. WORKFORCE AS OF DECEMBER 31, 2025	
White	53%
Black	18%
Hispanic/Latino	12%
Two or more races	2%
Asian	3%
American Indian or Alaska Native	1%
Native Hawaiian or Pacific Islander	—%
Undisclosed <sup>a</sup>	11%

a. Prior to 2025, our procedures assigned a default ethnicity of 'White Non-Hispanic' if no other choice was selected. In 2025, we changed the default assignment if blank to 'Undisclosed.' This caused a 10% increase in Undisclosed employee counts and a 10% decrease in White employee counts compared to 2024.

**405-2 Ratio of basic salary and remuneration of women to men**

We periodically conduct pay equity analyses in Australia, the U.S., Brazil, Canada, and our European operations to identify areas for improvement and are working to increase the rigor of our pay equity review process. For 2025, we are proud to note no systematic inequities were identified based on gender, race, or ethnicity.

See GRI 2-19 Remuneration Policies and GRI 2-20 Process to Determine Remuneration for additional information on our remuneration processes.

For additional information, see our [2024 Impact Report](#), p. 135.

**Labor Rights**

**GRI 402: LABOR/MANAGEMENT RELATIONS**

**3-3 Management of material topics**

See the [Labor Rights](#) section of this report, as well as our [2024 Impact Report](#), pp. 44-47 and 136-137.

**402-1 Minimum notice periods regarding operational changes**

See our [2024 Impact Report](#), p. 137.

**407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk**

See the [Labor Rights](#) section of this report, as well as our [2024 Impact Report](#), p. 137.



## Human Rights

### GRI 406: NON-DISCRIMINATION

#### 3-3 Management of material topics

See the [Business Practices](#) and [Human Rights](#) sections of this report, as well as our [2024 Impact Report](#), pp. 61-74 and 148-151.

#### 406-1 Incidents of discrimination and corrective actions taken

See the [Human Rights](#) section of this report, as well as our [2024 Impact Report](#), pp. 151-152.

### GRI 408: CHILD LABOR

#### 3-3 Management of material topics

See the [Business Practices](#) and [Human Rights](#) section of this report, as well as our [2024 Impact Report](#), pp. 61-74 and 148-151.

#### 408-1 Operations and suppliers at significant risk for incidents of child labor

See the [Human Rights](#) section of this report, as well as our [2024 Impact Report](#), p. 152.

### GRI 409: FORCED OR COMPULSORY LABOR

#### 3-3 Management of material topics

See the [Business Practices](#) and [Human Rights](#) sections of this report, as well as our [2024 Impact Report](#), pp. 44-47, 60-74, and 148-151.

#### 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

See the [Human Rights](#) section of this report, as well as our [2024 Impact Report](#), p. 152.

## Community Engagement

### GRI 413: LOCAL COMMUNITIES

#### 3-3 Management of material topics

See the [Our Community](#) section of this report, as well as our [2024 Impact Report](#), pp. 153-156.

#### 413-1 Operations with local community engagement, impact assessments, and development programs

See the [Our Community](#) section of this report, as well as our [2024 Impact Report](#), pp. 153-156.



# SASB Index

This index outlines Graphic Packaging’s alignment with the recommended metrics and disclosures for the Sustainability Accounting Standards Board (SASB) Containers and Packaging standard. All data is for the year ended on December 31, 2025, unless otherwise noted.

Topic / Code	Accounting Metric	Response
<b>GHG Emissions</b>		
RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	<a href="#">Carbon Footprint Management</a> section <a href="#">GRI 302 Energy</a> <a href="#">GRI 205 Emissions</a> <a href="#">ESG Data Summary</a>
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	<a href="#">GRI 302 Energy</a> <a href="#">GRI 305 Emissions</a>
<b>Air Quality</b>		
RT-CP-120a.1	Air emissions of the following pollutants: NOx, (excluding N <sub>2</sub> O) SOx, VOCs, PM10	<a href="#">GRI 305-7 Other air emissions</a>
<b>Energy Management</b>		
RT-CP-120a.1	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable 4) Total self-generated energy	75,806,100 gigajoules total energy consumed 95% of purchased electricity is sourced from the grid 70% of total energy consumed was from renewable fuel or purchased energy sources 4,877,200 gigajoules self-generated electric power (note not all self-generated electricity is consumed by Graphic Packaging) <a href="#">GRI 302 Energy</a>



## SASB Index (continued)

Topic / Code	Accounting Metric	Response
<b>Water Management</b>		
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	<a href="#">GRI 303 Water and Effluents</a> <1% water withdrawal at sites with high or extremely high baseline water stress per Aqueduct Tool water risk assessment
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	<a href="#">GRI 303 Water and Effluents</a>
RT-CP-140a.3	Number of incidents of noncompliance associated with water quality permits, standards, and regulations	There were no confirmed significant water quality incidents in 2025. <a href="#">GRI 2-27 Compliance with laws and regulations</a> <a href="#">Safety Focus: Environmental Performance</a> section
<b>Waste Management</b>		
RT-CP-150a.1	Amount of hazardous waste generated; percentage recycled	Waste is characterized according to local regulatory requirements. <a href="#">GRI 306 Waste</a>
<b>Product Safety</b>		
RT-CP-250a.1	Number of recalls issued; total units recalled	One voluntary recall in 2025 <a href="#">GRI 416-2 Incidents of Noncompliance Concerning the Health and Safety Impacts of Products and Services</a> Our packaging products are traceable, ensuring quick and accurate investigations when necessary.
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Graphic Packaging has processes in place to review and approve raw materials used in our manufacturing operations. We are active participants in industry groups, engage with knowledge leaders, and have a solid relationship with regulators and customers to ensure that we are aware of emerging trends regarding material safety and emerging chemicals of concern. <a href="#">GRI 416-1 Assessment of the Health and Safety Impacts of Products and Services</a> For additional information, see our <a href="#">2024 Impact Report</a> , p. 59.



## SASB Index (continued)

Topic / Code	Accounting Metric	Response
<b>Product Lifecycle Management</b>		
RT-CP-410a.1	Percentage of raw materials from: <ol style="list-style-type: none"> <li>1. Recycled content</li> <li>2. Renewable resources</li> <li>3. Renewable and recycled content</li> </ol>	<a href="#">GRI 301 Materials Circularity</a> At this time, data are only available for forest products.
RT-CP-410a.2	Revenue from products that are reusable, recyclable, or compostable	94% of total enterprise revenue from products defined as widely recycled, regionally recycled, and conditionally recycled.
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	<a href="#">Better Packaging</a> section <a href="#">Climate Action</a> section <a href="#">Sustaining Forests</a> section
<b>Supply Chain Management</b>		
RT-CP-430.1	Total wood fiber procured, percentage from certified sources	<a href="#">GRI 301 Materials Circularity</a>
RT-CP-430.2	Total aluminum purchased, percentage from certified sources	1,680 metric tons, 0% from certified sources For materials included in sold products. Does not include consumables used in the manufacturing process.
RT-CP-000.A	Amount of production, by substrate	<a href="#">GRI 301 Materials Circularity</a>
RT-CP-000.B	Percentage of production as: <ol style="list-style-type: none"> <li>1) Paper/Wood</li> <li>2) Glass</li> <li>3) Metal</li> <li>4) Plastic</li> </ol>	Percentage of production (weight basis) <ol style="list-style-type: none"> <li>1) Paper/Wood, 94%</li> <li>2) Glass, 0%</li> <li>3) Metal, &lt;1%</li> <li>4) Plastic, 4%</li> </ol>
RT-CP-000.C	Number of employees	Greater than 23,000 employees <a href="#">GRI 2-7 Employees</a>



# TCFD Index

Given the immense effect climate change poses for business, now and in the future, the Task Force on Climate-Related Financial Disclosures (TCFD) was initially established to help identify the information needed by investors, lenders, and insurance underwriters to appropriately assess and price climate-related risks and opportunities. While the task force has disbanded, we continue to report in alignment with the TCFD framework to maintain consistency for our stakeholders. The following index provides links to Graphic Packaging’s key disclosures on climate change, including our 2026 Climate-related Financial Risk Report and sections of this Impact Report.

Disclosure Focus Area	Accounting Metric	Response
<b>Governance</b>		
Disclose the organization’s governance around climate-related risks and opportunities	A) Describe the board’s oversight of climate-related risks and opportunities.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 5-6 <a href="#">2026 Proxy Statement</a> , pp. 8-9 <a href="#">Sustainability Governance</a> section <a href="#">GRI 2-9 Governance Structure</a> <a href="#">Climate Action</a> section
	B) Describe the management’s role in assessing and management of risks and opportunities.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 6-7 <a href="#">Sustainability Governance</a> section <a href="#">GRI 2-9, 2-13, 201-1 Governance structure, delegating authority, economic performance</a> <a href="#">Climate Action</a> section



## TCFD Index (continued)

Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 9-35 and 44-49 <a href="#">Climate Action</a> section <a href="#">Material Topics</a> section
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 35-37 <a href="#">Carbon Footprint Management</a> section <a href="#">Material Topics</a> section <a href="#">GRI 2-12 Role of the highest governance body in overseeing the management of impacts</a>
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 37-38 <a href="#">Carbon Footprint Management</a> section The Company's science-based targets were approved by SBTi in 2023



Disclosure Focus Area	Accounting Metric	Response
<b>Risk Management</b>		
Disclose how the organization identifies, assesses, and manages climate-related risks.	A) Describe the organization’s processes for identifying and assessing climate-related risks.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 9-12 <a href="#">2026 Proxy Statement</a> , pp. 8-9 <a href="#">Climate Action</a> section <a href="#">Material Topics</a> section <a href="#">Sustainability Governance</a> section
	B) Describe the organization’s processes for managing climate-related risks.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 12-13 <a href="#">2026 Proxy Statement</a> , pp. 8-9 <a href="#">Carbon Footprint Management</a> section <a href="#">Sustainability Governance</a> section
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<a href="#">2026 Climate-related Financial Risk Report</a> , pp. 9-13 <a href="#">Climate Action</a> section <a href="#">Material Topics</a> section <a href="#">Sustainability Governance</a> section



**Metrics and Targets**

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

[2026 Climate-related Financial Risk Report](#), p. 39  
[Climate Action](#) section  
[GRI 305 Emissions](#)

B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.

[2026 Climate-related Financial Risk Report](#), pp. 39-40  
[Carbon Footprint Management](#) section  
[GRI 305 Emissions](#)

C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

[2026 Climate-related Financial Risk Report](#), pp. 39-41  
[Climate Action: Progress Toward Goals](#)  
[GRI 305 Emissions](#)



# UNGC Communication on Progress



On November 2, 2021, Graphic Packaging became a signatory to the United Nations Global Compact (UNGC), committing to act in accordance with the 10 principles of the compact, covering human rights, labor, the environment, and anti-corruption and to take action in support of broader UN goals.

As such, we committed to annual reporting on our progress toward implementing the UNGC’s 10 Principles. This 2025 Impact Report serves as our annual UNGC Communication on Progress, describing our actions to integrate the UNGC and its principles into our business strategy, culture, and daily operations.

Graphic Packaging applies the standards of the UNGC to our Code, our business ethics policies, our HR policies, our HSE policy, and our supply chain sustainability program. Our policies can be found on our website. Read more about our implementation strategy for each of the UNGC principles in the section(s) referenced in the following index and in our [CEO message](#) at the beginning of this report.

Principle	Description	Progress
<b>Human Rights</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	<a href="#">Our Community</a> section <a href="#">Business Practices</a> section <a href="#">GRI 205, 206</a> <a href="#">Human Rights</a> section <a href="#">GRI 406, 408, 409, 412</a> <a href="#">Safety Focus</a> section
Principle 2	Make sure that they are not complicit in human rights abuses.	<a href="#">Supply Chain Sustainability</a> section <a href="#">GRI 204, 308, 414</a> <a href="#">GRI 2-23 Policy Commitments</a> <a href="#">GRI 2-24 Embedding policy commitments</a>



## UNGC Communication on Progress (continued)

Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<a href="#">Business Practices</a> section <a href="#">Labor Rights</a> section
Principle 4	The elimination of all forms of forced and compulsory labor.	<a href="#">Human Rights</a> section
Principle 5	The effective abolition of child labor.	<a href="#">Supply Chain Sustainability</a> section <a href="#">GRI 2-23 Policy Commitments</a>
Principle 6	The elimination of discrimination in respect of employment and occupation.	<a href="#">GRI 2-24 Embedding policy commitments</a>
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	<a href="#">Better Design</a> section <a href="#">Driving Circularity</a> section <a href="#">Our Community</a> section <a href="#">Climate Action</a> section <a href="#">Sustaining Forests</a> section
Principle 8	Undertake initiatives to promote greater environmental responsibility.	<a href="#">GRI 2-23 Policy Commitments</a> <a href="#">GRI 2-24 Embedding policy commitments</a> <a href="#">GRI 301 Materials</a> <a href="#">GRI 303 Water and Effluents</a>
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	<a href="#">GRI 306 Waste</a> <a href="#">2025 SASB Index</a> <a href="#">2026 Climate-related Financial Risk Report</a>
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<a href="#">Business Practices</a> section <a href="#">GRI 2-23 Policy Commitments</a> <a href="#">GRI 2-24 Embedding policy commitments</a>



# UN SDGs Index

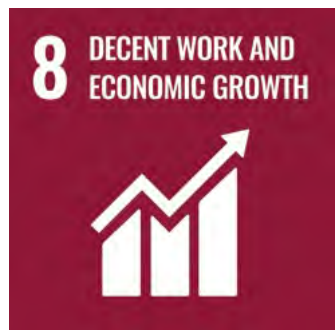
Graphic Packaging is inspired by the global vision that the United Nations Sustainable Development Goals (UN SDGs) represent, and we work to advance these goals within our sphere of influence. We share the UN's belief that inclusive and sustainable economic growth is essential for prosperity and that companies should contribute to positive impact. In keeping with our commitment to the UNGC, we mapped our Better by 2030 goals to the UN SDGs and their targets to better understand where we can have an impact and add value.

## Our targeted impact

All 17 of the UN SDGs are important. However, our level of engagement and our ability to influence each of them varies. Based on the material topics of our business, the scope of our operations, and the interests of our stakeholders, we believe we have the greatest level of influence in addressing and advancing action on four goals — SDGs 8, 12, 13, and 15 — and have identified the targets within each goal that are most closely connected to our activities.

### Promote sustained, inclusive, and sustainable economic growth; full and productive employment; and decent work for all

Targets 8.4, 8.5, 8.6, 8.7, 8.8



At Graphic Packaging, we know our economic success contributes to the success of our employees and their families, our communities, and our partners around the world. By growing our business in a responsible way, we continue to challenge conventional packaging and contribute to a sustainable future. Our collaborative, creative team members drive the change and innovation central to our success. We work diligently to create a safe environment for our employees, where workers' and human rights are protected, and build a culture that values inclusion and helps us achieve high levels of employee retention and job satisfaction. We also work to ensure decent working conditions in our supply chains, without child labor or any forms of forced labor.

Learn more:

- [Climate Action](#) section
- [Our Community](#) section
- [Engaging People](#) section
- [Human Rights](#) section
- [Safety Focus](#) section
- [Supply Chain Sustainability](#) section
- [GRI 303: Water and Effluents](#)
- [GRI 306: Waste](#)

### Ensure sustainable consumption and production patterns

Targets 12.2, 12.3, 12.4, 12.5, 12.6



Sustainable growth means shifting from linear, resource intense business models to more circular approaches. We do this by integrating lifecycle thinking into the design of our products, considering each product stage from raw materials through manufacturing, use, and end-of-life. We make paperboard packaging products using renewable and recycled fiber materials and design our packages to be recycled. Our resource-efficient operations are constantly improved to minimize energy consumption and environmental impact and to recover waste materials for beneficial reuse. Together with our customers, we can help reduce food and material waste; increase the recyclability of packaging; raise the level of recycling; and make sustainable production, consumption, and packaging a reality.

Learn more:

- [Better Packaging](#) section
- [Climate Action](#) section
- [Supply Chain Sustainability](#) section
- [Sustaining Forests](#) section
- [GRI 303: Water and Effluents](#)
- [GRI 306: Waste](#)



## UN SDGs Index (continued)

### Take urgent action to combat climate change and its impacts

Targets 13.1, 13.2



The packaging sector plays a central role in the transition to a low-carbon economy due to the current and future demand for recyclable packaging made using renewable, non-fossil-based materials. Graphic Packaging’s paperboard packaging is currently produced using approximately 70% renewable fuels and can provide a lower carbon footprint package than other materials, such as plastic, metal, and glass. Our approach for sustainably sourcing forest materials and products helps keep forests intact, providing a carbon capture climate benefit. Graphic Packaging values collaboration to drive change and works with policymakers, our value chain, and other organizations to encourage collective action to reduce GHG emissions and the commercial development and use of lower-carbon forms of energy.

Learn more:

- [Better Packaging](#) section
- [Climate Action](#) section
- [Supply Chain Sustainability](#) section
- [Sustaining Forests](#) section
- [GRI 306: Waste](#)
- [2026 Climate-related Financial Risk Report](#)

### Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss

Targets 15.2, 15.5



Forests are the foundation for our products and the starting point for our value chain. They provide us with the renewable material we need to continue creating products that contribute to a sustainable society. We are dedicated to treating forests and water responsibly and to protecting ecosystems and biodiversity. We ensure that the wood we use is responsibly sourced and that wildlife in the forests is being protected. Responsible forest management practices also provide considerable climate benefit and great value for local society.









Learn more:

- [Better Packaging](#) section
- [Our Community](#) section
- [Supply Chain Sustainability](#) section
- [Sustaining Forests](#) section



## UN SDGs Index (continued)

**Additionally, our sustainability strategy aligns with several other SDGs where we have a lesser though important ability to influence. We are committed to doing our part to addressing the following:**

<p>Target 2.1</p> 	<p>The Company's community impact efforts provide donations to food pantries in our local communities, and our products help protect food and beverages during distribution and storage.</p> <p>Learn more:</p> <p><a href="#">Better Packaging</a> section</p> <p><a href="#">Our Community</a> section</p>	<p>Targets 6.3, 6.4, 6.5</p> 	<p>Graphic Packaging focuses on using water responsibly and understanding water needs in the watersheds where we operate. We work to reduce the amount of water we withdraw and responsibly return the water we borrow back to the environment. In addition, the Company provides safe drinking water and sanitation/handwashing services at all facilities globally.</p> <p>Learn more:</p> <p><a href="#">Supply Chain Sustainability</a> section</p> <p><a href="#">GRI 303: Water and Effluents</a></p>
<p>Targets 3.4, 3.5, 3.7, 3.8</p> 	<p>Graphic Packaging provides health and wellness benefits to employees to ensure healthy lives for employees and their families.</p> <p>Learn more:</p> <p><a href="#">Engaging People</a> section</p>	<p>Target 7.3</p> 	<p>Graphic Packaging sources more than 60% of our energy from renewable sources and is actively working to increase the use of renewable energy and improve energy efficiency in our facilities worldwide.</p> <p>Learn more:</p> <p><a href="#">Climate Action</a> section</p>
<p>Targets 4.3, 4.4, 4.5</p> 	<p>Graphic Packaging provides training and development opportunities for our employees. We also support education programs through our Renew community impact initiatives.</p> <p>Learn more:</p> <p><a href="#">Our Community</a> section</p> <p><a href="#">Engaging People</a> section</p>	<p>Targets 10.2, 10.3</p> 	<p>Graphic Packaging does not tolerate discrimination or harassment in our Company or supply chain and is proud to be an equal opportunity employer.</p> <p>Learn more:</p> <p><a href="#">Engaging People</a> section</p> <p><a href="#">Human Rights</a> section</p> <p><a href="#">Supply Chain Sustainability</a> section</p>
<p>Targets 5.1, 5.5</p> 	<p>Graphic Packaging's commitment to an engaged, customer-focused culture promotes gender equity for our employees and across our supply chain.</p> <p>Learn more:</p> <p><a href="#">Engaging People</a> section</p> <p><a href="#">Human Rights</a> section</p> <p><a href="#">Supply Chain Sustainability</a> section</p>	<p>Targets 16.2, 16.5, 16.7</p> 	<p>Our Code, policies, and Company values ensure ethical and equitable business practices and a respectful workplace. Our Global Supplier Code of Conduct (GSCOC) sets similar expectations with our suppliers and contractors.</p> <p>Learn more:</p> <p><a href="#">Business Practices</a> section</p> <p><a href="#">Engaging People</a> section</p> <p><a href="#">Human Rights</a> section</p> <p><a href="#">Supply Chain Sustainability</a> section</p> <p><a href="#">GRI 2-23: Policy Commitments</a></p> <p><a href="#">GRI 2-24: Embedding Policy Commitments</a></p>



# Acronym Glossary

- **AF&PA:** American Forest and Paper Association
- **AI:** Artificial Intelligence
- **Alertline:** Graphic Packaging Business Conduct Alertline
- **AOX:** Adsorbable organic halogen compounds
- **BbD:** Better by Design
- **BEGN+:** Black Employee Global Network
- **BMPs:** Best management practices
- **CDP:** Carbon Disclosure Project
- **CEO:** Chief Executive Officer
- **CNG:** Compressed natural gas
- **CO<sub>2</sub>:** Carbon dioxide
- **CO<sub>2</sub>e:** Carbon dioxide equivalent
- **COC:** Chain of custody
- **Code:** Code of conduct
- **CSO:** Vice President and Chief Sustainability Officer
- **CSRD:** EU Corporate Sustainability Reporting Directive
- **DART:** Days away, restricted, or transferred
- **DESNZ:** U.K. Department for Energy Security and Net Zero
- **DMA:** Double Materiality Assessment
- **E&C:** Ethics and compliance
- **EAC:** energy attribute certificate
- **EBITDA:** Earnings before interest, taxes, depreciation, and amortization
- **EEO:** Equal employment opportunity
- **ELT:** Executive leadership team
- **EMEA:** Europe, Middle East, and Africa
- **ERG:** Employee Resource Group
- **ERM:** Enterprise risk management
- **ESG:** Environmental, social, and governance
- **EU:** European Union
- **EUDR:** EU Deforestation Regulation
- **EVPHR:** Executive Vice President, Human Resources
- **EVPPM:** Executive Vice President, Paperboard Manufacturing
- **EPR:** Extended Producer Responsibility
- **FECVs:** Forests with exceptional conservation value
- **FLAG:** Forest, land, and agriculture
- **FSC:** Forest Stewardship Council
- **FYE:** First Year Experience
- **G1:** Critically imperiled species and ecosystems
- **G2:** Imperiled species and ecosystems
- **GAAP:** Generally accepted accounting principles
- **GHG:** Greenhouse gas
- **GPI University:** Graphic Packaging International University
- **Graphic Packaging-PAC:** Graphic Packaging International Political Action Committee
- **GPK:** Graphic Packaging Holding Company's New York Stock Exchange ticker symbol
- **GRI:** Global Reporting Initiative
- **GSCOC:** Global Supplier Code of Conduct
- **GVMA:** Global Veterans and Military Advocates
- **HR:** Human resources
- **HREC:** Hazard Recognition, Evaluation, and Control
- **HSE:** Health, safety, and environmental
- **HSEES:** Health, Safety, and Environment Excellence System
- **HVAC:** Heating, ventilation, and air conditioning
- **IEA:** International Energy Agency
- **ISO:** International Organization for Standardization
- **IT:** Information technology
- **IROs:** impacts, risks, and opportunities
- **IUCN:** International Union for Conservation of Nature
- **LDP:** Leadership Development Program
- **LDPE:** Low-density polyethylene
- **LED:** Light-emitting diode
- **LGBTQIA+:** Lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual or aromantic, and others
- **LIFE:** Serious life threatening or life altering injuries, e.g. those that result in a fatality, loss of limb or function, hospitalization, brain injury, bone injury, burns, or significant wounds requiring treatment
- **LkSG:** German Supply Chain Due Diligence Act
- **LTIR:** Lost time injury rate
- **MCI:** Material Circularity Indicator
- **ML:** Megaliters
- **MWh:** Megawatt hour
- **N<sub>2</sub>O:** Nitrous oxide
- **NCASI:** National Council for Air and Stream Improvement, Inc.
- **NCGC:** Nominating and Corporate Governance Committee
- **NIST:** National Institute of Standards and Technologies
- **NOx:** Nitrogen oxides
- **PAC:** Political Action Committee
- **PacRim:** Pacific Rim
- **PAD-US:** Protected Areas Database of the United States
- **PE:** Polyethylene
- **PEFC:** Program for the Endorsement of Forest Certification
- **PET:** Polyethylene terephthalate
- **PM10:** Particulate matter
- **PPWR:** European Union Packaging and Packaging Waste Regulation
- **QA/QC:** Quality assurance and quality control
- **QMS:** Quality management system
- **R&D:** Research and development
- **RAM:** Recyclability assessment methodology
- **RECs:** Renewable energy certificates



## Acronym Glossary (continued)

- **RNG:** Renewable natural gas
- **RPA-100%:** 100% Recycled Paperboard Alliance
- **RPTA:** Recycled Paperboard Technical Association
- **SASB:** Sustainability Accounting Standards Board
- **SBT:** Science-based target
- **SBTi:** Science Based Targets initiative
- **SEC:** Securities and Exchange Commission
- **Sedex:** Supplier Ethical Data Exchange
- **SIFs:** Serious injuries and fatalities
- **SFI®:** Sustainable Forestry Initiative
- **SICs:** State Implementation Committees
- **SKU:** Stock keeping unit
- **SME:** Subject matter experts
- **SMETA:** Sedex Members Ethical Trade Audit
- **SOAR:** Scoping ideas, Opportunity development, Aligning expectations, and Release to Market
- **SOx:** Sulfur oxides
- **SPC:** Sustainable Packaging Coalition
- **SVPSC:** Senior Vice President, Supply Chain
- **TCFD:** Task Force on Climate-related Financial Disclosures
- **The Board:** The Graphic Packaging Holding Company Board of Directors
- **The tax team:** Represents the tax function and certain personnel in the wider finance community
- **TICCIT:** Trees into Cartons, Cartons into Trees
- **TRIR:** Total recordable incident rate
- **U.K.:** United Kingdom of Great Britain and Northern Ireland
- **UN:** United Nations
- **UN SDGs:** United Nations Sustainable Development Goals
- **UNGC:** United Nations Global Compact
- **U.S. BLS:** United States Bureau of Labor Statistics
- **U.S.:** United States
- **U.S. EPA:** United States Environmental Protection Agency
- **USD:** United States dollar
- **VoC:** Voice of the Customer
- **VOC:** Volatile organic compound
- **VPGA:** Vice President, Government Affairs
- **VPGSCS:** Vice President of Global Supply Chain Sustainability
- **VPHSE:** Vice President, Health, Safety, and Environmental
- **VPPA:** Virtual power purchase agreement





# Endnotes

- Graphic Packaging defines recyclable to include products characterized as widely recyclable, locally recyclable, or conditionally recyclable.
- MCI – a metric developed by the Ellen MacArthur Foundation to measure the circularity of products – takes into account the proportion of recycled or renewable inputs used during manufacturing, and further assesses a product’s durability, lifespan, how intensively it is used, and the ability to valorize the product’s raw materials use after use, rather than being landfilled or incinerated.
- Unwrapping Circularity: The Power of Design for Environment in Paperboard Packaging Design, Graphic Packaging International, 2025. <https://www.graphicpkg.com/resources/unwrapping-circularity-the-power-of-design-for-environment-in-paperboard-packaging-design/>
- LDPE is typically applied to paperboard packaging products to create a water and grease barrier for many foodservice and food packaging applications.
- The informal eating out sector includes limited-service restaurants such as burger, pizza, bakery, and coffee shops for either on-premise or take-away consumption; self-service cafeterias; juice/smoothie bars; and street stalls/kiosks.
- Eurostat, 2023.
- 2023 Flexible Films Market in Europe: State of Play, Plastics Recyclers Europe, Sept. 2023. [https://www.plasticsrecyclers.eu/wp-content/uploads/2023/09/2023-Flexible-Films-Market-in-Europe\\_State-of-Play\\_September-2023.pdf](https://www.plasticsrecyclers.eu/wp-content/uploads/2023/09/2023-Flexible-Films-Market-in-Europe_State-of-Play_September-2023.pdf)
- Renewable materials are defined as “Materials that are continually replenished at a rate equal to or greater than the rate of depletion,” Ellen MacArthur Foundation, n.d. <https://www.ellenmacarthurfoundation.org/topics/circular-economy-introduction/glossary>
- Note that other single-use plastic cups based on polypropylene are also available. These have a lower weight and lower carbon footprint, but with similar end-of-life statistics and MCI as the PET cup. rPET has a better MCI and carbon footprint than polypropylene or PET.
- Assumes collections of 85% of cups in a closed loop for composting with 15% lost from the loop, either when the consumer takes them out of the event and places them into a street bin, or in another residual stream. Littering may also be a fate for cups used in events, and persistence may be reduced for certain biodegradable materials vs. the benchmark.
- Petcore Europe Annual Conference, 2023. Petcore Europe.
- European Consumer Packaging Perceptions Study 2025, Pro Carton, Mar. 2025. <https://www.procarton.com/publication/european-consumer-packaging-perceptions-study-2025/>
- Recycling Access Reaches 20% of U.S. Population for Paper Cups, Marking Major Progress, Foodservice Packaging Institute, 2026. <https://www.recyclefsp.org/resources/recycling-access-reaches-20-percent-of-us-population-for-paper-cups>
- SFI® is a registered trademark owned by the Sustainable Forestry Initiative Inc.
- The American Tree Farm System® is a program of the American Forest Foundation.
- Not all policies are made public for confidentiality reasons.
- Certification is only required for packaging facilities that manufacture food packaging.
- Biodiversity-sensitive areas refer to locations identified using global biodiversity datasets, including Key Biodiversity Areas, the Natura 2000 network, UNESCO Natural and Mixed World Heritage Sites, and the World Database on Protected Areas. These datasets collectively represent legally protected or scientifically recognized sites of high importance for biodiversity at global and regional levels.
- Location-based emissions accounting strictly considers the energy mix of the local grid supplying power to customers, whereas market-based emissions consider actions by companies to claim the environmental attributes of clean electricity generation through market instruments such as energy attribute certificates (EACs). Market-based emissions accounting provides a pathway for companies to reduce their Scope 2 emissions at a more aggressive rate than the local electricity grids may be incorporating clean power. Companies that do not procure clean electricity through these mechanisms could be left with a “dirtier grid” from a market-based accounting perspective, resulting in higher emissions.





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