

2025

SUSTAINABILITY

REPORT

People · Planet · Performance

ConceptPackaging
INNOVATION • SERVICES • SOLUTIONS // Group

*M*ilagro Packaging
LLC, MBE



Spartanburg, SC | concept-pkg.com



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Message from Our Leaders

Dave Katt and Larry Cantrell | Co-Founders, Concept Packaging Group

Customer focus, operational excellence, continuous improvement, and accountability are the values that guide everything we do at Concept Packaging Group. They are also the reason we committed to building a certified Environmental Management System.

Achieving ISO 14001 certification in 2025 was a meaningful step forward. It moves us from commitment to execution. Sustainability is now embedded in how we operate, how we make decisions, and how we grow as a company.

This certification strengthens our alignment with ESG expectations and our Scope 1, 2, and 3 sustainability roadmap. It also supports what our customers care about. We are well-positioned to meet evolving regulatory requirements and customer expectations while continuing to deliver high quality products, outstanding service, and competitive value.

Our approach to sustainability is grounded in operational discipline and continuous improvement. We believe those values are what create lasting results for our customers, our employees, and the communities we serve.



Dave and Larry

40+

Years of Excellence

5

Facilities Across the US

**ISO
14001**

Certified 2025

**CDP
Active**

Reporting Since 2023

Our Sustainability Framework

Planet, Performance and People, guided by the UN Sustainable Development Goals

PLANET



- ISO 14001:2015 certified environmental management system across all operations
- Scope 1 and 2 emissions tracked across all five facilities with established baseline
- Scope 3 screening completed, identifying approximately 10,000 tCO2e in the value chain
- LED lighting upgrades reducing energy intensity at Spartanburg headquarters
- Plastic and foam recycling programs active; customer take-back projects in place

PERFORMANCE



- Annual CDP disclosure covering Climate Change, Forests and Water Security
- Greenhouse gas reduction roadmap established across Scope 1, 2 and 3 through 2029
- Supplier data collection program planned for 2026 to support value chain transparency
- Third-party verification targeted for top Scope 3 emission categories
- Circular economy lifecycle assessments underway with key customers

PEOPLE



- Safety-first culture supported by the Elephant Point incentive program
- Female workforce participation exceeds industry average at 30 percent or more
- Leadership team is 50 percent female across the organization
- Employee mentorship, job shadowing and career development programs active
- Employee Assistance Program available to all staff across all locations

ISO 14001:2015 Certification

Achieved in 2025. A certified environmental management system for all operations.



Concept Packaging Group

What the Standard Requires

ISO 14001 requires a documented environmental management system with defined objectives, ongoing monitoring, corrective action processes and a commitment to continual improvement. The system is independently audited and externally certified.

What It Means for Our Customers and Partners

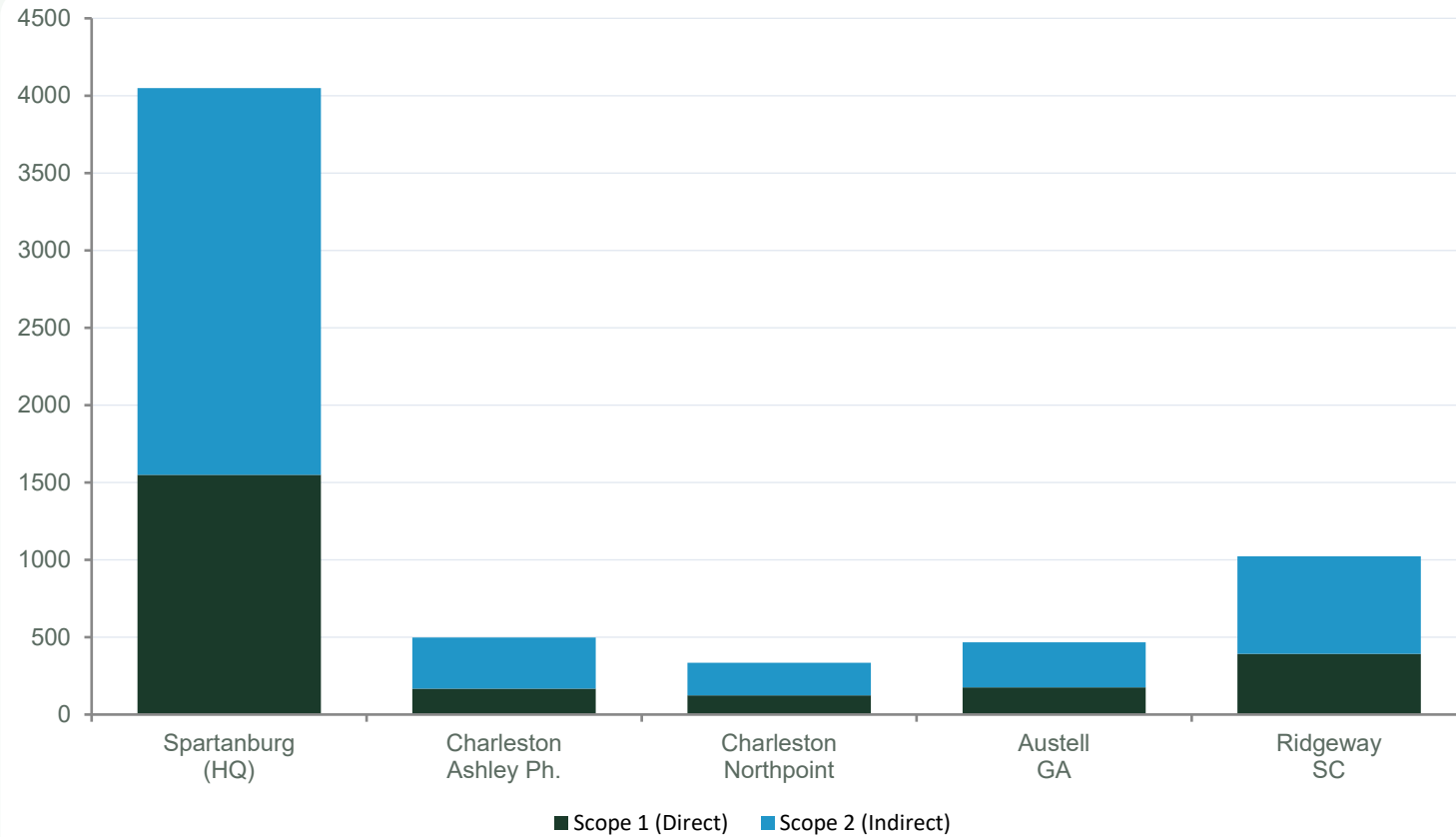
Concept Packaging Group holds a verified, third-party-confirmed environmental management system. This certification demonstrates that our environmental commitments are structured, measurable and subject to independent review.

How It Supports Our CDP Reporting

The certified EMS aligns directly with CDP environmental management and governance criteria. Our environmental aspect register maps to Scope 3 emissions categories, and the audit cycle strengthens our annual disclosure.

GHG Emissions by Scope and Site

Baseline data (metric tonnes CO2e) across all five locations



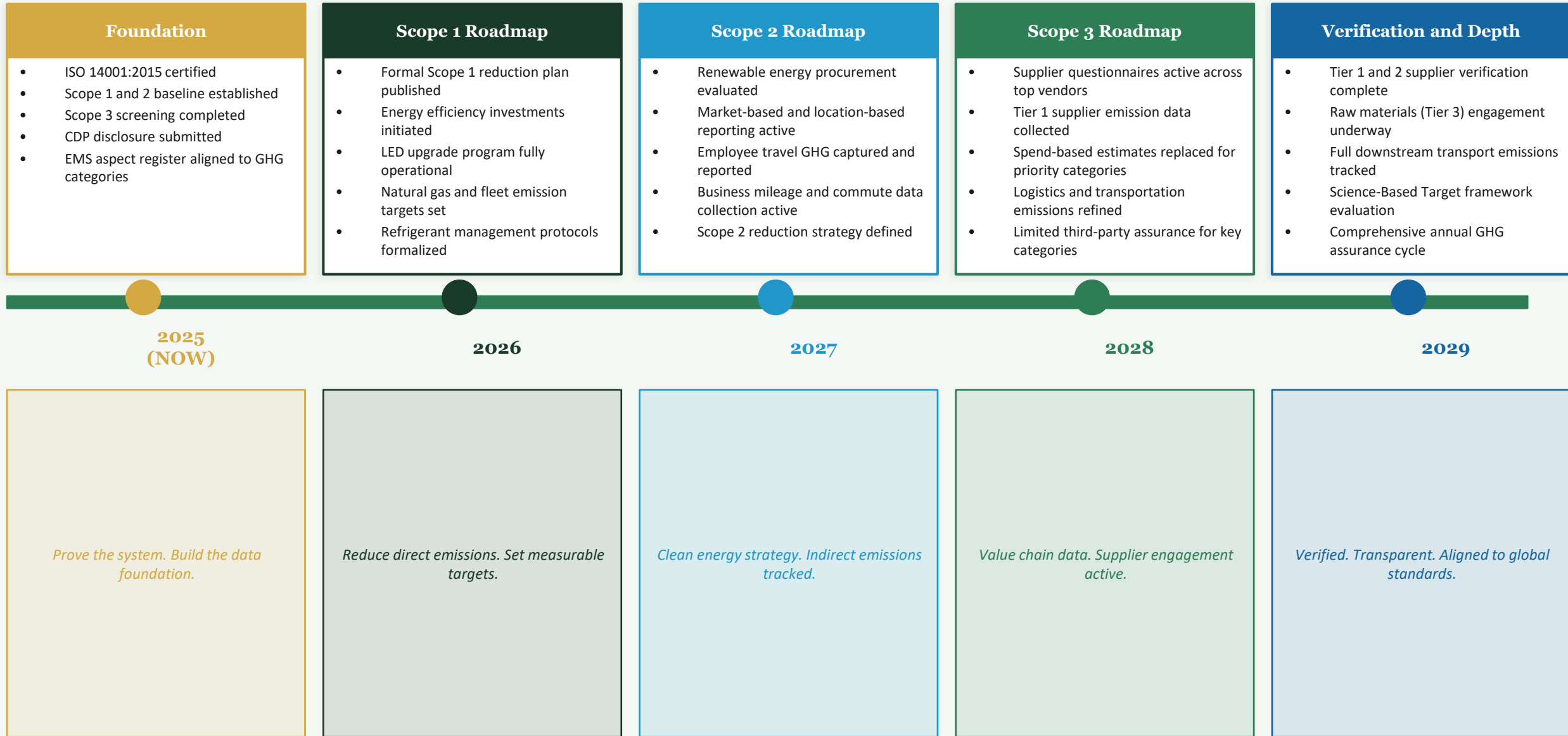
Site Breakdown

Site	Scope 1	Scope 2	Total
Spartanburg HQ	1,550	2,500	4,050
Charleston Ashley Ph.	167	330	497
Charleston Northpoint	124	210	334
Austell, GA	176	290	466
Ridgeway, SC	393	630	1,023
TOTAL (tCO2e)	2,410	3,960	6,370

Baseline data. Scope 3 estimated at approximately 10,000 tCO2e. See Scope 3 Action Plan slide.

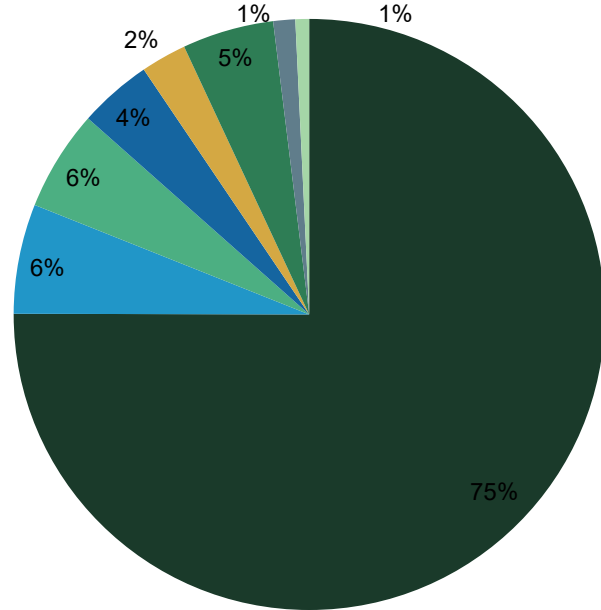
Our Path Forward

A phased roadmap from operational baseline through full value chain transparency, 2025 to 2029



Scope 3 Action Plan

Initial screening complete. Approximately 10,000 tCO2e identified across the value chain.



- Purchased Goods & Svcs
- Fuel and Energy
- Business Travel
- Upstream Transport
- Capital Goods
- Waste
- Employee Commuting
- Downstream Transport

Category Priorities and 2026 Next Steps

Category	%	Priority	2026 Next Step
Purchased Goods and Services	75%	HIGH	Supplier questionnaire program launch, 2026
Upstream Transportation	6%	MED	Distance-based data collection
Employee Commuting	5.5%	MED	Commute survey, 2026
Fuel and Energy Related	4%	LOW	Aligned with Scope 1 roadmap
Downstream Transportation	5%	MED	Customer data partnerships
Business Travel	1%	LOW	Expense system integration

Our People and Communities

Safety, people and community impact are at the heart of how we operate

1,247*

Days Without a Lost Time Injury

50%

Female Leadership

40+

Years of Family Culture

5

Facilities Across the US

Safety Culture

- Over 2 million safe working hours since last lost time injury
- 1 OSHA recordable injury across the Southern region in 2025
- Elephant Point incentive program rewards safe practices across all facilities
- Safety Committee conducts monthly operational reviews
- Employee bonus program reinforces safety accountability
- Zero-incident culture embedded across all facilities

Workforce and Community

- Female workforce participation exceeds industry average
- Leadership team is 50 percent female
- Employee job shadowing and mentorship programs support career growth
- US-based, locally-sourced supply chain supports equitable sourcing practices

Employee Wellbeing

- Employee Assistance Program available to all staff
- Recognition programs for years of service, health and safety milestones
- Career development and internal advancement pathways
- Flexible work arrangements where operationally applicable

Zero Waste and Environment

- Aluminum water bottle program reduces single-use plastic in operations
- Plastic and foam recycling programs active at all sites
- Customer take-back projects reduce packaging waste
- Lifecycle assessments and circular economy work underway

* Day count as reported at time of publication.

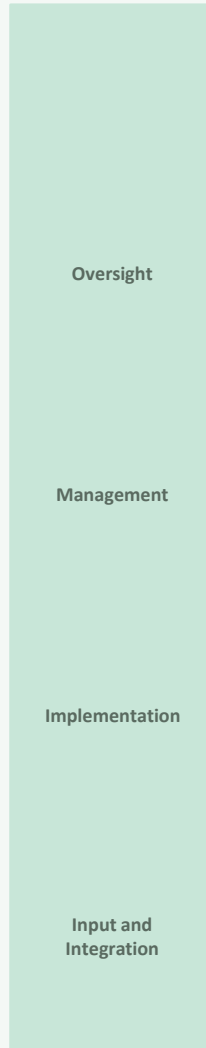
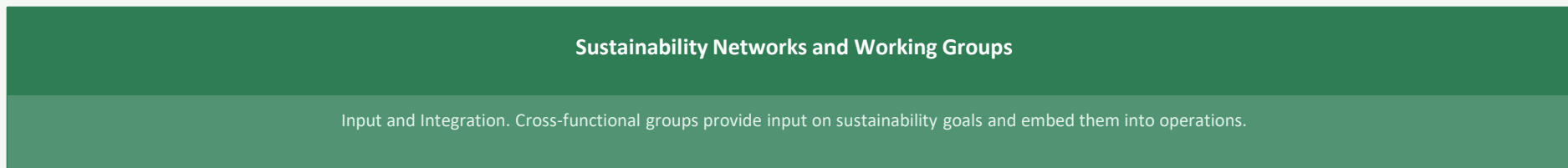
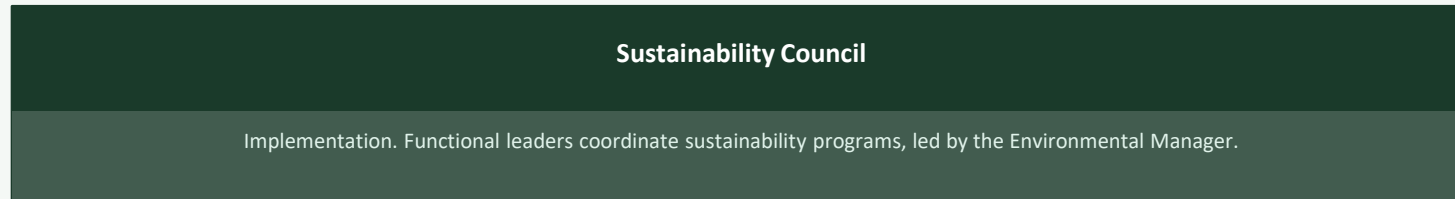
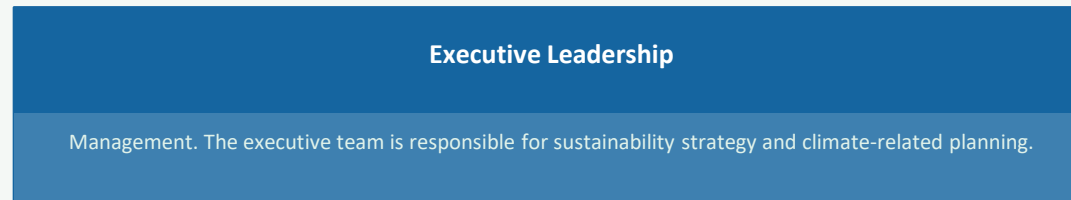
Measuring Progress

Key performance indicators across Planet, Performance and People

Pillar	Key Indicator	Activity / Project	Data / Outcome	Status
PLANET	Carbon (GHG Emissions)	KPI tracking. Scope 1 and 2 targets set. Scope 3 screening complete.	Baseline established across all five facilities. Scope 3 categories identified.	ON TRACK
PLANET	Energy Efficiency	LED lighting upgrade program at Spartanburg HQ facilities.	Energy intensity reduction in progress. Updated data to be captured.	IN PROGRESS
PLANET	Water Stewardship	KPI setting and monitoring of key water targets.	Baseline data collection phase. Monitoring framework in development.	BASELINE
PLANET	Sustainable Packaging	Customer take-back projects. Plastic and foam recycling programs.	Circular economy and lifecycle assessments realized.	ACTIVE
PEOPLE	Safety	Safety Committee and Elephant Point bonus program.	Safety culture embedded. Incident reduction goal ongoing.	ACTIVE
PEOPLE	Workforce and Community	Workforce equality metrics. Women in leadership tracking.	30 percent female workforce. Leadership team 50 percent female.	EXCEEDS GOAL
PEOPLE	Training and Development	Job shadowing and mentorship program active.	Employees empowered. Internal promotion pathway in place.	ACTIVE
PERF.	CDP Disclosure	Annual CDP submission covering Climate, Forests and Water.	Reporting active. Targets set.	TARGET SET
PERF.	Supply Chain Sourcing	Supply chain localization. US-based supplier sourcing.	Majority of spend with US-based suppliers.	ACTIVE
PERF.	ISO 14001	Environmental Management System. Audit and certification.	ISO 14001:2015 certified in 2025.	ACHIEVED

Corporate Governance

A four-tier structure ensuring accountability from board level through daily operations



ISO 14001: The EMS structure maps directly to this governance pyramid. Each tier has defined roles in objective-setting, monitoring and corrective action.

UN Sustainable Development Goals

Four priority SDGs guide the sustainability strategy and stakeholder commitments

5

Gender Equality

Concept Packaging Group promotes equal opportunity at every level. With female workforce participation exceeding industry averages and 50 percent female leadership, a people-first culture is embedded in our hiring, advancement and governance practices.

SDG

8

Decent Work and Economic Growth

We are committed to fair wages, safe working conditions and career development for all employees. Mentorship and job shadowing programs, combined with community-rooted supplier sourcing, support sustainable employment across the Southeast.

SDG

12

Responsible Consumption and Production

Our ISO 14001-certified EMS, greenhouse gas reduction roadmap, Scope 3 action plan and circular economy initiatives anchor CPG's commitment to responsible production. We are measuring, managing and working to reduce our environmental footprint.

SDG

17

Partnerships for the Goals

Through CDP reporting, customer take-back programs and supplier engagement, Concept Packaging Group builds the partnerships needed to advance shared sustainability goals across the value chain and the communities we serve.

SDG

2026 Strategic Priorities

Four focus areas to advance implementation and deepen our sustainability commitments

01

Scope 3 Engagement

2026 marks the beginning of active Scope 3 data development. Cross-functional teams will begin collecting supplier emissions data, refining Scope 3 category estimates and building the programs needed to move from estimated to verified value chain figures.

Aligned with SDG 12 and SDG 17

02

Supplier Emissions Data Program

A structured outreach program will be launched with key suppliers to begin gathering emissions data. This will allow CPG to replace high-level estimates with supplier-specific figures and improve the accuracy of our annual GHG inventory.

Aligned with SDG 17

03

Scope 1 Reduction Commitments

With ISO 14001 certification in place, 2026 is the year to formalize Scope 1 reduction commitments. Plans will address energy use, fleet operations and refrigerant management across all facilities as part of a structured reduction program.

Aligned with SDG 12

04

Governance and Accountability

Strengthening the governance structure that enables all sustainability actions to succeed. This includes formalizing roles and responsibilities for GHG tracking, environmental objective setting and the integration of sustainability metrics into business planning cycles.

Aligned with SDG 16 and SDG 17

Growing Together.

For Our Business. For Our Communities. For Our Planet.

Concept Packaging Group is committed to transparency, to continuous improvement and to building a sustainability program that creates lasting value for our customers, our people and the communities we call home.

Concept Packaging Group

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