TemperPack®

2025

Impact Report

Science led. Sustainability driven.

REFLECTION

“When we founded TemperPack more than a decade ago, we were guided by a simple belief: the packaging that protects products should not come at the expense of the planet. At the time, plastic foams had become the default across most industries. We set out to challenge that model by applying material science and innovation to develop a new generation of sustainable packaging materials.

Today, I’m most proud of the impact our team has created together. Through persistence, experimentation, and close collaboration with customers, we’ve helped companies transition away from petroleum-based foams while maintaining the protection and performance their products require. Seeing our solutions adopted at scale and replacing legacy materials across supply chains is deeply rewarding.

Over the years, our approach to sustainability has also become more holistic. We recognize that sustainable innovation must also be economically viable and scalable to drive meaningful change. At TemperPack, sustainability is not a single program or initiative. It is a cross-functional mindset that informs how we innovate, manufacture, and grow.

Looking ahead, I’m energized by the momentum we’re building and our ability to solve some of the world’s toughest packaging challenges through science, innovation, and sustainability. Because packaging touches nearly every product that moves through the global economy, the opportunity to drive exponential impact is real - and it’s the same belief that inspired us to start TemperPack in the first place.”

Charles Vincent,
Co-founder & Chief Technology Officer

ClimaCell and Green Cell Foam

Protected over 50 million shipments with sustainable insulation.

By choosing TemperPack products, our customers have diverted **15,358.90 mt** of single-use plastic packaging from landfill.

By volume that's the same as:

255
OLYMPIC SWIMMING POOLS

By choosing ClimaCell instead of EPS, our customers avoided 48,270 mt of CO2e.

That's the same as the carbon emitted by: [1]

3,902,473,753
SMARTPHONES CHARGED

ENERGY USE OF
6,483
HOMES FOR ONE YEAR

11,259
GASOLINE-POWERED CARS TAKEN OFF THE ROAD FOR A YEAR

the carbon sequestered by:

798,149
TREE SEEDLINGS GROWING FOR 10 YEARS

48,418
ACRES OF US FORESTS IN ONE YEAR

Wavekraft

In addition to our ClimaCell® and Green Cell Foam®, TemperPack sold 2,266,492 units of WaveKraft® protective packaging. Its flexibility allows it to displace other types of plastic packaging such as bubble wrap and mylar bags, so we measure the impact of WaveKraft by the volume of landfill space that would otherwise be occupied by single-use plastic packaging.

By choosing WaveKraft, our customers displaced an estimated **637,451 ft³** of single-use plastic.

By volume that's the same as:

7
OLYMPIC SWIMMING POOLS

[1] The carbon equivalencies above were estimated using the Greenhouse Gas Equivalencies Calculator maintained by the EPA: Greenhouse Gas Equivalencies Calculator | US EPA

> Our green house gas emissions calculations are supported by **Position Green** Environmental, Social, and Governance Software.

In 2025, we continued to leverage Position Green to streamline data management and sharpened our carbon accounting. This impact report shows our 2023, 2024, and 2025 emissions using various emissions libraries and frameworks guided by the GHG Protocol.

Rappel

In 2025, TemperPack partnered with Rappel to support ongoing efforts of being a sustainable company, both inside and out. Rappel worked directly with our manufacturing managers to model emissions and costs associated with assets. This analysis identified potential decarbonization levers associated with Scopes 1, 2, and 3. The project resulted in decarbonization opportunities within our operations and value-chain, such as manufacturing energy efficiency projects and enhancing supplier engagement.

United Nations' Sustainable Development Goals

The Sustainable Development Goals (SDGs) provide a globally recognized framework for addressing challenges related to poverty, inequality, climate change, and environmental degradation. Using the SDG Action Manager as a guiding resource, we have identified the Goals most relevant to our business model and continue to align our practices accordingly.

2025 Carbon Disclosure Project

Carbon Disclosure Project (CDP) is a global non-profit that runs the world's only independent environmental disclosure system for companies, capital markets, cities, states and regions to manage their environmental impacts. In our second year, TemperPack outperformed or was in-line with over 75% CDP's subject matter expert reporting framework categories.

CDP Discloser 2025

Emissions

The emissions estimates presented here are based on the best available data, methodologies, and assumptions at the time of calculation. These values are subject to change as improved data sources, updated emission factors, refined methodologies, or supplier-provided information become available. As such, historical emissions may be recalculated or restated in future reporting cycles to maintain consistency, accuracy, and alignment with evolving greenhouse gas accounting standards. These estimates should not be interpreted as definitive or final and may be updated without prior notice.

Scope 1 & 2

Scope	Category	% Change 2025 to 2024	2025 (Mt CO2e)	2024 (Mt CO2e)	2023
Scope 1	Mobile Combustion	3%	158	154	170
	Stationary Combustion	42%	533	375	804
Total CO2e emissions, Scope 1		31%	691	529	974
Scope 2 Purchased Electricity	Market-Based	3%	4,698	4,541	3,715
	Location-Based	3%	4,681	4,525	NA
Total Emissions	Market-Based	6%	5,389	5,070	4,389
	Location-Based	6%	5,372	5,054	NA

Increased Scope 1 and 2 emissions over the recent reporting year can be attributed to facility moves as well as greater environmental temperature fluctuations in our operation locations. Our moves to the new corporate headquarters facility in Richmond, VA and manufacturing facility in Lansing, MI required additional, nonstandard propane usage for the physical movement of manufacturing assets and the like, while a hotter summer and colder winter in 2025 forced additional strain and usage on our HVAC systems to ensure our manufacturing assets remain at temperatures that produce our products. The temperature swings and lower and higher average temperatures in the summer and winter months reiterate the importance of acknowledging climate patterns have direct operational and emission costs.

Emissions

In 2025 we conducted our first analysis of Scope 3 emissions at TemperPack. We leveraged supplier-specific, average-data, and spend-based emissions factors to capture our Scope 3 footprint in material categories. This hybrid approach was considered the most appropriate to ensure alignment with our foundational belief in providing the most accurate environmental data possible. Below is a table of material Scope 3 categories for 2025.

Scope 1, 2, & 3

Category	Category Name	mtCO2e	% of Total Scope 3 emissions
1	Purchased Goods & Services	42,667.58	66.63%
2	Capital Goods	565.78	0.88%
3	Fuel- and energy-related activities	1,324.40	2.07%
4	Upstream transportation & distribution	4,940.73	7.72%
5	Waste generated in operations	3,174.42	4.96%
6	Business travel	271.83	0.42%
7	Employee Commuting	914.59	1.43%
8	Upstream Leased Assets	NA	NA
9	Downstream transportation & distribution	2,032.31	3.17%
10	Processing Sold Goods	NA	NA
11	Use of Sold Products	NA	NA
12	End-of-life treatment of sold products	8,145.70	12.72%
13[1]	Use of sold products	28.52	0.04%
14	Franchises	NA	NA
15	Investments	NA	NA

[1] This footprint is associated with the use-phase of our WaveKraft machines. This category has been considered material as we expect and increase emissions output associated as well as entrenching in our belief in providing the most accurate sustainability data.

We would like to thank all the suppliers and other members of our value chain who worked alongside us on our journey to capture this footprint. With their support we were able to calculate 96% of our Category 1 emissions leveraging average-data and supplier-specific emissions factors. Being able to provide the most accurate data possible is a driver of our sustainability practice. Furthermore, this baseline displays the necessity for education and alignment through the value-chain with respect to proper treatment of waste. With Category 12 being our second largest Scope 3 category, it is imperative that as a manufacturer we continue to educate our customers and ensure that their end consumers of our products continue with the best waste, recycling, and composting practices.

Additionally, outlining our Scope 3 emissions footprint enabled a stronger, deeper understanding of our supply- and value-chain. These 2025 projects showcased how our suppliers are also driven by environmental controls, with over 95% of our major raw materials suppliers enforcing environmental practices and protocols that are in line with our own requirements. It also displayed the domestic, North American-based nature of our value-chain, which can help alleviate risks associated with cross-border and international trade.

Waste

Our approach to waste management in 2025 was to adapt circular manufacturing processes into our product lines. ClimaCell and Green Cell Foam operations completed implementation of new technology to collect and reintroduce foam scrap waste back into the extrusion process, reducing overall foam scrap waste by 5% - 10% .

In 2025 ClimaCell reintroduced over **1.3 million pounds (633 mt)** of ClimaCell raw materials back into the manufacturing process to reduce waste from our operations.

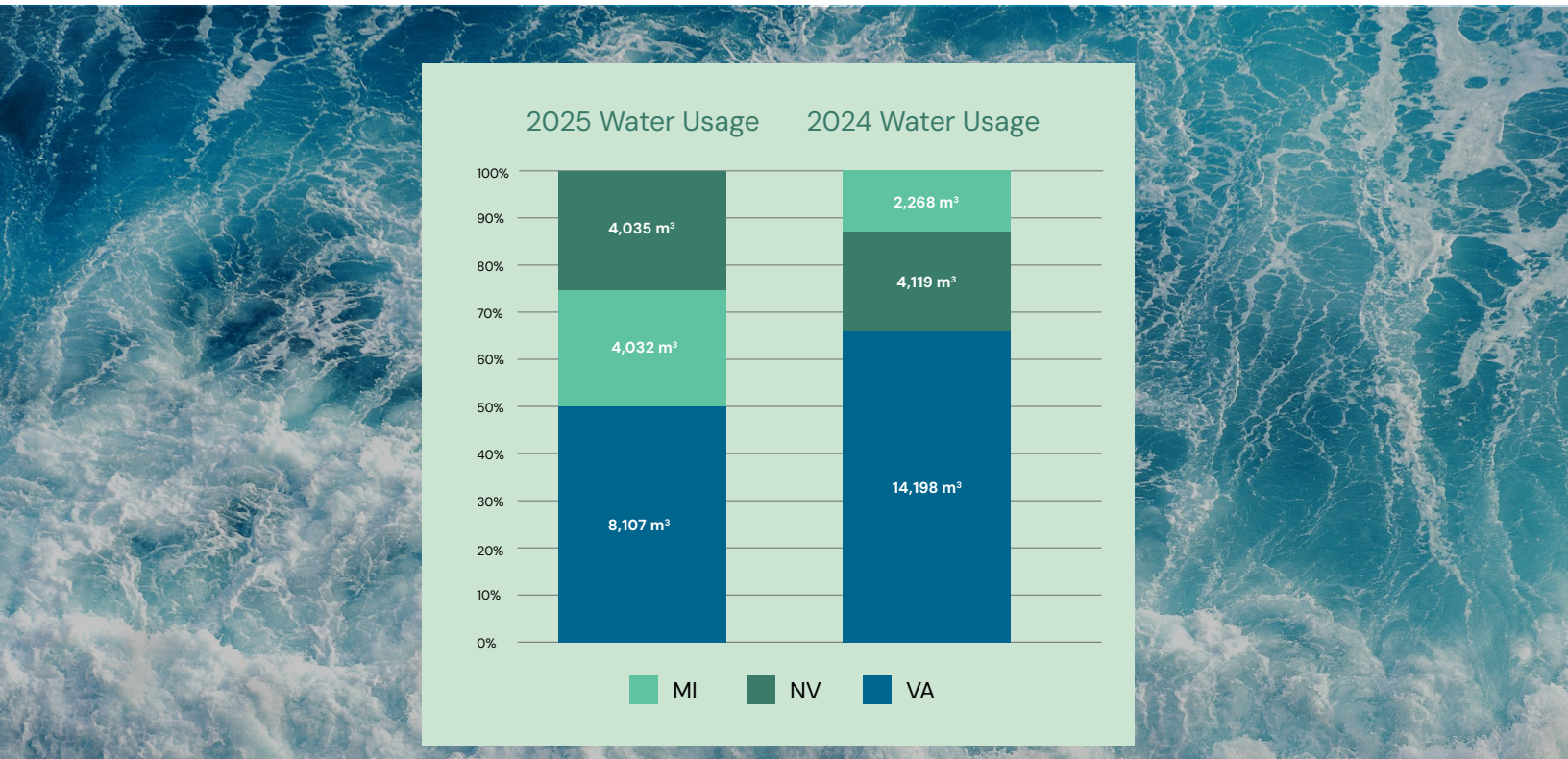
In the second half of 2025, our Green Cell Foam manufacturing site locally composted over **360,000 pounds of foam (163 mt)**, and **recycled over 426,000 pounds (193 mt)** of raw materials back into our manufacturing process from scrap production.

In 2025, TemperPack recycled **128.8 mt** of corrugated paper.

Water

As we continue our sustainability journey, we look to provide more transparent reporting and oversight practices for you, our stakeholder. In 2025, we established baseline water usage of 16,444 m^3 across our manufacturing facilities[4], after uncovering water usage for the Las Vegas, NV facility that was previously unavailable. With greater oversight of our water footprint, this data will enable our team to implement practices to lower our overall usage and water intensity of our products.

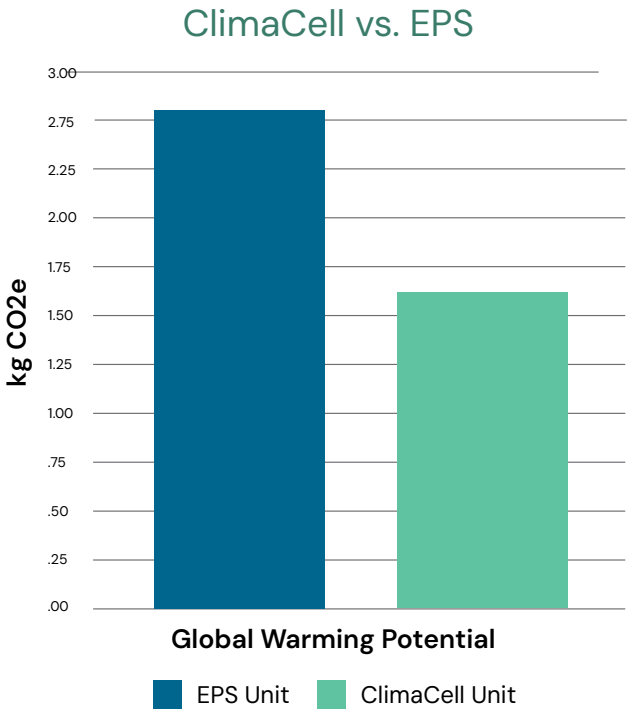
The following graphs illustrate the breakdown of water use at our three manufacturing facilities. The Richmond, VA facility has the largest physical footprint and therefore the proportional water consumption. This does not include water used at our Proving Ground ISTA-certified thermal transport lab. The year-over-year reduction in water consumption at our Virginia facilities is attributed to the repair of a leaking main water line at our Richmond manufacturing facility and ongoing appliance maintenance at our corporate offices in 2025. According to the U.S. EPA's WaterSense program, an average leaking water line can waste approximately 200 gallons per day, making prompt repair a meaningful conservation action. In Michigan, the twofold increase in water usage reflects the operation of two facilities simultaneously during our transition from the previous site to our new Lansing manufacturing facility in 2025. During the initial months at the new facility, consumption figures are based on estimated usage ahead of invoicing cycles, prior to submetering data becoming available.



Our Life Cycle Assessment

Our comparative Life Cycle Assessment (LCA) model of ClimaCell and expanded polystyrene insulation (EPS), per ISO 14040 & 14044 (2006) Standards, allows us to estimate the CO2e emissions avoided by an 11x9x10" box of ClimaCell compared to an identical shipping box using a molded EPS cooler. The results suggest that the box with ClimaCell yields a 42% reduction in Global Warming Potential (kg CO2e) than the box with EPS.

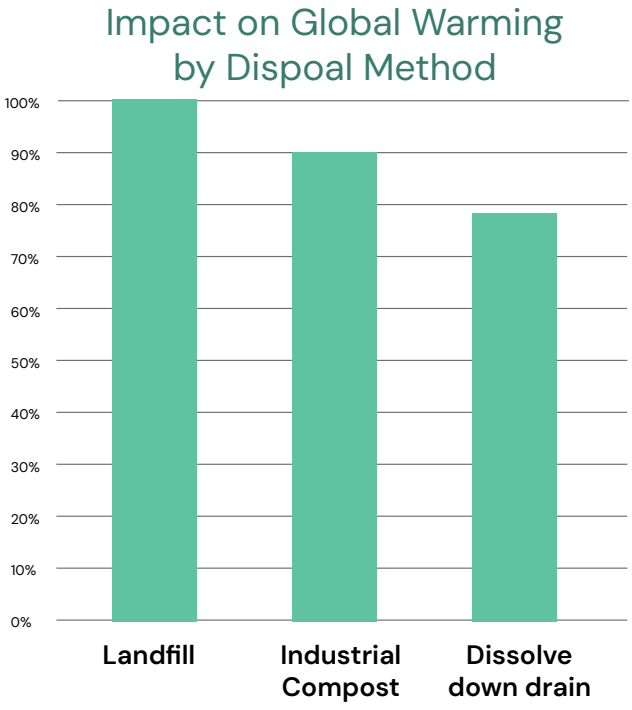
We use these results to discover how we can reduce the total Global Warming Potential of ClimaCell within our manufacturing and upstream processes.



Environmental Product Declaration

Last year, we partnered with WAP Sustainability to conduct a single product LCA of Green Cell Foam and Green Cell Plus, resulting in our first ever Environmental Product Declaration (EPD), in accordance with ISO 14025 and registered with EPD North America.

The assessment allowed us to quantify the environmental impact of three recommended disposal methods of Green Cell Foam. Using an end-of-life treatment of landfilling the foam as the baseline scenario, the analysis shows a 9% reduction in emissions when the foam is composted and a 21% reduction when disposed down the drain.



In 2026 we are updating our LCA models for both the ClimaCell and Green Cell Foam products. This showcases our continuous efforts to provide the most accurate sustainability data and further showcase our products' environmental footprints.

Our Continuous Testing

Proving Ground serves as our research and development hub and laboratory for our packaging engineers. Our thermal and protective packaging lab in Richmond, VA is certified by the International Safe Transit Association to provide our customers with trusted, optimized pack-out designs without the need for EPS.

TOTAL TESTS CONDUCTED IN 2025:
344

TOTAL BOXES TESTED:
1,310

AVERAGE TESTS PER WEEK:
6.6

In late 2025, we began preparing the Proving Ground for a move to a larger, purpose-built facility that will significantly expand our testing capabilities, increase thermal chamber capacity, and accelerate the development and validation of next-generation sustainable packaging solutions.

Third Party Certifications

Both ClimaCell and Green Cell foam are USDA Certified BioBased by the BioPreferred Program, certifying that both products use renewable and non-petroleum derived raw materials.

Manufacturing Capabilities Expand in Michigan

We expanded our Green Cell Foam manufacturing operations from Holt to a larger 135,000-square-foot facility in Lansing, Michigan, increasing production capacity by 60% to meet growing demand for sustainable packaging solutions. The upgraded facility features new production equipment and enhanced logistics infrastructure, including additional shipping and receiving docks, reducing load times and improving distribution efficiency across the region. Strategically positioned near major interstates, the Lansing location strengthens our ability to deliver plant-based, certified compostable insulation to meet the increasing demand for sustainable materials.

Pack Stats

4 facilities in 3 states

EMPLOYEE ENGAGENENT SURVEY PARTICIPATION RATE:
75%

TOTAL FULL-TIME EMPLOYEES
525

17
LANGUAGES SPOKEN AT TEMPERPACK

Gender Breakdown

Women comprise 32% of our full-time equivalent workforce, outperforming the industry benchmark of 29% female representation as reported in the Manufacturing Institute's 2022 Gender Gap Study.

FTE WORKFORCE

68% MALE

32% FEMALE

SENIOR LEADERSHIP

76% MALE

24% FEMALE

DIVERSITY BREAKDOWN

36.49% White
27.99% Hispanic and/or Lainx
19.50% Black and/or African American
12.75% Asian and/or Asian American
2.12% Two or More Races
0.77% Native Hawaiian & Other Pacific Islander
0.39% American Indian or Alaskan Native

77%
OF EMPLOYEES ARE NON-WHITE OR NON-MALE

This metric measures the percentage of full-time employees who self-identify as non-white or non-male. It serves as one indicator of workforce diversity, aligned with common investor-facing ESG practices. We recognize that diversity measurement varies across organizations and will continue refining our approach as standards evolve.

Highlights

At TemperPack, sustainability isn't just a product promise, it's the foundation of who we are, driven by a mission to solve packaging challenges through science and purpose. We embed this commitment into our culture by engaging employees through sustainability-focused survey questions that both measure connection to our goals and empower action, with insights shaping how we operate across teams and facilities. In 2025, that commitment came to life through hands-on initiatives that reflect the same values behind our products.

Earth Day

This year, teams from each of our facilities marked Earth Day by stepping outside and giving back to the green spaces that surround them. Organized trash pickups took place across our sites, giving employees the chance to take in some vitamin D while making a tangible difference in their local environment. The team based at our Proving Ground innovation hub in Richmond, VA led the charge, collecting an impressive 57 pounds of litter from the neighborhood.

Arbor Day Foundation

TemperPack donated 656 trees in support of reforestation efforts tied to the Bootleg Fire in southern Oregon which was a devastating wildfire that scorched more than 413,000 acres. Partnering with the Arbor Day Foundation, this contribution represents more than recovery; it is a living, lasting tribute to our belief that what we do today shapes the health of the planet for generations to come.

HEAT Campaign

Employee safety is always a top priority at TemperPack, and summer temperatures add an extra layer of challenge for our manufacturing teams. This year, we ran a dedicated HEAT Campaign to keep workers informed about the importance of hydration and the warning signs of heat stress. Safety reminders were paired with a little extra motivation because sometimes, the best reminder to stay cool comes in the form of ice cream.

Employee Wellness

In 2025, we expanded our culture of care at TemperPack through a comprehensive wellness campaign designed to support employees' physical, emotional, financial, and social wellbeing.

WalkingSpree Step Incentive Program

Employees have logged more than 100 million steps in just seven months, strengthening both individual wellbeing and team connection across TemperPack. Through WalkingSpree, a platform that syncs with wearable devices and smartphones, employees can track progress, set goals, and participate in year-round challenges that reward activity and foster engagement, with points earned contributing to quarterly prize drawings.

Preventive Care Incentive Program

TemperPack has demonstrated a strong commitment to the health of its employees and their families. The company offers up to two days of paid time off (PTO) for completing preventive care activities such as eye exams, dental cleanings, annual physicals, and age-appropriate screenings—an incentive that drove a 24% increase in preventive care visits in 2025.

Financial Futures

We provided 401(k) education, online tools to help employees plan for their financial future, and one-on-one meetings with financial advisors. Together, these resources empower our team to make informed financial decisions and build long-term security.

Employee Safety

Employee health and safety are foundational to how we operate, guiding every decision we make across our facilities and processes. We are committed to building a culture where every team member feels protected, supported, and empowered to prioritize their wellbeing every day.

Voice of the Pack (VOTP) Program

Our VOTP program empowers every employee to report safety incidents they encounter. These reports are reviewed by the Director EHS and actioned whenever possible. By encouraging open communication and active participation, the VOTP program keeps safety at the forefront of our employees' minds and ensures that every voice is heard.

Outstanding Safety Performance

Our Total Recordable Incident Rate (TRIR) is consistently below the industry average, reflecting our commitment to maintaining a safe working environment. We strive to keep this rate as low as possible through rigorous safety protocols, continuous training, and a culture of vigilance.

TRIR[5]

2025	2024	2023	% Change 2023
1.46	1.89	2.2	-34%

[5] TRIR was calculated as the Number of recordable incidents x 200,000 / total number of hours worked in one year.

PARTNERSHIPS, INVESTORS, AND SUSTAINABLE COMMUNITY SUPPORTERS

Closed Loop Partners is at the forefront of building the circular economy, comprised of three key business segments: an investment firm, innovation center and operating group. Closed Loop has been a partner and investor of TemperPack since 2018.

Goldman Sachs Horizon Environment & Climate Solutions I Fund provides private capital to scale companies that offer solutions to address adverse environmental impact and advance the sustainable climate transition. Driven by changing consumer and corporate behavior and regulations and a need for innovative solutions to meet corporate sustainability goals, the Fund invests in key sectors focused on the environment and climate transition. TemperPack has been part of the Horizon Fund portfolio since 2022.

SJF Ventures invests in high-growth companies with a mission is to catalyze the development of highly successful businesses driving lasting, positive changes. SJF Ventures has backed TemperPack and supported our ESG programming since 2017.

Grosvenor is a privately owned investment and property group that develops, manages, and invests in real estate and urban development projects around the world.

Revolution is a venture capital firm that invests in and supports startups outside major tech hubs while also developing real estate and entrepreneurship initiatives to grow innovation across the U.S.

WAP Sustainability provides Sustainability Managers consulting services and act as an extension of their team to meet their goals. TemperPack partnered with WAP to conduct a single product LCA for Green Cell Foam and authored, coordinated a review, and published our Environmental Product Declaration.

Position Green is a sustainability software solution that combines ESG software with advisory expertise to help businesses track, manage, and improve their environmental impact. TemperPack onboarded Position Green in 2023 and uses Position Green's emissions library for carbon accounting.

Rappel delivers asset-specific corporate decarbonization solutions by combining the ease of a streamlined engagement process with the power of advanced carbon and financial modeling software. With TemperPack's team, Rappel is working to provide a value-creating carbon reduction strategy, plan, and implementation solution for our manufacturing facilities.

Long Trail Sustainability (LTS), provides the tools, knowledge and support to assess, reduce, and effectively communicate the environmental impact of products. As the dedicated distributor of SimaPro in North America, LTS and TemperPack worked closely to build the single product and comparative LCA for ClimaCell.

PARTNERSHIPS, INVESTORS, AND SUSTAINABLE COMMUNITY SUPPORTERS

Representing the packaging value chain, AMERIPEN believes their primary role is to optimize the value of packaging while minimizing any associated social, environmental, and economic challenges. TemperPack joined AMERIPEN in 2024.

The Sustainable Packaging Coalition is a membership-based collaborative that believes in the power of industry to make packaging more sustainable. Their mission is to bring sustainable packaging stakeholders together to catalyze actionable improvements to packaging systems and lend an authoritative voice on issues related to packaging sustainability. TemperPack has been a member of SPC since 2019.

The PACK EXPO brand represents cutting-edge processing and packaging innovation, and the highest quality trade show experience for both attendees and exhibitors. These events bring together a wide range of industries and provide solutions that help companies adapt to changes in consumer demand and other market forces. TemperPack has participated in PackExpo events since 2023.

CDP scores play a critical role in moving companies from transparency to action. CDP scores are used by global investors to monitor their own portfolios, assess future investments, and comply with regulation and industry commitments.

SASB Standards connect business and investors on the financial effects of sustainability. Available for 77 industries, the SASB Standards identify the sustainability-related risks and opportunities most likely to affect an entity's cash flows, access to finance and cost of capital over the short, medium or long term and the disclosure topics and metrics that are most likely to be useful to investors. TemperPack's responses to the SASB Containers and Packaging framework can be found in the appendix of this report.

To be a leader in making global supply chains more socially and environmentally sustainable, SEDEX engages with companies and their supply chains to continuously improve their environmental, social, and governance outcomes. TemperPack has participated in SEDEX vendor questionnaires since 2023.

The mission of the National Association of Specialty Pharmacy is to empower specialty pharmacy stakeholders to advance the standard of patient care. TemperPack has been a member since 2025 to represent sustainable packaging as a driver for achieving their mission.

PSC is a nonprofit coalition that helps businesses improve environmental performance and unlock growth through hands-on support and collective industry action. TemperPack joined in 2024 and is an active participant on their Packaging Committee.

HDA is a national trade association with a mission to support patient access to medicines and medical products through safe, efficient, and effective distribution. TemperPack joined in 2025.

CERTIFICATIONS

How2Recycle's labeling scheme is based on nationally harmonized data and provides consistent and transparent on-package disposal instructions for consumers. Behind every label is a custom recyclability assessment. TemperPack used How2Recycle to evaluate and communicate the recyclability of our products since 2019.

International Safe Transit Association empowers organizations to minimize product damage throughout distribution and optimize resource usage through effective package design. ISTA helps members control costs, damage, and resources during the distribution of packaged-products. TemperPack's packaging labs have held ISTA certifications since 2019.

ISO 9001 is a globally recognized standard for quality management. It helps organizations of all sizes and sectors to improve their performance, meet customer expectations and demonstrate their commitment to quality. Its requirements define how to establish, implement, maintain, and continually improve a quality management system (QMS). All TemperPack's manufacturing facilities hold ISO 9001 certificates.

The USDA Certified Biobased Product label verifies that a material or product is made from renewable biological resources such as plants, agricultural materials, or forestry feedstocks. The certification confirms the percentage of biobased content through standardized ASTM testing, helping buyers identify alternatives to petroleum-based products. It is primarily a transparency and market-signal program rather than a performance or compostability standard.

TÜV's Home and Industrial Compostable certifications verify that a product fully biodegrades under either home-composting conditions or controlled industrial composting environments. The certification evaluates disintegration, biodegradation, ecotoxicity, and material safety to ensure the product breaks down without leaving harmful residues. It is widely recognized as a rigorous, third-party validation of compostability performance.

Real Consumer Feedback

From people who have opened a box with TemperPack products

"At 79, I don't get impressed by much, but I'm blown away by your Green Cell. Before my meals came in a big styrofoam container which I'm sure takes up a lot of space in the landfill. Today it came in a recyclable box which contained something that looked like styrofoam but was made of starch. Wow! We are getting a lot of rain right now and I am dissolving the cells in the rain. So much fun. Congratulations on your amazing product. Keep up the good work. The environment needs you."

"Excellent product!! The medicine used to come in a styrofoam container. This is MUCH better!! Thanks & All the best"

SASB Index

SASB – SUSTAINABILITY DISCLOSURE TOPICS & METRICS

Topic	Accounting Metric	Unit of Measure	Code	FY25 Value	Report Location
Greenhouse Gas Emissions	Gross Scope 1 Emissions	$MtCO_2e$	RT-CP-110a.1	691 $MtCO2_e$	pg 05
	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.	n/a	RT-CP-110a.2	We are currently utilizing the solutions provider, Rappel, and internally reviewing procedures and practices to guide our emissions footprint. We currently do not have an emission target set but do look to establish them when appropriate.	pg 05
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Gigajoules(GJ), Percentage(%)	RT-CP-130a.1	1) 60,649.7 2) 100% 3) 0% 4) 0%	pg 05
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage(%)	RT-CP-140a.1	1) 16,444[6] 2) 0%	pg 08
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	RT-CP-140a.2	While our operational footprint is not present in locations with high levels of water stress. We continuously search for practices and protocols to lower our water usage footprints.	pg 08
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	RT-CP-140a.3	0	pg 08
Waste Management	Amount of hazardous waste generated, percentage recycled	Metric tonnes (t), Percentage (%)	RT-CP-150a.1	0 t, we currently do not produce hazardous waste in our manufacturing process.	pg 07

APPENDIX

Topic	Accounting Metric	Unit of Measure	Code	FY25 Value	Report Location
Product Safety	(1) Number of recalls issued, (2) total units recalled[1]	Number	RT-CP-250a.1	1) 0 2) 0	NA
	Discussion of process to identify and manage emerging materials and chemicals of concern	n/a	RT-CP-250a.2	We currently do not use hazardous materials in product development. Our supply-chain team notifies relevant parties as materials and chemicals of concern may be utilized in processing.	NA
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Percentage (%) by weight	RT-CP-410a.1	1. 0% 2. 90%[7] 3. 90%	pg 09
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	RT-CP-410a.3	Strategies to reduce the environmental impact of our products include increasing energy efficiency of our operations and identifying waste reduction projects.	pg 09
	Total wood fibre procured; percentage from certified sources	Metric tonnes (t), Percentage (%)	RT-CP-430a.1	11,227t;100%	pg 09
Supply Chain Management	Total aluminum purchased; percentage from certified sources	Metric tonnes (t), Percentage (%	RT-CP-430a.2	0%	pg 09
Activity Metric	Number of employees	Number	RT-CP-000.C	525	pg 12

[6] This figure pertains to all manufacturing facilities as well as corporate headquarters. TemperPack operates a leased warehouse facility in Las Vegas that is not captured in this figure. We believe that the usage pertaining to this footprint is not material. We seek to normalize the usage at this warehouse in the coming reports.

[7] Purchased paper has been incorporated into this calculation as a raw material from a renewable resource. All sourced paper is FSC certified.

SASB Modified and Omitted Accounting Metrics

Topic	Accounting Metric	Unit of Measure	Code	FY25 Value	Report Location
Revenue from products that are reusable, recyclable, or compostable	Presentation currency	Presentation currency	RT-CP-410a.2	Not currently reported	NA
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Mt	RT-CP-120a.1	Not currently reported	NA
Activity Metric[1]	Amount of production, by substrate	Percentage (%) by revenue	RT-CP-000.A	Not currently reported	NA
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Percentage (%) by revenue	RT-CP-000.B	Not currently reported	NA

[8] These metrics have not been included due to the parameters of the metrics and TemperPack's product line. We currently do not produce these relevant materials. Paper substrates are incorporated into our final packaging product and have been incorporated as a raw material, but reflected as an individual substrate since this only comprises a portion of one product line. We will continue review and adjust the application of this metric as we see best fit for our product line.