

2026 ESG Report

(Fy. 2025)



**YOUR
RIGHT-SIZED
PACKAGING
PARTNER™**



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CEO Letter

I’M PLEASED TO SHARE Packsize’s 2026 Environmental, Social, and Governance (ESG) Report. It’s a look at our progress, our challenges, and the opportunities ahead as we continue building a stronger, more sustainable company.

Our mission to deliver SMART Packaging for a Healthy Planet® is about solving real problems for our customers while making a meaningful difference for the planet. **Every right-sized box we produce reduces waste, improves shipping efficiency, and lowers environmental impact. The more customers we serve, the greater that impact becomes.**

2025 was a transformational year. We acquired Sparck Technologies, strengthening our global presence and expanding our solutions. We began production at our new manufacturing facility in Louisville, Kentucky, building machines closer to our North American customers and reducing overseas transportation. And we opened our new European headquarters in Amsterdam, a facility selected in part for its on-site renewable energy generation, water recycling systems, and EV charging infrastructure. We’re now helping more customers automate packaging and reduce waste than ever before.

In 2025, Packsize machines produced **429 million** right-sized boxes, helping customers avoid an estimated 90 million pounds of CO₂ emissions. Every box is another opportunity to ship less

air and make supply chains more efficient as we work toward right-sizing one billion boxes each year. Our partnership with Henkel also continues to deliver results: by using Eco-Pax, a bio-based hot-melt adhesive for e-commerce packaging, our customers avoided **130,883 pounds of CO₂e** last year — the equivalent of **151,209 miles** driven by an average gas-powered vehicle.

As our business grows, so does our responsibility. Our Scope 1 and Scope 2 emissions increased in 2025 — a result of bringing new facilities online, expanding domestic production, and integrating newly acquired operations. Those numbers reflect a larger company, but one scaling with intention. **As reported in prior years, we purchased and retired Carbon Offsets and Renewable Energy Credits equal to 100% of our 2025 Scope 1 and Scope 2 emissions, and plan to continue to do so as we seek to organically decarbonize our operations.** We also began collecting Scope 3 supply chain data, laying the groundwork for future decarbonization and reporting.

One of our most meaningful accomplishments this year was the progress we made in protecting our people. After our Total Recordable Incident Rate (TRIR) rose in 2024, our teams committed to improving safety through new standards, training, and management systems. Those efforts reduced our TRIR from 2.43 to 0.55 in 2025. That’s not just better processes; it’s a stronger culture of care.

That commitment extends beyond safety. We launched **Packsize Cares**, our first volunteer initiative, with North American team members dedicating time to serve their communities — contributing an estimated 700 hours of volunteer time. It was a small but meaningful start, and we’ll expand globally in 2026. We also introduced **Women at Packsize**, a program supporting and developing the women in our organization through mentorship, education, networking, and connection. And through our **Sustainability Initiative**, employees continue to prove that small, everyday actions, from reducing energy use to leading community environmental projects, add up to real impact.

Strong governance remains the foundation of our ESG work. Our Board and Leadership Team continue to actively guide our strategy, ensuring alignment between our sustainability commitments and our business decisions.

We’ve accomplished a lot, but there’s more to do. We will continue investing in innovation, expanding our reach, and helping more customers operate more sustainably. As Packsize grows, so does the opportunity to make a difference—for our customers, our communities, and the planet.

David Lockwood, CEO

Report Highlights



Reduced North American TRIR



Successful Launch of 2 new programs for our people and communities (Packsize Cares and Women at Packsize)



YoY improvement in our EcoVadis Score



Estimated 130,883 pounds of CO2 last year saved due to Eco-Pax (bio-based glue) — the equivalent of 151,209 miles driven by an average gas-powered vehicle.

About Packsize

Our Mission and Values

Mission

At Packsize, our mission is to deliver adaptable, sustainable, and compliant packaging solutions that help customers improve efficiency, reduce waste, and meet the evolving needs of their operations. Through innovation, responsible business practices, and continued investment in our sustainability reporting capabilities, we aim to advance the packaging industry while supporting our customers' environmental and operational goals.

Values

Our values guide how we work with customers, partners, and one another. They reflect our commitment to collaboration, accountability, continuous improvement, and purposeful innovation. By living these values, we strengthen our customer relationships, support responsible growth, and contribute to a healthier planet. To uphold these expectations, Packsize team members are encouraged to:

- » Build relationships
- » Take ownership
- » Embrace feedback
- » Innovate with purpose
- » Utilize resources wisely
- » Share knowledge and grow others

About this Report

This Environmental, Social, and Governance Report provides a comprehensive overview of Packsize's sustainability strategy, performance, and key metrics for fiscal year 2025. It reflects our ongoing commitment to transparency, responsible business practices, and the creation of long-term value for all stakeholders. Building on the foundation of our inaugural report, we continue to measure progress toward our goals and establish new targets that advance our sustainability journey.

Scope

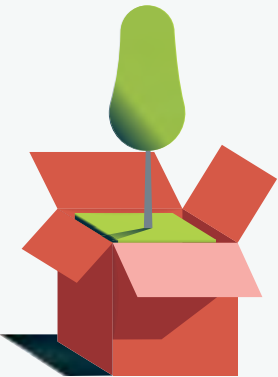
Unless otherwise noted, this report covers the 2025 calendar year and includes 100% of our global operations. Our commitment to transparency extends across all facets of our business, underscoring our dedication to accountability and continuous improvement.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards to ensure alignment with internationally recognized sustainability disclosure practices. In addition, we have referenced relevant Sustainability Accounting Standards Board (SASB) topics to provide a comprehensive and comparable view of our ESG performance.

Material UN Sustainable Development Goals (SDGs)

Packsize has identified and reported on the most material United Nations Sustainable Development Goals (UN SDGs) that align with our business operations and values. These goals serve as a framework for measuring our global impact and guiding our efforts toward meaningful contributions to a more sustainable future. The following sections present key ESG metrics, initiatives, and performance indicators, offering a transparent view of our environmental impact, social responsibility, and governance practices. Through this report, we aim to strengthen stakeholder understanding and engagement while reaffirming our commitment to addressing the challenges and opportunities of an evolving global landscape.



Packsize Strategy and Business Model

Our business model is built on flexibility and customization, ensuring our customers have access to packaging solutions that truly fit their needs. At the core of this approach is a commitment to delivering sustainable, eco-friendly packaging.

Customer-Centric Packaging Solutions

We provide on-demand packaging tailored to each customer, using technology to drive efficiency, reduce waste, and enable highly customizable packaging processes.

Subscription-Based Solutions & Services

Our subscription model ensures a consistent and reliable supply of packaging materials, giving customers a seamless experience without disruptions.

Technology Sales and Licensing

We expand our reach by selling and licensing our proprietary packaging technologies, creating value through strategic partnerships and shared innovation.

Consulting, Engineering, and Support

We work closely with customers to optimize their packaging operations through expert consulting and engineering support. Ongoing service and maintenance ensure equipment runs safely and efficiently.

Training and Education

We equip customers with the knowledge and tools they need to maximize performance and adopt sustainable packaging practices, helping drive long-term operational success.

Overall, the Packsize strategy reflects our focus on innovation, customer partnership, global growth, and sustainability supported by a flexible business model that evolves with the needs of our customers and the industry.

Technology, Partnership, and Progress in Packaging

Business Expansion via Acquisition

As referenced in the CEO letter, Packsize acquired Sparck Technologies in 2025, expanding our product portfolio and strengthening our global manufacturing capabilities. As

part of this integration, Sparck manufacturing activities have been incorporated into Packsize's operations, and the related metrics are included in this report to provide a more complete and

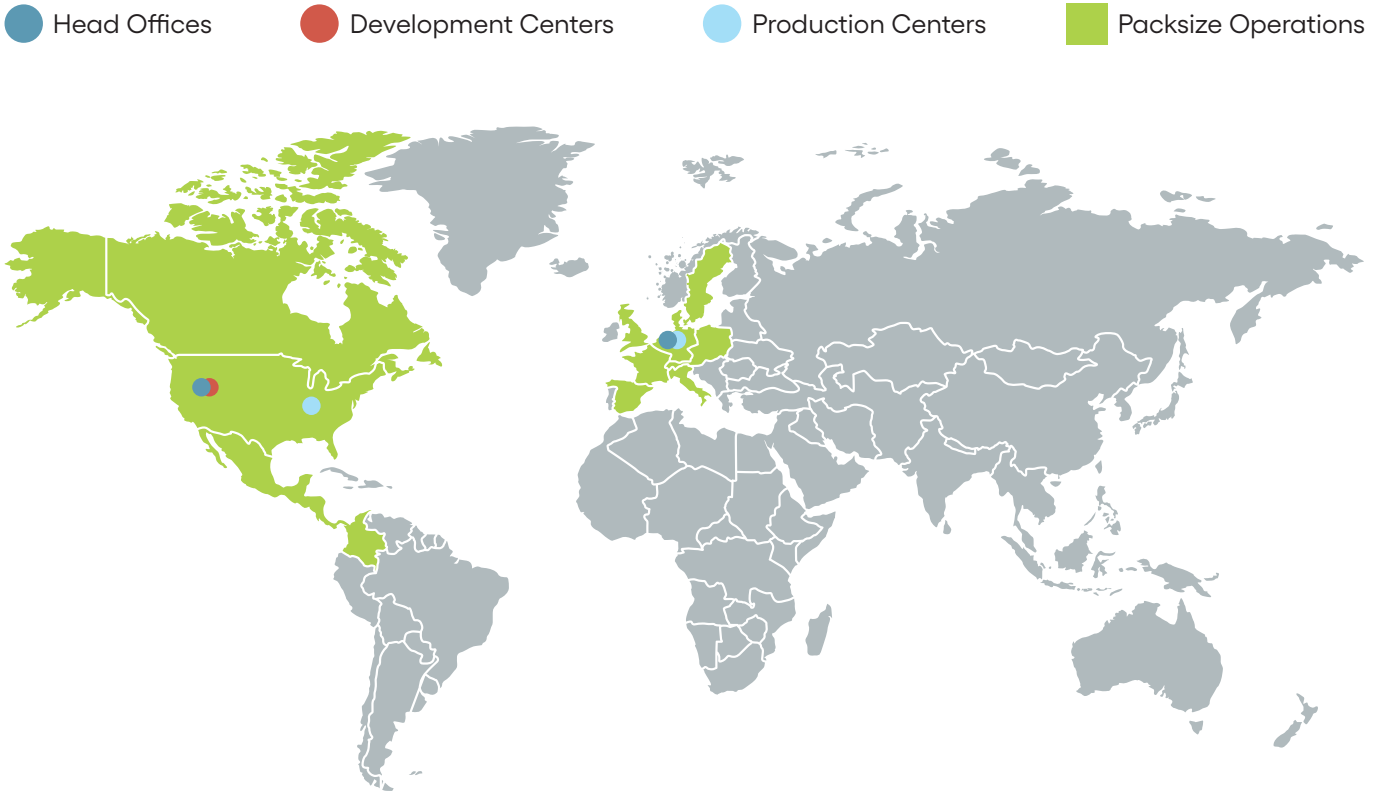
transparent view of our expanded business. For additional details, please refer to section ESG Performance Data Tables FY 2025.

Packsize Global Operation Highlights

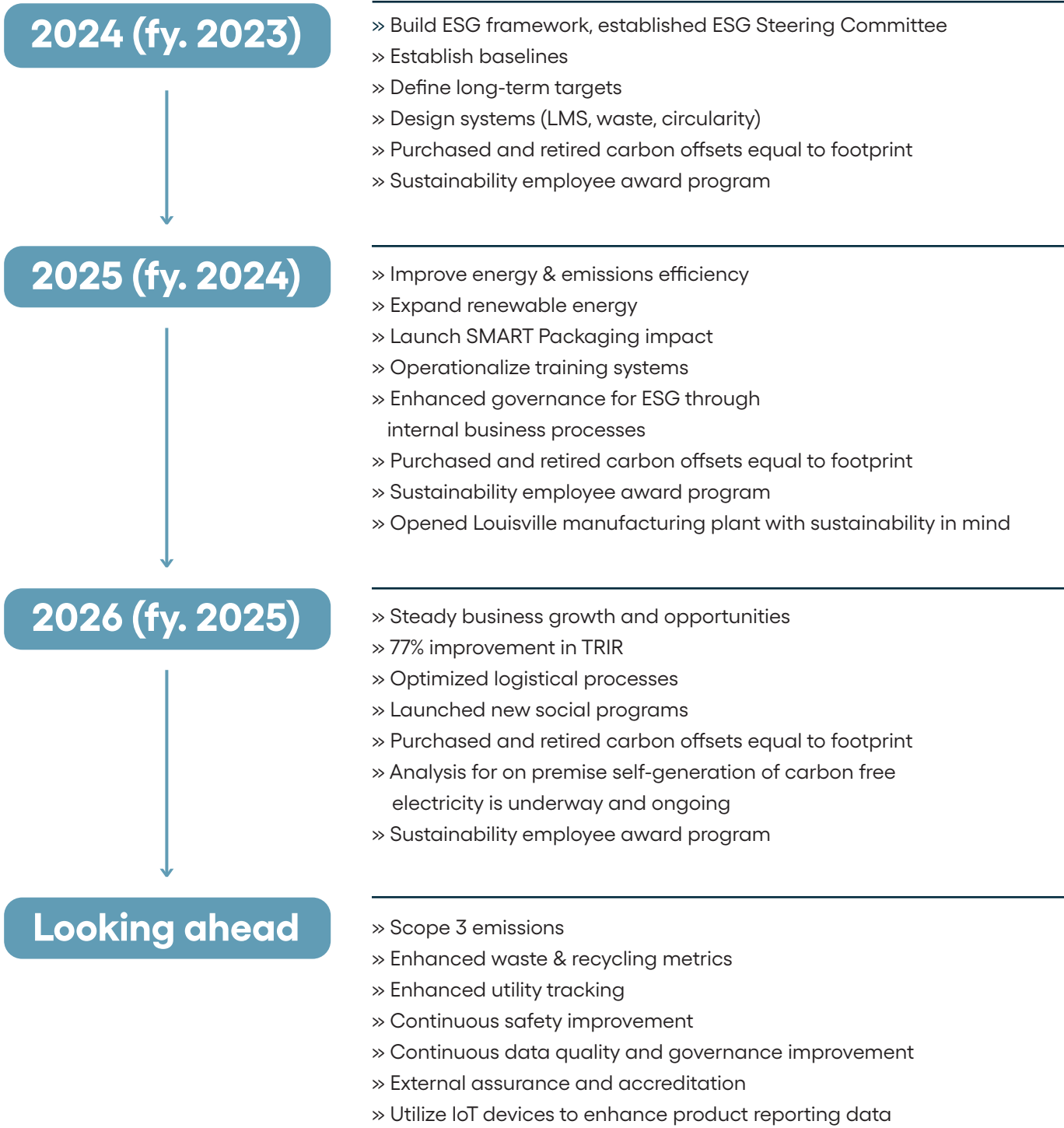
R&D Environmental Capability

Packsize's R&D team supports sustainable innovation through standardized engineering processes, responsible material selection, lifecycle-focused design, and controlled product changes. These practices help improve product durability, safety, compliance, and material efficiency while enabling reliable solutions and scalable, responsible growth.

Operations



ESG Roadmap



Ethical and Green Sourcing

Logistics & Transportation

We continually optimize our logistics network to reduce transportation miles, improve delivery efficiency, and lower emissions. The continuous optimization of our network

has eliminated 485,386 miles in 2025 and we are on pace for over 1M miles in 2026 sample pulled in July, for a cumulative reduction of 1,102,587 miles. This mileage reduction has resulted

in an estimated CO₂ savings of 1,874 metric tons, equivalent to removing approximately 407 passenger cars from the road for one year.

Supply Chain

We embed sustainability into supplier partnerships through responsible sourcing, FSC® and SFI® certified materials in

the US, EPAL pallet reuse, and recyclable paper products. By prioritizing recycled content and transportation-efficient supply

routes, we reduce waste, support circularity, and lower emissions across the supply chain.



Your Right-Sized Packaging Partner

At Packsize, “Your Right-Sized Packaging Partner” is more than a tagline; it is a commitment to collaboration, responsibility, and shared progress. It reflects how we work alongside our customers and partners to solve complex packaging challenges while advancing a more sustainable future for our planet.

Being a right-sized packaging partner begins with listening. Every customer operation is unique, and we believe the most effective solutions are developed together. By collaborating closely with our customers, we gain a deep understanding of their products, workflows, and business goals. This partnership-driven approach allows us to co-create packaging solutions that optimize efficiency, reduce waste, and enhance the overall customer experience. Whether integrating automated packaging systems or refining packaging design, we see ourselves not as a vendor, but as an extension of our customers’ teams, aligned in purpose and invested in their success.

Our commitment to collaboration extends beyond our direct customers to include a broader ecosystem of partners. From material suppliers to logistics providers and technology innovators, we actively engage with organizations that share our vision for a smarter, more sustainable supply chain. Together, we are advancing innovations that reduce environmental impact while improving operational performance. These partnerships enable us to scale impact and continuously evolve, ensuring that we remain at the forefront of sustainable packaging solutions.

Our responsibility, however, isn’t limited to operational improvements. Packsize is a partner in advancing environmental stewardship through every aspect of our business. We recognize that sustainability is not a single initiative, but an ongoing journey that requires accountability, innovation, and collaboration. From supporting the use of recyclable and responsibly sourced materials to designing

systems that reduce energy consumption, we are focused on delivering meaningful, measurable impact. Importantly, we believe that true sustainability can only be achieved through partnership. The challenges facing our environment are too complex for any one organization to solve alone. That is why we actively collaborate with our customers and partners to set shared goals, track progress, and drive continuous improvement. By aligning our efforts, we can collectively reduce waste, lower emissions, and build more resilient supply chains.

“Your Right-Sized Packaging Partner” ultimately represents a promise—to our customers, to our partners, and to the planet. It is a promise to innovate with purpose, to collaborate with integrity, and to lead with a long-term perspective. As we look to the future, we remain committed to delivering solutions that not only meet the needs of today but also protect the resources of tomorrow.

Case Studies



OLIVER INC.
One Print Partner. Infinite Possibilities.

“Packsize has been a great partner. The installation went smoothly, and the support team has been top notch. I’d recommend Packsize to anyone in our industry.”

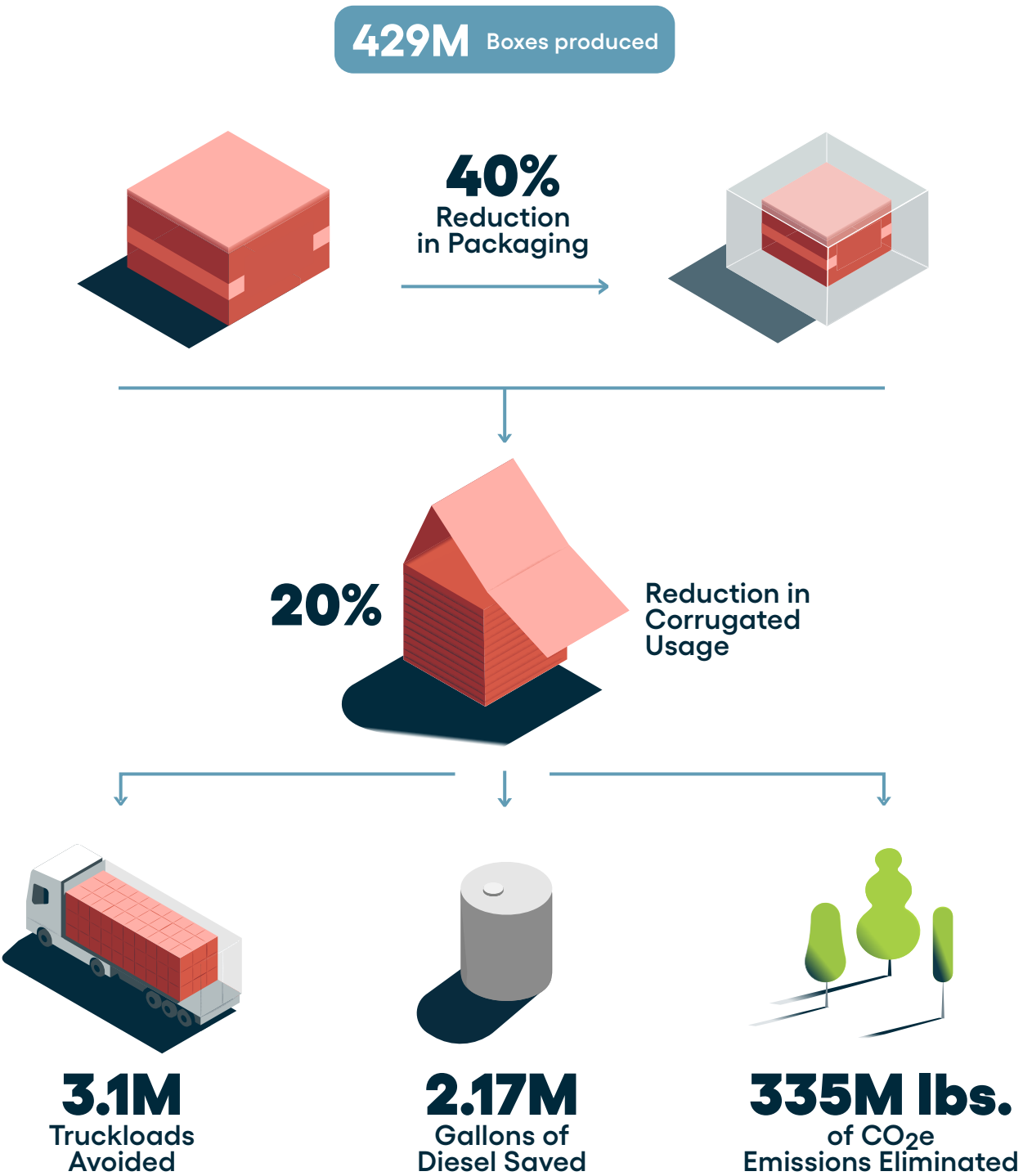


METRO
SUPPLY CHAIN

“By leveraging fewer materials for packaging, enabling more efficient truck loading, and using recyclable corrugate, the CVP Impack reduced the organization’s carbon footprint.”

Sustainability Highlights

Packsize Right-sizing Advantages in 2025*



Source: EPA.gov website equivalency estimates

ESG Targets

Sustainable Packaging

Achieve better sourcing visibility to ensure Packsize is in compliance with local laws and regulations. Improving visibility into our sourcing for corrugated fiberboard will also enhance our ability to report Scope 3 data. Maintain our goal of a net-zero, zero-waste company by 2030.

Safety and Workplace Baselines

As we continue to develop our safety programs, we are committed to integrating these efforts into our broader Environmental, Social, and Governance (ESG) initiatives to support the well-being of our workforce and promote a safe working environment.

» Reduction in accidents

We have set a goal in achieving a <1.75 TRIR in the year 2026, and plan to continue setting goals of the average of the previous 3 years to continue a positive trend in the reduction of workplace injuries and illnesses.

Diversity

» Diversity targets

Due to our multinational footprint, Packsize will establish region appropriate targets for increasing representation across gender, ethnicity, age, disability status, and other locally defined diversity categories. Targets will be set in alignment with legal requirements and cultural norms in each geography.

» Inclusive culture initiatives

Implement programs that strengthen belonging, including inclusive leadership training, employee resource groups, bias aware hiring practices, and equitable development pathways worldwide.

» Measurement & transparency:

Track progress and publish updates annually and publish annual updates to ensure accountability and visibility into outcomes.

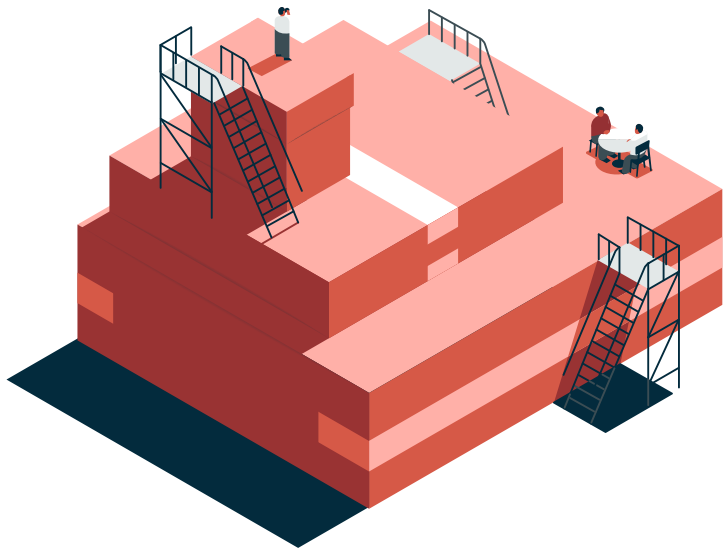
These ESG targets reflect Packsize's commitment to comprehensive and measurable improvements in environmental, social, and governance practices. Regular monitoring and reporting on these targets will ensure accountability and transparency in achieving these sustainability goals.

» Equity, and Inclusion (DEI) Associates Celebrating Diversity

Packsize is committed to fostering a workplace that celebrates differences, where everyone feels they belong. Our strategies for attracting, recruiting, and training a diverse workforce are rooted in principles of equity and inclusion. Visualizing our commitment to diversity, we present global

distribution, gender diversity, age distribution, racial and ethnic diversity, and other pertinent metrics. These representations serve as a testament to our dedication to creating a workforce that mirrors the richness of the global community.

In 2025, Packsize launched its Women at Packsize Employee Resource Group (ERG), beginning with employee listening sessions led by the CEO and CHRO to better understand development opportunities, employee experiences, barriers, and support needs. The ERG also created opportunities for participants to network, engage with executive leaders, and increase visibility across the organization. This program continues to be developed and expanded in 2026.



Material UN SDGs

The Sustainable Development Goals (SDGs) highlighted below represent the goals we have identified as most relevant to our business, operations, and current ESG priorities. While our approach continues to mature, Packsize is actively working to align programs, initiatives, and reporting practices with these SDGs so we can make meaningful progress and provide greater transparency in future updates.

» UN SDG 5

Gender Equality

Packsize is advancing gender equality by implementing structured diversity, equity, and inclusion (DEI) programs, including targeted development initiatives and standardized global training systems that expand equitable access to career growth opportunities.

» UN SDG 7

Affordable and Clean Energy

Packsize reduces our environmental footprint by identifying and improving energy efficiency, exploring renewable energy use, and investing in infrastructure designed to support low-carbon operations.

» UN SDG 8

Decent Work and Economic Growth

Packsize promotes safe, inclusive, and productive employment by investing in employee safety, training, and global business expansion that creates economic opportunities.

Building a More Sustainable Future

» UN SDG 9

Industry Innovation and Infrastructure

Packsize drives sustainable industrial innovation through SMART Packaging solutions, digital system integration, and logistics optimization that enhance efficiency and reduce environmental impact.

» UN SDG 12

Responsible Consumption and Production

Packsize enables responsible consumption by minimizing material use, advancing circular economy principles, and committing to zero-waste operations

» UN SDG 13

Climate Action

Packsize is tackling climate action by improving emissions efficiency, utilizing renewable energy and offsets, and developing capabilities to measure and manage full value chain emissions.

Facility Management

Across our global facilities, Packsize implements programs focused on waste reduction, recycling, responsible resource management, energy efficiency, and continuous environmental improvement. While initiatives vary by location, our teams work to identify opportunities that reduce environmental impact, conserve resources, and support our long-term sustainability objectives. As our footprint evolves, including the expansion of operations in Europe, we remain committed to advancing sustainable facility management practices across our business.

Facility Sustainability Highlights



684
rooftop solar panels at our Salt Lake City headquarters



35 EV
charging stations across North American facilities



Comprehensive recycling
and material recovery programs at multiple global locations



Energy-efficient
lighting and automated building controls in manufacturing and office facilities



Ongoing investments
in sustainable infrastructure and facility modernization

Social Responsibility

Sustainability Management and Oversight

Governance Structure

Establish a cross functional Sustainability Steering Committee responsible for setting ESG priorities, monitoring progress, and ensuring alignment with Packsize’s long term strategy.

Policy Integration

Embed sustainability considerations into HR policies, talent practices, and leadership expectations, including training on ethical conduct, responsible resource use, and human centered technology.

Accountability Mechanisms

Define clear roles and responsibilities for ESG execution, including annual reviews of sustainability KPIs at the executive and departmental levels.

Supporting People and Communities

Employee Well Being

Strengthen programs that support physical, mental, and financial well being, including access to benefits, workload balance, and psychological safety.

Community Engagement

Encourage volunteerism and community partnerships through paid volunteer hours, local nonprofit collaborations, and employee led service initiatives.

Skills & Economic Impact

Provide learning and development opportunities that build long term employability and support economic resilience in the communities where Packsize operates.

Packsize Associates: Nurturing Excellence, Ensuring Well-Being

Attracting and Retaining Talent

In today’s competitive industry landscape, attracting and retaining top talent is essential to our success. At Packsize, our employee value proposition is centered on creating an environment where innovation flourishes, professional growth is continuous, and every associate plays a vital role in our shared achievements.

Employee Benefits

Our commitment to holistic well-being is reflected in the comprehensive benefits we offer. Packsize associates enjoy an inclusive range of programs that go beyond traditional benefits. We recognize that supporting a healthy work-life balance is essential to both

personal satisfaction and professional success.

Leave

We recognize that flexibility and balance are essential to our associates’ well-being. Our leave policies are thoughtfully designed to support employees through every stage of life, providing the time and resources they need to rest, recharge, and bring their best selves to work each day.

Healthcare

Caring for our associates is at the heart of what we do. Our healthcare coverage is designed to meet the diverse needs of our workforce, combining essential benefits with programs that promote overall health

and wellness. Through these initiatives, we foster a culture of care that supports both physical and mental well-being.

Learning and Development

We are committed to cultivating leadership from within. Our leadership development programs are designed to identify, strengthen, and support the growth of emerging leaders across the organization. Through thoughtful succession planning and robust talent pipeline initiatives, we ensure Packsize continues to be a place where future industry leaders are nurtured, developed, and inspired to make a lasting impact.

Engaging Employees in our Commitment to Sustainability

Packsize recognizes that each employee plays a role in promoting a healthy planet, and with this in mind, we have developed an Associate Sustainability Award. This semiannual initiative encourages employees to adopt eco-friendly habits by awarding sustainability points for environmentally

responsible actions in their daily lives. Whether it's recycling, reducing energy consumption, or choosing sustainable transportation, each green choice adds up. Associates who accumulate enough points within six months are entered into a drawing for a valuable prize, recognizing their commitment to sustainability.

This award not only celebrates individual efforts but also fosters a culture of environmental responsibility throughout the company, aligning with Packsize's mission to minimize environmental impact and inspire positive change within the workplace and beyond.

Introducing Packsize Cares

In 2025, Packsize launched its first-ever Packsize Cares Community Giveback Day, a companywide initiative designed to strengthen community engagement and demonstrate the company's commitment to social responsibility as part of its broader ESG strategy. The program encourages all team members—individually, in teams, or with their families—to dedicate part of their day to volunteering in their local communities. To support

participation, employees occasionally are given the opportunity to leave work early to volunteer for a cause of their choice, while on-site service projects are organized at company locations. For example, the HQ facility located in Salt Lake City participated in assembling hygiene kits and in a blanket drive. While participation is voluntary, Packsize actively promotes involvement in ways that align with each employee's role and schedule. Through Packsize

Cares, the company continues to put its values into action, reinforcing its commitment to sustainability and community well-being beyond its products and operations.



Health and Safety

A Culture of Care

In our commitment to a safe workplace, we diligently benchmark and set goals for achieving a zero-harm culture. Our strategies focus on creating a culture of safety, where every associate is a steward of their well-being and the well-being of their colleagues.

Total Recordable Incident Rate (TRIR)

We evaluate and calculate all incidents, including but not limited to incidents that result

in care beyond first aid, place restrictions on an associate's physical capabilities, or result in lost workdays, as we aim for continuous improvement in our safety protocols and initiatives. Packsize provides a workplace where every associate feels secure and protected. In 2025, the North American TRIR dropped to 0.55, down from 2.43 in 2024. This indicates that we have made significant improvements in our safety programs, such as the implementation of a new safety management system, improving safety processes,

and shifting team perceptions on occupational health and safety. We also continue to drive measurable progress toward a safer work environment.

Packsize Health and Safety Training

Education is empowerment. Our health and safety training programs equip associates with the knowledge and skills to ensure workplace safety. We continuously refine our training initiatives to stay ahead of evolving safety standards.

Packsize and the Planet

Leading the Way in Climate Action for Global Sustainability

Recognizing climate change as one of the most pressing challenges to global sustainability, Packsize has taken a proactive and transformative approach to addressing its impacts. This section outlines the far-reaching implications of climate change

on our planet's future and emphasizes why climate action is central to our mission.

Packsize is striving toward full alignment with the Science Based Targets initiative (SBTi), establishing goals that support science-based climate action

and reflect our commitment to continuous environmental improvement. Through these efforts, we aim to make measurable progress, reduce our environmental impact, and contribute to addressing key sustainability challenges.

Turning Climate Goals Into Action

Impact Assessment on Forest-Dependent Communities

Packsize recognizes the interconnectedness between our operations and communities reliant on forests. Through our FSC and SFI Chain of Custody certifications and the related processes, we ensure that the wood and paper

used in our packaging come from responsibly managed forests. These certifications require in-depth supply chain tracking, independent audits, and adherence to social and environmental standards, which provide assurance that

our sourcing does not harm forest-dependent communities. By assessing the potential impacts of our operations, we actively support sustainable forest management and the livelihoods of communities that rely on these forests.

Sustainable Practices and Community Engagement

In regions where our operations intersect with forest-dependent communities, sustainable practices are embedded in our approach. We engage with

these communities, fostering partnerships that prioritize environmental conservation and community well-being. Our commitment goes beyond

minimizing negative impacts; it extends to actively contributing to the resilience and prosperity of these regions.

Corporate Governance

Human Rights, Ethics, and Compliance

Packsize respects human rights and does not tolerate any abuse of human rights in our operations or in our global supply chain. We support the elimination of human rights abuses around the globe, and we endorse appropriate initiatives to progressively eliminate abuses that deprive people of their human potential and their dignity. Our employment practices adhere to all applicable local laws and regulations. Packsize prohibits the use of child labor and forced or compulsory labor in our operations and throughout our supply chain. No team member is made to work against their will, work as bonded or forced labor, or subjected to work-related corporal punishment or coercion of any type. All Packsize suppliers are expected to adhere to the same level of commitment to

prevent human rights abuses in their respective workplaces and supply chains.

Ethics / Anti-trust

We let our innovative products drive our success. We do not engage in unethical practices to advance our business. Packsize follows antitrust and competition laws everywhere we do business.

Code of Conduct

Packsize’s commitment to ethical conduct is further exemplified through a comprehensive code of conduct for associates and suppliers. All employees are expected to know and follow the code in order to conduct business ethically and protect the Packsize reputation.

Our Supplier Code of Conduct establishes clear guidelines and expectations for our suppliers, requiring compliance with all

applicable laws and regulations, the maintenance of accurate books and records, and strict adherence to anti-corruption and competition laws. We expect our suppliers to drive sustainability by considering environmental impacts in their operations, comply with all relevant environmental, health, and safety regulations, and uphold fundamental human rights—including fair labor conditions and workplaces free from child or forced labor, harassment, and other abuses. Furthermore, suppliers are encouraged to implement internal processes to ensure compliance both within their organization and among their sub-suppliers, reinforcing our dedication to responsible sourcing and ethical business practices across our value chain.

Supplier Code of Conduct [POL-00014]



ESG Performance and Data Tables FY 2025

Scope 3 GHG Emissions: Partnering for a Sustainable Future

Packsize is actively gathering data for Scope 3 emissions as part of our ESG program to better understand and reduce our overall environmental impact. Scope 3 emissions include all indirect greenhouse gas emissions that occur across our value chain, outside of our direct operations, such as those from purchased goods and services, transportation,

waste, employee commuting, and the use of our products. Collecting this information requires close collaboration with suppliers, customers, and other partners to obtain accurate data on materials, logistics, and product life cycles. As part of our strategies to reduce environmental impact, we are also implementing a comprehensive recycling

program and a hazardous waste management program to ensure responsible handling and reduction of waste across our operations. Through detailed data collection and analysis, we aim to identify opportunities to reduce emissions, improve sustainability practices, and enhance transparency across our entire supply chain.

Continued Decarbonization Projects

Packsize performed a deep-dive analysis of options for on-premises renewable energy generation for our Louisville manufacturing plant - with a

goal to run on 100% carbon free electricity, while recognizing the sites continued growth in manufacturing and operations. We are evaluating the timing

and viability of implementation based on the sites expanded capacity, electricity load, and carbon footprint. This analysis is ongoing as of 2026.

Increase Acknowledgment

We experienced an increase in reported greenhouse gas (GHG) emissions in FY 2025, primarily due to changes in organizational scope and operational activity. Following the 2025 acquisition of Sparck Technologies, emissions data from additional sites were

incorporated into this year’s reporting scope, providing a more complete view of Packsize’s expanded global operations. In addition, increased Scope 1 emissions were identified at the Louisville, Kentucky manufacturing facility. Corrective actions have

been implemented to address this source of emissions, and effectiveness will be monitored throughout 2026 as part of our ongoing efforts to improve data quality, operational efficiency, and emissions management.

Data Table

	2023	2024	2025
SCOPE 1	144 MT CO2e	232 MT CO2e	597 MT CO2e
SCOPE 2	543 MT CO2e	574 MT CO2e	646 MT CO2e
PURCHASED ELECTRICITY	1507 MWh	1863 MWh	3013 MWh
PURCHASED STEAM/COOLING	12.17 kWh / SqFt	9.05 kWh / SqFt	1.98 kWh / SqFt
NATURAL GAS	1989.8 MMBtus	3825 MMBtus	12511 MMBtus
ENERGY INTENSITY ELECTRICITY	7.72 kWh / SqFt	5.49 kWh / SqFt	5.79 kWh / SqFt
ENERGY INTENSITY THERMAL	9,169.6 Btus / SqFt	9,909.3 Btus / SqFt	24,077.3 Btus / SqFt
ECOVADIS SCORE	59/100	60/100	64/100
NORTH AMERICAN TRIR	1.80	2.43	0.55

Appendix I

GRI Index		
Disclosure	Description	Response
GRI 2: General Disclosure		
2-1	Organizational details	See “About Packsize” for additional details
2-2	Entities included in the organization’s sustainability reporting	See “About Packsize” for additional details
2-3	Reporting period, frequency and contact point	Reporting period: Jan 01,2025-Dec 31, 2025 Frequency: Annual Contact point: qualityassurance@packsize.com
2-4	Restatements of information	No Restatement
2-5	External assurance	See “Data Table” for additional details (EcoVadis)
2-6	Activities, value chain and other business relationships	See “Ethical and Green Sourcing” for additional details
2-7	Employees	North America = 714 Europe = 201 Total = 915
2-8	Workers who are not employees	See “Social Responsibility” for additional details
2-9	Governance structure and composition	See “Corporate Governance” for additional details
2-10	Nomination and selection of the highest governance body	See “Corporate Governance” for additional details
2-11	Chair of the highest governance body	See “Corporate Governance” for additional details
2-12	Role of the highest governance body in overseeing the management of impacts	See “Corporate Governance” for additional details
2-13	Delegation of responsibility for managing impacts	See “Corporate Governance” for additional details

Disclosure	Description	Response
2-14	Role of the highest governance body in sustainability reporting	See “Appendix III” for additional details
2-15	Conflicts of interest	See “Social Responsibility” for additional details
2-16	Communication of critical concerns	See “Social Responsibility” for additional details
2-17	Collective knowledge of the highest governance body	See “Social Responsibility” for additional details
2-22	Statement on sustainable development strategy	See “CEO Letter” for additional information
2-23	Policy commitments	See “Social Responsibility” for additional details
2-24	Embedding policy commitments	See “Social Responsibility” for additional details
2-25	Processes to remediate negative impacts	See “Social Responsibility” for additional details
2-26	Mechanisms for seeking advice and raising concerns	See “Social Responsibility” for additional details
2-27	Compliance with laws and regulations	See “Corporate Governance” for additional details
2-28	Membership associations	See “Corporate Governance” for additional details
2-29	Approach to stakeholder engagement	See “Corporate Governance” for additional details
GRI 3: Material Topics		
3-1	Process to determine material topics	See “Packsize Strategy and Busienss Model” for additional details
3-2	List of material topics	See “Packsize Strategy and Busienss Model” for additional details
3-3	Management of material topics	See “Packsize Strategy and Busienss Model” for additional details

Disclosure	Description	Response
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	See “Appendix III” for additional details
GRI 205: Anti-Corruption		
205-2	Communication and training about anti-corruption policies and procedures	See “Corporate Governance” for additional details
GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See “Corporate Governance” for additional details
GRI 301: Materials		
301-2	Recycled input materials used	Recycled input varies between board grades and suppliers. Contact qualityassurance@packsize.com for additional details
GRI 302: Energy		
301-1	Energy consumption within the organization	See “Data Table” for additional details
302-3	Energy intensity	See “Data Table” for additional details
302-4	Reduction of energy consumption	See “Data Table” for additional details
GRI 303: Water and Effluents		
303-4	Water discharge	Water does not represent a significant component of Packsize’s direct operational footprint, but we recognize the importance of conserving this resource wherever possible.
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See “About Packsize” for additional details

Disclosure	Description	Response
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See “Data Table” for additional details
305-2	Energy indirect (Scope 2) GHG emissions	See “Data Table” for additional details
305-5	Reduction of GHG emissions	See “Data Table” for additional details
GRI 306: Waste		
306-2	Waste by type and disposal method	Waste is properly disposed of via a partnership of third-party removal
306-4	Transport of hazardous waste	Waste is properly disposed of via a partnership of third-party removal
GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	No nonconformities reported
GRI 401: Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See “Social Responsibility” for additional details
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	See “Health and Safety” for additional details
403-2	Hazard identification, risk assessment, and incident investigation	Safety Specification - Incident Reporting and Investigation [SPEC-00226]
403-5	Worker training on occupational health and safety	See “Health and Safety” for additional details
403-9	Work-related injuries	See “Data Table” for additional details

Disclosure	Description	Response
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Packsize employees average 60-80 hours of training depending on role and location
404-2	Programs for upgrading employee skills and transition assistance programs	See “Packsize Associates: Nurturing Excellence, Ensuring Well-Being” for additional details
404-3	Percentage of employees receiving regular performance and career development reviews	~60% as an estimate, development in tracking this metric is still being developed
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	See “Social Responsibility” for additional details
GRI 412: Human Rights Assessment		
412-2	Employee training on human rights policies or procedures	See “Social Responsibility” for additional details
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	See “Social Responsibility” for additional details
GRI 419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	See “Corporate Governance” for additional details

Appendix II

Task Force on Climate-Related Financial Disclosures (TCFD)

Pillar and Recommended Disclosure	Packsize Response (as of FY2025)
Governance	
G-1. Board oversight—Describe the board’s oversight of climate-related risks and opportunities.	The board oversees Packsize’s environmental sustainability agenda and is dedicated to advancing sustainable packaging solutions as part of the primary mission and function of the Company.
G-2. Management’s role—Describe management’s role in assessing and managing climate related risks and opportunities.	The Executive Team ensures that sustainability in integrated into day to day operations and that the Company’s marketing and ESG efforts increase awareness of the positive impact our solutions can have in helping companies reduce their environmental impact and waste. The CHRO leads ESG execution; leadership develops standard operating procedures, metrics, and targets; the Quality and Safety Departments plays the primary role in operationalizing, tracking and auditing our ESG processes.
Strategy	
S-1. Risks and opportunities—Describe climate related risks and opportunities identified over the short, medium, and long term.	Packsize has not yet undertaken formal assessment of all the climate-related risks to our business, so a financial quantification of such risk is yet to be determined. We are highly focused on the opportunities created from actively marketing our solutions as an opportunity for our customers to reduce their negative impact on climate change, including right sizing packaging solutions that avoid customer emissions from non-custom boxes and excess packing materials (429M boxes in 2025; estimated 335M lbs CO ₂ e avoided). Our persistent goal is to reach a billion boxes, at which point we’ll save our customers an estimated 722 million pounds of avoided emissions every year.
S-2. Impact on business, strategy, and financial planning—Describe the impact of climate related risks/opportunities on businesses, strategy, and financial planning.	Strategic decisions made over the last two years such as our relocation/expansion to Louisville, KY and Amsterdam (2025) to reduce transport emissions; onboarding a Modesto corrugator to localize supply (2025); renewable/efficiency upgrades; alignment with EPR/PPWR, SFI/FSC fiber sourcing, renewable/efficiency investments at our manufacturing and office facilities; and movement toward SBTi alignment all reflect our own commitment to decarbonization, but as noted above quantified financial impact assessments have not yet been undertaken, and we plan to explore opportunities to conduct a more comprehensive analysis in the future.

Pillar and Recommended Disclosure	Packsize Response (as of FY2025)
S-3. Resilience and scenarios—Describe the resilience of the strategy, including a 2°C or lower scenario.	Packsize has not yet completed climate scenario analysis or stress testing of the business under 1.5–2°C pathways, but we plan to explore opportunities to conduct a more comprehensive analysis in the future.
Risk Management	
R-1. Identification and assessment—Describe processes for identifying and assessing climate related risks.	Packsize completed a materiality assessment covering climate salient topics (packaging materials, energy, circularity, GHGs) and engages stakeholders (customers, suppliers, investors, NGOs, agencies) to surface risks/opportunities. A formal ERM process specific to climate has not yet been undertaken, but we plan to explore opportunities to conduct a more comprehensive analysis in the future.
R-2. Management of risks—Describe processes for managing climate related risks.	Management integrates sustainability into operations (leadership owned SOPs/metrics) but we do not yet have a formal processes for managing climate related risks to our business.
R-3. Integration with ERM—Describe integration of climate risk processes into overall risk management.	Packsize has not yet undertaken a formal, enterprise level climate risk framework or identified how climate risks map into ERM, risk appetite, or capital allocation, but we plan to explore opportunities to conduct a more comprehensive analysis in the future.
Metrics and Targets	
M-1. Metrics — Disclose the metrics used to assess climate related risks/ opportunities.	Packsize tracks Scope 1 and 2 GHG intensity (lbsCO ₂ e), purchased electricity and thermal energy, energy intensities, and ratings. Packsize completes environmental assessments that further show our commitment to our stakeholders and customers through EcoVadis (since 2023) and CDP (2025).
M-2. Management of risks—Describe processes for managing climate related risks.	Please refer to the “Data Table.” Scope 3 is not yet tracked.
M-3. Targets and performance—Describe targets used and performance against targets.	Packsize goals include becoming a net zero, zero waste company by 2030, raising renewable energy usage, and aligning with SBTi (work underway to improve data prior to submitting targets). Evaluation of additional on site renewables and efficiency.

TALK TO AN EXPERT

Our dedicated team of packaging specialists and engineers will apply their industry knowledge and expertise to help you reduce your carbon footprint, increase efficiency, and improve your overall packaging process flow. Get in touch with us today to find out which Packsize solution is best for you.

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