



Pretium

Sustainability Report 2025



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About this Report

Pretium is proud to present our inaugural Sustainability Report, highlighting a commitment to responsible manufacturing, environmental stewardship, and positive social impact across our operations and communities.

Prepared in accordance with the Global Reporting Initiative standards, this report covers the reporting period of January 1, 2025, through December 31, 2025, and includes all Pretium Packaging facilities.

For questions about this report, please reach out to:
sustainability@pretiumpkg.com



A Message from our

Chief Executive Officer

At Pretium, sustainability is fundamental to how we operate, grow, and create value. Over the past year, we have continued to strengthen our business by aligning **performance, innovation, and responsibility** across our organization.

With **24 manufacturing facilities** and **2,500+ employees**, our scale gives us both an opportunity and a responsibility to lead with purpose. We are proud of the progress we are making to integrate sustainability into our strategy, our operations, and the solutions we deliver to our customers.

Our commitment is clear: We put safety first, act responsibly, and advance sustainability in ways that drive meaningful impact. This commitment is reflected in how we support our people, partner with our customers, and manage our environmental footprint.

Our progress in 2025 reflects the dedication of our employees and our commitment to operating safely and responsibly.

Key achievements include:

- **13%** reduction in TRIR, resulting in a rate of 1.18, reinforcing our commitment to workplace safety and employee well-being.
- **21%** reduction in waste generation from 2024 to 2025.
- **18%** reduction in overall annual greenhouse gas emissions.

Across our operations, we are improving efficiency, optimizing resource use, and aligning our teams around shared goals. We are equipping our customers with tools, insights, and innovative packaging solutions that help them meet their own sustainability objectives. At Pretium we are fostering a culture where our employees are empowered to contribute to safer, smarter, and more sustainable outcomes every day. We believe sustainability is not only about reducing impact, it is about building a stronger, more resilient company. It is a driver of innovation, a differentiator in the market, and a foundation for long-term growth.

As we look ahead, we remain focused on continuous improvement, transparency, and accountability. Together, we are advancing a future where Pretium grows boldly, sustainably, and with integrity.

Thank you to our employees, customers, and partners for being part of this journey.

James Rooney | CEO



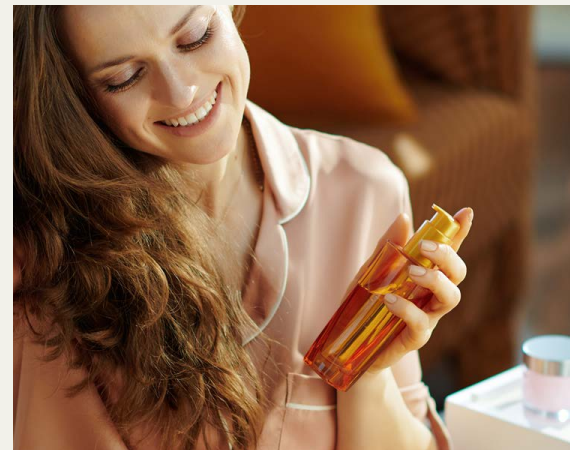


About Pretium

Pretium is a leading manufacturer of rigid packaging solutions, **delivering high-quality, cost-effective packaging** designed to support both brand performance and sustainability goals.

By combining customer insight with advanced manufacturing technology, market expertise, and strong quality management systems, we help brands bring innovative packaging solutions to market with speed and confidence.

“At Pretium, we are committed to helping brands grow boldly, turning ideas into real impact while advancing innovative packaging solutions for the future.”



Our broad portfolio of available mold options and efficient development processes enable customers to move quickly from concept to commercialization.

2,500+
Employees

24
Locations

5
Countries

Founded:
1992

Headquarters:
St. Louis, MO





About Pretium

Our Global Footprint



United States

- Aurora, IL
- Bethlehem, PA
- Carrollton, TX
- Cleveland, OH
- Cleveland, TN
- Greensboro, NC
- Hazleton, PA
- Hillsborough, NJ
- Leipsic, OH
- Manchester, PA
- Paris, IL
- Peru, IL
- Philmont, NY
- Salt Lake City, UT
- St. Charles, IL
- St. Louis, MO
- Troy, AL

Canada

- St. Laurent, QC
- Toronto, ON
- Vancouver, BC

Mexico

- Lerma, Mexico
- Tlalnepantla, Mexico

Europe

- Ballyconnell, Ireland
- Etten-Leur, Netherlands



2025 Highlights

Environment



21%

Annual reduction in waste

32%

Of electricity came from carbon-free and renewable energy

18%

Overall annual GHG emissions reduction

98%

Of the material used in our products is made from recyclable resins

11%

Annual increase in total PCR and bio-renewable resin usage

Social



61%

Participation rate in Employee Engagement survey

13%

Annual reduction in Total Recordable Incident Rate (TRIR)

97%

Hourly employees received performance reviews

100%

Of full-time employees received training on workplace safety and ethics

Governance



0

Cybersecurity incidents

100%

Employees completed information security training

0

Corruption incidents

100%

Of facilities completed cybersecurity assessments

98%

Of critical suppliers have received Pretium's Supplier Code of Conduct



Our Approach to Sustainability

At Pretium, our approach to sustainability is guided by three key priorities: **People, Products, and Planet**. These principles shape how we operate, make decisions, and create long-term value for our customers, employees, and communities.

We are a **people-first culture**, and the safety and well-being of our employees is our top priority. Every decision begins with protecting our people and fostering a workplace where safety, respect, and responsibility are fundamental to how we work.

Equally important is ensuring the **products we deliver are manufactured responsibly and meet the highest standards of quality and performance**. We work closely with customers to design packaging with the future in mind, reducing material use where possible, sourcing responsibly, and developing solutions that support recyclability and a more circular economy.

How we manufacture and the energy we use is a critical focus area:

In 2025, **32% of the electricity** used across our operations came from **carbon-free and renewable energy**, reflecting our continued commitment to reducing environmental impact while strengthening operational efficiency.

In January 2026, our near-term and long-term greenhouse gas reduction **targets were validated by the Science Based Targets initiative (SBTi)**, reinforcing our commitment to meaningful climate action.

These efforts are intentional and aligned with our broader goal to **grow boldly and responsibly**.

Our Vision extends beyond operational efficiency.

We believe we have a responsibility to **care for our people, manufacture safe and reliable products that support a circular economy, and operate in a way that respects the environment and communities around us**.



In 2025

Pretium achieved an **EcoVadis Bronze Medal**, placing us in the **83rd percentile globally**.

Safety First, Sustainability Always



Lisa Huett

Director of Sustainability & ESG

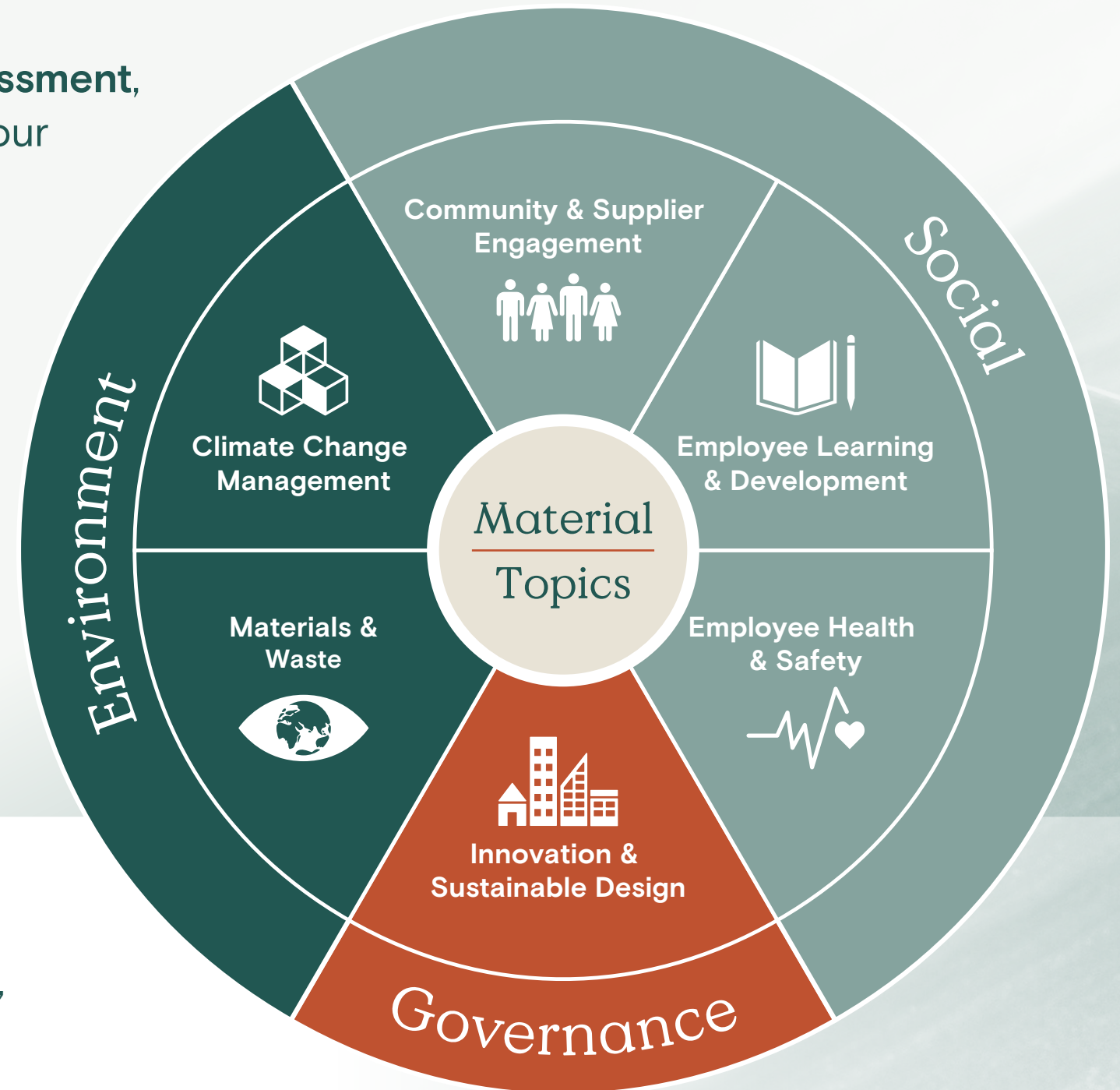


Double Materiality

In 2025, Pretium completed its first **Double Materiality Assessment**, representing an important milestone in the advancement of our sustainability strategy and **ESG governance framework**.

The assessment evaluated both Pretium’s impacts on society and the environment, as well as the sustainability-related topics that may influence the Company’s long-term business performance, risk profile, and stakeholder expectations. This process provided a more comprehensive understanding of the risks and opportunities most relevant to our business. It will help guide future strategy, stakeholder engagement, and sustainability reporting efforts.

As part of the assessment process, Pretium considered key stakeholders based on their influence on our business, value chain, and broader packaging industry, as well as their role in supporting long-term business success and responsible growth. These stakeholder groups included employees, customers, investors, regulators, and end users, whose perspectives helped inform the evaluation of material sustainability topics and priorities.



Through this assessment, Pretium identified **six high-priority material topics** that form the foundation of our sustainability program and support integration into our broader corporate strategy: **Climate Change Management, Materials & Waste, Community & Supplier Engagement, Employee Learning & Development, Employee Health & Safety, Innovation & Sustainable Design.**



Climate Risk Assessment Findings

Pretium Packaging conducted a structured climate assessment in 2025 to identify and evaluate climate-related risks and opportunities. The process included risk screening, assessment of likelihood and impact, and validation with senior leadership. Cross-functional governance bodies overseeing enterprise risk and sustainability reviewed the results to ensure organizational alignment. The assessment provides a comprehensive evaluation across all business units under Pretium’s operational control and considers relevant upstream supplier and downstream customer impacts. The identified climate risks and opportunities are summarized below for warming scenarios SSP1-2.6 and SSP5-8.5.

Risk	Impact	Adaptation
Increased cost of raw materials (transition)	Material costs, particularly for recycled resin, are subject to fluctuations driven by supply and demand imbalances and potential tariffs on resin materials.	Pretium’s unique cost structure positions the company to remain resilient amid potential supply and demand imbalances. An extensive network of post-consumer recycled (PCR) plastic suppliers provides a competitive advantage, enabling Pretium to shift suppliers if rising costs occur due to market disruptions.
Changing customer behaviors (transition)	Increasing demand for single-use plastics reductions and use of sustainable, recycled alternatives can drive trends in customer purchasing behavior.	While shifts in customer behavior are possible, Pretium’s strong focus on sustainable product alternatives positions the company to effectively meet evolving sustainability preferences and requirements. Because we actively monitor, track, and adapt to these needs, the risk to our business is considered minimal.
Acute Flooding (physical)	Critical operational location(s) for acute climate-related hazards and identified potential exposure to fluvial flooding.	The facility was strategically designed and constructed more than two meters above the foundation and street level, a measure that has proven highly effective in mitigating flood impacts.
Opportunity		
Development of sustainable products	Traditional virgin plastic products face a high risk of substitution as brands and consumers shift toward packaging with recycled content or bio-based alternatives.	This opportunity enables Pretium to replace vulnerable product lines with sustainable offerings, ensuring competitiveness and compliance with emerging standards. Pretium recognizes that expanding circular product offerings is a critical lever for both reducing environmental impact and maintaining competitiveness in a market that increasingly values sustainability.



Our Sustainability Strategy: 2025 Progress

Environment

- 🎯 Increase **all product material** offerings to be **100% fully recyclable** by 2030
- 🎯 Advance our use of PCR, across all products to **30%** by the end of 2030
- 🎯 Achieve **Net Zero GHG Emissions** by 2050
- 🎯 Reduce Scope 1 & 2 emissions **63%** by 2035
- 🎯 Committing to **82% of our suppliers** having SBTi targets by 2030
- 📍 Reduce **water consumption intensity 1%** by 2026
- ✅ Reduce **landfill waste intensity 3%** by 2026

Social

- 🎯 Reduce the **number of work-related injuries to 0** by the end of 2028
- 🎯 Expand **Mentorship Programs to all Pretium locations** by 2027
- 🎯 Conduct Annual Performance Reviews for 100% of full-time employees by 2027

Governance

- 🎯 Reduce **average monthly customer complaints related to product safety and quality by 50%** by the end of 2026
- 🎯 **Maintain 0 product recalls** related to product safety in 2026
- 🎯 Implement **Food Safety Culture Program & Scorecard** by 2027

✅ Completed
 🎯 On Track
 📍 Behind Target



Environment

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Climate Change

We are committed to addressing the impacts of climate change by systematically reducing our environmental footprint across our operations, products, and broader value chain. Through comprehensive annual emissions tracking, **science-based reduction targets validated by the Science Based Targets initiative**, and ongoing operational improvements, we are taking meaningful action to support a safer, more resilient, and more sustainable future for generations to come.

Reducing our climate impact begins with decarbonizing our core business activities. The following outlines our strategic pathway to achieving our Net-Zero target:

Electrification:

Replacing aging assets with more efficient electric technologies to reduce reliance on hydraulic and fossil-fuel-based equipment, including the transition to electric forklifts where operationally appropriate.

Transition to Renewable/Carbon-free Energy:

Prioritizing operational efficiency projects to reduce energy consumption while advancing the use of renewable and carbon-free energy sources where available and operationally feasible.

Sustainable Materials:

Collaborating with customers to increase the use of PCR, advance lightweighting initiatives, and transition away from non-recyclable materials with a focus on designing packaging for end-of-life recovery and recyclability.

Supplier Engagement:

Strengthening supplier partnerships while evaluating the carbon footprint of raw materials and supply chain logistics to identify opportunities for emissions reduction and improved efficiency.

Our Science Based Targets:

Overall Net-Zero Target:

Pretium Packaging commits to achieve net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets:

Pretium Packaging commits to reduce absolute scope 1 and 2 GHG emissions **63.0% by 2035** from a 2024 base year. Pretium Packaging also commits to reduce absolute scope 3 GHG emissions from fuel-and energy-related activities **37.5%** within the same timeframe. Pretium Packaging further commits that **84.6%** of its suppliers by emissions covering purchased goods and services, will have science-based targets by 2030.

Long-Term Targets:

Pretium Packaging commits to reduce absolute scope 1, 2 and 3 GHG emissions **90.0% by 2050** from a 2024 base year.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We've had our

Net-Zero Targets

Approved



Greenhouse Gas Emissions

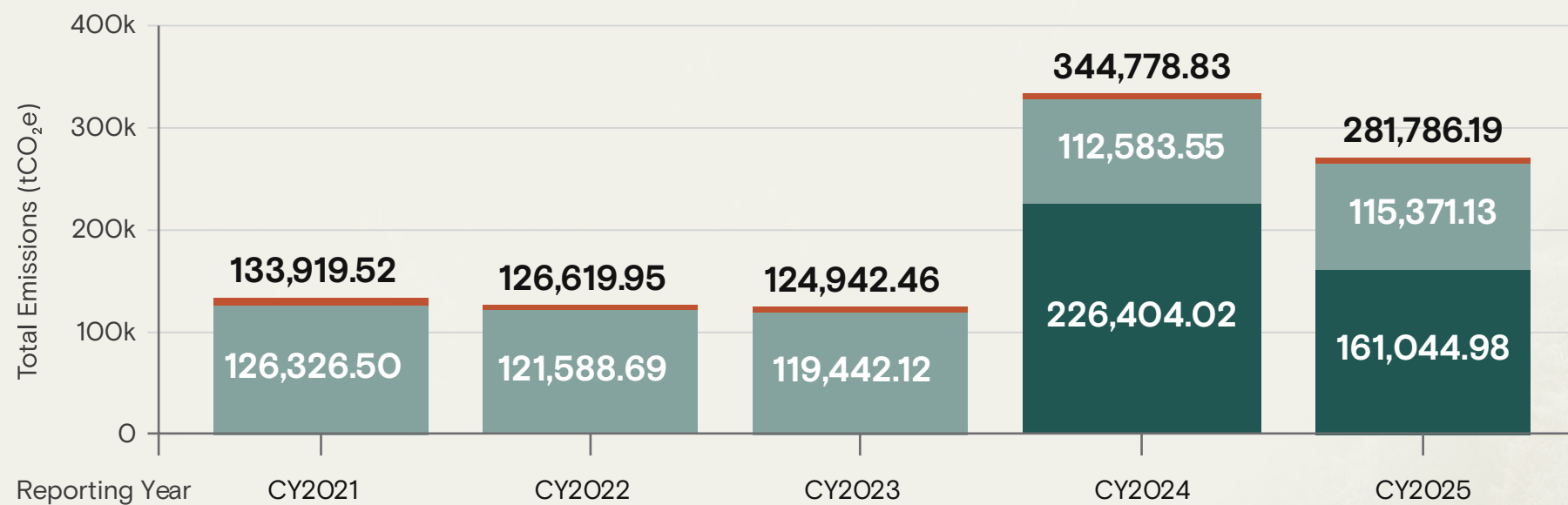
Pretium Packaging has calculated greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol, Operational Control approach, since 2021, improving the scope and quality of our emissions inventory.

Through continued emission reduction initiatives, we achieved:

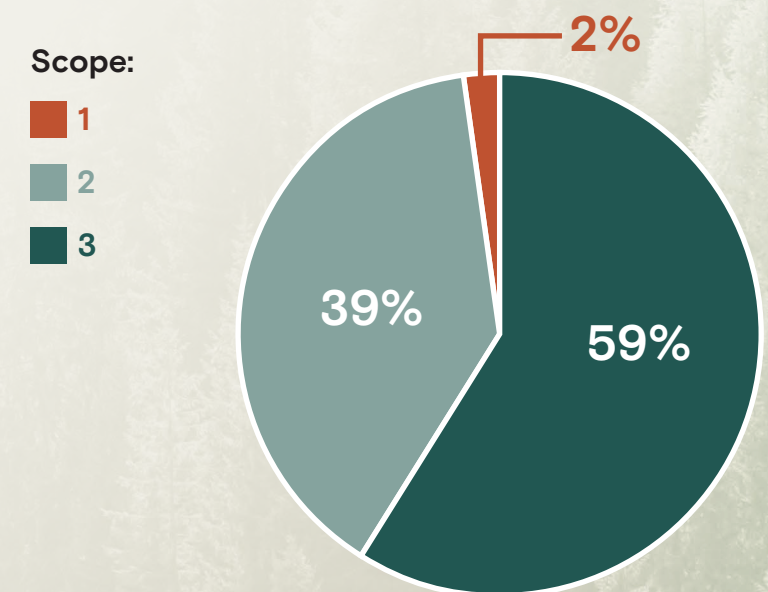
- **18%** annual reduction in total Location based GHG emissions
- **23%** annual reduction in Market based GHG emissions

Target	2025 Progress
Reduce absolute scope 1 & 2 emissions by 63% by 2035 from 2024 baseline	Our scope 1 & 2 emissions increased by 2% in 2025. Ongoing operational efficiency audits are conducted across the organization to support continuous improvement and progress toward reduction targets
84.6% of suppliers by emissions from Category 1 will have SBTi targets by 2030	Supplier engagement will begin in 2026
Increase operational efficiency year over year	Pretium Operations team is rolling out a series of strategic efficiency projects targeting critical sites starting 2026
Increase renewable or carbon-free energy year over year	32% of total energy consumed in 2025 came from carbon-free and renewable energy, increasing 8% from 2021
Net-Zero emissions by 2050	We have achieved an 18% reduction of our total emissions since 2024

Total Emissions Year Over Year - Location Based



GHG Breakdown





Energy Management

At Pretium, improving energy efficiency and reducing environmental impact are key priorities as we continue to grow boldly and responsibly. Since launching a comprehensive energy inventory in 2021, we have made measurable progress in reducing overall energy consumption and lowering reliance on fossil-based energy sources across our operations.

In 2023, Pretium began partnering with energy suppliers to secure Emissions-Free Energy Certificates, supporting our transition toward cleaner energy. As a result, in 2025, **32% of our total electricity consumption came from carbon-free and renewable energy sources**. Across our 24 manufacturing facilities, teams continue to advance operational efficiency through initiatives such as equipment upgrades, smart lighting, air leak reduction, cycle-time optimization, and the transition from propane-powered forklifts to electric alternatives.

While electricity consumption increased from 2024 to 2025, this reflects a strategic shift toward electrification as part of our long-term commitment to operational efficiency, emissions reduction, and continuous progress.



CY	Total (Scope 1 and 2) Energy Consumption (MWh)	Scope 1 Energy Consumption (MWh)	Scope 2 Energy Consumption (MWh)	Renewable and Carbon-Free Consumption (MWh)	% Renewable and Carbon-Free Procured
2021	347,810	41,575	306,235	-	-
2022	347,435	26,996	320,439	-	-
2023	310,793	28,852	281,941	78,695	26%
2024	336,543	28,134	308,409	119,613	39%
2025	335,883	25,624	310,259	98,382	32%



Waste Reduction

As a responsible manufacturer, Pretium has established a commitment to **reduce waste intensity 3% by 2026**. Since implementing this target, we have achieved substantial progress in reducing waste generation across our operations.

From 2023 to 2025, total waste generation declined significantly, including an approximate **21 percent reduction between 2024 and 2025 alone**. This performance notably exceeds our initial annual reduction target.

These reductions are attributable in part to facility consolidations and the implementation of enhanced operational controls. Key measures include expanded regrind and scrap reuse practices, improved scrap collection processes, and increased oversight of material flows within manufacturing operations.

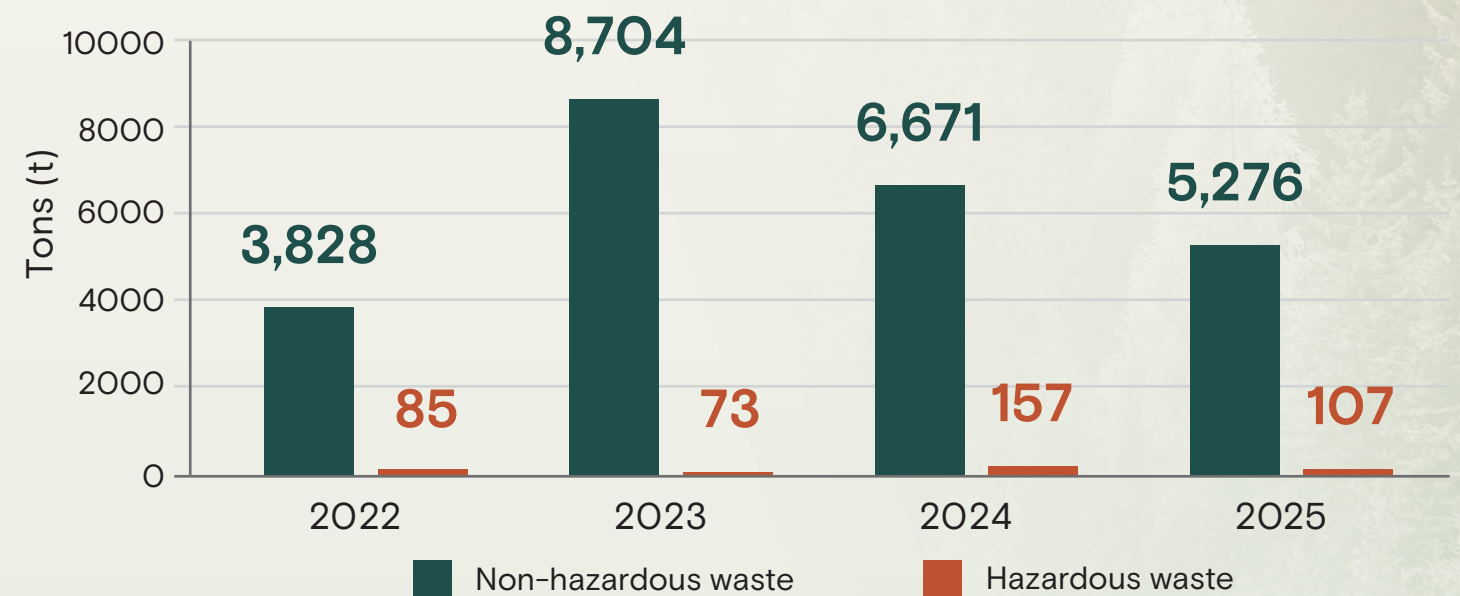
In 2025, Pretium launched the **Waste Reduction Program (WRP)** to further advance waste minimization and responsible materials management. The program began with comprehensive waste evaluations and standardized data collection at all Pretium facilities. In 2026, we will expand to on-site audits, consolidate waste vendors, increase waste segregation, introduce recycling programs and strengthen relationships with local scrap vendors to support material recovery and diversion efforts.

Pretium's operations generate a minimal amount of hazardous waste. All hazardous waste is managed and disposed of in accordance with applicable local and state regulations to ensure compliance and environmental protection.



2025
21%
Annual overall waste reduction

Waste Generated in Operations



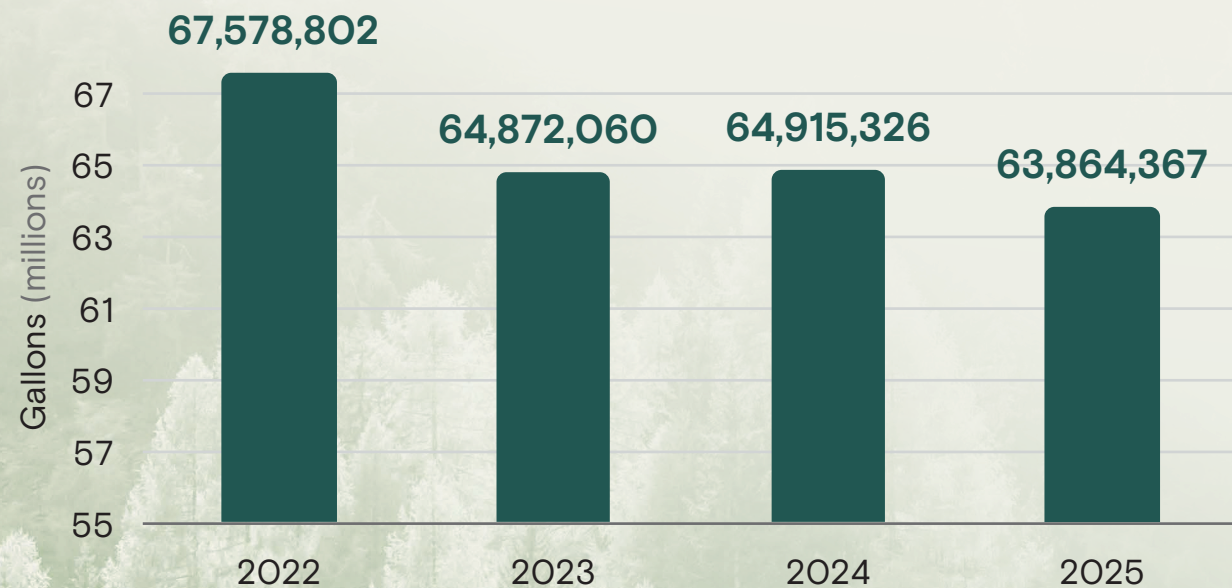


Water Management

Pretium recognizes water as a critical resource and is committed to advancing responsible water stewardship across its operations. Since establishing a formal water consumption inventory in 2022, the company has made measurable progress in reducing water usage, supporting its goal to decrease water consumption intensity by 2026.

In 2025, Pretium expanded its water management efforts through site-level evaluations of water treatment and water quality to better assess operational risks and opportunities. In partnership with specialized external consultants, the Company also launched a phased water audit program focused on improving water-use efficiency, identifying opportunities for water reuse and recycling, and supporting responsible water treatment practices.

Total Volume of Water Consumed



Target: Reduce Water Intensity Consumption by 1% yearly

Progress: 1.62% Total Reduction from 2024 to 2025

From 2022 to 2025: 5.5% Total Reduction in Consumption

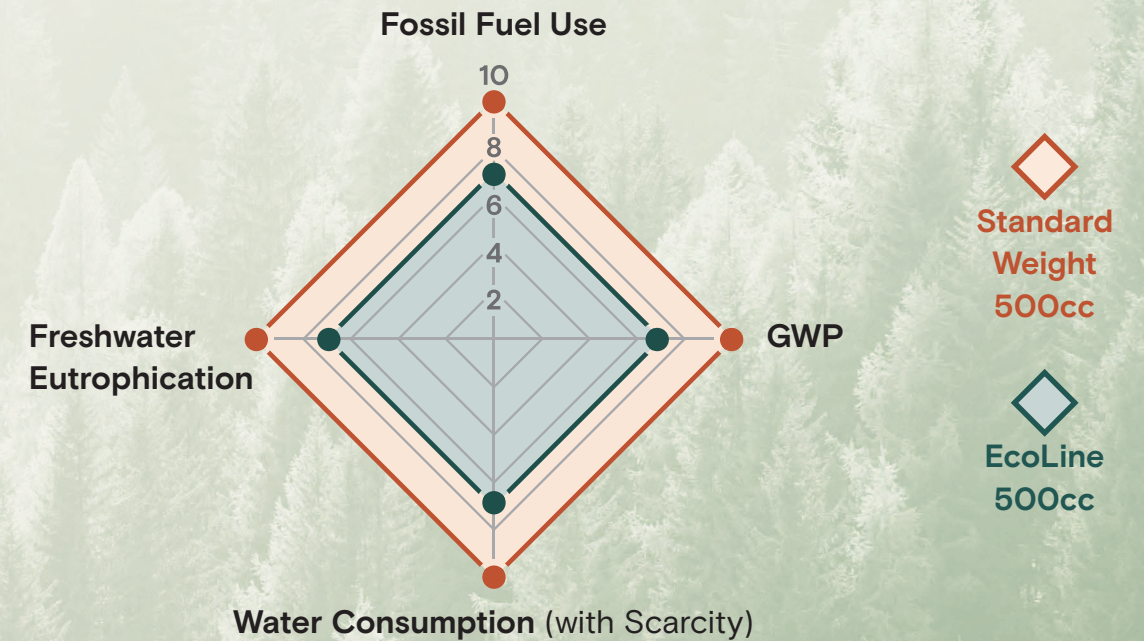
These initiatives strengthen operational resilience, support long-term asset performance, and reinforce Pretium’s commitment to environmental sustainability.



Product Highlight EcoLine™

At Pretium, product innovation and sustainable design are at the forefront of our sustainable development strategy.

Our **EcoLine™** PET Packers were designed to support the growing nutritional supplement market, prioritizing material-efficient design to help our customers achieve their own sustainability goals. Through thoughtful lightweighting and design optimization, we have significantly reduced material usage across the product line while maintaining the performance, durability, and shelf-life expectations. By using less plastic without compromising functionality, EcoLine™ helps support packaging efficiency, reduce environmental impact, and advance more sustainable packaging solutions for the health and wellness market.



Case Study:

When customers transition from a standard 500cc PET packer to an EcoLine packer of the same capacity, they achieve not only a **30% reduction in material use**, but also a **30% reduction in carbon emissions, fossil fuel consumption, and water use.**

Spider chart (above) illustrates differences in environmental impact across four environmental indicators. Impact is calculated on a scale of 0-10, larger values indicating a higher environmental impact. LCA conducted on 5-13-2026 using COMPASS software.





Product Development

Pretium’s commitment to sustainability is strengthened by our dedicated **New Product Development Team**, which focuses on developing forward-thinking solutions that reduce environmental impact and enhance product performance.

This team drives continuous improvement across materials, design, and manufacturing processes, ensuring we stay at the forefront of responsible innovation. By exploring new technologies, advancing circularity initiatives, and collaborating closely with customers and partners, our New Product Development Team plays a central role in shaping a more sustainable future for our products and operations.



Sarah Brennan

SVP

Strategy & Business Transformation

Sustainable Material Use

Case Study:

Pretium is expanding the use of **post-consumer recycled content (PCR)** and **other circular resins** to reduce reliance on virgin materials and support a more sustainable plastics economy. By incorporating recycled content and sourcing circular feedstocks responsibly, we help lower environmental impact, reduce waste, and advance material circularity across our product portfolio. These efforts reflect our commitment to resource efficiency and to providing customers with more sustainable packaging solutions.

PCR and circular resin usage increased by **11% year-over-year in 2025**

3 facilities (St. Charles IL, Philmont NY, and Peru IL) increased their PCR production by over 100% annually

40+ Life Cycle Assessments
Conducted for strategic customer projects



Customer Collaborations

2025 Customer Sustainability Awards

Each year, we recognize customers who are actively advancing more responsible packaging solutions through our Sustainability Awards. These awards reinforce our commitment to partnering with customers to **reduce environmental impact**—through initiatives like increased PCR usage, design for recyclability, lightweighting, and material innovation.

PAPATUI™

Pretium helps Papatui launch with **50% recycled content**

Pretium Packaging is proud to recognize Papatui for its leadership in advancing recycled-content packaging in the personal care market. Through close collaboration, Pretium supported the launch of multiple bottle and jar sizes incorporating post-consumer recycled (PCR) materials, including 50% PCR PET bottles and 30% PCR PP jars. This partnership reflects a shared commitment to reducing virgin plastic use while maintaining quality, performance, and brand impact.



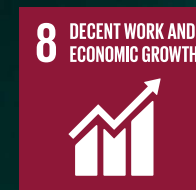
Pretium supports Glanbia's shift to **NIR Black Color Technology.**

Pretium Packaging proudly partnered with Glanbia to transition multiple HDPE containers within the nutrition and wellness market to Near-Infrared (NIR) detectable black color technology. Through close collaboration, Pretium helped **improve recyclability potential and sortability within recycling streams** while maintaining the premium appearance and performance expected by consumers. This partnership reflects a shared commitment to advancing more sustainable packaging solutions.



Social

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People

Employee Relations, Safety & Community Engagement

At Pretium, our people are at the center of everything we do. Guided by our commitment to **Safety First, Sustainability Always**, we are focused on creating a workplace where employees feel safe, supported, respected, and empowered to grow.

We believe our success is built on the strength of our teams and the communities where we live and operate. By investing in employee safety, development, engagement, and well-being, we are working to create an environment where our people can thrive personally and professionally.

Across our organization, we continue to advance initiatives that strengthen employee experience, support a culture of accountability and inclusion, and provide opportunities for growth and development. As Pretium continues to evolve, we remain committed to fostering a workplace culture that values collaboration, responsibility, and the contributions of every employee.



John Paradis
SVP
Human Resources





Safety and Performance Metrics

At Pretium, workplace safety is our highest priority.

Our employees are the driving force behind our success. Fostering a strong **safety-first culture** is essential to sustaining our momentum. We view safety as a company-wide commitment, one that extends across our manufacturing facilities and corporate workforce alike. Safety is everyone's responsibility.

More than a set of rules or procedures, safety at Pretium is embedded in how we work every day. It's reflected in how we look out for one another, pay close attention to detail, and refuse to cut corners. Doing the job right means ensuring that everyone goes home safe at the end of the day, that is our ultimate measure of success.

Our safety mission is guided by three core objectives:

Zero Accidents, Zero Injuries, and Zero Illnesses. In 2025, we made measurable progress toward these goals, achieving a 13% reduction in our company-wide Total Recordable Incident Rate (TRIR) compared to the previous year.

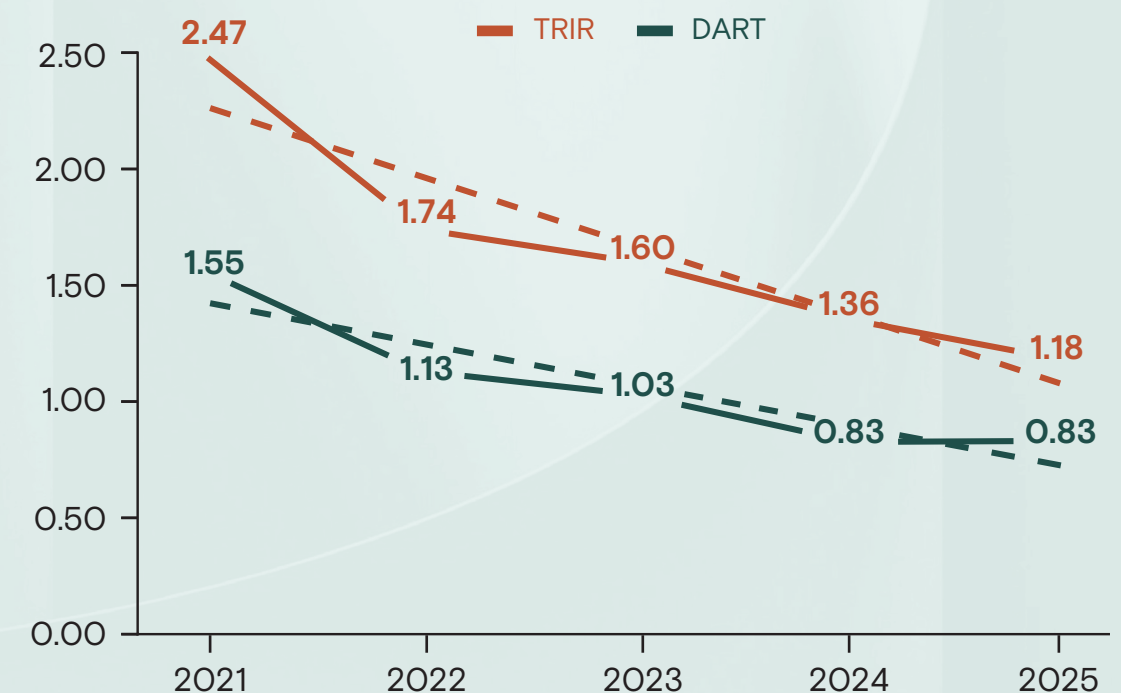
While we are proud of the meaningful strides we have made in safety performance, we recognize that safety excellence is an ongoing journey. We remain committed to continuous improvement, accountability, and maintaining a culture where safety is always the first consideration.



Paul Wallace
Senior Director of Safety

Target	2025 Progress
Reduce Total Recordable Incident Rate (TRIR) annually	We achieved a 13% annual reduction in our TRIR to 1.18 in 2025
Reduce the # of recordable incidents annually	Recordable incidents remained the same as previous year
Audit all Pretium sites on EHS safety and compliance	100% of Pretium sites completed safety audits in 2025
Train all employees on EHS risks and protocol	100% of Employees are trained on proper safety risks and mitigation techniques

TRIR and DART Rate (5 Year Trend)





Product Safety

Pretium is committed to delivering products that meet the highest standards of safety, quality, and regulatory compliance.

Product safety is embedded in every stage of our operations, from material selection and design through manufacturing, testing, and distribution. We follow documented procedures, maintain rigorous quality controls, and ensure full traceability to protect both our customers and end users.

We evaluate product risks proactively, investigate any non-conformances thoroughly, and implement corrective and preventive actions to strengthen long-term product integrity. Our teams work closely with customers to communicate relevant safety information, specification requirements, and any significant changes that may affect product performance.

Pretium ensures that product safety remains a foundational element of our sustainability strategy and our commitment to the people who rely on our products every day.

Exiting Problematic Materials

Today, problematic materials represent less than 2% of our total resin usage, reflecting the significant progress already made. Building on this momentum, we have set a clear goal to eliminate problematic materials entirely by 2030. This work ensures our packaging meets performance needs and contributes to a more sustainable recycling ecosystem.

Plant
Certifications

67%
ASI cGMP

29%
BRCGS

25%
IMS/FSSC

8%
ISO 13485:2016

42%
ISO 9001:2015

4%
ISO 14001



Training and Development

Listening, Learning, and Leading

At Pretium, we recognize that employee engagement, development, and clear communication are foundational to a strong, sustainable workforce. Findings from our 2025 Employee Engagement Survey reinforced three priority focus areas: benefits accessibility, professional growth, and effective communication. In response, we are implementing targeted actions to better support our diverse workforce and strengthen engagement across the organization.

Enhancing the Employee Benefits Experience

We are improving both our benefits offerings and how we communicate them, particularly for our multilingual workforce. Our goal is to ensure employees can confidently select benefits that support their health, well-being, and financial security. Enhancements include clearer, multilingual benefits resources, information sessions and Q&A opportunities with language support, and ongoing evaluation to ensure offerings remain responsive to employee needs.

Investing in Employee Growth and Development

Employees consistently highlighted the importance of learning, feedback, and career advancement. In response, Pretium is expanding learning and development opportunities, refreshing performance management practices to emphasize meaningful feedback, and strengthening tools that support career planning and skill-building.

Strengthening Communication

Clear, timely, and consistent communication is essential to engagement and trust. We are enhancing internal communications through more consistent company updates, simplified messaging in core languages across manufacturing sites, and improved digital communication tools to better reach employees on the plant floor.

Equal Opportunities

The work environment must be free from discrimination and harassment based on race, color, religion, sex, sexual orientation, age, national origin, disability, veteran status or other factors that are unrelated to the Company's legitimate business interests.

Looking Ahead

We are committed to ongoing dialogue and continuous improvement as we thoughtfully implement these initiatives throughout FY26. Employee feedback remains central to our approach as we work to build an inclusive, informed, and empowered workplace.



Community Engagement



Community Engagement Through Education

Pretium Leipsic facility welcomed local students for an educational field trip designed to provide hands-on learning experiences and insight into modern manufacturing operations. Guided by Pretium employees, students explored potential career pathways, engaged in interactive discussions, and gained a deeper understanding of the company's operations, values, and commitment to sustainability. The experience helped foster interest in STEM education and future careers in the manufacturing industry.



Camp One Step Partnership

Pretium Packaging proudly supported Camp One Step's 2025 Camp is Gold Gala in Chicago as a Cocktail Sponsor. Through financial support and event engagement, Pretium helped advance the organization's mission of providing free, medically supervised camp experiences for children impacted by cancer, reinforcing our commitment to creating positive social impact in the communities we serve.



Toys for Tots

Each holiday season, Pretium Packaging proudly supports the Marine Toys for Tots Foundation program, helping bring joy to children and families in local communities. Through voluntary employee participation, we contribute to a long-standing initiative that reflects our commitment to community engagement, social responsibility, and meaningful giving during the holiday season.



Back-to-School Drive

At our Cleveland facility, employees come together each year to support local K-12 students through a Back-to-School Supply Drive. Team members donate essential school supplies, which are assembled into ready-to-use backpacks and supply kits to help students begin the school year prepared for success. This initiative reflects Pretium's ongoing commitment to supporting the communities where we live and operate.



Governance

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Sustainability Governance

Pretium’s Board of Directors provides oversight of the company’s environmental, social, and governance (ESG) strategy. The Board receives regular updates from executive leadership regarding emerging regulations, market trends, customer expectations, and sustainability-related risks and opportunities that may impact long-term business performance and resilience.

Management Oversight

Management is responsible for identifying, assessing, and managing ESG-related risks and opportunities through established governance and operational frameworks. Key elements of this approach include:

Strategic Integration:

ESG considerations are incorporated into corporate strategy, operational planning, and investment decision-making through quarterly Sustainability Steering Committee meetings and ongoing leadership engagement.

Executive Leadership Participation:

The Sustainability Steering Committee includes the Director of Sustainability & ESG, CEO, CFO, and key functional leadership representatives to support cross-functional alignment and accountability.

Risk Identification & Assessment:

Management periodically evaluates climate-related physical and transition risks, including energy cost volatility, regulatory developments, customer expectations, supply-chain impacts, and extreme weather events as part of the company’s Enterprise Risk Management processes.

Implementation of Targets & Initiatives:

Management oversees programs designed to reduce GHG emissions, improve operational efficiency, advance responsible materials management, and support sustainable product design and innovation.

Reporting & Performance Oversight:

The Director of Sustainability & ESG coordinates cross-functional ESG reporting efforts and provides regular updates to executive leadership regarding sustainability objectives, progress, and emerging priorities.

Pretium’s strategic ESG priorities are aligned with key **United Nations Sustainable Development Goals (SDGs)**, supporting our commitment to responsible growth, operational resilience, and long-term stakeholder value.





Strategic Affiliations

Pretium partners with industry organizations that align with our values, strengthen responsible business practices, and help drive meaningful progress toward a more sustainable and circular future.



As members of the **Association of Plastic Recyclers**, we support plastic recycling efforts across North America. We believe recycling is essential to a cleaner, more sustainable world. APR sets the industry's most comprehensive and up-to-date recycling standards, and we are proud to work closely with the organization to better support and guide our customers on sustainable packaging offerings.



As one of approximately 10,000 companies worldwide with science-based, Net-Zero emissions targets validated by the **Science Based Targets initiative (SBTi)**, Pretium is committed to taking meaningful action to address the global climate crisis. This commitment reinforces our long-term strategy to reduce greenhouse gas emissions across our operations and value chain in alignment with climate science.



Our **AMERIPEN** membership keeps us informed on the evolving packaging regulatory landscape while supporting smart, sustainable packaging legislation nationwide, helping manufacturers and brand owners deliver safe and responsible packaging to consumers.



EcoVadis is widely recognized as a global leader in evaluating corporate environmental, social, and governance (ESG) performance. In 2024, Pretium was awarded a Bronze Medal, placing the company within the advanced performance category for our industry. We remain committed to continuously strengthening our ESG practices and improving our EcoVadis rating over time.



Women in Manufacturing Association (WIM) is a national and global trade association dedicated to supporting, promoting and inspiring women in the manufacturing industry. Our membership supports building a strong and inclusive community that advances women and strengthens the manufacturing industry.




The **ACRC** is a not-for-profit organization that works to facilitate the collection and recycling of one-way rigid HDPE plastic packaging used for agricultural crop protection, specialty pest control, animal health, or micronutrient/fertilizer. We are proud to support this organization's efforts to advance HDPE material recycling.



Responsible Sourcing

Pretium is committed to partnering with suppliers who uphold the highest standards of social responsibility, ethical conduct, and sustainable business practices. We expect all suppliers to comply with applicable laws, maintain fair and safe labor conditions, protect human rights, and operate with integrity and transparency.



Our procurement decisions consider suppliers' environmental stewardship, adoption of sustainable practices, and contributions to supplier diversity.

Conflict Minerals Statement

Pretium is committed to responsible sourcing of materials and ensuring that materials we use are conflict-free. Minerals from regions of known conflicts listed in the Dodd-Frank Act are not intentionally sourced or used in the products manufactured by Pretium. In the event that material supplies contain tin, we request suppliers to provide statements regarding conflict minerals.

Human Rights and Labor Conditions

Pretium is committed to conducting all operations with integrity, accountability, and respect for people and the environment. We uphold full compliance with all applicable laws and regulations, maintain the highest ethical standards, and expect our employees and partners to do the same. Our organization is dedicated to minimizing environmental impact through continuous improvement and regulatory compliance, ensuring responsible sourcing practices, and working only with suppliers who demonstrate strong commitments to human rights, fair labor conditions, and sustainable business practices. Across our global operations and supply chain, we prohibit forced labor, child labor, human trafficking, and all forms of discrimination, and we act transparently to address and correct any compliance concerns. Through these commitments, we strive to advance social responsibility, environmental stewardship, and ethical conduct throughout our value chain.



Ethics and Compliance

Pretium affirms its unwavering commitment to conducting all business activities in strict accordance with applicable laws and regulations. The organization prohibits any form of illegal or unethical conduct, including bribery, improper payments, indirect contributions, or any action that would not withstand rigorous public scrutiny.

All employees are expected to uphold standards that exceed minimum legal requirements and to seek appropriate guidance whenever the interpretation of legal or regulatory obligations is unclear. This commitment encompasses compliance in the areas of fair wages, the prohibition of child labor, workplace safety, anti-discrimination, ethical business practices, and environmental stewardship.

Monitoring Emerging Packaging Legislation

Our organization maintains a strong partnership with **AMERIPEN**, the American Institute for Packaging and the Environment, to remain fully apprised of current and emerging packaging legislation. By participating in AMERIPEN working groups, policy briefings, and industry forums, we gain timely insights into regulatory trends and proposed laws that may impact our operations. This collaboration enables us to proactively adapt our sustainability initiatives, support evidence-based policy development, and ensure our practices remain aligned with evolving national and state-level requirements.



Environmental Management

Pretium is dedicated to reducing the environmental impact of our operations and the products we manufacture. We pursue this responsibility through a continuous improvement mindset and by maintaining full compliance with all applicable environmental regulations.



Data Security & Transparency

At Pretium, protecting data is fundamental to how we operate responsibly. Our defense-in-depth approach safeguards intellectual property, preserves privacy, and ensures compliance, protecting both our innovations and stakeholder trust.

As a manufacturer of packaging solutions, we are committed to maintaining confidentiality across our relationships with customers, suppliers, employees, and owners. Our business model does not typically involve the handling of personal data beyond what is necessary to operate effectively.

We collect only essential information, store it securely, and share it strictly on a need-to-know basis in accordance with legal requirements. Clear retention policies guide the responsible disposal of data when it no longer serves a business or regulatory purpose.

Through these practices, we ensure the security, integrity, and accessibility of our information, upholding the highest standards of data protection as we continue to **grow boldly**.



Technology

- Using industry-leading security tools with continuous 24/7/365 monitoring.
- Enforcing multi-factor authentication for all remote access.



Cybersecurity Assessment

- Conducting ongoing security assessments and penetration tests by internal and external teams.
- Continuously scanning our environments with advanced vulnerability management tools.



Incident Management

- Maintaining a formal Incident Response Plan for reporting and handling cybersecurity events.



Training & Awareness

- Holding regular global IT and security meetings to review emerging threats.
- Requiring annual security awareness training for all employees.
- Providing additional training and testing for high-risk roles.



Appendix

33 GRI Content Index



GRI Content Index

Statement of Use

Pretium Packaging has reported in accordance with the GRI Standards for the period of January 1st 2025 – December 31st 2025

GRI 1 used: GRI 1: Foundation 2021

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 2: General Disclosures			
2-1	Organizational Details	4	PRETIUM PACKAGING, L.L.C., is a Delaware limited liability company having its principal place of business located at: 1555 Page Industrial Blvd., St. Louis, Missouri.
2-2	Entities included in the organization’s sustainability reporting		Pretium Packaging is a single entity; there are no additional entities reported within this report or other financial reports. Pretium Packaging is backed by Clearlake Capital Group.
2-3	Reporting period, frequency and contact point		This is Pretium’s inaugural report for the period of January 1st, 2025, through December 31st, 2025. Financial reporting occurs on a Fiscal calendar, starting October 1st ending September 30th. Sustainability KPIs are gathered on a calendar year basis to align with ESG reporting. This report was published on June 18th, 2026. For questions on the report or reported information, contact us at: sustainability@pretiumpkg.com
2-4	Restatements of information		This is an inaugural report and therefore there are no restatements.
2-5	External assurance		Pretium Packaging is not seeking external assurance for this year's report.



GRI Content Index

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
2-6	Activities, value chain and other business relationships	4	Pretium Packaging is a privately owned manufacturing organization serving multiple markets including but not limited to; personal care, sports nutrition and wellness, food, home, auto care, and medical OTC. Additional data on value chain is not available at the time of this report.
2-7	Employees	4	In calendar year 2025, Pretium Packaging had 2,688 full-time employees. Additional data on employee types (part-time, temporary, etc.) is not available at the time of this report.
2-8	Workers who are not employees		Data on workers who are not employees is not available at the time of this report.
2-9	Governance structure and composition	27	See page 27 for information on the governance structure. See disclosure 405-1 for the gender composition of our Executive Team. Additional data on the composition of our highest governance body is not available at the time of this report.
2-10	Nomination and selection of the highest governance body		As a privately held company, there is no nomination process for members of the Executive staff.
2-11	Chair of the highest governance body		James Rooney serves as the CEO of the company.
2-12	Role of the highest governance body in overseeing the management of impacts	27	See Governance Structure on page 27.
2-13	Delegation of responsibility for managing impacts	27	See Governance Structure on page 27.
2-14	Role of the highest governance body in overseeing the management of impacts	27	See Governance Structure on page 27.



GRI Content Index

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
2-15	Conflicts of interest		Pretium Packaging is a privately held company. There is no conflict of interest with the executive team and board members.
2-16	Communication of critical concerns		Critical concerns are communicated to the highest governing body through grievance mechanisms. Data on number of critical concerns during the reporting period is not available at this time.
2-17	Collective knowledge of the highest governance body	27	See Governance Structure on Page 27.
2-18	Evaluation of the performance of the highest governance body		Pretium does not publish specific details on the performance of our highest governing body due to confidentiality.
2-19	Remuneration Policies		Pretium does not publish specific details on remuneration due to confidentiality.
2-20	Process to determine remuneration		Pretium does not publish specific details on remuneration due to confidentiality.
2-21	Annual total compensation ratio		Pretium does not publish specific details on salary and remuneration due to confidentiality.
2-22	Statement on sustainable development strategy	3, 7, 10	See pages 3, 7, and 10 of this report.
2-23	Policy commitments	29, 30, 31	See pages 29, 30, and 31 of this report.



GRI Content Index

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
2-24	Embedding policy commitments		Information on embedding policy commitments is not available at the time of this report.
2-25	Process to remediate negative impacts	8, 21	Pretium has a grievance procedure; all reported grievances are handled by the SVP of Human Resources. This policy is outlined in the Pretium Business Code of Conduct and Employee Handbook. Additional information on Pretium's process to remediate negative impacts and grievances is not available at the time of this report.
2-26	Mechanisms for seeking advice and raising concerns	30	Individuals within the organization can raise concerns over the organization's policies or practices through a number of grievance mechanisms overseen by the Human Resources Department. Pretium offers employees an anonymous tip hotline and other confidential resources for reporting.
2-27	Compliance with laws and regulations		In 2023, 2024, and 2025, Pretium had 0 instances of non-compliance with laws and regulations, including anti-corruption laws.
2-28	Membership associations	28	See page 28 of this report.
2-29	Approach to stakeholder engagement	8	See page 8 of this report.
2-30	Collective bargaining agreements		1.5% of employees are covered in collective bargaining agreements. The working conditions and terms of employment of other non-union employees are not influenced or determined based on other collective bargaining agreements.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 3: Material Topics 2021			
3-1	Process to determine material topics	8	See page 8 of this report.
3-2	List of material topics	8	11 Material topics were identified in Pretium's Double Material Assessment; Materials, Climate Change, Water & Effluents, Local Communities, Innovation and Sustainable Design, Emissions, Supplier Social Assessment, Training and Education, Occupational Health & Safety, Waste and Circularity, Diversity and Equal Opportunity. Consolidated Topics can be found on page 8.
3-3	Management of material topics	9, 11-31	The management approach for our material topics is disclosed throughout the Environment, Social, and Governance sections of our report.
Section 102: Climate Change 2025			
102-1	Transition plan for climate change mitigation	9, 12, 13, 14	The Director of Sustainability and SVP of Corporate Strategy are responsible for overseeing and implementing climate transition plans. Formalized climate mitigation policies and transition plans will be implemented in 2026. In the interest of confidentiality, Pretium does not publish information on total expenditure incurred due to climate transition plan in the reporting period.
102-2	Climate change adaptation plan	9	See page 9 for information regarding our climate risk assessment findings. Pretium does not disclose the expenditure incurred by the implementation of the adaptation plan in the interest of confidentiality. A formalized climate adaptation plan will take effect in 2026.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
102-3	Just transition		Demographic employee up or re-skilling data is not available at the time of this report. Data on employee demographics and community impact is not available at the time of this report.
102-4	GHG emissions reduction targets and progress	12, 13	See pages 12-13 for information regarding our GHG emissions reduction targets and progress. Biogenic CO2 emissions are not applicable to our business. 18% reduction in total GHG emissions due to improved quality data availability and supplier consolidation efforts.
102-5	Scope 1 GHG emissions	12, 13	See pages 12-13 for information regarding our Scope 1 GHG emissions. Emission factors are the most recent US EPA, CAN, or IEA factors updated by the GHG Protocol. Data on consolidations is not available in the interest of confidentiality. Biogenic CO2 emissions are not applicable to our business.
102-6	Scope 2 GHG emissions	12, 13, 14	See pages 12-14 for information regarding our Scope 2 GHG emissions. Emission factors are the most recent US EPA, CAN, or IEA factors updated by the GHG Protocol. Data on consolidations is not available in the interest of confidentiality. Biogenic CO2 emissions are not applicable to our business.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
102-7	Scope 3 GHG emissions	12, 13	<p>Cat. 1: 89,558.53 tCO₂e Cat. 2: 475.43 tCO₂e Cat. 3: 32,708 tCO₂e Cat. 4: 2,807.59 tCO₂e Cat. 5: 3,484.19 tCO₂e Cat. 6: 812.75 tCO₂e Cat. 7: 5,007.21 tCO₂e Cat. 10: 109.03 tCO₂e Cat. 12: 26,082.25 tCO₂e</p> <p>See pages 12-13 for information regarding our Scope 3 emissions. Emission factors are the most recent US EPA, UK DEFRA or IEA factors updated by the GHG Protocol. Biogenic CO₂ emissions are not applicable for our organization. Any additional data on Scope 3 is not available at this time of this report.</p>
102-8	GHG emissions intensity		<p>Total GHG emissions/lbs sold 2025: 0.00100336 Scope 1 emissions/lbs sold 2025: 0.000019121 Scope 2 emissions/lbs sold 2025: 0.00041080 Scope 3 emission/lbs sold 2025: 0.00057344</p>
102-9	GHG removals in the value chain		There are no GHG removals in our inventory.
102-10	Carbon credits		There are no carbon credits in our inventory.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 301: Materials 2016			
301-1	Materials used by weight or volume		Material weight is not disclosed in this report in the interest of confidentiality.
301-2	Recycled input materials used	18	See page 18 of this report.
301-3	Reclaimed products and their packaging materials		Zero products reclaimed in 2025, as this is not applicable to our business.
Section 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	16	See page 16 of this report. Pretium is conducting water audits across all facilities to identify efficiency and impacts. Data on water related impacts is not available at the time of this report.
303-2	Management of water discharge-related impacts	16	See page 16 of this report. All Pretium facilities are required to conduct analysis of effluent discharge, storm water discharge, and an analysis of water quality. Organizational wide standards have not yet been set on effluent discharge.
303-3	Water withdrawal		Data on water withdrawal by source or stress is not available at this time. Pretium plans to expand water reporting in future reporting periods.
303-4	Water discharge		Data on water discharge is not available within this report at this time. Pretium plans to expand water reporting in future reporting periods.
303-5	Water consumption	16	See page 16 of this report. Data on water storage is not available at the time of this report.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	13	See page 13 and GRI disclosure 102-5.
305-2	Energy indirect (Scope 2) GHG emissions	13	See page 13 and GRI disclosure 102-6.
305-3	Other indirect (Scope 3) GHG emissions	13	See page 13 and GRI disclosure 102-7.
305-4	GHG emissions intensity		See GRI disclosure 102-8.
305-5	Reduction of GHG emissions	12, 13	See pages 12-13 of this report. GHG reductions took place in Scope 3 emissions. Scope 3 reduced by 65,359.04 tCO ₂ e. This reduction is primarily due to improved data quality and vendor consolidation.
305-6	Emissions of ozone-depleting substances (ODS)		No ozone-depleting substances are produced, imported, or exported by Pretium operations.
305-7	Nitrogen oxide (NO_x), Sulfur oxides (SO_x), and other significant air emissions		SO _x , NO _x , and other air emissions are not calculated at this time.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	15	See page 15 of this report. Direct waste generated is currently tracked. Data on impacts of waste generated in the value chain is not available at the time of this report.
306-2	Management of significant waste-related impacts	15	See page 15 of this report. Pretium facilities use scrap and regrind where applicable. Pretium also recycles materials to mitigate landfill waste. Waste quantity generated is monitored monthly and individual site leads report out to the Sustainability Department.
306-3	Waste generated	15	See page 15 of this report. Waste quantity generated is compiled using waste vendor weight reports and invoicing.
306-4	Waste diverted from disposal	15	See page 15 of this report. Waste diversion is not yet collected at all Pretium facilities. Pretium plans to track this information in future reporting periods.
306-5	Waste directed to disposal	15	See page 15 of this report. Data on landfill, incineration, and recycling quantities is not available at the time of this report.
Section 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	22	See page 22 of this report. Pretium's Occupational Health and Safety Program covers all Pretium sites, employees and activities. This system exists to protect people, mitigate risk and is in alignment with OSHA standards.
403-2	Hazard identification, risk assessment, and incident investigation	22	See page 22 of this report. Pretium has Work Related Hazard Policies and Procedures to identify and assess risk on a routine basis.



GRI Content Index

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
403-3	Occupational health services	21, 22	See pages 21& 22 of this report. Pretium offers a variety of occupational health services through our EAP and medical plans. These include mental health, medical, dental, and vision check-ups. Pretium also offers preventative ergonomic evaluations and on the job injury treatment whether by First Aid onsite, urgent care or emergency room covered by workers compensation. Additional information is not available at the time of this report.
403-4	Worker participation, consultation, and communication on occupational health and safety	22	See page 22 of this report. Pretium has active safety committees at every plant location. The committees are made up of employees from various departments. In addition, all plant employees engage in Town Hall meetings where feedback is obtained.
403-5	Worker training on occupational health and safety	22	See page 22 of this report. All Pretium plant employees complete mandatory safety trainings on a minimum of 34 topics annually.
403-6	Promotion of worker health		Pretium offers health insurance through employee benefits package.
403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships		Pretium has EHS policies and procedures to mitigate occupational health and safety impacts for all workers.
403-8	Workers covered by an occupational health and safety management system		All employees are covered by an occupational health and safety management system. Additional data is not available at the time of this report.
403-9	Work-related injuries	22	See page 22 of this report. Additional data is not available at the time of this report.
403-10	Work-related illnesses	22	See page 22 of this report. Additional data is not available at the time of this report.



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GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 404: Training and Education 2016			
404-1	Average hours of training per year per employee		Data is not available at the time of this report. Pretium plans to expand employee-related data tracking in future reporting periods.
404-2	Programs for upgrading employee skills and transition assistance programs	21	Pretium has employee development training programs for upgrading employee skill sets. Programs for transition assistance are being developed. 100% of employees were trained on business ethics in years 2023, 2024, and 2025. In 2023, 1 employee was trained on sustainable procurement; in 2024, 5 employees were trained on sustainable procurement; and in 2025, 2 employees were trained on sustainable procurement.
404-3	Percentage of employees receiving regular performance and career development reviews	6	See page 6 of this report. Employee breakdown data on performance reviews is not available at this time.
Section 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		33% of the Executive Team is female. 39% of overall employees are female. Additional demographic data is not available at the time of this report.
405-2	Ratio of basic salary and remuneration of women to men		Data is not available at the time of this report.



GRI Content Index

GRI	Disclosure Title	Document Page	Disclosure or Additional Explanation
Section 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessment, and development programs	25	Community engagement highlights can be found on page 25 of this report. Pretium is currently not conducting community impact assessments.
413-2	Operations with significant actual and potential negative impacts on local communities		Data is not available at the time of this report.
Section 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	29	See page 29 of this report. 100% of new suppliers are screened using social criteria.
414-2	Negative social impacts in the supply chain and actions taken	29	See page 29 of this report. All suppliers are assessed for social impacts. Pretium plans to expand data collection on this topic for future reporting periods.



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