



Pursuit of Excellence 2024

Sustainability Report



Table of Contents

Introduction	2
About Ring Container Technologies Group LLC	5
Leadership Letter	5
2024 Year-in-Review	6
Materiality	7
Sustainability Governance	8
United Nations Sustainable Development Goals	9
 Environment	10
Materials Management	11
Energy and Greenhouse Gas (GHG) Emissions	15
 Social	18
Employee Health and Safety	19
Employee Experience	21
Ethics	26
 Governance	28
Product Food Safety and Quality	29
Customer and Supplier Engagement	31
Data Privacy and Security	33
Sustainability Roadmap	34
Appendix	36
GRI Table	36
SASB Table	49
Additional Metrics Tables	52

About Ring Container Technologies Group LLC



About Ring

Ring Container Technologies is a privately held multinational corporation headquartered in Oakland, Tennessee. For over 55 years, we have delivered packaging solutions for the food, agricultural, chemical, and pet care industries. Our packaging includes PET (polyethylene terephthalate) and HDPE (high-density polyethylene) plastic bottles that are 100% recyclable based on the Federal Trade Commission Green Guidelines as they can be collected, separated, or otherwise recovered from the waste stream for reuse or use in manufacturing another item. With over 800 employees worldwide, our company has become one of North America's largest plastic container manufacturers. Our growth and our customers' success are rooted in:

- Our people who are challenged to be leaders, inspired to be innovators, and rewarded for their work
- A "focused plant" philosophy that ensures we have plants with the most advanced technology geographically located near our major customers to better meet their needs and help them grow
- A commitment to be fiscally, socially, and environmentally responsible every step of the way



About RAPAC

For 40 years, RAPAC has been a key part of the Ring Companies, establishing itself as a leading provider of polystyrene (PS) resins and expandable polystyrene (EPS) void fill solutions. As one of the largest PS recyclers in the United States, RAPAC's EcoSix™ portfolio has received recognition for sustainability by transforming discarded PS into recycled resins and products, keeping waste out of landfills. In 2024, RAPAC processed over 38 million pounds of recycled material. RAPAC is a leader in incorporating recycled content and has been awarded for sustainability and Global Recycle Standard (GRS) certified recycled content. RAPAC is committed to providing customers with high-quality, innovative products that are both sustainable and economical by offering PS resins for general use and food applications, as well as EPS products such as loose fill, filler beads, drain beads, and other void fill materials.

About this Report

Ring Container Technologies Group LLC (Ring) proudly presents our annual Sustainability Report, Pursuit of Excellence. Unless otherwise noted, this report covers our sustainability performance for the calendar year of 2024. This report includes all Ring subsidiaries; all entities included in this report are listed in [GRI Disclosure 2-2](#) in the report appendix. This report is externally assured under the AA1000 Assurance Standard; please refer to [GRI Disclosure 2-5](#) in the report appendix for more details.

Certain statements in this report are "forward-looking" based on management's views on future events and underlying assumptions. Forward-looking statements involve risks and uncertainties that could cause actual results to differ from those expressed or implied in such statements. The forward-looking statements contained in this report speak only as of the date of publication of this report, and Ring does not assume any obligation to update them.

For comments or questions, please contact us at: insights@ringcontainer.com

Dear valued stakeholders,

I am proud to share the advancements Ring has made in our sustainability journey. For the second year in a row, Ring achieved a platinum rating on EcoVadis, the leading platform for environmental, social, and ethical performance ratings for global supply chains. Our platinum rating places Ring in the top 1% of companies evaluated by EcoVadis and demonstrates Ring's unwavering commitment to operating in a socially and environmentally responsible manner.

While our products promote food safety, extend shelf life, and help our customers stay at the cutting edge of packaging innovation, we are keenly aware of the need to manage the impacts of plastic pollution on the environment. As such, we are dedicated to being a part of the solution by:

- Providing a fully recyclable product portfolio
- Designing our products to increasingly incorporate recycled content
- Engaging in industry groups and partnerships to collaboratively make changes to improve recycling infrastructure

In 2024, to align with our stakeholders and reinforce our commitment to sustainability, Ring's leadership elected to set a science-based greenhouse gas (GHG) emissions reduction target. Building on years of monitoring and identifying reduction opportunities across our scope 1, 2, and 3 emissions, we will formally submit a commitment letter to the Science Based Targets Initiative in 2025.

In addition to safeguarding the environment, we also recognize our people's well-being as a core element of our sustainability strategy. In 2024, we showcased our commitment to our people by:

- Investing in and expanding our occupational health and safety management system
- Developing employee career paths and progression plans
- Volunteering our time, talent, and treasure to our communities



Looking forward to 2025, we are excited to continue our partnerships with our customers, whose commitments help drive Ring's sustainability efforts forward. Together with our customers and partners, we will carry the momentum from the past year forward, continuing to break the mold by pushing for excellence beyond traditional limits.

– BRIAN SMITH, PRESIDENT AND CEO



Global Reporting Initiative

This report is written in accordance with the Global Reporting Initiative (GRI) Universal Standards of 2021. GRI is an independent, international organization that provides the world's most widely used standards for sustainability reporting—the GRI Standards. A [GRI Disclosure Index](#) is included in the appendix.

Sustainable Accounting Standards Board

This report includes metrics from the Sustainable Accounting Standards Board (SASB): Containers and Packaging category. SASB Standards guide companies' disclosure of financially material sustainability information. A [SASB Disclosure Index](#) is included in the appendix.

United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs) were adopted by the United Nations (UN) in 2015 as a set of 17 interlinked goals serving as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. At Ring, [we identified four SDGs](#) that align with our operations.

2024 Year-in-Review



Innovation



Introduced to the market a stackable solution for PET that is the first of its kind

TRIMLITE™

Reduced polyethylene terephthalate (PET) material usage by over 12.8 million pounds from TRIMLITE® technology



Advanced several sustainable technology projects for multiple commercial applications



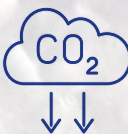
Environmental Stewardship



Awarded an EcoVadis Platinum Medal



Earned the GRS Certification for RAPAC



Committed to setting a science-based greenhouse gas emissions reduction target



Community Engagement



Served as a Sponsor for Habitat for Humanity of Greater Memphis



Sponsored the Local American Heart Association's 'STEM Goes Red for Girls' which helped to impact:

- 10 schools/ groups
- 30+ administrators and staff
- 100 8th grade female students



Designated Presenting Sponsor of the 2024 Wolf River Greenway Soirée

Materiality

Materiality in this report is defined in accordance with the Global Reporting Initiative (GRI). In 2024, Ring worked with an independent, third-party consulting firm to conduct a refreshed materiality assessment following the GRI's guidelines for material topic determination.

During the assessment, potential material topics were identified through:

- Materiality assessment results from 2021 (our first materiality assessment)
- Stakeholder feedback sourced from internal interviews, supplier interviews, and customer inquiries
- Desktop research of peer and customer sustainability reports, commitments, and materiality assessments
- Regulatory reviews of current and emerging legislation in the areas where we operate
- External rating agencies and sustainability standards

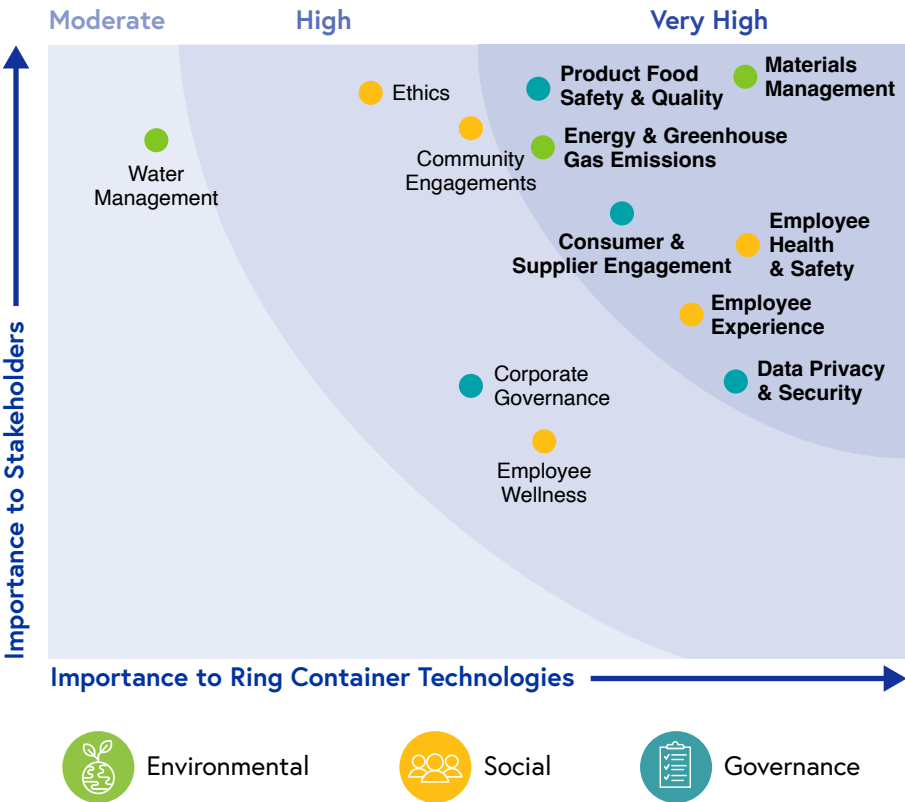
After compiling a list of potential material topics, our final topic list was determined through our prioritization of the impacts, risks, and opportunities (IRO) across topic areas. The IROs were considered over short-, medium-, and long-term time horizons and covered both Ring's direct operations and our value chain. Prioritization was based on the IRO's severity and likelihood. Ring's leadership reviewed and approved the final list of prioritized material topics and the information in this report.

RING'S UPDATED MATERIAL TOPICS ARE:

- Energy and greenhouse gas emissions
- Materials management
- Employee health and safety
- Employee experience
- Product food safety and quality
- Data privacy and security
- Customer and supplier engagement

Compared to our prior reporting period, the following changes were made to our material topics:

- Ring consolidated the topics where we applied a similar management approach.
- Ring removed or renamed topics to better reflect our business priorities, impacts, risks, and opportunities.



Sustainability Governance

Ring uses a sustainability governance structure built for continual improvement. It comprises a two-tier model: a Sustainability Steering Committee and an Executive Governance Team. These are designed to incorporate inter-departmental perspectives in the oversight and management of our sustainability program, using a 'Plan, Do, Check, Act' approach.



Plan

The Governance Team sets the companywide sustainability strategy, including qualitative objectives and quantitative targets for material topics.



Do

The Governance Team sets programs and initiatives for material topics, and the Sustainability Steering Committee implements these accordingly.



Check

The Steering Committee uses real-time data collection to oversee the effectiveness of initiatives and progress to meet company-wide targets. The Committee meets monthly to review data trends and progress toward meeting predefined targets.



Act

The Governance Team evaluates the outcomes tracked by the Sustainability Steering Committee, considers external influences like legislation and evolving standards, and revises the company's sustainability goals as needed. In quarterly meetings, the Team outlines actionable steps for improving Ring's sustainability performance on an ongoing basis.



SUSTAINABLE DEVELOPMENT GOALS



SDG Target 6.3

By 2030, improve water quality by minimizing pollution, eliminating dumping, and reducing the release of hazardous chemicals and materials, decreasing the proportion of untreated wastewater by half, and increasing recycling and safe reuse globally.

Ring's Alignment

Ring participates in Operation Clean Sweep to improve water quality. We strive to prevent zero pellets, flakes, and powder from entering local waterways from our facilities. Review our [Water Management](#) Section for more information.



SDG Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Ring's Alignment

Our Equal Employment Opportunity Policy guides our non-discriminatory employment policies. The [Employee Experience](#) section provides more information.



SDG Target 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Ring's Alignment

We aim to increase recycled content in our products and promote recyclability. We innovate our technology to drive circularity for our products. Review the [Materials Management](#) section for more information.



SDG Target 13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Ring's Alignment

Ring aims to reduce our carbon footprint in alignment with the global imperative to reduce GHG emissions. More information can be found in the [Energy and Greenhouse Gas Emissions](#) section.



Environmental

We innovate to improve our environmental performance while helping our customers meet their own sustainability commitments.

Our Senior Safety and Sustainability Manager, supported by our Sustainability Steering Committee, leads our efforts to reduce our environmental footprint. We continue using the latest industry insights and refining data to drive forward purposeful solutions that benefit our customers and the planet.

HIGHLIGHTS



For the second year in a row, Ring was awarded an EcoVadis Platinum Medal, ranking us in the top 1% of companies worldwide for sustainability efforts



Through third-party verification of the recycled content of RAPAC's EcoSix portfolio, RAPAC renewed its GRS certification and continues to be the only GRS-certified PS manufacturer



As a testament to our OCS pledge, in 2024, 95% of Ring employees were trained in the best practices for reducing the accidental loss of pellets, flakes, and powder from the processing facility into the environment



Ring's leadership elected to set a science-based GHG emissions reduction target, with plans to submit a formal commitment letter to the Science Based Targets Initiative in 2025

Materials Management

Materials management, from raw material sourcing through to product end-of-life, is critical in our industry. We know that plastic pollution harms communities and the natural environment, and as such, we continually innovate our packaging solutions to promote circularity, minimize waste, and maximize resource efficiency.

OUR COMMITMENTS

- Provide a portfolio of 100% recyclable or reusable packaging solutions
- Convert 10% of material usage to post-consumer or post-industrial recycled materials by 2027

Ring upholds our commitment to having a fully recyclable product portfolio.¹ Not only are our products recyclable, but we also proudly develop products like our [award-winning BarrierGuard® OxygenSmart™](#) technology, which upholds its quality in the clear PET recycling stream, a first for materials of this type. Our expert design team additionally right-sizes and optimizes the weight of our packaging to avoid unnecessary material use.



In addition to our sustainable product design features, Ring is prepared to meet the rising demand for increased recycled content in packaging.

Ring continues to innovate our products to increasingly incorporate recycled content without compromising product quality and integrity. Our **BarrierGuard® OxygenSmart™** technology, for example, can utilize up to 50% post-consumer recycled content with no impact on its state-of-the-art barrier that provides up to 24 months' protection against oxygen, moisture, and aroma loss.



Barrier Guard®

1. Excluding the products produced by RAPAC, 100% of Ring's product portfolio meets the Federal Trade Commission Green Guidelines for recycling.

Case Study: StackLite™

STACKLite™

Ring's Horizon Innovation Team (HIT) is a cross-functional team of packaging experts. In 2024, the HIT developed **StackLite™**, a commercial-ready technology for PET food packaging.

StackLite™ is a first-of-its-kind technology that allows the stacking of tapered PET containers. Commercial benefits include significantly improved supply-chain efficiencies and differentiating off-the-shelf consumer packaging appeal. **StackLite™** is designed for a wide range of packaging applications, including pickles, ice cream, snacks, pet treats, and more.



How2Recycle

Our proprietary patented **BarrierGuard® OxygenSmart™** technology, **HotLock® with TRIMLITE®** technology, and **SmartCAN®** are 100% recyclable rigid containers that can assist brands in achieving a "Widely Recyclable" designation by How2Recycle®. How2Recycle® labeling provides a clear, standardized system for educating end consumers on the best recycling practices.



GRS Certification

RAPAC received the Global Recycle Standard (GRS) certification for its **EcoSix™** recycled filler bead product. This certification provides third-party verification and transparency of 50% minimum recycled content and ensures consistency and alignment in the definition of "recycled" content across different applications, as well as additional social and environmental requirements related to operational processing and chemical use. We are proud to share that with RAPAC's **EcoSix™** recycled filler bead certification, RAPAC is the only GRS-certified PS manufacturer in the United States.

Industry Memberships

While Ring is proud of our solutions for combating plastic waste, we recognize that it will require industry- and society-wide changes to address the challenges of virgin plastics and plastic end-of-life fully. As a result, Ring actively participates in several industry groups to support successful waste management and recycling infrastructure. These groups include:



AMERIPEN

Ring is proud to be a longstanding member and 2023 Annual Partnership Program Sponsor of AMERIPEN, an advocacy group for material-inclusive and science-based packaging legislation. As a sponsor, Ring supports AMERIPEN's focus on optimizing the value of packaging while minimizing associated social, environmental, and economic challenges. Like AMERIPEN, Ring is committed to advocating for progressive, proactive, and evidence-based strategies to advance sustainable packaging systems through innovation, collaboration, and technology.



The Association of Plastic Recyclers (APR)

The APR is a U.S.-based international non-profit and the only North American organization focused exclusively on improving plastic recycling. As an APR member company, Ring is committed to successfully recycling existing plastic into new material.



Ag Container Recycling Council (ACRC)

The ACRC is a not-for-profit 501(c)(6) trade association that facilitates the collection and recycling of one-way rigid HDPE plastic agricultural product containers. As an ACRC member company, Ring helps fund ACRC's free recycling programs for farmers and applicators nationwide.



Sustainable Packaging Coalition (SPC)

The SPC is a membership-based organization that believes in the power of industry to advance sustainable packaging, through education, collaboration, and action. Ring utilizes our SPC membership to boost our multi-stakeholder network and collaborations.



U.S. Plastics Pact

The U.S. Plastics Pact brings together businesses, not-for-profit organizations, government agencies, and research institutions that work together toward a common vision of a circular economy for plastics, as outlined by the Ellen MacArthur Foundation's New Plastics Economy Initiative. As a member of the U.S. Plastics Pact, Ring reports data on our product portfolio, including our share of reusable, recyclable, and compostable packaging, as well as our share of virgin, biobased, and recycled content. This data aids in tracking progress toward the New Plastics Economy Initiative's targets.



Operation Clean Sweep

Operation Clean Sweep (OCS) is a campaign dedicated to helping plastic resin handling operations achieve zero plastic resin loss to the environment. As an Operation Clean Sweep (OCS) member, Ring has committed to prioritizing zero resin loss and protecting the environment. We have made strides in our efforts by creating internal procedures and metrics, upgrading our facilities, and providing employee training. We are participating in quarterly data reporting for OCS Core Metrics, and we are proud to have achieved our zero resin loss goals.

Waste Management

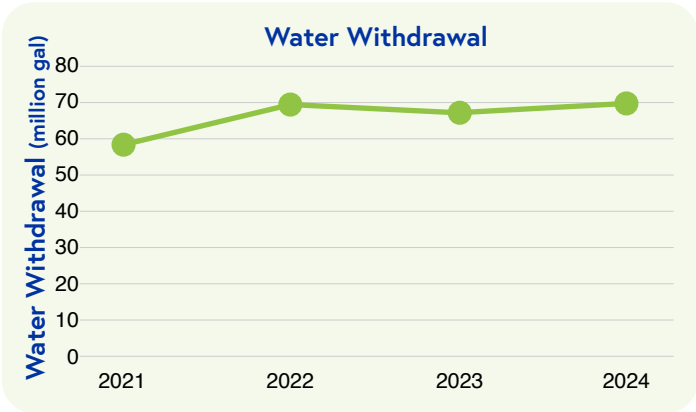
In 2024, Ring doubled down on our in-house waste management efforts. To educate our workforce on the importance of waste management and promote consistency across our company's approaches to minimizing waste, we developed an OCS and waste management training that was rolled out across our plants. By the end of 2024, 95% of Ring's employees had completed the OCS and waste management training, surpassing our 90% training target. In addition to the training, our plants were also encouraged to map their waste streams. Of the seven plants that mapped their waste streams, it was estimated that over 90% of their waste was diverted from landfills annually.



90%
estimated average waste diverted from landfills at seven plants

Water Withdrawal

Across our plants, our water use is primarily process water (i.e., water used in our manufacturing process). Our other water uses include water for breakrooms, restrooms, and, where applicable, landscaping irrigation. Our chilled water systems are closed loops, allowing for process water recycling and reuse. In 2024, our facilities collectively used approximately 70 million gallons of water (roughly 0.26 gallons per resin pound). Our Sustainability Steering Committee monitors our water withdrawal to quickly identify and correct any inefficiencies.



Energy and Greenhouse Gas (GHG) Emissions

In recent years, increasing numbers of Ring's stakeholders have set science-based GHG reduction targets, signaling their ambition to fight against climate change. In 2024, to align with our stakeholders and reinforce our commitment to sustainability, Ring's leadership elected to set a science-based greenhouse gas (GHG) emissions reduction target. Building on years of monitoring and identifying reduction opportunities across our scope 1, 2, and 3 emissions, we will formally submit a commitment letter to the Science Based Targets Initiative in 2025. The SBTi develops standards, tools, and guidance that allow companies to set GHG emissions reduction targets that are backed by climate science.



In 2025, Ring plans to move forward with our commitment letter to the SBTi, building upon our years of monitoring and strategizing reduction opportunities for our scope 1, 2, and 3 GHG emissions.

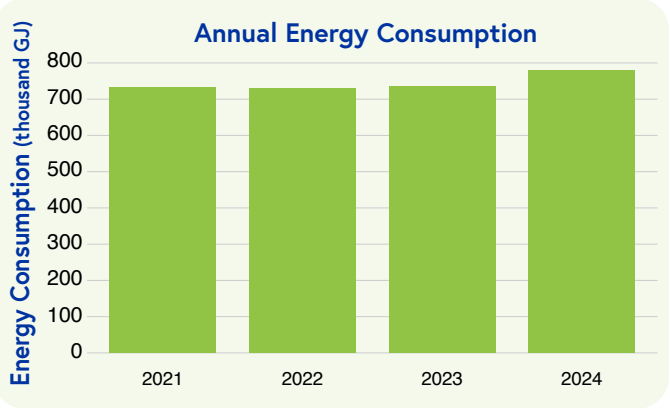
Ring's energy efficiency and GHG reduction programs are overseen by Ring's Senior Safety and Sustainability Manager and further supported by Ring's Sustainability Steering Committee ('the Committee'). The Committee conducted monthly reviews of our electricity and natural gas consumption per facility to analyze energy consumption and GHG emission trends. For the third year in a row, we also responded to the CDP Climate Change Assessment to disclose our climate-related impacts and management. 2024 was the first year Ring also responded to the CDP Water Security Assessment to additionally report on our water-related impacts, risks, and opportunities.

Energy Efficiency

OUR COMMITMENT

Through the United States Department of Energy's Better Plants Program, we are committed to a 20% reduction in our U.S.-located Ring manufacturing operations' energy intensity (resin pounds/kWh)² by 2028, compared to a 2018 baseline.

Ring's progress toward our Better Plants Program commitment is not available at the time of this report's publication. Nevertheless, Ring continues to advance our energy efficiency and reduction measures. These measures include replacing propane forklifts with electric-powered Automated Guided Vehicles (AGVs), upgrading our plant support equipment to more energy-efficient models, implementing an air recovery system for compressed air, and upgrading to LED lighting across all our locations.



Ring's energy consumption increased in 2024 compared to 2023 by 6%, largely due to an increase in production, while Ring's energy intensity (GJ/ resin pound) increased by 1% from 2023.³ The lesser increase in energy intensity as compared to absolute energy use reflects our continued advancement in making our production processes more efficient.

2. Electricity consumption at all US production facilities is included within this goal's scope, along with natural gas consumption of select facilities. In addition, this calculation is adjusted to account for differing heating and cooling degree days each year.
3. Energy sources include electricity and natural gas consumption from all Ring facilities, and fuel for our vehicles.

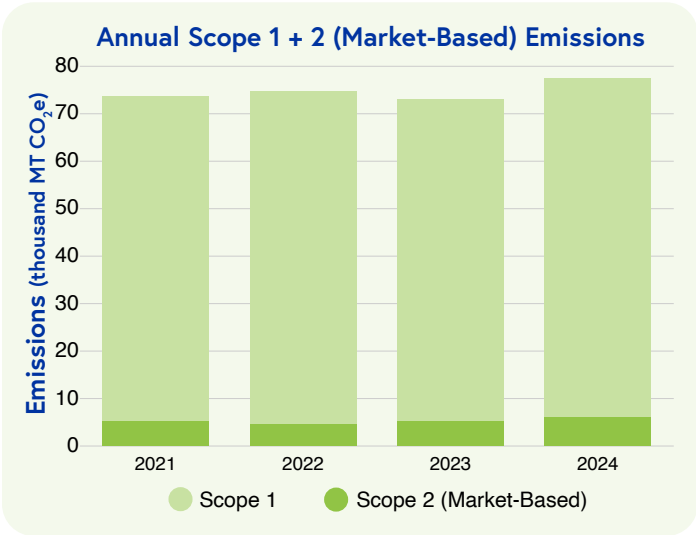
Greenhouse Gas Emissions

OUR COMMITMENT

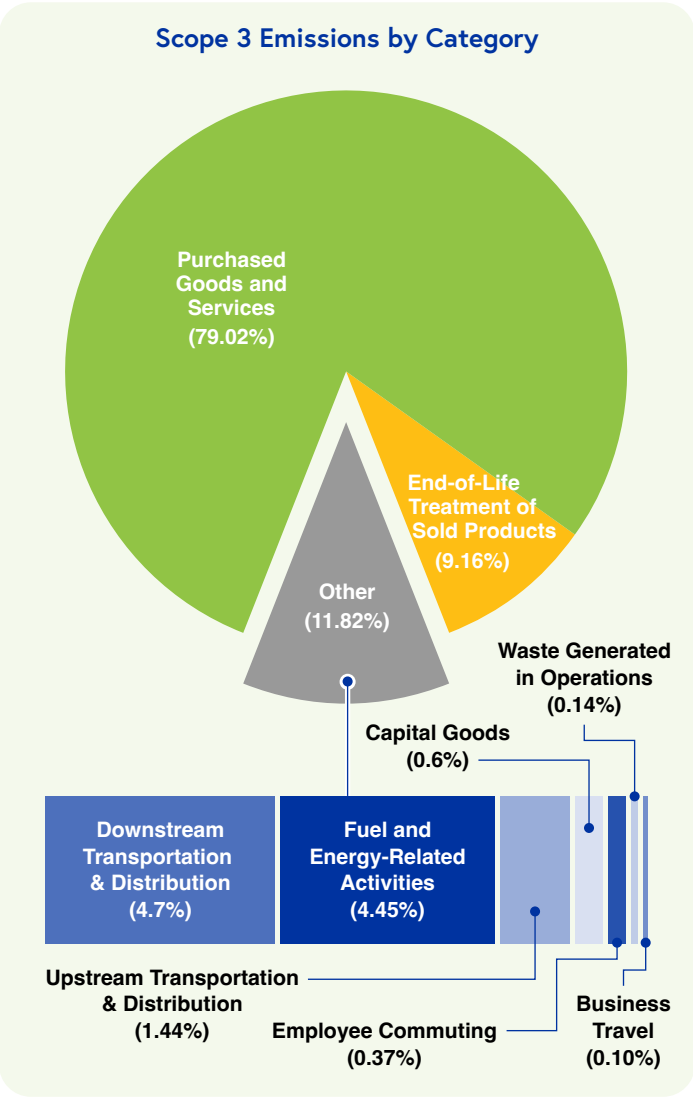
Ring's leadership is committed to setting GHG reduction targets that are consistent with limiting warming to 1.5°C.

In 2025, Ring plans to formally submit a commitment letter to the SBTi, thereby starting our process for setting GHG reduction targets that are aligned with climate science and will be validated by the SBTi.

In 2024, Ring's absolute scope 1 and 2 (using a market-based calculation methodology) GHG emissions increased by approximately 6% from 2023, primarily due to increased production. While Ring's absolute emissions increased, Ring's emissions intensity (MTCO₂e/resin pounds) compared to 2023 increased by 1%. To further reduce our scope 2 emissions, Ring is proud to install onsite solar panels at our Rockford location that will produce ~1MM KW annually.



Scope 3 Category		Emissions (MT CO ₂ e)
1	Purchased Goods and Services	418,135
12	End-of-Life Treatment of Sold Products	48,468
9	Downstream Transportation & Distribution	25,120
3	Fuel and Energy-Related Activities	23,523
4	Upstream Transportation & Distribution	7,640
2	Capital Goods	3,022
7	Employee Commuting	1,958
5	Waste Generated in Operations	723
6	Business Travel (including hotel stays)	534
Total		529,123



Ring's 2024 scope 3 inventory reflects our continued improvement in our data collection processes. Ring will continue to work with our tier-one suppliers to increase our proportion of supplier-specific data, thereby improving the accuracy of our largest source of scope 3 emissions: purchased goods and services.

Ring improved our scope 3 data by increasing our proportion of supplier-specific data, thereby improving the accuracy of our largest source of scope 3 emissions: purchased goods and services. Ring will continue to work with our tier-one suppliers, and encourage suppliers further upstream, to report their GHG emissions and support decarbonization efforts.

Our 2024 GHG emissions in metric tons of CO₂ equivalents (MT CO₂e) are⁴:



Outside of our purchased goods and services, Ring's approach to scope 3 focuses on reducing GHG emissions in the categories over which we have the greatest control. For example, in our downstream transportation and distribution, we take pride in minimizing our emissions through our "Focused Plant" philosophy, in which we strategically locate our facilities near our major customers.



4. Our scope 1 and 2 GHG emissions were calculated in accordance with the GHG Protocol Corporate Standard using an operational control approach. Our scope 1 and 2 GHG emissions inventory includes emissions associated with transportation via leased or owned company vehicles, natural gas usage, and purchased electricity. Our scope 2 emissions were calculated using both a location-based approach and a market-based approach. Both location-based and market-based emissions include CO₂e emissions associated with purchased electricity at all of Ring's locations.



Social

Our employees' health, safety, and overall experience at Ring are critical to the success of our company.

By supporting and investing in our people, we can positively impact the quality of life of our employees, their families, and their communities. Our Human Resources Department manages our employee safety, training, and engagement efforts. Our Human Resources Vice President is part of our Sustainability Governance Team, and three Human Resources Department members also participate in our Sustainability Steering Committee, thereby integrating our people-focused priorities into our overall sustainability strategy and management system.

HIGHLIGHTS



Voted 2024
'Best Place to Work'
in the Memphis
Business Journal



Provided year-round volunteer opportunities including:

- Habitat for Humanity Home Build
- Wolf River Conservancy MLK Day of Service
- Youth Villages Holiday Heroes

Employee Health and Safety

OUR COMMITMENT

Guided by our occupational health and safety management system, we champion safe behavior by our employees and contractors. The mission of this management system is to: embrace safety, empower our employees, and promote proactive action.

Occupational Health and Safety Management System

Our Senior Safety and Sustainability Manager works directly with our third-party occupational safety consulting firm to oversee and advance our safety practices across all facilities. In 2024, Ring formalized our occupational health and safety management system in accordance with the Occupational Safety and Health Administration (OSHA) guidelines. This management system applies to all Ring employees. As part of our management system, in 2024, several safety programs and policies were enhanced, communicated, and utilized across our organization.

These programs and policies built upon and strengthened Ring's proactive safety culture. Enhanced employee consultation and participation through our safety observation program and onsite safety committees empower our employees to drive positive safety culture changes in their facilities.

In 2024, Ring also expanded our safety data monitoring efforts to include tracking proactive safety indicators like near misses, first aid injuries, safety observations, safety committee meetings, and monthly safety audits. Tracking these leading indicators enables our Senior Safety and Sustainability Manager and Plant Managers to evaluate safety performance from a proactive, preventative, and predictive standpoint. Alongside our lagging safety indicator data, this proactive data informs SMART (specific, measurable, achievable, realistic, and time-bound) safety performance goals at each plant.



Safety Training and Communication

Safety training and employee communication are central to our proactive approach to maintaining on-the-job safety. Safety training, in compliance with OSHA requirements, is conducted upon hire and annually for all employees. In addition to routine safety training, employees receive communication and training on emergency action plan procedures in response to extreme events. Company-wide monthly safety calls are conducted to review recent safety trends, monitor changes in regulatory requirements, and identify any potential improvements or corrective actions. Safety data and updates on the safety program are also reviewed during monthly Sustainability Steering Committee calls.

Health and safety communications are available electronically or on bulletin boards at each plant. We value open communication between employees and their supervisors. Employees who undertake a non-routine task are encouraged to ask questions and voice concerns about any potentially unsafe conditions by utilizing our Safety Observation program. Employees also partake in their plant's safety committee. Members of this committee are responsible for implementing the safety management system at their location, investigating incidents, reviewing trends, and making recommendations for improving safety practices.

Employees can also report health and safety risks or concerns through the Human Resources Department or via Ring's internal hotline. The hotline caller can remain anonymous and leave information regarding a health and safety issue that Ring's Human Resources department will review and address. Employees and supervisors work together to minimize and mitigate potential safety incidents by completing facility walkthroughs and implementing best practices.

Hazard Identification, Risk Assessment, and Incident Investigation

Ring follows our incident communication, investigation, and reporting protocol to investigate and communicate safety incidents. Once all available information regarding an incident is collected, Ring supervisors or managers apply root cause analysis techniques (such as the five whys or the fishbone diagram) to investigate the fundamental reasons behind an incident and identify improvement areas. The supervisors or managers monitor and evaluate corrective actions implemented in response to an incident to determine their effectiveness. The incidents are reviewed with the Senior Safety and Sustainability Manager alongside Ring's Multi-plant Safety Committee which is comprised of 5 managers from different plant locations. These managers are passionate about safety and are experts in their fields. The results of these investigations and corrective actions are communicated with all plant locations. Managers and supervisors receive additional training specific to their responsibilities for ensuring a safe and healthy work environment.

Ring also utilizes a third-party occupational safety consulting firm to conduct regular health and safety risk assessments. These assessments include equipment safety inspections that systematically identify and evaluate the possible impact of operational tasks or conditions on our employees' health and safety. Corrective actions to reduce unsafe conditions are communicated to impacted employees.

Safety Indicators

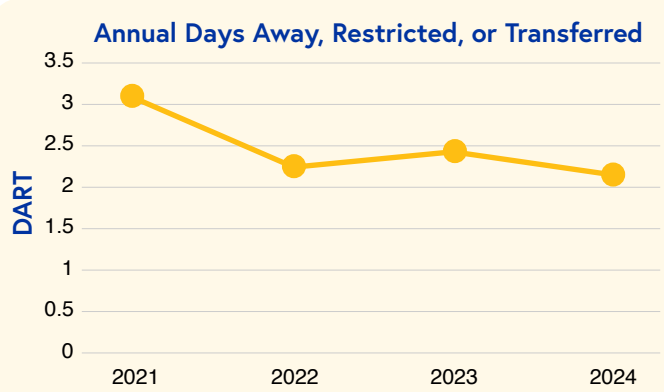
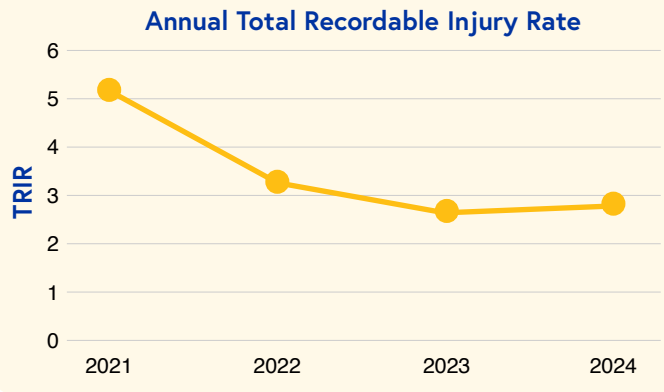
We use the OSHA criteria to track our total recordable incident rate (TRIR) and Days Away, Restricted, or Transferred (DART). We use a monthly dashboard to track these metrics and leading indicator metrics across our plants.⁵ The most common types of employee injuries were trips and falls, followed by lacerations. Ring had zero work-related fatalities in 2024.



45%

of our plant locations were injury free in 2024

Although Ring invested in strengthening our occupational health and safety management system and achieved our lowest DART in four years, our TRIR increased in 2024 over 2023. The rise in our TRIR demonstrates the need for continued vigilance across our company so that we each do our part to keep our workplace safe and healthy for everyone.



5. These metrics include all Ring employees. Contractors are not included.

Celebrating our Plants' Commitment to Safety

Safety has always been a top priority for our company, and reaching the five- and six-year marks without any accidents clearly indicates our safety protocols' effectiveness and our employees' vigilance.

Fontana
In 2024, the Fontana plant achieved five years of being accident-free. The plant held a barbeque and raffle giveaways to celebrate this accomplishment for each employee.

Sidney
Ring's plant in Sidney celebrated its sixth-year accident-free safety anniversary in August 2024. Sidney employees celebrated their safety record with a catered lunch and a family trip to a baseball game.



Employee Experience

We recognize that an employee's experience at Ring is dependent on many aspects of our company, including but not limited to our:

- Programs for training and development
- Support systems for employee wellness and inclusion
- Events for social and volunteer engagement
- Commitment to business ethics and integrity
- Package of compensation and benefits
- Mechanisms for feedback and continual improvement

Given these many factors that contribute to an employee's experience at Ring, our Human Resources Department takes a holistic approach to creating a workplace where our employees are satisfied and engaged.



Empowering Career Success

OUR COMMITMENT

Ring provides the support necessary for people to learn, grow, and contribute throughout their careers.

To support our employees' career goals, Ring uses a performance management system to further our employees' professional development. Our training and development programs give our employees tools and resources to succeed in their roles and offer opportunities to gain new skills and

grow professionally. We provide virtual leadership training covering topics including business acumen development, change management, strategic planning, and servant leadership. We also host a mentorship program in which we run monthly meetings where our senior leaders share insights, skills, and projects with junior employees. Ring believes in fostering internal recruitment and promotions, and we do this by sharing open positions with employees through internal resources and email updates.

Ring is committed to treating each other with dignity and respect and believes in diversity of thought, culture, and background. Our policy is to apply recruiting, hiring, training, promotion, compensation, and professional development practices without regard to actual or perceived demographic information or any other consideration protected by federal, state, or local law. Our commitment to equal opportunity employment applies to all people involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers. Any violation of our Equal Employment Opportunity (EEO) Policy is expected to be reported to the Human Resources Department Hotline. Protection through confidentiality and non-retaliation is provided for anyone who reports an EEO violation in good faith.

Supporting Employees in Higher Education

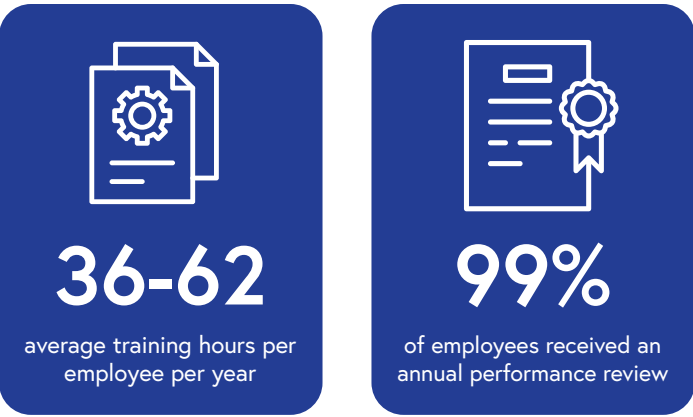
We proudly offer an Education Assistance Program to eligible employees to provide financial assistance for tuition, books, and associated fees for undergraduate and graduate-level coursework. Ring's Educational Committee meets quarterly to manage the information, guidance, and oversight of the Education Assistance Program.

In 2024, our Education Assistance Program supported four maintenance team members who graduated from Kankakee Community College. Ring is proud to continue to offer our Ring Container Scholarship with Kankakee Community College to eligible students seeking degrees in electrical engineering technology with a special track in industrial or maintenance.



Pay Analyses

Our Human Resources Department completes pay analyses yearly to ensure fair payment for equal work across our workforce. Additionally, living wage reviews against a third-party living wage benchmark are conducted for all U.S. employees. Insights from these pay analyses help inform future compensation and benefits decisions.



Supporting Education of the Next Generation

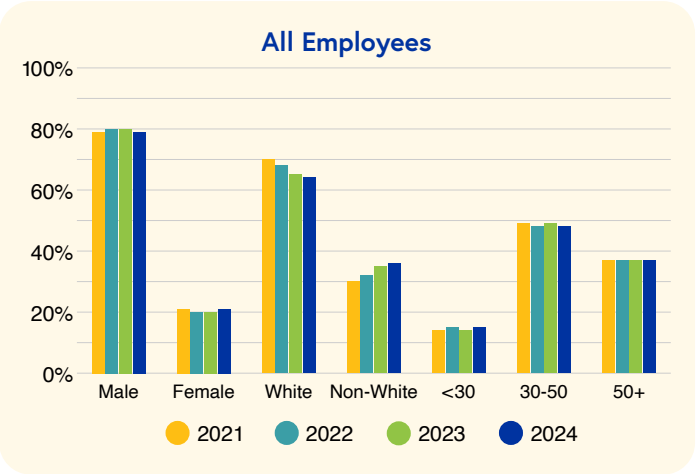
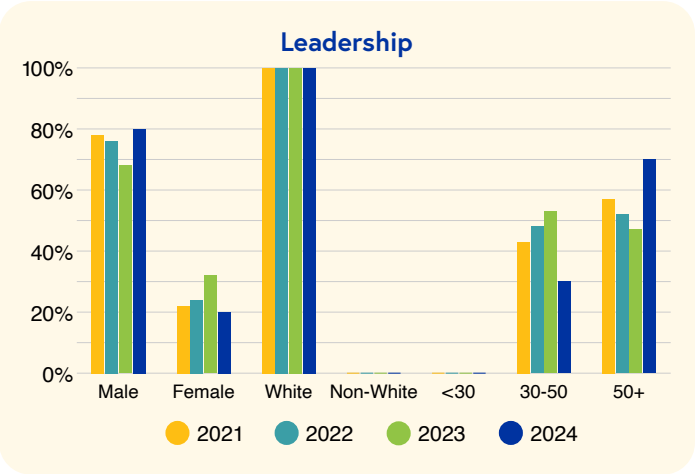
In addition to supporting the academic journeys of our employees, Ring proudly contributes to the education of their families. Every year, we run an annual Ring Scholarship Program for employees' children who are pursuing higher education. This year, we supported ten of our employees' children in their academic journeys by awarding them as our 2024 scholarship recipients. Many of our plants also organize back-to-school giveaways for employees with school-aged children. The giveaways provide school supplies to ensure that the students are well-prepared to start the school year.



Women's Employee Resource Group

Ring's Women's Employee Resource Group (ERG) is a dedicated space for people within our organization to connect and support each other in their personal and professional growth. The Women's ERG provides:

- Networking opportunities:** ERG members connect with colleagues, share experiences, and build valuable relationships across departments and levels.
- Career development initiatives:** The ERG offers access to resources, workshops, and mentorship programs designed to enhance skills, advance careers, and unlock new opportunities.
- Employee support:** ERG members receive support and guidance to navigate challenges, overcome obstacles, and thrive at Ring.



Employee Engagement

OUR COMMITMENT

We cultivate meaningful experiences that contribute to the personal and professional growth of our employees.

Employee engagement is fundamental for the recruitment, development, and retention of our people. Because of this, we are always looking for ways to create engagement opportunities that contribute to our employees' personal and professional development.

Benefits

Ring provides employees with annual paid time off and two days of volunteer time off per calendar year. We also offer our full-time employees health insurance (with dental and vision coverage), life insurance, long and short-term disability, Teladoc (virtual mental/physical healthcare provider), Employee Assistance Program, 401k Retirement Plan, financial wellness platform, and accidental death and dismemberment, critical illness insurance, and the ALEX Connect app that gives employees 24/7 access to all their benefits information.



Engagement Events

To strengthen employee engagement, we organize events designed for our employees to have fun, build friendships, and feel appreciated. In 2024, each location hosted several events for our employees and their families, including:

Belle Fourche

To raise awareness for World Down Syndrome Day, employees from Belle Fourche were asked to wear socks that would get noticed. The idea was to start conversations to raise awareness of Down syndrome, which is close to our heart as one of our Belle Fourche employees has a child with Down syndrome.



Oakland

Employees at our headquarters in Oakland attended a Memphis Redbirds game and a celebration marking the opening of our new park. During our celebration, we held a park-naming contest, resulting in its new name thanks to the winner: "Curbside Park."



Little Rock

Our employees in Little Rock participated in the Little Rock Chamber Bowling for Business. The "Ringling Bowlers" team won first place in the bowling competition, and the "Lords of the Ring" team won first place in the team T-shirt competition.



Service Awards

At Ring, we deeply value and celebrate the long-term dedication of our staff members. We present a service award for every 5-year employment milestone to honor their commitment. In 2024, over seventy employees received a Ring service award for anniversaries ranging from 5 to 35 years, including twenty employees who celebrated at least 20 years with the company. We are truly grateful for the talented individuals who have chosen to make Ring a significant part of their careers.



Engagement Survey

Each year, Ring conducts an employee engagement survey to gather feedback, assess how well we meet our employees' needs, and identify opportunities to increase employee satisfaction. The survey, overseen and analyzed by an independent third party, achieved a 92% response rate in 2024, including participation from both corporate and plant employees. Our survey participation rate increased by 13% over 2023's survey. The high participation rate indicates increased employee engagement and gives us confidence that 2024's survey results provided insight that accurately represents our company. Based on responses to whether employees are happy working at Ring, our engagement score was 77, a relatively stable score compared to our 2022 and 2023 scores.

We take the survey results seriously and implement changes accordingly based on employee feedback. For example, based on feedback from our 2024 survey, we adjusted shift schedules at select plants to improve work-life balance. We also implemented quarterly roundtables to foster cross-department collaboration and empower employees to influence decision-making. The roundtables, suggestion boxes, and television screens in breakrooms are all used as methods for improving communication between management and employees.

Employee Wellness

OUR COMMITMENT

We aim to promote healthy living for our employees by offering various corporate wellness solutions.

Ring encourages employees to prioritize their health, and we want to support our employees' wellness journey. As such, our medically enrolled employees receive an annual physical and an annual preventative exam to help proactively address any health concerns.



Through Wellworks For You, our employees receive educational content, well-being challenges, biometric results, incentive tracking, and more.

In 2024, we added a new wellness provider, Wellworks For You. In addition, we provided our employees with opportunities to participate in races and community events at a discounted rate. For example, our Oakland employees were encouraged to join a walk, run, or biking event benefiting the West Cancer Foundation.

Ring's plants also implemented their own activities to promote wellness. For example, Ring's Little Rock plant supported the American Heart Association's National Wear Red Day, which helps bring focus to women's heart health. Our employees in Oakland also showed their support and enjoyed the local American Heart Association Celebration of the Century Go Red for Women luncheon.

Our wellness programming complements our safety efforts. To promote safety and well-being on our corporate campus, we enhanced our security system and implemented employee badges.



“

Ring Container Technologies is a shining example of corporate philanthropy, and their support for Fayette Cares has left a lasting and positive impact on those served by the mission.

– FAYETTE CARES EXECUTIVE DIRECTOR

”

Community Engagement

We provide eligible employees with sixteen hours per year of paid volunteer time off and host community service events across our plants to enable them to support their communities through charitable donations, awareness campaigns, and volunteer activities. These 2024 volunteer spotlights from our plants are just a few examples of the many ways our employees show up to help their communities:

Rockford
Ring's Rockford plant sponsors several local robotics teams. In March, students from three local high schools visited the Rockford plant to discuss their robotics organization and its need for community grant funds. Ring's Rockford employees took the students on a plant tour.



Hanover
About six times per year, employees at Ring's Hanover plant volunteer at the Hanover Area Council of Churches to make lunches for those less fortunate in the Hanover area.



Valdosta
For the third year in a row, a group of Ring's Valdosta employees and their family members volunteered at a food packing event with Hunger Fight. Hunger Fight is an organization that believes all children deserve access to food and education to give them hope, consistency, and security.



“ It's not just the hard work that we put in on the job that makes our company great, it's the people and commitment to culture and community that really set us apart!

– BRIAN SMITH, PRESIDENT AND CEO

”

Ethics

OUR COMMITMENT

Companywide, Ring upholds the following principles from our Code of Conduct:

- Exhibit honest and ethical conduct
- Use good judgment
- Take responsibility for mistakes and ensure that these are corrected or addressed
- Avoid conflicts of interest
- Provide full, fair, accurate, timely, and understandable financial disclosure in reports and documents
- Comply with all laws, rules, and regulations

Our Code of Conduct applies to and is communicated to all employees. Employees can access the Code of Conduct anytime via Ring's Employee Handbook. Failure of any Ring employee to adhere to our Code of Conduct may constitute grounds for disciplinary action up to and including termination.

In 2024, 94% of headquarters and salaried plant employees completed training on Ring's Code of Conduct. Ring also executed our annual internal bribery and corruption risk assessment to identify potential vulnerabilities. The risk assessment yielded no major actual or potential threats requiring corrective actions.



94%

of headquarters and salaried plant employees completed training on Ring's Code of Conduct





Governance

Our material governance topics—product food safety and quality, data privacy and security, and customer and supplier engagement—serve as the foundation for our business.

Ring's Product Development, Engineering, Sales, Customer Service, Operational Excellence, Procurement, and Information Technology professionals oversee these governance topics, ensure continual improvement of our operations, and uphold our status as reliable and trusted partners.

HIGHLIGHTS



Safe Quality Foods Institute (SQFI) Advisory Role
Ring's Operations Improvement Manager became the first member from the packaging industry appointed to a 3-year term on the SQFI Technical Advisory Council



Data Privacy Training
100% bi-monthly training completion rate for companywide online security awareness training campaigns



Supplier Engagement
97% of targeted suppliers (by spend) completed Ring's 2024 Supplier Sustainability Questionnaire and agreed to uphold Ring's Supplier Code of Conduct or an equivalent Code of Conduct.

Product Food Safety and Quality

OUR COMMITMENT

Our regard for food safety and quality is paramount in our manufacturing controls, which are managed under strict Good Manufacturing Practices (GMP) compliance. We voluntarily comply with GMP, food safety, and food security guidelines as defined by the U.S. Food Code, the Food and Drug Administration (FDA), and the Center for Food Safety and Nutrition (CFSAN) guidelines, as these apply to packaging manufacturing.

Ring specializes in delivering PET and HDPE packaging solutions that meet and exceed our customers' food safety and quality expectations. By using the latest design and manufacturing technologies, hiring top talent in the industry, and following a robust testing control plan across our sites, we improve the functionality and shelf appeal of our packaging, while increasing shelf life and reducing material usage and waste. We provide optimal packaging for our customers' needs, with a higher return on investment and a lower impact on the planet. Moreover, to ensure speed to market and long-term marketplace success, Ring provides the highest level of technical support, from design concept through commercial implementation.

Producing containers that effectively protect the food supply begins with selecting the proper raw materials, thoroughly evaluating our production equipment to ensure it meets our standards and designing optimal containers for our customers' needs. Our Quality and Food Safety Management System is aligned with the Global Food Safety Initiative (GFSI) standards and current Good Manufacturing Practices (cGMP). We follow the Hazard Analysis and Critical Control Points (HACCP) framework and continuously monitor regulatory developments to maintain compliance with food safety regulations and industry best practices. Our manufacturing sites conduct regular internal audits and inspections and annual Safe Quality Food Institute (SQFI) or British Retail Consortium (BRC) third-party certifications to ensure that our systems and programs remain effective and compliant.



In 2024, we completed our annual third-party food safety audits, SQF and BRC. We are proud to share that we received an "Excellent Rating" with an average 99.0 score with SQF in 19 of our sites and an AA+ Grade with BRC for our remaining site. Moreover, as a reflection of our commitment to food safety, 100% of Ring's locations conducted an internal self-assessment of their food safety culture, and we are proud to have received an average score of 95%.

Our manufacturing process is monitored through automated controls and regular product testing to verify that we meet appearance, dimensional, and aesthetic requirements and reliability standards. This gives our customers confidence that we can be trusted to meet their specifications.

When customers receive our products, we assure food safety and quality through a Certificate of Analysis detailing our adherence to quality specifications and a letter addressing our food safety guarantee, regulatory compliance, and compliance with cGMP standards. Furthermore, we conduct regular mock recalls at each site to ensure that we maintain traceability of products from material received through product shipment and are prepared for emergency response to unforeseen events.

Our inter-departmental team, comprising Product Development, Engineering, Sales, Customer Service, and Operational Excellence professionals, works to improve every aspect of our operations, drive innovation in technology and sustainability, and provide reliable and safe products for our customers and end consumers.



The SQF Program is a globally recognized food safety standard, benchmarked by the Global Food Safety Initiative (GFSI), based on Hazard Analysis and Critical Control Points (HACCP) principles. With over 14,000 certified sites across 40 countries, SQFI ensures food safety and quality.

In addition to Ring's role on the TAC, Ring further supports SQFI through SQF Edition 10 technical working groups, contributing to developing the next edition of the SQF code. This marks the third code edition that Ring has directly engaged in development through technical working groups. Furthermore, Ring has played a role in SQF Unites conference committees, helping to shape conference topics, set agendas, select speakers, and moderate the packaging knowledge swaps.



Our team adheres to advanced protocols to support the successful launch of every new product, including our commission, qualification, and verification (CQV) process.

SQFI Technical Advisory Council

Ring Container Technologies is pleased to announce that our Operations Improvement Manager has been selected by the Safe Quality Foods Institute (SQFI) to serve on their Technical Advisory Council (TAC) as their first food packaging representative. The TAC is composed of industry food safety experts representing various SQF stakeholders, including consultants, trainers, certification bodies, accreditation bodies, retailers, food service providers, farms, and manufacturers. Their mission is to provide strategic advice and direction for the SQF Program.

Customer and Supplier Engagement

Customer Engagement

OUR COMMITMENT

Ring is committed to fostering strong customer partnerships and providing exceptional quality and top-tier service. By locating our manufacturing facilities close to our largest customers, we can offer technical support and deliver services quickly and efficiently.

We maintain regular communication with our customers to understand their needs. For us, feedback is an opportunity to improve and establish best practices for our products and services. To deliver solutions that exceed our customers' expectations, we use a variety of strategies, including:



Top-to-Top (T2T) Meetings

These are meetings between Ring and the customer's corporate executive team to build partnerships at the corporate leadership level. These meetings provide an opportunity to discuss business updates, financial and operational performance, and strategic initiatives.



Customer-Based Improvement Team (CBIT) Meetings

These are meetings between Ring and our customer's plant management to build partnerships at the local leadership level. These meetings provide an opportunity to discuss quality, shipping, and scheduling performance, future business, and host an open discussion.



Customer Warehouse Walkthroughs

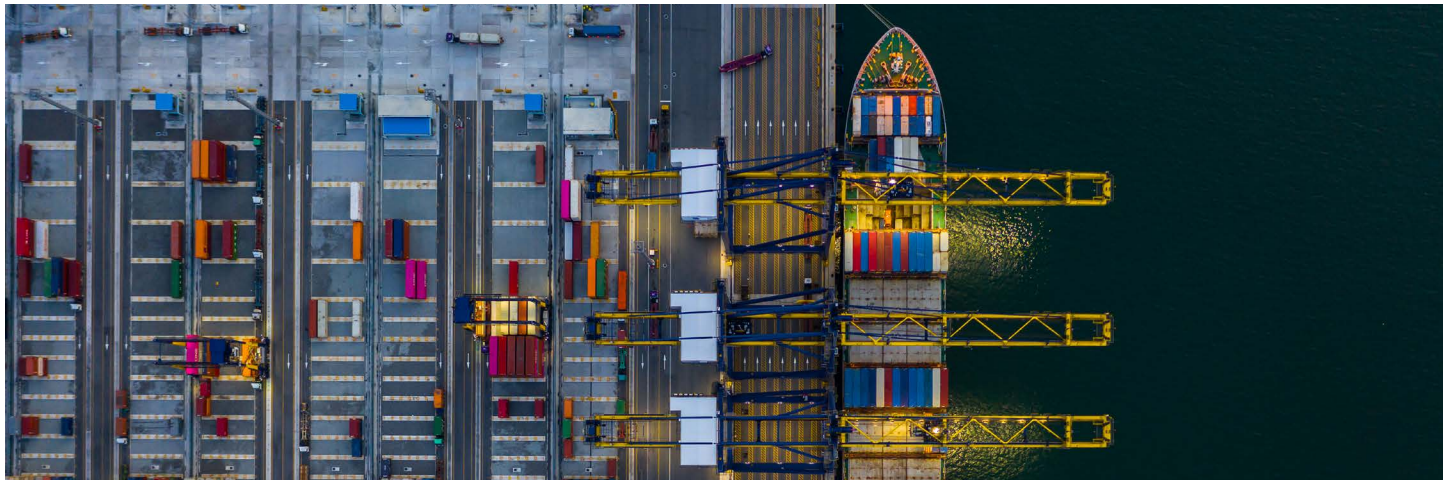
Members of our local Ring plant perform these walkthroughs to build partnerships at the operations level. This allows us to assess the customer's process from receiving to shipping, capture feedback from their employees, and identify quality and service opportunities.



We have shared our sustainability journey with customers to align our goals and exchange best practices. We recognize that the bottles we supply represent our customers' brands, protect their products, and have environmental impacts.



We continue to develop innovative solutions with our customers in mind that meet the need for food-safe, high-quality, sustainable packaging.



Supplier Engagement

OUR COMMITMENT

We uphold and expect our suppliers and their respective supply chains to uphold the values and requirements outlined in our [Supplier Code of Conduct](#).

Ring greatly values our network of suppliers. Through our Sustainable Procurement Policy, we reinforce our core values that define, inform, and guide how we operate daily, both within our company and in the communities where we do business. Moreover, in conjunction with our Supplier Code of Conduct, supplier audits, and supplier questionnaires, we hold our suppliers to the same values. In 2024, we aimed to achieve the following goals:

- 100% of buyers to be formally trained in sustainable procurement practices
- 100% of new and renewed supplier contracts are to include clauses regarding environmental, labor, and human rights requirements
- 90% (by spend) of targeted suppliers to acknowledge our Supplier Code of Conduct or an equivalent Code of Conduct
- 90% (by spend) of targeted suppliers to complete our Supplier Sustainability Questionnaire

We are proud to report that we have met or exceeded all our supply chain goals for 2024. Our dedicated procurement team, along with our engaged supplier base, resulted in 97% (by spend) of our targeted suppliers completing our Supplier Sustainability Questionnaire. Likewise, 97% (by spend) of our targeted suppliers acknowledged our Supplier Code of Conduct or an equivalent Code. 100% of new and renewed supplier contracts in 2024 included sustainability clauses. This engagement with our suppliers helps Ring monitor that our supply chain, and by extension our customers' supply chains, adhere to safe working conditions, environmental standards, fair and respectful treatment of employees, contractors, and subcontractors, and ethical practices. Internally, 100% of Ring's Procurement Team is trained in sustainable procurement practices, equipping our buyers with a broader understanding of best practices for supply chain sustainability.

Capacity Building for our Suppliers and Partners

Ring supports our suppliers and wants to contribute to their learning and growth through their sustainability journey. In 2024, Ring's Senior Safety and Sustainability Manager participated in a [webinar](#) to share best practices and educate others regarding Ring's experience with developing our sustainability program and management system. By sharing this webinar with our suppliers and other partners, we strive to build their capacity for integrating sustainability into their own organizations.



100%

of new and renewed supplier contracts in 2024 included sustainability clauses

Data Privacy and Security

OUR COMMITMENT

Companywide, Ring completes bi-monthly security awareness training and monthly simulated phishing tests.

Our stakeholders can rely on us to uphold the confidentiality and integrity of their data. Ring's data privacy and security measures follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). Our Information Security Risk Manager ensures compliance with legal data storage, sharing, and disposal requirements. Our [Privacy Policy](#), which is available on our website, provides more information on our data privacy practices.

Our systems and managed devices have up-to-date operating system security, with required multifactor authentication, and we employ third-party software patches to mitigate cybersecurity risks. Ring utilizes multiple third-party management services to evaluate information security risks within our operations and assess external partners' adherence to our data privacy and security standards. Ring's third-party services include, but are not limited to, an enterprise password management application, an annual third-party penetration test, and an objective, data-driven, real-time scoring model of both our own and our critical business partners' cybersecurity programs. These services, along with the critical security controls on our hardware and software (and the training programs detailed below), enable our stakeholders to put their trust in us.



Ring provides cybersecurity awareness training through:

- Monthly simulated phishing campaigns
- Every-other-month online security awareness training modules
- Virtual training sessions led by our Information Security Risk Manager
- Every-other-week security awareness emails
- Security alert emails to the entire Ring community, as needed

In our 2024 information security awareness campaigns, Ring achieved a 100% training completion rate.



100%

completion rate of information security awareness campaigns in 2024



Sustainability Roadmap

We aspire to continue to lead the industry in environmental stewardship, to be a great place to work for all employees and to be a strong and transparent partner in our value chain.

With these ambitions in mind, we set the following goals for 2025.⁶



Environment

Science Based Targets Initiative (SBTi)

In 2024, Ring's leadership elected to set a science-based greenhouse gas (GHG) emissions reduction target. Building upon our years of monitoring and strategizing reduction opportunities for our scope 1, 2, and 3 GHG emissions, in 2025, Ring will formally submit a commitment letter to the Science Based Targets Initiative, a corporate climate action organization driving science-based GHG reductions in the corporate sector consistent with limiting warming to 1.5°C.

Onsite Solar

As a manufacturing company with energy demands for our operations, we understand the importance of sourcing our energy from renewables to reduce our GHG emissions. As such, in 2024, we laid the groundwork for installing solar panels at one of our plants. In 2025, will move forward with the installation of the solar panels and will evaluate the feasibility of adding onsite renewable energy to additional Ring locations.



Social

Health and Safety

We established a safety management system in 2024, and we will continue to advance our safety practices through our 2025 safety strategy. As part of this strategy, all employees will sign a pledge to follow safety protocols, never take shortcuts, report hazards, and participate in safety training.

Learning Management System

Ring uses a performance management system to help our employees achieve their career goals and to support their professional development. In 2025, Ring plans to develop our training strategy further and implement a learning management system to streamline training and development.



Governance

Product Food Safety and Quality

In addition to Ring's role on the Safe Quality Foods Institute (SQFI) Technical Advisory Council (TAC) as their first food packaging representative, Ring will further support SQFI in developing the next edition of its code.

Supplier Engagement

We plan to continue our supplier sustainability engagement in 2025 by identifying opportunities for further collaboration to help achieve goals such as reducing our Scope 3 emissions and increasing our recycled content.

⁶These forward-looking statements reflect our current views with respect to, among other things, our operations, financial performance, and the sustainability matters discussed herein. These forward-looking statements are subject to various risks, uncertainties, assumptions, or changes in circumstances. The forward-looking statements included in this report are made only as of the date of this report, and we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except as required by law.

Appendix

GRI Table

Statement of Use

Statement of use	Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI sector standards used.

General Disclosures

GRI Disclosure	Page/Response
2-1 Organizational details	Legal name: Ring Container Technologies Group, LLC Nature of ownership: Privately owned Headquarters location: Oakland, TN Countries of Operation: 3 with 18 manufacturing locations and 1 warehousing location in the United States, 1 location in Canada, and 1 location in the United Kingdom
2-2 Entities included in the organization's sustainability reporting	The information in this report covers all operations of Ring Container Technologies Group, LLC, including Ring's U.S., Canada, and UK operations, as well as Ring's subsidiary, RAPAC, in the U.S.
2-3 Reporting period, frequency, and contact point	Reporting period: 1/1/2024- 12/31/2024 Frequency of reporting: Annual Report publication date: April 2025 Contact point for any questions: insights@ringcontainer.com
2-4 Restatements of information	Due to ongoing improvements in our data collection for our greenhouse gas emissions inventory, Ring's 2023 scope 3 emissions have been recalculated. The scope 3 emissions recalculation resulted in an increase in scope 3 emissions attributed to our purchased goods and services.
2-5 External assurance	Ring has adhered to the AA1000AS v3 2020 standard and prepared this report to support a Type 2 Moderate level of assurance for reliable and quality performance data for the year ending 31 December 2024. Our assurance report can be found here.
2-6 Activities, value chain, and other business relationships	Active in the containers and packaging sector, Ring Container Technologies provides innovative and sustainable solutions for the consumer packaging industry that are fiscally, socially, and environmentally responsible. RAPAC is a subsidiary of Ring and a leader in recycled polystyrene resins and finished products.

2-7 Employees

Region	Employee Type	Male	Female	Total
US	Hourly	481	113	594
	Salaried	188	67	255
	Total	669	180	849
UK	Hourly	10	0	10
	Salaried	7	1	8
	Total	17	1	8
Canada	Hourly	9	4	13
	Salaried	4	1	5
	Total	13	5	18
All Locations	Hourly	500	117	617
	Salaried	199	69	268
	Total	699	186	855

This data is collected via Workday and conveys Ring's employee base as of December 31, 2024.

No significant fluctuations in the number of employees occurred during the reporting period.

2-8 Workers who are not employees	Ring had 158 total temporary workers for the year 2024.
2-9 Governance structure and composition	Ring's executive leadership team functions as its highest governance body and comprises a cross-disciplinary team of 10 leaders that provide strategic and operational direction to the company.
2-10 Nomination and selection of the highest governance body	As a private company, there is not a nomination process for the executive leadership team, Ring's highest governance body.
2-11 Chair of the highest governance body	The executive leadership team does not have a chair, but Brian Smith served as the President/CEO during the reporting period.
2-12 Role of the highest governance body in overseeing the management of impacts	Please see the Sustainability Governance section.
2-13 Delegation of responsibility for managing impacts	Please see the Sustainability Governance section.
2-14 Role of the highest governance body in sustainability reporting	Ring's leadership understands that our sustainability impacts are important to our employees, customers, and communities in which we operate. As such, our leadership is actively engaged in overseeing our corporate sustainability strategy and reporting.

2-15 Conflicts of interest	Ring's Employee Handbook prohibits any employee from misusing their authority or the influence of their positions. Employees are required to acknowledge the Handbook during their onboarding process.
2-16 Communication of critical concerns	As the executives are actively involved in managing Ring's strategy and operations on a daily basis, any critical concerns are readily communicated and addressed among the team.
2-17 Collective knowledge of the highest governance body	Members of the executive team participate in quarterly Sustainability Governance Team meetings that work to shape Ring's approach and actions regarding a variety of sustainability topics. In addition, as needed, presentations and reports on sustainability topics are given to members of the executive team.
2-18 Evaluation of the performance of the highest governance body	Everyone at Ring is required to adhere to Ring's Employee Handbook and Code of Conduct. Evaluation of performance is ongoing, including both informal observation and formal performance evaluations.
2-19 Remuneration policies	Reviews for salary increases are ordinarily conducted once per year. Increases, if granted, are determined through the merit budgeting process and only occur as a result of demonstrated performance, documented by job-related performance appraisal.
2-20 Process to determine remuneration	As a private company, remuneration policies are developed, reviewed, and implemented internally.
2-21 Annual total compensation ratio	For reasons of confidentiality, Ring does not publish specific details about compensation.
2-22 Statement on sustainable development strategy	Please see the opening letter from our leadership.
2-23 Policy commitments	Ring's Code of Conduct stipulates our commitment to recognizing and upholding the human rights of all workers within the organization, extending this principle to our vendors and their employees and suppliers. This policy explicitly prohibits the use of forced or compulsory labor or child labor, and upholds the importance of health and safety, ethical practices, and environmental sustainability.
2-24 Embedding policy commitments	All vendors are requested periodically to acknowledge Ring's Supplier Code of Conduct and update the Sustainability Supplier Questionnaire and complete the Supplier Compliance Guarantee.
2-25 Process to remediate negative impacts	Please see the Ethics section.
2-26 Mechanisms for seeking advice and raising concerns	Ring's Whistleblower Policy provides multiple ways for employees to raise concerns about illegal or dishonest fraudulent activity confidentially and without fear of retaliation. The employee can contact their immediate supervisor or the Human Resources Department or can use the Human Resources Hotline to raise concerns or make formal complaints.
2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations occurred during the reporting period.

2-28 Membership associations	AMERIPEN; The Association of Plastic Recyclers (APR); How2Recycle; Ag Container Recycling Council (ACRC); Amazon Packaging Support and Supplier Network (APASS); Operation Clean Sweep, Sustainable Packaging Coalition (SPC); US Plastics Pact
2-29 Approach to stakeholder engagement	Please see the Materiality Assessment and Community Engagement sections.
2-30 Collective bargaining agreements	None of Ring's employees are currently covered by collective bargaining agreements.

Material Topics

GRI Disclosure	Page/Response
3-1 Process to determine material topics	Ring commissioned an independent, third-party consulting firm to interview internal stakeholders, research industry and customer sustainability commitments and trends, and analyze expectations of external rating agencies, standards, and sustainability assessments to determine our company's material sustainable impacts. This double materiality approach recognizes the importance of both internal impacts (topics that affect Ring's business) and external impacts (topics that affect the larger economy, society, and environment). Please see the Materiality Assessment section.
3-2 List of material topics	Materials Management, Product Food Safety and Quality, Energy and Greenhouse Gas Emissions, Customer and Supplier Engagement, Employee Health and Safety, Employee Experience, Data Privacy and Security Please see the Materiality Assessment section.
3-3 Management of Material Topics	Please see the Sustainability Governance section.

Anti-Corruption

GRI Disclosure	Page/Response
205-1 Operations assessed for risks related to corruption	An internal bribery and corruption risk assessment was undertaken for 100% of our operations in 2024. The risk assessment yielded no major corrective actions.
205-2 Communication and training about anti-corruption policies and procedures	Ring's Code of Conduct, which covers anti-corruption policies and procedures, is communicated to 100% of Ring employees. All employees of Ring, including interns, externs, and volunteers, are required to adhere to Ring's Code of Conduct, which can be accessed at any time via Ring's Employee Handbook. In 2024, all headquarters and salaried plant employees were enrolled in anti-corruption training courses.
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption within the reporting period.

Materials

GRI Disclosure	Page/Response
301-1 Materials used by weight or volume	Weight of input materials: 2023: 128,510,000 lbs of corrugate; 226,400,407 lbs of resin 2024: 121,680,000 lbs of corrugate; 232,716,654 lbs of resin
301-2 Recycled input materials used	Percent of recycled resin in product portfolio: 2023: 9.98% 2024: 9.27%
301-3 Reclaimed products and their packaging materials	At this time, Ring does not reclaim our products or packaging materials. Ring focuses on recyclability.

Energy

GRI Disclosure	Page/Response
302-1 Energy consumption within the organization	778,111 GJ This metric includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company cars and plane.
302-2 Energy consumption outside of the organization	This disclosure is not applicable for Ring's products.
302-3 Energy intensity	0.003 GJ/resin lb This metric includes all of Ring's locations (including Oakland HQ, RAPAC, UK, and Canada) and all energy sources – electricity, natural gas, propane, motor gasoline (for company cars), and aviation gasoline (for company plane).
302-4 Reduction of energy consumption	Ring's energy consumption increased 7% from 2021 to 2024.
302-5 Reductions in energy requirements of products and services	This disclosure is not applicable for Ring's products.

Water and Effluents

GRI Disclosure	Page/Response
303-1 Interactions with water as a shared resource	Please see the Water section.
303-2 Management of water discharge-related impacts	Please see the Water section.
303-3 Water withdrawal	265 ML
303-4 Water discharge	265 ML
303-5 Water consumption	Ring's water withdrawal is roughly equal to our water discharge, making our water consumption negligible.

Emissions

GRI Disclosure	Page/Response
305-1 Direct (Scope 1) GHG emissions	5,959 MT CO ₂ e This metric includes CO ₂ e emissions associated with natural gas, transportation (owned/leased vehicles), and purchased gases/chemicals at all of Ring's locations.
305-2 Energy indirect (Scope 2) GHG emissions	Location-based: 68,287 MT CO ₂ e Market-based: 69,839 MT CO ₂ e Location-based emissions include CO ₂ e emissions associated with purchased electricity and market-based emissions include CO ₂ e emissions associated with purchased electricity and renewable energy certificates at all of Ring's locations.
305-3 Other indirect (Scope 3) GHG emissions	529,122 MT CO ₂ e
305-4 GHG emissions intensity	0.28 kg CO ₂ e / resin lb This emissions intensity excludes Ring's scope 3 emissions.
305-5 Reduction of GHG emissions	Using a location-based approach, Ring's scope 1 and 2 emissions increased by 3% in 2024 from a 2021 baseline.
305-6 Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Ring as our operations do not produce chlorofluorocarbons (CFCs) or hydrochlorofluorocarbons (HCFCs).
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This disclosure is not applicable to Ring as our operations produce negligible amounts of nitrogen oxides (NOx) or sulfur oxides (SOx).

Waste

GRI Disclosure	Page/Response
306-1 Waste generation and significant waste-related impacts	Ring and RAPAC together generated 1,461 MT of recyclable material that was used internally or sold externally for other end uses. RAPAC processed 17,246.97 MT of recycled polystyrene.
306-2 Management of significant waste-related impacts	Please see the Waste section.
306-3 Waste generated	1,461 MT of recycled material scrap
306-4 Waste diverted from disposal	1,461 MT of recycled material scrap
306-5 Waste directed to disposal	Due to insufficient data, waste directed to disposal was not tracked this year. Ring is in the process of developing a plan to track waste data more completely to better estimate the total waste generated from operations.

Supplier Environmental Assessment

GRI Disclosure	Page/Response
308-1 New suppliers that were screened using environmental criteria	In 2024, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Sustainability questionnaire to identify initiatives that may be in alignment and support Rings' sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier sustainability questionnaire to all new and existing suppliers to be completed every year.
308-2 Negative environmental impacts in the supply chain and actions taken	At this time, no negative environmental impacts in our supply chain have been identified.

Employment

GRI Disclosure	Page/Response																									
401-1 New employee hires and employee turnover	<table><tr><th colspan="2">Employee Category</th><th>Number of New Hires</th></tr><tr><td rowspan="2">Gender</td><td>Male</td><td>248</td></tr><tr><td>Female</td><td>61</td></tr><tr><td rowspan="3">Age Group</td><td><30</td><td>105</td></tr><tr><td>30-50</td><td>147</td></tr><tr><td>50+</td><td>57</td></tr><tr><td rowspan="3">Region</td><td>US</td><td>300</td></tr><tr><td>UK</td><td>2</td></tr><tr><td>Canada</td><td>7</td></tr><tr><td colspan="2">Total</td><td>309</td></tr></table> <p>For reasons of confidentiality, Ring does not publish specific details about turnover.</p>	Employee Category		Number of New Hires	Gender	Male	248	Female	61	Age Group	<30	105	30-50	147	50+	57	Region	US	300	UK	2	Canada	7	Total		309
Employee Category		Number of New Hires																								
Gender	Male	248																								
	Female	61																								
Age Group	<30	105																								
	30-50	147																								
	50+	57																								
Region	US	300																								
	UK	2																								
	Canada	7																								
Total		309																								
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Group Life and Accidental Death & Dismemberment, Supplemental Term Life & ADD Insurance (voluntary election), Dental Insurance, Vision Insurance, Health Insurance, HSA with HDHP, Pharmacy, Teledoc, Long Term Disability, Short Term Disability, Employee Assistance Program, Flexible Spending Account, Wellness Program, Accident Insurance (voluntary election), Critical Illness Insurance (voluntary election), 401k Retirement Plan, Financial Wellness Platform																									
401-3 Parental leave	Ring grants family leave in accordance with the requirements of applicable federal and state law.																									

Labor/Management Relations

GRI Disclosure	Page/Response
402-1 Minimum notice periods regarding operational changes	At this time, Ring does not define a minimum number of weeks' notice typically provided to employees prior to the implementation of significant operational changes.

Occupational Health & Safety

GRI Disclosure	Page/Response
403-1 Occupational health and safety management system	Ring has adopted elements of a safety management system, including Management Leadership & Commitment, Employee Consultation and Participation, Safety Committee, Hazard Identification and Risk Assessment and Opportunities, Training, Education, Awareness and Communication, and Performance Evaluation to drive the health and safety program. These elements are inherent to Ring culture and the implementation has not been driven by any legal requirements.
403-2 Hazard identification, risk assessment, and incident investigation	<p>Hazard recognition and assessment are an integral part of operations. Specific activities include employee participation in their plant's safety observation program where they report any hazards promptly. Safety committee members and supervisors perform monthly safety inspections of their facility to identify any hazards. Specific departments perform Job Safety Analysis prior to non-routine tasks to identify and address hazards. Gathered information is reviewed by the safety leader and safety committee, corrective actions established, and hazards are communicated plant wide in a variety of formats. Ongoing feedback and coaching, as well as safety training ensure the quality of the processes.</p> <p>Safety observations and direct communication with supervisors are the primary means of reporting hazards and hazardous situations. Open communication is a fundamental value at Ring.</p> <p>Ring encourages employees to speak up to their supervisor or any management team member if they are not comfortable in their ability to perform a task safely.</p> <p>All facility incidents that may result in an injury or illness (that would be classified as OSHA recordable or first aid) must be reported to Ring Leadership within 24 hours of the incident and analysis with corporate operations and safety representatives occurs within 48 hours. A 30-day follow-up call to confirm corrective actions are also scheduled. Depending on the corrective action the information is shared with other Ring locations. The local facility representatives investigate near misses.</p>
403-3 Occupational health services	Ring employees and temporary employees receive annual audiogram as part of the occupational health services available. To make it accessible, a mobile van is brought to the facility to make the audiograms convenient for all employees. A local occupational health clinic provides consultation for employees that may request consultation. Employees are encouraged to visit the local clinic if there is any concern of an injury or illness. Medical records are maintained in electronic or hard copy confidential files with limited management access.

<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>The Ring facilities are fairly small, and open communication is a core value. Employees have access to management team members to discuss safety and other topics. Employees must follow all safety rules and work procedures, report hazards promptly and participate in the facility's Safety Observation program, actively engage in safety training, and report near misses and injuries/illnesses promptly. There are regular team meetings, safety bulletin boards, etc. Input is regularly solicited by the management team.</p> <p>Formal safety committees exist in all the Ring facilities. Each facility will hold safety committee meetings monthly and will have additional representatives from different job classifications, including management, to participate in the meetings as needed. The Safety Committee will have a chairperson and representatives from different departments and shifts within the plant. The committee will have a predetermined number of members, depending on the size and complexity of the facility. In all cases, employees are represented on the committees.</p>
<p>403-5 Worker training on occupational health and safety</p>	<p>Onboarding includes specific safety training content and annual safety training is provided. Training includes presentations, video training, facilitated group discussions and peer to peer task training. Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) are used to support the training.</p>
<p>403-6 Promotion of worker health</p>	<p>Ring provides services through UMR and their open enrollment process with our Benefits at a Glance (BAAG).</p> <p>Many of the plants provide non-work-related health information including education via employee meetings, presentations, and electronic communications. Most facilities also offer healthy food snacks for employees.</p>
<p>403-7 Prevention and mitigation of occupational health and safety management system</p>	<p>Ring's raw materials, processes, and products are relatively low risk. Continual improvement is part of the Ring culture and means of improving the safety of the processes is part of new equipment installations and results of walkthroughs, employee safety observations, and incident corrective actions.</p>
<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>100% of Ring's employees and temporary workers are covered by our workplace health and safety management system. At this time, the system has not been audited or certified by an external party.</p>
<p>403-9 Work-related injuries</p>	<p>In 2024, for all employees, including temporary workers:</p> <ul style="list-style-type: none"> i. Ring had zero fatalities as a result of work-related injury. ii. Days Away, Restricted or Transferred (DART) was 2.11. iii. Ring had 23 recordable incidents. Total Recordable Incident Rate (TRIR) was 2.78. iv. The main types of work-related injuries were trip and falls and lacerations. v. The total number of hours worked was 1,797,877. DART and TRIR are calculated according to US-OSHA criteria using 200,000 hours worked. <p>Contractors are not included in this disclosure.</p>
<p>403-10 Work-related ill health</p>	<p>In 2024, for all employees:</p> <ul style="list-style-type: none"> i. Ring had zero fatalities as a result of work-related ill health. ii. Ring had 25 recordable incidents (inclusive of injuries and illnesses). <p>Contractors are not included in this disclosure.</p>

Training and Education

GRI Disclosure	Page/Response												
<p>404-1 Average hours of training per year per employee</p>	<p>The typical employee training includes topics such as safety, job function Specific, ethics, and data security. Manufacturing plant employee training will include additional topics such as quality and food safety. The number of hours of training an employee receives is between 36 - 62 hours per year.</p>												
<p>404-2 Programs for upgrading employee skills and transition assistance programs</p>	<p>Employees are offered cybersecurity training from KnowBe4. Plant employees undertook safety training. Employees in California and Illinois undertake sexual harassment training. Various LinkedIn Learning and skills training are offered to all salaried employees.</p> <p>In 2024, headquarters and salaried employees completed Harassment and Code of Conduct Training. This included Sexual Harassment training (96% completed) and Code of Conduct: Values Matter (94% completed).</p>												
<p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<table> <tr> <th>Employee Category/Gender</th><th>% Received Development Review in 2024</th></tr> <tr> <td>Hourly</td><td>99%</td></tr> <tr> <td>Salaried</td><td>97%</td></tr> <tr> <td>Female</td><td>98%</td></tr> <tr> <td>Male</td><td>98%</td></tr> <tr> <td>Overall</td><td>99%</td></tr> </table> <p>In prior years, we achieved the following completion rates for overall annual performance reviews:</p> <p>2021: 95% 2022: 93% 2023: 98%</p>	Employee Category/Gender	% Received Development Review in 2024	Hourly	99%	Salaried	97%	Female	98%	Male	98%	Overall	99%
Employee Category/Gender	% Received Development Review in 2024												
Hourly	99%												
Salaried	97%												
Female	98%												
Male	98%												
Overall	99%												

Diversity and Equal Opportunity

GRI Disclosure	Page/Response					
405-1 Diversity of governance bodies and employees	Gender					
	Total	Male	Male %	Female	Female %	
	Executives	10	8	80%	2	20%
	First/Mid Manager	86	68	79%	18	21%
	Professional	84	65	77%	19	23%
	Technician	18	12	67%	6	33%
	Sales	7	4	57%	3	43%
	Administrative	28	2	7%	26	93%
	Craft Worker	180	167	93%	13	7%
	Operatives	275	224	81%	51	19%
	Laborers/Helpers	159	119	75%	40	25%
	Service Worker	3	1	33%	2	67%
	All Employees	850	670	79%	180	21%
	This information is collected by HR via Workday and conveys the gender diversity of Ring's U.S. workforce on December 31, 2024.					
	Race					
	Total	White	White %	Non-White	Non-White %	
	Executives	10	10	100%	0	0%
	First/Mid Manager	86	74	86%	12	14%
	Professional	84	75	89%	9	11%
	Technician	18	16	89%	2	11%
	Sales	7	6	86%	1	14%
	Administrative	28	21	75%	7	25%
	Craft Worker	180	132	73%	48	27%
	Operatives	275	142	52%	133	48%
	Laborers/Helpers	159	68	43%	91	57%
	Service Worker	3	1	33%	2	67%
	All Employees	850	545	64%	305	36%
	This information is collected by HR via Workday and conveys the racial diversity of Ring's U.S. workforce on December 31, 2024.					

405-1

Diversity of governance
bodies and employees

405-2

Ratio of basic salary and
remuneration of women to
men

	Age						
	Total	<30	<30 %	30-50	30-50 %	50+	50+ %
Executives	10	0	0%	3	30%	7	70%
First/Mid Manager	86	2	2%	46	53%	39	45%
Professional	84	4	5%	47	56%	33	39%
Technician	18	0	0%	9	50%	9	50%
Sales	7	0	0%	6	86%	1	14%
Administrative	28	1	4%	9	32%	18	64%
Craft Worker	180	26	14%	102	57%	52	29%
Operatives	275	64	23%	138	50%	73	27%
Laborers/Helpers	159	33	21%	48	30%	78	49%
Service Worker	3	0	0%	0%	0%	3	100%
All Employees	850	130	15%	408	48%	313	37%

For reasons of confidentiality, Ring does not publish specific details about salary and remuneration

Non-discrimination

GRI Disclosure	Page/Response
406-1 Incidents of discrimination and corrective actions taken	There were no confirmed incidents of discrimination in the reporting period.

Freedom of Association and Collective Bargaining

GRI Disclosure	Page/Response
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of Ring's employees are currently covered by a collective bargaining agreement. None of Ring's suppliers are considered to have significant risk for violation of workers' rights to exercise freedom of association or collective bargaining.

Child Labor

GRI Disclosure	Page/Response
408-1 Operations and suppliers at significant risk for incidents of child labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of child labor.

Forced or Compulsory Labor

GRI Disclosure	Page/Response
409-1 Operations and suppliers at significant risk for incidents of child labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of forced or compulsory labor.

Community Engagement

GRI Disclosure	Page/Response
413-1 Operations with local community engagement, impact assessments, and development programs	<p>Ring supports many non-profit organizations at both a corporate level and a facility level, enriching and empowering the communities in which we operate.</p> <p>Among the many causes we support at a corporate level are American Cancer Society, American Heart Association, Fayette Cares, Le Bonheur Children's Hospital, St. Jude Children's Research Hospital, Ovarian Cancer Awareness Foundation, The University of Memphis, and Wolf River Conservancy. For more information about our community engagement work, view the Community Engagement section.</p>
413-2 Operations with significant actual and potential negative impacts on local communities	None of Ring's operations are identified as having significant actual or potential negative impact on local communities at this time.

Supplier Social Assessment

GRI Disclosure	Page/Response
414-1 New suppliers that were screened using social criteria	In 2024, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Sustainability questionnaire to identify initiatives that may be in alignment and support Rings' sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier sustainability questionnaire to all new and existing suppliers to be completed every year.
414-2 Negative social impacts in the supply chain and actions taken	At this time, no negative social impacts in our supply chain have been identified.

Customer Health and Safety

GRI Disclosure	Page/Response
416-1 Assessment of the health and safety impacts of product and service categories	All of Ring's finished goods meet applicable food contact (food safety) regulatory requirements per US, Canada and EU laws and as stated in Ring's Letter of Continuing Product Guarantee. Each site maintains a Hazard Analysis and Critical Control Point (HACCP) plan to identify and mitigate physical, chemical, biological, and allergenic risks to protect end users of Ring's finished goods.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations and/or voluntary codes were identified in 2024.

Customer Privacy

GRI Disclosure	Page/Response
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ring did not identify any leaks, thefts, or losses of customer data in 2024.

SASB Table

Activity Metrics

SASB Accounting Metric	SASB Code	Page/Response
Amount of production, by substrate	RT-CP-000.A	In 2024, Ring sold 258,708,637 lbs (117,348 MT) of plastic resin.
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	100% plastic
Number of employees	RT-CP-000.C	As of December 31, 2023, Ring had 885 employees across all locations.

Greenhouse Gas Emissions

SASB Accounting Metric	SASB Code	Page/Response
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	5,959 MT CO ₂ e; 0% covered under emissions-limiting regulations
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	Please see the Greenhouse Gas Emissions section.

Air Quality

SASB Accounting Metric	SASB Code	Page/Response
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter	RT-CP-120a.1	This metric is not applicable for Ring.

Energy Management

SASB Accounting Metric	SASB Code	Page/Response
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	1. 778,111 GJ – This includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company vehicles. 2. 98% 3. 2% 4. 0%

Water Management

SASB Accounting Metric	SASB Code	Page/Response
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	RT-CP-140a.1	1. 265 ML 2. High (40-80%) – 24.9 ML (10%), Extremely high (>80%) – 3.2 ML (1%)
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Please see the Water section.
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	0 incidents of non-compliance associated with water quality permits, standards, and regulations.

Waste Management

SASB Accounting Metric	SASB Code	Page/Response
Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	This metric is not applicable for Ring.

Product Safety

SASB Accounting Metric	SASB Code	Page/Response
Number of recalls issued, total units recalled	RT-CP-250a.1	2022: 0 product recalls 2023: 0 product recalls 2024: 0 product recalls
Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Ring is a member of packaging industry associations, such as Ameripen, which keeps us informed of upcoming legislation and assists us in identifying the method of compliance. Additionally, Ring's customers regularly request information regarding substances of concern which requires us to evaluate our process and collaborate with our suppliers.

Product Lifecycle Management

SASB Accounting Metric	SASB Code	Page/Response
Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	In 2024, our post-consumer or post-industrial material usage accounted for 9.27% of our materials.
Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	100% of revenue is from products that are recyclable or reusable.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Please see the Materials Management section.

Supply Chain Management

SASB Accounting Metric	SASB Code	Page/Response
Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	64,000 tons of wood fiber (corrugate) was procured in 2024. 100% of procured corrugate was from certified sources.
Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	No aluminum was purchased during the reporting period.

Additional Metrics - Environmental

Metric	2022	2023	2024
Energy Consumption (GJ)	728,341	733,287	778,111
Energy Intensity (GJ/ resin pound)	0.00275	0.00287	0.00289
Scope 1 Greenhouse Gas Emissions (MT CO ₂ e)	5,382	4,972	5,959
Location-Based Scope 2 Greenhouse Gas Emissions (MT CO ₂ e)	68,607	70,289	68,287
Market-Based Scope 2 Greenhouse Gas Emissions (MT CO ₂ e)	Not calculated	66,427	69,839
Scope 3 Greenhouse Gas Emissions (MT CO ₂ e)	Not calculated	504,180	529,122
Water Withdrawal (million gallons)	69	64	70
Material Inputs: Percent of Post-Consumer or Post- Industrial Recycled Content (%)	11.7	9.98	9.27
Number of Locations that Mapped Their Waste Stream	1	1	7
Percent of Product Portfolio that is Recyclable (% ,excluding RAPAC products)	100	100	100

Additional Metrics - Social

Metric	2022	2023	2024
Total Recordable Incident Rate	3.26	2.64	2.78
Days Away, Restricted, or Transferred	2.21	2.41	2.11
Percent Employee Engagement Survey Participation (%)	77	79	92
Employee Engagement Score	76	78	77
Percent of Employees who Received an Annual Performance Review (%)	93	98	99
Percent Female Employees (%)	20	20	21
Percent Male Employees (%)	80	80	79
Percent of Employees Covered by a Collective Bargaining Agreement (%)	0	0	0
Percent of Locations Covered by an Annual Child and Forced Labor Risk Assessment (%)	0	100	100

Additional Metrics - Governance

Metric	2022	2023	2024
Number of Product Recalls	0	0	0
Percent of Locations Covered by an Annual Anti-Corruption and Bribery Risk Assessment (%)	100	100	100
Number of Whistleblower Reports	0	0	0
Number of Confirmed Corruption Incidents	0	0	0
Percent of Workforce who Completed Information Security Awareness Training Campaigns (%)	95.5	100	100
Percent of Workforce Tested with Simulated Phishing Campaigns (%)	100	100	100
Percent of Targeted Suppliers (by spend) Completing the Supplier Sustainability Questionnaire (%)	0	97	97
Percent of Targeted Suppliers (by spend) Acknowledging the Supplier Code of Conduct (%)	0	97	97
Percent of New and Renewed Suppliers with a Sustainability Clause in their Contract (%)	0	100	100
Percent of Buyers Trained in Sustainable Procurement (%)	0	100	100

