



Atlantic Impact Report:
**Healthy People,
Healthy Planet**

2023 – 2024



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introduction

Introducing the First Healthy People, Healthy Planet Report

This year marks the first time that Atlantic's annual sustainability report becomes our **Healthy People, Healthy Planet Report**, highlighting not only our environmental sustainability initiatives, but also our long-running efforts to support the sustainability of our workforce through our Wellness program. More than ever, it's clear that the health of people and planet are fundamentally interconnected, creating a symbiotic relationship where the well-being of one directly influences the other.

Clean air and water are essential for human health, and reducing pollution not only protects ecosystems but also decreases respiratory and cardiovascular diseases. Sustainable agriculture practices ensure the health of our soil and water, leading to nutritious, safe food for communities. Moreover, promoting green spaces and outdoor activities enhances mental and physical health, reducing stress and improving overall quality of life.

Two of Atlantic's key environmental sustainability issues, plastic pollution and climate change, also represent key intersections with human health. Reducing plastic waste pollution is crucial because plastic particles can contaminate water sources and enter the food chain, posing serious health risks such as endocrine disruption and cancer. Fighting climate change is equally important; rising temperatures and extreme weather events can lead to heat-related illnesses, respiratory problems, and the spread of infectious diseases, not to mention threatening whole communities' stability because of increased natural disasters.

By investing in both environmental sustainability and employee wellness, we foster a healthier, more resilient future for everyone.

WHO WE ARE



Wes Carter

President | Atlantic Packaging
Founder | A New Earth Project

At Atlantic Packaging, we understand that health is foundational for producing abundance in life. Whether that be our own personal health, the health of our communities and businesses, and the health of our shared, natural ecosystems, we know that health must be holistically cultivated to create a more beautiful thriving world for all life. Because of this understanding, we have established health as the throughline by which we make all decisions at Atlantic. It began with the inception of a comprehensive Wellness Program for our employees in 2012 and has today expanded into our primary sustainability initiative, A New Earth Project, that has the mission to rid the world's oceans, lakes and rivers of plastic pollution. Our commitment is to use our influence to help support a global transformation to a healthier supply chain by creating life-affirming packaging technologies and closed loop systems to eliminate waste and pollution in our world.



Caroline DeLoach

Director of Sustainability |
Atlantic Packaging

It can be easy to become pessimistic about our ability to 'save the planet,' so we spend time trying to prevent negative outcomes. But recognizing the intersections with human health presents a new opportunity to envision the world we want to create instead. How can we create workplaces that provide helpful habitats that also create healthy greenspaces for employees? Can we reduce our reliance on fossil fuels in our vehicle fleet to protect the air quality for our workforce? Thinking more deeply about human health impacts has helped us realize that, yes, we owe it to the planet to be good stewards, but we also owe it to ourselves.



Becca Schusler

Director of Wellness, MSED, CHES |
Atlantic Packaging

If you have ever taken a walk in the woods or sat on the beach and listened to the waves, you understand the healing power of the natural world. The foundation of our wellness program here at Atlantic Packaging is and always has been the health and well-being of our employees. The interconnectedness of our sustainability initiatives and our wellness program is just another way we continue to put the health of our people first.



environmental sustainability

sustainability mission statement

We, Atlantic Packaging, are committed to creating, supporting, and managing sustainable systems in packaging and commerce. We acknowledge our unique position in the supply chain and our moral obligation to do our part in creating a world free of pollution.

We commit ourselves to carbon footprint reductions for our organization and our network of client companies, suppliers, and customers. As a key market leader in packaging, Atlantic is further committed to supporting the development and implementation of robust sustainability strategies for ourselves and our key partners.

Sustainable practices in packaging and logistics guide our market strategies and philosophy. By utilizing a diversified approach incorporating energy reduction, efficiency, and renewables, Atlantic is also committed to meeting goals to help us reach a net-zero carbon footprint for our operations and entire value chain by the year 2046.

Our efforts are guided by a regenerative vision for the future of our planet and our children. Through our work with A New Earth Project, the sustainability initiative of Atlantic Packaging, we steward cooperation, collaboration, education, and transition throughout the marketplace. We remain always curious and adaptable to emerging technologies and systems that seek to solve the environmental challenges that harm or destroy our living Earth.

– **Wes Carter**

President | Atlantic Packaging

Founder | A New Earth Project

INTRODUCTION

sustainability leadership council

In 2019, Atlantic established a Sustainability Leadership Council comprised of the company President and several key Senior Management level individuals. In 2022, the Sustainability Director was added to the Council.

This Council is charged with establishing Atlantic's operational environmental impact; implementing aggressive, science-based carbon reduction strategies; and continuing to develop and promote more sustainable programs in packaging for our key customers.

The Council presents quarterly to the entire Atlantic management team to update progress and active initiatives.



Wes Carter
President



Stewart Whitmire
Vice President



Caroline DeLoach
Director of Sustainability



Gabie Giers
Sustainability Analyst

INTERNAL OPERATIONS: CLIMATE

1. Science-Based Targets

Atlantic's Science Based Targets (SBTs) were approved by the Science-Based Targets Initiative (SBTi) in early 2023, becoming the first packaging and containers company in North America with an approved net-zero SBT.

SBTs provide companies with a clearly defined path to reduce emissions in line with the Paris Agreement goals, which aim to limit global warming to 1.5°C above pre-industrial levels. The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

in the near term:

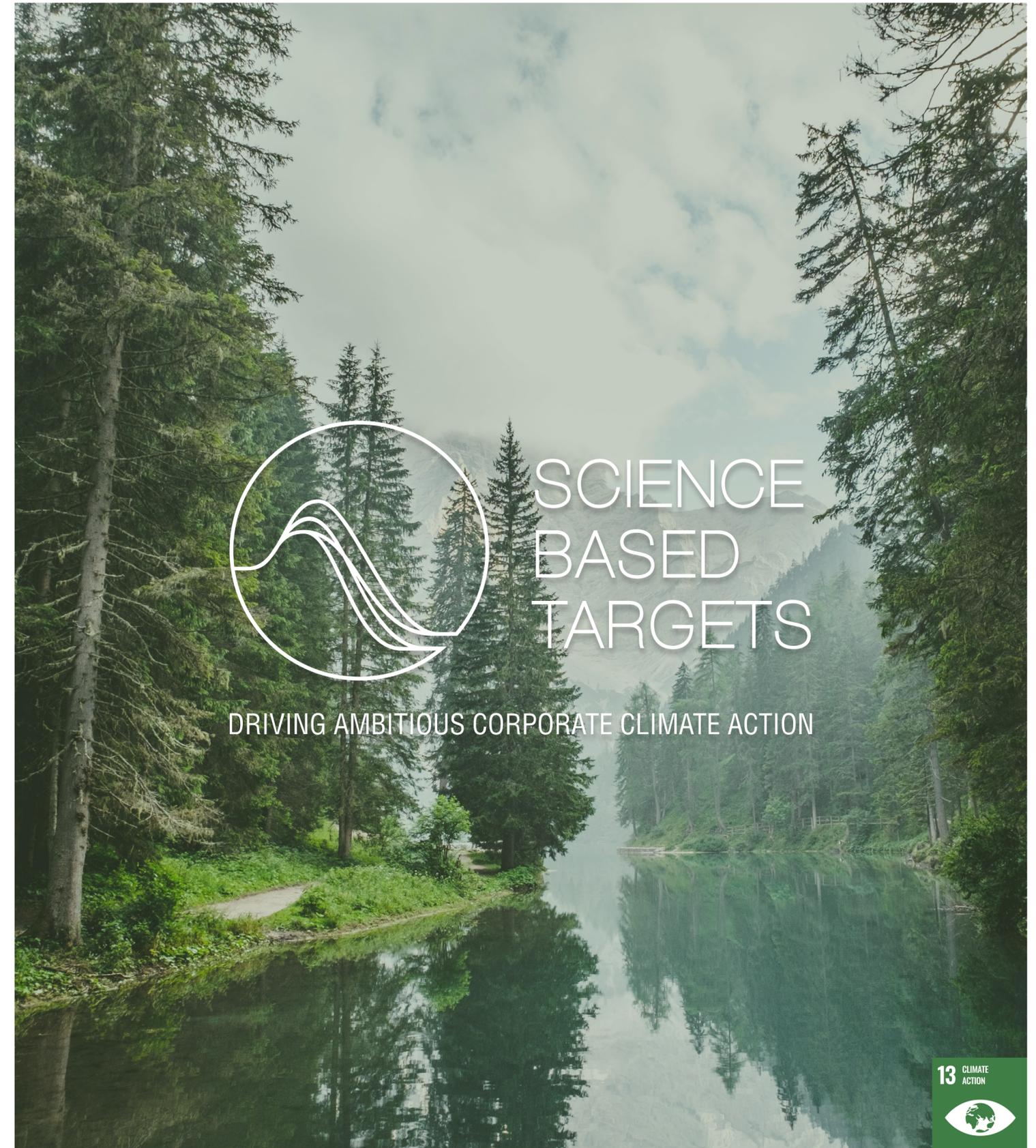
Atlantic commits to reduce absolute Scope 1 and 2 GHG emissions 70% by 2030 from a 2021 base year.

Atlantic commits that 55% of its suppliers by spend covering purchased goods and services will have science-based targets by 2027. Atlantic also commits to reduce absolute scope 3 GHG emissions 25% covering the remaining purchased goods and services by 2030 from a 2021 base year.

our net zero goal:

Atlantic commits to reduce net-zero GHG emissions across the value chain by 2046.

Atlantic commits to reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2046 from a 2021 base year.



INTERNAL OPERATIONS: CLIMATE

2. Emissions Reduction Progress

Baseline Measurements

We measure our greenhouse gases (GHG) emissions for each calendar year as the reporting period. Atlantic chose to use 2021 as our baseline year for our Science Based Targets as it more accurately reflected normal business conditions than 2020 due to the coronavirus pandemic. Atlantic publishes progress toward our goals against our 2021 baseline emissions to appropriately assess our progress.

Please note that our 2021 emissions have shifted slightly due to an updated methodology. As such, the 2021 numbers reflected here will differ somewhat from those originally published in the 2021-2022 Sustainability Report.

Scope 1 & 2 Emissions

In terms of business growth, 2023 represented a reset from an unprecedented level of sales in 2021 and 2022 due to COVID. As such, Atlantic has not witnessed the same sales growth in 2023, but did see unprecedented investment in our own facilities, infrastructure, and capabilities. For example, we expanded our capacity in Summerville, South Carolina; the Dominican Republic; Greensboro, North Carolina, and Tabor City, North Carolina.

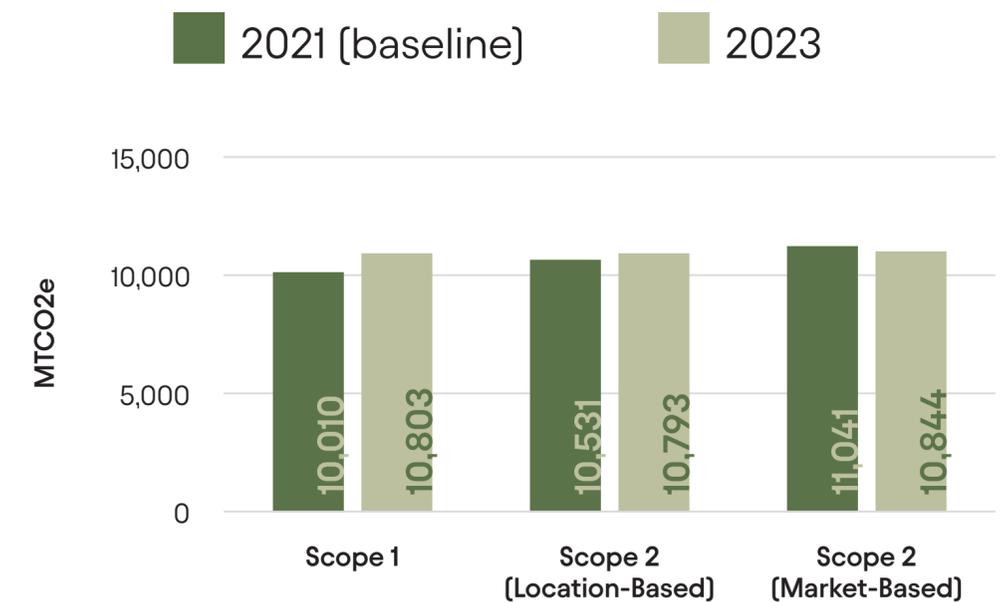
Our Scope 1 emissions were 10,803 metric tons CO₂-equivalents (MtCO₂e) in 2023. This represents a 7.9% increase compared to our baseline year 2021. This increase has stemmed from increased company-owned vehicle travel between 2021 and 2023. This is unsurprising given that 2021 was a low travel year because of COVID. There may have also been some effect from the increased capacity added at some of our facilities mentioned above, as well as from facilities that were added to Atlantic's portfolio between 2021 and 2023, such as our Cincinnati, OH branch.

In 2023, our Scope 2 location-based emissions were 10,849 MtCO₂e, and our Scope 2 market-based emissions were 10,900 MtCO₂e. These represent a 2.6% increase and 1.7% decrease from our 2021 baseline, respectively.

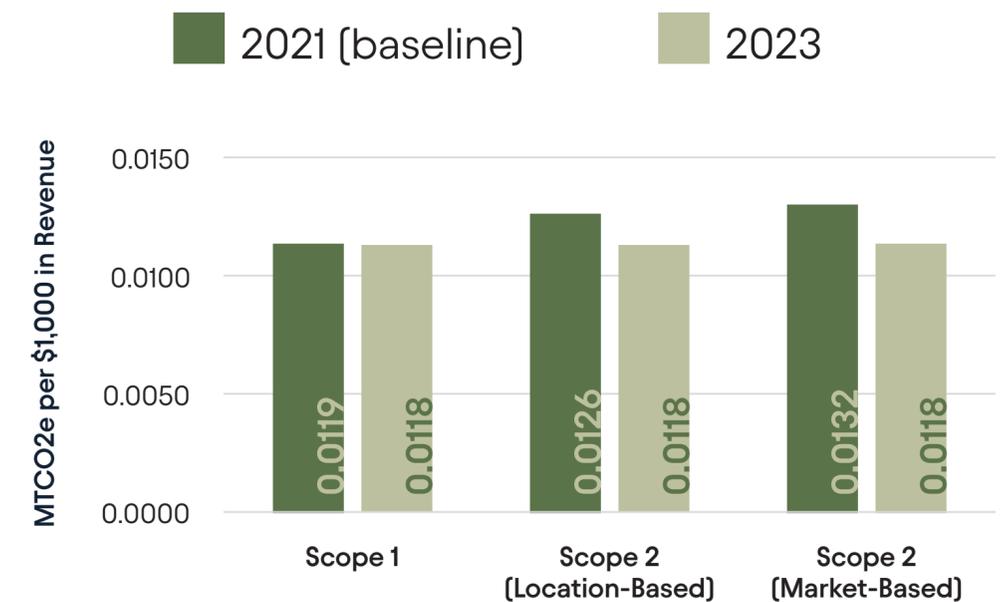
As we enter specific contracts and procurement mechanisms for our electricity consumption to maximize renewable energy purchasing, we are leaning more into the market-based methodology for calculating and understanding our emissions. While the market-based Scope 2 decrease from 2021 to 2023 is minor, we still understand the overall trend as a sign that our emissions reduction initiatives are working. Despite the immense increase in operational capacity Atlantic added between 2021 and 2023, we saw our imported electricity use fall substantially in Charlotte, NC and Summerville, SC, where we have on-site solar installations. We also saw the rate of increase of electricity import slow in the Dominican Republic, where operational capacity is increasing but our solar installation is reducing demand. These three facilities' solar installations reduced our need to import electricity from the grid, ultimately preventing about 473 MtCO₂e from being emitted in 2023.



SCOPE 1 & 2 ABSOLUTE EMISSIONS



SCOPE 1 & 2 EMISSIONS INTENSITY



INTERNAL OPERATIONS: CLIMATE

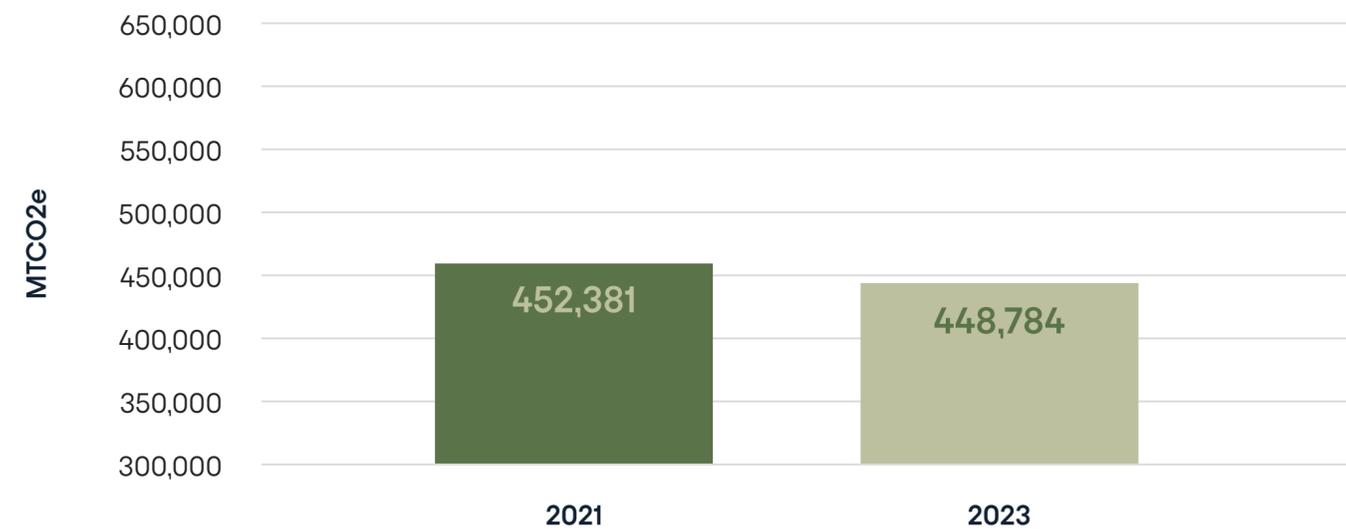
Scope 3

In 2023, our Scope 3 GHG emissions were 448,784 MtCO₂e. This compares to 452,380 MtCO₂e in 2021, representing a 0.8% decrease, most of which is attributable to Purchased Goods & Services (PG&S).

PG&S represents about 80% of Atlantic's Scope 3 emissions, so changes in the absolute amount of goods we purchase have a major effect on our total Scope 3, even if the percent change from 2021 is small. Given that we calculate PG&S with a spend-based model, we believe that the decrease in absolute emissions from 2021 to 2023 stems mostly from a reset in purchasing and business trends due to COVID more than it represents a meaningful decrease in emissions. We are continuing to work with our suppliers to develop product-specific emission factors that will allow us to capture actual emissions changes year over year.

Meanwhile, an increase in emissions from Capital Goods stemmed from unprecedented investments over the last two years in our capabilities. Although Atlantic will continue to advance our capabilities, we believe the investment levels made in 2022 and 2023 were over and above our normal range.

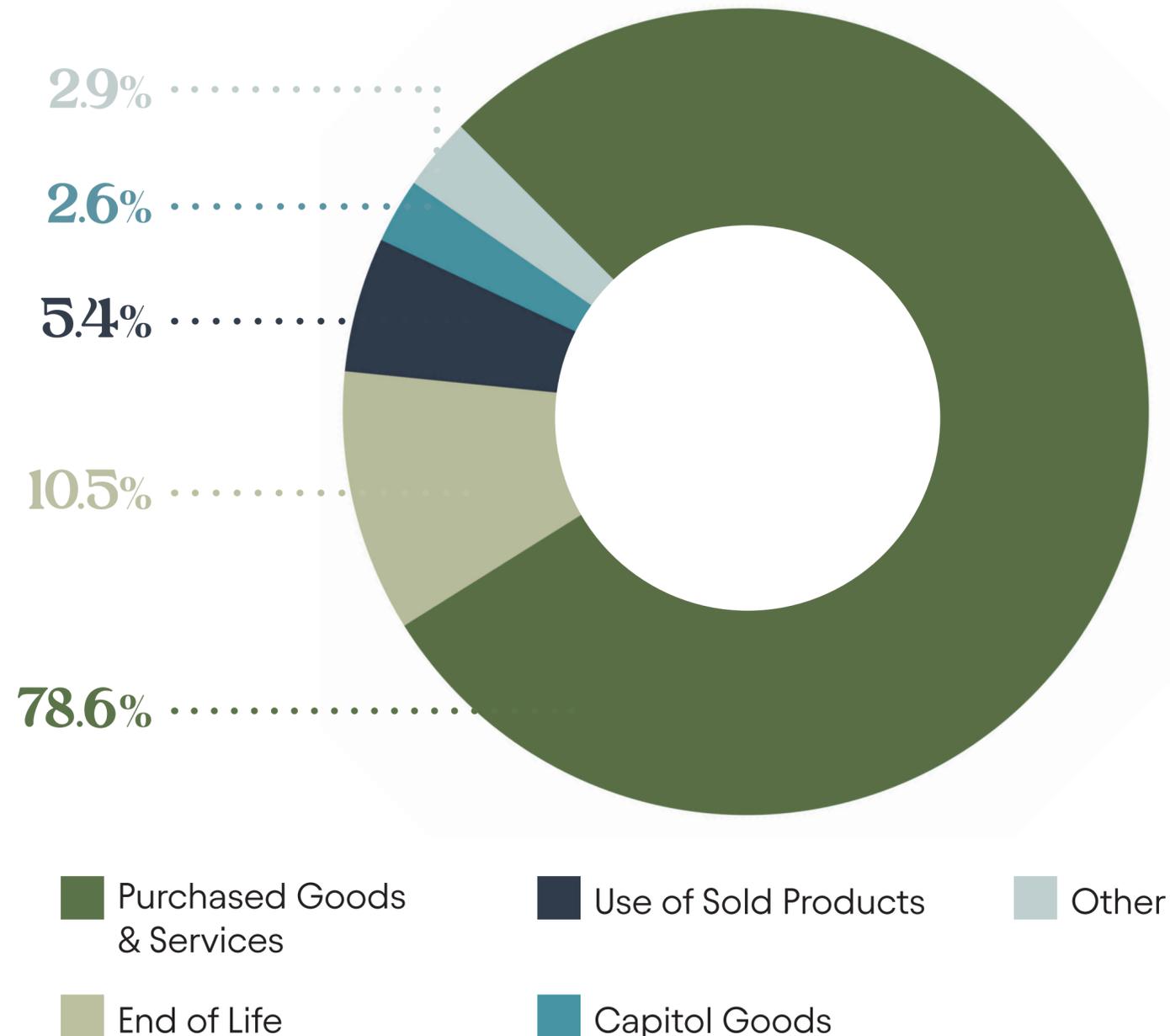
SCOPE 3 ABSOLUTE EMISSIONS



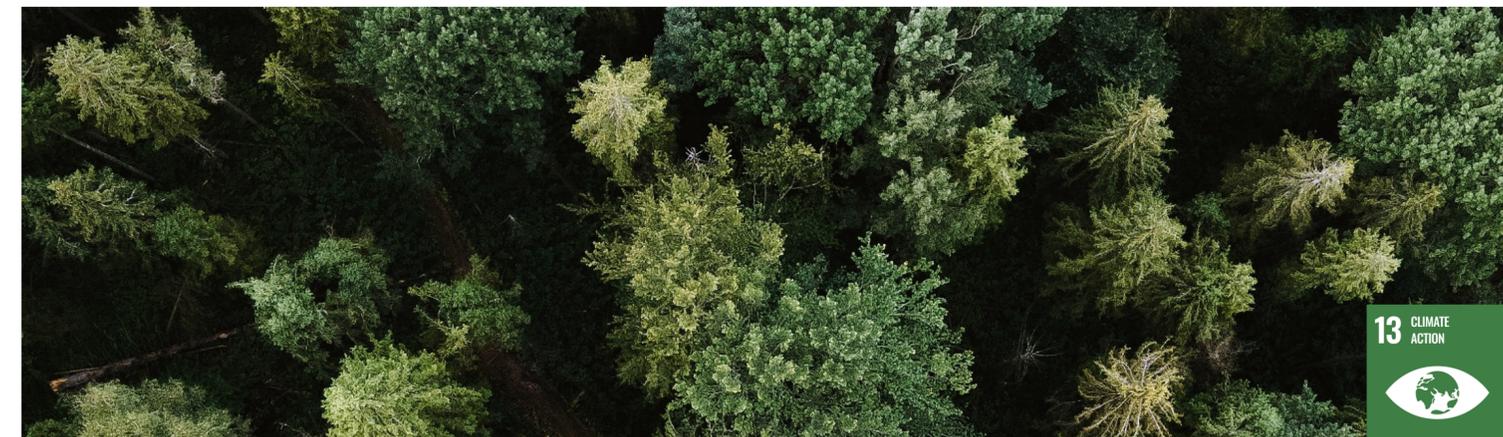
INTERNAL OPERATIONS: CLIMATE

As is common for many companies, Atlantic's Scope 3 emissions outweigh our Scope 1 and 2 emissions. Of our Scope 3 emissions, the vast majority (79%) stem from Purchased Goods & Services. This finding makes sense given Atlantic's primary role as a distributor in the packaging supply chain, and it establishes even more clearly how important it is for Atlantic to work with our suppliers to source the least carbon-intensive packaging options.

SCOPE 3 CATEGORIES



Scope 3 Category	2021 MtCO _{2e}	2023 MtCO _{2e}	Absolute Change MtCo _{2e}	% Change 2021-2023
Purchased Goods & Services	362,247	356,653	-5,594	-1.5%
Capitol Goods	11,934	13,078	1,144	9.6%
Fuel & Energy Activities	6,087	5,105	-982	-16.1%
Upstream Transportation & Distribution (T&D)	1,143	1,648	505	44.2%
Waste in Operations	1,548	2,174	626	40.5%
Business Travel	316	700	384	121.6%
Employee Commuting	2,006	2,190	184	9.2%
Upstream Leased Assets	109	56	-53	-48.2%
Downstream T&D	1,621	1,049	-572	-35.3%
Use of Sold Products	13,152	12,914	-238	-1.8%
End of Life	52,218	52,773	555	1.1%
Downstream Leased Assets	0	444	444	N/A
TOTAL:	452,381	448,784	-3,597	-0.8%



INTERNAL OPERATIONS: CLIMATE

3. Renewables in Logistics Material Handling

Electric Vehicles

Beginning in 2020, we began evaluating the feasibility of renewables in logistics. We are continuously assessing the viability of electric and hydrogen fuel as viable options for powering our fleet of delivery trucks.

In 2024, Atlantic took a significant step with the purchase of two battery electric vehicle (EV) box trucks for our delivery fleet in Charlotte, NC with the addition of two Electric Kenworth Class-7 Trucks. This initiative will dramatically reduce the emissions for two full-time delivery routes. Additionally, we made deposits on ten Tesla semi-trucks in March 2021. In 2023, Pepsi began receiving the first Tesla semi-trucks, and we are hopeful Atlantic's will become available within the next few years.

The adoption of commercial electric trucks is still in its early stages within the transportation sector. As of 2023, electric heavy-duty trucks accounted for less than 0.1% of total truck sales in the US, highlighting the nascent stage of this technology's integration into commercial transportation. However, advancements are being made, and we are excited to partner with Kenworth to implement these two fully viable electric delivery alternatives to our fleet, offering a 200-mile range and 12,000 lb. payload capacity per truck. These true BEV trucks operate entirely on electric power and include a solar-powered liftgate. They are expected to be fully integrated into our delivery operations by late 2024. We will continue to assess this technology and our ability to expand this throughout our fleet.

In 2020, Atlantic began a full transition away from natural gas-powered forklifts to a fully electric fleet. We have continued to replace LP forklifts and currently have a fleet that is about 70% electric. The move to electric forklifts not only reduces emissions, but also benefits the health of the drivers who operate them since they are no longer breathing the LP fumes. We have also added our first lithium-ion forklift to our branch in Tabor City, NC, which can be used outdoors, charges faster,

has a longer runtime, and generates zero harmful emissions while in operation or charging. This replaces the former LP forklift that used propane to operate.

We are also transitioning to electric vehicles for company-owned passenger cars. In 2021, we began purchasing electric and plug-in hybrid electric vehicles, as well as installed charging stations in several facilities to support these vehicles. As of mid-2024, our passenger vehicle fleet is about 17% hybrid electric.

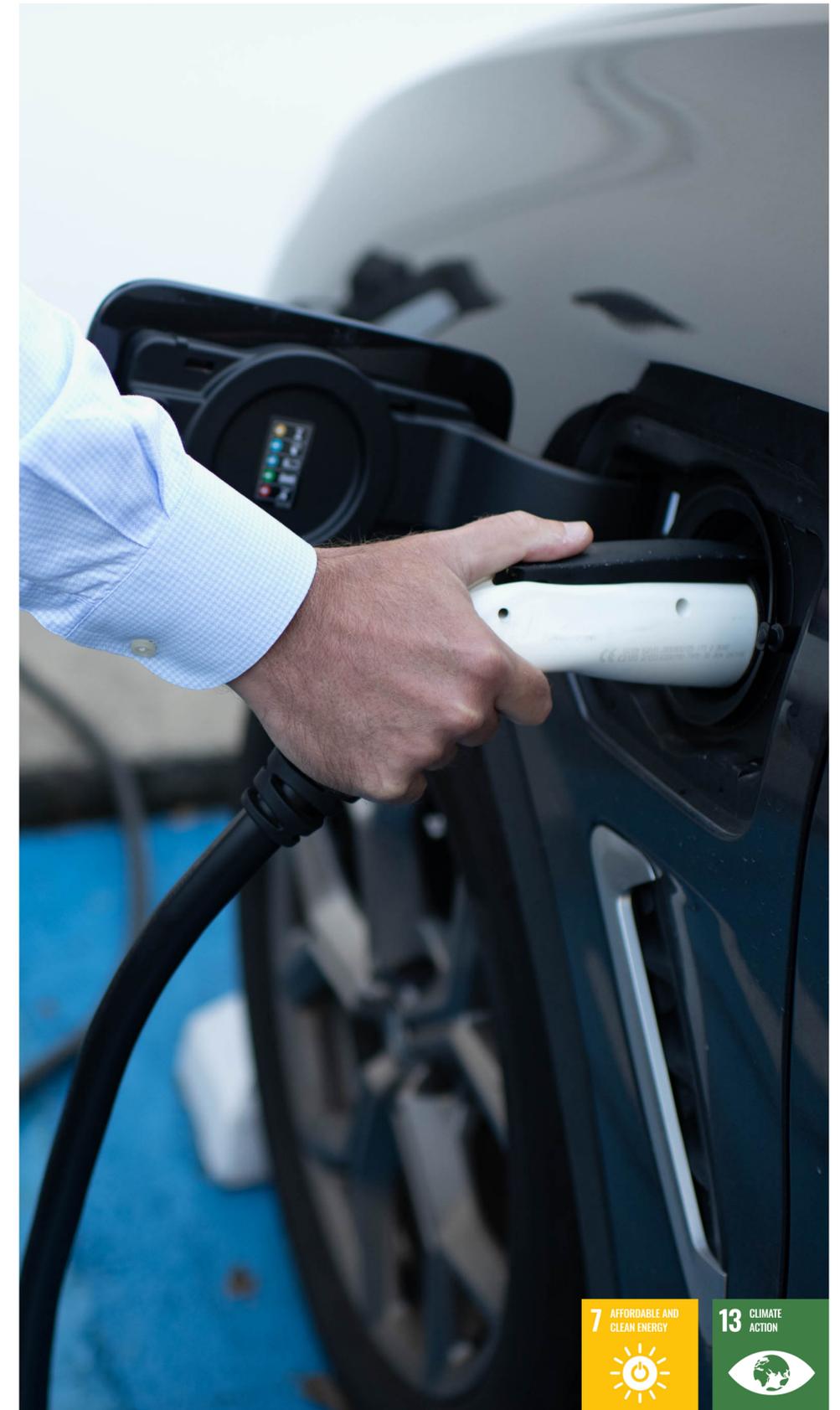
Atlantic is proud to make the shift towards greener logistics and will be among the first companies to invest in these emerging technologies as they become available.

4. Renewables in Operations

Virtual Power Purchase Agreement

In 2022, Atlantic approached a group of our key suppliers to discuss Virtual Power Purchase Agreements (VPPAs) as a key strategy to reduce our Scope 2 footprint. We see VPPAs as a valuable tool in meeting our climate goals and a unique way for partner organizations to produce products with 100% renewable energy. Throughout 2023 and into 2024, we have continued to explore opportunities to join a VPPA.

As companies are rapidly trying to reduce their carbon footprints to keep up with changing expectations about corporate social responsibility, VPPAs are an achievable way to accomplish this goal. Companies in VPPAs receive Renewable Energy Credits (RECs) for the energy from the purchase, and those RECs are "applied" to lower the company's total carbon footprint. This is a great alternative to directly installing renewable energy at a company's facilities when on-site renewables are not feasible. VPPAs are a credible, low-cost, reliable financial way for partner companies to buy RECs. We are continuing to investigate our options to start a VPPA with our suppliers, a group of our customers, or peers in one of our member organizations.



INTERNAL OPERATIONS: CLIMATE

On-Site Solar

In 2020, Atlantic launched a major initiative and investment in renewable solar energy by partnering with Renewvia Energy across our entire network of operations with the goal to dramatically reduce our Scope 2 emissions.

In 2021, we completed solar installations at our facilities in both Charlotte, NC and in Charleston, SC. Atlantic also completed the addition of a solar energy system to our Dominican Republic facilities in 2022. In 2023, these three sites cumulatively produced about 1.4 million kWh of solar energy. For a sense of scale, these facilities imported an additional 3.7 million kWh to meet their electricity demands. This means that these facilities were able to meet about 37% of their electricity needs using on-site solar.



5. Energy Efficiency

In 2019, Atlantic began a transition to energy-efficient halogen lighting in all facilities (25 unique operations). This initiative was complete in Q1 2021, and current estimates show an annual reduction of carbon at over 290 metric tons. We anticipate that the combined efficiencies gained from the lighting initiative, electric passenger vehicles, and electric semi trucks will result in the reduction of approximately 600 metric tons annually. In early 2024, we also conducted energy audits on selected sites and have identified measures to reduce our energy use in two of our facilities in Greensboro, NC.





INTERNAL OPERATIONS: WASTE

1. Zero-Waste Facilities

Atlantic has committed to helping our customers transition to more sustainable packaging as one of the core values of our organization. It only follows that we work to eliminate waste in our own facilities.

Through our Zero-Waste Program, we are working diligently to keep all the products that flow through our operations out of landfills, incinerators, and the environment. This means that we're reducing the amount of material we're using, reusing materials, and recycling to eliminate waste and to generate renewable resources.

Atlantic has adopted the TRUE Zero-Waste Certification as verified by Green Business Certification Inc. (GBCI) model because it uses a holistic approach aimed at changing how materials flow through society. This process follows the circular economy model that Atlantic believes is the path to our best use of resources.

Atlantic's goal is to be certified as a Zero-Waste company across all our locations, which means we'll have diverted more than 90% of our resources from landfills and back into usable resources. In 2021, Atlantic's Printing & Graphics operation in Tabor City, NC became our first facility to achieve TRUE Certification. In 2023, three more of our paper converting facilities were certified: Sturgis, Michigan (99.4% diversion rate); Dallas, Texas (97.6% diversion rate); and Greensboro (Spring Garden Street), North Carolina (96.5% diversion rate).

In 2024, we focused on pursuing Zero-Waste Certification for our Greenville, SC facility, and our Packaging Solution Center in Charlotte, NC. Our goal is to certify two more Atlantic facilities per year until all are complete.

2. Water Stewardship

Global water supply is a resource that's being increasingly threatened. One third of the global population lives in areas with water shortage, and that percentage is expected to increase as populations grow. Climate change is also reducing water availability in some regions.

Sustaining and enhancing the quality of our water supply is critical to our planetary health. Atlantic does not use process water in our manufacturing or distribution facilities, so our overall usage is relatively low. We understand that every gallon matters, and we have engaged with our individual facilities to assess process improvements. Atlantic used approximately 67,000 cubic meters of water across our operations annually.



INFLUENCING OUR VALUE CHAIN: CLIMATE

1. Encouraging Supplier Emissions Reductions

The vast majority of Atlantic's emissions stem from Scope 3 emissions in our value chain, especially from Purchased Goods and Services. One of the biggest impacts we can have as a company is to engage our suppliers to ensure that they are reducing their own emissions as well.

Supplier LoCT Program

The Supplier Leadership on Climate Transitions (S-LoCT) program is a knowledge platform and brand collaborative to collectively reach net-zero emissions by 2050. Atlantic has been one of 20 brands enrolling key suppliers in S-LoCT, along with Clorox, Coca-Cola, PepsiCo, Mars, McCormick, and others. Over the last year, Atlantic has sponsored three of our largest suppliers to participate in S-LoCT. The suppliers joined regular knowledge seminars to begin measuring their own emissions and setting Science-Based Targets (SBTs) themselves. This collaboration helps Atlantic meet our SBT to have 55% of our suppliers set SBTs by 2027. The suppliers will go on to learn how to identify emissions reduction projects and disclose their progress. We are thrilled to be facilitating the carbon reduction journey for our suppliers.

Publishing Product-Level Emissions

Our customers increasingly want to understand the embodied emissions associated with the packaging products they purchase from Atlantic. We are engaging our suppliers and life cycle assessment (LCA) experts to begin to estimate product-level emissions where possible. This process begins with the engagement of our suppliers to understand the upstream emissions, and we must balance our desire to generate these estimates with the reality that these data have a large margin of error. Given the vast diversity of products Atlantic manufactures and distributes, we began by estimating product-level emissions for selected high-volume products such as stretch film in 2022. LCA is still limited in its capabilities and available data, but we will continue to develop our capabilities around LCA in 2024 and into 2025. This will allow our customers to make better decisions about the products they purchase in addition to better quantifying their own Scope 3 emissions.

INFLUENCING OUR VALUE CHAIN: CLIMATE

2. Responsibly Sourced Fiber

As a major purchaser and distributor of paper products, Atlantic has a key role in maintaining biodiversity in forest ecosystems and in preserving forests as critical habitats and carbon sinks.

We are committed to distributing material coming from responsibly managed forests for the products we do not convert ourselves. In many cases, this means promoting Forest Stewardship Council® (FSC)- and Sustainable Forestry Initiative® (SFI)-certified paper and encouraging our suppliers to use certified paper if they are not already.

In addition to distributing more products from suppliers who use responsible forestry methods, Atlantic ensures that fiber in our production meets high chain of custody standards. For the paper products we convert ourselves, Atlantic's converting facilities maintain Chain of Custody certifications for SFI® and/or FSC® so we can help facilitate certification for our converting customers. The certifications are available in the Appendix of this report.

As we work towards ensuring that all our paper is sourced sustainably, we also acknowledge that paper sourced from the U.S., Canada, and Europe comes from forests that are by and large managed sustainably even without certification. This is by virtue of the strong regulatory frameworks in those countries, so certification is most critical for paper sourced from countries outside of these areas. We aim to balance the need for certification for paper from high-risk areas with the administrative and financial burden that certification can place on small or family landowners.



INFLUENCING OUR VALUE CHAIN: WASTE

40% of what Americans throw away each year is packaging. As a packaging company, Atlantic has a responsibility to help our customers dramatically reduce the amount of packaging they use, as well as to help them use more sustainable materials.

We focus on five main areas to create packaging efficiency and circularity:

1

Packaging Effectiveness

Protecting the intended product and ensuring that it reaches its destination without damage. This prevents damaged product from ending up in landfills, causing the release of GHGs such as methane.

2

Sustainable Materials

Finding creative solutions to replace landfill- or ocean-bound packaging with more circular materials. We prefer that this means using curbside-recyclable materials or upcycled materials, though sometimes, certified-compostable is a great option too.

3

Packaging Efficiency

Using technology to test, verify, and monitor packaging equipment and materials ensures that the least amount of packaging is applied to ship products without damage.

4

Monitoring & Standardization

Creating data-based packaging standards based on scientific testing and monitoring those standards to properly report and effectively measure carbon and waste reductions as optimization strategies are realized.

5

Closed-Loop Systems

Establishing closed-loop systems by collaborating across the supply chain to capture packaging waste and efficiently deliver clean, quality waste to recyclers for reuse. This includes ensuring that end users have clear instructions about proper disposal.



INFLUENCING OUR VALUE CHAIN: WASTE

1. Waste Prevention Programs

One of the most effective ways to be more sustainable in packaging is to use the least amount of material necessary to properly protect products. Packaging optimization for material reduction has become a core tenet of how we go to market.

MUST System

U.S. food, beverage, and consumer products companies experience approximately \$7.2 billion annually in losses from break, damage, and loss in transit. This is often caused by improper stretch wrapping, which leads to pallet load failure. Damaged loads cause not only packaging waste, but also carbon and methane emissions from the wasted product.

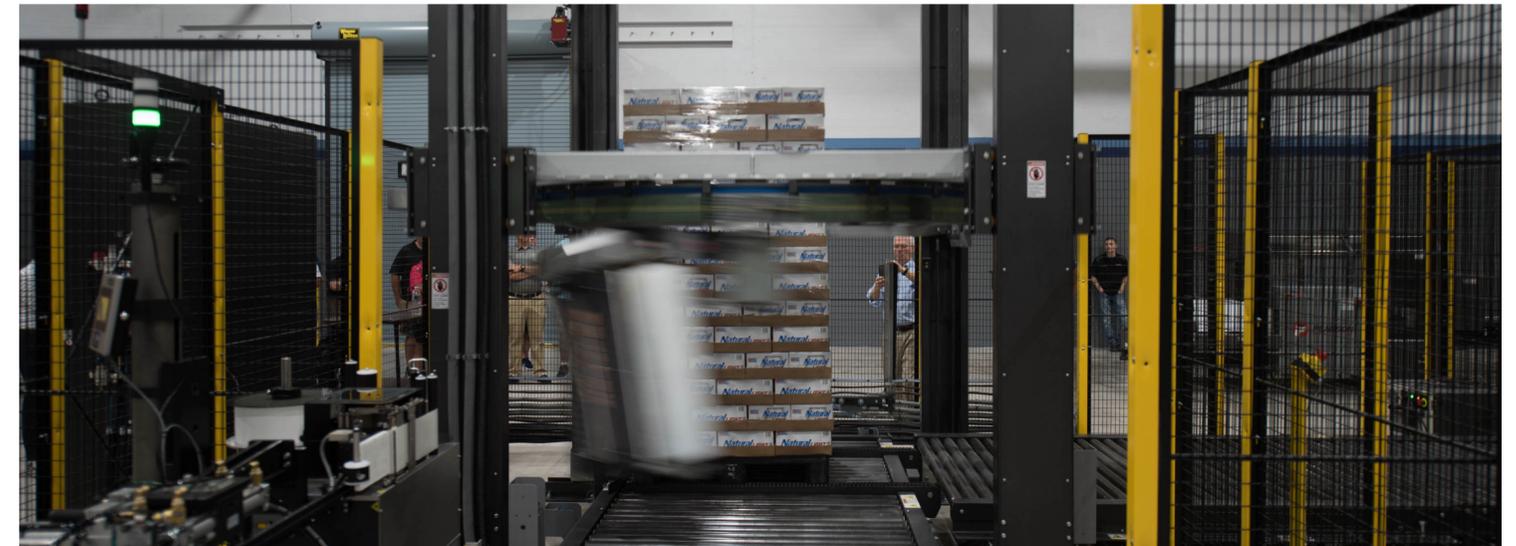
The MUST Management System is Atlantic's patented optimization program for stretch wrapping systems to prevent this waste. The hardware and software data recording system monitors every load wrapped on a given stretch wrapper and records the amount of film that's applied and graphs these data in real time. Atlantic's customers who use MUST reduce their annual usage of stretch film by 35-45%. MUST reduced stretch film usage by over 35 million pounds in 2023, doubling reduction from 2022. This equated to approximately \$64 million in savings to our customers in 2023.

Package Right-Sizing

As consumers have increased their e-commerce purchases dramatically over the last few years, they have become more familiar with the large amount of packaging required. One pain point for consumers is unnecessarily large packaging filled with air pillows or other dunnage, when a smaller box would have performed just as well. "Right-sizing" packaging can achieve major gains in sustainability and is our primary strategy for efficient packaging. Atlantic helps customers evaluate the least amount of packaging needed to secure the product being shipped. We often experiment with different configurations at our Packaging Solution Center to determine which option uses the least amount of material while protecting the product best.

Guardian Taping System

At scale, tape on boxes amounts to a huge amount of plastic usage. Atlantic works to optimize tape usage using our Guardian Taping System. A partnership with Shurtape Technologies, the Guardian Taping System helps customers find the right amount of tape to secure a box without overusing tape. Guardian helps customers save money on tape while also reducing plastic usage and contamination from tape in the paper cardboard recycling stream after the consumer is done with the box.



INFLUENCING OUR VALUE CHAIN: WASTE

2. Customer Engagement

As a leader in sustainable packaging solutions, Atlantic is determined to let sustainability permeate every customer relationship we have. In meetings with both new and existing customers, every Atlantic representative is prompting our customers to think about how they might transition to more sustainable packaging options.

Atlantic's Solution Center in Charlotte, North Carolina serves as a hub for designing and testing the most innovative sustainable packaging solutions. Every year, the Solution Center welcomes hundreds of customers to innovate their packaging by using state-of-the-art equipment. For example, the Solution Center features a TruMotion Transportation Simulator and Acceleration Sled designed to simulate real-world transit conditions for pallets of goods. Our team also designs custom sustainable packaging solutions such as die-cut, curbside-recyclable cartons to replace difficult-to-recycle plastic packaging.



3. Sustainable Material Innovation

Sustainable Materials

The most "sustainable" packaging material depends largely on the application—what works for packaging poultry sustainably is completely different from what works for e-commerce. Atlantic uses a backward-looking approach: we think about the possible end-of-life (EOL) outcomes for a package depending on the application and then determine the most appropriate material to meet that need. In addition, we help customers source materials that include recycled content or meet certain responsible sourcing standards, as there are often critical gains to make at the beginning of life of a material as well. We carefully vet each packaging product for necessary certifications and assurances to ensure sustainability claims are legitimate. A complete view of our recyclable and compostable packaging materials is available on our website, as well as ANewEarthProject.com.

In 2023 and 2024, we have also expanded our search for packaging made from "alternative" materials, meaning substrates other than tree fiber or traditional plastic. Examples include bamboo, hemp, seaweed, and a variety of upcycled materials. As we assess options, we are conducting additional research to ensure that these materials are sourced responsibly and that we can balance the beginning-of-life benefits of these substrates with their ultimate circularity at disposal.



PCR Content

We are committed to supporting the use of postconsumer recycled (PCR) resin in flexible packaging products where there is a strong case for this technology. Today, based on the average quality of PCR, we believe PCR content makes the most sense in lower-value products where all the packaging efficiency has already been achieved and where it does not make sense to switch to a more circular packaging material such as fiber. In other words, incorporating PCR is not a substitute for reducing the amount of material used or using more sustainable materials where possible.

It is critical that when adding PCR content into packaging products, we do not sacrifice packaging efficiency (i.e., having to design thicker packaging to achieve needed performance while using PCR). For products for which we do not control the quality of the PCR, we support PCR integration in shrink bundling films, plastic tapes, air pillows for dunnage and other bags and films in lower performance applications including garment bags and top sheet material. Where customers cannot shift from polyethylene mailers to paper mailers, we help them shift to polyethylene mailers with PCR. We encourage our customers to choose products with certified post-consumer recycled content wherever possible. While post-industrial recycled (PIR) content is helpful, emphasizing PCR is even more critical to create circularity.

In 2024, we are in the process of debuting stretch film with PCR as part of our stretch film recycling program. Since we can control the quality of the PCR, we can integrate high-quality PCR into this higher-performance product. See section 5 below for more information on our closed-loop system for stretch film.

INFLUENCING OUR VALUE CHAIN: WASTE

Sustainable Packaging Products

Atlantic aims to offer sustainable packaging products across all industries we serve. Some examples of our signature sustainable options include:

Curbside-Recyclable Products

Paper Mailers



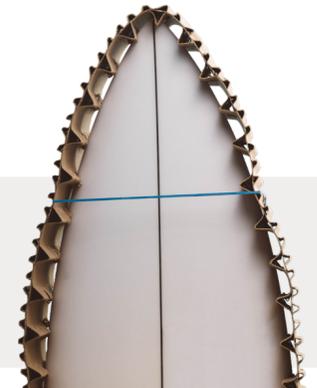
We offer several options of curbside recyclable mailers from Pregis Evertec and ProAmpac in both padded and paper envelope options ideal for e-commerce shipping.

Glassine Paper Bags



As an alternative to poly bags for garments, we offer a highly calendared paper called glassine that is curbside recyclable, unlike poly bags.

S3 Pro Surfboard Packaging System



We developed the first completely curbside-recyclable packaging system for surfboards through our initiative, A New Earth Project. The S3 is beginning to be adapted for other applications as well, such as snowboards.

Canopy™ Paper Overwrap



We created the first recyclable paper-based alternative to shrink bundling film.

Fishbone Can Carriers



We have the exclusive license to offer the first 100% curbside recyclable beverage carrier to replace plastic six-pack rings, which can also be used for bottles, tubs, and more.

Ranpak FillPak Void Fill, PadPak Cushioning Paper & Geami Wrapping Paper



We offer a variety of paper-based cushioning and void fill options from Ranpak, great for e-commerce shipments.

LayerShield Sheet Program



We offer recyclable paperboard sheets made from 100% recycled fibers ideal for replacing corrugated or polysheets.

INFLUENCING OUR VALUE CHAIN: WASTE

Compostable Products

Cruz Foam



In partnership with Santa Cruz-based company Cruz Foam, we offer a block-and-brace EPS foam alternative made from compostable polymers and upcycled food waste. Cruz Foam is perfect for shipping impact-sensitive goods.

Cruz Cool Insulated Cooler



We also offer Cruz Foam's compostable cold chain cooler called Cruz Cool. This is a high-performing alternative to traditional EPS foam coolers for meat, seafood, meal kits, and more.

Ecovative Mushroom Packaging



We partner with Ecovative to produce a certified home-compostable foam replacement made from mycelium, the root structure of mushrooms.

TIPA Compostable Films



We offer a wide range of certified compostable bags, pouches, and other films from TIPA, which offers some of the highest-performing compostable films available today.

Store Drop-Off Recyclable Products

Clysar EVO & EVOX Recyclable Shrink Films



High-performance packaging films that are recyclable through Store Drop-off.

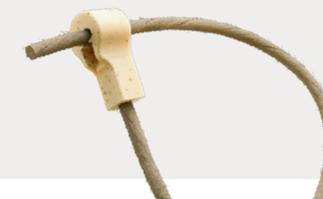
GreenLite & ClearLite Films



Multilayer, single-material, high-barrier PE films perfect for zip-top pouches.

Other Products

FibreStrap



FibreStrap is the world's first fiber-based sustainable cable tie, designed to replace the traditional plastic cable tie when bundling, securing, or attaching items.

SmartSolve Water-Soluble Paper



We offer a water-soluble paper great for pouches and labels that dissolve into water after use.

INFLUENCING OUR VALUE CHAIN: WASTE

Product Spotlight:

FibreStrap

In 2024, Atlantic Packaging launched a partnership with sustainable cable tie pioneer, EVLR International, to introduce the world's first fiber-based zip tie to North America. FibreStrap is crafted from responsibly sourced Scandinavian fiber with fossil-free energy and is made with long fibers that ensure strength and durability for sealing, fastening, and bundling materials. It stands out not only for its versatility across a variety of demanding applications, but also for its sustainability attributes.

FibreStrap offers an alternative to single-use, petroleum-based plastic cable ties made from nylon. Traditional plastic cable ties, which are often used outdoors, are commonly used once, then cut off and discarded, destined to become either trash in a landfill or litter in the environment that breaks down into harmful microplastics. Plastic cable ties are too small to be recycled, can damage recycling equipment, and negatively impact wildlife when they accumulate in the environment. In contrast, FibreStrap's patented design reduces plastic waste and can be reused in some circumstances. Switching to FibreStrap from traditional plastic zip ties significantly reduces carbon emissions and water usage by over 80%. When discarded, FibreStrap does not break down into microplastics in the environment, but instead, into harmless natural components. FibreStrap has been added to A New Earth Project's [catalog](#), and it marks a substantial leap towards more sustainable packaging solutions at Atlantic.



**Made to endure,
but not to last.**





Customer Success Story: Darn Tough Socks

At the beginning of 2024, Atlantic Packaging partnered with Pregis to assist Darn Tough Socks in their transition to a paper-based e-commerce packaging solution that aligned with their sustainability commitments and met their growing demand. The ideal solution was identified as the **Pregis EverTec Non-Cushioned Mailer**, which supports custom branding, is easily recyclable, and meets Darn Tough's fulfillment demands.

To facilitate a seamless transition to this solution, Atlantic and Darn Tough conducted ship testing and confirmed the paper-based mailer met Darn Tough's standards for durability and reliability. In addition to the mailer's aesthetic and functional attributes, it provides sustainability benefits. Due to its recyclability, Darn Tough Socks and Atlantic Packaging are proud to say this packaging solution has the potential to divert up to 6,250 lbs of waste from landfills each year.

This paper-based mailer exemplifies sustainability improvements compared to their previous plastic non-padded mailers, which were not easily recyclable and could end up littered in the environment. Atlantic continues to search for opportunities to help our customers make similar sustainable transitions.

Due to its recyclability, Darn Tough Socks and Atlantic Packaging are proud to say this packaging solution has the potential to divert up to **6,250 lbs.** of waste from landfills each year.



Customer Success Story: Wild Idea Buffalo

In 2024, Wild Idea Buffalo worked with the Atlantic Packaging and A New Earth Project team to address a critical component of their sustainability journey: their cold-chain packaging.

Wild Idea Buffalo is furthering their mission to deliver high-quality sustainable meat products while making a significant positive impact on the environment through switching their traditional expanded polystyrene (EPS) coolers to our innovative **Cruz Cool** technology. Made from 70% upcycled material, Cruz Cool boxes exceed Wild Idea Buffalo's high standards for appearance, durability, sustainability, and temperature control. Using compostable Cruz Cool will greatly reduce their overall emissions, as the cooler's highly insulative properties allow Wild Idea Buffalo to use ground shipping instead of two-day air. Wild Idea Buffalo will also be reducing waste sent to landfill by using this compostable packaging. We are proud to support this holistic approach to sustainability and look forward to continuing to develop sustainable solutions for our customers.

“ We can get our product to our customers with ground shipping, with less dry ice, and have less costs, far lower carbon footprint, and also a greater unboxing surprise and delight experience for our customers.

– Phil Graves
Wild Idea Buffalo Co.



INFLUENCING OUR VALUE CHAIN: WASTE

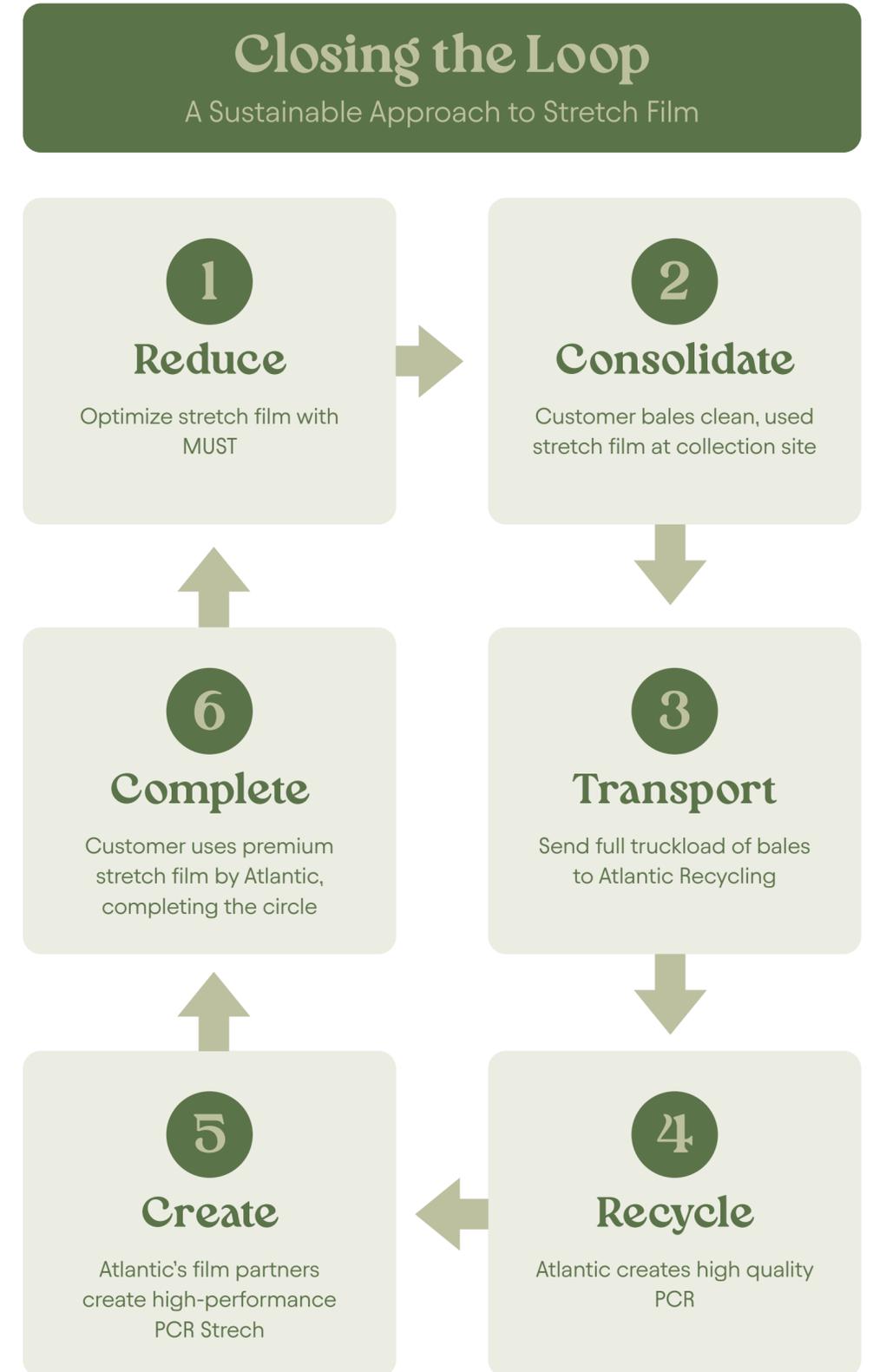
5. Closed-Loop System for Stretch Film

Business-to-business (B2B) packaging presents a prime opportunity to recover clean material and create closed-loop recycling systems. Atlantic has invested in creating new systems to capture plastic packaging at the distribution level. Taking advantage of our unique position in the packaging supply chain, Atlantic can facilitate reverse logistics with our largest stretch wrap customers. Starting in late 2023, we began collecting used polyethylene (PE) stretch wrap from select customers, and at the beginning of 2024, we started re-pelletizing the plastic to be re-extruded. The result is the world's first closed loop for stretch wrap. Our new Erema recycling machinery can help us recover and re-pelletize 10 million pounds of stretch wrap into high-quality resin each year, which can become stretch wrap again due to its high quality. In early 2024, we began re-pelletizing used film from Coca-Cola Consolidated, the largest Coke bottler in the Southeast, and working with our extrusion partners to turn it back into high-performance stretch film. We have thus far tested formulations with up to 10% recycled content. We will continue testing formulations with higher percentages but will only add recycled content up to the point where performance and quality begin to diminish. Because our goal is to reduce virgin plastic usage while using as little material as possible, we will not surpass this threshold. While we are currently in the testing stages of this closed-loop program, we hope to offer our specialized stretch film to our customers by the end of 2024 and to collect film from other customers.

The key to collection is cleanliness. In order for PE, especially clear shrink and stretch film, to be recycled effectively and create the best post-consumer resins, the waste needs to be at least 95% PE, with an eventual target of 98%. Our stretch wrap programs utilize only high-performance films, and we train stakeholders to help with film recovery

by taking critical steps such as removing paper labels. Because of these two factors, we can ensure quality waste every time.

Once waste is baled at the business distribution level, it is backhauled to the original packaging use destination where it is collected for recycling. Atlantic already facilitates this system and supports the return of full truckloads of baled, clean PE to our recycling partners. We are excited to be joining the recycling step of the supply chain as we invest in our own equipment.





EXTERNAL ENGAGEMENT

1. Disclosures & Reporting

Climate

Atlantic is committed to a sustainability and climate action plan that includes disclosure, transparency, and a willingness to be evaluated from any interested party. Since 2018, we have participated in the annual survey from the Carbon Disclosure Project, now called CDP.

In 2023, Atlantic reached our goal of joining CDP's list of A-rated companies on the Climate Change questionnaire. Atlantic is one of only 346 companies worldwide who received an A in the climate disclosure out of over 21,000 companies scored. An "A" score not only represents a commitment to environmental improvements, but also our commitment to support our customers who use CDP by disclosing these helpful data.



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Waste

As Atlantic completes its zero-waste certifications through TRUE, we have been quantifying and disclosing the certified facilities' waste impacts. Each facility's TRUE certification requires that 90% of the facility's waste be diverted from landfills. We are also currently working to quantify our waste impact across facilities that are not yet certified as zero-waste. We model these waste impacts as part of our greenhouse gas accounting each year since part of our Scope 3 footprint encompasses Waste in Operations.



Ocean Plastics Leadership Network



The Conservation Alliance

EXTERNAL ENGAGEMENT

2. Memberships

Working toward a circular economy for packaging will require unprecedented cross-industry and supply chain collaboration. Atlantic engages heavily with the organizations detailed below. A New Earth Project also holds memberships with a variety of additional organizations, including Outside TV, Fuel TV, the Surf Industry Members Association (SIMA), the US Board Riders Club (USBRC), People for Bikes, the Outdoor Industry Association, and the Snowsports Industries America (SIA). For more information about ANEP's memberships, please visit <https://anewearthproject.com/pages/our-partners>.

Sustainable Packaging Coalition (SPC) & How2Recycle

The Sustainable Packaging Coalition (SPC) is the leading voice on sustainable packaging whose mission is to bring packaging sustainability stakeholders together to catalyze actionable improvements to packaging. Atlantic is dedicated to using the tools from the SPC to research, develop, and offer more sustainable packaging products to our customers. Additionally, Atlantic is a member of SPC's initiative How2Recycle, the leading US-based on-package recycling label, to promote clear instructions to consumers about what materials to place in their recycling bins.

Ocean Plastics Leadership Network

The OPLN is pro-urgency and pro-engagement for all stakeholders, from local to global. Together, voices across industry activism, government, civil society, and more drive engagement on effective treaties and interventions concerning the global plastic pollution crisis. Through neutral and inclusive convenings, expeditions, development tracks, treaty dialogues, and stakeholder education the OPLN bridges divides, measures sentiment, and accelerates collaboration.

The Conservation Alliance

The Conservation Alliance harnesses the collective power of business and outdoor communities to advocate for the protection of North America's wild places. Atlantic Packaging was the first packaging company to join the more than 270 member companies whose collective annual membership dues are dispersed to grassroots environmental organizations that contribute to the long-term health of outdoor recreation and help ensure access for future generations. In 2023, Atlantic's president Wes Carter joined the Conservation Alliance's board of directors.



EXTERNAL ENGAGEMENT

National Stewardship Action Council

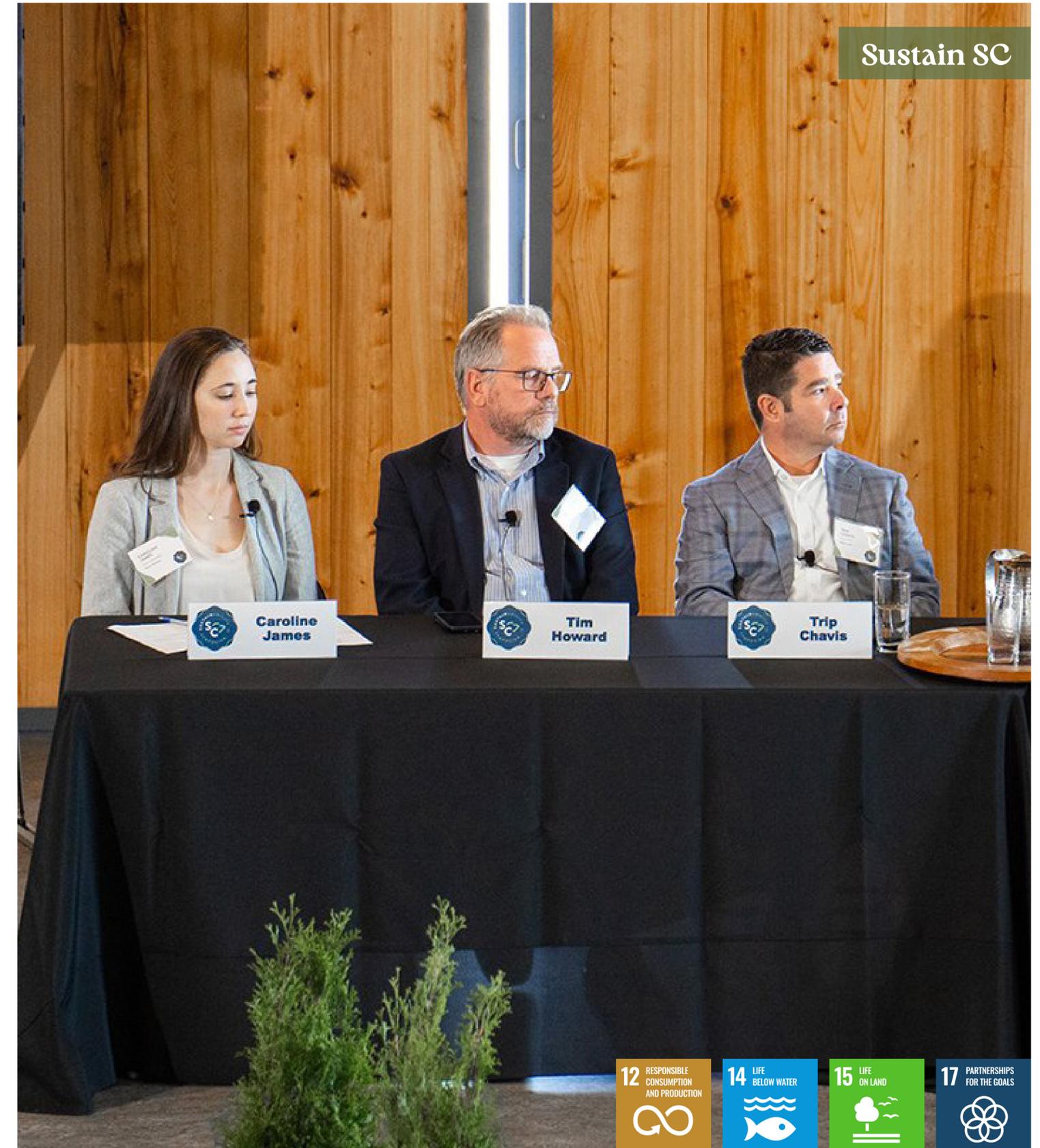
The National Stewardship Action Council (NSAC) is a network of committed proponents comprised of governments, non-government organizations, businesses, and consumers who advocate that producers fairly share responsibility in a circular economy. NSAC supports Extended Producer Responsibility (EPR) to conserve resources, reduce costs to local governments, create jobs in remanufacturing, and provide a circular economy. NSAC's goal is to align public and private sectors through information and partnerships to implement and ensure sustainable recovery systems where producers have an appropriate level of sharing in the responsibility for those systems.

Sustain SC

Sustain South Carolina (Sustain SC) aims to connect the sustainability goals of business in South Carolina with local solutions for the benefit of the state's economy, environment, and people. Atlantic's presence across the state and in the Southeast United States in general makes Sustain SC a critical place to connect with other businesses working towards commerce and conservation. Atlantic is thrilled to support Sustain SC through the development and implementation of the Roadmap to Sustain South Carolina, particularly through a circular materials economy.

Carolina Recycling Association & Carolina's Plastic Recycling Council

Atlantic's geographic home in the Carolinas makes us a perfect advocate for stronger recycling markets in the Southeastern United States. Atlantic is a member of the Carolina Recycling Association (CRA), a 501(c)(3) organization dedicated to bringing together large and small companies, local governments, state government agencies, and individuals across the Carolinas to increase recycling efforts. Wes Carter gave the Keynote presentation at CRA's annual conference in 2024. Additionally, Atlantic is proud to support the Carolinas Plastic Recycling Council (CPRC), a collaboration between the state governments of North and South Carolina to support the plastics recycling industry across both states. Atlantic hosted the first session of the "Your Plastics Means Products" Roadshow in 2024 to engage the supply chain about key opportunities to recycle more plastics, particularly through business-to-business opportunities like our stretch film recycling program.



EXTERNAL ENGAGEMENT

3. Advocacy & Education

A New Earth Project

In 2022, Atlantic Packaging announced the launch of A New Earth Project, the sustainability initiative of Atlantic Packaging. A New Earth Project is a coalition of outdoor enthusiasts, industry-leading brands, and innovative, environmentally conscious packaging suppliers. The initiative focuses on developing and scaling sustainable packaging solutions to combat single-use plastic pollution, and preventing it from reaching the world's oceans, lakes, and rivers.

As a catalyst for awareness, education, and action, A New Earth Project unites passionate advocates and the global supply chain to solve these problems while providing sustainable packaging solutions for brands of all sizes.

With a team built by founder Wes Carter, president and third-generation leader of Atlantic Packaging, the effort is supported by leaders in the surf, outdoor, media, and packaging industries, and continues to grow as the momentum behind this initiative is building.



Over the last year, A New Earth Project has expanded the product catalog on the website to make more sustainable packaging products readily available to brands of all sizes. The team is also continually building the resource hub on the website, which is available to consumers and brands seeking to learn more about circular packaging products, sustainability practices, and extended producer responsibility (EPR) laws for packaging. These resources provide guidance and insight into issues like recyclability, regenerative design, reduced carbon footprints, life cycle assessments, and circularity, allowing for both an understanding of theoretical aspects and tangible strategies that can be incorporated into any sustainability journey. The team shares these resources and expertise regularly through social media and a monthly email newsletter as well as in-person at sustainability-related conferences and events.

A New Earth Project co-sponsored the first Coast Summit event in Laguna Beach in 2023 with a second date secured for 2024. This is a one-day environmental symposium uniting top-tier adventure athletes, renowned filmmakers, and industry leaders who have achieved excellence in their respective fields and have also left a profound mark through their commitment to activism and storytelling.

A New Earth Project continues to develop story-driven programming chronicling the challenges that our global waters face, and the people, brands, and organizations who are collaborating to find solutions. *Journey to a New Earth* Season One launched as an eight-episode series in 2022 and is now available on Prime Video.

Additional series are in development. We will continue to partner with influential media platforms like OutsideTV, FuelTV, and AbsintheTV to bring this message to a broader audience.

A New Earth Project added to our first class of global advocates with the announcement of professional skier Connor Ryan and professional surfer Barton Lynch joining our roster. They join surfers Ben Bourgeois, Kai Lenny, Vaihiti Mahana, Carlos Muñoz, and Koa Smith, as well as snowboarder Kimmy Fasani and freeskiier and ski mountaineer Cody Townsend, who are working to build awareness of the critical importance of sustainable packaging solutions.

Drawing on Atlantic's 75-year history in the global packaging supply chain, A New Earth Project also delivers real solutions through their New Earth Approved catalog, a collection of products and capabilities adhering to key sustainability criteria. New catalog partners have been added, including FibreStrap and Fishbone.

Learn more at anewearthproject.com.



EXTERNAL ENGAGEMENT

Policy Advocacy

Atlantic knows that, as a major packaging supplier in the middle of the supply chain, we can use our influence to advocate for public policy that improves sustainability. In particular, recent progress in the U.S. towards implementing Extended Producer Responsibility (EPR) laws for packaging have provided momentum to address unsustainable packaging. Atlantic's leaders have sought out opportunities to meet with policymakers, environmental advocates, and industry groups to voice our support for intelligent EPR laws and other policies to fight plastic pollution. We are also meeting with our customers to explain how EPR will impact them and why they should use more sustainable packaging to comply with these new laws. We are committed to advocating for public policy that aligns with limiting global average temperature increase to 1.5 degrees Celsius as stated in the Paris Agreement.

Over the last two years, Atlantic has further established itself as a leader in advocating for intelligent EPR. Atlantic's President, Wes Carter, serves on the Advisory Board in California for the implementation of SB 54, California's packaging EPR law, as a representative of manufacturers of covered products. He and Atlantic's Sustainability Director, Caroline DeLoach, have worked diligently with other stakeholders to help shape SB 54 during the rulemaking process. Ultimately, our goal is to help implement packaging EPR laws in ways that actually realize improvements in circular packaging practices while navigating the realities of businesses' challenges shifting to more sustainable packaging. Carter and DeLoach have also published multiple articles and op-eds to advocate for intelligent EPR.

Additionally, Atlantic has taken an active role in shaping the conversation around material alternatives to traditional plastics as part of the United Nations (UN) Global Plastics Treaty process. In May 2024, Atlantic hosted a two-day kickoff session facilitated by OPLN to begin a dialogue around which alternative materials can truly be classified as sustainable replacements for plastic. This work will continue throughout 2024 as the UN works toward the next International Negotiating Committee (INC) in November in South Korea.

Stances on Key Issues

The landscape of sustainable packaging is rapidly changing, with new concepts and opportunities entering the market quickly. It can be difficult for Atlantic's salesforce, our suppliers, and our customers to keep up with all the developments and latest science. We strive to offer clear, comprehensive educational materials that are publicly available to help our stakeholders, both internal and external, understand these complex topics.

Atlantic always strives to take a science-based stance on these topics while acknowledging the challenges businesses face in choosing truly sustainable options. Between 2022 and the first half of 2024, we have developed stances on issues such as the role of compostable packaging, the use of PCR, and "oxo-degradable" plastics. When we determine our position on key issues, we develop a stance with accompanying documentation to share with our salesforce, suppliers, and customers, and we communicate that stance to them through our Tidal Wave newsletter and internal webinars. Lastly, Atlantic has also begun to release publicly available "deep dive" explainers on key sustainability topics to help provide clarity to our customers and any other interested stakeholders. 2024's explainers to date have included background on alternatives to virgin plastic, with detailed background on bio-based and compostable materials and EPR legislation.



**additional
resources**

CLIMATE TRANSITION PLAN

Operations

How we operate our own facilities

Value Chain

The products we sell & engagement with our suppliers

Governance & Advocacy

How we engage with stakeholders, disclose our progress & partner with others

CARBON

SCIENCE-BASED TARGETS:

- Reduce absolute scope 1&2 GHG emissions 70% by 2030 from a 2021 base year
- Net Zero by 2046

HOW WE GET THERE:

- 100% renewable electricity by 2030
- On-site solar, efficiency programs, electric vehicles

SCIENCE-BASED TARGETS:

- 55% of our suppliers by spend covering purchased goods and services will have science-based targets by 2027
- Reduce absolute scope 3 GHG emissions 25% covering the remaining purchased goods by 2030 from a 2021 base year

HOW WE GET THERE:

- Supplier LoCT program
- Develop standard and goals for sourcing paper responsibly
- Product damage prevention assessments at Solution Center
- Stretch wrap PCR closed loop initiative

- Disclosure of climate and biodiversity progress through CDP
- Third-party verification of data and progress
- Annual Healthy People, Healthy Planet Report
- Publish top 10 product-level emissions by 2024
- Advocating for public policy that aligns with limiting global average temperature increase to 1.5°C as stated in the Paris Agreement

WASTE

- Certify two facilities annually as TRUE zero-waste facilities

HOW WE GET THERE:

- Internal training for recycling
- Zero-waste team develop outlets for hard-to- recycle streams

- Lightweighting programs such as MUST
- Product damage prevention assessments at Solution Center
- Stretch wrap PCR closed loop initiative – process 10M lbs of waste annually
- Engagement with all top suppliers annually about sustainable product innovations
- Engagement with all customers about switching to more recyclable or compostable packaging options
- Development and co-development of recyclable packaging options such as Fishbone

- Advocacy with supply chain through A New Earth Project
- Engagement through associations such as Sustainable Packaging Coalition
- Annual Healthy People, Healthy Planet Report

CERTIFICATES OF VERIFICATION FROM APEX



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Atlantic Corporation

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Atlantic Corporation (Atlantic Packaging) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Atlantic Packaging. Atlantic Packaging is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
 - Refrigerants

Types of GHGs: CO₂, N₂O, CH₄

GHG Emissions Statement:

- **Scope 1:** 10,803 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 10,849 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 10,900 metric tons of CO₂ equivalent
- **Scope 3:** 448,850 metric tons of CO₂ equivalent
 - Category 1 – Purchased Goods & Services: 356,700 metric tons of CO₂ equivalent
 - Category 2 – Capital Goods: 13,100 metric tons of CO₂ equivalent
 - Category 3 – Fuel-and Energy-Related Activities: 5,100 metric tons of CO₂ equivalent
 - Category 4 – Upstream Transportation and Distribution: 1,600 metric tons of CO₂ equivalent
 - Category 5 – Waste Generated in Operations: 2,200 metric tons of CO₂ equivalent
 - Category 6 – Business Travel (air travel and car rental): 700 metric tons of CO₂ equivalent
 - Category 7 – Employee Commuting: 2,200 metric tons of CO₂ equivalent
 - Category 8 – Upstream Leased Assets: 60 metric tons of CO₂ equivalent
 - Category 9 – Downstream Transportation and Distribution: 1,050 metric tons of CO₂ equivalent
 - Category 11 – Use of Sold Products: 12,900 metric tons of CO₂ equivalent
 - Category 12 – End-of-Life Treatment of Sold Products: 52,800 metric tons of CO₂ equivalent
 - Category 13 – Downstream Leased Assets: 440 metric tons of CO₂ equivalent

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Data and information supporting the Scope 1, Scope 2, and Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Atlantic Packaging and their consultant;
- Review of documentary evidence produced by Atlantic Packaging;
- Review of Atlantic Packaging data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions; and
- Audit of sample of data used by Atlantic Packaging to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Atlantic Packaging has established appropriate systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Atlantic Packaging, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Thomas U. Jones, Lead Verifier
ESG Program Manager
Apex Companies, LLC
Tampa, Florida

David Reilly, Technical Reviewer
Principal Consultant
Apex Companies, LLC
Santa Ana, California

August 23, 2024

This verification opinion declaration, including the opinion expressed herein, is provided to Atlantic Packaging and is solely for the benefit of Atlantic Packaging in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

CERTIFICATES OF SFI® CHAIN OF CUSTODY

Sustainable Forestry Initiative®

The Sustainable Forestry Initiative® (SFI) is an independent, non-profit organization that promotes sustainable forestry practices through forest-level certification requirements that include measures to protect water quality, biodiversity, wildlife habitat, species at risk and forests with exceptional conservation value. They then use Chain of Custody Certification to track forest fiber content (certified forest content, certified sourcing, and recycled content) through production and manufacturing to the end product. Atlantic Packaging is SFI Chain of Custody-certified. This certification is part of the SFI accounting system that tracks certified forest content, certified sourcing and recycled content. Our license code is #PBN-SFI/COC-040547.

Preferred by Nature™



Preferred by Nature OU hereby confirms that the Chain of Custody system of

Atlantic Corporation of Wilmington, Inc.
3900 Spring Garden Street
27417 Greensboro
North Carolina
United States

has been assessed and certified as meeting the requirements of SFI Standards and Rules:

[Section 10 - SFI 2022 Standards and Rules](#); [Section 4 - SFI 2022 Chain-of-Custody Standard](#); [Section 6 - SFI 2022 Rules for Use of SFI On-Product Labels & Off-Product Marks](#)

The certificate is valid from
23 February 2023 to 22 February 2028
Registration Date: 18 March 2008
Certificate version date: 23 February 2023

Scope of certificate
Certificate type: Multisite

Certificate registration code
PBN-SFI/COC-040547

Preferred by Nature OU accreditation is issued by ANAB (Accreditation). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required SFI claim is clearly stated on delivery documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

Preferred by Nature™

[View Full Certificate Here](#)

Annex A: Scope of Atlantic Corporation of Wilmington, Inc. SFI Chain of Custody Certificate PBN-SFI/COC-040547

Product Type	SFI Claims	CoC Method	Input Material Category
110400 - Packaging	SFI at least X% Certified Forest Content; SFI Certified Sourcing	Physical separation	SFI Certified Sourcing; SFI Certified Forest Content

Annex B: Scope of Atlantic Corporation of Wilmington, Inc. SFI Chain of Custody Certificate PBN-SFI/COC-040547

No	Site Name	Address
1	Atlantic Corporation of Wilmington - Greensboro	3900 Spring Garden Street Greensboro North Carolina 27417 United States
2	Atlantic Corporation of Wilmington - Summerville	101 Spaniel Ln Summerville SC 29483 United States
3	Atlantic Corporation of Wilmington - Sturgis	500 International Way Sturgis Michigan 49091 United States
4	Atlantic Corporation of Wilmington - Benton Harbour	1202 Territorial Rd Benton Harbour Michigan 49022 United States
5	Atlantic Corporation of Wilmington - Tabor City	1107 East 5th Street Tabor City NC 28463 United States

an only be considered covered by the scope of this certificate when the required physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

Page 2 of 3

Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required SFI claim is clearly stated on delivery documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

Certificate version date: 23 February 2023

Page 3 of 3

CERTIFICATES OF FSC® CHAIN OF CUSTODY

Forest Stewardship Council®

The Forest Stewardship Council® (FSC) is a sustainable forest management solution that promotes the responsible management of the world's forests. FSC defines what can and can't be described as a sustainable forest. They provide principles for managing the forest well and help forest owners, communities, and businesses agree on decisions and consider the impact of today's decisions on tomorrow's generations. By becoming FSC-certified, forest owners and managers demonstrate that they are managing their forests responsibly.

The FSC chain of custody standard provides credible assurance that forest products sold as FSC-certified originate from well-managed forests, controlled sources, reclaimed materials, or a mixture of these. FSC chain of custody certification facilitates the transparent flow of goods from the forest, through all the processing and trading stages, to the final consumer. Atlantic Packaging has been assessed and certified as meeting the requirements of FSCSTD-40-004 V3-0. This certification verifies that FSC-certified material has been identified and separated from non-certified and noncontrolled material as it makes its way along the supply chain from the forest to the market. Our license code is #FSC-C016743.

View Full Certificate Here



Preferred by Nature OU hereby confirms that the Chain of Custody system of

Atlantic Corporation of Wilmington, Inc.
3900 Spring Garden Street
Greensboro, North Carolina 27417
United States

has been assessed and certified as meeting the requirements of
FSC-STD-40-004 V3-1; FSC-STD-50-001 V2-1 EN

The certificate is valid from Mar 31, 2024 to Mar 30, 2029
Certificate version date: Mar 25, 2024

Scope of certificate
Certificate type: Single Chain of Custody

Certificate registration code
NC-COC-003977

FSC License Code
FSC-C016743

Specific information regarding products and sites is provided in Annex A and Annex B. The validity and exact scope covered by this certificate is defined in Annex A and Annex B. FSC® accredited certification body FSC® A000535 | The mark of FSC® is a registered trademark of the FSC®. This certificate itself does not constitute evidence that particular product supplied by the certificate holder is FSC® certified (or FSC Controlled Wood). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on invoices and shipping documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.



Annex A: Scope of Atlantic Corporation of Wilmington, Inc. FSC® Chain of Custody Certificate
NC-COC-003977

Product Type	Trade Name	Output FSC Claims
P2	FSC Mix and FSC Recycled paper and paperboard, in rolls and sheets	FSC Mix Credit; FSC Recycled
P3	FSC Mix and FSC Recycled paper and paperboard, in rolls and sheets	FSC Mix Credit; FSC Recycled



Annex B: Scope of Atlantic Corporation of Wilmington, Inc. FSC® Chain of Custody Certificate
NC-COC-003977

No	Site Name	Address	Sub-code
1	Atlantic Corporation of Wilmington - Greensboro	3900 Spring Garden Street Greensboro North Carolina 27417 United States	---

This certificate itself does not constitute evidence that particular product supplied by the certificate holder is FSC® certified (or FSC Controlled Wood). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on invoices and shipping documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

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Preferred by Nature™



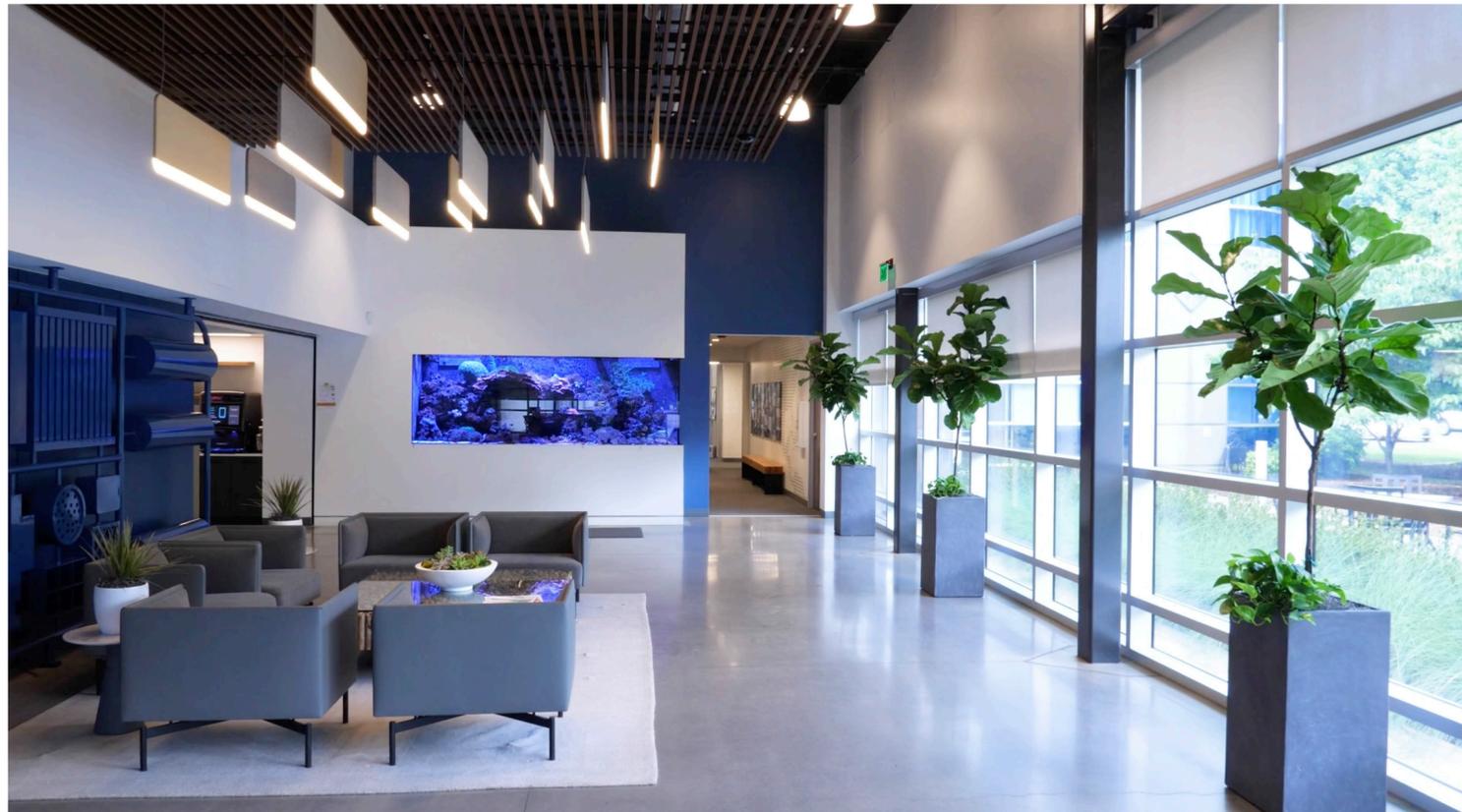
Annex B: Scope of Atlantic Corporation of Wilmington, Inc. FSC® Chain of Custody Certificate
NC-COC-003977

No	Site Name	Address	Sub-code
1	Atlantic Corporation of Wilmington - Greensboro	3900 Spring Garden Street Greensboro North Carolina 27417 United States	---

This certificate itself does not constitute evidence that particular product supplied by the certificate holder is FSC® certified (or FSC Controlled Wood). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on invoices and shipping documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

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**healthy people,
healthy planet**



INITIATIVES

Over the last year, we have begun and expanded several projects that have benefits both for our people and that help us make progress towards our sustainability goals.



Beehive Installations & Green-Scaping

We have been seeking ways to increase the amount of greenspace around our offices to provide employees with more areas to decompress. This seemed like a great opportunity to develop greenspaces that also benefit local ecosystems by planting native and pollinator-friendly species. Simultaneously, we realized we could also install beehives in some strategic locations to support local bee populations. In partnership with The Bee Cause, we are working to install observational hives in our Charlotte and Charleston locations to start. These hives will be easily viewable by our people so they can understand more about bees and how important they are to local ecosystems. We hope to complete installations in Charlotte by the end of 2024.



Nature Wellness Challenge

In 2024, Atlantic launched our Healthy You Project, a multi-month-long series of wellness challenges and educational opportunities for all Atlantic employees. One of the challenges included a Nature Challenge to encourage employees to spend about 20 minutes per day outside. Some experts suggest that a nature "prescription" of at least 20 minutes daily is the right "dose" to achieve health benefits such as stress reduction, reducing blood pressure, and improving immune health. The challenge also featured Nature Bingo, a series of optional outdoor activities to help our people find more outdoor time. Options included going to the local farmer's market, having a walking meeting, and picking up various types of packaging litter. Alongside the health benefits of spending time outdoors, the challenge's goal is to help our people grow their appreciation for nature and what we are trying to protect with our sustainability program.



Charitable Giving

Atlantic Packaging believes in giving back to the community and has done so in a variety of ways, including through charitable giving. Some of the organizations Atlantic supports include WildAid, the Green Heart Project, the Bee Cause, and My Sister's House. Many of these organizations are guided by efforts to improve the health of people, while improving the health of the planet.



INITIATIVES



In-Office Composting

In 2021, Atlantic began offering composting in our Wilmington, NC office, and quickly added programs in Charlotte, NC in 2022 and Greenville, SC in 2023. The composting programs have a clear benefit towards our Zero-Waste goals, but also serve to improve soil health as composting diverts valuable nutrition back into soils and away from landfills. Soil health is critical not only for environmental protection and biodiversity, but also to replacing the need for heavy synthetic fertilizers, thus improving the nutrition of food naturally. We also let employees know that they are welcome to bring their organic waste from home for composting at these offices. We look forward to expanding access to composting programs in other offices as composting services expand.



Nature Series

In the Fall of 2024, Atlantic will launch the Nature Series. These educational workshops will be hosted at all locations in conjunction with A New Earth Project. The goal of these workshops will be to educate employees on the health benefits of time spent in nature, but also on Atlantic Packaging's sustainability efforts. Over the course of 2025, the Wellness Program will offer a catalogue of courses related to nature and sustainability. These courses will include nature immersion experiences, hands-on sustainability workshops, and team building opportunities.



Nature Photography & Murals

Research suggests that the simple act of observing nature can benefit both mental and physical well-being. In 2020, nature photography taken by one of our employees was hung in the office space of our headquarters in Wilmington. We expanded upon this initiative in 2024, adding nature photography to both our Charleston and Memphis office spaces. We will continue these efforts in other locations in 2025, beginning with our Charlotte location.

Many of our production and warehouse facilities do not have access to windows to observe nature nor is it safe to hang pictures on the walls. To address the need for nature, we commissioned the painting of a mural reflecting the natural environment of our Tabor City location to be completed in July of 2024. This mural will be on the floor of our Printing and Graphics facility.

wellness

INTRODUCTION

The Wellness Program started in 2012 with the goal of making health and wellness resources more accessible to employees and to ingrain wellness into Atlantic's culture. Over more than a decade, these values have become a vital part of who we are as a company and our daily business operations. We have seen first-hand the effect of putting the health and well-being of our employees at the forefront.

For a retrospective on the last twelve years of the Wellness Program, check out our Wellness Program Lookback video here: <https://www.atlanticpkg.com/wellness/>.



our mission

At Atlantic Packaging, health and well-being is the throughline connecting our employees, our business community, and the overall vision for our company.

our vision

We aim to establish health, in all of its dimensions, as the fundamental guiding principle that informs all of our decisions.

INTRODUCTION

Our program is guided by four main principles:



nourishment

nutrition
inspiration
self-care
meditation



movement

physical activity
creation
progress
harmony



purpose

mindfulness
motivation
empowerment
advocacy



connection

spirit
nature
community
love

INTRODUCTION

History of Atlantic Packaging's Wellness Program

In 2012, we started the Wellness Program with Onsite Biometric Screenings in order for our people to know their numbers. Many of our employees had never been to a doctor's office for a check-up and didn't know the status of their health.

since then we have:

- Opened a 20-hour per week **onsite health center**, The Carter Wellness Clinic, in our Tabor City location that staffs a Nurse Practitioner and Medical Assistant for over 400 employees to use at no cost
- Hired a **full-time Wellness Coordinator**
- Outfitted **onsite fitness centers** in eight of our locations [Greenville, Charlotte, Wilmington, Greensboro, Charleston, Atlanta, Baltimore, and Tabor City], with two more being scheduled to be completed in 2025 [Dallas and Spring Garden]
- Hired a part-time dedicated **Behavioral Health Specialist and Registered Nurse Health Coach** for our employees to use at no cost
- Provided a **discount on medical insurance premiums** for employees who participate in prevention activities, such as biometric screenings, annual physicals, and age/gender preventive exams with an average of 77% participation company-wide since 2015
- Initiated countless **wellness challenges, webinars, and lunch-and-learns**



The wealth of business is best founded on the health of its workers.

– Dr. Maria Neira

Director of Public Health at the World Health Organization (WHO)



INTRODUCTION



2012

- Hired full-time Wellness Coordinator
- Carter Wellness Clinic in Tabor City
- First biometric screening



2014

- Introduction of the incentive program tied to the medical plan



2013

- First Step Challenge
- Subsidized Fitbits
- Established wellness coordinators at each branch



2015

- Established Wellness website
- First Work It Off, Keep It Off competition with cash prizes
- First Story of Change video



2016

- Step to Give program
- First onsite gym established in Wilmington branch



2019

- Partnership with new vendor for clinic, health coaching, and incentive management
- Company-wide blood drives initiated
- Implemented concierge services to help employees navigate medical plan
- Tobacco cessation medication covered at no cost
- Wellness at Work with Wes Podcast started



2020 – 2021

- Hired a dedicated Behavioral Health Specialist for the Atlantic population
- Spouse inclusion in incentive program



2022

- Company-wide personal trainer
- Telamedicine at no cost – Medical, Dermatology, Nutrition



2023

- New Wellness Director
- Coordinated wellness efforts in our Dominican Republic location
- Established mission, vision, and guiding principles
- Wellness Webex group chat
- New benefits website



2024

- Introduction of the Healthy You Project
- Social media presence
- Integration with sustainability efforts
 - Greenery
 - Pollinator gardens
 - Beehives
 - Nature-based murals

KEY FOCUS AREAS

Preventive Care & Lifestyle Management

Medical Plan Incentive Program

We believe that preventive care is the best – and most affordable – health care. That’s why over the years we have tied preventive activities to a significant discount on the medical plan. Our medical plan incentive program requires employees on the health plan to complete:

- 1 Biometric Screening
- 2 Annual Physical
- 3 One Preventive Screening
- 4 Health Coaching or Behavioral Health Visit

In 2023, we had a completion rate of 66%. In 2024, our aim is to have 68% completion and in 2025 to hit 70% completion.

Onsite Biometric Health Screenings

Each year we provide onsite biometric screenings to employees that show them a snapshot of their health through basic metrics such as blood pressure, blood glucose, and weight. This often is the first step in a person’s health journey. If levels are elevated, we encourage our employees to follow-up with their primary care doctor for additional care.

We have offered onsite biometrics since 2013. In 2024 we offered biometrics at 14 locations and 590 employees participated.

Chronic Condition Management

Managing a chronic condition is no easy task. There are many steps a person must follow to live a healthy life while being diagnosed with a condition like high blood pressure, diabetes, or high cholesterol. 62.9% of our employee population has at least one chronic condition. In 2023, 76.5% of these employees were making positive progress on their risk level, meaning metrics related to their health were improving.

We partner with organizations to support our employees who are living with chronic conditions. These organizations have provided telephonic and onsite counseling from registered nurses to help our employees fill the gaps in their care and set goals to improve their lifestyle.

In addition to counseling, we cover the cost of generic prescriptions that employees might need to manage their condition, as well as provide free glucose meters and test strips for those managing diabetes. In 2024 at our Tabor City location, our partner Marathon Health provided two classes of a 12-week Diabetes and Self-Management Education. In total, 14 employees with diabetes graduated from the program, meaning they participated in 8 or more of the 12 classes. Participants saw positive changes in their clinical data, like A1C, glucose, total cholesterol and weight. They also felt more confident in their ability to change their eating habits, had increased their physical activity, and felt more confident managing their diabetes moving forward.





KEY FOCUS AREAS

Culture Building

Much of our Wellness Program is focused on building a culture of health and well-being.

The Healthy You Project

In 2024 we launched The Healthy You Project, a multi-month-long series of wellness challenges and educational opportunities for all Atlantic employees. This program connected our four guiding principles with activities that would help support individuals in their journeys to health. Some sample activities included in this initiative are webinar participation, journaling, completing the sleep challenge, taking a fitness class or joining a rec league, volunteering in the local community, participating in an Atlantic group activity, among many more.

Wellness Webex Group Chat

We also build culture through communication and connection. In 2023, we implemented a Wellness Webex Chat Group and have over 100 employees who regularly share ideas, encouragement, and pictures related to health and well-being.

Monthly Wellness Newsletter & "Stall Street News"

We also provide a monthly wellness newsletter that is emailed to all employees along with a paper edition we call the Stall Street News that is posted in the bathrooms for our employees who are not regularly in front of a computer.

Social Media

In 2024, we ramped up our presence on social media and have posted 25 stories on LinkedIn, Facebook, and Instagram.

Monitors in Break Rooms

Since 60% of our workforce does not spend their workday in front of a computer, we deployed display monitors in break rooms at our 23 locations in 2023. These monitors include messages regarding health and well-being, upcoming events, as well as company news and sustainability efforts.

KEY FOCUS AREAS

The Built Environment

Living a healthy life is easiest when you are immersed in a healthy physical environment, where the healthy choice is the easy choice. The success of wellness programs often hinges on the company's attention to the built environment—encompassing processes, procedures, workload evaluation, training opportunities, benefits packages, safety, and more. These foundational elements are essential for employee well-being.

To help assist in the promotion of health and the built environment across our 23 locations in the United States, we deploy a network of Wellness Coordinators at each of our locations. These coordinators provide feedback, take pulse of the culture at their location, help disseminate messages, track participation, and lead wellness initiatives at their facility. They are vital to the success of our program and are the leaders toward wellness for each of our locations.

We are continuously building a healthier environment. As mentioned in prior pages of this document, below is a list of initiatives that have been implemented:

- Onsite Health Center in Tabor City
- Onsite Fitness Facilities in 8 of our locations
- Onsite Healthcare like biometric screenings, preventive dental visits, skin screenings, and annual physicals
- Valuable medical plan that offers free tobacco cessation medications and treatment, free telephonic services including registered dietitians, dermatologists, and general medicine, free diabetic supplies, and a medical concierge to help employees understand their benefits ecosystem
- Integration with sustainability efforts:
 - Greenscape and Xeriscape at Charlotte location
 - Nature photography in office spaces of 3 locations
 - Nature landscape mural on the Printing and Graphics floor in Tabor City
- Wellness related events and activities held onsite during work hours
- Monitors with health messages in break rooms

Future Focus

The built environment will be an area of focus for future initiatives within our wellness program. In 2025 we will explore healthier onsite vending options, establish wellness rooms at each location, and continue to add nature-inspired photography to office spaces and murals to production sites.



IMPACT

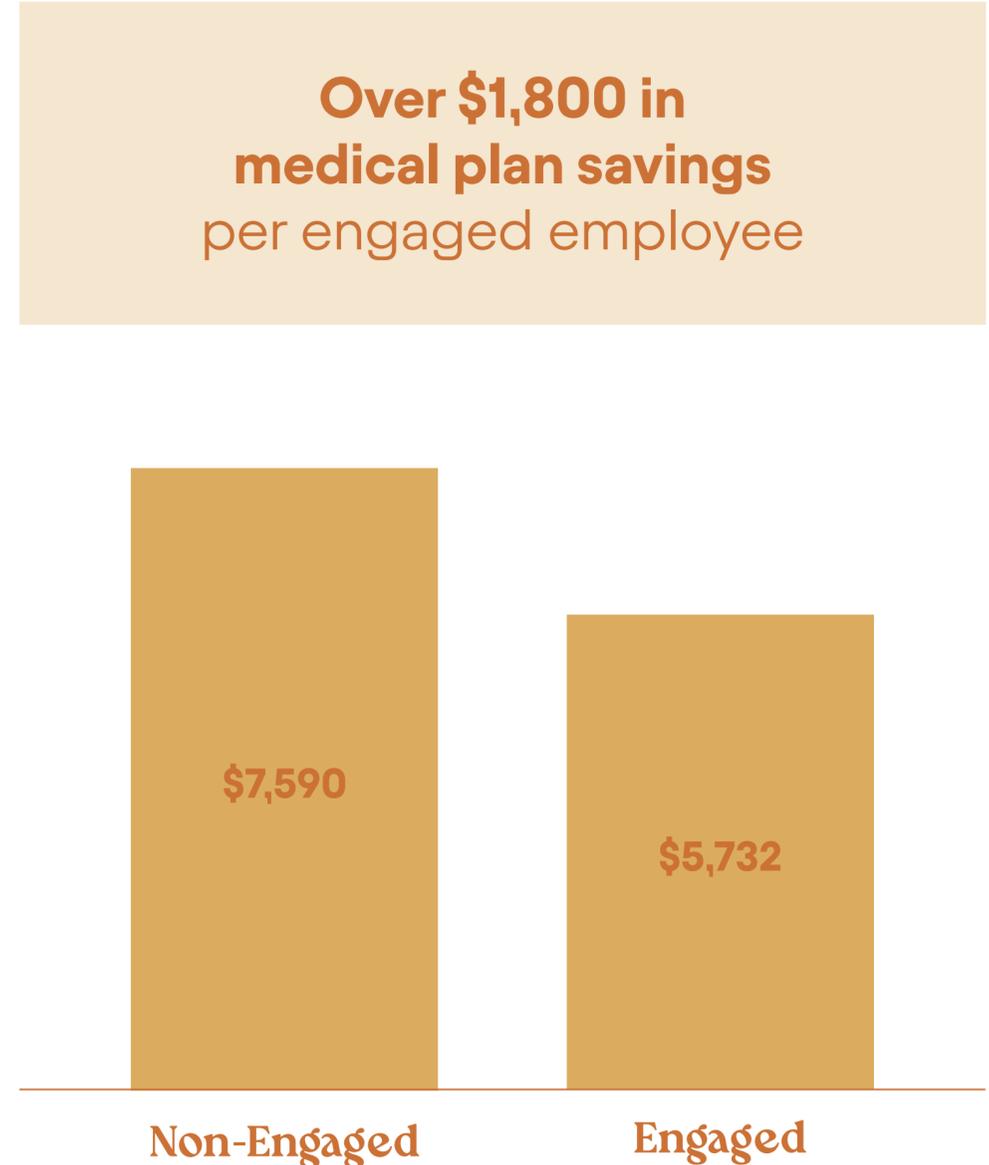
PARTICIPATION

-  **Average 270**
Participants in Various Challenges
-  **Over 20**
Step Challenges
-  **Over 1 Million**
Miles Walked
-  **Over 6,400**
Pounds Lost
-  **Average 590**
Participants in Yearly Biometric Screenings
-  **Over 200**
Webinars Hosted
-  **Over a Quarter Million**
Dollars Won

CLINICAL

 <p>77.3% average participation in wellness incentive program</p>	 <p>Disease burden in key areas has seen a decline year after year</p>
 <p>Improved gaps in care for age/gender specific screening</p>	 <p>56% engagement with Carter Wellness Clinic & health coaching</p>
 <p>Compliance with annual physical is improved & above benchmark</p>	 <p>Health plan performance continues to bend trend</p>

FINANCIAL



IMPACT

Stories of Change

The path toward a healthier life is a journey, one that many of our employees have taken and seen lasting change. We take pride in these stories and share them to encourage others to take their first step.

Over the years we have highlighted a handful of our employees who have made profound changes in their health that have had ripple effects. These employees have adopted healthier habits and a motivated mindset. They have focused on eating healthier and moving more. They have realized significant weight loss, improved biometric data like blood pressure and cholesterol, and an overall general sense of confidence that comes with accomplishing hard things.

In 2024, we highlighted Frank Brown, Printing Operator at our Tabor City location. When he started working at Atlantic Packaging, he started participating in the incentive program tied to the medical plan by getting his biometric screening. At this screening he found out that he had diabetes. In that same year, he also went to his annual physical for the first time in years and had a preventive prostate exam. Through this exam, Frank went for further testing and was diagnosed with prostate cancer. He is now cancer-free and attributes Atlantic Packaging's Wellness Program and the incentive for preventive care for saving his life twice.

For more Stories of Change, visit our wellness website at <https://wellness.atlanticpkg.com/>.



“
Atlantic has
saved my
life twice,
without a doubt.”



Frank Brown
Tabor City, NC



appendix

UN SUSTAINABLE DEVELOPMENT GOALS



The UN Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. Atlantic Packaging has aligned itself with the following goals and seeks opportunities to further their progress.

Goal	Key SDG Sub-Indicators	Recent Progress
	3.1, 3.2, 3.5, 3.8	<ul style="list-style-type: none"> • Atlantic covers pregnancy, childbirth, and delivery under its medical plan. In 2024, we added fertility benefits that cover infertility treatment. Employees can also elect to cover their children on the medical plan. • Atlantic covers tobacco cessation medications and treatment at 100% so there is no cost to employees who need support in quitting. We also hold awareness campaigns around topics of alcohol and other substance use and provide community-based resources. Our medical plan covers mental health, behavioral health, substance abuse services, including the cost of inpatient treatment. • We offer a high value medical benefit plan to all full-time employees.
	4.7	<ul style="list-style-type: none"> • Atlantic offers a wealth of educational resources for its employees on topics related to health and sustainability.
	6.4	<ul style="list-style-type: none"> • While Atlantic does use significant amounts of freshwater, we are tracking our water use and integrating optimization opportunities at each facility.
	7.2, 7.3	<ul style="list-style-type: none"> • Our facilities in Charlotte, NC, Charleston, SC, and the Dominican Republic all run partly on on-site solar arrays. • Atlantic has begun discussions with key suppliers to use our collective buying power to enter a Virtual Power Purchase Agreement (VPPA).
	10.3	<ul style="list-style-type: none"> • Atlantic increases access to healthcare through onsite services like an onsite health center, onsite fitness facilities, onsite skin screenings, dental checks, and wellness exams.

UN SUSTAINABLE DEVELOPMENT GOALS

Goal	Key SDG Sub-Indicators	Recent Progress
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2, 12.3, 12.4, 12.5, 12.6, 12.8</p>	<ul style="list-style-type: none"> • Creating a circular economy for packaging sits at the core of Atlantic's competencies and goals. We have dramatically expanded our offerings in packaging optimization and right-sizing through the MUST program, Guardian Taping System, and packaging redesign efforts. • In the last few years, we have brought on multiple suppliers of sustainable substrates such as Cruz Foam and Paperform. • In 2024, we launched our closed loop for stretch film program, which is projected to recycle 10 million pounds of stretch film annually. • We now have four facilities that are certified through TRUE as Zero-Waste. We aim to certify two facilities each year until all are complete. • Through A New Earth Project, we began offering resources and consulting to companies and groups working to reduce the use of single-use plastics in their packaging. In 2023 and 2024, for example, we helped Darn Tough Socks and Wild Idea Buffalo dramatically reduce the single-use plastics in their e-commerce operations. • We advocate and lobby for policies that will promote circularity and a low-carbon economy, most notably packaging EPR. • Atlantic has implemented in-office composting in 3 of its locations and looks to expand these programs to other offices in the future • Atlantic has added nature photography and art, plus greenery to office spaces. • In 2024, we had a company-wide challenge to encourage our employees to spend more time in nature. • In 2025, we will begin a Sustainability and Wellbeing Education program at every location.
 <p>13 CLIMATE ACTION</p>	<p>12.2, 12.3, 12.4, 12.5, 12.6, 12.8</p>	<ul style="list-style-type: none"> • In 2023, Atlantic became the first packaging company in North America to have net-zero goals approved by the Science-Based Targets initiative (SBTi). Atlantic will achieve net-zero emissions by 2046. • We have purchased several electric and plug-in hybrid electric vehicles and installed charging stations to support them. • Atlantic has been investing substantially in electric vehicles such as forklifts, as well as renewables in our operations through on-site solar and through exploration of a VPPA [see SDG Goal 7 above]. • We have also been encouraging our suppliers to reduce their own emissions (their Scope 1 and 2, our Scope 3) by building their capacity to measure and reduce through the Supplier LoCT Program. We are also encouraging suppliers to begin publishing their own product-level emissions. • Atlantic continues to disclose our emissions and climate action to CDP and earned an A score in climate in 2023. • We advocate and lobby for policies that will promote circularity and a low-carbon economy, most notably packaging EPR.
 <p>14 LIFE BELOW WATER</p>	<p>14.1</p>	<ul style="list-style-type: none"> • Atlantic's partnership with the Ocean Plastics Leadership Network (OPLN) and our work with A New Earth Project (ANEP) focus the plastic pollution crisis on the effects of plastic on aquatic life. • Additionally, Atlantic became the first packaging company to join The Conservation Alliance, which supports conservation across terrestrial and aquatic environments.

UN SUSTAINABLE DEVELOPMENT GOALS

Goal	Key SDG Sub-Indicators	Recent Progress
	15.1, 15.2, 15.5	<ul style="list-style-type: none"> • Atlantic maintains chain-of-custody certifications through the Forest Stewardship Council® (FSC)- and Sustainable Forestry Initiative® (SFI) to support traceability throughout the paper supply chain. • As we transition to supplying more compostable packaging, we are doing due diligence on the agriculture of the products needed to create fiber and bioplastic products. We want to ensure that all crops grown for use in packaging are sustainably farmed and harvested. Where possible, we prioritize the use of waste products to make packaging. • Atlantic became the first packaging company to join The Conservation Alliance in 2022, which supports conservation across terrestrial and aquatic environments.
	17.14, 17.16, 17.17	<ul style="list-style-type: none"> • Atlantic participates in a variety of multi-stakeholder partnerships for climate action, responsible forestry, sustainable packaging, circular economy policy, aquatic plastic pollution, and ecosystem conservation. • We also engage with suppliers through the S-LoCT program to help them begin to take climate action. • A New Earth Project also serves as our signature action catalyst for the outdoor recreation community, the packaging supply chain, and consumers to work together to improve packaging and turn off the tap on plastic pollution. • We advocate and lobby for policies that will promote circularity and a low-carbon economy, most notably packaging EPR.