



ATLANTIC IMPACT REPORT

**HEALTHY PEOPLE,
HEALTHY PLANET**

2024 — 2025

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INTRODUCTION

ABOUT THIS REPORT

Report Title	Healthy People, Healthy Planet: 2024–2025 Atlantic Impact Report
Reporting Period	This report covers Atlantic’s sustainability and wellness activities. The sustainability section features emissions information for fiscal and calendar year January 1, 2024 through December 31, 2024, and other sustainability programmatic updates from mid-2024 through mid-2025. The wellness section features information from program year September 1, 2024 to August 31, 2025.
Publication Date	September 2025
Reporting Cycle	Atlantic Packaging publishes its <i>Healthy People, Healthy Planet</i> report on an annual basis. This is our first report developed in alignment with the Global Reporting Initiative (GRI) 2021 Universal Standards.
Scope and Boundaries	<p>Unless otherwise stated, the data and narratives in this report refer to Atlantic Packaging’s owned and operated facilities in the United States, Honduras, and the Dominican Republic. However, many of our environmental and product-related metrics also reflect impacts across our value chain — including purchased goods, packaging design, customer use, and end-of-life scenarios — particularly in the context of our Scope 3 greenhouse gas emissions and circularity initiatives. Employee wellness programs, culture-building activities, and other people-related data reflect participation across our U.S. operations.</p> <p>Our materiality assessment and stakeholder engagement processes follow the requirements in GRI 3: Material Topics (2021).</p>

Frameworks and Standards

This report has been prepared in alignment with the GRI Standards (2021), including the Universal Standards (GRI 1, 2, and 3) and select topic-specific disclosures where applicable. These include, but are not limited to:

- GRI 302: Energy
- GRI 305: Emissions
- GRI 306: Waste
- GRI 301: Materials
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education
- GRI 413: Local Communities
- GRI 308/414: Supplier Environmental & Social Assessments

We also reference our progress toward selected UN Sustainable Development Goals (SDGs) and disclose climate-related data via the Carbon Disclosure Project (CDP).

Assurance

Greenhouse gas emissions data (Scope 1, 2, and 3) for 2023 have been verified by Apex Companies, LLC, using a limited assurance process aligned with ISO 14064-3 standards. Certificates of verification are included in the appendix.

Restatements

Some 2021 emissions values have been restated from previous reports due to improved methodologies. These changes are noted in the emissions section of this report.

Contact Information

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ENVIRONMENTAL SUSTAINABILITY

SUSTAINABILITY MISSION STATEMENT

At Atlantic Packaging, our commitment to sustainability reflects a deep awareness that the choices we make today shape the legacy we leave for tomorrow. As an industry leader, we recognize our responsibility to prioritize regenerative commerce, conserve natural resources, protect ecosystems, and create enduring opportunities for all life to thrive. By embracing sustainability and health as fundamental principles of who we are as a company, we pledge to help ensure that future generations inherit a world that is vibrant, resilient, and full of possibility.

We are dedicated to creating, supporting, and managing sustainable systems in packaging and the greater industrial supply chain. We acknowledge our unique position and embrace our moral responsibility to contribute to a waste-free world by building circular, regenerative systems of commerce.

To that end, we commit to prioritizing the health of our employees and the culture of our company. We pledge to reduce the carbon footprint of our operations while supporting reductions across our supplier and customer networks. We are committed to incubating, scaling, and advancing closed-loop systems and the next generation of sustainable, nature-based materials in packaging. At the same time, we remain steadfast in supporting our diverse customer base with technically sound and economically viable packaging solutions that meet the needs of their customers while honoring the health of the planet.

Our philosophy and market strategies are guided by sustainable practices in packaging and logistics. Through a diversified approach—including energy efficiency, renewable solutions, and continuous innovation—Atlantic Packaging is committed to being an engine for the new economy.

— Wes Carter

*President, Atlantic Packaging
Founder, A New Earth Project*

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 them on progress and active initiatives



Wes Carter
President



Stewart Whitmire
Vice President



Caroline DeLoach
Director of Sustainability



Gabie Giers
Sustainability Analyst

INTERNAL OPERATIONS:
CLIMATE

INTERNAL OPERATIONS: CLIMATE

1. SCIENCE-BASED TARGETS

Atlantic had its Science Based Targets (SBTs) 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 reach net-zero GHG emissions across the value chain by 2046.
- Atlantic Corporation of Wilmington, Inc. 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 as of a 2024 review, 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

2024 represented a stable year both in terms of business growth and emissions. Our Scope 1 emissions were 10,716 metric tons CO₂-equivalents (MtCO₂e) in 2024. This represents a 7.1% increase compared to our baseline year 2021. The overall trend highlights the impact of energy use at a few key facilities, and we are focused on managing natural gas and direct fuel consumption to stay on track with our Science-Based Target.

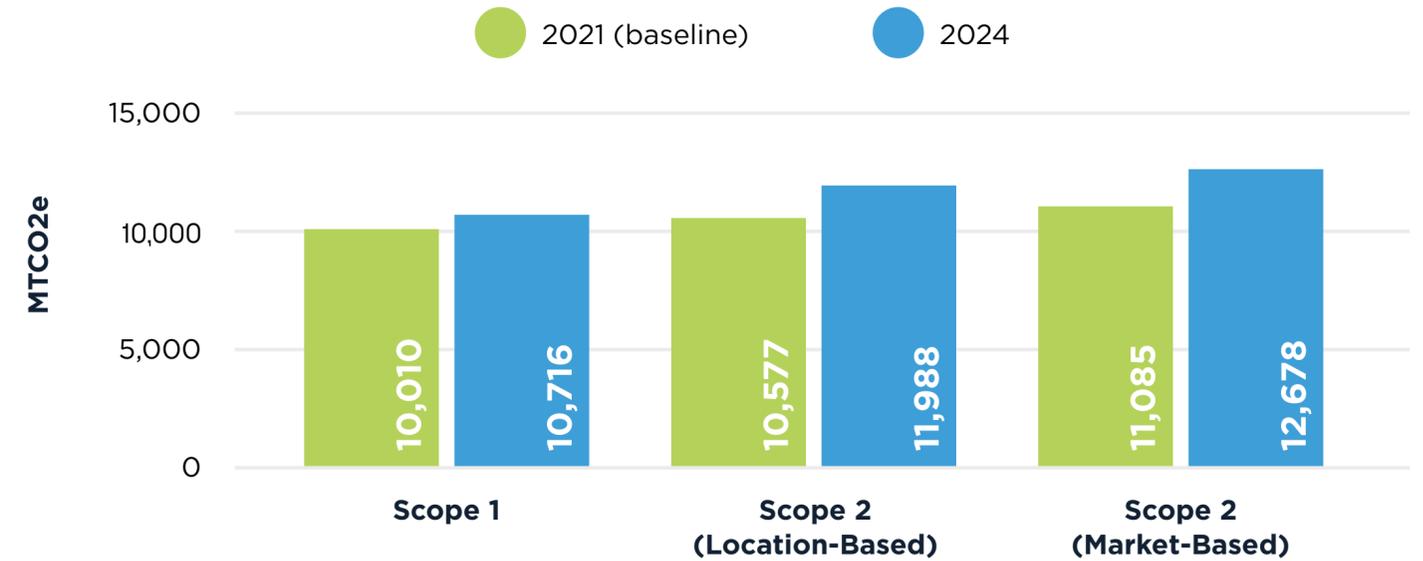
In 2024, our Scope 2 location-based emissions were 11,988 MtCO₂e, and our Scope 2 market-based emissions were 12,678 MtCO₂e. These represent a 13.3% and 14.4% increase from our 2021 baseline, respectively. These increases were driven primarily by electricity use across our manufacturing facilities as we have added new equipment and capabilities over the last five years.

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. The higher increase in market-based emissions reflects the carbon intensity of regional grid residual mixes where we operate, underscoring the importance of renewable energy procurement.

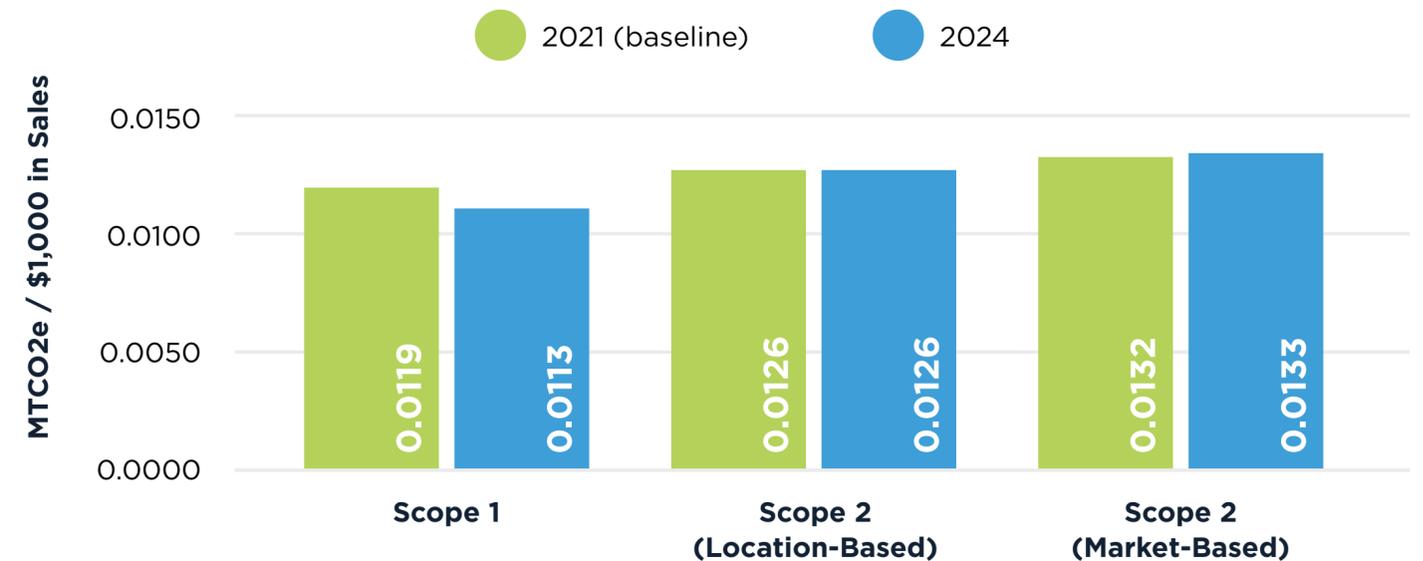
Despite the increase in operational capacity between 2021 and 2024, Atlantic's solar installations continued to play an important role in reducing Scope 2 emissions. In Charlotte, NC, solar generation displaced more than 380,000 kWh of grid electricity in 2024, preventing a substantial rise in emissions. In Summerville, SC, solar provided ~274,000 kWh, though imported electricity rose with higher site demand, reducing the relative benefit compared to prior years. In the Dominican Republic, where electricity demand more than doubled since 2021, our solar installation generated nearly 880,000 kWh in 2024, slowing the growth of emissions even as operations expanded. Collectively, these installations prevented 768 metric tons of CO₂e from being emitted in 2024, underscoring the importance of continued investment in renewable energy.

While absolute emissions have risen slightly since our baseline year, our emissions intensities have either fallen or remained very stable since 2021 despite Atlantic's sales increasing approximately 10% since 2021. Our plans for energy efficiency and renewable energy adoption will cause further decreases in coming years.

SCOPE 1 & 2 ABSOLUTE EMISSIONS



SCOPE 1 & 2 EMISSIONS INTENSITY

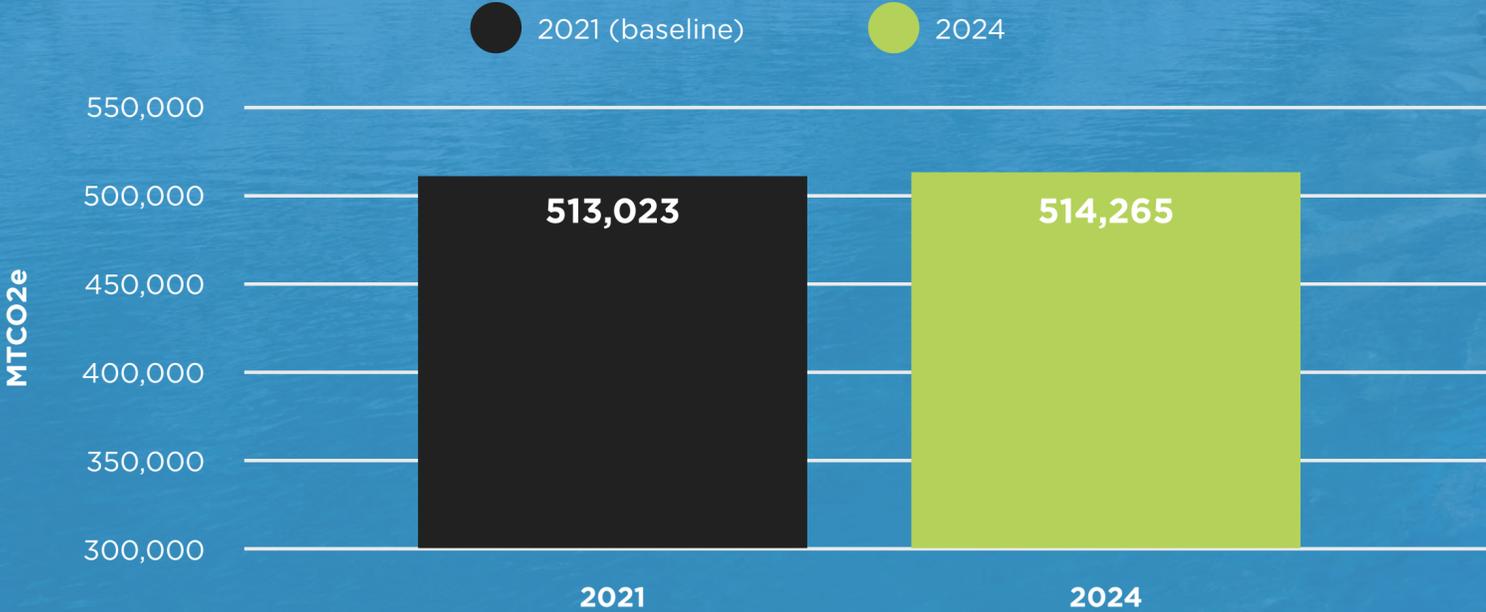


INTERNAL OPERATIONS: CLIMATE

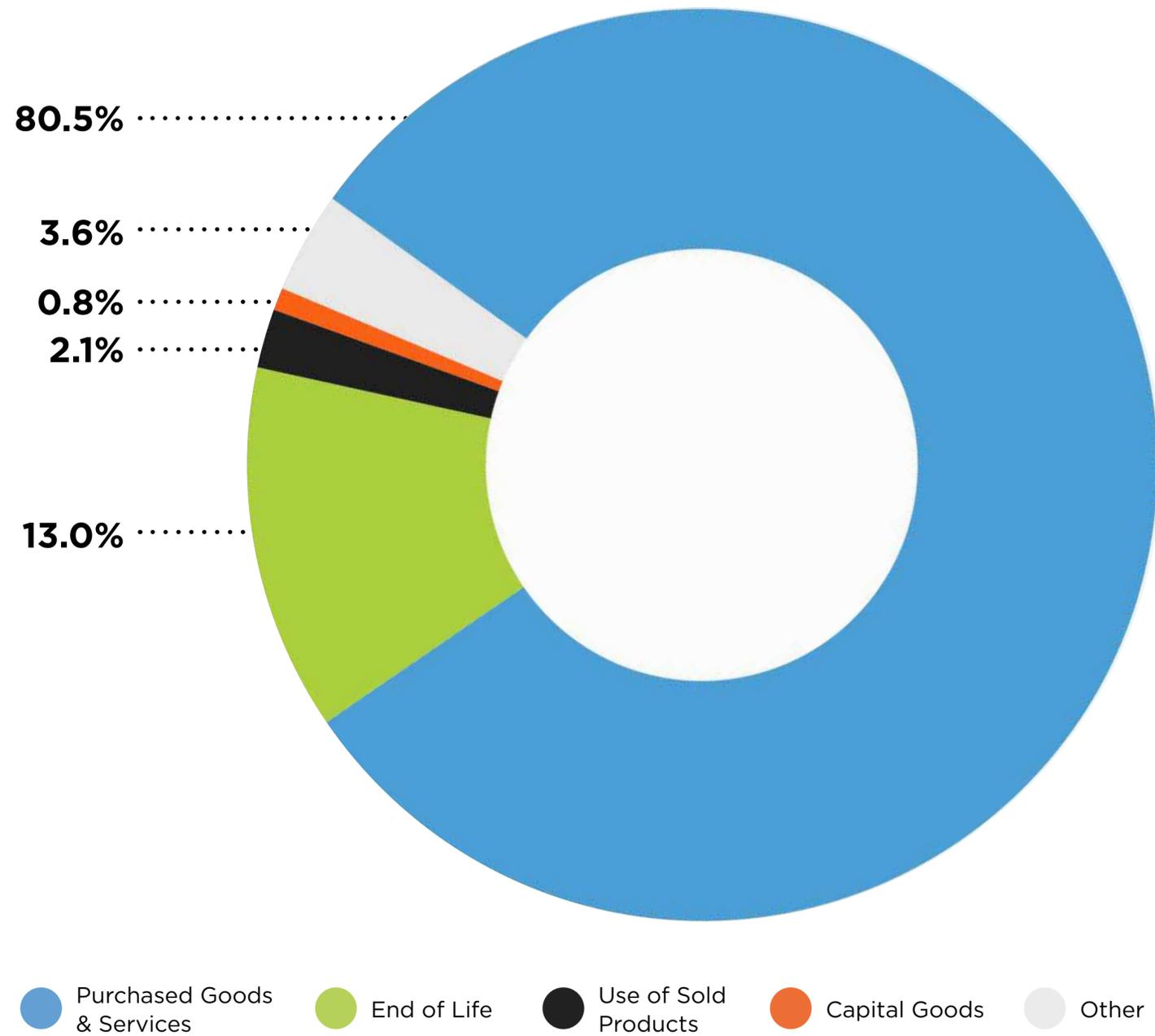
Scope 3

In 2024, our Scope 3 GHG emissions were 514,265 MtCO₂e. This compares to 513,023 MtCO₂e in 2021, representing a virtually flat trend line. 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 (about 80%) stem from Purchased Goods & Services (PG&S). 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 ABSOLUTE EMISSIONS



2024 SCOPE 3 CATEGORIES BY PERCENTAGE



Scope 3 Category	2021 MTCO _{2e}	2024 MTCO _{2e}	Absolute Change MTCO _{2e}	% Change
Purchased Goods & Services	422,889	413,911	-8,978	-2.1%
Capital Goods	11,934	4,056	-7,877	-66.0%
Fuel & Energy Activities	6,087	5,235	-853	-14.0%
Upstream T&D	1,143	2,693	1,550	135.6%
Waste in Operations	1,548	5,475	3,927	253.6%
Business Travel	316	1,317	1,001	317.0%
Employee Commuting	2,006	2,192	187	9.3%
Upstream Leased Assets	109	33	-76	-70.0%
Downstream T&D	1,621	1,291	-330	-20.3%
Use of Sold Products	13,152	10,664	-2,488	-18.9%
End of Life	52,218	66,896	14,678	28.1%
Downstream Leased Assets	0	502	502	N/A
Total	513,023	514,265	1,424	0.2%

3. RENEWABLES IN LOGISTICS & MATERIAL HANDLING

Electric Vehicles

In 2020, we began evaluating the feasibility of renewables in logistics and continue to assess 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 Kenworth Class-7 battery-electric vehicle (BEV) box trucks for our delivery fleet in Charlotte, NC. This initiative has dramatically reduced 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 2024, electric heavy-duty trucks accounted for about 0.4% 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're actively evaluating pathways to adoption that align with our operations. These two BEV trucks offer a 200-mile range and 12,000 lb. payload capacity per truck. They operate entirely on electric power and include a solar-powered liftgate. The BEV box trucks were fully integrated into our delivery operations in late 2024. We will continue to assess this technology and our ability to expand similar initiatives throughout our fleet.

In 2020, Atlantic began a transitioning from LP/natural gas-powered forklifts to a fully electric fleet. We have continued to replace LP forklifts and currently operate 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. In 2024, we added our first lithium-ion forklift at our branch in Tabor City, NC, which replaced the former LP forklift that used propane to operate. The lithium-ion forklift can be used outdoors, charges faster, has a longer runtime, and generates zero harmful emissions while in operation or charging.

We're also transitioning to electric vehicles for company-owned passenger cars. Since 2021, we've been purchasing electric and plug-in hybrid vehicles, and we've installed charging stations in several facilities to support these vehicles. As of mid-2025, about 17% of our passenger fleet is hybrid electric.

Atlantic is proud to advance lower-emission logistics, and we will continue to invest in 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 2024 and into 2025, 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.



On-Site Solar

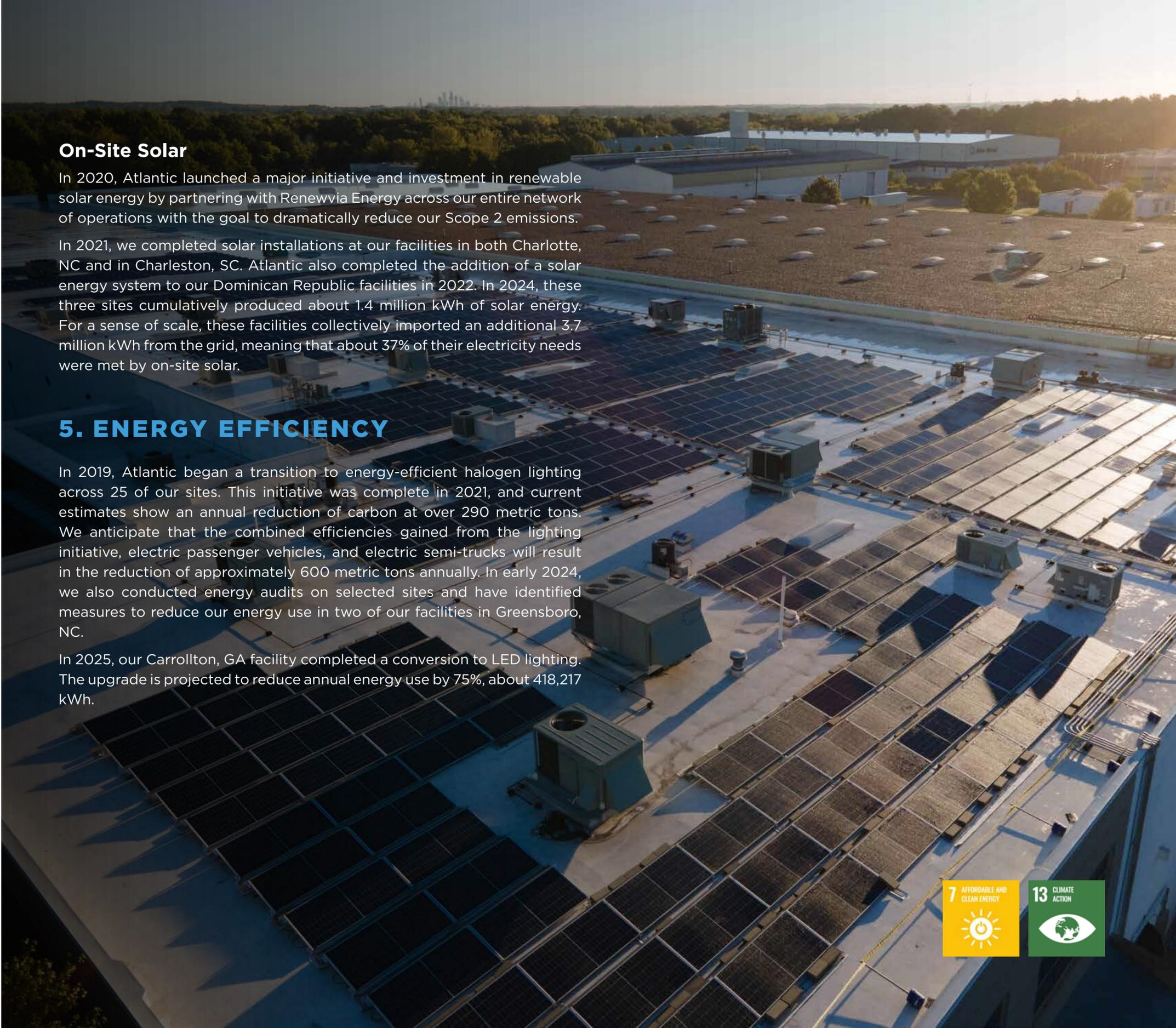
In 2020, Atlantic launched a major initiative and investment in renewable solar energy by partnering with Renewvia Energy across our entire network of operations with the goal to dramatically reduce our Scope 2 emissions.

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 2024, these three sites cumulatively produced about 1.4 million kWh of solar energy. For a sense of scale, these facilities collectively imported an additional 3.7 million kWh from the grid, meaning that about 37% of their electricity needs were met by on-site solar.

5. ENERGY EFFICIENCY

In 2019, Atlantic began a transition to energy-efficient halogen lighting across 25 of our sites. This initiative was complete in 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.

In 2025, our Carrollton, GA facility completed a conversion to LED lighting. The upgrade is projected to reduce annual energy use by 75%, about 418,217 kWh.



INTERNAL OPERATIONS:
WASTE

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 hard to eliminate waste in our own facilities.

Through our Zero-Waste Program, we are working diligently to keep 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.

Because our paper converting facilities consume the most materials, we have used the TRUE Zero-Waste Certification to pursue waste reduction in those facilities. 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. It also prompts us to carefully audit our waste streams in each facility to ensure there are responsible end markets for as many of them as possible. The TRUE model requires that we divert 90% of waste resources from landfills at TRUE-certified sites. In 2021, Atlantic's Printing & Graphics operation in Tabor City, North Carolina 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 December 2024, we achieved TRUE certification at our Greenville, SC facility (93.9% diversion rate). Our plan is to continue auditing each site, beginning with those with the biggest waste impact, to determine the best waste reduction strategy. For production sites in particular, we will continue with the TRUE certification. For distribution and office sites, we will assess zero-waste and certification frameworks to determine the best course of action. Ultimately, our goal is to be a zero-waste company (90%+ diversion enterprise-wide) by 2036, Atlantic's 90th birthday.

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

INFLUENCING OUR VALUE CHAIN: CLIMATE

1. ENCOURAGING EMISSIONS REDUCTIONS IN OUR SUPPLY CHAIN

The vast majority 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.

Reducing Our Suppliers' Emissions

Part of Atlantic's Science-Based Targets includes a goal that 55% of our suppliers by spend will have their own SBTs by 2027. From 2021 to 2024, Atlantic sponsored several suppliers in the Supplier Leadership on Climate Transitions (S-LoCT) program, a knowledge platform and brand collaborative designed to accelerate supplier progress toward net-zero emissions by 2050. Through this initiative, key Atlantic suppliers began measuring, disclosing, and reducing emissions.

Atlantic participated in S-LoCT alongside leading brands such as Clorox, Coca-Cola, PepsiCo, Mars, and McCormick, helping to advance supplier capacity on climate action. Building on that foundation, we are now focusing on direct engagement with our largest suppliers, particularly those reporting to CDP and considering their own SBT commitments. As of this report, 38.7% of our suppliers by spend have set, or committed to set, Science-Based Targets.

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 and that LCAs are time- and resource-intensive to conduct. 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 future years. This will allow our customers to make better decisions about the products they purchase in addition to better quantifying their own Scope 3 emissions.



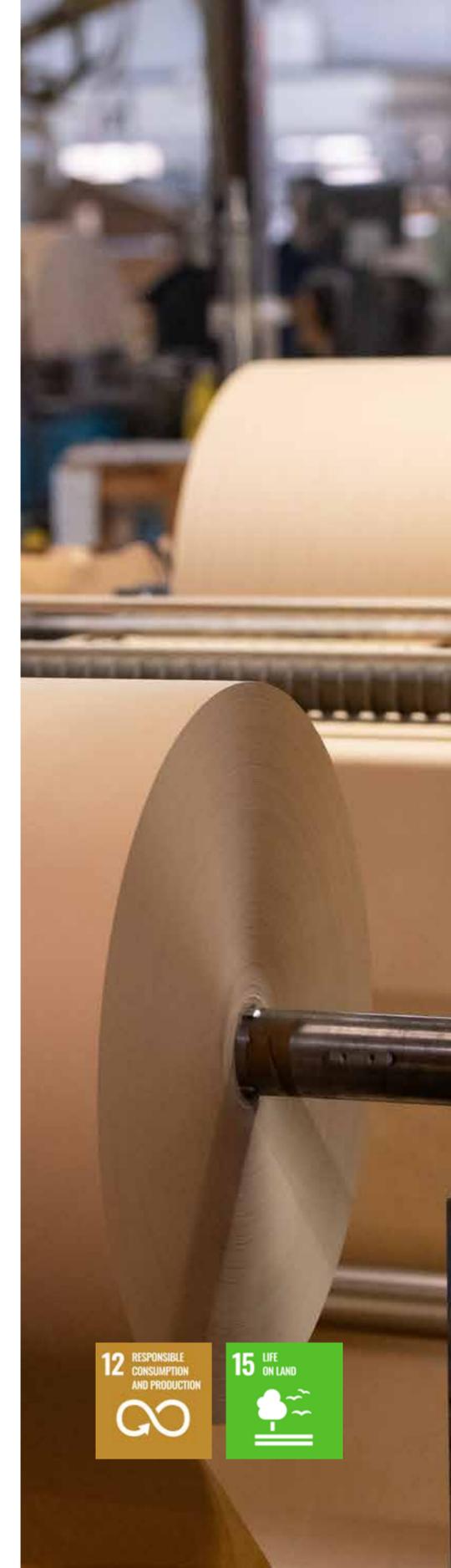
2. RESPONSIBLY SOURCED FIBER

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 sourcing and distributing paper from responsibly managed forests for the products we do not convert ourselves. We give preference to suppliers that provide Forest Stewardship Council® (FSC®) and Sustainable Forestry Initiative® (SFI®) certified materials, and we encourage others to pursue certification.

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 and license codes are available in the Appendix of this report. Atlantic Packaging has been assessed and certified as meeting the requirements of FSCSTD-40-004 V3-1, FSC-STD-40-003 V2-1 and FSC-STD-50-001 V2-1.

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

INFLUENCING OUR VALUE CHAIN: WASTE

30% 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.

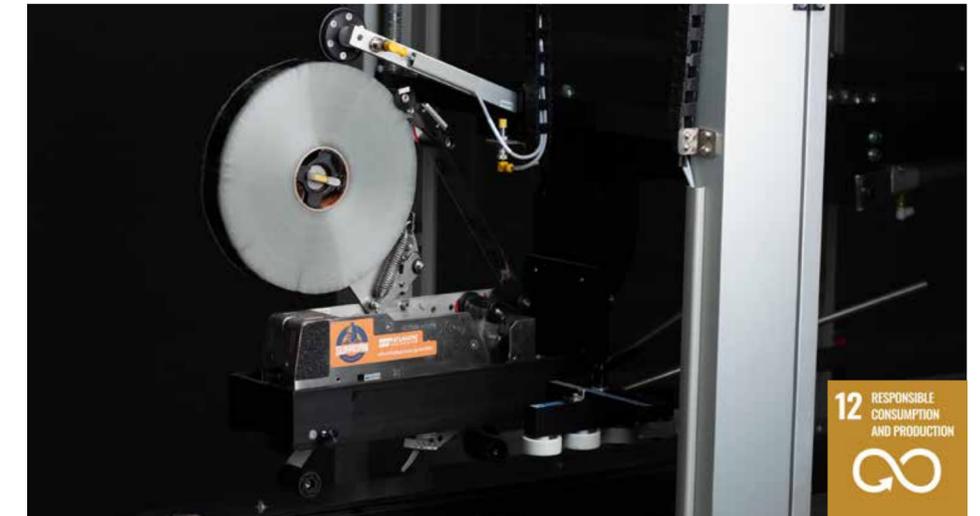
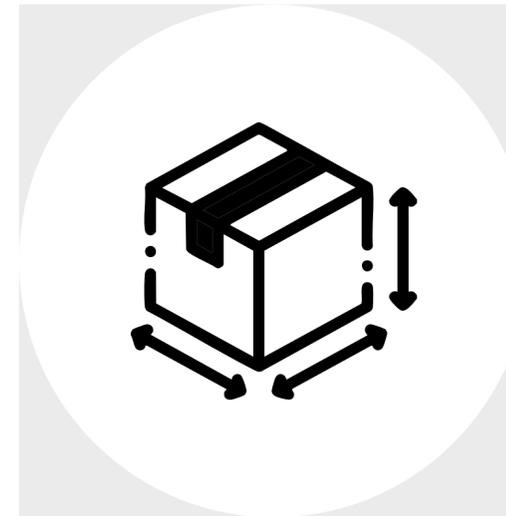
The MUST Management System is Atlantic's patented optimization program for stretch wrapping systems to prevent this waste. The hardware and software data recording system monitors every load wrapped on a given stretch wrapper and records the amount of film that's applied and graphs these data in real time. Atlantic's customers who use MUST reduce their annual usage of stretch film by 35-45%. MUST reduced stretch film usage by over 37 million pounds in 2024. This equated to approximately \$70 million in savings to our customers in 2024. In addition to material and financial savings, MUST reduced the carbon footprint for Atlantic customers in 2024 by over 117 million pounds of CO₂, and saved 11 billion gallons of water.

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

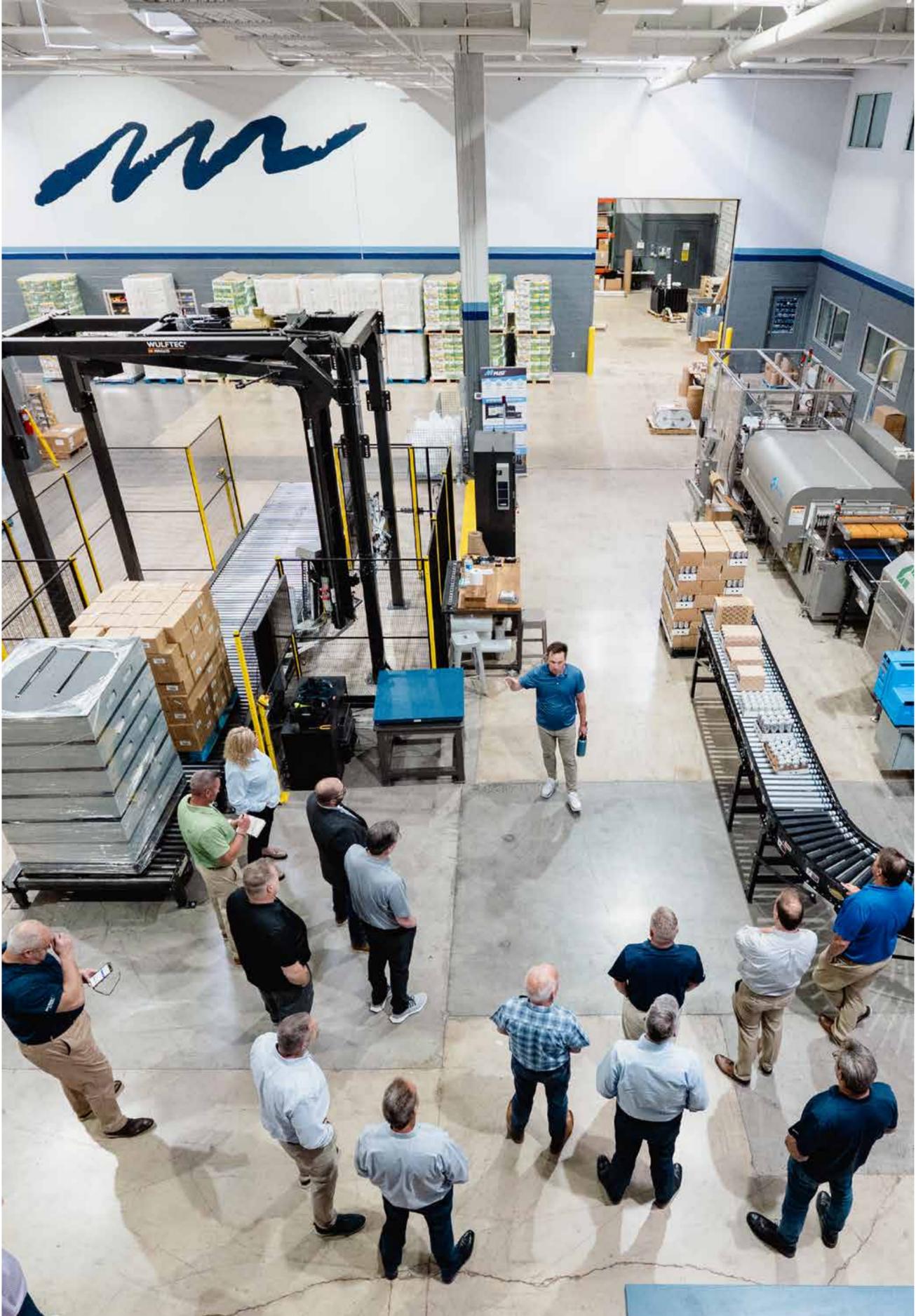
At scale, tape on boxes amounts to a huge amount of plastic usage. Atlantic works to optimize tape usage using our Guardian Taping System. A partnership with Shurtape Technologies, the Guardian Taping System helps customers find the right amount of tape to secure a box without overusing tape. Guardian 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.



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.

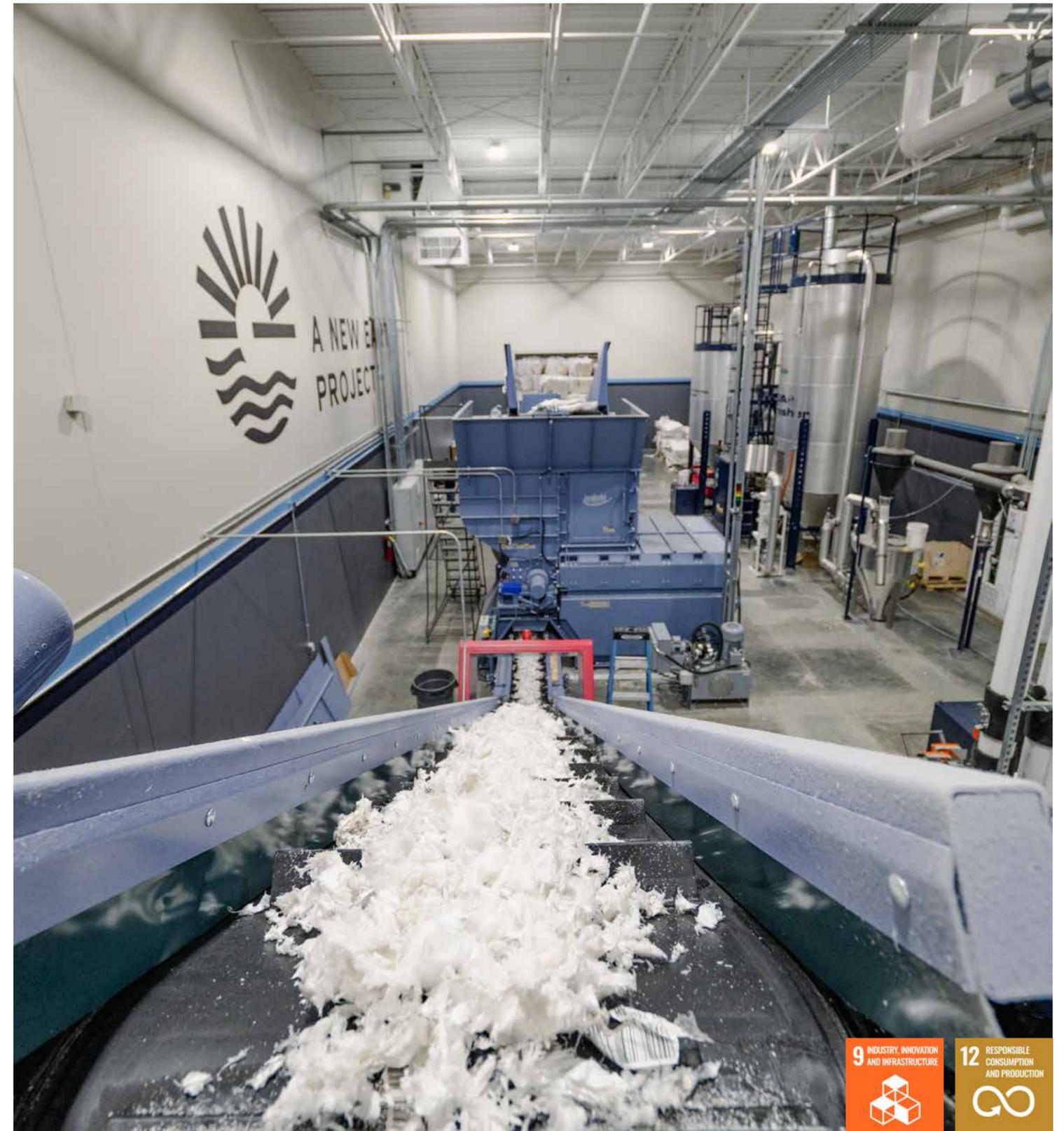
This year, we have also expanded our search for packaging made from “alternative” materials, meaning substrates other than tree fiber or traditional plastic. Examples include bamboo, hemp, seaweed, and a variety of upcycled materials. As we assess options, we are conducting additional research to ensure 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. We are also now taking an active role in working to scale these materials through our new venture arm, New Earth Ventures (see pg. 39).

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 debuted a stretch film with PCR resin 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 high-performance product. We are now offering a PCR stretch film with 18% PCR content. See section 5 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

Paperform



In 2024, Atlantic debuted a fiber-based replacement for plastic blister packs. PaperForm is designed for curbside recyclability.

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.

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.

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.

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.

Layershield Sheet Program



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



COMPOSTABLE

Cruz Cool Insulated Cooler



Cruz Cool is the compostable cold chain cooler solution from Cruz Foam, the foam made from compostable polymers and upcycled food waste. This product is the perfect alternative to traditional EPS foam coolers while performing even better.

Cruz Cush



In partnership with Cruz Foam, we also offer a block-and-brace EPS foam alternative for shipping impact-sensitive goods such as televisions

Ecovative



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.

Sway Poly Bags



Sway creates compostable polymers with seaweed, and their first product is a poly bag replacement for thin-film flexible plastics.

STORE DROP-OFF RECYCLABLE

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

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: **SWAY SEAWEED PACKAGING**

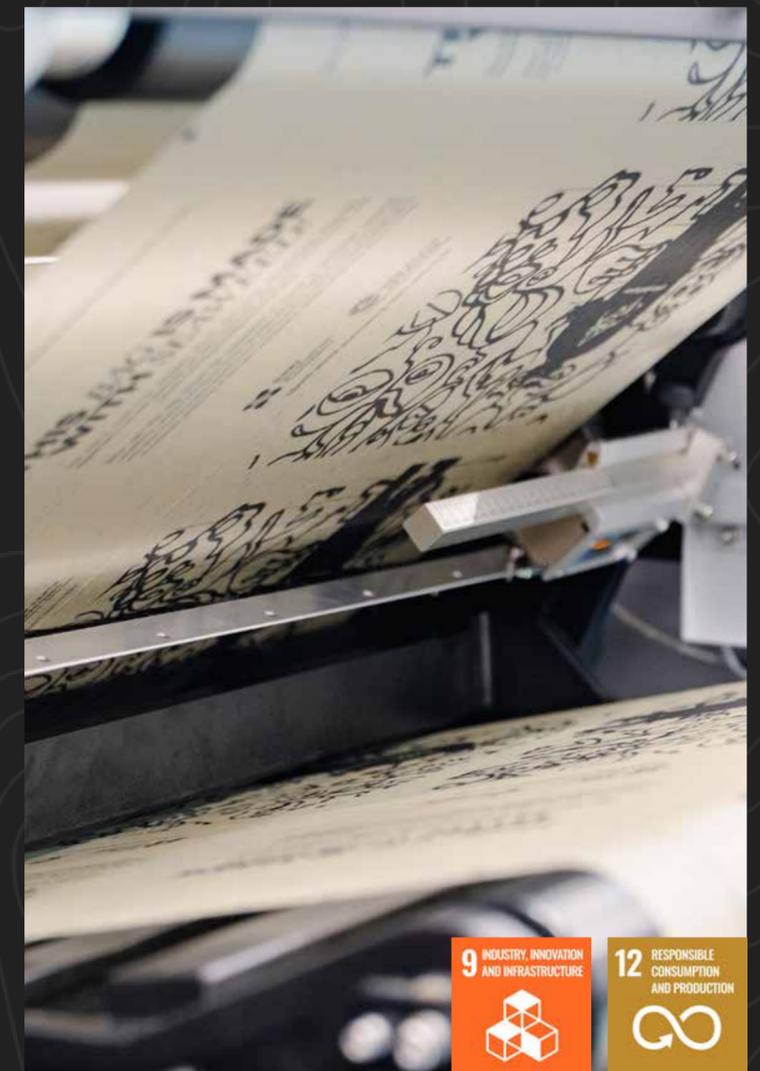
In 2025, Atlantic Packaging launched a partnership with Sway, a materials innovation company creating compostable polymers with seaweed. Sway's materials aim to replenish life from sea to soil. They partner with a global network of ocean farms, from commercial suppliers to small-scale farmers, supporting coastal communities and healthy ecosystems.

Sway is on a mission to bring these materials made from abundant, planet-replenishing resources into the mainstream. Their first product - the Sway Poly Bag - is an entirely new technology that Atlantic Packaging has adopted to showcase a next-generation solution that could viably replace the 180 billion poly bags used annually in the fashion industry alone. Sway's regenerative seaweed packaging replicates the essential performance characteristics of plastic packaging and integrates with existing infrastructure, allowing for scale and competitive pricing.

While that is an enormous amount of plastic to offset by itself, this packaging format is just the first step in a much more ambitious vision. Together, Sway and Atlantic Packaging are working toward many solutions to reduce and replace plastics. From flexibles to rigids, food-grade to waterproof, we are actively exploring the technical boundaries of what Sway technology can do, now and in the future. Right now, we are focusing on scaling this technology for a relatively straightforward application: poly bags. But we're eager to develop Sway films that are food-grade, because we agree that the most promising applications for compostable packaging are in food-contact items. It's going to take refining our first products like Sway Poly Bags to get us to a place where we can really bring food-contact films to life.

We also know that the compost landscape is complex, and we're committed to working with composters to increase acceptance of regenerative materials like ours. The Sway Poly Bag as we know it today represents an entry point to solving the broad array of plastics present in our everyday lives.

By scaling seaweed-based next-generation materials, we can transform entire supply chains, reducing demand for harmful petrochemicals while actively healing natural systems.



4. CUSTOMER SUCCESS HIGHLIGHTS **THE CAVIAR CO.**

The Caviar Co partnered with Atlantic and A New Earth Project to align its elevated unboxing experience with a more sustainable packaging approach. After assessing their current packaging, we recommended a cold-chain and e-commerce kit centered on a Cruz Foam compostable cooler, complemented by plastic-free paper void fill and next-generation cool packs. This redesign aims to further align performance, presentation, and sustainability with their brand values.

By replacing their previous EPS cooler, bubble wrap, and plastic ice packs with a compostable cooler, Ranpak paper void fill, and RecyCold cool packs, this solution reduces single-use plastic usage while maintaining temperature control and product protection. This provides The Caviar Co. with a clear pathway to embed sustainability into their customer experience without compromising quality.



4. CUSTOMER SUCCESS HIGHLIGHTS **IBIS CYCLES**

Ibis engaged Atlantic and A New Earth Project to bring a plastic-free, curbside-recyclable packaging kit for bike sets from concept to reality. This was no small feat given the complexity and fragility of the components. Starting with Ibis's initial design, our packaging engineering team developed a performance-tested solution that protects parts in transit, streamlines assembly for their wholesale partners, and eliminates mixed-material waste.

The final pack-out replaces prior plastic zip ties, poly bags, and foam pieces with a paper-based system composed of more than nine custom corrugated components and Fibrestrap as a recyclable alternative to conventional ties. This solution meaningfully reduces single-use plastics while streamlining disposal, aligning Ibis's performance ethos with responsible, circular packaging.

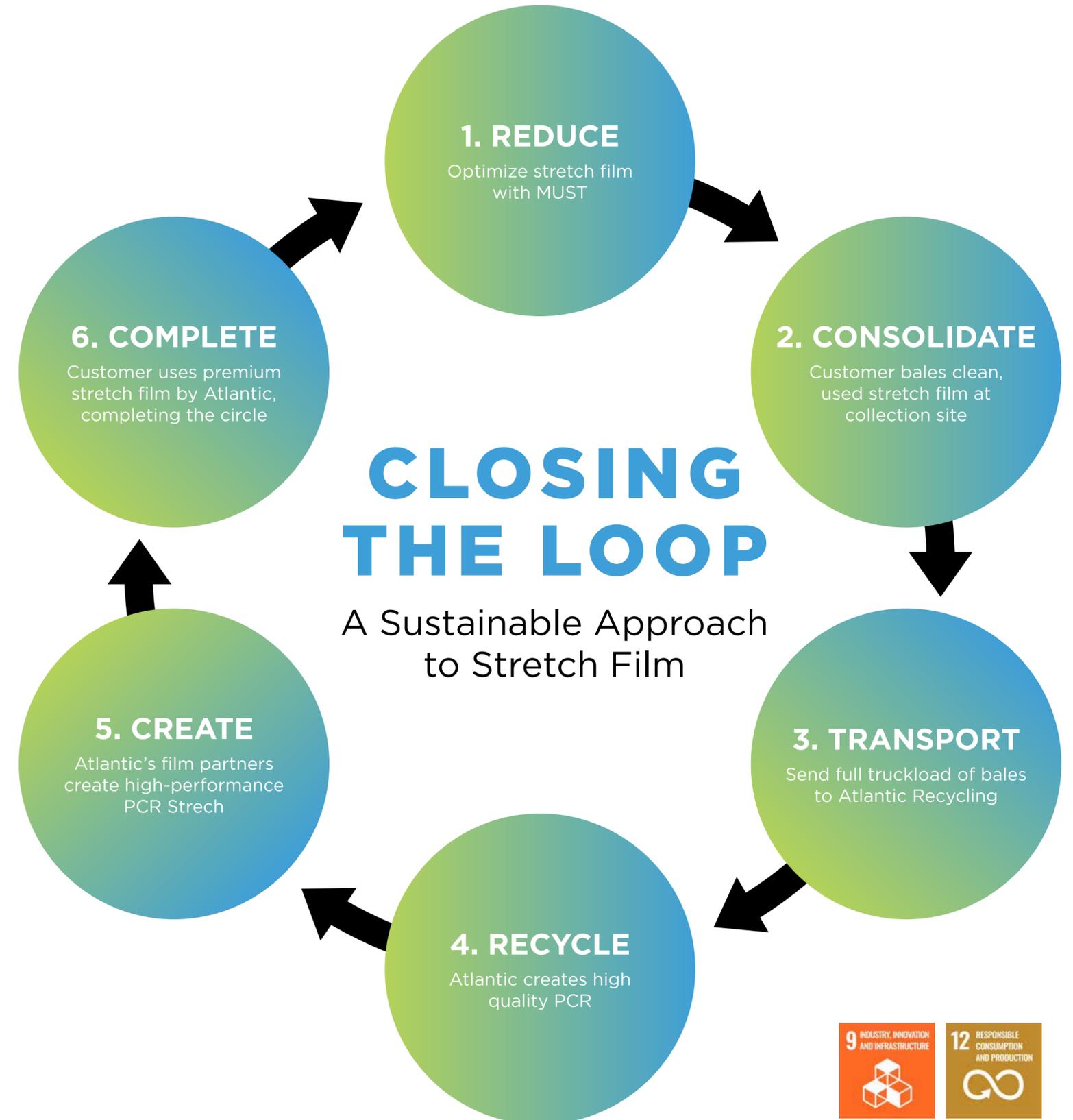


5. CLOSED-LOOP SYSTEMS FOR STRETCH FILM

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. At the end of 2024, we began offering a high-performance, certified PCR stretch film with 18% PCR content to our customers. 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. We will continue to explore potential partnerships 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

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 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.

In 2024, Atlantic earned an A- from CDP, reflecting ongoing transparent reporting. We remain committed to continuous progress on climate action.

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.



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 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://anearthproject.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.

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.



Carolina Recycling Association



NATIONAL STEWARDSHIP ACTION COUNCIL
ADVOCATING FOR A CIRCULAR ECONOMY



CAROLINAS PLASTICS RECYCLING COUNCIL



Member of SUSTAINABLE PACKAGING COALITION®



How2Recycle®



The Recycling Partnership

Building a Better Recycling System



KEEP AMERICA BEAUTIFUL

EXTERNAL ENGAGEMENT

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 & Carolinas 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.

The Biodegradable Products Institute

The Biodegradable Products Institute (BPI) is North America's leading authority on compostable products and packaging, known for third-party certification to ASTM D6400 and D6868 standards. BPI also brings together stakeholders across the composting value chain, including manufacturers, suppliers, retailers, composters, and municipalities, to advance organics diversion. Atlantic engages in BPI's member committees and education offerings to stay aligned with evolving standards and policy and to help advance circular systems. BPI's resources help us to evaluate credible compostable options, support accurate labeling, and connect with composters and haulers.

The Recycling Partnership

The Recycling Partnership (TRP) is a national nonprofit that brings together communities, companies, and policymakers to strengthen U.S. recycling. As a funding partner, Atlantic supports TRP's efforts to expand access, improve material quality, and align packaging design with what recycling programs can process. We draw on TRP's data, tools, and coalitions to help our customers and suppliers advance circularity.

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 dues are granted 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. Atlantic is now a Pinnacle Member, one of ten companies at this level, reflecting an annual commitment that strengthens TCA's diversified grantmaking, business-led advocacy, and core operations to protect outdoor and wild places for people and communities.



Keep America Beautiful

Keep America Beautiful (KAB) is a national nonprofit that mobilizes affiliates, volunteers, and partners to end littering, improve recycling, and beautify communities. Through a network of nearly 700 local affiliates, KAB leads signature programs like the Great American Cleanup and America Recycles Day. KAB also conducts national research on litter to inform education and behavior-change strategies. As a member, Atlantic supports KAB initiatives and leverages KAB resources and networks to amplify local impact. Atlantic's president, Wes Carter, serves on KAB's Board of Directors, helping advance community-improvement and recycling initiatives.



EXTERNAL ENGAGEMENT

3. ADVOCACY & EDUCATION

A New Earth Project

A New Earth Project is a movement to eliminate plastic pollution, accelerate regenerative innovation, and protect the well-being of people and planet. It reflects the truth that every choice we make today is woven into the inheritance of generations to come.

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

Founded by Wes Carter, president and third-generation leader of Atlantic Packaging, the effort is supported by leaders in the surf, outdoor, media, and packaging industries. The movement is rooted in storytelling, community activation, and strategic partnerships, and its momentum continues to build.



New Earth Approved: Packaging Solutions for A Healthy Planet

At the heart of A New Earth Project's impact is the New Earth Approved catalog, a curated collection of packaging products that meet a set of guidelines representing our North Star for regenerative packaging. These solutions—found at anewearthproject.com—are designed to be curbside recyclable or home compostable, made from renewable resources, and ecologically benign.

Recent additions include innovations from Cruz Foam, a bio-based foam alternative made from food waste; FibreStrap, a regenerative alternative to plastic zip ties; and Sway Seaweed Packaging, a circular replacement for thin film flexible plastic packaging.

Resource Hub

The A New Earth Project website also serves as a resource hub for consumers and brands seeking to learn more about regenerative packaging, circular economy practices, and packaging extended producer responsibility (EPR) laws. These resources provide clear, practical guidance on topics like recyclability, regenerative design, reduced carbon footprints, and circularity—helping organizations translate theory into tangible action.

The team develops and shares these resources through the Field Notes blog, YouTube programming, social media, and a monthly newsletter, as well as at sustainability-related conferences, events, and partnerships.



EXTERNAL ENGAGEMENT

Storytelling & Media

A New Earth Project continues to create story-driven programming chronicling the challenges our global waters face and the people, brands, and organizations 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.
- The *UnPacked Series* showcases the people and brands accelerating the transition to more regenerative solutions.
- *Cultural Flow*—currently in production—explores the impact of hydroelectric power projects in the Saskatchewan River Delta and the efforts of Indigenous-led groups to heal the land and restore balance after decades of disruption.

We continue to partner with influential media platforms like Outside TV, FUEL TV, The Arena Group, and YouTube to expand the reach of this message.



Advocates

This year, A New Earth Project added to its class of global Advocates with the announcement of Chris Benchetler—artist, filmmaker, and professional skier—joining the roster.

He joins surfers Ben Bourgeois, Kai Lenny, Vaihiti Mahana, Carlos Muñoz, Barton Lynch, and Koa Smith, as well as snowboarder Kimmy Fasani and freeskiers Cody Townsend and Connor Ryan, who all help build awareness of the critical importance of regenerative packaging solutions.



Events & Partnerships

At A New Earth Project, we believe in the power of community. In keeping with that ethos, we are proud to support a wide array of community-focused events that bring people together to raise awareness, share stories, and inspire action.

One example is our role as presenting sponsor of Park City Song Summit 2025, where we activated the Nature's Song Summit Lab to showcase the intersection of music, nature, and regeneration.

Another is our ongoing commitment to Coast Summit, produced as part of the Coast Film and Music Festival. The 2025 Coast Summit—our third year—will be held at the Rivian South Coast Theater in Laguna Beach, California. With the theme Healthy People, Healthy Planet, this day-long sustainability symposium will feature a wide array of speakers, films, and programming designed to leave audiences inspired, entertained, and enlightened.

We also extend our community focus through strategic partnerships such as the Natural Selection Tour, aligning with its outdoor ethos and commitment to regenerative practices, and through support of Mountains of the Moon, Chris Benchetler's latest film, where we joined other influential outdoor brands to amplify a regenerative packaging message to his broad, dedicated audience.

These efforts are all rooted in the same purpose: to build community, to raise awareness, and to inspire meaningful action toward a regenerative future.



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 four 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 and chemicals of concern 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. Building on that momentum, Atlantic hosted a second OPLN event in April 2025, which convened over 130 global changemakers, including scientists, policymakers, NGOs, and industry leaders. The summit focused on advancing science-based guidelines for evaluating the safety of chemicals used in plastic alternatives and non-plastic substitutes, with an emphasis on global treaty alignment and human health.





Salesforce & Customer Education 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 2025, we have developed stances on issues such as the role of compostable packaging, the use of PCR, and store drop-off recycling. 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. 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. 2025's explainers to date have included background on alternatives to virgin plastic, with detailed background on bio-based and compostable materials and EPR legislation.

In 2025, we launched the Atlantic Deep Dive Newsletter on LinkedIn to spark further engagement on key sustainable packaging issues. Recent posts explore compostables and certification, extended producer responsibility (EPR), and when compostable packaging makes sense.



EXTERNAL ENGAGEMENT



4. NEW EARTH VENTURES: CATALYZING SUSTAINABLE INNOVATION

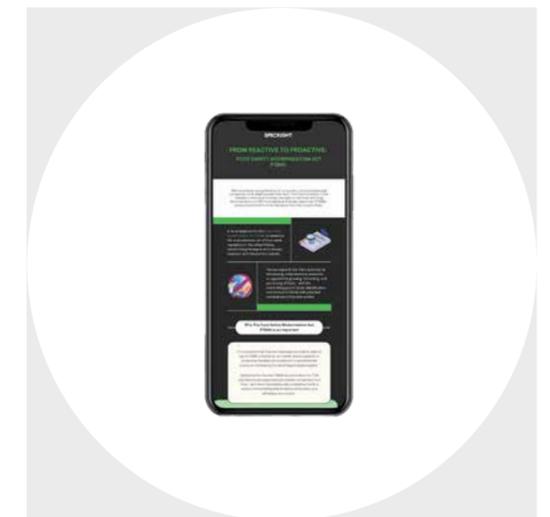
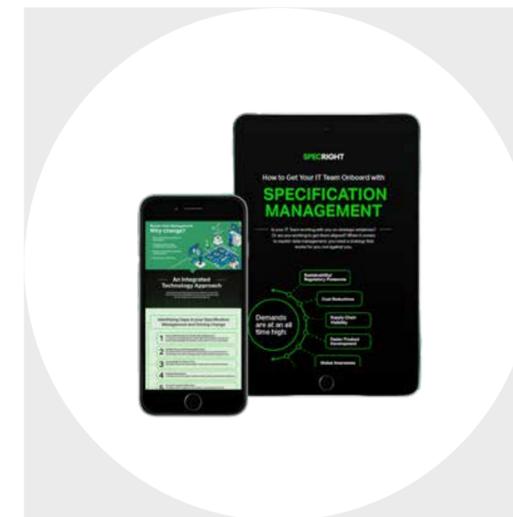
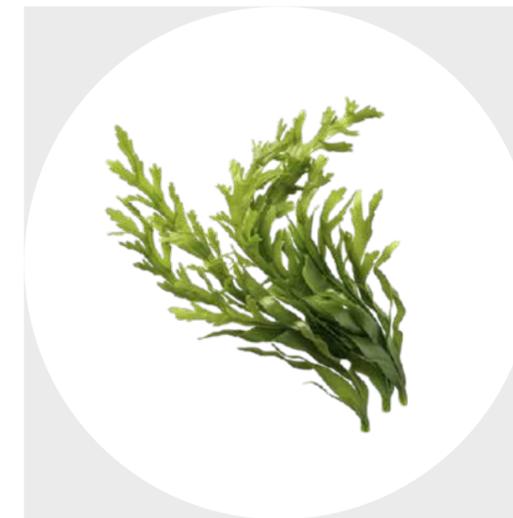
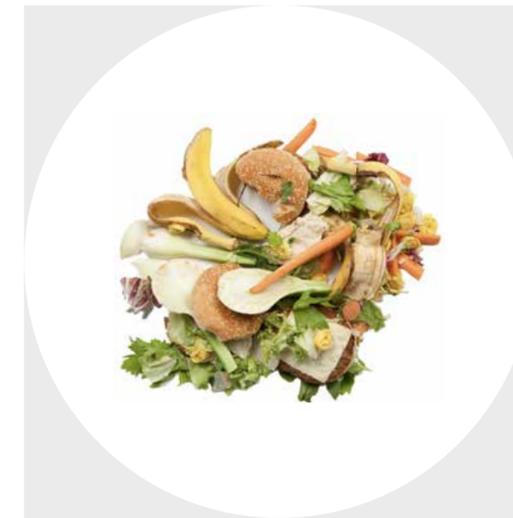
This year, Atlantic Packaging launched New Earth Ventures (NEV), a corporate venture platform dedicated to accelerating the development and scale of breakthrough sustainable packaging solutions. NEV represents a bold extension of our commitment to creating global packaging systems that align with human and planetary health. By investing directly in early-stage companies pioneering regenerative, compostable, upcycled, or otherwise novel materials, NEV helps bridge a critical gap between lab innovation and widespread commercial adoption.

The packaging industry is one of the largest contributors to plastic pollution, with nearly half of all global plastic waste originating from packaging. At the same time, rising consumer demand, brand commitments, and regulatory frameworks such as EPR are driving unprecedented momentum for change. Yet promising innovations often struggle to achieve scale due to limited resources, lack of access to industrial infrastructure, or prohibitive unit economics. NEV was designed to solve this problem by pairing the ingenuity of start-ups with Atlantic's 80 years of industry expertise, customer relationships, and technical capabilities.

Through this fund, Atlantic provides more than just capital. We offer founders access to our Packaging Solution Center, advanced testing equipment, deep customer networks, and seasoned technical talent. This unique combination of resources enables start-ups to validate performance on commercial machinery, refine business models, and accelerate pathways to scale. Our early collaborations with innovators such as Cruz Foam — the company behind the compostable cold chain cooler named Time Magazine's 2023 Invention of the Year — demonstrate the potential of this model to unlock growth while reducing dependence on fossil-based plastics. In addition to Cruz Foam, NEV has made investments in Sway, a plastic made with seaweed (see pg. 27), and Specright, a software system for managing and optimizing packaging specification data.

NEV's investment strategy is focused on four key areas: new materials, closed-loop systems and waste elimination, automation and AI for sustainable supply chains, and deep tech innovations with transformative potential. By targeting companies with strong founder vision and scalable solutions, we aim to deliver meaningful environmental impact while achieving strong financial returns.

As part of Atlantic's integrated sustainability strategy, NEV underscores our belief that the future of packaging will be shaped not only by adopting better materials, but by actively helping to create them. By leveraging our role at the center of the packaging ecosystem, we are working to accelerate a future where packaging no longer contributes to the waste crisis, but becomes part of the solution.



HEALTHY PEOPLE, HEALTHY PLANET

INITIATIVES

INITIATIVES

1. NATURE-CONNECTED WORKPLACE PLAN

In 2025, we have adopted a Nature Connected Workplace five-year plan with the mission to design and maintain workplace environments that support the health of both people and the planet. The intent is to integrate nature, biodiversity, and intentional green space into the fabric of our facilities inside and out. This plan includes many of the initiatives we have already begun to implement, as well as future projects.

Beehive Installations & Greenscaping

We have been seeking ways to increase the amount of greenspace around our offices to provide employees with more areas to enjoy nature and decompress. This goal presented 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. 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 2026.

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 and composting services expand.

Nature Inspired Art Installations (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 offices of our headquarters in Wilmington. We expanded upon this initiative in 2024, adding nature photography to both our Charleston and Memphis office spaces. By the end of 2025, all Atlantic locations will have this nature photography in their workspaces.

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 that was completed in July of 2024. Additional murals are part of the five-year Nature Connected Workplace plan.



Gardens, Raised Beds, & Pollinator Gardens

On our five-year Nature Connected Workplace plan is the addition of gardens, raised beds, and pollinator gardens to some of our locations. This initiative will provide employees with opportunities to grow fresh produce, learn sustainable gardening practices, and strengthen community bonds. These spaces not only encourage healthy eating and outdoor activity but also reduce environmental impact by promoting local, low-carbon food sources.

We will also install pollinator gardens designed to nurture biodiversity and create vital habitats for bees, butterflies, and other pollinators essential to ecosystem balance. By fostering these living landscapes, we help restore natural systems, support pollinator populations critical to agriculture, and create thriving, restorative environments for both people and planet.

Indoor Greenscaping

We recognize that the spaces where we work have a direct impact on our health, creativity, and overall well-being. Through our indoor greenscaping initiatives, we are bringing the restorative power of nature inside our facilities. By integrating live plants, green walls, and natural design elements into our workplaces, we improve air quality, reduce stress, and create more inviting, energizing environments for our employees.

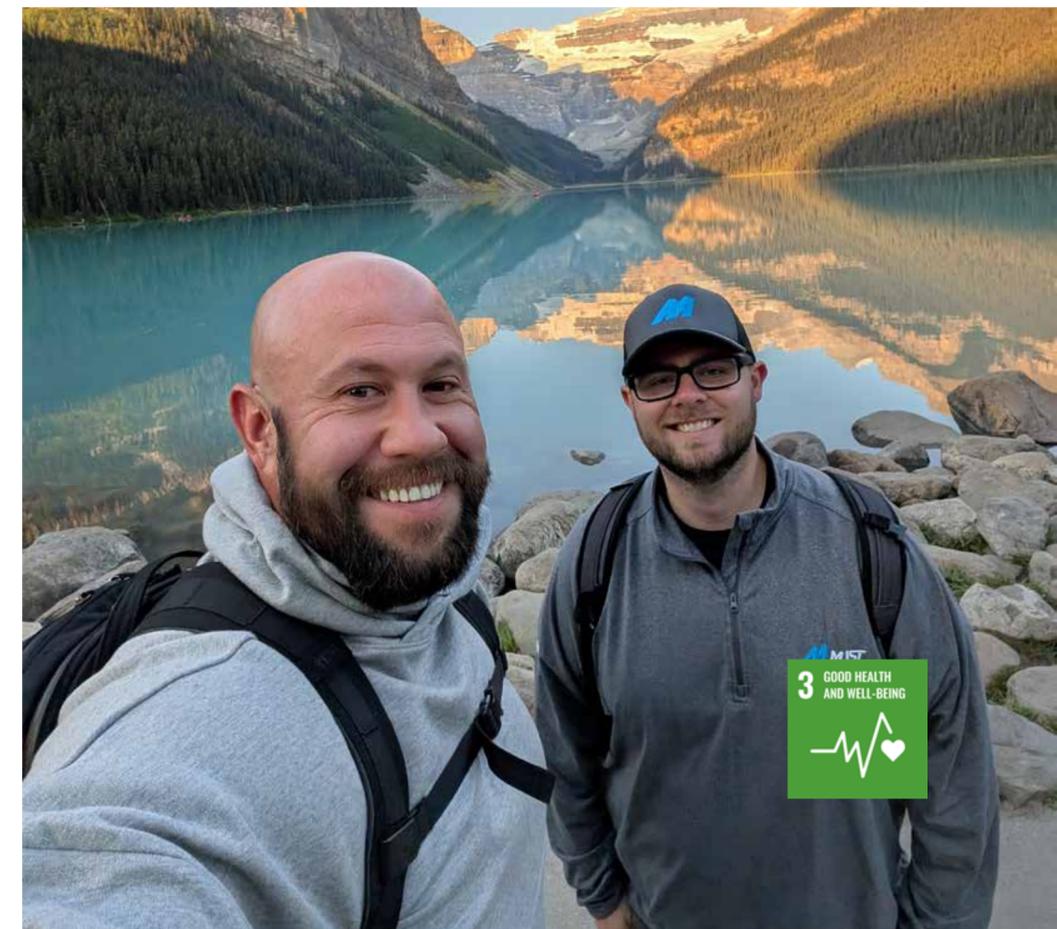
Indoor greenscaping also supports our sustainability goals. Plants naturally filter indoor air pollutants, regulate humidity, and contribute to a healthier, more resilient workplace ecosystem. Beyond these environmental benefits, thoughtfully designed indoor greenery fosters connection, creativity, and mindfulness—helping employees feel engaged and supported while aligning our spaces with our commitment to a healthier planet.



INITIATIVES

Get Outside Nature Wellness Challenge

In 2024, Atlantic Wellness launched a multi-month-long series of wellness challenges and educational opportunities for all Atlantic employees. One of the challenges included a Get Outside 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. This challenge was so well received by employees that we have decided to make this an annual challenge that we can build upon year over year.



INITIATIVES

Charitable Giving

Atlantic Packaging believes in giving back to the community and has done so in a variety of ways, including through charitable giving. Below are some of the organizations Atlantic supports that bring businesses together to collaborate on industry-wide sustainable packaging solutions. Many of these organizations are guided by efforts to improve the health of people, while improving the health of the planet.

- Space for Giants
- Lowcountry Land Trust
- Surfrider Foundation
- WildAid
- Sungai Watch
- The Bee Cause Project
- Plastic Ocean Project
- Ocean Plastic Leadership Network
- Lonely Whale

3 GOOD HEALTH AND WELL-BEING

11 SUSTAINABLE CITIES AND COMMUNITIES

17 PARTNERSHIPS FOR THE GOALS

Nature at Work

In 2025 we became a Founding Member of Nature at Work, an initiative that brings together mission-aligned leaders from across sectors to redefine workplace wellbeing through nature. Together, we're building a new model of worksite health promotion—one that integrates the restorative power of nature to improve health, engagement, and resilience at work. As a Founding Member and with our Wellness Director as an Advisory Board member we are shaping this movement from the ground up, guiding statewide conversations and helping make nature-based wellness more practical, inclusive, and scalable.



WELLNESS

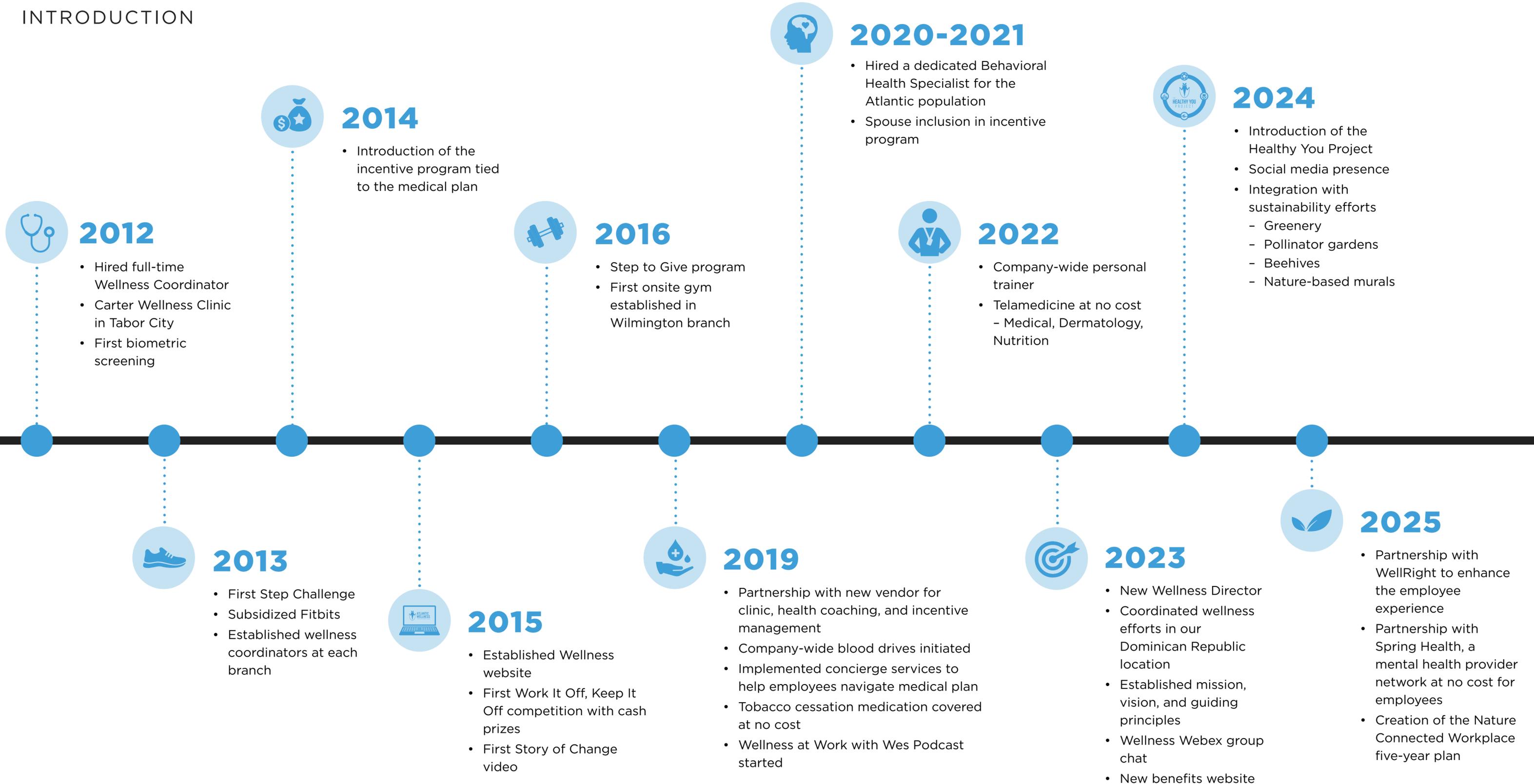
INTRODUCTION

ATLANTIC WELLNESS

Established in 2012, Atlantic's Wellness Program was designed to enhance employee access to health and wellness resources and to integrate well-being into the company's core culture. The initiative aimed to foster a supportive environment where wellness is not only encouraged but embedded in everyday operations.

Over the past twelve years, the Wellness Program has evolved into a foundational element of Atlantic's identity. Its principles have become deeply ingrained in our organizational practices, contributing to a healthier, more engaged workforce. By prioritizing employee well-being, Atlantic has witnessed measurable improvements in morale, productivity, and overall workplace satisfaction.

INTRODUCTION



OUR MISSION

At Atlantic Packaging, health and well-being form the throughline that connects our employees, our business community, and the broader vision for our company.

OUR VISION

We strive to make health—in all its dimensions—the guiding principle that informs every decision we make.

GUIDING PRINCIPLES

Our Wellness Program is built upon four core pillars that shape our approach and inspire our actions:



CONNECTION

Embracing spirit, nature, community, and love to foster meaningful relationships and a sense of belonging.



PURPOSE

Cultivating mindfulness, motivation, empowerment, and advocacy to support personal and professional growth.



MOVEMENT

Encouraging physical activity, creativity, progress, and harmony to promote vitality and resilience.



NOURISHMENT

Supporting nutrition, inspiration, self-care, and meditation to sustain holistic well-being.



KEY FOCUS AREAS

KEY FOCUS AREAS

1. PREVENTIVE CARE & HEALTHY LIFESTYLE SUPPORT

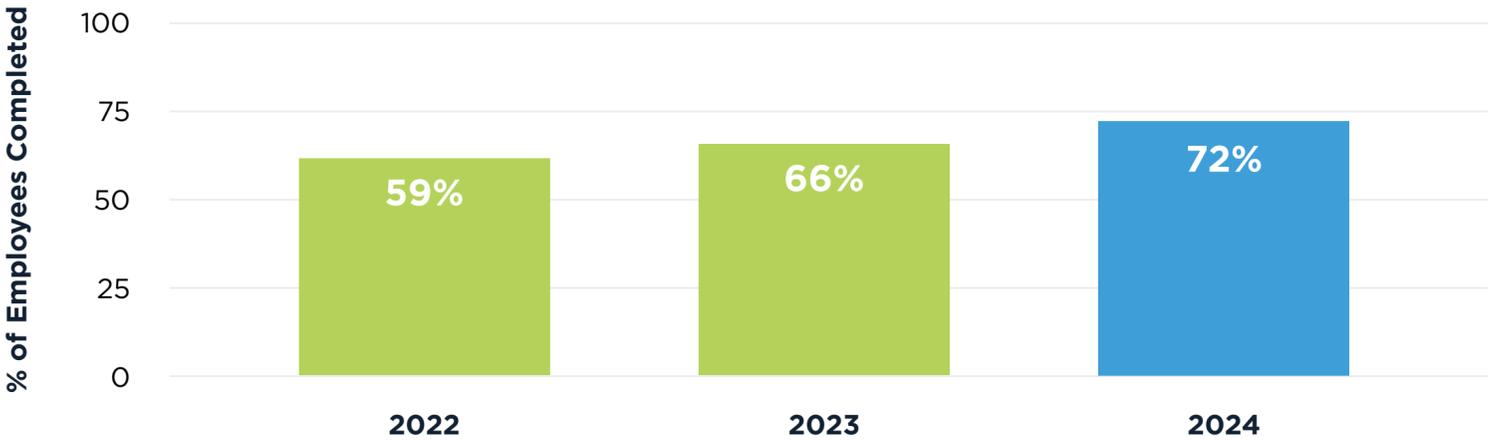
Encouraging preventive care means helping employees take proactive steps to maintain their health before issues arise. This includes regular health screenings, vaccinations, and wellness check-ins. Lifestyle management supports long-term health through education and resources around nutrition, physical activity, stress reduction, sleep hygiene, and tobacco cessation. Together, these efforts reduce the risk of chronic disease and improve overall quality of life.

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

INCENTIVE PROGRAM COMPLETION RATE (%)



KEY FOCUS AREAS

2. COMPREHENSIVE CHRONIC CONDITION CARE

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. In 2025, we will be offering biometrics at 15 locations with the goal of 600+ employees participating.

Chronic Condition Management

We are committed to supporting employees living with chronic conditions such as diabetes and hypertension. Our approach focuses on access to care, education, and the tools needed to manage health effectively. This includes personalized health coaching, medication management, and access to onsite primary care providers.

Currently, 62.8% of our employee population is living with at least one chronic condition. Encouragingly, in 2024, 78% of these employees showed measurable improvement in their health risk levels, reflecting positive progress in managing their conditions.

To achieve this impact, we partner with trusted health organizations to provide telephonic and onsite counseling from health coaches, certified diabetes educators, registered dietitians, and nurses. These experts help employees close gaps in their care, set goals, and build healthier lifestyles.

In addition to counseling, our medical plan reduces the cost of generic prescriptions and ensures access to free tools for diabetes management—including glucose meters, test strips, lancets, and continuous glucose monitors. These resources empower employees to take control of their health and improve their quality of life.



KEY FOCUS AREAS

Tabor City Carter Wellness Center

At our Tabor City location, the Carter Wellness Center offers no-cost care to over 400 employees, staffed by a Nurse Practitioner and Medical Assistant. This year, we expanded access by adding four additional hours, increasing availability to 24 hours per week.

In the past year, the Carter Wellness Center provided care through 1,074 appointments, engaging 87% of the employee population. It also delivered several wellness initiatives, including:

- Lunch & Learn sessions on hydration and nutrition
- A 12-week Diabetes Self-Management Education (DSME) program
- A 12-week Metabolic Health program called SPARK



Impact Highlights

DSME Program:

- 9 employees with diabetes participated
- Average A1c reduction: 0.8 points
- Average weight loss: 2.2 pounds
- Participants reported increased confidence in managing their condition, improving eating habits, and physical activity levels

SPARK Program:

- 17 employees participated
- Average triglyceride reduction: 33 points
- Average LDL cholesterol reduction: 22 points
- Average systolic blood pressure reduction: 20 points

Mental Health Support

In 2025, we partnered with Spring Health, a leading mental health benefits platform, to provide employees and their families with accessible, confidential, and personalized support. Spring Health offers a wide range of resources—from therapy and coaching to self-guided wellness tools—helping individuals address challenges such as stress, anxiety, depression, sleep, and overall emotional well-being.

Through this program, employees receive fast access to care that is tailored to their unique needs, often with same-day or next-day appointments. The platform also offers 24/7 crisis support, ensuring that help is available whenever it is needed most.

By integrating Spring Health into our benefits, Atlantic reinforces its commitment to supporting the whole person—body and mind. This investment in mental health not only empowers employees to thrive personally but also strengthens our culture of care, resilience, and connection.

Impact Highlights

- **Average wait time for care:** Same-day or next-day appointments
- **Types of support:** Therapy, coaching, self-guided programs, 24/7 crisis support
- **Potential reach:** Available to all Atlantic employees and their families
- **Atlantic Packaging Engagement since launch in May:** 7.9% This is 2x higher than industry benchmark in traditional Employee Assistance Programs (EAPs)

Spring Health

KEY FOCUS AREAS

3. BUILDING CULTURE THROUGH COMMUNICATION, CONNECTION, AND WELLNESS

At Atlantic Packaging, we know that a thriving culture is built on open communication, shared experiences, and a commitment to well-being. We have developed a range of initiatives designed to engage employees across all roles and locations, ensuring that everyone feels connected, informed, and supported in their health journeys.

Wellness Webex Chat Group

Since its launch in 2023, this chat group has grown to more than 130 employees who share ideas, encouragement, and photos related to health and wellness. It has become a daily touchpoint for positivity and connection.

Monthly Wellness Newsletter & “Stall Street News”

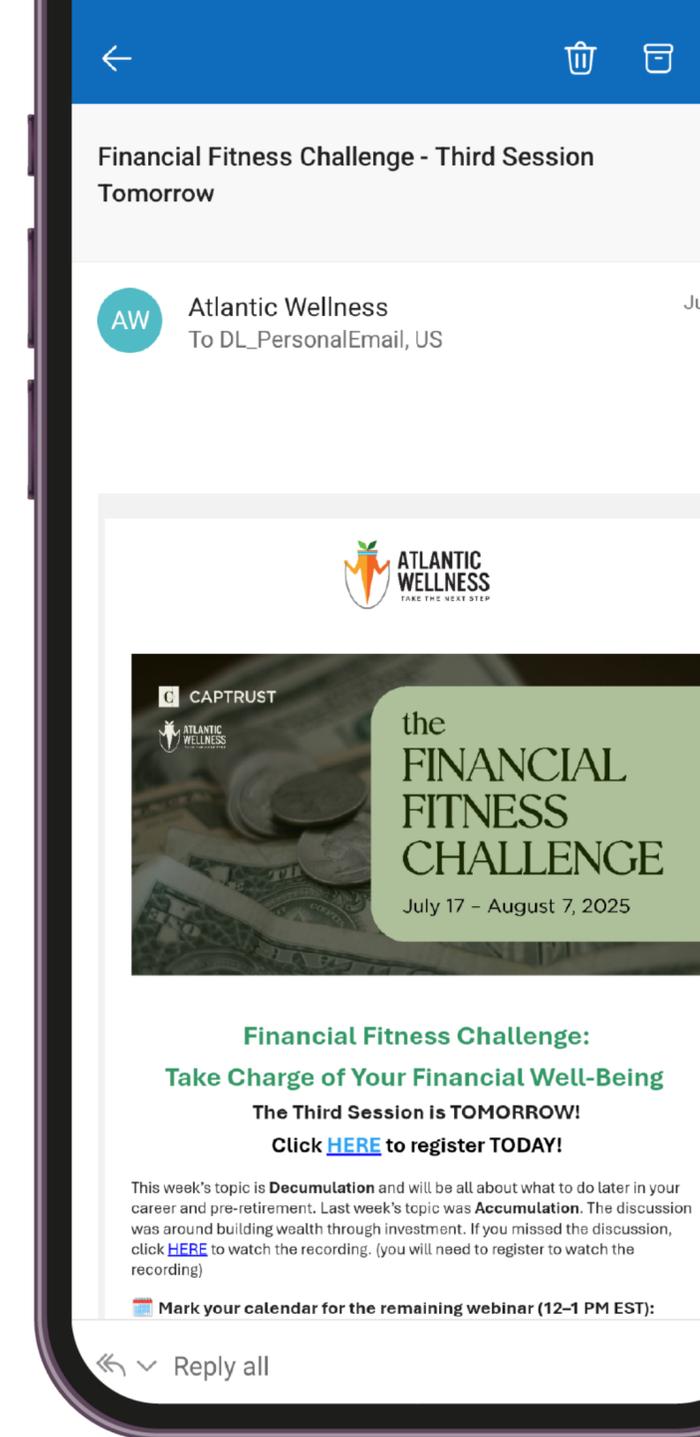
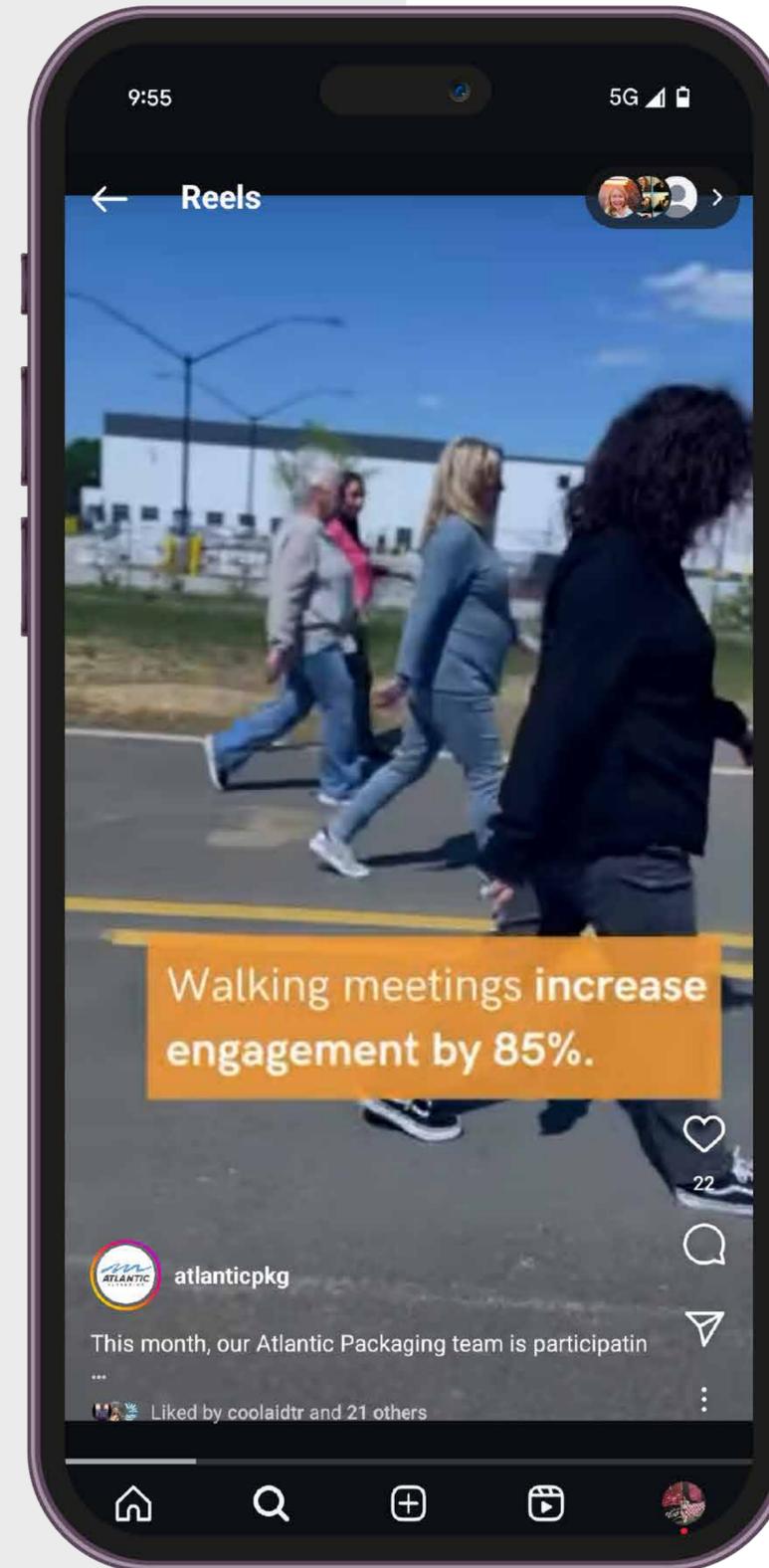
To reach all employees—whether in offices or on the production floor—we provide a digital wellness newsletter alongside a printed version, “Stall Street News,” posted in common spaces. These resources highlight wellness tips, upcoming events, and employee stories that inspire healthier living.

Social Media

Our social media presence has continued to grow, with over 25 stories shared across LinkedIn, Facebook, and Instagram in 2024, and building on that momentum with 45 stories in 2025. These updates showcase our people, initiatives, and progress, extending Atlantic’s culture of health and sustainability to the broader community.

Monitors in Break Rooms

Recognizing that 60% of our workforce does not spend the day at a computer, we installed monitors in break rooms across 23 facilities in 2023. These displays feature wellness messages, company news, sustainability highlights, and event announcements, ensuring that all employees have equal access to important updates.



KEY FOCUS AREAS

The Healthy You Project

The Healthy You Project is a wellness initiative designed to engage employees in activities that support the whole person, connecting our guiding principles of nourishment, purpose, movement, and connection with engaging challenges and learning opportunities.

The program encourages participation in over 50 different activities, with more being added throughout the year, including:

- **Nourishment:** Visits with a registered dietitian, educational courses on health and wellbeing, and nutrition-focused learning.
- **Purpose:** Health assessments, Health Coaching through Wellright, journaling prompts, and financial fitness challenges.
- **Movement:** Step challenges, fitness classes, sports leagues, and participation in athletic events.
- **Connection:** Volunteerism, blood drives, outdoor challenges, and group activities.

To encourage participation, each year multiple prizes are awarded reinforcing Atlantic's commitment to employee wellbeing and engagement.

Partnership with WellRight

In 2025, we partnered with WellRight, a comprehensive wellness platform designed to support employees in building healthier habits and achieving personal well-being goals. WellRight provides access to interactive challenges, personalized health assessments, and an array of digital tools that make wellness both engaging and accessible.

Through WellRight, employees can participate in activities that focus on nutrition, fitness, stress management, financial wellness, and more. The platform encourages small, sustainable lifestyle changes, while also allowing employees to track progress, celebrate achievements, and earn rewards along the way.

By making wellness fun, flexible, and goal-oriented, WellRight helps empower employees to take ownership of their health. This resource not only strengthens individual well-being but also reinforces Atlantic's culture of care, accountability, and continuous improvement.

Together, these initiatives form a strong foundation for a culture where communication, connection, and wellness thrive—ensuring that every employee feels valued and inspired to contribute to a healthier future for themselves, their colleagues, and the planet.



KEY FOCUS AREAS

4. CREATING A HEALTHIER WORKPLACE ENVIRONMENT

We believe that health and well-being begin with the environments where our employees work and thrive. Creating spaces that are safe, supportive, and engaging is fundamental to our mission of caring for people and the planet.

Safety is at the core of this commitment. We prioritize the physical well-being of our employees by maintaining rigorous safety standards, continuously improving workplace practices, and ensuring that every individual feels protected in their daily work. Our safety culture empowers employees to be proactive, accountable, and collaborative in creating a secure environment.

Beyond safety, we design our facilities and programs to support holistic health—integrating wellness initiatives, greenscaping, ergonomic workspaces, and opportunities for connection. By cultivating environments that reduce risk, promote vitality, and encourage balance, Atlantic fosters a workplace where employees can do their best work while feeling valued and cared for.

Our initiatives combine safety practices, onsite healthcare, wellness opportunities, sustainability practices, and clear communication to ensure that all employees feel supported and engaged.



Safety First

- Rigorous safety protocols and continuous training
- Regular workplace inspections and audits
- Near-miss reporting system to prevent incidents
- Ongoing investment in protective equipment and safety technology



Onsite Care & Fitness

- Carter Wellness Center in Tabor City
- Fitness facilities at 8 locations



Preventive Healthcare

- Biometric screenings
- Preventive dental visits
- Skin screenings
- Annual physicals



Comprehensive Benefits

- Free tobacco cessation medications & treatment
- Free telephonic services: dietitians, dermatologists, general medicine
- Free diabetic supplies
- Medical concierge to guide employees through benefits
- Free Mental Health services through Spring Health



Wellness Activities

- Onsite wellness events and activities during work hours
- Integration of WellRight



Sustainability & Wellness Integration

- Establishment of the Nature Connected Workplace plan
- Greenscape & Xeriscape at Charlotte facility
- Nature photography at all locations
- Nature mural in Tabor City Printing & Graphics



Communication Tools

- Break room monitors at 23 facilities sharing:
 - Wellness messages
 - Company news
 - Sustainability highlights



KEY FOCUS AREAS



Focus on Safety

The safety of our employees is our highest priority. Between 2020 and 2024, we closely monitored key safety metrics across our production locations in Charleston, Dallas, Spring Garden, Sturgis, and Tabor City. While results show fluctuations, the data highlights both areas of improvement and opportunities for continued focus.

- **Accident Frequency Rate (AFR):** Improved to 1.79 in 2024, down from a peak of 3.05 in 2023.
- **Days Away, Restricted, or Transferred (DART):** Declined to 1.24 in 2024, better than 2023 but still higher than 2021.
- **Lost Time Injury Rate (LTIR):** Peaked at 1.16 in 2023, with a modest recovery to 0.83 in 2024.
- **Lost Time Injury Frequency Rate (LTIFR):** Highest at 5.8 in 2023, improved to 4.13 in 2024.
- **Total Case Incident Rate (TCIR):** Peaked at 3.05 in 2023, showing recovery at 1.79 in 2024.
- **Total Recordable Injury Frequency Rate (TRIFR):** Surged dramatically to 15.23 in 2023, reduced by almost half to 8.96 in 2024 but remains elevated.
- **Total Recordable Severity Rate (TRSR):** In flux—spiking to 97.37 in 2022, improving to 21.46 in 2023, then rising again to 64.92 in 2024.
- **2024 Outcomes:** Clear improvements in AFR, DART, LTIR, LTIFR, and TCIR compared to 2023. TRIFR and TRSR remain areas of concern, requiring sustained focus.

We will continue reinforcing safety training and protocols across all facilities, strengthening employee engagement in safety culture and encouraging proactive reporting of near-misses and hazards.



IMPACT OF THE WELLNESS PROGRAM

IMPACT OF THE WELLNESS PROGRAM

1. PARTICIPATION IMPACT

(since Inception of the program)



Over 3,300 Wellness Challenge Completions



66% Engagement on WellRight Platform since roll out in January 2025 (industry engagement is 33%)



Over 20 Step Challenges Completed



Over 1 Million Miles Walked



Over 6,400 Pounds Lost



Average 590 Participants in Yearly Biometric Screenings

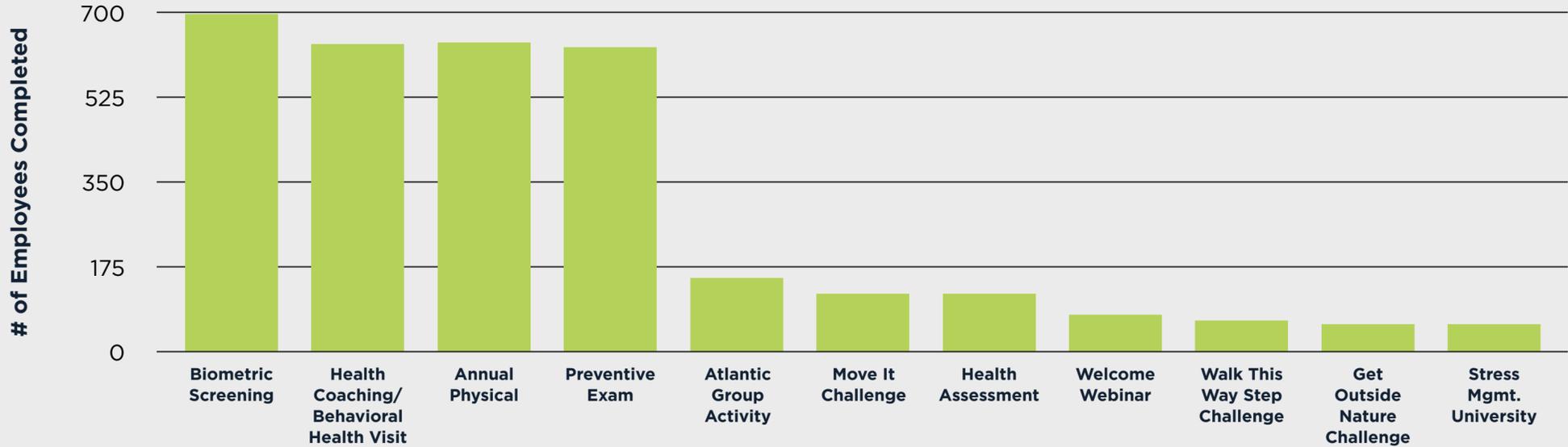


Over 200 Webinars Hosted



Over a Quarter Million Dollars Won

2024-2025 TOP COMPANY CHALLENGE COMPLETIONS





IMPACT OF THE WELLNESS PROGRAM

2. CLINICAL IMPACT

 **75%** average participation since inception in medical discount program

 Disease burden in key areas has seen a **decline** year after year

 **Improved** gaps in care for age/gender specific screening

 **87%** engagement with Carter Wellness Center & health coaching

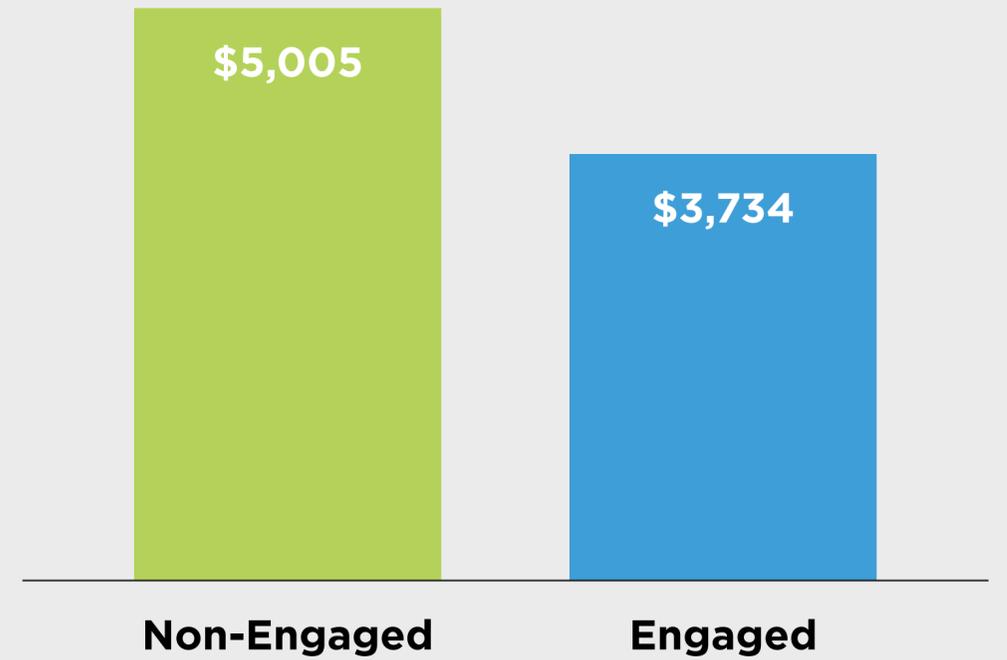
 Compliance with annual physical is **improved & above benchmark**

 Health plan performance **continues to bend trend**

3. FINANCIAL IMPACT

Over the life of our Wellness Program, we have seen the disease burden of our population in key areas decline. We have also increased compliance with the annual physical and seen gaps in care for those with a chronic health condition decrease. Notably for our employees, each person who engages in our wellness program, we see medical plan savings of **over \$1,270 per year**, totaling **over \$500,000 in 2024**.

MEDICAL PLAN COSTS PER MEMBER PER YEAR





4. EMPLOYEE RETENTION & WELLNESS IMPACT

Since the inception of Atlantic Packaging's Wellness Program, the impact has been felt not only in employee well-being but also in business performance. Overall revenue has grown 3X during this period, underscoring the strong link between wellness initiatives and sustainable financial growth.

A key measure of this success is employee retention. The average tenure of an Atlantic employee is **8.36 years**—a figure that far surpasses national benchmarks.

Atlantic's tenure is more than double the U.S. median and consistently exceeds industry norms. This remarkable stability highlights a workplace where employees feel valued, supported, and motivated to grow their careers long-term—outcomes reinforced by our commitment to wellness.

Atlantic's supportive culture and wellness-driven approach are translating into long-lasting careers across all levels of the organization.

IMPACT OF THE WELLNESS PROGRAM

5. BUSINESS GROWTH & PEOPLE GROWTH

The combination of strong financial performance and exceptional employee retention points to a consistent theme: wellness fuels success. By investing in the health and well-being of our people, Atlantic has cultivated an environment where employees are eager to stay, thrive, and contribute to shared growth.

2024 - 2025 Key Accomplishments

- Sustained focus on mental health resources and programs by enhancing support with Spring Health, a mental and behavioral health vendor offering free mental health coaching, counseling, webinars, and education for our employees
- Continued the Medical Incentive Program which focuses on preventive care with 72% of those on the medical plan completing an annual physical, biometrics, preventive exam, and a health coaching call.
- Drove further enhancement of the workplace environment through nature photography, green spaces, and establishment of the Nature Connected Workplace five-year plan.
- Enhanced the Wellness Program with the implementation of WellRight an online portal to engage employees in their health and well-being journey.
- Extended the success of The Healthy You Project by offering employees another year of wellness challenges and educational opportunities. The program once again connected our guiding principles with practical, engaging activities—such as webinars, journaling, sleep and fitness challenges, volunteering, and group activities—that empowered employees to take steps toward better health.



IMPACT OF THE WELLNESS PROGRAM

6. HONORS & AWARDS

2025 Palmetto Workforce Vitality Award

We are proud to be chosen as the winners of the 2025 Palmetto Workforce Vitality Award recognizing organizations championing health and wellness in the workplace. The award highlights a holistic approach to workforce vitality, both within the organization and in the broader community.

2025 NC Culture of Wellbeing Award

We are so proud to be chosen for the 2025 NC Culture of Wellbeing Award by the NC Business Coalition on Health. This statewide award recognizes the best employer wellness programs in North Carolina.



APPENDIX

APPENDIX A

GRI 2 — GENERAL DISCLOSURES (CORE OPTION)

This section includes the General Disclosures required under the GRI Standards (2021), Core option.

2-1: Organizational details

Atlantic Corporation of Wilmington, Inc. (“Atlantic Packaging”) is a privately held company headquartered in Wilmington, North Carolina, USA. We operate across more than 20 facilities in the United States, the Dominican Republic, and Honduras, serving customers primarily in the food & beverage, e-commerce, medical, industrial, and consumer goods sectors. We specialize in sustainable packaging solutions, including custom film systems, circular design consulting, and innovative material sourcing.

2-2: Entities included in the organization’s sustainability reporting

This report includes all Atlantic Packaging operations where the company maintains operational control, including wholly owned manufacturing, converting, and distribution facilities in the United States, the Dominican Republic, and Honduras. No entities were excluded from this reporting scope. These entities align with the organizational boundaries used for our GHG inventory and sustainability strategy. Atlantic is a privately held company and does not publish external financial reports. Atlantic does not have any subsidiaries.

2-3: Reporting period, frequency, and contact point

Reporting period: Emissions: January 1, 2024 to December 31, 2024; sustainability programming: mid-2024 to mid 2025; wellness: September 1, 2024 to August 31, 2025

Publication date: September 2025

Reporting cycle: Annual

Contact:

Caroline DeLoach, Director of Sustainability, carolined@atlanticpkg.com, & Becca Schusler, Director of Wellness, beccas@atlanticpkg.com

2-6: Activities, brands, products, and services

Atlantic Packaging provides sustainable packaging solutions, including:

- Custom film systems
- Circular packaging design consulting
- Stretch film optimization (MUST system)
- Recyclable and compostable packaging materials
- Chain-of-custody certified fiber products

2-7: Employees

Packaging employs approximately 2,000 people, primarily in the United States and the Dominican Republic.

2-9: Governance structure and composition (basic)

Atlantic Packaging was founded by W. Horace Carter in 1946 and is still owned and operated entirely by the Carter family. Rusty Carter, Horace’s son, is the CEO. Wes Carter, Horace’s grandson, is the President. Atlantic does not have a Board of Directors or other shareholders.

Sustainability topics are managed by the Sustainability Leadership Council. Wellness topics are managed by the Wellness Director.

2-12: Role of the highest governance body in sustainability reporting

Atlantic’s Sustainability Leadership Council, which includes the President and other senior leaders, oversees the implementation and progress of the company’s environmental and social initiatives. This group meets quarterly and reports to the broader management team.

2-13: Delegation of responsibility for managing impacts

The Director of Sustainability is responsible for managing sustainability-related impacts and oversees programs across operations, procurement, and customer engagement. This role is supported by the Sustainability Leadership Council and cross-functional teams.

2-22: Statement on sustainable development strategy

Sustainability is core to Atlantic’s business strategy. The company’s vision of “Healthy People, Healthy Planet” connects its environmental initiatives with its employee wellness efforts. Through its flagship initiative, A New Earth Project, Atlantic is working to eliminate plastic pollution and accelerate circular packaging. Additional commentary from Atlantic’s President, Wes Carter, can be found at: <https://vimeo.com/941258753>

2-29: Approach to stakeholder engagement

Atlantic engages a range of stakeholders through formal and informal processes:

- Customers: via packaging consultations, Solution Center collaboration
- Suppliers: through quarterly business reviews and joint emissions reductions goals
- Employees: through the Wellness Program, facility coordinators, and internal communications
- NGOs and partners: via A New Earth Project and industry memberships (e.g., SPC, OPLN)

APPENDIX B

MATERIALITY ASSESSMENT

Aligned with GRI 2021 Universal Standards

Overview

At Atlantic Packaging, we are committed to understanding and managing the economic, environmental, and social impacts of our operations and value chain. As part of aligning this report with the GRI Standards, we undertook a formal material topics assessment to identify the sustainability issues that matter most to our stakeholders and where we have the greatest potential to create or reduce impact.

This assessment informs the structure of this report and guides our strategic focus areas across climate action, packaging circularity, employee wellness, and responsible sourcing.

Stakeholder Engagement

We engaged internal and external stakeholders to identify and validate material topics. These included:

Stakeholder Group	Engagement Method
Employees	Wellness program feedback, town halls, employee surveys
Atlantic Management	Leadership meetings
Customers	Sustainability reviews, Solution Center workshops, industry organizations
Suppliers	Annual business reviews
Industry Peers	Membership in SPC, OPLN, CRA
NGO & Advocacy Organizations	A New Earth Project collaborations

Methodology

We assessed actual and potential impacts of our operations and value chain by evaluating:

- Scale of impact (*environmental, social, or economic*)
- Scope (*how widespread the impact is*)
- Irremediability (*how reversible the impact is*)
- Likelihood (*risk of the impact occurring*)
- Stakeholder concern (*based on engagement*)

Each topic was evaluated across our value chain: own operations, suppliers, customers, and product end-of-life.

Material Topics: Tiered Overview

To reflect the nuance and prioritization of our materiality assessment, we have categorized topics into three tiers:

- **Tier 1:** Highest-priority topics based on stakeholder concern and impact significance
- **Tier 2:** Topics of moderate materiality or emerging significance
- **Tier 3:** Topics reviewed but not identified as material for this reporting cycle

Tier	Topic	Rationale
Tier 1	Greenhouse Gas Emissions (Scope 1-3)	Significant climate impact; regulatory compliance; stakeholder pressure (SBTi, CDP)
Tier 1	Packaging Waste & Circularity / Sustainable Packaging Innovation	High packaging material usage/main product distributed into marketplace; relevance to customer circular economy goals; key business differentiator and market demand driver
Tier 1	Employee Wellness & Health	Foundational value; directly affects workforce well-being & productivity
Tier 1	Supply Chain Sustainability	Major contributor to Scope 3 emissions; key to SBTi targets
Tier 2	Occupational Safety	Historically low incident rates; not prominent in stakeholder concerns; emerging need for additional procedures with business expansion
Tier 2	Policy & Advocacy	Growing relevance due to EPR legislation and UN Plastics Treaty
Tier 2	Waste Minimization in Operations	Supports zero-waste goal; TRUE certification in progress
Tier 2	Renewable Energy & Energy Efficiency	Important for Scope 2 reduction; early-stage initiatives
Tier 3	Water Stewardship	Minimal operational impact; no process water use
Tier 3	Biodiversity	Indirect impact via sourcing; covered through FSC®/SFI® certifications
Tier 3	Diversity & Inclusion	Important internally, but not highlighted in stakeholder feedback
Tier 3	Human Rights in Supply Chain	Low risk due to regional sourcing; monitored via certifications and supplier engagement

Next Steps

We will update this materiality assessment biennially, or sooner as major shifts in our stakeholder landscape or regulatory environment occur.

APPENDIX C

DISCLOSURES ON MANAGEMENT APPROACH (GRI 3-3) FOR TIER 1 MATERIAL TOPICS

This appendix summarizes how Atlantic Packaging manages its Tier 1 material topics, as required by GRI 3-3: Management of Material Topics. Each row outlines the policy commitment, responsible party, key initiatives, and performance indicators for one of our highest-priority sustainability issues.

Material Topic	Policy / Commitment	Responsibility	Key Initiatives	KPIs / Metrics
Greenhouse Gas Emissions (Scope 1-3)	SBTi-approved Net-Zero Target by 2046	Director of Sustainability; Vice President	Supplier emissions engagement, on-site solar, EV logistics fleet, VPPA exploration	Scope 1, 2, and 3 emissions (MtCO2e), % renewable electricity, supplier SBT adoption
Packaging Waste & Circularity	Commitment to circular packaging through A New Earth Project	Packaging Solutions Team; Director of Sustainability; NEV Managing Partner	MUST film optimization system, Guardian Taping System, Cruz Foam, Closed-Loop Stretch Film Program	Film weight reduced (lbs), TRUE Zero-Waste Certifications, # of customer case studies
Sustainable Packaging Innovation	Product development guided by recyclability, compostability, and end-of-life outcomes	Director of Sustainability and R&D Team	Material vetting (PCR, bio-based, upcycled), LCA estimates, Cruz Cool and other pilots	New sustainable SKUs launched, LCA coverage, material certifications (e.g., TIPA, FSC, SFI)
Employee Health & Wellness	Holistic Wellness Program prioritizing preventive care and lifestyle management	Director of Wellness	Wellness incentive program, biometric screenings, fitness centers, Healthy You Project, in-office health services	Wellness participation %, biometric screening completion, chronic condition management rates
Supply Chain Sustainability	Target: 55% of suppliers by spend to adopt SBTs by 2027	Procurement Team and Sustainability Director	S-LoCT supplier training, FSC®/SFI® sourcing, PCR supply chain support, LCA data requests	% of supplier spend with SBTs, certified sourcing volumes, Scope 3 emissions from PG&S

POLICY STATEMENTS

As of Fall 2025, Atlantic maintains the following policy documents:

- **Code of Conduct** (*internal; available upon customer request*)
 - Bribery & Corruption
 - Fraud
 - Conflicts of interest
 - Labor & Human Rights Standards
 - Discrimination & Harassment
 - Data Security
 - Fair Wage & Working Time
- **Personnel Manual** (*internal*)
- **Safety Manual** (*internal*)
- **Information Technology Organizational Policies** (*internal*)
 - Data Privacy
 - Cybersecurity
 - Risk Management
- **Human Rights Policy** (*internal*)
- **Child Labor Remediation Policy** (*internal*)
- **Supplier Code of Ethics** (*public*)

APPENDIX E

CLIMATE TRANSITION PLAN

In conjunction with setting Science-Based Targets (SBTs) in 2022, Atlantic Packaging is establishing a Climate Transition Plan to detail our goals and how we plan to achieve them. We recognize that meeting our targets will require adjustments to our corporate processes and decision-making that are critical align incentives and provide proper oversight.

Over the coming years, we will be building out this plan further to include more implementation details to show how we plan to achieve our goals.

OPERATIONS <i>How we operate our own facilities</i>	VALUE CHAIN <i>The products we sell & engagement with our suppliers</i>	GOVERNANCE & ADVOCACY <i>How we engage with stakeholders, disclose our progress, and partner with others</i>
CARBON		
<p>Science-Based Targets</p> <ul style="list-style-type: none"> • Reduce absolute Scope 1 & 2 GHG emissions 70% by 2030 from a 2021 base year • Net Zero by 2046 <p>How We Get There</p> <ul style="list-style-type: none"> • 100% renewable electricity by 2030 • On-site solar, efficiency programs, electric vehicle 	<p>Science-Based Targets</p> <ul style="list-style-type: none"> • 55% of our suppliers by spend covering purchased goods and services will have SBTs by 2027 • Reduce absolute Scope 3 GHG <p>How We Get There</p> <ul style="list-style-type: none"> • Educate and help suppliers disclose and reduce emissions and set SBTs • Stretch wrap PCR closed loop initiative 	<ul style="list-style-type: none"> • Disclosure of climate progress through CDP and EcoVadis • Third-party verification of data and progress • Annual Healthy People, Healthy Planet report • Work towards publication of product-level emissions for private label products • Advocating for public policy that aligns with limiting average temperate / increase to 1.5C as stated in the Paris Agreement
WASTE		
<p>Goals</p> <ul style="list-style-type: none"> • Achieve 90% landfill diversion by 2036 <p>How We Get There</p> <ul style="list-style-type: none"> • Waste audits and reduction • Develop outlets for hard-to-recycle streams 	<p>Ongoing Initiatives</p> <ul style="list-style-type: none"> • Investments in material innovation start-ups through New Earth Ventures • Packaging optimization programs such as MUST • Produce damage prevention assessments at Solution Center • Stretch wrap PCR closed loop initiative • 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 	<ul style="list-style-type: none"> • Advocacy with supply chain through A New Earth Project • Engagement through associations such as the Sustainable Packaging Coalition and The Recycling Partnership • Annual Healthy People, Healthy Planet report

CERTIFICATIONS OF GHG EMISSIONS VERIFICATION FROM APEX

Each year, Atlantic has our GHG emissions accounting verified by a third party to provide assurance of our accounting methods. Below is a verification letter regarding our CY 2024 emissions.



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:** 10,716 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 11,988 metric tons of CO₂ equivalent
- Scope 2 (Market-Based):** 12,678 metric tons of CO₂ equivalent
- Scope 3:**
 - Purchased Goods & Services: 413,911 metric tons of CO₂ equivalent
 - Capital Goods: 4,056 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities: 5,235 metric tons of CO₂ equivalent
 - Upstream Transportation and Distribution: 2,693 metric tons of CO₂ equivalent
 - Waste Generated in Operations: 5,475 metric tons of CO₂ equivalent
 - Business Travel: 1,317 metric tons of CO₂ equivalent
 - Employee Commuting: 2,192 metric tons of CO₂ equivalent
 - Upstream Leased Assets: 33 metric tons of CO₂ equivalent
 - Downstream Transportation and Distribution: 1,291 metric tons of CO₂ equivalent
 - Use of Sold Products: 10,664 metric tons of CO₂ equivalent

End-of-Life Treatment of Sold Products: 66,896 metric tons of CO₂ equivalent
Downstream Leased Assets: 502 metric tons of CO₂ equivalent

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

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

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2023 data), Revision 1, 2025
- USEPA Emission Factor Hub, 2024, January 15, 2025
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, Supply Chain Emissions (Annex 13), 2011
- Green-e Residual Mix Emissions Rates (2022 Data), 2024
- Utility-specific emission factors
- Ecoinvent 3.10
- EXIOBASE, 2015
- Supplier specific emission factors

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was 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 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.



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GHG Emissions 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 energy data during a remote site visit with Atlantic Caribbean Packaging (Dominican Republic); 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 Companies, LLC specializes in Health, Safety, Social and Environmental Assurance services with a long history in providing these services.

Apex maintains a working relationship with Atlantic Packaging, its Directors or Managers to ensure that our verification independently and to our knowledge there has been no conflict of interest.

Apex is committed to maintain high ethical standards among staff in their professional conduct.

Apex has over 20 years of assurance over environmental, social, ethical and health and safety with 15 years combined experience in this field and an excellent track record of providing greenhouse gas emissions data.

Trevor Donaghy
Trevor Donaghy, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

The assurance herein is provided to Atlantic Corporation and is solely for the use of Atlantic Corporation. We consent to the release of this declaration to the public and do not accept any responsibility or liability on our part to any other party who may rely on this information.



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 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

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 49051 United States
4	Atlantic Corporation of Wilmington - Benton	1202 Territorial Rd Benton Harbour Michigan 49022 United States

Preferred by Nature

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

Preferred by Nature OU accreditation is issued by ANAB (Accreditation ID# 9125).
Products offered, shipped or sold by the certificate holder can only be considered covered by the 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.

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

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Preferred by Nature

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

Preferred by Nature OU accreditation is issued by ANAB (Accreditation ID# 9125).
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

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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 V3-1, FSC-STD-40-003 V2-1 and FSC-STD-50-001 V2-1. 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 hereby certifies that

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

conform with the following standards:
 FSC-STD-40-003 V2-1
 FSC-STD-40-004 V3-1
 FSC-STD-50-001 V2-1

The certificate is valid from 31 March 2024 to 30 March 2029
 Certificate version date: 22 September 2025

Certification scope
 Multisite Chain of Custody

Certificate registration code
 PBN-COC-003977

FSC® license code
 FSC-C016743

M
F

Specific information regarding products and/or sites is listed in the appendix(es) of this certificate. The validity and exact scope covered by this certificate shall also be verified at www.info.fsc.org. This certificate itself does not constitute evidence a particular product supplied by the certificate holder is FSC-certified (or FSC Cont. 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 sales and delivery documents. The physical printed certificate remains the property of Preferred by Nature OU and shall be returned upon request.

Appendix B: Scope of Atlantic Corporation of Wilmington, Inc. FSC Chain of Custody Certificate PBN-COC-003977

No	Site name	Address	Sub-code
1	Atlantic Corporation of Wilmington - Greensboro	3900 Spring Garden Street Greensboro North Carolina 27417 United States	PBN-COC-003977-A
2	Atlantic Corporation of Wilmington, Inc. - Tabor City	1107 East 5th Street Tabor City, NC 28463 United States	PBN-COC-003977-B

Appendix A: Scope of Atlantic Corporation of Wilmington, Inc. FSC Chain of Custody Certificate PBN-COC-003977
(The list below shows products handled by the network of Participating Sites)

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
P2.1	Printed paper	FSC Mix; FSC Recycled
P3	FSC Mix and FSC Recycled paper and paperboard, in rolls and sheets	FSC Mix Credit; FSC Recycled

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APPENDIX I

GRI & UN SUSTAINABLE DEVELOPMENT GOALS (SDG) CONTENT INDEX

This index outlines the GRI Standards and UN Sustainable Development Goals (SDGs) addressed in this report.

GRI Disclosure	Topic / Description	Corresponding SDGs	Location in Report (Section / Page)
2-1	Organizational details	-	Appendix A / pg. 66
2-2	Entities included in the sustainability report	-	Appendix A / pg. 66
2-3	Reporting period, frequency, and contact	-	Appendix A / pg. 66
2-6	Activities, brands, products, and services	SDG 9	Appendix A / pg. 66
2-7	Employees	SDG 3	Appendix A / pg. 66
2-9	Governance structure and composition	-	Appendix A / pg. 66
2-12	Role of governance in sustainability	-	pg. 7
2-13	Delegation of responsibility for impacts	-	Appendix A / pg. 66; pgs. 6-7
2-22	Statement on sustainable development strategy	SDG 12	Appendix A / pg. 66
2-29	Stakeholder engagement	SDG 3, SDG 9, SDG 12	Appendix A / pg. 66; Appendix B / pg. 67; Appendix C / pg. 68
3-1	Process to determine material topics	-	Appendix B / pg. 67
3-2	List of material topics	-	Appendix B / pg. 67
3-3	Management of each material topic	-	Appendix B / pg. 67; Appendix C / pg. 68
301	Materials (e.g., recycled, certified, alternative)	SDG 9, SDG 12, SDG 15	pgs. 21-22; 24-27; 30
302	Energy use and renewables	SDG 7, SDG 9, SDG 12, SDG 13	pgs. 10; 13-14
305	GHG emissions (Scope 1, 2, 3)	SDG 13	pgs. 9-12
306	Waste management and circularity	SDG 12, SDG 14; SDG 15	pgs. 16; 21-30
308	Supplier environmental assessment	SDG 12; SDG 17	pgs. 18; Appendix D / pg. 69
403	Occupational health and safety	SDG 3; SDG 12	pgs. 57-58
404	Training and education	SDG 4	pgs. 38; 53; 55-58
413	Local communities / engagement	SDG 3, SDG 11, SDG 17	pg. 54; Appendix B / pg. 67
414	Supplier social assessment	SDG 8, SDG 12	Appendix B / pg. 67; Appendix D / pg. 69
417	Marketing and labeling (e.g. recyclability, compostability)	SDG 12	pgs. 24-26