# HEALTHY PEOPLE, HEALTHY PLANET

**2025 – 2026** Atlantic Impact Report

ATLANTIC PACKAGING

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# INTRODUCTION

# ABOUT THIS REPORT

**Report Title**

Healthy People, Healthy Planet: 2025–2026 Atlantic Impact Report

**Reporting Period**

This report covers the fiscal and calendar year from **January 1, 2025 through December 31, 2025**, particularly in reference to our emissions, with some forward-looking references to programs and goals in the 2026.

**Publication Date**

September 2026

**Reporting Cycle**

Atlantic Packaging publishes its sustainability report on an annual basis. This is our second report developed in alignment with the Global Reporting Initiative (GRI) 2021 Universal Standards.

**Scope and Boundaries**

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.

Our materiality assessment and stakeholder engagement processes follow the requirements in GRI 3: Material Topics (2021).

**Frameworks and Standards**

This report has been prepared in alignment with 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 CDP, formerly known as the Carbon Disclosure Project.

**Assurance**

Greenhouse gas emissions data (Scope 1, 2, and 3) for 2025 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**

As noted in previous reports, our 2021 baseline emissions were revised in 2024 following a methodology review, and those revised values remain in use here. Separately, during the CY25 reporting cycle we identified a multi-meter reading error in electricity billing data at one facility that affected 2022 through 2024. Correcting it reduced previously reported Scope 2 emissions for those three years; our 2021 baseline is unaffected. Minor adjustments were also made to 2024 Scope 3 values. These corrections have been shared with our verification body.

**Contact Information**

For questions or feedback about this report, please contact:

**Caroline DeLoach**
*Director of Sustainability*

sustainability@atlanticpkg.com

www.atlanticpkg.com/sustainability

# 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*

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*



**Summer Marsden**
*Sustainability Analyst*



# INTERNAL OPERATIONS:
# CLIMATE

# 1. Science-Based Targets

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

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




CDP

United Nations Global Compact

WORLD RESOURCES INSTITUTE

WWF

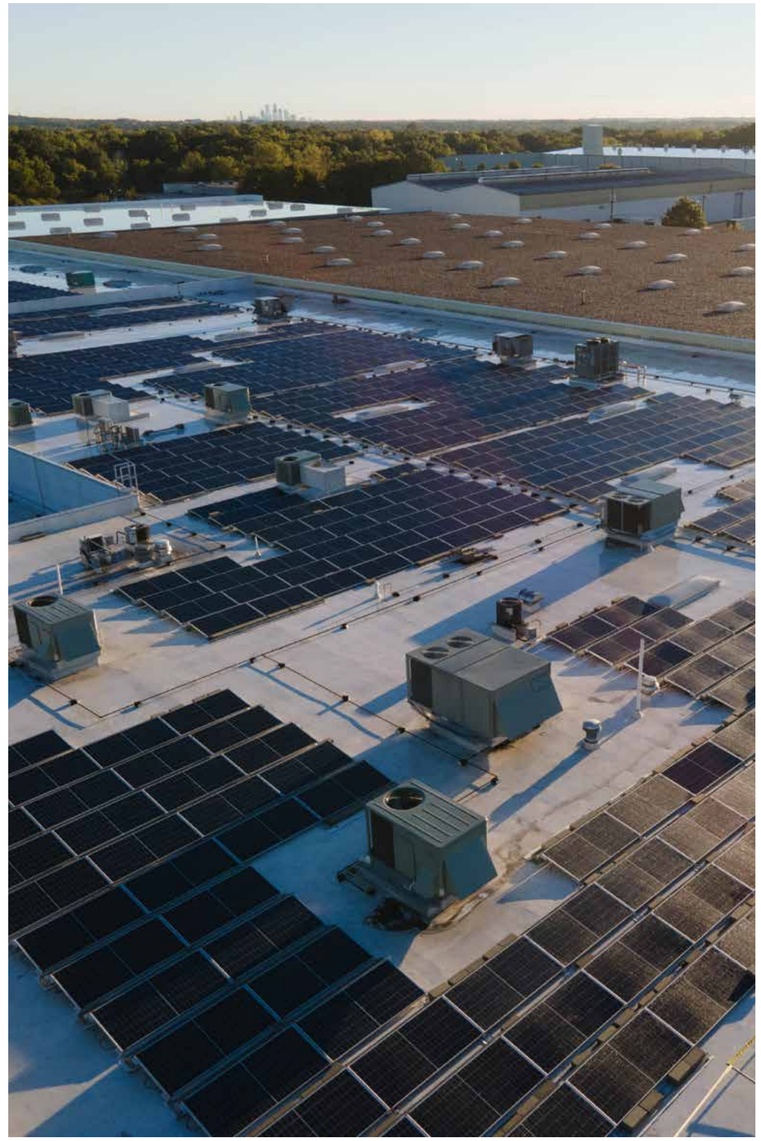


## IN THE NEAR TERM:

- 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.



# 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 in versions of our Sustainability/Healthy People, Healthy Planet Report published in 2023 and prior.




## Scope 1 & 2 Emissions

Our Scope 1 emissions were 11,849 metric tons CO2-equivalents (MtCO2e) in 2025, an 18.3% increase from our 2021 baseline. Outside our delivery fleet and business air travel, emissions held essentially flat over that period, even as sales grew more than 20%. Measured against revenue, Scope 1 intensity fell 3.1% from 2021. We are focused on fleet efficiency and electrification to accelerate progress toward our Science-Based Target.

In 2025, our Scope 2 location-based emissions were 12,502 MtCO2e and our market-based emissions were 13,792 MtCO2e, increases of 18.2% and 24.4% from our 2021 baseline. These increases reflect growth in the electricity we purchased from the grid, which rose 20.5% over the period as we expanded capacity at our converting and manufacturing operations, brought additional facilities into our reporting boundary, and more than doubled electricity demand at our Dominican Republic operation. Purchased electricity nonetheless grew more slowly than our sales, as on-site solar absorbed part of the increase.

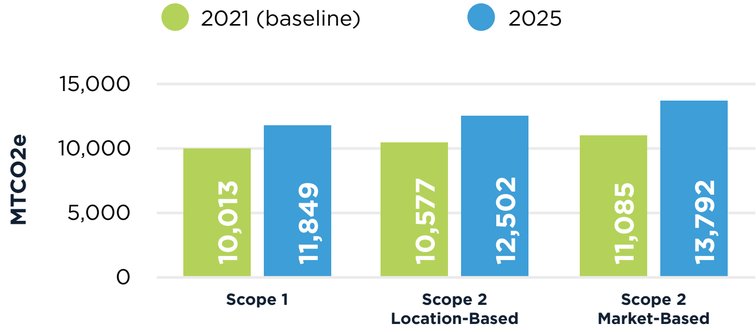
Both Scope 2 measures improved on a per-kilowatt-hour basis, but not equally. Holding consumption constant, the location-based grid factors across our facilities fell about 5% since 2021, while the residual mixes underlying our market-based figure fell only about 2%. Because market-based factors improved more slowly, the gap between our two Scope 2 measures widened from 508 MtCO2e in 2021 to 1,289 MtCO2e, with most of that widening concentrated at two facilities. Closing that gap is the central aim of our renewable energy procurement strategy.

On-site solar continues to offset a meaningful portion of that load. Our installations in Charlotte, NC; Summerville, SC; and the Dominican Republic generated 2,053,425 kWh in 2025, of which 1,706,473 kWh was consumed directly on site, meeting 19% of those facilities' total electricity needs. A second array commissioned at our Dominican Republic facility in September 2025 lifted generation there 33% year over year.

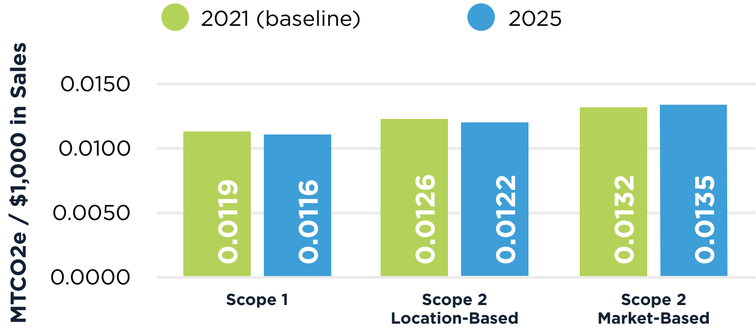
Together these systems avoided **851 metric tons of CO2e,** up from 768 metric tons in 2024.

Measured against revenue, our emissions intensity has held roughly flat or declined since 2021 even as sales grew more than 20%, with Scope 1 and location-based Scope 2 intensities each falling about 3%. But intensity is not the measure our Science-Based Target is set against. In absolute terms, our combined market-based Scope 1 and 2 emissions rose from 21,098 to 25,640 MtCO2e between 2021 and 2025, while our target requires us to reach 6,329 MtCO2e by 2030. We do not underestimate that gap. Meeting it will require reductions well beyond efficiency gains, and renewable electricity procurement is the most significant lever now in front of us (see pg. 13).

### SCOPE 1 & 2 ABSOLUTE EMISSIONS




### SCOPE 1 & 2 EMISSIONS INTENSITY



## Scope 3

In 2025, our Scope 3 emissions were 592,233 MtCO2e, compared with 513,023 MtCO2e in 2021, an increase of 15.4%. As is true for most distributors, Atlantic's Scope 3 emissions far outweigh our Scope 1 and 2 emissions, accounting for 96% of our total footprint. Of those emissions, the large majority, about 79%, stem from Purchased Goods and Services. This reflects Atlantic's primary role as a distributor in the packaging supply chain.

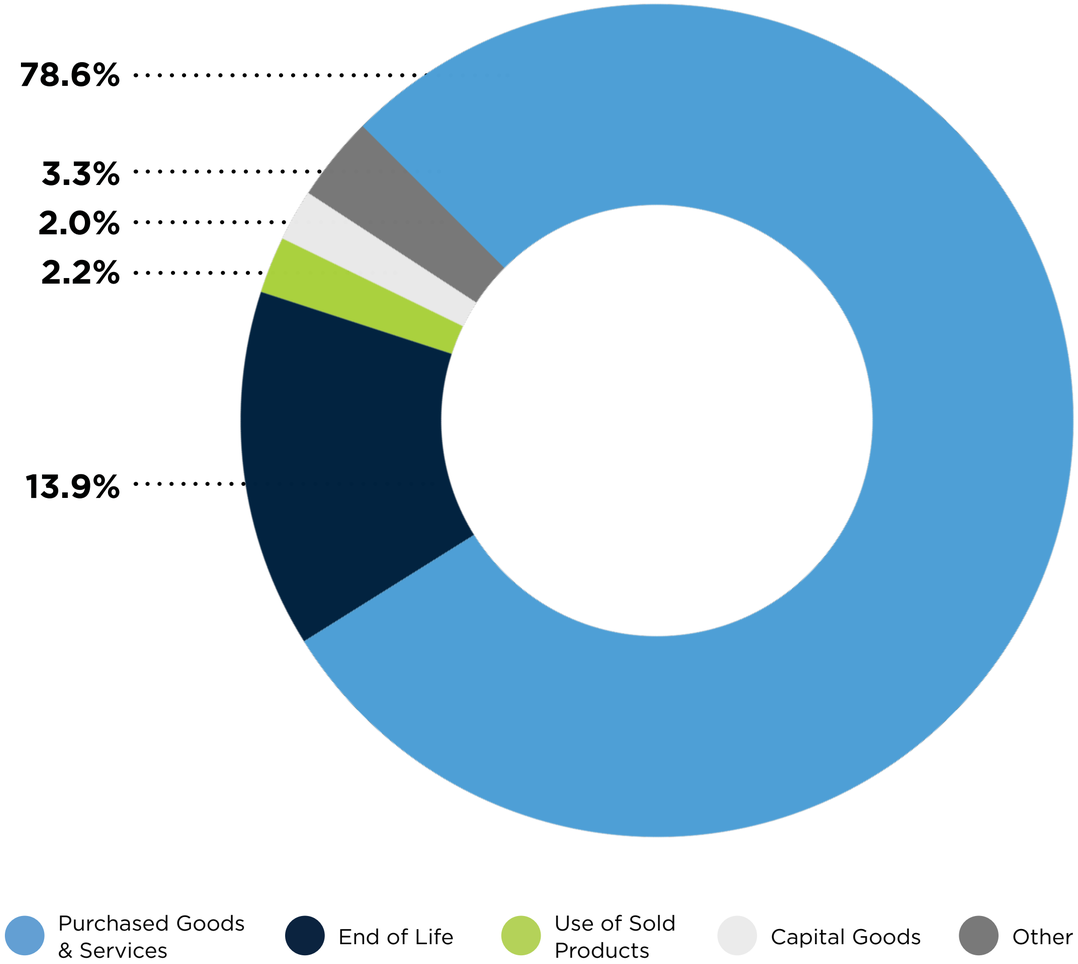
Purchased Goods and Services rose 10.0% between 2021 and 2025, well below our sales growth of 22% over the same period. Measured against revenue, emissions from the goods we purchase and resell fell 9.9%. Absolute reduction, however, is the measure our Science-Based Target is set against. Engaging our largest suppliers on their own emissions remains the most consequential work available to us.

Our second-largest category, End of Life, captures emissions released when the products we sell reach the end of their useful life. It rose 58% from our baseline, growing faster than the 36% increase in the volume of material we distributed. This category is the direct target of our work on curbside-recyclable and compostable packaging, though at current volumes that substitution has not yet offset growth.

Two smaller categories warrant explanation. Business travel sits 245% above 2021, but that comparison reflects a real change in activity measured against an unusual baseline: pandemic restrictions had reduced travel to a fraction of normal levels in 2021. Business travel emissions declined 17% between 2024 and 2025. Waste in Operations, by contrast, reflects a change in measurement rather than activity; we identified and corrected a unit-conversion error this year and have not restated prior years, so that comparison is not made on a consistent basis. More broadly, we estimate several Scope 3 categories by converting purchase spend into material weight using average unit prices, an approach that carries real uncertainty in year-over-year comparison. Improving this data is an ongoing priority for future reporting cycles.



## 2025 SCOPE 3 CATEGORIES BY PERCENTAGE




| Scope 3 Category | 2021 *MTCO2e* | 2025 *MTCO2e* | Absolute Change *MTCO2e* | % Change |
|---|---|---|---|---|
| Purchased Goods & Services | 422,889 | 465,352 | 42,463 | 10.0% |
| Capital Goods | 11,934 | 11,798 | -136 | -1.1% |
| Fuel & Energy Activities | 6,087 | 5,809 | -278 | -4.6% |
| Upstream T&D | 1,143 | 2.356 | 1,213 | 106.1% |
| Waste in Operations | 1,548 | 5,795 | 4,247 | 274.3% |
| Business Travel | 316 | 1,089 | 773 | 244.9% |
| Employee Commuting | 2,006 | 2,342 | 336 | 16.8% |
| Upstream Leased Assets | 109 | 50 | -59 | -54.1% |
| Downstream T&D | 1,621 | 1,324 | -297 | -18.3% |
| Use of Sold Products | 13,152 | 13,035 | -117 | -0.9% |
| End of Life | 52,218 | 82,518 | 30,300 | 58.0% |
| Downstream Leased Assets | 0 | 765 | 765 | N/A |
| **Total** | **513,023** | **592,234** | **79,210** | **15.4%** |

# 3. Renewables in Logistics and 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, with electric medium- and heavy-duty trucks together representing a small fraction of the US truck market. 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-pound 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 (liquefied petroleum/propane) forklifts to a fully electric fleet. We have continued to replace LP forklifts and currently operate a fleet that is over 75% 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 electric forklift at our branch in Tabor City, NC, which replaced the former LP forklift. 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 are also transitioning to electric vehicles for company-owned passenger cars. Since 2021, we have been purchasing electric and plug-in hybrid vehicles, and we have installed charging stations in several facilities to support these vehicles. As of mid-2026, about 14.5% 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

## Renewable Energy Credits

In 2025, Atlantic began exploring opportunities to purchase Renewable Energy Credits (RECs) as a strategy to reduce our Scope 2 footprint in lieu of a virtual power purchase agreement (VPPA). We see RECs as a valuable tool in meeting our climate goals and a unique way to help support the growth of renewable energy markets. REC purchases represent the single greatest action Atlantic could undertake to make progress towards our SBTs. Because of this, Atlantic is considering the purchase of RECs to cover calendar year 2026 for at least some of our facilities.

As companies are rapidly trying to reduce their carbon footprints to keep up with changing expectations about corporate social responsibility, RECs are an achievable way to accomplish this goal. A single REC represents the emissions associated with the generation of one megawatt-hour (MWh) of electricity by a renewable source.  Purchasing RECs allows companies to claim the environmental attributes of the renewable energy delivered to the grid. This is a great alternative to directly installing renewable energy at a company's facilities when on-site renewables are not feasible.

## 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 Summerville, SC. Atlantic also completed the addition of a solar energy system to our Dominican Republic facility in 2022. In 2025, these three sites cumulatively produced about 2.1 million kWh of solar energy, of which 1.7 million kWh was consumed directly on site and the remainder was exported back to the grid. For a sense of scale, these facilities collectively imported an additional 7.1 million kWh from the grid, meaning that about 19% 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

# 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 certification for zero waste to pursue waste reduction in those facilities. Atlantic has adopted the TRUE certification through 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 2023, three of our paper converting facilities achieved TRUE certification: Sturgis, Michigan (99.4% diversion rate); Dallas, Texas (97.6% diversion rate); and Greensboro (Spring Garden Street), North Carolina (96.5% diversion rate). In June 2026, these three facilities successfully completed the TRUE recertification process, achieving diversion rates of 97.4%, 99%, and 98.2%, respectively.




In December 2024, we achieved TRUE certification at our Greenville, South Carolina facility (93.9% diversion rate). Most recently, in August 2026, our Packaging Solution Center in Charlotte, North Carolina became TRUE-certified to the Gold level, with a diversion rate of 95.6%. TRUE Gold certification, the highest level of TRUE certification for zero waste, recognizes facilities that go above and beyond standard requirements in their zero waste efforts. The Packaging Solution Center in Charlotte is the first Atlantic facility to achieve this distinction.

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 plan to 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.

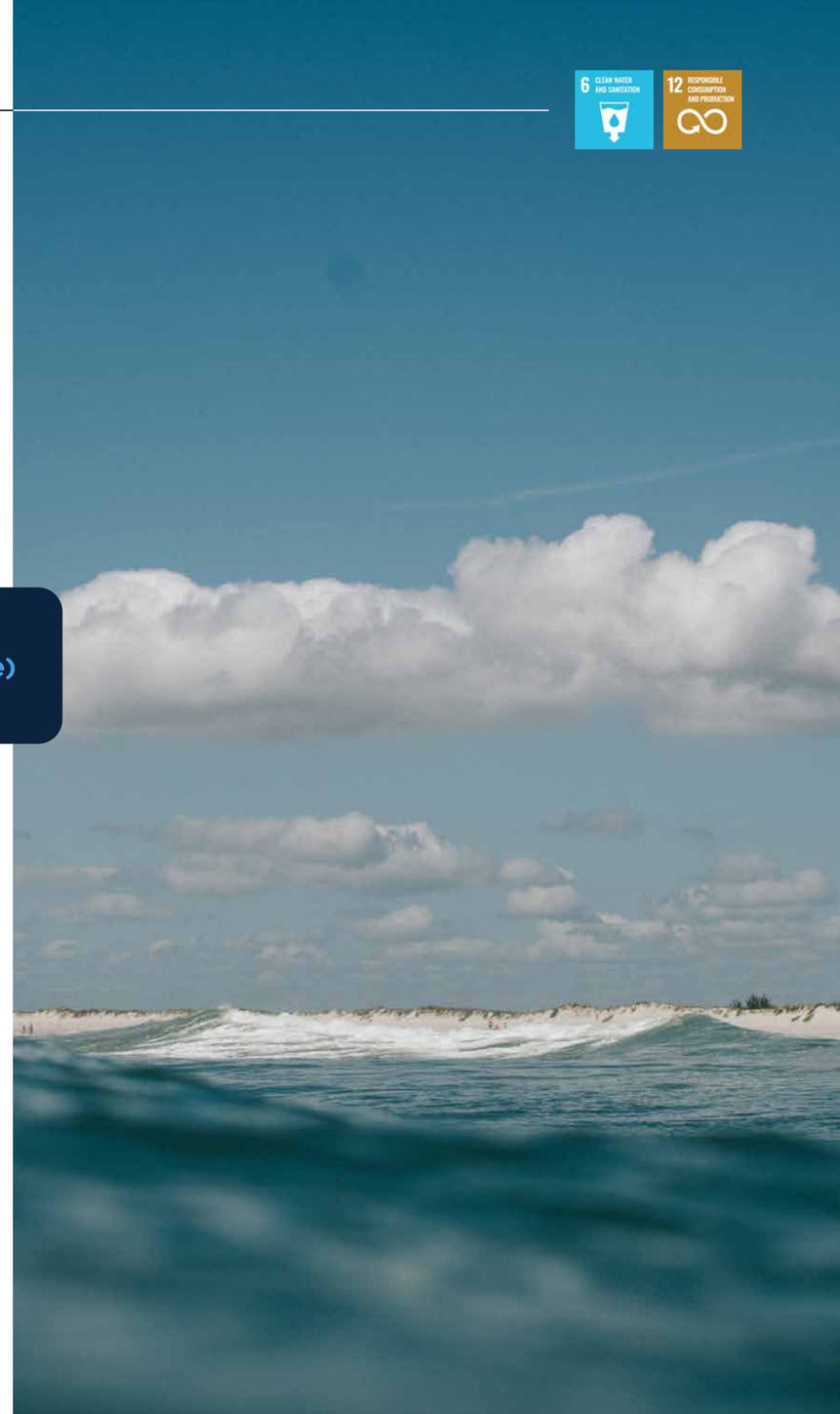
TRUE

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 within the packaging sector. We understand that every gallon matters, and we have engaged with our individual facilities to assess process improvements. Atlantic uses approximately 76,000 cubic meters of water across our operations annually.



# INFLUENCING OUR VALUE CHAIN:
# CLIMATE

# 1. Encouraging Emissions Reductions in Our Supply Chain

The vast majority of Atlantic's emissions stem from Scope 3 emissions in our value chain, especially from Purchased Goods and Services. Some of the biggest impact 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, several 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 science-based targets. As of this report, 47% of our suppliers by spend have set, or committed to set, science-based greenhouse gas reduction 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 manufacturers and distributes, we began by estimating product-level emissions for selected high-volume products such as stretch film in 2022. LCAs for our products are limited in large part by the lack of high-quality data from our upstream suppliers, 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 largely managed sustainably even without formal certification. This is by virtue of the strong regulatory frameworks in those countries, so certification is most valuable 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.

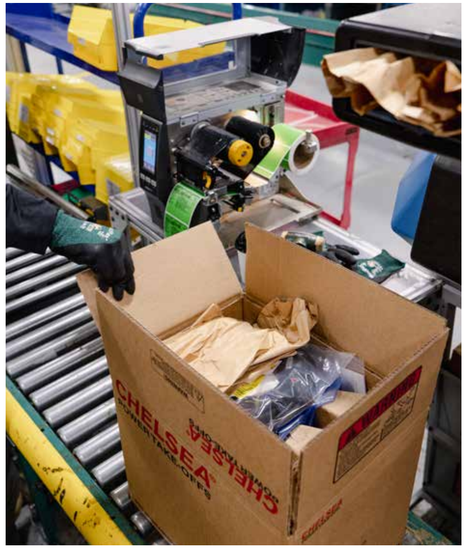


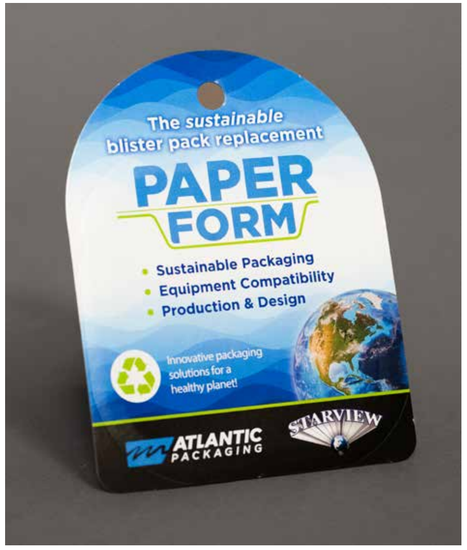
# INFLUENCING OUR VALUE CHAIN:
# WASTE

# INFLUENCING OUR VALUE CHAIN: WASTE

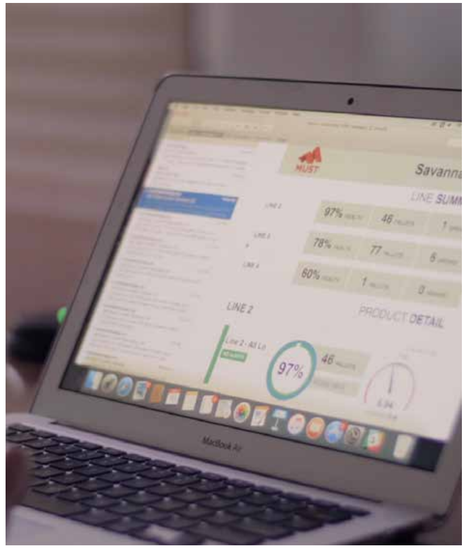
30% of what Americans throw away each year is packaging. As a packaging company, Atlantic has a responsibility to help our customers dramatically reduce the amount of packaging they use, as well as to help them use more sustainable materials.

**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 believe 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.

# 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

In transit-damage to consumer products costs Americans 0.5% of gross sales, which equates to roughly $1 billion a year in losses. This is often caused by improper stretch wrapping, which leads to pallet load failure in transit. 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%. The MUST program reduced stretch film usage by over 41 million pounds in 2025. This equated to approximately $80 million in savings to our customers in 2025. In addition to material and financial savings, MUST reduced the carbon footprint for Atlantic customers in 2025 by over 134 million pounds of CO2, and saved 13 billion gallons of water.

MUST reduced stretch film usage by **over 41 million pounds** in 2025, equating to approximately **$80 million** in savings.







## LoadLogic System

At Atlantic, we understand that not every pallet is created equally, particularly in high-paced, high-volume distribution centers. Up to now, the default scenario has been to set the wrap cycle so that the heaviest possible load will be protected. This default mode is designed to save time while ensuring that all products are protected, but it ends up causing significant overuse and overspending on stretch film.

To address this waste problem, Atlantic introduced the LoadLogic system, which takes height and weight snapshots of every load entering the stretch wrapper. Based on these snapshots, a wrap pattern is automatically selected from among nine customized and pre-programmed settings, ensuring that the optimal amount of stretch film is applied. With the use of LoadLogic, our customers are using less plastic, saving more money on material costs, and achieving consistent load containment across pallets which results in cost savings from reduced in-transit damage.

## 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 and Atlantic's team of experts. For example, the Solution Center features a TruMotion Transportation Simulator and Acceleration Sled designed to simulate real-world transit conditions for pallets of goods. Our team also designs custom sustainable packaging solutions such as die-cut, curbside-recyclable cartons to replace difficult-to-recycle plastic packaging.



## 3. Sustainable Material Innovation

### Sustainable Materials

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

In recent years, 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 venture arm, New Earth Ventures (see pg. 35).







### 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 introduced 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 on page 27 for more information on our closed-loop system for stretch film.

## 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 introduced 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 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

### Sway Poly Bags




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

### TIPA Compostable Film




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

## STORE DROP-OFF RECYCLABLE

### Clysar EVO & EVOX Recyclable Shrink Films



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

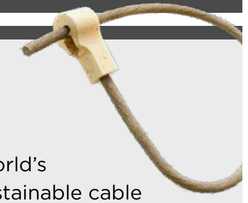
### GreenLite & ClearLite films




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.

# Product Spotlight:
# **Canopy Fiber Overwrap Packaging**

In 2023, Atlantic Packaging launched Canopy at Pack Expo Las Vegas. Canopy is a curbside-recyclable, paper-based alternative to shrink bundling film. The paper is coated and slit at our Summerville, SC facility and printed at our Tabor City, NC facility, with Canopy™ equipment supplied through our partnership with Nvenia.

Canopy is designed to eliminate the virgin plastic used in traditional shrink-wrap bundling, replacing it with a curbside-recyclable paper bundle that can reduce virgin plastic use by up to 100% for qualifying applications. The technology is continually refined by our team. We remain confident in our current coatings while actively testing new ones, and we're even exploring the potential for a coating-free version in the future.

Canopy currently works best for products contained in a case tray, with cartons as the ideal application. To date, we've tested cartons (e.g., cartons of oatmeal or cereal), beverage cans, and canned dog food, and we remain open to testing additional products as new customer partnerships develop.

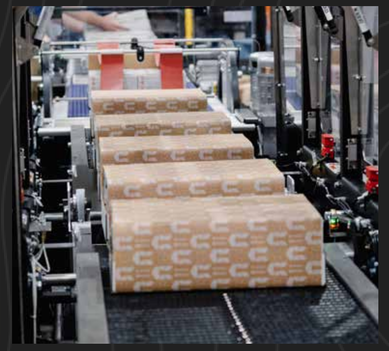





Beyond plastic reduction, Canopy offers additional sustainability benefits. For customers who retain their shrink tunnel equipment, switching to Canopy allows the tunnel's heat to be turned off entirely, running only the conveyor and reducing energy use and production floor temperatures. Canopy can also support fiber-to-fiber packaging strategies. For products currently shipped to retailers in full overwrap corrugate boxes, Canopy can reduce packaging to just a case tray and paper overwrap.

As we continue refining Canopy's capabilities and expanding the range of products it can support, we see it as a key part of Atlantic's broader strategy to **reduce reliance on virgin plastics across our packaging portfolio.**





# 4. Customer Success Highlights

## Dr. Bronner's

Dr. Bronner's operates its business according to its Six Cosmic Principles, with every aspect of the company centered on doing what's right for people and the planet. One of its core principles–Treat the Earth Like Home: Reduce, Recycle, Reuse–guides the company's commitment to making humble and mindful use of the Earth's resources. Because sustainability is deeply embedded in the brand's identity, Dr. Bronner's sought a packaging partner that could deliver innovative, high-performing solutions aligned with its environmental values.

Atlantic Packaging partnered with Dr. Bronner's to redesign and reimagine its Amazon packaging program–from the packaging materials themselves to the automation and workflow throughout its fulfillment operations. Working closely with the Dr. Bronner's team, we designed, tested, and validated multiple packaging solutions that improved operational efficiency while reducing environmental impact. The resulting packaging portfolio incorporated curbside recyclable, compostable, post-consumer recycled (PCR), and post-industrial recycled (PIR) materials.












Our partnership expanded beyond e-commerce and led to a major retail initiative with Costco, where we eliminated traditional plastic multipack packaging and replaced it with our Fishbone fiber-based solution, creating a fully recyclable in-store multipack. Today, Dr. Bronner's ships products using a range of sustainable packaging solutions, including Sway, Ranpak, Fishbone, and compostable foam technologies. Atlantic has also helped modernize its packaging operations by retrofitting on-site automation, including the implementation of an ErgoPack system and a shrink bundler utilizing 100% PCR stretch film. The partnership continues to evolve as we collaborate on new materials, identify opportunities to eliminate unnecessary waste, and develop packaging solutions that advance both sustainability and operational performance

## YETI

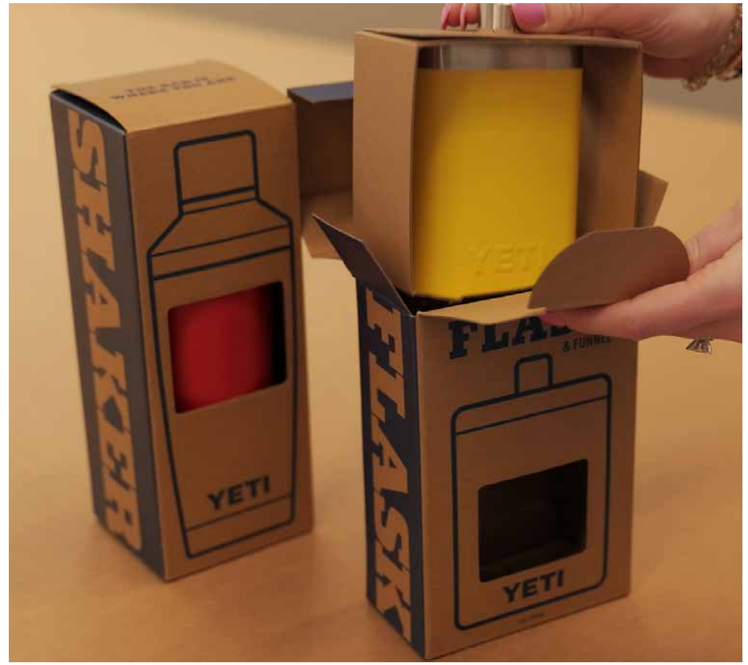
YETI developed a premium line of drinkware accessories and wanted packaging that reflected the quality of the product while delivering a sustainable solution with strong shelf appeal and an exceptional unboxing experience. To achieve this, YETI partnered with Atlantic Packaging and A New Earth Project to develop packaging that was functional, visually appealing, and environmentally responsible. In addition to enhancing the customer experience, the packaging needed to withstand master packing and global distribution throughout YETI's worldwide supply chain.

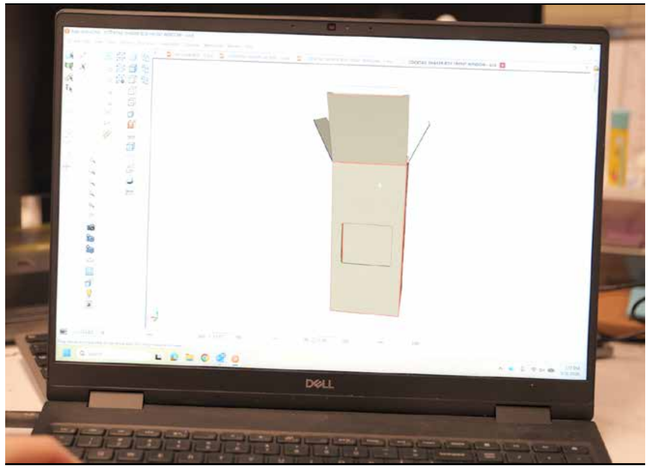
Working closely with the team at the Solutions Center, we designed, tested, and validated a complete packaging portfolio for the entire product collection. Once the designs were approved, we partnered with our manufacturing facility in Asia to produce the packaging and supply it to YETI's fulfillment locations around the world. Today, this packaging can be found at YETI retailers nationwide, demonstrating how thoughtful package design can successfully combine brand presentation, sustainability, and supply chain performance.















# 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

# 1. Disclosures & Reporting

## Climate

Atlantic is committed to a sustainability and climate action plan that includes disclosure, transparency, and a willingness to be evaluated by 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 was 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 2025, Atlantic earned a B from CDP for Climate Change, 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 at least 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.







# 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 ncluding 5 Gyers, the Surfrider Foundation, Waves for Water, 1% for the Planet, SeaLegacy, and The Ecology Center. For more information about ANEP's memberships, please visit https://anewearthproject.com/pages/our-partners.

## Sustainable Packaging Coalition (SPC) & How2Recycle

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

## 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. Atlantic is a member of NSAC and participates in its Packaging EPR Implementation Working Group, collaborating with peers across the industry to help shape practical, workable approaches to EPR compliance.

## Circle by Ocean Plastic Leadership Network

In 2026, the Ocean Plastics Leadership Network rebranded as Circle to reflect its evolution into a platform centered on U.S. packaging EPR policy. Atlantic is a proud member of Circle. The organization 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 Circle bridges divides, measures sentiment, and accelerates collaboration.



## The Conservation Alliance

The Conservation Alliance harnesses the collective power of business and outdoor communities to advocate for the protection of North America's wild places. Atlantic Packaging was the first packaging company to join the more than 270 member companies whose collective 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.

## 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 though business-to-business opportunities like our stretch film recycling program.



## The Biodegradable Products Institute (BPI)

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 expertise to help our customers and suppliers advance circularity.






## Closed Loop Partners' Composting Consortium

Closed Loop Partners (CLP) brings together brands, operators, municipalities, and innovators through a portfolio of multi-stakeholder consortia to advance circular solutions across the value chain. This included the Composting Consortium, a multi-year industry collaboration managed by CLP's Center for the Circular Economy that accelerated organics infrastructure and the recovery of compostable packaging. As a material innovation partner and member of the Composting Consortium, Atlantic collaborated with CLP on design, communications, and research to align packaging with real-world processing and end-of-life pathways, and helped fund grant programs supporting composters' infrastructure improvements. The Composting Consortium concluded its active program delivery in 2026, with its insights and relationships continuing to inform CLP's broader efforts to advance circularity through reduction, reuse, and recovery.

## 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.

## See Change Sessions

See Change Sessions is an annual gathering that brings together leaders from business, academia, technology, investment, and the arts to accelerate solutions to some of the world's most pressing challenges. Atlantic first participated in See Change Sessions in 2023, and for the past two years, Atlantic has run the Packaging Matters track alongside A New Earth Project, our values communication platform connecting brands, consumers, and supply chain partners around responsible packaging. 2026's track, themed "From Vision to Practice," focuses on moving the industry from awareness and pilot projects into the operational work of implementing systemic change across real organizations and supply chains.



# 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 the 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 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.

## Storytelling & Media

A New Earth Project is our vision for a better world and an invitation to industry to rethink how we collaborate and innovate to protect the ecosystems our businesses and all of humanity rely on.

Through storytelling, art, and culture, we document the people, communities, and businesses driving meaningful change in harmony with nature, and we show how industry and people can come together to build a more regenerative future. Highlights include:

- ***Journey to a New Earth*** launched as an eight-episode series in 2022, chronicling a bold vision to rid the world's oceans, lakes, and rivers of plastic pollution. The series now streams worldwide through Prime Video and was recently acquired for distribution on major international airlines.
- The ***UnPacked*** Series continues to showcase innovative solutions that enlightened brands are developing in partnership with Atlantic Packaging to reduce single-use plastic in the global packaging supply chain.

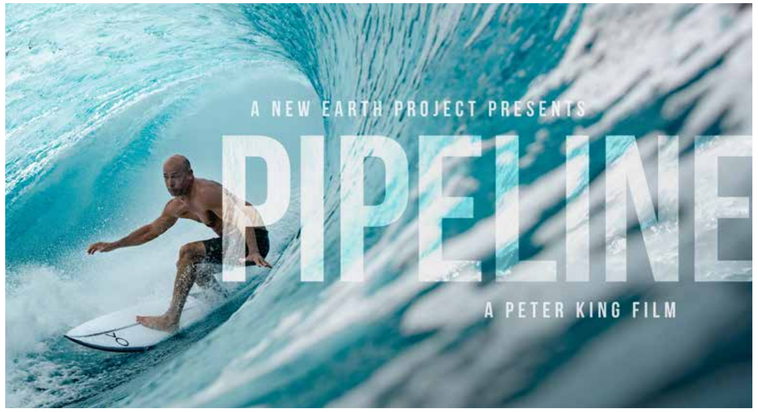









- ***Cultural Flow***, a full-length documentary released in September 2026, follows a multi-stakeholder approach to conservation built across community, industry, government, and global conservation partnerships. Sakesiw, an Indigenous-led nonprofit, launched out of the film to support and empower Indigenous stewardship of land and water, with an immediate focus on restoring the Saskatchewan River Delta. Its work runs along three lines – advancing community education, building modern partnerships, and enabling shared stewardship – all of it grounded in the conviction that the people who know the land the best should be the ones leading its restoration.
- ***Pipeline***, our featured documentary, chronicles one of the best seasons in years at the famed Banzai Pipeline. The film, debuted at Sundance in 2025 in the Robert Redford Theater, has since enjoyed a theatrical run and is now streaming worldwide. A New Earth project's origin story is based on the opportunity to develop a new plastic-free surfboard shipping system. Pipeline was shot from the New Earth House at Pipeline and features many of our Advocated and Allies, including Maona Jones-Wong, Koa Smith, Kelly Slater, Torrey Meister, and more. With deep roots in surf, Pipeline represents a meaningful contribution to our story.







- **Quoia** is a music and conservation project led by Atlantic Packaging, Cox Enterprises, and Eleven, in association with Floki and A New Earth Project, aimed at building partnerships that support global biodiversity. At the heart of the work are the Quoia Sessions, which invite artists into wild places to create multi-media expressions of each experience and carry those sessions to new audiences. All proceeds support conservation efforts around the world. We continue to partner with influential media platforms like OutsideTV, FUEL TV, The Arena Group, and YouTube to expand the reach of this message.

## Advocates

In 2026, A New Earth Project expanded its global Advocates team by welcoming musician Ron Artis II, a renowned singer-songwriter and multi-instrumentalist whose music reflects a deep sense of place, connection, and humanity.

He joins a remarkable group that includes surfers Ben Bourgeois, Carlos Muñoz, Barton Lynch, Keith Malloy, Jon Rose, and Moana Jones-Wong; freeskier and environmentalist Cody Townsend; and environmental activist Gary Bencheghib. Together they carry the narrative of environmental stewardship through art, film, and cultural experience. For more information on ANEP's advocates, please visit https://anewearthproject.com/pages/advocates.



## 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 2026 Coast Summit—our fourth year—will be held at the Rivian South Coast Theater in Laguna Beach, California, and will feature a wide array of speakers, films, and programming designed to leave audiences inspired, entertained, and enlightened. With the theme The Intelligence of Nature, we'll explore what nature can teach us about resilience, creativity, collaboration, community, regeneration, and living in harmony with the planet.










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.

Learn more at anewearthproject.com.

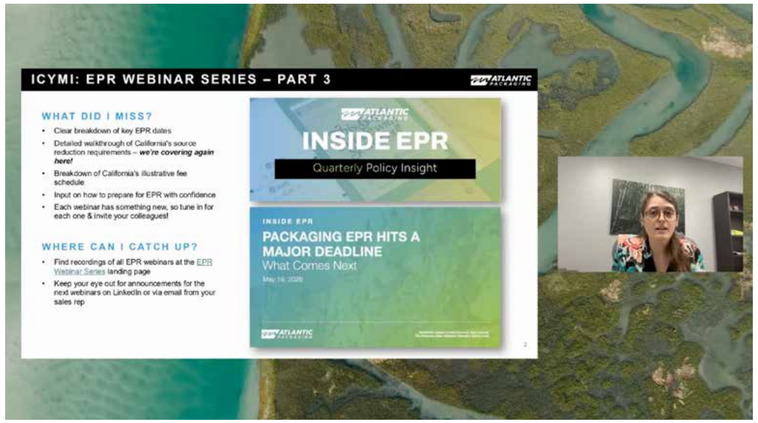
## Policy Advocacy

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 recycling challenges and problematic 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. From 2023 to 2026, Atlantic's President, Wes Carter, served on the Producer Responsibility Advisory Board in California for the implementation of SB 54, California's packaging EPR law, as a representative of manufacturers of covered products. In July of 2026, Wes' three-year term ended, and the Director of CalRecycle appointed Atlantic's Sustainability Director, Caroline DeLoach, to join the Board. Both Carter and DeLoach have worked diligently with other stakeholders to help shape SB 54 during the rulemaking and program planning 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.

In 2024, Atlantic began providing "EPR 101" presentations and webinars to customers and industry groups to help them understand the coming impact of these landmark pieces of legislation. This evolved into a quarterly "Inside EPR" webinar series in 2025, in which the sustainability team provided public webinars aimed at brands trying to track the patchwork of legislation. Through 2025 and the first half of 2026, the team has provided real-time EPR information for hundreds of attendees.






## 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 2026, we have developed stances on a variety of issues, including but not limited to such as the role of compostable packaging, the use of PCR, and the value of 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. Since 2023, Atlantic has also released publicly available "deep dive" explainers on key sustainability topics to help provide clarity to our customers and any other interested stakeholders. 2026's explainers to date have discussed How2Recycle and the influence of legislation on recycling on-pack labels, as well as the source reduction requirements included in California's packaging EPR law, SB 54..

In 2025, we launched the Atlantic Deep Dive Newsletter on LinkedIn to spark further engagement on key sustainable packaging issues. Recent posts explore California's Source Reduction Requirements under SB 54, major extended producer responsibility (EPR) deadlines across states, and updated information on sorting recyclables at a materials recovery facility (MRF).



New Earth Ventures
An Atlantic Packaging Company

# 4. New Earth Ventures: Catalyzing Sustainable Innovation

In 2025, 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. NEV has made investments in Sway, a plastic made with seaweed; Specright, a software system for managing and optimizing packaging specification data; and Forest, an AI-powered platform connecting engineers, brands, suppliers, and researchers with packaging industry analytics and intelligence.

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

# 1. Nature-Connected Workplace

In 2025, we 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

In partnership with The Bee Cause, we are working to install observational bee hives in our Charlotte and Charleston locations. These hives will be 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 2027.

## In-Office Composting

In 2021, Atlantic began offering composting in our Wilmington, NC office, and quickly added programs in Charlotte, NC in 2022; Greenville, SC in 2023; and Summerville, SC and Youngsville, NC in 2024. 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 for 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 composting access to additional offices as part of our ongoing zero-waste efforts.









## Nature Inspired Art Installations

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 have 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. In 2026, murals were completed in our Dominican Republic location. Additional murals are part of the five-year Nature Connected Workplace plan.

## Gardens, Raised Beds, & Pollinator Gardens

Our Nature Connected Workplace plan includes 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. In 2026, our Charlotte, NC facility added a raised bed garden and partnered with the NC Wildlife Federation, becoming an official stop on the Butterfly Highway.

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.





## 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 20 minutes per day outside. The challenge also features 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 litter.

A growing body of research points to nature as a powerful, low-cost tool for supporting both physical and mental health. Time spent outdoors has been linked to lower stress, improved mood and focus, increased movement, better sleep, and a stronger immune system. Some experts suggest that a nature "prescription" of at least 20 minutes daily is the right "dose" to achieve meaningful health benefits.

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 is an employee favorite and has become an annual challenge that we build upon year over year.








## 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 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 (Now CIRCLE)
- Lonely Whale
- Nature at Work
- The Conservation Alliance

## 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.

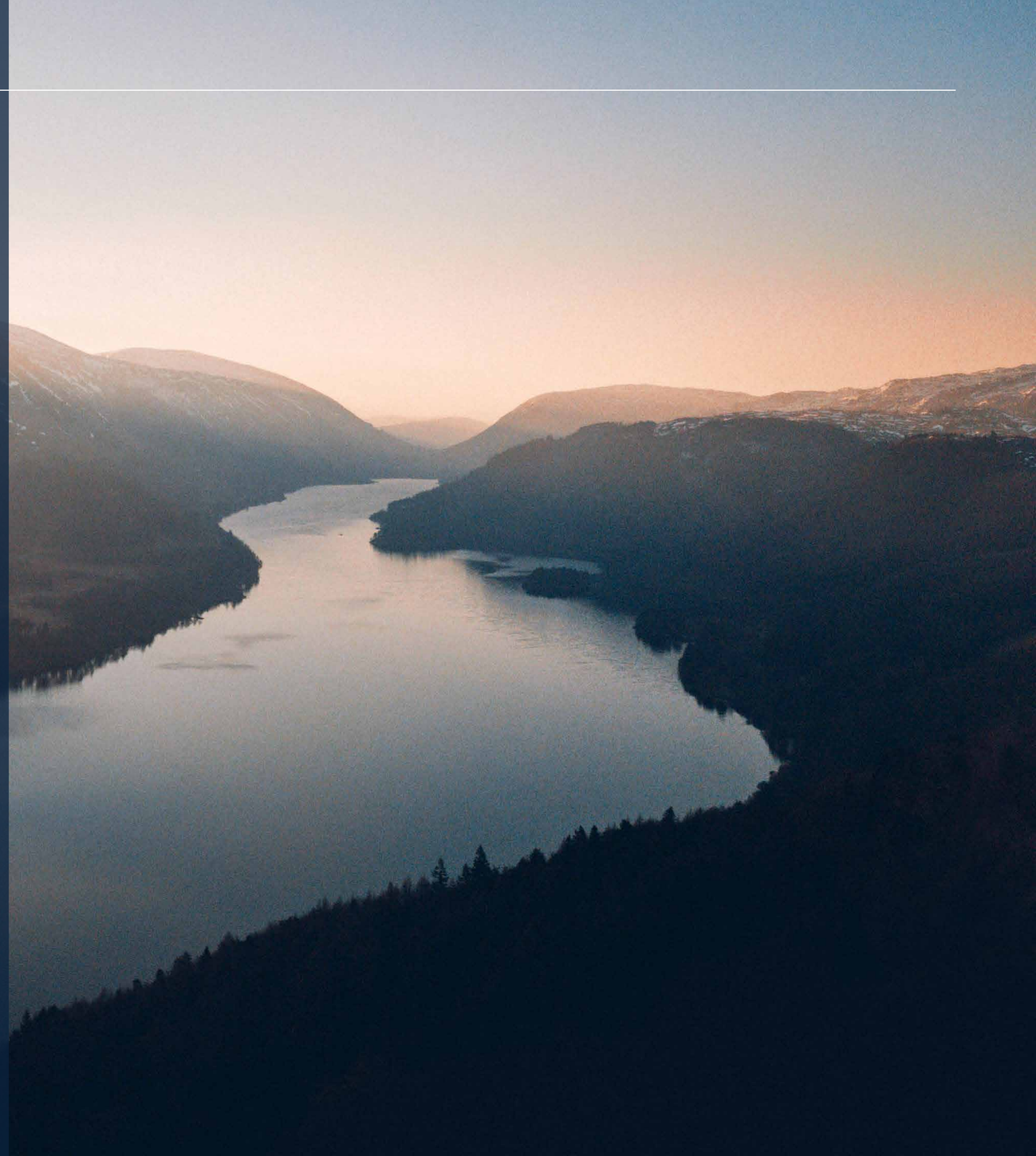



*Photo Credit: Patricia Thomas*

# 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 thirteen 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.



## 2012

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

## 2013

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

## 2014

- Introduction of the incentive program tied to the medical plan

## 2015

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

## 2016

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

## 2019

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

## 2020-2021

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

## 2022

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

## 2023

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

## 2024

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

## 2025

- Partnership with WellRight to enhance the employee experience
- Partnership with Spring Health, a mental health provider network at no cost for employees
- Creation of the Nature Connected Workplace five-year plan

## 2026

- Rebrand of the Wellness Program
- Added 2 new Guiding Principles
- 80 for 80 Wellness Challenge

# 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

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 Guiding Principles

Our Wellness Program is built upon six 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.

### Nature

Fostering regeneration, conservation, harmony, and coherence to cultivate a deeper connection with nature that supports both personal well-being and a thriving world around us.

### Prevention

Strengthening resilience, acting with intention, and prioritizing self-care to create a strong foundation of lifelong wellness



# 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.

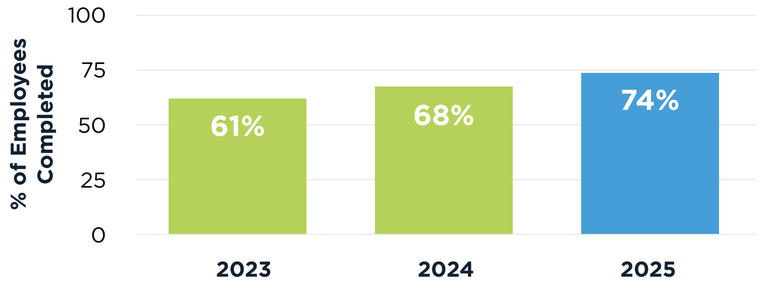
## Medical Plan Incentive Program

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:

01 **Biometric Screening**
02 **Annual Physical**
03 **One Preventive Screening**
04 **Health Coaching or Behavioral Health Visit**

Our medical plan incentive program is paying off in physician engagement. Preventive care visit utilization rose from 45.1% two years ago to 49.2% in 2025. Annual physical completion has also climbed sharply, from 26% of adult members five years ago to 55% today, a nearly 30-point improvement.

**INCENTIVE PROGRAM COMPLETION RATE (%)**






# 2. Comprehensive Chronic Condition Care

## Onsite Biometric Screenings

Onsite biometric health screenings are a powerful tool for helping employees take charge of their health. Each year we bring these screenings directly to our workplace, giving employees a snapshot of key health metrics including blood pressure, blood glucose, A1c, cholesterol, and weight. For many, this is the first step in a longer health journey. When results show elevated levels, we encourage employees to follow-up with their primary care doctor for further evaluation and care.

We have offered onsite biometrics since 2012. In 2024 we offered biometrics at 14 locations and 590 employees participated. In 2025, we offered screenings at 15 locations with a total of 615 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.

Hypertension, hyperlipidemia, osteoarthritis, and diabetes continue to be the top four chronic conditions among adult members, and all four continue to run above the population norm. Prevalence for hyperlipidemia, osteoarthritis, and diabetes has increased year-over-year, while hypertension and back pain ticked slightly downward in the Current Year. Notably, these chronic conditions frequently co-exist with one another and with behavioral health conditions like major depression, reinforcing the value of integrated, whole-person care management.

Cancer is a growing area of focus. There are currently 35 adults living with an active cancer diagnosis, and cancer therapies represent the top diagnosis group by total paid claims. Encouragingly, preventive screening compliance has improved across the board over the past five years — mammography compliance now sits at 70%, and colorectal and Pap test screening have also trended upward. Early detection remains a key opportunity, as the cost of treating cancer roughly doubles or triples between early-stage and late-stage diagnosis.

To achieve 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 (CGMs). These resources empower employees to take control of their health and improve their quality of life.



## 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. The Wellness Center is open 3 days for 24 hours each week. The Wellness Center provides annual physicals, health coaching, disease management, lab services, and can diagnose and prescribe medications.

In 2025, the Carter Wellness Center provided care through 1,082 appointments, engaging 84% of the employee population. It also delivered several wellness initiatives, including:

- Flu Shot Clinic
- Periodic Blood Pressure Checks out on the floor
- Wellness Festival
- Lunch & Learn sessions on hydration and nutrition
- A 12-week Diabetes Self-Management Education (DSME) program
- A 12-week Diabetes Self-Management Education (DSME) program – Level 2
- A 12-week Metabolic Health program called SPARK



### 2025 Carter Wellness Center at a Glance:

**83.4%** Member Engagement

**97.8%** Member NPS

**85.8%** Health Improvement

**$1,218,541** Est. Savings from Chronic Condition Improvement & Steerage




The Carter Wellness Center continues to see growth in engagement and program participation year over year.

- 88% of the 203 members seen had more than one visit during the year
- Employees with high biometric risk or a chronic condition averaged over 5 visits annually — a sign the center is functioning as a true medical home for the people who need it most
- 84.3% of employees with a chronic condition or high-risk biometric marker are engaged with the health center, well above the 50.5% engagement rate for the population overall

**Measurable Health Improvement**

The clearest measure of the Wellness Center's impact is whether members' health is actually getting better. In the past year, 85.8% of patients screened made progress on at least one biometric marker — up from 84.8% in the prior year.

- 72.9% of at-risk patients improved their Hemoglobin A1C
- 75.2% improved systolic blood pressure and 64.1% improved diastolic blood pressure
- 68.6%–77.8% of patients improved LDL cholesterol and TC/HDL ratio, respectively

**DSME Program impact:** 9 employees with diabetes participated; average A1c reduction of 1.58 points; average weight loss of 6.55 pounds; participants reported increased confidence in managing their condition, improving eating habits, and physical activity levels.

**SPARK Program impact:** 12 employees participated; average triglyceride reduction of 45.4 points; average systolic blood pressure reduction of 26.17 points, average weight loss of 2.75 lbs.





## 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

The program launched in May of 2025. By the end of 2025, overall engagement with Spring Health was 11.1%, which is 2x higher than the industry benchmark in traditional Employee Assistance Programs (EAPs).

Of those engaged, 43.1% are participating in Mental Health Therapy and 12.8% in Mental Health Coaching, averaging 5.1 sessions.

Spring Health completed 188 appointments in 2025. Below are the top screened conditions and issues that participants have reported. This is valuable data and insight to help guide programming, communications, and support for employees.

**Top 3 Screened Health Conditions:**

Depression • **24.8%** Anxiety • **19.3%** PTSD • **11.9%**

**Top 5 Mental Health Issues:**

Stress • **53.2%** Worrying • **45.9%** Concentration • **32.1%**

Sadness • **31.2%** Sleep • **26.6%**

# 3. Building Culture Through Communication, Connection, & Wellness

## Wellness Webex Chat Group

Since its launch in 2023, this chat group has grown to more than 162 employees who share ideas, encouragement, and photos related to health and wellness. It has become a daily touchpoint for positivity and connection.

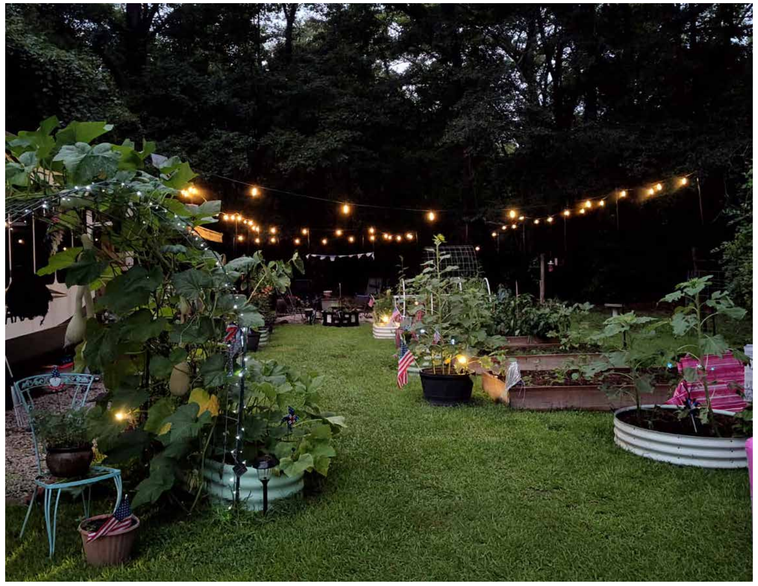
## Monthly Wellness Newsletter & “Stall Street News”

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 45 stories shared across LinkedIn, Facebook, and Instagram in 2025. These updates showcase our people, initiatives, and progress, extending Atlantic’s culture of health and sustainability to the broader community.



## Stories of Change

Behavior change is rarely driven by data alone. Employees are more likely to adopt healthier habits when they see those changes modeled by their peers. Storytelling translates abstract wellness goals into concrete, relatable outcomes — and in doing so, it plays a direct role in shaping organizational culture. When employees see their colleagues’ health journeys reflected back to them, it reinforces that wellness is a shared priority, not just a program requirement.

Atlantic applies this principle through our Stories of Change series, which features employees across our operations sharing their personal health and wellness journeys. Topics range from fitness and weight management to mental health and personal resilience.

These stories help reinforce a culture where taking care of yourself is visible, valued, and contagious. One person’s story can be the nudge someone else needs to take their own first step and that’s how a healthy culture spreads.

Additional stories are available at https://www.atlanticpkg.com/wellness/.

## Wellness Festivals

In 2026, Atlantic Wellness hosted Wellness Festivals at the Summerville and Tabor City sites, giving employees free access to health screenings and preventive care — including blood pressure and glucose checks, eye screenings, stroke prevention education, and onsite physical sign-ups with local health partners. Each event also featured WellRight registration support, a make-your-own trail mix station, an Atlantic Packaging Zero Waste table, free lunch, and prize giveaways for employees who completed their Participation Card.

The festivals reflect Atlantic’s continued investment in making preventive health resources accessible and engaging, while tying wellness efforts to the company’s broader sustainability goals.



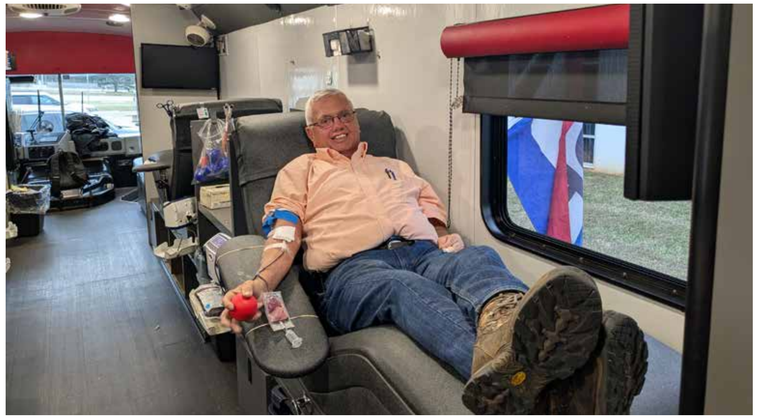





## The Wellness Incentive Program

The Wellness Incentive Program engages employees in activities that support the whole person, connecting our guiding principles — nourishment, purpose, movement, connection, nature, and prevention — with engaging challenges and learning opportunities. In 2025, we deepened this program through a partnership with WellRight, a comprehensive wellness platform that gives employees access to interactive challenges, personalized health assessments, and digital tools that make wellness both engaging and accessible.



The program encourages participation across our six guiding principles through a variety different activities including:

- **Nourishment:** Visits with a registered dietitian, educational courses on health and wellbeing, and nutrition-focused learning.
- **Purpose:** Health assessments, health coaching, financial education and counseling, and challenges focused on gratefulness and setting priorities.
- **Movement:** Step challenges, fitness classes, sports leagues, and participation in athletic events.
- **Connection:** Volunteerism, blood drives, outdoor challenges, and Atlantic-specific group activities.
- **Prevention:** Biometric screening participation and completion of annual physicals and preventive exams.
- **Nature:** Recycling training and challenges that encourage time outdoors and adding plants to the workspace.

The platform makes it easy for employees to track progress, celebrate achievements, and earn rewards. Each year, multiple prizes are awarded to recognize participation and reinforce Atlantic's commitment to employee wellbeing and engagement.

In 2025, **74%** of the population engaged in the program, completing a total of **3,373 activities.**

By making wellness fun, flexible, and goal-oriented, the Wellness Incentive Program and our partnership with WellRight empower employees to take ownership of their health. 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.











# 4. Creating a Healthier Workplace Environment

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

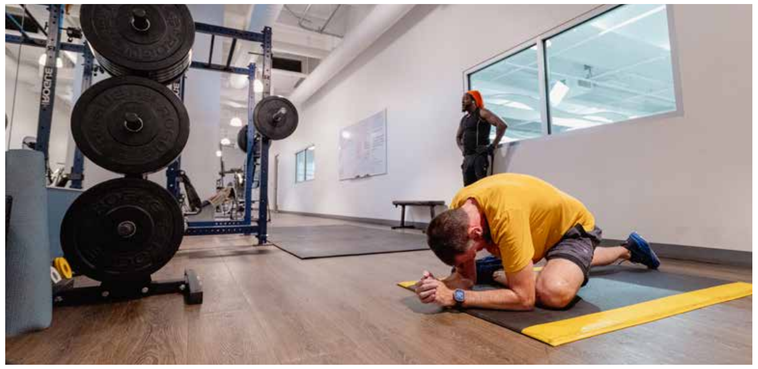
Safety is at the core of this commitment. We prioritize the physical well-being of our employees by maintaining rigorous safety standards, continuously improving workplace practices, and ensuring that every individual feels protected in their daily work. Our safety culture empowers employees to be proactive, 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
- **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
- **Onsite Care & Fitness:**
  - Carter Wellness Center in Tabor City
  - Fitness facilities at 10 locations
- **Sustainability & Wellness Integration:**
  - Establishment of the Nature Connected Workplace plan
  - Greenscape & Xeriscape initiatives
  - Nature photography at all locations
  - Nature murals initiative
- **Communication Tools:**
  - Break room monitors at all facilities sharing wellness messages, company news, and sustainability highlights
- **Onsite Preventive Healthcare:**
  - Biometric screenings
  - Preventive dental visits
  - Skin screenings
  - Annual physicals
- **Wellness Activities:**
  - Onsite wellness events and activities during work hours
  - Integration of WellRight







# 5. Focus on Safety

The safety of our employees is our highest priority. Key safety metrics are monitored across all locations annually to monitor progress and identify areas of improvement.

## Our Distribution Sites

Our distribution locations had their best safety year yet in 2025.

Accidents happened less often than ever before, and injury rates dropped to their lowest levels in six years. Most notably, we went the entire year without a single injury serious enough to cause someone to miss work. When injuries did happen, they tended to be less severe than in years past, and the overall trend since 2023 has been a steady, meaningful improvement across the board.

## Our Production Sites

Our production locations also made real progress in 2025.

Several key measures,  including missed workdays and injury frequency, hit their best levels ever recorded. Overall accident rates and injury rates kept improving for the third year running. One area, our rate of recordable injuries, spiked in 2023 and is still higher than ideal, but it has now improved for two straight years and we expect that trend to continue. When injuries did occur in 2025, they were far less severe than in prior years, this measure improved dramatically, landing at its best result in six years.








## The Big Picture for 2025

Distribution sites had their strongest year yet on nearly every measure, headlined by zero missed-work injuries all year. Production sites also hit record-best results in several categories, with steady improvement everywhere else. We're keeping a close eye on injury frequency at production sites, which, while still elevated, is clearly moving in the right direction.

## What We're Doing Next

We're doubling down on safety training, building a stronger safety-first culture among our teams, and encouraging everyone to speak up early about hazards or near-misses before they become real problems.




### Spotlight: Speaking Up Works

In early 2026, our Tabor City team launched a new program called "Spot It, Stop It." It gives every employee an easy way to flag a safety concern, which our Safety Committee then reviews and fixes. Since it launched in January, employees have reported — and we've resolved — 26 hazards. It's proof that when everyone pitches in, we all stay safer.

# IMPACT OF THE WELLNESS PROGRAM

## 1. Participation Impact

- Average 73% engagement in the Wellness Program since 2018
- Over 3,300 Wellness Challenge Completions
- Over 1 Million Miles Walked
- 615 participants in Yearly Biometric Screenings
- Over a Quarter Million Dollars Won
- Over 20 Step Challenges Completed
- Over 200 Webinars Hosted
- 74% Engagement on WellRight Platform since roll out in January 2025 (industry engagement is 33%)
- 11.1% engagement in Spring Health, Mental Health Provider, since roll out in May of 2025 (2x higher than the industry benchmark in traditional Employee Assistance Programs





## 2. Clinical Impact

- Average 73% of employees have received the medical discount for completion of wellness related activities since 2018
- 83.4% engagement with Carter Wellness Center
- 11.1% engagement with Spring Health, Mental Healthcare Provider
- Disease burden in key areas has seen a decline year after year
- Compliance with annual physical is improved & above benchmark
- Improved gaps in care for age/gender specific screening

## 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. Improvement in chronic condition management specifically around BMI, A1c, and Blood Pressure showed savings of $964,476 in 2025. The Onsite Wellness Center provides care that would otherwise go into the community, including Urgent Care and Emergency Room avoidance. Due to this shift in care, the Wellness Center created savings of $254,065 in 2025.

The work of the Wellness Center created savings of **$1,218,541** in 2025.



## 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.



## 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.

**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 74% 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 Wellness Incentive Program by offering employees another year of wellness challenges and educational opportunities. The program once again connected our guiding principles with practical, engaging activities that empowered employees to take steps toward a healthier life.










## 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 – 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:** January 1 – December 31, 2025

**Publication date**: September 2026

**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
- Packaging equipment and engineering support

## 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 and the President.

## 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 and Circle)

# 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 (GRI 2-29)

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

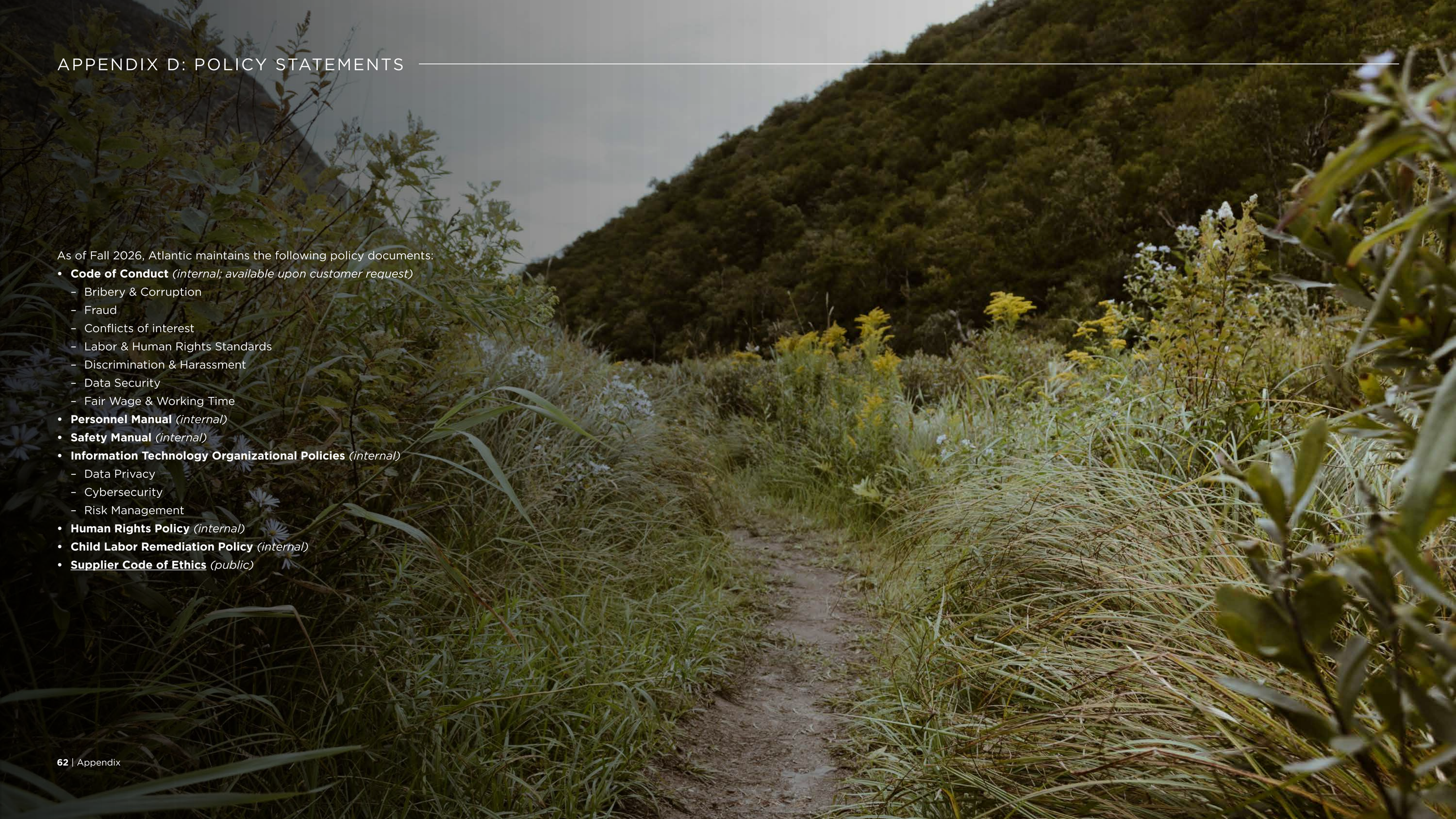
We will update this materiality assessment biennially, or sooner as major shifts in our stakeholder landscape or regulatory environment occur.

# 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, RECs 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 certifications for zero waste, # of customer case studies |
| **Sustainable Packaging Innovation** | Product development guided by recyclability, compostability, and end-of-life outcomes | Director of Sustainability; New Earth Ventures team; and R&D Team | Material vetting (PCR, bio-based, upcycled), LCA estimates | 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 |

# APPENDIX D: POLICY STATEMENTS



As of Fall 2026, 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 to align incentives and provide proper oversight.

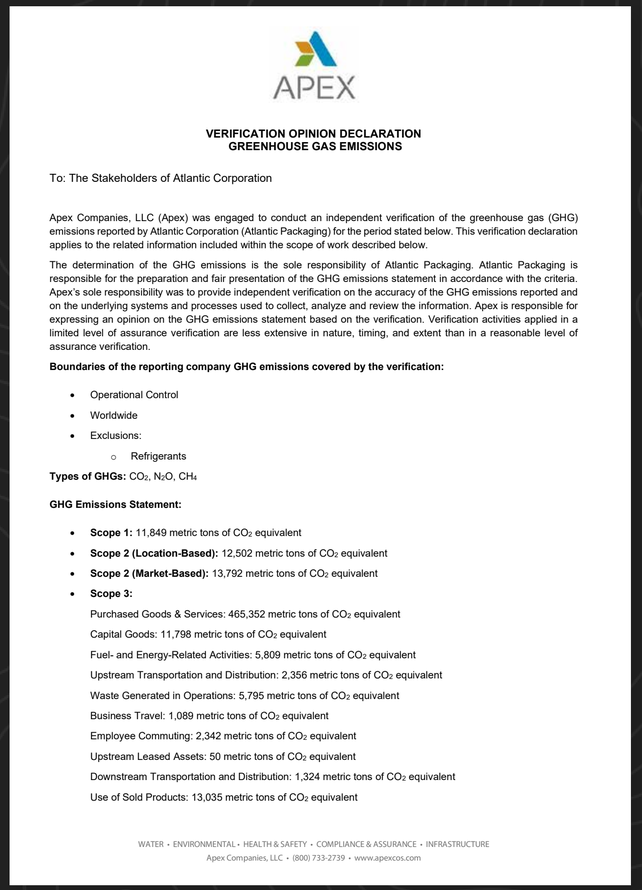
Over the coming years, we will be building out this plan further to include more implementation details to show how we plan to achieve our goals.

| OPERATIONS<br>*How we operate our own facilities* | VALUE CHAIN<br>*The products we sell & engagement with our suppliers* | GOVERNANCE & ADVOCACY<br>*How we engage with stakeholders, disclose our progress, and partner with others* |
|---|---|---|
| **CARBON** | | |
| **Science-Based Targets**<br>• Reduce absolute Scope 1 & 2 GHG emissions 70% by 2030 from a 2021 base year<br>• Net Zero by 2046<br>**Climate Adaptation Plans**<br>• Plan for redundancy in business operations for at-risk locations<br>**How We Get There**<br>• 100% renewable electricity by 2030<br>• On-site solar, efficiency programs, electric vehicle<br>• Climate adaptation scenario planning to determine contingency plans for at-risk locations | **Science-Based Targets**<br>• 55% of our suppliers by spend covering purchased goods and services will have SBTs by 2027<br>• Reduce absolute Scope 3 GHG emissions 25% covering the remaining purchased goods by 2030 from a 2021 base year<br>**How We Get There**<br>• Educate and help suppliers disclose and reduce emissions and set SBTs<br>• Stretch wrap PCR closed loop initiative | • Disclosure of climate progress through CDP and EcoVadis<br>• Third-party verification of data and progress<br>• Annual Healthy People, Healthy Planet report<br>• Work towards publication of product-level emissions for private label products<br>• Advocating for public policy that aligns with limiting average temperate / increase to 1.5C as stated in the Paris Agreement |
| **WASTE** | | |
| **Goals**<br>• Achieve 90% landfill diversion by 2036<br>**How We Get There**<br>• Waste audits and reduction<br>• Develop outlets for hard-to-recycle streams | **Ongoing Initiatives**<br>• Investments in material innovation start-ups through New Earth Ventures<br>• Packaging optimization programs such as MUST<br>• Produce damage prevention assessments at Solution Center<br>• Stretch wrap PCR closed loop initiative<br>• Engagement with all top suppliers annually about sustainable product innovations<br>• Engagement with all customers about switching to more recyclable or compostable packaging options<br>• Development and co-development of recyclable packaging options | • Advocacy with supply chain through A New Earth Project<br>• Engagement through associations such as the Sustainable Packaging Coalition and The Recycling Partnership<br>• Annual *Healthy People, Healthy Planet* report |

# APPENDIX F: 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 2025 emissions.

View full certificate **here.**



APEX

**VERIFICATION OPINION DECLARATION**
**GREENHOUSE GAS EMISSIONS**

To: The Stakeholders of Atlantic Corporation

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Atlantic Corporation (Atlantic Packaging) for the period stated below. This verification 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:** $CO_2$, $N_2O$, $CH_4$

**GHG Emissions Statement:**

- **Scope 1:** 11,849 metric tons of $CO_2$ equivalent
- **Scope 2 (Location-Based):** 12,502 metric tons of $CO_2$ equivalent
- **Scope 2 (Market-Based):** 13,792 metric tons of $CO_2$ equivalent
- **Scope 3:**

  Purchased Goods & Services: 465,352 metric tons of $CO_2$ equivalent

  Capital Goods: 11,798 metric tons of $CO_2$ equivalent

  Fuel- and Energy-Related Activities: 5,809 metric tons of $CO_2$ equivalent

  Upstream Transportation and Distribution: 2,356 metric tons of $CO_2$ equivalent

  Waste Generated in Operations: 5,795 metric tons of $CO_2$ equivalent

  Business Travel: 1,089 metric tons of $CO_2$ equivalent

  Employee Commuting: 2,342 metric tons of $CO_2$ equivalent

  Upstream Leased Assets: 50 metric tons of $CO_2$ equivalent

  Downstream Transportation and Distribution: 1,324 metric tons of $CO_2$ equivalent

  Use of Sold Products: 13,035 metric tons of $CO_2$ equivalent

  End-of-Life Treatment of Sold Products: 82,518 metric tons of $CO_2$ equivalent

  Downstream Leased Assets: 765 metric tons of $CO_2$ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were historical in nature.

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, 2025, January 15, 2025
- International Energy Agency (IEA) Emission Factor Database (2023 data), 2025
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, June 10, 20
- United Kingdom (UK) Department for Environment Foo Conversion Factors for Company Reporting, Supply Chai
- Green-e Residual Mix Emissions Rates (2022 Data), 202
- Utility-specific emission factors
- Ecoinvent 3.10
- EXIOBASE, 2015

**Period covered by GHG emissions verification:**

- January 1, 2025 to December 31, 2025

**Criteria against which verification was conducted:**

- World Resources Institute (WRI)/World Business Council Greenhouse Gas (GHG) Protocol Corporate Accounting
- WRI/WBCSD Greenhouse Gas Protocol Corporate Valu 3)

**Reference Standard:**

- ISO 14064-3 Second Edition 2019-04: Greenhouse gase verification and validation of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Limited
- This verification used a materiality threshold of ±5% for a above indicators.

**GHG Emissions Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Atlantic Packaging;
- Review of documentary evidence produced by Atlantic Packaging and their consultant;
- 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 Packaging's Sturgis site; and
- Audit of sample of data used by Atlantic Packaging to determine GHG emissions.

**Verification Opinion:**

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

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

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

**Statement of independence, impartiality and competence**

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

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

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

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

**Attestation:**

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

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

September 1, 2026

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

APEX

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Apex Companies, LLC • (800) 733-2739 • www.apexcos.com

# APPENDIX G: 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.

View full certificate **here.**



Preferred by Nature

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:

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: 14 July 2026

Certification scope
Certificate type: Multisite
Chain of Custody

Certificate registration code
PBN-SFI/COC-040547

SUSTAINABLE FORESTRY INITIATIVE SFI-10003

ANAB ACCREDITED PRODUCT CERTIFICATION BODY

Justinas Janulaitis
Management board member
Preferred by Nature



Preferred by Nature

Annex A: Scope of Atlantic Corporation of Wilmington, Inc.
SFI Chain of Custody Certificate, PBN-SFI/COC-040547
(The list below shows products handled by the network of Participating Sites)

| Product trade name | SFI claims | CoC method |
|---|---|---|
| Packaging | SFI at least X% Certified Forest Content; SFI Certified Sourcing | Physical separation |

Certificate version date: 14-07-2026

Preferred by Nature

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

| No | Site name | Address |
|---|---|---|
| 1 | Atlantic Corporation of Wilmington - Greensboro | 3900 Spring Garden Street<br>Greensboro, North Carolina<br>27417<br>United States |
| 2 | Atlantic Corporation of Wilmington - Summerville | 101 Spaniel Ln<br>Summerville, SC<br>29483<br>United States |
| 3 | Atlantic Corporation of Wilmington - Sturgis | 500 International Way<br>Sturgis, Michigan<br>49091<br>United States |
| 4 | Atlantic Corporation of Wilmington - Tabor City | 1107 East 5th Street<br>Tabor City, NC<br>28463<br>United States |

Certificate version date: 14-07-2026

Page 3 of 3

# APPENDIX H: 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™

Preferred by Nature OÜ 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-40-004 V3-1
FSC-STD-50-001 V2-1
FSC-STD-40-003 V2-1

The certificate is valid from 31 March 2024 to 30 March 2029
Certificate version date: 28 September 2026

**Certification scope**
Multisite Chain of Custody

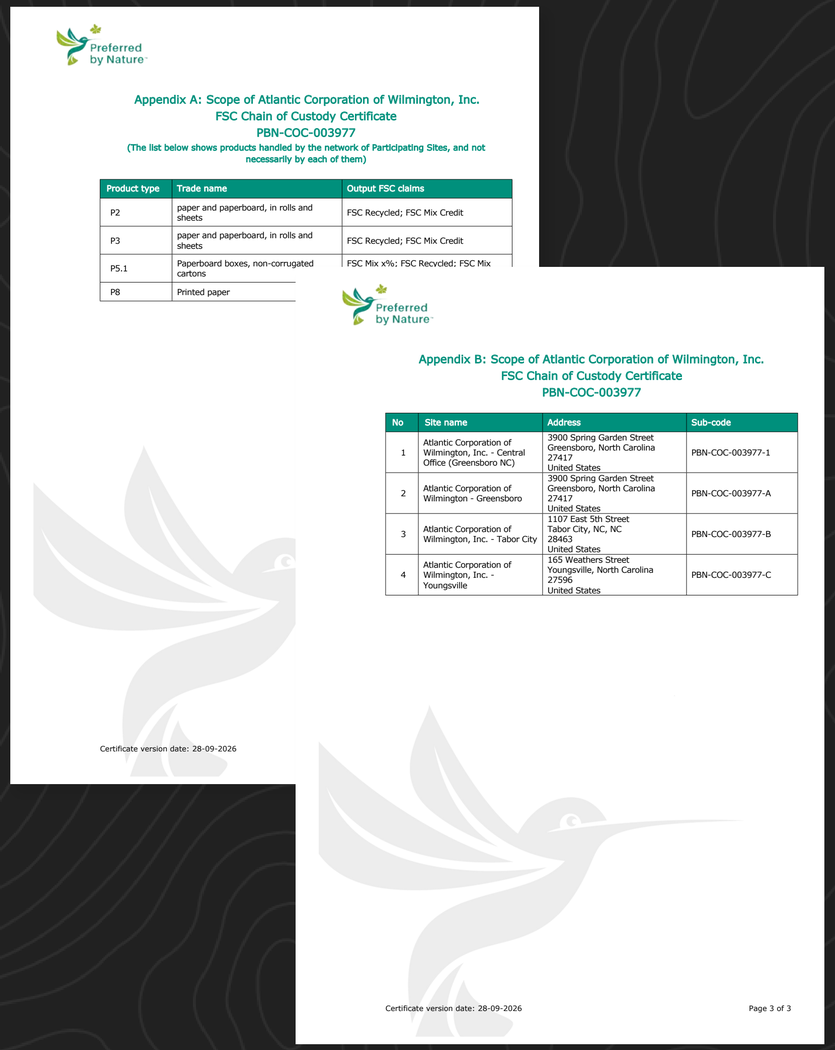
**Certificate registration code**
PBN-COC-003977

**FSC® license code**
FSC-C016743

FSC®

Justinas Janulaitis
Management board member
Filosoofi 31, Tartu, Estonia

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 always be verified at search.fsc.org. This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC certified [or FSC Controlled Wood]. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on sales and delivery documents. The certificate remains the property of Preferred by Nature OÜ. Any copies or reproductions must be returned or destroyed upon request. FSC accredited certification body | FSC® A000535
www.fsc.org



Preferred by Nature™

**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, and not necessarily by each of them)

| Product type | Trade name | Output FSC claims |
|---|---|---|
| P2 | paper and paperboard, in rolls and sheets | FSC Recycled; FSC Mix Credit |
| P3 | paper and paperboard, in rolls and sheets | FSC Recycled; FSC Mix Credit |
| P5.1 | Paperboard boxes, non-corrugated cartons | FSC Mix x%: FSC Recycled: FSC Mix |
| P8 | Printed paper | |

Certificate version date: 28-09-2026

Preferred by Nature™

**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, Inc. - Central Office (Greensboro NC) | 3900 Spring Garden Street Greensboro, North Carolina 27417 United States | PBN-COC-003977-1 |
| 2 | Atlantic Corporation of Wilmington - Greensboro | 3900 Spring Garden Street Greensboro, North Carolina 27417 United States | PBN-COC-003977-A |
| 3 | Atlantic Corporation of Wilmington, Inc. - Tabor City | 1107 East 5th Street Tabor City, NC, NC 28463 United States | PBN-COC-003977-B |
| 4 | Atlantic Corporation of Wilmington, Inc. - Youngsville | 165 Weathers Street Youngsville, North Carolina 27596 United States | PBN-COC-003977-C |

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# APPENDIX I: GRI AND 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 / Page 59 |
| 2-2 | Entities included in the sustainability report | – | Appendix A / Page 59 |
| 2-3 | Reporting period, frequency, and contact | – | Appendix A / Page 59 |
| 2-6 | Activities, brands, products, and services | SDG 9 | Appendix A / Page 59 |
| 2-7 | Employees | SDG 3 | Appendix A / Page 59 |
| 2-9 | Governance structure and composition | – | Appendix A / Page 59 |
| 2-12 | Role of governance in sustainability | – | Page 7 |
| 2-13 | Delegation of responsibility for impacts | – | Appendix A / Page 59; Pages 6-7 |
| 2-22 | Statement on sustainable development strategy | SDG 12 | Appendix A / Page 59 |
| 2-29 | Stakeholder engagement | SDG 3, SDG 12, SDG 9 | Appendix A / Page 59; Appendix B / Page 60; Appendix C / Page 61 |
| 3-1 | Process to determine material topics | – | Appendix B / Page 60 |
| 3-2 | List of material topics | – | Appendix B / Page 60 |
| 3-3 | Management of each material topic | – | Appendix B / Page 60; Appendix C / Page 61 |
| 301 | Materials (e.g., recycled, certified, alternative) | SDG 9, SDG 12, SDG 15 | Pages 19-26 |
| 302 | Energy use and renewables | SDG 7, SDG 9, SDG 12, SDG 13 | Pages 10, 13 |
| 305 | GHG emissions (Scope 1, 2, 3) | SDG 13 | Pages 9-12 |
| 306 | Waste management and circularity | SDG 12, SDG 14, SDG 15 | Pages 15, 19-26 |
| 308 | Supplier environmental assessment | SDG 12, SDG 17 | Pages 17, Appendix D / Page 62 |
| 403 | Occupational health and safety | SDG 3, SDG 12 | Pages 47-53 |
| 404 | Training and education | SDG 4 | Pages 34, 47, 50-53 |
| 413 | Local communities / engagement | SDG 3, SDG 11, SDG 17 | Pages 40, 48; Appendix B / Page 60 |
| 414 | Supplier social assessment | SDG 8, SDG 12 | Appendix B / Page 60; Appendix D / Page 62 |
| 417 | Marketing and labeling (e.g. recyclability, compostability) | SDG 12 | Pages 21-23 |