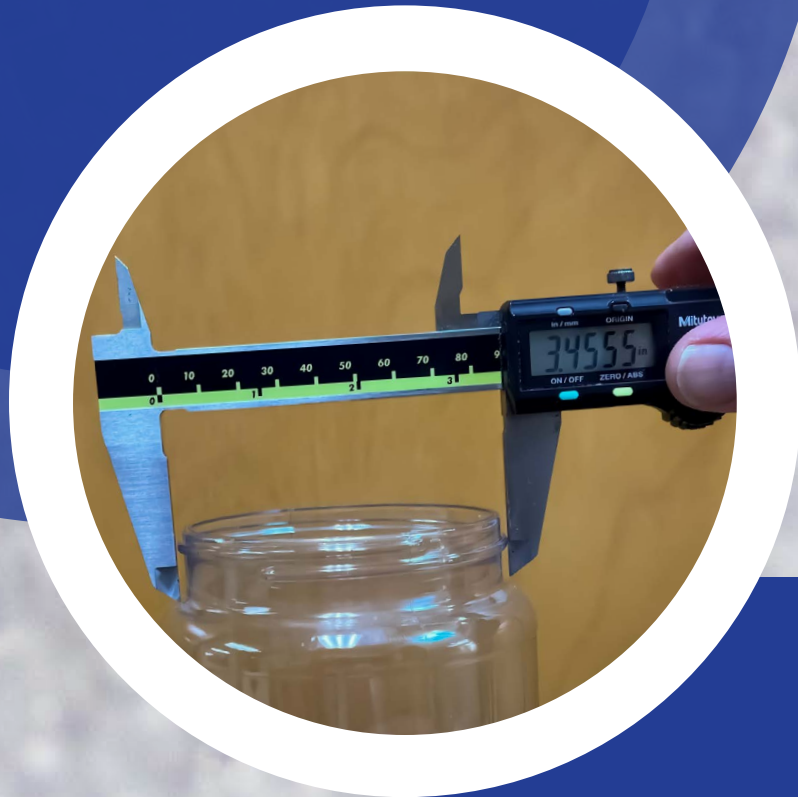# Ring Sustainability Report

PURSUIT OF EXCELLENCE 2023

WELCOME

Ring Container Technologies Group LLC (Ring) is pleased to publish our third annual Sustainability Report, Pursuit of Excellence 2023.

CONTENTS

ABOUT RING CONTAINER TECHNOLOGIES GROUP LLC

ABOUT RING

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

- Our people, who are challenged to be leaders, inspired to be innovators, and rewarded by their work.

- A "focused plant" philosophy that ensures we have plants with the most advanced technology geographically located near our major customers to better meet their needs and help them grow.

- A commitment to be fiscally, socially, and environmentally responsible every step of the way.

ABOUT RAPAC

As a part of the Ring Companies for almost 40 years, RAPAC is a leader in polystyrene (PS) resins and expandable polystyrene (EPS) void fill products. As the largest recycler of PS in the U.S., RAPAC's award-winning EcoSix™ portfolio diverts used PS from landfills and recycles it into resins and products. In 2023, RAPAC converted over 42 million pounds of recycled material. As an industry leader in the use of recycled content, awarded for sustainability and Global Recycle Standard (GRS) certified recycled content, RAPAC is committed to providing customers with high-quality, innovative products that are both sustainable and economical. RAPAC's portfolio includes PS products such as general purpose and food contact resins, and EPS products such as loose fill, filler bead, drain bead, and other void fill options.

ABOUT THIS REPORT

Ring Container Technologies Group LLC (Ring) is pleased to publish our third annual Sustainability Report, Pursuit of Excellence 2023. The information in this report is inclusive of all Ring subsidiaries and falls within the 2023 calendar year, unless otherwise noted. All entities included in this report are listed in the appendix - GRI Disclosure 2-2.

Questions? Comments?

CONTACT
insights@ringcontainer.com

Global Reporting Initiative
This report is prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. GRI is an independent, international organization that provides the world's most widely used standards for sustainability reporting–the GRI Standards. A GRI Disclosure Index can be found in the appendix.

Sustainable Accounting Standards Board
This report is aligned with the Sustainable Accounting Standards Board (SASB): Containers and Packaging category. SASB Standards guide the disclosure of financially material sustainability information by companies. A SASB Disclosure Index can be found in the appendix.

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

LEADERSHIP LETTER

Thank you for your interest in Ring's 2023 sustainability performance. In this report, you will see the continued advancement of our company's integration of sustainable practices across our business. We are thrilled to share that our efforts have earned us a platinum rating on EcoVadis, the leading platform for environmental, social, and ethical performance ratings for global supply chains. Our platinum ranking places Ring in the top 1% of companies evaluated by EcoVadis.

To maintain our platinum rating and to continually improve our sustainability efforts, we remain dedicated to driving innovation by design and promoting transparency through collaboration that addresses sustainability challenges. In 2023, we demonstrated our commitment to being a responsible business from:

- Our breakthroughs in recyclability, recognized by our achievement of the U.S. Plastics Pact Sustainable Innovation Award for our BarrierGuard® OxygenSmart™ technology

- Our commitment to reducing our greenhouse gas emissions and promoting energy efficiency, demonstrated through our participation in the Department of Energy's Better Plants Challenge

- Our pledge for promoting clean waterways through Operation Clean Sweep

- Our continued investment in our employees' safety, engagement, and development

We are immensely proud of all that we have accomplished and recognize that those achievements are due to coordinated action across our team. It is the hard work and dedication of our entire workforce that allows us to deliver the high-quality packaging solutions and technologies that our customers know they can expect from us.

We are looking forward to making further progress in meeting our sustainability goals, which we will continue to align with our stakeholder and company priorities. As global treaties and regulations on plastics and plastic waste develop, Ring is poised to be the responsible producer delivering the best packaging solutions for our customers and the planet. Ring values and encourages partnerships across our value chain to collectively achieve ambitious goals for sustainable development. We are, and will continue to be, driven by the goal of promoting prosperity for our people, our business, and our communities.

— Brian Smith, President and CEO

2023 Year-in-Review

INNOVATION

Won U.S. Plastics Pact Sustainable Innovation Award for BarrierGuard® OxygenSmart™ technology

Established our Horizon Innovation Team

Reduced polyethylene terephthalate (PET) material usage by over 12 million pounds from TRIMLITE® technology

ENVIRONMENTAL STEWARDSHIP

Awarded EcoVadis platinum medal

Achieved Global Recycle Standard (GRS) certification for RAPAC's EcoSix™ portfolio

Pledged zero resin loss from operations through Operation Clean Sweep

Completed baseline greenhouse gas (GHG) scope 3 inventory

Joined U.S. Plastics Pact

COMMUNITY ENGAGEMENT

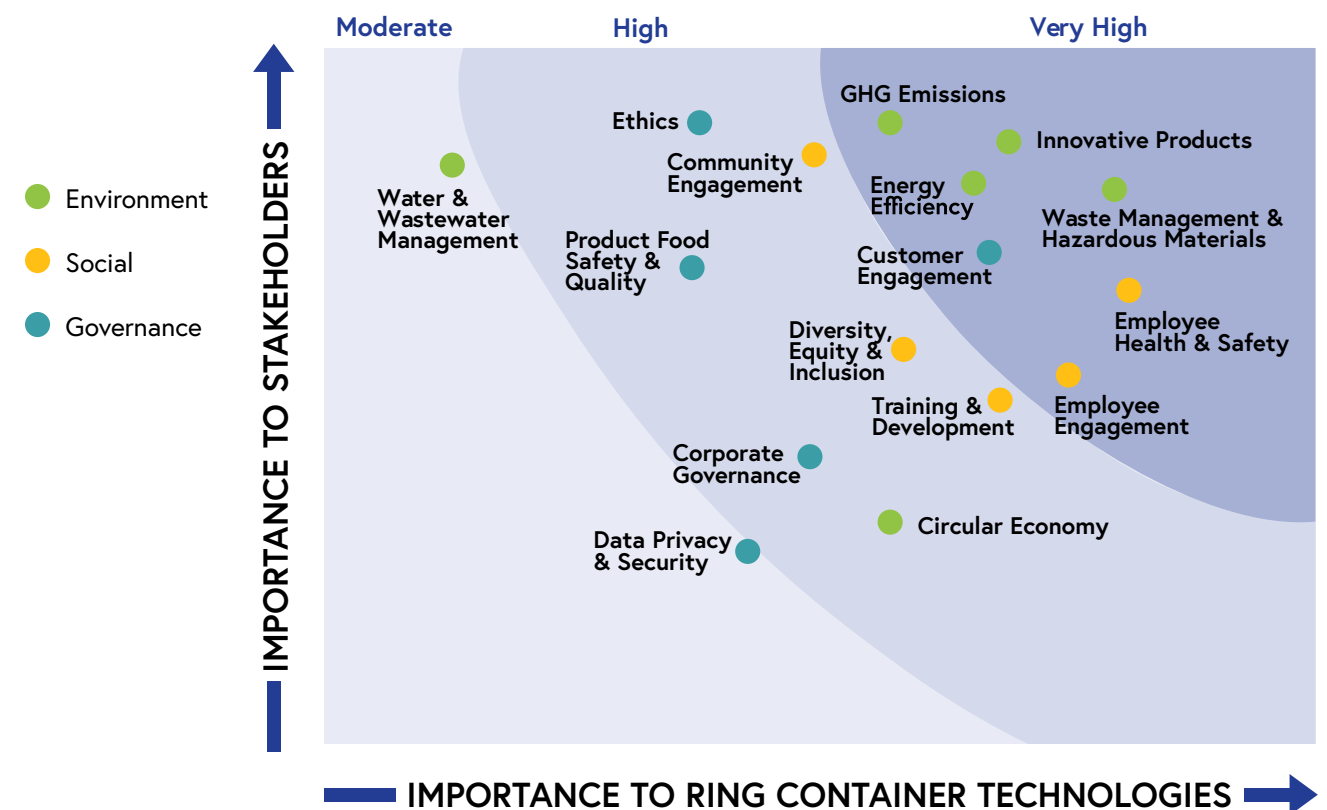**Sponsor for the Local American Heart Association "STEM Goes Red" event in Memphis**

Sponsor for "A Night of Southern Elegance" supporting Fayette Cares

Sponsor for Habitat for Humanity of Greater Memphis

MATERIALITY

Ring's materiality assessment was undertaken by an independent, third-party consulting firm in 2021 in accordance with the GRI's guidelines for material topic determination. Ring's materiality assessment included direct stakeholder engagement through interviews and surveys and research into industry-wide sustainability commitments and priorities. Feedback from stakeholders coupled with expectations of external sustainability rating agencies and standards were considered in prioritizing Ring's material topics. The materiality matrix provides a visual representation of the results of the materiality analysis, with the highly material topics to Ring and its stakeholders shown in the top right corner of the matrix. These material topics were reviewed and approved by Ring's leadership and serve as the focus areas of our company-wide sustainability strategy. In 2024, Ring plans to conduct a refreshed materiality assessment to generate an up-to-date list of material topics based on current stakeholder perspectives, industry trends, and company impacts.

Materiality matrix — IMPORTANCE TO STAKEHOLDERS (vertical axis) vs. IMPORTANCE TO RING CONTAINER TECHNOLOGIES (horizontal axis). Columns: Moderate, High, Very High.

- Environment
- Social
- Governance

Topics plotted: Water & Wastewater Management, Ethics, GHG Emissions, Innovative Products, Community Engagement, Energy Efficiency, Waste Management & Hazardous Materials, Product Food Safety & Quality, Customer Engagement, Diversity, Equity & Inclusion, Employee Health & Safety, Training & Development, Employee Engagement, Corporate Governance, Data Privacy & Security, Circular Economy

Environment
- Waste & Wastewater Management
- Circular Economy
- GHG Emissions
- Innovative Products
- Energy Efficiency
- Waste Management & Hazardous Materials

Social
- Community Engagement
- Diversity, Equity & Inclusion
- Training & Development
- Employee Engagement
- Employee Health & Safety

Governance
- Ethics
- Product Food Safety & Quality
- Corporate Governance
- Customer Engagement
- Data Privacy & Security

SUSTAINABLE DEVELOPMENT G◯ALS

SDG TARGET

RING'S ALIGNMENT

6 CLEAN WATER AND SANITATION

SDG Target 6.3
By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally.

To do our part in improving water quality, we participate in Operation Clean Sweep. Through policies, procedures, and monthly audits, Ring is dedicated to ensuring zero pellet, flake, and powder loss from our facilities into local waterways. More information can be found in the Water and Wastewater Management section (pg. 17).

8 DECENT WORK AND ECONOMIC GROWTH

SDG Target 8.5
By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Ring's Equal Employment Opportunity policy guides our non-discriminatory employment policies. We furthermore conduct pay analyses to ensure fair compensation for work of equal value. More information can be found in the Diversity, Equity, and Inclusion section (pg. 24).

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG Target 12.5
By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Using innovative technologies, we advance the circularity of our products. We are focused on increasing recycled content into our products and promoting recyclability. More information can be found in the Innovative Products and Circular Economy sections (pgs. 12 & 13).

13 CLIMATE ACTION

SDG Target 13.3
Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Ring supports the global imperative to reduce GHG emissions and is working to reduce our own carbon footprint. More information on our scope 1,2, and 3 emissions, along with our decarbonization efforts, can be found in the Greenhouse Gas Emissions section (pg. 14).

SUSTAINABILITY GOVERNANCE

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

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

Do
The Sustainability Steering Committee implements programs and initiatives intended to help meet the targets and objectives set by the Governance Team for material topics.

Check
Through real-time data collection and dashboarding, the Steering Committee monitors the effectiveness of initiatives and overall progress towards meeting targets. The Steering Committee meets monthly to review data trends and progress towards meeting predefined targets.

Act
The Governance Team analyzes the results monitored by the Sustainability Steering Committee, reviews external factors such as legislation and evolving standards, and adjusts the company's sustainability targets accordingly. Through quarterly meetings, the Governance Team identifies next steps for continual advancement of Ring's sustainability performance.

ENVIRONMENT

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

ENVIRONMENT

Ring is proud of our award-winning product portfolio of high-quality, lightweight, recyclable containers. By increasing recycled content, minimizing resource consumption and associated waste, reducing GHG emissions, and improving recyclability, we continue to innovate and make progress on our environmental performance goals while also helping our customers meet their own sustainability commitments. Our Senior Safety and Sustainability Manager manages our in-house efforts to reduce the environmental footprint of our operations, and spearheads collaboration across our value chain for accelerating industry-wide environmental sustainability practices.

HIGHLIGHTS

Won U.S. Plastics Pact Sustainable Innovation Award for BarrierGuard® OxygenSmart™ technology

Awarded EcoVadis Platinum Medal, putting Ring in the top 1% of companies worldwide for sustainability efforts

Achieved Global Recycle Standard (GRS) certification for RAPAC's EcoSix portfolio

IN THIS SECTION

INNOVATIVE PRODUCTS

Reliable service built Ring's reputation in the industry, and our cost-efficient, sustainable technologies keep us moving forward. In 2023, Ring launched the Ring Horizon Innovation Team (HIT) to conduct a future-focused assessment of the influences, shifts, and dynamics shaping and disrupting our world of packaging. Our cross-functional team exists to be the organizational thought leaders in developing innovation pipelines that provide value beyond the bottle. In addition to our in-house expertise, Ring utilizes a suite of design tools, including computer-aided design and development (CAD), finite element analysis (FEA), 3D rendering software, and in-house prototyping, to help our customers stay at the cutting edge of packaging innovation. In 2023, Ring continued to offer two innovation services:

Consumer Insight Sprints are microbursts of powerful, directional research using design thinking methodologies to develop ideas into testable prototypes.

Bottle Design Sprints are tethered to the realities of manufacturing and supply chain optimization, bringing new ideas to life.

Our innovations make rigid PET and HDPE containers light yet durable, beautiful yet practical, for manufacturer, retailer, and consumer alike. Our 2023 sustainable innovation efforts were guided by the following targets:

TARGET

Provide a portfolio of 100% recyclable or reusable packaging solutions

Convert 10% of material usage to post-consumer or post-industrial recycled materials by 2027

STATUS

Achieved. One-hundred percent of our product portfolio meets the Federal Trade Commission Green Guidelines for recycling[1].

In Progress. In 2023, our post-consumer or post-industrial material usage accounted for 9.98% of our overall materials. Excluding RAPAC's products, Ring's post-consumer recycled (PCR) resin usage increased by 91.5% in 2023 over 2022.

In addition to our quantitative targets, in 2023, we also set a qualitative objective to identify and pilot material reduction opportunities. We identified material reduction opportunities in four categories of our products. Within these categories, our customers have collaborated with us to maintain the quality and performance of our products while we strive to meet their requests and sustainability objectives.

Ring's innovative advancements yield tangible results. BarrierGuard® OxygenSmart™ technology won a 2023 U.S. Plastics Pact Sustainable Packaging Innovation Award for recyclability. This is the second year in a row that Ring has been recognized by the U.S. Plastics Pact for sustainable innovation. BarrierGuard® OxygenSmart™ has also been designated by How2Recycle® as Widely Recyclable with broad acceptance in curbside programs and has received Critical Guidance recognition from the Association of Plastic Recyclers (APR), a first for a material of this type.

"This award reinforces our commitment to creating cost-effective sustainable packaging solutions that are good for business and good for the environment."

— Vice President of Business Development at Ring

CIRCULAR ECONOMY

We recognize the environmental impact of our products extends throughout their lifecycle. We are keenly aware of the emergence of global treaties and regulations around plastics and plastic waste, and the need to manage the impacts of plastic pollution on the environment. As such, we take seriously our role in advancing circularity in the plastic packaging industry. With an ongoing focus on our products' life cycle impacts, we continually endeavor to increase the recycled content of our products and promote their recyclability.

PROMOTING RECYCLABILITY

How2Recycle
One hundred percent of Ring's product portfolio meets the Federal Trade Commission Green Guidelines for recycling[2]. Our proprietary patented BarrierGuard® OxygenSmart™ technology, HotLock® with TRIMLITE® technology, and SmartCAN® are 100% recyclable rigid containers that can assist brands in achieving a "Widely Recyclable" designation by How2Recycle®. How2Recycle® labeling provides a clear, standardized system for educating end consumers on the best recycling practices.

Industry Memberships

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

The Association of Plastic Recyclers (APR): The APR is a U.S.-based international non-profit and the only North American organization focused exclusively on improving recycling for plastics. As an APR member company, Ring is committed to the success of recycling existing plastic into new material.

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

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

U.S. Plastics Pact: The U.S. Plastics Pact brings together businesses, not-for-profit organizations, government agencies, and research institutions that work together toward a common vision of a circular economy for plastics, as outlined by the Ellen MacArthur Foundation's New Plastics Economy Initiative. Ring is excited to have joined the U.S. Plastics Pact in 2023.

1 This is exclusive of the products produced by RAPAC.
2 This is exclusive of the products produced by RAPAC.

INCREASING RECYCLED CONTENT

In 2023, post-consumer or postindustrial recycled material accounted for 9.98% of our material inputs. Our recycled content inputs include post-consumer recycled resin and, for RAPAC, post-consumer or postindustrial PS. As an industry leader in the use of recycled content, in 2023, RAPAC diverted 42 million pounds of used PS from landfills, instead converting it for product use.

RAPAC received the Global Recycle Standard (GRS) certification for its EcoSix™ recycled filler bead product. This certification provides third-party verification and transparency of the recycled content, and ensures consistency and alignment in the definition of "recycled" content across different applications. We are proud to share that RAPAC's EcoSix™ recycled filler bead is the only GRS- certified PS manufacturer in the United States.

42 MILLION

pounds of used PS diverted from landfills, converted for product use by RAPAC
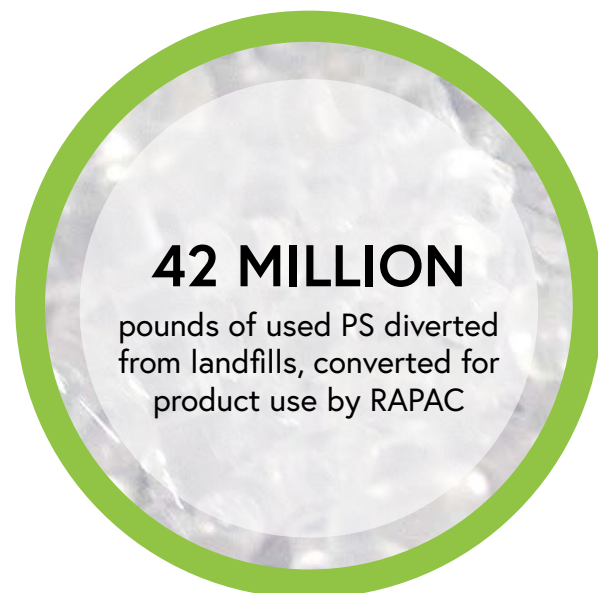
PRODUCT END-OF-LIFE

While Ring has made great strides in our products' recyclability and recycled content, we know that there is still work to be done. Plastic pollution in part results from a lack of circularity solutions, so we continue to drive forth new and improved solutions for minimizing the environmental toll from our products' end-of-life. Through our collaborations and innovations, we will continue to provide lightweight barrier guard protection that preserves and protects our customers' products, while also supporting international efforts to end plastic pollution.

GREENHOUSE GAS EMISSIONS

Ring recognizes that reducing our GHG emissions is imperative for managing our impact on the climate. As such, in 2023, Ring built upon our GHG data monitoring by baselining our scope 3 (value chain) GHG inventory. Ring's Sustainability Steering Committee also adopted a monthly, granular review of our electricity and natural gas consumption per facility to analyze energy consumption trends. For the second year in a row, we also responded to the CDP Climate Change Assessment to disclose our climate impacts and management.

Annual Scope 1 and 2 (Market-Based) Emissions

- Scope 1
- Scope 2 (Market-Based)
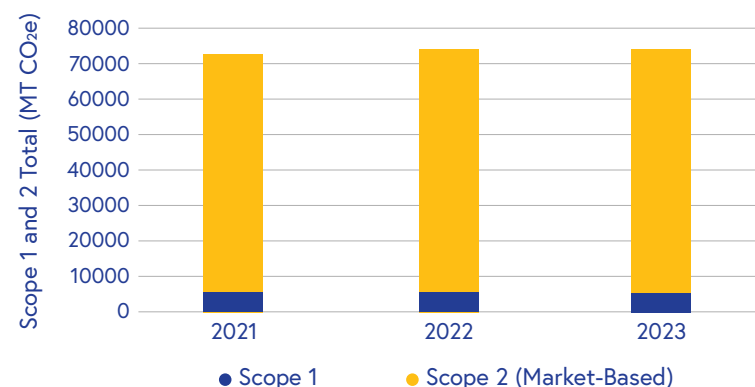
Our 2023 GHG emissions in metric tons of CO_2 equivalents (MT CO_2e) are:

Scope 1
4,972 MT CO_2e

Scope 2
Market-based: 68,798 MT CO_2e
Location-based: 70,289 MT CO_2e

SCOPE 1 AND 2 EMISSIONS

Our scope 1 and 2 GHG emissions include emissions associated with transportation via leased or owned company vehicles, natural gas usage, and purchased electricity. Our scope 2 emissions were calculated using both a location-based approach and a market-based approach. Both location-based and market-based emissions include CO_2e emissions associated with purchased electricity at all of Ring's locations.

Our absolute scope 1 and 2 emissions, using a market-based calculation methodology, totaled 73,770 MT CO_2e, a decrease of 0.3% compared to 2022, and a 2.3% increase compared to our 2021 baseline. This increase from our baseline is largely due to increased production and changes in the electricity grid energy source mix compared to our baseline year.

SCOPE 3 EMISSIONS

In 2023, we developed a scope 3 data collection system, completed a 2022 scope 3 baseline inventory, and then calculated our 2023 scope 3 inventory. Both our baseline inventory and our 2023 inventory showed that our largest source of scope 3 emissions is from our purchased goods and services. We currently are working with targeted suppliers to collaboratively find solutions for decarbonizing our purchased goods and services.

Other significant sources of our scope 3 emissions include end-of-life treatment of sold products, fuel- and energy-related activities, capital goods, and upstream transportation and distribution (T&D). As we refine our scope 3 data collection, we plan to reduce the emissions categories over which we have the greatest control. For example, we already minimize our emissions from the downstream transportation and distribution of our products using our "Focused Plant" philosophy, in which we strategically locate our facilities near our major customers.

Scope 3 Emissions by Category
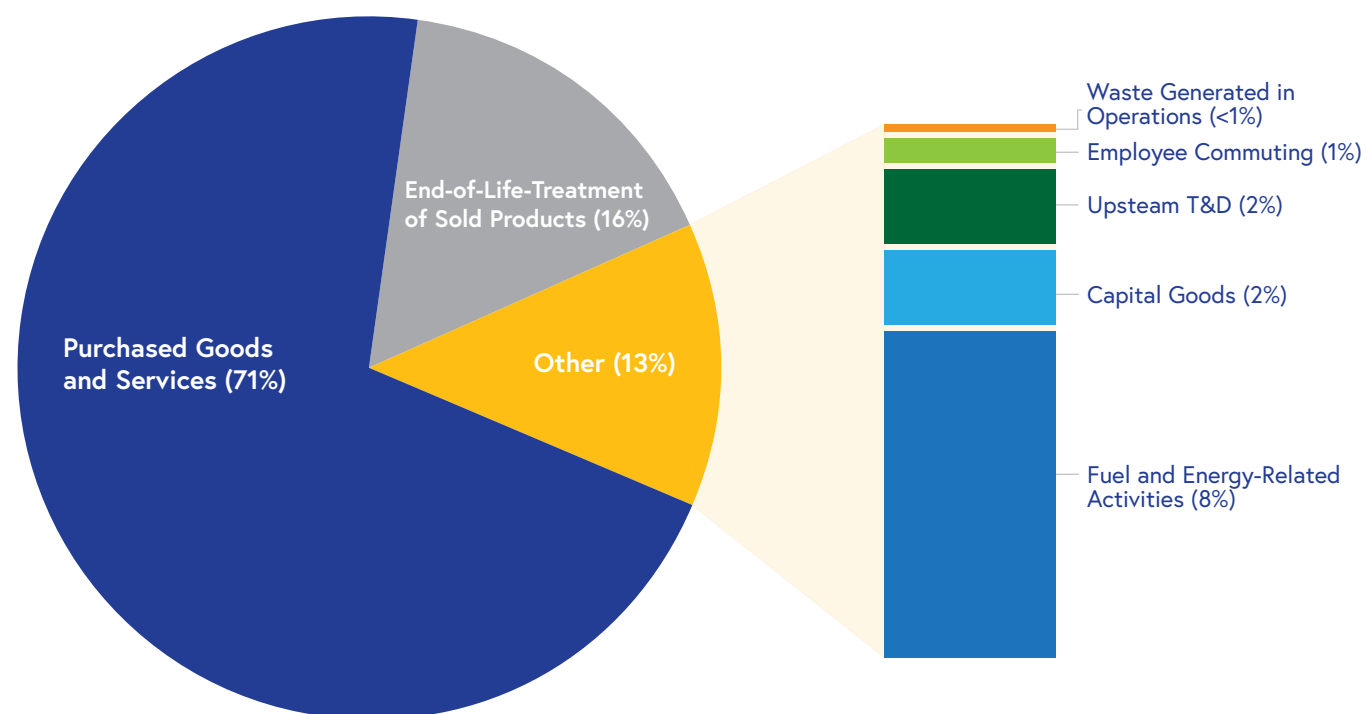
Scope 3 Category	Emissions (MT CO_2e)
Purchased Goods and Services	194496
End-of-Life Treatment of Sold Products	42722
Employee Commuting	1830
Upstream T&D	5401
Capital Goods	5701
Waste Generated in Operations	632
Fuel and Energy-Related Activities	22958
Total	**273740**

CASE STUDY:
ONSITE RENEWABLE ENERGY

As part of our strategy for reducing GHG emissions, Ring supports the development and utilization of renewable energy technology. Ring has laid the groundwork for the installation of onsite solar power at our Rockford location and is excited to advance this project in 2024. Our Rockford solar project is expected to drive nearly 1,500 MT CO_2e in emissions reduction each year.

WATER AND WASTEWATER MANAGEMENT

WATER WITHDRAWAL

We aim to integrate water and energy efficiency considerations into our business decisions. Across our plants, our water use is primarily process water (i.e., water used in our manufacturing process), and water use for breakrooms, restrooms, and, where applicable, landscaping irrigation. Our chilled water systems are closed loops, allowing for process water recycling and reuse. In 2023, our facilities collectively used approximately 67,391,323 gallons water (roughly 0.26 gallons per resin pound), a decrease of nearly 3% compared to 2022. Our Sustainability Steering Committee monitors our water withdrawal to identify and correct any inefficiencies as quickly as possible.

Water Withdrawal

Water Withdrawal (million gallons)

2021 — 2022 — 2023

ENERGY EFFICIENCY

Our Commitment: Through the United States Department of Energy's Better Plants Program, we are committed to a 20% reduction in our U.S.-located Ring manufacturing operations' energy intensity (resin pounds/kWh)[3] by 2028, compared to a 2018 baseline.

Better Plants is utilizing a new methodology to produce more consistent results. This methodology is currently being peer reviewed. While we continue to implement energy efficiency improvements across our plants, we will share our energy savings improvements in the future once the peer review of the methodology has been completed.
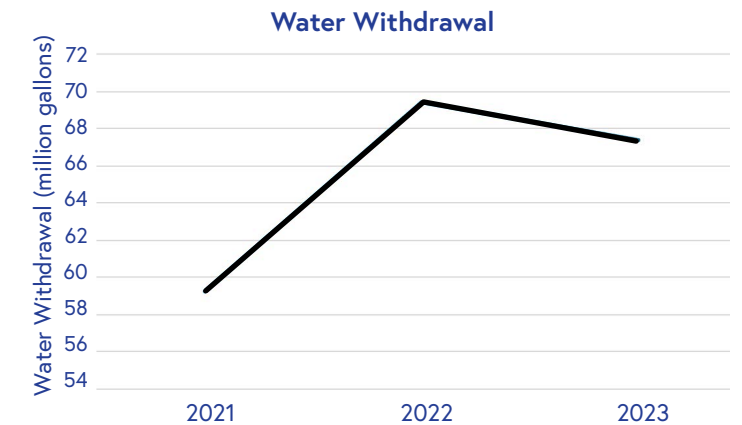
While our participation in the Better Plants Program tracks our energy intensity from our U.S-located Ring manufacturing operations, we also track our companywide energy consumption. Including all our locations and energy sources[4], we consumed 733,287 GJ of energy in 2023, with an energy intensity of 0.00287 GJ/resin pound. Our absolute energy consumption remained relatively stable from 2022-2023, increasing just 0.7% year-over-year.

Better Plants®
U.S. DEPARTMENT OF ENERGY

we are committed to a **20% reduction** in our U.S.-located Ring manufacturing operations' energy intensity

OPERATION CLEAN SWEEP

Pledged **zero resin loss** from operations through Operation Clean Sweep

operation Clean Sweep®

Operation Clean Sweep (OCS) is a campaign dedicated to helping plastic resin handling operations achieve zero plastic resin loss to the environment. Ring has made the OCS Pledge to manage our plastic resin in the U.S., committing ourselves to working toward zero pellet, flake, and powder loss from our facilities. All Ring locations have been trained in the OCS methodology to help prevent the release of plastic particles into the environment. The OCS methodology involves conducting monthly site audits to raise employee awareness, identifying potential problem areas, and developing corrective action procedures. Our audits are reviewed by an internal review committee that drives continual improvement for reducing pellet pollution.

WASTE AND HAZARDOUS MATERIALS MANAGEMENT

In 2023, Ring's Senior Safety and Sustainability Manager piloted waste stream mapping and waste data tracking at Ring's Jefferson plant. The waste stream mapping identified waste materials and the service provider associated with the disposal of the waste. Where possible, the waste data was quantified by measuring either the weight of the waste or the volume of the waste receptacle, the frequency of the waste pickup, and the average fullness of the receptacle per pickup. Not only did the pilot show that the Jefferson plant had a 98% waste diversion from landfill rate[5], but it also provided an estimate of the resource allocation required to implement waste tracking across additional plants. Moving into 2024, our Senior Safety and Sustainability Manager will be rolling out waste management training for employees and expand waste stream mapping to a wider representative sample of Ring plants.

3   Electricity consumption at all US production facilities is included within this goal's scope, along with natural gas consumption of select facilities. In addition, this calculation is adjusted to account for differing heating and cooling degree days each year.

4   Energy sources include electricity and natural gas consumption from all Ring facilities, and fuel for our vehicles.

5   The diversion rate calculated at Jefferson is based on a 1-month sample of data.

SOCIAL

Our people are our top priority. Investing in our people and communities yields numerous benefits, including boosting employee well-being, strengthening recruitment and retention, growing individual and collective expertise, and creating positive impacts for our communities. Our employee safety, training, and engagement efforts are managed under our Human Resources Department, led by our Human Resources Vice President, a 2023 Memphis Business Journal HR Impact Award honoree.

HIGHLIGHTS

Sponsor for the Local American Heart Association "STEM Goes Red" event in Memphis

Sponsor for "A Night of Southern Elegance" supporting Fayette Cares

Sponsor for Habitat for Humanity of Greater Memphis

IN THIS SECTION

SOCIAL

We invest in our people and our communities. This boosts employee well-being, strengthens recruitment and retention, and positively impacts our communities.

EMPLOYEE HEALTH AND SAFETY

We operate with safety as our number one value. It is essential that our employees and contractors come to work aware and knowledgeable of how to perform their tasks safely and productively. As a manufacturing company, we understand that to keep our employees safe we must make sure proper training and risk mitigation and management procedures are in place, communicated, and utilized across all levels of our organization. As such, in 2023, our Senior Safety and Sustainability Manager worked directly with our third-party occupational safety consulting firm to oversee and advance our safety practices across all facilities. Our safety management system includes elements such as:

- Management Leadership & Employee Participation
- Planning
- Implementation and Operation
- Evaluation and Corrective Action
- Management Review

In 2023, strides were made in growing our proactive safety culture. We established safety committees at all plants and at headquarters, standardized safety procedures, shared best practices amongst plant locations, and monitored leading safety indicators including first aid injuries and near misses. Safety training and employee communication are central to our proactive approach to maintain on-the-job safety. Safety training is conducted during onboarding and annually for all employees. In addition to routine safety training, employees receive communication about and training on emergency action plan procedures in response to extreme events. Monthly staff safety calls are conducted to review recent safety trends, monitor changes in regulatory requirements, and identify any potential improvements or corrective actions. Safety data is also reviewed during monthly Sustainability Steering Committee calls, along with updates of the safety program.

We value open communication between employees and their supervisors. If an employee undertakes a non-routine task, they are encouraged to ask questions and voice concerns about any potentially unsafe conditions by utilizing our Ring Internal Safety Cards (RISC). Employees can also report on health and safety risks or concerns through the Human Resources Department or via Ring's internal HR hotline. A caller to the hotline can remain anonymous and leave information regarding a health and safety issue that Ring's HR department will then review and address.

Employees and supervisors work together to minimize and mitigate potential safety incidents by completing facility walkthroughs and carrying out best practices. Furthermore, Ring utilizes a third-party occupational safety consulting firm to conduct regular health and safety risk assessments, which include equipment safety inspections that systematically identify and evaluate the possible impact of operational tasks or conditions on our employees' health and safety. Corrective actions to reduce unsafe conditions are communicated to impacted employees.

To track our total recordable incident rate (TRIR) and Days Away, Restricted, or Transferred (DART), we use the U.S. Occupational Safety and Health Administration (OSHA) criteria. We use a dashboard to track these metrics and leading indicator metrics monthly across our plants. Monitoring and dashboarding these metrics allow us to assess safety trends and quickly address potential areas of concern. In 2023, our TRIR was 2.64 and our DART was 2.41. Ring had zero work-related fatalities in 2023.

Annual Total Recordable Injury Rate
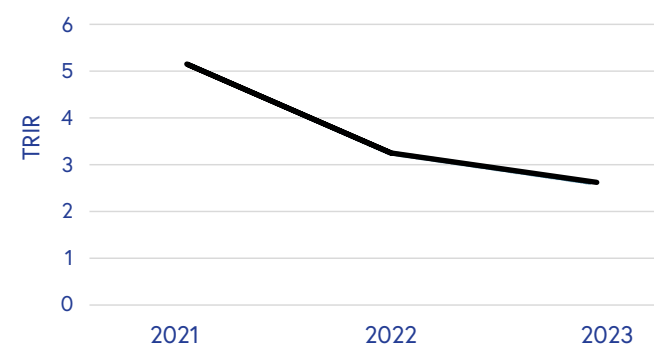
Annual Days Away, Restricted, or Transferred
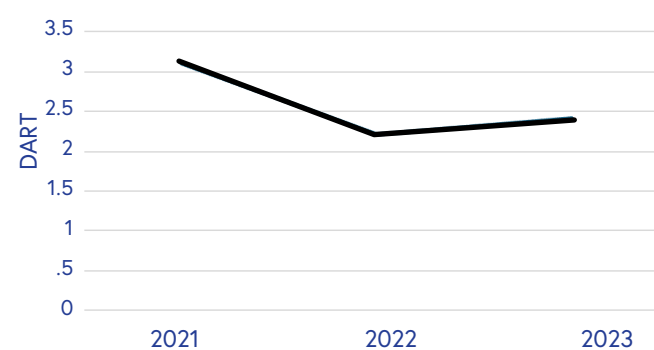
EMPLOYEE WELLNESS

As part of our well-rounded wellness program, Ring requires employees to have an annual physical and an annual preventative screening. We encourage our employees to have as much information about their health as possible so that they can make positive changes and live longer, healthier lives. Another way Ring promotes employees' wellness is by organizing employee wellness challenges. The wellness challenges encourage employees to make healthy behaviors a daily habit with the added perk of prizes. In 2023, some of our wellness challenges included a steps/mileage challenge, a sleep challenge, and a hydration challenge. Additionally, our plants each run their own wellness initiatives. Several of our locations participated in an annual CardiOptics screening, providing employees with additional information to manage their overall health and well-being.

Our plants also support wellness causes, including the American Heart Association's National Wear Red Day. Our Springfield employees participated in Wear Red Day, helping bring focus to women's heart health. Our corporate employees also showed their support by attending the annual Mid-South Go Red for Women Luncheon. At the luncheon, Staff Accountant participated in the heart survivor fashion show and was honored as a "Woman of Impact" for 2023.

TRAINING AND DEVELOPMENT

At Ring, we use a comprehensive performance management system to help our employees to achieve their career goals and to support their professional development. Our training and development programs ensure that employees have the tools and resources they need to perform their jobs. Moreover, we offer our employees opportunities to acquire new skills and build expertise. Ring provides virtual corporate leadership training courses covering topics such as business acumen development, change management, strategic planning, and servant leadership. Ring also runs monthly mentorship meetings as part of our Mentor Program, during which Ring's senior leaders share business insights, skills, and projects with junior employees. To foster internal recruitment and promotions, Ring shares open positions to employees through internal resources and email updates.

Ring is proud to offer an Education Assistance Program that provides financial assistance to eligible employees for tuition, books, and certain associated fees for undergraduate- and graduate-level coursework. To further support our employees and their families, Ring runs an annual Ring Scholarship Program for employees' children who are pursuing higher education. We are thrilled to support 10 of our employees' children in their academic careers as our 2023 scholarship recipients.

40-62 HOURS
Average training hours per employee per year

98%
Employees receiving annual performance review
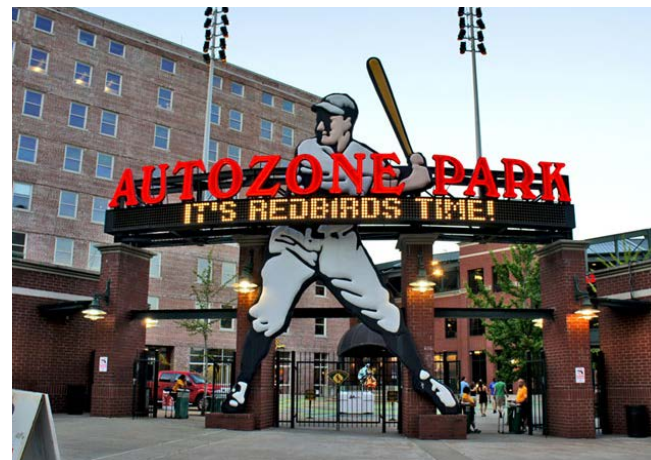
EMPLOYEE ENGAGEMENT

Employee engagement is critical for the recruitment, development, and retention of our top tier talent. As such, we integrate engagement opportunities into our business model to cultivate meaningful experiences that contribute to the personal and professional growth of our Ring employees. While our employee engagement is strong, we nevertheless are committed to continually improving engagement opportunities for all employees. Our drive for continual improvement is rooted in the knowledge that by building an engaging workforce culture, we foster greater teamwork, collaboration, and dedication that contributes to the success of our business and supports our employees' professional aspirations.

BENEFITS

Ring provides and encourages employees to take annual paid vacation time and two paid days off for volunteering. Ring's comprehensive benefits to our full-time employees includes, but is not limited to, health insurance (with dental and vision coverage), life insurance, long and short-term disability, Teladoc (virtual mental/physical healthcare provider), Employee Assistance Program, 401k Retirement Plan, financial wellness platform, and accidental death and dismemberment and critical illness insurance. In 2023, Ring launched the ALEX Connect app, a mobile application that gives employees 24/7 access to all their benefit information conveniently on their cell phone.

ENGAGEMENT EVENTS

In 2023, Ring formalized quarterly company outings to provide employees the opportunity to socialize with colleagues outside of the office environment. These outings are open to not only Ring employees, but also their families, to foster work support from home and to build the Ring community. Our 2023 quarterly outings were an evening at AutoZone Park in downtown Memphis to watch Redbirds' baseball, free-of-charge entry to the Thunder Over Fayette County Airshow, a visit to the Memphis Botanic Garden, and admissions to the National Civil Rights Museum. Across our plants, fun outings included a family-friendly go-cart racing and bowling event in Fort Worth, a fish fry in Little Rock, a family pumpkin patch trip in Modesto, a baseball game in Hanover, and more. At all our locations, we value these experiences spent cultivating relationships, building memories, and expressing gratitude for our team members.


Employees visited AutoZone Park for Redbirds baseball game

Ring hosts family event at pumpkin patch

ENGAGEMENT SURVEY

Each year, Ring conducts an employee engagement survey to gather feedback, ensure we are meeting our employees' needs, and learn what opportunities exist to increase employee satisfaction. Ring uses an independent third-party to administer the survey and analyze the results. Seventy-nine percent of our employees (including both corporate and plant employees) responded to the survey. Our engagement score, based on employees' responses to a question regarding whether they are happy working at Ring, was 78, slightly exceeding the third-party's benchmark for engagement score.
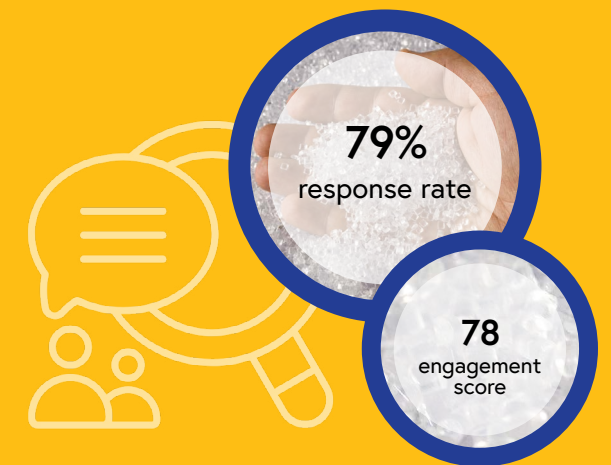
We take our survey results seriously and implement changes based on the information collected. For example, informed by feedback in our last survey, we developed several strategies to improve our communications across our headquarters and plants. One ongoing communication strategy we utilize is our semi-annual company newsletter highlighting engagement opportunities, company news, and personal accomplishments from across our plants. In 2023, we also instituted new communication methods including quarterly virtual town halls. The town halls are led by the CEO and leadership team to provide general updates about the business, as well as share companywide goals. To better connect company goals to individuals, our goals were posted across display screens and in common areas. These goal-sharing and townhall initiatives were designed to increase employee understanding and awareness of how their strengths fit into the company's mission, vision, and performance.

79% response rate

78 engagement score

Survey feedback:
Improve communications across headquarters and plants

Our response:
- Renewed focus on our company newsletter to highlight employees and engagement opportunities
- Implemented quarterly virtual townhalls for leadership team to provide updates about business and companywide goals
- Began showing company goals on display screens and in common areas

SERVICE AWARDS

At Ring, we recognize and appreciate the long-term dedication of our staff members. To celebrate our employees' commitment to Ring, we honor every 5-year milestone of employment with a service award. In 2023, over 130 employees received a Ring service award for celebrating an anniversary of 5-35 years, with 16 employees celebrating an anniversary of at least 20 years. We are deeply grateful for the talented individuals who choose to make Ring a significant part of their career.

Employee celebrates 25-year anniversary

DIVERSITY, EQUITY, AND INCLUSION

Ring values and supports the unique and diverse people who make up our company. Our guiding principles are to treat each other with dignity and respect and believe in diversity of thought, culture, and background.

Leadership

(Bar chart legend: 2021, 2022, 2023. Categories: Male, Female, White, Non-White, <30, 30-50, >50)

All Employees

(Bar chart legend: 2021, 2022, 2023. Categories: Male, Female, White, Non-White, <30, 30-50, >50)

WOMEN'S EMPLOYEE RESOURCE GROUP

The purpose of the Women's Employee Resource Group (ERG) is to foster a supportive and collaborative environment where all Ring employees can come to learn, share best practices, and grow an internal community dedicated to ensuring women's inclusion and equality.

During the group's bi-monthly meetings, the Women's ERG brings in speakers to share their professional journey and give insights on career development, networking, and finding allies as a woman. The Women's ERG also provides time and space for members to socialize, build interpersonal relationships, and connect with other women working at Ring.

POLICY

We maintain our Equal Employment Opportunity (EEO) Policy, which prohibits any form of discrimination or harassment based on race, gender, age, disability, sexual orientation, national origin, or any other group protected by law. Any violation of our EEO Policy is expected to be reported to the Human Resources Department Hotline. Protection through confidentiality and non-retaliation is provided for anyone who reports an EEO violation in good faith.

TRAINING

In 2023, a 'Respect and Dignity' training was completed at all plants, along with state-specific sexual harassment trainings in Illinois and California. Additionally, all corporate employees completed a sexual harassment training.

PAY ANALYSES

Each year, our Human Resources Department completes pay analyses to ensure fair and equal payment for equal work across our workforce. These analyses include annual pay gap reviews of internal equity to identify any pay gaps between genders or other diverse groups.

COMMUNITY ENGAGEMENT

Through paid volunteer time off, we encourage our employees to use their time and talents to support our communities. In addition to volunteering, through charitable donations, awareness campaigns, and educational support, our employees address the critical needs facing our communities.

Ring at American Heart Association STEM event

Ring volunteers at Fayette Cares

Ring participated in two home builds for Habitat for Humanity of Greater Memphis

VOLUNTEER SPOTLIGHTS

These additional 2023 volunteer spotlights from our plants are select examples of the great work our employees do to help their communities.

Little Rock
In March, Little Rock and the surrounding areas were hit by EF3 tornadoes that caused severe damage to homes and roads. Ring Little Rock sent two crews, totaling seventeen people, to help cut up fallen trees and take limbs and logs to the road for city pick up.

Kankakee
Employees participated in a volunteer day at the Kankakee County Humane Foundation. They completed outdoor maintenance tasks, like pulling weeks and power washing, and had a blast playing with the animals.

Oakland
As part of the Wolf River Conservancy's Martin Luther King Day of Service, several corporate employees and their family members volunteered with the conservancy to clean up litter and install bird nest boxes along the Wolf River Greenway.

GOVERNANCE ━━━━━━━━━━

Our material governance topics—product and food safety, ethical business practices, information security, and customer engagement—are foundational to our business. These building blocks of our company allow us to maintain our status as a reliable and trusted partner through upholding our strong commitment to ethics, quality, and integrity. Our Human Resources Department and Information Technology Department oversee our governance topics, and interdepartmental efforts are taken to solicit feedback from our customers, employees, and suppliers to ensure continual improvement of our operations.

HIGHLIGHTS

99.5% average training completion rate for online security awareness training

100% of new and renewed supplier contracts included clauses on environmental, labor, and human rights requirements

100% of Supply Chain Department completed ethics and anti-corruption training

IN THIS SECTION

GOVERNANCE

Our material governance topics allow us to maintain our status as a reliable and trusted partner through upholding our strong commitment to ethics, quality, and integrity.

PRODUCT FOOD SAFETY AND QUALITY

Ring delivers PET and HDPE packaging solutions that exceed food safety and quality expectations. To produce well-performing containers that have high quality and protect their contents, we utilize state-of-the-art blow molding technology, hire the best people in the industry, and employ consistent testing and inspection processes across our sites.

Producing containers that are safe to use and protect the food supply starts with selecting the proper raw materials, thoroughly evaluating production equipment to ensure it meets our standards, and designing containers that are optimal for our customers' needs. We have an established Quality and Food Safety Management System that includes manufacturing in accordance with Global Food Safety Initiative (GFSI) food safety standards and current Good Manufacturing Practices (cGMP). Our team applies the Hazard Analysis and Critical Control Points (HACCP) framework and monitors the product regulatory landscape to ensure compliance with applicable food safety regulations and best practices. Adherence to our management system is checked through regular internal audits and inspections as well as annual Safe Quality Food Institute (SQFI) or British Retail Consortium (BRC) third-party certifications.

Through automated controls and regular product testing, our entire manufacturing process is monitored. This provides our customers with the confidence that we can be trusted to deliver on their requirements and specifications. Our team follows advanced protocols, such as our commission, qualification, and verification (CQV) process, to guide the successful launch of every new product.

When our customers receive our products, assurance of quality and food safety is provided via a Certificate of Analysis. Customers are also given a letter detailing information on our food safety guarantee and strict compliance with cGMP. Furthermore, mock recalls are conducted regularly at each site to ensure that we maintain traceability of products from material receiving through product shipment and are prepared for emergency response and recall or withdrawal needs. In 2023, Ring had zero product recalls and less than 0.2 complaints per million containers sold. Our interdepartmental team of Operational Excellence, Sales, Engineering, and Customer Service personnel work to continuously improve all aspects of our business, advancing our innovations in technology and sustainability and providing reliable and safe products for our customers and end consumers.

CUSTOMER ENGAGEMENT

Ring is committed to building strong customer partnerships and delivering exceptional quality products with first-class service. We regularly communicate with our customers to understand their needs. By establishing our manufacturing sites close to our largest customers, we can provide technical support and service our customers promptly and effectively.

We treat feedback as an opportunity to share best practices or to improve to benefit the customer. To gain insights and deliver solutions that exceed our customers' expectations, we utilize numerous strategies including:

Top-to-Top (T2T) Meetings

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

Customer Based Improvement Team (CBIT) Meetings

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

Customer Warehouse Audits

These are audits performed by members of the local Ring plant's management to build partnership at the local operational level. These audits involve a walkthrough of the customer's process from receiving to shipping to identify opportunities for improvement with our bottles and services.

Ring has communicated our sustainability journey with customers so we can share best practices and gain alignment with each other. When we supply bottles to our customers, we understand that they do not just represent their brands or protect the product, but also have impacts on our environment. As such, we strive to minimize our environmental footprint through innovative, customer-centric solutions that meet the customer's circular and sustainable packaging goals.

ETHICS

The companywide, unwavering ethical principles that underpin our work include:

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

These principles are outlined in our Code of Conduct, which applies to and is communicated to all employees and contractors. Employees can access the Code of Conduct any time via Ring's Employee Handbook.

In 2023, 99% of headquarter and salaried plant employees completed a training on avoiding bribery in the workplace. Additionally, 100% of the Ring Supply Chain Department completed training courses including "Ethics and Code of Conduct: Managing Company Relationships," "Recognizing and Avoiding Conflicts of Interest," and "Recognizing Corruption." Ring also executed our annual internal bribery and corruption risk assessment to identify potential vulnerabilities. The risk assessment yielded no major actual or potential threats requiring corrective actions.

Reporting Grievances
Any employee confronted with an ethical issue is expected and encouraged to report the issue directly to Ring's Human Resources Department or via our HelpLine, which allows the employee's identity to remain confidential. Any employee that reports a grievance in good faith is guaranteed protection against retaliation.

100%
of employees in Supply Chain Department completed ethics training

DATA PRIVACY AND SECURITY

Ring's commitment to data management demonstrates to our stakeholders that we are trustworthy with upholding the confidentiality and integrity of their data. Under the direction of our Information Security Risk Manager, we handle data with the care it deserves, following legal requirements for data storage, sharing, and disposal. Ring-owned and -managed devices have up-to-date operating system security, require multifactor authentication to access, and use third-party software patching to counter cybersecurity threats. Ring utilizes BitSight—a third-party risk management service for assessing information security-related risks—across our company operations and for rating external party's compliance with our internal information security and data privacy practices.

The Ring community attained a 99.5% average completion rate of online security awareness training campaigns. Ring is rated by BitSight, an objective, data-driven lens to view the health of an organization's cybersecurity program. Ring's 2023 BitSight Security Rating was 760 out of 820, placing Ring in the highest ranking, 'Advanced' category of BitSight's scoring model.

In 2023, Ring's cybersecurity awareness training for employees included:
- ⬤ **Monthly simulated phishing campaigns**
- ⬤ **Online security awareness training modules**
- ⬤ **Virtual training sessions led by our Information Security Risk Manager**
- ⬤ **Every-other-week security awareness emails**
- ⬤ **As-needed security alert emails**

CORPORATE GOVERNANCE

Our corporate structure guides how we manage our sustainability impacts from our direct operations and supply chain. To communicate our sustainability expectations and requirements to our suppliers, we post our Supplier Code of Conduct on our website and send it to targeted suppliers for their acknowledgement. In 2023, we aimed to have 85% of our targeted suppliers (by spend) acknowledge our Supplier Code of Conduct. We are proud to have exceeded our target with 97% of targeted suppliers (by spend) agreeing in our annual supplier questionnaire to uphold our Supplier Code of Conduct. Our suppliers' adherence to our Supplier Code of Conduct demonstrates alignment between our suppliers' and Ring's sustainability values, practices, and standards.

Another method we use to communicate our sustainability requirements to our suppliers is through an environmental and social clause in our supplier contracts. In 2023, 100% of new and renewed suppliers had clauses in their contracts regarding environmental, labor, and human rights requirements. Including sustainability requirements in our contracts ensures that our suppliers meet our expectations for conducting business in a socially and environmentally conscious manner.

100%

of new and renewed suppliers had clauses in their contracts regarding environmental, labor, and human rights requirements in 2023

100%

of our supply chain employees are trained in sustainable procurement practices

To gather deeper information from our suppliers on their sustainability performance, we sent a questionnaire to targeted suppliers, with the goal of having 80% of targeted suppliers (by spend) complete the questionnaire. By the end of 2023, we exceeded our goal: 97% of targeted suppliers (by spend) completed the questionnaire. Engaging with our suppliers through this questionnaire helps us identify and mitigate supply chain risks and determine potential for further collaboration and advancements in sustainability performance.

Internally, 100% of our supply chain employees are trained in sustainable procurement practices, and sustainability goals are incorporated into annual performance goals for procurement staff. Through engagement with our suppliers and training of our employees, we can ensure that our ethical, social, and environmental performance expectations are upheld beyond our direct operations and into our supply base as well.

LOOKING AHEAD

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

SUSTAINABILITY
ROAD MAP

We aspire to continue to lead the industry in environmental stewardship, to be a great place to work for all employees, and to be a strong and transparent partner in our value chain. With these ambitions in mind, we set the following goals for 2024:

RING

ENVIRONMENT

ONSITE SOLAR POWER

As a manufacturing company with energy demands for our operations, we understand the importance of sourcing our energy from renewables to reduce our GHG emissions. As such, in 2024, we aim to install rooftop solar panels at one of our plants. We will evaluate the feasibility of adding renewable energy to additional plant locations.

WASTE MANAGEMENT TRAINING PROGRAM

Given that plastic packaging waste can have significant impacts on the environment, it is imperative that we manage the waste from our direct operations and push for downstream waste management solutions. To increase awareness and promote waste reduction efforts across plants, our Safety and Sustainability Manager will create a companywide waste management training program to be rolled out across our plants in 2024.

SOCIAL

HEALTH AND SAFETY MANAGEMENT SYSTEM

We know that creating a safe and productive workplace requires diligent training alongside continual hazard and risk identification and control. To further advance workplace safety and demonstrate our commitment to health and safety best practices, we will explore options to certify our safety management system.

CONTINUED COMMUNITY INVOLVEMENT

As a company that values social responsibility, we believe in showing up for our communities. In 2024, we will continue to offer our employees paid time off for volunteering and encourage plants to partake in charitable opportunities.

GOVERNANCE

MATERIALITY REFRESH

Since our last full materiality assessment was completed in 2021, in 2024, we will complete an updated materiality assessment to ensure our sustainability strategy focuses on current material topics that align with up-to-date stakeholder expectations.

CONTINUED SUPPLIER ENGAGEMENT

After meeting or exceeding our supply chain engagement goals in 2023, we plan to continue our supplier sustainability engagement in 2024 by identifying opportunities for further collaborations to help achieve goals like decreasing our scope 3 emissions and increasing our recycled content. Working across our value chain is essential for managing our part of industrywide impacts related to packaging waste and circularity as well as global challenges like GHG emissions.

APPENDIX

GRI Table
Statement of Use

Statement of use	Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2023, to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI sector standards used.

General Disclosures

GRI Disclosure	Page/Response
2-1 Organizational details	Legal name: Ring Container Technologies Group, LLC Nature of ownership: Privately owned Headquarters location: Oakland, TN Countries of Operation: 3 with 18 manufacturing locations and 1 warehousing location in the United States; 1 location in Canada; and 1 location in the United Kingdom.
2-2 Entities included in the organization's sustainability reporting	The information in this report covers all operations of Ring Container Technologies Group, LLC, including Ring's U.S., Canada, and UK operations, as well as Ring's subsidiary, RAPAC, in the U.S.
2-3 Reporting period, frequency, and contact point	Reporting period: 1/1/2023- 12/31/2023 Frequency of reporting: Annual Report publication date: April 2024 Contact point for any questions: insights@ringcontainer.com
2-4 Restatements of information	Due to ongoing improvements in our analysis of greenhouse gas emissions, Ring's 2021 and 2022 scope 2 emissions are updated to use more accurate electricity emission factors, resulting in an increase in scope 2 emissions for these years while year-over-year trends remain consistent.
2-5 External assurance	This report is not externally assured.
2-6 Activities, value chain, and other business relationships	Active in the Containers and Packaging sector, Ring Container Technologies provides innovative and sustainable solutions for the consumer packaging industry that are fiscally, socially, and environmentally responsible. RAPAC is a subsidiary of Ring and a leader in recycled polystyrene resins and finished products.

2-7 Employees	Region	Employee Type	Male	Female	Total
	US	Hourly	475	108	583
		Salaried	191	59	250
		Total	666	167	833
	UK	Hourly	10	0	10
		Salaried	6	1	7
		Total	16	1	17
	Canada	Hourly	11	3	14
		Salaried	3	1	4
		Total	14	4	18
	All Locations	Hourly	496	111	607
		Salaried	200	61	261
		Total	696	172	868

This data is collected via Workday and conveys Ring's employee base as of December 31, 2023.

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

2-8 Workers who are not employees	Ring had 87 total temporary workers for the year of 2023.
2-9 Governance structure and composition	Ring's executive leadership team functions as its highest governance body and is comprised of a cross-disciplinary team of 10 leaders that provide strategic and operational direction to the company.
2-10 Nomination and selection of the highest governance body	As a private company, there is not a nomination process for the executive leadership team, Ring's highest governance body.
2-11 Chair of the highest governance body	The executive leadership team does not have a chair, but Brian Smith served as the President/CEO during the reporting period.
2-12 Role of the highest governance body in overseeing the management of impacts	Please see the Sustainability Governance section.
2-13 Delegation of responsibility for managing impacts	Please see the Sustainability Governance section.
2-14 Role of the highest governance body in sustainability reporting	Ring's leadership understands that our sustainability impacts are important to our employees, customers, and communities in which we operate, and as such, our leadership is actively engaged in the oversight of our corporate sustainability strategy and reporting.

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

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

Material Topics

GRI Disclosure	Page/Response
3-1 Process to determine material topics	Ring commissioned an independent, third-party consulting firm to survey and interview internal stakeholders, research industry and customer sustainability commitments and trends, and analyze expectations of external rating agencies, standards, and sustainability assessments to determine our company's most material sustainability impacts. This double materiality approach recognizes the importance of both internal impacts (topics that affect Ring's business) and external impacts (topics that affect the larger economy, society, and environment). Please see the Materiality Assessment section.
3-2 List of material topics	Innovative Products; Circular Economy; Greenhouse Gas Emissions; Energy Efficiency; Waste Management and Hazardous Materials; Water and Wastewater Management; Employee Health and Safety; Training and Development; Employee Engagement; Diversity, Equity, and Inclusion; Community Engagement; Product Food Safety and Quality; Customer Engagement; Ethics; Data Privacy and Security; Corporate Governance.
3-3 Management of Material Topics	Please see the Sustainability Governance section.

Anti-Corruption

GRI Disclosure	Page/Response
205-1 Operations assessed for risks related to corruption	An internal bribery and corruption risk assessment was undertaken for 100% of our operations in 2023. The risk assessment yielded no major corrective actions.
205-2 Communication and training about anti-corruption policies and procedures	Ring's Code of Conduct, which covers anti-corruption policies and procedures, is communicated to 100% of Ring employees. All employees of Ring, including interns, externs, and volunteers, are required to adhere to Ring's Code of Conduct, which can be accessed at any time via Ring's Employee Handbook. In 2023, all headquarters and salaried plant employees were enrolled in anti-corruption training courses.
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption within the reporting period.

Energy

GRI Disclosure	Page/Response
302-1 Energy consumption within the organization	733,287 GJ – This includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company cars and plane.
302-2 Energy consumption outside of the organization	NA
302-3 Energy intensity	0.00287 GJ/resin lb This metric includes all of Ring's locations (including Oakland HQ, RAPAC, UK, and Canada) and all energy sources – electricity, natural gas, propane, motor gasoline (for company cars), and aviation gasoline (for company plane).
302-4 Reduction of energy consumption	Ring's energy consumption increased 0.54% from 2021 to 2023.
302-5 Reductions in energy requirements of products and services	NA. Ring's sold products do not require energy consumption for use.

Water and Effluents

GRI Disclosure	Page/Response
303-1 Interactions with water as a shared resource	Please see the Water section.
303-2 Management of water discharge-related impacts	Please see the Water section.
303-3 Water withdrawal	255 ML
303-4 Water discharge	255 ML
303-5 Water consumption	Negligible

Emissions

GRI Disclosure	Page/Response
305-1 Direct (Scope 1) GHG emissions	4,972 MT CO_2e - Includes CO_2e emissions associated with natural gas, transportation (owned/leased vehicles), and purchased gases/chemicals at all of Ring's locations.
305-2 Energy indirect (Scope 2) GHG emissions	Location-based: 70,289 MT CO_2e Market-based: 68,798 MT CO_2e Both location-based and market-based emissions include CO_2e emissions associated with purchased electricity at all of Ring's locations.
305-3 Other indirect (Scope 3) GHG emissions	273,740 MT CO_2e
305-4 GHG emissions intensity	0.29 kg CO_2e/resin lb
305-5 Reduction of GHG emissions	Using a market-based approach, Ring's scope 1 and 2 emissions increased by 2.3% in 2023 from a 2021 baseline.
305-6 Emissions of ozone-depleting substances (ODS)	NA
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NA

Waste

GRI Disclosure	Page/Response
306-1 Waste generation and significant waste-related impacts	Ring and RAPAC together generated 1585 MT of recyclable material that was used internally or sold externally for other end uses. RAPAC processed 18894.02 MT of recycled polystyrene.
306-2 Management of significant waste-related impacts	Please see the Waste and Hazardous Materials Management section.
306-3 Waste generated	1585 MT of Recycled Material Scrap
306-4 Waste diverted from disposal	1585 MT of Recycled Material Scrap
306-5 Waste directed to disposal	NA - Due to insufficient data, waste directed to disposal was not tracked this year. Ring is in the process of developing a plan to track waste data more completely to better estimate the total waste generated from operations.

Supplier Environmental Assessment

GRI Disclosure	Page/Response
308-1 New suppliers that were screened using environmental criteria	In 2023, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Sustainability questionnaire to identify sustainability initiatives that may be in alignment and support Rings' sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, diversity, equality and inclusion, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier Sustainability questionnaire to all new and existing suppliers to be completed every year.
308-2 Negative environmental impacts in the supply chain and actions taken	At this time, no material negative environmental impacts in our supply chain have been identified.

Employment

GRI Disclosure	Page/Response
401-1 New employee hires and employee turnover	<table><tr><td colspan="2">Employee Category</td><td>Number of New Hires</td></tr><tr><td rowspan="2">Gender</td><td>Male</td><td>235</td></tr><tr><td>Female</td><td>61</td></tr><tr><td rowspan="3">Age Group</td><td><30</td><td>102</td></tr><tr><td>30-50</td><td>160</td></tr><tr><td>50+</td><td>34</td></tr><tr><td rowspan="3">Region</td><td>US</td><td>290</td></tr><tr><td>UK</td><td>3</td></tr><tr><td>Canada</td><td>3</td></tr><tr><td colspan="2">Total</td><td>296</td></tr></table> For reasons of confidentiality, Ring does not publish specific details about turnover.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Group Life and Accidental Death & Dismemberment, Supplemental Term Life & ADD Insurance (voluntary election), Dental Insurance, Vision Insurance, Health Insurance, HSA with HDHP, Pharmacy, Teledoc, Long Term Disability, Short Term Disability, Employee Assistance Program, Flexible Spending Account, Wellness Program, Accident Insurance (voluntary election), Critical Illness Insurance (voluntary election), 401k Retirement Plan, Financial Wellness Platform
401-3 Parental leave	Ring grants family leave in accordance with the requirements of applicable federal and state law.

Labor/Management Relations

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

Occupational Health and Safety

GRI Disclosure	Page/Response
403-1 Occupational health and safety management system	Ring has adopted elements of a safety management system, including Management Leadership & Employee Participation, Planning, Implementation and Operation, Evaluation and Corrective Action and Management Review to drive the health and safety program. These elements are inherent to Ring culture and the implementation has not been driven by any legal requirements.

403-2 Hazard identification, risk assessment, and incident investigation	Hazard recognition and assessment are an integral part of operations. Specific activities include employee completion and submission of Ring Internal Safety Cards (RISC), safety team and supervisor walkthroughs and hazard discussions prior to undertaking non-routine tasks. Gathered information is reviewed by the safety leader and safety committee, corrective actions established, and hazards are communicated plant wide in a variety of formats. Ongoing feedback and coaching, as well as safety training ensure the quality of the processes. RISC and direct communication with supervisors are the primary means of reporting hazards and hazardous situations. Open communication is a fundamental value at Ring. Ring encourages employees to speak up to their supervisor or any management team member if they are not comfortable in their ability to perform a task safely. All facility incidents that may result in an injury or illness that would be classified as OSHA recordable must be reported to Ring Leadership within 24 hours of the incident and analysis with corporate operations and a team of safety leaders from several plant locations occurs promptly after the incident is reported. All incidents (including first aid and near misses) are communicated company wide. A 30-day follow-up call to confirm corrective actions are also scheduled. Depending on the corrective action the information is shared with other Ring locations. The local facility representatives investigate near misses.
403-3 Occupational health services	Ring employees and temporary employees receive annual audiogram as part of the occupational health services available. To make it accessible, a mobile van is brought to the facility to make the audiograms convenient for all employees. A local occupational health clinic provides consultation for employees that may request consultation. Employees are encouraged to visit the local clinic if there is any concern of an injury or illness. Medical records are maintained in electronic or hard copy confidential files with limited management access.
403-4 Worker participation, consultation, and communication on occupational health and safety	The Ring facilities are fairly small and open communication is a core value. Employees have access to management team members to discuss safety and other topics. There are regular team meetings, safety bulletin boards, etc. Input is regularly solicited by the management team. Formal safety committees exist in all of the Ring facilities. The structure, frequency of meetings, etc. depends on the size of each location. In all cases, employees are represented on the committees.
403-5 Worker training on occupational health and safety	Onboarding includes specific safety training content and annual safety training is provided. Training includes presentations, video training, facilitated group discussions and peer to peer task training. Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) are used to support the training.
403-6 Promotion of worker health	Ring provides services through UMR and their open enrollment process with our Benefits at a Glance (BAAG). Many of the plants provide non-work-related health information including education via employee meetings, presentations, and electronic communications. Most facilities also offer healthy food snacks for employees.
403-7 Prevention and mitigation of occupational health and safety management system	Ring's raw materials, processes, and products are relatively low risk. Continual improvement is part of the Ring culture and means of improving the safety of the processes is part of new equipment installations and results of walkthroughs and incident corrective actions.
403-8 Workers covered by an occupational health and safety management system	100% of Ring's employees and temporary workers are covered by our workplace health and safety management system. At this time, the system has not been audited or certified by an external party.

403-9 Work-related injuries	In 2023, for all employees, including temporary workers: i. Ring had zero fatalities as a result of work-related injury. ii. Days Away, Restricted or Transferred (DART) was 2.41. iii. Ring had 23 recordable incidents. Total Recordable Incident Rate (TRIR) was 2.64. iv. The main types of work-related injuries were lacerations and muscle strains/sprains. v. The total number of hours worked was 1,740,675. DART and TRIR are calculated according to US-OSHA criteria using 200,000 hours worked. Contractors are not included in this disclosure.
403-10 Work-related ill health	In 2023, for all employees: i. Ring had zero fatalities as a result of work-related ill health. ii. Ring had 23 recordable incidents (inclusive of injuries and illnesses). iii. The only type of recorded work-related ill health was two cases of workplace transmitted COVID-19 (respiratory condition). Contractors are not included in this disclosure.

Training and Education

GRI Disclosure	Page/Response
404-1 Average hours of training per year per employee	The typical employee training includes topics such as Safety, Job Function Specific, Ethics, and Data Security. Manufacturing plant employee training will include additional topics such as Quality and Food Safety. The number of hours of training an employee receives is between 36 - 62 hours per year.
404-2 Programs for upgrading employee skills and transition assistance programs	Employees are offered cybersecurity training from KnowBe4. Plant employees undertook safety training and Respect, Dignity, and Diversity Training. Employees in California and Illinois undertake sexual harassment training. A variety of LinkedIn Learning and skills training are offered to all salaried employees.
404-3 Percentage of employees receiving regular performance and career development reviews	<table><tr><td>Employee Category/Gender</td><td>% Received Development Review in 2023</td></tr><tr><td>Hourly</td><td>98%</td></tr><tr><td>Salaried</td><td>99%</td></tr><tr><td>Female</td><td>98%</td></tr><tr><td>Male</td><td>98%</td></tr><tr><td>Overall</td><td>98%</td></tr></table>

Diversity and Equal Opportunity

GRI Disclosure	Page/Response
405-1 Diversity of governance bodies and employees	(see tables below)

		Gender			
	Total	Male	Male %	Female	Female %
Executives	10	8	80%	2	20%
First/Mid Manager	83	66	80%	17	20%
Professional	83	68	82%	15	18%
Technician	17	10	59%	7	41%
Sales	5	3	60%	2	40%
Administrative	30	2	7%	28	93%
Craft Worker	165	160	97%	5	3%
Operatives	286	241	84%	45	16%
Laborers/Helpers	152	108	71%	44	29%
Service Worker	3	1	33%	2	67%
All Employees	834	667	80%	167	20%

This information is collected by HR via Workday and conveys the diversity of Ring's U.S. workforce on December 31, 2023.

		Race			
	Total	White	White %	Non-white	Non-white %
Executives	10	10	100%	0	0%
First/Mid Manager	83	72	87%	11	13%
Professional	83	71	86%	12	14%
Technician	17	15	88%	2	12%
Sales	5	5	100%	0	0%
Administrative	30	23	77%	7	23%
Craft Worker	165	125	76%	40	24%
Operatives	286	153	53%	133	47%
Laborers/Helpers	152	70	46%	82	54%
Service Worker	3	1	33%	2	67%
All Employees	834	545	65%	289	35%

This information is collected by HR via Workday and conveys the racial diversity of Ring's U.S. workforce on December 31, 2023.

		Age Group					
	Total	< 30	< 30 %	30-50	30-50 %	50+	50+ %
Executives	10	0	0%	3	30%	7	70%
First/Mid Manager	83	1	1%	42	50%	41	49%
Professional	83	4	5%	46	55%	33	40%
Technician	17	0	0%	9	53%	8	47%
Sales	5	0	0%	4	80%	1	20%
Administrative	30	1	3%	11	37%	18	60%
Craft Worker	165	22	13%	90	55%	53	32%
Operatives	286	56	20%	148	52%	82	29%
Laborers/Helpers	152	25	16%	49	32%	78	51%
Service Worker	3	0	0%	0	0%	3	100%
All Employees	834	109	13%	402	48%	324	39%

This information is collected by HR via Workday and conveys the diversity of Ring's U.S. workforce on December 31, 2023.

405-2 Ratio of basic salary and remuneration of women to men	For reasons of confidentiality, Ring does not publish specific details about salary and remuneration.

Non-discrimination

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

Freedom of Association and Collective Bargaining

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

Child Labor

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

Forced or Compulsory Labor

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

Community Engagement

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

Supplier Social Assessment

GRI Disclosure	Page/Response
414-1 New suppliers that were screened using social criteria	In 2023, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Sustainability questionnaire to identify sustainability initiatives that may be in alignment and support Rings' Sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, diversity, equality and inclusion, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier Sustainability questionnaire to all new and existing suppliers to be completed every year.
414-2 Negative social impacts in the supply chain and actions taken	At this time, no material negative social impacts in our supply chain have been identified.

Customer Health and Safety

GRI Disclosure	Page/Response
416-1 Assessment of the health and safety impacts of product and service categories	100% of Ring's finished products meet the food contact and regulatory compliance requirements based on Ring's Letter of Continuing Product Guarantee. Each site also maintains a Hazard Analysis and Critical Control Point (HACCP) Plan that assesses the food safety (Biological, Physical, Chemical and Allergenic) risks of our raw materials and process to ensure that control measures are in place to ensure that the consumer would not encounter these risks.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations and/or voluntary codes were identified in 2023.

Customer Privacy

GRI Disclosure	Page/Response
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ring did not identify any leaks, thefts, or losses of customer data in 2023.

SASB Table
Activity Metrics

SASB Accounting Metric	SASB Code	Page/Response
Amount of production, by substrate	RT-CP-000.A	In 2023, Ring sold 255,451,285 lbs (115,871 MT) of plastic resin.
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	100% plastic
Number of employees	RT-CP-000.C	As of December 31, 2023, Ring had 868 employees across all locations.

Greenhouse Gas Emissions

SASB Accounting Metric	SASB Code	Page/Response
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	4,972 MT CO_2e; 0% covered under emissions-limiting regulations
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	Please see the Greenhouse Gas Emissions section.

Air Quality

SASB Accounting Metric	SASB Code	Page/Response
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter	RT-CP-120a.1	NA

Energy Management

SASB Accounting Metric	SASB Code	Page/Response
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	1. 733,287 GJ – This includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company vehicles. 2. 98% 3. 2% 4. 0%

Water Management

SASB Accounting Metric	SASB Code	Page/Response
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	RT-CP-140a.1	1. 255 ML 2. High (40-80%) – 24.9 ML (10%), Extremely high (>80%) – 3.2 ML (1%)
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Please see the Water section.
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	0 incidents of non-compliance associated with water quality permits, standards, and regulations.

Waste Management

SASB Accounting Metric	SASB Code	Page/Response
Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	NA

Product Safety

SASB Accounting Metric	SASB Code	Page/Response
Number of recalls issued, total units recalled	RT-CP-250a.1	0 recalls were issued during the reporting period.
Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Ring stays informed on emerging materials and chemical substances of concern by collaborating with customers and monitoring regulatory communications. Ring then reviews the raw material supplier documentation for references, obtaining the regulatory compliance references as needed, and identifies whether the materials and substances were used in our manufacturing process. If the material or substance is used in the raw materials, Ring will work together with the supplier to find an alternative.

Product Lifecycle Management

SASB Accounting Metric	SASB Code	Page/Response
Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	In 2023, our post-consumer or post-industrial material usage accounted for 9.98% of our materials.
Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	Because all Ring and RAPAC products are recyclable or reusable, 100% of revenue is from products that are recyclable.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Please see the Circular Economy section.

Supply Chain Management

SASB Accounting Metric	SASB Code	Page/Response
Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	65,000 tons of wood fiber (corrugate) was procured in 2023. 100% of procured corrugate was from certified sources.
Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	No aluminum was purchased during the reporting period.