



# Pursuit of Excellence

2025 SUSTAINABILITY REPORT

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# About Ring Container Technologies

## About RING

Ring Container Technologies is a privately held multinational corporation headquartered in Oakland, Tennessee. For over 55 years, we have delivered packaging solutions for the food, agricultural, chemical, and pet care industries. Our packaging includes PET (polyethylene terephthalate) and HDPE (high-density polyethylene) plastic bottles that are 100% recyclable under the Federal Trade Commission Green Guidelines, as they can be collected, separated, or otherwise recovered from the waste stream for reuse or to manufacture another item. With over 900 employees worldwide, our company has become one of North America's largest plastic container manufacturers. Our growth and our customers' success are rooted in:

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



### Own the Results

Take full ownership for outcomes, whether successful or not, and actively seek ways to learn, grow, and improve.



### Change & Innovate

Challenge the status quo, continuously improve processes, and seek smarter, more efficient ways to work.



### Embrace Opportunity

Approach ideas with curiosity and openness, focusing on possibilities instead of obstacles.



### Exceptional Service

Go beyond expectations to solve problems, delight customers, and create moments that truly stand out.



### Respect & Integrity

Be honest, own our mistakes, and act with integrity — even when no one is watching. Always treat others with respect in how we listen, speak, and act.



### Learn on Purpose

Proactively seek knowledge and embrace personal growth; always strive to improve ourselves and our work.

## About RAPAC

For over 40 years, RAPAC has been a key part of the Ring Companies, establishing itself as a leading provider of polystyrene (PS) resins and expandable polystyrene (EPS) void fill solutions. As one of the largest PS recyclers in the United States, RAPAC's EcoSix™ portfolio has been recognized for its sustainability, transforming discarded PS into recycled resins and products while keeping waste out of landfills. In 2025, RAPAC processed over 43 million pounds of recycled material.

RAPAC is a leader in incorporating recycled content and has been awarded for sustainability and Global Recycle Standard (GRS) certified recycled content. RAPAC is committed to providing customers with high-quality, innovative products that are both sustainable and economical by offering PS resins for general use and food applications, as well as EPS products such as loose fill, filler beads, drain beads, and other void fill materials.

# About this Report

Ring Container Technologies Group LLC (Ring) proudly presents our annual Sustainability Report, Pursuit of Excellence. Unless otherwise noted, this report covers our sustainability performance for the 2025 calendar year, which aligns with our fiscal year. This report includes all Ring subsidiaries; all entities included in this report are listed in GRI Disclosure 2-2 in the report appendix.

## Global Reporting Initiative:

This report is written in accordance with the Global Reporting Initiative (GRI) Universal Standards of 2021. GRI is an independent, international organization that provides widely accepted standards for sustainability reporting—the GRI Standards. A GRI Content Index is included in the appendix.

## Sustainable Accounting Standards Board:

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

## AA1000 Assurance Standard:

This report is externally assured under the AA1000 Assurance Standard; please refer to GRI Disclosure 2-5 in the report appendix for more details.

## United Nations Sustainable Development Goals:

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 as a set of 17 interlinked goals that serve 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. More information about Ring's alignment with the SDGs can be found on page 11.

## Forward-Looking Statements:

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

**For comments or questions, please contact us at [insights@ringcontainer.com](mailto:insights@ringcontainer.com).**

# Leadership Letter

## Dear Valued Stakeholders,

As we reflect on 2025, I am proud to share the progress Ring Container Technologies has made on our sustainability journey. Our pursuit of excellence and commitment to breaking the mold have guided us through a year of innovation, collaboration, and measurable impact.

In 2025, we demonstrated our sustainability excellence by earning a Platinum Medal from EcoVadis for the third consecutive year, placing us among the top 1% of companies evaluated. This recognition is a testament to our entire team's dedication and our relentless drive to lead by example in our industry.

In addition to our Platinum EcoVadis Medal, we achieved another major milestone in 2025: [installing a rooftop solar energy system at our Rockford, Illinois, facility](#). Developed in partnership with Solar One, a Texas-based provider of large-scale commercial and industrial solar solutions, the project converts unused rooftop space into a renewable energy source that will directly power plant operations. The solar array will generate approximately 1.2 million kilowatt-hours of electricity per year and reduce greenhouse gas emissions by an estimated 499 tCO<sub>2</sub>e annually.

The rooftop solar panels are part of our strategy to meet our commitment to the Science-Based Targets Initiative (SBTi), which aligns our greenhouse gas reduction goals with the latest climate science. This commitment aligns with our stakeholders and builds on years of closely monitoring our scope 1, 2, and 3 greenhouse gas emissions. As part of our SBTi commitment, we will transparently track and report our progress toward achieving our science-driven targets.

Our sustainability strategy focuses on continually innovating our product portfolio, ensuring our containers meet Federal Trade Commission Green Guidelines for recyclability and, if our customers choose, can be paired with How2Recycle guidance. Our design teams have pushed boundaries by increasing the use of post-consumer recycled content, delivering [superior oxygen protection with less material, and enhancing compatibility with recycling streams](#). These advancements reduce our environmental footprint while empowering our customers to maintain product shelf life without compromising recyclability.

A key tenet of our sustainability strategy is collaboration. In 2025, we engaged with industry groups including the U.S. Plastics Pact, AMERIPEN, and the Association of Plastic Recyclers. By working together with peers, suppliers, and customers, we are accelerating progress toward more reliable recycling infrastructure and a more sustainable future for all.

Our pursuit of excellence extends beyond environmental stewardship. We have made continuous improvements in occupational health and safety, guided by the goal of every team member returning home safely each day. We have additionally invested in employee development, providing opportunities for growth, learning, and leadership at every level of our organization. This year, we are thrilled to have committed to a learning management system (LMS), which will serve as a centralized hub for managing educational activities. The LMS will make skill-building and learning opportunities organized, accessible, and effective for our employees.

In addition to supporting our employees, we also take great pride in supporting the communities where we live and work. Our employees volunteer their time, talents, and treasures, contributing to local organizations and making a tangible difference through donations and hands-on service. In recognition of Ring's positive impact on the Greater Memphis Community, our company was honored to receive a 2025 SPARK Award.

Looking ahead, we are excited to expand our blow molding capabilities at a facility in Whitestown, IN. This investment is another important step in Ring's commitment to reliability, innovation, and sustainability. We will continue to collaborate and challenge ourselves to break the mold—setting new benchmarks for excellence in everything we do and staying rooted in our company values:

- Own the results
- Change & innovate
- Embrace opportunity
- Exceptional service
- Respect & integrity
- Learn on purpose

Together, with your partnership and support, we will build a future that is sustainable for generations to come.

Thank you for joining us on this journey.



Sincerely,

**Brian Smith**

**President and Chief Executive Officer**

# 2025 Year-in-Review

## Innovation

### TRIMLITE®

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



#### INNOVATION DAY

Employees from across the company presented **forward-thinking ideas to enhance our operations**, with team members voting to select the most impactful innovations to advance.

#### HORIZON INNOVATION TEAM (HIT)

**Collaboration** drives the HIT's ability to solve complex customer challenges with innovative, sustainable solutions. By tracking industry trends and conducting rigorous category assessments, we uncover **new opportunities** that advance impactful, environmentally responsible packaging.

## Environmental Stewardship



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



#### SBTI COMMITMENT

Ring committed to setting a near-term **science-based GHG emissions reduction target**, with plans to have our target validated in 2026.



#### ONSITE SOLAR PANELS

Developed in partnership with Solar One, a Texas-based provider of large-scale commercial and industrial solar solutions, **Ring installed a rooftop solar energy system** at our Rockford, Illinois, facility.

## Community Engagement



Ring supported the **Go Red For Women movement**, a national campaign for women's heart health, by showcasing STEM opportunities to middle school girls during the 4th annual STEM Goes Red event, attending the American Heart Association's Go Red for Women Luncheon, and raising awareness on National Wear Red Day.



#### HABITAT FOR HUMANITY HOME BUILD

Ring proudly sponsored our fourth Habitat for Humanity home build, bringing employees together to help **construct a home for a local family in need.**



#### SPARK AWARD

Ring was honored to win a SPARK Award for making a **positive impact in the Greater Memphis community.**

# Materiality

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

**During the assessment, potential material topics were identified through:**

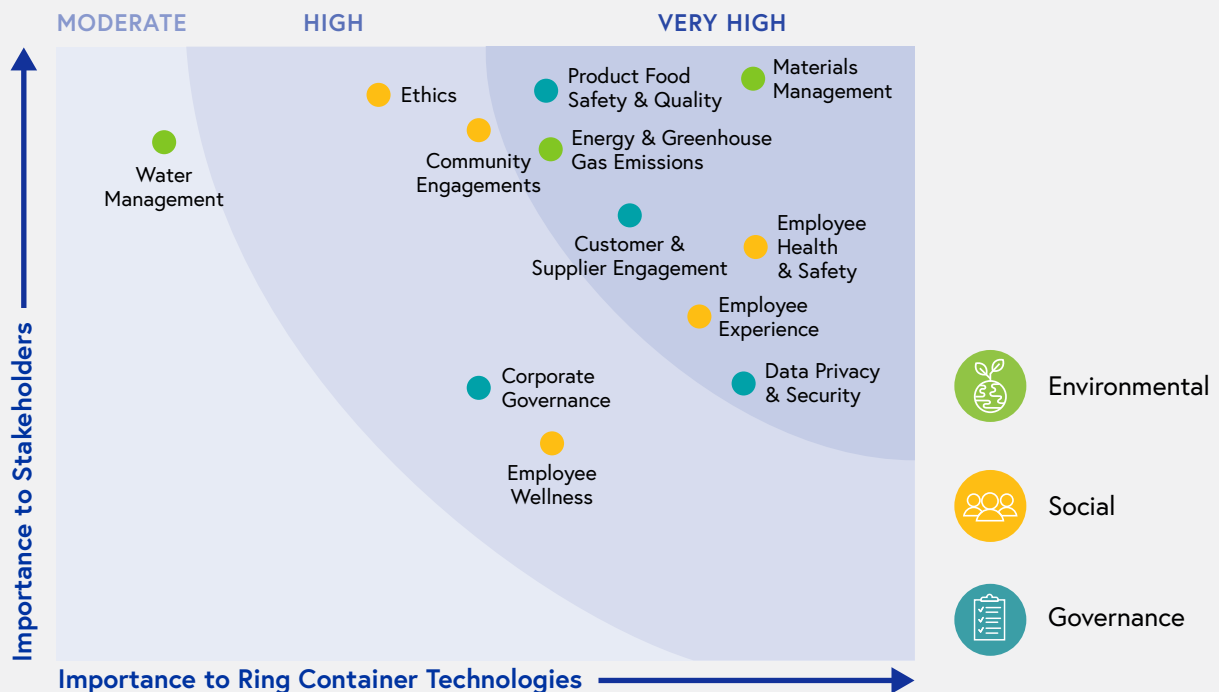
- Materiality assessment results from 2021 (our first materiality assessment)
- Stakeholder feedback sourced from internal interviews, supplier interviews, and customer inquiries
- Desktop research of peer and customer sustainability reports, commitments, and materiality assessments
- Regulatory reviews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

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

**Ring's material topics are:**

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

Compared to our prior reporting period, there are no changes to our material topics.



# Sustainability Governance

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



## Plan

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



## Do

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



## Check

The Steering Committee uses real-time data collection to monitor the effectiveness of initiatives and progress toward company-wide targets. The Committee meets at least every other month to review data trends and progress toward meeting predefined targets.



## Act

The Governance Team evaluates the outcomes tracked by the Sustainability Steering Committee, considers external factors, such as legislation and evolving standards, and revises the company's sustainability goals as needed. At least biannually, the Team outlines actionable steps to improve Ring's sustainability performance.

# SUSTAINABLE DEVELOPMENT GOALS



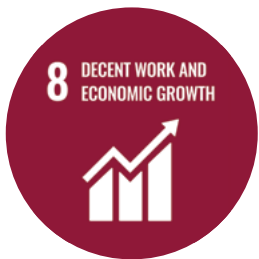


## SDG Target 6.3

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

### Ring's Alignment

Ring participates in Operation Clean Sweep to improve water quality. We are committed to containing all inputs in our manufacturing process to protect our surrounding communities. Review our [Industry Memberships and Endorsements](#) section for more information.



## SDG Target 8.5

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

### Ring's Alignment

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



## SDG Target 12.5

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

### Ring's Alignment

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



## SDG Target 13.3

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

### Ring's Alignment

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



# Environmental

## WHAT WE BELIEVE

We believe in using innovation to improve our environmental performance while helping our customers meet their own sustainability commitments.

## HOW WE MAKE IT HAPPEN

Our Environmental Health, Safety, Quality (EHSQ) and Sustainability Director, supported by our cross-functional Sustainability Steering Committee, leads our efforts to reduce our environmental footprint. Team members at each of our plants and across various departments, including Product Development, Engineering, Sales, Customer Service, Operational Excellence, and Procurement, contribute to our environmental management system. We continue to use the latest industry insights and refine data to drive purposeful solutions that benefit our customers and the communities we serve.

# Highlights



## ECOVADIS PLATINUM

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



## SBTI COMMITMENT

Ring committed to setting a near-term **science-based GHG emissions reduction target**, with plans to have our target validated in 2026.



## ONSITE SOLAR PANELS

Developed in partnership with Solar One, a Texas-based provider of large-scale commercial and industrial solar solutions, **Ring installed a rooftop solar energy system** at our Rockford, Illinois, facility.



## GRS CERTIFICATE

Through third-party verification of the recycled content of RAPAC's EcoSix portfolio, **RAPAC renewed its GRS certification** and continues to be the only GRS-certified pre-consumer PS manufacturer in the U.S.

# Materials Management

## TARGET

Provide a portfolio of 100% recyclable or reusable packaging solutions.

## STATUS



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

## TARGET

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

## STATUS



At the end of 2025, post-consumer or post-industrial recycled materials accounted for 11.09% of Ring's product portfolio.

At Ring Container Technologies, materials management is at the heart of our sustainability strategy. Recognizing that materials management within the plastics industry carries environmental impacts, we focus on strengthening recyclable packaging design, increasing recycled content, and improving the efficiency of material use across our operations. As a leading manufacturer of PET and HDPE plastic containers serving global customers, we are committed to providing a portfolio of 100% recyclable or reusable packaging solutions.<sup>1</sup> This commitment supports our broader goals for our environmental strategy: advancing a circular economy and reducing environmental impact.

## Material Sourcing and Recycled Content

We recognize that sustainable packaging begins with responsible sourcing. Our goal is to convert at least 10% of our total material use to post-consumer or post-industrial recycled materials by 2027. At the end of 2025, recycled materials accounted for 11.09% of our total material use, a nearly 2% increase over 2024. Exceeding our target two years ahead of our target date reflects our dedication to increasing recycled content in our products and driving innovation.

In addition to our strategic material purchases, our design teams continually seek ways to incorporate more recycled materials while maintaining product quality and performance. Our [BarrierGuard® OxygenSmart™](#) (BGOS) PET technology, for example, can incorporate up to 50% post-consumer recycled content without impacting barrier performance, while providing up to 24 months of product protection against the ingress of oxygen.

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

## Award-Winning Innovation

Not only can our proprietary BGOS technology incorporate recycled resin without impacting barrier performance, but it is also **formally recognized by the Association of Plastic Recyclers (APR)** as being non-detrimental to the clear PET recycling stream—a first-to-market for materials of this type. By receiving APR Critical Guidance Recognition, BGOS has demonstrated compliance with the high standards for clear PET resins and molded articles regarding recycling. Traditional barrier systems create problems in the recycling stream, inhibiting the industry's ability to produce high-quality post-consumer resin. Using BGOS, food products requiring oxygen-barrier protection can now maintain freshness, reduce material use, and improve recyclability. This breakthrough enables brands to deliver high-performing, environmentally responsible products.

## Certified Recycled Solutions

In 2025, RAPAC received GRS certification for its EcoSix™ recycled filler bead product, demonstrating RAPAC's leadership in transforming discarded polystyrene into high-quality, sustainable solutions. This is the fourth consecutive year RAPAC has achieved this certification, which provides third-party verification that its products contain at least 50% recycled content. The GRS certification also ensures consistency and alignment in the definition of "recycled" across different applications, as well as additional social and environmental requirements related to operational processing and chemical use.

## Enabling Widely Recyclable Packaging

We are proud to offer BarrierGuard® OxygenSmart™, HotLock® with TRIMLITE® technology, and SmartCAN®—rigid containers that help brands achieve the "Widely Recyclable" designation by How2Recycle®. These solutions empower our customers and end consumers to dispose of our products with confidence by providing a standardized system for educating on proper recycling practices.



### CASE STUDY

## Developing a Fully Recyclable Ketchup Packaging Solution

In collaboration with Aptar, Ring supported The Fremont Company in debuting a fully recyclable ketchup packaging solution. The packaging combines Ring Container's BarrierGuard® OxygenSmart™ PET bottle technology with Aptar's SimpliCycle® TPE valve closure system. Both components are fully recyclable through conventional recycling streams and have earned Critical Guidance Recognition from the Association of Plastic Recyclers (APR). This pairing eliminates the need for consumers to separate the components before disposal. Ring is thrilled to have supported The Fremont Company in developing this solution for its ketchup line and to contribute to more sustainable food packaging.



## Industry Memberships and Endorsements

We recognize that it will require industry- and society-wide changes to fully address plastic end-of-life. As a result, Ring participates in several industry groups to support the development of successful recycling infrastructure. These groups include:



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



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



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



**Operation Clean Sweep (OCS):** Operation Clean Sweep is a voluntary stewardship program led by the Plastics Industry Association that provides clear guidelines and accountability measures to help facilities prevent the release of plastic resin into the environment. For Ring, participation in OCS reflects a long-standing philosophy: Responsible manufacturing requires disciplined systems, engaged employees, and measurable standards.



**Science-Based Targets Initiative (SBTi):** The SBTi is a corporate climate action organization that has developed standards, tools, and guidance that allow companies to set greenhouse gas emissions reduction targets in line with what is needed to reach net-zero by 2050 at the latest. In 2025, Ring formally committed to setting a science-based reduction near-term GHG target. In 2026, Ring is on track to have our target validated by the SBTi.



**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 shared vision of a circular economy for plastics, as outlined by the Ellen MacArthur Foundation's New Plastics Economy Initiative. As a member of the U.S. Plastics Pact, Ring reports data on our product portfolio, including our share of reusable, recyclable, and compostable packaging, as well as our share of virgin, biobased, and recycled content. This data helps track progress toward the New Plastics Economy Initiative's targets.

# Energy and Greenhouse Gas (GHG) Emissions

**TARGET**  
Reduce absolute scope 1 and 2 GHG emissions by 63% by 2035 from a 2024 base year.

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**STATUS**



 **IN PROGRESS**  **ON TRACK**

Ring's absolute scope 1 and 2 GHG emissions (using a market-based methodology) decreased by 15% from 2024 to 2025.

**TARGET**  
Reduce absolute scope 3 GHG emissions by 37.5% by 2035 from a 2024 base year.

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**STATUS**

 **IN PROGRESS**  **ON TRACK**

Ring's absolute scope 3 emissions increased by 1% from 2024 to 2025.

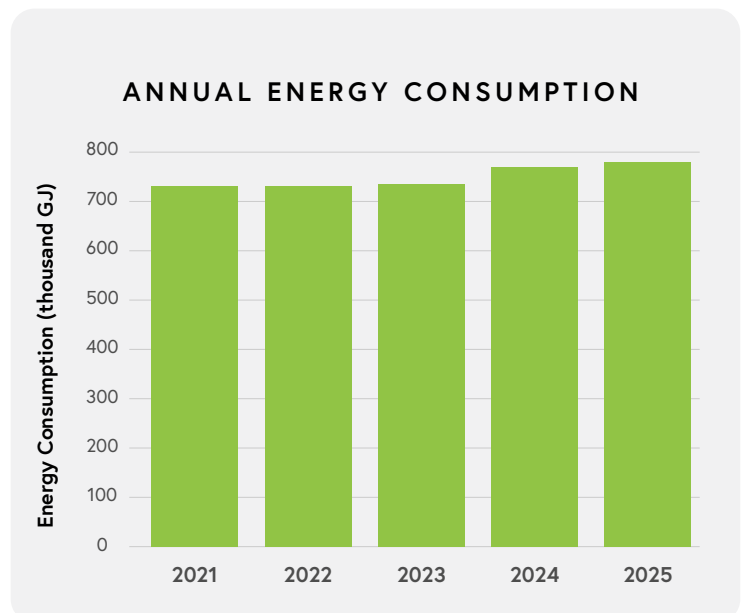
Since 2021, Ring has been calculating and reporting on our GHG emissions inventory. Each year, we refine our approach in line with the latest updates from the Greenhouse Gas Protocol, enabling us to achieve greater accuracy in our emissions accounting and pinpoint hotspots of GHG emissions across our operations and value chain. With confidence and clarity about our GHG emissions, in 2025, we committed to the SBTi and publicly declared our climate-science-backed near-term GHG emissions-reduction target. This target aligns with the increasing number of Ring stakeholders, including our peers and customers, who have set science-based GHG reduction targets.

We established this target in tandem with developing a plan for achieving it. Our GHG reduction plan is multifaceted and includes actions such as installing on-site solar panels, evaluating the feasibility of power purchase agreements, procuring renewable energy credits, advancing energy efficiency measures, and working with our suppliers to minimize the emissions from our value chain. Our Environmental Health, Safety, Quality (EHSQ) and Sustainability Director, supported by our Sustainability Steering Committee, is overseeing the successful implementation of our GHG reduction plan. At least bimonthly, the Committee reviews electricity and natural gas consumption per facility to analyze energy consumption and GHG emission trends, and takes action to understand and, if necessary, correct any anomalies.

## Energy Efficiency

Ring continues to advance our energy efficiency and reduction measures. These measures include replacing propane forklifts with electric-powered Automated Guided Vehicles (AGVs), upgrading our plant support equipment to more energy-efficient models, implementing an air recovery system for compressed air, and upgrading to LED lighting across all our locations.

Ring's total energy consumption increased by 1% in 2025 compared to 2024, largely due to higher aviation fuel usage. Ring's energy intensity (GJ/resin pound) decreased by 7% from 2024 to 2025. The decrease in our energy intensity, despite the increase in our absolute energy use, demonstrates the success of our continued efficiency efforts.





## CASE STUDY

# Onsite Solar Panels

Developed in partnership with Solar One, a Texas-based provider of large-scale commercial and industrial solar solutions, Ring installed a rooftop solar energy system at our Rockford, Illinois, facility. The project converts unused rooftop space into a renewable energy source that will directly power plant operations. The solar array will generate approximately 1.2 million kilowatt-hours of electricity per year and reduce greenhouse gas emissions by an estimated 499 tCO<sub>2</sub>e annually. [See the full video here.](#)

“ This project reflects Ring's belief that sustainability is built into how we operate every day,” said Ring Container Technologies President and CEO Brian Smith. “The Rockford solar installation represents a smart, forward-looking investment that reduces emissions, increases efficiency, and reinforces our long-term reliability as a manufacturer.”

“ Ring Container Technologies continues to set the standard for sustainable manufacturing,” said Solar One CEO Aaron Wilson. “By turning unused roof space into a reliable source of renewable power, they're demonstrating how innovation and environmental responsibility can go hand in hand. We're proud to support Ring's long-term energy and sustainability goals through this installation.”

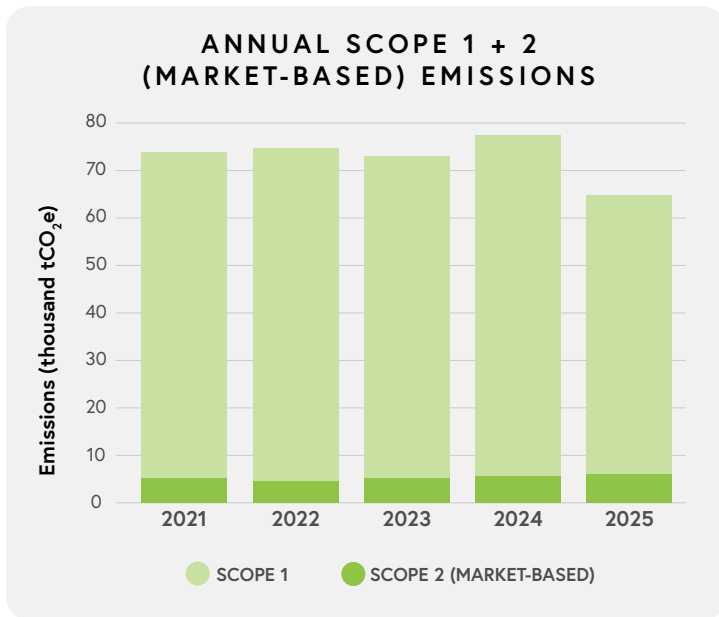


## Greenhouse Gas Inventory

In 2025, Ring's absolute scope 1 and 2 GHG emissions (using a market-based calculation methodology) decreased by approximately 15% from 2024. The decrease in our emissions is primarily due to increased purchases of renewable energy credits in 2025 compared to 2024.

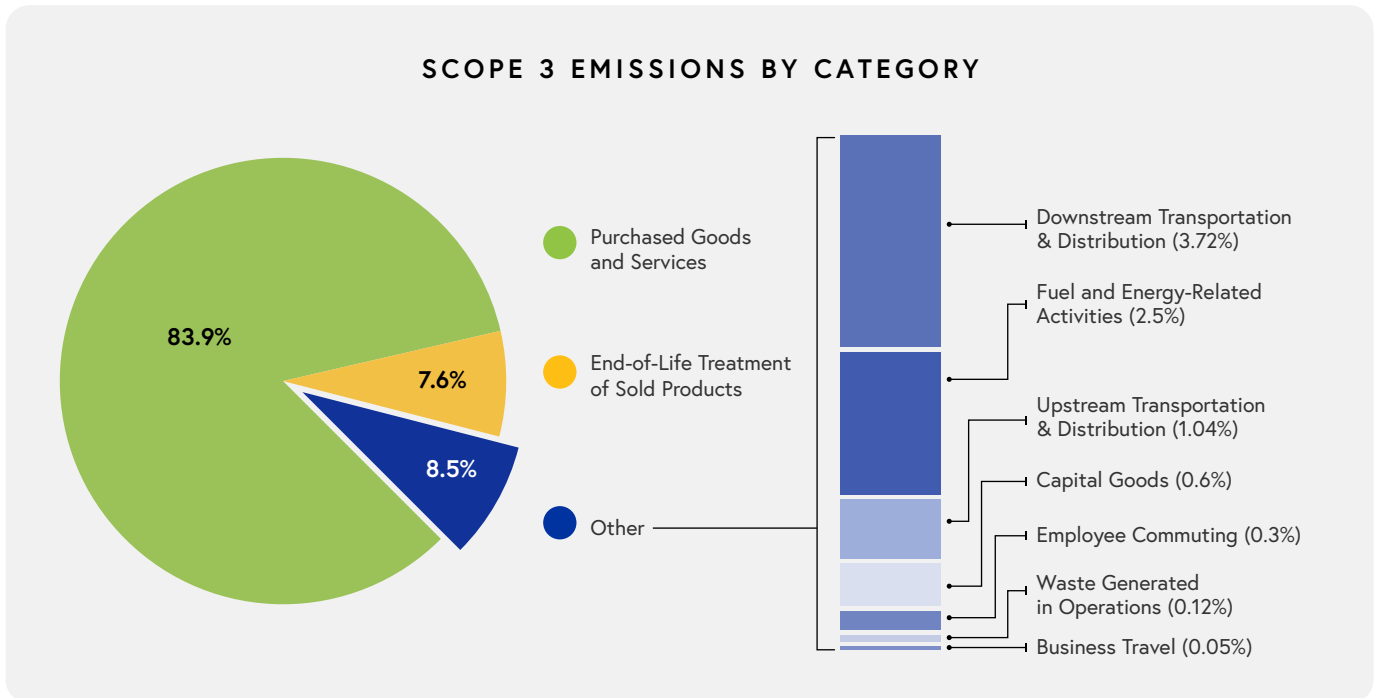
Ring improved our scope 3 data by increasing our proportion of supplier-specific data, thereby improving the accuracy of our largest source of scope 3 emissions: purchased goods and services. Ring will continue to work with our tier-one suppliers and encourage suppliers further upstream to report their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

Our 2025 GHG emissions in metric tons of CO<sub>2</sub> equivalents (tCO<sub>2</sub>e) are:



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

For more information about our greenhouse gas inventory methodology, please see the GRI Content Index in the report appendix, specifically [GRI 305](#) disclosures.



<sup>2</sup>Ring's scope 3 emissions include hotel stay and remote working emissions, both of which are optional under SBTi and not included in Ring's SBTi targets' boundary.



# Social

## WHAT WE BELIEVE

We believe in shaping excellence, fostering growth, and making a positive impact on the world around us.

## HOW WE MAKE IT HAPPEN

Our Human Resources Department manages our employee safety, training, and engagement efforts. Our Human Resources Vice President is part of our Sustainability Governance Team, and three Human Resources Department members also participate in our Sustainability Steering Committee, integrating our people-focused priorities into our overall sustainability strategy and management system. Every team member contributes to maintaining a safe and engaging work environment.

# Highlights



## HABITAT FOR HUMANITY HOME BUILD

Ring proudly sponsored our fourth Habitat for Humanity home build, bringing employees together to help construct a home for a local family in need.



## SPARK AWARD

Ring was honored to win a SPARK Award for making a positive impact in the Greater Memphis community.

## REFRESHED COMPANY VALUES

Shaped by our stories, our experiences, and how we show up for each other every day, Ring is proud to have these values guide our work:

- Own the results
- Change & innovate
- Embrace opportunity
- Exceptional service
- Respect & integrity
- Learn on purpose

## Employee Health and Safety

### Management System and Oversight

As a manufacturing company, we know that a strong safety management system is critical to mitigate the risk of workplace injuries and accidents in our operations. To protect our workers and maintain business continuity, our occupational health and safety management system is designed to foster a proactive safety culture across our operations. Our health and safety management system covers all Ring locations, including all Ring employees, contractors, and visitors. The EHSQ and Sustainability Director, supported by a team of cross-functional safety leaders, leads the implementation and continuous improvement of our safety programs. The system is structured to meet or exceed OSHA requirements and integrates safety into every aspect of our business.

### Hazard Identification, Risk Assessment, and Incident Investigation

Hazard identification is foundational to our safety program. To identify potential hazards, every plant has an established safety observation program that allows employees to report potential unsafe behaviors and conditions. At least quarterly, each plant's safety committee reviews observation reports, analyzes trends across them, and determines appropriate corrective actions to prevent accidents and injuries. To encourage reporting, employees who submit observations are recognized and rewarded through incentive programs.

Complementing our hazard identification program, we also have a structured risk assessment process. We systematically evaluate operational tasks and conditions to identify potential risks to employee health and safety, utilizing a structured Job Safety Analysis (JSA). The JSA determines hazards and precautions, the required personal protective equipment (PPE), ensures employees are trained and qualified to perform the task, and identifies safe work practices and emergency protocols, if applicable. When incidents occur, we apply root cause analysis techniques, such as the "five whys" and fishbone diagrams, to uncover the underlying causes and identify areas for improvement. This structured approach ensures that corrective actions address not just symptoms but also the fundamental causes of incidents, reducing the likelihood of recurrence.

To further strengthen our safety culture, we engage a third-party occupational safety consulting firm to conduct regular health and safety risk assessments. These assessments include equipment safety inspections and evaluations of operational practices. Additionally, each plant undertakes a monthly safety audit. Findings and recommended corrective actions are communicated directly to impacted employees, promoting transparency and accountability in our safety improvement process.

In the event of a safety incident, we follow an incident investigation, recording, and reporting program. This program includes notifying relevant personnel of the incident promptly, ensuring that relevant information is shared and documented, and following up with corrective actions proportional to the incident's root cause.

## Employee Training, Participation, and Consultation

We believe that an informed and engaged workforce is essential to maintaining a safe workplace. All employees receive, at a minimum, safety training upon hire and annually thereafter. Managers and supervisors receive additional training based on their responsibilities. Safety training topics include, but are not limited to, emergency procedures, fall protection awareness, fire extinguisher training, personal protective equipment, machine guarding, hazardous and universal waste management, and lockout/tagout awareness. In addition, we conduct monthly company-wide safety calls to reinforce key safety messages, share lessons learned, and provide a forum for employees to ask questions and share feedback.

In 2025, we rolled out a companywide safety pledge to ensure that each employee understands their responsibilities in maintaining a safe work environment. Employees were asked to sign the safety pledge to signify their commitment to upholding Ring's safety standards. The pledge helped promote accountability and foster a culture of shared responsibility and continuous improvement.

Employees are also actively consulted on safety matters through participation in safety committees and regular safety meetings. Safety information is communicated to employees via numerous methods, such as:

- Sharing monthly safety performance metrics on a dashboard
- Making safety communications available on electronic or bulletin boards
- Starting shift meetings with safety information

## Celebrating Safety at our Plants

### LETHBRIDGE

Employees at Ring's Lethbridge location received fire extinguishers for achieving three years without having a recordable safety incident.

### SIDNEY

Our Sidney employees had a celebratory safety lunch for achieving seven accident-free years. The employees and their families also had an outing to a Dayton Dragons game that included a catered meal.

### ST. JOSEPH

To celebrate an accident-free year, employees were polled to determine how they would most like to be recognized for the achievement. As a result of the poll, food was brought in for each shift, and employees received gift bags filled with the most-requested items from the poll.

### VALDOSTA

Employees gathered for an Employee Appreciation Luncheon to celebrate zero recordable accidents, as well as a 99 SQF score, demonstrating the team's commitment to safety and quality.

## Safety Data Tracking

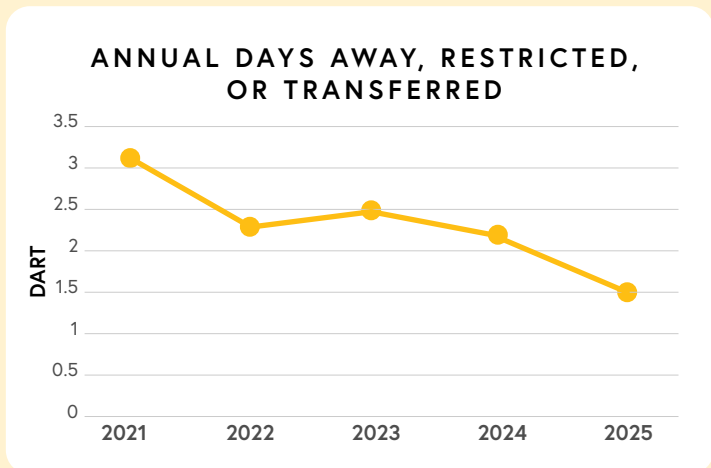
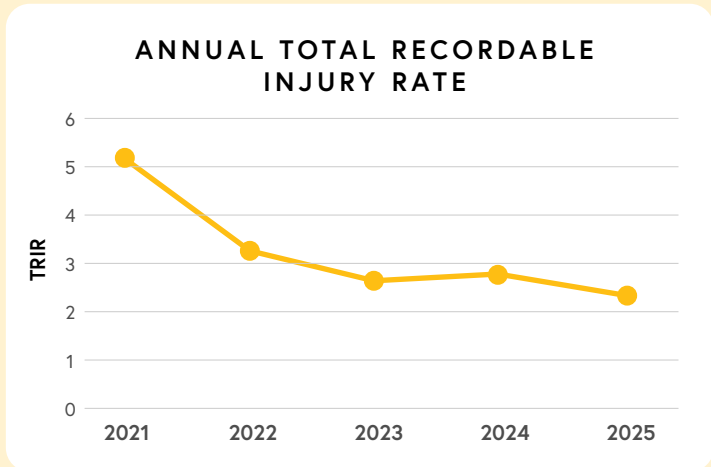
Our safety performance is tracked in real time. Each plant's safety performance is tracked via a safety scorecard, which includes metrics such as:

- Total recordable incident rate (TRIR)
- Days away, restricted, or transferred (DART)
- Near misses
- First aid injuries
- Safety observations
- Safety committee meetings
- Monthly safety audits

This tracking enables us to identify trends, address potential hazards before they lead to incidents, and measure the effectiveness of our safety initiatives.

We use OSHA criteria to track our TRIR and DART rates. The most common types of employee injuries were lacerations and sprains/strains. Ring had zero work-related fatalities in 2025.

Our declining TRIR and DART show the improvements in our safety performance over time. In 2025, we achieved a 15% reduction in our TRIR compared to 2024 and our lowest DART in five years, indicating fewer and less severe safety incidents.



Sidney: Employee & family outing to a Dayton Dragons game



St. Joseph: Employee gift bags



# 50%

of our plant locations were injury free in 2025

# Employee Experience

At Ring, we believe in shaping excellence, fostering growth, and making a positive impact on the world around us. Our culture, our people, our expectations, and the way we work together are unique and are rooted in our values of owning the results, embracing change and innovation, embracing opportunity, providing exceptional service, acting with respect and integrity, and learning on purpose.

## Empowering Career Success

Empowering career success is a cornerstone of our commitment to employee growth, engagement, and sustainability. Investing in our workforce drives individual achievement while strengthening our organization and the communities we serve.



### Training and Leadership Development

We offer a suite of training programs designed to cultivate leadership and professional skills at every level. Our virtual leadership training series covers topics such as business acumen development, change management, strategic planning, and servant leadership. These programs are accessible to employees across our global operations, ensuring that everyone has the opportunity to build the skills needed for career advancement and organizational impact.



### Mentorship Program

Our mentorship program connects senior leaders with junior employees for monthly sessions focused on sharing insights, skills, and real-world project experiences. This initiative fosters a culture of continuous learning and collaboration, enabling junior team members to benefit from the expertise and guidance of seasoned professionals. Through mentorship, we nurture future leaders and encourage knowledge transfer across departments.



### Education Assistance Program

To further support professional development, Ring provides an Education Assistance Program for eligible employees. This program offers financial assistance for tuition, books, and associated fees for both undergraduate and graduate-level coursework. By investing in our employees' education, we help them achieve their academic goals and bring new skills and perspectives to our organization.



### Ring Scholarship Program

Ring is proud to support higher education for the upcoming generation. Ring annually offers 10 scholarships for undergraduate degrees and five for associate degrees to qualified applicants.



### Internal Recruitment and Promotions

We prioritize internal recruitment and promotions, sharing open positions with employees through internal resources and regular email updates. This approach promotes awareness amongst our workforce of advancement opportunities and encourages career growth from within. By promoting from within, we recognize and reward the dedication and talent of our existing team members.



## Commitment to Equal Opportunity and Fair Pay

Ring is committed to fair and equal treatment in all employment-related decisions. Our Equal Employment Opportunity (EEO) Policy guides our practices in hiring, promotions, and other employment actions, establishing that every employee is evaluated based on merit and potential.

The Human Resources Department conducts annual pay analyses regarding equitable compensation for equal work across our workforce. Additionally, we conduct living-wage reviews against a third-party benchmark for all U.S. employees, reinforcing our commitment to fair pay and economic security.

Ring also hosts a Women's Employee Resource Group (ERG), open to everyone in the organization, to provide a dedicated space for Ring employees to connect and support each other in their personal and professional growth. During bi-monthly meetings, the Women's ERG brings in speakers, provides insights on career development, hosts networking events, and more. The Women's ERG also provides time and space for members to socialize, build interpersonal relationships, and connect with other women working at Ring.

Our Women's ERG had a fantastic time empowering our community during Women's History Month. Members of the ERG assisted Fayette Cares, a non-profit organization dedicated to breaking the cycle of homelessness and domestic violence, empowering families in economic crisis to achieve financial stability. Our Ring ERG members helped the staff at Fayette Cares transition their thrift store from winter to spring clothes, enabling the store to open earlier than planned.

These initiatives reflect Ring's dedication to empowering employees and our communities, fostering a culture of excellence. By investing in training, mentorship, education, fair employment practices, and our communities, we help our team members thrive and contribute to shared success.



## Engagement

Employee engagement is fundamental to building a thriving, resilient, and innovative organization. We believe that when our employees are supported and empowered, they are better equipped to drive innovation, deliver exceptional results, and contribute to our shared success. Our commitment to supporting our team members extends beyond the workplace, offering a benefits package and engagement opportunities that promote well-being, security, and personal growth.

### Benefits

For eligible employees, our benefits package includes:

- Dental and vision insurance
- Education assistance
- Employee assistance program
- Flexible spending account
- Life insurance
- Long-term disability
- Medical insurance
- Short-term disability
- Volunteer time off
- Workers' compensation
- 401 (k) plan

### Service Awards

Ring recognizes and appreciates the long-term employment of loyal and dedicated people. We present a service award that includes a certificate and a cash award for every 5-year employment milestone. In 2025, over 100 employees received a Ring service award for anniversaries ranging from 5 to 35 years, including over 30 employees who celebrated at least 15 years with the company. We are truly grateful for the talented individuals who have chosen to make Ring a significant part of their careers.

## Community Events

We encourage community involvement by providing two days of volunteer time off per calendar year, empowering employees to make a positive impact in the communities where we live and work. Some examples of Ring's volunteerism in 2025 included:

### BELLE FOURCHE

Team members from our Belle Fourche location volunteered their time at a local high school career day, helping students explore career paths and supporting their development with guidance and engagement.

### FORT WORTH

Our employees at Fort Worth provided back-to-school support, providing children with a backpack of their choice, essential school supplies, and a gift card.

### OAKLAND

Ring sponsored our fourth home build with Habitat for Humanity. The day was filled with hard work, team spirit, and a reinforced commitment to giving back.

## Engagement Survey

Ring conducts an annual employee engagement survey to gather feedback, assess how well we meet our employees' needs, and identify opportunities to increase employee satisfaction. The survey, overseen and analyzed by an independent third party, achieved a 94% response rate in 2025, including participation from both corporate and plant employees. Our survey participation rate increased by 2% over 2024's survey and 15% over 2023's survey. The high participation rate indicates increased employee engagement and gives us confidence that 2025's survey results accurately reflect our company. Based on responses to whether employees are happy working at Ring, our engagement score was 76, a relatively stable score compared to our past scores.

Each plant took action based on the results of the engagement survey. Our Hanover location, for example, developed a Plant Focus Team. Through monthly meetings, the Plant Focus Team—a small group of employees who meet directly with management—brings forward ideas, suggestions, and issues that the plant manager reviews, addresses, and reports back on at the next meeting to provide transparency and accountability. Hanover also administers Pulse Surveys, along with 60- and 90-day surveys, for all new hires. By comparing results across these touchpoints, the plant manager can quickly spot changes in an individual's experience and partner with direct managers to address concerns immediately. This proactive, multi-layered approach helps create an open, responsive environment where continuous improvement is shaped directly by employee input.

**Barrier Guard**  
OxygenSmart



*Belle Fourche: High School career day*



*Oakland: Habitat for Humanity home build*

# Ethics

Our commitment to business ethics is foundational to our reputation and long-term success. We uphold a Code of Conduct that guides every employee's actions and decisions, promoting business practices that reflect integrity, transparency, and accountability. The Code of Conduct is communicated to all employees via Ring's Employee Handbook, which each employee is required to sign to acknowledge. Failure of any Ring employee to adhere to our Code of Conduct may constitute grounds for disciplinary action up to and including termination.



## Our Code of Conduct is built on the following core principles:



### **Exhibit Honest and Ethical Conduct**

Every employee is expected to act with honesty and integrity in all business dealings, fostering a culture of trust and respect.



### **Use Good Judgment**

We encourage our team members to make thoughtful decisions, considering both the immediate and long-term impacts of their actions.



### **Avoid Conflicts of Interest**

We require all employees to avoid situations where personal interests could conflict with the interests of the company, maintaining objectivity and fairness in all business matters.



### **Comply with All Laws, Rules, and Regulations**

We expect every employee to adhere to all applicable laws, rules, and regulations, upholding the highest standards of legal and ethical compliance.



### **Provide Full, Fair, Accurate, Timely, and Understandable Financial Disclosure**

Our commitment to transparency is reflected in our financial reporting, ensuring that all reports and documents are clear, accurate, and timely.



### **Take Responsibility for Mistakes**

Employees are empowered to acknowledge mistakes, take corrective action, and ensure that issues are properly addressed.

These principles are embedded in our daily operations and decision-making processes, helping us maintain the trust of our stakeholders and the communities in which we operate.



# Governance

## WHAT WE BELIEVE

We believe in promoting a culture of continual improvement that positions us as the supplier of choice for sustainable solutions.

## HOW WE MAKE IT HAPPEN

Ring's Product Development, Engineering, Sales, Customer Service, Operational Excellence, Procurement, and Information Technology professionals oversee our material governance topics: product food safety and quality, data privacy and security, and customer and supplier engagement.

# Highlights



## DATA SECURITY TRAINING COMPLETION RATES

Every other month, 100%<sup>3</sup> of Ring employees completed security training campaigns.



## SUPPLIER ENGAGEMENT

80% of Ring's targeted suppliers (by spend) completed our annual supplier questionnaire and committed to our [Supplier Code of Conduct](#).

## Product Food Safety and Quality

Ensuring the safety and quality of food packaging is fundamental to protecting public health and maintaining customer trust. For manufacturers of PET and HDPE plastic containers, food safety and quality standards are not only regulatory requirements but also core elements of responsible business practice. High standards in this area help prevent contamination, preserve product integrity, and support broader sustainability goals by reducing waste and recalls.

### Commitment to Food Safety and Quality

Our company is dedicated to upholding the highest standards of product food safety and quality throughout our operations. We have a Quality and Food Safety Management System that is fully aligned with the Global Food Safety Initiative (GFSI) standards and current Good Manufacturing Practices (cGMP). This system provides a framework for identifying, evaluating, and controlling food safety hazards at every stage of the manufacturing process.

A cornerstone of our approach is the implementation of the Hazard Analysis and Critical Control Points (HACCP) framework. This internationally recognized methodology enables us to systematically assess potential hazards and establish critical control points to prevent, eliminate, or reduce food safety risks. Our teams monitor regulatory developments and industry best practices to ensure ongoing compliance and proactively address emerging risks.

### Audits, Certifications, and Continuous Improvement

To maintain the effectiveness and compliance of our food safety and quality programs, all manufacturing sites conduct regular internal audits and inspections. These are complemented by annual third-party certifications through the Safe Quality Food Institute (SQFI) or the British Retail Consortium (BRC).

Additionally, 90% of Ring's locations conducted an internal self-assessment of their food safety culture, with an average score of 94%. These internal and external assessments validate that our systems and processes meet or exceed global standards for food safety and quality management.

To further encourage cross-collaboration, in 2025, we launched a quality and food safety committee that included representatives from both HDPE and PET plants. The committee is designed to identify opportunities for continuous improvement and alignment across plants.

### Customer Assurance and Transparency

When our customers receive our products, they can be confident in their food safety and quality. Each shipment is accompanied by a Certificate of Analysis that verifies our adherence to agreed-upon quality specifications. Additionally, we provide a letter outlining our food safety guarantee, regulatory compliance, and compliance with cGMP standards. This transparent documentation assures our customers that our products meet the highest safety, quality, and regulatory compliance standards.

<sup>3</sup>Data security training completion rates exclude employees who left the Company and/or were out on leave during the time of the training.

# Customer and Supplier Engagement

Engaging with customers and suppliers is essential to our business. Strong relationships throughout the value chain help ensure that products meet the highest standards, improve risk management and resilience, drive innovation, and accelerate sustainability goals.

## Customer Engagement

Our company is committed to building lasting partnerships with customers at every level. We engage through several structured initiatives designed to foster collaboration, capture feedback, and drive quality improvements:



### Top-to-Top (T2T) Meetings

These meetings bring together our corporate executive team and the customer's executive leadership to strengthen strategic partnerships, align on shared goals, and address key business challenges.



### Customer-Based Improvement Team (CBIT) Meetings

At the local level, we meet with customer plant management to build relationships, discuss operational needs, and identify opportunities for improvement in safety, quality, and service.



### Customer Warehouse Walkthroughs

By visiting customer warehouses and interacting directly with their employees, we gather valuable feedback and proactively identify areas for enhancing product quality and service delivery.

Through these engagement channels, we ensure that our products consistently meet customer expectations for food safety and quality, and we remain responsive to evolving needs and industry trends.

## Supplier Engagement

Our commitment to sustainability extends to our suppliers. Each year, we send an annual supplier sustainability questionnaire to assess and encourage responsible practices throughout our supply chain. In 2025, to reduce the burden on our suppliers, we streamlined the questionnaire to focus on key information we need from our suppliers: GHG emissions data and a commitment to uphold our [Supplier Code of Conduct](#). With our simplified questionnaire, 80% of our targeted suppliers, by spend, completed the questionnaire. The insights from the questionnaire were used to improve the accuracy of our scope 3 GHG accounting.

We expect all suppliers to uphold our company's Supplier Code of Conduct, which emphasizes ethical behavior, regulatory compliance, and a shared commitment to safety, quality, and environmental stewardship. In 2025, 80% of targeted suppliers, by spend, agreed to uphold Ring's Supplier Code of Conduct or an equivalent code.

In addition to our questionnaire and Code of Conduct, we also incorporate sustainability clauses in 100% of our new and renewed supplier contracts. These clauses include adherence to safe working conditions, environmental standards, ethical practices, and fair and respectful treatment of employees, contractors, and subcontractors.

Lastly, we train our internal buyers in sustainable procurement to make sure our team understands the best practices for supply chain sustainability. One-hundred percent of Ring's Procurement Team is trained in sustainable procurement practices.

By maintaining open communication and clear expectations with our suppliers and keeping our internal team up to date on sustainable procurement practices, we help ensure that our products are manufactured with integrity and that our supply chain supports our sustainability objectives.

# Data Privacy and Security

Protecting data privacy and security is essential for maintaining trust with customers, partners, and employees, as well as for safeguarding sensitive business information. In today's digital landscape, Ring is aware that we must proactively address cybersecurity risks to ensure the integrity and confidentiality of our operations.

## Commitment to Data Privacy and Security

Our company is dedicated to upholding the highest standards of data privacy and security. We follow the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF), which provides a structure for managing and mitigating cybersecurity risks across our organization. Our systems and managed devices are maintained with up-to-date operating system security, required multifactor authentication, and third-party software patches to further reduce vulnerabilities.

## Training and Awareness

We recognize that employee awareness is a critical component of our cybersecurity strategy. To foster a culture of vigilance, we conduct monthly simulated phishing campaigns across 100% of our employees to test and educate our workforce on recognizing and responding to potential threats. Every other month, employees complete online security awareness training modules, and we supplement these with virtual training sessions led by our Information Security Risk Manager. In 2025, 100% of Ring employees completed the information security awareness training campaigns.<sup>3</sup> These ongoing initiatives help our team remain informed about the latest risks and best practices.



**100%**

completion rate of information security awareness campaigns in 2025<sup>4</sup>

## Third-Party Risk Management

Our commitment to data privacy and security extends to our relationships with external partners. We employ third-party management services to evaluate information security risks within our operations and assess our partners' adherence to our data privacy and security standards. These services include, but are not limited to, an enterprise password management application, annual third-party penetration tests, and an objective, data-driven, real-time scoring model of both our own and our critical business partners' cybersecurity programs.

By embedding these measures into our operations, we protect sensitive information and reinforce our commitment to responsible business practices.



<sup>4</sup>Data security training completion rates exclude employees who left the Company and/or were out on leave during the time of the training.



# Sustainability Roadmap

In our pursuit of excellence, we embrace a culture of continual improvement. As such, we have set the following goals to guide our actions in 2026.<sup>5</sup>



## Environmental

### Extended Producer Responsibility (EPR) Readiness

With new and emerging EPR regulations taking effect in the U.S. and Europe, we are working with our customers to be their supplier of choice and ensure EPR readiness.

### Renewable Energy Procurement

We are advancing our renewable energy sourcing, including on-site solar capabilities and renewable energy certificates.



## Social

### New Location in Whitestown, IN

We are thrilled to announce the expansion of our blow molding capabilities at a facility in Whitestown, IN, which will create approximately 56 jobs in the community.

### Health and Safety Advancements

We will continue to advance our safety practices through our safety management system and emphasis on a proactive, integrated approach.



## Governance

### Exceptional Customer Service

We will continue to strengthen our commitment to exceptional customer service through our enhanced quality and food safety strategy. This strategy emphasizes proactive communication, consistent training, defect prevention, and early intervention to deliver products that meet the highest standards.

### Continued Supplier Engagement

Recognizing that our sustainability goals rely on collaboration across our value chain, we will identify opportunities to work with suppliers to help achieve goals such as reducing our scope 3 emissions and increasing our recycled content.

<sup>5</sup>These forward-looking statements reflect our current views with respect to, among other things, our operations, financial performance, and the sustainability matters discussed herein. These forward-looking statements are subject to various risks, uncertainties, assumptions, or changes in circumstances. The forward-looking statements included in this report are made only as of the date of this report, and we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except as required by law.

# Appendix

## Global Reporting Initiative (GRI) Content Index

### Statement of Use

<b>Statement of use</b>	Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI sector standards used.

### GRI 2: General Disclosures 2021

GRI Disclosure	Page/Response
2-1 Organizational details	<p>Legal name: Ring Container Technologies Group, LLC</p> <p>Nature of ownership: Privately owned</p> <p>Headquarters location: Oakland, TN</p> <p>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</p>
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	<p>Reporting period: 1/1/2025 - 12/31/2025</p> <p>Frequency of reporting: Annual</p> <p>Report publication date: April 2026</p> <p>Contact point for any questions: <a href="mailto:insights@ringcontainer.com">insights@ringcontainer.com</a></p>
2-4 Restatements of information	Due to ongoing improvements in our greenhouse gas emissions inventory data collection, Ring's 2024 scope 3 emissions have been recalculated. The scope 3 emissions recalculation resulted in a slight increase in scope 3 emissions.
2-5 External assurance	<p>Ring has adhered to the AA1000AS v3 2020 standard and prepared this report to support a Type 2 Moderate level of assurance for reliable and quality performance data for the year ending 31 December 2025.</p> <p><a href="#">Our assurance report can be found here.</a></p>
2-6 Activities, value chain, and other business relationships	<p>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.</p> <p>RAPAC is a subsidiary of Ring and a leader in recycled polystyrene resins and finished products.</p>

2-7

Employees

Region	Employee Type	Male	Female	Total
US	Hourly	492	113	605
	Salaried	199	66	265
	<b>Total</b>	<b>691</b>	<b>179</b>	<b>870</b>
UK	Hourly	10	0	10
	Salaried	7	1	8
	<b>Total</b>	<b>17</b>	<b>1</b>	<b>18</b>
Canada	Hourly	11	3	14
	Salaried	4	1	5
	<b>Total</b>	<b>15</b>	<b>4</b>	<b>19</b>
All Locations	Hourly	513	116	629
	Salaried	210	68	278
	<b>Total</b>	<b>723</b>	<b>184</b>	<b>907</b>

This data is collected via Ring's HR system and conveys Ring's employee base as of December 31, 2025. No significant fluctuations in the number of employees occurred during the reporting period.

2-8

Workers who are not employees

Ring had 208 total temporary workers for the year 2025.

2-9

Governance structure and composition

Ring's executive leadership team functions as its highest governance body and comprises a cross-disciplinary team of 10 leaders that provide strategic and operational direction to the company.

2-10

Nomination and selection of the highest governance body

As a private company, there is not a nomination process for the executive leadership team, Ring's highest governance body.

2-11

Chair of the highest governance body

The executive leadership team does not have a chair, but Brian Smith served as the President/CEO during the reporting period.

2-12

Role of the highest governance body in overseeing the management of impacts

Please see the [Sustainability Governance](#) section.

2-13

Delegation of responsibility for managing impacts

Please see the [Sustainability Governance](#) section.

2-14

Role of the highest governance body in sustainability reporting

Ring's leadership understands that our sustainability impacts are important to our employees, customers, and communities in which we operate. As such, our leadership is actively engaged in overseeing our corporate sustainability strategy and reporting.

2-15

Conflicts of interest

Ring's Employee Handbook prohibits employees from misusing their authority or the influence of their position. Employees are required to acknowledge the Handbook during onboarding.

2-16

Communication of critical concerns

As executives are actively involved in managing Ring's strategy and operations on a daily basis, critical concerns are readily communicated and addressed within the team.

2-17 Collective knowledge of the highest governance body	Members of the executive team participate in biannual Sustainability Governance Team meetings that shape Ring's approach and actions across 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. Performance evaluation 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 a 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 confidentiality reasons, Ring does not publish specific compensation details.
2-22 Statement on sustainable development strategy	Please see the <a href="#">opening letter from our leadership</a> .
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 <a href="#">Ethics</a> section.
2-26 Mechanisms for seeking advice and raising concerns	Ring's Whistleblower Policy provides multiple ways for employees to raise concerns about illegal or dishonest fraudulent activity confidentially and without fear of retaliation. The employee can contact their immediate supervisor or the Human Resources Department or can use the Human Resources Hotline to raise concerns or make formal complaints.
2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations occurred during the reporting period.
2-28 Membership associations	AMERIPEN; The Association of Plastic Recyclers (APR); How2Recycle; Ag Container Recycling Council (ACRC); Amazon Packaging Support and Supplier Network (APASS); Operation Clean Sweep, Sustainable Packaging Coalition (SPC); U.S. Plastics Pact
2-29 Approach to stakeholder engagement	Please see the <a href="#">Materiality Assessment</a> and <a href="#">Community Engagement</a> sections.
2-30 Collective bargaining agreements	None of Ring's employees are currently covered by collective bargaining agreements.

## GRI 3: Material Topics 2021

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

## GRI 205: Anti-Corruption 2016

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 Ring's operations in 2025. 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 2025, 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 at Ring in 2025.

## GRI 301: Materials 2016

GRI Disclosure	Page/Response
301-1 Materials used by weight or volume	Weight of input materials: 2023: 128,510,000 lbs of corrugate; 226,400,407 lbs of resin 2024: 121,680,000 lbs of corrugate; 232,716,654 lbs of resin 2025: 138,530,000 lbs of corrugate; 378,037,864 lbs of resin
301-2 Recycled input materials used	Percent of recycled resin in product portfolio: 2023: 9.98% 2024: 9.27% 2025: 11.09%
301-3 Reclaimed products and their packaging materials	At this time, Ring does not reclaim our products or packaging materials. Ring focuses on recyclability.

## GRI 302: Energy 2016

GRI Disclosure	Page/Response
302-1 Energy consumption within the organization	<p>Ring's energy consumption in 2025 = 782,958 GJ. Less than 1 GJ was generated from renewable sources.</p> <p>This metric includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company cars and plane.</p>
302-2 Energy consumption outside of the organization	This disclosure is not applicable for Ring's products.
302-3 Energy intensity	<p>0.003 GJ/ resin lb</p> <p>Our intensity denominator is the pounds of resin throughput across all of our manufacturing facilities.</p> <p>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).</p>
302-4 Reduction of energy consumption	<p>From 2024 to 2025, Ring's energy consumption increased by 4,846 GJ.</p> <p>This metric includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company cars and plane.</p> <p>Ring's base year for our energy calculations is 2024, selected for its high data availability, which enables it to serve as a complete representative base year for comparison.</p> <p>The increase in energy consumption from 2024 to 2025 is largely due to higher aviation fuel consumption and a moderate increase in natural gas use.</p>
302-5 Reductions in energy requirements of products and services	This disclosure is not applicable for Ring's products.

## GRI 303: Water and Effluents 2018

GRI Disclosure	Page/Response
303-1 Interactions with water as a shared resource	<p>Across our plants, our water use is primarily process water (i.e., water used in our manufacturing process). Our other water uses include water for breakrooms, restrooms, and, where applicable, landscaping irrigation. Our chilled water systems are closed loops, allowing for process water recycling and reuse.</p> <p>Our water-related impacts, risks, and opportunities were evaluated as part of our double materiality assessment. Compared to our other environmental impacts, water was not deemed to be a material topic. Nevertheless, Ring still tracks our water withdrawal to quickly identify and correct any inefficiencies. At this time, Ring does not have any water-related targets.</p>
303-2 Management of water discharge-related impacts	<p>Ring is a member of Operation Clean Sweep, a campaign dedicated to helping plastic resin handling operations achieve zero plastic resin loss to the environment. Ring has committed to prioritizing zero resin loss to waterways and protecting the environment. We have made strides by creating internal procedures and metrics, upgrading our facilities, and providing employee training. We are participating in quarterly data reporting for OCS Core Metrics and are proud to have achieved our zero-resin-loss goals.</p>
303-3 Water withdrawal	Ring withdrew approximately 68,080,387 gallons of water in 2025.
303-4 Water discharge	Ring's water discharge is roughly equal to our water withdrawal, approximately 68,080,387 gallons in 2025.
303-5 Water consumption	Ring's water withdrawal is roughly equal to our water discharge, making our water consumption negligible.

## GRI 305: Emissions 2016

GRI Disclosure	Page/Response
<p><b>305-1</b> Direct (Scope 1) GHG emissions</p>	<p>2025 scope 1 emissions = 6,119 tCO<sub>2</sub>e</p> <p>This metric includes CO<sub>2</sub>e emissions associated with natural gas, transportation (owned/leased vehicles), and purchased gases/chemicals at all of Ring's locations.</p> <p>Ring does not produce biogenic emissions.</p> <p>Ring's base year for our emissions calculations is 2024, selected for its high data availability, which enables it to serve as a complete representative base year for comparison. Our scope 1 emissions in 2024 were 5,974 tCO<sub>2</sub>e.</p> <p>Ring calculated our GHG inventory in accordance with the Greenhouse Gas Protocol using the operational control approach. Our inventory accounts for all GHG emissions applicable to operations, including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs. More details on our emissions factors used and methodology can be provided upon request.</p>
<p><b>305-2</b> Energy indirect (Scope 2) GHG emissions</p>	<p>2025 scope 2 emissions (gross location-based) = 66,981 tCO<sub>2</sub>e</p> <p>2025 scope 2 emissions (gross market-based) = 58,687 tCO<sub>2</sub>e</p> <p>Location-based emissions include CO<sub>2</sub>e emissions associated with purchased electricity, and market-based emissions include CO<sub>2</sub>e emissions associated with purchased electricity and renewable energy certificates at all of Ring's locations.</p> <p>Ring's base year for our emissions calculations is 2024, selected for its high data availability, which enables it to serve as a complete representative base year for comparison. Our scope 2 gross location-based emissions in 2024 were 68,287 tCO<sub>2</sub>e. Our scope 2 gross market-based emissions in 2024 were 69,839 tCO<sub>2</sub>e.</p> <p>Ring calculated our GHG inventory in accordance with the Greenhouse Gas Protocol using the operational control approach. Our inventory accounts for all GHG emissions applicable to operations, including CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. More details on our emissions factors used and methodology can be provided upon request.</p>
<p><b>305-3</b> Other indirect (Scope 3) GHG emissions</p>	<p>2025 scope 3 emissions = 609,013 tCO<sub>2</sub>e</p> <p>Ring does not produce biogenic emissions.</p> <p>See the Greenhouse Gas section of this report for details on the categories included in our scope 3 inventory.</p> <p>Ring's base year for our emissions calculations is 2024, selected for its high data availability, which enables it to serve as a complete representative base year for comparison. Our scope 3 emissions in 2024 were 604,585 tCO<sub>2</sub>e.</p> <p>Ring calculated our GHG inventory in accordance with the Greenhouse Gas Protocol using the operational control approach. Our inventory accounts for all GHG emissions applicable to operations, including CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. More details on our emissions factors used and methodology can be provided upon request.</p>
<p><b>305-4</b> GHG emissions intensity</p>	<p>Ring's GHG emissions intensity using scope 1 (direct) and gross market-based scope 2 (energy indirect) emission equals 0.0002 tCO<sub>2</sub>e / resin lbs.</p> <p>Our intensity denominator is the pounds of resin throughput across all of our manufacturing facilities. Our inventory accounts for all GHG emissions applicable to operations, including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs.</p>
<p><b>305-5</b> Reduction of GHG emissions</p>	<p>From 2024 to 2025, Ring's scope 1 and gross market-based scope 2 emissions decreased by 11,875 tCO<sub>2</sub>e.</p> <p>Ring's base year for our emissions calculations is 2024, selected for its high data availability, which enables it to serve as a complete representative base year for comparison.</p> <p>Ring's scope 2 (energy indirect) drove the GHG reductions, in large part due to our increased purchase of renewable energy credits in 2025 compared to 2024.</p> <p>Ring calculated our GHG inventory in accordance with the Greenhouse Gas Protocol using the operational control approach. Our inventory accounts for all GHG emissions applicable to operations, including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs. More details on our emissions factors used and methodology can be provided upon request.</p>

<b>305-6</b> Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Ring as our operations do not produce chlorofluorocarbons (CFCs) or hydrochlorofluorocarbons (HCFCs).
<b>305-7</b> Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This disclosure is not applicable to Ring as our operations produce negligible amounts of nitrogen oxides (NOx) or sulfur oxides (SOx).

## GRI 306: Waste 2020

GRI Disclosure	Page/Response
<b>306-1</b> Waste generation and significant waste-related impacts	Ring and RAPAC together generated 1838 MT of recyclable material that was used internally or sold externally for other end uses. RAPAC processed 19,730 MT of recycled polystyrene.
<b>306-2</b> Management of significant waste-related impacts	Please see the <a href="#">Materials Management</a> section.
<b>306-3</b> Waste generated	1,848 MT of recycled material scrap
<b>306-4</b> Waste diverted from disposal	1,848 MT of recycled material scrap
<b>306-5</b> Waste directed to disposal	Due to insufficient data, waste directed to disposal was not tracked this year. Ring is in the process of developing a plan to track waste data more completely to better estimate the total waste generated from operations.

## GRI 308: Supplier Environmental Assessment 2016

GRI Disclosure	Page/Response
<b>308-1</b> New suppliers that were screened using environmental criteria	In 2025, we asked targeted suppliers to acknowledge our Supplier Code of Conduct. Selected suppliers were also asked to complete a Supplier Sustainability questionnaire to identify initiatives that may be aligned with and support Ring's sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier Sustainability Questionnaire to all new and existing suppliers for completion annually.
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	At this time, no negative environmental impacts in our supply chain have been identified.

## GRI 401: Employment 2016

GRI Disclosure	Page/Response																							
<b>401-1</b> New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Employee Category</th> <th>Number of New Hires</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>283</td> </tr> <tr> <td>Female</td> <td>86</td> </tr> <tr> <td rowspan="3">Age Group</td> <td>&lt;30</td> <td>113</td> </tr> <tr> <td>30-50</td> <td>193</td> </tr> <tr> <td>50+</td> <td>63</td> </tr> <tr> <td rowspan="3">Region</td> <td>US</td> <td>362</td> </tr> <tr> <td>UK</td> <td>3</td> </tr> <tr> <td>Canada</td> <td>4</td> </tr> <tr> <td><b>Total</b></td> <td><b>369</b></td> </tr> </tbody> </table> <p>For reasons of confidentiality, Ring does not publish specific details about turnover.</p>	Employee Category	Number of New Hires	Gender	Male	283	Female	86	Age Group	<30	113	30-50	193	50+	63	Region	US	362	UK	3	Canada	4	<b>Total</b>	<b>369</b>
Employee Category	Number of New Hires																							
Gender	Male	283																						
	Female	86																						
Age Group	<30	113																						
	30-50	193																						
	50+	63																						
Region	US	362																						
	UK	3																						
	Canada	4																						
<b>Total</b>	<b>369</b>																							
<b>401-2</b> 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																							
<b>401-3</b> Parental leave	Ring grants family leave in accordance with the requirements of applicable federal and state law.																							

## GRI 402: Labor/Management Relations 2016

GRI Disclosure	Page/Response
<b>402-1</b> 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.

## GRI 403: Occupational Health & Safety 2018

GRI Disclosure	Page/Response
<b>403-1</b> Occupational health and safety management system	Ring has adopted elements of a safety management system, including Management Leadership & Commitment, Employee Consultation and Participation, Safety Committee, Hazard Identification and Risk Assessment and Opportunities, Training, Education, Awareness and Communication, and Performance Evaluation to drive the health and safety program. These elements are inherent to Ring culture, and the implementation has not been driven by any legal requirements.

<p><b>403-2</b> Hazard identification, risk assessment, and incident investigation</p>	<p>Hazard recognition and assessment are an integral part of operations. Specific activities include employee participation in their plant's safety observation program, in which they promptly report any hazards. Safety committee members and supervisors perform monthly safety inspections of their facility to identify any hazards. Specific departments perform Job Safety Analysis prior to non-routine tasks to identify and address hazards. Gathered information is reviewed by the safety leader and safety committee, corrective actions are established, and hazards are communicated plant-wide in a variety of formats. Ongoing feedback and coaching, as well as safety training, ensure the quality of the processes.</p> <p>Safety observations and direct communication with supervisors are the primary means of reporting hazards and hazardous situations. Open communication is a fundamental value at Ring.</p> <p>Ring encourages employees to speak up to their supervisor or any management team member if they are not comfortable with their ability to perform a task safely.</p> <p>All facility incidents that may result in an injury or illness (that would be classified as OSHA recordable or first aid) must be reported to Ring Leadership within 24 hours of the incident, and analysis with corporate operations and safety representatives occurs within 48 hours. A 30-day follow-up call to confirm corrective actions is also scheduled. Depending on the corrective action, the information is shared with other Ring locations. The local facility representatives investigate near misses.</p>
<p><b>403-3</b> Occupational health services</p>	<p>Ring employees and temporary employees receive an annual audiogram as part of the occupational health services available. To make it accessible, a mobile van is brought to the facility to provide convenient audiograms for all employees. A local occupational health clinic provides consultations for employees who request them. Employees are encouraged to visit the local clinic if they have any concerns about an injury or illness. Medical records are maintained in electronic or hard copy confidential files with limited management access</p>
<p><b>403-4</b> Worker participation, consultation, and communication on occupational health and safety</p>	<p>The Ring facilities are fairly small, and open communication is a core value. Employees can access members of the management team to discuss safety and other topics. Employees must follow all safety rules and work procedures, report hazards promptly, participate in the facility's Safety Observation program, actively engage in safety training, and report near misses and injuries/illnesses promptly. There are regular team meetings, safety bulletin boards, etc. Input is regularly solicited by the management team.</p> <p>Formal safety committees exist in all of the Ring facilities. Each facility will hold monthly safety committee meetings and will have additional representatives from different job classifications, including management, who will participate as needed. The Safety Committee will have a chairperson and representatives from different departments and shifts within the plant. The committee will have a predetermined number of members, depending on the facility's size and complexity. In all cases, employees are represented on the committees.</p>
<p><b>403-5</b> Worker training on occupational health and safety</p>	<p>Onboarding includes specific safety training content and annual safety training is provided. Training includes presentations, video training, facilitated group discussions and peer to peer task training. Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) are used to support the training.</p>
<p><b>403-6</b> Promotion of worker health</p>	<p>Ring provides services through UMR and their open enrollment process with our Benefits at a Glance (BAAG).</p> <p>Many of the plants provide non-work-related health information, including education via employee meetings, presentations, and electronic communications. Most facilities also offer healthy food snacks for employees.</p>
<p><b>403-7</b> Prevention and mitigation of occupational health and safety management system</p>	<p>Ring's raw materials, processes, and products are relatively low risk. Continual improvement is part of the Ring culture and means of improving the safety of the processes is part of new equipment installations and results of walkthroughs, employee safety observations, and incident corrective actions.</p>
<p><b>403-8</b> Workers covered by an occupational health and safety management system</p>	<p>100% of Ring's employees and temporary workers are covered by our workplace health and safety management system. At this time, the system has not been audited or certified by an external party.</p>

<p><b>403-9</b> Work-related injuries</p>	<p>In 2025, for all employees, including temporary workers:</p> <ul style="list-style-type: none"> <li>i. Ring had zero fatalities as a result of work-related injury.</li> <li>ii. Days Away, Restricted or Transferred (DART) was 1.50.</li> <li>iii. Ring had 22 recordable incidents. Total Recordable Incident Rate (TRIR) was 2.36.</li> <li>iv. The main types of work-related injuries were lacerations and sprains/strains.</li> <li>v. The total number of hours worked was roughly 1.86 million. DART and TRIR are calculated according to US-OSHA criteria using 200,000 hours worked.</li> </ul> <p>Contractors are not included in this disclosure.</p>
<p><b>403-10</b> Work-related ill health</p>	<p>In 2025, for all employees:</p> <ul style="list-style-type: none"> <li>i. Ring had zero fatalities as a result of work-related ill health.</li> <li>ii. Ring had 22 recordable incidents (inclusive of injuries and illnesses).</li> </ul> <p>Contractors are not included in this disclosure.</p>

## GRI 404: Training and Education 2016

GRI Disclosure	Page/Response												
<p><b>404-1</b> Average hours of training per year per employee</p>	<p>The typical employee training includes topics such as safety, job function-specific, ethics, and data security. Manufacturing plant employee training will include additional topics such as Quality and Food Safety. The number of hours of training an employee receives is between 36 - 62 hours per year</p>												
<p><b>404-2</b> Programs for upgrading employee skills and transition assistance programs</p>	<p>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. Various LinkedIn Learning and skills training are offered to all salaried employees.</p> <p>In 2025, headquarters and salaried employees completed Harassment and Code of Conduct Training. This included Sexual Harassment training (93% completed) and Ethics and Code of Conduct (93% completed).</p>												
<p><b>404-3</b> Percentage of employees receiving regular performance and career development reviews</p>	<table border="1"> <thead> <tr> <th data-bbox="464 1136 854 1178">Employee Category/Gender</th> <th data-bbox="854 1136 1328 1178">% Received Development Review in 2024</th> </tr> </thead> <tbody> <tr> <td data-bbox="464 1178 854 1220">Hourly</td> <td data-bbox="854 1178 1328 1220">98%</td> </tr> <tr> <td data-bbox="464 1220 854 1262">Salaried</td> <td data-bbox="854 1220 1328 1262">95%</td> </tr> <tr> <td data-bbox="464 1262 854 1304">Female</td> <td data-bbox="854 1262 1328 1304">93%</td> </tr> <tr> <td data-bbox="464 1304 854 1346">Male</td> <td data-bbox="854 1304 1328 1346">99%</td> </tr> <tr> <td data-bbox="464 1346 854 1388"><b>Overall</b></td> <td data-bbox="854 1346 1328 1388"><b>97%</b></td> </tr> </tbody> </table>	Employee Category/Gender	% Received Development Review in 2024	Hourly	98%	Salaried	95%	Female	93%	Male	99%	<b>Overall</b>	<b>97%</b>
Employee Category/Gender	% Received Development Review in 2024												
Hourly	98%												
Salaried	95%												
Female	93%												
Male	99%												
<b>Overall</b>	<b>97%</b>												

# GRI 405: Diversity and Equal Opportunity 2016

GRI Disclosure	Page/Response
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**405-1**  
Diversity of governance bodies and employees

	Gender				
	Total	Male	Male %	Female	Female %
Executives	12	9	75%	3	25%
First/Mid Manager	85	67	79%	18	21%
Professional	92	72	78%	20	22%
Technician	19	11	58%	8	42%
Sales	8	5	63%	3	38%
Administrative	29	2	7%	27	93%
Craft Worker	189	176	93%	13	7%
Operatives	281	226	80%	55	20%
Laborers/Helpers	151	122	81%	29	19%
Service Worker	4	1	25%	3	75%
<b>All Employees</b>	<b>870</b>	<b>691</b>	<b>79%</b>	<b>179</b>	<b>21%</b>

This information is collected by HR via Workday and conveys the gender diversity of Ring's U.S. workforce on December 31, 2025.

	Race				
	Total	White	White %	Non-White	Non-White %
Executives	12	12	100%	0	0%
First/Mid Manager	85	75	88%	10	12%
Professional	92	80	87%	12	13%
Technician	19	17	89%	2	11%
Sales	8	7	88%	1	13%
Administrative	29	26	90%	3	10%
Craft Worker	189	136	72%	53	28%
Operatives	281	142	51%	139	49%
Laborers/Helpers	151	70	46%	81	54%
Service Worker	4	2	50%	2	50%
<b>All Employees</b>	<b>870</b>	<b>567</b>	<b>65%</b>	<b>303</b>	<b>35%</b>

This information is collected by HR via Workday and conveys the racial diversity of Ring's U.S. workforce on December 31, 2025.

**405-1**  
Diversity of governance bodies and employees

	Age						
	Total	<30	<30 %	30-50	30-50 %	50+	50+ %
Executives	12	0	0%	4	33%	8	67%
First/Mid Manager	85	2	2%	45	53%	38	45%
Professional	92	3	3%	50	54%	39	42%
Technician	19	0	0%	10	53%	9	47%
Sales	8	1	13%	6	75%	1	13%
Administrative	29	1	3%	10	34%	18	62%
Craft Worker	189	21	11%	110	58%	58	31%
Operatives	281	65	23%	142	51%	74	26%
Laborers/Helpers	151	29	19%	49	32%	73	48%
Service Worker	4	1	25%	0	0%	3	75%
<b>All Employees</b>	<b>870</b>	<b>123</b>	<b>14%</b>	<b>426</b>	<b>49%</b>	<b>321</b>	<b>37%</b>

This information is collected by HR via Workday and conveys the age diversity of Ring's U.S. workforce on December 31, 2025.

**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

## GRI 406: Non-discrimination 2016

**GRI Disclosure**

**Page/Response**

**406-1**  
Incidents of discrimination and corrective actions taken

Ring had one EEOC claim in 2025. This incident was reviewed and settled through mediation and is no longer subject to further action.

## GRI 407: Freedom of Association and Collective Bargaining 2016

**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.

## GRI 408: Child Labor 2016

GRI Disclosure	Page/Response
<b>408-1</b> 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.

## GRI 409: Forced or Compulsory Labor 2016

GRI Disclosure	Page/Response
<b>409-1</b> 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.

## GRI 413: Local Communities 2016

GRI Disclosure	Page/Response
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	<p>Ring supports many non-profit organizations at both a corporate level and a facility level, enriching and empowering the communities in which we operate.</p> <p>Among the many causes we support at a corporate level are American Cancer Society, American Heart Association, Fayette Cares, Le Bonheur Children's Hospital, St. Jude Children's Research Hospital, Ovarian Cancer Awareness Foundation, The University of Memphis, and Wolf River Conservancy. For more information about our community engagement work, view the <a href="#">community engagement</a> section.</p>
<b>413-2</b> 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.

## GRI 414: Supplier Social Assessment 2016

GRI Disclosure	Page/Response
<b>414-1</b> New suppliers that were screened using social criteria	In 2025, we asked suppliers to acknowledge our Supplier Code of Conduct. Selected suppliers were also asked to complete a Supplier Sustainability questionnaire to identify initiatives that may be aligned with and support Ring's sustainability initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier Sustainability Questionnaire to all new and existing suppliers for completion annually.
<b>414-2</b> Negative social impacts in the supply chain and actions taken	At this time, no negative social impacts in our supply chain have been identified.

## GRI 416: Customer Health and Safety 2016

GRI Disclosure	Page/Response
<b>416-1</b> Assessment of the health and safety impacts of product and service categories	All of Ring's finished goods meet applicable food contact (food safety) regulatory requirements per US, Canada and EU laws and as stated in Ring's Letter of Continuing Product Guarantee. Each site maintains a Hazard Analysis and Critical Control Point (HACCP) plan to identify and mitigate physical, chemical, biological, and allergenic risks to protect end users of Ring's finished goods.
<b>416-2</b> 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 2025.

## GRI 418: Customer Privacy 2016

GRI Disclosure	Page/Response
<b>418-1</b> 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 2025.

# Sustainable Accounting Standards Board (SASB) Table

## Activity Metrics

SASB Accounting Metric	SASB Code	Page/Response
Amount of production, by substrate	RT-CP-000.A	In 2025, Ring sold 271,051,821.8 lbs (122,947 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	907

## 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	Scope 1 GHG emissions = 6,119 tCO <sub>2</sub> e. 0% of these emissions are 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 <a href="#">Greenhouse Gas Emissions</a> section.

## Air Quality

SASB Accounting Metric	SASB Code	Page/Response
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter	RT-CP-120a.1	This metric is not applicable to Ring, as our operations produce negligible nitrogen oxides (NO <sub>x</sub> ) or sulfur oxides (SO <sub>x</sub> ).

## 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	<ol style="list-style-type: none"> <li>728,958 GJ</li> <li>99+% grid electricity</li> <li>Less than 1% renewable</li> <li>Less than 1% self-generated energy</li> </ol>

## 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	<ol style="list-style-type: none"> <li>257.71 thousand cubic meters of water withdrawn</li> <li>Total water consumed in negligible. Of the water withdrawn, 10% is from areas of high water stress and .7% is from areas of extremely high water stress. Water stress is defined by the World Resources Institute's Water Risk Atlas tool, Aqeduct.</li> </ol>
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Our water-related impacts, risks, and opportunities were evaluated as part of our double materiality assessment. Compared to our other environmental impacts, water was not deemed to be a material topic. Nevertheless, Ring still tracks our water withdrawal to quickly identify and correct any inefficiencies. At this time, Ring does not have any water-related targets.
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	0 incidents of non-compliance associated with water quality permits, standards, and regulations.

## Waste Management

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

## Product Safety

SASB Accounting Metric	SASB Code	Page/Response
Number of recalls issued, total units recalled	RT-CP-250a.1	0 product recalls.
Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Ring is an active member of packaging industry associations, such as Ameripen and the Association of Plastic Recyclers (APR). These organizations closely monitor legislation and keep their members informed of upcoming regulatory changes, helping us identify appropriate compliance methods. In addition, Ring's customers frequently request information regarding substances of concern, which requires us to evaluate our processes and collaborate with suppliers to ensure transparency and compliance.

## 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 2025, our post-consumer or post-industrial material usage accounted for 11.09% of our materials.
Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	100% of revenue is from products that are recyclable or reusable.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Please see the <a href="#">Materials Management</a> section.

## Supply Chain Management

SASB Accounting Metric	SASB Code	Page/Response
Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	68,904 tons of wood fiber (corrugate) was procured in 2025. 100% of procured corrugate was from certified sources.
Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	No aluminum was purchased during the reporting period.

# Additional Metrics

## Environmental

Metric	2022	2023	2024	2025
Energy Consumption (GJ)	728,341	733,287	778,111	782,958
Energy Intensity (GJ/ resin pound)	0.00275	0.00287	0.00289	0.00269
Scope 1 Greenhouse Gas Emissions (tCO <sub>2</sub> e)	4,371	4,972	5,959	6,119
Location-Based Scope 2 Greenhouse Gas Emissions (tCO <sub>2</sub> e)	68,607	70,289	68,287	66,981
Market-Based Scope 2 Greenhouse Gas Emissions (tCO <sub>2</sub> e)	Not calculated	66,427	69,839	58,687
Scope 3 Greenhouse Gas Emissions (tCO <sub>2</sub> e)	Not calculated	504,180	604,585	609,013
Water Withdrawal (million gallons)	69	64	70	68
Material Inputs: Percent of Post-Consumer or Post-Industrial Recycled Content (%)	11.7	9.98	9.27	11.09
Number of Locations that Mapped Their Waste Stream	1	1	7	0
Recycled Scrap Material (MT)	1,423	1,585	1,461	1,848
Percent of Product Portfolio that is Recyclable (% , excluding RAPAC products)	100	100	100	100

## Social

Metric	2022	2023	2024	2025
Total Recordable Incident Rate	3.26	2.64	2.78	2.36
Days Away, Restricted, or Transferred	2.21	2.41	2.11	1.50
Percent Employee Engagement Survey Participation (%)	77	79	92	94
Employee Engagement Score	76	78	77	76
Percent of Employees who Received an Annual Performance Review (%)	93	98	99	97
Percent Female Employees (%)	20	20	21	21
Percent Male Employees (%)	80	80	79	79
Percent of Employees Covered by a Collective Bargaining Agreement (%)	0	0	0	0
Percent of Locations Covered by an Annual Child and Forced Labor Risk Assessment (%)	0	100	100	100

## Governance

Metric	2022	2023	2024	2025
Number of Product Recalls	0	0	0	0
Percent of Locations Covered by an Annual Anti-Corruption and Bribery Risk Assessment (%)	100	100	100	100
Number of Whistleblower Reports	0	0	0	0
Number of Confirmed Corruption Incidents	0	0	0	0
Percent of Workforce who Completed Information Security Awareness Training Campaigns (%)	95.5	100	100	100
Percent of Workforce Tested with Simulated Phishing Campaigns (%)	100	100	100	100
Percent of Targeted Suppliers (by spend) Completing the Supplier Sustainability Questionnaire (%)	0	97	97	80
Percent of Targeted Suppliers (by spend) Acknowledging the Supplier Code of Conduct (%)	0	97	97	80
Percent of New and Renewed Suppliers with a Sustainability Clause in their Contract (%)	0	100	100	100
Percent of Buyers Trained in Sustainable Procurement (%)	0	100	100	100
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0

