

2022 SUSTAINABILITY REPORT







**UNPACKING
Y/OUR SUSTAINABILITY
POTENTIAL**



WE BELIEVE ANYTHING IS POSSIBLE®.

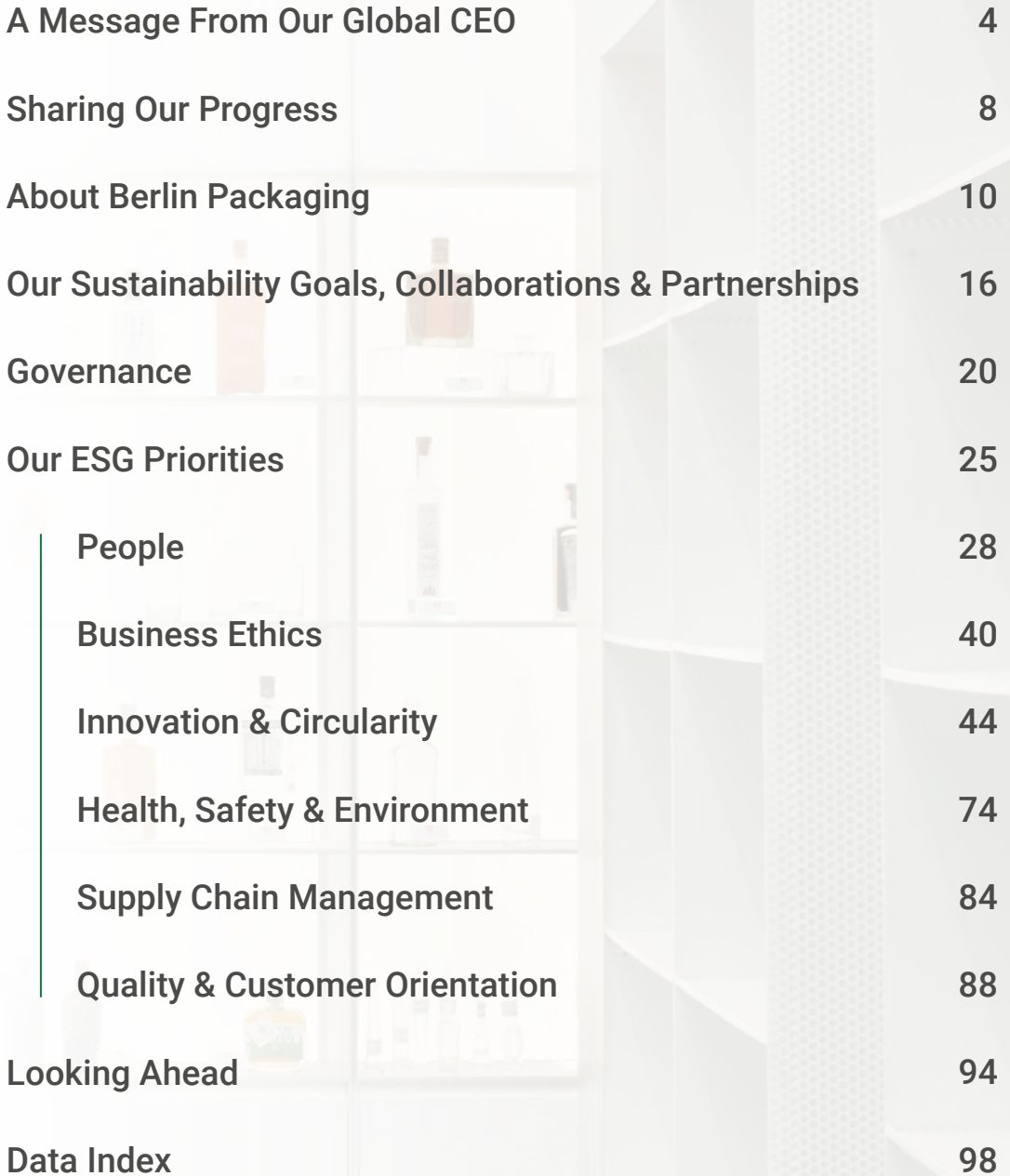
**At Berlin Packaging, we are committed
to leading the future of sustainable packaging.**

**From Fortune 500 companies to family-owned
businesses, we partner with our customers
to unpack their sustainability potential.**

**As a company, we are dedicated to driving
positive impact for our people and our planet.**







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A MESSAGE FROM OUR GLOBAL CEO

Putting Our People First

When I joined Berlin Packaging in 2020, I quickly came to appreciate how our people are the heart of our organization. Without them, none of what we do would be possible. Our Berliners are highly talented and committed people with incredibly diverse professional backgrounds, life experiences, and perspectives. My mission is to foster a collaborative, innovative, and exciting culture where all our people can thrive.

To ensure that our Berliners are appreciated, engaged, and fulfilled, we continuously invest in career development, helping our people grow in ways that create value for them and our business. We are dedicated to creating the best possible work environment, which includes nurturing a culture of diversity and inclusion. Adapting to change, such as challenges resulting from the pandemic, is essential to maintaining a healthy and robust work environment. For instance, our North American offices transitioned to a hybrid work model where possible—blending the best benefits of remote and in-person collaboration.

My top priority is to go above and beyond for the health and wellbeing of our people, our communities, and our planet. We drive positive

impact in a multitude of ways, whether it be partnering with community organizations or Berliners mentoring young talent in our industry. Going forward, we plan to continue accelerating our corporate responsibility initiatives and doing our part to advance global sustainable development efforts.

Advancing Our Sustainability Commitments

Our commitment to leading the future of sustainable packaging drives us to innovate, engage, and operate with strong values. As the world's largest Hybrid Packaging Supplier®, we are in a prime position to accelerate positive impact wherever possible. A key part of this has been partnering with our customers—from Fortune 500 companies to family-owned businesses—to not only meet their sustainability goals, but also share opportunities for continuous improvement.

Our enterprise unites under a shared Environmental, Social, and Governance (ESG) mission that places high value on human dignity, ethical business practices, and protecting our planet. This mission starts with outstanding leadership across our global divisions. That is why in 2021, we announced



“ We continuously invest in career development, helping our people grow in ways that create value for them and our business. We are dedicated to creating the best possible work environment, which includes nurturing a culture of diversity and inclusion. ”

BILL HAYES
GLOBAL CEO & PRESIDENT



the appointment of Balaji Jayaseelan as our inaugural Vice President of Sustainability. Along with Jayaseelan, we onboarded our team of world-class specialists to catalyze sustainability across our entire company. Expanding our Global Sustainability Team reflects our commitment to driving sustainable solutions and delivering shared value through our ESG agenda.

This year, we strengthened our sustainability performance across our operations, supply chain, and products. As part of integrating sustainability into every aspect of our business, our Global Sustainability Team engaged our people in multiple training initiatives, implemented tools to quantify the benefits of sustainable packaging,

and collaborated with our sales team and customers to better promote sustainable solutions. These efforts will only continue to grow and expand in the future.

Overall, our 2022 Sustainability Report outlines our ESG mission and provides transparency around our strategy and objectives. Although we are making good progress toward our annual ESG targets and long-term goals, we continue to strengthen our focus on areas where we can improve.

Partnering With Our Customers

My goal is to deliver the best possible customer experience. Although we are a large-

scale global company with over a century of experience, we operate like a local business. This is what sets us apart: we bring the advantages of a large company, but we closely partner with our customers to drive innovative, impactful results. This strategic advantage allows us to deliver sustainable solutions that are truly tailored for each of our customers.

Now more than ever, consumers recognize the ESG value and are driving the demand for more sustainable solutions. This is why we offer an expansive suite of sustainability services unparalleled in the packaging industry: whether it be providing circular economy road mapping, custom sustainable design and innovation, or quantitative environmental assessments, we bring our customers' sustainability visions to life.

And yet, these efforts alone are simply not enough. As a company, we are dedicated to driving positive impact, doing our part to address the climate crisis, and advancing sustainable development. We are continuously evaluating how we can improve our sustainability efforts, united around the noble cause of protecting our planet. For us, ESG is not just a nice-to-have, "check-the-box" initiative. It is an everyday, action-oriented journey that we are continuing to advance, now and for generations to come.

Bill Hayes
Global CEO & President



Watch and learn more about our commitment to sustainability



PERSPECTIVES FROM SENIOR LEADERSHIP



We stopped talking about ESG and are making it real. We have the company rallied around it and have resources dedicated to it. Our approach resonates with customers, and we have tremendous momentum.

BILL HAYES
GLOBAL CEO & PRESIDENT





Our material-neutral approach allows us to provide our customers with deep, fact-based sustainability expertise. No other global packaging supplier can make this claim.



RICK BRANDT
CEO, AMERICAS



I love the continuous transformation at Berlin Packaging and our Anything Is Possible® culture. Our mission is to promote a sustainability culture along our value chain: from our suppliers and customers to the local communities where we operate.



PAOLO RECROSIO
CEO, EMEA



SHARING OUR PROGRESS

2022 was an unprecedented year: we experienced significant organic growth, continued to enhance our industry-leading capabilities, and acquired 10 companies globally across a variety of markets.

To ensure that we adopt a cohesive ESG approach, we onboarded and integrated newly acquired companies into our Global Sustainability and ESG Action Plan.



SCOPE 1¹ DIRECT EMISSIONS

714 T CO₂ eq
of natural gas

SCOPE 2¹ INDIRECT EMISSIONS

5,164 T CO₂ eq
of electricity

93%
of our products and
components are fully recyclable²

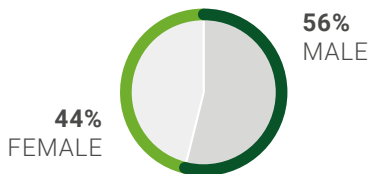
120
Life-Cycle Assessments (LCAs)
conducted for our customers

¹ Source: Emissions factors calculated from Intergovernmental Panel of Climate Change (IPCC) and US EPA 2022 Greenhouse gas emission factors hub.

² Source: Part 260 – Guides for the use of Environmental Marketing Claim and APR Design® Guide for Plastics Recyclability.



GREW OUR COMPANY TO
2,409
 BERLINERS GLOBALLY



OVER
45
 NATIONALITIES
 REPRESENTED





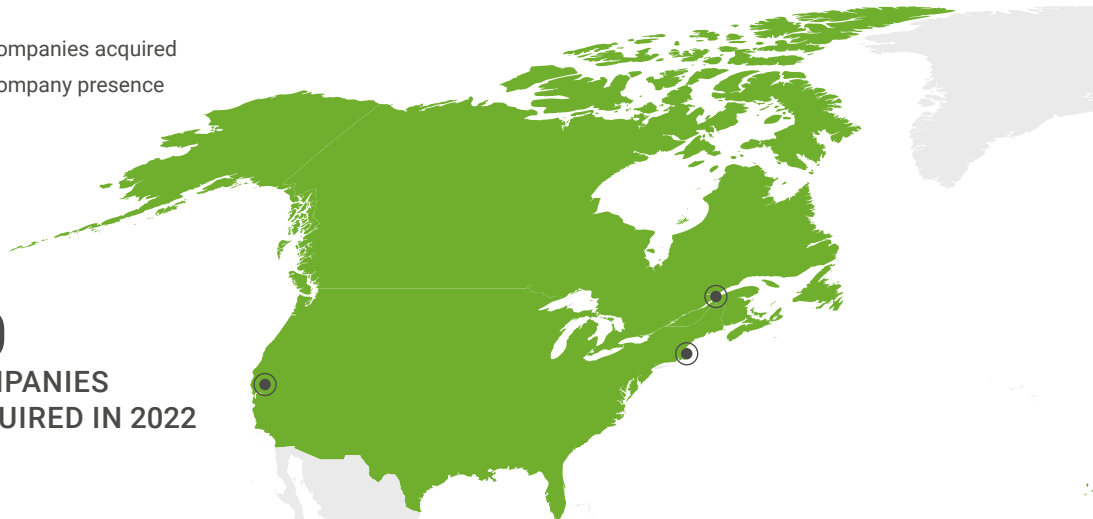
Aligned our goals with the
 United Nations Sustainable
 Development Goals (SDGs)

Committed to set a science-
 based target through
 the Science Based Targets
 Initiative











Signed onto the United
 Nations Global Compact
 (UNGC)

GLOBAL PRESENCE & ACQUISITIONS

-  Companies acquired
-  Company presence

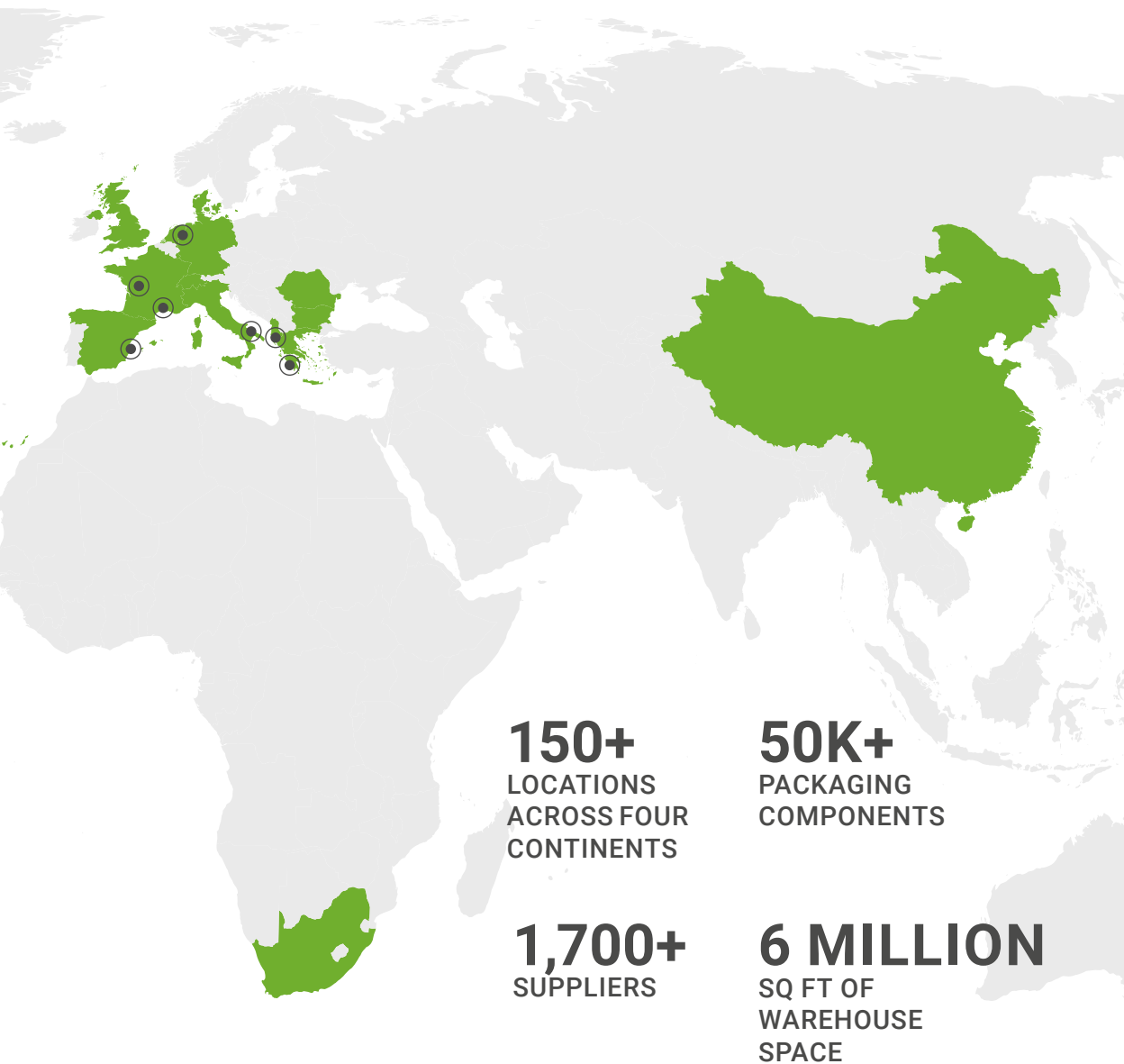


10
COMPANIES
ACQUIRED IN 2022

COMPANY	COUNTRY	SUBSTRATE	END-MARKET
 UNITED BOTTLES & PACKAGING	Canada	Glass	Beverage
 PANVETRI	Italy	Glass	Wine
 VERRERIE DU COMTAT	France	Glass	Wine/Beverage
 DISCO	France	Glass	Spirits
 ANDLER PACKAGING GROUP	USA	Glass, Plastic, Metal	Pharma, Nutra, Food
 JANSY	USA	Glass, Plastic, Metal	Personal Care, Cosmetic
 PEREZ CAMPOS	Spain	Glass	Food & Beverage
 EPS	Bulgaria, Albania	Glass	Beverage
 STYLEGLASS	Greece	Decorator	Beverage
 BARK PACKAGING GROUP	Netherlands	Plastic	Industrial

As the world's largest Hybrid Packaging Supplier®, we blend best-in-class solutions across manufacturing, distribution, and value-added services, such as design, sustainability, logistics, and other consultative services.

With our global presence and value chain, we deliver innovative packaging solutions that strike an optimal balance between sustainability, brand impact, and performance.





OUR VALUE CHAIN



SUPPLIERS & MANUFACTURERS

With our global network of 1,700+ suppliers, we integrate innovative sustainable products into our portfolio.



COMMUNITIES

We give back to our communities, partnering with organizations to help accelerate and grow our social responsibility initiatives.



CUSTOMERS

We take a customer-centric approach, listening closely to our customers' needs without preconceived ideas about a preferred packaging type.



CONSUMERS

As the ultimate user, consumers enjoy our customer's products with our packaging. We constantly innovate to give our consumers effective, memorable, and seamless experiences.

OUR MARKETS & PRODUCTS

We work with every market, material, and process to provide our customers with the most sustainable packaging solutions—which are used daily by consumers globally.

Our teams of designers, engineers, sustainability strategists, and packaging experts collaborate to bring innovative sustainable products to market.

INDUSTRIAL



FOOD



HOME FRAGRANCE



PERSONAL CARE



BEVERAGE



BEAUTY



OUR SUSTAINABILITY GOALS

We are committed to driving a sustainable packaging movement.

Together, we can make business a force for good—for our people and our planet.



INNOVATION & CIRCULARITY

- Enable our customers to achieve 100% recyclable products across their product portfolio
- Increase our customers' use of packaging recycled content across their product portfolio
- Design our products with comprehensive sustainability attributes to minimize environmental impact, such as optimal material use and reuse/refill
- Expand our suite of sustainability services to help our customers unpack their full sustainability potential



ENERGY EFFICIENCY & DECARBONIZATION

- By 2030, reduce our Scope 1, 2, and 3 emissions by 25% based on 2022 baseline by monitoring energy use, implementing reduction initiatives, and transitioning to renewable energy sources



WASTE REDUCTION

- By 2030, certify 20 of our strategic warehouses as zero waste
- Reduce waste across our global operations and divert from landfills as much as possible



BIODIVERSITY & COMMUNITY ENGAGEMENT

- Actively engage our network to help conserve, protect, and restore our ecosystems
- Engage our people to give back through community health and well-being initiatives



OUR SUSTAINABILITY COLLABORATIONS & PARTNERSHIPS

We collaborate with organizations championing sustainability, and we plan to increase our global participation in the future. To align with globally recognized frameworks, we aligned our goals with the United Nations Sustainable Development Goals (SDGs) and have committed to set a science-based target through the Science Based Targets Initiative.

Through our partnerships, we collectively strengthen and advance the business case for sustainable packaging. As a member of multiple packaging organizations, we help provide regulatory, statistical, and sustainability-focused support for the global packaging supply chain.

SUSTAINABLE DEVELOPMENT GOALS



UN Global Compact



U.S. Department of Energy Better Buildings Challenge



Sustainable Packaging Coalition Member



Association of Plastic Recyclers Member



U.S. EPA Smartway Transport Partner



GOVERNANCE

Advancing Good Governance

Governance and accountability are critical to ensuring alignment and prioritization across our business. With our strong governance structure, we can effectively address critical social and environmental issues facing our business and society at large.

As sustainability is a core part of our business, we have embedded it deeply into

our governance structure. Our governance structure includes robust management systems, consistent reporting practices, leadership commitment at all levels, and active engagement from our key shareholders.

Our leadership team meets regularly to direct critical ESG initiatives, and our entire global team— from senior leadership to regional sustainability coordinators—works together to drive progress on our ESG mission.

GLOBAL GOVERNANCE STRUCTURE

Our Global Chief Executive Officer, Senior Leadership Team (SLT) and Board of Directors are responsible for the oversight of Berlin Packaging’s ESG strategies and targets.

Our Vice President of Sustainability updates the SLT on our progress at least four times a year, identifies possible ESG opportunities, and addresses areas of future growth.

Our Global Sustainability Leadership Teams comprise Berlin Packaging’s Americas and EMEA Chief Executive Officers and senior-level executives.

Our ESG Steering Committees meet regularly to strategically drive initiatives at the global, national, regional, and local level.

Our ESG Regional Coordinators measure and report our corporate sustainability performance, adapt to local regulations, and better integrate sustainability efforts within our local sites.



GLOBAL SUSTAINABILITY LEADERSHIP TEAM

Rick Brandt
CEO,
Americas

Robert Goldberg
Global EVP of Corporate
Development

Bill Hayes
CEO and President,
Berlin-Global

James Walters
Global EVP
& CFO

Paolo Recrosio
CEO,
EMEA

Balaji Jayaseelan
Vice President, Sustainability

AMERICAS ESG STEERING COMMITTEE

Rick Brandt
CEO,
Americas

Scott Jost
Chief Innovation
Officer

Heather Jensen
Chief Human
Resources Officer

Katherine Storer
Chief Procurement
Officer

Brent Lastor
VP, Corporate
Operations

Jay Koger
Chief Commercial
Officer

Kieron Tse
Managing Director,
Studio One Eleven

Martin Rathgeber
Director
of Engineering

Rebecca Gummerson
Vice President,
Marketing

John Lehmkuhl
Director,
Sustainability &
Strategic Sourcing

Shar Puskala
Director of Program
Management
& Operations

Alejandro Medina
Senior
Sustainability
Analyst

Celine Yang
Sustainability
Communications
Specialist

EMEA ESG STEERING COMMITTEE

Paolo Recrosio
CEO,
EMEA

Dario Bassetti
Chief
Marketing
Officer

Conrado Carretero
Chief HR
and Transformation
Officer

Rupert Tubbs
Chief Logistics
and Warehousing
Officer

Matteo Vitale
Chief
Sales Officer

Stefano Pozzo
Communications
Director

Rola Khachab
Chief
Supply Chain
Officer

Andrew Sanguinet
Chief
Design Officer

Lucia Gullà
Sustainability
Manager

Annalisa Nissola
Sustainability
Commercial
Manager



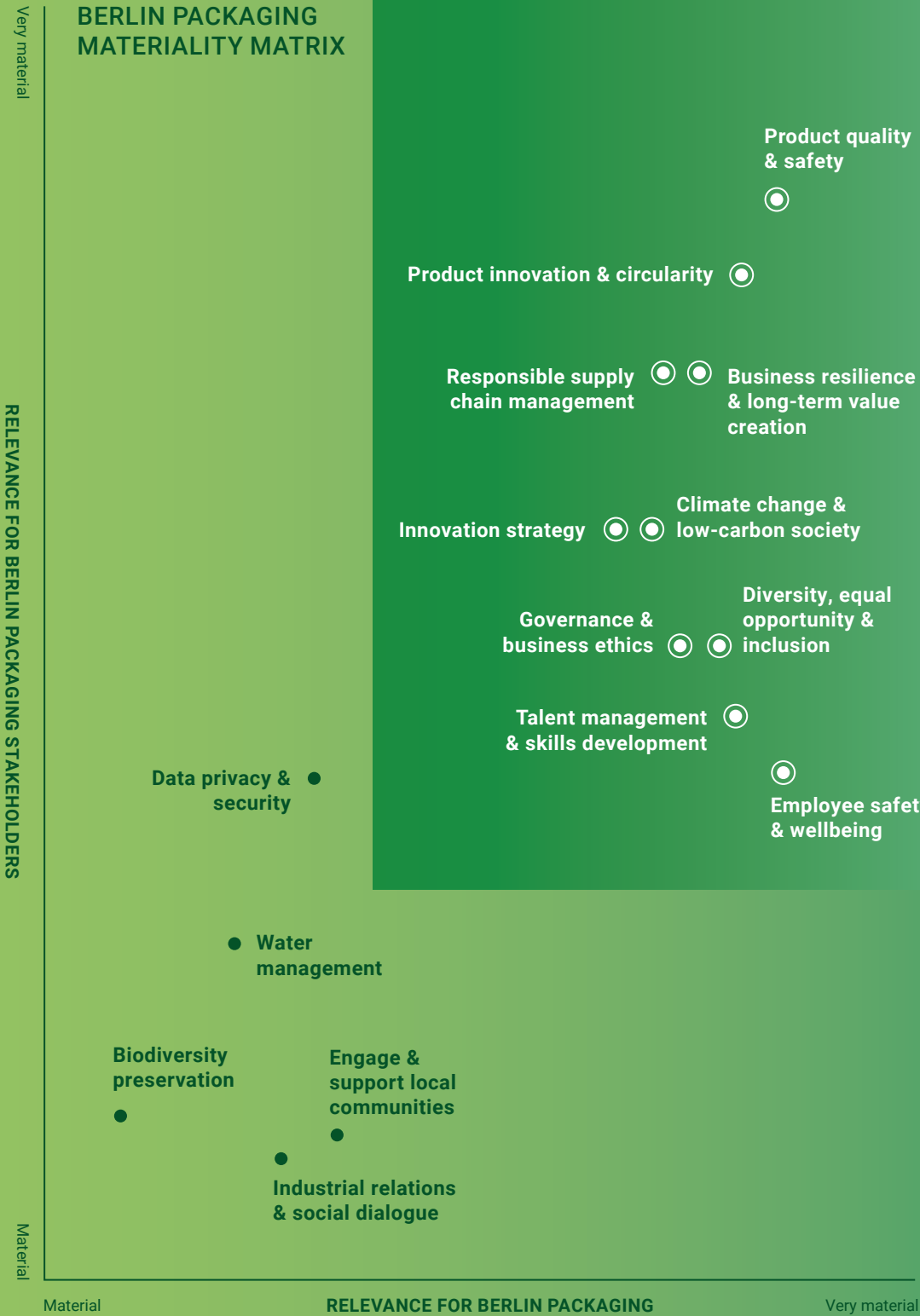
Sustainability Material Topics

In 2021, we identified the ESG topics that are most material³ to our business. We did so by conducting a materiality assessment, the outcomes of which inform and shape components of our ESG strategy.

In addition, we aligned our ESG priorities with globally recognized sustainability frameworks, such as the United Nations Sustainable Development Goals (SDGs). Doing so helps ensure that our efforts stay relevant and impactful in a rapidly evolving landscape.

³ ESG materiality in our reporting does not directly correspond to the concept of materiality used in securities law. In this communication, when we use the terms material, materiality, and similar terms, we are using such terms to refer to topics that reflect Berlin Packaging's potentially significant economic, environmental and social impacts or to topics that substantially influence the assessments and decisions of stakeholders in what the GRI Sustainability Reporting Standards define as material topics. We are not using these terms as they have been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this communication or sustainability reports and statements should be construed to indicate otherwise.

BERLIN PACKAGING MATERIALITY MATRIX



Aligning with the United Nations 2030 Agenda for Sustainable Development

SDG GOAL	TARGET	BERLIN PACKAGING ESG PRIORITIES	
 7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	<ul style="list-style-type: none"> • Health, Safety & Environment 	
	7.3	By 2030, double the global rate of improvement in energy efficiency	<ul style="list-style-type: none"> • Supply Chain Management
 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	<ul style="list-style-type: none"> • Health, Safety & Environment • Supply Chain Management 	
 12.2	By 2030, achieve the sustainable management and efficient use of natural resources	<ul style="list-style-type: none"> • Quality & Customer Orientation 	
	12.3	By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	<ul style="list-style-type: none"> • Health, Safety & Environment • Supply Chain Management
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> • Innovation & Circularity

OUR STRATEGIC ESG PRIORITIES



We are committed to building a culture where sustainability powers every decision we make, whether it be developing our product offerings or designing our buildings.



BALAJI JAYASEELAN
VICE PRESIDENT OF SUSTAINABILITY

Our ESG strategy focuses on unpacking sustainability potential, whether it be within our own company, for our customers, or with our supplier network and partners. We focus on our six strategic priorities: People, Business Ethics, Innovation & Circularity, Health, Safety & Environment, Supply Chain Management, and Quality & Customer Orientation. Driving impact through these priorities allows us to deliver the greatest value for our stakeholders and the planet.



OVERVIEW: OUR ESG GOALS

PEOPLE

- Engage and empower Berliners by fostering a diverse and inclusive culture that encourages engagement and collaboration at all levels of our organization
- Support Berliners to reach their full potential through career development, trainings, and more
- Promote and nurture a company-wide sustainability culture



BUSINESS ETHICS

- Promote integrity, fairness, and transparency in all aspects of our business with our people, customers, and supply partners

INNOVATION & CIRCULARITY

Lead the sustainable packaging industry by:

- Enabling our customers to achieve 100% recyclable products across their product portfolio
- Increasing our customers' use of packaging recycled content across their product portfolio
- Designing our products with comprehensive sustainability attributes to minimize environmental impact, such as optimal material use and reuse/refill
- Expanding our suite of sustainability services to help our customers unpack their full sustainability potential



HEALTH, SAFETY & ENVIRONMENT

- Certify target sites across our global operations as zero-waste
- Implement decarbonization initiatives by sourcing renewable energy and reducing energy use across our global operations
- Promote an internal culture of health and safety with zero tolerance for incidents in the workplace



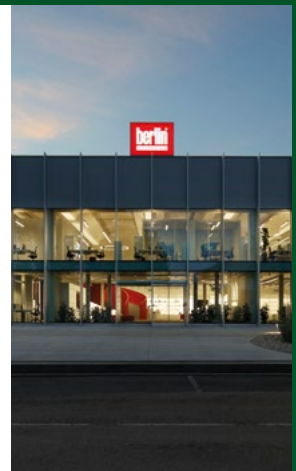
SUPPLY CHAIN MANAGEMENT

Be the industry leader in supply chain management by:

- Diversifying our supplier network to support minority communities and small businesses
- Serving as a strategic partner for our suppliers to improve their sustainability performance
- Reducing environmental impact by partnering with our suppliers and customers to reduce emissions across the value chain
- Collaborating with suppliers to improve resource efficiency and circularity

QUALITY & CUSTOMER ORIENTATION

- Align with leading trade and governmental organizations by establishing recycled content, recyclability, and refillability standards across material substrates
- Unlock our customers' full sustainability potential by offering packaging solutions that optimize sustainability, brand impact, and performance
- Maintain our industry-leading customer satisfaction by conducting regular customer satisfaction assessments and implementing improvement initiatives





PEOPLE



OUR GOALS

- Engage and empower Berliners by fostering a diverse and inclusive culture that encourages engagement and collaboration at all levels of our organization
- Support Berliners to reach their full potential through career development, trainings, and more
- Promote and nurture a company-wide sustainability culture



Our business performance is the result of the professionalism of many people who, with skills, determination, and passion, give value to our daily work and drive innovation in ways that thrill our customers. Our commitment has always been to create a work environment where our people can feel good, be themselves, and express their highest talent potential.

CONRADO CARRETERO
EMEA CHIEF HUMAN RESOURCES
AND TRANSFORMATION OFFICER



People are the heart of Berlin Packaging. We have a special culture with talented team members who care deeply about our business and are passionate about customer thrill. We take great care to sustain a collaborative and high-performing workplace while continuously improving to ensure all team members feel valued and are motivated to achieve their full potential.



HEATHER JENSEN
NA CHIEF HUMAN RESOURCES OFFICER



SUPPORTING A DIVERSE WORKFORCE

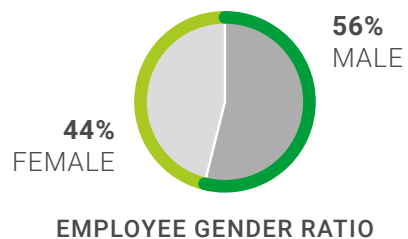
We continue to experience significant organic growth, including growth driven by entrepreneurial companies that we have acquired with strong cultures and legacies. Now more than ever, we must emphasize our shared “One Berlin” culture and values. Our global presence translates into our people, who bring diverse life experiences, backgrounds, and skill sets. As such, we are committed to

fostering a culture where all employees feel safe, valued, and encouraged to voice their opinions. Every Berliner plays a critical role in promoting our culture of inclusion and diversity. As an equal opportunity employer, we are dedicated to advancing industry-leading practices in all aspects related to our people, whether it be recruitment, training, career development, or employee engagement.

ABOUT OUR BERLINERS

45+
NATIONALITIES
REPRESENTED

2,409
TOTAL
EMPLOYEES



IMPROVING HIRING & RETENTION

We invest in fostering a world-class culture that provides Berliners with training opportunities, job security, space for innovative thinking, and industry-leading compensation.

We recruit the best talent in the market, connecting with potential Berliners through our internal resources and partnering with outside firms to source specific skill sets.

We partnered with Career Spring, a talent recruiting program focusing on first-generation professionals.

This key partnership helps unlock the potential of first-generation college graduates and supports our local communities while allowing us to diversify and enrich our workforce.



ACTIVATING SUSTAINABILITY ENGAGEMENT & GIVING BACK

Engaging our people is key to unlocking our company's full potential. This year, we provided diverse opportunities for Berliners to give back. We held multiple sustainability engagement sessions to share our ESG

initiatives with Berliners across diverse functions and locations. We plan to continue these sessions in the future, promoting our culture of sustainability and community engagement.

ENGAGING OUR PEOPLE

We continuously invest in monitoring and improving our people's engagement, level of satisfaction, and sense of belonging to ensure we provide the best workplace environment possible.

71%

of Berlin Packaging employees are highly engaged

63%

of employees highly recommend Berlin Packaging as a place to work

49

Berlin Packaging's eNPS score, as compared to the average score of 32⁴

⁴ Every year, we conduct an employee engagement assessment using an Employee Net Promoter Score (eNPS) survey. This survey measures how likely our employees would be to recommend Berlin Packaging as a workplace. It also collects feedback on our employees' preferences to help guide our future HR policies and work environment strategy. In conjunction with our eNPS survey, we also used a third-party firm to measure employee engagement and benchmark companies of similar size and type.

HIGHLIGHTS: BERLINERS GIVE BACK

PARTNERING WITH FEEDING AMERICA

We held a holiday donation drive with Feeding America. Through employee direct donations and corporate matches, our donations provided nearly 250,000 meals for communities in need.



DONATING TO THE RED CROSS

In response to the war in Ukraine, we donated to the International Red Cross to support humanitarian aid in the affected areas. Our donation helped the people of Ukraine by providing food, shelter, water, and personal hygiene kits.

ACTIVATING YOUNG TALENT

We support students and young professionals through numerous outreach events. For instance, we collaborated with the Bocconi University in Milan to share our industry-leading people management approach. Overall, we participate at national events aimed at connecting students, new graduates, and companies.



We prioritize philanthropy and corporate social responsibility as key parts of our culture and values. We strive to be a strong member of our community on local, national, and global levels.

We support many causes, including the Red Cross, local hospitals, food banks, and more. Here is some of the charitable work we are proud of in 2022.



DRIVING WORKFORCE DEVELOPMENT

In Denmark, we collaborate with local organizations to support those experiencing unemployment. We provide company internships and career development support.

SUPPORTING LOCAL COMMUNITIES GLOBALLY

We support local communities globally, whether it be donating to local hospitals or providing economic support for community health and well-being initiatives.



DRIVING BOTTOM-UP SUSTAINABILITY INITIATIVES

Our people act as sustainability changemakers. During a visit with a local nonprofit, Mother's Milk Bank, our Pittsburgh team identified an opportunity to recycle product closures used to protect donor milk. The team volunteered to become the nonprofit's recycling partner, helping to recycle 160 lbs of used plastic.

5 Our Pittsburgh team partnered with Mid-Atlantic Mother's Milk Bank to recycle 160 lbs of used plastic.



SUPPORTING CANCER RESEARCH & AWARENESS

Our Berliners come together to support cancer research and awareness—whether it be our Southeast Americas team raising \$5k for St. Jude’s Children’s Research Hospital or our San Antonio team honoring Breast Cancer Awareness Month.



- 6 Our San Antonio team came together to celebrate Breast Cancer Awareness Month.
- 7 Our Southeast Americas team raised \$5k for St. Jude’s Children’s Research Hospital.

ENGAGING WITH YOUNG DESIGNERS

Last year, we held the 16th edition of the Berlin Packaging Bruni Glass Design Award. Since 1997, we have challenged students from leading design schools worldwide to create innovative packaging products for various markets. As part of the contest, Berlin Packaging designers and engineers led hands-on learning workshops for young designers. Finalists spent several months collaborating with the design team to take their glass designs from concept to reality. When selected for commercial production, the contest winner receives compensation. The benefits of this competition are multi-fold: students receive professional opportunities and financial rewards, and our team can mentor and gain inspiration from a rising community of young designers.



INVESTING IN OUR PEOPLE

We invest in Berliners, helping them grow professionally in ways that create value for them and our business.

It is essential that we provide our people with the resources they need to achieve their full potential.

Enabling Sustainability Sales: Wolfpack Training Program

Our Wolfpack training program delivers advanced training for our sales team in markets we have identified for growth potential. This robust training program is key to developing and maintaining our strong sales team: our sales representatives gain the knowledge and skills needed to communicate our value to customers and share sustainable packaging opportunities.

Following the Wolfpack training program, sales team members have increased expertise in our product offerings and sustainability strengths.

Studio One Eleven®: Designing for Sustainability

Our in-house innovation and design team, Studio One Eleven, works closely with our customers to meet their sustainability goals. The Studio team stays current on the latest sustainability trends and solutions, whether it be designing for recyclability or mitigating material-specific supply chain challenges. We provide a sustainable design training program, which includes how we guide customers to a solution that best balances sustainability needs and optimal product performance.



PROVIDING WORKPLACE FLEXIBILITY

In response to the challenges of the pandemic, we transitioned to hybrid work where possible. We have continued our hybrid work model in 2022, giving our employees the best benefits of both remote and in-office work.

We plan to continue adapting our work model to best serve our employees and support our collaborative work culture.





OUR PATH FORWARD

At Berlin Packaging, our global workforce is vital to driving sustainability innovation. Going forward, we will continue empowering our Berliners and advancing a culture of diversity, inclusion, and sustainability.



KEY PRIORITIES

- Continuously drive and support a diverse and inclusive workforce and culture
- Promote our environmental and social initiatives at all levels, from local to international
- Create Berliner “sustainability teams” to drive sustainability engagement and innovation from the bottom-up
- Implement people engagement surveys to identify areas of improvement on sustainable initiatives, people engagement, and overall satisfaction
- Increase Berliner sustainability awareness and engagement through internal initiatives and ESG induction process



BUSINESS ETHICS



OUR GOAL

Promote integrity, fairness, and transparency in all aspects of our business with our people, customers, and supply partners

DRIVING ETHICAL PRACTICES ACROSS OUR GLOBAL NETWORK

For Our People

We deployed a dedicated Global Code of Conduct to which our people certify annual compliance, ensuring they are up to date with topics including diversity and inclusion, anti-discrimination and anti-harassment, workplace safety, labor compliance, and ethical business practices.

To ensure we maintain a safe and engaged professional workplace, we maintain a 24/7 global workplace compliance helpline that our people can use to speak up anonymously and securely.

For Our Global Supplier Network

Our Supplier Code of Conduct (SCC) outlines our firm commitment to conducting our business with integrity and maintaining our reputation for lawful and ethical conduct. Our SCC is essential to our continued success and sets expectations for the actions of Berlin Packaging and all our people.

Supporting Global ESG Principles

We are committed to strengthening transparency in our sustainability strategy. We have shaped our organizational structure, workstreams, action plans, targets, and goals to support our global ESG policy. This year, we joined the United Nations Global Compact, the world's largest corporate sustainability initiative. Doing so ensures that we are aligned with universal principles on human rights, labor, environment, and anti-corruption.





OUR PATH FORWARD

In the future, we will continue increasing transparency regarding our sustainability strategy for our stakeholders. We plan to proactively develop systems and operating procedures that maintain our integrity, fairness, and transparency across the company.



KEY PRIORITIES

- Continue holding rigorous training campaigns and policies on ethics, GDPR, anti-bribery, and anti-harassment compliance
- Maintain open channels available for anonymous reporting of incidents
- Increase our ESG reporting scope to strengthen transparency for our stakeholders
- Expedite our compliance onboarding process for all newly acquired companies
- Continuously drive and support a diverse and inclusive workforce and culture



INNOVATION & CIRCULARITY



OUR GOALS

Lead the sustainable packaging industry by:

- Increasing our customers' use of packaging recycled content across their product portfolio
- Designing our products with comprehensive sustainability attributes to minimize environmental impact, such as optimal material use and recyclability
- Expanding our suite of sustainability services to help our customers unpack their full sustainability potential



Our teams work daily to foster innovation and maximize the potential of our solutions for customers based on leading sustainability and circularity principles. These critical outcomes would not be possible without strong engagement with our partners across our value chain.

ANDREW SANGUINET
EMEA CHIEF DESIGN OFFICER



Partnering with our customers is a perfect alignment of interest. The more we can push the innovation envelope while respecting our customers' cost and timing targets, the better their brands will perform, and by extension, the larger our shared business will be.

SCOTT JOST
CHIEF INNOVATION OFFICER



Our sustainability strategy focuses on pushing the sustainable packaging industry to new heights, whether it be promoting circular systems, optimizing packaging performance, or designing refill and reuse models.

Sustainability is ingrained in everything we do—from quantifying the environmental impacts of our sustainable packaging solutions to sourcing sustainable solutions from our suppliers.

ADVANCING SUSTAINABILITY INNOVATION LEADERSHIP

This year, we grew our sustainability training program, providing sustainability sales and sustainable design trainings.

We plan to expand our range of sustainability trainings and increasingly engaging our global workforce. This includes holding interactive workshops and roundtable sessions with our global business units, hosting sustainability lunch and learn events, and launching Berliner “Green Teams” to drive internal sustainability collaboration and engagement.

In addition, we plan to accelerate our role as a sustainable packaging leader.

We will publish more of our sustainability thought leadership on our website, expand our collaborations with external sustainability organizations, and focus on showcasing our sustainable products at packaging trade shows.



OUR SUSTAINABILITY APPROACH: THE C.O.R.E. MODEL

Our sustainable packaging strategy comprises three pillars: circularity, optimization, and refill and reuse.

By advancing innovation in these key areas, we develop industry-leading sustainable packaging solutions for our customers.



CIRCULARITY

- Recyclability
- Use of recycled content
- Sustainable Innovation in new materials



OPTIMIZATION

- Lightweighting
- Component rationalization
- Local manufacturing
- Renewable energy sources
- Optimized product dispensing



R

REUSE & REFILL

- Reusable packaging
- In-house refill systems
- On-the-go refill systems
- In-store refill systems

e

ENVIRONMENTAL SERVICES

- Packaging strategy roadmapping
- Consumer and market insights
- Quantitative assessments
- Custom design and innovation
- Communication strategies
- Stock solutions



For our team, sustainability-driven design is on par with designing for manufacturing, usability, distribution, and e-commerce. It represents a key opportunity to further improve our packaging solutions' performance with effective design and functionality. In this way, we can emphasize material circulation, optimal product performance, and reusability.



MARTIN RATHGEBER
DIRECTOR OF ENGINEERING



Our C.O.R.E. three pillars—
circularity, optimization,
and refill and reuse—
are critical to building
sustainable packaging.
With our C.O.R.E. model,
we bring our customers
packaging solutions that
truly serve our people
and our planet.



JAY KOGER
AMERICAS CHIEF COMMERCIAL OFFICER



Sustainability is a key
priority for our customers
and us. We unlock our
customers' sustainability
potential by offering tailor-
made, high-quality products
and services—with a focus
on creating and maintaining
long-lasting relationships
with them.



MATTEO VITALE
EMEA CHIEF SALES OFFICER



CIRCULARITY

From choosing sustainable materials to designing for recyclability: promoting a closed loop system

"We discuss sustainable materials with nearly every customer in the beauty space, especially as more retailers are setting brand sustainability requirements. Our unique Practical Creativity™ approach takes into consideration innovation, materials, manufacturability, and overall the best solution for our customer's specific packaging goals."

Jason Ogdon, Creative Design Director

"As part of our holistic approach, we focus on understanding our customer's packaging goals, their unique filling and shipping requirements, and the evolving regulation and retailer landscape. From there, we engineer and optimize our packaging solutions tailored to their unique brand, business model, and sustainability needs."

Martin Rathgeber, Director of Engineering

OPTIMIZATION

Bringing together functionality, sustainability, and performance – all in one package

REUSE & REFILL

Designing sustainable business models to drive a circular economy

"We see refillable packaging as not only the sustainable choice, but something that can give new life to a brand's products. Refillable packaging offers the unique opportunity to personalize both a brand's packaging and the product itself, making it even more compelling to consumers."

Andrea Uchino, Head of Design & Marketing

OUR INDUSTRY-LEADING SUSTAINABILITY SERVICES

We are committed to enabling sustainable packaging solutions wherever possible. We offer an unparalleled suite of sustainability services to help our customers unpack their full sustainability potential.



We are dedicated to developing sustainable packaging solutions for our customers, improving our company performance, and collaborating with our stakeholders to drive sustainable change—something that, as a company, we must do for our people and our planet.”



DARIO BASSETTI
EMEA CHIEF MARKETING OFFICER

STUDIO ONE ELEVEN: INNOVATING SUSTAINABLE DESIGN



One of the most impactful things the Studio can do is fully recognize our customer’s vision into a design comp—whether it is a photorealistic rendering, turntable animation, or a beautiful appearance model. Watching our customers light up when they see their brand represented is one of the most satisfying parts of our job.



KIERON TSE
MANAGING DIRECTOR AT STUDIO ONE ELEVEN

Our in-house team, Studio One Eleven, holds a combined 300+ years of design innovation expertise. Our team acts as a “one-stop shop” for our customers, providing sustainable packaging solutions and comprehensive sustainability expertise. These services are typically only available through collaboration with multiple organizations. Studio One Eleven waives its services fees in exchange for packaging supply opportunities. Our innovation model demonstrates our commitment and investment into sustainable packaging research and development.





OUR SUSTAINABLE PACKAGING HIGHLIGHTS: A COLLECTION OF INNOVATION

At Berlin Packaging, innovation is at the core of everything we do. This year, our sustainable packaging designs were recognized by leading

global platforms for advancing sustainability innovation.





We have unlimited degrees of freedom when it comes to what material and what process we can use. Compared to manufacturers, that makes us the best sustainability resource for our customers.

SCOTT JOST
CHIEF INNOVATION OFFICER



We hold expertise across every product segment and provide our customers with unbiased, fact-based sustainability consultations to help them unpack their sustainability potential.



BALAJI JAYASEELAN
VICE PRESIDENT OF SUSTAINABILITY





NINU PERFUME: 2022 PENTAWARDS GOLD AWARD



Circularity



Optimization



Refill



Reuse

PERFUME REINVENTED: THE WORLD'S FIRST SMART FRAGRANCE

We received the Gold Award for developing Ninu, the world's first AI-enhanced sustainable smart perfume concept. With Ninu, customers can create their own fragrances on demand via their smartphone.

The physical bottle holds different but complementing fragrance bases, allowing customers to create over 100 fragrances within a single product.



2022
Pentawards
Gold



AIRGLASS JAR: 2022 COSMOPACK AWARDS FINALIST



Circularity



Optimization



Refill



Reuse

DRIVING A SUSTAINABLE BEAUTY MOVEMENT: PROMOTING REFILL AND REUSE SOLUTIONS

Through our Airglass Jar, a Cosmopack Awards finalist, we promote refillable luxury cosmetics packaging. The jar features a 100% recyclable⁸ outer glass shell that can be refilled using a fully recyclable plastic interior cartridge.

⁸ Source: Part 260 – Guides for the use of Environmental Marketing Claim and APR Design® Guide for Plastics Recyclability.

We designed the jar to leverage airless technology that reduces product waste and can be easily refilled.





AURELIA BOTTLE: DRIVING SUSTAINABLE WINE PACKAGING



Circularity



Optimization

WINE BOTTLES

Aurelia is our carbon-reduced⁹ and compensated bottle for the wine industry. It is manufactured with energy from biomethane, a renewable source obtained from waste and certified by Eco Power. The carbon footprint of Aurelia is compensated through ClimatePartner, a leading German company in carbon accounting services since 2006.

⁹ Source: Climate Partner System.

Climate Partner carries out the calculation of the Product Carbon Footprint, identifying high level reduction potential, exploring different emission scenarios, and funding high quality, certified projects corresponding to the emissions emitted.

DRIVING IMPACT WITH OUR CUSTOMERS

Our customers increasingly recognize the business case for sustainability. In 2022, we surveyed a panel of customers on their

sustainability expectations. We plan to continue this process in the future to help us shape and strengthen our sustainability strategy.

SURVEYING OUR CUSTOMERS' SUSTAINABILITY EXPECTATIONS

63%

of interviewed customers are interested in developing new sustainability-focused projects together with suppliers

49

of interviewed customers already have a supplier qualification in place that includes ESG criteria

96%

of interviewed customers expect Berlin Packaging to be increasingly committed to sustainability

These results are based on a panel conducted with our EMEA customers.





BRANCH BASICS: 2022 PENTAWARDS BRONZE AWARD



Refill



Reuse

CLEAN DESIGN FOR AN ECO-FRIENDLY BRAND

Our Studio One Eleven innovation team designed refillable packaging for Branch Basics, a home care brand that helps people maintain clean and healthy homes. Branch Basics needed a bottle that matched their sustainable brand mission and high-quality products. Our Studio One Eleven innovation team met the challenge, designing a sleek and simple bottle that was easy to handle and refill.

Our team added ceramic printing to communicate different usage options, a color-coded silicone neck ring for easy differentiation between products, and an embossed silicone sleeve at the base. This unique, sustainable design ensured that the Branch Basics package is anything but basic.



2022
Pentawards
Bronze





NAKED WINES



Circularity



Optimization

MAKING WINE MORE SUSTAINABLE

We partnered with Naked Wines to create more sustainable wine bottles. By using lightweight glass bottles that are 29% lighter than comparable products, Naked Wines was able to significantly reduce their environmental footprint. These lighter bottles provide up to a 26% reduction in fossil fuel use and CO₂ emissions¹⁰, which is equivalent to removing 505 passenger vehicles from the road annually.

¹⁰ International Organization for Standardization. (2006). Environmental management – Life Cycle Assessment – Principles and framework (ISO 14040:2006 Amd 1:2020).
International Organization for Standardization. (2006). Environmental management – Life Cycle Assessment – Requirements and guidelines (ISO 14044:2006 Amd1:2017/Amd 2:2020).
International Organization for Standardization. (2014). Environmental management – Life Cycle Assessment – Critical review processes and reviewer competencies: Additional requirements and guidelines to ISO 14044:2006. (ISO/TS 14071:2014).



WHOLESOME



Circularity

DESIGNING CUSTOM SUSTAINABLE FOOD PACKAGING

As part of an Earth Month Initiative and partnership with How2Recycle, Wholesome wanted to relaunch their organic blue agave bottles in a more sustainable form. They wanted to ensure their new bottle fit existing cases to minimize potential modifications to their packaging lines.

Studio One Eleven designed a custom, blow-molded bottle that uses up to 30% plant-based PET, which is functionally equivalent to petroleum-based PET.

The bottles retained their #1 recycling code, and our team sourced injection-molded closures in the brand's trademark purple color. We redesigned the bottle to reference the more sustainable packaging by adding agave leaf outlines on the bottle and an updated label stating: "Bottle made from up to 30% plant-based resin."

"This is the first custom-designed agave bottle on the market! We love its attractive new design, and we are excited to promote greener packaging in the retail space."

*Mitchell Kruesi,
Head of Marketing*







OUR PATH FORWARD

We will continuously invest in our innovation and sustainability strengths to remain at the forefront of the sustainable packaging industry. That means investing in our people, being an industry-leading voice, promoting partnerships across our entire value chain, and partnering with our customers to unpack their full sustainability potential.



KEY PRIORITIES

- Advocate our industry-leading position in sustainability and circularity innovation
- Increase product recyclability, recycled content, and refillable solutions for our customers
- Organize training sessions to enhance our sales teams' ability to lead with sustainability
- Promote sustainability partnerships across our value chain, collaborating with our customers and suppliers
- Join international industry associations and organizations with a circularity and sustainability focus



HEALTH, SAFETY & ENVIRONMENT



OUR GOALS

- Certify target sites across our global operations as zero-waste
- Implement decarbonization initiatives by sourcing renewable energy and reducing energy use across our global operations
- Promote an internal culture of health and safety with zero tolerance for incidents in the workplace

PROTECTING OUR PEOPLE

Maintaining industry-leading health, safety, and environmental standards is crucial to our success.

We are firmly committed to providing a safe and healthy workplace for our people—so much so that “Safety” is listed first among our five enterprise-wide growth and improvement drivers. We have designed our Global Code of Conduct (GCC) policy to minimize the risks of personal injury to our people. Across Berlin, we conducted Health and Safety compliance

reviews, established governance systems, implemented health and safety certifications within certain EMEA regions, and deployed a cross-functional team to conduct risk assessments and implement action plans.

All safety-related incidents, as well as any work condition or practice that may result in personal injury or illness, is reported immediately to appropriate management. We track our incident rates across our enterprise, and we publish our safety data in our Key Performance Indicators (KPI) tab.



RESPONDING TO THE COVID-19 PANDEMIC

During the pandemic, we implemented significant measures to ensure the health and well-being of our people during a challenging time. We adjusted how our employees interacted with each other, our customers, and our suppliers, such as having many employees work remotely when possible. To help contain the spread of COVID-19, we instituted a restricted travel policy and encouraged employees to follow local regulations. Management teams from our human resources and health and safety departments monitored the number of cases

and quarantines within our company. Additionally, our COVID Response Team met every two weeks to review mitigation measures and update them as needed.

**WE IMPLEMENTED
SIGNIFICANT MEASURES
TO ENSURE THE HEALTH
AND WELL-BEING
OF OUR PEOPLE**



REDUCING OUR CARBON EMISSIONS

We established our baseline for our Scope 1, 2, and 3 emissions and formally publicized our sustainability goals. We are actively involved with external initiatives, such as joining the U.S. Department of Energy Better Buildings Challenge to reduce our energy footprint by at least 10% by 2030. We are currently evaluating renewable energy credit purchases and enhanced efficiency measures to further support our carbon emissions reduction

efforts. In regard to our Scope 3 emissions, we have been working to complete a comprehensive review of all sources.

We plan to implement emissions reductions initiatives regarding our purchased goods and services, as well as inbound and outbound transportation.



10%
**REDUCTION OF
OUR ENERGY
FOOTPRINT BY 2030
BY JOINING THE
U.S. DEPARTMENT
OF ENERGY BETTER
BUILDINGS
CHALLENGE**



HIGHLIGHT: MORE SUSTAINABLE BUILDINGS

This year, we opened our new EMEA Headquarters in Milan, Italy. We followed the LEED certification guidelines to minimize environmental impact where possible, such as converting a former warehouse instead of constructing a new building.

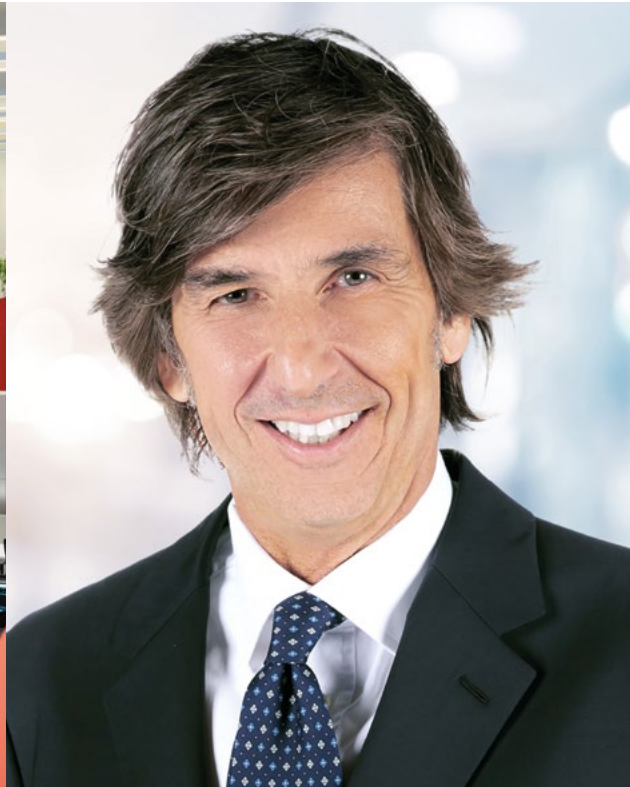
We achieved LEED Gold certification, which is a promising step towards increasing our sustainable infrastructure efforts across our global operations.

Our Headquarters represent our Berlin values of innovation, sustainability, employee well-being, and local community support.

The space features our new House of the Possible, engaging our customers in a space where creativity, sustainable innovation, and new technologies come together.



WE FOLLOWED THE LEED CERTIFICATION GUIDELINES TO TO MINIMIZE ENVIRONMENTAL IMPACT WHERE POSSIBLE, SUCH AS CONVERTING A FORMER WAREHOUSE INSTEAD OF CONSTRUCTING A NEW BUILDING.



I am thrilled to inaugurate our Berlin Packaging EMEA Headquarters. This opening is a clear representation of the impressive growth our company is experiencing in Europe, the Middle East, and Africa. We chose Milan as it is a city famous for innovation and design, and we will continue to forge ideas and innovations for the packaging industry.



PAOLO RECROSIO
CEO, EMEA

BEHIND THE SCENES: BUILDING OUR SUSTAINABLE HEADQUARTERS

MATERIALS AND RESOURCES

We conducted a building analysis to reduce and reuse all possible resources. We chose recycled materials wherever possible throughout the requalification process. We also selected several materials with a dedicated Environmental Product Declaration (EDP).

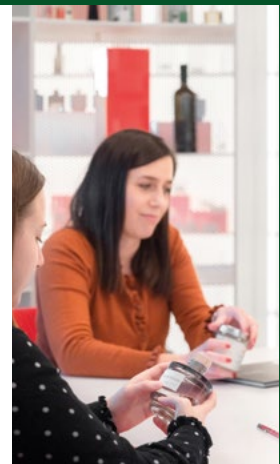


ENERGY, WATER AND WASTE EFFICIENCY

Our EMEA Headquarters is 100% supplied by renewable energy. Due to photovoltaic panels installed on the roof, we can contribute to our energy supply in a more sustainable way. We optimized the building's energy performance through energy efficiency mechanisms. We also adopted internal systems intended to control the water wastage, and we chose outdoor plants that require no irrigation.

EMPLOYEE WELL-BEING

Our people's well-being is a key priority. We are committed to verifying the air quality inside the building. The installation of indoor CO₂ systems helps to ensure a safe environment. We verified and limited the pollutant emissivity of the materials used in the building update, such as the paint and coatings, adhesive and sealants, and the flooring. We also launched our first Comfort Survey, assessing Berliners' satisfaction with the Headquarters—such as temperature, indoor air quality, and lighting levels. This allows us to gain valuable feedback and improve wherever possible.



ALIGNING WITH GLOBAL SUSTAINABILITY FRAMEWORKS

This year, we committed to set a science-based target through the Science Based Targets Initiative, ensuring our sustainability

commitments support the Paris Agreement goals. We also aligned our goals with the United Nations Sustainable Development Goals.





OUR PATH FORWARD

We plan to continue our impeccable record of ensuring that our global operations are safe, healthy, and have minimal environmental impact.



KEY PRIORITIES

- Integrate ESG criteria within our operations, monitoring and improving our distribution and logistics performance
- Continue implementing industry-leading health and safety practices
- Invest in sustainable infrastructure by obtaining LEED Gold certification for our new EMEA Headquarters
- Obtain zero waste certifications at key global sites



SUPPLY CHAIN MANAGEMENT



OUR GOALS

Be the industry leader in supply chain management by:

- Diversifying our supplier network to support minority communities and small businesses
- Serving as a strategic partner for our suppliers to improve their sustainability performance
- Reducing environmental impact by partnering with our suppliers and customers to reduce emissions across the value chain
- Collaborating with suppliers to improve resource efficiency and circularity

We collaborate with our suppliers to generate and enhance shared value across the supply chain. Our global presence and capabilities allow us to integrate innovative sustainable products into our portfolio, creating more value for our customers. By partnering with

our suppliers, we can share opportunities for continuous improvement. Our Quality Services Group oversees compliance of our Supplier Code of Conduct (SCC), which integrates social, legal, and environmental practices across our value chain.

SUPPLIER VETTING

We are evaluating all potential suppliers before establishing a working relationship. We assess our suppliers' ESG performance, which sets our shared expectations accordingly.

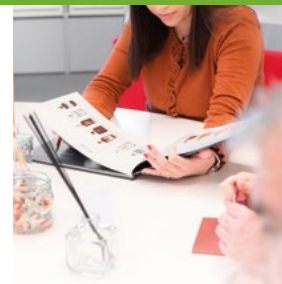


INDUSTRY STANDARDS

We expect our entire supplier network to comply with applicable laws pertaining to human rights and labor standards, such as the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

STRATEGIC SHIPPING PARTNERS

We select our shipping partners, prioritizing a balance of innovation, cost, design, and fuel efficiency with any supply chain considerations that could affect the delivery of a product.





OUR PATH FORWARD

We plan to continue serving as a strategic partner to unlock the sustainability potential for all stakeholders across our supply and value chains.



KEY PRIORITIES

- Strengthen our collaboration with global suppliers to map and enhance ESG partnerships
- Work with the EcoVadis platform and additional supplier sustainability frameworks to improve ESG assessments of our supplier network, driving global sustainability improvement along the value chain



QUALITY & CUSTOMER ORIENTATION



OUR GOAL

- Align with leading trade and governmental organizations by establishing recycled content, recyclability, and refillability standards across material substrates
- Unlock our customers' full sustainability potential by offering packaging solutions that optimize sustainability, brand impact, and performance
- Maintain our industry-leading customer satisfaction by conducting regular customer satisfaction assessments and implementing improvement initiatives

STRENGTHENING PARTNERSHIPS ACROSS OUR VALUE CHAIN

As the World's Largest Hybrid Packaging Supplier®, we are in a prime position to drive and accelerate impact. With a network of 1,700+ partners worldwide, we can source the latest sustainable packaging stock solutions for our customers. Doing so allows us to address each customer's unique needs and offer an unbiased assessment of sustainable packaging solutions.

To achieve this, we build comprehensive strategies that identify new opportunities, appropriate sustainability levers, and potential

implementation barriers for our customers. For us, trust and transparency are key to our customer relationships. Our suppliers play a crucial role by offering a range of materials, manufacturing capabilities, and global locations. Our suppliers help drive sustainability innovation and design, whether it be finding more efficient ways to engineer and manufacture packaging or techniques to incorporate more recycled content. Partnering with both our customers and suppliers allows us to drive the most sustainable solutions possible.



1,700+
PARTNERS
WORLDWIDE



INCREASING CUSTOMER SATISFACTION AND LOYALTY

We regularly assess our customer experience and quality control levels. We collect and analyze various metrics, which inform our

quality control and customer satisfaction and loyalty efforts.

643

TOTAL RESPONSES FROM KEY CUSTOMERS

These results are based on 643 survey responses collected from our Americas customers.

43

NET PROMOTER SCORE (RANGE -100 TO 100)



Berlin is a valued supplier and, despite global supply chain issues in the past 18 months, has performed very well for me.

**BERLIN PACKAGING
CUSTOMER**



OUR PATH FORWARD

We will continue our record of providing world-class quality services for our customers, as well as prioritizing customer safety and sustainability.

KEY PRIORITIES

- Implement circular economy strategies to help our customers achieve their sustainability goals
- Build traceability of post-consumer recycled content in plastics and glass
- Institute strong governance systems for initiatives such as conflict minerals reporting and regulatory compliance for chemicals of concern
- Work with reputable trade organizations (e.g., APR) to verify recyclability standards for plastics
- Implement tools and platforms to verify transparency for all our customer claims
- Provide advisory support for our customers on upcoming product sustainability regulations

LOOKING AHEAD

We view this report as one of the first steps in our long-term ESG strategy. Our strong stakeholder partnerships, customer-focused business model, and globally integrated ESG approach allow us to add value across the supply chain. In 2023 and beyond, we will continue to build on our successes and learn from our experiences, actively pursuing a more sustainable future for all.



PEOPLE

Continue empowering our Berliners by advancing a culture of diversity, inclusion, and sustainability



Key Priorities:

- Continuously drive and support a diverse and inclusive workforce and culture
- Promote our environmental and social initiatives at all levels, from local to international
- Create Berliner “sustainability teams” to drive sustainability innovation from the bottom-up
- Implement people engagement surveys to identify areas of improvement on sustainable initiatives, people engagement, and overall satisfaction
- Increase Berliner sustainability awareness and engagement through internal initiatives and ESG induction process

BUSINESS ETHICS

Continue our impeccable business ethics by proactively developing systems and operating procedures that maintain our integrity, fairness, and transparency across the company



Key Priorities:

- Streamline and expand training campaigns and policies on ethics, GDPR, anti-bribery, and anti-harassment compliance
- Maintain open channels available for anonymous reporting of incidents
- Increase our ESG reporting scope to strengthen transparency for our stakeholders
- Roll out compliance onboarding process for all newly acquired companies

INNOVATION & CIRCULARITY

Invest in our innovation and sustainability capabilities to advance the sustainable packaging industry and partner with our customers to unpack their full sustainability potential



Key Priorities:

- Advocate our industry-leading position in sustainability and circularity innovation
- Increase product recyclability, recycled content, and refillable solutions for our customers
- Organize training sessions to enhance our sales teams’ ability to lead with sustainability
- Promote sustainability partnerships across our value chain, collaborating with our customers and suppliers
- Join international industry associations and organizations with a circularity and sustainability focus

HEALTH, SAFETY & ENVIRONMENT

Ensure our global operations are safe, healthy, and have minimal environmental impact



Key Priorities:

- Integrate ESG criteria within our operations, monitoring and improving our distribution and logistics performance
- Continue implementing industry-leading health and safety practices
- Invest in sustainable infrastructure by obtaining LEED Gold certification for our new EMEA Headquarters
- Obtain zero waste certifications at key global sites

SUPPLY CHAIN MANAGEMENT

Serve as a strategic partner to unlock the sustainability potential for all stakeholders across our supply and value chains



Key Priorities:

- Strengthen our collaboration with global suppliers to map and enhance ESG partnerships
- Work with the EcoVadis platform and additional supplier sustainability frameworks to improve ESG assessments of our supplier network, driving global sustainability improvement along the value chain

QUALITY & CUSTOMER ORIENTATION

Continue our record of providing world-class quality services for our customers, as well as prioritizing customer safety and sustainability



Key Priorities:

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DATA INDEX

This report references the Sustainability Accounting Standards Board (SASB), a standard for sustainability reporting.

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	SASB CODE	ACCOUNTING METRIC
GREENHOUSE GAS EMISSIONS	RT-CP-110a.1	<ul style="list-style-type: none"> Gross global Scope 1 emissions Percentage covered under contract
	RT-CP-110a.2	Discussion of long-term and short-term emissions reduction targets, and
ENERGY MANAGEMENT	RT-CP-130a.1	<ul style="list-style-type: none"> Total energy consumed Percentage grid electricity Total self-generated energy
WASTE MANAGEMENT	RT-CP-150a.1	<ul style="list-style-type: none"> Amount of hazardous waste Percent of waste recycled
PRODUCT SAFETY	RT-CP-250a.1	Number of recalls issued & total
	RT-CP-250a.2	Discussion of process to identify risks and chemicals of concern
PRODUCT LIFECYCLE MANAGEMENT	RT-CP-410a.1	Percentage of raw materials from
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of products throughout its lifecycle

Activity Metrics

TOPIC	SASB CODE	RES
NUMBER OF EMPLOYEES	RT-CP-110a.2	2022 S

IC	RESPONSE
Emissions emissions-limiting regulations	<ul style="list-style-type: none"> • 2022 Sustainability Report > p. 8 • 12% of total Scope 1 and 2 emissions
Short-term strategy or plan to manage Scope 1 emissions, and an analysis of performance against those targets	2022 Sustainability Report > p. 78, 79
	<ul style="list-style-type: none"> • 51,725 GJ • 100% • 0%
Waste generated	<ul style="list-style-type: none"> • 0 metric tons of hazardous waste • 72.8% diversion rate from landfills
Total units recalled	0
Identify and manage emerging materials	2022 Sustainability Report > p. 93
Material from recycled content	>1%
Reduce packaging	2022 Sustainability Report > p. 93

RESPONSE / LOCATION

2022 Sustainability Report > p. 9



June 2023

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GRAPHIC DESIGN

Visualmade srl

PHOTOS

Berlin Packaging image bank



UNPACKING Y/OUR SUSTAINABILITY POTENTIAL

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www.berlinpackaging.com

EMEA

www.berlinpackaging.eu