

**Ranpak**® | Deliver a Better World®

# 2022 ESG Impact Report



## A Word from Our Chairman & CEO



In 2022, Ranpak continued to bolster our strategic transformation. In the face of a challenging macro-economic environment, we achieved important milestones, invested in our physical infrastructure, acquired new talent, and have made and renewed commitments toward the

advancement of our mission: to Deliver a Better World®.

Our team battled headwind after headwind throughout 2022. Soft consumer and business demand, biting interest rates, inflationary pressures, a switch in spending from hard goods to experiences, and volatile energy markets, especially in Europe, no doubt took its toll on our business.

Nevertheless, the milestones we achieved in 2022 were noteworthy. We recorded a 9% reduction of our total GHG emissions compared to our baseline year of 2019. 61% of the pulp used to manufacture our raw paper supply was recycled pulp. 52% originated from post-consumer waste (PCW), demonstrating the inherent circularity of

our products and exceeding our goal of sourcing an aggregate paper supply consisting of at least 25% PCW or alternative pulp by 2030. Moreover, this important progress was recognized in 2022 by MSCI, which upgraded our ESG rating to 'A', and by Ecovadis, which awarded us a Silver rating, both exceptional results for a company that has been public for as short a time as we have been.

Additionally, in 2022, we continued to lay the foundation for future growth by completing the renovation of our US Global Headquarters in Ohio and the construction of a new facility for our European headquarters in the Netherlands. Additionally, this year we will open our new Automation & Robotics Center in Shelton, Connecticut, which adds another pillar to our global infrastructure in support of our automation business and innovation in robotics.

At the same time, while we recognize and are proud of our progress thus far, we remain focused on the goals and innovations that will continue to drive us forward. These include the sustainability goals set forward within our 2020 Environment Social and Governance Impact report, which we have now reaffirmed and updated within this edition of our report.

Accordingly, we have kept a steady eye on our commitments and have adapted our policies to remain consistent with our values. This includes identifying new suppliers to replace those which are no longer available to us due to the armed conflict in Europe and updating our FSC®-certified paper targets to include equivalent alternative certifications to make up for these certified fiber sources.

I am proud of our progress over the past several years to effectuate a more circular global supply chain, as well as our resilience in 2022 in the face of a challenging macro-economic environment. Ranpak has continued to stay true to the same course that was charted at our founding 50 years ago. That course has been - and remains - based on a steadfast commitment to sustainability, innovation, and advancing a paradigm for end-of-line packaging that is both better for business and for the natural environment.

**Omar Asali**  
Chairman & CEO



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## OUR MISSION

# Our Earth Day Origins

**The story of Ranpak begins in 1970, a year in which roughly one in every ten Americans took to the streets to voice their support of the environment and protest pollution during the first Earth Day celebration on April 22nd.**

Two weeks later, on May 5th, George R. Johnson was granted a patent for his original design of the machine that would become the PadPak®. While Ranpak would not be officially incorporated for another two years, as spring bloomed in 1970 the story of the company had already begun.

Today, 50 years later, Ranpak has grown tremendously in scale and matured as a business. Yet, our mission to Deliver a Better World® has remained the same as it was in 1972. We pledge our commitment to a better future, where sustainable solutions help preserve our planet for future generations. By providing innovative and efficient sustainable solutions for our customers, we are enabling the growth of the global marketplace in accordance with the principles of a circular economy.



# Deliver a Better World®

# 50 Years of Ranpak

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## 1970

Patent granted to George R. Johnson for mechanism and method for producing cushioning dunnage.

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## 1972

Ranpak is officially incorporated.

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## 1981

Ranpak builds a sales strategy focused on cultivating distributor relationships with valued partners.

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## 1991

Ranpak's European Headquarters opens in Heerlen, Netherlands.

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## 1995

Ranpak's Singapore office opens, creating a regional headquarters for Asia-Pacific.

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## 1997

Ranpak's Global Headquarters building opens in Concord Township, Ohio.

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## 2000

The FillPak® system is created, expanding Ranpak's paper applications from cushioning to include high-speed void fill.

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## 2000-2003

Ranpak first incorporates recycled paper into its product portfolio.

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## 2019

Ranpak is acquired by One Madison Corporation and taken public, trading under the symbol 'PACK' on the NYSE.

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## 2020

Ranpak issues its first ESG Impact Report.

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## 2022

Ranpak celebrates our 50th anniversary as a business.



# HIGHLIGHTS: Sustainability Targets



**Our Goal: We commit to reducing absolute scope 1 and scope 2 Greenhouse Gas (GHG) emissions by 46% by 2030.**

**Our Progress:** Ranpak's absolute scope 1 and scope 2 emissions were 4,055 MTCO<sub>2</sub>e in 2022, a reduction of 16% from 4,833 MTCO<sub>2</sub>e 2021, and a reduction of 9% from 4,472 MTCO<sub>2</sub>e in our baseline year of 2019. While these reductions no doubt result in large part from a changed business environment, in 2022 we also began implementing a number of investments that, we believe, will help reduce our GHG emissions even as the business environment rebounds, including:

- > The gut renovation of our global headquarters in Concord Township, Ohio, completed in Q3 2022. This renovation included the installation of additional insulation, more efficient electrical and lighting systems, and a state-of-the-art HVAC system. While we have chosen to delay the installation of solar power in Concord Township beyond 2023, we believe that, once installed solar power generation will further reduce our GHG emission footprint.
- > The construction of a new facility to house our European corporate and manufacturing headquarters in Eygelshoven, Netherlands, which we occupied beginning in Q2 2023. This facility will be Building Research Establishment (BRE) Environmental Assessment Method (BREEAM®)-certified and may include on-site solar power generation.

> The transition of our North American corporate vehicle fleet to hybrid vehicles, which we began in late 2022. Currently, we expect our entire North American vehicle fleet to consist of hybrid vehicles by 2025.



**Our Goal: We commit to sourcing an aggregate paper supply consisting of at least 75% recycled pulp by 2030.**

**Our Progress:** In 2022, Ranpak's paper supply consisted of 61% recycled paper (including both post-industrial and post-consumer waste), an increase of 1% year-over-year from our 2021 numbers. While we are pleased with the consistency of our recycled paper usage, we are continuing to test new methods of including recycled paper within our existing product line, as well as exploring its potential for new applications.



**Our Goal: We commit to sourcing an aggregate paper supply consisting of at least 25% PCW or alternative pulp by 2030.**

**Our Progress: ACHIEVED.** Ranpak's 2022 progress has seen us achieve our 2030 goal, with the result that we are updating our PCW or alternative pulp target going forward. We are proud to report that 58% of our paper supply in the US and 48% of our paper supply in Europe have been composed of post-consumer waste for a total of 52% of our paper supply, allowing our products to be consistent with the circular economy.



**We commit to obtaining Forest Stewardship Council (FSC®), Sustainable Forestry Initiative (SFI), or Programme for the Endorsement of Forest Certification (PEFC) certification for 100% of our paper packaging materials by 2030.**

**Our progress:** In 2022, 54% of the fiber we sourced was FSC® certified, representing an 8% decrease from 2021. This decrease is entirely the result of supply chain disruptions caused by the Russian invasion of Ukraine and sanctions applied to previous FSC®-certified suppliers located in Russia. At the same time, in 2022, we received our FSC® chain-of-custody certification for our North American operations and have begun to transition a significant portion of North American production to FSC®-certified material. Lastly, as we prepare to build a production footprint in Malaysia where other forestry certification bodies have broader market share, we have also chosen to update this goal to include SFI and PEFC certification, rather than only FSC®.



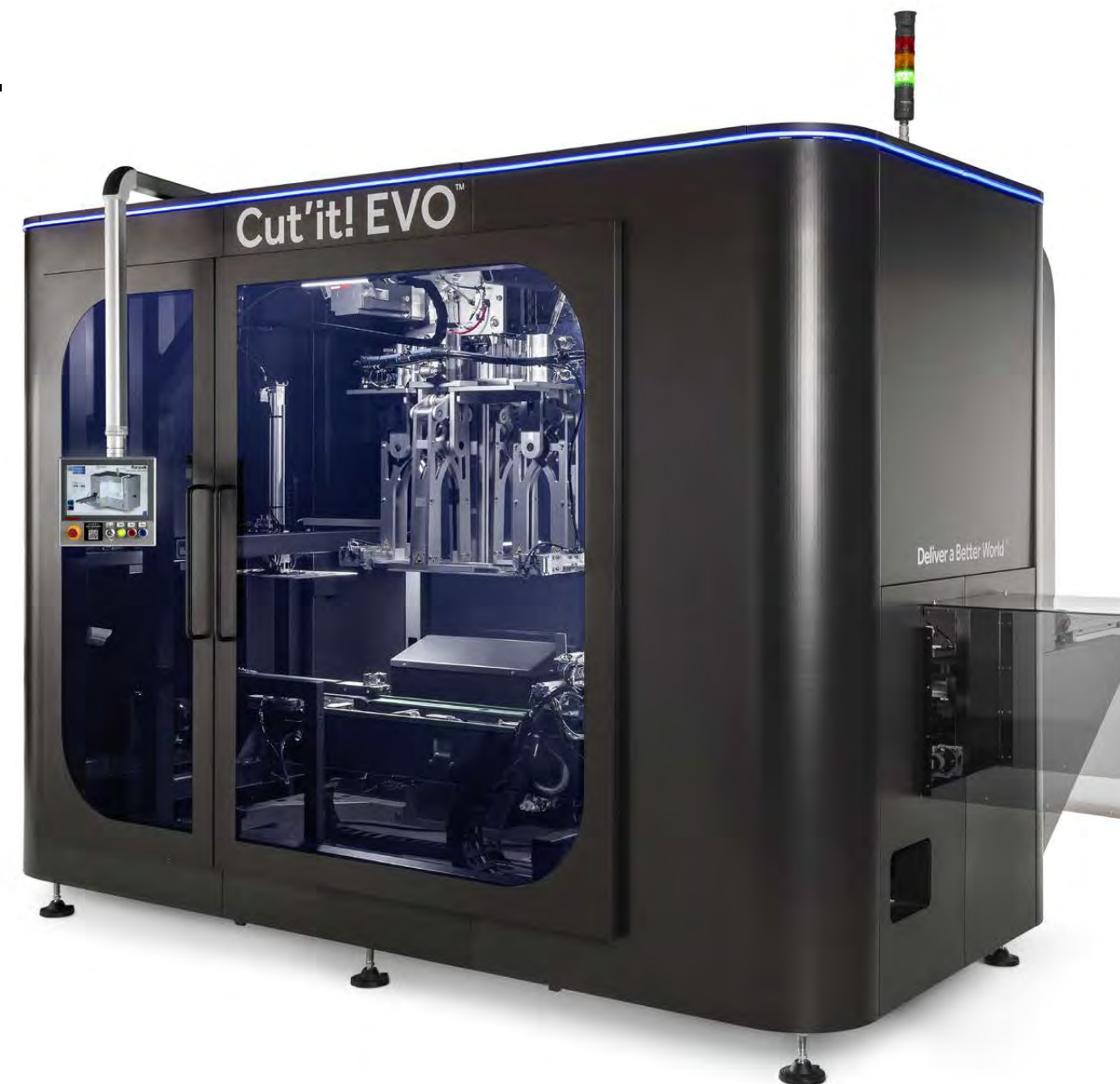
## HIGHLIGHTS: Investing In Sustainable Automation

### In 2022, we continued to build on our progress within Ranpak Automation.

We have continued to refine our existing product line, with the release of upgraded Cut'it!™ EVO and AutoFill™ systems, and the release of our DecisionTower™ vision system in early 2023. The system identifies packages within the end-of-line automation process that require manual intervention from packers, preventing machine jams and maintaining critical machine uptime for downstream solutions.

At the end of Q2 2023, we also completed construction of our new North American automation facility in Shelton, Connecticut, and expect to ramp up our operations in Shelton through the rest of 2023 and early 2024.

And lastly, in early 2023, **Bryan Boatner** joined Ranpak as our Managing Director, Automation. Bryan's role is to direct our global automation business and we are confident his leadership will be an asset as we build on momentum from 2022.



### Award of Silver EcoVadis Rating



EcoVadis is known as a leading sustainability ratings platform for businesses around the world.

Ranpak's 2022 award of a Silver rating represents an important step in our development. It is also the culmination of a rigorous screening process, beginning with answering the EcoVadis questionnaire. The questionnaire covers four areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

Aside from documents and questionnaire responses submitted by an organization, EcoVadis also does external screening, evaluating the findings of any public references on the company and seeking out any public information related to their assessment criteria. Based on provided and collected information, EcoVadis determines whether a company's performance deserves a medal, and if so, whether it should be Bronze, Silver, Gold, or Platinum.

Overall, receiving a Silver rating as an initial score indicates a solid sustainability performance. At the same time, it gives us room for improvement. While we are already hard at work to improve our Silver rating, we are proud to celebrate this formal recognition of Ranpak's commitment to sustainability.

# Our Products & Global Footprint Span The World

**Ranpak was first founded in 1972. The company originally occupied our founder's garage before moving to 1K square feet of office space in a commercial area on Ben Hurr Boulevard in Willoughby, Ohio several months later.**

**As we start 2023 – and embark on our next 50 years - Ranpak is on the cusp of further geographic expansion and investment far beyond our humble beginnings:**

## **Automation & Robotics Center – Shelton, CT**

In mid-2023, we opened our newly constructed Automation & Robotics Center in Shelton, Connecticut. This 80K square foot facility will house our automation, robotics, and AI R&D teams, as well as our North American automation manufacturing and assembly operations.

## **European Corporate & Manufacturing Headquarters – Eyselshoven, Netherlands**

In the first half of 2023, we moved to our newly constructed 309K square foot European headquarters in Eyselshoven, Netherlands, which consolidated our three existing facilities near Heerlen. This new facility will be BREEAM®-certified and will house our European headquarters and consolidate our Dutch PPS and automation assembly operations.

## **Paper Conversion & Machine Assembly Facility – Johor, Malaysia**

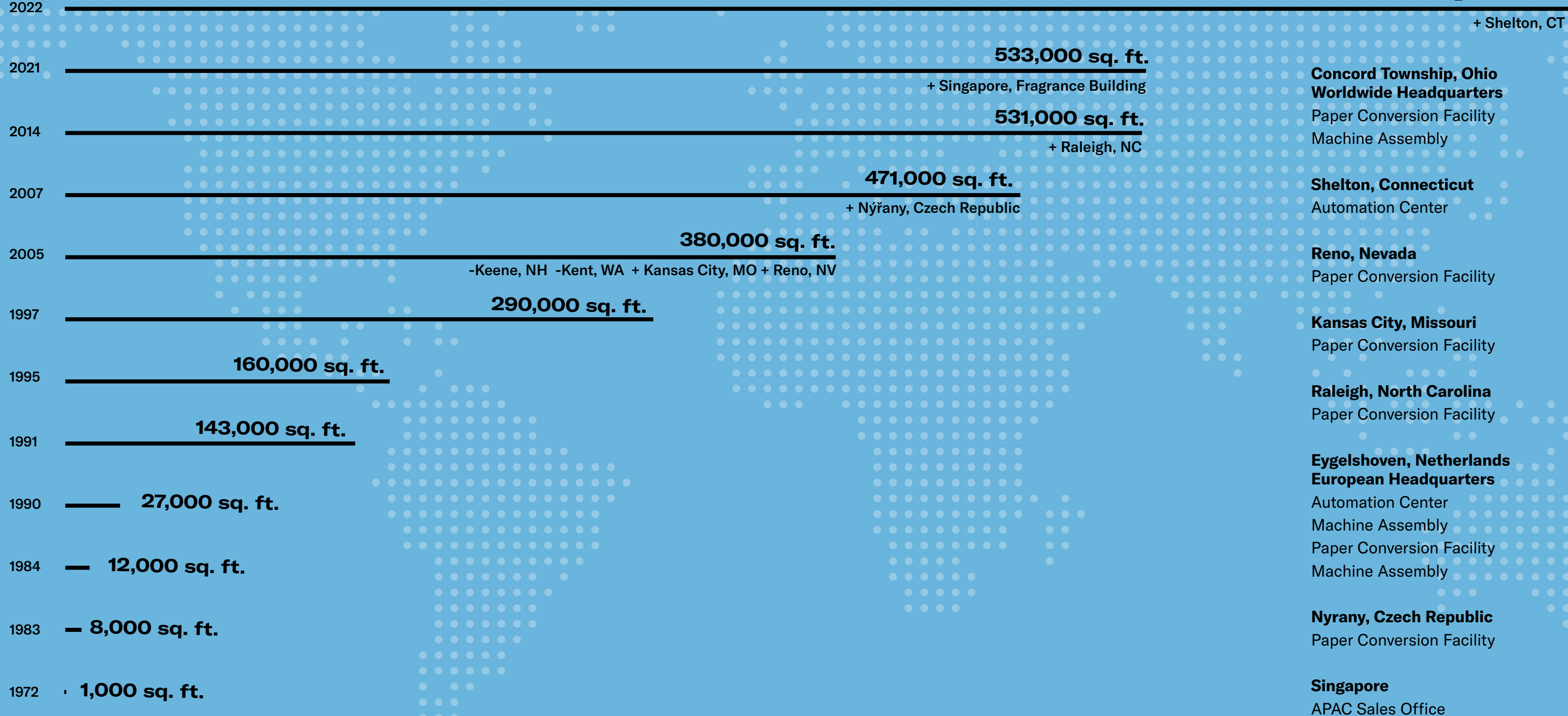
In 2024, we are planning to open a new paper conversion facility and machine assembly hub in Johor, Malaysia. This new facility will allow us to convert paper packaging material and assembly systems locally in Asia, thereby improving our ability to serve our Asia-Pacific partners, with a plot area of roughly 158K square feet including 10K square feet of offices and 42K square feet of factory space.





# 50 Years Of Geographic Expansion & Growth

**744,000 sq. ft.**

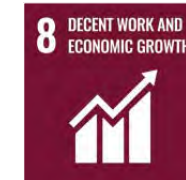


# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: Reaffirming Alignment

## A Blueprint For The Future

Developed by the United Nations in 2015, the sustainable development goals are a series of 17 goals which serve as a global blueprint for a more sustainable, peaceful, and prosperous present and future.

**In our 2020 report, Ranpak identified 5 SDGs that align directly with our business model and corporate values. In this report, we have added another to our list, SDG 13, climate action.** The addition of this SDG is in recognition of the importance of climate action and the work that Ranpak has done to establish and deliver on climate commitments over the past several years. SDG icons appear throughout this report where they align with our commitments, activities, and disclosures.



Decent Work and Economic Growth – Ranpak facilities prioritize safe working conditions, continuous education, supplier compliance and human rights.



Industry, Innovation, and Infrastructure – Ranpak builds resilient infrastructure, promotes sustainable industrialization and fosters innovation.



Responsible Consumption and Production – Ranpak is committed to creating a circular economy and increasing operational efficiency.



Climate Action - Ranpak actively works to reduce GHG emissions and energy usage to reduce environmental and climate impact.

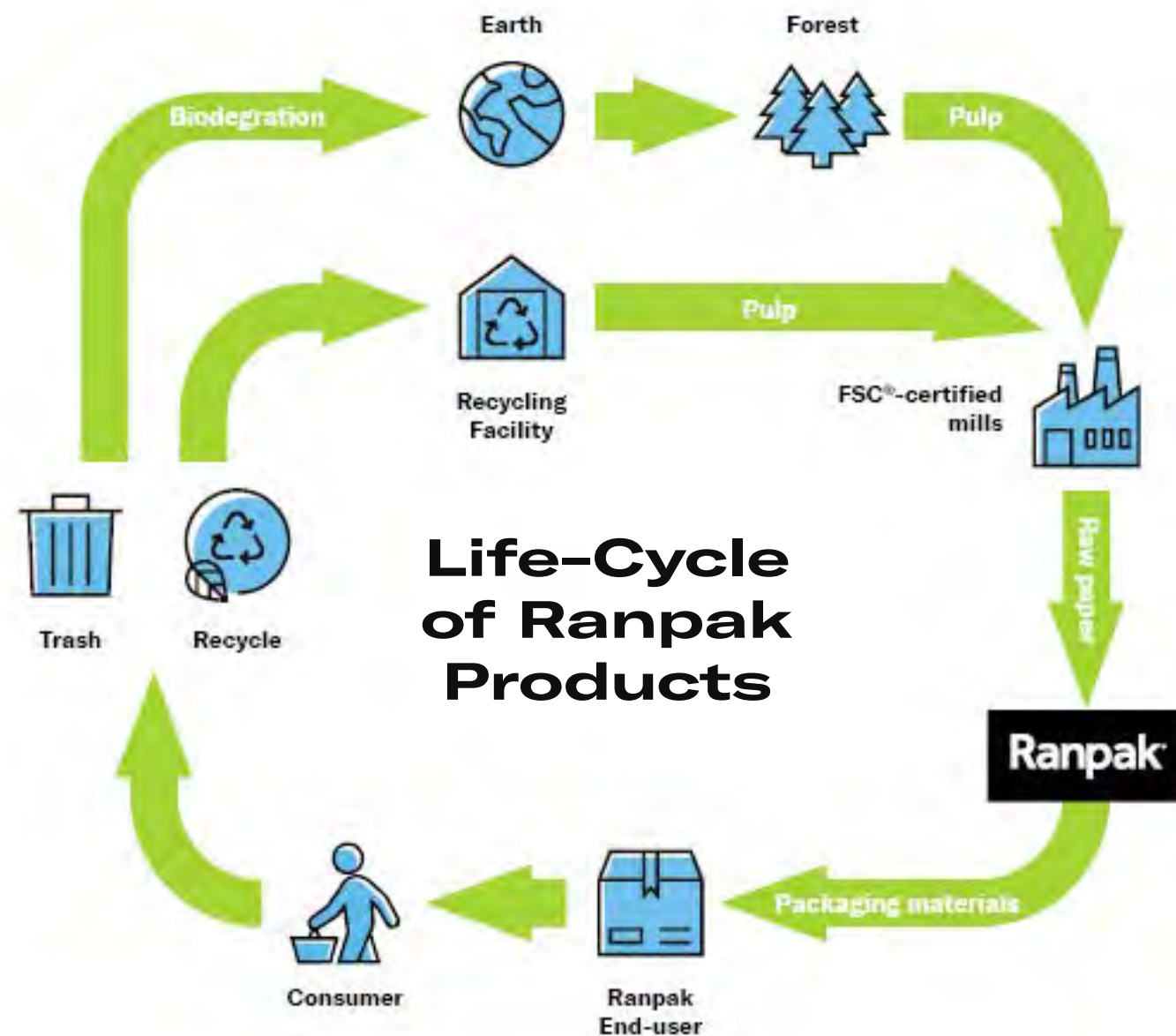


Life on Land – Ranpak sustainably manages forests to combat desertification, halt and reverse land degradation, and halt biodiversity loss.



Partnerships for the Goals – Ranpak’s partnerships are based on working toward common goals and include trade associations, environmental initiatives, policymakers, and brands.


# THE CIRCULAR ECONOMY: A Solution To Wasteful Consumption



## Promoting The Circular Economy

A circular economy is an economy where resources and products are used, reused, and recycled, rather than used-up and discarded. At Ranpak, we create and develop products that are compatible with the circular economy, combining material innovation with engineering and automation to deliver a more sustainable and scalable approach to end-of-line packaging.

**We believe that a circular economy is the solution to a wasteful status quo.**

 Ranpak is proud to be part of the solution to the global plastics crisis.

# SOURCING: Sustainable, Renewable, & Circular

**Because paper, a renewable resource, is our largest single input, Ranpak maintains a high level of overall renewable resource use.**

However, we are continuously looking for opportunities to improve our material efficiency and range of sustainable materials, as exemplified within our 2021 strategic investment in Creapaper, the makers of grass paper, which provided access to grass-based paper that is being integrated into our product offerings.



## Raw Paper Supply

Ranpak sourced 124,037 metric tons of paper in 2022. 61% of the pulp used to manufacture our paper in 2022 consisted of recycled fiber, up from 60% in 2021.

52% of the pulp used to manufacture our paper in 2022 consisted of fiber derived from alternative sources or recycled PCW, up from 38% in 2021.

54% of the raw paper we sourced in 2022 was FSC®-certified, down from 62% in 2021. This decrease was entirely due to supply dislocations in Europe following the Russian invasion of Ukraine. 75% of our raw material supply in 2022 consisted of renewable resources (by dollars spent), down from 81% in 2021.

## Exploring Alternative Materials

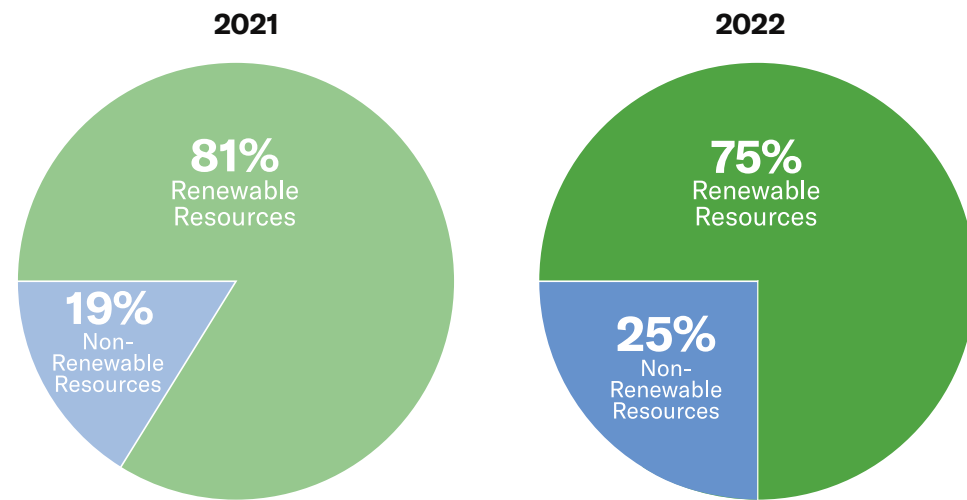
We seek to reduce our use of non-sustainable materials or substitute with sustainable alternatives. Accordingly, we have launched a strap replacement initiative to replace plastic package straps with paper straps in Europe. By replacing plastic straps with paper straps, Ranpak is exploring the use of a material with fewer environmental impacts, and increasing the efficiency of recycled material sorting by creating a packaging system with one singular type of recyclable material.

We have also launched an alternative plastic film initiative in Europe. By sourcing alternative plastic film with a lower weight but the same strength, we reduce the amount of plastic shipped with every 100,000 pallets by approximately **35%**. These improvements bring us from using 21 tonnes of plastics per 100,000 pallets shipped to approximately **13.5 tonnes** of plastics with the new thinner alternatives identified during sourcing.

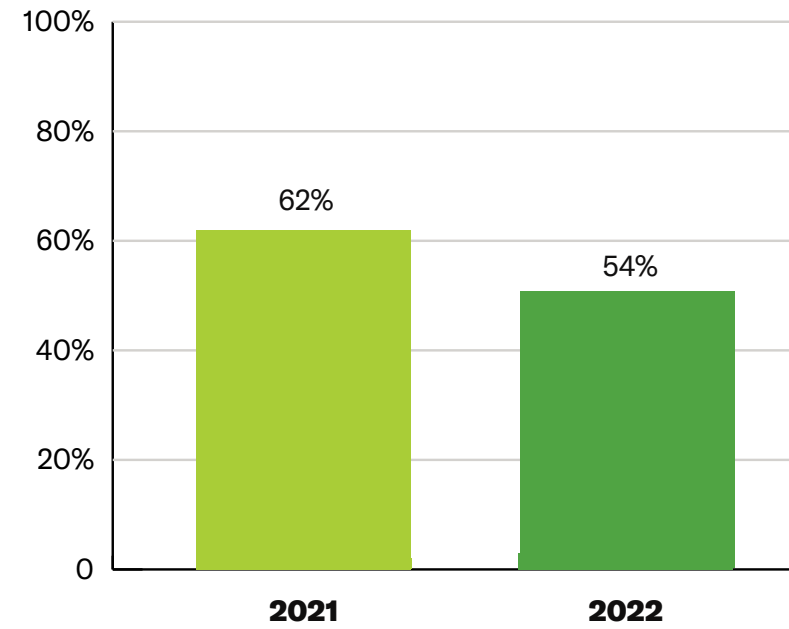


# SOURCING : 2022 Performance

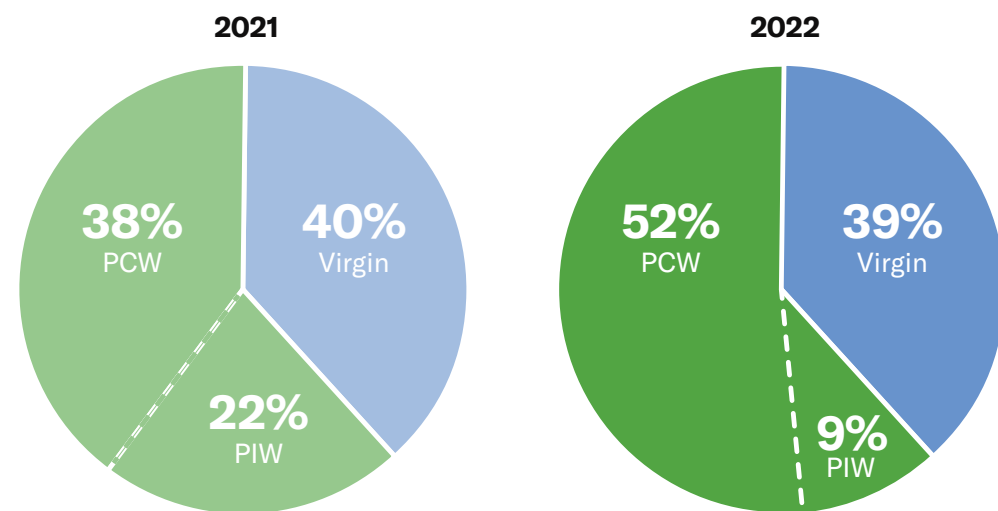
## TOTAL RAW MATERIAL SUPPLY (By Dollars Spent on Raw Materials)



## FSC® CERTIFIED SUPPLY



## PAPER COMPOSITION



Ranpak remains committed to seeking out **alternative renewable resources**, exploring materials for their potential uses in our products and operations.



## Paper Evolution

**Ranpak has always been about paper. Or more specifically, about replacing single-use plastic packaging with renewable, biodegradable, and curbside recyclable paper-based packaging alternatives.**

Our company journey began with the invention of a new method for producing paper dunnage and has continued to evolve over the years.

Ranpak's use of paper started out with experimentation to find an alternative material to replace single-use plastic for dunnage. Kraft paper was identified as a material with potential thanks to its strength. When combined with the folding method patented by inventor George R. Johnson, the resulting pads became Ranpak's first product. However, that was just the beginning of Ranpak's paper innovations.

**In 1992, Eco-Pak** was the first company acquired by Ranpak, with the company's founder, John Ratzenberger, adding a measure of star power to the deal. Best known as a star of the hit show "Cheers", his biodegradable packaging materials helped expand Ranpak's portfolio during a key period of global expansion.

Originally Ranpak exclusively used virgin paper for our products, but our ambition to incorporate recycled paper was strong. Through experimentation, **recycled paper was introduced to our products starting in the late 90s**. By the early 2000's, Ranpak unveiled our first product lines incorporating recycled paper to our customers.

**2014 saw the acquisition of Geami®**, a signature die-cut, honeycomb textured paper, developed as the paper answer to plastic bubbles.

**Introduced to the North American market in 2020, the development of Greenline® paper** created an option for customers that helps reclaim value from household paper waste. By using post-consumer waste, the paper allows for high-quality packaging to be created from materials recycled from the same bins that consumers place at the curb.

**The 2021 acquisition of Recycold Cool Solutions BV** added RecyCold® cool packs to Ranpak's list of products. Using a paper shell and bio-based gel, they offer a superior unboxing experience for chilled products and are part of a total cold chain solution.

Another strategic investment in **Creapaper**, the makers of grasspaper, expanded the range of products that Ranpak can offer by using pulp made from grass, a highly sustainable material.

**Beyond conventional paper, Ranpak has always been attuned to promising solutions and materials.**

# Material Innovation Over Time



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## 1992

Eco-Pak was the first company acquired by Ranpak.



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## 2000s

Ranpak unveiled our first product lines incorporating recycled paper to our customers.



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## 2014

Acquisition of Geami®, a signature die-cut, honeycomb textured paper.



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## 2021

Acquisition of Recycold Cool Solutions BV.

Ranpak investment in Creaper, the makers of grasspaper.

# ENERGY & EMISSIONS: Energy Consumption

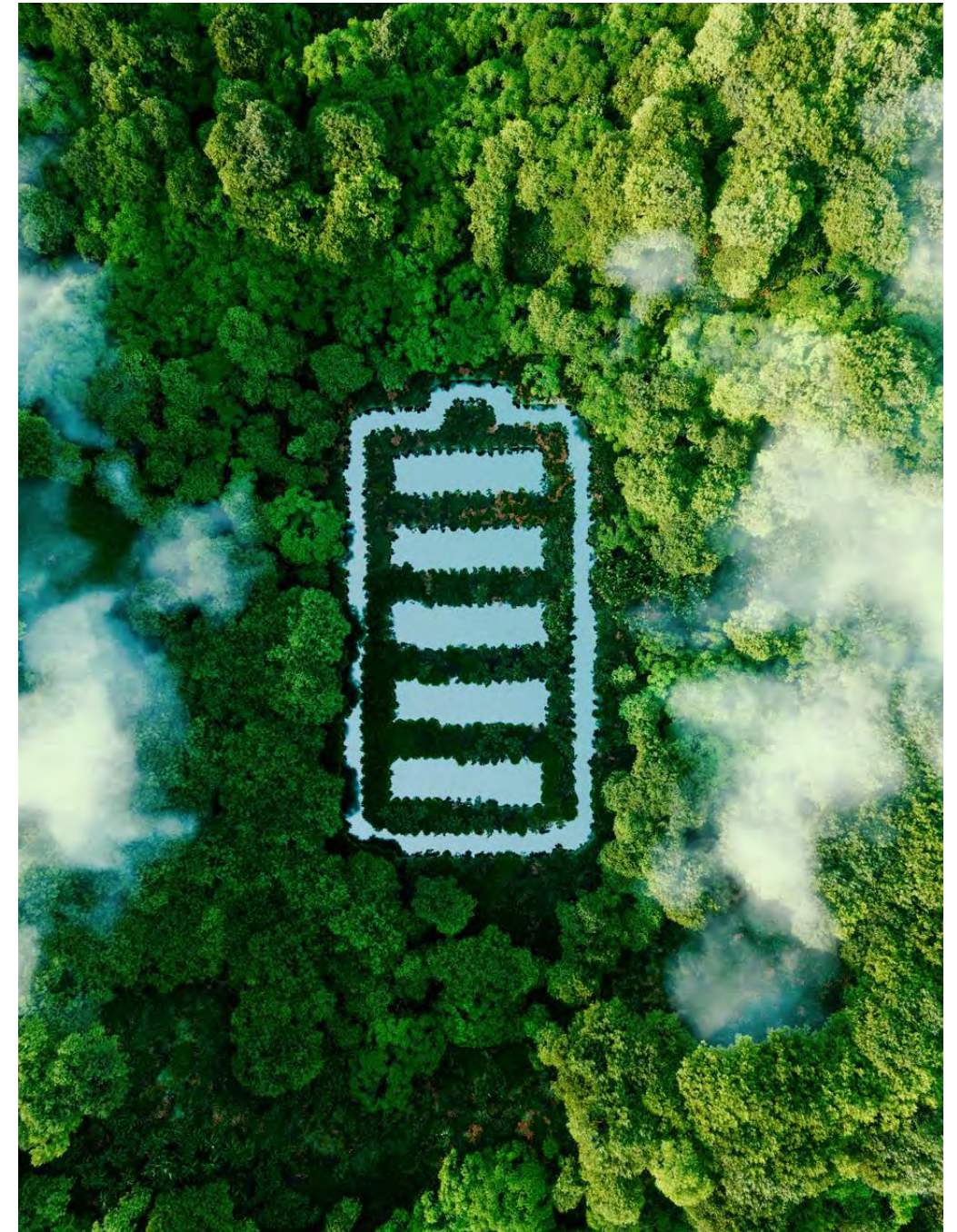
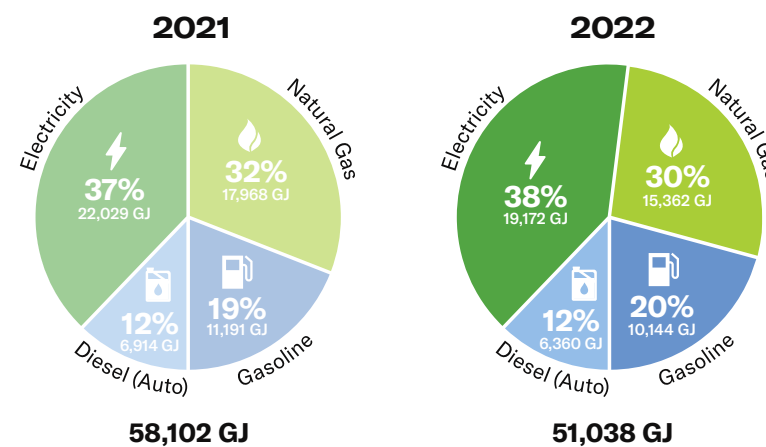
**Ranpak’s total energy consumption decreased in 2022 by 12% from 2021, due to the general slowdown in e-commerce activity in 2022, as the world re-opened following COVID-19.**

At the same time, we are excited about a number of investments coming on-line in late 2022 and 2023 – which were only minimally reflected in our energy consumption for 2022 – that we believe will help us maintain this lower energy profile even as e-commerce activity rebounds and our production levels reach and exceed their 2022 levels.

> In Q3 2022, we completed a gut renovation of our global corporate and manufacturing headquarters in Concord Township, Ohio. This renovation incorporated state-of-the-art heating and air conditioning systems, LED lighting, additional insulation, and other efficiency enhancements. Moreover, as we look forward to 2024 and beyond, we remain ready with plans to incorporate solar power generation at our headquarters the moment we deem the time appropriate.

- > In Q4 2022, we formally initiated our plan to transition our US vehicle fleet to hybrid vehicles. As of the end of the first quarter of 2023, we have a handful of hybrid-electric vehicles, but every US vehicle purchase moving forward will be a hybrid. In Europe, we are also moving forward with the purchase of fully electric vehicles, adding to those already included within our European fleet.
- > In Q2 2023, we moved into our new European corporate and manufacturing headquarters in Eyselshoven, Netherlands. The Eyselshoven, Netherlands facility is BREEAM®-certified and may include on-site solar power generation.

**ENERGY USE IN 2022**  
(In Gigajoules)





# ENERGY & EMISSIONS : 2022 GHG Emissions

## Making Progress On Our GHG Targets

In our 2020 ESG report, Ranpak committed to reducing absolute scope 1 and scope 2 greenhouse gas emissions by 46% by 2030, which is in line with the global reductions necessary to keep global warming to 1.5°C. **Our work is beginning to pay dividends. In 2022, our aggregated combined scope 1 and scope 2 (market-based) GHG emissions were 4,055 MTCO<sub>2e</sub>, down from 4,833 MTCO<sub>2e</sub> in 2021. These combined emissions represent a 9% decrease from our combined emissions in 2019, our base measurement year.**

**More specifically, in 2022, our scope 1 GHG emissions were 1,823 MTCO<sub>2e</sub> (down from 2,113 in 2021) and our location-based scope 2 emissions were 2,017 MTCO<sub>2e</sub> (down from 2,358 in 2021.)**

While Ranpak has not disclosed scope 3 emissions this year, we continue to consider and review regulatory guidance over the quantification of these emissions in the jurisdictions we operate in. Scope 3 GHG analysis recognizes emissions generated across the value chain that supports our business activities. In 2022, Ranpak completed a scope 3 screening-level assessment as a first step to identifying material sources of scope 3 emissions. Going forward, we continue to wait for further regulatory guidance on the disclosure of scope 3 emissions and aim to identify opportunities to support reductions in scope 3 emissions wherever possible.

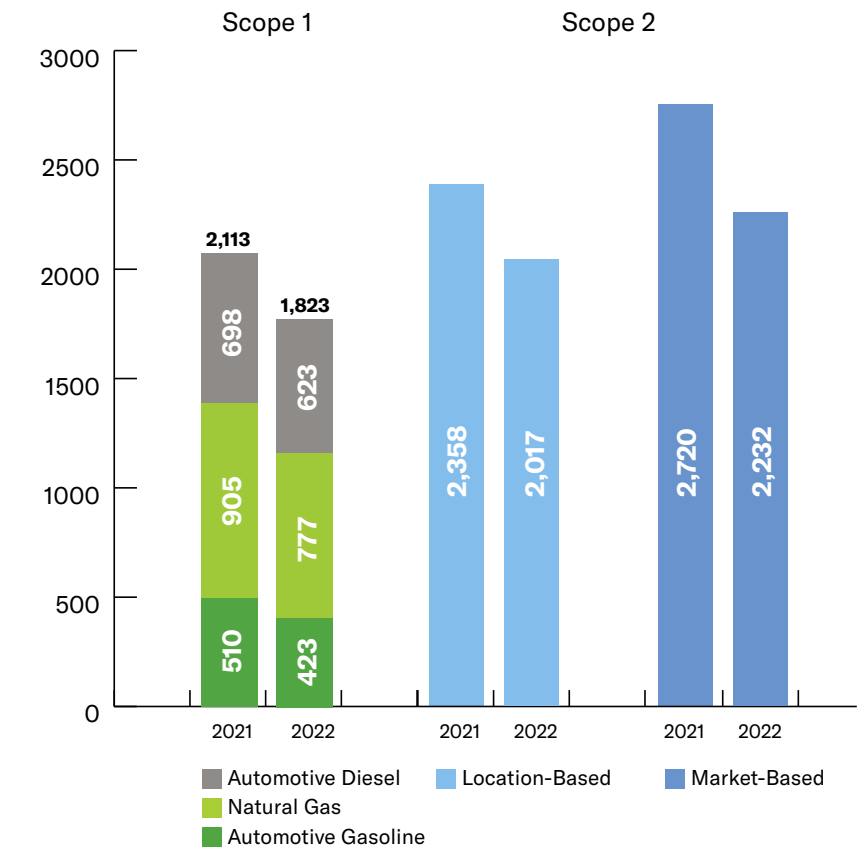
### TCFD Disclosures

In 2022, Ranpak conducted a readiness assessment to identify strengths and gaps in our alignment to the TCFD recommendations. In the coming years, we strive to further align to the TCFD recommendations as regulatory requirements continue to develop for climate-related disclosures.

### Carbon Disclosure Project

In 2022, Ranpak prepared its first CDP response and received a C, indicating awareness-level engagement over climate-related issues. This score demonstrates our strong foundation for identifying and managing climate-related risks and opportunities. Moving forward, Ranpak will continue to monitor climate-related risks and explore potential opportunities to support the transition to a low-carbon economy.

**GHG EMISSIONS FOR 2021 & 2022**  
In Metric Tons (MT)



### EcoTruxure® Resource Advisor

**In late 2022, Ranpak began the process of implementing Schneider Electric's Resource Advisor platform to help track and manage our energy usage and GHG emissions profile globally.** Resource Advisor is the world's leading data management platform to collect and combine procurement, usage, and sustainability information from multiple data sources. Once we complete our implementation – and ultimately expand it to include other important ESG-related KPI's – we expect it to provide us with the data we need to maximize our energy efficiency and the sustainability of our operations worldwide.

1. In 2023, Ranpak began using an accounting software to track its GHG emissions, provided by Schneider Electric. Emission factors referenced by Schneider Electric have been used to support calculations for Ranpak's 2022 GHG emissions inventory. In addition, Ranpak has performed a restatement of its historic GHG emission inventories between 2019 – 2021, referencing sources of emission factors used under Schneider Electric's platform. This will provide consistency and comparability in Ranpak's GHG emissions year-over-year. Given some differences in the sources of emission factors used, restated emissions are slightly different compared to historic emissions in past ESG Impact Reports.



# WASTE MANAGEMENT: Recycling As A Core Principle

## Maintaining Circularity Through Robust Recycling

Ranpak’s approach to waste is consistent with our approach to our solutions and products in that we aim for the highest levels of material efficiency possible. By optimizing our processes, we aim to reduce waste overall and preserve all recyclable waste materials. In 2022, Ranpak’s operations produced 5,271 tons of waste, of which 5,011 tons were recycled. This represents a 24% reduction in the total waste generated by Ranpak from 2021 to 2022.

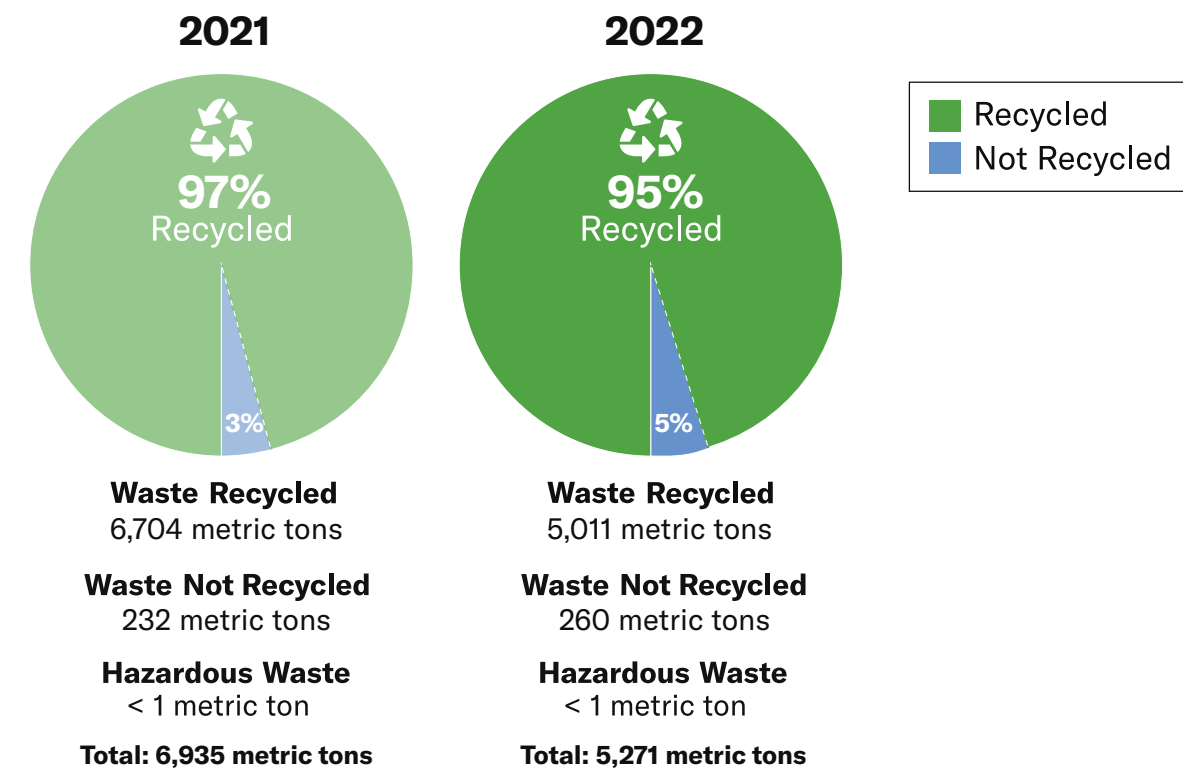
We continue to monitor our waste streams and seek to explore further recycling partnerships with waste vendors to reduce non-recycled waste generated in our operations as much as possible.



## Ranpak’s products are designed to be recyclable. Our business processes are also designed to facilitate material recycling.

### 2022 WASTE MANAGEMENT

(Total Weight in Metric Tons)



# WASTE MANAGEMENT: Chemical Safety

## Safely Managing Chemicals

Given the inherent nature of our processes at our paper conversion, automation, and machine assembly facilities, we do not produce significant volumes of hazardous waste. The majority of waste produced by Ranpak consists of kraft paper scrap left over from paper conversion, which is recycled through our waste vendor partnerships.

As a result of our product safety and regulatory compliance screening procedures (which include EU REACH, SVHC, and SIN-listed substances), our raw materials do not contain “harmful chemical impurities.” This includes the cooling gel contained in RecyCold® cool packs, which is comprised of 100% organic material. Therefore, we do not consider chemical safety to be a material issue for ESG reporting purposes, as our product design and testing functions do not utilize chemical agents, nor does our mechanical testing procedures related to the durability of our products.

On a facility level, Ranpak’s chemical management processes include upholding chemical safety standards through a solvent management system.

Certain machines in our paper conversion and machine assembly processes do require the use of de minimis amounts of hazardous substances for cleaning and maintenance processes. We are continuing to track all substances and all hazardous waste materials associated with these processes, collecting and disposing of these substances safely through our hazardous waste vendors in compliance with all applicable regulations.

**Ranpak’s products are designed to be free of harmful chemicals.**





# WATER: Maintaining Safe Usage

**As we grow as an organization, we remain committed to monitoring our water use and the water stress of our facility locations.**

As in years past, for 2022, Ranpak does not consider water to be a material environmental issue for Ranpak, because our core manufacturing processes do not consume water unlike those of many of our peer companies within the paper and packaging industry.

However, in 2021 Ranpak expanded our cold chain product portfolio by acquiring Recycold, a maker of more sustainable cool packs containing biologically based gel. As we bring production of Recycold to scale in 2023, we expect our water usage to increase substantially. Accordingly, going forward, we intend to apply heightened scrutiny to the management of our water use to ensure that we are upholding responsible use standards as our business grows and our product lines expand. We aim to maintain our responsible usage of water, with attention paid to monitoring changes in current and future usage.

Ranpak continues to analyze water stress levels of our locations according to World Resources Institute (WRI) Water Risk Atlas tool, Aqueduct.

**We continue to operate within areas below a “very-high” water stress threshold.**

## TOTAL WATER CONSUMPTION WITHIN ORGANIZATION (m<sup>3</sup>)

	2021	2022
Total water used in cubic meters (m <sup>3</sup> )	21,337	25,837

## BASELINE WATER STRESS REGION (WRI)

Water Risk Atlas Aqueduct

Location	Facility	Baseline Water Stress
US	Concord Twp.	Low (<10%)
	Kansas City	Low (<10%)
	Raleigh	Medium - High (20-40%)
	Reno	High (40-80%)
EU	Nýřany	Low - Medium (10-20%)
	Heerlen	High (40-80%)
APAC	Singapore	Low (<10%)

1. 2022 water consumption excludes water consumption for our Kansas City facility, which cannot be obtained. Our total water consumption for 2021 excluding our Kansas City facility was 21,188 cubic meters.



Ranpak has consistently reported **zero incidents of non-compliance** associated with water quality permits, standards, or regulations from 2020 to 2022.



# MACHINE ASSEMBLY: Recapturing Value Through Reuse

## Ranpak embraces a circular economy approach to all aspects of our business, including our machines.

Because Ranpak retains ownership of our machines within our customers' warehouses and production facilities, our machine assemblers and engineers are able to salvage parts and recycle components from machines returning from active use. First instituted in 2020, our machine parts recycling program originally reclaimed core components from our AutoPad® machines.

In 2022, Ranpak significantly expanded our machine parts recycling program to include our Junior, Auto Junior, Trident, and CC machines. Based on the blueprint of our initial recycling programs, we have seen an exponential level of success thanks to the greatly expanded range of machines that are now included within our program.

Since the inception of our machine parts recycling initiative in 2020, our number of parts recycled annually has increased 550% as of 2022, leading to significant financial savings while conserving materials and energy used in part manufacture. Overall, the growth of this program represents a tremendous success, providing an avenue for Ranpak to improve the circularity of an additional aspect of our business.

### MACHINE PARTS RECYCLING PROGRAM

	2021	2022
Total number of parts reused	6,033	30,408
Total dollars saved	\$107,586	\$1,345,308

\* The price of some components have changed from 2022 to 2021.

## Machines that perform for our customers and the environment.

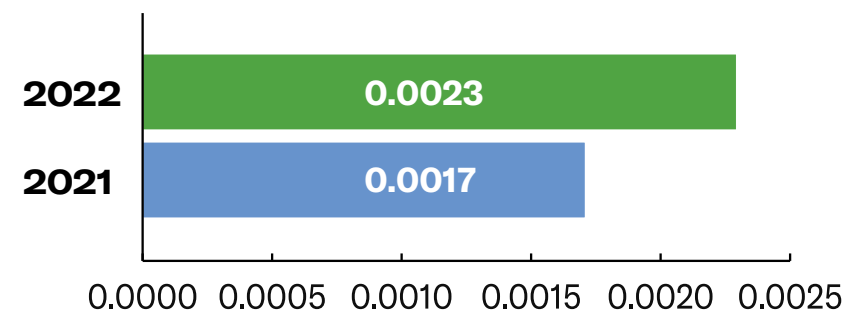
Ranpak's machines are built with sustainability in mind. This includes our classic "Ranpak blue" converters for our paper packaging solutions, as well as our growing portfolio of automation solutions designed to provide total end-of-line automation for our customers. Material efficiency and features including batch modes allow businesses to maximize the impact of our paper. Automation can achieve results including the reduction of parcel heights by up to 25% with the Cut'it!™ EVO, or the elimination of required void fill and mailer compatible sizing of the Flap'it!™ system.

**Ranpak solutions are built on the principles of efficient materials use, innovation, automation, and reliable design.**



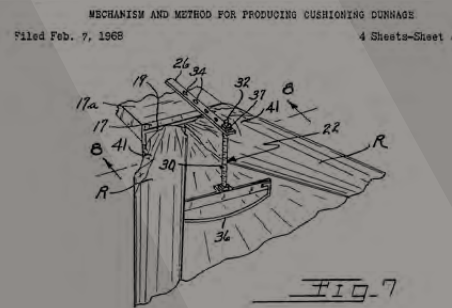
### MACHINE RELIABILITY

Number of calls/complaints vs. number of machines in the field



## This Machine Replaces Plastic

Ranpak embraces a tradition of innovation that traces back to the first patents awarded in 1970 for the system that would become the PadPak®. Today, we hold over 774 U.S. and foreign patents and patent applications directed to various innovations related to our business, as well as more than 264 U.S. and foreign trademark registrations and trademark applications that protect our branding.



# 1970

Patent granted to George R. Johnson for mechanism and method for producing cushioning dunnage.



# 1985

By 1985, Ranpak was building 10 fullsize machines per month. The fullsize units, affectionately called “washing machines”, were primarily used by industrial businesses.



# 2000

Created in 2000, the FillPak® system innovated a fan-folded paper loading system. This innovation was crucial in allowing paper to be dispensed at high speeds to compete with plastic void fill material.



# 2004

FillPak® TT brought the convenience and flexibility of a smaller “tabletop” profile to the FillPak line, dispensing paper void fill fast without needing electricity to operate.

# The Evolution of Our Solution



## 2021

Ranpak launches the AutoFill™ in North America, a fully automated solution that uses smart sensors to compute box size and the volume of objects inside, and then dispenses the optimal amount of paper needed.



## 2022

Ranpak releases a completely redesigned version of the Cut'it!™ EVO, with updated exterior designs and improved capabilities. Capable of automatically reducing the height of cartons to the highest point of filling, this solution enables customers to save an average of 25% of volume to be shipped.



## 2023 & Beyond

The FillPak Trident Mini™ provides a smaller converter footprint and the potential to deliver up to 15% reductions in paper use compared to other paper-based machines.

Geami Wrap'n Go™ is a perfect low-profile wrapping solution for a retail cash wrap station or anywhere sustainable, recyclable Geami paper is needed.

**Sustainability has been in our DNA from the creation of our very first PadPak® Fullsize machines to our latest automation solutions.**

# STAKEHOLDERS: Delivering A Better World, Together

## Supporting Our Global Stakeholder Community

Ranpak’s global footprint of stakeholders is central to our mission. We believe that the best way to Deliver a Better World® is to maintain regular communication across all our stakeholder groups, coordinating action for our business, supporting our local communities, and aligning around our business standards and codes of conduct.

For Ranpak, our third-party distributor partners constitute one of our most important stakeholder groups. A substantial majority of our end-users purchase our packaging solutions through our distributor partners. Accordingly, our close alignment with our distributors is

a key component to our ability to create a more sustainable supply chain. As a result, collaboration and communication with our distributor partners is essential to Ranpak. By understanding their priorities and concerns, we are better able to fulfill our mission.

Our distributor engagement includes hosting Ranpak Academy trainings, inviting our partners to learn about our products and engage with us on site at our Global and European headquarters. By listening to their feedback and maintaining shared commitments, we can amplify the impact of our actions in areas that our distributor partners have indicated matter most to them, including:

- > Adopting science-based emissions reduction targets to manage the carbon footprint of our business.
- > Sourcing materials that are certified by reputable organizations such as the FSC® and communicating their value to our end-customers.
- > Water conservation.
- > Exploring alternative fiber sources as well as the use of recycled materials within products.
- > Providing the means to conserve materials and reduce waste in packaging.

**We are grateful for the partnership of our stakeholders across our business as they continue to help to Deliver a Better World®.**



## We help our stakeholders stay on the cutting-edge of sustainable packaging.



Ranpak is a proud member of the following groups and associations:

plasticpollutioncoalition





## STAKEHOLDERS: Setting Supplier Standards

**At Ranpak, we expect all of our suppliers to share our commitment to upholding the highest ethical standards. Our Supplier Code of Conduct is critical to communicating these expectations.**

Ranpak's Supplier Code of Conduct, newly amended and adopted in 2022, formalizes the key ethical standards that we expect our suppliers to uphold, including with respect to legal and regulatory compliance, ethical behavior, nondiscrimination, anti-bribery and corruption, as well as environmental and social responsibility. We are in the process of rolling out our Supplier Code of Conduct by establishing and communicating compliance protocols and enforcement for each of our suppliers. Having begun to implement these protocols with several of our core suppliers in 2022, the rollout will continue across Ranpak's supplier base to ultimately include each one of our suppliers.



# CULTURE: Engaging, Communicating, & Giving Back

## An Inclusive Culture For A Global Community

Ranpak's culture shaping initiatives conducted in 2022 have resulted in more meaningful communications among employees within our organization at all levels.

Our Chief Sustainability Officer continues to publish an internal sustainability newsletter to demonstrate how our business and our employee community are contributing to Deliver a Better World®.



The newsletter includes employee spotlights, highlighting what sustainability means to members of the organization from all levels and across all of our geographical locations.

Our mentorship programs have progressed with each member of our senior leadership team maintaining a relationship with mentees nominated by their managers or other leaders, creating avenues for the transfer of key management and business skills from one group of leaders to the next. These programs offer a two-way exchange of skills and perspectives, benefiting all participants.

We have continued to advance our employee engagement with the formation of a new US based community engagement team. Ranpak's engagement team has prepared activities through 2023 including monthly lunch & learn sessions on topics related to our business, personal finance, and sustainability.

## Ranpak's values include engagement with our peers and our local communities.

### Highlights of US & EU Community Outreach In 2022

- › Continued partnership with Cleveland Clinic.
- › Day of Giving donation drive held in November.
- › Adopt a Family program around the holiday season where employees can sponsor families in need.
- › Ranpak employee engagement in College Now mentorship programs, which provide one-on-one support to students.
- › Ranpak employee participation with Big Brothers Big Sisters of America.
- › Partnership with Zuyd University of Applied Sciences, hosting students on site at our Netherlands Headquarters to share Ranpak's sustainability mission and knowledge.
- › Support for Ukrainians in the Netherlands foundation. Gift giving to children displaced by war for Sint Nikolas day is among the services supported by the charity.

### Our Charitable Giving In 2022 Included Donations To:

- › The Ronald McDonald House Charities.
- › Local school districts within the greater Cleveland areas.
- › Voedselbank Limburg-Zuid, a Netherlands food bank providing food assistance to the hungry.
- › Centrum Hájek, an organization in Czechia which provides support and therapies for children who suffer from disabilities and their caretakers.
- › Lachende Kinder-Nepal. This Germany-based organization supports projects in Nepal which include an orphanage, schools, and a daycare center.

# CULTURE: Upholding Inclusive Values

## Core Values Drive Our Business

Ranpak's core values serve as a charter for our organization, clearly communicating our values and the principles by which we run our business. These core values have been reinforced in 2022 through the publication of our fully updated Code of Ethics and Business Conduct, available to all through Ranak's Governance Documents Portal on our Investor Relations website and circulated upon publication to all employees within the organization. Our statement of purpose and values lays out these fundamental tenets, while the guide itself provides a resource for all employees to apply these values to their daily work and navigate any related challenges that might arise with appropriate tools and support.



## Environmental Sustainability

Our responsibility to our natural environment is unwavering. Our product portfolio has been designed to reduce the harmful consequences of our globalized economy. By committing to develop new products that continue to fill market needs with ever more sustainable alternatives, we satisfy our obligation to future generations.

## Diversity & Inclusion

Diversity is strength. We aspire to the equitable representation of all perspectives across our company. Leveraging diversity in our acquisition and retention of talented employees, as well as embracing the individual value each of us brings to our organization, enhances our shared community and our corporate performance.

## Employee Actualization

We are committed to each other. Continuing education, professional training, and opportunities for advancement are critical to each of our personal and professional success. When each of us reaches our full potential as an individual, we all succeed together.

## Customer Centricity

Our customers are vital both to our success and to our mission. Helping our customers succeed is a top priority. By meeting customer needs quickly and satisfactorily, we ensure the continued growth of our business.

## Data Driven Decision-Making

We are guided by data. Key business decisions are based on verified data rather than intuition or observation alone. We strive to identify, critically analyze, and efficiently share relevant data that informs our strategic decision making, aids each of us in our individual work, advances innovative thinking, and improves the performance of our business as a whole.

## Community Engagement

We embrace our responsibility to our local communities. By contributing to the lives of those around us whether through charitable giving, volunteering, or otherwise, we strengthen our communities and our connection to one another.

## Ownership Culture

Our ownership mentality empowers us. As employee-owners, we take responsibility for our individual work and pride in our collective achievement. We each prosper as individuals when we succeed as a team.

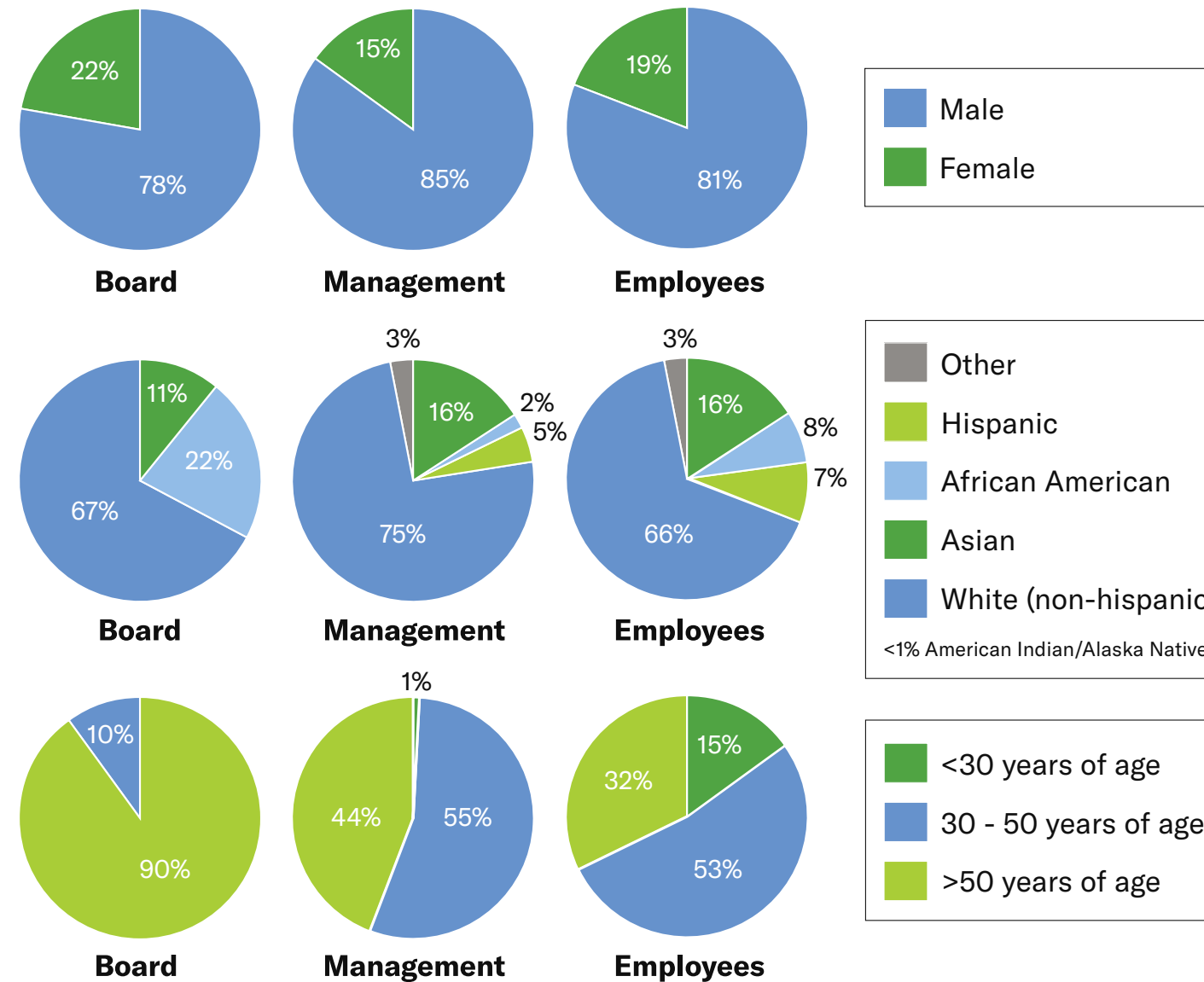
# DIVERSITY, EQUITY, & INCLUSION: A Growing Global Community

## A Global Footprint Supported By Broad Perspectives

Ranpak’s offices and facilities are located around the world, and as such, we aspire to reflect the racial and ethnic diversity of the communities within which we operate. As a global company, we recognize the importance of broad perspectives and the value that they bring to our organization. As of December 31, 2022, we had 819 employees worldwide. We have 159 of our employees located in Europe who are covered by collective bargaining agreements.

Ranpak has taken steps to increase our focus on DE&I within our talent acquisition process. This includes bias awareness training for all hiring managers at the beginning of and throughout active hiring processes. Interview panelists, who are chosen for each role with DE&I considerations to ensure a more diverse panel, also receive bias awareness briefings before conducting interviews.

### GLOBAL DIVERSITY TOTALS<sup>1</sup>



<sup>1</sup> We do not track the race or ethnicity of our personnel located in Europe. Accordingly, race and ethnicity data consist of employees located in North America and Asia-Pacific. Additionally, with respect to gender, no Ranpak employees self-reported as non-binary in 2021 or 2022.



# PAY & BENEFITS: Committed To Employee Ownership

## Delivering A Better World Begins Within Our Employees

At Ranpak, we strive to make each of our employees feel empowered, with a shared stake in our collective success, as employee-owners. Since Ranpak became a public company, we have twice granted every single Ranpak employee an equity award, providing a tangible stake in the business alongside their normal salary and benefits.

Ranpak provides highly competitive benefits, including subsidized medical and dental coverage, company-paid life insurance, as well as a 401k retirement account matching program. Competitive compensation packages include annual bonus eligibility for all employees based on company performance. Personal performance is also rewarded with merit-based increases tied to employee annual reviews. Ranpak also provides job-related training and tuition reimbursement for bachelor and post-graduate degrees.



### RANPAK EMPLOYEE TURNOVER FOR ALL REGIONS:

2022	21%
2021	18%

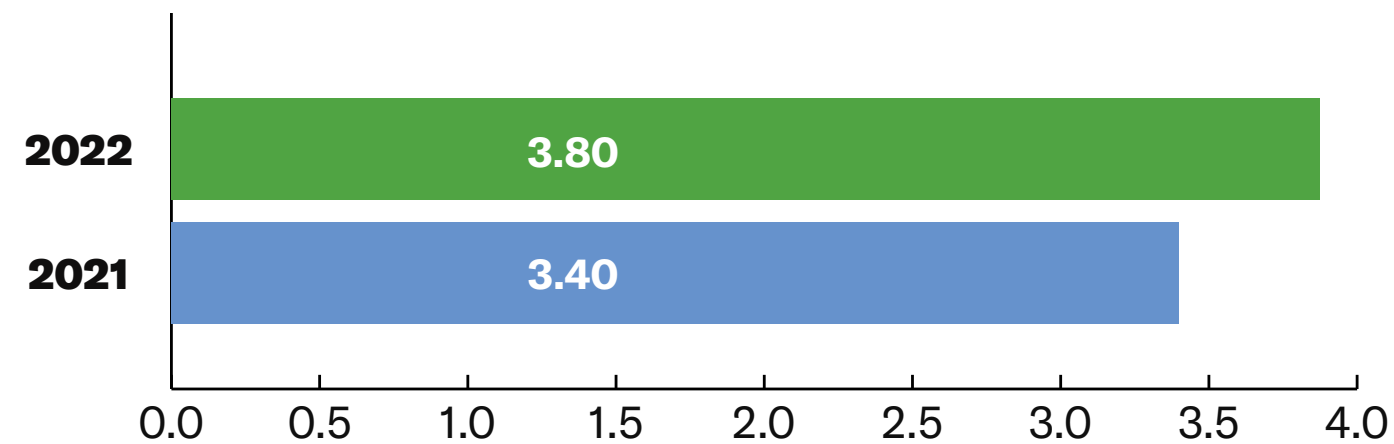
# SAFETY: Making Updates & Improving Reporting

## Supporting Operational Safety And Readiness

In 2022, Ranpak completed a series of updates to our safety and readiness across all our facilities within North America. The series of improvements was intended to build on work started in 2021 which included an update our Safety and Health Program Manual and coordination of Safety committees led by Quality Leads across our facilities. Our EHS leaders continue to run global monthly meetings to discuss issues, incidents, and prevention as well as coordinate around safety improvement initiatives.

In recognition of the recent increase in our total reportable incident rate, we are addressing improvement areas and are committed to improving safety across our organization. Safety improvements made in 2022 included elevating the reporting structure for our environmental health and safety manager, and initiating a number of actions designed to improve our safety record.

**TOTAL REPORTABLE INCIDENTS/200,000 HRS WORKED**



Ranpak reported a 0% fatality rate in 2022, in line with our previous reports through 2019.



# SAFETY: Key Initiatives In 2022

## Taking Action To Improve Safety

Starting with the hiring of a new EHS manager in 2022, Ranpak's North American EHS processes were reviewed and updated. Initiatives conducted in 2022 included:

- › A 3-year retrospective root-cause analysis of all injuries reported across our U.S. facilities.
- › Improved injury reporting processes with additional attention paid to the root cause of any incident.
- › Internal EHS-related audits that addressed, among other things, employee perceptions and perspectives on safety matters; safety-related record retention policies and requirements at each facility; employee training and certifications; and facility-level reviews of environmental health and safety policies and results.
- › Adoption of facility-level corrective action plans.
- › The establishment of a core curriculum of additional EHS training programs to occur on an annual or bi-annual frequency as needed.

In Europe, our 2022 safety initiatives included the establishment of streamlined process for employees to report safety-related concerns. Additionally, our European colleagues in various departments hold weekly EHS workshops for employees across seniority levels and job functions. Finally, Ranpak is in the midst of implementing ISO 14001 standards to our European organization, which will provide an additional layer of environmental protection and certification of our business processes.



# BOARD: Leadership In Service Of Circularity

## Creating Alignment For Our Mission

Ranpak’s board and committees recognize the importance of our mission to Deliver a Better World®.

Six of Ranpak’s nine directors are “independent” as defined by the New York Stock Exchange listing standards. In 2022, Ranpak’s Chairman & CEO, Chief Technology Officer, and Vice Chairman & Managing Director—North America all served as Directors. In December of 2022, our Vice Chairman resigned from his role as Managing Director—North America and received compensation for his role as a non-employee director of the board during the remainder of 2022. No other members received any compensation for their role as Director.

## Ranpak’s Board Has Three Standing Committees:

- › Audit Committee
- › Compensation Committee
- › Nominating, Environmental, Social, and Governance Committee

Each committee is comprised entirely of independent directors. Each of the members of our Audit committee also meets the SEC independence requirements for Audit Committee members.



**Omar Asali**  
Chairman



**Tom Corley**  
Director



**Pam El**  
Director



**Michael Gliedman**  
Director



**Michael Jones**  
Director



**Robert King**  
Director



**Salil Seshadri**  
Director



**Alicia Tranen**  
Director



**Kurt Zumwalt**  
Director





# MANAGEMENT: Building Alignment Across The Organization

## Leadership Based On Core Values

Ranpak's management teams aim to lead by example by upholding the core values of our business.

Management fosters our commitment to sustainability, upholding our responsibility to preserve our environment and serve as stewards for future generations. The importance of the work we all do at Ranpak is consistently communicated by management, highlighting the individual contributions of all employees to the business as a whole and reinforcing our ownership culture.

Management also drives forward our commitment to engage with the communities wherein we do business, supporting our partnerships with local charities, hospitals, and educational institutions.

**Management also drives forward our commitment to engage with the communities wherein we do business, supporting our partnerships with local charities, hospitals, and educational institutions.**

## Management Structure

Our Operations, Sales and Marketing functions are organized geographically, with a Managing Director for the North America, Europe and Asia-Pacific regions who reports directly to our Chairman & CEO. Our Finance, IT, HR, Legal, Engineering, Business Development, Innovation and Sustainability functions operate company-wide, with the head of each department also reporting directly to our Chairman & CEO.

It is our senior leadership within our various departments, led by our Chief Sustainability Officer, who provide the initial data that is collected and validated for our ESG report.



## ETHICS: Updating Our Code Of Ethics

**As a business motivated by our ownership culture and positive mission, ethics is a critical area of focus for Ranpak.**

Our commitment to Deliver a Better World® relies on our employees, officers, directors, and stakeholders.

Ranpak's entire senior leadership continues to participate in quarterly senior leadership team meetings, where ethics and values are included on the agenda as a standing item.

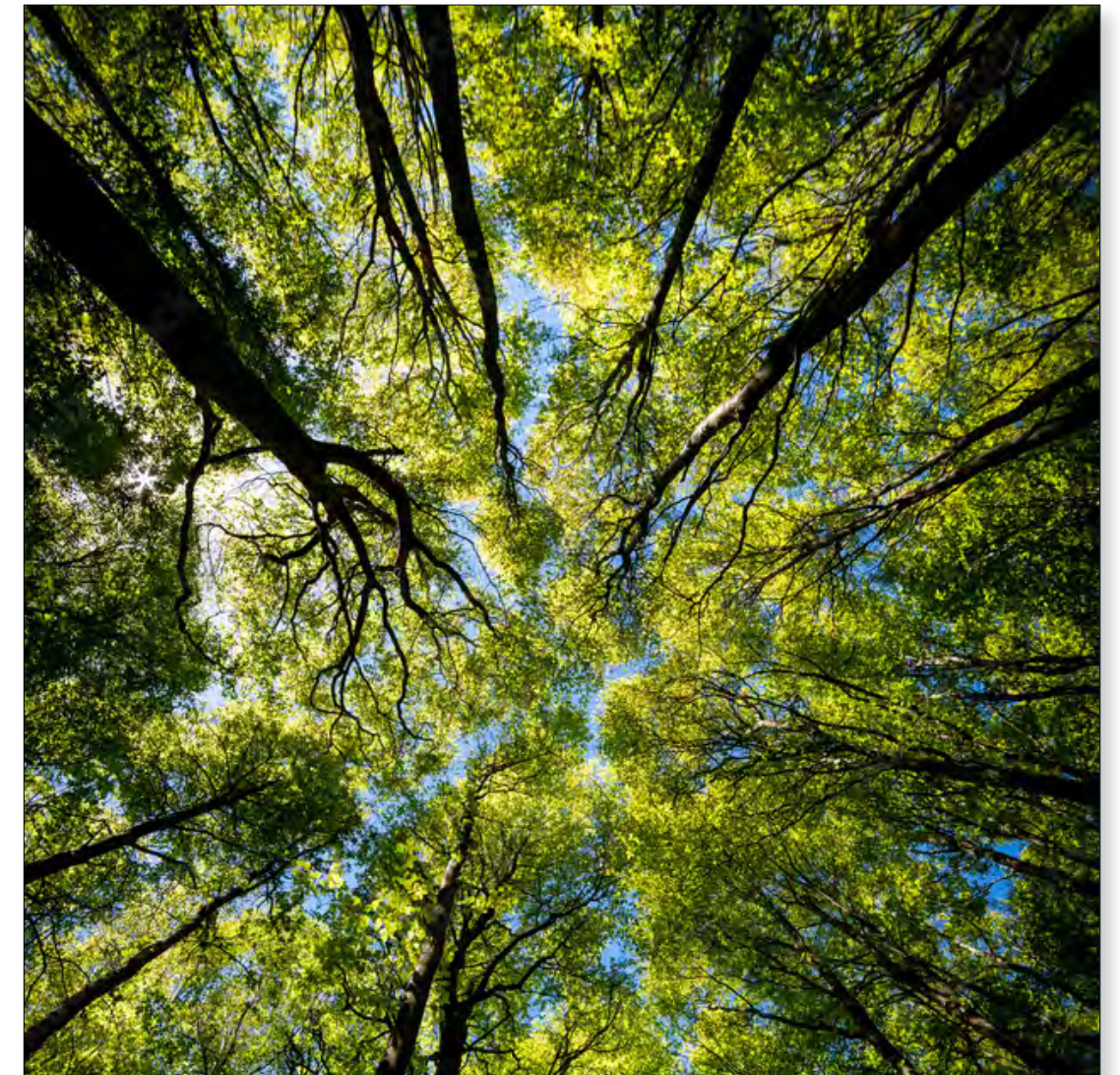
In 2022, we revamped our Code of Ethics and Business Conduct. The new Code of Ethics was released to all employees on December 15th, 2022, coinciding with the renewal of the Annual Ethics Pledge taken by all Ranpak employees. The Code provides clear guidelines for decisions, actions, and behaviors to ensure all employees and partners are doing business the right way. The purpose of this Code of Ethics and Business Conduct is to strengthen Ranpak's ethical foundation and to provide basic guidelines for situations in which ethical issues arise.

The release of this Code builds on Ranpak's 2020 creation of an independently monitored ethics and compliance hotline which allows employees to

anonymously voice any ethics, compliance, or other concerns, continuing our work to build on our ethical foundation with an accessible framework of support for all stakeholders. Ranpak's Chief of Internal Audit provides a quarterly summary of feedback collected through our independently monitored ethics and compliance hotline to our Audit Committee.

Ranpak maintains engagement and awareness of our standards through the annual renewal of an ethics pledge that is taken by all employees to uphold our core values and ethical standards, for which participation and compliance are tracked by Legal and HR.

**Ranpak's updated Code of Ethics features improved usability, helpful explanations and examples, and suggestions regarding who to contact in the event that employees have questions related to any situations that might arise. The document also includes clear instructions regarding how to access and submit concerns through Ranpak's independently monitored ethics hotline.**



**Ranpak**<sup>®</sup>

**Code of Ethics and  
Business Conduct**

V.1 2022

# RISK MANAGEMENT: Growing Through Continuous Improvement

## Improving Our Security Through Infrastructure Adaption

Ranpak has continued to build our risk management strategy with the addition of a global, secure, cloud-based computing infrastructure, improving the security framework of our data while improving resiliency and access to information for our employees. Digital infrastructure is key not only to the resilience of our business, but to improving our agility as we look to the future growth of our business. Our improved digital infrastructure has also made it easier and more transparent to provide key reporting data for the creation of our ESG reports and will allow us to engage further in the future with reporting such as TCFD response. Our IT group continuously updates all Ranpak employees on relevant digital threats, including phishing attempts and other scams to look out for, and provides a digital newsletter to enable employees to more confidently interact with our digital systems and resources.

Our Environmental Health and Safety initiatives in 2022 focused on verifying that all appropriate health and safety measures are in place within our facilities, remediating gaps in preparedness through additional trainings while improving our reporting and root cause analysis capabilities. Coordination on a global level between our EHS management leaders allows the key learnings of these projects to be applied across our global footprint.



# About This Report

In 2019, our ESG Steering Committee (the ‘Committee’) worked with an external consultancy to identify the most material ESG metrics for our company. The ESG metrics set forth at right were presented to the Committee, referencing international sustainability reporting frameworks, insights from leading ESG rating agencies, the ESG performance of our peers, and trends in ESG-related standards and sources. After careful consideration, the Committee identified the bolded metrics as being most material to Ranpak and its stakeholders, as well as the areas in which Ranpak’s business and day to day operations have the greatest impact, whether negative or positive. In 2022, we once again confirmed the continuing materiality of the ESG criteria the Committee had identified the prior year. Also, in connection with the preparation of our 2020 Impact Report, we committed to ESG targets for Ranpak, including a commitment to reduce our scope 1 and 2 greenhouse gas (GHG) emissions, source aggregate paper supplies consisting of recycled, post-consumer waste and alternative pulp, and obtaining FSC® certification for our paper packaging materials, all by 2030.

## Data Integrity

The data presented in this report has been collected, reviewed, and internally validated to ensure completeness and accuracy, representing the most current information at the time of publication.

**Ranpak is committed to the highest level of transparency in our reporting.** To better classify Ranpak’s commitments, achievements, and values, we have aligned the content of this report with several sets of reporting standards. This report references the 2021 Global Reporting Initiative (GRI) Standards as well as the Sustainability Accounting Standards Board (SASB) 2018 Containers Packing Standard, 2018 Industrial Machinery Goods Standard and 2018 Multiline and Specialty Retailers & Distributors Standard.

In this report, Ranpak aligns select GRI and SASB Standards, or parts of their content, to report specific information. Ranpak strives to further integrate global standards for sustainability reporting into its future ESG Impact Report frameworks for improved accuracy, comparability, reliability, and transparency.

## Environment



- › **Energy management**
- › **GHG emissions**
- › **Fiber sourcing**
- › **Waste and hazardous materials management**
- › **Sustainability partnerships and opportunities**
- › Biodiversity/ecological impacts
- › Waste management
- › Air quality
- › Lifecycle management
- › Vulnerability to climate change

## Social



- › **Health and safety**
- › **Diversity and inclusion**
- › **Product quality and safety**
- › Employment and labor practices
- › Human rights
- › Community engagement
- › Supply chain management
- › Training and education

## Governance



- › **Corporate governance**
- › **Business ethics**
- › **Stakeholder engagement**
- › **Business model resilience & risk management**
- › Anti-corruption
- › Tax transparency

# GRI & SASB Content Index

## Global Reporting Initiative

The Global Reporting Initiative (GRI) is the most widely used sustainability reporting standard.

The GRI Standards enable organizations to measure and communicate their management approach to environmental, social and governance standards for improved transparency and accountability.

This is the third year Ranpak has chosen to use the GRI Standards in its ESG Impact Reporting.

## Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors.

Organizations are able to use the SASB Standards to identify, measure and manage the subset of ESG topics that most directly align with their industry and related stakeholder needs.

This is the third year Ranpak has chosen to use the GRI Standards in its ESG Impact Reporting.



STANDARD	#	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1	Organizational details	OUR MISSION: Deliver a Better World®, pg. 4-5
	2-2	Entities included in the organization's sustainability reporting	About This Report, pg. 36
	2-3	Reporting period, frequency and contact point	About this Report, pg. 36
	2-4	Restatements of information	In 2023, Ranpak began using an accounting software to track its GHG emissions, provided by Schneider Electric. Ranpak has performed a restatement of its historic GHG emission inventories between 2019 – 2021, referencing sources of emission factors used under Schneider Electric's platform. See Environment: Energy and Emissions, pg 17 for further details.
	2-5	External assurance	This report has been reviewed and approved internally by Ranpak's Executive Management team. Content included in the report has not been externally assured.
	2-6	Activities, value chain and other business relationships	OUR MISSION: Deliver a Better World®, pg. 4-5 HIGHLIGHTS: Sustainability Targets, pg. 6 HIGHLIGHTS: Investing In Sustainable Automation, pg. 7 STAKEHOLDERS: Delivering A Better World, Together, pg. 24 STAKEHOLDERS: Setting Supplier Standards, pg. 25
	2-7	Employees	DIVERSITY, EQUITY, & INCLUSION: A Growing Global Community, pg. 28
	2-8	Workers who are not employees	Workers who are not employees are not included in this report.
	2-9	Governance structure and composition	BOARD: Leadership In Service Of Circularity, pg. 32 MANAGEMENT: Building Alignment Across The Organization, pg. 33 DIVERSITY, EQUITY, & INCLUSION: A Growing Global Community, pg. 28
	2-10	Nomination and selection of the highest governance body	
	2-11	Chair of the highest governance body	BOARD: Leadership In Service Of Circularity, pg. 32
	2-12	Role of the highest governance body in overseeing the management of impacts	MANAGEMENT: Building Alignment Across The Organization, pg. 33
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">Governance documents</a>
	2-15	Conflicts of interest	ETHICS: Updating Our Code Of Ethics, pg. 34
	2-16	Communication of critical concerns	BOARD: Leadership In Service Of Circularity, pg. 32
	2-17	Collective knowledge of the highest governance body	MANAGEMENT: Building Alignment Across The Organization, pg. 33
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Governance documents</a>

# GRI & SASB Content Index

STANDARD	#	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-19	Remuneration policies	
	2-20	Process to determine remuneration	<a href="#">Compensation Committee Charter</a>
	2-21	Annual total compensation ratio	
	2-22	Statement on sustainable development strategy	UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS: Reaffirming Alignment, pg. 10 THE CIRCULAR ECONOMY: A Solution To Wasteful Consumption , pg. 11
	2-23	Policy commitments	
	2-24	Embedding policy commitments	<a href="#">Code of Business Conduct and Ethics</a>
	2-25	Processes to remediate negative impacts	
	2-26	Mechanisms for seeking advice and raising concerns	ETHICS: Updating Our Code Of Ethics, pg. 34
	2-27	Compliance with laws and regulations	ETHICS: Updating Our Code Of Ethics, pg. 34 Social: Supply Chain Management and Supplier Code of Conduct, pg. 25
	2-28	Membership associations	CULTURE: Engaging, Communicating, & Giving Back, pg. 26
GRI 3: Material Topics 2021	3-1	Process to determine material topics	About this Report, pg. 36
	3-2	List of material topics	About this Report, pg. 36



## Environmental: Energy

STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ENERGY & EMISSIONS: Energy Consumption, pg. 16
SASB- Energy Management	RT-CP-130a.1	Total energy consumed, % grid electricity, % renewable, total self-generated energy	



## Environmental: Water & Effluents

STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	
GRI 303: Water and Effluents 2018	303-5	Water consumption	
SASB- Water Management	RT-CP-140a.1	Total water withdrawn, total water consumed, % of each in regions with High or Extremely High Baseline Water Stress	WATER: Maintaining Safe Usage, pg. 20
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	



## Environmental: Raw Materials

STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	
GRI: Materials 2016	301-1	Materials used by weight or volume	SOURCING: Sustainable, Renewable, & Circular, pg. 12 SOURCING : 2022 Performance, pg. 13
	301-2	Recycled input materials used	
SASB- Product Lifecycle Management	RT-CP-410a.1	Percentage of raw materials from recycled content, renewable sources, and renewable and recycled content	
SASB- Supply Chain Management	RT-CP-430a.1	Total wood fiber procured, % from certified sources	



## Environmental: Emissions

STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ENERGY & EMISSIONS : 2022 GHG Emissions, pg. 17
	305-2	Energy indirect (Scope 2) GHG emissions	



# GRI & SASB Content Index

## Environmental: Waste



STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	WASTE MANAGEMENT: Recycling As A Core Principle, pg. 18 WASTE MANAGEMENT: Chemical Safety, pg. 19
GRI 306: Emissions 2020	306-3	Waste generated	
SASB- Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	

## Social: Occupational Health & Safety



STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	403-1	Occupational health and safety management system	SAFETY: Making Updates & Improving Reporting, pg. 30, SAFETY: Key Initiatives In 2022, pg. 31
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	
SASB- Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate, fatality rate, and near miss frequency rate	

## Social: Diversity & Equal Opportunity



STANDARD	#	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3	Management of material topics	DIVERSITY & INCLUSION: Reflecting the World Around Us, pg. 28
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	
SASB- Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for management and all other employees	

# 2022 ESG Performance Summary

	UNIT	2022	2021	2020	2019
<b>OVERVIEW</b>					
Net Revenue <sup>1</sup>	USD (millions)	\$326.5	\$383.9	\$298.2	\$163.1
Paper Procured <sup>2</sup>	Metric Tons	124,037	171,228	148,097	123,129
<b>ENVIRONMENT</b>					
<b>Energy Consumption - Scope 1 &amp; 2</b>		<b>51,038</b>	<b>58,101</b>	<b>46,630</b>	<b>57,646</b>
Direct energy consumption - Scope 1		31,866	36,072	26,030	39,174
Natural gas		15,362	17,968	12,851	13,728
Gasoline		10,144	11,191	8,478	10,945
Diesel		6,360	6,914	4,701	14,501
Indirect energy consumption - Scope 2 (Electricity)		19,172	22,029	20,600	18,472
<b>GHG Emissions - Scope 1 &amp; 2 (Market-Based)</b>		<b>4,055</b>	<b>4,833</b>	<b>3,409</b>	<b>4,472</b>
Scope 1	Metric Tons CO <sub>2</sub> e	1,823	2,113	1,523	2,361
Scope 2 - market-based		2,232	2,720	1,886	2,111
Scope 2 - location-based		2,017	2,358	1,703	1,705
Renewable Resources <sup>3</sup>	%	75%	81%	80%	81%
<b>Paper Procured <sup>2</sup></b>		<b>124,037</b>	<b>171,228</b>	<b>148,097</b>	<b>123,129</b>
Virgin fiber	Metric Tons	48,194 (39%)	68,006 (40%)	67,336 (46%)	58,347 (47%)
Recycled fiber - PCW & PIW		75,831 (61%)	103,222 (60%)	80,760 (55%)	64,782 (53%)
PCW & alternative pulp fiber		65,081 (52%)	65,610 (38%)	25,014 (17%)	n/a
FSC-certified fiber <sup>4</sup>	Metric Tons	67,596 (54%)	105,476 (62%)	4,591 (3%)	2,216 (2%)
<b>Waste Generated</b>		<b>5,271</b>	<b>6,935</b>	<b>4,928</b>	<b>3,852</b>
Non-recycled waste	Metric Tons	260	232	185	158
Recycled waste		5,011 (95%)	6,704 (97%)	4,743 (96%)	3,693 (96%)
<b>Water Consumed</b>	Cubic Meters	<b>25,837</b>	<b>21,337</b>	<b>15,701</b>	-

1. Net revenue consists of paper revenue, machine lease revenue and other revenue.
2. Total wood fiber procured in 2019 was revised in 2020 to reflect changes in blended and virgin fiber amounts purchased.
3. Dollars spent on renewable raw materials as a percentage of dollars spent on all raw materials.
4. Includes all certified virgin and recycled fiber purchased.
5. Total employees includes board, management and other employees globally.

	UNIT	2022	2021	2020	2019
<b>SOCIAL</b>					
<b>Total Employees <sup>5</sup></b>		<b>819</b>	<b>776</b>	<b>654</b>	<b>604</b>
Male	#	82%	83%	84%	84%
Female		18%	17%	16%	16%
<b>Board of Directors <sup>6</sup></b>		<b>9</b>	<b>10</b>	<b>10</b>	<b>9</b>
Male	#	78%	80%	80%	89%
Female		22%	20%	20%	11%
Asian		11%	10%	10%	11%
Black/African American		22%	20%	20%	11%
American Indian/Alaska Native	%	0%	0%	0%	0%
Hispanic/Latino		0%	0%	0%	0%
White (non-hispanic)		67%	70%	70%	78%
Other		0%	0%	0%	0%
<b>Managers <sup>6</sup></b>		<b>115</b>	<b>95</b>	<b>82</b>	<b>77</b>
Male	#	85%	87%	90%	90%
Female		17	12	8	8
Asian		16%	16%	20%	23%
Black/African American		2%	1%	2%	2%
American Indian/Alaska Native	%	0%	0%	0%	0%
Hispanic/Latino		0%	2%	2%	2%
White (non-hispanic)		67%	79%	73%	70%
Other		0%	2%	2%	2%
<b>Other Employees <sup>6</sup></b>		<b>718</b>	<b>674</b>	<b>562</b>	<b>518</b>
Male	#	81%	82%	83%	83%
Female		19%	18%	17%	17%
Asian		16%	13%	8%	8%
Black/African American		8%	7%	9%	10%
American Indian/Alaska Native	%	0.3%	0%	0%	0%
Hispanic/Latino		7%	7%	7%	8%
White (non-hispanic)		66%	72%	74%	73%
Other		3%	1%	1%	1%
<b>Employee Turnover</b>	%	<b>21%</b>	<b>18%</b>	<b>17%</b>	<b>18%</b>
<b>Health &amp; Safety - Total Recordable Incidents</b>	#	<b>24</b>	<b>22</b>	<b>17</b>	<b>17</b>
Total Recordable Incident Rate <sup>7</sup>	TRIR	3.80	3.40	2.93	2.88
<b>Machine Reliability <sup>8</sup></b>		<b>0.0023</b>	<b>0.0017</b>	<b>0.002</b>	<b>0.0021</b>
<b>Parts Reused in Machine Assembly <sup>9</sup></b>	#	<b>30,408</b>	<b>6,033</b>	<b>4,673</b>	-

6. Race and ethnicity data consists of employees located in North America and Asia-Pacific only. Age group data not collected prior to 2021.
7. Total recordable incident rate (TRIR) calculated as the total number of injuries/illnesses, times 200,000 hours, divided by total number of hours worked.
8. Machine reliability complaint rate calculated as the number of customer calls/complaints, divided by the total number of machines in the field.
9. Parts reused in machine assembly data and total dollars saved from part reuse were not collected for 2019.





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Ranpak is a global organization of approximately 850 employees that is headquartered in Concord Township, Ohio.

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The Global Reporting Initiative, or GRI, standards are the first global standards for sustainability reporting and seek to represent the global best practice for reporting on a range of economic, environmental and social impacts.

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