

**Intertape
Polymer
Group Inc.**

Sustainability Report 2021

**Safe, Circular
& Responsible**



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A Message from our CEO & President

We are pleased to present the Intertape Polymer Group Inc. (IPG or the Company) 2021 Sustainability Report. 102-14; 102-15



Our customer-centric and sustainability-oriented approach and capabilities continue to help us navigate challenges in the wake of the COVID-19 pandemic, the emerging concerns around supply chains and inflation, and the unfolding humanitarian crisis in Ukraine. We are confident in our people, processes, and strategy as we reflect on our sustainability performance in 2021. We aim to continue leading in sustainability in our industry and look forward to great next steps in the evolution of our business.

Our people are at the heart of all we do. The safety and well-being of IPG's employees has always been a core principle driving decisions across IPG. We have learned that safety and well-being extend beyond the four walls of our organization into the community and to the greater global presence IPG has in various parts of the world. I am proud of the work we continue to undertake as we seek to reduce our carbon footprint and further commit our management team to achieve world-class performance in the design, production and use of our products in the marketplace.

For IPG, the last year has seen remarkable milestones. Maintaining the spirit of "doing the right thing" IPG proudly signed The Climate Pledge and is actively tracking to meet our commitment as we continue to put our products through the Cradle to Cradle Certified® Products Program. As we measure what we manage, we have implemented EcoVadis scoring to quantify our success and to measure that of our suppliers. We have signed the CEO Action Pledge and the CEO Water Mandate. We have made our CDP Climate disclosure and are actively working on our CDP Forest disclosure. We have adopted the Science Based Targets Initiative (SBTi) as part of our ambitious corporate climate action and remain focused on TRUE Zero Waste as well as Operation Clean Sweep (OCS) Blue initiatives. We signed the CEO Action for Diversity & Inclusion as evidence of a commitment to foster and develop a respectful and equitable work environment where all feel welcome.

Our scorecards and formal commitments are made public to offer a measure of transparency to our employees, our customers, and all other stakeholders.

This report summarizes our sustainability performance and organizational structure in 2021. In June 2022, IPG was acquired by an affiliate of Clearlake Capital Group, L.P. (Clearlake). Our commitment to sustainability and our capabilities to address customer needs and grow through sustainable solutions were characteristics that attracted Clearlake to IPG. We are excited about this opportunity and look forward to our sustainability journey with Clearlake.

We continue to uncover new and innovative ways to make our products better for the planet and in the process, we are finding new ways to solve old problems. We remain focused on growth opportunities such as investing in product innovation, sustainability, market expansion, and above all, our people and communities. Our journey in sustainability has led us to set bigger goals, chart new destinations, and always do what is right so we can be proud of all we do for our business, people, and the planet.

Gregory Yull

A Message from our VP of Sustainability

102-14; 102-15



When asked to describe IPG's philosophy around sustainability in a single word my answer is this—commitment. At no time was this commitment more evident than in 2021. In a year that saw us challenged with COVID-19, supply chain issues, weather events, and labor shortages, we doubled down on our commitment to being a sustainability leader in packaging and protective packaging solutions.

We demonstrated this commitment in a number of ways including: becoming a signatory to The Climate Pledge and SBTi, increasing our family of Cradle to Cradle Certified products, signing the CEO Action Pledge and CEO Water Mandate, and committing to zero waste strategies in all our manufacturing facilities. None of this progress would have been possible without the buy-in from our Board of Directors, Environmental, Social, and Governance (ESG) Committee, Chief Executive Officer (CEO), Chief Financial Officer (CFO) and all our other senior leaders.

How did we act on those commitments? As Benjamin Franklin said, “never confuse motion with action”. Often times companies will sign on to initiatives that look or sound good or make lofty promises around long-term goals but then fail to act. There is a lot of motion, but not a lot of action, so let me lay out some of the actions taken by us in 2021:

- FULLY ADOPTED the Cradle to Cradle® design principles
- CREATED a publicly available Zero Waste Policy and began a pilot project to obtain the TRUE Zero Waste certification
- RECEIVED the ENERGY STAR Partner of the Year: Sustained Excellence award for the 7th straight year, demonstrating an ongoing commitment to energy efficiency
- INCREASED the number of Cradle to Cradle Certified product lines to eight, which is by far the most in the industry
- INCREASED our usage of renewable energy through the purchase of renewable energy certificates while investigating additional renewable energy procurement options
- REDUCED our overall carbon footprint via several energy efficiency projects
- REPORTED to CDP Climate and received a score of B, above both the global average and our specific industry average
- PROVIDED unconscious bias training for our Board of Directors and management team

- **CREATED strategies and roadmaps to continue to improve and increase our positive environmental footprint**

None of these achievements would have been possible without the hard work of our Sustainable Value Networks, or SVNs. Our SVNs are teams made up of 10-15 cross-functional IPG employees and overseen by a member of our senior management. We modeled our SVNs after the key pillars of the Cradle to Cradle Certified Products Program, namely: Material Health, Product Circularity, Clean Air & Climate Protection, Water and Soil Stewardship, and Social Fairness. Our SVNs, and their missions, are as follows:

- **PRODUCT AND MATERIAL SVN Mission: To use the Cradle to Cradle Certified Products Program to certify products, assessing and optimizing the building blocks used in our products to fit into the circular economy of the future.**
- **CIRCULAR ECONOMY SOLUTIONS SVN Mission: To direct the development of IPG products to better align with the circular economy by improving their recyclability, increasing their recycled and or renewable content, and improving their recycling processes.**
- **OPERATIONAL FOOTPRINT SVN Mission: To eliminate the concept of waste.**
- **PEOPLE AND COMMUNITIES SVN Mission: To align IPG's activities to create a better future for our people and communities.**

The SVNs are the engine that drives our sustainability program forward and are what enable us to turn motion into action. The journey will not be easy as we have set out some very aggressive timelines and goals, but if the past is any indication of the future, I am confident we will get there.

Jay Bolus

Successes & Opportunities

102-15



An inspiring view of the Wellsville Mountains appears on the horizon East from our Tremonton, Utah facility where shrink and stretch films are produced.

SUCCESSSES

Our Approach to Sustainability

- MADE significant strides in operationalizing our sustainability approach and embedding it in every aspect of our operations, from product design and innovation to manufacturing and supply chain.
- ESTABLISHED a *Charter for the ESG Committee* on our Board of Directors of Intertape Polymer Group Inc. (Board of Directors).
- ESTABLISHED a *Zero Waste Policy* that commits us to have all manufacturing facilities Zero Waste Certified by 2030, and to divert at least 90 percent of the solid waste headed to landfills and incineration from our manufacturing facilities by 2030.
- SIGNED The *Climate Pledge*, a commitment to be net-zero carbon by 2040, joining more than 200 other companies that have committed to the program co-founded by Amazon and Global Optimism.
- SIGNED the *CEO Action Pledge*, committing to a specific set of actions aimed at increasing inclusion and diversity in the workplace.
- SIGNED the *CEO Water Mandate*, a United Nations Global Compact (the Compact) initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress against six core elements of stewardship and in so doing understand and manage their own water risks.
- ADOPTED a *Sustainable Sourcing Policy* and announced additional sustainability goals, including:
 - 50% of the energy used by IPG, at a minimum, will be renewable by 2030.
 - IPG's workforce will be reflective of the demographics in the communities in which it operates by 2030.
- REVISED our *Energy Policy*.
- CONDUCTED virtual energy and sustainability summits.
- EXPANDED our sustainability reporting to additional frameworks, including CDP and the Task Force on Climate-related Financial Disclosures (TCFD).

- LAUNCHED implementation of EcoVadis, a global Corporate Social Responsibility (CSR) rating tool based on international standards, to conduct individual sustainability performance assessments of our key supply chain partners.

Our Products

- SET GOAL to achieve Cradle to Cradle Certified status for at least 75%, by revenue, of products manufactured by IPG, by 2025. Collectively our certified products represent 50% of IPG products by revenue, putting us on track to meet our goal of 75% by 2025.¹
- SET GOAL to reach 75% recyclable, reusable, or compostable packaging products manufactured by IPG, by revenue, by 2025 and 100% by 2030. At the end of 2021, 65% of our packaging products, by revenue, were recyclable, reusable, or compostable.
- MET GOAL to establish and implement a How2Recycle labeling strategy for all eligible products by the end of 2021.
- EXPANDED the number of Cradle to Cradle Certified product families/lines; adding two at the Bronze level and two at the Silver level.

Our People

- CONTINUED to realize improvements in our safety performance with a focus on the elimination of high potential incidents while realizing a downward trend in our Total Case Incident Rate (TCIR), for the third year in a row.
- CONTINUED to meet the challenges presented by COVID-19.
- CONTINUED focus on health & wellness, with increased focus and communications company-wide.
- COMMUNICATED to our suppliers IPG's participation in the Compact and our expectation that our suppliers abide by its commitments, even if they are not signatories themselves.

¹ Calculated using the full-year sales of Cradle to Cradle Certified products to better reflect current performance.



IPG Blythewood, SC was recognized as a 2021 Transformation & Operational Excellence Award Finalist. This award honors companies for demonstrating real-world, bottom-line results achieved through the adoption of continuous improvement and/or operational excellence tools and tech.

- **COMPLETED** actions stemming from the 2019 employee engagement survey, including more frequent and interactive virtual employee meetings, new feedback mechanisms, engagement training for supervisors and managers, and recognition programs.
- **CONDUCTED** a 2021 employee engagement survey and formalized action plans to address issues identified by our employees.
- **CONDUCTED** Leader Standard Work and core leadership training for supervisory employees.
- **CONDUCTED** unconscious bias awareness training with the Board of Directors, human resources and senior management.
- **UPDATED** our *Charitable Giving and Sponsorship Program*.
- **ESTABLISHED** mechanisms to track philanthropic spending and inform baselines for future performance.

Our Planet

- **EXPANDED** the emission sources we consider in our energy use and emissions profile to provide a more holistic accounting of our energy use and carbon footprint.
- **CONDUCTED** training with our water conservation team on the [CEO Water Mandate](#), and evaluated additional required actions including exploring opportunities to build closer ties with local and regional civil society organizations and encouraging our suppliers to improve their water conservation practices.
- **REALIZED** just over 10% reduction in our total water use from 2020 to 2021.
- **COMPLETED** our CDP Climate Change report for 2020, achieving a rating of B, which exceeds the average score for both our specific sector as well as the entire pool of submissions.
- **INITIATED** activities required by the [CEO Water Mandate](#).
- **ACHIEVED** Association of Plastics Recyclers (APR) Demand Champion recognition for the second year in a row, signifying our support of increased post-consumer recycled content in our products.
- **RECEIVED** the 2022 ENERGY STAR Partner of the Year Sustained Excellence award (7th year in a row).

- **ACHIEVED** the ENERGY STAR Challenge for Industry at our Carbondale, IL facility in 2021 for the 5th time.
- **ACHIEVED** the ENERGY STAR Challenge for Industry at our Midland, NC facility in 2021 for the first time and within one year from its baseline.
- **AWARDED** the ENERGY STAR® in 2021 for superior energy efficiency for the second time at our Danville, VA regional distribution center (RDC).
- **OBTAINED** the ISO 50001 certification in Danville, VA and Truro, Nova Scotia.
- **CONTINUED** participation in the Clean Energy Buyers Association.

Our Performance

- **CONTINUED** to grow our business despite the pandemic, demonstrating our ability to address the challenges of an uncertain environment.
- **MANAGED** successfully through COVID-19 and return to work with responsive systems and processes while taking measures to protect employee health and minimize COVID-19 outbreaks and exposures while at work.
- **ADVANCED** an enterprise risk management structure and governance based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO) framework.
- **ACCOMMODATED** the data security and technology needs to support the increased number of remote employees and significant demand on our e-commerce platform.



Team members from our Dahej, India site celebrated their three year anniversary with IPG on February 21, 2021.

OPPORTUNITIES

Our Approach to Sustainability

- **INCREASE** the number of facilities with ISO 9001, 14001, and 50001 certifications, and expand participation in the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP)
- **ENHANCE** data collection and assurance protocols for further transparency in our sustainability reporting.

Our Products

- **INCREASE** the number of Cradle to Cradle Certified products.
- **DEFINE** and step into our role to help address the global challenge of plastic waste.
- **CONTINUE** to focus on sustainable packaging to help to develop the market for sustainable packaging materials.
- **DEVELOP** a supply chain for plastic recyclate that performs as well or better than the current raw material supply chain for resin.
- **IMPLEMENT** sustainable packaging for IPG's packaged products and eliminate the use of PVC in packaging.
- **EXPAND** the use of renewable materials as potential replacements for non-renewable material sources and drive demand for recycled content by including post-consumer recycled content in our products.
- **CONTINUE** to work with our suppliers and third-party assessors to evaluate the human and environmental health impacts of our raw materials and finished products.

Our People

- **CONTINUE** to focus on improving safety performance across all IPG locations.
- **CONTINUE** to foster and develop a respectful and equitable work environment that allows room for individuals of varying walks of life to feel welcome.
- **STRIVE** to create a diverse, global workforce that reflects the communities in which we operate.
- **EXPLORE** ways to better understand the risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining in our operations and supply chain.
- **CONTINUE** to integrate our culture of community stewardship throughout our global facilities, including our more recent acquisitions.

Our Planet

- **INCREASE** the number of Cradle to Cradle Certified products.
- **CONTINUE** our energy and carbon reduction efforts to meet our long-term reduction goals.
- **FOCUS** on water conservation with an emphasis on operations in high-water risk geographies, where our water use rose by 25% in 2021.
- **BROADEN** renewable energy purchasing options.
- **EXPLORE** additional opportunities to reduce our waste generation, and eliminate the waste sent to landfills.

Our Performance

- **IDENTIFY** and prioritize risks and risk mitigation in support of business strategy.
- **IDENTIFY** additional risks and opportunities posed by climate change that can generate substantive changes in operations, revenue, or expenditures.
- **CONTINUE** to innovate to offset physical, regulatory, and reputational risks and meet related market opportunities.
- **CONTINUE** to maintain the data security posture of our organization to protect our most valued assets both now and into the future.

Our Profile

OUR PROFILE

OUR PRODUCTS

OUR PEOPLE

OUR PLANET

OUR PERFORMANCE

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Organizational Overview

INFORMATION ON EMPLOYEES AND OTHER WORKERS

| REVENUE (000's) 102-7 | 2021 | 2020 | 2019 |
|-----------------------|-------------|-------------|-------------|
| TOTAL | \$1,531,000 | \$1,213,000 | \$1,159,000 |
| UNITED STATES | \$1,207,000 | \$967,000 | \$923,000 |
| CANADA | \$152,000 | \$119,000 | \$105,000 |
| GERMANY | \$38,000 | \$25,000 | \$26,000 |
| OTHER | \$135,000 | \$102,000 | \$105,000 |

| EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER 102-8 | 2021 |
|---|-------|
| MALE, PERMANENT | 3,105 |
| MALE, TEMPORARY | 833 |
| FEMALE, PERMANENT | 894 |
| FEMALE, TEMPORARY | 46 |

| EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION 102-8 | 2021 |
|---|-------|
| NORTH AMERICA, TOTAL | 3,522 |
| NORTH AMERICA, PERMANENT | 3,334 |
| NORTH AMERICA, TEMPORARY | 188 |
| EUROPE, TOTAL | 144 |
| EUROPE, PERMANENT | 144 |
| EUROPE, TEMPORARY | 0 |
| ASIA, TOTAL | 1,212 |
| ASIA, PERMANENT | 521 |
| ASIA, TEMPORARY | 691 |

| EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER 102-8 | 2021 |
|---|-------|
| MALE, FULL-TIME | 3,099 |
| MALE, PART-TIME | 6 |
| FEMALE, FULL-TIME | 887 |
| FEMALE, PART-TIME | 7 |

Intertape Polymer Group Inc. is a recognized leader in the development, manufacture and sale of a variety of paper and film based pressure-sensitive and water-activated tapes, stretch and shrink films, protective packaging, woven and non-woven products and packaging machinery for industrial and retail use. 102-1; 102-2

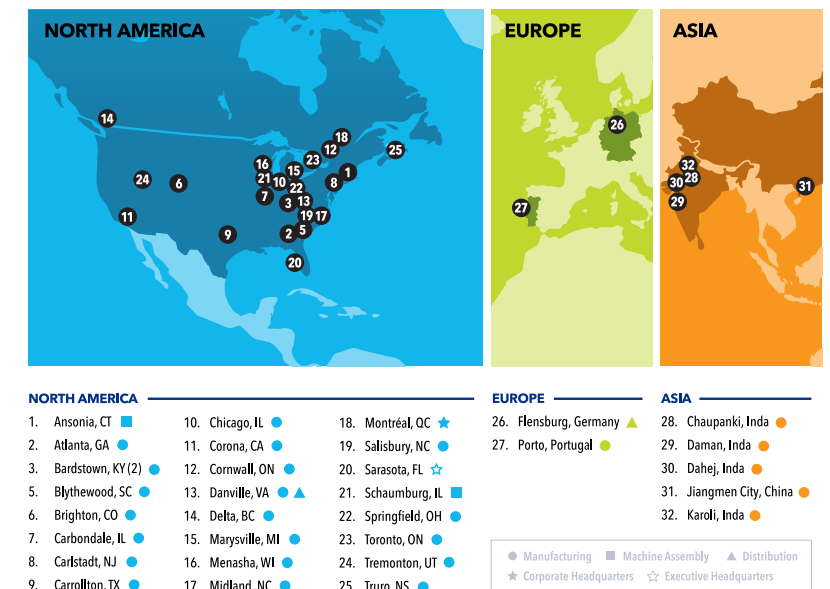
IPG provides packaging and protective solutions for industrial markets in North America, Europe, Asia, and other geographies. IPG's extensive product line permits IPG to offer tailored solutions to a wide range of end markets, including general manufacturing, fulfillment, food processing, building and construction, retail, transportation, and other applications. 102-6

In 2021, IPG acquired Nuevopak Global Limited, a privately held company headquartered in Hong Kong with subsidiaries in Jiangmen, China and Scheden, Germany. The acquisition is expected to enable IPG to secure dispensing machine supply, vertically integrate its paper converting operation, and expand market share in this growing, sustainability-focused market. 102-10

Information on employees and other workers

Human resources has compiled this data (see box on left) as reported from each facility for permanent and temporary employees. No workers who are not employees perform a substantial portion of IPG's activities. 102-8

2021 LOCATION OF OPERATIONS 102-4; 102-7



HEADQUARTERS 102-3:

Montreal, Quebec, and Sarasota, Florida

OWNERSHIP & LEGAL FORM 102-5:

In June 2022, IPG became a privately owned company, part of Clearlake

EMPLOYEES 102-7; RT-CP-000.C: 3,999

Our Approach to Sustainability

COMMITMENT: IPG stewards our environment, providing a safe working environment for IPG employees, and manufacturing quality products in a responsible manner.



An employee at our Danville, VA facility wears proper protective equipment as he starts up a machine to stretch film wearing his proper PPE (cut gloves) while working around slitting blades.



Embracing sustainability and driving change are key drivers of our business strategy. Our *Sustainable Product Design and Development Vision Statement* places the precautionary principle outlined in the Compact along with the Cradle to Cradle design principles as central pillars to guide our aspirational transformation.

In 2021, IPG made significant strides in operationalizing our sustainability approach and embedding it in every aspect of our operations, from product design and innovation to manufacturing and supply chain. We:

- **SIGNED** *The Climate Pledge*, a commitment to be net-zero carbon by 2040, joining more than 200 other companies that have committed to the program co-founded by Amazon and Global Optimism.
- **SIGNED** the *CEO Action Pledge*, committing to a specific set of actions aimed at increasing inclusion and diversity in the workplace.
- **SIGNED** the *CEO Water Mandate*, a Compact initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress against six core elements of stewardship and in so doing understand and manage their own water risks.
- **ADOPTED** a *Zero Waste Policy* that commits us to have all manufacturing facilities Zero Waste certified by 2030, and to divert at least 90 percent of the solid waste headed to landfills and incineration from our manufacturing facilities by 2030.

In early 2022, we adopted a *Sustainable Sourcing Policy* and also announced additional sustainability goals set in several areas including:

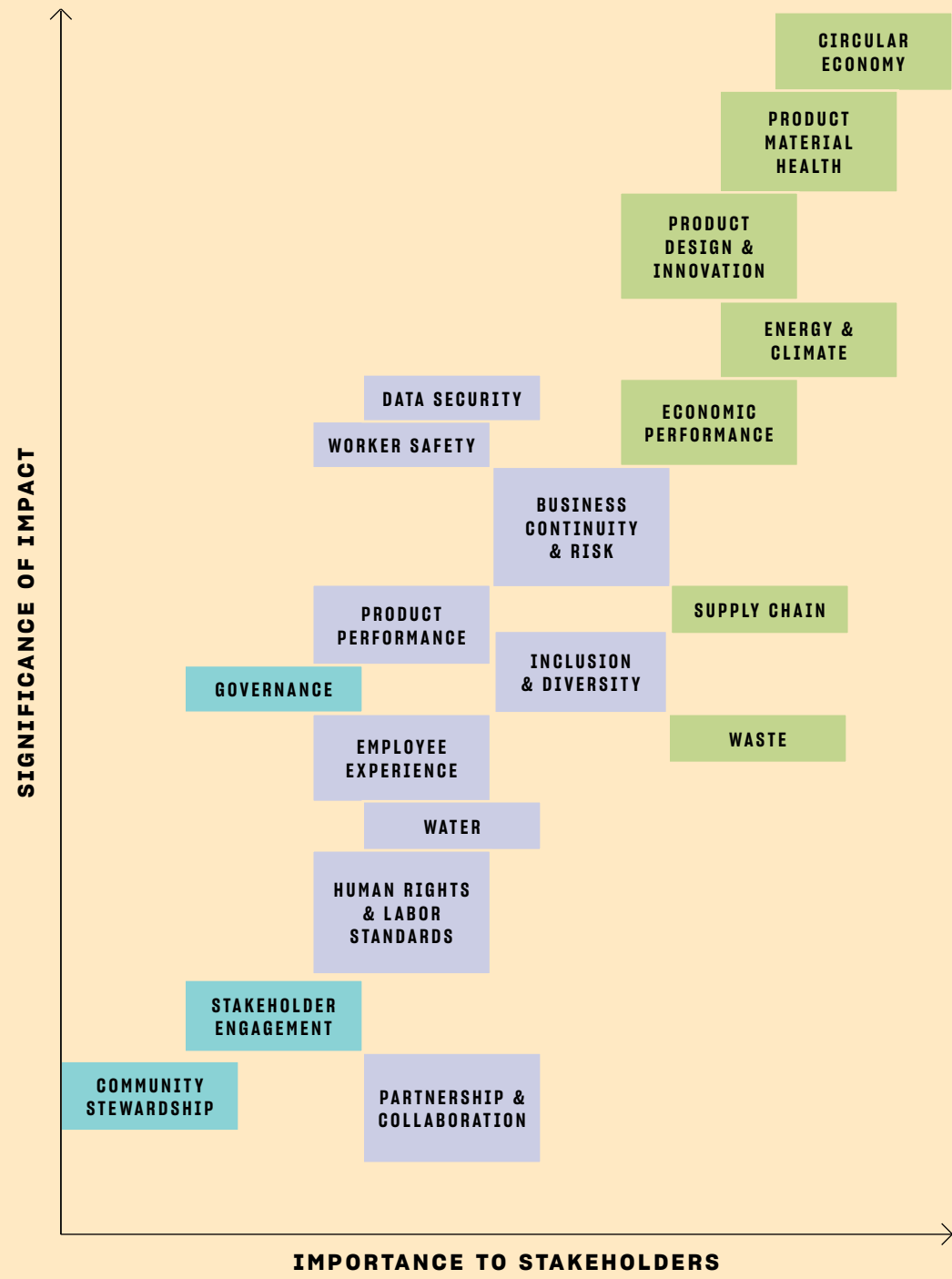
- **75% of the products manufactured by IPG, by revenue, will be Cradle to Cradle Certified by 2025;**
- **75% of packaging products manufactured by IPG, by revenue, will be recyclable, reusable, or compostable by 2025, and 100% by 2030;**
- **50% of the energy used by IPG, at a minimum, will be renewable by 2030; and**
- **IPG's workforce will be reflective of the demographics in the communities in which it operates by 2030.**

These join the previously established sustainability goals, which include:

- **REDUCE energy intensity by 2.5% per year and CO2 emissions by 3% per year.**
- **REDUCE water withdrawal by 25% by 2030, focusing on reductions at those operations with water-stressed conditions.**
- **NET-ZERO carbon by 2040,**
- **ZERO WASTE certification of all manufacturing facilities by 2030,**
- **DIVERSION of at least 90 percent of the solid waste headed to landfills and incineration from our manufacturing facilities by 2030,**
- **ENERGY INTENSITY REDUCTIONS of 2.5% per year, and 25% by 2030,**
- **CO2 EMISSIONS REDUCTIONS of 3% per year, and 30% by 2030.**

Taken together, our vision statement, policies, goals, and third-party commitments set us on an ambitious path, and reinforce our commitment to sustainability. “We each impact the environment where we work and live, and taken together, our goals demonstrate IPG’s leadership by example. We believe that establishing standards that the business will hold management, facility leaders and the broader team accountable for, strengthens our long-term fundamentals,” said Greg Yull, CEO and President of IPG. “We established these goals to ensure our product bundle, and the core products within it, are designed and evolve over time with sustainability front of mind. The Cradle to Cradle design framework, and its approach toward continuous improvement, is recognized internationally. Increasing the recyclable, reusable or compostable content in our products reduces waste, improves our environmental footprint and increases the lifetime value of the products. Now is the time for action. Embracing sustainability and driving

IPG Materiality Results 102-47



MATERIAL TOPIC RANKINGS: GREEN-HIGH, PURPLE-MID, BLUE-LOW

change continue to be key drivers of our strategy and the establishment of these additional goals takes our commitment to a new level.”

The Company’s sustainability goals, the existing profile of the product bundle and an outline of the product roadmap are further discussed throughout this report.

The goals are driven through four SVNs, each with its own mission, as noted in the Message from our VP of Sustainability section of this report. Our SVNs establish benchmarks, set targets, and implement data collection processes to measure our progress. These efforts are guided by our Vice-President (VP), Sustainability, and reported to our ESG Committee of the Board of Directors. The ESG Committee, whose charter was approved in 2021, has the mandate of assisting the Board of Directors in carrying out its governance and oversight responsibilities with respect to health, safety, environmental, social, sustainability, climate-related matters, corporate governance and other human capital matters. Our sustainability efforts are detailed throughout this report. These efforts are also reinforced through our commitment to the Compact. As a signatory, we have adopted the ten principles governing Human Rights, Labor, Environment and Anti-Corruption that link closely to the United Nations Sustainable Development Goals (UNSDGs), as shown on next page. **102-11**

Materiality Assessment

In 2020, IPG conducted a materiality assessment to identify and prioritize environmental, social, and governance topics relevant to IPG and our stakeholders. The results inform our sustainability strategy, governance, and reporting. **102-46**













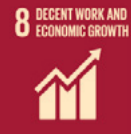

We performed a high-level study of sustainability trends, the Compact commitments, UNSDGs, relevant Sustainability Accounting Standards Board (SASB) standards, Global Reporting Initiative (GRI) standards, and other indices/pertinent standards to IPG. We also reviewed an assessment of peer companies’ priorities, selected customer websites and reports, and generated an updated master list of topics based on the review. Next, we identified key stakeholders by category. Contacts within IPG interacting with these stakeholders and stakeholder groups, and methods of interaction, were identified, and interviews were conducted with IPG staff to identify the key topics of interest to each. *See the Stakeholder Engagement section of this report for a listing of our key stakeholder groups.* **102-40**

Informed by this work, a revised list of issues was validated with IPG’s senior management and further revised to reflect their input. The result was a list of material topics and boundaries associated with IPG’s operations, services, and products. To prioritize the material topics for reporting, a diverse group of IPG staff ranked the issues for importance to stakeholders and their significance following the GRI.

The resulting ranking appears on the left. **102-47**

The process used followed that outlined in GRI 101: Foundation 2016. While our 2020 materiality assessment did identify some differences in topics and ranking relative to our previous material topic list, the lists were closely aligned. Notable additions include Product Material Health, Governance, Risk Management, and Economic Performance, among others.

SVN Alignment

| SVNs | Product & Material Innovation | Operational Footprint |
|------------------------------------|---|---|
| UNSDGs |    |      |
| Material Issues | <ul style="list-style-type: none"> • Product Material Health • Product Design & Innovation • Supply Chain • Product Performance | <ul style="list-style-type: none"> • Energy & Climate • Waste • Water • Supply Chain |
| Cradle to Cradle Principles | Product Material Health | Clean Air & Climate Protection Water & Soil Stewardship |
| Public Goals | ✓ | ✓ |
| SVNs | Circular Economy | People & Communities |
| UNSDGs |     |   |
| Material Issues | <ul style="list-style-type: none"> • Circular Economy | <ul style="list-style-type: none"> • Worker Safety • Inclusion & Diversity • Employee Experience • Human Rights & Labor • Stakeholder Engagement • Community Stewardship • Partnership & Collaboration |
| Cradle to Cradle Principles | Product Circularity | Social Fairness |
| Public Goals | ✓ | ✓ |

Our Products

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Product Design & Innovation

COMMITMENT: 75% of the products manufactured by IPG, by revenue, will be Cradle to Cradle Certified by 2025.



The Company uses both plastic and paper as our primary raw materials, we are striving to use raw materials that are designated for either technical or biological cycles to fit into a circular economy of the future. (See *the Circular Economy section of this report for more details.*) We are challenged to implement alternatives that can meet both our customer needs and our sustainability objectives, while at the same time achieving our vision to be the global leader in packaging and protective solutions.

To help meet this challenge, we have established our *Sustainable Product Design and Development Vision Statement*. It guides us to design products that are both safe and circular, to investigate and improve the social and environmental impact across the lifecycle of all products, and to design products to facilitate positive impacts through the rest of the supply chain. This challenges us to eliminate the use of toxic substances, incorporate recycled and renewable materials into our products, increase our use of responsibly sourced materials, and improve the recyclability of our products. It also places the precautionary principle outlined in the Compact along with the Cradle to Cradle design principles as central pillars to guide our efforts, and serves as the foundation for our aspirational sustainable product lifecycle goals. In 2021, we expanded these goals, announcing in early 2022 our goal to Cradle to Cradle Certify 75% of the products manufactured by IPG, by revenue, by 2025. **103-2; 102-11**

To achieve this goal, we are continuing our efforts to integrate Cradle to Cradle Certification into our new product development and procurement processes, assessing all inputs used in manufacturing IPG products and prioritizing optimization opportunities. In 2021, we added several new product families, or line extensions to existing certifications, to the list of IPG products that have achieved certification (see next page). Together, our certified products represented 50% of total IPG sales in 2021¹, up from 31% in 2020. Looking forward, we have assessed the opportunities to increase our certifications, and we are on track to meet our goal for sales of certified products.

¹Revenue for certified products used in calculation is full year revenue to represent the magnitude of certified product families on an annual basis.

CRADLE TO CRADLE CERTIFIED PRODUCTS PROGRAM

Cradle to Cradle Certified is the global standard for products that are safe, circular and responsibly made.

Leading brands, retailers, designers and manufacturers across the value chain rely on the Cradle to Cradle Certified Product Standard to ensure the impact of their products on people and planet is a positive one. For more than a decade, Cradle to Cradle Certified has been helping companies to innovate and optimize materials and products according to the world's most advanced science-based measures.

Cradle to Cradle Certified assesses the safety, circularity and responsibility of materials and products across five categories of sustainability performance:



MATERIAL HEALTH

Ensuring materials are safe for humans and the environment



PRODUCT CIRCULARITY

Enabling a circular economy through regenerative products and process design



CLEAN AIR & CLIMATE PROTECTION

Protecting clean air, promoting renewable energy, and reducing harmful emissions



WATER & SOIL STEWARDSHIP

Safeguarding clean water and healthy soils



SOCIAL FAIRNESS

Respecting human rights and contributing to a fair and equitable society

Source: Certified Products Program

While we have developed the robust processes and systems to drive the changes we seek, this effort is not without its challenges. In 2021, global supply chain delays and raw material availability challenges, added to the complexity of meeting our customers' demands for more sustainable products. We continue to balance the improvement sought by our aspirational goals with the very real challenges of how we will get there. These efforts are driven by our four cross-functional SVN teams. The overall sustainability structure is overseen by our VP of Sustainability reporting to the CFO.

The Cradle to Cradle Certified Product Standard requires that a product meet performance criteria in five categories: Material Health, Product Circularity, Clean Air & Climate Protection, Water and Soil Stewardship, and Social Fairness. Over time, more sustainable options (e.g., renewable or natural materials, renewable energy) replace less sustainable options (e.g., nonrenewable or harmful materials, fossil fuel-based energy use). The standard encourages continuous improvement over time by awarding certification based on ascending performance levels and requiring certification renewal every two years. Products can be certified as Bronze, Silver, Gold, or Platinum.

Additionally, the Cradle to Cradle Certification standard itself is dynamic, raising the certification requirements periodically to ensure continual improvement is baked into the standard requirements. The V4.0 standard was released in 2021 and will become effective on new certifications in 2022. New product certifications, as well as existing product renewal certifications, will be required to meet this new threshold, with renewals happening on a rolling basis. 103-2

A considerable challenge occurs when there are not yet viable improvements available, as in the case where an alternative raw material does not exist that can provide the necessary performance as the material needing to be replaced. In this instance, it falls to our IPG Research and Development (R&D) leadership team, which manages our R&D efforts at the product level, to identify new ways to meet the customer requirements. Where improvement opportunities are available, they are assessed and if possible, implemented, and the improved product is submitted for certification. RT-CP-410a.3

| Certified Product Families | Certification |
|---|---------------|
| Curby® Cushioning Solutions | Silver |
| Curby Mailer™ | Silver |
| ExfilmPlus® Performance Shrink Films | Silver |
| SuperFlex® and StretchFlex® Stretch Films | Silver |
| Hot Melt Carton Sealing Tape | Bronze |
| Acrylic Carton Sealing Tape | Bronze |
| Water Activated Tape | Bronze |
| Novashield® Structure Membrane Fabric | Bronze |



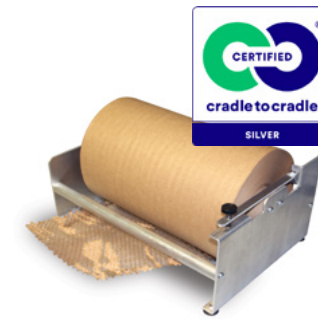
Certified Products

CURBY CUSHIONING SOLUTIONS

IPG's Curby Fragile Wrap™ is Cradle to Cradle Certified Silver. Curby Fragile Wrap, is an innovative, patent pending paper-based cushioning material that consists of a honeycomb structure die cut into paper on a roll. When the paper is pulled and engaged, it is designed to provide a protective wrap for glassware, cosmetics, electronics, and anything fragile.

Made from recyclable paper, Curby Mailer is lined with an innovative honeycomb paper structure—a patent-pending cushioning material that offers substantial benefits over traditional wrapping materials, including bubble, bubble-on-demand, foam, and other paper materials. The Curby Mailer was designed to replace and offer better protection than traditional polybubble and kraft mailers.

Source: Certification



CURBY CUSHIONING SOLUTIONS



CURBY MAILER



EXLFILMPLUS PERFORMANCE SHRINK FILMS



SUPERFLEX & STRETCHFLEX STRETCH FILMS



HOT MELT CARTON SEALING TAPE



ACRYLIC CARTON SEALING TAPE



WATER ACTIVATED TAPE

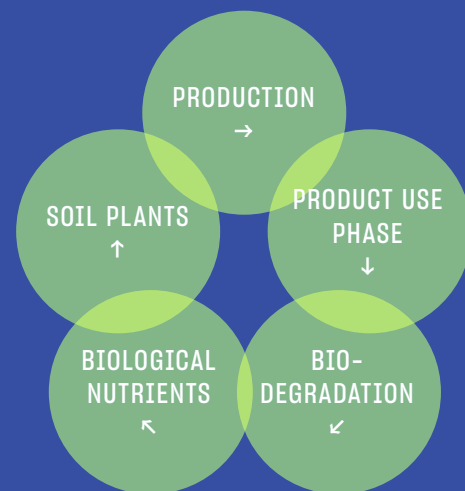


NOVA SHIELD STRUCTURE MEMBRANE

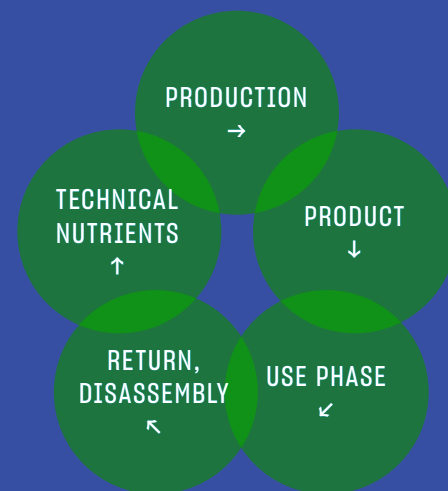
Circular Economy

COMMITMENT: IPG will direct the development of its products to better align with the circular economy by improving their recyclability, increasing their recycled/renewable content, and/or improving their recycling processes.

BIOLOGICAL CYCLE
Products for consumption



TECHNICAL CYCLE
Products as service



CRADLE TO CRADLE NUTRIENT CYCLES

In nature, the “waste” of one system becomes food for another. Everything can be designed to be disassembled and safely returned to the soil as biological nutrients, or reutilized as high-quality materials for new products as technical nutrients without contamination.

Source: McDonough: Cradle to Cradle

Single-use plastics that end up in the waste stream are widely recognized as a problem that needs to be addressed. It’s one we are working hard to help solve. As a global leader in packaging and protective solutions, IPG has embraced the concept of a circular economy, one where waste no longer exists, and all products and their components become “food” for other systems—either biological (returning to nature) or technical (returning to industry). 103-1

Achieving a circular economy is not easy and requires a comprehensive change in how we make our products. Current industrial processes, developed over decades, are more linear in design and must be re-engineered. Toxic and non-recyclable raw materials must be removed and replaced with recyclable and non-toxic ones. Products must be designed to be reused, or recycled, so at the end of one use, a product becomes a raw material for another. Achieving these technical and biological cycles, shown to the left, is the goal.

To drive these efforts, we have established our Circular Economy Solutions SVN, whose mission is to direct the development of IPG products to better align with the circular economy by improving their recyclability, increasing their recycled/renewable content, reducing the less desirable components and developing ways to reuse materials at the end of their useful life. IPG’s Director, R&D, overseen by our Senior Vice-President, Sales and Marketing, leads these efforts. 103-2

At IPG, we believe we can get there, and we are making progress. In 2021, we developed our goal, announced in early 2022, to have 75% of packaging products manufactured by IPG, by revenue, be recyclable, reusable, or compostable by 2025 and 100% by 2030.

→ **IN 2021, reusable, recyclable, and compostable products generated 39% of our revenue, up from 30% of our revenue in 2020, and 65% of our packaging products, by sales, were recyclable, reusable, or compostable up from 51% in 2020.**

We are also prioritizing alternatives to PVC packaging. We are proud of our product improvements that are achieving these goals, including our curbside recyclable Curby line of products which offer an alternative to non-curbside recyclable products. RT-CP-410a.2



SUSTAINABLE PACKAGING COALITION/HOW2RECYCLE®

In partnership with How2Recycle, IPG offers consumers information on the opportunities to recycle our products.

How2Recycle is a voluntary, standardized labeling system that communicates recycling instructions to the public. By the end of 2021, IPG had achieved its goal to implement a How2Recycle labeling strategy for all eligible products.

A CLEANER WORLD STARTS WITH US

How2Recycle is a standardized labeling system that clearly communicates recycling instructions to the public.

It involves a coalition of forward-thinking brands who want their packaging to be recycled and are empowering consumers through smart packaging labels.

The primary raw materials used by IPG continue to include plastic resins, adhesives, paper, additives, color concentrates, and reinforcements, along with lesser amounts of several other materials. Our raw material purchases for our manufacturing facilities totaled approximately 404 thousand metric tons in 2021, up from approximately 363 thousand metric tons in 2020 and approximately 221 thousand metric tons in 2019¹. The 2021 increase over 2020 reflects the significant increase in the demand for our products and timing of purchases. To close the loop, markets must exist for the recycled products as well, so we are working to incorporate post-consumer recycled (PCR) material into our products. Our effort to identify viable sources of PCR resins and recycled paper enabled us to purchase and successfully incorporate in our products over 1,792 metric tons of recycled material in 2021, up from 192 metric tons in 2020. In 2021, we again purchased wood-fiber-based raw materials from sources considered to be renewable, or that utilized recycled content. The percentage of renewable materials increased to 26%, up from 21% in 2020. The percentage of recycled input materials (raw materials from recycled content) increased to 0.4%. The percentage of raw materials from both renewable and recycled content is 0.3% in 2021. **301-1; 301-2; RT-CP-410a.1; RT-CP-430a.1.**

Our efforts to explore opportunities to increase our products' circularity continue, including the use of renewable materials as potential replacements for non-renewable material sources, and increasing demand for recycling by including PCR and post-industrial recycled (PIR) content in our products. But redesigning products is not an easy undertaking, and challenges remain. These include virgin and recycled content material price volatility, incorporating a recycled product into an existing application while maintaining the same effectiveness and quality of the product, and for both plastics and paper, obtaining the quality of recycled material needed to meet the performance requirements of our products. Quality post-consumer recycled materials are difficult to

produce, costly to procure, and hence hard to find. We expect these challenges to continue. On the positive side, the higher demand for recycled content is driving innovation, which likely will result in better quality and greater supply of products in the future.

ELIMINATE SINGLE-USE PLASTICS!

Doorstep delivery is convenient and has changed the retail landscape. Plastics have contributed to the success of e-commerce but excess in plastics presents an ongoing challenge.

At IPG, we have innovative solutions providing complete alternatives to the single-use plastics used in e-commerce. These products include: paper reinforced water-activated tape for carton closure, alternatives to plastic void fill in a varying range of paper wraps and paper void fill, and an alternative to the plastic padded mailer - Our Curby Mailer provides edge to edge cushioning, but is 100% curbside recyclable.

All of the Curby paper products are designed and destined for the paper recycling stream to one day return to the customer as a totally different product!

→ **IPG was recognized as an Association of Plastic Recyclers (APR) Demand Champion in 2021, for the second year in a row. The APR Recycling Demand Champions Campaign helps drive investment and increase PCR resin supply.**

¹ 2019 raw material purchases does not include Capstone, Powerband, Fibope, Polyair and Maiweave.

Product Material Health

COMMITMENT: IPG is dedicated to optimizing the building blocks used in our products.



Pallets of water-activated tape stand ready to ship from Midland, NC. The Cradle to Cradle Certified product can be printed to carry a customer's corporate message.

Using our [Sustainable Product Design and Development Vision Statement](#) and the Cradle to Cradle principles as our guide, we are working to eliminate the use of potentially harmful substances from new and existing products and our manufacturing processes and incorporate recycled and renewable materials in product design and purchasing while maintaining product performance. Some of our products, designed over the last century, use materials now known to present challenges to a sustainable planet, and we are working to eliminate them.

Assessing all of our products for material health is not a simple undertaking. The Product and Materials Innovation SVN, headed by the Director of Sustainability and overseen by the Senior Vice-President, Supply Chain and Global Sourcing, focuses on utilizing the Cradle to Cradle Certified Product Standard to drive and measure our product innovation process. **103-2**

Using the Cradle to Cradle Certification process, we are assessing our new and existing products for material health, which involves an in-depth evaluation, including an inventory of all material components in a product. To obtain this information, our raw material suppliers share their formulations with third party material health assessors, facilitated by our Global Sourcing Team. Once all material components in a product are identified, the material health review generates a material assessment rating based on the hazards of chemicals in products and their relative routes of exposure during use and end-of-use product phases. With this information, we assess the components to identify improvement opportunities.

The Cradle to Cradle Certified material health protocol also includes an extensive list of banned substances and targeted threshold levels. We aspire to remove these Cradle to Cradle banned substances from all of our products and manufacturing processes. **RT-CP-250a.2**

Redesigning products is not an easy undertaking, but understanding what needs to change is the first step. Finding alternative materials can be time-consuming, and difficult. Our current processes and products have been developed over decades, and

will not transition overnight. Challenges include incorporating new raw materials into an existing product application, maintaining the performance of the product with alternate raw materials, or even identifying an alternative in the first place that is available at a scale suitable for our demand. Knowing this, the Cradle to Cradle Certification standard was designed as a continuous improvement process. Product reviews are required every two years, so as the technology advances and new alternatives are identified, they can be assessed and improvements made in a subsequent review cycle. Additionally, the standard is updated on a regular basis. The V4.0 standard has new and enhanced requirements in all performance categories. Find more information about the Material Health Assessment on the [Cradle to Cradle website](#). **RT-CP-410a.3**

Product Performance

COMMITMENT: IPG makes packaging products that are safe and circular.



IPG's Better Packages, formed in 1917, began developing equipment to use water-activated tape more efficiently. Today, water-activated tape is considered the most secure and sustainable way to seal a carton.



Our approach to product performance balances innovation, material health, and regulatory requirements as well as Cradle to Cradle principles. We also consider our customers' needs based on their associated end market. We launched 13 new products in 2021 including the Curby Mailer^{HD}, a key addition to the Curby line of recyclable products. Curby is a complete line of curbside recyclable packaging solutions. 103-1

Curby Mailer The latest and most innovative protective mailer on the market, the Curby Mailer and the Curby Mailer^{HD} are made from recycled (HD only) and recyclable paper and lined with an innovative honeycomb paper structure—a patent-pending cushioning material that offers substantial benefits over traditional wrapping materials, including bubble, bubble-on-demand, foam, and other paper materials. The Curby Mailer was designed to replace and offer better protection than traditional poly bubble and Kraft mailers. Curby Mailer and the Curby Mailer^{HD} have been Cradle to Cradle Certified at the Silver level.

Curby Fragile Wrap Curby Fragile Wrap is an innovative, patent-pending cushioning material that offers substantial benefits over traditional wrapping materials, including bubble, bubble-on-demand, foam, and other paper materials. It provides a significant return on investment for end-users, including damage reductions, pack time efficiencies, and fewer packaging materials to process an order. There is potential to use smaller box sizes to net cube savings. Curby Fragile Wrap is space-saving, sustainable, and results in increased customer satisfaction and retention. Curby Fragile Wrap has been Cradle to Cradle Certified at the Silver level.

Curby Mini-Taper™ A sleek, lightweight manual water-activated tape dispenser with a small footprint. Weighing only six pounds, it is perfect for a small office or home office, retail outlets and low-volume shipping environments with limited workspace. This dispenser is

economically priced, easy to operate, and the tape is simple to load. Paired with curbside recyclable water-activated tape, the Curby Mini-Taper allows any size business to enjoy the carton sealing benefits of water-activated tape: security, strength, recyclability and professional packaging.

Water-activated tape bonds instantly to both virgin and recycled fiber surfaces and therefore, generates a tamper-evident package. IPG's water-activated tape is Cradle to Cradle Certified at the Bronze level. IPG's tape is offered in both fiberglass reinforced and plain paper with many styles available in standard or customized prints to display a customer's corporate message. They all have one common feature, uncompromising quality.

We consider all our products' material health and safety impacts by applying voluntary and mandated health and safety assessments during the development and manufacturing process. 416-1 *See the Circular Economy section of this report.*

We provide technical data and article information sheets with detailed information about our products on our website and respond to regulatory or specific substance queries. When applicable, product labels include information such as safety warnings or recycling protocols. 417-1 *For more information, see the Product Design & Innovation section of this report.*

Our People

OUR PROFILE

OUR PRODUCTS

OUR PEOPLE

OUR PLANET

OUR PERFORMANCE



Worker Safety

COMMITMENT: IPG strives to provide each employee with a safe and healthful work environment.

| SAFETY PERFORMANCE 403-9; 403-10 | 2021 | 2020 | 2019 |
|--|------|------|------|
| TCIR (TOTAL CASE INCIDENT RATE) EMPLOYEES | 1.8 | 1.9 | 2.6 |
| TOTAL NUMBER OF INCIDENTS (EMPLOYEES) | 79 | 78 | 107 |
| LWCIR (LOST WORKDAY CASE INCIDENT RATE) EMPLOYEES | 0.7 | 0.6 | 0.9 |
| EMPLOYEE FATALITIES (NUMBER) | 0 | 0 | 0 |
| EMPLOYEE FATALITIES (RATE) | 0 | 0 | 0 |
| NUMBER OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES | 2 | 2 | 5 |
| RATE OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES | 0.04 | 0.05 | 0.12 |
| NUMBER OF EMPLOYEE HOURS WORKED (MILLIONS) (INCIDENT RATE BASIS) | 9.0 | 8.2 | 8.2 |
| NUMBER OF EMPLOYEE FATALITIES AS A RESULT OF WORKER ILL HEALTH | 0 | -- | -- |
| NUMBER OF EMPLOYEE CASES OF RECORDABLE WORK-RELATED ILL HEALTH | 2 | -- | -- |
| FOR WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORKPLACE IS CONTROLLED BY THE ORGANIZATION, NUMBER OF FATALITIES AS A RESULT OF WORKER ILL HEALTH | 0 | -- | -- |

Meeting the Challenge of COVID-19

Throughout 2021, IPG continued to manage the challenges presented by COVID-19. We continued to prioritize the safety and health of our employees and met or exceeded the guidance being provided by governmental agencies. Our COVID-19 safety practices are bucketed into four main areas, including proactive communication, prevention, response planning, and best practice sharing and technology. We routinely reviewed and evaluated the safety measures put in place at the beginning of the pandemic, and revised our practices as new information became available. Paid leave for all U.S. employees for certain COVID-19-related reasons and remote work continued.

The total case incident rate declined from 2.6 to 1.8 in the past two years.

The lost work day case incident rate declined from 0.9 to 0.7 in the same period.



Safety equipment like the ones shown here can help protect workers against health or safety risks on the jobsite. By wearing the appropriate personal protective equipment, workers can reduce the number of preventable accidents that can occur on jobsites.

Safety Practices & Performance

Overseen by our Director, Safety, who reports to the Senior Vice-President, Human Resources, safety is the shared responsibility of each and every employee. In 2021, IPG re-aligned oversight of the safety function from a task to a plant focus, with two safety managers reporting to the Director of Safety, reemphasizing IPG's commitment to a safe working environment.

Despite the challenges presented by COVID-19, our TCIR dropped by approximately 5%, to a rate of 1.8, down from 1.9 in 2020 and 2.6 in 2019. We continued our efforts to expand our focus on leading indicators, and in 2021 implemented a digital safety platform to improve our overall incident management program. The new digital platform allows us to capture and track potential hazards and enabled us to add several strategic KPIs to our management process, including in the areas of Leader Standard Work, Communication/ Engagement, Risk Reduction, and Accountability. These leading indicators are being integrated into our management system tracking processes in 2022. We value safety above all else and we are very focused on the elimination of high potential incidents. **403-1**

Tracked lagging indicators continue to include, but are not limited to, total OSHA recordable cases, TCIR, LWCIR, and Days Away Restricted or Transferred (DART) cases, while leading indicators now include on-time training completion, safety walks, safety meetings, safety contacts, and process hazard assessments, among others.



IPG employees from Atlanta, GA joined other team members in Carrollton, TX to discuss ways to promote safety and save energy at our facilities.

Using the new digital management system process, we are now more able to focus on risk and high potential risk events and have instituted leadership team reviews for each such event, including a full investigation and action plan to learn from the near-miss and implement corrective actions to avoid actual events in the future. Sprains, strains, lacerations and contusions accounted for the majority of incidents occurring at our sites in 2021, and work-related hazards that pose a risk of high consequence injury continue to include moving equipment, slips, trips and falls, and machine hazards. While we continued to implement engineering controls, increase training, modify work instructions and procedures, and shift to less manual tasks to address these risks, in 2021, we also expanded our incident response process, developing a step-up plan that is triggered with subsequent events. While responses to initial events occur, interventions increase as the number of incidents increases, formalizing a more robust safety management review process that is being rolled out in 2022. **403-1; 403-2**

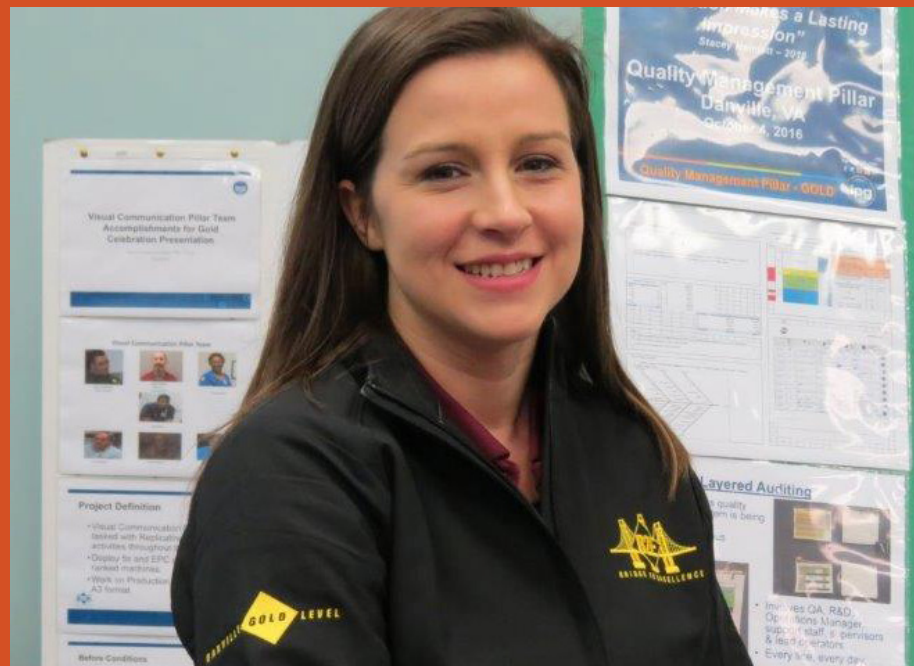
Our safety management system covers both IPG and contract employees working at our sites. In 2021, we began the process of infusing elements of a traditional safety management system, following American National Standards Institute (ANSI) Z10, into our IPG management system, known as the IPS (see Bridge to Excellence IPS section of this report for more information), which will result in an IPG focused safety management system. Grounded by our *Corporate Health and Safety Policy*, supported by expectations set and resourced by our senior management team, and reinforced by safety leadership teams, the revised safety management system will integrate IPG systems with ANSI Z10 safety management system elements. These efforts will continue in 2022. **403-8; 403-1**

Our safety programs have not been audited or certified by an external third party. Our current practice, to have corporate audit teams conduct safety audits at our sites, has been replaced by self-audits by plant personnel due to COVID-19. This practice, using a self-audit tool developed by our corporate safety team, will continue until it is determined that it is safe to resume the conduct of corporate audits at our plants. We continue to reinforce our commitment to safety through our internal safety recognition programs. **103-2; 403-1**

In 2021, individual facility objectives continued to focus on hazard identification and reduction, employee training, and self-assessment. Site metrics included the number of hazards corrected and various leading and lagging indicators, which are reported to management monthly. With the new leading indicators agreed upon in 2021, expanded improvement metrics around safety contacts, safety walks, safety meetings, safety training, process hazard analysis and corporate safety assessments are being rolled out in 2022.

IPG empowers employees to identify, correct, and report hazardous conditions or situations, and to stop work if necessary. Company policies protect employees against reprisals for the identification of safety hazards. Workplace hazards are identified and reduced through safety audits, daily workplace inspections, tracked safety work orders, employee suggestions, and the use of process hazard and job safety assessments to identify risks at the operational level. Job safety assessments evaluate potential hazard controls based on various risk assessment factors, while process hazard assessments focus on workplace layout and design, equipment design, and risk reduction using various control methods. **403-2**

Safety training occurs at all locations and levels of the Company...



A Quality Control Leader in Danville, VA proudly wears an IPS jacket. The IPS (Intertape Performance System) is a cultural process that starts first with safety and requires the engagement of all employees at all levels.

A majority of our manufacturing facilities maintain worker health and safety committees, as required by law, collective bargaining agreement, or as part of the IPS, which incorporates worker participation, consultation, and communication at the shift-to-shift and worker-to-management levels (*see Bridge to Excellence IPS section for more information*). Committee meeting frequencies vary from site to site but occur at least quarterly. In 2022 committee meetings will be required monthly. **403-4**

Safety training occurs at all locations and levels of the Company, covering hazard recognition, forklift safety, emergency planning and response, electrical safety, and other essential workplace topics. Required safety training, including both refresher and new employee training, is conducted monthly. The Operations leadership team monitors training topics and training metrics are tracked in the monthly safety report. **403-5**

The occupational health services offered at all locations include basic first aid services on-site, and some locations are equipped with first responders. In 2021, an online nurse triage system was rolled out to provide additional support in the management of injuries. Employees are also able to complete a doctor visit online. Emergency services are provided off-site. **403-3**

Employee wellness is promoted through regular wellness communications, a wellness calendar with monthly themes, and our employee assistance program. In the U.S., our medical plans include preventive and wellness care through well-visits and preventive screenings in addition to routine treatment for medical conditions. The dental plan provides routine and preventive care, and routine vision exams and contacts or glasses are offered through our vision coverage. LiveHealth Online offers online visits for medical and psychological matters, and employee discounts are provided for health and wellness-type programs. In Canada, Portugal, and India, we offer non-occupational medical health services, and we offer dental and vision services in Canada and Portugal. All employees have access to an employee assistance program that provides referrals and counseling for a wide array of personal and family concerns. Our efforts to educate our workforce to ensure awareness of the mental and physical health resources provided by the Company continue. **403-6**

Our non-COVID-19 related safety challenges continue to be the integration of recent acquisitions into the IPG system, as well as those related to staffing shortages due to the pandemic.

Employee Experience

COMMITMENT: IPG will put the well-being of our employees above all else.



Monitoring equipment performance is an important part of the workday for employees at our Danville, VA facility.

The challenges of 2020 carried into 2021. IPG developed, implemented and assessed the processes needed to manage them while continuing to keep our employees safe and meet our customer's demand for our products.

The measures we put in place to deal with the COVID-19 pandemic matured as we evaluated the frequently changing guidance, and met or exceeded the governmental requirements.

Through it all, we put our employees and communities first. The question "what is the right thing to do?" led our decisions and guided our actions. Our facilities have remained on line to the extent permitted under applicable law, and we successfully met our customers' demand for our products. We remain proud of how we handled this challenge. These efforts, as others related to our employees, are managed by our Senior Vice-President, Human Resources who oversees safety, recruiting, engagement, culture, development, and total rewards for IPG. Numerous human resources policies guide these efforts, many of which can be found on our website. **103-2**

Education, Training, & Development

At IPG, we recognize that the education, training, and development program needed by our employees varies by operation and region. As a result, our offerings are standardized where appropriate but designed to reflect regional and operational differences as well. New hire, IT security, and safety training continue to be offered in all regions.

In 2021, we continued and expanded our Leader Standard Work and core leadership training for supervisory employees. The core principles covered by this training are critical in our sustainability efforts as they cover the expectations for leaders and the system we will use to meet our corporate objectives at an operational level. We developed and implemented a new training platform to support these efforts, known as the IPS Academy platform.

We also implemented a series of safety leader trainings for plant leadership.

Other training types—including first aid training, fire extinguisher training, workplace hygiene, hazard communication training, on the job training, forklift training, and leadership training, among other topics—are also provided. IPG does not track the average hours of training per employee. **404-1; 404-2**

Employee Satisfaction & Engagement

IPG seeks employee feedback through a variety of mechanisms, including employee engagement surveys. The information gathered is assessed and action plans developed to address and respond to issues identified. In 2021, we conducted an employee engagement survey, and formalized action plans to address issues identified by our employees. In 2022, we will track, correct, and close these items in order to continually improve our employee engagement and make IPG a great place to work for all of our people across the organization.

IPG supports the health and wellness of our employees through our benefit programs, including our employee assistance programs and wellness promotion efforts.

Employee Retention & Benefits

Our comprehensive and competitive benefits enable IPG to attract and retain a talented pool of employees needed to run our businesses. Benefits are provided to full-time employees working over 30 hours per week, vary by location, and may include health insurance, life insurance, disability insurance, retirement plans, paid leave, vacation, sick time, personal time, tuition assistance, transportation and meal benefits. **401-2**

In 2021, IPG, like other companies, experienced an increase in employee turnover, necessitating an increase in new employee hires. These trends are evident in our hiring and turnover data shown in the associated table. While this was a challenge,

we view it also as a success, as we were able to attract and onboard talented individuals to fill the open positions. **401-1**

Minimum notice periods for operational changes have not been established by IPG. Where no requirements exist, we seek to provide as much notice as commercially reasonable. In the U.S., notice is governed by collective bargaining agreements or the WARN Act, and in other regions, laws may dictate the notice required. **402-1**

IPG often offers transition assistance free of charge to U.S. employees not terminated for cause and not due to retirement. Benefits offered can include resume assistance, job search assistance and career coaching, and may vary by position. **404-2**

| NEW EMPLOYEE HIRES 401-1 | 2021 | 2020 |
|------------------------------|-------|------|
| NUMBER OF NEW EMPLOYEE HIRES | 1,348 | 741 |
| UNDER 30 YEARS OLD | 490 | 309 |
| RATE UNDER 30 YEARS OLD | 36% | 42% |
| 30-50 YEARS OLD | 617 | 345 |
| RATE 30-50 YEARS OLD | 46% | 47% |
| OVER 50 YEARS OLD | 241 | 87 |
| RATE OVER 50 YEARS OLD | 18% | 12% |
| MALE | 1,008 | 604 |
| RATE MALE | 75% | 82% |
| FEMALE | 340 | 137 |
| RATE FEMALE | 25% | 18% |
| US | 1,021 | 516 |
| RATE US | 76% | 70% |
| CANADA | 133 | 79 |
| RATE CANADA | 10% | 11% |
| EUROPE | 31 | 27 |
| RATE EUROPE | 2% | 4% |
| ASIA | 163 | 119 |
| RATE ASIA | 12% | 16% |

| EMPLOYEE TURNOVER 401-1 | 2021 | 2020 |
|-------------------------|------|------|
| TOTAL | 942 | 852 |
| UNDER 30 YEARS OLD | 328 | 326 |
| RATE UNDER 30 YEARS OLD | 9% | 9% |
| 30-50 YEARS OLD | 393 | 342 |
| RATE 30-50 YEARS OLD | 10% | 9% |
| OVER 50 YEARS OLD | 221 | 184 |
| RATE OVER 50 YEARS OLD | 6% | 5% |
| MALE | 710 | 677 |
| RATE MALE | 19% | 19% |
| FEMALE | 232 | 175 |
| RATE FEMALE | 6% | 5% |
| US | 696 | 461 |
| RATE US | 18% | 13% |
| CANADA | 146 | 130 |
| RATE CANADA | 4% | 4% |
| EUROPE | 17 | 25 |
| RATE EUROPE | 0% | 1% |
| ASIA | 83 | 236 |
| RATE ASIA | 2% | 7% |



Employees at our Menasha, WI facility show their support for the cause by wearing pink during Breast Cancer Awareness Month.

Parental Leave

Parental leave laws vary around the world, and IPG complies with them in all countries where we operate. In China, Canada and Portugal, parental leave requirements apply to both parents, while India provides leave for only female employees. In the U.S., the Family Medical Leave Act allows for parental leave, which IPG supplements with short-term disability benefits to provide income for the birth mother. Fathers and adoptive/foster parents are provided unpaid, but job-protected, leave. IPG maintains programs to support breastfeeding mothers. See Parental Leave Taken by Country for our 2021 parental leave data. 401-3

Health & Wellness

IPG supports the health and wellness of our employees through our benefit programs, including our employee assistance programs and wellness promotion efforts. Our wellness awareness efforts include focus on topics that change monthly, such as heart health, cancer health, suicide prevention and general wellness. The monthly topics are supported by company-wide weekly wellness communications focusing on physical and mental wellness. In 2021, we provided a financial thank you bonus to those choosing to get the COVID-19 vaccine, as well as paid time off to do so.

| PARENTAL LEAVE TAKEN BY COUNTRY, 401-3 | 2021 |
|--|--------------|
| ELIGIBLE MALES | 2,643 |
| UNITED STATES | 2,068 |
| INDIA | 0 |
| CANADA | 439 |
| PORTUGAL | 108 |
| CHINA | 28 |
| ELIGIBLE FEMALES | 887 |
| UNITED STATES | 606 |
| INDIA | 11 |
| CANADA | 216 |
| PORTUGAL | 17 |
| CHINA | 37 |
| MALES TAKING LEAVE | 29 |
| UNITED STATES | 11 |
| INDIA | 0 |
| CANADA | 10 |
| PORTUGAL | 8 |
| CHINA | 0 |
| FEMALES TAKING LEAVE | 31 |
| UNITED STATES | 14 |
| INDIA | 1 |
| CANADA | 16 |
| PORTUGAL | 0 |
| CHINA | 0 |
| MALES RETURNING TO WORK AFTER LEAVE | 18 |
| UNITED STATES | 8 |
| INDIA | 0 |
| CANADA | 2 |
| PORTUGAL | 8 |
| CHINA | 0 |
| FEMALES RETURNING TO WORK AFTER LEAVE | 15 |
| UNITED STATES | 12 |
| INDIA | 1 |
| CANADA | 2 |
| PORTUGAL | 0 |
| CHINA | 0 |

Inclusion & Diversity

COMMITMENT: Foster and develop a respectful and equitable work environment where all feel welcome.



Duct tape production line workers in Blythewood, SC stand proudly behind a jumbo roll of duct tape ready to be slit into finished goods.

IPG strives to create a diverse, global workforce that represents the communities in which we operate. Aligned with our corporate values, our approach to inclusion and diversity (I&D) considers our employees and the growing diversity in our communities and global marketplace. Our CEO pledged IPG's commitment to I&D by signing the CEO Action for Diversity & Inclusion™, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. 103-1

We include I&D under our People and Communities SVN, of which the Senior Vice-President, Human Resources is the executive sponsor. In 2021 the People and Communities SVN brought in a third party vendor to conduct unconscious bias awareness training with the Board of Directors, Human Resources, and senior management. The training will be available to people leaders in 2022 and all employees by 2025.

IPG expects all employees to help foster and develop a respectful and equitable work environment, welcoming to all. We have a zero-tolerance policy for discrimination of any kind. Anyone with concerns about our I&D can speak with their manager, Human Resources, or, if necessary, report anonymously through the IPG Business Conduct and Ethics Hotline. 103-2

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES 405-1

GENDER DIVERSITY AND AGE OF BOD

| | |
|-----------------|-----------|
| TOTAL | 11 |
| MALE | 8 |
| FEMALE | 3 |
| UNDER 30 | 0 |
| 30-50 | 0 |
| OVER 50 | 11 |

GENDER DIVERSITY OF EMPLOYEES

| | |
|-----------------|------------|
| % MALE | 78% |
| % FEMALE | 22% |

EMPLOYEES BY AGE, TOTAL NUMBER AND PERCENT

| | |
|------------------------|--------------|
| UNDER 30 | 705 |
| % UNDER 30 | 18% |
| BETWEEN 30-50 | 1,829 |
| % BETWEEN 30-50 | 46% |
| OVER 50 | 1,465 |
| % OVER 50 | 37% |

Human Rights & Labor

COMMITMENT: IPG conducts business with honesty and integrity in all our operations throughout the world.



A material handler at our Danville, VA facility looks back over his shoulder to ensure the way is clear while hauling a core buggy for tape production.

We are devoted to complying with all applicable laws, regulations, and treaties, and to treating all people with dignity and respect. Our culture is characterized by honor and respect, with which we treat our employees, customers, shareholders, suppliers, other stakeholders and the communities in which we operate. As we deepen our relationships throughout our supply chain, we embrace our responsibility to promote fairness, respect human rights and protect the environment.

Our *Human Rights Policy* and our *Code of Business Conduct and Ethics (Code of Conduct)* establishes our commitment to conduct business with honesty and integrity in all our operations throughout the world, and commits IPG to comply with all applicable laws, regulations, treaties and to treat all people with dignity and respect. It is founded on the Ten Principles of the Compact in conjunction with the Universal Declaration of Human Rights International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the International Bill of Human Rights; the Declaration on Fundamental Principles and Rights at Work; The eight fundamental conventions of the International Labor Organization; and the United Nations Guiding Principles (UNGP) on Business and Human Rights.

In keeping with the United Nations Global Compact (UNGC) framework, where national law and international human rights standards differ, we follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally recognized human rights. We incorporate into our supplier contracts the expectation that suppliers will abide by the Compact's commitments, even if they are not signatories themselves. The Senior Vice-President, Human Resources, oversees human rights issues, supported by the human resources vice-president, directors, managers and operating site personnel. **412-3**

Several IPG customers conduct social audits of their suppliers, which are typically performed by a third party. The human rights topics covered include child labor and hiring procedures, the hours of work and overtime, wages and benefits, disciplinary action, termination and retrenchment, anti-discrimination, harassment and abuse, freedom of association and grievance procedures. In 2021, 8 of our 32 facilities, or 25%, of our sites have undergone these reviews. All 8 sites are in the United States. **412-1**

Additionally, the Cradle to Cradle Certification process has a Social Fairness component, requiring at a minimum (Bronze level certification) that a *Human Rights Policy* be in place and a strategy for implementing the policy be developed. At the Silver level, social audit performance data are requested from tier one suppliers in high-risk locations, progress is made on supply chain data collection and corrective actions, and management systems support the implementation and oversight of the *Human Rights Policy* within our operations. At the end of 2021, all IPG Cradle to Cradle Certified products meet the Silver level requirements for Social Fairness. These efforts also support the UNSDGs, Goals 1 (Poverty) and 8 (Decent Work).

IPG is committed to providing a work environment free of harassment based on any protected characteristics.



An IPG employee from Atlanta shares a snow cone with a fellow co-worker during IPG's Kindness Challenge held during the month of August. Each week, employees were encouraged to perform specific, small acts of kindness to spread joy to those around us.

While we did not conduct dedicated human rights training in 2021, we did undertake training on our *Code of Conduct*, which includes human rights components. We do not track training hours at the corporate level. **412-2**

We do not consider any of our operations at risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining. However, we acknowledge that several of the countries in which we have manufacturing operations are considered at risk for human rights concerns. In 2021, we adopted a *Working Hours and Fairness Policy* that sets our expectations for working hours. **407-1; 408-1; 409-1**

IPG has entered into collective bargaining agreements with a subset of our operations. Collective bargaining agreements are in place for approximately 20% of employees in the U.S.; outside of the U.S., collective bargaining agreements cover 10% of employees. **102-41**

Non-Discrimination

In addition to our *Human Rights Policy*, IPG maintains a separate *Discrimination, Harassment, and Retaliation Prevention Policy*, which addresses IPG's intolerance of discrimination, harassment, and retaliation. IPG is committed to providing a work environment free of harassment based on any protected characteristics. Discrimination and harassment training, conducted for leadership and employees in North America every three years, was conducted in 2021 and will be completed in 2022. All incidents of discrimination are promptly investigated and appropriately addressed. The status of incidents and actions taken are considered confidential and are not reported. **406-1**

Community Stewardship

COMMITMENT: Align IPG's activities to create a better future for our people and communities.



Whether at Carrollton, TX, Danville, VA, Chicago, IL or any of our 31 worldwide locations, our employees look for meaningful ways to give back in the communities they call home.



Community is the home we share with our employees, their families, and those around us. Stewardship speaks to the profound care IPG takes for the communities in which we operate. Our People and Communities SVN, of which the Senior Vice-President, Human Resources is the executive sponsor, oversees this vital work supported by the human resources team members throughout the enterprise. Human resources managers track efforts and outcomes at each facility. 103-1; 103-2



Each facility's budget includes funding for local philanthropy and programs, and we support all our facilities to engage in community stewardship, with a particular focus on children and wellness. We have yet to assess whether our facilities have any significant actual or potential negative impacts on local communities. 413-1; 413-2

In 2021 we posted and communicated with human resources managers about the updated *Charitable Giving & Sponsorship Program* at all our locations. Program guidelines define the administration of corporate donations and sponsorships to qualified charitable, educational, and similar organizations, and promotional events. In addition, the People and Communities SVN worked with Finance to establish

an accounting code for philanthropic giving that will inform a baseline for future performance. Efforts are ongoing to create a volunteering policy and program.

IPG made charitable donations, including to the Indian Prime Minister's National Relief Fund. Employees donated food, physical goods, and volunteer hours to several causes. Our highest priorities are children and wellness. Both children's needs and wellness are global issues that exist in all our communities.

Stewardship speaks to the profound care IPG takes for the communities in which we operate.

SELECT 2021 COMMUNITY EVENTS

- **SUPPORTING EDUCATION:** IPG is pleased to sponsor a program that provides advanced retail management and leadership education. The Company awarded a student from Bleyhl Co-op with a half-tuition scholarship and in 2021, they graduated from the North American Hardware and Paint Association Retail Management Certification Program.
- **RAISING FUNDS FOR HEART HEALTH:** Each year several IPG locations participate in fundraising activities to support the American Heart Association. IPG Blythewood, SC participated in Columbia's 2021 American Heart Association (AHA) Walk Fundraiser and was listed in the overall Top 21 for their employee-driven donations. The IPG Danville, VA manufacturing facility and Danville RDC participated in the 2021 Danville Pittsylvania County Heart Walk. The IPG Danville team sponsored the event and raised additional monies to help fund AHA's lifesaving research to improve outcomes for people with heart disease.
- **CELEBRATING EARTH DAY:** IPG's manufacturing facilities participated in various activities in honor of Earth Day 2021. From planting trees, landscaping, and facility cleanup, to funding ocean cleanup projects and even a "Bring a Recyclable Critter to Work" contest put on by IPG Atlanta, our plants were able to show their love for the earth and have a lot of fun doing it.
- **SCREENING HEALTH AND DONATING TO FIGHT CANCER:** Marking Women's Health Month in October 2021, IPG donated to the American Cancer Society or Canadian Cancer Society Foundation for each woman of IPG who logged in their annual physical check-up appointment date. Likewise In November, IPG donated to the Movember Foundation for each man of IPG who logged in their annual physical check-up appointment date.
- **PANDEMIC RELIEF FOR INDIA:** IPG launched a fundraising campaign for India COVID-19 relief through the Canadian Red Cross' India COVID-19 Relief Appeal. IPG kick-started the campaign with a large donation and also matched employee contributions for a total amount of more than three times IPG's initial donation for the relief campaign.
- **CARING FOR COMMUNITIES IN NEED:** In December 2021, a deadly late-season tornado outbreak produced catastrophic damage and numerous fatalities across portions of Arkansas, Missouri, Illinois, Tennessee, and Kentucky. With IPG facilities in Illinois and Kentucky, many of IPG's families and communities were affected. In response, IPG employees rallied to raise money, matched by IPG, to provide sizeable support to the American Red Cross Disaster Relief Fund.
- **MEETING NEEDS OF ADDICTS OVERCOMING SUBSTANCE ABUSE:** IPG Bardstown, KY collected and donated truckloads of clothing to the Crown Recovery Center, the largest residential treatment facility in the country for adults seeking help with addictions and substance abuse. Located in Springfield, KY the center currently has over 500 residents. Crown seeks to help people overcome their addictions and prepare them to be productive members of society. Part of their process is to treat people with dignity and respect and that often includes providing them with adequate clothing.

Stakeholder Engagement

COMMITMENT: IPG engages with stakeholders to shape our sustainability approach and efforts.



We keep our shrink film operation equipment running safely and in good working condition at our IPG manufacturing facility in Tremonton, UT.

IPG defines stakeholders consistent with the GRI: as entities or individuals, we can reasonably expect to be significantly impacted by our activities, products or services, or whose actions we can reasonably expect to affect our ability to implement strategies or achieve objectives. We consider our *Code of Conduct* and other specific policies to identify stakeholders to engage. **102-42**

Our stakeholder groups include customers, business partners, employees, investors and shareholders, as well as various community, third party, and government groups. We considered these groups and their topics of interest in our most recent materiality assessment that informed this report and our disclosures in our proxy statement. The frequency of ongoing engagement depends on each stakeholder group and is appropriate to the nature of the relationship. **102-43; 102-44**

PARTNERSHIPS & COLLABORATIONS

IPG subscribes to externally developed economic, environmental and social charters, principles and other initiatives that align with our sustainability efforts and lists these on our [website](#). **102-12**

IPG maintains corporate memberships in various industry or other associations and national or international advocacy organizations. See the [list online](#). **102-13**

Our Planet

OUR PROFILE

OUR PRODUCTS

OUR PEOPLE

OUR PLANET

OUR PERFORMANCE



Operations

COMMITMENT: IPG is committed to reducing our operational footprint through aggressive goals to reduce our carbon footprint, energy use, water use and waste to landfill.

NONCOMPLIANCES 307-1

| TOTAL # | 2021 | 2020 | 2019 |
|----------------------|------|------|------|
| Notices of Violation | 2 | 3 | 3 |
| Fines, in thousands | \$0 | \$43 | \$0 |
| Significant Spills | 3 | 0 | 0 |

IPG operates 29 operating facilities in the United States, Canada, Portugal, Germany, India and China that produce a variety of paper and film-based pressure-sensitive and water-activated tapes, polyethylene and specialized polyolefin films, protective packaging, engineered coated products, and packaging machinery for industrial and retail use.

Our corporate offices, machine assembly, and distribution sites also contribute to our operational footprint. Our Operational Footprint SVN's mission is to eliminate the concept of waste in its broadest terms. In 2021, the team headed by the Director, Corporate Energy, overseen by the Senior Vice-President, Operations, continued IPG's efforts to establish benchmarks, set targets, and develop data collection processes to measure our progress. **103-2**

In 2021, we made several significant additional commitments that will drive our efforts for years to come. Specifically, we:

- **SIGNED** [The Climate Pledge](#), joining more than 200 other companies making a net-zero carbon pledge,
- **SIGNED** [the CEO Water Mandate](#), a Compact initiative that mobilizes business leaders on water, sanitation, and the UNSDGs, and
- **ADOPTED** [a Zero Waste Policy](#).

Implemented by our [Environmental Policy](#), [Energy Policy](#), [Water Policy](#), and [Zero Waste Policy](#), our collective commitments include achieving:

- **NET-ZERO carbon by 2040,**
- **ZERO WASTE certification of all manufacturing facilities by 2030,**
- **DIVERSION of at least 90 percent of the solid waste headed to landfills and incineration from our manufacturing facilities by 2030,**
- **ENERGY INTENSITY REDUCTIONS of 2.5% per year, and 25% by 2030,**
- **CO2 EMISSIONS REDUCTIONS of 3% per year, and 30% by 2030, and**
- **WATER WITHDRAWAL REDUCTIONS of 2.5% per year, and 25% by 2030, focusing on reductions at those operations with water-stressed conditions.**

Our annual IPG Sustainability Summit provided an opportunity for each of our operating facilities to share successes and challenges and maximize learnings across our operations. Examples are highlighted throughout this report. Key successes and challenges in 2021 continue to be driven by COVID-19, a more limited workforce, and the supply chain challenges experienced globally in 2021 and continuing into 2022.

As discussed in the Approach to Sustainability Bridge to Excellence IPS section of this report, 18 of our 29 operating facilities have implemented the IPS, an ISO-based management system, and we continue efforts to implement the IPS system at all other facilities—the majority of which are recent acquisitions. As of 2021, three of our operating facilities, Danville, VA (Manufacturing), Danville, VA (RDC), and Daman, India, are ISO 14001 certified.

In 2021, IPG experienced two Notices of Violation (NOV), no fines, and three significant spills. A consent order was signed for waste management operations at our Marysville, MI, facility. Environmental compliance across our operational footprint is overseen by the Senior Vice-President, General Counsel, and Corporate Secretary reporting to the CEO and President. **103-2**



Energy & Climate

COMMITMENT: IPG will: obtain 50% of its energy from renewable sources by 2030; reduce energy intensity by 2.5% per year (25% by 2030) and CO2 emissions by 3% per year (30% by 2030); and will be net carbon zero by 2040.



Solar collectors at our facility in Porto, Portugal demonstrate our commitment to renewable energy.

Extreme temperatures are becoming more common, Antarctic ice sheets continue to melt at an increasing rate, and the ocean continues to heat up. According to climate scientists, the actions we take between 2020 and 2030 are critical to slow the changes we are seeing. According to the Paris Agreement, to do this, the world must keep global temperature rise below 1.5°C, and to do that, global emissions must reach net-zero carbon needs by 2050.

At IPG, we recognize this challenge, and we are committed to helping meet it. In 2021 IPG set a goal to obtain 50% of our energy from renewable sources by 2030 and to be net-zero carbon by 2040, augmenting our existing goals to reduce energy intensity by 2.5% per year (25% by 2030) and CO2 emissions by 3% per year (30% by 2030), using 2019 as our baseline. **103-2; RT-CP-110a.2**

In 2021, we signed The Climate Pledge, a commitment to be net-zero carbon by 2040, joining more than 200 other companies that have committed to the program co-founded by Amazon and Global Optimism. This supports and reinforces our partnership with CEBA, the Clean Energy Buyers Association, a group of large, clean energy buyers, energy providers, and service providers working with non-governmental organization partners to unlock the marketplace for nonresidential energy buyers, enabling a more rapid transition to a zero-carbon energy future. Also in 2021, we signed a commitment with the SBTi joining over 2,000 companies that are setting science-based emissions reduction targets across all scopes, in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement.

To increase transparency around the challenges we face in dealing with climate change, and the progress we are making to meet them, in 2021 we reported to CDP Climate. This report includes an assessment of our financial risks due to climate change (\$1.8MM) and the cost to manage them (\$5.9MM). As with most things, where there is a risk, there is also an opportunity and IPG identified several opportunities, as well. See our CDP report for more information. **201-2**

IPG maintains an Energy Action Plan (EAP) that sets out one- and five-year company-wide energy goals and identifies projects to help us meet those

goals. IPG's Sustainability Pillar Team measures progress towards our goals, identifies viable projects and provides a forum for identifying best practices. Facility progress is reported weekly by a manager at each facility responsible for its energy use, and the Sustainability Pillar Team reviews and updates the plan monthly. An annual IPG Energy and Sustainability Summit, held virtually in 2021, allows for sharing successes and challenges, and recognizing accomplishments. **103-2; RT-CP-110a.2**

Our efforts to reduce energy use and carbon emissions are not new and continue to evolve. In 2021, IPG began working with a cohort of companies on a U.S. Department of Energy Low Carbon Pilot, to better understand and demonstrate how to achieve real-world carbon dioxide emission reductions in buildings and plants. Our experiences, successes, and challenges pursuing low carbon strategies at two or more of our manufacturing plants within a two-year timeframe will be shared and will help IPG develop its strategy to achieve net-zero carbon by 2040.

We also undertook efforts to better understand and manage our Scope 3 emissions, to better quantify the energy reductions and carbon emission reductions associated with our energy efficiency efforts, and to ensure we captured all energy sources in our measurements. As a result, several previously unreported sources have been identified and added to our energy use data, preventing a comparable comparison of carbon emissions year over year. We will establish a new baseline for our carbon emission and energy intensity reduction goals in 2022 that will enable us to report against these goals next year. Our progress in meeting the remaining two goals, and our energy use and carbon emission data, are shown in the tables on next page.

| TOTAL DIRECT ENERGY USE, IN TERAJOULES 302-1 | 2021 | 2020 | 2019 |
|---|---------|---------|---------|
| Total | 942 | 872 | 794 |
| Renewable | 6 | 6 | 4 |
| Nonrenewable | 936 | 866 | 790 |
| TOTAL INDIRECT ENERGY USE, IN TERAJOULES 302-2 | 914 | 875 | 892 |
| ENERGY INTENSITY RATIO 302-3 | 4.52 | 4.81 | 5.71 |
| ENERGY USE, IN TERAJOULES RT-CP-130a.1 | | | |
| TOTAL ENERGY CONSUMED | 1,856 | 1,747 | 1,686 |
| % GRID ELECTRICITY | 99% | 99% | 100% |
| % RENEWABLE | 1% | 1% | <1% |
| DIRECT (SCOPE 1) GHG EMISSIONS, IN CO2E METRIC TONS 305-1; RT-CP-110a.1 | 57,256 | 49,051 | 39,807 |
| INDIRECT (SCOPE 2) GHG EMISSIONS, IN CO2E METRIC TONS 305-2 | 111,624 | 125,583 | 118,179 |
| GHG EMISSIONS INTENSITY 305-4 | 0.42 | 0.48 | 0.54 |
| REDUCTIONS IN ENERGY CONSUMPTION ACHIEVED AS A DIRECT RESULT OF CONSERVATION AND EFFICIENCY INITIATIVES, IN TERAJOULES. 302-4 | 16 | -- | -- |
| GHG EMISSIONS REDUCED AS A DIRECT RESULT OF REDUCTION INITIATIVES, IN METRIC TONS CO2 EQUIVALENT 305-5 | 3,132 | -- | -- |

Improving the efficiency of our distribution network remains a focal point. We continue to work to broaden our pool points across the country (grouping shipments for the initial portion of the trip) and reduce our footprint in the less-than-full truckload (LTL) network, increasing logistic efficiency, and further reducing our overall impact on the planet. These efforts faced challenges in 2021 due to the worldwide supply chain challenges, as we worked to ensure the movement of both raw materials and products to and from our sites. In 2021, the expanded use of pool points resulted in savings of over 1.25mm CO₂ metric tons. We are planning on expanding this service to further reduce CO₂ emissions in 2022.

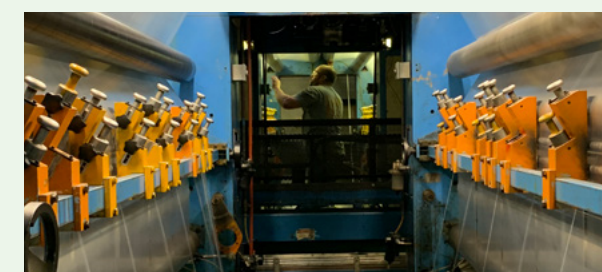
IPG has participated in EPA's SmartWay program since 2010. The SmartWay program has allowed us to partner with transportation providers who work with the EPA to enhance their supply chains' sustainability. In 2021, 98% of IPG's network was run on SmartWay Carriers. SmartWay data provided to IPG reported 30,300 metric tons of CO₂ associated with upstream distribution in 2020, 49,061 metric tons in 2019, and 28,492 metric tons in 2018. The increase from 2018 to 2019 was primarily due to increased sales volume and the acquisition of Polyair Inter Pack Inc., which took place in the third quarter of 2018, while the decrease from 2019 to 2020 can be attributed to an additional hub lane and optimization. IPG also participates in the UPS Carbon Neutral Program. In 2021, UPS offset approximately 542 metric tons through its Carbon Neutral Program. 305-3



Participated in CDP, earning a score of B. This is higher than the North American regional average of C and higher than the Plastic product manufacturing sector average of B-.



→ THE CAPSTONE POLYWEAVE PRIVATE LIMITED SOLAR COLLECTORS in Karoli, India, Fibope solar collectors in Porto, Portugal, and our Daman, India facility new rooftop solar collectors provide renewable solar energy to our operations.



→ OBTAINED ISO 50001 CERTIFICATION at our Danville, VA and Truro, NS facilities. Our Tremonton, UT facility and Blythewood, SC are pursuing ISO 50001 certification in 2022.



→ CONDUCTED ENERGY TREASURE HUNTS in Danville and Maryville that identified numerous savings opportunities. In total, IPG has conducted 20 treasure hunts at various facilities, which have engaged approximately 280 individuals and identified approximately \$2.7 million in potential savings since we adopted the approach in 2013.

ENERGY STAR Timeline

2015
Tremonton, UT achieved the ENERGY STAR Challenge for Industry

2015
Brighton, CO achieved the ENERGY STAR Challenge for Industry for the 2nd time

2016-22
Received the 2022 ENERGY STAR Partner of the Year Sustained Excellence award for the 7th year in a row

We have received the ENERGY STAR Partner of the Year Sustained Excellence Award every year since 2016, as well as receiving the ENERGY STAR Challenge for Industry at numerous U.S. and Canadian plant locations.

2021
Carbondale, IL achieved the ENERGY STAR Challenge for Industry for the 5th time

2014-15
ENERGY STAR Partner of the year

2014
IPG Featured in ENERGY STAR's Energy Treasure Hunt Guide

2020-21
Danville Distribution Center Achieves the ENERGY STAR for superior energy efficiency for the second time

2021
Midland, NC achieved the ENERGY STAR Challenge for Industry for the 1st time

2009
IPG Becomes ENERGY STAR Industrial Partner

2011
Five IPG Facilities Achieve ENERGY STAR Challenge for Industry Award

Waste

COMMITMENT: IPG will divert at least 90% of solid waste headed to landfills and incineration from our manufacturing facilities, and have all manufacturing facilities Zero Waste Certified, by 2030.

2021 WASTE BY COMPOSITION, IN METRIC TONS 306-3

| WASTE | GENERATED | DIVERTED | TO DISPOSAL |
|--------------------|-----------|----------|-------------|
| HAZARDOUS WASTE | 706 | 1 | 705 |
| NONHAZARDOUS WASTE | 25,277 | 10,718 | 14,559 |
| TOTAL | 25,983 | 10,719 | 15,264 |

WASTE GENERATION

| | 2021 | 2020 |
|--------------------|--------|--------|
| HAZARDOUS WASTE | 706 | 637 |
| NONHAZARDOUS WASTE | 25,277 | 22,944 |
| TOTAL | 25,983 | 23,581 |

In 2021, IPG adopted a Zero Waste Policy establishing a goal to divert at least 90 percent of the solid waste headed to landfills and incineration from our manufacturing facilities and to have all manufacturing facilities Zero Waste Certified, by 2030. A TRUE Zero Waste pilot program has begun at our RDC site in Danville, VA, and our intent is to expand it company-wide.

The TRUE program, administered by Green Business Certification Inc. (GBCI) is a whole systems approach aimed at changing how materials flow through society, resulting in no waste, by encouraging the redesign of resource life cycles so that all products are reused. We will report our progress against this goal beginning in 2022.

Our Zero Waste Policy supports our Operational Footprint SVN's mission to eliminate the concept of waste. IPG's Sustainability Pillar Team will identify waste reduction opportunities and provide a forum for identifying best practices, as well as to measure progress towards achieving the zero waste goals.

These efforts are also supported by the circularity measures being undertaken by our Circular Economy SVN team, which continues its efforts to minimize the environmental impacts of our products, increase the use of renewable raw materials, and think about designing our manufacturing processes with a circular approach. *For more information, see the Our Products section of this report.* 306-2

Waste minimization efforts have been in place at IPG for years, and waste generation is measured and tracked. While IPG generates both hazardous and non-hazardous wastes during the manufacturing of our products, the vast majority of wastes are non-hazardous in nature. Impacts from our wastes could occur from spills or releases of liquid waste or landfilling. Currently, our wastes are recycled, incinerated for waste to energy, or otherwise disposed of. We continue to evaluate waste contractors when setting them up as vendors. 306-1; 306-2

Our waste generation and disposal activities at our operational facilities in 2021 are shown in the adjacent table. All operational facilities have implemented processes to track, measure, and report their waste generation and disposal activities, overseen by IPG's Corporate Environmental Compliance Director. At the end of 2021, IPG had diverted 41% of solid waste headed to landfills and incineration from our manufacturing facilities. 306-3; 306-4; 306-5; RT-CP-150a.1



An employee carefully monitors shrink film production at our Tremonton, UT facility. IPG assesses our new and existing products for material health, which involves an in-depth evaluation, of all material components.

WASTE DIRECTED TO DISPOSAL BY DISPOSAL OPERATIONS, IN METRIC TONS 306-5; RT-CP-150a.1

| WASTE | ONSITE | OFFSITE | TOTAL |
|------------------------------------|----------|---------------|---------------|
| HAZARDOUS WASTE | | | |
| INCINERATION (W/ ENERGY RECOVERY) | 0 | 498 | 498 |
| INCINERATION (W/O ENERGY RECOVERY) | 0 | 207 | 207 |
| LANDFILLING | 0 | 0 | 0 |
| OTHER DISPOSAL OPERATIONS | 0 | 0 | 0 |
| TOTAL | 0 | 705 | 705 |
| NONHAZARDOUS WASTE | | | |
| INCINERATION (W/ ENERGY RECOVERY) | 0 | 1,147 | 1,147 |
| INCINERATION (W/O ENERGY RECOVERY) | 0 | 38 | 38 |
| LANDFILLING | 0 | 13,292 | 13,292 |
| OTHER DISPOSAL OPERATIONS | 0 | 82 | 82 |
| TOTAL | 0 | 14,559 | 14,559 |

WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATIONS 306-4

| HAZARDOUS WASTE | ONSITE | OFFSITE | TOTAL |
|----------------------------|----------|---------------|---------------|
| PREPARATION FOR REUSE | 0 | 0 | 0 |
| RECYCLING | 0 | 1 | 1 |
| OTHER RECOVERY OPERATIONS | 0 | 0 | 0 |
| TOTAL | 0 | 1 | 1 |
| NON HAZARDOUS WASTE | | | |
| PREPARATION FOR REUSE | 0 | 36 | 36 |
| RECYCLING | 0 | 10,682 | 10,682 |
| OTHER RECOVERY OPERATIONS | 0 | 0 | 0 |
| TOTAL | 0 | 10,718 | 10,718 |

OCS BLUE

In 2021, IPG joined OCS Blue, run by the American Plastics Association. OCS is a campaign dedicated to helping every plastic resin handling operation achieve zero plastic resin loss. OCS Blue recognizes companies excelling within the existing program and requires an enhanced commitment to the management, measurement, and reporting of unrecovered plastic releases into the environment from resin handling facilities. IPG has committed to implementing the program at all 11 US resin handling sites, providing education on OCS for resin handling employees, and reporting metric data to the OCS program, among other commitments, with the goal of achieving zero plastic pellet loss in their facilities.



Water

COMMITMENT: IPG will reduce water withdrawal by 25% by 2030, and meet its commitments as signatories to the CEO Water Mandate.

WATER USAGE, IN MEGALITERS 303-3; RT-CP-140a.1

| | 2021 | 2020 | 2019 |
|-------------|------|------|------|
| Total | 477 | 533 | 569 |
| City Water | 436 | 481 | 523 |
| Groundwater | 41 | 52 | 46 |

WATER USAGE, IN MEGALITERS, IN WATER STRESSED REGIONS 303-3; RT-CP-140a.1

| | 2021 | 2020 | 2019 |
|-------------|------|------|------|
| Total | 145 | 116 | 123 |
| City Water | 113 | 73 | 83 |
| Groundwater | 32 | 43 | 40 |

Water scarcity is becoming an increasingly bigger problem in many parts of the world. Today 1.7 billion people live in river basins where water demand outstrips supply, known as water-stressed areas, and by 2050, that number is expected to jump to 5 billion, just over 50% of the projected world population.¹ Climate change is exacerbating the situation, with changes in weather patterns contributing to the challenge.

IPG remains acutely aware of the risks operating in water-stressed areas present, including the availability of adequate and clean water supplies for our operations and local residents, our potential impact on water supplies in water-stressed regions, and the ability to discharge wastewater and meet discharge requirements. **RT-CP-140a.2**

In 2021 we signed the CEO Water Mandate, a Compact initiative that mobilizes business leaders on water, sanitation, and the Sustainable Development Goals. Endorsers of the CEO Water Mandate commit to continuous progress against six core elements of stewardship, including direct operations, supply chain and watershed management, collective action, public policy, community engagement, and transparency. We conducted training with our water conservation team on the CEO Mandate and its implications for IPG, and we are evaluating additional required actions, including but not limited to exploring opportunities to build closer ties with civil society organizations, especially at the regional and local levels, and encouraging our suppliers to improve their water conservation practices.

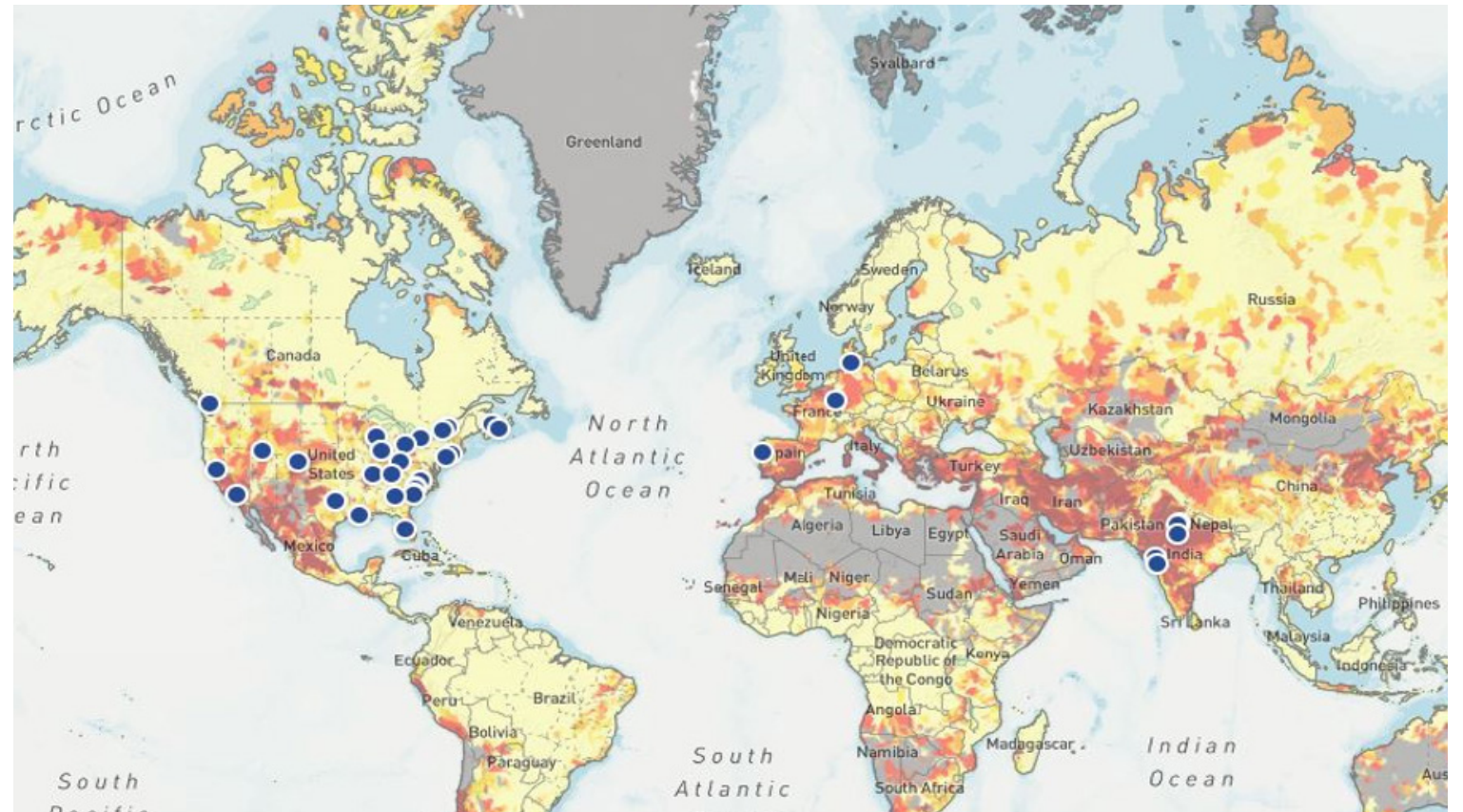
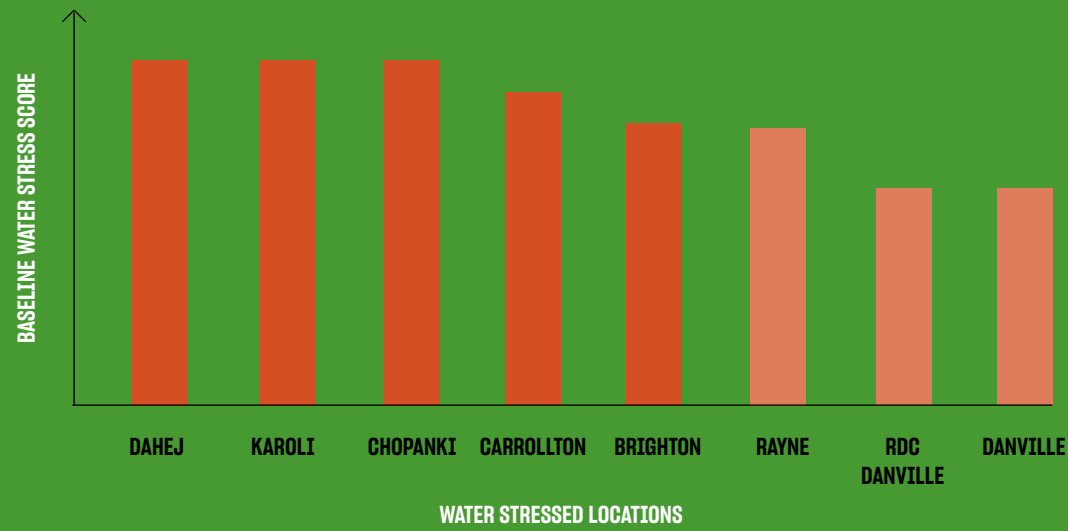


Signing the CEO Water Mandate supports our existing efforts as a signatory to the Compact. These are anchored by our *Water Policy* and our commitment to reducing water withdrawal by 25% by 2030, using 2019 as our baseline year, focusing on reductions at those operations with water-stress conditions. A water risk analysis conducted by IPG in 2020, using the World Resources Institute Aqueduct tool to evaluate the status of water resources in the areas in which we operate, determined that seven of our operating facilities, were in parts of the world considered to be at high or extremely high-water risk. **303-1; RT-CP-140a.1**

IPG's Sustainability Pillar Team, supported by the Water Conservation Team formed in 2021, and water teams at each site has the role of measuring progress towards achieving the water reduction goals, identifying projects, and providing a forum for identifying best practices. We made progress against our goal in 2021, with a 56 megaliter (just over 10%) reduction in our operating locations water use. However, water use did increase in the water-stressed regions in which we operate due to the ramping up of operations in some of our locations in Asia; we continue our efforts to identify water reductions in these areas. These reductions are still driven largely by capital projects and our water conservation efforts. The 10.4% reduction from 2020 to 2021, on top of our 6.4% reduction from 2019 to 2020, place us tracking well to meet our goal. **RT-CP-140a.1; 303-1**

¹ *Predicting the future of global water stress | MIT News | Massachusetts Institute of Technology*

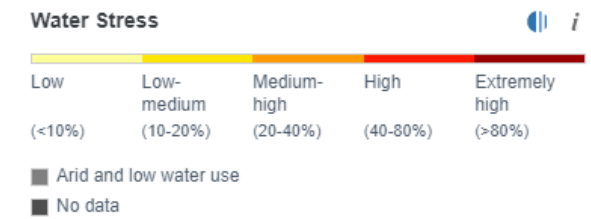
IPG Facilities in Water Stressed Regions



Our water conservation team, with representatives from the IPG manufacturing sites located in water-stressed areas, continues to identify opportunities to reduce our water use. Newly identified opportunities include water recycling/reuse, increased water metering, rainwater recharging, employee training, steam recovery and equipment inspection and upgrades. We continue to consider water efficiency in the modification to existing, and design of new equipment and processes, to implement water conservation best practices and technologies at facilities expected to have the greatest water-related impacts, and to implement projects that will positively impact local and supply chain water issues. **303-1; RT-CP-140a.2**

Water for our operations in the United States and Canada is purchased from public service companies and usage is tracked using utility reports. In India and Portugal, water is sourced from municipal water and groundwater sources. **303-1**

Operational wastewater is captured and trucked offsite for disposal or discharged to the local publicly owned treatment works in accordance with applicable permits, discharge limitations, and regulations. We do not track wastewater discharge volumes. In 2021, we experienced one incident of non-compliance associated with water quality permits, standards, and regulations. **303-2; 303-4; RT-CP-140a.3**



Supply Chain

COMMITMENT: IPG collaborates with suppliers to ensure more sustainable products, partners with select vendors who adhere to the high standards defined by the Cradle to Cradle Certified products program, and engages with vendors to foster a collaborative relationship to drive sustainable innovation.



An IPG driver signals “all systems go” at our Regional Distribution Center in Danville, Virginia. IPG’s dedicated fleet was essential to support our supply chain during the global pandemic.

IPG seeks to source the most environmentally, socially and economically sustainable materials on the planet for existing and new products. As a global manufacturer of paper and plastic packaging products, our supply chain is extensive, with the impacts of our sourcing operations determined by both how and where we procure the materials needed for our operations.

To guide our procurement practices, in 2021 we developed a *Sustainable Sourcing Policy* that was formally adopted in early 2022. The *Sustainable Sourcing Policy*, along with our *Code of Conduct* and *Human Rights Policy*, communicates the requirements and expectations that apply to our supply chain partners and requires our suppliers to adhere to the numerous international standards governing the protection of the environment, workers, and affected stakeholders. We continue to host sustainability summits with key raw material suppliers to communicate our expectations and to further develop and integrate the processes needed to implement the *Sustainable Sourcing Policy* as well as collaborate with our key suppliers on new development projects to further our sustainability goals. The Senior Vice-President, Supply Chain and Global Sourcing oversees supply chain operations, supported by the Director, Global Sourcing, and an extended team that incorporates both corporate oversight and local purchasing expertise. **103-2**

We procure primary raw materials for our manufacturing facilities, including resins, rubber, adhesives, paper, additives, color concentrates, and reinforcements, along with lesser amounts of several other materials, primarily from North America. We estimate that in the European Union, Asia, and North America, 3%, 11%, and 86% of our materials, respectively, are sourced from the same region¹ as the facility using the materials. **204-1**

In 2021, our manufacturing supply chain included approximately 700 raw material and packaging suppliers representing an annual procurement spend of approximately \$682 million. This spend is an increase over that reported in 2020, due in part to the increased demand for our products and increases in the costs of raw materials, as well as the inclusion

of several lines of business that had been recently acquired and whose spend was not included in the 2020 report. Challenges experienced in 2021 included those associated with the global supply chain and COVID 19, as well as identifying reliable sources for key materials needed to support our sustainability and product innovation efforts. **102-9**

In 2021, we launched the implementation of EcoVadis, a global CSR rating company based on international standards, to conduct individual sustainability performance assessments of our supply chain partners. We communicated our engagement of EcoVadis to all suppliers, requested that they participate, and began the process of engaging our top-tier suppliers in this program. Using EcoVadis, we have begun environmental and social assessments of our suppliers, including their risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining in our supply chain. In 2021, 9% of our new suppliers were screened for social and environmental criteria using the EcoVadis tool. **407-1; 408-1; 409-1; 308-1; 414-1**

Our engagement with EcoVadis enhances the previously communicated expectations that our suppliers adhere to our *Code of Conduct* and the California Transparency in Supply Chains Act (Transparency Act) and that our new vendors recognize IPG’s participation in the Compact as part of their contracting process. We continue to include these prior expectations in all formal supplier contracts and post such requirements on the IPG website.

¹ For the purposes of this indicator, region is defined as the European Union, Asia and North America.

Our Performance

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Economic Performance

COMMITMENT: IPG will consistently incorporate social and environmental impact into decision-making.

ECONOMIC VALUE GENERATED AND DISTRIBUTED 201-1

| | |
|---|-------------|
| DIRECT ECONOMIC VALUE (000' S) GENERATED: | \$1,531,000 |
| Revenues. | |
| ECONOMIC VALUE (000' S) DISTRIBUTED: | \$1,473,000 |
| Operating Costs, Employee Wages & Benefits, Payments to Providers of Capital, Payments to Government by Country, and Community Investments. | |
| ECONOMIC VALUE (000' S) RETAINED: | \$59,000 |
| 'Direct Economic Value Generated' less 'Economic Value Distributed.' | |

We see a link between our business activities and broader sustainable development, necessary for a future where people, the planet and profitable businesses can thrive. By developing safe, circular and sustainable products we aim to prosper while managing our impacts to ensure that all human beings can enjoy prosperous and fulfilling lives. 103-1

IPG's financial reporting was done in accordance with the International Financial Reporting Standards as issued by the International Accounting Standards Board. Our annual report includes management's discussion and analysis, which provides for a better understanding of our business, strategy, and performance, as well as how we manage certain risks and capital resources. 103-2

An annual management assessment of the effectiveness of our internal control over financial reporting and a report by our independent registered public accounting firm expressing an opinion on these controls based on their audit was performed as required by Section 404 of the Sarbanes-Oxley Act of 2002 and the related rules and regulations of the U.S. Securities and Exchange Commission, as well as applicable rules and guidelines adopted by the Canadian securities regulators. 103-3

Economic Value

Information on the creation and distribution of economic value provides a basic indication of how an organization has created wealth for stakeholders. A calculation of IPG's economic value generated and distributed is on the left. 201-1

Financial Risks Related to Climate Change

Several risks and opportunities posed by climate change can generate substantive changes in operations, revenue or expenditures. These include physical, regulatory and reputational risks. A catastrophic loss of the use of all or a portion of one of IPG's key manufacturing facilities, workforce or supply chain interruption due to extreme weather conditions, power outages or a natural disaster (including fire, hurricane, flood, earthquake, extreme temperatures, flood, drought, typhoon, tsunamis), rising sea levels, climate change or otherwise, whether short or long-term, could have a material adverse effect. Concerns about the impact that packaging waste may have on the environment may drive regulatory or legislative changes and impact our reputation and our customers' purchasing behavior. We will continue to innovate to offset the risks associated with these changes and meet related market opportunities.

See the Our Planet section of this report for more about managing these risks within our operations. 201-2

By developing safe, circular and sustainable products we aim to prosper while managing our impacts to ensure that all human beings can enjoy prosperous and fulfilling lives.

Defined Benefit Plan Obligations & Other Retirement Plans

IPG has several contributory and non-contributory defined contribution plans and defined benefit plans for substantially all employees in Canada and the U.S. The assets of the defined contribution plans and funded or partially funded defined benefit pension plans are held separately from those of the Company in funds under trustees' control. Our practice is to fund at least the statutory minimum required amount for each defined benefit plan's plan year. For our defined benefit contribution plans, the contribution is not based on a percent of salary and is actuarially determined. We provided further details about how these funds are structured and maintained in our annual report. **201-3**

Income Tax

IPG was subject to income taxation in multiple tax jurisdictions around the world. Our effective tax rate depends on the geographic source of earnings and is impacted by our tax planning strategies. Income tax expense was recognized in each interim period based on the best estimate of the weighted average annual income tax rate expected for the full financial year. We included detailed information about income taxes, including our effective tax rate, in our annual report. **103-1**

The Vice-President, Tax is accountable for compliance with the tax strategy and efforts to identify, manage, and monitor tax risks. Our approach is to comply with regulatory requirements and pay our fair share of taxes in the jurisdictions we operate. In this respect, the approach aligns with our business and sustainable development strategies. **103-2; 207-1**

Should they arise, anyone can report concerns about unethical or unlawful behavior and the organization's integrity concerning tax via our IPG Business Conduct and Ethics Hotline. Tax payments are reviewed along with our financials by our agency of record; see details provided in our 20-F. **207-2**

IPG filed the fiscal year 2021 Master File report in Canada. Additional country-by-country reports including India and Germany as prescribed by Action 13, Transfer Pricing Documentation, and Country-by-Country Reporting, are developed under the Organization for Economic Co-operation and Development/G20 Base Erosion and Profit Shifting Project. A list of IPG's various entities is available in our 20-F. **207-4**

Governance

COMMITMENT: IPG will consistently incorporate social and environmental impacts into our governance standards.

Essential to effectively manage the Company's environmental, social and governance performance, IPG's Board of Directors and management believe in the highest corporate governance standards. The eleven-member Board of Directors (nine of whom were independent) included the CEO and President of IPG, and an independent director served as the Chair of the Board of Directors. 103-1; 103-2; 102-18; 102-23

Our Board of Directors played a role in setting our purpose, values, and strategy often through the work of the five chartered committees of the Board of Directors 102-22; 102-26

1. **Audit Committee**
2. **Nominating Committee**
3. **Executive Committee**
4. **Human Resources and Compensation Committee**
5. **ESG Committee**

In 2021, the Board of Directors approved the charter for our ESG Committee made up of a subset of its members. The ESG Committee held quarterly meetings and reported to the Board of Directors on environmental, social and governance topics following each ESG Committee meeting.

As of June 2022, IPG ownership has changed from a publicly traded company to one that is privately held by an affiliate of Clearlake. 102-31

Code of Conduct

COMMITMENT: IPG expects adherence to our policies and procedures and provides regular training to promote compliance with laws and regulations.

Our *Code of Conduct* defines our commitment to doing business the right way. It sets out basic guiding principles that apply to all directors, management personnel, employees, business partners, and other stakeholders, regardless of location.

The *Code of Conduct* is available in four languages and, requires compliance with the *Anti-Bribery and Foreign Corrupt Practices Act Policy*, *Insider Trading Policy*, *Whistleblower Policy*, and *Discrimination, Harassment, and Retaliation Prevention Policy*. It forms the basis of communication about anti-corruption and addresses the importance of compliance with anti-competitive laws and regulations. 102-16, 102-25; 103-1

Human resources managers at each location provide all new employees with either a written or electronic version of the *Code of Conduct* and salaried employees complete a new hire training module. IPG periodically holds training sessions for directors, management personnel, and employees to promote compliance with laws and regulations, as well as IPG's policies and procedures. The Senior Vice-President, Human Resources is responsible for communicating and training all governance body members, workers, business partners, and other stakeholders regarding the *Code of Conduct*. The Senior Vice-President, General Counsel and Corporate Secretary, and the Vice-President, Risk Management and Internal Audit oversee compliance. IPG requires compliance with our *Code of Conduct*, *Anti-bribery and Foreign Corrupt Practices Act Policy*, California Transparency Act, and the Compact in all consulting contracts and purchasing agreements. 103-2; 205-2

Anti-Corruption

The Senior Vice-President, General Counsel and Corporate Secretary and Vice-President, Risk Management and Internal Audit are responsible for overseeing anti-corruption efforts, including assessing all our operations and a third party assessment of vendor compliance. IPG has determined that our operations in India and our newly acquired entity in China are our only high-risk jurisdictions. In India we engage a third party to conduct a multi-level screening process that includes compliance and background checks before working

with any vendor, advisor, or consultant. In China, a similar program is being implemented in 2022. IPG had no confirmed incidents of corruption during the reporting period. 103-2; 205-1; 205-3

Anti-Competitive Behavior

The Senior Vice-President, General Counsel, and Corporate Secretary is responsible for outside legal counsel training to educate employees on anti-competitive behavior laws and ensuring compliance. We did not have any legal actions pending or completed during the reporting period related to anti-competitive behavior or violations. Furthermore, IPG has not identified any material non-compliance with laws or regulations in the social and economic areas. 103-2; 206-1; 419-1

IPG encourages employees, free from retaliation, to talk to supervisors, managers, human resources, the legal department, or other appropriate personnel about observed illegal or unethical behavior, and when in doubt about the best course of action in a situation. We expect employees to cooperate in internal investigations of potential misconduct. We maintain a confidential, third-party operated IPG Business Conduct and Ethics Hotline where anyone can call seeking advice about ethical and lawful behavior and organizational integrity and report concerns about unethical or unlawful behavior and corporate integrity. Our *Whistleblower Policy* protects those who use it from retaliation for any good faith report. 102-17

Risk Management

COMMITMENT: IPG manages and monitors current and emerging risks across the enterprise through mitigation plans and processes that support the Company's strategy and business continuity.

IPG implemented an enterprise risk management (ERM) structure and governance, based on the COSO framework, and organized under the Vice-President, Risk Management and Internal Audit who reported directly to the Audit Committee with a dotted line to the CFO.

The Board of Directors oversaw IPG's risk profile and management's processes for assessing and managing risk, both as a whole and through committees, including the Audit Committee and ESG Committee, and received risk reports annually and as needed. The ERM approach is included in an expanded discussion of corporate governance practices in the Company's proxy statement. [103-2](#)

ERM risks identified alignment with ESG risks and topics from the materiality assessment conducted in 2020 that inform sections of this report including environmental and safety issues, data security and aspects of economic performance. In addition, many of the risks considered and discussed by the Board are set out in the Company's Management's Discussion and Analysis for the 2021 fiscal year and in the section entitled "Risk Factors" in the Company's annual report on Form 20-F for the fiscal year ended December 31, 2021, both of which are available under the Company's profile on [SEDAR](#). [103-1](#)

Data Security

COMMITMENT: IPG vigilantly maintains a strong data security posture that supports data integrity and that protects our employees, customers and vendors.

| SECURE EMAIL SCREENING | 2021 | 2020 | 2019 |
|---|------|------|------|
| Inbound email messages screened and processed by IPG's secure email gateway (millions) | 8.4 | 7.7 | 8.5 |
| Accepted and sent on to the intended email recipient's mailbox (millions) | 6.0 | 5.1 | 4.5 |
| % accepted and sent on to the intended email recipient's mailbox | 71% | 65% | 53% |
| Rejected for content consistent with malware, information with malicious intent, or content against Company policy (millions) | 1.7 | 2.2 | 3.4 |
| % rejected for content consistent with malware, information with malicious intent, or content against Company policy | 20% | 29% | 40% |
| % inbound email rejected | 28% | 35% | 46% |
| % rejected for security reasons | 74% | 83% | 86% |

Data protection and privacy are everyone's concerns in a technologically connected world. IPG's Chief Information Officer is responsible for overseeing data security and IT. IPG uses a managed security service provider for security operations center functions and internal resources to monitor the environment. IPG also uses a third-party service to screen the security posture of our vendors.

103-1; 103-2

The Director of Information Security tracks cyberattacks to inform ongoing scenario planning and development of cyber security frameworks. Proactive readiness plans were shared on a quarterly basis with the Audit Committee.

All employees and senior management complete yearly security awareness training (excluding Fibope and Nortech). We are committed to zero tolerance to ensure that 100 percent of IPG employees with access to Company data complete the training and pass remedial training in the event of phishing failures. **103-3**

In 2021 we reported requested training details to the U.S Department of Homeland Security for review and monitoring.

We follow a defense-in-depth strategy and implement technical and non-technical security controls to maintain a strong data security posture. In 2021, IPG's secure email gateway screened and processed 8.4 million inbound email messages, accepting 6 million (71%) sent on to the intended email recipient's mailbox. Since 2020, IPG is both processing more inbound email messages and delivering more as intended. We've also seen a decrease over time in the number and percentage rejected for content consistent with malware, information and malicious intent, or content against Company policy.

Our [Privacy Policy](#) and [Cookie Policy](#) comply with both the European General Data Protection Regulation and California Consumer Privacy Act. We maintain control of our customer information and do not share or sell it. To date, IPG has had no complaints concerning breaches of customer privacy or losses of customer data. **418-1**

About this Report

The energy data contained in this report was validated by an independent third party. All other data contained in this report was vetted through internal audit and included reviews by internal subject matter experts and IPG’s Leadership Team. We believe this information accurately represents our environmental, social, and economic impacts in 2021. **102-56**

Throughout this report we reference “Cradle to Cradle Certified® and “Cradle to Cradle®. Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute. Cradle to Cradle® is a registered trademark of MBDC, LLC.”

Reporting Cycle

This is IPG’s fourth annual sustainability report and contains data that pertains to our 2021 calendar year performance. We published our most recent previous report in July 2021. **102-50; 102-51; 102-52**

Scope and Boundary

We have prepared this report in accordance with the GRI Standards: Core option. IPG completed a formal materiality assessment in 2020 that informs the topics covered in this report. **102-54; 102-49**

Data included in this report is inclusive of all IPG facilities, except Nuevopak which is only included in the people section, unless otherwise noted. Visit our website for a complete list of our locations worldwide. We also include information sought by the SASB & TCFD Indices, providing disclosures against relevant SASB & TCFD Standards.

Except where otherwise indicated, for all amounts presented in this report, including tabular amounts, (i) numbers are rounded whole numbers, (ii) financial numbers are presented in US dollars (“USD”), and (iii) ratios and percentages are calculated based on unrounded numbers.

Restatement of Information

Various reasons can lead to an update of previously reported data (e.g., new acquisitions or divestitures, data errors, or methodology improvements). These updates had a minimal effect on trending and comparisons in this report. Data not previously reported are noted as “--” in relevant tables throughout the Report. **102-48**

Contact

For questions about this report, please contact the Sustainability Communications Committee at sustainability@itape.com. **102-53**

Awards

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2021 Awards Presented to IPG

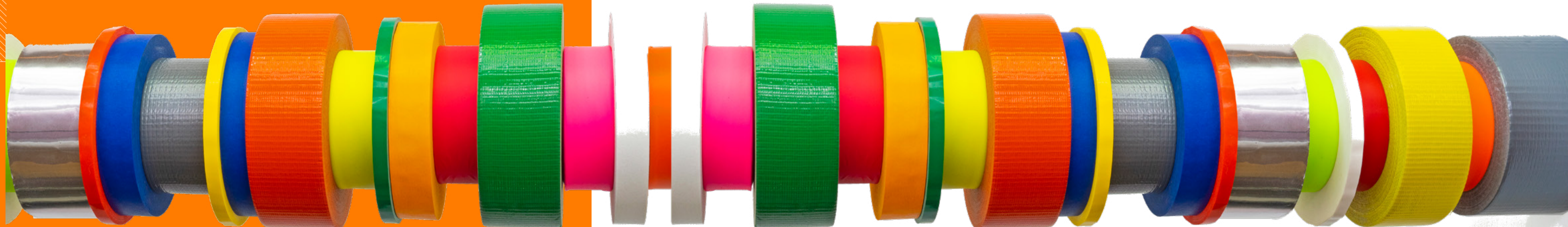
- IPG Truro, Nova Scotia Receives ISO 50001 Certification
- IPG Danville, Virginia Receives ISO 50001 Certification
- 2021 Finalist award for Transformation & Operational Excellence (Blythewood)
- IPG Tremonton, Utah Named 2021 Industry Week Best Plants Winner
- 2022 ENERGY STAR Partner of the Year– Sustained Excellence Award
- RDC in Danville, Virginia earned EPA's 2021 ENERGY STAR Award for superior energy performance over a 12-month period
- IPG Carbondale Illinois Facility achieved the ENERGY STAR Challenge for Industry Award for the 5th time
- IPG Midland Facility Achieves ENERGY STAR Challenge for Industry
- Manufacturing Leadership Council '2021 Manufacturing Leadership Awards' including:
 - Industrial Internet of Things Leadership– Operational Excellence Through Digital Transformation
 - Sustainability Leadership– Incorporating Sustainability into Lean Manufacturing Production System
 - Digital Transformation Leadership– Jai Sundararaman

2021 Achievement Certifications Presented to IPG

- Cradle to Cradle Certified Silver: Curby Mailer^{HD}
- Cradle to Cradle Certified Silver: Curby Cushioning Solutions
- Cradle to Cradle Certified Bronze: Intertape Acrylic Carton Sealing Tape
- Cradle to Cradle Certified Bronze: Intertape Hot Melt Carton Sealing Tape

2021 Social/ Philanthropic Certificates of Appreciation

- Crown Recovery Center (Springfield, KY)
- Canadian Red Cross
- American Red Cross
- American Cancer Society
- Canadian Cancer Society
- Movember Foundation
- Boys & Girls Club
- Manatee Youth Livestock Show
- American Heart Association
- Toys For Tots



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| INDICATOR | METRIC | 2021 | 2020 | 2019 |
|---------------------|--|-------------|-------------|-------------|
| OUR PROFILE | | | | |
| 102-3; 102-4 | REVENUE (000'S), BY COUNTRY | \$1,531,000 | \$1,213,000 | \$1,159,000 |
| 102-5; 102-7 | CANADA | \$152,000 | \$119,000 | \$105,000 |
| | GERMANY | \$38,000 | \$25,000 | \$26,000 |
| | USA | \$1,207,000 | \$967,000 | \$923,000 |
| | OTHER | \$135,000 | \$102,000 | \$105,000 |
| 102-7 | TOTAL NUMBER OF FACILITIES | 32 | 28 | 27 |
| OUR PRODUCTS | | | | |
| | PERCENT OF REVENUE FROM CRADLE TO CRADLE CERTIFIED PRODUCTS FROM PRODUCTS MANUFACTURED BY IPG | 50% | 31% | -- |
| RT-CP-410a.2 | REVENUE FROM PRODUCTS THAT ARE REUSABLE | \$0 | \$0 | -- |
| RT-CP-410a.2 | REVENUE FROM PRODUCTS THAT ARE RECYCLABLE (IN MILLIONS) | \$601 | \$370 | -- |
| RT-CP-410a.2 | REVENUE FROM PRODUCTS THAT ARE COMPOSTABLE | \$0 | \$0 | -- |
| RT-CP-410a.2 | PERCENT OF REVENUE FROM PRODUCTS THAT ARE RECYCLABLE, REUSABLE OR COMPOSTABLE | 39% | 30% | -- |
| RT-CP-410a.2 | PERCENT OF PACKAGING PRODUCTS SALES THAT ARE RECYCLABLE, REUSABLE OR COMPOSTABLE | 65% | 51% | -- |
| 301-1 | RAW MATERIALS PURCHASED (METRIC TONS) IN THOUSANDS | 404 | 363 | 221 |
| | MATERIALS USED BY WEIGHT OR VOLUME - RENEWABLE | 105 | 75 | -- |
| | PERCENT RENEWABLE | 26% | 21% | -- |
| | MATERIALS USED BY WEIGHT OR VOLUME - NON-RENEWABLE | 299 | 288 | -- |
| | PERCENT NON-RENEWABLE | 74% | 79% | -- |
| RT-CP-410a.1 | PERCENT OF RAW MATERIALS FROM | | | |
| | PERCENT FROM RECYCLED CONTENT | 0.4% | 0.1% | -- |
| | PERCENT FROM RENEWABLE CONTENT | 26% | 21% | -- |
| | PERCENT FROM RECYCLED AND RENEWABLE CONTENT | 0.3% | 0% | -- |
| RT-CP-430a.2 | PERCENT WOOD FIBER FROM CERTIFIED SOURCES | 0% | -- | -- |
| RT-CP-430a.2 | PERCENT ALUMINUM FROM CERTIFIED SOURCES | 0% | -- | -- |
| 301-2 | RECYCLED INPUT MATERIALS USED, IN METRIC TONS | 1,792 | 192 | -- |
| | PERCENTAGE OF RECYCLED INPUT MATERIALS USED TO MANUFACTURE THE ORGANIZATION'S PRIMARY PRODUCTS AND SERVICES. | 0.4% | 0.1% | -- |
| OUR PEOPLE | | | | |
| 102-8; RT-CP-000.C | EMPLOYEES BY EMPLOYMENT TYPE AND GENDER | | | |
| | TOTAL | 3,999 | 3,599 | 3,603 |
| | FULL TIME | 3,986 | 3,590 | 3,586 |
| | PART TIME | 13 | 9 | 17 |
| | MALE | 3,105 | 2,820 | 2,816 |
| | PERCENT MALE | 78% | 78% | 78% |
| | FEMALE | 894 | 779 | 787 |
| | PERCENT FEMALE | 22% | 22% | 22% |
| | EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER | | | |
| | MALE, PERMANENT | 3,105 | 2,820 | -- |
| | MALE, TEMPORARY | 833 | 499 | -- |
| | FEMALE, PERMANENT | 894 | 779 | -- |

Data Summary, Cont.

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| INDICATOR | METRIC | 2021 | 2020 | 2019 |
|-----------|---|-------|-------|-------|
| | FEMALE, TEMPORARY | 46 | 0 | -- |
| | EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION | | | |
| | NORTH AMERICA, TOTAL | 3,522 | 3,021 | 2893 |
| | NORTH AMERICA, PERMANENT | 3,334 | 3,021 | -- |
| | NORTH AMERICA, TEMPORARY | 188 | 0 | -- |
| | EUROPE, TOTAL | 144 | 131 | 131 |
| | EUROPE, PERMANENT | 144 | 131 | -- |
| | EUROPE, TEMPORARY | 0 | 0 | -- |
| | ASIA, TOTAL | 1212 | 946 | 579 |
| | ASIA, PERMANENT | 512 | 447 | -- |
| | ASIA, TEMPORARY | 691 | 499 | -- |
| | EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER | | | |
| | MALE, FULL-TIME | 3,099 | 2,816 | -- |
| | MALE, PART-TIME | 6 | 4 | -- |
| | FEMALE, FULL-TIME | 887 | 774 | -- |
| | FEMALE, PART-TIME | 7 | 5 | -- |
| 4051b | EMPLOYEES BY AGE | | | |
| | UNDER 30 | 705 | 625 | 694 |
| | PERCENT UNDER 30 | 18% | 17% | 19% |
| | BETWEEN 30-50 | 1,829 | 1,712 | 1,655 |
| | PERCENT BETWEEN 30-50 | 46% | 48% | 46% |
| | OVER 50 | 1,465 | 1,262 | 1,254 |
| | PERCENT OVER 50 | 37% | 35% | 35% |
| 403-9 | SAFETY PERFORMANCE | | | |
| | TCIR (TOTAL CASE INCIDENT RATE) EMPLOYEES | 1.8 | 1.9 | 2.6 |
| | TOTAL NUMBER OF INCIDENTS (EMPLOYEES) | 79 | 78 | 107 |
| | LWCIR (LOST WORKDAY CASE INCIDENT RATE) EMPLOYEES | 0.7 | 0.6 | 0.9 |
| | EMPLOYEE FATALITIES (NUMBER) | 0 | 0 | 0 |
| | EMPLOYEE FATALITIES (RATE) | 0 | 0 | 0 |
| | NUMBER OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES | 2 | 2 | 5 |
| | RATE OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES | 0.04 | 0.05 | 0.12 |
| | NUMBER OF EMPLOYEE HOURS WORKED (MILLIONS) (INCIDENT RATE BASIS) | 9.0 | 8.2 | 8.2 |
| 403-10 | WORKER RELATED ILL HEALTH A. FOR EMPLOYEES | | | |
| | I. THE NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED ILL HEALTH; | 0 | -- | -- |
| | II. THE NUMBER OF CASES OF RECORDABLE WORK-RELATED ILL HEALTH; | 2 | -- | -- |
| | B. FOR WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK/WORKPLACE IS CONTROLLED BY THE ORGANIZATION | | | |
| | I. THE NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED ILL HEALTH; | 0 | -- | -- |
| | II. THE NUMBER OF CASES OF RECORDABLE WORK-RELATED ILL HEALTH; | 0 | -- | -- |

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| INDICATOR | METRIC | 2021 | 2020 | 2019 |
|-------------------------|------------------------------|---------------------------------|-------|------|
| 401-1 | NUMBER OF NEW EMPLOYEE HIRES | 1,348 | 741 | -- |
| | UNDER 30 YEARS OLD | 490 | 309 | -- |
| | RATE UNDER 30 YEARS OLD | 36% | 42% | -- |
| | 30-50 YEARS OLD | 617 | 345 | -- |
| | RATE 30-50 YEARS OLD | 46% | 47% | -- |
| | OVER 50 YEARS OLD | 241 | 87 | -- |
| | RATE OVER 50 YEARS OLD | 18% | 12% | -- |
| | MALE | 1008 | 604 | -- |
| | RATE MALE | 75% | 82% | -- |
| | FEMALE | 340 | 137 | -- |
| | RATE FEMALE | 25% | 18% | -- |
| | US | 1021 | 516 | -- |
| | RATE US | 76% | 70% | -- |
| | CANADA | 133 | 79 | -- |
| | RATE CANADA | 10% | 11% | -- |
| | EUROPE | 31 | 27 | -- |
| | RATE EUROPE | 2% | 4% | -- |
| | ASIA | 163 | 119 | -- |
| | RATE ASIA | 12% | 16% | -- |
| | 401-1 | EMPLOYEE TURNOVER | 942 | 852 |
| UNDER 30 YEARS OLD | | 328 | 326 | -- |
| RATE UNDER 30 YEARS OLD | | 9% | 9% | -- |
| 30-50 YEARS OLD | | 393 | 342 | -- |
| RATE 30-50 YEARS OLD | | 10% | 9% | -- |
| OVER 50 YEARS OLD | | 221 | 184 | -- |
| RATE OVER 50 YEARS OLD | | 6% | 5% | -- |
| MALE | | 710 | 677 | -- |
| RATE MALE | | 19% | 19% | -- |
| FEMALE | | 232 | 175 | -- |
| RATE FEMALE | | 6% | 5% | -- |
| US | | 696 | 461 | -- |
| RATE US | | 18% | 13% | -- |
| CANADA | | 146 | 130 | -- |
| RATE CANADA | | 4% | 4% | -- |
| EUROPE | | 17 | 25 | -- |
| RATE EUROPE | | 0% | 1% | -- |
| ASIA | | 83 | 236 | -- |
| RATE ASIA | | 2% | 7% | -- |
| 401-3 | | PARENTAL LEAVE TAKEN BY COUNTRY | | |
| | ELIGIBLE MALES | | | |
| | UNITED STATES | 2,068 | 1,822 | -- |
| | INDIA | 0 | 0 | 0 |
| | CANADA | 439 | 442 | 474 |
| | PORTUGAL | 108 | 112 | 105 |
| | CHINA | 28 | N/A | N/A |

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| INDICATOR | METRIC | 2021 | 2020 | 2019 |
|---------------|---|------|------|------|
| | ELIGIBLE FEMALES | | | |
| | UNITED STATES | 606 | 523 | -- |
| | INDIA | 11 | 9 | 13 |
| | CANADA | 216 | 222 | 242 |
| | PORTUGAL | 17 | 19 | 15 |
| | CHINA | 37 | N/A | N/A |
| | MALES TAKING LEAVE | | | |
| | UNITED STATES | 11 | 16 | -- |
| | INDIA | 0 | 0 | 0 |
| | CANADA | 10 | 6 | 2 |
| | PORTUGAL | 8 | 5 | 4 |
| | CHINA | 0 | N/A | N/A |
| | FEMALES TAKING LEAVE | | | |
| | UNITED STATES | 14 | 5 | -- |
| | INDIA | 1 | 0 | 0 |
| | CANADA | 16 | 4 | 8 |
| | PORTUGAL | 0 | 0 | 1 |
| | CHINA | 0 | N/A | N/A |
| | MALES RETURNING TO WORK AFTER LEAVE | | | |
| | UNITED STATES | 8 | 15 | -- |
| | INDIA | 0 | 0 | 0 |
| | CANADA | 2 | 4 | 1 |
| | PORTUGAL | 8 | 5 | 4 |
| | CHINA | 0 | N/A | N/A |
| | FEMALES RETURNING TO WORK AFTER LEAVE | | | |
| | UNITED STATES | 12 | 5 | -- |
| | INDIA | 1 | 0 | 0 |
| | CANADA | 2 | 0 | 4 |
| | PORTUGAL | 0 | 0 | 1 |
| | CHINA | 0 | N/A | N/A |
| 405 1a | DIVERSITY OF GOVERNANCE BODIES | | | |
| | TOTAL | 11 | 11 | -- |
| | MALE | 8 | 8 | -- |
| | FEMALE | 3 | 3 | -- |
| | UNDER 30 | 0 | 0 | -- |
| | 30-50 | 0 | 1 | -- |
| | OVER 50 | 11 | 10 | -- |
| 412-1 | TOTAL NUMBER OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR HUMAN RIGHTS IMPACT ASSESSMENTS, BY COUNTRY. | | | |
| | US | 8 | 5 | -- |
| | CANADA | 0 | 0 | -- |
| | EUROPE | 0 | 0 | -- |
| | ASIA | 0 | 0 | -- |
| | TOTAL PERCENT OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR HUMAN RIGHTS IMPACT ASSESSMENTS, BY COUNTRY. | | | |
| | TOTAL SITES IN US | 25% | 18% | -- |
| | PERCENT SITES ASSESSED IN US | 40% | 26% | -- |
| | PERCENT SITES ASSESSED IN CANADA | 0% | 0% | -- |

Data Summary, Cont.

| INDICATOR | METRIC | 2021 | 2020 | 2019 |
|----------------------------|--|--------------|--------------|--------|
| | PERCENT SITES ASSESSED IN EUROPE | 0% | 0% | -- |
| | PERCENT SITES ASSESSED IN ASIA | 0% | 0% | -- |
| 102-41 | PERCENT OF OPERATIONS WITH COLLECTIVE BARGAINING | | | |
| | US | 20% | 23% | 24% |
| | OUS | 10% | 12% | 11% |
| 406-1 | TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION | CONFIDENTIAL | CONFIDENTIAL | -- |
| 204-1 | PERCENTAGE OF THE PROCUREMENT BUDGET USED FOR SIGNIFICANT LOCATIONS OF OPERATION THAT IS SPENT ON SUPPLIERS LOCAL TO THAT OPERATION (SUCH AS PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED LOCALLY). | | | |
| | PERCENT ASIA | 11% | 9% | -- |
| | PERCENT EUROPEAN UNION | 3% | 2% | -- |
| | PERCENT NORTH AMERICA | 86% | 89% | -- |
| | NUMBER OF RAW MATERIAL AND PACKAGING SUPPLIERS (APPROXIMATE) | 700 | 700 | -- |
| 102-9 | ANNUAL PROCUREMENT SPEND (IN MILLIONS) | 682 | 465 | -- |
| 308-1 | PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA. | 9% | -- | -- |
| 414-1 | PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA. | 9% | -- | -- |
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| 307-1; 305-3; RT-CP-130a.1 | NUMBER OF IPS FACILITIES | 18 | 14 | -- |
| | NUMBER OF ISO 50001 CERTIFIED FACILITIES | 3 | 2 | -- |
| | NUMBER OF ISO 14001 CERTIFIED FACILITIES | 3 | 3 | -- |
| 307-1 | COMPLIANCE | | | |
| | NON-COMPLIANCE/VIOLATIONS | 4 | 3 | 3 |
| | FINES, \$ (IN THOUSANDS) | 0 | 43 | 0 |
| | SIGNIFICANT SPILLS | 3 | 0 | 0 |
| 305-3 | TRANSPORTATION (SMARTWAY), IN CO2 METRIC TONS | 30,300 | 49,061 | 28,492 |
| | UPS CARBON NEUTRAL PROGRAMS OFFSETS, IN CO2 METRIC TONS | 542 | 930 | 467 |
| | ENERGY USE (IN TERAJOULES) | | | |
| 302-1 | DIRECT ENERGY USE | 942 | 873 | 794 |
| | PERCENT REDUCTION IN SCOPE 1 ENERGY (YOY) | (8)% | (10)% | -- |
| | AMOUNT FROM RENEWABLE SOURCES | 6 | 6 | 4 |
| | AMOUNT FROM NON-RENEWABLE SOURCES | 936 | 867 | 790 |
| 302-2 | INDIRECT ENERGY USE | 914 | 875 | 892 |
| | PERCENT REDUCTION IN SCOPE 2 ENERGY USE (YOY) | (4)% | 2% | -- |
| 302-3 | ENERGY INTENSITY RATIO (IN GIGAJoule/METRIC TON) | 4.60 | 4.81 | 5.71 |
| | PERCENT REDUCTION IN ENERGY INTENSITY FOR GOAL (YOY) | 5% | 16% | -- |
| | YOY CHANGE IN PRODUCTION UNITS | 11% | -- | -- |
| 302-4 | AMOUNT OF REDUCTIONS IN ENERGY CONSUMPTION ACHIEVED AS A DIRECT RESULT OF CONSERVATION AND EFFICIENCY INITIATIVES, IN TERAJOULES. | 16 | -- | -- |
| RT-CP-130a.1 | ENERGY USE, IN TERAJOULES | 1,856 | 1,747 | 1,686 |
| | PERCENTAGE FROM THE ELECTRIC GRID | 99% | 99% | 100% |
| | PERCENTAGE RENEWABLE | 1% | 1% | <1% |
| | SELF GENERATED ENERGY, IN TERAJOULES | 6 | 6 | 4 |

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|---------------------|--|---------|---------|---------|
| 305-1; RT-CP-110a.1 | DIRECT (SCOPE 1) GHG EMISSIONS (SCOPE 1), IN CO2 METRIC TONS | 57,256 | 49,051 | 39,807 |
| | PERCENT REDUCTION IN DIRECT EMISSIONS | (17)% | (23)% | -- |
| 305-2 | INDIRECT (SCOPE 2) GHG EMISSIONS, IN CO2 METRIC TONS | 111,624 | 125,583 | 118,179 |
| | PERCENT REDUCTION IN SCOPE 2 EMISSIONS | 11% | (6)% | -- |
| 305-4 | CARBON INTENSITY, IN CO2 METRIC TONS/METRIC TONS PRODUCTION | 0.42 | 0.48 | 0.54 |
| | PERCENT REDUCTION IN CARBON INTENSITY FOR GOAL | (13)% | 11% | -- |
| | TOTAL CARBON EMISSIONS, IN METRIC TONS | 168,880 | 174,634 | 157,986 |
| 305-5 | PERCENT REDUCTION INCREASE IN CARBON EMISSIONS | 3% | (11)% | -- |
| | GHG EMISSIONS REDUCED AS A DIRECT RESULT OF REDUCTION INITIATIVES, IN CO2e METRIC TONS | 3,132 | -- | -- |
| | SCOPE 1, IN CO2e METRIC TONS | 915 | -- | -- |
| | SCOPE 2, IN CO2e METRIC TONS | 2,217 | -- | -- |
| 305-7; RT-CP-120a.1 | VOC EMISSIONS, IN METRIC TONS | 995 | 908 | 1,019 |
| 306-3 | WASTE, IN METRIC TONS | 25,983 | 23,581 | 8,828 |
| | HAZARDOUS WASTE, IN METRIC TONS | 706 | 637 | 1,448 |
| | NON-HAZARDOUS WASTE, IN METRIC TONS | 25,277 | 22,944 | 7,380 |
| 306-4 | HAZARDOUS WASTE DIVERTED FROM DISPOSAL, IN METRIC TONS | 1 | 2 | -- |
| | AMOUNT PREPARED FOR REUSE | 0 | 0 | -- |
| | AMOUNT RECYCLED | 1 | 2 | -- |
| | AMOUNT OTHER RECOVERY OPERATIONS | 0 | 0 | -- |
| 306-4 | NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL, IN METRIC TONS | 10,718 | 11,431 | -- |
| | AMOUNT PREPARATION FOR REUSE | 36 | 30 | -- |
| | AMOUNT RECYCLING | 10,682 | 11,401 | -- |
| | AMOUNT RECOVERY OPERATIONS | 0 | 0 | -- |
| 306-5 | HAZARDOUS WASTE DIRECTED TO DISPOSAL, IN METRIC TONS | 705 | 635 | -- |
| | INCINERATION | 498 | 147 | -- |
| | WASTE TO ENERGY | 207 | 487 | -- |
| | LANDFILL | 0 | 1 | -- |
| | OTHER | 0 | 0 | -- |
| 306-5 | NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL, IN METRIC TONS | 14,559 | 11,513 | -- |
| | INCINERATION | 38 | 48 | -- |
| | WASTE TO ENERGY | 1,147 | 140 | -- |
| | LANDFILL | 13,292 | 11,321 | -- |
| | OTHER | 82 | 4 | -- |
| 303-3; RT-CP-140a.1 | WASTE DIVERTED AS A PERCENT OF TOTAL WASTE | 41% | -- | -- |
| | WATER USAGE, IN MEGALITERS | 477 | 533 | 569 |
| | REDUCTION IN WATER USE YOY, IN MEGALITERS | 56 | 36 | -- |
| | PERCENT REDUCTION IN WATER USE, YOY, IN MEGALITERS | 10% | 6% | -- |
| | FROM SURFACE WATER | NA | NA | NA |
| | FROM GROUNDWATER | 41 | 52 | 46 |

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|------------------------|--|-------------|-------------|------|
| | FROM SEAWATER | NA | NA | NA |
| | FROM PRODUCED WATER | NA | NA | NA |
| | FROM THIRD-PARTY WATER, IN MEGALITERS | 436 | 481 | 523 |
| 303-3; RT-CP-140a.1 | WATER USAGE IN WATER STRESSED REGIONS, IN MEGALITERS | 145 | 116 | 123 |
| | REDUCTION WATER USE - WATER STRESSED REGIONS, YOY, IN MEGALITERS | -29 | 7 | -- |
| | PERCENT REDUCTION IN WATER USE WATER STRESSED REGIONS, YOY IN MEGALITERS | (25)% | 6% | -- |
| | FROM SURFACE WATER | NA | NA | NA |
| | FROM GROUNDWATER | 32 | 43 | 40 |
| | FROM SEAWATER | NA | NA | NA |
| | FROM PRODUCED WATER | NA | NA | NA |
| | FROM THIRD-PARTY WATER | 113 | 73 | 83 |
| RT-CP-140a.3 | NUMBER OF INCIDENTS OF NON-COMPLIANCE ASSOCIATED WITH WATER QUALITY PERMITS, STANDARDS, AND REGULATIONS | 1 | 2 | -- |
| OUR PERFORMANCE | | | | |
| 201-1 | DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, IN US DOLLARS | | | |
| | I DIRECT ECONOMIC VALUE GENERATED: REVENUES; | \$1,531,469 | \$1,213,000 | -- |
| | II ECONOMIC VALUE DISTRIBUTED: OPERATING COSTS, EMPLOYEE WAGES AND BENEFITS, PAYMENTS TO PROVIDERS OF CAPITAL, | \$1,472,910 | \$1,186,000 | -- |
| | PAYMENTS TO GOVERNMENT BY COUNTRY, AND COMMUNITY INVESTMENTS; | | | |
| | III ECONOMIC VALUE RETAINED: 'DIRECT ECONOMIC VALUE GENERATED' LESS 'ECONOMIC VALUE DISTRIBUTED'. | \$58,559 | \$27,000 | -- |
| 201-4 | FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT, IN TAX CREDITS AND OTHER INCENTIVES, IN US DOLLARS (MILLIONS) | \$0 | \$3.7 | -- |
| 415-1 | DIRECT FINANCIAL POLITICAL CONTRIBUTION, IN US DOLLARS | \$0 | \$0 | -- |
| | INDIRECT FINANCIAL POLITICAL CONTRIBUTION, IN US DOLLARS | \$0 | \$0 | -- |
| 417-2 | INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION LABELING | 0 | 0 | -- |
| 417-3 | INCIDENTS OF NON-COMPLIANCE CONCERNING MARKETING COMMUNICATIONS | 0 | 0 | -- |
| RT-CP-250a.1 | NUMBER OF RECALLS ISSUED | 0 | 0 | -- |

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| UNGC Principles | Approach | Location in Report | Cross Reference to GRI Indicators |
|---|---|-----------------------|---|
| HUMAN RIGHTS | | | |
| 1. Businesses should support and respect the protection of internationally proclaimed human rights. | At the heart of our corporate values is our commitment to people. Our values of Passion, Integrity, Performance, and Teamwork are built on a foundation of individuals who are the embodiment of our Company's culture. These values commit us to support and nurture our employees and the communities in which we work. | Employee Experience | Employee Experience: GRI 401-1 through 401-3 |
| | | Inclusion & Diversity | Inclusion & Diversity: GRI 405-1 |
| 2. Businesses should make sure that they are not complicit in human rights abuses. | The Code of Conduct provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures, including our Human Rights Policy. | Human Rights & Labor | Human Rights & Labor: GRI 102-41; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1 through 412-3 |
| | | Supply Chain | Supply Chain : 102-9; 204-1; 308-1; 414-1 |
| | | Code of Conduct | Code of Conduct: GRI 102-16; GRI 102-17; GRI 205-1; GRI 205-2; GRI 205-3; GRI 419-1 |
| LABOR STANDARDS | | | |
| 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | The Code of Conduct provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: Human Rights Policy, Whistleblower Policy, Commitment to I&D, and Discrimination, Harassment and Retaliation Prevention Policy. | Human Rights & Labor | Human Rights & Labor: GRI 102-41; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1; GRI 412-2; GRI 412-3 |
| 4. Businesses should uphold the elimination of all forms of forced and compulsory labor. | | Supply Chain | Supply Chain: GRI 102-9; GRI 308-1; GRI 414-1 |
| 5. Businesses should uphold the effective abolition of child labor. | | Code of Conduct | Code of Conduct: GRI 102-16; GRI 102-17; GRI 419-1 |
| 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation. | | | |

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| UNGC Principles | Approach | Location in Report | Cross Reference to GRI Indicators |
|--|---|-----------------------------|---|
| ENVIRONMENT | | | |
| 7. Businesses should support a precautionary approach to environmental challenges. | IPG is a packaging and protective solutions company, and we make many of our products from plastic or paper. Concern about plastic use, and its presence in the environment, has been growing steadily. We acknowledge this reality and take steps to drive changes, both within our walls and in the industry, to realize more sustainable solutions. IPG has adopted a Sustainable Product Design and Development Vision Statement, which places the precautionary principle as outlined in the Compact and the Cradle to Cradle principles as central pillars to guide our aspirational sustainable product lifecycle goals. Our vision commits us to eliminate the use of toxic substances from new and existing products and our manufacturing processes and incorporate recycled and renewable materials in product design and purchasing while maintaining product performance. At its core, our vision will allow us to apply "Safe and Circular" concepts to our design and development of our products. | Product Design & Innovation | Product Design & Innovation: GRI 102-11 |
| 8. Businesses should undertake initiatives to promote greater environmental responsibility. | | Circular Economy | Circular Economy: GRI 301-1; GRI 301-2 |
| 9. Businesses should encourage the development and diffusion of environmentally friendly technologies. | | Energy & Climate | Energy & Climate: GRI 302-1 through 302-3; GRI 305-1 through 305-4; |
| | | Supply Chain | Supply Chain: GRI 308-1; GRI 414-1 |
| | | Waste | Waste: GRI 306-1 through 306-5; |
| | | Water | Water: GRI 303-1 through 303-4; |
| | | Data Summary | Data Summary: GRI 305-7 |
| ANTICORRUPTION | | | |
| 10. Businesses should work against corruption in all its forms, including extortion and bribery. | The Code of Conduct provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: Anti-Bribery and Foreign Corrupt Practices Act Policy; Insider Trading Policy; and Whistleblower Policy. | Supply Chain | Supply Chain: GRI 414-1 |
| | | Code of Conduct | Code of Conduct: GRI 102-16; GRI 102-17; GRI 205-1 through 205-3; GRI 419-1 |

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| GRI Standard Number | GRI Standard Title (This material references the title and publication year of the Standards below) | Disclosure Number | Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here | Location in Report | Omissions (if required for Core and not provided) |
|---------------------|---|-------------------|--|--|---|
| GRI 102 | General Disclosures 2016 | 102-1 | Name of the organization | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-2 | Activities, brands, products, and services | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-3 | Location of headquarters | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-4 | Location of operations | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-5 | Ownership and legal form | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-6 | Markets served | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-7 | Scale of the organization | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-8 | Information on employees and other workers | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-9 | Supply chain | Supply Chain | |
| GRI 102 | General Disclosures 2016 | 102-10 | Significant changes to the organization and its supply chain | Organizational Overview | |
| GRI 102 | General Disclosures 2016 | 102-11 | Precautionary Principle or approach | Our Approach to Sustainability; Product Design & Innovation | |
| GRI 102 | General Disclosures 2016 | 102-12 | External initiatives | Partnerships & Collaborations | |
| GRI 102 | General Disclosures 2016 | 102-13 | Membership of associations | Partnerships & Collaborations | |
| GRI 102 | General Disclosures 2016 | 102-14 | Statement from senior decision maker | A Message from our CEO & President; A Message from our VP of Sustainability | |
| GRI 102 | General Disclosures 2016 | 102-15 | Key impacts, risks, and opportunities | A Message from our CEO & President; A Message from our VP of Sustainability; Successes & Opportunities | |
| GRI 102 | General Disclosures 2016 | 102-16 | Values, principles, standards, and norms of behavior | Code of Conduct | |
| GRI 102 | General Disclosures 2016 | 102-17 | Mechanisms for advice and concerns about ethics | Code of Conduct | |
| GRI 102 | General Disclosures 2016 | 102-18 | Governance structure | Governance | |

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| | | | | | |
|---------|--------------------------|--------|--|--|--|
| GRI 102 | General Disclosures 2016 | 102-22 | Composition of the highest governance body and its committees | Governance | |
| GRI 102 | General Disclosures 2016 | 102-23 | Chair of the highest governance body | Governance | |
| GRI 102 | General Disclosures 2016 | 102-25 | Conflicts of interest | Code of Conduct | |
| GRI 102 | General Disclosures 2016 | 102-26 | Role of highest governance body in setting purpose, values, and strategy | Governance | |
| GRI 102 | General Disclosures 2016 | 102-31 | Review of economic, environmental, and social topics | Governance | |
| GRI 102 | General Disclosures 2016 | 102-32 | Highest governance body's role in sustainability reporting | Governance | |
| GRI 102 | General Disclosures 2016 | 102-40 | List of stakeholder groups | Our Approach to Sustainability | |
| GRI 102 | General Disclosures 2016 | 102-41 | Collective bargaining agreements | Human Rights & Labor | |
| GRI 102 | General Disclosures 2016 | 102-42 | Identifying and selecting stakeholders | Stakeholder Engagement | |
| GRI 102 | General Disclosures 2016 | 102-43 | Approach to stakeholder engagement | Stakeholder Engagement | |
| GRI 102 | General Disclosures 2016 | 102-44 | Key topics and concerns raised | Stakeholder Engagement | |
| GRI 102 | General Disclosures 2016 | 102-45 | Entities included in the consolidated financial statements | 20-F Section organizational structure and property, plants and equipment | |
| GRI 102 | General Disclosures 2016 | 102-46 | Defining report content and topic boundaries | Our Approach to Sustainability | |
| GRI 102 | General Disclosures 2016 | 102-47 | List of material topics | Our Approach to Sustainability | |
| GRI 102 | General Disclosures 2016 | 102-48 | Restatements of information | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-49 | Scope and Boundary | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-50 | Reporting cycle | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-51 | Reporting cycle | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-52 | Reporting cycle | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-53 | Contact point for questions regarding the report | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-54 | Claims of reporting in accordance with the GRI | About this Report | |
| GRI 102 | General Disclosures 2016 | 102-55 | GRI Content Index | GRI Index | |
| GRI 102 | General Disclosures 2016 | 102-56 | External Assurance | About This Report | |

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| | | | | | |
|---------|--------------------------------|-------|---|--|--|
| GRI 103 | Management Approach 2016 | 103-1 | Explanation of the material topic and its boundary | Relevant sections, as appropriate | |
| GRI 103 | Management Approach 2016 | 103-2 | The management approach and its components | Relevant sections, as appropriate | |
| GRI 103 | Management Approach 2016 | 103-3 | Evaluation of the management approach | Relevant sections, as appropriate | |
| GRI 201 | Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | Economic Performance | |
| GRI 201 | Economic Performance 2016 | 201-2 | Financial implications and other risks and opportunities due to climate change | Energy & Climate; Economic Performance | |
| GRI 201 | Economic Performance 2016 | 201-3 | Defined benefit plan obligations and other retirement plans | Economic Performance | e) Data for level participation in retirement plans is unavailable |
| GRI 201 | Economic Performance 2016 | 201-4 | Financial assistance received from government | Data Summary | |
| GRI 202 | Market Presence 2016 | 202-2 | Proportion of senior management hired from the local community | | This information is currently unavailable. IPG is currently working to understand if the employee population reflects the communities where we operate, and this information will be used to inform goals and timelines for meeting them |
| GRI 204 | Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | Supply Chain | |
| GRI 205 | Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | Code of Conduct | |
| GRI 205 | Anti-corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | Code of Conduct | |
| GRI 205 | Anti-corruption 2016 | 205-3 | Confirmed incidents of corruption and actions taken | Code of Conduct | |
| GRI 206 | Anti-competitive Behavior 2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Code of Conduct | |
| GRI 207 | Tax 2019 | 207-1 | Approach to tax | Economic Performance | |
| GRI 207 | Tax 2019 | 207-2 | Tax governance, control, and risk management | Economic Performance | |
| GRI 207 | Tax 2019 | 207-4 | Country by country reporting | Economic Performance | |
| GRI 301 | Materials 2016 | 301-1 | Materials used by weight or volume | Circular Economy | |
| GRI 301 | Materials 2016 | 301-2 | Recycled input materials used | Circular Economy | |
| GRI 302 | Energy 2016 | 302-1 | Energy consumption within the organization | Energy & Climate | |
| GRI 302 | Energy 2016 | 302-2 | Energy consumption outside of the organization | Energy & Climate | |

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|---------|--|-------|--|---------------------|--|
| GRI 302 | Energy 2016 | 302-3 | Energy intensity | Energy & Climate | |
| GRI 302 | Energy 2016 | 302-4 | Reduction of energy consumption | Energy & Climate | |
| GRI 303 | Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | Water | |
| GRI 303 | Water and Effluents 2018 | 303-2 | Management of water discharge-related impacts | Water | |
| GRI 303 | Water and Effluents 2018 | 303-3 | Water withdrawal | Water | |
| GRI 303 | Water and Effluents 2018 | 303-4 | Water discharge | Water | |
| GRI 305 | Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Energy & Climate | |
| GRI 305 | Emissions 2016 | 305-2 | Indirect (Scope 2) GHG emissions | Energy & Climate | |
| GRI 305 | Emissions 2016 | 305-3 | Other indirect (Scope 3) GHG emissions | Energy & Climate | |
| GRI 305 | Emissions 2016 | 305-4 | GHG emissions intensity | Energy & Climate | |
| GRI 305 | Emissions 2016 | 305-5 | Reduction of GHG emissions | Energy & Climate | |
| GRI 305 | Emissions 2016 | 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Data Summary | |
| GRI 306 | Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | Waste | |
| GRI 306 | Waste 2020 | 306-2 | Management of significant waste-related impacts | Waste | |
| GRI 306 | Waste 2020 | 306-3 | Waste generated | Waste | |
| GRI 306 | Waste 2020 | 306-4 | Waste diverted from disposal | Waste | |
| GRI 306 | Waste 2020 | 306-5 | Waste directed to disposal | Waste | |
| GRI 307 | Environmental Compliance 2016 | 307-1 | Non-compliance with environmental laws and regulations | Operations | |
| GRI 308 | Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | Supply Chain | |
| GRI 401 | Employment 2016 | 401-1 | New employee hires and employee turnover | Employee Experience | |
| GRI 401 | Employment 2016 | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employee Experience | |
| GRI 401 | Employment 2016 | 401-3 | Parental leave | Employee Experience | |
| GRI 402 | Labor/Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | Employee Experience | |
| GRI 403 | Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | Worker Safety | |

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| GRI 403 | Occupational Health and Safety 2018 | 403-2 | Hazard identification, risk assessment, and incident investigation | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-3 | Occupational health services | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-5 | Worker training on occupational health and safety | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-6 | Promotion of worker health | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-8 | Workers covered by an occupational health and safety management system | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-9 | Work-related injuries | Worker Safety | |
| GRI 403 | Occupational Health and Safety 2018 | 403-10 | Work-related ill health | Worker Safety | |
| GRI 404 | Training and Education 2016 | 404-1 | Average hours of training per year per employee | Employee Experience | |
| GRI 404 | Training and Education 2016 | 404-2 | Programs for upgrading employee skills and transition assistance programs | Our Approach to Sustainability; Employee Experience | |
| GRI 405 | Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | Inclusion & Diversity | |
| GRI 406 | Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken | Human Rights & Labor Standards | |
| GRI 407 | Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Human Rights & Labor Standards; Supply Chain | |
| GRI 408 | Child Labor 2016 | 408-1 | Operations and suppliers at significant risk for incidents of child labor | Human Rights & Labor Standards; Supply Chain | |
| GRI 409 | Forced or Compulsory Labor 2016 | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human Rights & Labor Standards; Supply Chain | |
| GRI 412 | Human Rights Assessment 2016 | 412-1 | Operations that have been subject to human rights reviews or impact assessments | Human Rights & Labor Standards | |

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| GRI 412 | Human Rights Assessment 2016 | 412-2 | Employee training on human rights policies or procedures | Human Rights & Labor Standards | |
| GRI 412 | Human Rights Assessment 2016 | 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | Human Rights & Labor Standards | |
| GRI 413 | Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | Community Stewardship | |
| GRI 413 | Local Communities 2016 | 413-2 | Operations with significant actual and potential negative impacts on local communities | Community Stewardship | |
| GRI 414 | Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | Supply Chain | |
| GRI 415 | Public Policy 2016 | 415-1 | Political Contributions | Data Summary | |
| GRI 416 | Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | Product Performance | |
| GRI 417 | Marketing and Labeling 2016 | 417-1 | Requirements for product and service information and labeling | Product Performance | |
| GRI 417 | Marketing and Labeling 2016 | 417-2 | Incidents of non-compliance concerning products and service information | Data Summary | |
| GRI 417 | Marketing and Labeling 2016 | 417-3 | Incidents of non-compliance concerning marketing communications | Data Summary | |
| GRI 418 | Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Data Security | |
| GRI 419 | Socioeconomic Compliance 2016 | 419-1 | Non-compliance with laws and regulations in the social and economic area | Code of Conduct | |

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| TOPIC | CODE | Accounting Metric | Section |
|------------------------------|--------------|--|--|
| Greenhouse Gas Emissions | RT-CP-110a.1 | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | Energy & Climate |
| | RT-CP-110a.2 | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Energy & Climate |
| Air Quality | RT-CP-120a.1 | Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM) | Data Summary |
| Energy Management | RT-CP-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy | Energy & Climate |
| Water Management | RT-CP-140a.1 | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Water |
| | RT-CP-140a.2 | Description of water management risks and discussion of strategies and practices to mitigate those risks | Water |
| | RT-CP-140a.3 | Number of incidents of non-compliance associated with water quality permits, standards, and regulations | Water |
| Waste Management | RT-CP-150a.1 | Amount of hazardous waste generated, percentage recycled | Waste |
| Product Safety | RT-CP-250a.1 | Number of recalls issued, total units recalled | Data Summary |
| | RT-CP-250a.2 | Discussion of process to identify and manage emerging materials and chemicals of concern | Product Material Health |
| Product Lifecycle Management | RT-CP-410a.1 | Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content | Circular Economy |
| | RT-CP-410a.2 | Revenue from products that are reusable, recyclable, and/or compostable | Circular Economy |
| | RT-CP-410a.3 | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle | Product Design & Innovation; Product Material Health |
| Supply Chain Management | RT-CP-430a.1 | Total wood fiber procured, percentage from certified sources | Circular Economy |
| Activity Metric | RT-CP-000.C | Number of Employees | Organizational Overview |

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| Content Elements | Information Sought | Location |
|----------------------------------|--|---|
| 1. GOVERNANCE: | Disclose the organization's governance around climate-related risks and opportunities. | |
| Recommended Disclosure a) | Describe the board's oversight of climate related risks and opportunities. Include a discussion of the following: | CDP C1.1a, C1.1b; Governance |
| Recommended Disclosure b) | Describe management's role in assessing and managing climate related risks and opportunities | CDP C1.1a, C1.1b, C1.2a |
| 2. STRATEGY: | Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. | |
| Recommended Disclosure a) | Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. Include the following information: | CDP C2.1a, C2.2, C2.3a, C2.4a |
| Recommended Disclosure b) | Describe management's role in assessing and managing climate related risks and opportunities | CDP C2.1, C2.2 |
| Recommended Disclosure c) | Organizations should describe how resilient their strategies are to climate-related risks and opportunities, taking into consideration a transition to a lower-carbon economy consistent with a 2°C or lower scenario and, where relevant to the organization, scenarios consistent with increased physical climate-related risks. | CDP C3.1b |
| 3. RISK MANAGEMENT: | Disclose how the organization identifies, assesses, and manages climate-related risks. | |
| Recommended Disclosure a) | Organizations should describe their risk management processes for identifying and assessing climate-related risks. An important aspect of this description is how organizations determine the relative significance of climate-related risks in relation to other risks. Organizations should describe whether they consider existing and emerging regulatory requirements related to climate change (e.g., limits on emissions) as well as other relevant factors considered. | CDP C2.2; Risk Management |
| Recommended Disclosure b) | Organizations should describe their processes for managing climate-related risks, including how they make decisions to mitigate, transfer, accept, or control those risks. In addition, organizations should describe their processes for prioritizing climate-related risks, including how materiality determinations are made within their organizations. | CDP C2.1, C2.2 |
| Recommended Disclosure c) | Organizations should describe how their processes for identifying, assessing, and managing climate-related risks are integrated into their overall risk management. | CDP C2.2; Risk Management |
| 4. METRICS AND TARGETS: | Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | |
| Recommended Disclosure a) | Organizations should provide the key metrics used to measure and manage climate-related risks and opportunities. Where relevant, organizations should provide their internal carbon prices as well as climate-related opportunity metrics such as revenue from products and services designed for a lower-carbon economy. Metrics should be provided for historical periods to allow for trend analysis. In addition, where not apparent, organizations should provide a description of the methodologies used to calculate or estimate climate-related metrics. | CDP C4.1a, C4.2b; Energy & Climate |
| Recommended Disclosure b) | Organizations should provide their Scope 1 and Scope 2 GHG emissions and, if appropriate, Scope 3 GHG emissions and the related risks. - GHG emissions should be calculated in line with the GHG Protocol methodology to allow for aggregation and comparability across organizations and jurisdictions. - consider providing related, generally accepted industry-specific GHG efficiency ratios. | CDP C5, C6, C7; Energy & Climate |
| Recommended Disclosure c) | Organizations should describe their key climate-related targets such as those related to GHG emissions, water usage, energy usage, etc., in line with anticipated regulatory requirements or market constraints or other goals. | CDP C4; Energy & Climate |



COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.