



Driving Impact Through Transparency: Graham Packaging 2024 ESG Data Tables

Rev. November 20, 2025

At Graham Packaging, sustainability is integral to how we operate and innovate. Our commitment to environmental stewardship, social responsibility, and sound governance continues to guide our decisions and actions. For the 2024 reporting year (January 1, 2024 – December 31, 2024), we are presenting our ESG performance in a streamlined data table format to provide clear, transparent, and accessible information on key metrics that matter most to our stakeholders.

This approach reflects our focus on accountability and progress while ensuring that the data is easy to review and compare year over year. The tables include performance indicators aligned with industry standards and regulatory expectations, covering areas such as greenhouse gas emissions, energy use, water consumption, waste management, and workforce diversity. We remain dedicated to advancing our sustainability goals and will continue to share updates as we work toward creating packaging solutions that protect both products and the planet.

About Graham Packaging

Graham Packaging is a leading provider of sustainable packaging solutions for a range of markets including food, beverage, household and automotive products. Headquartered in Lancaster, Pennsylvania, Graham Packaging produces approximately 15 billion container units annually in our facilities across North America, Europe and South America. One out of every three Graham plants is strategically located near or inside our customers' filling facilities to support collaboration while eliminating the costs and environmental impact of shipping empty bottles. Our "One Graham" team of designers, engineers and other professionals are dedicated to consistently fulfilling our customers' needs with excellence in innovation, quality and sustainability. For additional information on Graham Packaging, please visit www.grahampackaging.com.

ENVIRONMENTAL

Products & Materials	2020	2021	2022	2023	2024
Raw materials purchased (lbs.)				1,058,938,903	1,028,371,489
Post-consumer recycled content	6.8%	6.9%	7.2%	8.2%	9.4%
Active patents, including licensed patents				583	496

Circularity	2024
Graham Recycling Center (lbs.)	40,144,216
Post-consumer recycled (lbs.)	40,144,216
Post-industrial recycled (lbs.)	-
Ocean bound (lbs.)	733,035
End of life: Recyclable products	98%
End of life: Reusable products	1%

Operations: Energy and Emissions	2020	2021	2022	2023	2024
Energy					
Energy consumption (kWh)	1,140,228,119	1,150,491,823	1,112,091,433	1,019,903,306	912,995,948
Change vs. previous year	1%	1%	-3%	-8%	-10%
Energy intensity (kWh/lbs.)	0.68	0.70	0.69	0.71	0.64
Change vs. previous year	-5%	4%	-1%	2%	-10%
Change from baseline year 2018	-7%	-3%	-4%	-3%	-13%
Renewable energy	0%	4%	4%	7%	14%
Self-generated	0%	0%	0%	0%	0%
GHG Emissions					
Scope 1 (MTCO2e)	31,190	31,750	24,648	21,057	18,397
Change vs. previous year		2%	-22%	-15%	-13%
Change from baseline year 2020		2%	-21%	-32%	-41%
Scope 2 Location Based (MTCO2e)	426,294	428,523	392,920	373,257	343,948
Change vs. previous year		1%	-8%	-5%	-8%
Change from baseline year 2020		1%	-8%	-12%	-19%

Operations: Energy and Emissions	2020	2021	2022	2023	2024
GHG Emissions					
Scope 2 Market Based (MTCO2e)	426,294	428,523	399,329	366,443	316,726
Change vs. previous year		1%	-7%	-8%	-14%
Scope 1+2 Location Based (MTCO2e)	457,483	460,273	417,568	394,314	362,345
Change vs previous year		1%	-9%	-6%	-8%
Change vs baseline year 2020		1%	-9%	-14%	-21%
Scope 1+2 Market Based (MTCO2e)	457,483	460,273	423,977	387,499	335,123
Change vs. previous year		1%	-8%	-9%	-14%
Change vs. baseline year 2020		1%	-7%	-15%	-27%
Scope 3 Purchased goods and services* (MTCO2e)	1,339,622	1,319,691	1,271,218	1,054,084	1,043,559
Change vs. previous year		-1%	-4%	-17%	-1%
Change vs. baseline year 2020		-1%	-5%	-21%	-22%
Total Scope 1+2+3 (MTCO2e)	1,797,106	1,779,964	1,695,195	1,441,583	1,378,682
Change vs. previous year		-1%	-5%	-15%	-4%
Change vs. baseline year		-1%	-6%	-20%	-23%
GHG Intensity (MTCO2e/MT production)	2.35	2.40	2.32	2.19	2.12
Change vs. previous year		2%	-3%	-6%	-3%
Change vs. baseline year 2020		2%	-1%	-7%	-10%

2024 GHG emissions by type	CO2	CH4	N2O
Scope 1 (MTCO2e)	16,688	10	10
Scope 2 Location Based (MTCO2e)	342,342	680	925

Operations: Waste	2024
Total waste generated (lbs.)	20,019,170
Total non-hazardous waste (lbs.)	20,012,644
Non-hazardous waste recycled	62%
Non-hazardous waste landfilled	38%

* Represents resin emissions from Scope 3 – Category 1

Operations: Water	2020	2021	2022	2023	2024
Water withdrawn (gal)	349,921,333	346,345,791	346,251,765	330,430,652	315,683,556
Change vs previous year	-8%	-1%	0%	-5%	-4%
Water withdrawn from sites identified as extremely high-risk (gal)			47,928,097	42,788,192	55,522,081
Change vs previous year				-11%	30%
% of total withdrawal			14%	13%	18%
Water Intensity (gal/lbs.)	0.21	0.21	0.22	0.23	0.22
Change vs previous year		2%	1%	6%	-3%

2024 Operation Clean Sweep / Mission Clean Waters	
Internal OCS Audit / MCS Certified	33
Sites coverage	53%

2024 Water Risk	Facilities	% of total	Sites assessed
Facilities identified as High Overall Risk	4	6%	69
Facilities identified as Extremely High Overall Risk	2	3%	
Facilities Identified as High Water Scarcity Risk 2030	3	4%	
Facilities Identified as Very High Water Scarcity Risk 2030	3	4%	
Facilities Identified as High Water Scarcity Risk 2050	2	3%	
Facilities Identified as Very High Water Scarcity Risk 2050	3	4%	
Facilities Identified as Extreme Water Scarcity Risk 2050	1	1%	

2024 Environmental Compliance			
Instances of non-compliance			0
Instances of non-compliance associated with water quality permits, standards and regulations			0

2024 Biodiversity	Facilities	% of Total	Sites Assessed
Sites with High Biodiversity Risk	6	9%	69
Sites with High Protected/Conserved Area Risk	13	19%	

SOCIAL

Health and Safety Incident Reporting	2022	2023	2024
Lost Time Frequency Rate (LTFR)	0.62	0.58	0.49
Total Recordable Incident Rate (TRIR)	0.46	0.48	0.33
Severity rate	5.41	1.70	3.05
Fatalities	0	0	1

Workforce	2022		2023		2024	
	Number	%	Number	%	Number	%
Total Workforce	5,208		5,034		4,937	
Workforce by age group						
Under 30 years old	713	14%	681	14%	679	14%
30-50 years old	2,642	51%	2,525	50%	2,418	49%
Over 50 years old	1,853	36%	1,828	36%	1,840	37%
Workforce by gender						
Male	3,901	75%	3,646	72%	3,517	71%
Female	1,199	23%	1,175	23%	1,125	23%
Non-binary/not disclosed	108	2%	213	4%	295	6%
Workforce by region						
North America	4,448	85%	4,288	85%	4,188	85%
South America	293	6%	271	5%	283	6%
Europe	467	9%	475	9%	466	9%
Workforce by employment type						
Salaried employees/permanent employees			1,291	26%	1,323	27%
Collective bargaining rate				21%		18%
Total New Hires	2,295		1,444		1,176	
New hires by age group						
Under 30 years old	723	32%	489	34%	408	35%
30-50 years old	1,178	51%	732	51%	578	49%
Over 50 years old	394	17%	223	15%	190	16%

Workforce	2022		2023		2024	
	Number	%	Number	%	Number	%
New hires by gender						
Male	1,615	70%	847	59%	676	57%
Female	500	22%	315	22%	218	19%
Non-binary/not disclosed	180	8%	282	20%	282	24%
New hires by region						
North America	2,199	96%	1,327	92%	1,049	89%
South America	41	2%	53	4%	78	7%
Europe	55	2%	64	4%	49	4%
Management Roles		2022		2023		2024
		Number	%	Number	%	Number
Total Management Roles		799		795		813
Junior management positions		506	63%	500	63%	516
Middle management positions		222	28%	236	30%	237
Top management positions		71	9%	59	7%	60
Female Representation in Management Roles		167	21%	171	22%	178
Junior management positions		107	21%	107	21%	116
Middle management positions		45	20%	50	21%	48
Top management positions		15	21%	14	24%	14
Workforce Racial Diversity (U.S. Only)		2022		2023		2024
		Number	%	Number	%	Number
Total headcount in U.S. workforce		3,819		3,623		3,543
Asian		86	2%	74	2%	71
Black or African American		670	18%	571	16%	570
Hispanic or Latino		590	15%	557	15%	537
White		2,180	57%	2,065	57%	1,983
Indigenous or Native		39	1%	37	1%	33
Two or more races		70	2%	62	2%	66
Other/not disclosed		184	5%	257	7%	283

Workforce Racial Diversity (U.S. Only)						
2024 Racial Diversity in Management Roles	Junior		Middle		Top	
Total Management Roles	516		237		60	
Asian	5	1%	4	2%	4	7%
Black or African American	39	8%	5	2%	2	3%
Hispanic or Latino	45	9%	7	3%	0	0%
White	288	56%	153	65%	41	68%
Indigenous or Native	1	0%	2	1%	0	0%
Two or more races	3	1%	4	2%	0	0%
Other/not disclosed	135	26%	62	26%	13	22%

Turnover	2022		2023		2024	
	Number	%	Number	%	Number	%
Total turnover	2,238		1,596		1,276	
Turnover by age group						
Under 30 years old	619	28%	432	27%	333	26%
30-50 years old	1,131	51%	788	49%	635	50%
Over 50 years old	488	22%	376	24%	308	24%
Turnover by gender						
Male	1,640	73%	1,066	67%	808	63%
Female	523	23%	340	21%	268	21%
Non-binary/not disclosed	75	3%	190	12%	200	16%
Turnover by region						
North America	2,140	96%	1,518	95%	1,159	91%
South America	44	2%	37	2%	64	5%
Europe	54	2%	41	3%	53	4%

2024 Training, Development and Community Engagement	2022	2023	2024
Average training hours per employee	11	19	19
Total learning items completed		83,000	86,127
Total distinct learning titles		1,171	1,750

2024 Performance and Career Development Reviews	2022	2023	2024
Total employees who received a regular performance and career development review	100%	100%	100%
Female employees who received a regular performance and career development review	100%	100%	100%
Male employees who received a regular performance and career development review	100%	100%	100%
Management-level employees who received a regular performance and career development review	100%	100%	100%
Non-management level employees who received a regular performance and career development review	100%	100%	100%
2024 Community Engagement			
Facilities participating in at least one community event	100%	100%	100%
Facilities participating in two or more community events	70%	70%	83%

GOVERNANCE

2024		
	Employee Trainings Completed	% Completion
Annual compliance	4,655	98%
Anti-corruption & bribery	1,225	99%
GDPR	352	97%
Cybersecurity	1,023	99%

We recognize that transparency is essential to building trust and driving progress. These metrics represent our ongoing efforts to reduce environmental impact, foster an inclusive workplace, and uphold strong governance practices.

While this data table provides a snapshot of our performance, sustainability remains a journey—and we are committed to continuous improvement. We welcome feedback and collaboration as we work toward a more sustainable future together.

For questions, please contact Graham Packaging's Sustainability Team at: sustainability@grahampackaging.com.

GRI CONTENT INDEX

Graham-Identified Material Topic	GRI Code Reference	GRI Disclosures	ESG at Graham Packaging
The Organization and its Reporting Devices	2-3	Reporting period, frequency and contact point	Reporting Period: 1/1/2024 - 12/31/2024 Frequency of Report: Annual Contact Point: sustainability@grahampackaging.com
	2-4	Restatement of Information	Restatement of data from 2023: 1.) <i>Water Intensity: Formula error was identified and corrected, resulting in a slight change to Graham's overall water intensity in 2023. Value changed from 0.22 to 0.23. gallons per pound.</i> 2.) <i>Water intensity change vs. previous year: Change valued adjusted due to intensity value above.</i> 3.) <i>Total average training hours: Identified missing data set and corrected value.</i>
	2-5	External Assurance	External assurance for ESG metrics is crucial for transparency and accountability. Graham Packaging has received third-party limited assurance on the organization's GHG emissions inventory for 2022-2024 disclosures.
Activities and Workers	2-6	Activities, value chain and other business relationships	For detailed information see: https://www.grahampackaging.com/ .
	2-7	Employees	Total Workforce (2024): 4,937
Corporate Governance	2-9	Governance structure and composition	Responsibility for addressing climate-related risks and opportunities is primarily held by Graham Packaging's Chief Executive Officer, who also serves as a member of the Board of Directors. The Board is kept informed of climate-related matters through periodic updates from senior management.
	2-11	Chair of the highest governance body	
	2-12	Role of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflicts of interest	Graham's Salary Workplace Guide prohibits any employee from misusing their authority or the influence of their position. During the onboarding process, all employees are obligated to acknowledge the workplace guide. Conflicts of interest are regulated by the Code of Ethics Policy.

Graham-Identified Material Topic	GRI Code Reference	GRI Disclosures	ESG at Graham Packaging
Corporate Governance <i>(continued)</i>	2-16	Communication of critical concerns	Senior leadership continuously evaluates and takes responsibility for crucial issues, escalating them to the ELT as a standard business practice. Regularly scheduled communications include updates to the Board on all critical concerns, ensuring transparent and informed decision-making.
	2-17	Collective knowledge of the highest governance body	
	2-18	Evaluation of the performance of the highest governance body	At Graham, people are our greatest competitive advantage. We have a comprehensive approach to evaluating performance, beginning with an annual update of the business strategy. Leaders identify and cascade goals throughout their teams, providing feedback throughout the year. This approach is captured in the Employee Workplace Guide and drives continuous improvement in economic, operational, and social performance.
	2-19	Remuneration policies	Graham aims to establish and maintain competitive pay levels and compensation practices to attract, retain, and motivate a quality workforce. This supports our position as leaders in the packaging industry and our strategic business mission.
	2-20	Process to determine remuneration	Graham has an internal compensation process approved by the ELT. We use a salaried pay structure with several grades, adjusted periodically based on market trends and company finances. Employees are eligible for base pay plus an annual bonus, depending on their grade. Managers review the performance and salary of non-union employees at least once a year. As a private company, we do not publish specifics of our remuneration process.
Strategy, Policies, and Practices	2-23	Policy commitments	Graham has a Code of Ethics Policy that governs the conduct of its employees and contractors. There are also specific underlying policies, such as the Commitment to Human Rights. Any behavior that contradicts these policies can be reported through our anonymous compliance hotline, and we have an anti-retaliation policy to protect reporters. All policies are approved by the highest governing body.
	2-24	Embedding policy commitments	Based on a defined threshold, suppliers are sent the Supplier Quality Manual. Suppliers are expected to adhere to the requirements communicated in the Supplier Quality Manual and complete the Supplier Self-Assessment, which ensures that the supplier aligns with Graham's Code of Ethics, meets Graham's quality, environmental and business system requirements.
	2-25	Mechanisms for seeking advice and raising concerns	Graham employees may seek guidance from their supervisor or choose to report any breaches of conduct to the toll-free anonymous reporting hotline. No retaliation or penalty will be administered for good-faith reporting, even if the claim is unsubstantiated.
	2-27	Compliance with laws and regulations	In Fiscal Year 2024, Graham Packaging remained materially compliant with all environmental laws and regulations across more than 9 countries in which we operate.

Graham-Identified Material Topic	GRI Code Reference	GRI Disclosures	ESG at Graham Packaging
Strategy, Policies, and Practices (continued)	2-30	Collective bargaining agreements	Collective bargaining rate (2024): 18%
Disclosures on Material Topics	3-1	Process to Determine Material Topics	To build our materiality matrix, we followed four key steps recommended by the Global Reporting Institute (GRI): benchmarking, internal survey, scoring and weighting, and grouping and plotting. The resulting matrix forms the backbone of our sustainability strategy, allowing us to prioritize efforts, track contributions, and maximize our positive impact. The Executive Leadership Team was involved in determining material topics and approved the final materiality matrix.
	3-3	Management of material topics	At Graham, we integrate material ESG topics into our core business strategy, aligning ESG goals with corporate objectives. We have a dedicated governance structure for overseeing ESG initiatives, and senior leadership actively participates in ESG discussions. We have a robust ESG reporting framework and annually publish ESG reports adhering to recognized standards. We continue to incorporate ESG considerations into our risk management processes.
Biodiversity	101	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Sites Assessed: 69
Anti-Corruption	205-2	Communication and training about anti-corruption policies and procedures	Graham's Code of Ethics and annual compliance training required by all employees covers anti-bribery/anti-corruption. Graham's Anti-Corruption policy is accessible all employees at all times, and discloses expectations of all Graham employees pertaining to anti-corruption.
Materials	301-1	Materials Used by Weight or Volume	1,028,371,489 lbs.
	301-2	Recycled Input Materials Used	40,144,216 lbs. Post-Consumer Recycled material processed at Graham Recycling Center in 2024
Energy	302-1	Energy consumption within the organization	912,995,948 kWh
	302-3	Energy intensity	0.64 kWh/lb.
	302-4	Reduction of energy consumption	-10% Change from Prior Year
Water	303-2	Management of water discharge-related impacts	In 2024, all plants were assessed for water risk using two risk assessment tools: WWF Water Risk Filter and WRI Aqueduct Water Risk Atlas.
	303-3	Water Withdrawal	315,683,556 Gallons

Graham-Identified Material Topic	GRI Code Reference	GRI Disclosures	ESG at Graham Packaging
Emissions	305-1	Direct (Scope 1) GHG emissions	18,397 MTCO2e
	305-2	Energy indirect (Scope 2) GHG emissions	316,726 MTCO2e (Market-Based)
	305-3	Other indirect (Scope 3) GHG emissions	1,043,559 MTCO2e (Purchased Goods and Services)
	305-5	Reduction of GHG emissions	-62,902 MTCO2e (Change from Prior Year)
Waste Management	306-3	Waste generated	20,019,170 lbs.
	306-4	Waste diverted from disposal	40,144,216 lbs. post-consumer material processed by Graham Recycle Center
Employee Attraction, Retention, Engagement & Development	401-1	New employee hires and employee turnover	1,176 New Hires (2024) 1,276 Total Turnover (2024)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> • Medical and Prescription Drugs • Dental • Vision • FSA (flexible spending account) and HSA (health savings account) • Group Life and Accidental Death and Dismemberment Insurance • Disability • Advantage Benefits Plans 401k • Other Additional Benefits
	404-1	Average hours of training per year per employee	19 Hours
	404-3	Percentage of employees receiving regular performance and career development reviews	100%
			Graham's Environmental, Health, & Safety Management Policy outlines requirements for routine and non-routine work. Routine work requires a documented Job Safety Analysis, while non-routine work requires a Non-Routine Work Hazard Assessment. Both must be approved by a supervisor. Plant Management conducts incident investigations and creates corrective action plans. Location Management performs quarterly plant safety inspections. Each plant has a safety committee that meets monthly to review incidents, performances, and safety inspection results. Graham has a Behavior-Based Safety Policy for observing and intervening in violations. The EHS team enforces in-person tiered audits at every plant which are submitted to the EHS leadership. An audit overview with plant management is mandatory.
Employee Health, Safety & Well-being	403-2	Hazard identification, risk assessment, and incident investigation	

Graham-Identified Material Topic	GRI Code Reference	GRI Disclosures	ESG at Graham Packaging
Employee Health, Safety & Well-being (continued)	403-4	Worker participation, consultation, and communication on occupational health & safety	Graham's EHS team conducts monthly training and meetings. During the meetings, they share safety tips, review any violations, and discuss corrective actions. Plant managers present incidents and learnings, and plants with safety or environmental initiatives are recognized.
	403-5	Worker training on occupational health & safety	
	403-6	Promotion of worker health	Graham offers customizable healthcare plans to employees. Information on eligibility, coverage, and benefits can be found on the internal website. Graham's Salary Workplace Guide and benefits training on Graham's internal training platform provide further details to its employees.
	403-8	Workers covered by an occupational health and safety management system	All Graham employees, both temporary and permanent, are under a robust health and safety management system.
	403-9	Work-related injuries	Lost Time Frequency Rate (LTFR): 0.49 Total Recordable Incident Rate (TRIR): 0.33
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2024 Workforce Racial Diversity (U.S. Only)
			2% Asian
			16% Black or African American
			15% Hispanic or Latino
			56% White
			1% Indigenous or Native
			2% Two or more races
			8% Other/not disclosed
Product Safety & Quality	416-1	Assessment of the health and safety impacts of product and service categories	Graham's Cardinal Rules of Quality Policy outlines behaviors that could critically impact product safety and quality, jeopardize consumer safety, cause major failures for customers, and/or risk defects. The program focuses on willful or negligent violations of established quality rules. Violation of these rules may result in disciplinary actions, including immediate suspension and/or termination
Data Security & Data Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Graham's Data Protection Policy guides the use of data protection measures to protect Graham's company data during all stages including storage, processing, and transmission regardless of its location, media device, or transmission means. Additionally, this policy provides direction to ensure regulations are followed.
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	100% of Graham Packaging sites participated in at least one community event in 2024.