



# 2024 Sustainability Report

A BETTER TOMORROW





# Table of Contents

<b>3</b>	2024 Impact Summary
<b>5</b>	Sabert Corporate Overview
<b>6</b>	The Evolving State of Foodservice Packaging
<b>7</b>	Global Strategic Commitment 2025
<b>8</b>	Earthtelligent
<b>9</b>	Sabert & UN Sustainable Development Goals
<b>11</b>	Research & Reinvention
<b>15</b>	Education & Advocacy
<b>16</b>	Smart Sourcing
<b>17</b>	Energy Conservation
<b>19</b>	Waste Reduction
<b>21</b>	Nuvida
<b>22</b>	Team Sabert
<b>25</b>	SASB Index

# Every Step Counts

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At Sabert, we understand that sustainability is not a destination but a journey. As we progress toward our goals, we learn more, gather additional data, and make smarter decisions in our ongoing efforts to protect and preserve our world.

This past year proved that **our core value of continuous improvement permeates throughout our organization**, encouraging us to keep asking: “How can we do better?” **Our teams across all facilities are finding innovative ways to reduce energy consumption, conserve water, and eliminate waste.** These insights have guided strategic investments in infrastructure and processes that have improved our manufacturing efficiency and reduced our environmental impact.

We are proud to have reached several key milestones in 2024. Our Greenville, Texas, facility earned Biodegradable Products Institute (BPI) certification for our Pulp Plus® and Pulp Ultra® molded fiber formulations. This third-party verification confirms our products meet American Society for Testing and Materials (ASTM) compostability standards, establishing us as a leading North American manufacturer of BPI-certified molded fiber pulp foodservice packaging.

Safety continues to remain front and center. **We achieved a Total Case Incident Rate (TCIR) of 0.93 for the first time, breaking below 1.0.** This accomplishment reflects the dedication of every team member to creating and maintaining a safe and productive workplace. While these numbers represent significant progress, we must stay diligent in our approach to ensure a proactive safety culture as we work toward our goal of zero incidents.

Our Centers for Innovation remained **relentless in their pursuit of material science breakthroughs, developing and reinventing new ways to optimize the use of paper, molded fiber pulp, and plastic in food packaging.** An example is the launch of our proprietary r-PRO™ polypropylene (PP) blend in 2024, sourced from our Nuvida recycling facility in Monmouth Junction, New Jersey. This material, containing 25% post-consumer recycled content (PCR), becomes the foundation for new food packaging solutions.

Sabert Corporation Europe was honored with the **Green Apple Award for Sustainable Innovation** for the groundbreaking Tray2Go solution for sushi and cold foods. The range uses sustainable materials, such as paperboard bases and lids made from recycled polyethylene terephthalate (rPET), offering a fully recyclable solution. By combining recycled materials with advanced designs, we offer products that enhance durability while streamlining our customers' operations.

Like us, we also recognize that our customers are at different points in their sustainability journeys. Our role as a trusted partner is to meet each customer where they are, providing solutions that align with their specific sustainability goals while delivering the performance and value they need. **The core of our sustainability approach considers the environmental impact throughout the packaging's entire life cycle.** Looking across the complete value chain, we start with sustainable inputs in product design and material selection, consider responsible sourcing and manufacturing, and then drive circularity at the end of life. We prioritize transparency throughout our efforts, communicating both successes and challenges, because honesty fuels progress and partnership. When we're clear about where we stand, we can make better decisions about where we need to go and how we get there.

Our sustainability journey continues, driven by innovation and science and inspired by the possibilities of what we can achieve together.



A handwritten signature in black ink, appearing to read "Paul McCann". The signature is fluid and cursive.

**Paul McCann**  
CEO of Sabert

# 2024 Impact Summary

## Inputs

SOCIAL

### TEAM SABERT

 **2,775**  
world-class employees

 **Continuous**  
learning opportunities

 **Product & process innovation**

### PARTNERSHIPS

 **Customer & supplier collaboration**

 **Industry & trade associations**

 **Community engagement**

ENVIRONMENTAL

### NATURAL RESOURCES

 **183,974** MT  
primary raw materials

 **345,870** m<sup>3</sup>  
total water withdrawal

 **303,606** MWh  
total energy consumption

COMMERCIAL

### KEY INVESTMENTS

  
**Automation and equipment upgrades**

  
**Ability to incorporate more PCR into packaging**

  
**Expanded capabilities in paper manufacturing**

## Drivers

### SABERT VALUES

 **Our Customers Come First**

 **We Develop Trusting Relationships**

 **We Deliver Results**

 **We Continuously Improve**

### EARTHTELLIGENT



### PACKAGING VALUE MODEL

Bringing value through performance, presentation, safety, economics, and sustainability.

# Outputs

## PRODUCT COLLECTIONS



Green



Hot



Cold



Catering



Kraft

## WASTE

**19,235** <sup>MT</sup>  
waste generated

## GREENHOUSE GAS (GHG) EMISSIONS

**13,375** <sup>MT CO<sub>2</sub>e</sup>  
Scope 1

**101,806** <sup>MT CO<sub>2</sub>e</sup>  
Scope 2

## FINISHED GOODS



**170,474** <sup>MT</sup>  
finished goods produced

# Impact

## TEAM SABERT

**29%**  
women in leadership roles

**World-class**  
sales team engagement, according to Gallup

## CUSTOMERS & COMMUNITIES

**Food packaging designed to prevent waste, extend shelf life, enhance convenience, and promote sustainability**

**25**  
student internships

**\$60,000**  
student scholarships

**Donations**  
and volunteering of our time, finished goods, food, and more

## ENVIRONMENTAL

**30%**  
bio-based raw materials

**13%**  
recycled resin inputs

**32%**  
recycled fiber inputs

**91%**  
waste recycled

**7%**  
decrease in energy intensity from 2019 baseline

**73% ton-miles**  
shipped via SmartWay carriers

## INNOVATIONS

**223**  
patents held

**333**  
products launched,  
**76%**  
sustainable

**71%**  
of unit sales from sustainable products

# Sabert Corporate Overview

## About Us

Sabert is a global leader in designing, producing, and selling innovative and sustainable food packaging solutions. Driven by innovation, material science, and sustainability, we engineer products to meet the distinct needs of the foodservice industry. Empowered by our diverse portfolio of molded fiber pulp, resin, and paper products, we've developed a fierce commitment to quality, customization, and product excellence.

Our 40-year legacy is fueled by our culture, customer partnerships, and robust capabilities, ensuring that we deliver solutions that not only meet but exceed performance, presentation, safety, sustainability, and economic targets. Headquartered in Sayreville, New Jersey, Sabert operates U.S. facilities in New Jersey, California, Illinois, Indiana, Kentucky, Texas, and Virginia, as well as international locations in Belgium, England, Poland, and China.

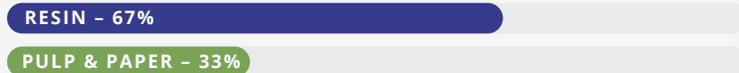


## Our Purpose

Reinventing food packaging to nourish and protect our world.

Sabert shares the world's deep passion for food and its enduring commitment to sustainability. Rooted in innovation, we constantly push the boundaries of how food is packaged, protected, preserved, and served to help millions enjoy the food they love. Together, we are helping to reimagine the future of sustainable food packaging for a happier, healthier world.

### SABERT NET SALES BY SUBSTRATE



## Our Values



**Our Customers Come First:** Customers are our reason for being. We deliver quality products and services by acting proactively and responding quickly to their needs.



**We Develop Trusting Relationships:** Trust and respect are earned by our actions. Built on a foundation of listening and honest communication. We collaborate and work together with openness to gain mutual understanding.



**We Deliver Results:** We honor our commitments through initiative and being empowered to take ownership. Seizing opportunities with a sense of urgency, we demonstrate a "can do" attitude. We hold ourselves and each other mutually accountable.



**We Continuously Improve:** Sparked by curiosity and a willingness to challenge the status quo, we are open to change and we are energized by our drive to innovate, eliminate waste, and make things better.

# The Evolving State of Foodservice Packaging

The foodservice packaging industry is at a critical juncture. Heightened regulations and increasing consumer expectations are pushing businesses to reexamine their food packaging choices. Policies like Extended Producer Responsibility (EPR) are establishing new industry standards, requiring companies to prioritize recyclability, incorporate more recycled content, and contribute to waste management infrastructure. At the same time, consumer purchasing decisions are being influenced by the sustainable actions companies are taking.

It's now a balancing act of navigating these changes while ensuring packaging continues to protect food quality, enhance convenience, and minimize waste. Packaging plays a crucial role in creating a sustainable food future.

According to the United Nations Environment Programme (UNEP), 19% of food available to consumers globally was wasted at retail, foodservice, and household levels.<sup>1</sup> This is especially critical considering that food waste generates 8%–10% of global greenhouse gas (GHG) emissions and consumes nearly one-third of agricultural land.<sup>1</sup>

Sabert addresses these challenges with food packaging solutions designed to preserve food, prevent spoilage, and extend shelf life, key factors in combating both food waste and its environmental impacts.

Sabert's multi-substrate product portfolio empowers customers to seamlessly meet both voluntary sustainability goals and evolving regulatory requirements. Ensuring that packaging is recyclable or compostable is critical to reducing waste and advancing a circular economy. Incorporating post-consumer recycled content (PCR) is helping to reduce reliance on virgin materials and keeping valuable materials in use.

Driving real progress in sustainable packaging requires clear labeling, infrastructure investment, and consumer education to improve recycling rates and material recovery. Sabert is committed to collaborating across the value chain and with industry and trade associations to advance sustainable packaging solutions that support businesses in meeting regulations while making a meaningful environmental impact.

1. UNEP 2024 Food Waste Index Report (<https://www.unep.org/resources/publication/food-waste-index-report-2024>)



# Global Strategic Commitment 2025



To maximize the positive impact of our innovative products, Sabert has set a challenging goal to have 80% of our sales come from sustainable products by 2025.

## Sustainable Products

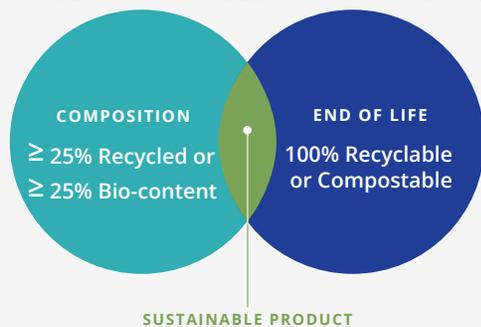
At Sabert, we view our product as a solution that delivers food that is safe, fresh, and visually appealing. Because of this, we develop our products to ensure food quality, preservation, and appeal. These performance and aesthetic targets reduce food waste from spoilage, spills, and other packaging problems.

We also prioritize sustainability throughout our packaging innovation approach. Sabert's design teams follow leading indicators that align with reductions in GHG emissions and waste, including:

- Incorporating recycled or renewable raw materials where possible, and
- Designing products to avoid landfill disposal at the end of use

In this way, our new sustainable products enable us to take positive climate action and foster a circular economy.

SABERT SUSTAINABLE PRODUCT CATEGORIES



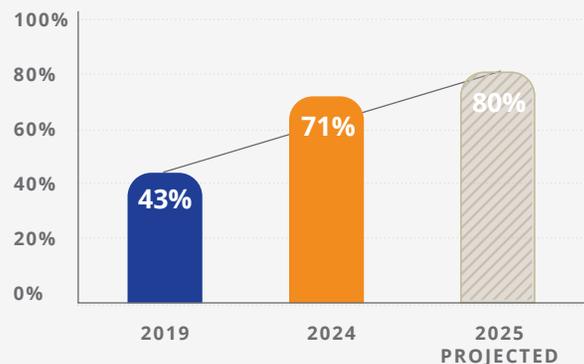
## Environmental Impact

Designing innovative, sustainable products is only the first step toward making a meaningful environmental impact. To truly drive change, we must focus on the adoption of these new solutions. In 2024, Sabert remained committed to a global strategic goal: **80% of our sales will come from sustainable products by 2025.**

Our definition of “sustainable products” includes those composed of at least 25% recycled or bio-based content and that are either recyclable or compostable. This ambitious target was designed to have an immediate, positive impact on climate and circularity. Achieving this goal requires deep collaboration with our customers to drive demand for these sustainable products, as well as strong partnerships with industries across the circular economy to ensure a steady supply of recycled and bio-based feedstocks.

Despite market volatility, inflationary pressures, and global supply chain challenges, Sabert successfully maintained its share of sales from sustainable products in 2024. We continued to prioritize sustainable innovation while adapting to dynamic market conditions, ensuring that our commitment to sustainability remained strong even in the face of economic uncertainty. We launched key innovations, such as r-PRO™ bowls and containers, which improve recyclability and utilize recycled content.

SABERT SHARE OF SALES FROM SUSTAINABLE PRODUCTS

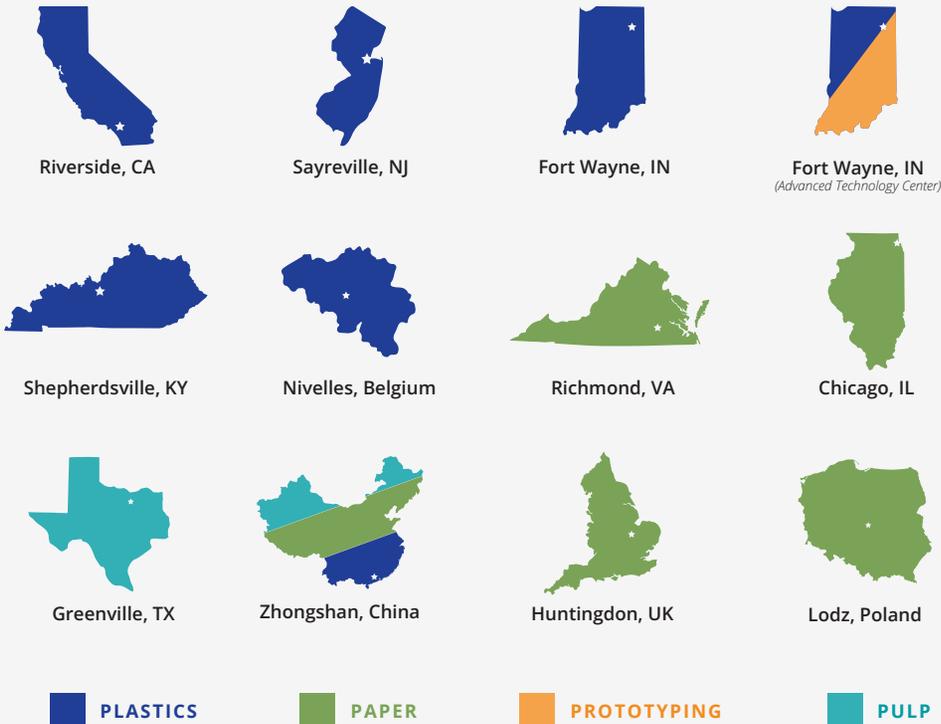


Sabert's Earthtelligent sustainability framework was developed in 2018 to align our sustainability efforts with areas where our company and industry can have the greatest impact. In 2024, Sabert continued progress in each of the following Earthtelligent categories.



Through collective action in these areas, we are making meaningful, positive contributions toward a healthier planet and stronger communities. This is the key to sustainable development in accordance with the goals set forth by the United Nations.

## SABERT FACILITIES



# Sabert's Commitment to the United Nations Sustainable Development Goals

At Sabert, we are committed to contributing to a sustainable future by aligning our business practices with the United Nations Sustainable Development Goals (SDGs). In 2024, we continued to hone in on several key SDGs that are integral to our operations and impact, ensuring that we contribute to global progress while creating value for our customers, communities, and the planet. Our focus is on SDGs 2, 5, 8, 12, 13, 14, and 17—goals that support the global transition to a more inclusive and sustainable world.



## Goal #2: Zero Hunger

Food packaging plays a crucial role in preserving food and reducing food waste. By providing solutions that protect food quality and minimize waste, Sabert supports the global effort to ensure access to sufficient and nutritious food for all.



## Goal #5: Gender Equality

We are committed to promoting gender equality. By fostering a diverse and inclusive workplace, we are dedicated to providing equal opportunities for all employees, regardless of gender. Sabert's workforce boasts a strong representation of women, surpassing national averages with continued growth.

*"In an industry that tends to be predominantly male, it is important to me that I work for a company that creates a judgment-free environment where all individuals are empowered to bring their authentic selves to work each day.*

*I started at Sabert as an intern and am now an Operations Manager. From the start, Sabert has been instrumental in my development journey, providing me with the tools, resources, and training that enabled me to carve out my career pathway. Now I can pay it forward, helping to coach and mentor our future leaders, supporting a culture of respect, trust, and belonging."*

– Linda Elsherbiny, Operations Manager, Sabert



## Goal #8: Decent Work and Economic Growth

We aim to foster inclusive economic growth by providing our employees with fair wages, professional development opportunities, and a safe working environment. We continually invest in safety measures and training, guided by clear goals and tracked progress, to ensure that our workplace remains free from harm.

*“At Sabert, the health and safety of our workforce is our highest priority. Every one of us takes ownership of fostering a proactive safety culture. This is the essence of our ‘I Care’ approach—an understanding that each employee at Sabert has a part to play in ensuring a secure and protected working environment. Safety isn’t a one-time effort; it requires continuous improvement and engagement, which has enabled us to make significant strides in ensuring a safe workplace. From learning new safety techniques to establishing our Safety Champions programs, each step gets us closer to our goal of zero severity incidents.”*

- Jeff Nelson, Global Director, Environment Health & Safety, Sabert



## Goal #12: Responsible Consumption and Production

We work to minimize the environmental impact of our packaging by utilizing renewable and recycled materials, reducing waste, maximizing resource utilization, and enhancing the recyclability and compostability of our products. Additionally, we support local economies by sourcing materials responsibly.



## Goal #13: Climate Action

Through energy-efficient operations, sustainable packaging solutions, and a commitment to reducing waste, we are doing our part to combat climate change.



## Goal #14: Life Below Water

We recognize the importance of protecting our oceans and marine ecosystems. We boldly strive to eliminate plastic pollution from entering our waterways and develop packaging solutions that are recyclable and compostable.



## Goal #17: Partnerships for the Goals

We work closely with customers, suppliers, non-government organizations (NGOs), and industry groups to share knowledge, drive innovation, and advance sustainability initiatives. By collaborating with other organizations, we amplify our collective impact and help accelerate progress toward a more sustainable future.

*“The future of people and our planet isn’t the responsibility of just one organization or person. We understand we can’t do it alone. Our partnerships and involvement with industry and trade associations are fundamental to tackling the big challenges we face. This collaborative approach helps us drive meaningful solutions, scale impact, and accelerate the transition toward a more sustainable world.”*

- Richa Desai, Chief Strategy and Sustainability Officer, Sabert

Through our ongoing commitment to these SDGs, Sabert is driving positive change and contributing to the global effort to create a more sustainable, equitable, and prosperous world. We believe that by focusing on these goals, we can create lasting value for our employees and customers, enhance our environmental stewardship, and support the well-being of future generations.



In 2024, Sabert’s award-winning sustainable packaging solutions were recognized internationally, underscoring our commitment to innovation, design, and sustainability.

Snap2Go, a fully recyclable food-to-go solution, captured the **New Product Award at The SAMMIES 2024**, the UK’s sandwich and food-to-go awards program honoring the industry’s best-in-class products. Tray2Go, the innovative packaging solution for sushi and other chilled food-to-go, confectionery, and bakery products, was honored with a **Green Apple Award**, recognizing and promoting environmental best practices.

# Research & Reinvention



At Sabert, innovation is central to how we fulfill our purpose: Reinventing food packaging to nourish and protect our world. Through focused research and purposeful development, we address evolving customer needs, industry challenges, and environmental priorities—delivering solutions that reduce impact, enhance efficiency, and support the shift to a circular economy.

Our innovation pipeline fuels our ability to deliver sustainable, high-performance solutions that meet today’s demands while preparing us for tomorrow. In 2024, we progressed our mission through transformative ideas and intentional innovation.

## Ideation

Innovation at Sabert begins with design that’s deliberate and forward-looking. Utilizing our **“Smart from the Start”** methodology ensures sustainability is embedded at every stage of product development—without compromising functionality, durability, or aesthetics. This results in solutions that perform exceptionally while reducing environmental impact.

Development is inspired by many different sources internally and externally. For instance, through our **Blue Sky Innovation** initiative, our teams tackle the industry’s most pressing challenges, focusing creative energy on exploring unmet market needs and driving forward-thinking solutions for a more efficient and sustainable future.

Our growing portfolio of intellectual property underscores our commitment to investing in the ideas and technologies that will shape how foodservice packaging is made, used, and disposed of.

### Intellectual Property:



**106 utility patents**



**117 design patents**

### PRODUCT INNOVATION



## Research & Development

Sabert's innovative mindset helps us develop products that protect both food quality and environmental resources. Our cross-functional product development teams bring together material scientists, engineers, and industrial designers to solve packaging challenges from every angle. Our **Centers for Innovation** work to advance both product and process development, seeking new and inventive ways to use paper, pulp, and plastic that enable customers to meet sustainability goals without sacrificing performance. Through our groundbreaking work, Sabert continues to disrupt the industry by creating new food packaging solutions that drive toward a more sustainable future while simultaneously reimagining our existing solutions.

In 2024, the product development teams achieved progress in these areas:

- **Reimagining Recycling:** The Centers for Innovation advanced the use of both food grade and non-food grade PCR resin. They supported the launch of new Sabert products using PCR content by enhancing material handling and production processes.
  - A major milestone was the activation and commercialization of Nuvida's proprietary recycling technology for post-consumer plastic bottle labels, a material typically unrecycled. The result: high-quality PCR resin ready for market use and diverted from landfill.
- **Design-Driven Innovation in Molded Fiber Pulp:** Product design excellence results from a harmonious blend of sustainability, performance, and aesthetics. Our Product Design and Centers for Innovation teams collaborated to enrich our supply of sustainable molded fiber pulp. The new design approach optimizes U.S. manufacturing and delivers better product functionality for food processor customers.
- **Enhanced Paper Packaging Infrastructure:** Investments in new print and production processes at our Richmond, Virginia facility have expanded our capabilities in sustainable paper packaging, supporting our strategy for localized, lower-impact production and strengthening our sustainability profile.

Sabert's Advanced Technology Center and labs accelerate sustainable innovation from concepts to market-ready solutions. With the latest technology and state-of-the-art manufacturing facilities, we can quickly respond to evolving sustainability demands with precision and efficiency. With capabilities in rapid prototyping, small-run production, and performance testing, we continue to deliver forward-thinking solutions that align with our customers' sustainability goals.

## Deployment

### Innovating with Purpose: Advancing Our Sustainable Product Portfolio

In 2024, our global teams launched an impressive **333 new products, with 76% categorized as sustainable through recyclability, compostability, and use of recycled or renewable content.**

Beyond introducing new-to-market solutions, we strengthened our core portfolio through thoughtful redesigns and process enhancements that maximize resource utilization, improve recyclability, and streamline production. Our commitment to industry leadership is further underscored by our continued reinvestment into our business at a rate above the industry average, supporting both sustainable development initiatives and long-term value creation.

Our core value of continuous improvement encourages us to reimagine food packaging through smarter design and more responsible sourcing. Whether refining existing SKUs or scaling new sustainable materials, we remain focused on providing food packaging solutions that help our customers meet increasing environmental expectations while keeping pace with market demands.

Highlights from our 2024 product releases include:

- **Global expansion of recyclable and compostable paper solutions** for grab-and-go, takeout, and grocery
- **Expanded molded fiber pulp portfolio** featuring new products in previously untapped categories and enhanced performance across select SKUs—achieved without reliance on intentionally added per- and polyfluoroalkyl substances (PFAS)
- **Breakthrough in polypropylene (PP) packaging** with a recycling-compliant, non-black curated color that meets consumer demand for opaque packaging
- **Increased use of PCR resin**, reducing reliance on virgin plastics and supporting a circular economy
- **New innovative catering packaging solutions** made from recyclable polyethylene terephthalate (PET) resin
- **Strategic material shift from polystyrene (PS) to PP** to improve recyclability across key product lines

# 2024 Featured New Products Launched

Our robust innovation pipeline featured a diverse range of sustainable products in 2024. These advancements underscore our continued dedication to purposeful food packaging that performs, protects, and preserves the planet.

## Pulp Hinged Containers and Portion Cups

 Recyclable

 Compostable

 Bio-based

 No intentionally added PFAS



## Pulp Ultra®

 Recyclable

 Bio-based

 No intentionally added PFAS

 **COMPOSTABLE**  
IN INDUSTRIAL FACILITIES  
Check local or state regulations in many communities. ©2024 BPI



## r-PRO™ PP Bowls and Containers

 Recyclable

 PCR content

 Reusable



## Paper Soup Cups

 Recyclable

 Bio-based

 No intentionally added PFAS



### Catering PET Pop-Top Square Bowls

 Recyclable

 Patented



### EcoSnap™ Corrugated Paper Base

 Recyclable

 Bio-based

 No intentionally added PFAS

 Patent pending



### Tray2Go Paper Containers

 Recyclable

 Bio-based

 No intentionally added PFAS

 Patent pending

 Recycled content



### Pulp Kids Meal Pack

 Recyclable

 Compostable

 Bio-based

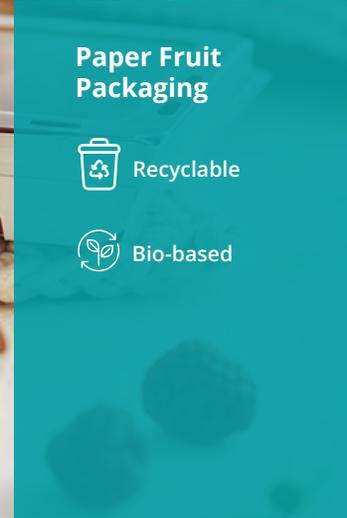
 Award-winning innovation: Sabert Asia won the Silver Sustainable Development Planning Award at the International Packaging Innovation Forum 2024 (PACKCON STAR / IPIF2024)



### Paper Fruit Packaging

 Recyclable

 Bio-based



# Education & Advocacy



Creating a sustainable food system demands cooperation. At Sabert, we build partnerships with suppliers, customers, industry peers, and local communities to foster the real, lasting change needed for a sustainable food ecosystem. By joining forces across the food production chain and beyond, we can lay the groundwork for lasting change in how food is produced, distributed, and consumed.

## Customer Partnerships

Through decades of collaboration, Sabert has built strong relationships with customers, giving us a deep understanding of their business needs and sustainability goals. We stay closely connected with our partners, adapting our food packaging solutions as their environmental priorities shift and grow. Our collaborative approach lets us design what our customers need—whether they're focused on adding recycled content, enhancing recyclability, or cutting down on waste. By working side-by-side with customers, we help them make smart packaging decisions that address their unique sustainability goals.

In 2024, we collaborated with our customer partners to:



**Package food responsibly:** We helped our customers evaluate the environmental impact and sustainability features of different packaging choices so they could make informed decisions. A highlight of our educational initiatives is our Customer Packaging University, a two-day intensive workshop we continued in 2024. During these sessions, key customers learn about material properties, production methods, sustainability practices, and product innovation. Participants also get hands-on experience at our New Jersey plastics facility, discovering practical ways to balance food safety, operational efficiency, and environmental responsibility.



**Continuously improve:** We are focused on finding ways to help our customers achieve their specific targets in emissions reduction, weight optimization, and material composition through our strategic innovation and customization process. A notable example comes from our work with a grocery retailer. They were interested in exploring a more sustainable option for their salad program to address their goal of reducing plastic use. By transitioning to our Paper Square Bowls with a paperboard base, they halved the amount of virgin plastic being used. Additionally, the upscale look and feel of the Paper Square Bowls proved to attract consumers to the shelf and fuel sales growth.



**Stay ahead of the curve on health, safety, and legislation.** Our deep understanding of regulatory trends enables customers to anticipate and prepare for upcoming health, safety, and policy requirements, ensuring access to compliant packaging solutions both today and tomorrow. As industry leaders, we advocate for science-based discussions and policy development around key issues, including waste, circular economy principles, and PFAS chemical regulations.

## Lifecycle Assessments

Lifecycle Assessments (LCAs) account for the environmental impacts of a product or process at every stage of the value chain. In the case of food packaging, LCAs evaluate the environmental impacts associated with raw material extraction, manufacturing, distribution, use, and disposal. At Sabert, we collaboratively conduct screening LCAs to inform packaging design and to help customers select packaging with a low environmental footprint.

## Industry Engagement

Sabert champions efforts to develop recycling and composting technologies and infrastructure that are vital for transitioning to a circular economy model. In collaboration with our industry partners and local communities, we advocate for policies that spur innovation and boost the adoption of new sustainable food packaging solutions.

### PROUD MEMBERS OF:



## Thought Leadership

The experts at Sabert collaborate and actively share insights and best practices to advance sustainability efforts across the foodservice industry using communication tactics that best serve our customers and industry, including:

- Industry publications
- Social media
- Spotlight magazine
- Blog posts
- Packaging University (Pack U)

Find these insights and more at [www.sabert.com/news](http://www.sabert.com/news) and our social media channels.

# Smart Sourcing



We select the best raw materials for the desired use and partner with suppliers that share our commitment to ethical and environmentally responsible practices. This strategy reduces GHG emissions and helps us design products for circularity.

## Sourcing Strategy

We see smart sourcing as a leading indicator of sustainable products. We design our solutions to minimize the environmental impacts of raw material production, and we support a transition to circular systems by preferentially selecting raw materials that are recycled, recyclable, and/or compostable. We source locally where possible to minimize transport impacts and support local economies. These best practices continued through 2024.

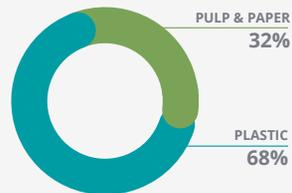
## Paper & Pulp Sourcing

Sabert is committed to incorporating certified sustainable forestry and recycled paper-based materials to conserve forests, protect water resources, and support biological diversity by using verified sustainable sources. When we use virgin fiber, 45% of our inputs are certified for responsible forest management through Forestry Stewardship Council, Sustainable Forestry Initiative, or Programme for the Endorsement of Forest Certification.

## Plastic Sourcing

Sabert makes an effort to incorporate recycled resin inputs to reduce reliance on fossil fuels and to support a circular plastics economy. In 2024, 13% of Sabert's resin raw materials were either PCR or post-industrial recycled (PIR) materials. Globally, 26% of our PET and 3% of our PP resins were sourced from recycled material. In municipalities with established collection and recycling infrastructure, along with policies that permit the use of recycled content in direct food contact applications, Sabert is committed to increasing recycled content in packaging. In 2024, we are proud to have supported our customers in advancing their sustainable packaging goals and GHG emissions reduction goals by incorporating recycled materials.

PRIMARY RAW MATERIALS TYPE  
(WEIGHT PERCENT)



RAW MATERIAL INPUTS SOURCED  
DOMESTICALLY IN 2024  
(WEIGHT PERCENT)



PAPER & PULP SOURCING 2024  
(WEIGHT PERCENT)



PLASTIC SOURCING 2024  
(WEIGHT PERCENT)



# Product Safety

Sabert is committed to ensuring the safety and compliance of our products by proactively managing materials and chemicals of concern for our customers and consumers. Our quality team plays a critical role in oversight, ensuring that we transition away from substances that pose potential risks while maintaining the high performance and functionality of our packaging solutions.

We take a comprehensive, proactive approach to chemical management, beginning at the product design stage and extending to material sourcing from our suppliers. By assessing materials for hazardous characteristics and risks, we ensure compliance with evolving regulatory standards and customer expectations. Our approach includes:

- **Accurate Product Declarations:** We maintain up-to-date Material Safety Data Sheets (MSDS) for all materials used in our products.
- **Banned Substance Lists:** Sabert enforces strict material restrictions tailored to each substrate we manufacture, ensuring that all stakeholders, both internally and across our supply chain, adhere to these standards.
- **Supplier Engagement:** Through our vendor qualification program and regular material reviews, we ensure suppliers align with our safety and sustainability requirements.

As regulations and scientific understanding evolve, we continuously monitor and address emerging materials and chemicals of concern, including plasticizers (such as phthalates and bisphenol A [BPA]), PFAS, specific phenols, and polybrominated diphenyl ethers. By staying ahead of these challenges, Sabert reinforces its dedication to delivering safe, sustainable, and high-quality packaging solutions that meet both regulatory compliance and consumer trust expectations.

# Energy Conservation

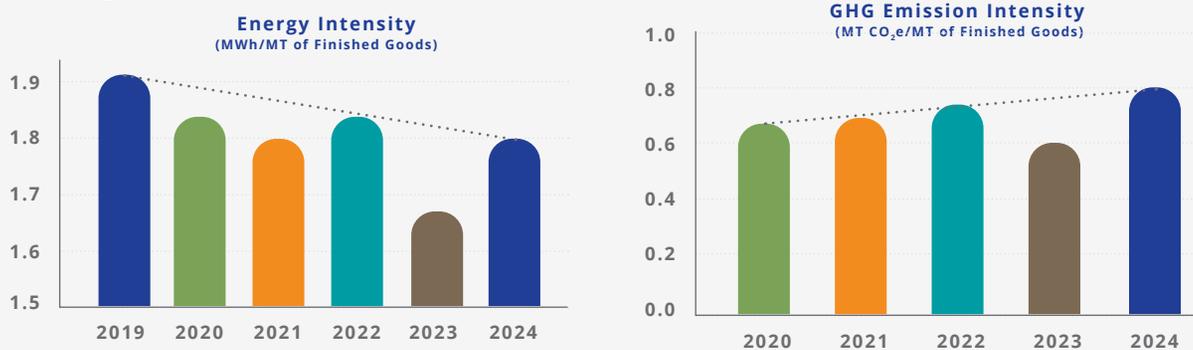


We prioritize energy optimization and a transition to renewable energy sources in our manufacturing facilities to reduce our climate impacts.

In 2024, Sabert continued to build on programs to conserve energy, resulting in a 7% reduction in energy intensity compared to our 2019 baseline, and we had a 6% reduction in GHG emissions intensity compared to 2020.

## Manufacturing Operations

Sabert is committed to advancing climate action with a goal to reduce energy intensity by 13% by 2025 compared to a 2019 baseline. However, market volatility and shifting volume mix have made energy reductions challenging. Despite these obstacles, we continue to strengthen energy efficiency efforts and remain focused on closing the gap to meet our target. Our facilities emphasize energy awareness through weekly energy report-outs and proactive preventative maintenance (PM), ensuring equipment operates at peak efficiency while minimizing energy consumption.



GHG Emissions, MT CO <sub>2</sub> e	2020	2021	2022	2023	2024
Scope 1	15,530	13,633	12,752	11,286	13,375
Scope 2	109,180	112,682	119,466	93,985	101,806
Scope 1+2	124,709	126,315	132,218	105,271	115,181

We have been tracking energy intensity across our operations since 2019 and began formally measuring our greenhouse gas (GHG) emissions in 2020. While GHG data was calculated for 2019, we reset our baseline year to 2020 to reflect the acquisition of LBP Manufacturing in late 2019, ensuring our emissions data accurately represents our expanded operational footprint.

## 2024 Highlights

New procedures were implemented to ensure accountability to keep us on track to meet our goals, including:



Management oversight and real-time monitoring of energy usage and key equipment efficiency



Conducting energy kaizen events to identify energy-saving solutions that are shared across our plants



Regular inspections, maintenance, and equipment upgrades at all facilities



Replacing outdated and reprogramming existing equipment to reduce energy consumption



Finding creative ways to capture energy that may have otherwise been lost as a byproduct of production



Modifying HVAC systems to improve employee comfort and lower energy demands

Our culture of continuous improvement encourages us to strive for innovative solutions that reduce energy use while at the same time improving worker safety, productivity, and other environmental metrics, including water use.



## Transportation & Logistics

In the latest reporting year, 73% of ton-miles of freight shipped in North America used SmartWay® carriers. In 2024, Sabert continued to support hybrid and electric vehicle charging infrastructure for guests and employees at our facilities, where possible.

Sabert's **"Project Perfect Pallet"** reduces environmental impacts associated with the transport and delivery of our foodservice packaging products to our customers. This project, initiated in 2021, has optimized our product shipment at every stage of transport and logistics—from **minimizing the void space in each carton to maximizing the product shipped per truckload**. Since 2021, Perfect Pallet has led to:

- **Reduction in secondary packaging:** Reduced cardboard box use by nearly 15 million ft<sup>2</sup> cardboard and utilized 28,195 fewer wooden pallets
- **Reduction in transportation:** 11.6 million ton-miles avoided
- **Reduction in warehouse storage:** 39,944 ft<sup>2</sup> less warehouse space used

In addition to creating more ergonomic pallets for our packers and fewer trucks on the road for our customers, we have avoided 2,585 metric tons of carbon dioxide equivalents (MT CO<sub>2</sub>e) in GHG emissions since 2021 from perfect pallet design. That equates to taking 603 passenger vehicles off the road for a full year.

We are currently at 89.2% cube utilization with a goal to reach 93% utilization by 2025.

## Renewable Energy

In 2024, our three manufacturing facilities equipped with on-site solar panels produced **1,938 megawatt-hours (MWh) of energy**, and our Research and Development Center produced an **additional 1,062 MWh**. In total, our solar energy production in 2024 was **equivalent to taking 470 passenger vehicles off the road for a year**.

## Water Stewardship

Water availability and quality are critical considerations for responsible manufacturing; however, water is not a material risk to Sabert's operations. Our manufacturing processes do not rely on excessive water consumption, and we operate in regions where water scarcity does not present a significant challenge to business continuity.

Despite water not being a material risk, Sabert remains committed to responsible water stewardship as part of our broader sustainability strategy. We continuously seek opportunities to optimize water use, improve efficiency, and minimize wastewater generation. Our key strategies include:

- **Process efficiency:** Implementing best practices to reduce water usage in production processes and equipment cooling, where applicable.
- **Water recycling and reuse:** Exploring opportunities to implement closed-loop systems in our facilities.
- **Regulatory compliance:** Ensuring all facilities adhere to local water regulations and discharge requirements to prevent environmental impact.
- **Employee awareness:** Encouraging water conservation through employee engagement and operational awareness initiatives.

In 2024, our total water withdrawal was **345,870 cubic meters (m<sup>3</sup>)**, a **4% decrease compared to 2023 and 10% compared to 2020**. All facilities continued the best practice of daily leak inspections to reduce water loss and water consumption. Additionally, we've expanded our reporting to include more facilities and accommodate more production. Sabert will build upon its conservation efforts to develop water management plans for prioritized facilities identified in the World Resources Institute (WRI) Aqueduct tool for those located in areas of high and extremely high water stress. We have reduced our absolute water withdrawal from these facilities classified as high and extremely high stress, as defined by WRI, by 10% since 2023.

While water risks are currently low for Sabert, we continuously monitor regulatory developments and industry trends to proactively address potential future risks and enhance our water management practices.

# Waste Reduction



We endeavor to divert waste from landfills across our food packaging lifecycle, from manufacturing to product end of life. Reducing landfill waste helps lower GHG emissions, conserve natural resources through enhanced circularity, and improve operational efficiency. By prioritizing landfill waste reduction, we support a more sustainable, circular food packaging system while driving business and environmental benefits.

## Manufacturing

In 2024, we continued to engage employees and set initiatives to continue to build a Zero Waste culture focused on the 3 R's:



**Reduce:** As our first line of defense, our facilities avoid waste generation by optimizing operating conditions to reduce line scraps and employing best practices to ensure finished goods meet quality specifications. In 2024, we refined our zero waste roadmaps at all plants.



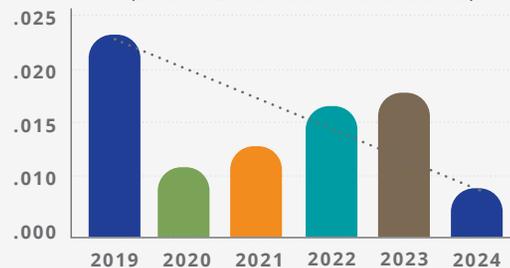
**Reuse:** We reduce manufacturing fiber and resin waste by incorporating post-industrial waste back into the manufacturing line. At our molded fiber pulp facilities, repulpers are used to enable the reuse of scrap fiber. At our plastic facilities, shredder grinder units enabled the reuse of resin purge back into our production process.



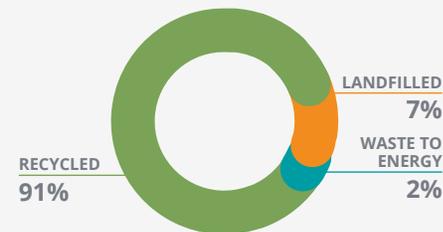
**Recycle:** Our waste streams are segregated by waste type at all plants to facilitate reuse and recyclability. In 2024, we continued common area and hard-to-recycle programs like PPE recycling, conducted waste audits, and implemented a stage-gate system to continue to reduce waste sent to landfill.



**U.S. PLASTIC MANUFACTURING  
LANDFILL INTENSITY**  
(MT Waste Landfilled/MT of Finished Goods)



**2024 GLOBAL MANUFACTURING  
WASTE DISPENSATION**  
(Weight Percent)

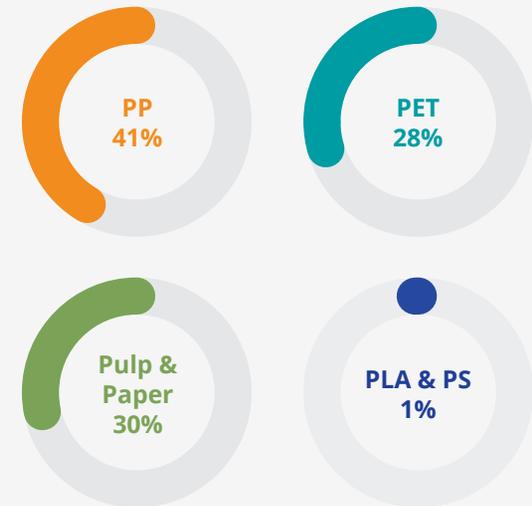


## Product End-of-Life

To reduce post-consumer landfill waste, we design for recyclability, compostability, or reuse across all our product lines and support efforts to make recycling and composting more widely available.

- **Compostable or Recyclable Molded Fiber Pulp and Paper:** In 2024, 30% of our finished goods produced were molded fiber pulp or paper. As of December 2023, all our U.S. molded fiber pulp and paper products are now manufactured to be 100% free from intentionally added PFAS, a prerequisite for compostability.
- **Recyclable Plastics:** In 2024, 69% of our finished goods produced were PET or PP. PET is the most widely recycled plastic resin, with a growing number of recycling centers accepting PET food packaging. According to the “Increasing PET Thermoform Recycling” white paper by National Association for PET Container Resources (NAPCOR), PET thermoform collection has increased more than threefold over the previous 12 years, outpacing the growth in bottle collection. The paper also states that in the U.S., PET thermoforms are recycled at a rate of about 14%. Industry organizations like the PP Recycling Coalition are also advancing the growth of PP recycling in the U.S. At Sabert, our commitment to reducing post-consumer PP and other plastic waste is exemplified in our recycling facility, Nuvida.
- **Certifications:** We maintain a strategic focus on the end of life of packaging. We recognize the trust and credibility third-party certifications lend to our products and participate in voluntary testing to add the best waste guidance to consumers possible. We achieved the following certifications/substantiations of our claims in 2024: BPI, U.S. Department of Agriculture (USDA), Biopreferred, Technischer Überwachungsverein (TUV), How2Recycle, Western Michigan University.

2024 GLOBAL FINISHED GOODS PRODUCTION  
WEIGHT PERCENT BY SUBSTRATE



# Nuvida

Sabert's fully owned recycling facility produces high-quality resin from post-consumer waste that can be used for food packaging and other applications.

## High-Quality Recycled Resin

Nuvida provides high-quality mechanically recycled resin for both food-contact and non-food-contact applications, serving a range of industries from food packaging to automotive. It is one of the world's leading processors and suppliers of food-grade recycled polyolefins—a category of recycled plastic materials in high demand to help the food industry meet packaging goals for recycled content and support the transition to a circular economy. Thanks to Nuvida's advanced processing technologies, our food-grade PCR resin has received a letter of no objection from the U.S. Food and Drug Administration for use in highly regulated applications with direct food contact. This diverts post-consumer waste from landfills or from downcycling to lower quality material.

## Growth and Investment

Nuvida continues its strong trajectory of growth in providing high-quality recycled resin. **Since 2019, more than 34,580 MT of PCR waste has been recycled at Nuvida.** In 2024, Nuvida was named a finalist in the prestigious Sustainable Packaging Coalition (SPC) Innovator Awards, recognized for *Innovation in a Recovery Process or Technology* for its technology that recycles post-consumer plastic bottle labels, a class of waste that is not recycled at most facilities due to special processing requirements to remove and separate the labels. This innovation enables Nuvida to remove contaminants from these waste streams to produce high-quality, post-consumer recycled resin for adoption in the market.

To date, our commercialized recycled label resin, Advantage 500, has successfully diverted 126 MT of labels from landfills, and we completed an expansion that will double capacity.



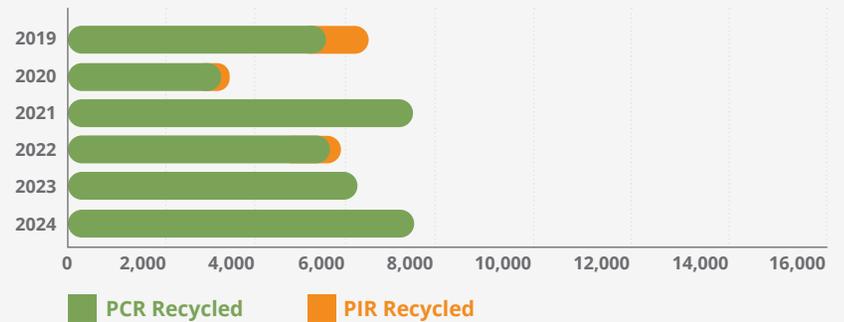
Post-consumer bottle labels recycled at Nuvida.



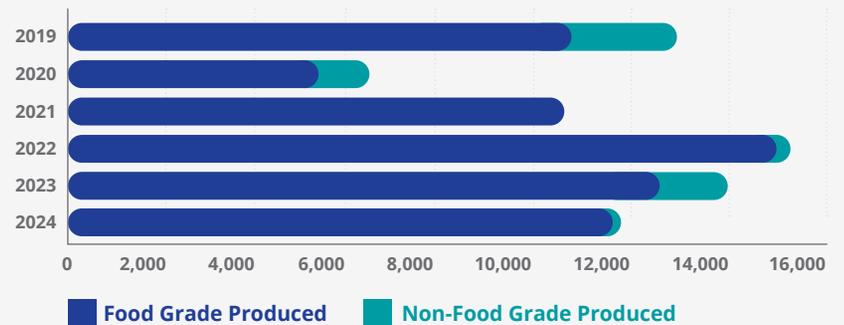
Nuvida's Advantage 500 resin made from certified 100% post-consumer recycled content from bottle labels.

### NUVIDA WASTE RECYCLED & RESIN PRODUCED

#### Materials Recycled (MT)



#### Resin Produced (MT)



# Team Sabert

Every success at Sabert—from new product innovation to a first-time sale—is a direct result of the efforts, dedication, and accomplishments of our employees at every level. Our global footprint brings together unique perspectives and insights to cultivate a culture that continues to embrace diversity as we shape the future of dining experiences across the world.

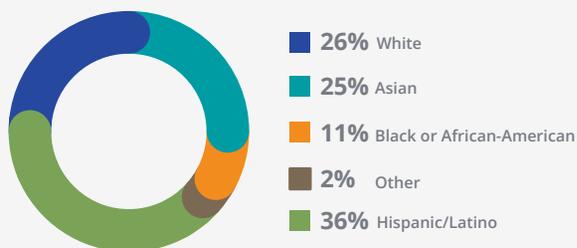
## Diversity, Equity, and Inclusion

We are committed to cultivating a diverse, equitable, and inclusive culture because we believe it strengthens our teams, fosters innovation, and fuels growth. We regularly examine and reevaluate processes, partners, and policies to ensure we take the right actions to support an inclusive and diverse workforce.

TOTAL EMPLOYEES IN 2024



2024 GLOBAL WORKFORCE ETHNICITY



## Employee Growth Opportunities

We take great pride in investing in our employees by prioritizing career growth and advancement. We offer extensive training and certification programs that help our employees grow, develop, and flourish. Approximately 12% of our employees receive a promotion each year to continue advancing in their careers. Growth opportunities include:



Summer internship program with 25 interns in 2024



Packaging University – Sabert’s learning program for new hires taught by the company’s best experts



Certifications – Employee technical training, guided practice, and internal assessment to drive career progression



North America Performance Management System – High-quality conversations emphasizing the employee’s key contributions, strengths, and opportunities for growth



U-Lead Supervisor and Management Program – Sabert’s internal leadership training is designed to equip the company’s future leaders with the skills and tools to handle real-world issues in the workplace



In person, on-demand, and custom salesforce training tool



Wide-ranging awards that recognize and celebrate employee successes

It is vital to Sabert’s success and future growth to reinvest and prioritize employee engagement and create a great place to work.

In 2024, we achieved a Gallup global employee engagement score exceeding world-class level, reaching our goal one year early. In 2024, 96% of employees participated in our survey, and we received a global score of 4.4/5, exceeding our annual target.

# Team Sabert

## Health & Safety

Maintaining the health and safety of our workforce remains our highest priority.

We operate under a Safety and Occupational Health Management System that complies with all applicable federal and local regulations. We conduct documented periodic audits of our processes to identify opportunities for continuous improvement. We are committed to safety excellence across all facilities and operations. In 2024, our Total Case Incident Rate (TCIR) was 0.93, the first time we have achieved a TCIR rate of less than 1.0. Our Lost Time Incident Rate (LTIR) was 0.36, an improvement from 2023.

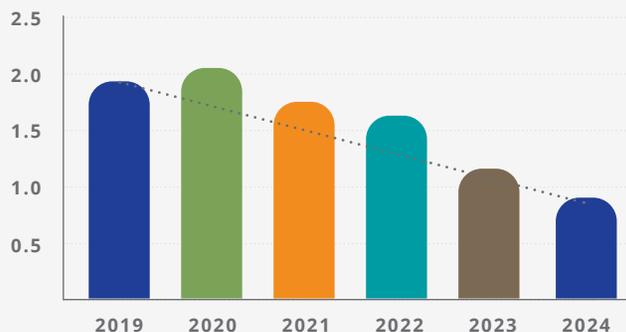
### Key health and safety achievements:

- All Sabert regions remained below our defined injury rate tolerance levels for 2024.
- Globally, Sabert had a 23% reduction in recordable injuries.
- The efforts of injury reduction and injury case management have resulted in the reduction of lost time injuries by 35%.
- The North America region had the highest impact on injury reduction, with a 35% reduction in recordable injuries and a 55% reduction in lost time injuries.
- Site efforts to increase employee engagement and move toward a proactive risk management process have shown a significant increase in near-miss reporting.
- Four of our locations achieved no reportable injuries in 2024.

In 2024, we continued our “I Care” safety program, emphasizing the collective effort needed to maintain a safe workplace. Activities included:

- Hosted a joint Environment, Health & Safety/Sustainability Summit for best practice sharing and alignment
- Employee safety trainings and engagement programs, including “Wear Red Wednesday,” encouraging all Sabert employees to wear red in recognition of the important role everyone plays in creating a safe workplace
- First aid/CPR training
- Celebrating safety achievements
- Hazard recognition
- Emergency response training and drills
- Safety Champions and cross-functional Safety Action Teams in all facilities to identify areas of improvement and promote safety within the organization

SABERT GLOBAL TCIR TREND



In 2024, Sabert also received the Silver Level of the 2024 Cigna Healthy Workforce Designation™ for our strong focus on helping employees achieve better health through dedicated programs, policies, and accommodations.

## Community Support

One of the defining characteristics of Sabert's culture is our spirit of generosity.

The pillars of our community impact efforts focus on food, education, and sustainability. Throughout 2024, our teams actively supported local families and communities in need.

We also continued our efforts to support future leaders in our communities by offering **16 student scholarships totaling \$60,000 in 2024.**

## 2024 Highlights



Our sites in Indiana, Virginia, California, New Jersey, Texas, and Chicago held a number of food drives throughout the year, collecting an impressive amount of food and other necessary items for their local communities. The corporate headquarters in Sayreville, New Jersey, collected 17,459 donations, making it the site's largest food drive of all time.



Volunteers from Sabert Zhongshan helped the primary school maintain traffic order during peak hours to ensure the safety of their community.



Sabert Europe participated in several philanthropic endeavors throughout the year, including raising money for breast cancer research, donations for *Un Toit pour Eux* in Nivelles, and supporting Ronald McDonald House Charities in their efforts to provide free "home away from home" accommodations to families with children undergoing hospital treatment.

# Sabert SASB Containers and Packaging Standards Index

Table 1. Sustainability Disclosure Topics & Metrics

TOPIC	REFERENCE CODE	METRIC	RESPONSE
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	13,375 MT CO <sub>2</sub> e, 0%
	RT-CP-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Sabert has reduced its Scope 1 emissions by 14% vs. 2020. Scope 1 emissions are included as part of our energy intensity reduction target on Page 17.
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	For reported U.S. locations: (1) 11.5 MT (2) 0.201 MT (3) 44.7 MT (4) 60.7 MT
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, and (4) total self-generated energy	(1) 1,092,980 gigajoules (GJ) (2) 77% (3) 0.17% (4) 10,802 GJ
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	(1) 42.89 thousand m <sup>3</sup> . Of our manufacturing locations, 30% are located in extremely high baseline water stress areas, none are located in areas of high baseline water stress. 12% of our total water withdrawn is from facilities located in areas with extremely high baseline water stress. Compared to last year, we have reduced our absolute water withdrawal from facilities classified as high stress as defined by WRI by 10%.
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Stewardship, Page 18
	RT-CP-140a.3	Number of incidents of noncompliance associated with water quality permits, standards, and regulations	0 in 2024.
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Of the 6.7 MT of total waste we generate, only 0.03% is classified as hazardous, and this small portion is responsibly recycled through our hazardous waste management partners.
Product Safety	RT-CP-250a.1	(1) Number of recalls issued, (2) total units recalled	0 in 2024.
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Product Safety, Page 16
Product Lifecycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	(1) 18.8% (2) 31.7% (3) 10.3%
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, or compostable	In 2024, 74% of Sabert's revenue was generated from products that are reusable, recyclable, or compostable, reflecting our commitment to sustainable packaging solutions. The remaining portion primarily consists of black plastic products, which are currently challenging to recycle due to limitations in existing sorting and processing infrastructure. Sabert continues to provide and innovate alternative materials and design innovations to improve recyclability and align with evolving waste management capabilities as well as collaborate across the value chain to improve access to recycling and recycling rates.
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Lifecycle Assessments, Page 15
Supply Chain Management	RT-CP-430a.1	Total wood fiber procured; percentage from certified sources	Paper & Pulp Sourcing Chart, Page 16
	RT-CP-430a.2	Total aluminum purchased; percentage from certified sources	0 in 2024.

Table 2. Activity Metrics

ACTIVITY METRIC	REFERENCE CODE	RESPONSE
Amount of production, by substrate		2024 Global Finished Goods Production by Substrate Charts, Page 20
Percentage of production as (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	2024 Global Finished Goods Production by Substrate Charts, Page 20
Number of employees	RT-CP-000.C	Total Employees in 2024, Page 22

**Reporting Boundaries:** The reporting period for this report is January 1–December 31, 2024. The data presented within this report includes 11 manufacturing locations, excluding our recycling facility, Nuvida and our facility in Greenville, Texas. In some instances, data has been revised from prior years' reported data to increase the scope of reporting as well as data accuracy.

For our 2024 GHG emissions assessment, we used a third-party tool to calculate manufacturing emissions from natural gas, propane, refrigerants, and electricity. The tool is SOC 1 and 2 compliant and ISO 14067 certified.



Sabert®  
® makes food look great®



The logo features the Sabert brand mark, a stylized blue 'S' composed of horizontal lines, followed by the word 'Sabert' in a dark blue sans-serif font. A vertical line separates this from the word 'Earthtelligent' in a green sans-serif font, which is accompanied by a small green leaf icon to its right.

Sabert | Earthtelligent

[sabert.com/sustainability](http://sabert.com/sustainability)

