



2025 Sustainability Report

A BETTER TOMORROW





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Progress Through Partnership: How Collaboration Drives Sustainability

When I speak with customers about sustainability, the conversation is different from what it was even two years ago.

Leading brands are already factoring consumer behavior into their packaging decisions, recognizing that consumers weigh sustainability alongside value, convenience, quality, and health. Materials like paper and molded fiber pulp reinforce that perception, strengthening brand trust and addressing the heightened focus on health and wellness.

At the same time, evolving regulations, such as Extended Producer Responsibility (EPR), are also shaping how packaging decisions get made. For the first time, regulations attach direct financial value to how sustainable a package is. What used to be a simple unit cost decision is now a total-cost-of-ownership consideration.

Our customers are working through all of this, and so are we. At Sabert, our approach to sustainability is grounded in our commitment to being our customers' trusted partner, not just a supplier. Sustainable packaging is complex, and customers shouldn't have to navigate it on their own.

This philosophy has guided our work over the past year. We've helped customers transition to food packaging solutions by incorporating post-consumer recycled (PCR) content to reduce virgin plastic use. We've spent considerable time, with the utmost care, helping partners think through what EPR means for them and how to build a packaging strategy that can hold up as regulations expand into more markets. We've found ways to minimize environmental impacts with the transport and delivery of products. We continue to invest in developing new sustainable solutions that take into account the packaging's entire value chain and its environmental impact at every stage, from raw materials to end of life. We provide real-world, credible data so our customers can make informed choices and be honest when a solution has trade-offs worth knowing about.

The most meaningful steps forward we've seen have come from partnership and collaboration. The brands we work with are at very different stages of their sustainability journeys. We aim to bring the right expertise to the table to work through challenges and identify opportunities that move the needle in the right direction.

This approach continues to guide our actions. While our overall environmental metrics are consistent with last year's results, they reflect our ongoing commitment to sustainable progress and our resolve to strive for meaningful advances.

We know that what we build now in terms of capabilities, relationships, and infrastructure is what determines the results we'll achieve in the years ahead.

I'm inspired by the clarity of purpose our team brings to work every day, the discussions we are having not just with our partners but across the entire industry. Sustainability at Sabert goes beyond this one report; it's how we operate and embed sustainability into every decision we make.

As sustainability requirements evolve, the value of having a knowledgeable, reliable partner only grows.

It's clear that the future of foodservice sustainability requires strong partnerships, because it's through them that we make progress.



A handwritten signature in black ink, appearing to read "Paul McCann". The signature is fluid and cursive, written over a white background.

Paul McCann
CEO of Sabert


2025 Impact Summary

Inputs

SOCIAL

TEAM SABERT

 **2,963**
world-class employees

 **Continuous**
learning opportunities

 Product & process **innovation**

PARTNERSHIPS

 Customer & supplier **collaboration**

 Industry & trade **associations**

 Community **engagement**

ENVIRONMENTAL

NATURAL RESOURCES


 **192,264** MT
primary raw materials

 **333,890** m³
total water withdrawal

 **297,525** MWh
total energy consumption

COMMERCIAL

KEY INVESTMENTS

 Colpac acquisition
New coating and thermoforming lines
Automation and equipment upgrades

 Ability to incorporate more PCR into packaging

 Expanded capabilities in paper manufacturing

Drivers

SABERT VALUES

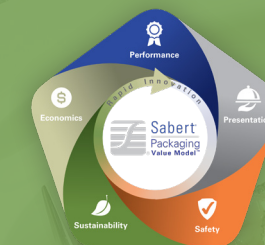
 **Our Customers Come First**

 **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

19,828 MT
waste generated

GREENHOUSE GAS (GHG) EMISSIONS

10,837 MT CO₂e
Scope 1

649,480 MT CO₂e
Scope 3

99,651 MT CO₂e
Scope 2

FINISHED GOODS



171,466 MT
finished goods produced

Impact

TEAM SABERT

27%
women in leadership roles

World-class
employee engagement, according to Gallup

CUSTOMERS & COMMUNITIES

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

16
student internships

\$17,500
student scholarships

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

NATURAL RESOURCES

36%
of finished goods produced with renewable raw materials

9%
decrease in energy intensity from 2019 baseline

76% ton-miles
shipped via SmartWay carriers

CIRCULARITY

96%
waste diverted from landfill

11%
resin sourced from recycling streams

28%
recycled fiber inputs (pulp & paper)

INNOVATIONS

405
patents held

481
new SKUs launched

78%
sustainable

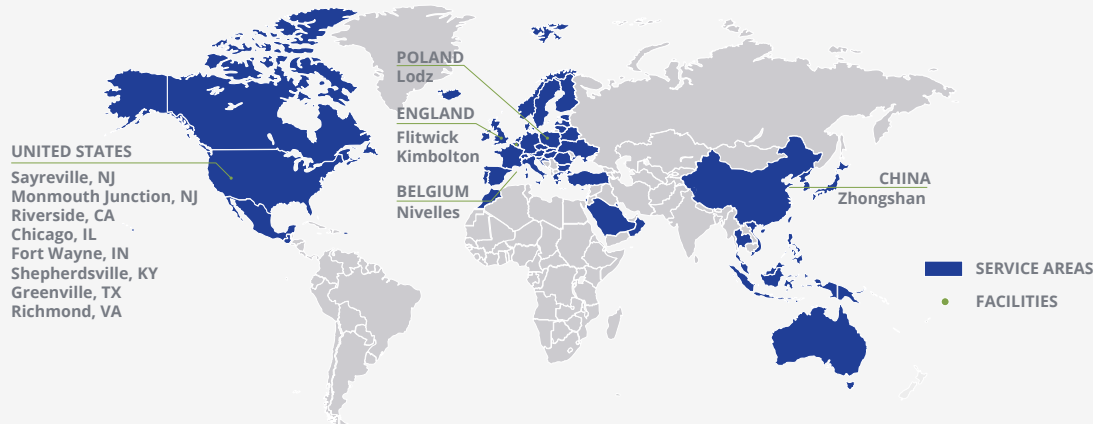
71%
of unit sales from sustainable products

Sabert Corporate Overview

About Us

Sabert is a global leader in the design, production, and sales of innovative food packaging solutions in an array of substrates. After over 40 years in the packaging and foodservice industry, we've developed a fierce commitment to quality, customization, and innovation. Our design process and customer partnerships ensure our packaging solutions not only meet but exceed performance, presentation, safety, sustainability, and economic targets.

Headquartered in Sayreville, NJ, Sabert operates US facilities in New Jersey, California, Illinois, Indiana, Kentucky, Texas, Virginia, as well as international locations in Belgium, England, Poland, and China. In July 2025, Sabert's acquisition of sustainable paperboard packaging provider Colpac Limited was formalized. Headquartered in Flitwick, Bedfordshire, UK, this combined business enhances our presence in the UK, Ireland, and European markets.

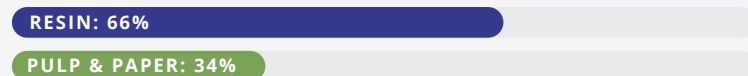


Our Purpose

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, helping millions enjoy the food they love. Together, we are reimagining 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 energized by our drive to innovate, eliminate waste, and make things better.

Today's Packaging Landscape

The packaging landscape is undergoing rapid transformation. What packaging communicates and how it performs matters more than ever. It's become a visual measure of a company's commitments, and a real factor in operational and commercial outcomes. Over the past year, we have leaned deeply into this shifting environment, listening to customers, collaborating across teams, and executing with discipline. What we've learned is clear: Packaging today sits at the intersection of four powerful, accelerating forces, and anticipating and planning for these dynamics now is foundational to our customers' success in building consumer trust and loyalty.

1. Consumer Choice

What goes inside the package and what surrounds it are under a microscope. Consumers connect packaging to the values of the food they choose—safe, fresh, high-quality, and environmentally responsible. Packaging choice now directly influences brand perception. A clean, healthy meal packaged in a sustainable container elevates brand trust and values.

2. Compliance

Packaging-related legislation continues to surge, from PFAS restrictions to labeling and recycled-content mandates to expanding Extended Producer Responsibility (EPR) laws. With hundreds of bills introduced every year, compliance has become an operational reality and a core component of design decisions. Brands now depend on packaging not only for functionality but also for regulatory protection.

3. Credibility

Claims now require evidence. Terms like “recyclable” or “sustainable” must be backed by data, third-party certifications, and defensible methodologies. We've embedded that discipline into how we work and support our customers because proof matters more than promises.

4. Cost

The real cost of packaging extends beyond the upfront price. It's now about the total cost of ownership and long-term risk implications. EPR fees, redesign expenses, waste-related inefficiencies, and operational disruption when regulations shift underscore the importance of packaging that aligns with regulatory expectations while protecting margins without sacrificing quality.

Why These Forces Matter

These four things—**consumer choice, compliance, credibility, and cost**—don't operate in isolation. They're hitting at the same time, and customers who get ahead of them are building a strong competitive advantage.

Our role as a trusted partner is to simplify the complex, bringing clarity, data, foresight, and practical solutions that enable customers to address these forces with confidence. At Sabert, real-world sustainability is how we innovate, collaborate, and support our customers.





Our Approach to Sustainable Packaging

Sabert is dedicated to advancing sustainable packaging by designing solutions that create measurable value across the full product lifecycle—from responsible material choices and efficient operations to end-of-life recovery—while helping customers navigate a swiftly changing market.

Our operating philosophy is rooted in the realities of today's foodservice, regulatory, and consumer landscape, while supporting our customers in preparing for what comes next.

Our strategy is guided by three pillars that influence how we innovate, partner, and deliver impact:

1. Lead with Credibility

At Sabert, credibility is foundational. We substantiate our sustainability claims with verified data, such as lifecycle assessments, third-party certifications, and transparent performance metrics. This provides our customers with clear, defensible information they can rely on that is aligned with their operational, financial, regulatory, and brand objectives.

2. Turn Regulation into Opportunity

We do not wait for policy to shape the market around us. We stay ahead of it. By monitoring legislation across regions and designing with tomorrow in mind, Sabert enables our customers to understand how regulations such as EPR fees, recycled-content mandates, and labeling rules will affect them. Our multi-substrate portfolio offers flexible, future-ready solutions that minimize compliance risk and generate strategic benefits.

3. Build Centrally, Scale Across

Our sustainability expertise is built and governed centrally to ensure consistency and accuracy, then activated throughout commercial and operational teams to enable smarter, faster decision-making. This system allows Sabert to share and scale knowledge across the organization and strengthen customer relationships with confidence and speed.

Together, these pillars empower Sabert to deliver practical, trustworthy packaging solutions that address today's needs while advancing a more resilient, responsible packaging future.

Creating Value Across the Packaging Lifecycle

We take a holistic perspective on environmental impact to ensure value is created at every stage, from material selection to circular recovery. This end-to-end view is what establishes Sabert as a trusted, reliable, data-driven partner.

PLANET PRIORITIES	STAGE OF LIFE CYCLE	SABERT'S KEY LEVERS
<ul style="list-style-type: none"> • Circular Economy • Deforestation & Conversion Free • Climate Change 	Beginning of Life	<ul style="list-style-type: none"> • Use of recycled and renewable raw materials • Certified supply sources • Eliminated unnecessary packaging with lightweighting
<ul style="list-style-type: none"> • Climate Change 	During Life	<ul style="list-style-type: none"> • GHG emission reduction • Improve energy, waste, and water efficiency across our operations • Sabert's packaging solutions prevent food waste and extend food shelf life
<ul style="list-style-type: none"> • Circular Economy • Climate Change 	End of Life	<ul style="list-style-type: none"> • Recyclable, compostable, or reusable solutions • Education and awareness for customers • Develop active recycling end-markets to drive circularity

Beginning of Life: Responsible Materials and Smart Design

Our lifecycle commitment starts with responsible sourcing and material optimization. We incorporate recycled and renewable feedstocks where feasible, reduce material use through lightweighting, and collaborate closely with suppliers who share our environmental and ethical standards. These measures lower environmental impact and help customers manage the rising costs and increasing demands of regulatory compliance.

During Life: Efficient, Low Impact Operations

We consistently improve operational efficiency by reducing energy, water, and waste intensity while maintaining exceptional performance, supply reliability, and lowering costs. These improvements enable both Sabert and its customers to achieve their sustainability and resilience goals.

End of Life: A Differentiator Built on Circularity

Currently, about 71% of Sabert's sales come from sustainable packaging, backed by robust technical validation and a diverse, multi-substrate portfolio designed to address evolving policy requirements. Our ownership of Nuvida, Sabert's food-grade PCR facility, allows us to close the loop by producing our own certified post-consumer recycled polypropylene and increasing the availability of circular materials for our customers.

Together, these efforts position Sabert to deliver measurable value across the packaging lifecycle and reinforce our role as a trusted partner in helping customers advance performance, compliance, and circularity.

"At Sabert, sustainability is not separate from business strategy. It is embedded in how we innovate, operate, and grow. We see it as a driver of both growth and operational performance—helping us meet evolving customer needs, improve efficiency, reduce cost, and create long-term value across the business."

— Richa Desai, Chief Sustainability & Strategy Officer



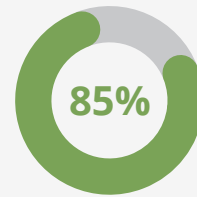
Sabert and Colpac Join Forces

In 2025, Sabert Europe acquired Colpac Limited, a leading UK-based manufacturer of sustainable paperboard packaging solutions for the food-to-go foodservice and industrial markets.

The acquisition represents a strategic milestone for Sabert, significantly enhancing our presence in the UK, Ireland, and European markets and reinforcing our global paperboard offering across our channels of operation.

The combined business offers customers an expanded product portfolio, strengthened design and agility, enhanced UK-based manufacturing capabilities, and a stronger platform for sustainable innovation.

Honoring the Global Strategic Commitment 2025—And Raising the Bar for 2030



By 2030, 85% of Sabert's net sales will come from products that are recyclable, compostable, or reusable.

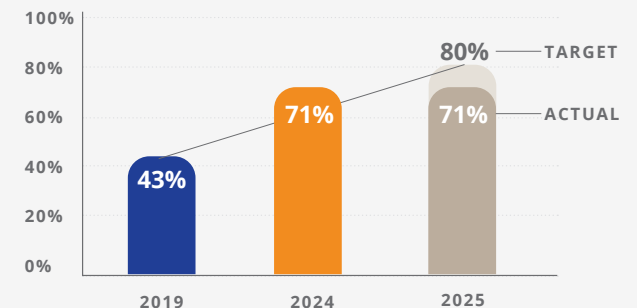
In 2020, we set a Global Strategic Commitment to achieve 80% of sales from sustainable products by 2025, helping sharpen focus, accelerate innovation, and reinforce accountability across the business. Over the past five years, sustainability has become more deeply embedded in our commercial strategy and innovation pipeline. By 2025, we reached 71% of sales from sustainable products, demonstrating meaningful progress and our ability to deliver environmental and business value together. This was measured using our definition of sustainable products as those containing at least 25% recycled or bio-based content and designed to be recyclable or compostable at the end of life.

Looking ahead, we are raising our ambition with a new long-term goal: **By 2030, 85% of Sabert's net sales will come from products that are recyclable, compostable, or reusable.**

This next-phase target reflects the expectations most emphasized by customers, consumers, and regulators, and focuses on the end-of-life outcomes that deliver the greatest environmental benefit. To ensure trust and transparency, products counted toward this goal will carry third-party certifications or align with industry-recognized guidelines for recyclability, compostability, or reusability.

While end-of-life outcomes will serve as our primary measure of sustainability, we will continue to advance the use of recycled content and bio-based materials as critical enablers of circularity and decarbonization. This next phase reinforces our commitment to designing packaging that meets regulatory expectations, supports customer needs, aligns with consumer expectations, and advances a more circular economy.

SABERT SHARE OF SALES FROM SUSTAINABLE PRODUCTS

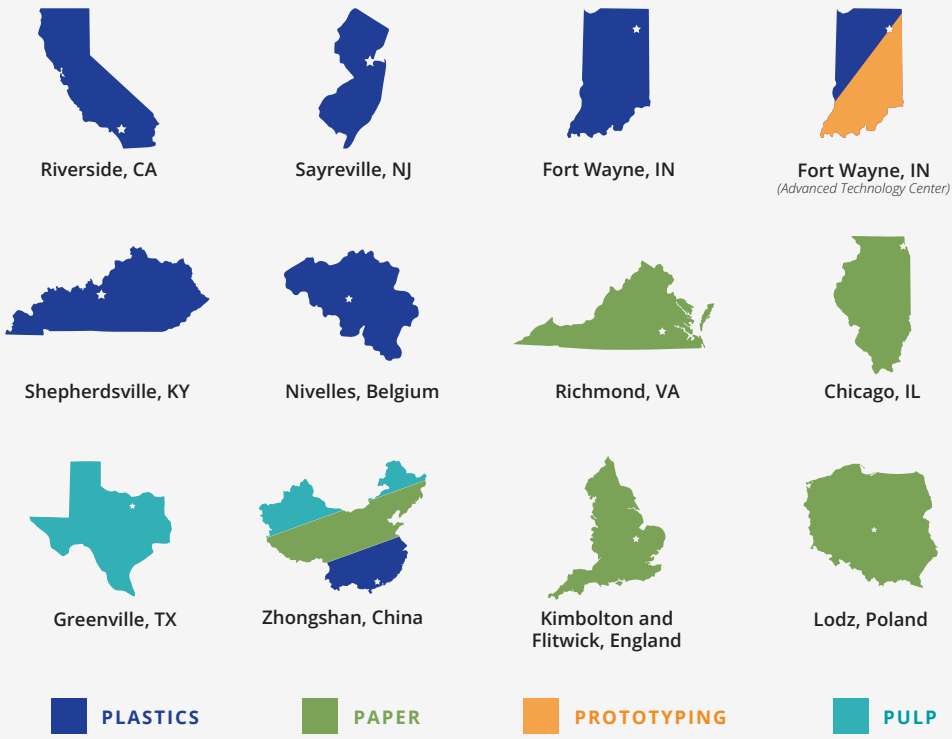


Earthtelligent is Sabert's sustainability framework, first introduced in 2018 to organize our efforts around the areas where we can make the greatest impact. Built to reflect the realities of our business and our industry, the framework guides how we prioritize action, measure progress, and drive continuous improvement across our global operations.



In 2025, we advanced all five core Earthtelligent focus areas. Together, these workstreams enable Sabert to reduce environmental impact while supporting long-term business resilience and customer value. Through collective action in these areas, we are making meaningful, positive contributions toward a healthier planet and stronger communities.

SABERT FACILITIES



Research & Reinvention



We understand that the future of food packaging will be defined by the decisions we make today. We take a strategic approach to product development, combining cutting-edge innovation with a relentless commitment to creating smarter, safer, and more inspiring solutions for tomorrow's world.

Our expansive range of design expertise, paired with proprietary technology and tooling capabilities, enables us to develop new-to-the-world sustainability-driven solutions across multiple substrates, ensuring our customers have the right options for wherever they are in their sustainability journey.

Here are some highlights from our 2025 initiatives at each stage.

Ideation

From idea to commercialization, our "Smart from the Start" methodology places sustainability in the center of our innovation framework. Our goal is to design solutions that ensure responsible end-of-life management, reducing environmental impact without compromising the consumer experience. Our innovation pipeline is guided by deep market insights and customer feedback, ensuring we develop solutions that address real-world needs and emerging industry trends.

Our Blue Sky Innovation Initiative empowers our teams to think about what's next, helping customers achieve sustainability goals without compromising on quality, performance, or cost-effectiveness.

The depth of our intellectual property portfolio demonstrates our commitment to packaging innovation.

Intellectual Property:



196 utility patents



209 design patents

PRODUCT INNOVATION



In 2025, Sabert's Pulp Ultra[®] molded fiber pulp formulation won the 2025 U.S. Plastic Pact Sustainable Packaging Innovation Award for Compostability and the Green Apple Awards' National Silver in the Paper & Packaging category from The Green Organization.

Designed by Sabert's Centers for Innovation, Pulp Ultra[®] is a proprietary formulation that meets the performance criteria for a variety of food applications, such as takeout and delivery, frozen and refrigerated meals, and grab n' go meals. Pulp Ultra[®] is **GreenScreen Certified™**, meaning it is carefully screened for safer chemicals, **BPI-certified compostable**, and **WMU-certified recyclable**, making it a smart, sustainable choice.

Research & Development

At Sabert, innovation is how we think and act. Our Centers for Innovation and Advanced Technology Center continuously work to improve existing products and processes while developing new, proprietary methods for using paper, pulp, and plastic in foodservice packaging that are better for the environment and better for our customers.

In 2025, this team achieved progress in these areas.

Scaled Circular Materials

We actively invest in certified post-consumer recycled content (PCR) to help brands and companies meet legislative demands, lower carbon emissions and energy use, and reduce the reliance on virgin plastic. Sabert's r-PRO™ PP resin, a proprietary blend containing 25% post-consumer recycled content, earned APR Design® for Recyclability recognition, validating its end-of-life integrity. Additionally, Nuvida's full range of resins achieved APR PCR Certification, confirming resins are manufactured from PCR sources to ensure regulatory compliance.

Strengthened World-Class Molded Fiber Pulp Platform

A significant milestone was achieved through innovations in molded fiber pulp. By collaborating closely with our sourcing team, we stabilized and fortified our raw material supply chain despite global volatility. Simultaneously, our Centers for Innovation unlocked novel applications for existing supply chains, driving Sabert toward world-class material efficiency and operational excellence. Additionally, we enhanced our pulp coating infrastructure at our Greenville, Texas, facility, expanding our capacity for sustainable coated molded fiber pulp solutions. This advancement localizes production, reduces environmental impact, and directly aligns our capabilities with the evolving needs of our key customers.

Delivered Rapid Innovation

Sabert's Advanced Technology Center and internal labs serve as a one-stop shop where customers can access our comprehensive capabilities, combining rapid prototyping, small-run production, materials expertise, and performance testing across multiple substrates. In 2025, we worked closely with our customers to deliver fast, concept-to-pilot solutions that address evolving demands without sacrificing speed, quality, or commercial viability.

Deployment

In 2025, our global teams launched **481 new SKUs launched, with 78% categorized as sustainable, defined as those products containing at least 25% recycled or bio-based content and designed to be recyclable or compostable at the end of life.**

Beyond launching new-to-market solutions, we strengthened our core portfolio through purposeful redesigns and process improvements that maximize resource utilization, improve recyclability, and reduce waste in production. Our reinvestment rate remains above the industry average, reflecting our long-term commitment to sustainable development and long-term value for our customers and partners.

Continuous improvement informs how we think about every SKU, every material decision, and every supply chain choice. Whether refining existing products or scaling next-generation sustainable materials, we stay focused on packaging solutions that help our customers meet rising environmental expectations without sacrificing performance.

Highlights from 2025 included:

- Expanded paper solutions for broader global availability of recyclable and compostable paper food packaging across grab n' go, takeout, and grocery channels
- Increased the use of post-consumer recycled content across our plastics portfolio
- Continued investment in in-house tooling capabilities to bring sustainable solutions faster to market and automation



2025 Featured New Products Launched

In 2025, we expanded our sustainable food packaging solutions portfolio with innovations that meet real performance demands while reducing environmental impact.

Classic Clear 8" x 11" Clamshells



Recyclable



Consumer reusable



Flatbread Box



No intentionally added PFAS



Recyclable



Kraft Baguette Box



Recyclable



Commercially compostable film



FSC paper options available



Paperboard Platters



Recyclable




Bio-based



FSC paper options available



Pop Up Catering Tray Paperboard Inserts

 No intentionally added PFAS

 Recyclable



Deli2go

 Recyclable

 Bio-based

 No intentionally added PFAS

 Patent pending



Easy Snap Outside Lock Box


 No intentionally added PFAS

 Recyclable



Flip Top Box

 Recyclable

 Bio-based

 FSC paper options available



UN Sustainable Development Goals

The Sustainable Development Goals (SDGs), adopted by United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development, continue to serve as a global framework for advancing economic prosperity, social progress, and environmental stewardship. As the world moves through the second half of the 2030 timeline, the need for accelerated action has become even clearer. The impacts of global instability, geopolitical tension, and increasing climate disruption continue to make progress more difficult and reinforce the need for stronger investment, deeper collaboration, and practical action.



Figure 1. The United Nations' 17 Sustainable Development Goals (SDGs)

While Sabert supports the broader vision of all 17 SDGs, our Earthtelligent platform focuses on the goals where we believe our company and industry can make the most meaningful contribution: Responsible Consumption and Production (12), Climate Action (13), and Partnerships for the Goals (17). These priorities guide how we innovate, collaborate, and create measurable impact across our business and value chain.

Goal 17: Partnerships for the Goals

"We partner with our customers to align food packaging choices with their sustainability goals so they can make smart, strategic decisions. It's not about favoring one material over another. It's about understanding what they are looking to achieve and working alongside them to determine which levers we can pull to deliver sustainable solutions that balance functionality with environmental stewardship."

— Michael Van Loh, Vice President, North American Sales

Goal 12: Responsible Consumption and Production

"At Sabert, we're investing in circular solutions—like recyclable and compostable materials—and enhancing lifecycle assessments to guide innovation. Creating packaging that's optimized for recycling or composting, coupled with clearer labeling and consumer education, can help drive meaningful environmental outcomes."

— Ricardo De Genova, Senior Vice President, Innovation

Goal 13: Climate Action

"We are committed to improving resource efficiency across our operations and reducing environmental impact through disciplined, measurable action. By focusing on energy, water, waste, and emissions, we aim to strengthen operational performance and help advance sustainability goals across our value chain."

— Patrick Combs, Senior Vice President, Operations & Supply Chain

Education & Advocacy



Meaningful sustainability outcomes require partnership. Our role extends beyond just being a sustainable food packaging solutions provider. We collaborate closely with suppliers, customers, industry peers, and local communities to advocate for lasting change in our industry.

Customer Partnerships

We take pride in being our customers' trusted sustainable food packaging solutions provider. As a knowledgeable and strategic partner, we understand that customers are facing increased pressure on packaging decision-making and have distinct needs and goals they are working toward. Our focus is to ensure they gain a deeper understanding of their supply chains and identify opportunities for innovation and improvement.

In 2025, we collaborated with our customers to:



Package food responsibly. We helped customers evaluate food packaging solutions through comprehensive assessments, providing transparent, detailed, data-driven analyses so they could understand the full impact of different packaging options. Our material-agnostic viewpoint ensures our customers can deploy packaging strategies that serve both practical needs and sustainability goals.



Continuously improve. We work closely with our customers to develop food packaging solutions to help meet their current goals while anticipating what's next. From increasing recycled content to lowering emissions, our process is one of continuous collaboration and customization. The result is measurable progress. For example, we worked with a national customer to transition their entire Clear PET line to 25% PCR content, reducing virgin resin consumption. This was a tangible milestone in a longer sustainability journey.



Stay ahead of the curve on health, safety, and legislation. We proactively deliver expertise and real-world data to our customers, offering transparent, clear, and actionable guidance. We track legislative and regulatory developments across markets and engage with policymakers and industry organizations to provide our customers with resources and insights on how to be compliant today and what actions they need to take in the future. As EPR legislation became active in a number of states, each measure came with its own definitions, requirements, and levels of impact. Whether it was a compliance gap or a switch to another material, we enabled our customers to see the full picture of their food packaging choices and provided solutions that addressed their unique requirements.

PROUD MEMBER OF:



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.

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



Packaging University (Pack U)



Blog posts



Speaking engagements

Find these insights and more at www.sabert.com/news and our social media channels.

Smart Sourcing



Supply chain resilience is increasingly important, and our sourcing strategy is designed to mitigate risk while maintaining consistent quality and supply.

We evaluate raw materials through a lifecycle lens to ensure they support food safety, circularity, and overall product performance. This includes expanding the use of recycled resins, increasing certified fiber inputs, and improving traceability across the supply chain. Our sourcing strategy is designed to reduce reliance on virgin fossil-based materials, cut GHG emissions, and support the development of packaging that can be recovered and returned to the value chain.

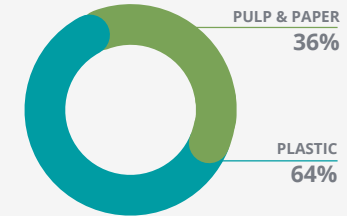
Increasing domestic sourcing in the United States, Europe, and China reduces our exposure to geopolitical pressures, transportation disruptions, and climate-related events. By shortening supply chains, we improve predictability, reduce lead time volatility, reduce transportation emissions, and build greater agility across regions.

Across our global operations, we continue our efforts to incorporate more recycled and certified materials. This includes:

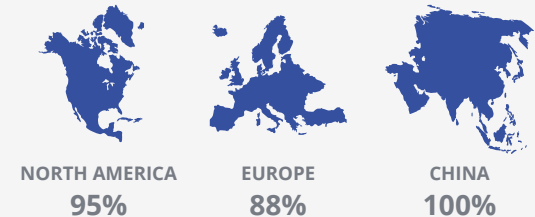
- Increasing access to recycled plastic feedstocks through both supplier partnerships and our Nuvida PCR capabilities.
- Expanding the use of recycled and certified fiber inputs from sources aligned with FSC®, PEFC™, and SFI® standards.
- Collaborating with suppliers to validate environmental claims.

Our sourcing strategy anticipates and aligns with evolving packaging requirements—including recycled-content mandates, EPR legislation, and fiber certification standards. By proactively using recycled and certified materials, Sabert helps customers stay ahead of regulatory shifts while supporting consistent product performance.

PRIMARY RAW MATERIALS TYPE
(WEIGHT PERCENT)



RAW MATERIAL INPUTS SOURCED
DOMESTICALLY IN 2025
(WEIGHT PERCENT)

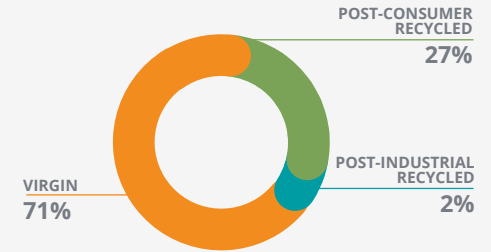




Paper & Pulp Sourcing

To reduce the land and resource impacts of our fiber-based packaging, we prioritized recycled content and responsibly sourced virgin materials. In 2025, 45% of our virgin fiber came from forests independently certified for sustainable management, including standards from FSC®, SFI®, and PEFC™. This approach ensures our products support healthier forests while helping our customers meet their own responsible sourcing commitments.

PAPER & PULP SOURCING 2025
(WEIGHT PERCENT)



Plastics Sourcing

Reducing dependence on virgin fossil-based materials remains a priority within Sabert's plastics sourcing strategy. In 2025, recycled content accounted for 11% of Sabert's total resin raw material inputs, sourced from a combination of post-consumer recycled (PCR) and post-industrial regrind (PIR) materials.

Progress in recycled content adoption is closely linked to local collection systems, recycling infrastructure, customer demand, and regulatory frameworks—particularly policies that allow recycled content in direct food-contact applications. Sabert continues to expand the use of recycled materials while maintaining product performance and food safety standards, while also strengthening regulatory readiness to respond to evolving recycled content requirements across regions.

PLASTIC SOURCING 2025
(WEIGHT PERCENT)



Product Safety

Sabert is committed to product safety and compliance through a proactive process for managing materials and chemicals of concern. Guided by our quality team, we work to transition away from substances that may pose risk while maintaining the performance and functionality of our packaging solutions.

This work begins at the design stage and continues through sourcing and supplier oversight. By assessing materials for hazardous characteristics, maintaining current safety documentation, enforcing restricted substance requirements, and engaging suppliers through qualification and review processes, we support compliance with evolving regulations and customer expectations.

We also monitor and address emerging chemicals of concern, including PFAS, phthalates, bisphenols, certain phenols, and polybrominated diphenyl ethers, reinforcing our commitment to delivering safe, high-quality packaging solutions.



Energy Conservation



In 2025, energy performance improved through disciplined energy management and targeted equipment upgrades. These efforts helped us achieve a 9% reduction in energy intensity compared to our 2019 baseline, along with a 10% decrease in GHG emissions intensity since 2020.

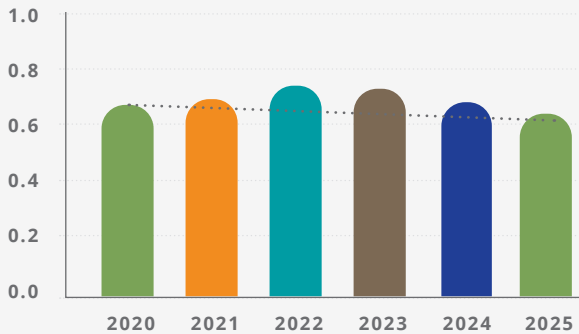
We also committed to setting company-wide emission reduction targets through the Science Based Targets initiative (SBTi).



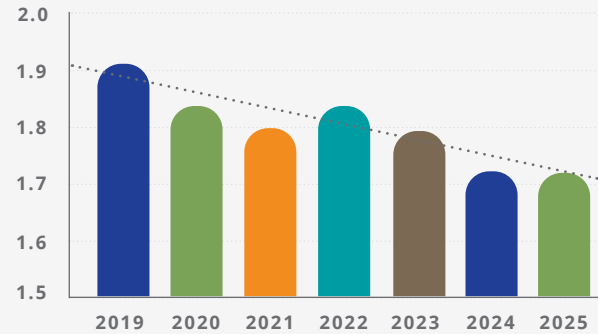
Manufacturing Operations

In 2025, Sabert continued to strengthen energy performance across our manufacturing network as part of our commitment to reducing energy intensity by 13% relative to our 2019 baseline. Despite variations in production volumes and ongoing market fluctuations, our teams maintained a disciplined focus on continuous improvement, advancing the operational practices needed to close the gap to our target. Our plants emphasized real-time energy awareness, consistent monitoring, and preventative maintenance to keep equipment running efficiently.

GHG EMISSION INTENSITY
(MT CO₂E/MT OF FINISHED GOODS)



ENERGY INTENSITY
(MWH/MT OF FINISHED GOODS)



GHG EMISSIONS, MT CO ₂ E	2020	2021	2022	2023	2024	2025
Scope 1	15,530	13,633	12,752	13,028	13,375	10,837
Scope 2	109,180	112,682	119,466	109,320	101,806	99,651
Scope 1 & 2	124,709	126,315	132,218	122,348	115,181	110,488
Scope 3					624,248	649,480
Scope 1, 2 & 3					739,429	764,661

2025 Highlights

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



Strengthened energy management across all regions through better monitoring, oversight, and operating discipline.



Advanced efficiency through third-party audits, equipment upgrades, process optimization, and proactive maintenance.



Improved building, fleet, and production performance while embedding energy efficiency into new lines and site operations.



Reinforced accountability through energy-related KPIs, reporting, and performance-based incentives, including expanded incentives in Belgium.



Reduced energy and GHG emissions intensity through coordinated site-specific actions, including retiring refrigerant-leaking equipment, optimizing molding operations, and improving processes at our China facility.

By combining global discipline with site-specific action, Sabert continues to strengthen performance while advancing its long-term energy and emissions goals.



Transportation & Logistics

In 2025, Sabert continued to advance more efficient and lower-impact transportation practices across our North American operations. This year, 76% of our ton-miles were shipped using SmartWay® carriers, reflecting an increase from 2024. We are expanding partnerships with carriers that demonstrate stronger fuel efficiency and emissions reductions.

Now in its fourth year, **Project Perfect Pallet** remains a major driver of avoided emissions and operational efficiency across our logistics network. This initiative has improved how we design, package, and move products—from reducing empty space inside cartons to increasing the amount of product that fits on each outbound truck. This translates into better pallet configurations for our teams and fewer truckloads for our customers, directly enhancing safety, efficiency, cost savings, and emissions reductions.

Cumulatively since 2021, the initiative has delivered:

- **More efficient packaging:** Over 14 million ft² of cardboard avoided and 25,910 fewer wooden pallets used
- **Reduced transportation demand:** 10.2 million ton-miles eliminated
- **Reduced warehouse storage space:** 40,973 ft² less storage space required
- **Meaningful emissions reduction:** 6,530 MT CO₂e avoided, equivalent to taking 1,523 passenger vehicles off the road for an entire year

In 2025, shifts in product mix and market conditions changed how products were packaged and shipped, and limited opportunities for further optimization through Project Perfect Pallet.

By the end of 2025, Sabert reached 89.3% cube utilization, keeping us on track toward our long-standing goal of achieving 93% utilization.

Renewable Energy

In 2025, we generated clean, onsite solar power across our operations. Together, our manufacturing sites and Research & Development Center produced **2,268 MWh of renewable electricity**, enough to keep **355 passenger vehicles off the road for an entire year**.

Water Stewardship

Water availability and quality remain important considerations for responsible manufacturing; however, water continues to present low operational risk across Sabert's global footprint. Our manufacturing processes, except molded fiber, do not rely on water-intensive systems, and our facilities are located in areas where water scarcity does not currently threaten operational continuity. This assessment is consistent with prior years and remains unchanged from our 2024 risk evaluation.

Even though water is not a material risk to our operations, Sabert remains strongly committed to responsible water stewardship. Water efficiency is an integral part of our broader resource management strategy, helping reduce environmental impact while reinforcing operational discipline.

We continued to advance the core elements of our water strategy in 2025:

- **Process efficiency:** Applying best practices to reduce water use in production processes and equipment cooling, where applicable.
- **Water recycling and reuse:** Exploring further closed-loop opportunities to reduce demand for freshwater inputs.
- **Regulatory compliance:** Ensuring all facilities comply with local water regulations and discharge requirements.
- **Employee awareness:** Encouraging conservation practices through daily operations and training.

These efforts continued to guide our decision-making across all facilities.

In 2025, Sabert's total water withdrawal decreased to 333,890 m³, representing:

- 6% reduction vs. 2024 (345,870 m³)
- 15% reduction vs. 2020 baseline

The 2024 report documented a 4% year-over-year reduction at that time, demonstrating that 2025 marked our strongest improvement in water efficiency in recent years. Using the World Resources Institute (WRI) Aqueduct tool, Sabert monitors water-stressed locations and incorporates those insights into facility-specific planning.

By the end of 2025, we had achieved an additional 3% reduction in absolute water withdrawal from these same facilities.

Sabert maintains strong oversight of emerging issues, including regulatory developments, shifts in regional water stress levels, and new technologies that support circular water use. This proactive monitoring helps ensure our facilities remain resilient and ready to adjust should water availability or compliance requirements evolve.

Waste Reduction



Reducing waste across the manufacturing, use, and end of life of our food packaging solutions remains central to Sabert's circularity approach. While our commitment to ultimately eliminating landfill waste remains constant, our 2025 performance shows meaningful year-over-year improvement, driven by strengthened employee engagement, enhanced processes, and more rigorous controls.

Manufacturing

In 2025, we built upon that foundation by strengthening facility-level engagement, enhancing material segregation practices, and continuing to eliminate unnecessary waste streams:



Reduce: As our primary strategy, reducing waste at the source continues to deliver the greatest impact. Even though our waste intensity increased by 0.4% in 2025, our facilities decreased their waste intensity by 14% compared to 2023.

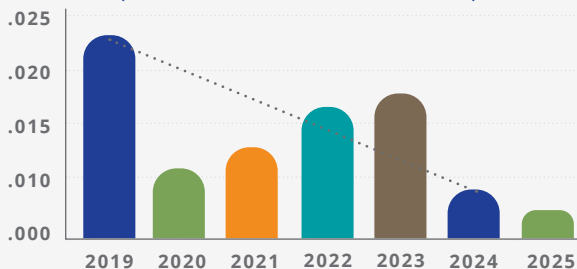


Reuse: Sabert's reuse systems remained critical contributors to our waste reduction progress. We focused on reducing manufacturing fiber and resin waste by incorporating internal scrap back into the manufacturing line.



Recycle: Recycling continues to be a defining characteristic of our operations. In 2025, we strengthened our stage-gate review process for new waste-reduction initiatives, ensuring that each site can identify barriers, track progress, and replicate successful practices. Plants also implemented waste-sortation locations throughout facilities to make recycling easier for employees, expanded access to recycling in harder-to-recycle regions, and utilized Waste-to-Energy (WTE) facilities where available.

U.S. PLASTIC MANUFACTURING
LANDFILL INTENSITY
(MT WASTE LANDFILLED/MT FINISHED GOODS)



2025 GLOBAL MANUFACTURING
WASTE DISPENSATION
(WEIGHT PERCENT)



Product End of Life

Designing packaging that avoids landfill and supports a circular system remains a core pillar of Sabert's sustainability strategy. In 2025, we enhanced the end-of-life performance of our portfolio by expanding compostable and recyclable options, improving material transparency, and partnering across the value chain to increase access to composting and recycling infrastructure.

- **Recyclable or Compostable Fiber-Based Packaging:** In 2025, 30% of our finished goods were made from molded fiber or paper. Building on the PFAS-free transition completed in late 2023, all U.S. fiber products continue to be manufactured without intentionally added PFAS.
- **Recyclable Plastics:** Plastics represented 69% of our finished goods in 2025, predominantly PET and PP—two resins with growing end-market acceptance and improving recovery pathways in North America and globally.

2025 GLOBAL FINISHED GOODS PRODUCTION WEIGHT PERCENT
BY SUBSTRATE



Nuvida

Nuvida, Sabert's fully owned recycling facility, sits at the center of our circularity strategy. Built to transform hard-to-recycle post-consumer plastics into high-quality recycled resins, Nuvida strengthens circularity while giving customers a more dependable source of recycled content.

Turning Post-Consumer Waste into High-Value Resin

Nuvida produces premium post-consumer recycled (PCR) for both food-contact and non-food contact applications. Through proprietary processes, including advanced contaminant removal, separation, and compounding technologies, Nuvida produces PCR resins engineered for consistent performance, helping customers incorporate recycled content without compromising safety or functionality.

Our food-grade PCR resin has received a U.S. Food and Drug Administration Letter of No Objection (LNO), confirming that it meets the stringent safety requirements for direct food contact. This distinction places Nuvida among a small number of U.S. recyclers able to supply certified food-grade PCR at scale—a capability that creates a significant competitive barrier and gives our customers confidence in both performance and compliance.

A Strategic Circularity Engine for Sabert and Our Customers

By converting post-consumer waste into high-value material streams, Nuvida diverts plastic from landfills and prevents downcycling into lower-quality uses. Nuvida supports our customers' sustainability goals by supplying certified, traceable PCR that meets strict brand, regulatory, and operational requirements. Our PCR resins are independently verified, including APR certification for PCR content, ensuring customers can adopt recycled materials with confidence. This is particularly critical as expectations around recycled content accelerate across EPR frameworks and statewide packaging mandates.

Nuvida's capabilities also power rPRO™, our proprietary polypropylene blend containing food-grade PCR that has achieved APR Design® for Recyclability recognition—strengthening end-of-life performance and helping customers prepare for future regulations without compromising functionality.

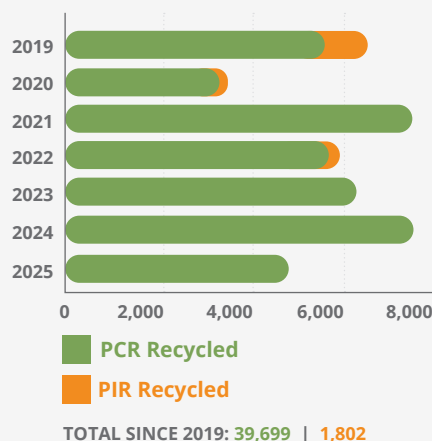
Nuvida is a strategic enabler of Sabert's lifecycle framework. It enhances our ability to design for circularity at scale, strengthens resilience to supply disruptions, and provides customers with a clear, validated pathway to meeting their recycled-content goals. As PCR demand accelerates and regulatory expectations intensify, Nuvida positions Sabert—and our customers—to lead with confidence grounded in evidence, performance, and real-world impact.

Growth

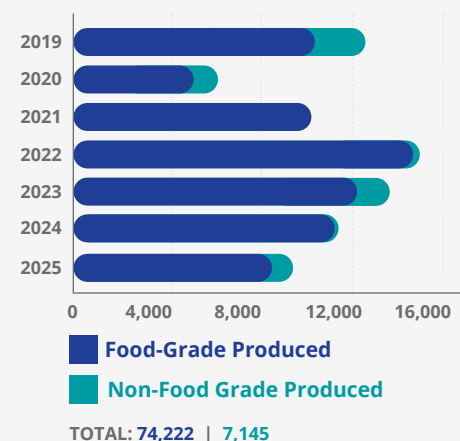
In 2025, Nuvida continued to scale its contribution toward Sabert's circularity goals by expanding both the quality and diversity of recycled resin produced at the facility. Since 2019, Nuvida has processed a cumulative 39,699 MT of PCR material, reflecting steady year-over-year growth in recovered plastics and greater operational maturity in handling complex waste streams.

NUVIDA WASTE RECYCLED & RESIN PRODUCED

Materials Recycled (MT)



Resin Produced (MT)



Post-consumer bottle labels recycled at Nuvida.



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

Exceptional Employees, Exceptional Engagement

In 2025, Sabert was named a **2025 Gallup Exceptional Workplace Award Winner** for outstanding achievements and commitment to employee engagement and organizational excellence. As a result of our continued focus on employee engagement, Sabert was among the 20% of companies globally invited to apply for this award. To be considered, nominees must have surpassed a world-class engagement level (4.4+ score) and demonstrated a successful track record of driving business performance. Sabert was one of the only manufacturing companies globally to receive this award.

Additionally, **Bates Shao, manufacturing director of Sabert Asia**, was honored with **Gallup's 2025 Manager of the Year Award**. Only one manager in the world receives this prestigious recognition for their exceptional leadership and profound impact on employee engagement, performance, and culture. Since 2015, Bates has led Sabert Asia's manufacturing leadership team, implementing several initiatives to enhance team performance, support individual development, and sustain high levels of engagement. His accomplishments include strengthening inclusiveness, implementing mentorship programs, and empowering cross-functional teams through training, skill development, and continuous learning.



Team Sabert

Sabert's strength comes from our people and the communities we serve. We foster a culture of collaboration, respect, and continuous growth while actively contributing to the well-being of the communities where we operate globally.

People-First Culture

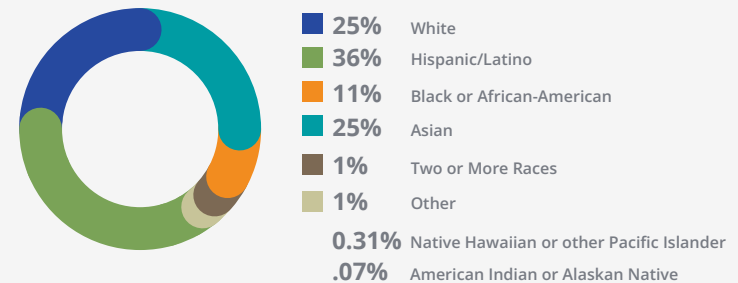
Every milestone, from a product innovation to a customer relationship built over decades, reflects the talent, dedication, and hard work of our employees around the world. Our global workforce brings together a breadth of backgrounds, experiences, and perspectives that strengthen our culture and enable us to deliver meaningful, lasting impact.

We believe that an inclusive culture makes us better equipped to innovate, solve complex challenges, and grow responsibly. We actively engage and solicit thoughts and contributions from all members of our workforce. We regularly review our practices, policies, and partnerships to ensure they reflect the communities and labor markets in which we operate.

TOTAL EMPLOYEES IN 2025



2025 GLOBAL WORKFORCE ETHNICITY



Employee Growth Opportunities

We help our employees grow stronger every day. In 2025, we enhanced our global people strategy to ensure we are creating a desirable workplace that is motivating, safe, and rewarding. We invest in our people, offering them clear career pathways and the resources and opportunities they need to achieve them. Approximately 12% of our employees receive promotions each year to continue advancing their careers. We also maintain a highly engaged workforce, ranking in the 97th percentile compared to the manufacturing industry, according to the Gallup benchmark.



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



Awards, recognition programs, and initiatives to celebrate employee success



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



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 address real-world workplace issues



Summer internship program with 16 interns in 2025



Over 250 temporary employees were converted to full-time employees in 2025

Health & Safety

At Sabert, the health and safety of our people come first. We view safety as a fundamental responsibility and a shared commitment across every part of our business.

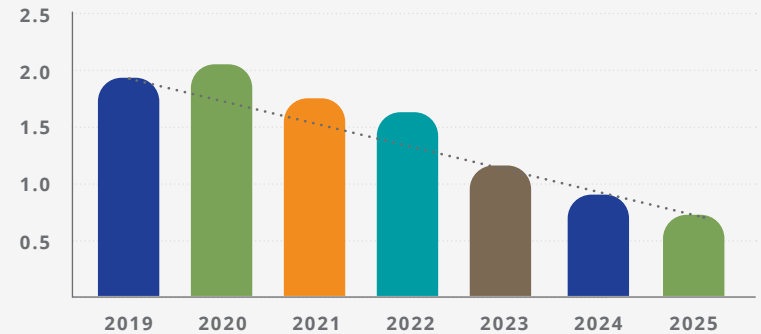
We hold ourselves to a Safety and Occupational Health Management System that complies with all applicable federal and local regulations. We regularly audit our processes across all facilities to maintain the highest standard for worker health and safety, while identifying opportunities for continuous improvement.

In 2025, our Total Case Incident Rate (TCIR) was 0.78, achieving a TCIR rate of less than 1.0. Our Lost Time Incident Rate (LTIR) was 0.25, an improvement from 2024.

Key health and safety achievements:

- Globally, Sabert had a 16% reduction in recordable injuries
- The continued efforts of injury reduction have resulted in the reduction of lost-time injuries by 30%
- All Sabert regions met their 2025 injury rate targets
- ATC, Riverside, Nuvida, RDC, and the UK facilities all achieved no reportable injuries in 2025

SABERT GLOBAL TCIR TREND



In 2025, we maintained our "I Care" safety program, reinforcing the collective effort needed to maintain a safe workplace. Activities included:

- Strong safety awareness and engagement programs, including first aid/CPR training, the launch of Sabert Safety Bingo, hazard recognition, and emergency response training and drills
- Safety champions in all facilities identified areas of improvement and promote safety within the organization
- Enhanced monitoring and safety procedures
- Celebrating safety achievements

Community Support

Sabert actively contributes to the communities where we operate through charitable giving, volunteer efforts, local partnerships, and support for initiatives that create positive social impact.

We also continued our efforts to support future leaders by awarding \$17,500 in scholarships in 2025.

2025 Highlights



Our New Jersey and Chicago sites hosted food drives throughout the year. The corporate headquarters in Sayreville, New Jersey, collected over 20,000 donations, which will keep the food pantry stocked for up to 6 months. Chicago collected over 300 pounds of food to help their local food pantry.



Sabert Asia participated in a number of community volunteer activities, working with their families to pick up waste, organize public areas, and raise awareness about environmental protection.

沙伯特(中山)有限公司
工会义工分队



Sabert Europe participated in several philanthropic endeavors throughout the year, including raising funds for breast cancer research, donating to animal rescue for Un Toit pour Eux in Nivelles, and hosting a blood drive. The team also provided packaging donations to a range of local charities.

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	10,837 MT CO ₂ 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 30% vs 2020. Scope 1 emissions are included as part of our energy intensity reduction target on Page 4.
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	For reported U.S. locations: (1) 14.11 (MT) (2) 0.29 (MT) (3) 45.08 (MT) (4) 61.06 (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) 1,071,090 GJ (2) 80% (3) 0.38% (4) 8,165 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) 333.9 thousand m3. Of our manufacturing locations, 27% 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 3%.
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Stewardship, Page 20
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0 in 2025.
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Of the 19,828 MT of total waste we generate, only 0.2% 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 2025.
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Product Safety, Page 18
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) 16.8% (2) 35.6% (3) 10.2%
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, or compostable	In 2025, 76% 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 16
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 2025

Table 2. Activity Metrics

ACTIVITY METRIC	REFERENCE CODE	RESPONSE
Amount of production, by substrate	RT-CP-000.A	2025 Global Finished Goods Production by Substrate Charts, Page 21
Percentage of production as (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	2025 Global Finished Goods Production by Substrate Charts, Page 21
Number of employees	RT-CP-000.C	Total Employees in 2025, Page 23

Reporting Boundaries: The reporting period for this report is January 1 - December 31, 2025. 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 2025 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.



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