



SUSTAINABILITY REPORT 2025

Safe, Circular
& Responsible

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Letter from our CEO



Over the course of the last year, we continued to make strong progress against our sustainability strategy and goals. One area of particular progress has been innovation, which is closely linked to our sustainability efforts. We are seeing great progress driving top and bottom line growth with the aid of sustainable innovations launched over the last several years, and continue to expand our offerings with the launch of additional new sustainable products. We know that to succeed long term, we need to offer products that meet our customers' changing needs, and are at the same time safe and circular. Specifically, we:

- Increased our offerings with recycled content
 - » **StretchFLEX PCR**, a Performance Stretch Film with 60% total recycled content, including 30% Post-Consumer Recycled (PCR) & 30% Post-Industrial Recycled (PIR)

From advancing product design and strengthening operational performance to supporting the safety and engagement of our employees, our approach is grounded in long-term responsibility and continuous improvement. By integrating sustainability across our business, we are better positioned to deliver value for our customers, support our communities, and enable resilient, profitable growth.

- » **ExlfilmPlus® PCR Shrink Film** made with 20% PCR content and 25% PIR content, for a total of 45% recycled content
- Expanded our paper mailer offerings with a new fully recyclable unpadding paper mailer made with single ply paper, significantly reducing the amount of paper needed
- Introduced new services, including **Gear Up**, a service supporting our advanced stretch films to optimize wrap efficiency and containment while reducing damage ratios, and made improvements to **iTrack™**, our tape monitoring system, improving the efficiency of packaging material and energy use by our customers
- Continued to promote **100e**, an aggressive pressure-sensitive paper carton sealing tape that features a 100% recycled backing, and **Emerald Bubble**, a polyethylene bubble that is acceptable for Store Drop-Off recycling programs and utilizes 25% PCR resin

Significant progress was also made against our product, people, and planet commitments, including:

- Realized approximately 75% of revenue from packaging products that are recyclable, reusable, or compostable
- Realized 69% of our revenue from products that are Cradle to Cradle Certified®
- Met 2030 water reduction goal five years early
- Increased renewable electric energy use to 15.8%, up from 10% in 2024

- Achieved a 25.8% reduction in our Scope 1, Scope 2 and material Scope 3 emissions from the 2021 baseline
- Awarded TRUE Zero Waste Certification at seven new facilities for a total of nine, including four at the Silver level and two at Gold, adding our first location outside North America, and increased our waste diversion rate to 68% from 66% in 2024
- For a successive year, achieved our safety goal to realize zero life-changing events for our employees, and reduced our total case incident rate (TCIR) to 1.15, down from 1.18 in 2024

These efforts are being recognized by distinguished external organizations. In 2025, we received a score of B on CDP Climate, B on CDP Water, and A- from CDP on our Supply Chain engagement. Additionally, our EcoVadis score rose to 70, putting us in the 83rd percentile and earning us a Bronze medal. While these improvements are notable, and I am extremely proud of what we have achieved, we have much more to do, and our efforts continue, supported by our external commitments to the Science Based Targets Initiative (SBTi), The Climate Pledge, the CEO Water Mandate, the United Nations Global Compact (UNGC), and the TRUE Zero Waste program.

Pete Durette
CEO, IPG

Sustainability plays a central role in IPG's strategy and mission to surround our customers with winning packaging and protective solutions



The sustainability challenge is undeniable, and we continue to actively drive innovative solutions to do more good, and less harm



Q&A with our VP Sustainability

In 2025, the external landscape was changing more rapidly than you typically experience. How did you continue to keep a focus on profitable growth, and IPG's commitment to sustainable innovation?

You are right, the external landscape was quite dynamic in 2025. Not only geopolitically, but we saw changing demands from our customers as well, with an increased demand for paper products and a move away from single use plastics. Our north star, the drive toward a more circular economy by doing more good and less harm, has not changed. But we did take the opportunity to reassess our strategies and pathways to get there. The world's timeline to address climate change and other challenges is limited, and actions must be taken now.

What changes did you make?

We reexamined our Sustainability Value Networks (SVNs) - our cross-functional IPG teams focused on Product & Materials Innovation, Circular Economy Solutions, Operational Footprint, and People & Communities - to consider where alternative team structures might better meet our current objectives, and I anticipate some changes to occur in 2026. We also reevaluated the approaches to achieve our objectives. For instance, we had a goal to certify 75% of the products manufactured by IPG, by revenue, to the Cradle to Cradle (C2C) Certified® Products Program standard by 2025. At the end of 2025, we had achieved C2C certification for 69% of these products. And we realized that going forward, a focus on making our products safe and circular, not necessarily certified, better

aligns with our sustainability vision. We will be maintaining many of the certifications and seeking others where there is a market driver to do so.

What are your thoughts on the progress IPG made against your commitments in 2025, and the outlook for 2026?

In 2025, we continued to make significant progress against many of our commitments. For our products, we continue to expand our offerings of products made with PCR materials, and we are seeing an increased demand for products containing recycled content. Increasing the PCR content helps to reduce the carbon footprint of our products while supporting end-markets for recycled materials, and that isn't just a trend for us; it's a commitment to our "Safe, Circular, and Responsible" vision,



PCR Products: StretchFlex PCR, ExlfilmPlus PCR, Emerald Bubble, and 100e Kraft Paper Carton Sealing Tape

ensuring our products perform under all conditions, while supporting a healthy planet.

We are also making strides to meet the increasing demand for paper-based products. In 2025, we achieved our highest score yet on our annual EcoVadis assessment, a score of 70, which put us in the 83rd percentile and earned us a Bronze medal. This reflects our efforts across the sustainability spectrum and the strengthening of our management systems and reaffirms that we are moving in the right direction. Looking forward, the headwinds remain but our efforts will continue, and our values, integrated into the processes we use, will continue to drive our progress. We are proud of the strides IPG has made, but much remains to be done.



Jay Bolus
VP Sustainability, IPG

Our Profile

Headquartered in Sarasota, Florida, IPG is a global provider of packaging and protective solutions across a diversified set of geographies and end-markets. IPG develops, manufactures, and sells a variety of solutions including paper and film-based pressure-sensitive and water-activated tapes, stretch and shrink films, protective packaging, woven and non-woven products and packaging machinery.

IPG’s vision is to surround our customers with winning packaging and protective solutions. IPG achieves its vision by empowering our team of talented employees who proudly represent IPG’s values of passion, performance, integrity and teamwork. Together, we execute a strategy to strengthen our product bundle, embrace sustainability and drive operational excellence.

\$1.5B

annual sales



3,500

employees



USA

- | | |
|----------------------|---------------------|
| 1. Ansonia, CT | 12. Danville, VA |
| 2. Atlanta, GA | 13. Everetts, NC |
| 3. Bardstown, KY (2) | 14. Marysville, MI |
| 5. Blythewood, SC | 15. Menasha, WI |
| 6. Brighton, CO | 16. Midland, NC |
| 7. Carbondale, IL | 17. Sarasota, FL |
| 8. Carlstadt, NJ | 18. Schaumburg, IL |
| 9. Carrollton, TX | 19. Springfield, OH |
| 10. Chicago, IL | 20. Tremonton, UT |
| 11. Corona, CA | |

CANADA

- | |
|------------------|
| 21. Cornwall, ON |
| 22. Montreal, QC |
| 23. Toronto, ON |
| 24. Truro, NS |

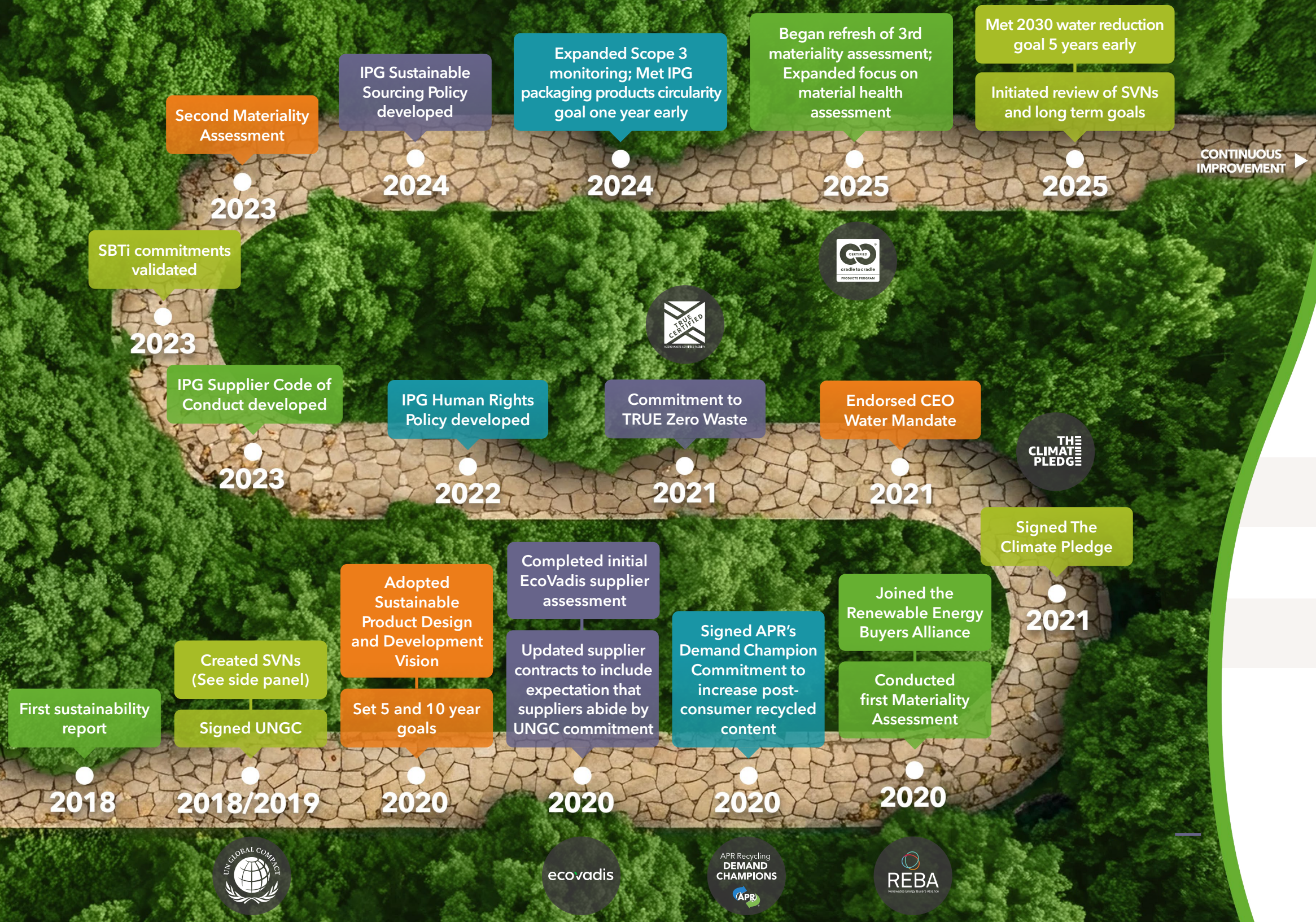
EU/UK

- | |
|------------------------|
| 25. Flensburg, Germany |
| 26. Porto, Portugal |
| 27. Widnes, UK |

ASIA

- | |
|--------------------------|
| 28. Chopanki, India |
| 29. Daman, India |
| 30. Dahej, India |
| 31. Jiangmen City, China |
| 32. Karoli, India |

Our Sustainability Roadmap



Our Sustainable Product Design and Development Vision Statement places the precautionary principle outlined in the UNGC along with the Cradle to Cradle design principles as central pillars to guide our aspirational transformation.

IPG SVN

Our SVN drive continuous improvement of our products; Eliminate the concept of waste; Improve recyclability/recycled content use; AND Create a better future for people and communities



MATERIAL & PRODUCT INNOVATION



OPERATIONAL FOOTPRINT

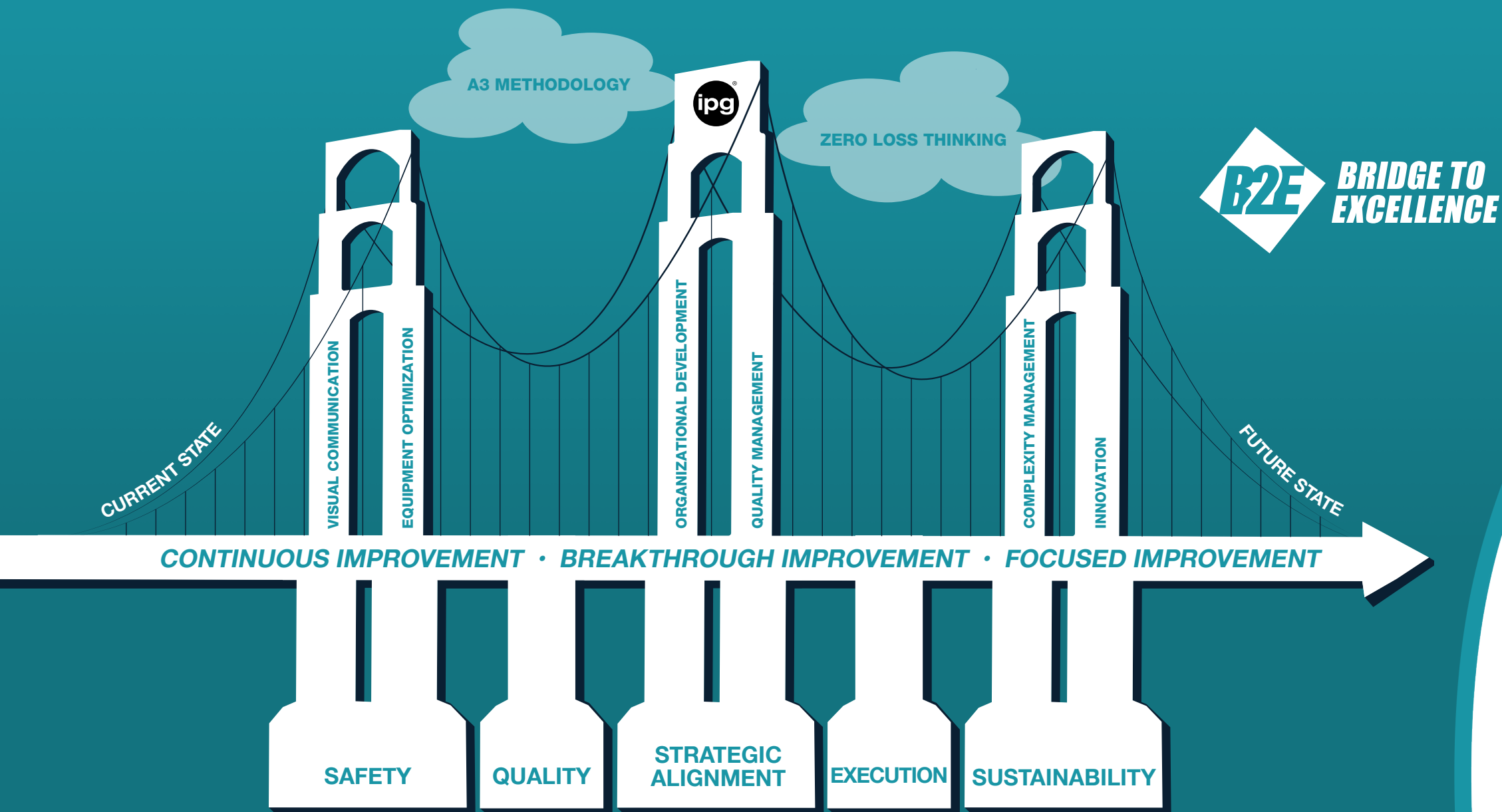


CIRCULAR ECONOMY



PEOPLE & COMMUNITIES

Intertape Performance System



Our Bridge to Excellence represents the culture of innovation at IPG, illustrated by the pillar principles that guide our company forward

IPG has developed a management system to guide all company operations, known as the Intertape Performance System (IPS). Based on the foundational pillars of safety, strategic alignment, and sustainability, the bridge illustrates the principles that drive continuous improvement across IPG.

Implementation is directed by long-term goals and annual targets, with progress measured against established Key Performance Indicators (KPIs). Annual targets are cascaded down to departments, teams and individuals, ensuring every employee has clear, supporting objectives. The IPS provides line-of-sight from individual tasks to company strategy, embedding our goals directly into daily operations. Site performance is recognized across four levels—Bronze, Silver, Gold, and Platinum.

KPIs span operational excellence, equipment maintenance, and safety, as well as sustainability and environmental performance, including water use, waste diversion, TRUE Zero Waste certification, energy consumption, renewable electric energy use, ISO certification, and greenhouse gas (GHG) emissions. Each facility tracks performance against these KPIs at both the site and system level, with Operations Managers accountable for IPS performance at their respective locations.

In 2025, IPG advanced IPS implementation by launching a supporting daily management system, refining our sustainability scoring methodology, and initiating assessments under the updated framework. Eight facilities were evaluated against the sustainability pillar during the year, with one achieving Bronze-level performance.

Year at a Glance

A year for ZERO

- 0 LIFE CHANGING EVENTS
- 0 DATA BREACHES
- 0 INCIDENTS OF CORRUPTION
- 0 VIOLATIONS OF UNGC PRINCIPLES AND OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

Ecovadis Score

Overall Score

2025

70/100 ↗

83rd Percentile

BRONZE | Top 35%

ecovadis Sustainability Rating DEC 2025

Water withdrawal

↘

CDP Disclosure Scores

Climate	Water	Supply Chain
CDP	CDP	CDP
2025	2025	2025
B →	B ↗	A- ↗

Energy intensity

↘

Safety contacts

↗

% Products recyclable, reusable, compostable

↗

Products assessed for material health

↗

TCIR improved to RECORD LOW

↘

Carbon Emissions

Scope 1	→
Scope 2	↘
Scope 3	↗

Waste diversion rates

↗

TRUE Gold

Daman, India facility received TRUE Zero certification at the Gold Level

Nine facilities TRUE Zero Certified, seven new in 2025

TRUE

Made in a certified zero waste facility



Our Products – Highlights

Increased our offerings with recycled content



Eliminated TNPP in our Products

Expanded focus on material health assessment

16 facilities worldwide actively manufacturing one or more Cradle to Cradle Certified® products in 2025

Introduced Gear Up

A service offered supporting our advanced stretch films to optimize wrap efficiency and containment while reducing damage ratios.



Reduced cost of materials



Reduced downtime



Less storage space needed



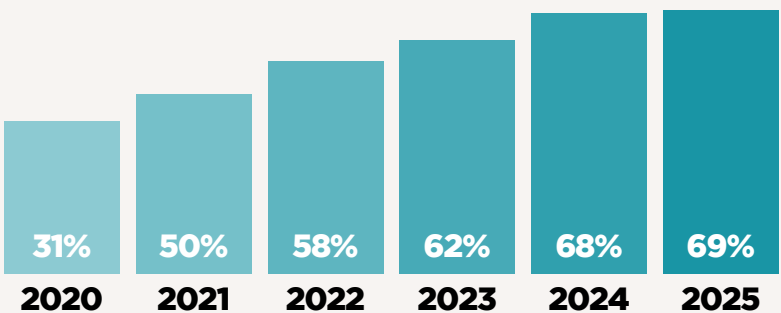
Less material waste

Gear Up Your Equipment

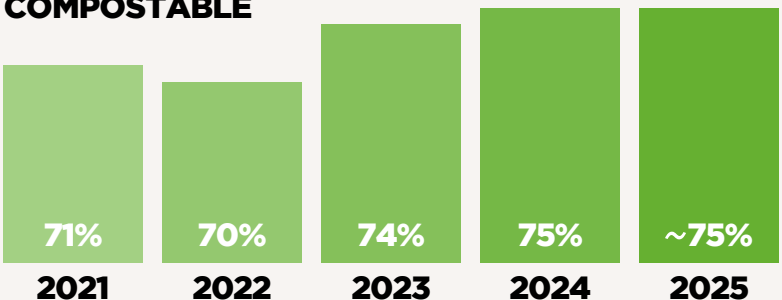
Optimize Your Film



REVENUE FROM C2C CERTIFIED PRODUCTS



REVENUE FROM PACKAGING PRODUCTS – RECYCLABLE, REUSABLE, OR COMPOSTABLE



IPG is taking action to foster a circular economy through responsible sourcing and product design

OUR PRODUCTS

Product Circularity

We are committed to developing innovative raw material alternatives that prioritize reuse and recyclability

Our Commitment

75% of packaging products manufactured by IPG, by revenue, will be recyclable, reusable, or compostable by 2025.

Our Actions

IPG achieved the 2025 goal for 75% of packaging products manufactured by IPG, by revenue, to be recyclable, reusable, or compostable in 2024, one year ahead of schedule. In 2025, our efforts for product circularity continued.

We are committed to shifting toward a circular economy by maximizing material reuse and increasing our use of recycled, compostable, or renewable raw materials each year. This includes reducing or replacing the materials used in production, increasing their recycled content, and enabling end-of-life reuse where feasible. Additionally, IPG engages stakeholders to explore projects that reduce packaging volume and waste.

Our Global Sourcing Team continues to engage with suppliers directly on sustainability efforts related to the impact of the raw materials we buy, allowing us to expand our product offerings to meet our customers' needs while reducing dependence on nonrenewable resources.

In 2025, interest in products that are recyclable, or that contain recycled content, continued to

increase. IPG advanced our efforts to integrate PCR content into our packaging solutions, increase our recyclable offerings, reduce our material usage, and increase the efficiency of our machinery products, as highlighted below:

- [StretchFLEX PCR](#), a Performance Stretch Film with 60% total recycled content, including 30% PCR & 30% PIR
- [ExlfilmPlus® PCR](#) Shrink Film made with 20% PCR content and 25% PIR content for a total of 45% recycled content
- A new curbside recyclable unpadded paper mailer made with single ply paper, significantly reducing the amount of paper needed
- Improvements to [iTrack](#), a tape monitoring system for case sealing machines, ensuring carton sealing tape is correctly applied to cases and tracks uptime and downtime
- [100e](#), an aggressive pressure-sensitive paper carton sealing tape that features a 100% recycled backing
- [Emerald Bubble](#), a polyethylene bubble that is acceptable for Store Drop-Off recycling programs and utilizes 25% PCR resin

These innovative products join numerous others offered. For more information on the importance of PCR and our other sustainable product offerings, see:

- [Unlocking the Future of PCR: Your Essential Guide to Post-Consumer Recyclables](#)
- [The Experts' Guide to Sustainable Packaging](#)
- [How PCR Works: The Benefits of Post-Consumer Recycled Materials](#)

Our Progress

In 2025, approximately 75% of packaging products manufactured by IPG, by revenue, were recyclable, reusable, or compostable.



ENVIRONMENTAL IMPACT CALCULATOR

IPG's Environmental Impact Calculator tool provides our customers with detailed information on the environmental advantages of PCR (all our sustainable products), as well as best practices for recycling and waste reduction, helping to empower them to make informed decisions. The use of this tool for our stretch film in one customer application is shown below.

CARBON DIOXIDE EMISSION REDUCTION	TREE EQUIVALENCY	MILES DRIVEN
 47,046 POUNDS CO ₂ e	 25 ACRES	 54,574 MILES
PLASTIC USE & CORE WASTE REDUCTION	LANDFILL SPACE SAVINGS	LANDFILL SPACE SAVINGS
 33,034 POUNDS	 48 CUBIC YARDS	 17 DUMPSTERS
ELECTRICITY SAVINGS	HOUSEHOLD EQUIVALENCY	COAL EQUIVALENCY
 22,681 KWh	 696 DAYS	 17,986 POUNDS

Our approach to product design prioritizes material health and safety, supported by continuous innovation and a commitment to reducing the impact of our products over time

ecovadis

OUR PRODUCTS

Cradle to Cradle

Through the integration of safe and circular design principles, we are developing sustainable packaging and protective solutions that provide our customers packaging options to meet their individual needs

Our Commitment

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

Our Actions

In 2025, IPG shifted focus more intentionally to the material health of our products, with innovation centered on safe and circular design. We continued to pursue new certifications that were in process, along with recertifications and line extensions as warranted for business purposes, which included optimizing existing products as required to retain certification. Certification on one product lapsed and was not resought. We're looking forward to announcing our first certifications to the more rigorous Version 5 of the product standard in 2026.

The assessment of products for material health and safety, along with product circularity, clean air and climate protection, water and soil stewardship, and social fairness remained woven into our innovation processes in 2025. Efforts to identify and eliminate materials of concern from IPG products continued, with the goal of replacing them with more sustainable offerings. In 2025, we successfully eliminated Tris(nonylphenyl) phosphite (TNPP) in all of our stretch film products. We also continued efforts to remove PVC packaging.

Our suppliers are central to achieving meaningful progress, and our [Sustainable Sourcing Policy](#) details how we collaborate with them to advance sustainable innovation. Our supply chain engagement on sustainability topics is reflected in our EcoVadis and CDP scores. Our Sustainable Procurement score of 65 in the EcoVadis assessment compared to an industry average of 39 stems from not only our past progress, but our commitment to making progress towards internal goals in this area. On our most recent CDP Supplier ranking we received a score of A-.

Looking forward, we continue to respond to evolving market demands—particularly the shift toward paper-based solutions and increased use of recycled content, especially in plastic

products. Meeting this demand requires not only product innovation but also the responsible development and sourcing of raw materials. In 2025, IPG expanded its portfolio of sustainable offerings, including new PCR plastic products such as stretch film, as well as additional paper-based solutions like our new unpadded mailer.

To measure innovation impact, IPG tracks the sale of new products as a percentage of total revenue through our vitality index. This metric has shown steady improvement over recent years, driven by a broad pipeline of new products across both new and existing markets.

[Continued next page...]





OUR PRODUCTS

Cradle to Cradle

[Continued]

Sustainable products—including paper alternatives and recycled-content solutions—introduced over the past several years are highlighted in the accompanying graph (see page 10) based on their launch timing. Customer adoption of these solutions continues to grow, reinforcing our role as a partner of choice for more sustainable packaging.

Our Progress

Our progress against our goal; to have 75% of the products manufactured by IPG, by revenue, be Cradle to Cradle Certified by 2025, was at 69% by the end of 2025.



CASE STUDY: MAJOR E-COMMERCE RETAILER

A national e-commerce retailer faced significant challenges in achieving consistent quality when sealing cartons of varying sizes and weights. The customer, along with the IPG corporate account manager, identified this as a potential area for improvement in their shipping process.

An IPG Team performed tests at each location to measure the force needed to break the bond between tape and corrugate. Adhesion force to kraft showed 132% more force was needed to break the seal with IPG tape compared to the competitor's.

For a fully optimized solution, all competitor tape heads were upgraded to IPG's ETX heads. These high-performance tape heads enabled the customer to move to a lighter tape, providing 17% material savings. IPG installed iTrack™ low tape/ no tape sensors allowing the customer to access data to increase efficiencies on each production line.

IPG's Cradle to Cradle® Certified Bronze carton sealing tapes allowed the customer to use the tape change to meet their sustainability goals. [See the complete case study.](#)



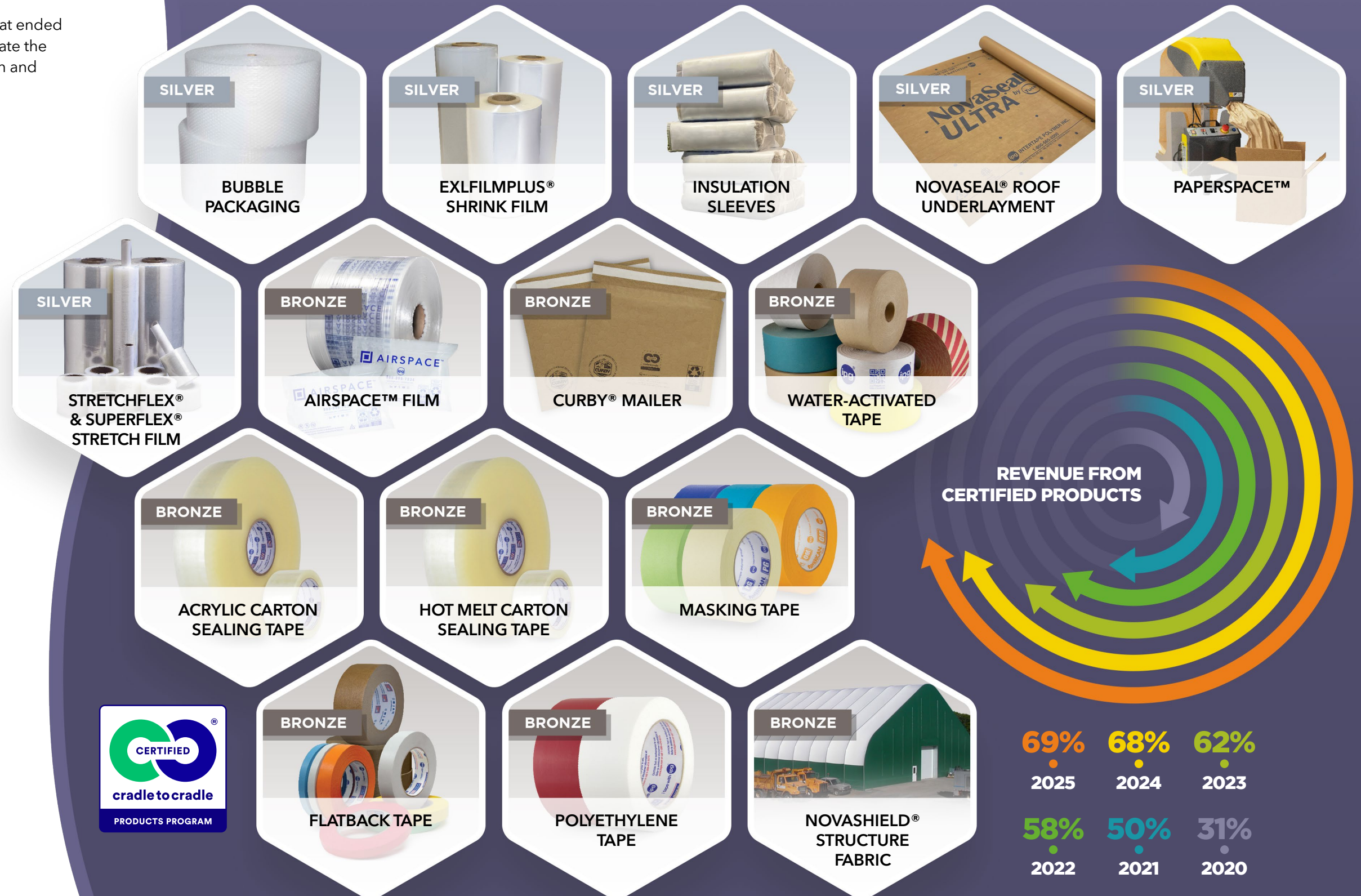
OUR PRODUCTS

Cradle to Cradle Certified

Redefining “Sticky” Science

Traditionally, packaging relied on materials that ended up in landfills. To lower our impact and eliminate the concept of waste, we have focused our design and development on several core pillars:

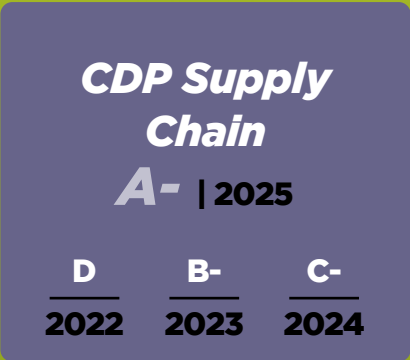
- **Renewable Sourcing:** We are committed to incorporating renewable and/or recycled materials into our products while maintaining high performance
- **Material Health & Safe Chemistry:** Part of our vision includes identifying, reducing, and replacing substances of concern through rigorous material health assessments across new and existing product lines
- **Circular Economy Integration:** We emulate natural lifecycles so that components can return to industry or nature, effectively “feeding” other systems rather than becoming waste
- **Recyclability:** Our goal is to create products that are curbside recyclable, offering consumers peace of mind during the disposal process



Our People - Highlights



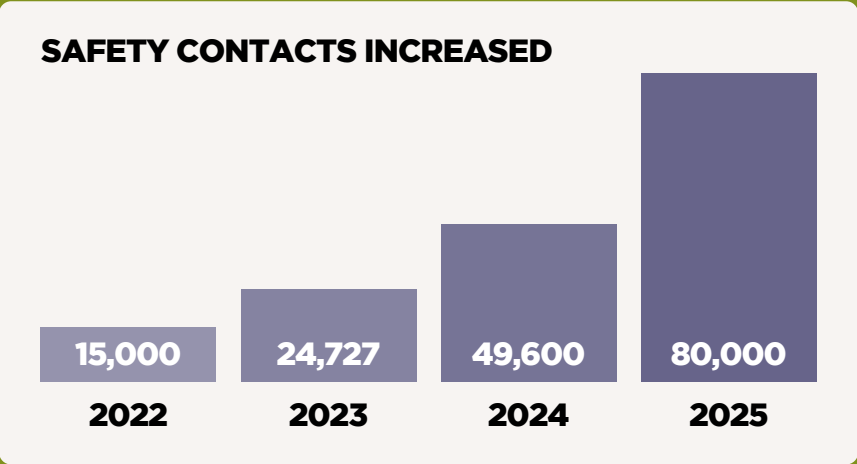
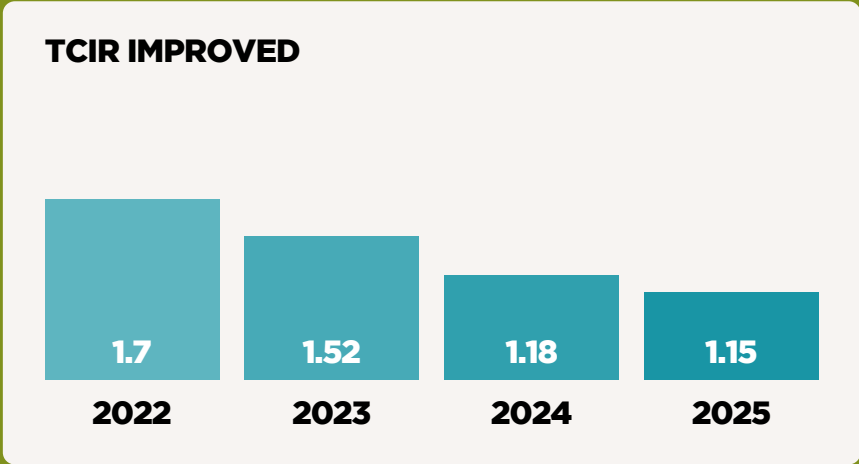
IPG Danville RDC, Virginia celebrates 1,000 days accident free



**Achieved safety goal to realize
ZERO LIFE-CHANGING EVENTS
for our employees**



IPG Carrollton, Texas celebrates 5 years injury free



Community IMPACT

In 2025, IPG employees across several locations supported Breast Cancer Awareness through fundraising initiatives that helped advance awareness and support for those affected by breast cancer.



IPG Blythewood, SC (top left) and IPG Sarasota, FL headquarters (below) proudly took part in local Breast Cancer Awareness Walks. At IPG Menasha, WI (right), many employees donated, while ribbons were displayed to recognize their support.

Workplace Safety

Our commitment to building a sustainable and successful business depends on the continuous integration of safety into every aspect of IPG's culture, operations, and decision-making

Our Commitment
Safety above all else.

Our Actions
In 2025, we continued to uphold the goal of zero life-changing events across our facilities. IPG's Corporate Health and Safety Policy, in tandem with our company safety management system, provides the foundation for these efforts.

Throughout the year, we monitored key leading indicators for leadership, engagement, and risk reduction in line with our strategic KPIs. We are pleased to have realized a reduction in the number of recordables once again this year, as well as a significant increase in safety contacts. Our continued success relies on identifying opportunities and focusing on improvements that can drive incident numbers down.

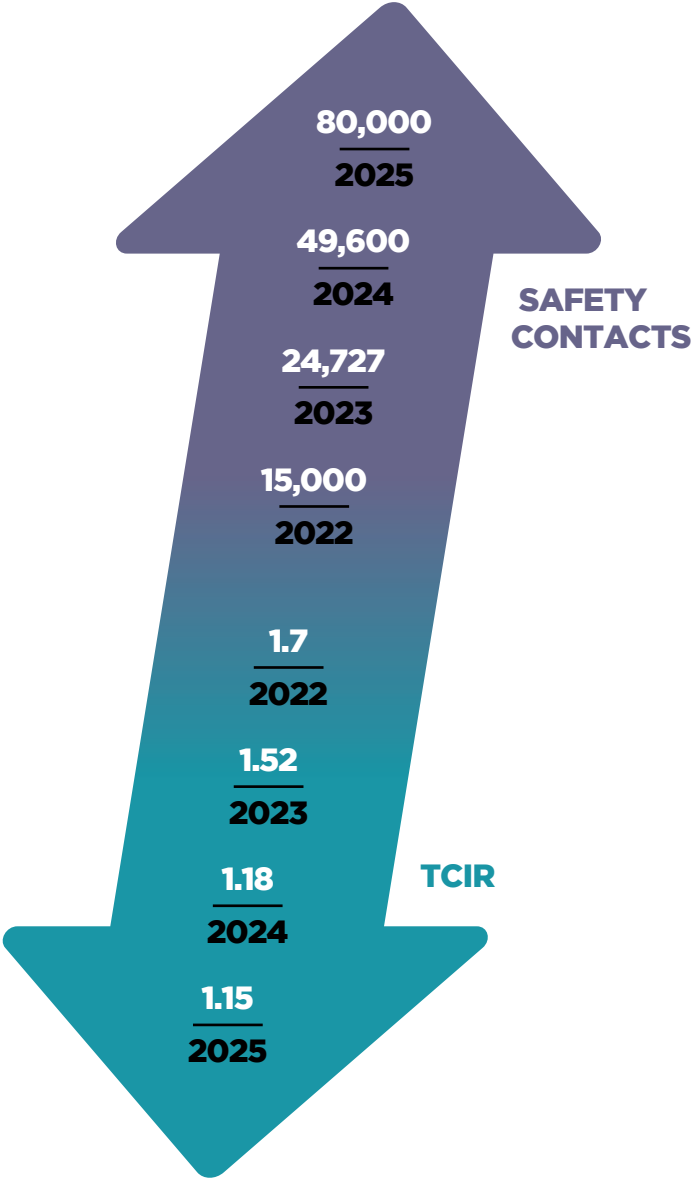
For the second year, IPG hosted our bracket-style March Safety Challenge. In this popular

interactive month-long event, facility teams proactively completed various safety measures and audits to earn the most safety 'points.' Facilities were placed in brackets, and our Operations VPs served as coaches. This contest helps to reinforce our safety practices and serves as a training tool for employees participating in the event. Competition was robust, with the Carbondale facility taking home the trophy in 2025.

Corporate safety assessments are conducted on a regular schedule to identify and prioritize improvement opportunities, helping to strengthen our safety performance and culture. Our last three-year assessment cycle was completed in 2024. In 2025, we set an internal safety assessment improvement goal to continue to drive safety performance across our facilities. We also monitored our progress with the program, implemented improvements across our facilities, and updated the safety assessment practices to prepare for the 2026 cycle of assessments.

Our Progress
In 2025, we met our goal of realizing zero life-changing events. We completed

approximately 80,000 safety contacts, up over 60% from the previous year. The TCIR declined by 2.5%, from 1.18 in 2024 to 1.15 in 2025, an improvement that we are proud to report, and our recordable injuries declined from 56 to 50, or 11%. Eleven facilities reported no incidents, and one reported a TCIR under 1.00. Our Carrollton, TX facility achieved five years without a recordable incident.



SAFETY
above all else



Ethics and Labor

Our interactions are guided by a culture that is rooted in integrity and respect

Our Commitment

IPG is devoted to being a good place to work, treating all people with dignity and respect, and to complying with applicable laws, regulations and treaties. Across the supply chain, we are committed to promoting fairness and upholding human rights.

Our Actions

At IPG, the [Code of Business Conduct and Ethics](#) (Code of Conduct) and [Human Rights Policy](#) formalize our commitment to conducting business with honesty and integrity across global operations. In conjunction with our [Supplier Code of Conduct](#), these documents set clear expectations and reflect our core values.

In 2025, several mechanisms were used to assess compliance to these expectations. The Cradle to Cradle assessment process followed by IPG to drive product innovation has a Social Fairness component with a minimum human rights risk assessment requirement. At the end of 2025, 100% of IPG locations and suppliers for Cradle to Cradle products had been assessed, and all Cradle to Cradle Certified products met the Silver level requirements for Social Fairness.

As noted in our [2025 Modern Slavery Report](#), all facilities operated by IPG, its affiliates and subsidiaries are audited annually for environmental and health and safety risks.

Additionally, several IPG customers conduct social audits of their suppliers covering child labor and hiring procedures, hours of work, wages and benefits, anti-discrimination, harassment and abuse, among others.

Training on the [Code of Conduct](#) is required for employees on a regularly scheduled basis. We additionally undertake training on human rights issues, mandatory for all salaried and field service team members. Training on avoiding forced and child labor practices within supply chains is available to all IPG employees and is required of purchasing category managers. Our expectations are further extended to our suppliers via our [Supplier Code of Conduct](#), and our [Supplier Terms and Conditions](#).

In addition to working with EcoVadis and encouraging our suppliers to do so as well, we are signatories to the UNGC, and we expect our suppliers to abide by it, even if they are not signatories themselves. Social audit performance data have been requested from tier one suppliers in high-risk locations. Based on their location, IPG facilities and suppliers in Asia are considered at high risk for forced labor. These IPG facilities comply with local laws including age verification and prohibition from retaining identity documents.

IPG unequivocally supports the elimination of all forms of worker exploitation, including child labor, bonded labor, and other forms of forced labor. IPG has a zero-tolerance policy on these issues and will not conduct business with suppliers found to engage in or knowingly benefit from slavery or human trafficking activities. The Global Sourcing Committee continues to support material assessments,

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IPG Dahej, India held an event to equip students with career guidance and resources.



We celebrated an incredible teammate, Cindy Ferda, and her 50 years of loyal service with IPG!

We are committed to doing business the right way, putting people first and upholding high standards across IPG



Ethics and Labor



IPG Jiangmen City, China - Celebratory Mountain Climb following the Double Ninth Festival

[Continued]

product compliance requests and supplier risk assessments. Supply chain screening for human rights risks continues, with supplier screening tracking underway.

Violations of the [Code of Conduct](#) and [Human Rights Policy](#), including anti-competitive practices, child and forced labor, and environmental non-compliance are not tolerated in any part of IPG's value chain and will be investigated. Reporting of concerns or

suspected violations is encouraged. Our Open Door Policy supports transparency and accessibility where concerns within IPG or our value chain are raised. For more information, see our [Confidential Ethics Line](#).

We completed an employee engagement survey this year, with over 90% participation rate. To ensure a continued focus on employee wellness, our monthly wellness themes for employees continued, with topics ranging from mental health to cancer awareness.

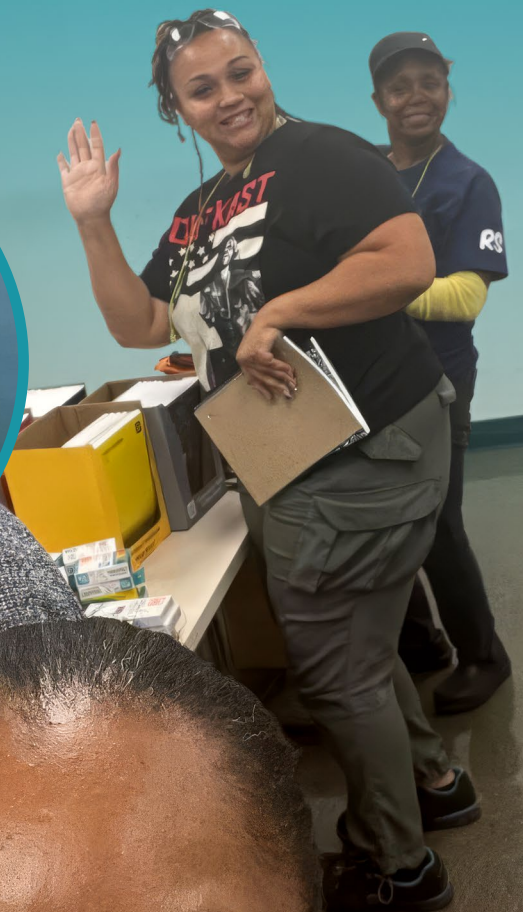
Additionally, we continued to support the communities in which we operate through outreach, donations of food and clothing, toy drives, support for local animal shelters, and disaster relief, among other efforts. Examples include assistance with food drives for local communities at our facilities in Bardstown, KY, and Blythewood, SC, and breast cancer awareness and fundraising at our Blythewood, SC facility. Demonstrating the variety of these

efforts, IPG's location in Truro, NS supported the Christmas Index Program, providing desired items to struggling families along with food to support them through the holiday season and into the new year. Additionally, our Asia facilities held several events to support skill development, health awareness and education.

Our Progress

In 2025, IPG realized an increase in its Ethics and Labor EcoVadis score, reflecting both our efforts and expanded communication on these topics. We executed our detailed engagement survey, and began review and communication of the results to our facilities. Training for our employees on human rights topics continued, as did the engagement of suppliers regarding our expectations around human rights issues. In 2025, we experienced zero incidents of corruption. No instances of child or forced labor at IPG facilities or supply chains during the reporting period were identified. At end of CY 2025, 37.7% of targeted suppliers by spend had shared scorecards, reflecting 80% of global raw material spend.

Giving BACK



Left: IPG Danville, VA restocked a local food bank. IPG sponsored an HPV vaccination camp at our Capstone facility in Chopanki, India, supporting cervical cancer prevention. IPG Truro, NS took part in Earth Day cleanup of the facility and community.

Right: IPG Blythewood, SC hosted the annual Back-to-School Drive where employees donated school supplies

TRUE Zero CERTIFIED

Awarded TRUE Zero Waste Certification at seven facilities:

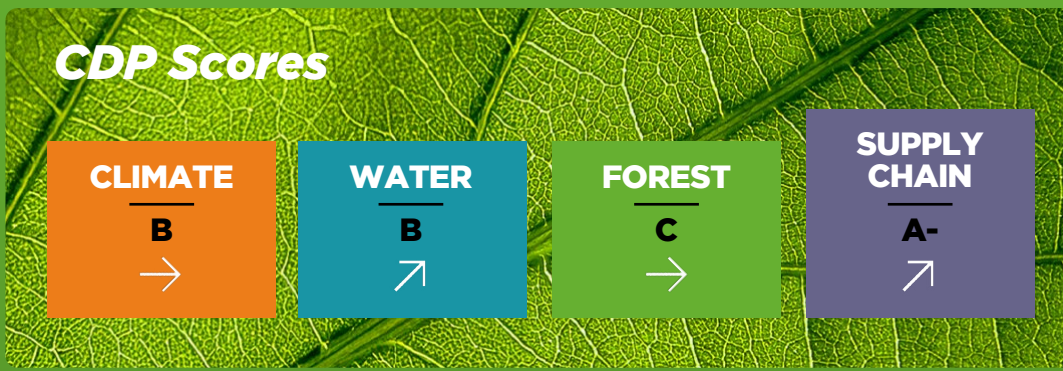
- ✓ EVERETTS, NC
- ✓ TREMONTON, UT
- ✓ CARROLLTON, TX
- ✓ TRURO, NS
- ✓ CHICAGO, IL
- ✓ BRIGHTON, CO
- ✓ DAMAN, INDIA

(Our first international facility)

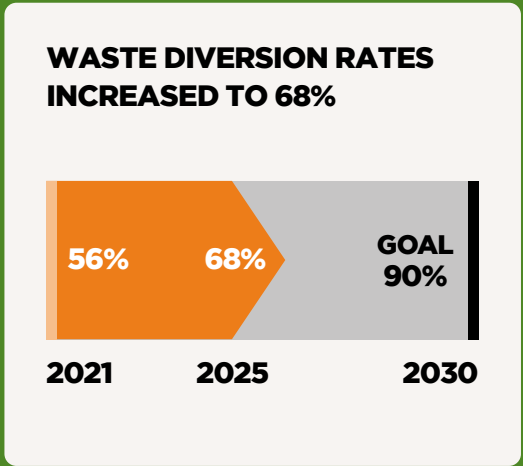
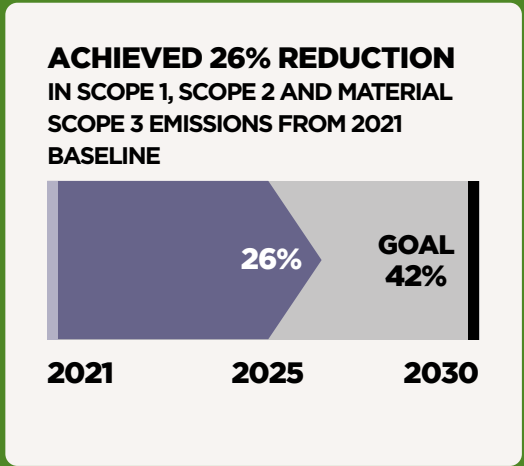
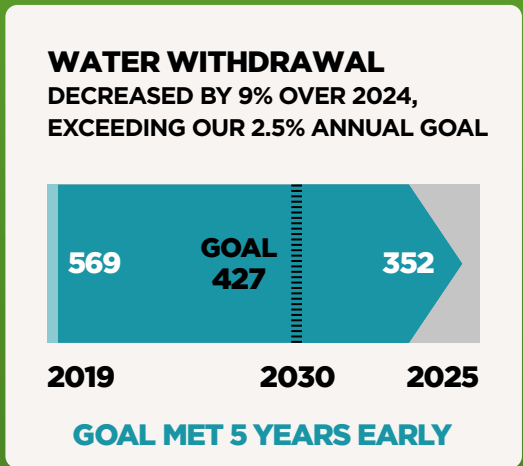
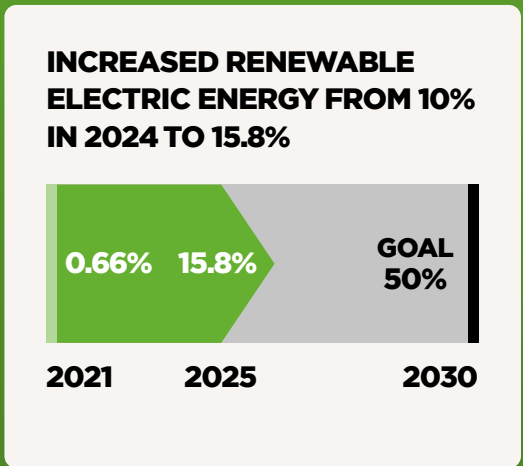
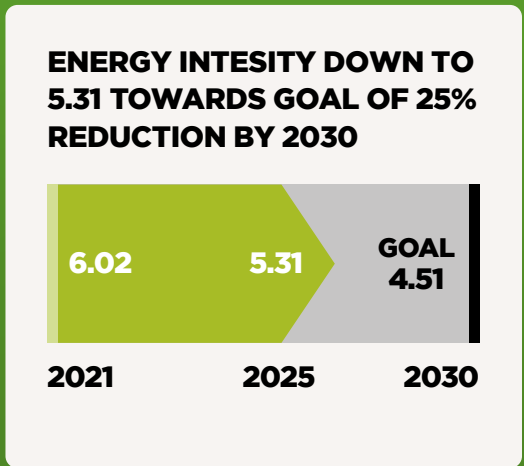


A pallet of IPG cartons displaying the TRUE Zero logo

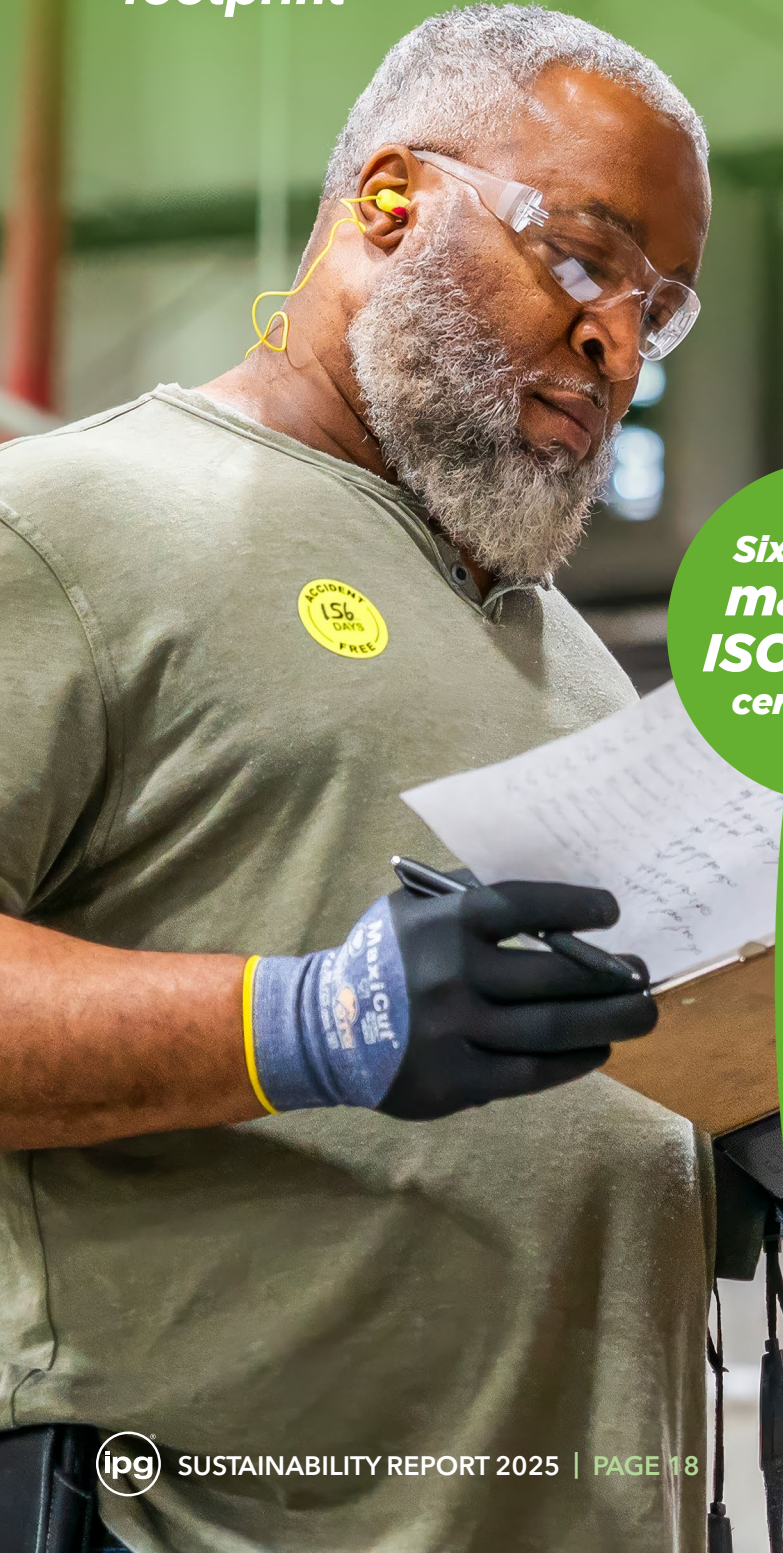
Our Planet - Highlights



**Achieved
14.8% reduction
in energy use from
2021 baseline**



Reducing our reliance on fossil fuels and increasing our use of renewable electric energy are essential to lessening our footprint



Six facilities maintain ISO 50001 certification

OUR PLANET

Energy

We are working to reduce our carbon footprint through a combination of operational improvements, onsite energy initiatives, and renewable electric energy sourcing strategies

Our Commitment

To obtain 50% of our electric energy from renewable sources by 2030 and reduce energy intensity by 2.5% per year.

Our Actions

As a company, IPG has set science-based carbon reduction goals, and reducing our fossil fuel use is imperative to meeting them. In 2025, we maintained our focus on exploring onsite solar options and power purchase agreements across numerous facilities as part of our strategy to achieve our renewable electric energy goal and reduce our energy intensity. Due to these efforts, our percentage of renewable electric energy increased.

IPG has been conducting annual energy “treasure hunts” at our facilities for many years, and they continue to identify meaningful energy reduction opportunities. In 2025, events were held at our facilities in Danville, VA, Midland, NC, Dallas, TX, and Bardstown, KY. The treasure hunt teams found over 3,800,000 kWh in energy savings opportunities, enough to power 380 homes for one year.

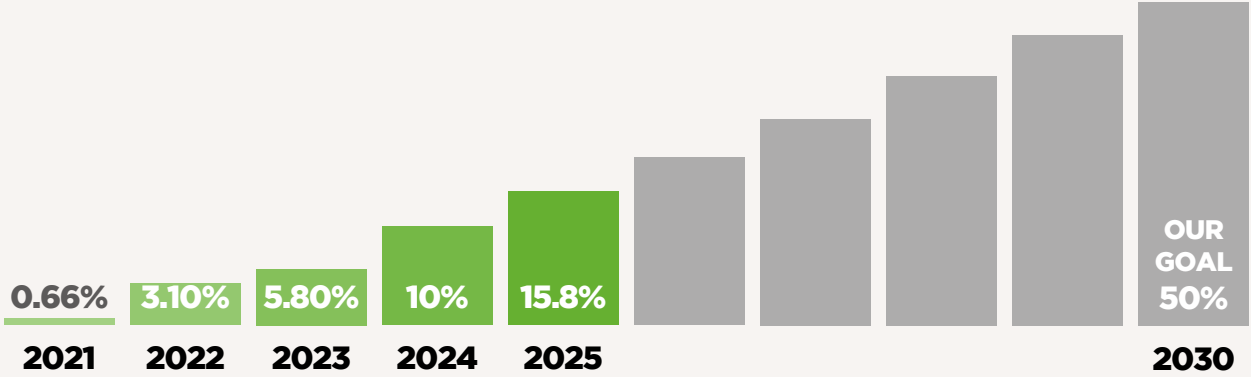
Energy project savings are tracked, and best practices are shared across our facilities. Energy reduction projects implemented in 2025 included lighting projects, heater and other equipment upgrades, compressed air leaks identification and repair, along with other energy management improvements. Notable energy savings projects were implemented at our Danville, VA, Marysville, MI, Atlanta, GA, Corona, CA, Chicago, IL, and Carrollton, TX facilities.

At the end of 2025, six facilities had maintained ISO 50001 certification: Danville, VA manufacturing facility, Danville, VA RDC, Tremonton, UT, Blythewood, SC, Midland, NC, and Truro, NS. We are proud to report our Cornwall, ON facility continued its efforts in 2025 and will be pursuing certification in 2026.

Our Progress

In 2025, our renewable electric energy use increased to 15.8% of our electric energy use, up from 10% in 2024. Our energy intensity ratio decreased from 5.81 in 2024 to 5.31 in 2025, a decrease of 8.6%, which resulted in IPG exceeding our 2.5% annual reduction goal.

OUR USE OF RENEWABLE ELECTRIC ENERGY



IPG Midland, NC achieved the ISO 50001 certification, demonstrating their commitment to continuously improving energy performance

OUR PLANET

Climate

Collective action is needed to address GHG emissions across value chains, and transparency is a critical tool for decision making

Our Commitment
Our SBTi-approved targets require a 42% decrease in Scope 1 & 2 and a 42% decrease in material Scope 3 emissions by 2030 as compared to our 2021 baseline. This aligns with our previous commitment to reduce Scope 1 & 2 emissions by 50% by 2032. Additionally, we have committed to net zero carbon by 2040 as part of The Climate Pledge.

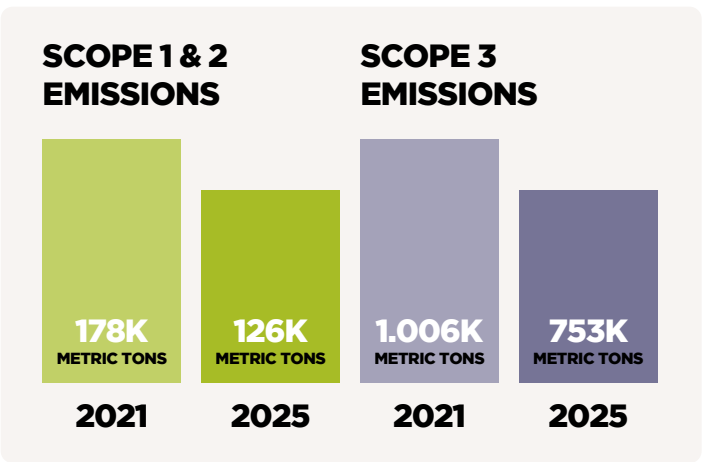
Our Actions
We're doing our part by disclosing through CDP, publishing Environmental Product Declarations (EPDs) for select products, and developing processes for generating product carbon footprints at scale.

IPG is a signatory to [The Climate Pledge](#), and our carbon emission reduction targets have been validated by the [SBTi](#), a corporate climate action organization that enables companies to play their part in combating the climate crisis, initially founded as a collaboration between CDP, UNGC, We Mean Business Coalition, World Resources Institute (WRI), and World Wide Fund for Nature (WWF). Science-based targets provide companies with a clearly defined path to reduce emissions in line with Paris Agreement goals.

In 2025, IPG continued to implement actions to meet our commitments under these initiatives. Our tracked Scope 3 sources have remained stable, with no new sources added to our greenhouse gas inventory. We continue to aim for optimal transparency by reporting to the CDP and received a score of 'B' on our most recent submission.

Additionally, we remain active participants in CEBA, the Corporate Energy Buyers Association, which works to connect energy buyers and suppliers to advance low cost, reliable carbon emission-free global electricity systems. We continued to participate in monthly meetings for buyers to further our understanding of evolving clean energy options.

In 2025, notable emission improvements were achieved at numerous facilities, including but not limited to Brighton, CO, and Everetts, NC.



Our Progress
In 2025, our Scope 1 emissions decreased by 31% and our Scope 2 market-based emissions decreased by 28% against our 2021 baseline, and by 0% and -14% respectively year over year. Our material Scope 3 emissions decreased by 25% against the 2021 baseline, but increased 6% year over year. Collectively, our Scope 1, Scope 2, and material Scope 3 carbon emissions decreased by over 305,390 metric tons, or 26% against our 2021 baseline.

Science-based targets provide us with a clearly defined path to reduce emissions



Water

We understand that water risk is an urgent global challenge, and IPG is placing continuous effort toward improving water stewardship practices

Our Commitment
Reduce water withdrawal by 2.5% per year and 25% by 2030 and meet our commitments as signatories to the CEO Water Mandate.

Our Actions
The [IPG Water Policy](#) establishes our expectations regarding water resources, and is supported by our participation as a signatory to the UNGC, and our endorsement of the [CEO Water Mandate](#), which requires continuous progress in six core areas of water stewardship.

Our most recent water risk analysis, using the World Resources Institute Aqueduct tool to evaluate the status of water resources in the areas in which we operate, determined that the number of our facilities in parts of the world considered to be at high or extremely high-water risk has increased from 8 to 15, reflecting both changing climate conditions and increasing demands on limited water resources.

Identifying opportunities for water conservation remains a continuous process, and we were able to implement several in 2025. Notable water reduction occurred at our Brighton, CO facility due to production efficiencies with a water reduction component. Additional facilities with successful water reduction projects included those in Danville, VA, Tremonton, UT, Springfield, IL, Everetts, NC, Marysville, MI, and Truro, NS. Other successful

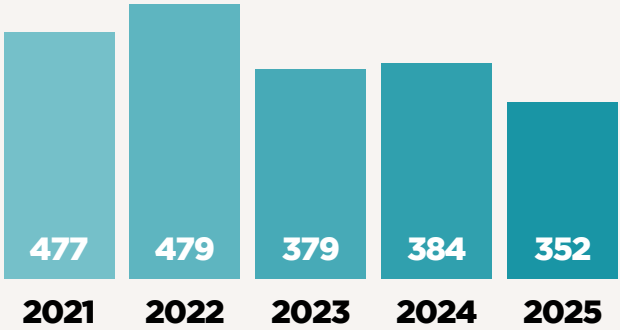
efforts also saw positive effects, such as the groundwater recharge project that discharges rainwater and treated process water to groundwater at our Dahej, India facility.

Beyond our facilities, we engaged in collective action, public policy, and community engagement activities. Our commitment to the Cradle to Cradle design principles requires that we investigate water issues in the watersheds impacted by our operations. We also continued our efforts to encourage suppliers to participate with EcoVadis, which provides companies with a tool to identify opportunities to reduce their environmental impact. Additionally, we remained active participants with the Operation Clean Sweep program for achieving zero plastic resin loss at our US facilities that handle plastic resin.

We remained active with the Dan River Basin Association (DRBA) in Virginia, where two of our facilities, including one of our largest, Danville, is located. In 2025, we joined the Eco Ambassador Council, which brings together business leaders from across the Dan River Basin watershed to pool resources, share ideas, and invest in environmental projects that protect the watershed. Five improvement projects were identified, including the South Mayo River Structures Removal project that has successfully transformed nearly 10 miles of river habitat, improving public safety, ecological function and recreational access through the removal of two historic dams.

Our Progress
In 2025, overall water withdrawal decreased, but water withdrawal in high water-stressed

TOTAL WATER WITHDRAWAL (MEGALITERS)



areas increased as a function of the fact that a greater number of our facilities are now located in areas considered to be under high or extreme water stress. At the end of 2025, total water withdrawal decreased by 8% over 2024, exceeding our goal of a 2.5% annual reduction, and we met our 2030 goal to reduce water withdrawal by 25% five years early, realizing a 38% reduction at the end of 2025, from our baseline year of 2019. While the percent of water withdrawal in water-stressed regions increased, comprising 42% of our total water withdrawals, this was due to the reclassification of seven additional facilities as being located in high water-stressed regions.

As a member of the Eco Ambassador Council (EAC), IPG helped fund and support the South Mayo River Structures Removal Project, helping restore natural river conditions and improve aquatic connectivity in the Dan River Basin.

Over 2.1 billion people worldwide lack access to safely managed drinking water. IPG knows every drop counts



Through the continued commitment and ingenuity of our employees, IPG is advancing toward a future where waste is designed out of our operations



OUR PLANET

Waste

We are improving how materials are managed, increasing waste diversion, and expanding participation in the TRUE Zero Waste program to optimize material use and ensure more resources are recovered and reused

Our Commitment

Divert at least 90% of solid nonhazardous materials leaving our manufacturing facilities from landfills and incineration to recycling or reuse, enabling all IPG manufacturing facilities to be TRUE Zero Waste Certified by 2030.

Our Actions

IPG saw significant progress made toward our goals this year, with actions driven by our [Zero Waste Policy](#), and supported by dedicated commitment from IPG management. Our participation in the Green Business Certification Inc.'s TRUE Zero Waste Program drove our diversion goal progress, sustained by our company held values and a shared objective to transform the resource life cycle.

A large part of the increase in our diversion rate was driven by the identification of new recycling opportunities at our Menasha, WI, Springfield,

OH, Atlanta, GA and Toronto, ON facilities. This year over year increase is the result of multi-year projects and collaboration between multiple IPG teams. New waste reduction and diversion opportunities were identified in part by our Pillar teams, who worked collaboratively across our operations. Our efforts included engaging our suppliers to assist with eliminating non-recyclable materials, encouraging the use of 100% recyclable packaging, and redesigning products for reuse and recycling.

Seven facilities joined Danville and Danville RDC in TRUE certification, including four at the Silver level and two at Gold, including our first location outside North America.

Multiple facilities are on track to apply for certification in 2026, including several in India and Portugal. The remaining IPG facilities are working diligently to increase diversion rates to qualify for certification by our goal of 2030.

Our Progress

At the end of 2025, IPG's diversion rate was 68%, up from 66% in the previous year, with 13 facilities having achieved diversion of 90% of

their nonhazardous waste from landfills. To date, 9 facilities are TRUE Zero Waste certified.

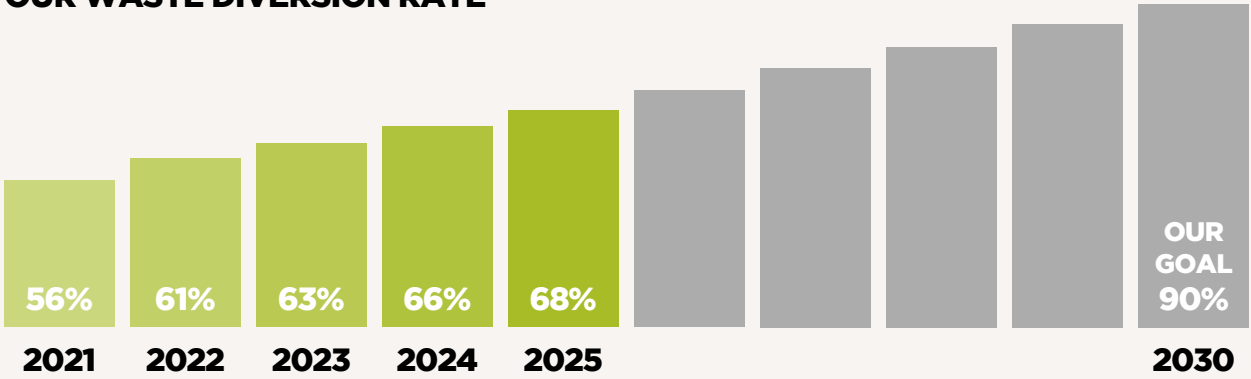
TRUE ZERO WASTE PROGRESS

Plant	Level	Date
Danville RDC	Certified	Jun-23
Danville MFG	Certified	Mar-24
Carrollton	Silver	Feb-25
Tremonton	Silver	Feb-25
Everetts	Silver	Feb-25
Truro	Silver	Apr-25
Chicago	Gold	Jul-25
Brighton	Certified	Sep-25
Daman	Gold	Dec-25



IPG Menasha, WI was recognized for the 2025 Best IPG Sustainability Project for its WAT Paper Recycling initiative, led by Carson Florio and Steven Jagodzinski.

OUR WASTE DIVERSION RATE



Our Data Summary

* Data validated by an independent third party. See our website for further details. www.itape.com/SustainabilityDocuments

Data not previously reported are noted as “--”. Except where otherwise indicated, for all amounts presented in this report, including tabular amounts numbers are rounded whole numbers and ratios and percentages are calculated based on unrounded numbers.

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SECTION	GRI INDICATOR	DESCRIPTION	2025	2024	2023	2021
Our Products		Percent of revenue from Cradle to Cradle Certified products manufactured by IPG	69%	68%	62%	50%
Our Products		Percent of packaging products sales that are recyclable, reusable or compostable	75%	75%	74%	71%
Our Products		Number of recalls issued, total units recalled	0	0	0	0
Our Planet	302-3	Energy intensity ratio (gigajoule/metric tons of production)*	5.31	5.81	5.96	6.02
Our Planet		% Change in energy intensity (YOY)*	-8.62%	-2.51%	1.50%	-2.49%
Our Planet		Percentage renewable (including RECs)*	15.80%	10.00%	5.8%	0.66%
Our Planet	305-4	Carbon intensity for Scope 1 and Scope 2 (metric tons CO2e / metric tons of production)*	0.422	0.517	0.542	0.55
Our Planet		Scope 1 and Scope 2 emissions (metric tons CO2e)*	125,974	139,108	148,012	177,753
Our Planet		% Change in Scope 1 and Scope 2 emissions	-9%	-6%	-12%	N/A
Our Planet	305-1	Scope 1 emissions (metric tons CO2e)*	45,520	45,626	51,502	66,129
Our Planet		% Change in Scope 1 emissions (YOY)*	-0.23%	-11%	-20%	N/A
Our Planet	305-2	Scope 2 emissions location based (metric tons CO2e)*	90,307	98,146	98,229	--
Our Planet	305-2	Scope 2 emissions market based (metric tons CO2e)*	80,454	93,482	96,510	111,624
Our Planet		% Change in Scope 2 market based emissions*	-13.9%	-3.14%	-6%	-11%
Our Planet		Scope 3 emissions category 1 Purchased Goods and Services (metric tons CO2e)*	392,553	345,283	367,685	565,259
Our Planet		Scope 3 emissions category 11 Use of Sold Products (metric tons CO2e)*	97,594	107,847	108,856	180,125
Our Planet		Scope 3 emissions category 12 End-of-Life Treatment of Sold Products (metric tons CO2e)*	155,329	134,240	114,851	121,928
Our Planet		Scope 3 emissions category 3 Fuel and Energy-Related Activities (metric tons CO2e)*	26,483	28,207	40,924	46,609
Our Planet		Scope 3 emissions category 4 Upstream Transport and Distribution (metric tons CO2e)*	70,214	83,469	84,047	80,886
Our Planet		Scope 3 emissions category 5 Waste Generated in Operations (metric tons CO2e)*	10,358	10,650	11,659	11,338
Our Planet	306-3	Total waste (metric tons)*	26,677	26,198	28,348	25,431
Our Planet		Hazardous waste (metric tons)*	469	457	680	584
Our Planet		Nonhazardous waste (metric tons)*	26,207	25,740	27,669	24,848
Our Planet		Waste diverted (% of solid, non-hazardous waste)	68%	66%	63%	56%
Our Planet	303-3	Water withdrawal (megaliters)*	352	384	379	477
Our Planet		Water consumption (megaliters)*	91	82	69	--
Our Planet		Change in water withdrawal (YOY in megaliters)*	-31.7	5.0	-100	-56
Our Planet		% Change in water withdrawal (YOY in megaliters)*	-8.25%	1.32%	-21%	-11%
Our Planet		From surface water (megaliters)*	N/A	N/A	N/A	N/A
Our Planet		From groundwater (megaliters)*	45	57	46	41
Our Planet		From seawater (megaliters)*	N/A	N/A	N/A	N/A
Our Planet		From produced water (megaliters)*	N/A	N/A	N/A	N/A
Our Planet		From third-party water (megaliters)*	307	327	333	436
Our Planet	303-3	Water withdrawal in water stressed regions (megaliters)*	150	92	117	145
Our Planet		% Water withdrawal in water stressed regions*	42%	24%	31%	30%
Our Planet		% Change in water withdrawal in water stressed regions (YOY)	38%	-21%	-5.6%	0
Our Planet		From surface water (megaliters)*	N/A	N/A	N/A	--
Our Planet		From groundwater (megaliters)*	44	45	37	--
Our Planet		From seawater (megaliters)*	N/A	N/A	N/A	--
Our Planet		From produced water (megaliters)*	N/A	N/A	N/A	--
Our Planet		From third-party water (megaliters)*	47	37	32	--
Our People		Total Case Incident Rate (TCIR)	1.15	1.18	1.52	1.8
Our People		Number of Safety Contacts	80,000	49,600	24,727	--
Our People		Number of confirmed incidences of corruption	0	0	0	0

SASB Index

TOPIC	CODE	ACCOUNTING METRIC	SECTION
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (0%)	Climate/Energy
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate/Energy
Water Management	RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water
Product Safety	RT-CP-250a.1	Number of recalls issued, total units recalled	Data Summary
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Cradle to Cradle
Product Lifecycle Management	RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	Product Circularity
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Our Products
	RT-CP-000.C	# of Employees	Our Profile

