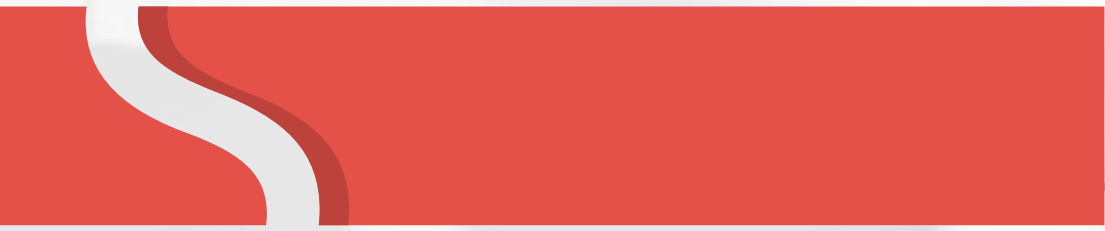
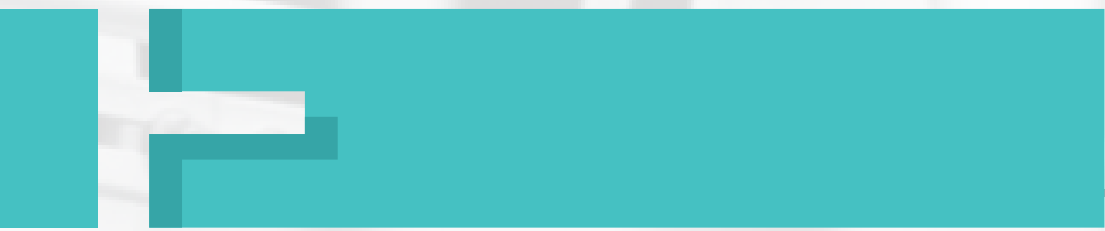




2025 ESG Report



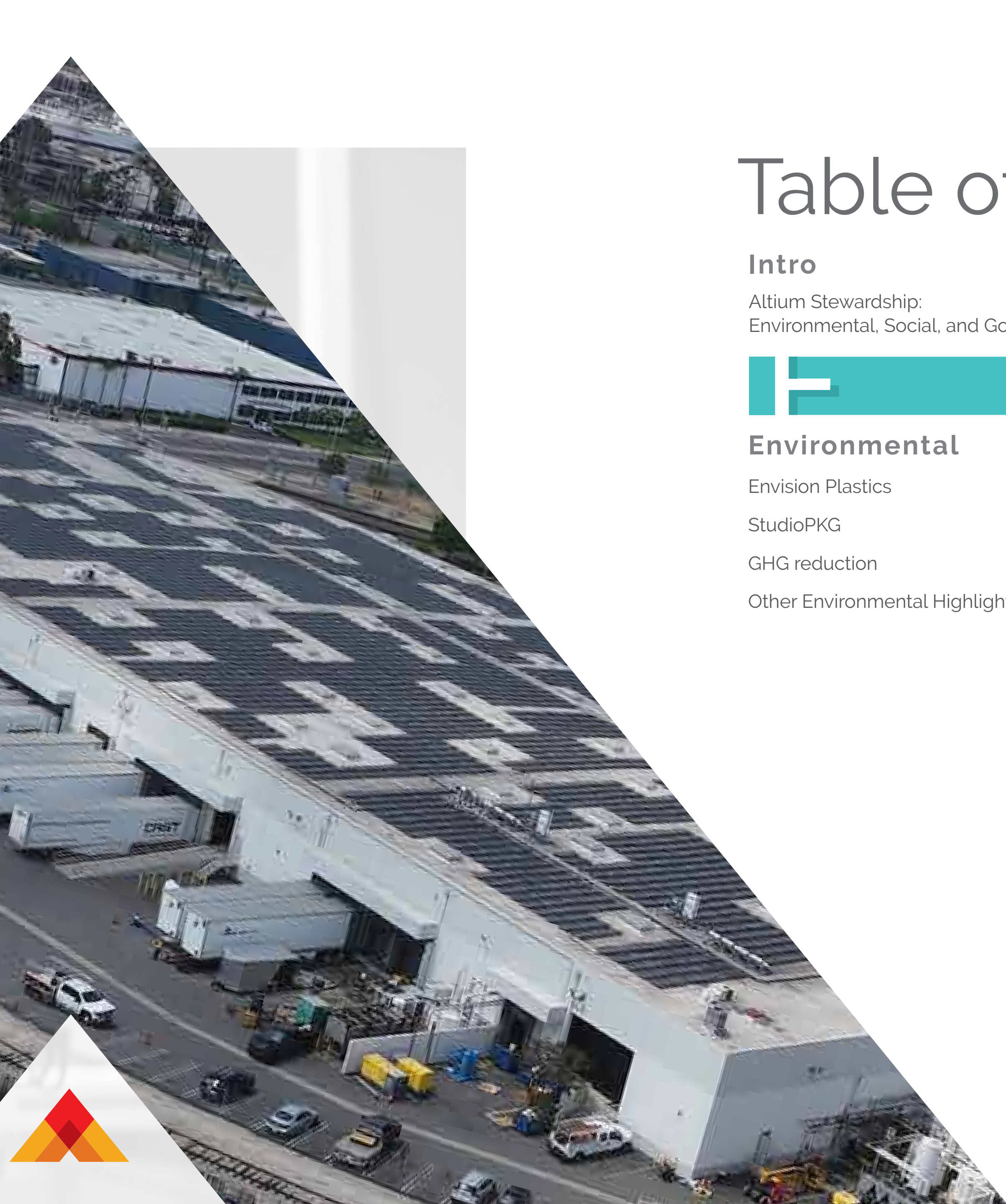


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Altium Stewardship: Environmental, Social, and Governance



Letter from the Ceo

At Altium Packaging, our commitment to creating enduring value for our customers, team members, communities, and planet is more than a principle it's our purpose.

Guided by our foundational belief in Drive Value Creation, we are proud to be a team of principled, dedicated, and accountable individuals who live our values every day. Our culture, shaped by seven Guiding Principles, is not just a framework it's the heartbeat of how we operate, innovate, and lead.

Since publishing our first ESG report, our journey has been marked by action and meaningful progress. This year's report reflects our continued momentum, showcasing initiatives that reduce our carbon footprint, optimize resource efficiency, champion inclusivity and diversity, and uphold the highest standards of governance. These efforts are not just about meeting expectations; they're about setting benchmarks for what responsible leadership looks like in our industry.

We recognize the challenges and misconceptions surrounding the plastics industry. At Altium, we meet these head-on with transparency, data, and a deep sense of stewardship. We believe in the essential role our products play in modern life and are committed to demonstrating their value through sustainable innovation and responsible practices.

To our incredible team: thank you. Your passion, integrity, and relentless pursuit of excellence are the driving force behind our progress. Together, we are not only building a better tomorrow, we are inspiring confidence, empowering change, and leading with purpose.

John Mooers
President & CEO



Our Guiding Principles



Act with Integrity & in Compliance

We conduct ourselves with integrity and fully comply with all laws, regulations and company policies all the time.



Drive Value Creation

Pursue safety excellence, because we cannot create value unless we first value human life. Create long-term value for our customers, the company and society. Deliver superior results through effective, efficient decision making, execution and quality. Drive continuous improvement and innovation, while eliminating waste and striving for environmental excellence.



Be Disciplined Entrepreneurs

Always think and act like owners of the company. Use good judgment, critical and economic thinking and initiative to achieve the full potential of our business. Embrace change, take action when you see opportunities to improve the company, and develop measures that lead to profitable action.



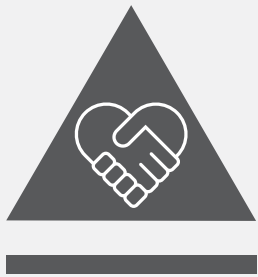
Focus on the Customer

We need to understand our customers and what they value better than our competition. We also need to develop knowledge of our customer's business and relationships that enables us to anticipate and profitably serve their needs.



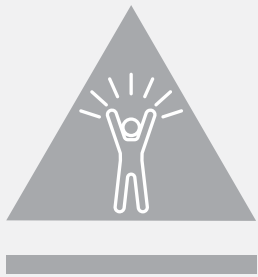
Act with Humility

Lead through humility and intellectual honesty. Seek and apply the best knowledge. Understand and deal with reality to drive the best outcome for the company and for your personal improvement. Challenge the status quo and invite challenge without regard to role or level. Hold yourself and others accountable.



Treat Others with Dignity & Respect

Treat others with honesty, dignity and respect. Understand and recognize each individual's contributions and work together as a single team - the Altium Packaging team.



Seek Fulfillment in Your Work

Contribute to an environment where everyone is encouraged to fully develop their capabilities so they can maximize their potential and create the greatest value .



Brian Hankin
Chief Growth & Innovation Officer

At Altium Packaging we strive to be a sustainable packaging solutions provider.

Our Environmental, Social, and Governance (ESG) report outlines our initiatives and performance in addressing the pressing challenges of plastic waste, resource conservation, social impact and proper governance of our business.

By integrating sustainable practices into our operations, fostering innovation, and engaging with stakeholders, we aim to not only reduce our carbon footprint but also contribute positively to the communities we serve. This report highlights our progress, challenges, and aspirations as we strive to create a circular economy that thrives on responsible plastic use and management.



We operate more than 65 facilities and employ over 4,000 people across the United States and Canada.

We fully grasp the far-reaching impact our business has on the communities in which we operate, and the lives of our employees and customers.

Our future lies in sustainable growth, which includes customer-centric sustainability strategies, 100% recyclable products that support the circular economy, and waste reduction.

We specialize in customized packaging solutions, serving a diverse customer base in the pharmaceutical, dairy, household chemicals, food/nutraceuticals, industrial/specialty chemicals, water, and beverage/juice segments.

Safety, integrity, and ethics are key to our seven **Guiding Principles** that articulate the way we strive to conduct business. Our Guiding Principles drive our business to have a positive and ethical impact on the environment, our employees, and customers.

Environmental



Envision Plastics was established in 2001, was acquired by Altium in 2014, and has produced nearly 2 billion pounds of recycled resin.

~2 billion pounds of recycled resin



Envision has achieved unrivaled product innovation with flagship products like EcoPrime®, PRISMA®, OceanBound Plastic, and Deodorized Resin™. Envision Plastics is committed to delivering innovative, sustainable, and reliable post-consumer recycled resin solutions that meet and exceed the needs of retailers, consumers, brand owners, and packaging customers.



Growth Investments

In 2023 Envision completed a multimillion-dollar investment to expand its capacity to manufacture its EcoPrime® fit-for-food contact product line. **This expansion increased capacity for current and new customers by 50%** and furthered Envision's commitment to being a market leader in fit-for-food contact polyethylene and propylene post-consumer recycled resins.

In 2024 Envision continued to invest with the completion of another significant investment to expand its installed extrusion capacity. This expansion has enabled Envision to service growing customer demand for high quality post-consumer recycled natural polyethylene resin.





Sustainability in Action – A Customer Success Story

Envision has worked closely with our customer, Nestle Purina, to make significant advancements in sustainable packaging.

Envision supplies high quality PCR HDPE resin to Nestle Purina's Bloomfield, Missouri, location, which now produces Tidy Cats® cat litter jugs using 100% PCR HDPE resin, while maintaining the durability and quality expected by consumers.

This initiative aligns with one of Nestle's broader sustainability goals, reducing the use of virgin plastics by one-third in 2025. The Bloomfield, Missouri, location no longer uses virgin resin in its blow molding facility and works towards zero waste goals by capturing plastic scrap created during manufacturing and directly recycling it back into their process.

By utilizing PCR HDPE Resin from Envision, the facility helps support the circular economy. Nestle Purina Tidy Cats® cat litter jugs are designed to be recycled, and Envision helps create a true closed-loop process.



Trust but Verify

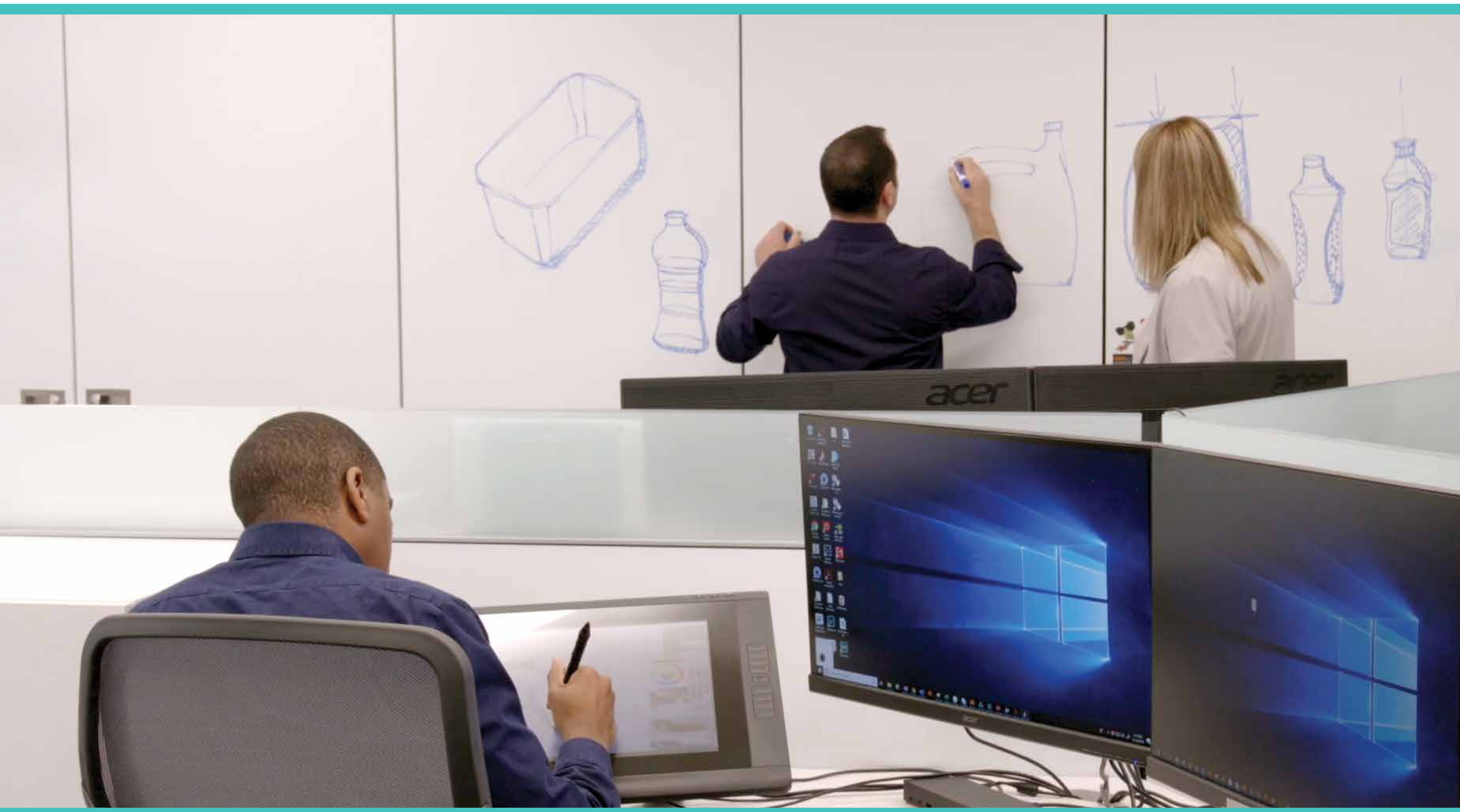
While Envision operates by our Guiding Principles, including Act with Integrity and Compliance, we understand that our customers and other stakeholders value having the ability to verify that our PCR products are in fact made from post-consumer collected waste. We are proud that we have since its inception, maintained Association of Plastics Recyclers PCR content certification in North America and earlier this year we successfully achieved PCR RecyClass certification valued by our growing European customers.



Scan Code to Visit
recyclingisreal.com

Advocacy

Envision is also investing in important industry advocacy efforts. In 2024 Envision joined the Plastics Industry Association "Recycling is Real" initiative as a founding member, an education campaign aimed at brand owners and policymakers. The campaign is committed to sustainability and keeping plastic material in our circular economy and out of the environment by seeking to amplify the message that recycling is real, is technically viable, it happens, and creates real value as exemplified by viable and growing businesses like Envision and the many real manufacturing jobs it creates and the positive impacts that it has in society. Scan the QR code to visit the "Recycling is Real" website and watch a slightly over 3-minute video showing one of Envision's recycling plants and some of its dedicated team members.



Innovation | StudioPKG®

Altium Packaging's award-winning StudioPKG® is a creative and technical hub dedicated to crafting exceptional packaging solutions that serve as powerful brand ambassadors. At StudioPKG, packaging is more than just a container—it's a reflection of a brand's values and a critical connection point with consumers. Our award-winning team of designers, engineers, and technical experts partners with clients to create packaging solutions that not only captivate but also communicate a strong commitment to sustainability.

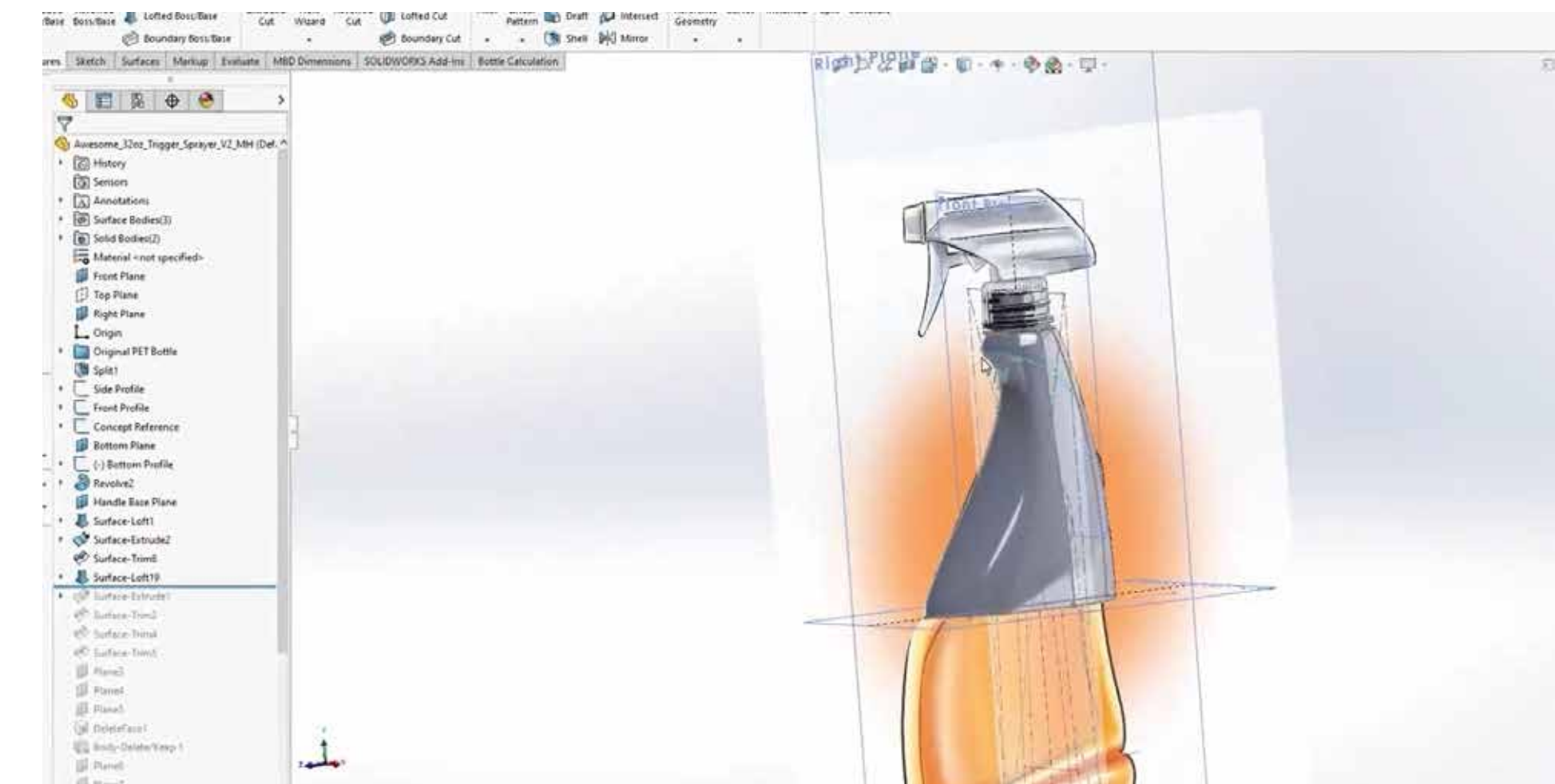
We work closely with clients to craft designs that embody brand visions and resonate with consumer values. Sustainability is integral to our design philosophy and incorporated into every stage of our process. The result is innovative, sustainable packaging solutions that stand out on the shelf and reflect the principles of our clients and their customers.



Design for Sustainability

Foundations of the Program: StudioPKG's Design for Sustainability program is built on a robust foundation of sustainability principles, guiding our approach to creating environmentally responsible packaging solutions:

- **Consumer Behavior:** Understanding that consumers value convenience and sustainability, our packaging solutions are designed to make sustainability easy and intuitive. We address key consumer concerns such as hygiene, food safety, and shelf life, while ensuring that our products are fully recyclable.
- **Industry Guidelines:** By leveraging industry guidelines and standards, such as those from the Association of Plastic Recyclers and the Sustainable Packaging Coalition, our packaging is optimized for recyclability and meets the highest standards of sustainability.



Core Offerings

Recyclable solutions:

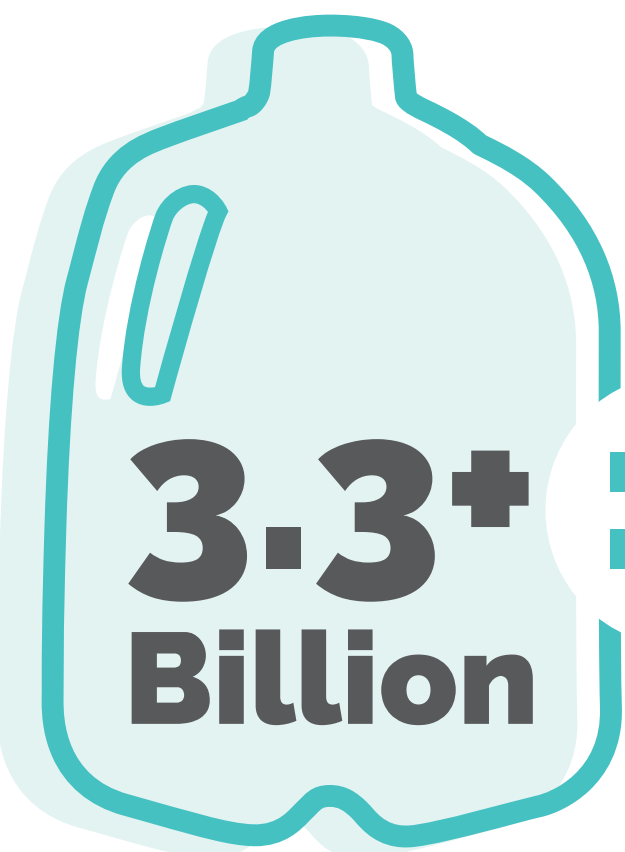
99.7% of our products are 100% recyclable.

Sustainable Product Design

- Lightweight Solutions: Our team excels in creating packaging that uses less material while maintaining or even enhancing performance. This is exemplified by our Dura-Lite® platform, which is a family of products engineered to reduce resin usage, thereby lowering carbon emissions associated with production and transportation. Our lightweight solutions also contribute to cost savings in logistics and handling, making them economically advantageous for our clients.

Altium Dura-lite® Example Weight Savings

							
	Traditional Gallon	Industrial Round Gallon	IRG Skinny	2.5 Gallon 8-Sides	Diamond Canister	Astro Canister	Wide Mouth Gallon
Typical Weight	62g	110-125g	110-125g	225g	62g	62g	112-127g
Duralite® Weight	56g	85g	105g	190g	48g	48g	100g
Savings	10%	23-32%	23-32%	16%	22%	22%	11-21%



~49 Million Lbs Virgin Plastic Saved

~34,650 MT Less CO₂e Produced



Savings are equivalent to . . .



The CO₂ generated by charging ~2.8 B Smartphones per year



Reduced greenhouse gas emissions from ~8,082 Gas-powered cars for 1 year

Performance Enhancement: Our lightweight designs do not compromise on functionality. By leveraging advanced engineering techniques, we create packaging that is both robust and efficient, meeting the high standards of durability and usability expected by consumers.

Dura-Lite® Bottles shipped through Q1 2025

Source: EPA Greenhouse Gas Equivalencies Calculator. Icon credits: Bartan Graphic & Iconcraft from the Noun Project

Material Optimization and Selection

- **Bio-based Options:** We recognize the need to manufacture products with alternatives to petrochemical-based materials and are excited to embrace the potential of plant-based alternatives. Altium first qualified plant-based HDPEs in 2014, using the same blow-molding assets that are used for fossil-based HDPE. In 2023, Altium began the process of evaluating plant-based HDPE in the injection molding of closures. We expect more plant-based material to be available in years to come, and we are positioned to be a leader in the production of products with plant-based polymers.
- **Shelf-life Extensions:** Our materials are selected not only for their sustainability but also for their ability to enhance product shelf-life, addressing key consumer concerns such as hygiene, food safety, and freshness.

Post-Consumer Resin (PCR) Integration:

- **Industry-Leading Capabilities:** Altium’s prowess in incorporating PCR into products allows us to offer packaging solutions with up to **100% recycled content.** This reduces reliance on virgin materials and supports circular economy initiatives.
- **Differentiated Solutions:** We offer a wide range of differentiated PCR solutions, including PP, HDPE, and PET, allowing brands to select options that best fit their sustainability objectives and market needs. Across 2023 and 2024 we produced products using **40 million pounds of post-consumer resin (PCR).**

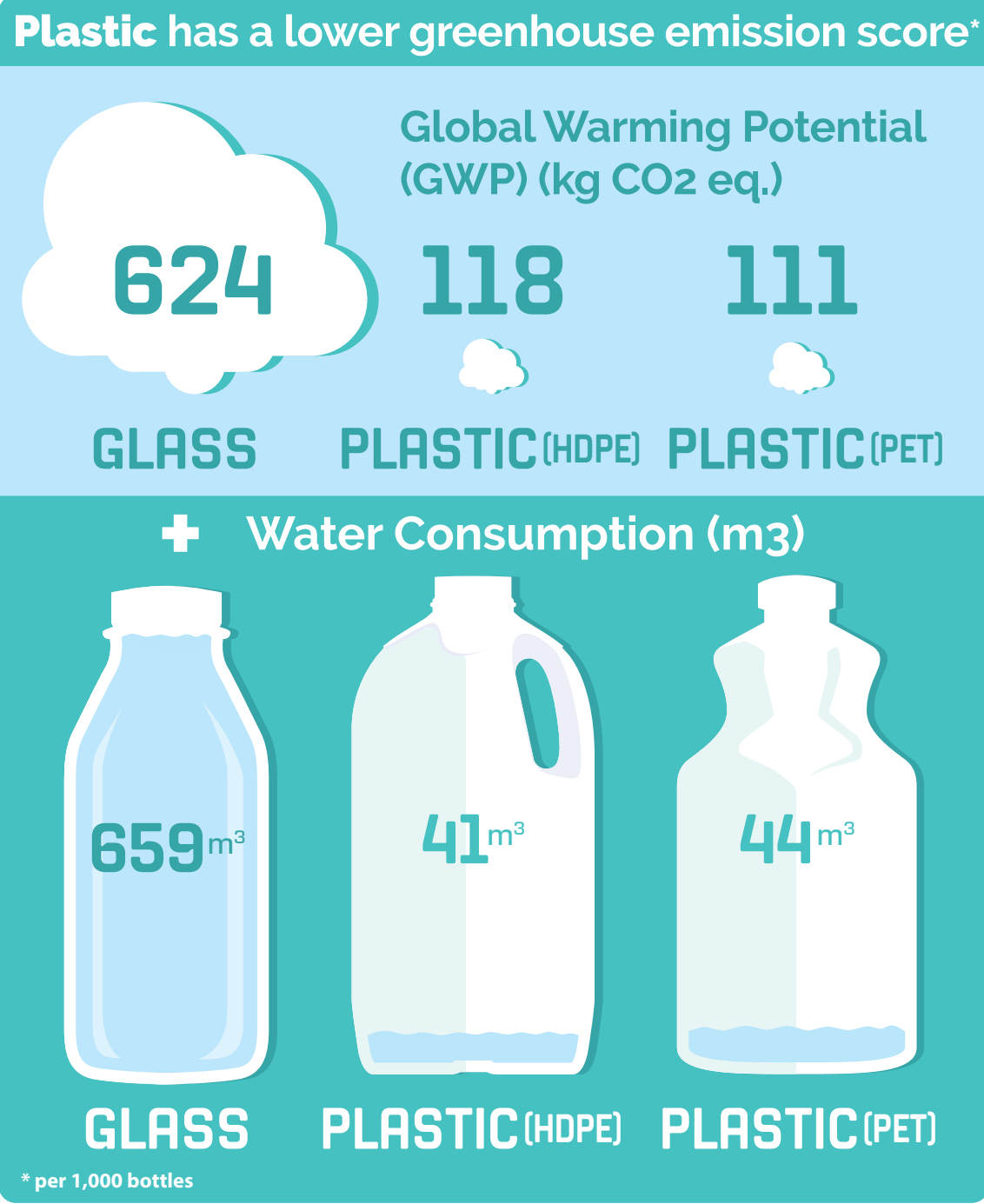
Lifecycle Assessment (LCA) and Compliance

- **Comprehensive Evaluations:** Our LCA services provide clients with a thorough understanding of the environmental impact of their packaging choices. These evaluations help identify opportunities for improvement and compliance with evolving sustainability standards.
- **Adherence to Industry Standards:** By aligning with industry guidelines from organizations like the Association of Plastic Recyclers, our solutions meet rigorous recyclability criteria, optimizing their environmental benefits.

Collaborative Sustainability Partnerships

- **Co-Creation of Sustainability Roadmaps:** We work closely with clients to develop tailored sustainability strategies, leveraging our expertise to align packaging solutions with their environmental goals. This partnership approach fosters transparency and accountability, ensuring clients can achieve measurable sustainability outcomes.
- **Transparent Reporting:** Our commitment to transparency means providing clients with detailed reports on the sustainability metrics of their packaging solutions, helping them communicate their environmental achievements to stakeholders and consumers.

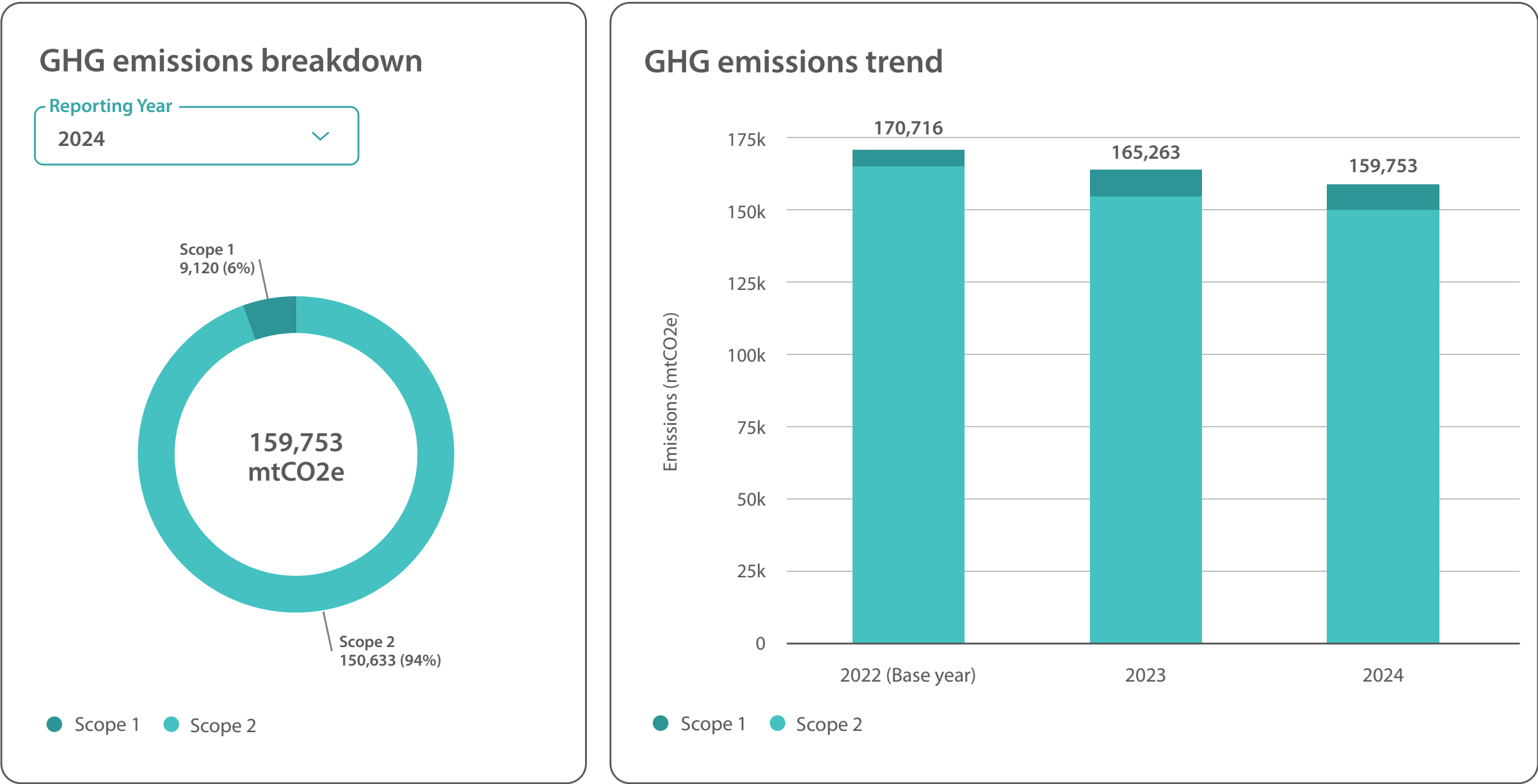
Through these core offerings and foundational principles, Altium empowers clients to achieve their sustainability goals, positioning us as a leader in the sustainable packaging industry. Our commitment to innovation, collaboration, and environmental responsibility drives us to deliver packaging solutions that are effective, economical, and forward-thinking.



Environmental – GHG Reduction

Reducing greenhouse gas (GHG) emissions is increasingly critical in addressing climate change. A multifaceted approach involving energy efficiency audits, energy surveys, and clean energy solutions in our facilities is pivotal to our success.

Sustainability Dashboard



In 2024 we added a sustainability dashboard that gives us real-time visibility into our energy usage, GHG emissions, and key performance metrics across all our manufacturing sites. By centralizing this information, we are able to track GHG emissions reductions, identify high-impact opportunities, and support data-driven decisions.

Energy Audits

Last year we worked with energy savings engineering consultants to create a plan to lower our GHG emissions by reducing our energy consumption. In eight locations, we inspected lighting, HVAC, chillers, and compressors. Current usage patterns were documented and rated, and then a comprehensive list of upgrades was created for potential investments.

Energy Surveys

We then focused on completing energy surveys that collected data geared toward end-of-life and retrofiting assets at our remaining plants. This laid the groundwork for understanding which locations' assets would benefit from being replaced and upgraded and which assets could be retrofitted for optimum energy savings and GHG reduction.

Clean Energy

With a firm plan to tackle our energy efficiency projects, our solar experts targeted our locations that were best suited for on-site solar and new roof upgrades. Many of our locations are leased, and the property owners are also working to reduce their real estate portfolio GHG emissions through clean energy solutions, such as on-site solar, which is a win for everyone involved.



Customer focused GHG reduction plans

At Altium we aim to support our customers in achieving their sustainability goals while reducing GHG emissions across our operations. Our customer-centric approach focuses on delivering innovative solutions that meet evolving industry needs without compromising our business performance. We actively collaborate with our customers to develop plans to reduce direct GHG emissions at manufacturing sites, increase the use of recycled content, and educate customers regarding the recyclability of their containers.

Broad manufacturing network to minimize freight

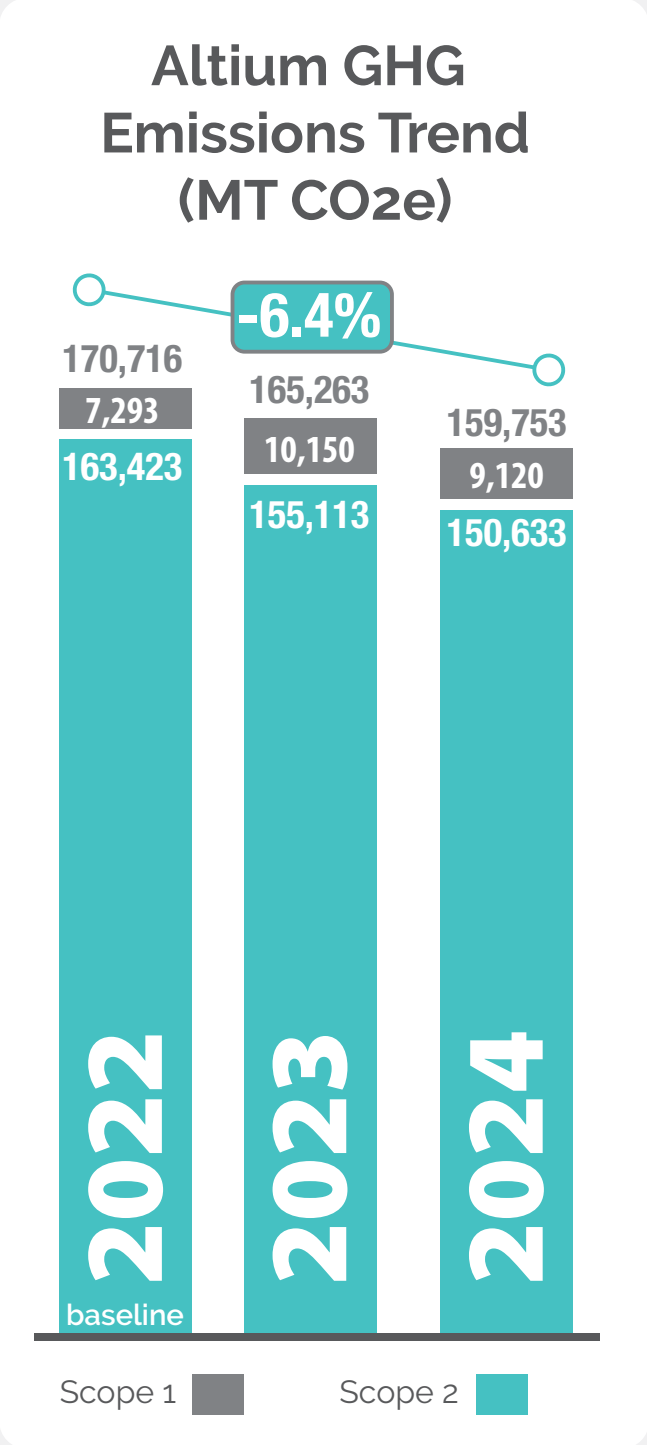
With over 65 manufacturing sites across the United States and Canada, we can locate our production to optimize customer freight and related GHG emissions.

Distance Our Products Traveled from Altium to Our Customers

(Estimated % of 2024 Altium Production by Weight)



Our 2022 baseline for Scope 1 & 2 location-based GHG emissions was 170,716 metric tons of CO2e. In 2023, we reduced our emissions to 165,263 metric tons CO2e, and in 2024, we further decreased them to 159,753 metric tons CO2e. This latest reduction represents a decrease of approximately 5,510 metric tons CO2e, or a **3.3% reduction** in overall absolute emissions from 2023 to 2024. Overall, compared to our 2022 baseline, we have achieved a total reduction of 10,963 metric tons CO2e, which equates to an overall **6.4% reduction**.



The EPA equivalencies for our 10,963 MTCO2e reduction from our 2022 baseline are the following:



Passenger Vehicles Driven for One Year:
Our reduction is equivalent to removing approximately 2,557 passenger vehicles from the road for one year.



Gallons of Gasoline Consumed:
Our reduction is equivalent to avoiding the consumption of about 1,233,600 gallons of gasoline.



Barrels of Oil Consumed:
Our reduction equates to the annual emissions from approximately 25,382 barrels of oil consumed.



Home Electricity Use:
Our reduction is equivalent to 2,285 homes' electricity use for one year



Amount of carbon sequestered:
Our reduction is equivalent to 181,274 tree seedlings grown for 10 years

This progress reflects our continuing strides toward sustainable practices, including optimizing the efficiency of our manufacturing processes, increasing the use of renewable energy sources, and improving waste management protocols.



Other Environmental Highlights

We diligently monitor all state and federal legislation related to packaging, and we provide relevant information to support our customers. In 2023 we held informational webinars to discuss the recycled content laws (which included internal and external legal experts, plus our Envisions sales team). The webinars gave our customers an opportunity to ask questions about how the recycled content laws would impact their business.



ISCC - International Sustainability and Carbon Certification

ISCC for advanced resin focuses on ensuring that materials and production processes meet sustainability and traceability standards.

Our Allentown, Baltimore, Newark, Oil City, and York locations completed ISCC certifications for advanced/chemical recycled resin to support our customers' sustainability goals by using advanced resin for the recycled content in their products.



OCS

In 2023 100% of our plant-level workforce was trained in Operation Clean Sweep (OCS). Our resin vendors also participate in OCS. This valuable training strives to ensure that our resin suppliers and our staff understand the environmental implications of resin spillage and the steps necessary to contain and clean up the resin pellets before they enter our waterways.



EcoVadis

Bronze Medal for Envision Plastics in 2024.

EcoVadis is a global sustainability network and rating platform that evaluates the ESG performance of companies. It provides businesses with a comprehensive evaluation of their sustainability practices and areas for improvement in terms of responsible business conduct



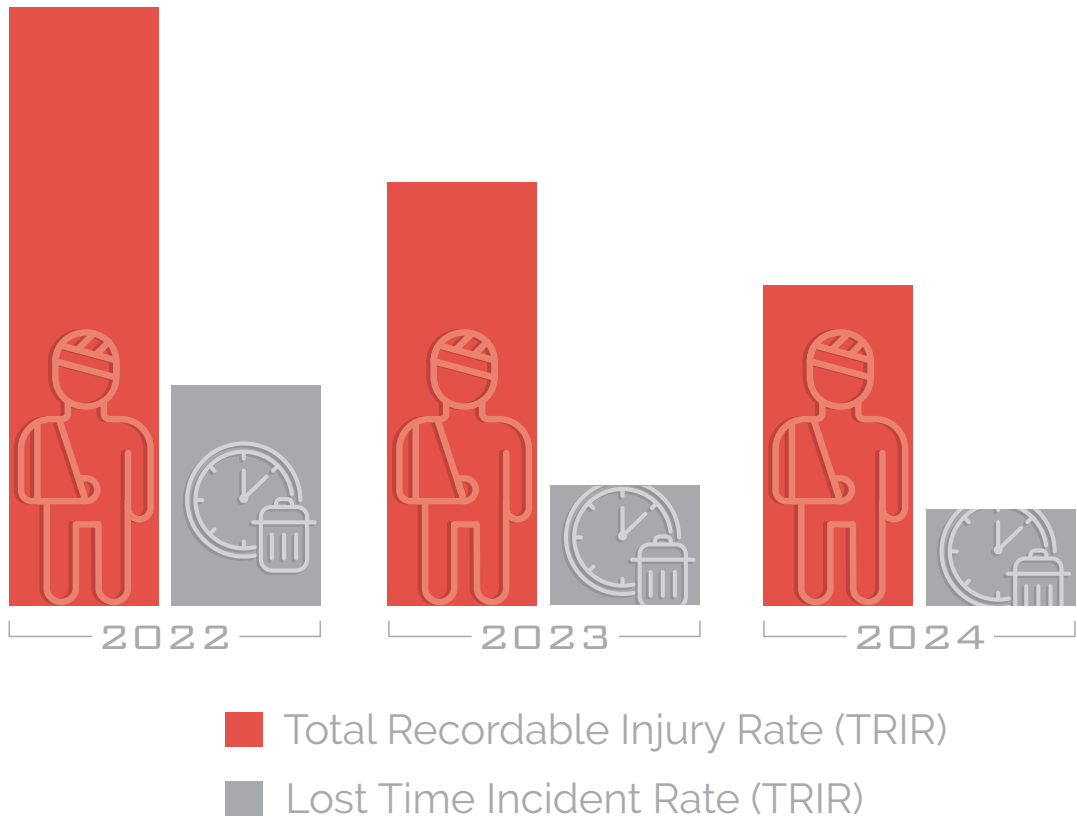
SMETA – Sedex Members Ethical Trade Audit

SMETA audits are designed to promote transparency and accountability. The audits assess and promote responsible business practices in supply chains. SMETA audits focus on key areas such as labor standards, health and safety, the environment, and business ethics. We understand the sustainability and ethical supplier goals of our customers. To be aligned with those goals, we have 7 locations that have completed globally recognized SMETA audits.

Social

Environment, Health, and Safety (EHS)

As articulated in our Guiding Principles, we believe that Altium cannot create value for society without first valuing the health and safety of our employees. We focus on complying with all local, state, federal and provincial regulations, but more importantly, we work hard to foster a culture in which we demonstrate safety as a core value of our organization. Our leaders embed safety in all of our company's practices, and we work to continuously improve our safety performance. Most importantly, all employees are expected to actively engage in our safety culture and processes in each of our facilities.



A focal point of our employee engagement occurs annually each August when we celebrate Safe and Sound week, which is aligned to the Occupational Safety and Health Administration (OSHA). The engagement aims to raise our awareness about the value of workplace safety, enhance our culture in which safety is a shared responsibility, and continuously improve our safety and health programs.

Through December 2024, Altium's Recordable Incident Rate (RIR) was more than 60% lower than the industry average of 2.9. We delivered a 24% improvement in our RIR from 2023 to 2024. We continue to implement risk-based programs to enhance our safety culture and deliver on our Compelling Business Need (CBN) of ZERO EHS incidents.

Aligned with our CBN, we continue the deployment of our strategic safety plan, focusing on three critical areas with specific initiatives under each:



Leadership: Leadership is visible and engaged with all employees on the plant floor and acts as role models for safety, responding to issues with urgency.



Employee Engagement: Employees are empowered and expected to pause work when they see safety concerns and are willing to hold each other accountable for safety.



EHS Management System: EHS Management System is a performance-based approach to integrating EHS into all that we do.



Human Resources

People (Talent attraction, engagement, and development)

We employ over 4,000 people across 65+ facilities throughout North America, and we are deeply committed to providing a rewarding employee experience. Altium is a place where you can grow personally and professionally to your fullest potential through technical training, leadership development, stretch opportunities and apprenticeship programs.

Benefits

Associate well-being is a top priority for Altium. We conduct market studies to ensure that we continue to offer competitive total compensation packages to attract and retain top talent. We offer a wide range of benefits to meet the diverse needs of our workforce that include:

- Medical, dental, and vision insurance
- Prescription plans
- Medical guidance programs (24/7 nurse line, autism spectrum disorder program, virtual 2nd opinion program, behavioral health resource)
- Employee assistance and wellness programs: Employees and their families have access to free counseling services delivered by licensed professionals, either online or in-person
- Short Term Disability & Basic Life insurance
- Lower cost telehealth visits
- Flexible Spending Account & Health Savings Account (HSA includes quarterly company contributions)
- Paid parental leave
- PerkSpot – a one-stop online shop for exclusive discounts at national and local merchants
- Advance pay under certain circumstances
- 401(k) matching to assist our employees in saving for retirement as well as retirement readiness education
- Optional benefits include:
 - Optional Life and AD&D
 - Legal Assistance Plan
 - Critical Illness
 - Accident insurance
 - Voluntary Whole Life Insurance including Long-Term Care



Our benefits package is designed to help employees and their families stay healthy. We encourage all employees to complete an annual wellness examination and reward those who choose to do so by offering a healthy bonus.

In addition, we focus on special issues throughout the year such as breast cancer awareness month and mental health month. Because we recognize the value of preventive care, diabetic supplies and generic-branded maintenance drugs are also made available to employees free of charge.

Engagement Survey

We conduct annual surveys through an independent third party to measure employee engagement. Our engagement survey examines how employees feel about the basics of their job – pay, benefits, flexibility, and learning opportunities – and seeks their input on their loyalty, their understanding of our vision and strategy, their likelihood to recommend the job to others, and their level of motivation.

In 2024, **89% of employees completed Altium's engagement survey, a response rate much higher than the industry average of 59%**, and we received over 9,000 written comments. The results are shared with leaders throughout the business, who are then encouraged to develop action plans specific to their areas of operation to generate even stronger engagement in future years.

We also conduct periodic "pulse" surveys to maintain an open communication channel with our associates.



Career Development

In our ongoing commitment to fostering career growth and development, we offer comprehensive training programs to empower our employees. Over the past 12 months, our **team members have collectively completed over 50,000 hours of training.**

For individuals newly appointed to supervisory roles, we have instituted the Career, Onboarding, Relationships, and Empowerment (CORE) program. This initiative is specifically designed to equip supervisors with essential knowledge and skills to excel as leaders and advance their careers within Altium.

We place a strong emphasis on nurturing internal talent and preparing them for future leadership roles at Altium. Our latest program, Ascending Leaders, is strategically crafted to enhance the capabilities of our senior leaders. This initiative offers targeted learning and development opportunities aimed at driving organizational success. Participants benefit from mentorship and engage in diverse learning methods, including e-learning modules, roundtable discussions, and instructor-led training sessions.

Education Assistance

Altium is committed to professional development for our employees. Our philosophy is to drive a “learning culture” in everything we do to maximize our people’s talents and skills and help them develop to their full potential. Our leadership development programs support organizational needs, employee engagement, retention, and succession planning, and are aligned with both our leadership success factors and our Guiding Principles.

Altium offers a variety of development opportunities that equip employees to improve their own performance, lead others, and lead the business. Our core programs cover topics such as management foundations, leadership expectations, and change management. Altium also offers 360-degree feedback assessments and coaching from an external learning partner for our senior leaders.

Aligned with our Guiding Principle “Seek Fulfillment in Your Work,” Altium is proud to offer an Educational Assistance Program that provides financial assistance to eligible employees for tuition, books, and certain associated fees for undergraduate and graduate-level coursework. Altium also provides post-secondary scholarship funding for children of Altium employees.

in Learning To encourage self-paced learning, we also offer LinkedIn Learning, the online educational platform that helps employees discover and develop business, technology, and creative skills through expert-led course videos.

Clive Brown Leadership Award



Safety Excellence Plant Performance Awards



Leadership Awards

We recognize individuals and teams who best exemplify our Guiding Principles with an annual awards program, which includes the Clive Brown Leadership Award – named in memory of a former colleague who embodied the Guiding Principles in countless ways – in recognition of the person who stands out as a leader and best demonstrates our Guiding Principles.



Diversity, Equal Opportunity, and Inclusion

Altium is dedicated to cultivating an inclusive culture that values individual differences, enabling us to attract a diverse range of talent. We proactively engage in outreach initiatives to source candidates from varied backgrounds at all organizational levels. We take pride in our longstanding tradition of employing military veterans and reservists, recognizing the invaluable skills, leadership, and reliability they bring to our workforce. We deeply appreciate the sacrifices made by military personnel and their families, and we are honored to have them as esteemed colleagues.



In partnership with organizations such as Women in Manufacturing (WiM), a non-profit trade association committed to supporting, promoting, and inspiring women in the manufacturing sector, **Altium launched the Altium Women's Leadership Network (AWLN) in 2021.** This network comprises women across Altium who convene monthly in small groups to provide mutual support and share learning experiences. This initiative significantly enhances the inclusion and development of our female employees within the manufacturing industry, leading to notable progress in appointing women leaders throughout the organization, particularly within our plants. Currently, AWWN has 85 active participants.



Throughout the year, we continuously highlight the contributions of female leaders within our organization, showcasing leadership at both our plants and headquarters. Our Fulton plant, for instance, boasts a majority of female leaders, including the Operations Manager, Warehouse Manager, Quality Manager, and HR Manager.





In 2024, Sean Fallmann, Altium's former President and CEO, served as Corporate Co-Chair for the Rally Foundation's annual fundraising gala, helping Rally achieve a record fundraising total for childhood cancer research.

We are excited to launch our inaugural "Altium Acts of Kindness Week," scheduled for the first week of December to coincide with the National Day of Giving. During this week, employees will have the opportunity to dedicate time, either individually or as a team, to volunteer with a non-profit organization of their choice or to participate in a pre-arranged Altium service day.

Community Engagement

We remain committed to fostering community engagement at both local and national levels through initiatives led by our plants and headquarters. These efforts provide all employees with opportunities to collaborate with organizations within the communities where we live and work.

Recent examples of our community engagement initiatives include a company-wide campaign for breast cancer awareness, a coat and toy drive supporting the Atlanta Mission organization during the holiday season to support individuals experiencing homelessness, sponsorship of the St. Jude "Fitness for a Cure" initiative, and contributions to the Rally Foundation aimed at advancing research to cure childhood cancer. Additionally, we are dedicated to supporting advanced education by funding scholarships for the children of Altium employees.



Governance



Ethics and Compliance Training

Altium is committed to observing high ethical standards in the conduct of our business. We strive to establish and maintain relationships with third parties, including vendors and suppliers, that are committed to the same ethical standards and are not linked to abusive or exploitive activities, including human trafficking or slavery.

Altium is committed to treating workers with dignity and respect and working with supply chain partners who comply with applicable laws and regulations.



Code of Business Conduct

Altium maintains a Code of Business Conduct that applies to all employees, as well as to its Board of Directors. Altium also maintains a Supplier Code of Conduct, which is communicated to our suppliers and other business partners. Altium expects all employees, directors, suppliers, distributors and other business partners to act in a manner consistent with our Code of Business Conduct and Supplier Code of Conduct, especially when acting on behalf of Altium or providing goods and services to the company.

At the beginning of employment, each employee is required to certify that they have read the Code of Business Conduct and that they will comply with its contents.

On an annual basis, employees in corporate functions and plant administrative roles are trained on the Code of Business Conduct. In 2024, the completion rate was 100%.

Anti-Bribery and Corruption Policies are included in the Code of Business Conduct. These policies are designed to prevent bribery and corruption and include restrictions on accepting and giving gifts, offering entertainment, and providing other business courtesies.

Conflict of Interest is also addressed in the Code of Business Conduct, which includes guidelines on identifying, disclosing, and managing potential conflicts of interest that could impact impartial decision-making.

Privacy Policy: Altium's privacy policy outlines how the company collects, uses, stores and shares personal information.

Whistleblower Policies: Altium is dedicated to upholding the utmost standards of professional ethics and conduct. We pride ourselves on our open-door environment. All employees are encouraged to raise concerns and seek guidance if they know or suspect a violation of the Code of Business Conduct has occurred. It is the responsibility of employees to report any potential violations of Altium policies or laws committed by Altium employees.

The Code of Business Conduct provides protection for employees who report concerns in good faith, safeguarding them against retaliation. If an employee becomes aware of unethical or unlawful behavior by any party, they are encouraged to report it through one of the designated reporting channels, which includes an ethics hotline managed by a third-party. The ethics hotline allows for reports to be made anonymously. Reports are reviewed by Altium's Legal Department and assigned for investigation as necessary.





Product and Food Safety

Altium is committed to delighting our customers by providing superior quality, service, experience and value. We continually improve our processes and products to be the most dependable partner for our customers, while delivering a flawless customer experience.



At Altium, the Quality Management System (QMS) is a formal system that is grounded in our Guiding Principle of focusing on the customer and consists of 15 elements. These elements enable our understanding of and adherence to established processes, procedures, and responsibilities for achieving quality policies and objectives. In addition to the 15 elements, where applicable, the QMS is expanded to include formal food safety and security, ISO 9001, GFSI, cGMP, IMS, and other relevant regulatory requirements such as UN/DOT certifications.

The QMS enables Altium to meet or exceed customer and regulatory requirements and improve our effectiveness and efficiency on a continuous basis. At Altium our QMS is backed by the “Always Made Right” commitment. We strive to make things right the first time – but if something goes wrong, we do what it takes to make it right and invest to ensure we continue making it right. To truly delight our customers, we empower every employee to speak up and take immediate action if something isn’t right.

Suppliers

The safety and quality of our products require materials sourced from suppliers that share our high standards for ethics and integrity. Altium maintains a Supplier Code of Conduct designed to communicate our standards to our vendors and other third parties.

We strive to engage suppliers and contractors that demonstrate a serious commitment to the health and safety of their workers and operate in compliance with human rights laws. Our long-term partnerships with our suppliers are managed at the corporate level to help ensure that the materials we purchase adhere to all required specifications, laws, and regulations.

Financial Governance and Risk Management

We use a variety of controls to manage financial risk. We conduct both internal and external audit processes. External auditors examine our annual financial statements, while the internal audit function is year-round and regularly tests the effectiveness of our controls with respect to the accuracy of reporting, prevention of fraud, and protection of the business's resources.

Consistent with Guiding Principle #1 (Act with Integrity and in Compliance), we have subject-matter experts who ensure compliance in areas ranging from food safety to EH&S.

Our business mix seeks to ensure that we are not dependent on any individual customer.

No single customer accounts for more than 6% of our revenue.

When we integrate acquisitions, we seek to incorporate the acquired companies' best practices into our standard operating model, and vice versa.

Network Security

As part of our ESG framework, Altium strives to ensure the highest levels of data privacy and security for our stakeholders. We understand the importance of protecting sensitive information in the digital era, and we implement a comprehensive, multi-layered cybersecurity strategy that leverages state-of-the-art encryption, continuous network monitoring, and regular security audits.

We also foster a culture of vigilance and accountability among our employees through regular training programs, phishing exercises, and communications on cybersecurity.

Our commitment to responsible governance is reflected in our robust data privacy and security measures, which are essential for building and maintaining trust with our partners and stakeholders.

In the past year, we have invested significantly in advanced cybersecurity technologies and have engaged leading experts to conduct rigorous third-party assessments and penetration testing. This proactive approach has enabled us to identify and mitigate potential vulnerabilities before they can be exploited.

Moreover, we have updated all our cybersecurity policies to reflect industry-respected best practices. We have established a dedicated incident response team that is ready to act swiftly in the event of a security breach, aiming to ensure minimal disruption to our operations and safeguarding the integrity of our data.

Through these initiatives, we are not only protecting sensitive information but also reinforcing our commitment to ethical business practices and long-term sustainability.



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