RING

PURSUIT OF EXCELLENCE 2021

ENVIRONMENTAL, SOCIAL, GOVERNANCE REPORT

Synthesizing Our Sustainability Efforts:
A Letter from Our Leadership

This Environment, Social, and Governance (ESG) report marks an exciting shift into the future for Ring Container Technologies. It reflects the steadfast commitment we have maintained throughout our history to environmentally responsible manufacturing and is our first comprehensive publication of those measures. Enhancing our transparency and formalizing our goals for continuous improvement will pave the way for Ring to serve with our customers and industry partners as stewards of the future, honoring our commitment to responsible manufacturing for sustainable progress.

Ambition and practicality go together, and this balance has been instrumental to our success as the most reliable supplier in our industry. With cutting edge technology and automation capabilities, combined with best-in-class quality and service, Ring delivers sustainable, high impact solutions for our customers.

Over the course of our history, Ring Container Technologies has focused our R&D efforts on developing innovative products that help our customers meet their sustainability goals. We recently launched a technical breakthrough with BarrierGuard® OxygenSmart™ that protects product quality and shelf life, while also earning the prestigious "widely recycled" label from How2Recycle. Our newest innovation, BarrierGuard® Enhance™, protects the freshness of smaller carbonated beverages and can incorporate post-consumer recycled (PCR) materials without impacting performance. Breakthroughs like these reflect our tenacity for action to promote and support circularity in our industry. We also hold an industry-leading portfolio of blow-molded products that allow our customers to cut down on materials used and improve recyclability.

Ring delivers these solutions while reducing millions of pounds of plastic materials, minimizing energy resource intensity, and optimizing transportation efficiency, and helping our customers eliminate food waste. We are grateful to have been recognized for these achievements, including having earned a silver medal sustainability rating on our benchmarking assessment through EcoVadis. While this puts us in the top 25% of the industry and gives us a clear perspective on where we are performing well, it has energized us to tackle the areas we can improve on.

We also see an incredible need to collaborate as an industry, and our teams are working accordingly to forge new and strengthened connections. Through our partnership with thought leaders like AMERIPEN, Ag Container Recycling Council, and The Association of Plastic Recyclers, we are helping to shape policy and the design of infrastructure that enhances sustainability for our industry as a whole.

It is exciting and inspiring to be in a state of purposeful evolution. We are building momentum behind a renewed ambition for environmental sustainability and transparency – doing it all with reliability at our core. Ring will continue to further our lower energy intensity manufacturing, zero production waste goal, and development of innovations that feed a circular economy.
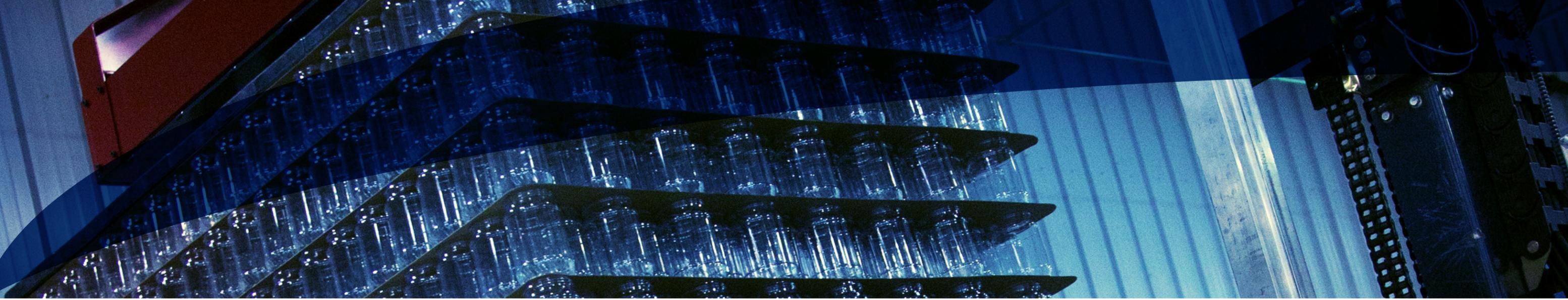
We invite you to partner with us on this journey so that together we can create a sustainable future for all the generations to come.

– Ben Livingston, Chief Executive Officer

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About Ring Container Technologies

Ring Container Technologies is a privately held, multinational corporation headquartered in Oakland, Tennessee. Focused on delivering sustainable solutions for the consumer packaging industry for more than 50 years, our company has grown to be one of the largest plastic container manufacturers in North America with over 800 employees worldwide. Our growth and our customers' success are rooted in:

- A corporate culture in which people are challenged to be leaders, inspired to be innovators, and rewarded by their work.

- A "focused plant" philosophy that ensures we have plants with the most advanced technology geographically located near our major customers to better meet their needs and help them grow.

- A commitment to be fiscally, socially, and environmentally responsible every step of the way.

About RAPAC

Ring Container Technologies' sister company, RAPAC, is a leader in eco-friendly polystyrene resins and finished products and the largest recycler of polystyrene in the U.S. RAPAC's award-winning EcoSix™ portfolio diverts pre-used polystyrene from landfills and recycles it into better-than-new Expanded Polystyrene (EPS) and Polystyrene (PS) resins. In 2021, RAPAC processed over 57 million pounds of material as reworked raw material for internal use or finished good production. As an industry leader in the use of recycled content, RAPAC is committed to providing customers with high quality, innovative products that are both sustainable and economical.

RAPAC's recycled content quantities are not included in the disclosures included in this report. Ring plans to expand the reporting boundaries for future sustainability reports to include RAPAC.

About This Report

Ring Container Technologies (Ring) is pleased to publish our Pursuit of Excellence report to share our Environmental, Social, and Governance (ESG) impacts and performance during 2021 with our stakeholders and to provide our ESG roadmap moving forward. This report is prepared in accordance with the Global Reporting Initiative (GRI) and includes additional disclosures for the Sustainable Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs) reporting frameworks.

This report includes an overview of our material ESG impacts, as well as case studies that exemplify the sustainability efforts we already have underway. The material topics covered in this report serve as the focus areas of our company's sustainability strategy and planned initiatives. Our material topics were determined from industry research, as well as interviews and surveys of a cross-functional sample of Ring employees and senior leadership. Based on the results of the interviews, surveys, and external research, Ring's 16 material ESG topics were categorized on a scale from moderate to very high importance to our organization and to our stakeholders. The topics categorized as very high importance are those that have the greatest actual or potential impact on our business: Innovative Products, Greenhouse Gas Emissions, Energy Efficiency, Waste Management and Hazardous Materials, Customer Engagement, Employee Health and Safety, and Employee Engagement.

For the most material ESG topics covered in this report, we define our management approach and any relevant, planned initiatives for the future. We look forward to publishing annual ESG reports to continue to update stakeholders on our ESG performance, impacts, and progress on our initiatives.

For questions about this report, please contact insights@ringcontainer.com.

2021 YEAR IN REVIEW

INNOVATION

BarrierGuard® Enhance™

BarrierGuard® OxygenSmart™

2 innovative, proprietary technologies for barrier polyethylene terephthalate (PET) containers introduced in 2021: BarrierGuard® Enhance™ and BarrierGuard® OxygenSmart™

50%

50% more recycled PET can be accepted by BarrierGuard® Oxygen-Smart™, with no effect on barrier protection

Selected as winner of the Infor Customer Excellence Award for driving innovation and showcasing exceptional business results

20%

Up to 20% additional light-weighting possible with the use of post-consumer recycled materials (PCR) in TRIMLITE® containers

Over 10 million pounds of material reduction was achieved through TRIMLITE® products in 2021

BarrierGuard® OxygenSmart™ earned 'Widely Recycled' designation by How2Recycle

ENVIRONMENTAL STEWARDSHIP

100% of plants committed to Operation Clean Sweep to keep plastic debris out of waterways

20% energy intensity reduction, on average across all plants, by 2028 from our 2018 level pledged through the Department of Energy's Better Plants Program

Committed to expanding PCR usage across our product portfolio

CUSTOMER AND COMMUNITY ENGAGEMENT

Honored with Hormel Foods' Spirit of Excellence Award for the 4th Year in a row

$1.5 million gift given in support of Michigan State University's School of Packaging

Corporate Sponsorship with the American Heart Association for over 10 years in support of numerous local chapter activities

Served as the 2021 presenting sponsor of Wolf River Conservancy's Greenway Soiree

Served as the Opal Sponsor of Fayette Cares, A Night of Southern Elegance

Moderate | High | Very High
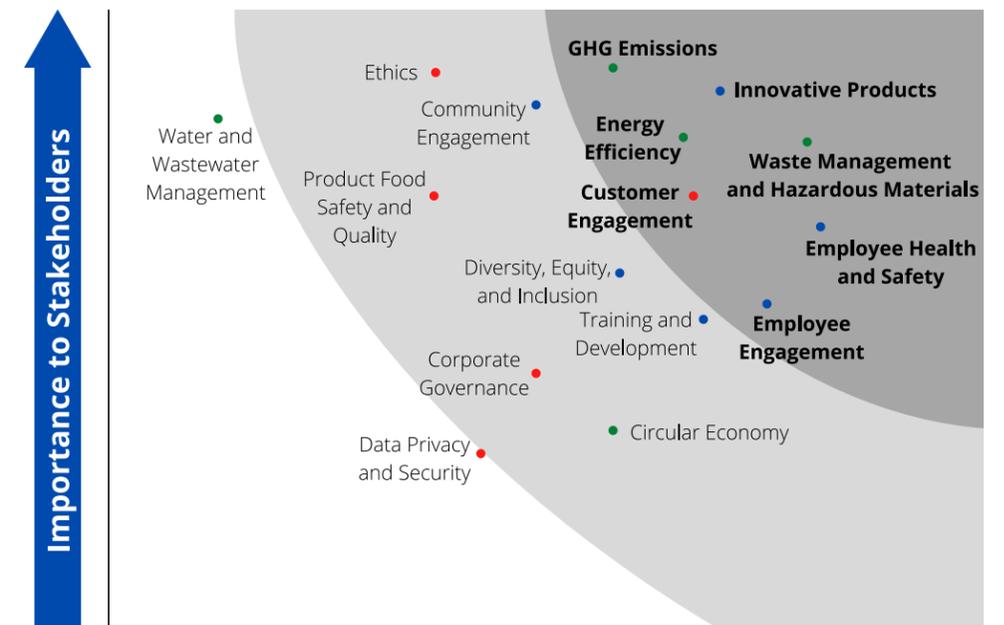
- **Environment**
- **Social**
- **Governance**

Importance to Stakeholders

Importance to Ring Container Technologies

GHG Emissions
Ethics
Innovative Products
Community Engagement
Energy Efficiency
Water and Wastewater Management
Waste Management and Hazardous Materials
Product Food Safety and Quality
Customer Engagement
Employee Health and Safety
Diversity, Equity, and Inclusion
Training and Development
Employee Engagement
Corporate Governance
Data Privacy and Security
Circular Economy

Materiality Assessment

Ring commissioned an independent, third-party consulting firm to survey and interview internal stakeholders, research industry and customer ESG commitments and trends, and analyze expectations of external rating agencies, standards, and sustainability assessments to determine our company's most material ESG impacts. The materiality matrix provides a visual representation of the results of the materiality analysis, with the most material topics to Ring and its stakeholders shown in the three dark gray boxes in the top right corner of the matrix. These material topics serve as the focus areas of our sustainability strategy.

Sustainability Governance

Sustainability Governance

At Ring, we take a team approach to ensure each employee is empowered to integrate sustainability into their respective decisions and processes. Sustainability is built into our culture and daily actions. We pride ourselves on taking positive steps every day, while working together to achieve our environmental, social, and governance goals.

We are developing a two-tier Sustainability Governance Model to ensure alignment and follow through on our initiatives and goals. The model's tiers will include a governance body composed of Ring's Executive Team that will meet regularly to define, approve, and structure Ring's high-level sustainability goals. This governing body will ensure company-wide alignment and drive cultural engagement for every employee.

Additionally, the second tier of our governance structure will be comprised of cross-departmental representatives and plant representatives who will meet regularly to track progress toward the goals established by the Executive Team. This group will identify and define key processes and actions needed, as well as submit recommendations for initiatives to be approved by the Executive Team.
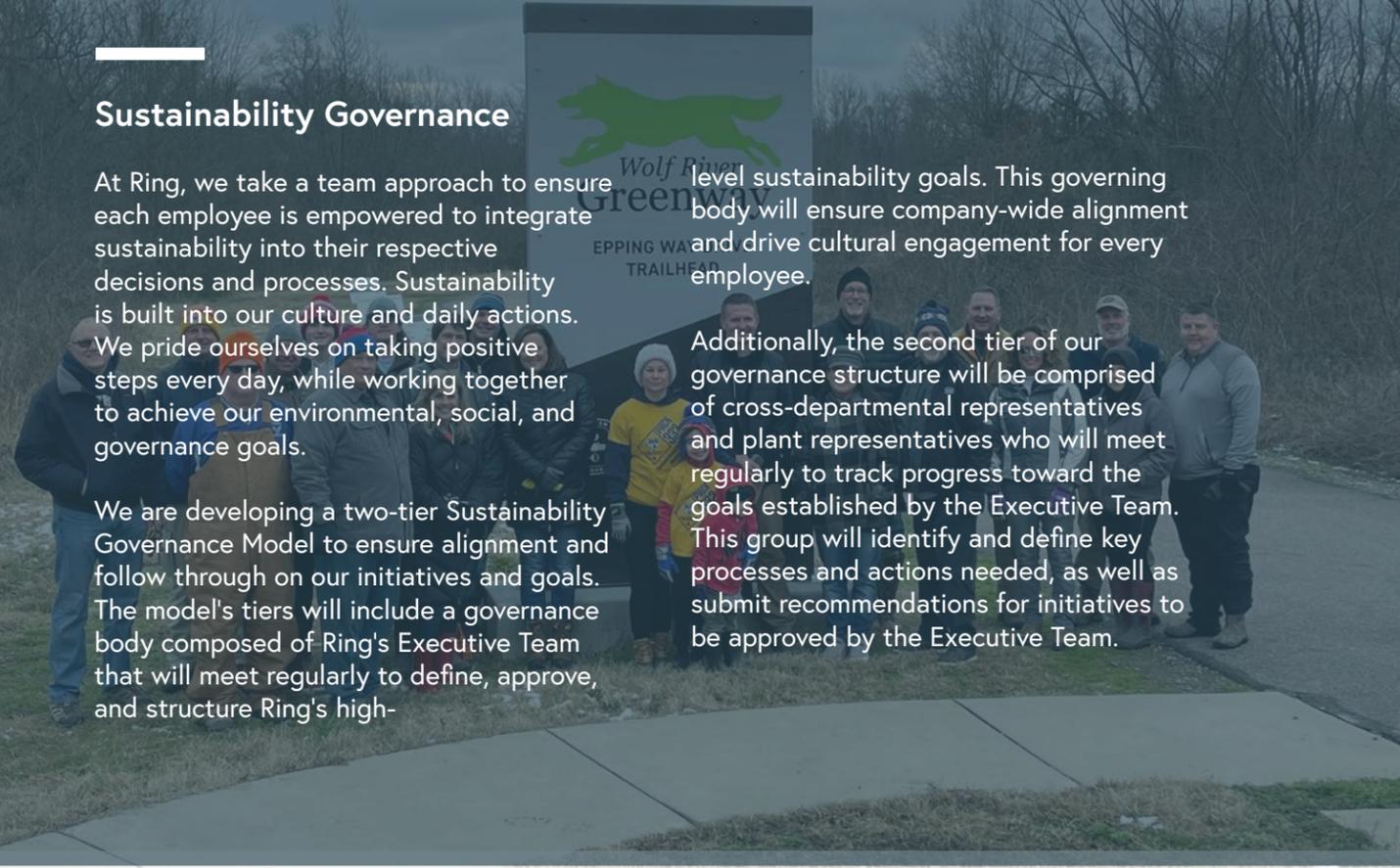
UN Sustainable Development Goals

In 2015, the United Nations (UN) adopted the 2030 Agenda for Sustainable Development, creating a map to peace and prosperity for all people on Earth, both developing countries and developed, both current and future generations. At the core of this global partnership are the 17 Sustainable Development Goals (SDGs), which provide aspirational yet attainable objectives to be pursued globally. Within these goals, numerous targets and indicators are enumerated to give greater clarity and measurability to the SDGs.

While the SDGs were addressed to nations, the impact of the private sector cannot be underestimated. Therefore, businesses like Ring are working to align their own operations and plans to the SDGs, helping the world to meet this urgent call to action. Ring's current efforts and future sustainability goals align with many of the UN SDGs as Ring works to address the environmental, social, and governance impacts of our organization. In conjunction with the materiality analysis, Ring has identified the following SDG goals as being best supported by Ring's operations and efforts.

THE GLOBAL GOALS
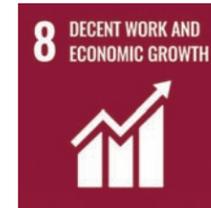### For Sustainable Development

Clean Water and Sanitation
Material Topics:
Water and Wastewater Management
Ring's Alignment:
We minimize our potential impact on water pollution through our commitment to Operation Clean Sweep which ensures we have zero plastic resin loss to the environment from receiving to finished product.

Decent Work and Economic Growth
Material Topics:
Training and Development, Employee Engagement, Employee Health and Safety
Ring's Alignment:
We promote a safe and engaging work environment for our employees. We recognize that our people are critical to the success of our business, and as such, we invest in training and development opportunities for our employees.

Industry, Innovation, and Infrastructure
Material Topics:
Innovative Products
Ring's Alignment:
We are committed to continually innovating to provide high quality, sustainable products that meet our customers' needs.

Reduced Inequalities
Material Topics:
Diversity, Equity, and Inclusion
Ring's Alignment:
Promoting diversity, equity, and inclusion is foundational to our values and mission. As an Equal Opportunity Employer, we prohibit discrimination and harassment, and are dedicated to fostering a culture of respect in our workplace.

Sustainable Cities and Communities
Material Topics:
Community Engagement
Ring's Alignment:
Through charitable giving and volunteer work, we are proud to support organizations and institutions in the communities in which we operate.

Responsible Consumption and Production
Material Topics:
Circular Economy, Waste and Hazardous Materials Management, Corporate Governance
Ring's Alignment:
Our innovations in light-weighting, recyclability, and reuse continue to promote waste reduction and product circularity. Our strong governance systems ensure continual improvement of our responsible consumption and production practices.

Climate Action
Material Topics:
Energy Efficiency, GHG Emissions
Ring's Alignment:
We are part of the community of businesses taking action to promote a climate-safe future. We set our energy efficiency target through the DOE's Better Plants Program and monitor our Scope 1 and 2 greenhouse gas emissions.

ENVIRONMENTAL IMPACTS

Our legacy of corporate sustainability lives in our ability to continually assess and improve. We understand that we have a responsibility to our employees, customers, and communities to act sustainably and minimize our environmental footprint. By leading the industry in light-weighting and innovating circular economy solutions, we are advancing the standard for what it means to be a sustainable packaging company. From how we manufacture and distribute our products to the impact of our products on enhanced shelf life, efficient transport, and end of life management, Ring is committed to reducing our environmental footprint.

MATERIAL TOPICS:
Innovative Products
Circular Economy
GHG Emissions
Energy Efficiency
Waste and Hazardous Materials Management
Water and Wastewater Management

Innovative Products
SDG Goal 9: Industry, Innovation, and Infrastructure

Innovation is at the heart of Ring's culture as a technology company. Using the latest 3D modeling software and manufacturing technologies, we find ways to optimize packing and shelf utilization, enhance shelf appeal, minimize material usage and waste, and improve strength. Through our Collaborate to Innovate approach, Ring partners with customers to holistically address their challenges, using the diversity of expertise from the customer, Ring, and third-party research experts to expedite solutions. Consumer Insight Sprints and Bottle Design Sprints both facilitate and accelerate product development for customers, aided by Ring's complete suite of design tools including computer-aided design and development (CAD), FEA, 3-D rendering software, and in-house prototyping. This culture of innovation is critical, with sustainability inspiring top performance innovation.

Ring's philosophy is sustainability without sacrifice. Creating less resource-intensive packages does not necessitate a reduction in quality, as evidenced by several of Ring's packaging innovations. For example, Ultra35® is the industry's lightest 35-pound container for edible oil, with best-in-class ergonomics, pallet efficiency, material use, and recyclability. It also bears the highly esteemed "widely recycled" How2Recycle mark. Ring has continually worked to optimize Ultra35®, incorporating 35% recycled corrugate, and currently pursuing further weight reduction and 10% post-consumer recycled materials. Since inception, Ultra35® has had a sizeable impact, keeping over 2.6 million pounds of resin out of circulation over five years (2013-2018), equivalent to the emissions reduction of nearly 10,000,000 fewer miles driven by passenger cars annually.

Also earning the How2Recycle "Widely Recycled" label, Ring's SmartCAN® technology provides a modern alternative to traditional multi-material composite canisters, using just one material: 100% recyclable PET.

Emphasizing quality and sustainability, Ring's BarrierGuard® technologies maintain shelf life (thereby reducing food waste) while also maintaining 100% recyclability. BarrierGuard® OxygenSmart™ is able to incorporate recycled content while maintaining optimal quality yet be able to achieve the "Widely Recycled" How2Recycle label after passing Association of Plastics Recyclers (APR) critical guidelines.

Ring's Sustainability Goals for Product Innovation:

• Provide a portfolio of 100% recyclable, reusable or compostable packaging solutions.

• Convert 10% of material usage to post-consumer recycled materials by 2027.

• Reduce material usage by 10% through product optimization and design by 2027.

> " We consider ourselves a technology company. We are committed to research; we have a tremendous product development group. Our focus on sustainable solutions has produced half a dozen trademarked innovations that set benchmarks in light-weighting, hot-filling, recyclability, and proprietary barrier technology.
>
> - Paul Kelley,
>   *Vice President Product Development and Technology*

TRIMLITE
Increase Performance. Optimize Material.

We are proud to lead the industry in material reduction and performance optimization through the technology we invent, the processes we develop, and the designs we engineer. Our proprietary technologies helps our customers reduce food waste, minimize material and energy usage, and are fully recyclable.

Ring's TRIMLITE® containers use up to twenty percent less material than traditional PET containers. At the same time, TRIMLITE® generates superior top load, vacuum, and burst strength to support more efficient shipping configurations. TRIMLITE® goes even further, with features that can extend shelf life with enhanced oxygen and moisture barrier versus standard blow-molding. Additional features can be added or incorporated with TRIMLITE® technology to make an additional twenty percent light-weighting possible with the use of post-consumer recycled material (PCR).

> **Twenty percent less material drives significant environmental impact reduction. With TRIMLITE® technology Ring saved over fifty million pounds of PET resin over a five-year period (from 2015 to 2020).**

Here is a direct comparison of traditional blow-molded mayonnaise containers versus TRIMLITE® containers:

Feature	Traditional	TRIMLITE	Improvement	
Weight	100%	84%	16%	Lighter
Crystallinity	17.9%	26.2%	46%	Better Crystallinity
Top Load	226 lbs.	254 lbs.	12%	Higher Top Load
Vacuum	2.0 Hg	3.8 Hg	90%	Stronger Panel Resistance
Seal Burst	6 Hg	11 Hg	83%	Stronger Sealing

The conversion from glass to plastic is an even more impactful story. PET uses significantly less energy than glass, not only for the sourcing of raw materials and the manufacture and transport of containers, but also the energy needed to recycle it. The life-cycle assessment of a PET container made with Ring's TRIMLITE® technology demonstrates significant environmental advantages versus a comparable glass jar.

Raw Material:
Mining silica as a raw material for glass has a larger physical impact than conventional drilling of oil and the synthesis of polymer for plastics.

Manufacturing:
Producing a glass container requires extreme heat (>2,000°F). A TRIMLITE® PET container requires only 640°F of thermal energy. Additionally, plastic containers are not prone to breakage, thus they have less downtime and reduced physical hazards as compared to glass containers.

Transportation:
A truckload of plastic containers weighs 7,500 pounds versus 42,000 pounds for a truckload of glass containers. Hauling the extra weight of a glass container shipment requires significantly more fuel and may even require multiple trucks to accommodate weight limits.

Recycling:
While both glass and PET are recyclable, the energy required to recycle glass (2,800°F) is far higher than PET (640°F). That's a +335% greater energy burden for the recycling of glass versus PET.

Circular Economy
SDG Goal 12: Responsible Consumption and Production

A critical part of Ring's approach to innovation and technology is promoting sustainability via a circular economy for plastic packaging. We support moving away from the linear economy of single-use plastic to a circular system in which products are designed for reuse and/or recycling while minimizing the quantity of virgin material required. In 2021, Ring produced over 750 MT of recyclable resin scrap. Ring's scrap resin is either reused internally or sold externally as recyclable resin for other end uses. Ring optimizes all stages in plastic's life cycle, from materials sourcing to end-of-life recyclability, while ensuring that the quality of the packaging remains high.

> **With regards to materials, Ring only produces 100% recyclable packaging using PET, HDPE, and corrugate.**

Additionally, Ring focuses on light-weighting, ultimately reducing the resin required to produce the same package, as well as incorporating recycled content wherever possible. Although availability and cost remain limiting factors to increasing recycled content in plastics, customers are beginning to consider the sustainability of their packaging and incorporating post-consumer resin is a vital consideration that Ring is ready to address. Currently, Ring is using up to 20-25% recycled HDPE in products such as pet care. In addition, up to 20% by weight of Ring's TRIMLITE® plastic can be composed of PCR while our new BarrierGuard

OxygenSmart technology can accept more than 50% recycled PET with no impact on barrier protection.

Ring is also focused on their plastic packaging's end-of-life, emphasizing the importance of ensuring that our products are not only able to be recycled, but that they actually are recycled. In developing our 2020 white paper, *The Recycling Pathway of Rigid Packaging*, we highlighted that recyclable package is still destined for a landfill if there is not sufficient market demand for that material. Therefore, respecting the economics of recycling is crucial to advancing a circular economy for plastics. For example, Ring's SmartCAN® canisters meet consumer needs for quality, freshness, and distribution integrity as necessitated by market dynamics, but require just one material (recyclable PET) unlike traditional mixed materials canisters that require up to six; therefore, traditional canisters are often landfilled, while SmartCAN® canisters are easily recyclable.

In addition to our product development, Ring also promotes a circular economy for plastic through membership in a variety of organizations and key industry groups, actively participating to drive the right changes in sustainability awareness and legislation.

Some of Ring's memberships include:

AMERIPEN®

APR — The Association of Plastic Recyclers

How2Recycle

CERTIFIED FRUSTRATION-FREE PACKAGING

ACRC — AG CONTAINER RECYCLING COUNCIL

SUSTAINABLE PACKAGING COALITION®

Greenhouse Gas (GHG) Emissions
SDG Goal 13: Climate Action

Ring recognizes the importance of understanding our impact on the environment, particularly regarding our carbon footprint. Although Ring has calculated our carbon footprint in the past, a thorough Greenhouse Gas Inventory was completed in 2021, aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, covering all relevant Scope 1 and Scope 2 emissions sources.[1] The results of this GHG Inventory will be used as our emissions baseline to identify areas of improvement, develop reduction targets, and measure our progress towards the targets we set.

Although Scope 3 emissions are not included in our 2021 GHG Inventory[2], Ring has strategically organized its operations with our "Focused Plant" Strategy to minimize the transportation needed to move our products to our customers, thereby reducing Scope 3 emissions from transportation and
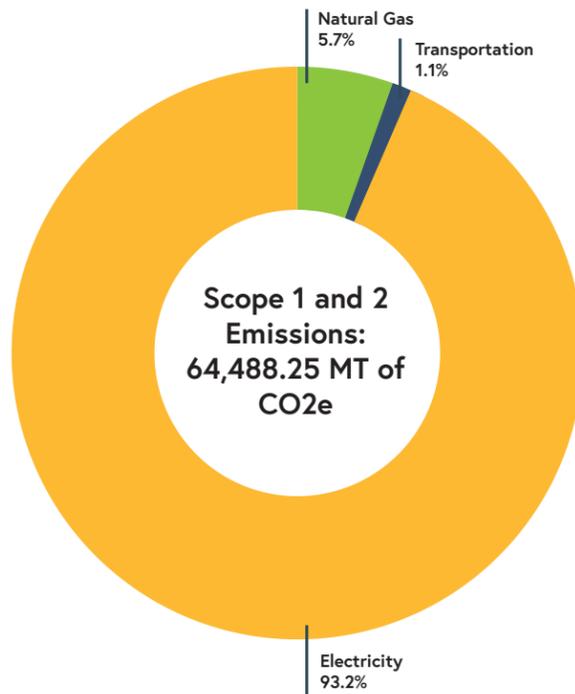
distribution of products. Transportation and distribution of products is a significant source of Scope 3 emissions at Ring and will be quantified once a data collection and emissions calculation process are developed. Ring will also be submitting to CDP, formerly the Carbon Disclosure Project, to disclose our management of climate-related risks. We look forward to our first CDP submission and joining the global community of businesses taking action to reduce emissions and help create a climate-safe future.

Absolute GHG emissions represent the sum of Ring's Scope 1 and 2 emissions. In 2021, our absolute GHG emissions were 64,488.25 metric tons of carbon dioxide equivalent (CO_2e). We plan to calculate our emissions intensity as an indicator for tracking progress on reducing our GHG emissions.

Natural Gas 5.7%

Transportation 1.1%

Scope 1 and 2 Emissions: 64,488.25 MT of CO_2e

Electricity 93.2%

1 An operational approach was used to identify boundaries for our 2021 GHG Inventory. Relevant Scope 1 sources include emissions associated with transportation (i.e., leased/owned vehicles), natural gas for heat, and refrigerant losses. Relevant Scope 2 sources include emissions associated with purchased electricity.

2 Scope 3 emissions, although relevant, were not included in the 2021 GHG Inventory due to insufficient data. However, a Scope 3 screening was completed to identify the largest sources of Scope 3 emissions and this data will be used to develop a plan to better track and quantify emissions from these sources in the future.

Energy Efficiency
SDG Goal 13: Climate Action

As a step to reduce total GHG emissions, Ring is committed to increasing energy efficiency at our 20 facilities.

In 2021, Ring joined the United States Department of Energy's Better Plants Program, pledging to reduce our total energy intensity (i.e., total energy consumption per square foot) by an average across all US facilities of at least 20% compared to our 2018 energy intensity figure over the next ten years.

By quantifying energy intensity across all facilities, Ring can identify facilities consuming the highest level of energy intensity, identify improvement areas, and prioritize energy reductions at these facilities. Ring plans to reduce energy consumption by upgrading lighting at facilities to more energy efficient LED lighting and updating equipment to meet higher efficiency goals (e.g., water pumping systems).

Waste and Hazardous Materials Management
SDG Goal 12: Responsible Consumption and Production

Ring understands that the disposal of our products can make a significant contribution to the waste stream. Product end-of-life is therefore a serious challenge that Ring is committed to helping overcome. We are partnered with premiere industry leaders in sustainability, organizations like AMERIPEN, APR, and How2Recycle, to advance zero waste and 100% recyclable initiatives. As a member of How2Recycle, our packaging includes consistent and transparent on-package recycling information to aid our end-consumers in keeping our products out of the landfill. Through APR and AMERIPEN we advocate for industry-wide responsible packaging legislation and advancements in recyclability.

Putting knowledge into practice is paramount to our culture of integrity at Ring. As we identify new strategies for reducing our environmental impact, we deploy them across our plants through standardized management policies and procedures. As early as 2012,

an employee-led team at our Hanover Plant took concerted efforts to achieve zero waste on-site through initiatives like working with vendors to encourage the use of easy-to-recycle packaging, raffling or donating old equipment and supplies to employees, and replacing paper towels in restrooms with Dyson hand dryers.

While our Hanover Plant excels in its pursuit of zero waste, waste minimization initiatives are common practice across all of Ring. For example, at all our plants, scrap material and containers are reground for reuse of plastic material rather than letting the material go to waste. Additionally, all facilities have recycling stations which employees are encouraged to use. Our annual plant audits support our efforts to achieve zero production floor waste. Moving forward, we are assessing strategies for developing relationships with our waste management companies to get insight into the weight of our waste so that we can better quantify and track the effectiveness of our reduction efforts across our plants.

Water and Wastewater Management
SDG Goal 6: Clean Water and Sanitation

When plastic particles enter the sewer system, waterways, or drainpipes, they can make their way into our marine environment and cause challenges for animals and marine life. As a proud participant in Operation Clean Sweep, Ring applies formalized training and standards for pellet, flake, and powder containment to ensure zero loss to the environment. Our pledge is a corporate commitment to stewardship of the environment, embracing the criticality of responsible material handling. As a part of our commitment to Operation Clean Sweep, Ring completes monthly audits overseen by an internal review committee to ensure zero plastic resin loss from receiving to finished product.

In addition to our Operation Clean Sweep pledge, we also serve as a proud supporter of the Wolf River Conservancy (WRC). WRC is a nonprofit local land trust that protects lands along the Wolf River, a vital public natural resource located near our headquarters. Ring first partnered with WRC in 2015 when we donated $500,000 that

helped WRC to protect hundreds of acres of additional wetlands in the Wolf River corridor. Since then, Ring has continued to partner with WRC by serving as the presenting sponsor of WRC's Greenway Soiree and as a Gold Sponsor for their Discover the Greenway event. Both events help WRC raise thousands of dollars to further their mission of protecting and enhancing the Wolf River and its watershed as a sustainable natural resource.

Not only do we take measures to reduce our impact on water pollution and support our headquarters' local watershed, we also work to conserve water used in our operations. Through strategic equipment and process enhancements, like using air handling condensate for cooling to collect the condensation from HVAC units to use in cooling towers, we are able to reduce our water consumption and wastewater.

SOCIAL IMPACTS

The Ring of Responsibility embodies Ring's commitment to our people and the communities in which we serve, emphasizing the importance of engagement not only with our customers through our collaborative and innovative approach to product design, but also with our employees and our local communities. Promoting a healthy, safe, and inclusive work environment where employees are encouraged to enjoy healthy work-life balance and develop professionally is crucial to our own sustainability and success. In addition to ensuring our employees can thrive, we are also committed to empowering the local populace in the areas surrounding our facilities, through active and ongoing community engagement. The following pages give insight into Ring's multi-faceted approach to managing our social impact on all our stakeholders.

MATERIAL TOPICS:
Employee Health and Safety   Diversity, Equity, and Inclusion
Training and Development   Community Engagement
Employee Engagement

Employee Health and Safety
SDG Goal 8: Decent Work and Economic Growth

Ensuring the health and safety of our employees, Ring's greatest resource, is of utmost importance. Ring works with a third-party health and safety consultant to maintain oversight of health and safety practices at Ring's facilities, all of which use the basic elements of ANSI Z10 to manage occupational health and safety (including Management Leadership & Employee Participation, Planning, Implementation and Operation, Evaluation and Corrective Action, and Management Review). Hazard recognition and assessment are an integral part of our operations; prior to undertaking non-routine tasks, employees are encouraged to submit Ring Internal Safety Cards (RISC) and a walkthrough. Hazard discussions are conducted by the safety team and supervisor. Information gathered via these assessments is then reviewed by the safety representation and safety team to establish any necessary corrective actions, which are then communicated plant-wide in a variety of formats. Ongoing feedback and coaching, along with formal safety training, ensure the quality of the safety procedures. Formal safety training is undertaken for new employees during onboarding and each year our employees undergo an annual safety training that includes presentations, video training, facilitated group discussions, and peer-to-peer task training.

In addition to management of safety risks and employee training, the practice of open communication is a fundamental value to promoting safety, especially given the relatively small size of Ring's facilities. Ring communicates that employees have the ability to refuse to do a task they feel may result in injury by reporting their concern to their supervisor or any management team member. Employees readily have access to all of the management team members to discuss safety and other topics, in addition to safety discussions during regular team meetings, and display of safety information via bulletin boards. Furthermore, many of Ring's facilities have formal safety committees that help to ensure and promote the health and safety of the facility's workforce.

Ring also conducts quarterly safety calls with staff in order to review recent safety data and trends and identify any potential improvements or corrective actions. In the future, these quarterly calls will become even more instrumental in promoting safety within Ring, providing not only a platform for review of past actions and current status, but a forward-thinking forum for strategic planning with each call addressing a different relevant health and safety topic. Coupled with this more forward-thinking approach, we are planning to introduce a recognition program to these quarterly calls to celebrate our employees that go above and beyond in their efforts to promote both safety and success in the workplace.

Lastly, during 2021, COVID-19 remained a significant risk to the health of our workforce. At each of our facilities, COVID-19 was controlled by social distancing, use of personal face masks, enhanced cleaning practices, use of sanitizers, and monitoring temperature and symptoms at the beginning of each shift.

Training and Development
SDG Goal 8: Decent Work and Economic Growth

Ring is committed to growing and developing a vibrant workforce that achieves the highest level of personal and professional development. For our employees, we develop leadership skills, provide ongoing training, and offer opportunities for growth and rewards through our Ring Career Track (RCT) process. The RCT process is a complete performance management system that enables employees to reach their full potential via individual objectives aligned with company goals, one-on-one feedback sessions with their supervisor, actionable development plans, performance evaluations, and performance improvement plans. During 2021, approximately 95% of Ring employees received a performance and career development review. There are a number of reasons why roughly 5% of employees did not receive a review, such as being newly hired.

To complement the RCT process and promote employee learning, Ring offers its employees a variety of skills training opportunities, as well as virtual learning options through LinkedIn Learning. Examples of training offered include servant leadership, change management, employee documentation, interview skills, team building, and time management. Over the course of 2021, Ring employees completed the KnowBe4 Training regarding cybersecurity, employees in California and Illinois received sexual harassment training, and plant employees underwent their annual safety training.

In further support of Ring employees' career development, Ring offers financial assistance for undergraduate and graduate-level coursework to eligible employees to help supplement their work experience and enable them to acquire the skills necessary to maximize their contributions to the organization. Ring's commitment to education extends beyond the education of employees to their children, as Ring established a scholarship program to assist children of employees who plan to continue their education in college.

Employee Engagement
SDG Goal 8: Decent Work and Economic Growth

In addition to encouraging employee professional development, Ring also strives to engage its workforce in meaningful work, emphasizing work-life balance and developing a corporate culture in which people are challenged to be leaders, inspired to be innovators, and are personally rewarded by their work.

Ring encourages employees to take annual paid vacation away from work to provide a restful break in the year-round routine in its effort to attract and retain quality employees. In addition, to facilitate employee involvement in community engagement opportunities, Ring offers 2 days of volunteer paid time off per calendar year.

Ring's wellness program encourages employees to develop and maintain daily habits of mental, physical, and financial wellness. We conduct monthly challenges that allow employees to learn about wellness and improve their health while having fun in a friendly competition to win prizes. Some 2021 challenges include Burpee Challenge, No Fast Food Challenge, Hydration Challenge, Reading Challenge, and Walking Challenge.

Each of our facilities fosters a spirit of camaraderie through various gatherings and events with our teams. While these were more difficult to coordinate due to the ongoing pandemic, Ring's plants were creative in finding ways to have fun, celebrate holidays and milestones, and support our employees during this difficult time.

• The Fontana plant raffled off a grilling set to an employee from each shift to take home and use for their 4th of July festivities.

• While the Modesto plant was unable to proceed with their annual visit to the pumpkin patch in the fall, they did their own "COVID-safe" pumpkin patch right onsite at the plant! Each person was able to take home a couple of pumpkins, a pumpkin carving kit, and a Halloween bag.

• In celebration of the 15th anniversary of the Little Rock plant in April 2021, the facility's employees had a week of fun, including scavenger hunts and trivia games about Safety, Food Safety, and Ring!

Keeping our employees engaged and feeling appreciated leads to retention of our excellent talent. In appreciation of long-term employees' dedication and service to Ring, we celebrate employment anniversaries with Service Awards for every five years of employment with Ring. In 2021, Ring honored 119 employees that have worked with Ring for 5, 10, 15, 20, 25, 30, or even 35 years. 19 of these 119 committed employees were celebrating an anniversary of at least 20 years with Ring.

While Ring is very proud of our retention of dedicated, steadfast employees, we also value continual improvement in all facets of our business, including in our support of employees. In 2022, Ring launched an employee engagement survey to garner feedback from within regarding our strengths and opportunities for improvement in our ongoing mission to ensure that Ring is a place that employees feel welcome, safe, supported, and engaged.

Diversity, Equity, and Inclusion
SDG Goal 10: Reduced Inequalities

Developing a diverse workforce in an equitable and inclusive environment is crucial to fostering the culture of empowerment and respect within Ring that is inherent to its mission and values. Employees are our greatest resource and will be treated with respect, honesty, and integrity. At Ring, diversity means hiring, developing, retaining, and promoting talented individuals from many races and cultures. Diversity includes race, gender, age, disability, sexual orientation, and national origin, but goes beyond that by focusing on creating an environment that leverages the talents and diverse thinking of employees which will improve Ring's competitive position. To manage diversity within the organization, Ring implemented an Equal Employment Opportunity (EEO) Policy that expressly prohibits any form of discrimination or harassment based on the

aforementioned characteristics or any other group protected by law, encourages reporting of any policy violations to the Human Resources Department hotline, and prohibits any form of retaliation for reporting perceived discrimination/harassment. Furthermore, to ensure employees understand and support Ring's EEO Policy, all Ring facilities are trained in Respect, Dignity, and Diversity in the Workplace at least once every two years.

The following tables show the diversity of Ring's workforce as of December 31, 2021. This data is monitored by the Human Resources department via the Workday platform. While packaging is a historically male-dominated industry, Ring is committed to fostering an inclusive environment for women and is actively working to promote more women into leadership roles within the organization.

	Gender		Race		Age Group		
	Male	Female	White	Non-White	< 30	30-50	50+
Executives	78%	22%	100%	0%	0%	43%	57%
All Employees	79%	21%	70%	30%	14%	49%	37%

*Table conveys diversity of Ring's US workforce as of December 31, 2021

Community Engagement
SDG Goal 11: Sustainable Cities and Communities

Ring is committed to fostering a culture of empowerment and respect – within our walls, but also in the communities we live and work in, and in the global community we all share. Ring embraces the local communities that we operate in and work deliberately to make a positive impact through charitable giving and employee involvement. Among the many causes we support at a corporate level are American Cancer Society, American Heart Association, Fayette Cares, Le Bonheur Children's Hospital, St. Jude Children's Research Hospital, Ovarian Cancer Awareness Foundation, The University of Memphis, and Wolf River Conservancy.

Promoting social impact in the local area surrounding Ring's headquarters, Ring has supported Fayette Cares, a local organization that empowers those in need with solutions to end homelessness, break the cycle of domestic violence, and create stability and self-sufficiency from crisis in Fayette County, Tennessee. In 2021, Ring continued

to serve as the title sponsor for their spring golf tournament after first taking the role in 2017. Ring also served as the Opal Sponsor for their November 2021 gala, A Night of Southern Elegance – Destination Fayette Cares. Ring employees are also directly involved in supporting this empowering organization, participating in the spring golf tournament, and donating toys to families in need during the 2021 holiday season.

Investing in the education of the next generation of the packaging industry, Ring is partnered with the Michigan State University School of Packaging to provide a $1.5 million gift in support of the School of Packaging's building renovations. The donation will help to foster collaboration and innovation at the top ranked MSU School of Packaging, facilitating the development of solutions to the world's toughest packaging challenges.

Our individual facilities are also active within their respective communities. The examples below are just a small sample of all the great work that our employees did in 2021 to support their locales.

"I am proud of Ring's new partnership with Michigan State University's School of Packaging, the educational leader in this sector. For us, this represents an investment in the future of the packaging industry, expanding the development of a diverse group of professionals whose commitment to innovation and sustainability will meet the global needs of the future.

- Brian Smith,
President and Chief Operating Officer

"Community is at the heart of what we do at Ring. We operate in 20 plants across the United States, Canada, and the U.K., and we strive to ensure we're a positive impact in each of these communities. By contributing both monetary and volunteer support to charitable and civic organizations, we help ensure a higher quality of life for us all.

- Polly Pitcock,
Human Resources Manager

St Joseph, MO – In February 2021, several Ring employees endured the cold to take part in the Polar Plunge event supporting Special Olympics.

Hagerstown, MD – In continuing support of Bright Futures, an organization that "helps schools connect student needs with resources that already exist in the community," Ring conducted a spring drive on baseball's Opening Day and a fall "Back to School" drive for student supplies.

Little Rock, AR – Promoting local businesses, the facility sponsored and participated in Little Rock Chamber's Bowling for Business event. One of the two teams from Ring that entered won 3rd place for high score!

GOVERNANCE IMPACTS

We strive to continuously improve our products and services to meet our customers' needs. By operating with integrity, ensuring product safety, and managing data privacy and security, we build trust with our customers. Strong customer relationships are critical to the overall success of our business. Likewise, establishing corporate governance strategies to mitigate and manage our internal and supply chain ESG risks allows us to prosper as a business.

MATERIAL TOPICS:
Product Food Safety and Quality
Customer Engagement
Ethics
Data Privacy and Security
Corporate Governance

Product Food Safety and Quality

Ring Container Technologies is committed to providing our customers with innovative and effective packaging solutions that are safe to use and of the highest quality. We understand that our products are an extension of our customers' brands and are trusted by consumers; as such, employees, at all levels, share values, beliefs and norms that foster a culture of quality and food safety.

To achieve consistent high-quality results, we:

- partner with our customers, equipment manufacturers, and suppliers;
- use advantageous technology;
- apply statistical process and quality controls;
- implement risk-based control measures;
- share best practices; and
- empower employees to make improvements.

We are committed to compliance with all applicable United States, Canada and European Union food safety regulations and manufacture in accordance with current Good Manufacturing Practices (cGMP). We incorporate food safety into our Quality Management System and corporate and operational processes. From raw material receipt to finished product shipment, potential hazards and their associated risks are identified and minimized through the Hazard Analysis and Critical Control Points (HACCP) framework. Our raw materials are reviewed for known undesirable substances, and equipment design and selection take food safety into consideration. Food safety and security is monitored through internal audits and inspections, is discussed regularly, and is certified by licensed external certification bodies to ensure compliance with standards as defined by the Safe Quality Food Institute (SQFI) or British Retail Consortium (BRC).

Our manufacturing processes have robust automated controls. Our products are regularly tested during production to ensure compliance with internal and customer requirements and specifications. We maintain traceability from incoming material receipt through production and shipment, which we verify through mock recalls. Should a customer identify an issue with our products, a multidisciplinary team reviews the problem, performs root cause analysis, and implements corrective actions.

In all aspects of our business, we continuously improve and strive to do things right the first time. To ensure we continue to provide high quality, food-safe packaging, we establish quality and food safety goals, review key performance indicators, perform routine assessments, and evaluate programs to ensure they are current and effective. These efforts are supported by our dedicated Operational Excellence, Sales, and Customer Service departments.

Customer Engagement

We pride ourselves on providing high quality, food-safe products and unsurpassed service that meets or exceeds our customers' expectations. Our unique, collaborative process for delivering packaging solutions to our customers brings rich insights, diverse ideas, and faster speed to market. We value customer engagement, and as such we operate with a "focused plant" philosophy, which ensures our most advanced technology is geographically located near our major customers.

To enhance our partnerships with our customers, we conduct Customer Warehouse Audits to observe our customers' entire experience of bottles supplied, from receiving to shipping. Details of customer visits are documented and distributed around the company to capture insights into how we can better serve them. We are proud of our local customer partnerships that enable us to deliver our products efficiently and quickly resolve issues. We value feedback and opportunities communicated by our customers. We address customer issues with our robust root cause analysis and complaint management process, helping us to further improve the quality of our containers.

We also conduct Consumer Insight Sprints leveraging design thinking to develop ideas into testable prototypes and consumer-driven sustainable solutions. Through collaboration with a third-party research firm, we study end-consumer behaviors and preferences for our products and then share these insights with our customers. These insights lead to breakthrough technologies that enhance the consumer's experience and help our customers meet their sustainability goals.

Finding Pet Packaging Solutions Through Collaboration

In 2021, over 20 Ring professionals and five innovation moderators uncovered an abundance of pet packaging needs through field interviews and in-depth focus groups with both end-consumers and retailers. We rapidly tested over 800 iterative prototypes with customers. This powerful, directional research led to the inspiration for differentiated solutions for pet packaging that are easy to find on the shelf, easy to carry, dispense and reseal, and maintain product freshness.

Case Study: Partner Engagement Spotlights

Hormel Foods Spirit of Excellence Award for Service and Quality

In 2021, we were honored to be a recipient of the Hormel Foods Spirit of Excellence Award for Service and Quality for the fourth year in a row. Hormel's award recognizes their very best suppliers that satisfy specific criteria, including meeting performance requirements, making on-time deliveries, and providing high-level customer support. We are very proud to be among the select few suppliers to be awarded with this distinguished honor.

Infor Customer Excellence Award

The Infor Customer Excellence Award recognizes the accomplishments of Infor customers across a variety of industries around the world that strategically deploy the power of technology to meet their business needs. A panel of Infor solution and industry experts selected Ring as one of the 2021 winners of the Infor Customer Excellence Award due to Ring's transition of its Enterprise Asset Management (EAM) solution to the cloud. The EAM transition enabled Ring to take advantage of new functionalities and to implement a more predictive style of tracking assets. These improvements allowed for faster completion of tasks within the EAM environment at Ring's plants and greater visibility into reporting performance metrics.

Ethics

Ring is committed to the highest standards of business conduct, and therefore requires all employees, officers, directors, and business partners to act in accordance with the highest ethical standards. Ring's ethical standards are encapsulated in our Code of Conduct:

· Exhibit honest and ethical conduct
· Use good judgment
· Take responsibility for any mistakes and ensure that these are corrected or addressed
· Avoid actual or potential conflicts of interest
· Provide full, fair, accurate, timely, and understandable financial disclosure in reports and documents
· Comply with all applicable laws, rules, and regulations

The standards of our Code do not affect or preclude more stringent standards required by law or other appointing authority. All employees of Ring, including interns, externs, and volunteers, are required to adhere to Ring's Code of Conduct, which can be accessed at any time via Ring's Employee Handbook. Our Employee Handbook additionally includes our policies prohibiting discrimination, nepotism, and conflicts of interest, as well as our policies on conflict resolution, personal records and privacy, and standards of conduct to maintain an effective and productive work environment. Our Code of Conduct and supporting policies define our core ethical values and principles which we use to foster a workplace of integrity.

Reporting Grievances

If any employee is confronted with an ethical issue and is unsure of what to do, they are expected and encouraged to report the issue directly to Ring's Human Resources Department or via our HelpLine which allows the employee's identity to remain confidential. Any employee that reports a grievance in good faith is guaranteed protection against retaliation.

Data Privacy and Security

Ring is responsible for ensuring the confidentiality, integrity, and availability of data stored on its systems. We take seriously our obligation to our customers, employees, and suppliers to provide appropriate protection against information security threats that could adversely affect the security of the system or its data. Ring's Information Security Risk Manager oversees our responsible information practices, including maintaining up-to-date operating system security patches as well as third-party software patching on all Ring owned and managed devices.

In 2021, Ring employees undertook multiple Security Awareness courses, along with monthly simulated phishing tests, to practice the skills learned in the training. In addition to our internal training, we also manage our information technology risks from third-party vendors and suppliers via a third-party security scoring service. The results of the survey enable Ring's management to make informed decisions on potential security threats.

Corporate Governance
SDG Goal 12: Responsible Consumption and Production

Ring is restructuring its sustainability governance model to manage and oversee its ESG initiatives. Our initiatives build resilience for our business across our entire value chain. Therefore, we are redesigning our governance model to have two tiers to ensure that leadership and a cross-functional group of employees can work together to take a holistic approach when implementing our sustainability strategy.

Our leadership understands that our ESG impacts are important to our employees, customers, and communities in which we operate, and as such, our leadership is actively engaged in the oversight of our corporate sustainability strategy. Our strategy is focused on our material ESG impacts. Moving forward into 2022, our sustainability governance will be instrumental in not only managing our internal ESG impacts, but impacts borne from our supply chain as well. Next year we plan to launch a Supplier Code of Conduct and a Sustainable Procurement Policy to set clear expectations on our sustainability standards for our suppliers and our purchasing team.

SUSTAINABILITY ROADMAP

Our Planned ESG Initiatives

We believe in the criticality of packaging to protect food from damage, contamination, and premature spoilage. We are proud to supply lightweight, high integrity, readily recyclable plastic containers that serve to protect our food as well as our environment.

Our future goals are inspired by a vision of packaging that truly supports a circular economy of materials. Our goals support advancements in sustainable materials and

material processing, including recyclable barrier additives for longer shelf life of foods and digital watermarking technologies that can aid in recycling sortation.

We seek to strengthen strategic partnerships with key customers to optimize packaging and reduce material demand. And we will continually move the needle on production and distribution efficiencies to reduce our GHG emissions and water and energy intensity.

Environment

Conduct a Scope 3 Greenhouse Gas Emissions Screening

In 2022, we will add to our greenhouse gas inventory analysis by conducting a screening of our scope 3 (indirect) greenhouse gas sources. The screening will help us identify our major sources of indirect emissions and plan our emissions reduction efforts accordingly.

Implement an Environmental Policy

We plan to create and implement an environmental policy to formalize our commitment to environmental stewardship. Our policy will address our commitments on energy use, greenhouse gas emissions, waste and materials management, and more.

Submit to CDP

We are excited to complete our first submission to CDP, formerly the Carbon Disclosure Project, to join the global network of companies disclosing their environmental information to advance progress towards building a climate-safe future.

Social

Conduct an Employee Engagement Survey

We look forward to launching our employee satisfaction survey to solicit feedback from our employees on how we can continue to improve workplace satisfaction and employee engagement.

Continue to Grow Community Partnerships

We will continue to do our part to support the communities in which we operate. We are thrilled to provide Michigan State University's

School of Packaging with a $1.5 million gift to support the future of the packaging industry. Our local manufacturing sites will continue to partner with their local communities and organizations.

Governance

Restructure Our Sustainability Governance to Oversee our ESG Initiatives

We are restructuring our sustainability governance to position us for success in the management of our ESG impacts. Our new governance model will incorporate cross-functional employees as well as Ring's leadership to allow for strong management and oversight of our sustainability strategy.

Launch a Supplier Code of Conduct

Our Supplier Code of Conduct will be used to communicate our sustainability expectations to our suppliers. We look forward to having formal documentation to share with our suppliers that outlines the values and expectations we uphold in our operations and expect our suppliers to uphold as well.

Implement a Sustainable Procurement Policy

Our Sustainable Procurement Policy reinforces our core values that define, inform, and guide the way we operate daily, both within the company and in the communities where we do business. This policy will ensure that we uphold all social, environmental, labor, and human rights laws in each of our facilities, identify and monitor risks throughout our supply chain, and push our sustainability efforts further while raising awareness of the importance of sustainability to our suppliers.

APPENDICES

Ring Container Technologies welcomes any comments or questions regarding this report or our sustainability efforts. For questions about this report, please email insights@ringcontainer.com.

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION
General Disclosures		
2-1	Organizational details	Legal name: Ring Container Technologies Nature of ownership: Privately owned Headquarters location: Oakland, Tennessee Countries of Operation: United States, Canada, and the United Kingdom
2-2	Entities included in the organization's sustainability reporting	The data in this report solely covers Ring Container Technologies, although qualitative reference is made to its sister company RAPAC.
2-3	Reporting period, frequency, and contact point	Reporting period: 1/1/2021 – 12/31/2021 Frequency of reporting: Annual Report Publication Date: June 2022 Contact point for any questions: insights@ringcontainer.com
2-4	Restatements of information	Since this is Ring's first GRI Report, there are no restatements of information made from previous reporting periods.
2-5	External assurance	This report is not externally assured.
2-6	Activities, value chain, and other business relationships	Active in the Containers and Packaging sector, Ring Container Technologies provides innovative and sustainable solutions for the consumer packaging industry that are fiscally, socially, and environmentally responsible. Ring is a sister company of RAPAC, a leader in eco-friendly polystyrene resins and finished products.
2-7	Employees	(see employee table below)

2-7 Employees

Region	Employee Type	Male	Female	Total
US	Hourly	436	105	541
	Salaried	198	63	261
	Total	634	168	802
UK	Hourly	7	1	8
	Salaried	7	1	8
	Total	14	2	16
Canada	Hourly	11	5	16
	Salaried	3	1	4
	Total	14	6	20
All Locations	Hourly	454	111	565
	Salaried	208	65	273
	Total	662	176	838

This data is collected via Workday and conveys Ring's employee base as of December 31, 2021. No significant fluctuations in the number of employees occurred during the reporting period.

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION
2-8	Workers who are not employees	Ring had 237 total temporary workers for the year of 2021.
2-9	Governance structure and composition	Ring's executive leadership team functions as its highest governance body and is comprised of a cross-disciplinary team of 12 leaders that provide strategic and operational direction to the company.

2-10	Nomination and selection of the highest governance body	As a private company, there is not a nomination process for the executive leadership team, Ring's highest governance body.
2-11	Chair of the highest governance body	The executive leadership team does not have a chair but Ben Livingston serves as the CEO of the company.
2-12	Role of the highest governance body in overseeing the management of impacts	Visit Sustainability Governance Section >
2-13	Delegation of responsibility for managing impacts	Visit Sustainability Governance Section >
2-14	Role of the highest governance body in sustainability reporting	Ring's leadership understands that our ESG impacts are important to our employees, customers, and communities in which we operate, and as such, our leadership is actively engaged in the oversight of our corporate sustainability strategy and reporting.
2-15	Conflicts of interest	Ring's Employee Handbook prohibits any employee from misusing their authority or the influence of their positions. All employees are required to acknowledge the Handbook during their onboarding process.
2-16	Communication of critical concerns	As the executives are actively involved in managing Ring's strategy and operations on a daily basis, any critical concerns are readily communicated and addressed among the team.
2-17	Collective knowledge of the highest governance body	As needed, presentations and reports on sustainability topics are given to members of the executive team.
2-18	Evaluation of the performance of the highest governance body	Everyone at Ring is required to adhere to Ring's Employee Handbook and Code of Conduct. Evaluation of performance is ongoing, including both informal observation and formal performance evaluations.
2-19	Remuneration policies	Reviews for salary increases are ordinarily conducted once per year. Increases, if granted, are determined through the merit budgeting process and only occur as a result of demonstrated performance, documented by job-related performance appraisal.
2-20	Process to determine remuneration	As a private company, remuneration policies are developed, reviewed, and implemented internally.

2-21	Annual total compensation ratio	This metric will be calculated in the future, alongside a gender pay gap analysis.
2-22	Statement on sustainable development strategy	Read CEO Letter >
2-23	Policy commitments	Ring's Code of Conduct stipulates our commitment to recognizing and upholding the human rights of all workers within the organization, extending this principle to our vendors and their employees and suppliers. This policy explicitly prohibits the use of forced or compulsory labor or child labor, and upholds the importance of health and safety, ethical practices, and environmental sustainability.
2-24	Embedding policy commitments	All vendors are requested to provide written confirmation to Ring that they have a program in place to monitor their suppliers for compliance with this Code of Conduct. Ring also reserves the right to terminate its business relationship with any vendor who violates the Code of Conduct or whose suppliers violate this Code of Conduct.
2-25	Process to remediate negative impacts	Read Our Ethics >
2-26	Mechanisms for seeking advice and raising concerns	Ring's Whistleblower Policy provides multiple ways for employees to raise concerns about illegal or dishonest fraudulent activity confidentially and without fear of retaliation. The employee can contact their immediate supervisor or the Human Resources Department, or can use the Human Resources Hotline. In addition, a specific hotline for reporting harassment or discrimination is provided for employees to make these formal complaints.
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations occurred during the reporting period.
2-28	Membership associations	AMERIPEN, The Association of Plastic Recyclers (APR); How2Recycle; Ag Container Recycling Council (ACRC); Amazon Packaging Support and Supplier Network (APASS); Sustainable Packaging Coalition (SPC), Sedex Member
2-29	Approach to stakeholder engagement	View Materiality Assessment > View Community Engagement > View Customer Engagement >
2-30	Collective bargaining agreements	None of Ring's employees are currently covered by collective bargaining agreements.
Material Topics		
3-1	Process to determine material topics	Ring commissioned an independent, third-party consulting firm to survey and interview internal stakeholders, research industry and customer ESG commitments and trends, and analyze expectations of external rating agencies, standards, and sustainability assessments to determine our company's most material ESG impacts. This double materiality approach recognizes the importance of both internal impacts (topics that affect Ring's business) and external impacts (topics that affect the larger economy, society, and environment). View Materiality Assessment >

3-2	List of material topics	Innovative Products; Circular Economy; Greenhouse Gas Emissions; Waste and Hazardous Materials Management; Energy Efficiency; Water and Wastewater Management; Employee Health and Safety; Training and Development; Employee Engagement; Diversity, Equity, and Inclusion; Community Engagement; Product Food Safety and Quality; Customer Engagement; Ethics; Data Privacy and Security; Corporate Governance
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	At this time, Ring has not undertaken a risk assessment for corruption risks.
205-2	Communication and training about anti-corruption policies and procedures	Ring's Code of Conduct, which covers anti-corruption policies and procedures, is communicated to 100% of Ring employees. All employees of Ring, including interns, externs, and volunteers, are required to adhere to Ring's Code of Conduct, which can be accessed at any time via Ring's Employee Handbook.
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption within the reporting period.
Energy		
302-1	Energy consumption within the organization	717,702.30 Gigajoules
302-2	Energy consumption outside of the organization	NA
302-3	Energy intensity	0.003 Gigajoules/Resin Lb
302-4	Reduction of energy consumption	Since this is Ring's first GRI report, the reduction of energy consumption could not be calculated, but will be disclosed in future reports.
302-5	Reductions in energy requirements of products and services	NA
Water and Effluents		
303-1	Interactions with water as a shared resource	View Water Section >
303-2	Management of water discharge-related impacts	View Water Section >
303-3	Water withdrawal	357.36 Megaliters

303-4	Water discharge	357.36 Megaliters
303-5	Water consumption	0 Megaliters
Emissions		
305-1	Direct (Scope 1) GHG emissions	4,371.51 MT CO2e - Includes emissions associated with natural gas, transportation (leased/owned vehicles), purchased gases and chemicals
305-2	Energy indirect (Scope 2) GHG emissions	60,116.74 MT CO2e - Includes emissions associated with purchased electricity.
305-3	Other indirect (Scope 3) GHG emissions	NA - Scope 3 screening in progress to identify most significant categories of Scope 3 emissions.
305-4	GHG emissions intensity	0.0003 MT CO2e/Resin Lb
305-5	Reduction of GHG emissions	Since this is Ring's first GRI report, the reduction of GHG emissions could not be calculated, but will be disclosed in future reports.
305-6	Emissions of ozone-depleting substances (ODS)	NA
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NA
Waste		
306-1	Waste generation and significant waste-related impacts	Resin is a significant input for Ring's products. In the reporting year, Ring generated 773.41 MT of recyclable resin that was reused internally or sold externally for other end uses. Additionally, our sister company RAPAC processed 26,863 MT of recycled polystyrene (not included in the 2021 ESG report but will be included in 2022). Ring is committed to Operation Clean Sweep, a campaign to achieve zero plastic resin loss from resin handling operations. Through Operation Clean Sweep, Ring completes monthly audits overseen by an internal review committee to drive continual improvement towards zero plastic resin loss.
306-2	Management of significant waste-related impacts	View Waste Section >
306-3	Waste generated	773.41MT of Recyclable Resin. This resin is reused internally or sold externally as recyclable resin for other end uses.
306-4	Waste diverted from disposal	773.41MT of Recyclable Resin. This resin is reused internally or sold externally as recyclable resin for other end uses.
306-5	Waste directed to disposal	NA - Due to insufficient data, waste directed to disposal was not tracked this year. Ring is in the process of developing a plan to track waste data more completely to better estimate the total waste generated from operations.

Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria	Ring is actively working to develop a sustainable procurement policy and a supplier questionnaire, both of which will address and screen suppliers for environmental criteria.
308-2	Negative environmental impacts in the supply chain and actions taken	At this time, no negative environmental impacts in our supply chain have been identified.

Employment

401-1	New employee hires and employee turnover

		Number of New Hires
Gender	Male	244
	Female	60
Age Group	<30	97
	30-50	154
	50+	53
Region	US	284
	UK	2
	Canada	8
Total		304

		Number of New Hires	% Turnover	Turnover as a % of Total Employees
Gender	Male	237	83.8%	28.3%
	Female	45	15.9%	5.4%
Age Group	<30	78	27.5%	9.3%
	30-50	146	51.6%	17.4%
	50+	59	20.8%	7.0%
Region	US	275	97.2%	32.8%
	UK	2	0.7%	0.2%
	Canada	6	2.1%	0.7%
Total		283	100%	33.8%

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Group Life and Accidental Death & Dismemberment, Supplemental Term Life & ADD Insurance (voluntary election). Dental Insurance, Vision Insurance, Health Insurance, HSA with HDHP, Pharmacy, Teledoc, Long Term Disability, Short Term Disability, Employee Assistance Program, Flexible Spending Account, Wellness Program, Accident Insurance (voluntary election), Critical Illness Insurance (voluntary election), 401k Retirement Plan, Financial Wellness platform
401-3	Parental leave	Ring grants family leave in accordance with the requirements of applicable federal and state law. Ring does not currently disclose the number of employees that were entitled to parental leave, took parental leave, and/or returned to work after parental leave.

Labor/Management Relations

402-1	Minimum notice periods regarding operational changes	At this time, Ring does not define a minimum number of weeks' notice typically provided to employees prior to the implementation of significant operational changes.

Occupational Health and Safety

403-1	Occupational health and safety management system	At all facilities, Ring utilizes the basic elements of ANSI Z10 (Management Leadership & Employee Participation, Planning, Implementation and Operation, Evaluation and Corrective Action and Management Review) to drive the health and safety program. These elements are inherent to Ring culture and the implementation has not been driven by any legal requirements.
403-2	Hazard identification, risk assessment, and incident investigation	Hazard recognition and assessment are an integral part of operations. Specific activities include employee completion and submission of RISC cards, safety team and supervisor walkthroughs and hazard discussions prior to undertaking non-routine tasks. Gathered information is reviewed by the safety representative and safety team, corrective actions established, and hazards are communicated plant wide in a variety of formats. Ongoing feedback and coaching, as well as safety training ensure the quality of the processes. Ring communicates that all employees have the ability to not do a task they feel may result in injury or illness by reporting to their supervisor or any management team member. Open communication is a fundamental value at Ring. All facility incidents that may result in an injury or illness that would be classified as OSHA recordable must be reported to the VP of Operations within 24 hours of the incident. A call with the VP of Operations, VP of Engineering, Corporate Safety Representative, and 3rd party safety consultant must occur within 48 hours. A 30-day follow-up call to confirm corrective actions are also scheduled. Depending on the corrective action the information is shared with other Ring locations. The local facility representatives investigate near misses.
403-3	Occupational health services	Ring makes no exceptions for temporary workers or full time Ring employees in regards to safety and health. The same aspects of the program described in 403-2 and 403-4 are implemented across the enterprise.
403-4	Worker participation, consultation, and communication on occupational health and safety	The Ring facilities are fairly small, and open communication is a core value. Employees have access to all of the management team members to discuss safety and other topics. There are regular team meetings, safety bulletin boards, etc. Input is regularly solicited by the management team. Formal safety committees exist in many of the Ring facilities. The structure, frequency of meetings, etc. depends on the size of each location. In all cases, employees are represented on the committees.
403-5	Worker training on occupational health and safety	Onboarding includes specific safety training content and annual safety training is provided. Training includes presentations, video training, facilitated group discussions and peer to peer task training. JSA/JHA are used to support the training.

403-6	Promotion of worker health	Ring provides services through UMR and their open enrollment process with our Benefits At A Glance (BAAG). Many of the plants provide non-work-related health information including education via employee meetings, presentations, and electronic communications. Most facilities also offer healthy food snacks for employees.
403-7	Prevention and mitigation of occupational health and safety management system	Ring's raw materials, processes and products are relatively low risk. Continual improvement is part of the Ring culture and means of improving the safety of the processes is part of new equipment installations and results of walkthroughs and incident corrective actions.
403-8	Workers covered by an occupational health and safety management system	The number of temporary employees vary by location, hiring and production schedule. The overall use of temporary employees is a relatively small percentage of total employees. They are included in all aspects of the Ring program. There is no formal auditing of this group of employees.
403-9	Work-related injuries	In 2021, - No fatalities due to work-related injuries occurred - No high consequence work-related injuries occurred - TIR = 5.6 - DART = 3.3 - Total manhours = 1,325,802. These metrics reflect Ring's facilities totaled, excluding the Oakland office complex. The main types of work-related injury are strains/sprains and cuts. The rates were calculated based on 200,000 manhours worked. A formal assessment of high-consequence injury has not been completed. Informally, Ring recognizes electrical work and lockout/tagout to be the greatest risk. Procedures, PPE, training on NFPA 70E and lockout/tagout are part of the safety program to minimize these risks.
403-10	Work-related ill health	In 2021, -No fatalities due to work-related ill health occurred -Ill-health would primarily be from two sources: hearing loss or COVID-19. COVID-19 was controlled by social distancing, use of personal face masks, monitoring temperature and symptoms at the beginning of reach shift. No employees were omitted from the data. Hearing loss is controlled by engineering controls, administrative controls and hearing protectors.

Training and Education

404-1	Average hours of training per year per employee	Typical employee training is conducted in person, on LinkedIn Learning, or through KnowBe4. Training topics may include safety, ethics, and data security, as well as specific training based on job function. Manufacturing plant employee training includes additional topics such as quality and food safety. On average, each employee undertook 20 hours of training during the reporting year.
404-2	Programs for upgrading employee skills and transition assistance programs	All employees are offered cybersecurity training from KnowBe4. All plant employees undertook safety training. Employees in California and Illinois undertake sexual harassment training. A variety of LinkedIn Learning and skills trainings are offered to all salaried employees. View Training Section >

404-3 — Percentage of employees receiving regular performance and career development reviews

Employee Category/Gender	% Received Development Review in 2021
Hourly	96%
Salaried	93.70%
Female	95%
Male	95%
Overall	95%

Diversity and Equal Opportunity

405-1 — Diversity of governance bodies and employees

This information is collected by HR via Workday and conveys the diversity of Ring's workforce on December 31.

		Gender			
	Total	Male	Male %	Female	Female %
Executives	23	18	78%	5	22%
First/Mid Manager	81	69	85%	12	15%
Professional	93	74	80%	19	20%
Technician	16	10	63%	6	38%
Sales	4	1	25%	3	75%
Administrative	31	2	6%	29	94%
Craft Worker	163	157	96%	6	4%
Operatives	257	209	81%	48	19%
Laborers/Helpers	168	122	73%	46	27%
Service Worker	2	0	0%	2	100%
All Employees	838	662	79%	176	21%

| 405-1 | Diversity of governance bodies and employees | | | | | |

Race

	Total	White	White %	Non-white	Non-white %
Executives	23	23	100%	0	0%
First/Mid Manager	81	71	88%	10	12%
Professional	93	79	85%	14	15%
Technician	16	13	81%	3	19%
Sales	4	4	100%	0	0%
Administrative	31	27	87%	4	13%
Craft Worker	163	131	80%	32	20%
Operatives	257	155	60%	102	40%
Laborers/Helpers	168	82	49%	86	51%
Service Worker	2	1	50%	1	50%
All Employees	838	586	70%	252	30%

Age

	Total	< 30	< 30 %	30-50	30-50 %	50+	50+ %
Executives	23	0	0%	10	43%	13	57%
First/Mid Manager	81	1	1%	43	53%	37	45%
Professional	93	11	12%	52	56%	30	32%
Technician	16	4	25%	6	38%	6	38%
Sales	4	0	0%	3	75%	1	25%
Administrative	31	1	3%	11	35%	19	61%
Craft Worker	163	17	10%	92	56%	54	33%
Operatives	257	55	21%	128	50%	74	29%
Laborers/Helpers	168	27	16%	68	40%	73	43%
Service Worker	2	0	0%	0	0%	2	100%
All Employees	838	116	14%	413	49%	309	37%

405-2	Ratio of basic salary and remuneration of women to men	This metric is not currently available but will be calculated in the future.

Non-discrimination

406-1	Incidents of discrimination and corrective actions taken	1 incident of discrimination was identified in 2021. This incident was resolved through mediation and is no longer subject to action.

Freedom of Association and Collective Bargaining

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of Ring's employees are currently covered by a collective bargaining agreement. None of Ring's suppliers are considered to have significant risk for violation of workers' rights to exercise freedom of association or collective bargaining.

Child Labor

408-1	Operations and suppliers at significant risk for incidents of child labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of child labor.

Forced or Compulsory Labor

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of forced or compulsory labor.

Community Engagement

413-1	Operations with local community engagement, impact assessments, and development programs	Ring sponsors programs, events and activities for the following non-profit organizations: Fayette Cares - Local non-profit organization that helps families in need - we sponsor their spring golf tournament and usually have 3 teams from Ring participate in the tournament; we sponsor their annual Night of Southern Elegance and are given 16 seats at the event; Christmas 2021 Ring employees donated toys for the families Angel Street - Local non-profit organization that provides a safe after school and summer program where girls are trained in singing - Ring donates to their organization and for the last four years, we have had the group perform at our Christmas luncheon Wolf River Conservancy - Ring is an annual sponsor of this non-profit; about 20 Ring employees and family members recently picked up trash at one of their local park areas Ring is also a sponsor for and/or provides donations to the following organizations/events: Hope House; Leadership Fayette; Memphis Botanic Gardens; Civitan International Foundation; Fayette County Schools; FedEx St. Jude Invitational; FDRF; Orpheum; St. Jude Children's Research Hospital; Young Life; Youth Villages Ring's facilities also engage with their own local communities through employee volunteer activities and charitable donations. View Community Engagement Section >
413-2	Operations with significant actual and potential negative impacts on local communities	None of Ring's operations are identified as having significant actual or potential negative impact on local communities at this time.

Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	10% of colorant suppliers and 31% of resin suppliers completed the Ring Container Supplier Compliance Guarantee, which includes Supplier Ethics (e.g. Conflict Minerals, California Transparency & Supply Chain Act, Counterfeiting). Ring is actively working to develop a sustainable procurement policy and a supplier questionnaire, both of which will address and screen suppliers for social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Ring is actively working to develop a sustainable procurement policy and a supplier questionnaire, both of which will address and screen suppliers for social criteria.
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	100% of Ring's raw materials meet the food contact and regulatory compliance requirements based on Ring's Letter of Continuing Product Guarantee. Each site also maintains a Hazard Analysis and Critical Control Point (HACCP) Plan that assesses the food safety (Biological, Physical, Chemical, and Allergenic) risks of our raw materials as well as the processes to ensure that the consumer would not encounter these risks.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations and/or voluntary codes were identified in 2021.
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ring did not identify any leaks, thefts, or losses of customer data in 2021.

SASB ACCOUNTING METRIC	SASB CODE	RESPONSE/LOCATION
Activity Metrics		
Amount of production, by substrate	RT-CP-000.A	In 2021, Ring sold 234,045,829 lbs (106,161 MT) of plastic resin.
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	100% plastic
Number of employees	RT-CP-000.C	As of December 31, 2021, Ring had 838 employees across all locations.
Greenhouse Gas Emissions		
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	4,371.51 MT CO2e; 0% covered under emissions-limiting regulations
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	RT-CP-110a.2	View Emissions Section >
Air Quality		
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter	RT-CP-120a.1	NA
Energy Management		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	1. 714,702.30 Gigajoules (energy from natural gas, transportation, purchased gases/chemicals, purchased electricity); 2. 100%; 3. 0%; 4. 0%
Water Management		
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	RT-CP-140a.1	1. 357.36 Megaliters; 2. High (40-80%) - 89.65 ML (25%), Extremely High (>80%) - 3.44 ML (1%)
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	View Water Section >
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	0
Waste Management		
Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	NA

Product Safety		
Number of recalls issued, total units recalled	RT-CP-250a.1	0 recalls were issued during the reporting period.
Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Our customers and their customers regularly reach out to Ring requesting substance-free regulatory compliance statements. Ring then reviews the raw material supplier documentation for the references, and if not available, we reach out to our suppliers to obtain the regulatory compliance references.
Product Lifecycle Management		
Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	In 2021, 0.130% of raw materials that Ring utilized were from post-consumer recycled material (PCR) in the US and Canada (excluding UK). Ring's sister company RAPAC used 100% of raw materials from recycled content in the amount of 57 million pounds of Polystyrene.
Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	Because all of Ring's containers are recyclable, 100% of revenue is from products that are recyclable.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	View Circular Economy Section >
Supply Chain Management		
Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	No wood fiber was procured during the reporting period.
Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	No aluminum was purchased during the reporting period.

| END OF REPORT