

SUSTAINABILITY REPORT 2025

MRP® solutions

Packaging with purpose.

ABOUT THIS REPORT

MRP Solutions is proud to release this annual Sustainability Report for the 4th consecutive year. Highlighting MRP's approach to integrating ESG tenets into all facets of our operations, the report is a summary of milestones achieved and challenges to be addressed throughout the calendar year 2025.

This report is prepared with reference to the Global Reporting Initiative (GRI) standards and covers all MRP Solutions facilities.

Questions or feedback about this report? Contact Dawn Nowicki, Vice President of Marketing & ESG, dnowicki@mrpsolutions.com or marketing@mrpsolutions.com

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LETTER FROM OUR CEO



I am pleased to share MRP Solutions' fourth annual Sustainability Report, covering our 2025 performance. Many customers increasingly expect their packaging partners to measure and manage their environmental and social impact, and the discipline that requires (tracking energy, reducing waste, and keeping people safe) also makes us a stronger, more efficient business.

We made solid progress in 2025. We produced more units while using less electricity, bringing our electricity use per unit more than 35% below its 2022 level. Our reported Scope 1, 2, and 3 greenhouse gas emissions were more than 30% below 2022. Our EcoVadis score improved to 61 out of 100, with the largest gains in Environment and Sustainable Procurement. These results reflect investments in efficient equipment, better operational practices, and better data.

Demand for recycled content continues to grow, and we are working to make it easier for customers to choose. In 2025, we produced more than 50 million closures containing post-consumer recycled resin, up from 30 million in 2024. We include PCR pricing on applicable quotes and continue to expand our supplier relationships to improve access to recycled material.

Safety remains our first priority. Our Total Recordable Incident Rate improved to 1.19, with no lost-time incidents and no work-related fatalities. Employees across our locations also gave their time to local families, schools, and community causes throughout the year.

There is still work to do. We did not reach our 2025 target for recycled content by weight, and we need better tracking to measure it accurately. We are also improving the quality of our Scope 3 emissions data, developing a short-term greenhouse gas reduction target, and evaluating alternatives for the small share of our products that are not yet recyclable.

Thank you to our employees, customers, suppliers, and community partners for their contributions this year. Our Vision, Values & Beliefs will continue to guide how we operate our business and how we measure our progress. We will stay focused on delivering packaging that performs well for our customers and creates lasting value.



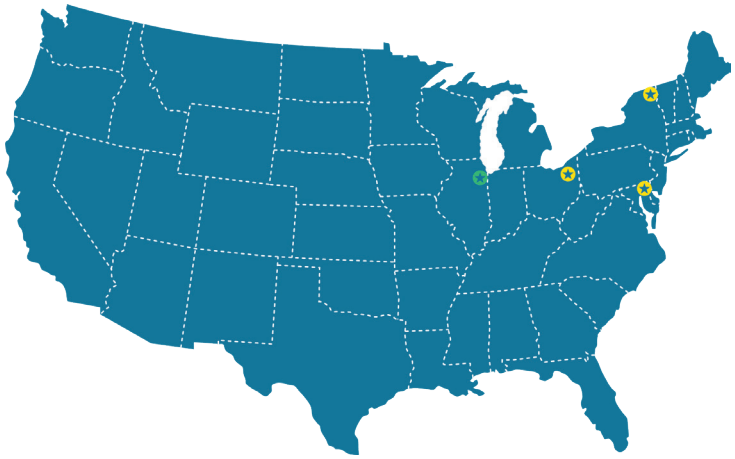
Mark Shafer
Chief Executive Officer

ABOUT MRP SOLUTIONS

MRP Solutions provides rigid plastic packaging components used by millions of consumers across health and wellness, pharmaceuticals and nutraceuticals, personal and home care, and specialty food applications. Our portfolio includes child-resistant closures, dispensing and continuous-thread closures, jars and specialty packaging components supported by design, tooling and manufacturing expertise.

686	3	5.16B	U.S
FTES AT YEAR-END	MANUFACTURING LOCATIONS	MOLDING UNITS PRODUCED	PRIMARY OPERATING MARKET

WHERE WE ARE



Headquarters: Lake Forest, IL

Manufacturing:

Plattsburgh, NY | CR, CT, Jars
Twinsburg, OH | Dispensing - Spice, Liquid, Nutra
Somerset, NJ | Liquid Dispensing, CT

MARKETS WE SERVE

PHARMACEUTICAL

NUTRACEUTICAL

SPECIALTY FOOD

PERSONAL CARE

HOME CARE / OTHER

OUR HISTORY

Built on more than 75 years of packaging innovation, MRP Solutions brings together the complementary strengths of three pioneering companies. Their combined legacy of manufacturing excellence, technical ingenuity, and customer-focused product development continues to shape the expertise, capabilities, and solutions MRP delivers today:

Mold-Rite Plastics, Plattsburgh, NY

Founded in 1976, evolved into a full-scale, environmentally responsible manufacturing operation with plastic molding, lining, and decorating capabilities.

Stull Technologies, Somerset, NJ

Since 1947, delivering inventive packaging solutions including the award-winning Ultra Light® hinged liquid dispensing closure, disc tops, twist caps, and Flip-N-Squeeze® closures.

Weatherchem Corporation, Twinsburg, OH

Founded in 1971, creator of the industry's most well-regarded dispensing closures, including the original Flapper®, LiquiFlapper®, NutraGen II®, FlapMate®, SpiceGen II®, SpiceMate™, and MegaFlap®.

With the acquisitions of Weatherchem and Stull in 2012, and the company's rebranding to MRP Solutions following its acquisition by Clearlake Capital Group in 2021, MRP has transformed into an agile strategic partner for customers across health and wellness, pharmaceuticals, personal care, and specialty food.

VISION STATEMENT

We deliver industry-leading packaging solutions tailored to each customer's unique requirements, providing best-in-class product protection while ensuring consumer confidence.

By constantly innovating, MRP enables our customers to grow, making us a preferred partner.

VALUES & BELIEFS



INTEGRITY – We have the courage to act with the highest level of integrity, even when no one is watching. We do what is right 100% of the time.



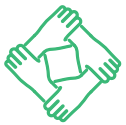
VALUE CREATION – The sole reason a company exists is to create real long-term value for society. **This starts with ensuring human safety, as value cannot be created without first protecting human life.** We seek opportunities for mutual benefit with all our stakeholders, including customers, employees, shareholders, suppliers, and the communities in which we operate. In everything we do, our overarching goal is to deliver superior results.



ACCOUNTABILITY – We are accountable to each other and to our stakeholders. We say what we do and do what we say. We empower and equip employees with the ability to own their outcomes.



ENTREPRENEURIAL – We are inquisitive, constantly seeking to innovate. We relentlessly strive to understand and profitably anticipate what our customers value, utilizing good economic and critical thinking skills.



RESPECTFUL & FRIENDLY – Everyone deserves to be treated with respect. We embrace diversity of thought, background and experience. We are friendly. What we do is important. How we do it makes it impactful.



CHANGE – Wherever profitable, we actively seek and embrace change. To stay relevant in a rapidly changing world, we must constantly innovate, reinvent and ultimately destroy the old ways of doing business. We engage in rigorous debate and embrace challenge to ensure we stay relevant.



FULFILLMENT – Work brings people together through common interests, objectives, and experiences. We foster an environment enabling our employees to learn, grow and accept more accountability as they demonstrate capability.

THIRD PARTY CERTIFICATION AS FOOD SAFE AND QUALITY PRODUCT

QUALITY & FOOD SAFETY POLICY

MRP Solutions produces high-quality, safe packaging that adheres to food safety practices and meets applicable customer and regulatory requirements. Our culture empowers employees to safeguard product integrity through standardized processes and continuous improvement. We use controlled measures and reliable equipment to ensure consistent quality.

This disciplined approach allows MRP Solutions to be a trusted partner, delivering innovative packaging solutions while providing timely communication that exceeds customer and consumer expectations.



MRP SUSTAINABILITY STATEMENT

MRP Solutions is an environmentally responsible manufacturer of packaging. We take pride in our ongoing initiative to delight our customers by offering more sustainable products – reducing the amount of plastics used, providing recyclable options, and promoting reuse wherever possible. We have continuously invested in our manufacturing facilities to identify technology that conserves energy, uses renewable energy, and minimizes environmental impacts to our communities and neighbors, while finding ways to incorporate and reuse all material and recycle all scrap.

It is equally important that we take our efforts one step further – conducting the research necessary to educate our employees, customers, and consumers on the advantages of plastics as a packaging choice, the importance of proper recycling, and the identification of viable alternatives.

SHARED COMMITMENT WITH CLEARLAKE CAPITAL

As a portfolio company of Clearlake Capital Group, MRP Solutions shares a commitment to responsible business practices, operational excellence, and long-term value creation. Clearlake views the integration of material environmental, social, and governance considerations as a tool for identifying risk, unlocking value, and supporting business resilience across its investments.

Through Clearlake's O.P.S.® (Operations, People, Strategy) framework, MRP has access to operational expertise, industry best practices, and a network of resources that support continuous improvement across our business. This collaborative approach positions us to strengthen governance, enhance operational efficiency, identify opportunities for innovation, support employee development, and better serve the evolving needs of our customers and stakeholders.

At MRP, sustainability is not a standalone initiative. It is integrated into how we make decisions, invest in our facilities and people, develop new packaging solutions, manage risk, and pursue growth. We believe responsible business practices and strong financial performance are mutually reinforcing. By focusing on material issues that impact our business and stakeholders, we can create meaningful value while helping build a stronger, more resilient organization.

Our sustainability efforts are aligned with MRP's Vision, Values & Beliefs, particularly our commitments to Integrity, Accountability, Value Creation, and Fulfillment. Supported by ongoing engagement with Clearlake and leading ESG partners, we continue to advance initiatives that improve environmental performance, strengthen workplace culture, support our communities, and deliver innovative packaging solutions for our customers.

As sustainability expectations continue to evolve across the packaging industry, MRP remains committed to transparency, continuous improvement, and responsible growth. Together with Clearlake, we are working to build a business that not only delivers industry-leading packaging solutions today, but is also well-positioned to create lasting value for future generations.

CLEARLAKE

To learn more about Clearlake's commitment to ESG, please view the **Clearlake 2025 ESG Report** or scan the QR code.

ESG STRATEGY

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KEY DIFFERENTIATORS

Achieving progress toward our ESG goals helps MRP serve as a trusted partner and supplier of choice to leading brands and distribution channels. Choosing MRP means choosing a supplier with a demonstrated, measurable commitment to sustainability leadership in the packaging industry.

COMMITTED
ecovadis
Sustainability Rating
DEC 2025

Safety & Quality–
Everything we do is driven by safety excellence.

70% of MRP's products are manufactured using hydroelectric energy.

Expanded capacity with high-efficiency all-electric machines to **improve carbon footprint.**

Ability to add up to 100% of **Post Consumer Recycled (PCR) resin to reduce virgin plastic** used along with filler options.

Backup assets to mitigate risk and take advantage of potential reduction in transportation to **reduce emissions.**

Employee Engagement anchors sustainability within MRP's culture and daily operations, empowering our teams to drive ethical growth and meaningful results.

Sustainable Procurement
An essential aspect of ESG—drives sustainability throughout the supply chain by prioritizing responsible sourcing, supplier accountability, and continuous improvement using established standards.

Minority Business Enterprise (MBE) Certified by the National Minority Supplier Development Council (NMSDC).

- **43%** of MRP board members are from underrepresented groups.
- **48%** minority workforce representation.
- **27%** female workforce representation.

NMSDC
MBE Certified

ESG PHILOSOPHY

MRP Solutions is committed to responsible growth through an integrated ESG approach that emphasizes environmental stewardship, social responsibility, and strong governance. As a U.S. manufacturer of plastic closures and jars, we focus on delivering safer, smarter, and more sustainable packaging – advancing both customer success and creating value for society.

Environmental Stewardship

We prioritize energy-efficient operations powered by renewable hydroelectric energy, closed-loop recycling, and ongoing material innovation. Our goals include making 100% of packaging recyclable, boosting recycled content, and cutting greenhouse gas emissions through data-driven management. Through industry partnerships and adherence to leading circular economy principles, we design for recyclability and material recovery at scale.

Social Responsibility

People are at the center of our ESG strategy. MRP fosters a culture of integrity, inclusion, and safety, with a diverse workforce and certified Minority Business Enterprise status. We invest in employee well-being, development, and community engagement through robust safety and education programs, while supporting local initiatives and charitable partnerships.

Governance & Accountability

MRP's sustainability strategy includes rigorous benchmarking and verified reporting, demonstrated by our Committed EcoVadis rating and participation in global ESG frameworks. We reinforce this commitment through ethical business practices, responsible decision-making, transparent measurement, and continuous improvement, helping ensure ESG priorities are integrated into how we operate and create long-term value for our customers, employees, and stakeholders.

Commitment to Value Creation

MRP advances a circular economy with innovations in post-consumer resin, recyclable liners, and supplier collaboration – reducing waste and conserving resources. Our mission is to deliver packaging solutions with purpose: combining operational excellence, empowered people, and environmental responsibility for a more sustainable and inclusive future.



ESG STRATEGY

MRP's ESG program is overseen by management and supported by a multidisciplinary steering team. The board regularly reviews environmental, social and governance matters. ESG oversight is assigned to the Vice President of Marketing & ESG, with input from executive and functional leaders across operations, human resources, information technology and sourcing.

Core focus areas

Environmental
GHG emissions; energy; water; waste; materials; circular design

Social
Safety; employee engagement; inclusion; development; community impact

Governance
Ethics; compliance; data privacy; responsible AI; supplier standard; reporting

Policies and oversight

Program Element	2025 Status
Business Code of Conduct	In place
Supplier Code of Conduct	In place
Whistleblower Policy	In place
ESG Policy	In Place
Public ESG Disclosure	Published annually
Board ESG Review	Environmental, social and governance matters
Formal Frameworks and Platforms	EcoVadis and Sedex; GRI-referenced annual reporting



Accountability in practice

MRP reviews ESG milestones and KPIs, participates in portfolio-level ESG monitoring and uses external assessment platforms to benchmark progress and identify improvement actions.

RESPONSIBLE, SUSTAINABLE OPERATIONS

Sustainable production facilities and processes are a hallmark of every closure and jar MRP produces. Independent scientific research consistently shows that plastics, when used and managed responsibly, are often the most environmentally efficient packaging option.

MRP's operations reflect this reality through three core commitments:

Reduce – 97% of energy supply at the Plattsburgh, NY facility comes from renewable hydroelectric power – equivalent to removing 12,384 electric-powered passenger vehicles from the road annually. Energy-efficiency initiatives include:

- All-electric injection molding machines (15% energy savings vs. hydraulic presses)
- Renewable energy chiller
- Energy-efficient air compressors
- High-output, motion sensor lighting fixtures
- Energy-efficient exterior lighting
- Thermal blankets on presses to reduce electric consumption

Reuse – MRP Solutions emphasizes reuse in its operations:

- Reuse of color buckets in the manufacturing process
- Customer pallet pooling programs to extend the life of shipping materials
- Repurposing of usable scrap for polymer lumber production

Recycle – The company demonstrates a comprehensive approach to recycling:

- 97% recycling of injection plastics at Plattsburgh, NY through a closed-loop regrind system
- Active recycling programs for resin and corrugate
- Recycling of liner cores from manufacturing processes
- In-house collection programs for paper, metal, and bottle recycling
- Recycling of usable scrap for polymer lumber production

SPOTLIGHT ON PLASTICS

Comparing Plastics and Alternative Materials for Greenhouse Gas Emissions

Key Insights on the Climate Impact of Plastics Manufacturing

A 2024 study published in Environmental Science & Technology, "Replacing Plastics with Alternatives Is Worse for Greenhouse Gas Emissions in Most Cases," examined the climate implications of substituting plastics with alternative materials across 16 major product applications. The analysis found that in 15 of the 16 applications studied, plastic products generated fewer greenhouse gas emissions than the materials used to replace them – between 10% and 90% fewer emissions across the full product life cycle.

While plastics continue to face scrutiny over marine pollution and reliance on fossil feedstocks, the study highlights a less-discussed dimension of the sustainability conversation: total GHG footprint. Alternatives such as paper, glass and metal often carry a heavier climate cost, driven by more energy-intensive production and, in many cases, greater material weight per unit of packaging delivered. The researchers note that for applications like food packaging, no suitable non-plastic alternative currently exists at comparable performance.

The study's authors conclude that strategies such as increasing plastic use efficiency, extending product lifetimes, and improving recycling and collection infrastructure are likely to deliver greater emissions reductions than wholesale material substitution.

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2025 PERFORMANCE AT A GLANCE

61/100 ECOVADIS OVERALL SCORE	**59.35M** KWH ENERGY CONSUMED
1.19 TRIR	**0** WORK-RELATED FATALITIES
39.58M KWH RENEWABLE ENERGY	**98,255** TCO2E TOTAL GHG
0 DATA BREACHES	**49%** EMPLOYEE SURVEY RESPONSE

Key progress

- Electricity intensity declined to 0.01150 kWh per molding unit, more than 35% below 2022.
- Total Scope 1, 2 and 3 emissions declined to approximately 98,255 tCO2e, more than 30% below 2022.
- EcoVadis improved to 61/100, including 73/100 for Environment, 62/100 for Sustainable Procurement and 63/100 for Ethics.
- Resource-efficiency work included cooling-tower water metering, equipment idle-time reduction, compressed-air audits, oil absorbent mat recycling, cardboard recycling and employee recycling education.
- Board review covered environmental, social and governance matters. MRP maintained a Code of Conduct, Supplier Code of Conduct, whistleblower policy and ESG policy.

Where work continues

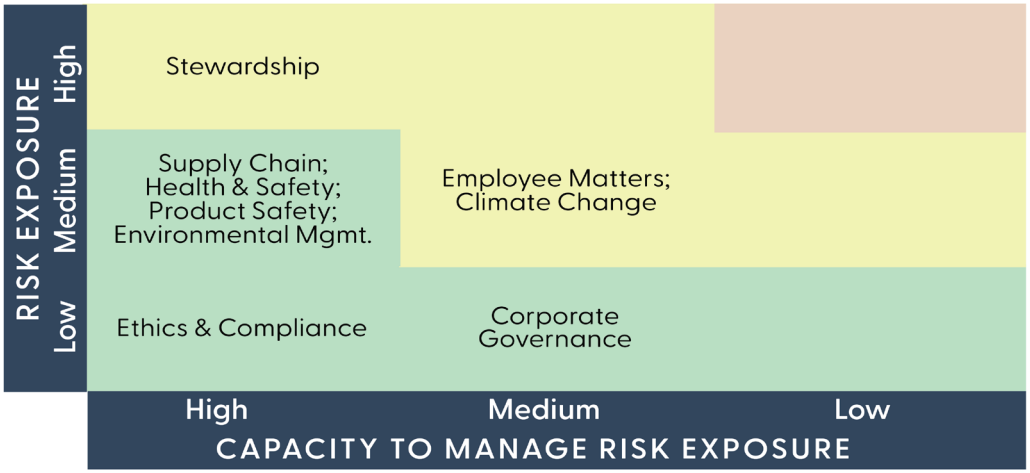
- Formalize a short-term greenhouse gas reduction target after completing internal baseline and target-setting review.
- Improve Scope 3 completeness and accuracy by expanding category coverage and moving from spend-based estimates toward more granular supplier and activity data.
- Continue evaluating alternatives for the small share of products that still use a non-recyclable material.
- Expand sustainable procurement screening and supplier engagement.
- Assess additional resource-reduction opportunities, including heat recovery, equipment refurbishment and on-site renewable-energy feasibility.

ESG GOVERNANCE

At MRP, we share in Clearlake's belief that an effective ESG program requires conscious effort led by management and implemented throughout the entire company. By regularly reviewing ESG milestones and KPIs relevant to our business, the team seeks to promote accountability and continued progress.



Materiality Matrix



Source: Malk Monitoring Report

As part of the Clearlake portfolio, MRP engages in quarterly ESG forums, with the goal of exchanging best practices among portfolio companies. Together with our partners at Malk, part of SLR Consulting, MRP participates in a third-party annual assessment to drive priorities and develop follow-up actions. A materiality matrix – developed with SLR feedback – seeks to identify, evaluate, and prioritize material ESG focus areas.

MRP SOLUTIONS GOALS AND PROGRESS

Ellen MacArthur Foundation Global Commitment

The Ellen MacArthur Foundation is an international charity that works to accelerate the transition to a circular economy, one in which materials stay in use and waste is designed out from the start. Launched in 2018 in collaboration with the UN Environment Programme, its Global Commitment unites businesses and governments behind a shared vision for plastics: eliminate the packaging we don't need, innovate so that what we do need is reusable, recyclable or compostable, and keep the plastics we use circulating in the economy and out of the environment.

MRP became a signatory in September 2020. As part of that commitment, we set measurable 2025 targets for recyclability, recycled content and PCR sourcing, and we report on our progress each year. The table below shows where each commitment stands at the end of 2025.

2025 Commitment	Result	Status
Recyclable packaging 100% of plastic packaging recyclable by 2025	**99.5%**	Nearly achieved
Recycled content 15% recycled content by weight across all plastic packaging by 2025	**~ 1%**	Not Met
PCR adoption Increase the share of recycled and sustainable materials	**50M+** PCR closures, up from 30M+ in 2024	Progressing
Additional PCR source Identify one additional PCR source or alternative sustainable option	**2** new sources identified vs. target of 1	Exceeded

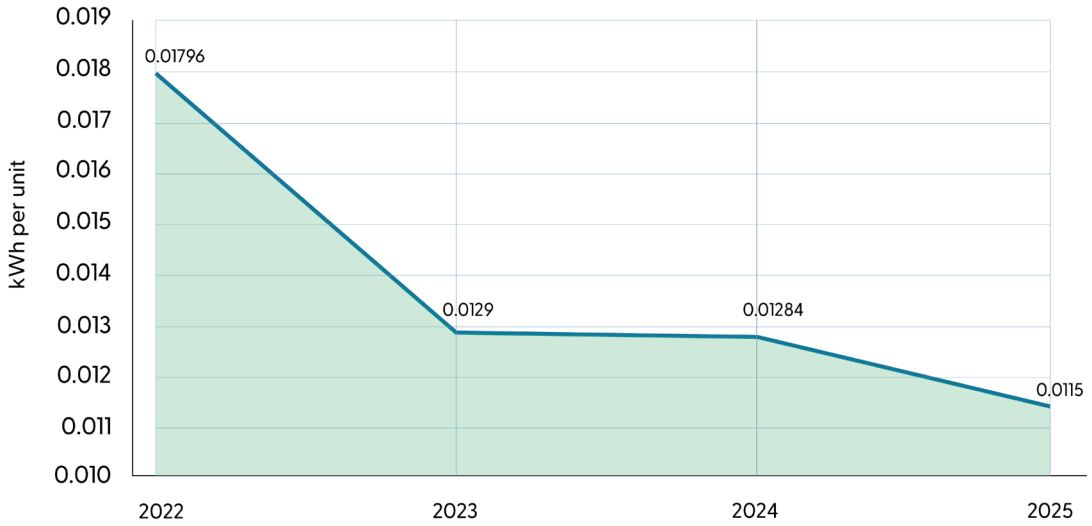


ENVIRONMENTAL PERFORMANCE

Energy and operational efficiency

MRP consumed 59,349,808 kWh across its operations in 2025. Renewable energy consumption was reported at 39,575,634 kWh using a location-average methodology. Energy intensity improved as production increased, reaching 0.01150 kWh per molding unit in 2025.

Electricity intensity, KwH per molding unit



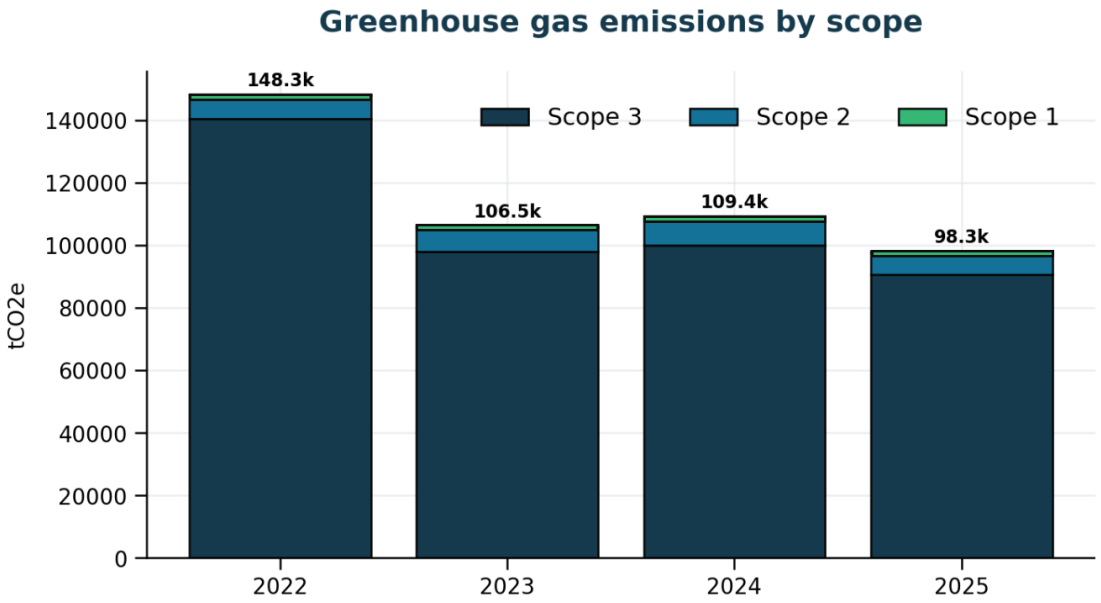
2025 efficiency initiatives

- Launched cooling-tower water accountability at Plattsburgh with the City of Plattsburgh; installed chemical water-treatment meters to distinguish evaporative loss from sewer discharge.
- Targeted equipment idle-time reduction across manufacturing lines.
- Conducted compressed-air system audits and leak remediation to reduce energy waste.
- Continued conversion from hydraulic to all-electric presses and evaluation of operational improvements that minimize the energy impact of growth.

Year	Energy used (kWh)	Molding units	kWh per unit
2022	55,852,742	3,109,642,295	0.01796
2023	59,943,984	4,648,589,640	0.01290
2024	61,686,056	4,803,095,918	0.01284
2025	59,349,808	5,161,533,833	0.01150

GREENHOUSE GAS EMISSIONS

MRP continued to improve the transparency and precision of its greenhouse gas inventory. Reported 2025 emissions totaled approximately 98,255 tCO2e. Scope 3 remained the largest contributor, representing most of the footprint. Total emissions were more than 30% below 2022 and about 10% below 2024 based on the disclosed inventory.



Climate targets

- MRP has not established a net-zero date.
- A formal decarbonization strategy has not yet been adopted.
- A short-term, 5-to-10-year GHG target is in development; baseline calculations and internal target-setting review are underway, but no final target has been approved.
- Aligning our initiatives corporately.

Year	Scope 1	Scope 2	Scope 3	Total tCO2e
2022	253	7,658	140,425	148,336
2023	629	7,919	97,922	106,471
2024	764	8,515	100,101	109,381
2025	627	6,908	90,720	98,255

Data-quality priority

MRP is expanding Scope 3 category coverage and supplier engagement, with the goal of moving from initial spend-based estimates toward more account-based and activity-based data where feasible.

RESOURCE USE AND WASTE

MRP's operational approach prioritizes reduction, reuse and recycling. In 2025, the company reported 2,057,740 pounds of solid waste generated, no hazardous or radioactive waste, and no reported pollutants released to bodies of water.

2.06M lb
SOLID WASTE GENERATED

0 t
HAZARDOUS WASTE

0 t
POLLUTANTS TO WATER

Reduce

- Cooling-tower water metering to support future water goals.
- Equipment idle-time reduction and compressed-air leak remediation.
- Continued use of energy-efficient equipment and process improvements.

Reuse

- Reuse of color buckets in manufacturing.
- Customer pallet-pooling programs that extend the useful life of shipping materials.
- Repurposing suitable scrap for polymer-lumber applications.

Recycle

- Closed-loop regrind and recycling programs for resin, corrugate and liner cores.
- Oil absorbent mat recycling and cardboard recycling at Twinsburg.
- Employee education and signage to improve waste-stream segregation and participation.

Biodiversity

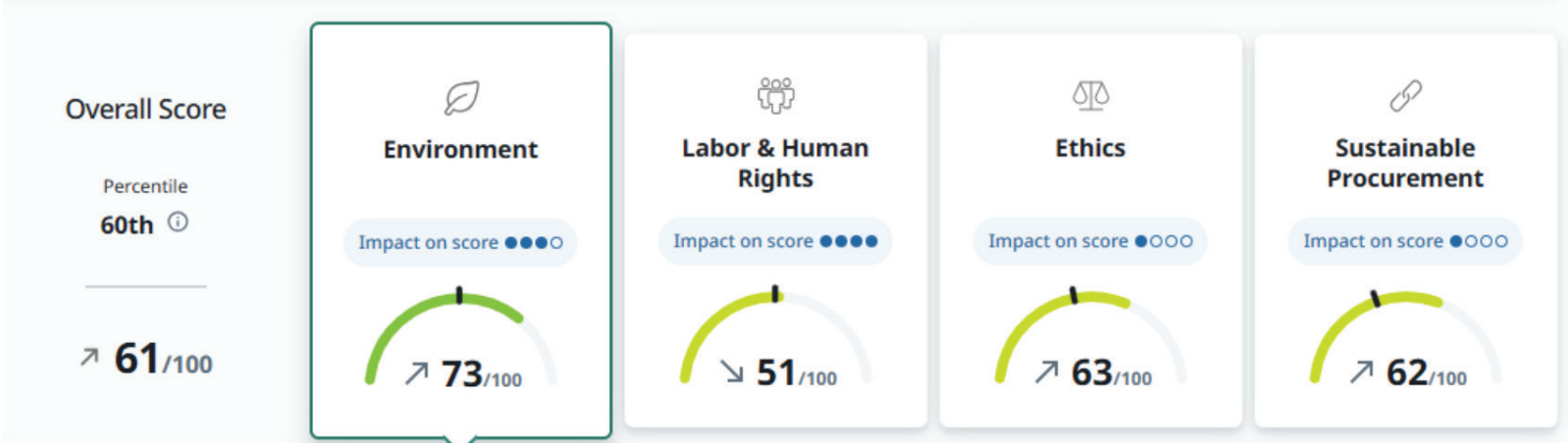
MRP reported no sites or operations located in or near biodiversity-sensitive areas where company activities negatively affect those areas. The company continues to consider biodiversity in its environmental risk review.

EXTERNAL ASSESSMENT AND SUPPLIERS

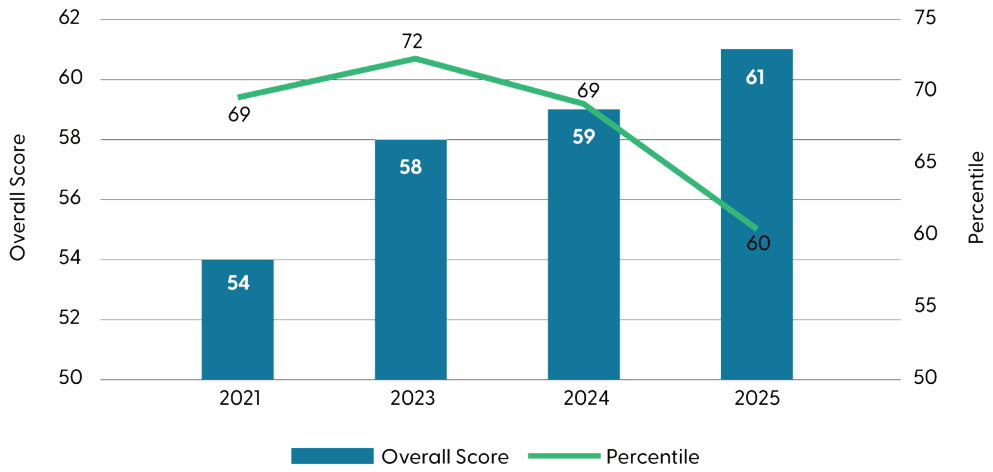
COMMITTED
ecovadis
Sustainability Rating
DEC 2025

EcoVadis

MRP improved its overall EcoVadis score to 61/100 from 59. The largest gains were in Environment, which increased 13 points to 73/100, and Sustainable Procurement, which increased 12 points to 62/100. Ethics reached 63/100. MRP received a Commitment Badge recognizing its sustainability engagement and progress.



EcoVadis Assessment Historical Performance



PRODUCTS AND CIRCULARITY

MRP's product strategy combines material efficiency, recyclability, recycled-content options and design expertise. We offer PCR alternatives where technically and commercially feasible and continue to evaluate new sources and materials.

How we support customers

- We design to the APR Design Guide and material-compatibility principles.
- We include PCR pricing on applicable quotes so recycled content is part of every decision.
- We use life cycle analysis to compare energy, water, global warming potential and fossil fuel use.
- We work with suppliers on recyclable liners, alternative materials and wider PCR color and grade options.

Designing more with less: the RM 110 closure

Meaningful sustainability progress can come from rethinking established packaging solutions. The redesigned RM 110 closure shows how thoughtful design and material optimization can reduce environmental impact while making more efficient use of resources. A COMPASS life cycle assessment found lower impacts than the previous design in every category measured.

33%
Less package mass
24.65 g → 16.5 g

38%
Less polypropylene
21.65 g → 13.5 g

34%
Lower GWP
0.1122 → 0.0743 kg CO_2e

Environmental impact reductions
Percentage lower than the previous RM 110 design



For our customers, innovations like the RM 110 redesign are an opportunity to advance packaging sustainability through material efficiency and lower modeled environmental impacts. For MRP, they reinforce our commitment to evaluating how smarter packaging design can create value while using resources more efficiently.

Results are modeled with COMPASS using industry-average life cycle inventory data and are directional. They have not undergone the third-party critical review required by ISO 14040/14044 for publicly disclosed comparative assertions.

ACCOUNTABILITY THROUGH REPORTING PARTNERSHIPS

Setting goals is only part of the equation. MRP Solutions relies on the following third-party partnerships to ensure reporting consistency, data quality and third-party review of our ESG activities:

Malk PARTNERS

ESG consulting firm engaged through Clearlake. Performs quarterly ESG due diligence reviews, identifies ESG risks and opportunities, and recommends mitigation solutions. Provides third-party guidance for MRP's sustainability efforts.

novata

Technology platform used to streamline ESG data collection, capture, and measurement across MRP's operations.

ecovadis

Evidence-based sustainability ratings platform. MRP's annual EcoVadis assessment benchmarks performance across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

PERSEFONI

Climate Management and Accounting Platform (CMAP) used to measure, report, and analyze GHG emissions across Scope 1, 2, and 3.

Sedex

Global platform for ethical and responsible supply chain practices. Enables collection and sharing of data on labor standards, health & safety, environmental practices, and business ethics.

TRAYAK
SUSTAINABILITY STARTS HERE

Sustainability software providing LCA tools (EcoImpact platform) integrated into product development workflows, enabling data-driven environmental impact measurement.

Partnering with Suppliers Who Share Our Vision of a Circular Economy

MRP fully understands that the path to a circular economy is a shared one. While internal policies and processes are essential, it is equally important to partner with suppliers who support our ESG goals. Just as we help our customers achieve their sustainability objectives, we look to our suppliers to serve as a fundamental element of the MRP ESG equation.

SUPPLIER PARTNER SPOTLIGHT

Ravago: Advancing Circularity Through Strategic Partnership

As customers increasingly seek packaging solutions that support their sustainability goals, collaboration across the value chain is more important than ever. In 2025, MRP Solutions continued to strengthen its partnership with Ravago, a global leader in polymer distribution, recycling, compounding, and sustainable material solutions. MRP was proud to be the first company to sign a sustainability-focused Memorandum of Understanding (MOU) with Ravago, reinforcing our shared commitment to advancing circularity and responsible material innovation.

Ravago operates in more than 60 countries, serves over 56,000 customers worldwide, and has built its business around creating value from materials through recycling, recovery, and advanced polymer technologies. As part of its sustainability strategy, Ravago supports customers through a broad portfolio of post-consumer recycled (PCR), post-industrial recycled (PIR), bio-circular, biopolymer, and advanced recycling solutions designed to help brands meet evolving sustainability commitments and regulatory requirements.

The partnership aligns closely with MRP Solutions' commitment to helping customers navigate a rapidly changing packaging landscape shaped by recycled content mandates, extended producer responsibility legislation, carbon reduction initiatives, and growing consumer expectations for sustainable packaging. Ravago's sustainability framework focuses on three key pillars: Sustainable Solutions, Responsible Operations, and Empowered People.

Through our collaboration, MRP gains access to technical expertise, sustainability resources, and innovative material technologies that enable us to evaluate and implement solutions that support both environmental performance and product functionality. Ravago's investments in recycling infrastructure, including its participation in Blue Polymers, are helping expand the availability of high-quality post-consumer recycled resins and accelerate the transition toward a more circular plastics economy. Ravago reports that the Blue Polymers initiative is expected to bring more than 300 million pounds of recycled plastic back into the circular economy annually through advanced recycling and resin production capabilities.

In addition, Ravago maintains ISCC PLUS certification and supports mass-balance chain-of-custody approaches that help validate sustainable material sourcing and provide transparency throughout the value chain.

Our partnership with Ravago reflects MRP Solutions' belief that sustainability challenges cannot be solved in isolation. By aligning with suppliers that are investing in recycled content, advanced recycling technologies, responsible sourcing, and industry collaboration, we are better positioned to deliver packaging solutions that help customers achieve their business and sustainability objectives.

Looking Ahead

As we continue our sustainability journey, MRP Solutions will work alongside partners like Ravago to explore new material innovations, expand access to sustainable resin alternatives, and support the development of packaging solutions that create long-term value for our customers, communities, and the environment. Together, we are helping build a more circular future for plastics and packaging.

ADDITIONAL HIGHLIGHTS

29 Strategic Partnerships
30 Post Consumer Recycled (PCR) Resin
31 Customer Spotlight
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STRATEGIC PARTNERSHIPS

MRP Solutions maintains active membership in leading industry organizations that advance recyclability, circular economy principles, and sustainable packaging standards:

MEMBER

U.S.-based international non-profit focused exclusively on plastics recycling. MRP holds APR Recognition for its polypropylene closures, confirming compatibility with recycling streams.

SIGNATORY

Global Commitment signatory since 2020. MRP reports annually on progress toward 100% recyclable packaging and increased recycled content targets.

MEMBER

Industry-leading organization advancing packaging sustainability through science-based tools, education, and collaboration. MRP uses SPC's How2Recycle program to communicate recyclability to consumers.

MRP participates in PMMI initiatives to advance sustainable manufacturing practices across the packaging industry.

ADVANCING PCR ADOPTION

MRP Solutions continues to remove barriers to post-consumer recycled (PCR) resin adoption by making sustainable packaging options more accessible and transparent for customers. Since 2023, MRP has included PCR pricing alongside virgin resin pricing on all applicable quotes, helping customers evaluate sustainable alternatives as part of the standard quoting process rather than as a separate request.

50M+
CLOSURES PRODUCED WITH PCR RESIN

~3,000
QUOTES WITH PCR PRICING

3
QUALIFIED PCR SOURCES

In 2025, MRP delivered nearly 3,000 quotes that included PCR pricing, reinforcing our commitment to helping customers make informed decisions about recycled content. By providing clear cost comparisons and practical guidance, we continue to dispel misconceptions surrounding PCR availability, performance, and cost.

To further support adoption, MRP offers its **PCR Getting Started Guide**, a resource designed to help customers understand the benefits of PCR, identify suitable applications, and take the first steps toward incorporating recycled content into their packaging portfolios.



Scan here to view the PCR Getting Started Guide

These efforts have contributed to significant growth in PCR utilization across our product portfolio. In 2025, MRP produced more than 50 million closures containing PCR resin, representing a substantial increase from the more than 30 million PCR closures produced in 2024. This growth reflects increasing customer interest in sustainable packaging solutions as well as MRP's ability to provide reliable, scalable PCR options across a wide range of applications.

To support continued adoption, MRP has expanded its PCR sourcing network and strengthened relationships with multiple suppliers to help ensure a consistent supply of high-quality recycled resin. These partnerships have also increased the range of available colors and material options, providing customers with greater flexibility while advancing circular economy objectives.

CUSTOMER SPOTLIGHT: OLLY MOCHI

Turning Recycled Material into a Distinctive Design

For OLLY, sustainability has increasingly become part of how packaging is designed—not simply an added claim. Since becoming a Certified B Corporation in 2017, OLLY has continued to formalize its environmental strategy, calculating its full carbon footprint in 2022, developing an emissions-reduction roadmap in 2023 and committing to science-based climate targets in 2024.

Packaging plays an important role in that evolution. OLLY has identified plastic reduction and circular packaging as key areas of focus through 2030. Today, the brand's bottles are made from 100% post-consumer recycled (PCR) plastic, while updated bottle designs use less material and stack more efficiently for shipping. OLLY also evaluates packaging against Association of Plastic Recyclers (APR) design guidance and incorporates PCR where possible—all while maintaining the barrier performance, product protection and functionality supplements require.

That commitment created an opportunity when OLLY began developing packaging for its new MOCHI supplement line. Working together, OLLY and MRP Solutions developed a custom square closure incorporating post-consumer recycled polypropylene in the molded outer component. Using PCR, however, introduced a unique design consideration: recycled resin naturally carries a grey tone that can influence the appearance of finished colors.

Rather than treating that characteristic as a limitation, the team made it part of the solution. The natural grey character of the PCR became part of the dark-pink color solution, complemented by white decoration to create a look that supports the bold MOCHI brand expression.

The development combined recycled material, color and white decoration to support the MOCHI brand expression. In the process, MRP and OLLY translated a recycled-material constraint into a distinctive visual outcome.

The result demonstrates how sustainability, design and performance can work together. By extending PCR into a highly visible packaging component, the MOCHI closure supports OLLY's broader efforts to reduce reliance on virgin plastic and advance more circular packaging—without losing the distinctive design and functionality that define the brand.

For MRP, the project is an example of Packaging with Purpose in action: collaborating with customers to turn sustainability goals into practical packaging solutions that balance material choices, performance, brand expression and value creation.

From material choice to finished design, the OLLY MOCHI closure shows how recycled content can become part of the creative solution—not simply a sustainability requirement.





DATA & PRIVACY SECURITY

MRP protects company, workforce, and customer information across its connected manufacturing and supply chain environment. Industry leading security tools and technologies support the organizations ability to detect and protect against advanced threats. A Managed Security Operations Center (SOC) provides 24/7 security monitoring and operational support. A virtual Chief Information Security Officer (vCISO) supports cybersecurity program leadership, governance, and security vendor oversight. MRP continues to train its most critical asset - its employees - and mature the security capabilities woven into its operational and management practices.

MRP uses industry-leading endpoint detection and response (EDR) tooling, and engages third-party vendors to conduct internal and external penetration testing and vulnerability assessments. Findings are assigned, prioritized, and tracked through remediation. MRP has also expanded multi-factor authentication (MFA) coverage and maintains approved cybersecurity policies aligned with NIST CSF 2.0, ISO/IEC 27001:2022, and recognized security practices. Each year, MRP's Cyber Essentials initiative reviews security evidence, informs the security program roadmap, and supports tracking remediation work. This recurring process helps MRP assess its program, set priorities, and guide continued improvement.

MRP continues to evolve its risk management practices assessing new business capabilities and technologies, such as AI integration into general productivity workflows. The company handles limited individual customer data and continues to protect the business, workforce and customers it serves.

ARTIFICIAL INTELLIGENCE (AI) PROGRAM

In 2025, MRP Solutions launched a company-wide Artificial Intelligence (AI) Program – a structured, all-year initiative focused on learning how AI tools can support and enhance our work across functions. Rather than a top-down mandate, the program is intentionally experimental: each team runs parallel experiments comparing current processes against AI-enabled processes to identify where AI genuinely adds value.

Program Strategy: Leverage Artificial Intelligence to enhance productivity, accelerate innovation, and optimize decision-making – while ensuring data protection, transparency, and responsible use.

- Business Case Driven – every AI initiative must demonstrate a clear operational or commercial benefit
- Security First – data protection is non-negotiable in all AI deployments
- Strong Governance – structured oversight ensures accountability and compliance
- Human + AI Collaboration – AI augments human decision-making, not replaces it
- Transparency & Ethics – responsible, explainable use of AI across all functions
- Scalable & Sustainable – solutions are designed to grow with the business

Focus Area	Examples of AI Application
Operational Efficiency	Predictive maintenance (blenders, molders, lining machines); scheduling and supply constraint optimization
Customer & Market Insights	Customer request routing; Search GEO; content generation; customer regulatory response automation
Decision Intelligence	Contract intelligence; AP invoice processing; procurement insights; cost optimization
Innovation Enablement	Code generation; RFP response automation; regulatory request management

Focus Areas

MRP's AI Maturity Curve tracks each function from Discovery through Refinement to Acceleration – ensuring a disciplined, phased approach to AI adoption. Teams are encouraged to document and share learnings to build institutional knowledge across the organization.

At MRP Solutions, we are united by a shared vision – to be a trusted partner, valued for delivering reliable, high-quality packaging solutions that help our customers succeed. Every employee is fundamental to realizing this vision. By nurturing a positive, inclusive environment, we enable every team member to reach their fullest potential.

EMPLOYEE HEALTH, WELLNESS & EDUCATION

In 2025, MRP's total FTE turnover rate was 73%, with 157 voluntary departures and 344 involuntary departures out of 686 total FTEs. Reducing involuntary turnover and improving retention – particularly in the areas of compensation, recognition, and career development – are key action areas identified through the 2025 Employee Engagement Survey.

Key 2025 people initiatives include:

- Continued annual Employee Engagement Survey in partnership with the Illinois Manufacturing Excellence Center (IMEC)
- Expanded guest worker program supporting a flexible, resilient workforce
- Weekly English classes in partnership with Literacy Volunteers of Clinton County, NY – with participants from Molding, Lining, Maintenance, Tool Room, and other departments
- Weekly Spanish classes for supervisors and cross-functional staff, supporting communication across our growing diverse workforce

MRP Benefits

MRP's comprehensive benefits package supports employees personally and professionally:

- Medical, group life, and accidental death and dismemberment insurance
- Flexible spending plans for health care and dependent care
- 401k retirement savings program
- Short- and long-term disability
- Dental coverage
- Vision coverage
- Pet insurance and identity protection
- Employee Assistance Program (EAP)

Required Training

All employees complete an average of six hours of required annual training, covering:

- Workplace Safety
- GMP Food Safety
- Total Productive Maintenance
- 5S
- Zero Tolerance
- Active Shooter/Assailant
- Emergency Preparedness
- Ethics in the Workplace
- Respectful Workplace
- Cybersecurity

Employees also participate in a formal annual performance review and have access to ongoing development opportunities.



MRP Solutions upholds a culture of integrity through its confidential Speak Up! hotline, operated by EthicsPoint (NAVEX Global). Employees can report concerns, seek guidance, or share suggestions at mrpcap.ethicspoint.com or by calling 844-916-1272, 24 hours a day, 7 days a week.

FOCUS ON SAFETY

MRP Solutions is dedicated to fostering a culture of safety, prioritizing employee well-being through comprehensive programs and continuous improvement. Key safety programs active across all facilities:

- **National Safety Month** – Annual observance with safety fairs at all manufacturing facilities, featuring interactive booths on Slips/Trips/Falls, PPE, Risk Reduction, Ladder Safety, and more
- **Take 5 for Safety** – Ongoing program encouraging employees to assess hazards before undertaking any task through a five-step risk evaluation process
- **5S Methodology** – Sort, Set in Order, Shine, Standardize, Sustain – implemented at all MRP sites to enhance safety, productivity, and organization
- Daily ToolBox Talks across all locations
- Pre-shift stretching program developed with a physical therapist to reduce musculoskeletal injuries
- Pre-Startup Safety Review process for all new and modified equipment
- Hazard Identification Risk Assessment (HIRA) process for proactive risk mitigation
- Ongoing 5S reinforcement through layered process audits

2025 Safety Highlights



2025 EMPLOYEE ENGAGEMENT SURVEY RESULTS

MISSION, VISION, VALUES

81% of staff understand MRP's mission, vision and values

VALUED

75%

of respondents feel valued.

COMPENSATION

42%

of employees believe that they are paid fairly.

RESPECT

84%

of respondents feel mutual respect with their supervisor.

ENGAGEMENT

33%

responded "Agree" or "Strongly Agree" to all survey questions.

PROMOTERS

58%

of respondents would recommend MRP as a great place to work.

63%

of respondents see a long term future with the company.

PARTICIPATION

49%

of staff took the survey - 428 respondents of 873 distributed.

SAFETY

78%

of respondents feel MRP is a safe place to work.

GOVERNANCE HIGHLIGHTS

As a portfolio company of Clearlake Capital Group, MRP benefits from Clearlake's global portfolio experience and shares in their resolute commitment to advancing diversity and inclusion throughout all areas of business. Clearlake's Co-Founders, as leaders of diverse backgrounds, set a clear tone at the top – actively promoting policies and practices that cultivate a diverse workforce across all portfolio companies.

NMSDC / MBE Certification

Clearlake Capital Group is nationally certified as a Minority Business Enterprise (MBE) by the National Minority Supplier Development Council (NMSDC).



Certificate Number
SC680259

NMSDC | **Advancing Economic Impact Together**

This certificate attests that the below mentioned company is an NMSDC-Certified Minority Business Enterprise(MBE)

Clearlake Capital Group

Doing Business As

CCG Operations, LLC

02-10-2026
Issuance Date

02-28-2027
Expiration Date

Donald R. Cravins, Jr.
President and CEO
NMSDC

551112,523920
NAICS Codes

84121706
UNSPSC Codes

Regional Affiliate: Southern California MSDC

43% of MRP board members are from underrepresented groups.

48% minority workforce representation.

27% female workforce representation.

MRP IN THE COMMUNITY

MRP Solutions is committed to making a positive impact through community engagement, charitable giving, and educational outreach. We believe that creating value extends beyond our facilities and customers. Throughout 2025, employees across our locations invested their time, talents, and resources to support local communities, strengthen educational opportunities, promote environmental stewardship, and assist families in need.



Supporting Local Families and Charitable Causes

MRP employees demonstrated a strong commitment to giving back through charitable initiatives that directly benefited local communities. In Plattsburgh, the maintenance team continued its participation in the Families First Gift-a-Family program, a holiday initiative supporting children and families in need. Building on a tradition established several years ago, the team adopted five children and purchased gifts from their wish lists, helping ensure they felt supported and celebrated during the holiday season.

Relay For Life

In June, employees also participated in Relay for Life activities supporting cancer awareness, patient support programs and cancer research fundraising efforts. Through participation in events such as these, our employees demonstrate the spirit of service and compassion that is central to MRP's culture.



Investing in Youth and Education

MRP Solutions continued to support educational and youth-development initiatives within the communities where we operate. In March, MRP supported Eagle Scout candidate Jacob LaMantia's community service project by donating boxes used to collect and transport more than 4,000 books for a community book sale. Proceeds from the sale funded the construction of two Little Free Libraries in local parks, expanding access to reading materials and encouraging literacy within the community.



Manufacturing Process Students Visit MRP

MRP also welcomed local students to its Plattsburgh facility during a regional Manufacturing Day event. Tenth-grade students toured the plant, learned about modern manufacturing careers, and participated in discussions with team members about the skills and technologies used throughout the industry. The event provided students with valuable exposure to career opportunities in manufacturing while helping strengthen the future workforce pipeline.

Environmental Stewardship Through Volunteerism

Environmental responsibility remains a shared commitment among MRP employees. During 2025, volunteers participated in the company's annual Adopt-A-Highway cleanup along Arizona Avenue near the Plattsburgh facility. Despite challenging weather conditions, employees came together to remove litter and improve the local environment. The cleanup reflected MRP's Values & Beliefs, particularly Value Creation through contributing positively to society and Fulfillment through meaningful engagement with colleagues and the community. The event not only improved the appearance of a local roadway but also reinforced the importance of environmental stewardship and civic responsibility.



Investing in Future Talent

MRP Solutions participated in the Ellet High School Career Fair, connecting with ninth-grade students from Akron Public Schools to introduce them to careers in marketing and the opportunities available in today's workforce. Through conversations with students about real-world career paths, MRP helped support career exploration and informed decision-making as part of the school's College and Career Academies model. The event reflects MRP's commitment to education, mentorship and creating value in the communities where we live and work.

THE POWER OF PLASTIC PACKAGING

Protecting products. Preserving resources. Creating possibilities.

Plastics play a critical role in modern life, enabling everything from medical devices and technology to food preservation and product protection. When thoughtfully designed and responsibly managed, plastic packaging delivers significant benefits throughout the supply chain.



Protects Products:

Packaging serves as the first line of defense against contamination, damage, leakage, and spoilage. Effective packaging helps ensure products arrive safely and perform as intended. MRP Solutions' packaging is designed to provide best-in-class product protection while ensuring consumer confidence.



Reduces Environmental Impact:

Life cycle assessments indicate that plastics generally have a smaller environmental footprint than many alternative materials, including steel, aluminum, and glass.



Improves Transportation Efficiency:

Because plastic packaging is lightweight, it helps reduce transportation-related energy use and contributes to improved fuel efficiency across supply chains. Plastics also help reduce carbon dioxide emissions through these efficiency gains.



Helps Reduce Product Waste:

Plastic packaging plays an important role in protecting food and consumer products from damage and spoilage. By helping products stay fresh longer and reach consumers in good condition, plastic packaging can reduce waste and support more efficient use of resources throughout the supply chain.



Enables Responsible Circularity:

Today's packaging solutions increasingly incorporate recyclable designs and post-consumer recycled (PCR) materials while supporting efforts to improve plastics recovery and recycling systems.

Packaging With Purpose

At MRP Solutions, we believe packaging is more than a container. It protects the products people rely on every day, preserves valuable resources, and helps goods move safely and efficiently through the supply chain. Guided by our commitment to creating long-term value, we design packaging solutions that improve safety, reduce waste, enhance performance, and support responsible use of resources.

Because when packaging protects products, reduces waste, and creates confidence, it creates value that extends far beyond the package itself.

SOURCES

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27. American Cancer Society. *Relay For Life.* View Relay For Life
28. Clinton County Highway Department. *Adopt-A-Highway Program.* View the Adopt-A-Highway program

Internal Data Sources

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30. MRP Solutions 2025 PCR quoting, sourcing and production records.
31. MRP Solutions 2025 product recyclability and Ellen MacArthur Foundation Global Commitment review.
32. MRP Solutions 2025 workforce, benefits, training and employee-turnover records.
33. MRP Solutions 2025 safety records.
34. MRP Solutions 2025 Employee Engagement Survey.
35. MRP Solutions 2025 waste, water and recycling records.
36. MRP Solutions 2025 cybersecurity program records.
37. Persefoni 2025 Scope 1, Scope 2 and Scope 3 greenhouse gas inventory.
38. Novata 2025 ESG data collection.
39. EcoVadis 2025 MRP Solutions sustainability scorecard.
40. MRP Solutions and Trayak RM 110 COMPASS life-cycle assessment.
41. Malk Monitoring Report and materiality assessment.
42. Clearlake Capital Group NMSDC certification documentation.

GRI INDEX

Statement of Use

MRP Solutions has reported the information cited in this GRI content index for the period January 1, 2025 – December 31, 2025 with reference to the GRI Standards.

Foundation		
GRI Code	**Title**	**Report Location / Reference**
GRI 1	Foundation 2021	About This Report (p. 3) – prepared with reference to the GRI Standards
General Disclosures		
GRI Code	**Title**	**Report Location / Reference**
2-1	Organizational Details	About MRP Solutions (p. 6); Our History (p. 7); headquarters Lake Forest, IL; privately held, Clearlake Capital Group portfolio company
2-2	Entities included in the organization's sustainability reporting	About This Report (p. 3) – all MRP Solutions facilities: Lake Forest, IL; Plattsburgh, NY; Twinsburg, OH; Somerset, NJ
2-3	Reporting period, frequency and contact point	January 1 – December 31, 2025; annual (fourth consecutive report); published November 2026. Contact: Dawn Nowicki, Vice President of Marketing & ESG – dnowicki@mrpsolutions.com or marketing@mrpsolutions.com (About This Report, p. 3)
2-4	Restatements of information	2022 and 2023 Scope 1 and 3 emissions were restated in a prior report to correct a reporting error. No restatements in 2025.
2-5	External assurance	MRP Solutions did not seek external assurance for this report.
2-6	Activities, value chain and other business relationships	About MRP Solutions (p. 6); Supplier Partner Spotlight (p. 27); Strategic Partnerships (p. 29)
2-7	Employees	About MRP Solutions (p. 6) – 686 FTEs at year-end; Governance Highlights (p. 37) – workforce diversity is based on the 1,272 employees who worked at MRP at any point during 2025
2-9	Governance structure and composition	ESG Strategy (p. 15); ESG Governance (p. 19); board of 7 members (see 405-1)
2-10	Nomination and selection of the highest governance body	Not applicable: as a privately held company, MRP Solutions does not have a formal board nomination process.
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Strategy (p. 15) – board regularly reviews environmental, social and governance matters; 2025 Performance at a Glance (p. 18)
2-13	Delegation of responsibility for managing impacts	ESG Strategy (p. 15) – ESG oversight assigned to the Vice President of Marketing & ESG, supported by a multidisciplinary steering team
2-14	Role of the highest governance body in sustainability reporting	ESG Strategy (p. 15) – ESG steering team meets monthly
2-15	Conflicts of interest	ESG Strategy (p. 15) – Business Code of Conduct
2-16	Communication of critical concerns	Employee Health, Wellness & Education (p. 34) – Speak Up! hotline
2-17	Collective knowledge of the highest governance body	ESG Strategy (p. 15); ESG Governance (p. 19) – quarterly Clearlake portfolio ESG forums
2-18	Evaluation of the performance of the highest governance body	Omitted (confidentiality): MRP Solutions does not disclose performance evaluations of its highest governance body.
2-19	Remuneration policies	Omitted (confidentiality): individual compensation details are not disclosed.
2-20	Process to determine remuneration	Omitted (confidentiality): individual compensation details are not disclosed.
2-21	Annual total compensation ratio	Omitted (confidentiality): individual compensation details are not disclosed.
2-22	Statement on sustainable development strategy	Letter from our CEO (p. 5)
2-23	Policy commitments	Vision, Values & Beliefs (p. 8); Quality & Food Safety Policy (p. 9); Sustainability Statement (p. 10); ESG Strategy (p. 15) – Business Code of Conduct, Supplier Code of Conduct, Whistleblower Policy, ESG Policy
2-24	Embedding policy commitments	Shared Commitment with Clearlake Capital (p. 11); ESG Strategy (p. 15)
2-25	Processes to remediate negative impacts	Employee Health, Wellness & Education (p. 34) – Speak Up! hotline
2-26	Mechanisms for seeking advice and raising concerns	Employee Health, Wellness & Education (p. 34) – Speak Up! hotline (EthicsPoint, NAVEX Global), 24/7
2-27	Compliance with laws and regulations	0 instances of non-compliance with laws and regulations in 2025.
2-28	Membership associations	Strategic Partnerships (p. 29) – APR, Ellen MacArthur Foundation Global Commitment, Sustainable Packaging Coalition, PMMI
2-29	Approach to stakeholder engagement	Accountability Through Reporting Partnerships (p. 26); Supplier Partner Spotlight (p. 27); Customer Spotlight (p. 31); Employee Engagement Survey Results (p. 36); MRP in the Community (pp. 38–39)
Material Topics		
GRI Code	**Title**	**Report Location / Reference**
3-1	Process to determine material topics	ESG Governance (p. 19) – materiality matrix developed with Malk Partners (part of SLR Consulting) through the annual third-party assessment
3-2	List of material topics	ESG Strategy (p. 15) – core focus areas; ESG Governance (p. 19) – Environmental, Social and Governance topics
3-3	Management of material topics	ESG Strategy (p. 15); ESG Governance (p. 19); 2025 Performance at a Glance (p. 18) – where work continues

Energy and Emissions		
GRI Code	**Title**	**Report Location / Reference**
302-1	Energy consumption within the organization	Environmental Performance (p. 21) – 59,349,808 kWh (213,659 GJ) total; 39,575,634 kWh (142,472 GJ) renewable, location-average method; Responsible, Sustainable Operations (p. 16) – 97% hydroelectric at Plattsburgh
302-3	Energy intensity	Environmental Performance (p. 21) – 0.01150 kWh per molding unit (5,161,533,833 units), 36% below 2022 (0.01796)
302-4	Reduction of energy consumption	Environmental Performance (p. 21) – 2,336,248 kWh (3.8%) below 2024; 2025 efficiency initiatives; Responsible, Sustainable Operations (p. 16) – all-electric presses (15% savings vs. hydraulic)
302-5	Reductions in energy requirements of products and services	Not applicable: MRP Solutions' products do not consume energy in use.
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions (p. 22) – 627 tCO2e; calculated in Persefoni
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions (p. 22) – 6,908 tCO2e; calculated in Persefoni
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions (p. 22) – 90,720 tCO2e, largely spend-based estimates; calculated in Persefoni
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions (p. 22) – 98,255 tCO2e total, 33.8% below 2022 and 10.2% below 2024; Responsible, Sustainable Operations (p. 16)
Materials, Waste and Biodiversity		
GRI Code	**Title**	**Report Location / Reference**
301-1	Materials used by weight or volume	Omitted (confidentiality): MRP Solutions does not disclose detailed material inputs and outputs.
301-2	Recycled input materials used	MRP Solutions Goals and Progress (p. 20) – recycled content by weight not tracked in 2025; 50M+ units contained PCR resin; Advancing PCR Adoption (p. 30) – 50M+ closures with PCR resin, 3 qualified PCR sources
304-1	Operational sites in or adjacent to protected areas and areas of high biodiversity value	Resource Use and Waste (p. 23) – no sites in or near biodiversity-sensitive areas
306-2	Management of significant waste-related impacts	Responsible, Sustainable Operations (p. 16); Resource Use and Waste (p. 23) – reduce, reuse, recycle
306-3	Waste generated	Resource Use and Waste (p. 23) – 2,057,740 lb (933 metric tons) solid waste; 0 t hazardous or radioactive waste
Employment, Training, Health and Safety		
GRI Code	**Title**	**Report Location / Reference**
401-1	New employee hires and employee turnover	Employee Health, Wellness & Education (p. 34) – 73% FTE turnover; 157 voluntary and 344 involuntary departures of 686 FTEs
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Health, Wellness & Education (p. 34) – MRP Benefits
403-1	Occupational health and safety management system	Focus on Safety (p. 35) – Take 5 for Safety, 5S, Pre-Startup Safety Review, layered process audits
403-2	Hazard identification, risk assessment and incident investigation	Focus on Safety (p. 35) – Hazard Identification Risk Assessment (HIRA); Take 5 for Safety
403-3	Occupational health services	Focus on Safety (p. 35) – pre-shift stretching program developed with a physical therapist; Employee Health, Wellness & Education (p. 34) – Employee Assistance Program
403-4	Worker participation, consultation and communication on occupational health and safety	Focus on Safety (p. 35) – Daily ToolBox Talks, National Safety Month fairs; Employee Engagement Survey Results (p. 36) – 78% feel MRP is a safe place to work
403-5	Worker training on occupational health and safety	Employee Health, Wellness & Education (p. 34) – required Workplace Safety, Emergency Preparedness and Active Shooter/Assailant training
403-9	Work-related injuries	Focus on Safety (p. 35) – TRIR 1.19; LTIR 0; DART 0.93; 9 recordable injuries; 0 days lost; 0 fatalities. Source: Novata 2025 data collection
404-1	Average hours of training per year per employee	Employee Health, Wellness & Education (p. 34) – average 6 hours of required annual training
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Health, Wellness & Education (p. 34) – weekly English classes (Literacy Volunteers of Clinton County) and Spanish classes
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Health, Wellness & Education (p. 34) – formal annual performance review for employees
Diversity, Equity and Non-Discrimination		
GRI Code	**Title**	**Report Location / Reference**
405-1	Diversity of governance bodies and employees	Key Differentiators (p. 13); Governance Highlights (p. 37) – 1,272 employees who worked at MRP at any point during 2025 (686 FTEs at year-end); 343 women (27%); 605 racially/ethnically diverse (48%); 7 board members (1 woman, 3 from racial/ethnic minority groups; 43% from underrepresented groups)
405-2	Ratio of basic salary and remuneration of women to men	Disclosed in this index – unadjusted gender pay gap 8% (women earn $0.92 per $1.00). Source: Novata 2025 data collection
406-1	Incidents of discrimination and corrective actions taken	Disclosed in this index – no substantiated incidents in 2025; ESG Governance (p. 19) – Ethics & Compliance
Community Engagement		
GRI Code	**Title**	**Report Location / Reference**
413-1	Operations with local community engagement, impact assessments and development programs	MRP in the Community (pp. 38–39) – Families First Gift-a-Family, Relay For Life, Eagle Scout book drive for Little Free Libraries, Manufacturing Day student visit, Adopt-A-Highway, Ellet High School Career Fair
Governance, Ethics and Customer Responsibility		
GRI Code	**Title**	**Report Location / Reference**
205-1	Operations assessed for risks related to corruption	ESG Governance (p. 19) – Anti-Bribery & Corruption, Ethics & Compliance; ESG Strategy (p. 15) – Business Code of Conduct
308-1	New suppliers that were screened using environmental criteria	Key Differentiators (p. 13) – Sustainable Procurement; ESG Strategy (p. 15) – Supplier Code of Conduct; External Assessment and Suppliers (p. 24) – EcoVadis Sustainable Procurement 62/100; Accountability Through Reporting Partnerships (p. 26)
416-1	Assessment of the health and safety impacts of product and service categories	Quality & Food Safety Policy (p. 9); Advancing PCR Adoption (p. 30)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Performance at a Glance (p. 18) – 0 data breaches; Data & Privacy Security (p. 32). Source: Novata 2025 data collection



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