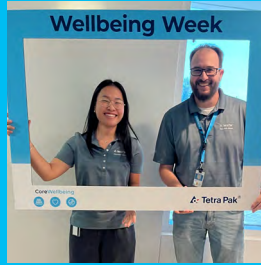


Sustainability

Report FY25

U.S. and Canada



Introduction

Message from the President & CEO

03

2025 highlights

04

About us

05

Our focus areas

Food systems

06

Circularity

09

Climate

13

Nature

16

Social sustainability

19



Message from the President & CEO

It's no secret that the future of humanity is closely tied to the systems that nourish it, most notably those that produce our food. At the same time, the future of food is a product of complex forces, including climate volatility, resource constraints, shifting consumer expectations and a growing population. While these are significant challenges, they also present a powerful opportunity to transform food systems in ways that better serve both people and the planet.

In the U.S. and Canada and beyond, Tetra Pak works diligently to build these systems to be increasingly resilient,

efficient and better equipped for tomorrow. The pace of change is accelerating, and the challenges facing our industry continue to evolve. 2025 saw massive shifts in economic and societal trends, giving little choice but to stay both vigilant and dynamic. Extreme weather events, ongoing geopolitical conflict, and the stark contrast between rising food insecurity and the boom in GLP-1 medications all had significant impacts on business and our collective way of life. While these realities create uncertainty, they also reinforce the importance of resilient food systems, determination and commitment to our purpose.

Through our purpose, we commit to making food safe and available, everywhere, and we promise to protect what's good: food, people and the planet. To do this, we collaborate with customers, suppliers and others along the value chain to deliver safe and nutritious food and beverages. Together, we are helping to reduce food loss and waste, expand access to food and improve food production with less impact to the planet. While this approach is core to our work, we remain focused on accelerating that progress for even greater impact in the years ahead.

In the following pages of the U.S. and Canada supplement to our global Tetra Pak FY25 Sustainability Report, you'll

see tangible ways our local teams are working hard to create value and support sustainable growth. We take a closer look at food systems, circularity, climate, nature and social sustainability to illustrate meaningful progress for our employees, customers and society as a whole. We do so in various ways such as creating safe workspaces and programs to encourage health and wellbeing for our employees, building more efficient equipment to improve output with less downtime and supporting organizations that advance the circular economy through improved infrastructure, education and collaboration.

It is with great pride that I once again share a glimpse of the progress we've made toward building a more sustainable future. I hope you'll join us on this important journey, where purpose meets progress and ambition becomes action. Because food is fundamental to the human experience, and its future is a responsibility we all share.

Seth Teply
President & CEO, Tetra Pak U.S. and Canada



Seth Teply
President & CEO, Tetra Pak U.S. and Canada



2025 highlights



Food systems

120 industry attendees who learned about our capabilities and innovations to improve food security and reduce food loss and waste at the PMMI Roadshow

25,000 Tetra Prisma® Aseptic 250 Edge with DreamCap™ 26 packages produced per hour by the Tetra Pak® A3/Speed line

18,000 lbs. of potatoes packed by employees in one visit to the Northern Illinois Food Bank

23 pallets of meal kits packed as part of the North Texas Food Bank's Food 4 Kids program



Circularity

2.5 million U.S. households gained access to carton recycling in 2025

ReCB LLC began operations in Iowa, processing about **6,000 tons of food and beverage cartons annually** into roof coverboards

8,172 lbs. of electronic waste collected to be responsibly recycled at our Denton campus

3 events where Tetra Pak served as the waste diversion sponsor, promoting carton recycling and circularity



Climate

Reduced approximately **50 metric tons** of CO₂ emissions per year at our Vernon Hills distribution center through changes to packaging, paper and more

Hosted a session at **PACK EXPO** on industry-leading technologies that significantly reduce energy consumption, waste and water usage

Recognized by The Shelby-Griffin Report for our leadership in sustainability with the inaugural **Sustainability in the Food Industry Award**

Tetra Pak U.S. and Canada continues to operate on **100% renewable electricity**



Nature

Hosted **Sustainability Week** for employees in July, during which we explored key topics such as food systems, sourcing practices and carton recycling through virtual panel discussions with external experts, quizzes and more

Employees participated in **nature cleanups** across the U.S. and Canada, including on the Don River in Toronto, Canada; at City Hall in Winsted, Minnesota; along the roadside in Denton, Texas; and more



Social sustainability

161 Tetra Pak U.S. and Canada employees who participated in ElevateHER, our employee resource group to support and connect women in the workplace

Named one of U.S. News and World Report's **Best Companies to Work For**

48,000 cartons of water distributed at the BMW Dallas Marathon, benefiting Scottish Rite for Children

About us

U.S. and Canada in numbers



1,837*

Number
of employees

* These numbers are as of January 1, 2026



12.3 billion

Tetra Pak®
packages sold
in 2025



100%

Renewable
electricity used in
market operations



6

Sales
offices

5

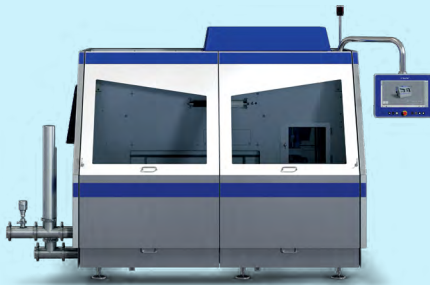
Production
plants

Equipment in operation



363

Filling machines



14,126

Processing units



Food systems

Why it matters

Food systems are at the heart of our sustainability agenda. A transformation of how food is sourced, grown, processed and packaged is essential to sustainably feed a growing global population and improve health, education and economic outcomes, while reducing the associated environmental impact at every step.

Our ambition

Work together with stakeholders to continuously improve food security and reduce food loss and waste, while enhancing livelihoods and increasing access to food.

Leading the industry in sustainable food systems

Tetra Pak is continuously working with stakeholders in the U.S. and Canada to improve food security and to reduce food loss and waste.

As a member of PMMI, the Association for Packaging and Processing Technologies, our Denton, Texas, campus had the opportunity to showcase our capabilities and innovations as the host of the PMMI Roadshow. The event brought together PMMI members and consumer packaged goods (CPG) professionals to help move the industry forward.

About 120 industry attendees learned about the sustainability benefits of our packaging portfolio and how our Tetra Pak® Advanced Agreements capabilities can help customers optimize their facilities. Attendees also experienced firsthand our unique spaces for co-creating new products with customers.



Spotlight story

Reducing hunger in San Antonio

Tetra Pak joined several other members of the International Dairy Foods Association (IDFA) to address hunger in Southwest Texas. The IDFA Foundation and more than a dozen leading U.S. dairy companies and food retailers joined forces to deliver three and a half truckloads of milk and dairy products and \$40,000 to the San Antonio Food Bank. Tetra Pak contributed \$5,000 to the effort, which provided more than 2,000 meals to food-insecure families throughout the 29 counties served by the San Antonio Food Bank.



Faster, more efficient filling

After a successful field test with a U.S.-based customer in 2025, the Tetra Pak® A3/Speed filling line for the Tetra Prisma® Aseptic 250 Edge with DreamCap™ 26 is ready for commercial deployment. This filling line can produce 25,000 Tetra Prisma® Aseptic 250 Edge with DreamCap™ 26 packages per hour.

A single Tetra Pak® A3/Speed line has the same throughput as 2.7 Tetra Pak® A3/CompactFlex lines. Tetra Pak® A3/Speed lines lower the total operational cost while reducing space and manpower needs for customers — without losing any functionality.



18,000 lbs.

of potatoes packed for the Northern Illinois Food Bank



18,800

meal kits packed for the North Texas Food Bank's Food 4 Kids program



13,291

meals packed for Minnesota's Second Harvest Heartland

Increasing food access through local food shelves

In an effort to support the communities where we live and work, Tetra Pak employees throughout the U.S. and Canada lived out our vision to make food safe and available, everywhere, by volunteering at local food banks and harvesting produce.

Employees from our Vernon Hills and Rockford, Illinois, offices rolled up their sleeves at the Northern Illinois Food Bank throughout the year to pack food. In one visit, the team packed 18,000 lbs. of potatoes to be distributed. "Every box packed and every item sorted brought us closer to a shared goal: ensuring no one in our community goes hungry," said Emily Clancy, engineering administrative coordinator, Tetra Pak U.S. and Canada.

In Denton, Texas, employees packed bags with fresh vegetables for the North Texas Food Bank's Food 4 Kids program, culminating in 23 pallets containing 18,800 meal kits. In Minnesota, employees from our Winsted and Brooklyn Park offices harvested over 500 pumpkins, squashes and gourds at the University of Minnesota Landscape Arboretum. Tetra Pak employees in Minnesota also packed 13,291 meals at Second Harvest Heartland.



Circularity

Why it matters

For us, a circular approach includes extending equipment lifetime, minimizing the use of resources in packaging, increasing the use of recycled and renewable materials to reduce pressures on finite resources and ensure that all packaging gets recycled after use. Beyond its primary purpose of protecting food, packaging, when recycled, also plays a valuable part in keeping materials in use for as long as possible. We can also lower the carbon footprint of packaging by sourcing renewable input materials with lower carbon footprints compared to fossil-fuel based materials.

Our ambition

- To contribute to a more sustainable food system, we drive circular solutions in all three of our businesses, by:
- **Packaging:** Improving the circularity of our food and beverage packaging through increasing the use of circular raw materials, improving the recyclability of our packaging and expanding collection and recycling
 - **Processing:** Designing our equipment to help customers increase their energy, material and water efficiency
 - **Services:** Prolonging the lifespan of our equipment, designing for longevity and offering services that help maintain the equipment

Spotlight story

Carton Council

The Carton Council is dedicated to establishing and expanding robust and sustainable infrastructure for carton recycling across the U.S. and Canada. Founded in 2009 by major producers of carton packaging, the Carton Council works alongside stakeholders across packaging and recycling systems to improve collection, sorting and recycling for cartons.

Carton recycling access expands in the U.S.

Being able to place items for recycling directly into a household bin is one of the most significant indicators of recyclability. Throughout 2025, nearly 2.5 million more households in the U.S. gained access to carton recycling. As a result, nationwide household access reached 63%.



Growth like this depends on local program updates, and every new household that gains access to carton recycling is the direct result of collaboration with local stakeholders. Several areas across the U.S. expanded carton recycling through both curbside collection and drop-off programs, including Austin, Texas; Marion County, Florida; Robeson County, North Carolina; Cedar Falls, Iowa; Titusville, Florida; and various communities in Oregon.

Advancing the circular economy

One path for post-consumer food and beverage cartons is to turn the cartons into sustainable building materials through a process that utilizes the whole carton. In early 2025, ReCB LLC acquired a facility in Des Moines, Iowa, where it began producing sustainable roof coverboards. By investing in technology and equipment upgrades to boost its efficiency and capacity, ReCB



Iowa LLC has advanced the circular economy for cartons. A venture of Elof Hansson USA, Upcycling Group and Lisa Tech, the Des Moines facility now processes approximately 6,000 tons of cartons annually.

ReCB LLC established its second location in Lodi, California, in 2026.

America Recycles Day

America Recycles Day (Nov. 15) has long been a special day for Tetra Pak employees in the U.S. and Canada, offering opportunities to learn more about recycling as well as Tetra Pak's sustainability story.

Denton employees collected home electronic items no longer in use. Combined with business electronics, we ensured 8,172 lbs. of electronics were responsibly recycled in 2025.



Promoting carton recycling and circularity at events

Large gatherings of people, whether for professional or recreational purposes, provide an ideal venue for educating the public on carton recycling and circularity. As a waste diversion sponsor, we're able to expand the sustainability presence of these events and educate attendees on how to properly dispose of their items, including food and beverage cartons.



For the first time in 2025, Tetra Pak was the official recycling sponsor of the BMW Dallas Marathon, the city's largest single-day sporting event and the oldest running event in Texas. We also sponsored recycling at Grocery Impact 2025 for the first time, bringing together grocery industry leaders for education, collaboration, networking and celebration.

Tetra Pak also continued its long-standing waste diversion sponsorship at Natural Products Expo West, an annual trade show that features exhibitors from all over the world showcasing their food and beverage products.



Leading the sustainability transformation



Many brands choose to work with Tetra Pak because sustainability aligns with their values and is important to their customers. To ensure brands communicate the sustainability benefits of cartons accurately, Tetra Pak U.S. and Canada issues an annual toolkit with information on carton material sourcing, recycling and food protection that can be used on cartons, websites, social media and more.

We host an annual webinar to share toolkit updates, our sustainability story and other relevant news so that our customers always maintain the most current information.

Once again, Tetra Pak participated in SPC Impact and SPC Advance, both focused on advancing sustainable packaging. Tetra Pak sponsored the main stage at SPC Impact, which gathers packaging experts to explore partnerships, discuss regulation, hear from industry leaders and leave with clear next steps for their sustainability strategies.

Your Tetra Pak® toolkit:

Promoting your product & its package

Toolkit for brands: Sixth edition. Updated November 2025. Expires November 2026.

Tetra Pak®
PROTECTS WHAT'S GOOD

Confidential

A photograph of a man and a young girl in a grocery store aisle. The man is holding a carton of food, and the girl is pointing at it. They are standing next to a shopping cart. The background shows shelves stocked with various products.



Climate

Why it matters

Global food systems account for around 30% of global GHG emissions¹ and are key to tackling the climate crisis. To avoid widespread adverse impacts and damages to nature and people, we must keep warming to no more than 1.5°C (2.7°F) above pre-industrial levels. This requires deep, rapid and sustained GHG emissions reductions in all sectors.

Our ambition

Take action on mitigating climate change by decarbonizing our operations, products and our value chain.

¹ FAO, "FAOSTAT Analytical Brief 94: Greenhouse gas emissions from agrifood systems," 2024, [https://openknowledge.fao.org/server/api/core/bitstreams/111b7ee8-282b-42ff-ad95-cccecd90f8ea/content#:~:text=FAO%2C%202024b\).-,GLOBAL,from%2024%20percent%20in%202000](https://openknowledge.fao.org/server/api/core/bitstreams/111b7ee8-282b-42ff-ad95-cccecd90f8ea/content#:~:text=FAO%2C%202024b).-,GLOBAL,from%2024%20percent%20in%202000)

Decarbonizing our operations through simple changes

Tetra Pak takes a holistic approach to reducing the impact of our operations at every step. In 2025, our spare parts distribution center in Vernon Hills, Illinois, strengthened sustainability practices in our daily operations through simple actions that reduced waste and optimized resources.

Changes made include:

- Selecting a new cardboard box supplier located closer to the distribution center that uses recycled paper, impacting about 90,000 boxes annually
- Eliminating automatic printing of unnecessary shipping paperwork, saving about 80,000 sheets of paper annually
- Reusing inbound packaging materials, including cardboard boxes, wood boxes and paper filling for outbound shipments; these reused materials now represent about 15% of our shipping supplies

Collectively, these changes represent approximately 50 metric tons of CO₂ emissions reduced per year. These initiatives also engaged employees, increasing awareness about the value of sustainability and continuous improvement.



100%



Tetra Pak U.S. and Canada continues to operate on 100% renewable electricity.

Helping our customers run more sustainably

Tetra Pak's commitment to climate extends beyond our own operations to giving our customers the tools and resources they need to minimize their impact.

Leaders from across the food processing and packaging industry attend PACK EXPO to discover the latest trends in technologies, making it the ideal place to showcase our commitment to food processing and packaging innovations, as well as our contributions to secure, resilient and sustainable food systems.

As the food and beverage industry continues to evolve, sustainability is no longer a peripheral concern — it's a central imperative. Aikansh Singh, processing key account manager, Tetra Pak U.S. and Canada, spoke to an audience at PACK EXPO on this important topic. Exploring industry-leading technologies that significantly reduce energy consumption, waste and water usage, Singh's session equipped attendees to drive operational efficiencies in their own operations.



Spotlight story

Sustainability in the Food Industry Award

Tetra Pak U.S. and Canada received the inaugural Sustainability in the Food Industry Award for our leadership in sustainability. The award, given by national food retail publication The Shelby-Griffin Report, recognizes our commitment to sustainability and measurable impact, from our business operations to our products and packaging.

“We are honored to receive this Sustainability in the Food Industry Award from The Shelby-Griffin Report,” said Seth Teply, President & CEO, Tetra Pak U.S. and Canada. “Within our commitment to sustainability lies the belief that access to safe and nutritious food should be a right, not a privilege, afforded to all.”





Nature

Why it matters

Global food systems and our value chain are heavily reliant on the services provided by nature. Many of these essential services are now at risk, with potentially significant negative impacts on human wellbeing.

Our ambition

Work with our own operations, suppliers and customers to reduce the impacts of our value chain on nature and to restore landscapes, in order to contribute to the halting and reversing of nature loss and the achievement of global water resilience.



Sustainability Week

Tetra Pak takes a holistic approach to sustainability. Our annual Sustainability Week took place in July, giving us a chance to explore key topics such as food systems, sourcing practices and carton recycling through virtual panel discussions with external experts, quizzes and more.

Chloe Robertson, food donations specialist for the North Texas Food Bank, joined a panel discussion on sustainable food systems. To eliminate food waste, her organization takes in food from manufacturers and retailers that would otherwise be discarded. In 2025, the North Texas Food Bank received nearly half of all its food this way, totaling approximately 55 million lbs. Robertson also discussed the critical role shelf-stable packaging plays in decreasing barriers to nutritious food, particularly when partner agencies don't have access to refrigeration.

To highlight the various end markets for cartons, we invited Jan Rayman, managing director of ReCB LLC, and Aaron Ling, director of sustainability at Sustana, to the panel “Beyond the Bin: The Journey of Recycled Cartons.” Both spoke about how their businesses use recycled cartons to make new products, including roof coverboards, tissues and other paper products.

To celebrate Sustainability Week, employees at eight of our locations received air plants to take home. Air plants are environmentally ideal plants: They require very little water, and since they don't need soil, they reduce the demand for potting soil, which often involves peat harvesting — a process that can damage ecosystems. Air plants also absorb dust and other particulates in the air.



Volunteering to clean up our communities

As part of our efforts to protect nature, employees volunteered for local cleanup efforts where they live and work. Our employees in Toronto, Canada, took to kayaks for a day of trash cleanup at the intersection of the Don River and Lake Ontario. The team pulled debris from the shoreline, making it a more beautiful place for all who visit.

In Winsted, Minnesota, employees tended to the garden beds and trees at the local City Hall in preparation for the Winsted Summer Festival. Employees in Denton, Texas, volunteered with Keep Texas Beautiful, cleaning two miles of road and collecting five bags of trash.





Social sustainability

Why it matters

Global value chains depend on people, and people depend on global value chains for their income, livelihoods and wellbeing. By proactively respecting human rights in their operations and value chains, businesses can enhance lives and lift up communities.

Our ambition

To respect human rights¹ across our operations and value chain, creating positive social impact.²

¹ Human rights are rights we have simply because we exist as human beings — they are not granted by any state. These universal rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, color, religion, language or any other status. They range from the most fundamental — the right to life — to those that make life worth living, such as the rights to food, education, work, health and liberty. Source: <https://www.ohchr.org/en/what-are-human-rights>

² Positive social impact means driving better outcomes for our workforce, workers and communities in our supply chain, workers in collection and recycling and people in our value chain, across areas that include labor, discrimination, hazardous working conditions and sustainable income.

Engaging with the community

As a leading employer in Denton, Texas, Tetra Pak is proud to take an active role in the community.

Tetra Pak served as the water sponsor for Twilight Tunes, a concert series hosted on the Denton Square. Tetra Pak employees volunteered to distribute water, provide information about the sustainability of our offerings and educate attendees on carton recycling.

Tetra Pak also served as the water sponsor for the 2025 BMW Dallas Marathon, where we handed out nearly 48,000 cartons of water. All surplus water from the event was donated to a local nonprofit that partners with homeless shelters. About 45 Tetra Pak employees ran the race, which benefited Scottish Rite for Children, a world-renowned leader in treating pediatric orthopedic conditions.



Spotlight story

Women in the workplace

Females in Food

Tetra Pak is a corporate member of Females in Food (FIF), the first female-focused professional platform committed to closing the gender gap across all sectors of the food and beverage industry. Tetra Pak employees participated in the organization’s events throughout the year, including the 2025 Females in Food Summit in Minneapolis, Minnesota, which invited women to invest in their leadership skills, expand their networks and engage with top voices shaping the future of the industry.

Carla Fantoni, vice president of market communications, Tetra Pak, hosted a roundtable discussion for FIF members on navigating marketing and communications in the age of AI. The roundtable format sparked a lively discussion on the opportunities, challenges and ethics presented by AI.

ElevateHER

ElevateHER is Tetra Pak U.S. and Canada’s employee resource group (ERG) to support and connect women in the workplace. All Tetra Pak U.S. and Canada employees — regardless of gender — are welcome to join. In 2025, 161 employees participated in the ERG.

In 2025, ElevateHER added its Second Handshake program, which provides space for members to connect with leaders and each other to share their career advancement experiences and encouragement.

IDFA Women’s Summit

Several employees represented Tetra Pak at the International Dairy Foods Association (IDFA) Women’s Summit, which convenes rising and established leaders in the dairy industry to continue building their leadership skills, advocate on behalf of dairy’s top policy priorities and network with industry colleagues.

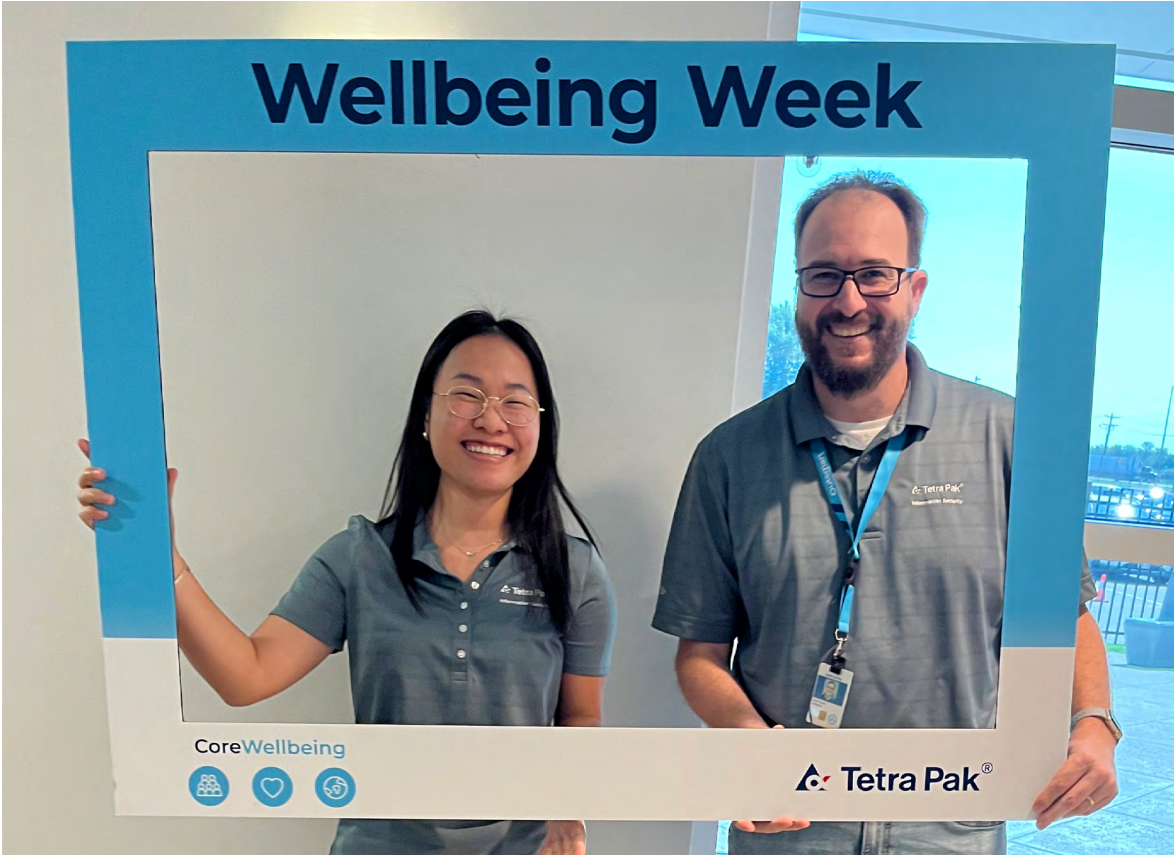


CoreWellbeing



Tetra Pak’s Core Wellbeing program is dedicated to promoting an inclusive environment that values employees in the U.S. and Canada as unique individuals, helping them and their loved ones achieve, maintain and protect personal health and wellbeing goals so that we can protect what’s good for others.

As part of the program, we celebrated our fifth annual Wellbeing Week, a dedicated time to celebrate and elevate holistic health. Employees participated in webinars on topics such as resilience, managing stress and communicating without conflict. Activities including yoga, art therapy and wellness bingo rounded out the week.



Spotlight story

U.S. News and World Report’s Best Companies to Work For

Tetra Pak was selected as one of U.S. News and World Report’s Best Companies to Work For, claiming a spot in both the overall list and the Manufacturing and Agriculture category. The publication analyzed over 1,000 privately held companies and nonprofit organizations, ultimately selecting only 25% of those reviewed.



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