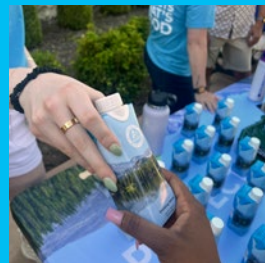
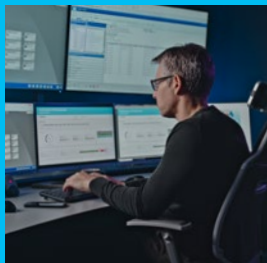
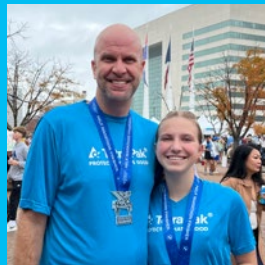


Sustainability Report FY24

U.S. and Canada



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Message from the President & CEO

As the President and CEO of Tetra Pak U.S. and Canada, I am once again honored to present you with our 2024 Sustainability Report — a reflection of our unwavering commitment to a better future. This past year, like many before it, brought significant challenges and rapid change. But through it all, our resolute commitment to sustainability remains our North Star. It's in that commitment where our true purpose lies: We commit to making food safe and available, everywhere, and we promise to protect what's good for food, people and the planet. This purpose, at the heart of all we do, stems from one simple truth — **it all begins with food.**

Food defines us. It fuels, inspires and ultimately sustains us to be able to thrive and contribute to the world in which we live. At Tetra Pak, we believe access to safe and nutritious food should be a right, not a privilege, afforded to all. But we face many obstacles in this pursuit. Obstacles such as food waste, climate change, geopolitical and supply chain disruptions all have a serious impact on our global food systems. Yet we remain steadfast in our commitment to build sustainable food systems that will nourish generations to come.

In 2024, we focused our efforts on five key areas that are essential to this mission: food systems, circularity, climate, nature and social sustainability. In each of these, we witnessed meaningful growth that inspires hope and fuels our momentum.

Food Systems

In the face of growing food security challenges, we continue to innovate and collaborate to ensure that safe, nutritious food reaches those who need it the most. From investing in our own facilities to meet increased needs to expanding our role in school nutrition programs, we continue to explore new ways to help shape a better tomorrow.

Circularity

A commitment to circularity is evident in our continuous efforts to design products and processes that minimize food waste and maximize resource efficiency. We are growing our recycling initiatives and developing packaging solutions that contribute to a circular economy, staying the course for a sustainable future.

Climate

Addressing climate change remains at the forefront of our sustainability agenda. We've made significant strides in reducing our carbon footprint and growing our portfolio of sustainable solutions, including plant-based plastics and energy-efficient equipment.

Nature

We recognize that protecting our planet begins with education and action. From recycling programs to community planting initiatives, we empower our teams to be stewards of the environment, protectors of our natural ecosystems and champions of change.

Social Sustainability

Our dedication to social sustainability is reflected in our work to create equitable and inclusive workplaces, including deepening our involvement with organizations that empower and uplift women in STEM and the food industry.

As we close the chapter on 2024 and look ahead, we remain grounded in the belief that food is the foundation of a thriving society. It is through food that we nourish not only ourselves, but also communities, societies and economies. Growth — in all its forms — has been central to our journey this past year, and it will continue to play an important role as we innovate, collaborate and lead with purpose. Together with our customers and communities, we are cultivating a future where sustainable food systems are not just an aspiration but a reality. Because when we plant the seeds for a more sustainable and hopeful future, we grow what's possible.



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

2024 highlights



Food systems

9.6 billion

Annual pack capacity at our Denton factory.

3

Events where Tetra Pak informed key decision-makers about the benefits of **shelf-stable milk for school nutrition programs**.

42 tons

Of waste recycled at Natural Products Expo West, where Tetra Pak was the official waste diversion sponsor.



Circularity

Participated in several industry events to **share our knowledge with others to inspire, promote best practices and develop solutions together**.

Announced UPFACTORY California, a recycling facility that will open in 2025 and is **expected to process 1.5 million lbs. of carton material per month**.

Implemented a **paperless experience** for on-site technical trainings, saving time, energy and resources.



Climate

6%

Fresh water savings with the new Tetra Pak® Direct UHT versus the Tetra Therm® Aseptic VTIS.

100%

Renewable electricity powering Tetra Pak U.S. & Canada's operations, **offsetting the equivalent of 14,340 tons of CO₂ emissions**.

25%

Increase in cartons delivered with **plant-based polyethylene**.



Nature

June 24-28

Celebrated Sustainability Week with all employees in the market to increase their sustainability knowledge.

6,908 lbs.

Of e-waste collected from two e-waste recycling events at our Denton campus.

Winsted employees adopted a two-mile stretch of highway and held an **annual spring cleanup day**.



Social sustainability

60

Women in the food and beverage industry who attended the **InnovateHER symposium** hosted by Tetra Pak.

69

Team Tetra Pak runners who participated in the **BMW Dallas Marathon**.

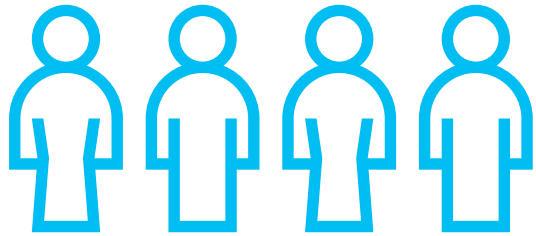
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Tetra Pak Ambassadors trained to represent the company in interviews, on-site tours and career fairs.

About us

Tetra Pak U.S. and Canada in numbers

Figures as of
January 1, 2025



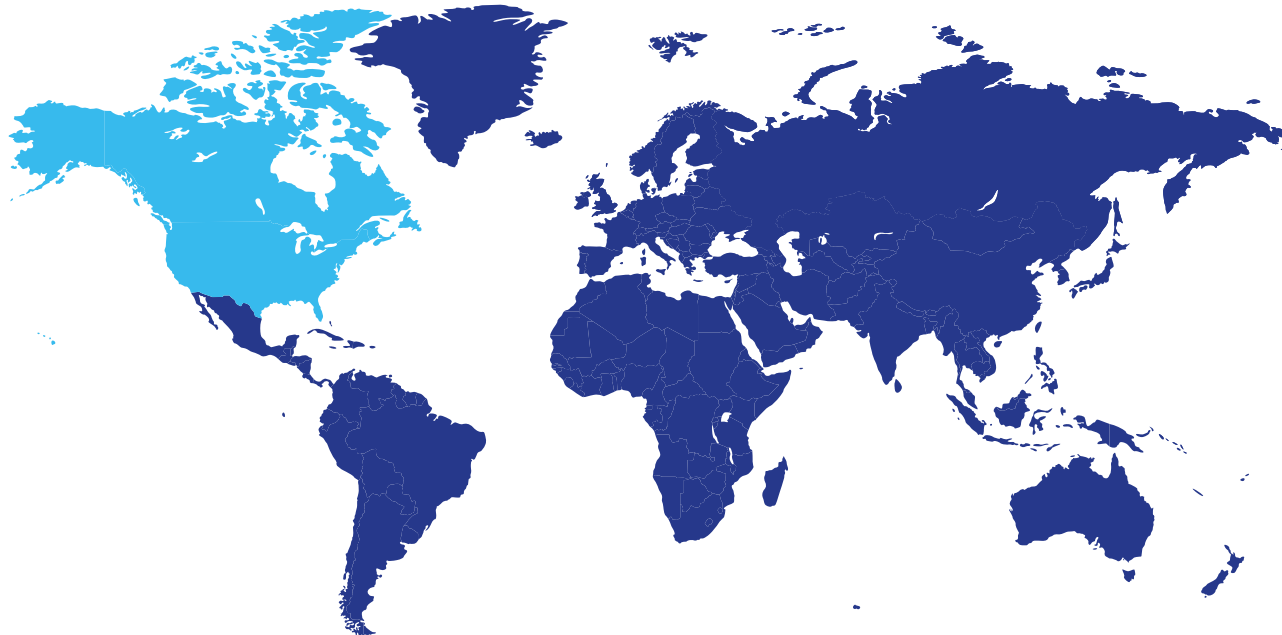
1,700
Number of employees



12 billion
Tetra Pak®
packages sold
in 2024



100%
Renewable electricity
used in market
operations



6

Sales offices

5

Production plants

In operation



340
Filling
machines

11,600
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 feed a growing global population, contributing to health, education, opportunity and economic growth, while reducing the carbon footprint at every step.

Our ambition

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



Upgrades to Denton and Winsted facilities

Our packaging and processing equipment play an integral role in the food supply chain. In 2024, we broke ground on an expansion at our Denton, Texas, converting factory, which produces carton material for the U.S. and Canada. The expansion supports growth in demand for carton packages in North America, expanding the factory's capacity to 9.6 billion packs annually. The expansion also supports the factory's long-term strategic initiative to improve operations for better quality, efficiency and service.



We are proud to unveil the next growth phase for the Tetra Pak Denton factory. This investment exemplifies Tetra Pak's unwavering commitment to the people of Denton and those customers who rely on the packaging material produced here.

This expansion will allow our teams to continue to further the commitment made in Denton over 40 years ago to making food safe and available, everywhere."



Bruce Mackimmie,
Vice president of packaging material supply,
Tetra Pak Americas



In Winsted, Minnesota, we added a second location to support growth in order intake for our processing equipment, specifically in liquid foods and cheese. The new location houses a production warehouse for consumables to facilitate our world-class manufacturing ambition. Our existing Winsted location continues to house the production of processing equipment, as well as administrative and engineering offices.



Supporting school nutrition with shelf-stable milk

Schools across the U.S. are beginning to realize the benefits of serving shelf-stable milk as part of their nutrition programs. For some schools, it offers a lifeline when the supply chain for milk for student meals is disrupted.

For others, it is a convenient option that is easy to handle, store and serve, and doesn't spoil over calendar breaks.

Tetra Pak participated in several industry events to inform key decision-makers about the benefits of shelf-stable milk, especially for schools struggling to keep milk on school lunch trays. These events included the **School Nutrition Association's (SNA) Annual National Conference** and the **School Nutrition Industry Conference (SNIC)**.

Tetra Pak sponsored the Urban School Food Alliance (USFA) to host the **Shelf-Stable School Milk Symposium**. The event gave school nutrition professionals an opportunity to learn directly from their peers about the benefits of shelf-stable milk in schools.

[Learn how shelf-stable milk is made.](#)



We sat down with school nutrition professionals at the Shelf-Stable School Milk Symposium to find out what they think about shelf-stable milk:



Helping brands discover a path to success

Tetra Pak had a strong presence at Natural Products Expo West, an annual trade show that brings together exhibitors from all over the world to showcase their natural, organic products. Tetra Pak was the event's official waste diversion sponsor, which gave us the opportunity to educate attendees on carton recyclability. Forty-two tons of waste, including cartons, were recycled at the event.

We also hosted a seminar series, "Turning Potential into Profit: Discover Your Brand's Path to Success." These sessions educated brands on navigating the complexities of market entry and growth, avoiding pitfalls, gaining efficiencies and unlocking their potential.



Circularity

Why it matters

The global population is projected to grow to around 10 billion by 2050, and global material use is projected to more than double in the same time frame. Since 2015, the global economy has consumed 70% more new materials than the Earth can safely replenish.

The food packaging and processing sector can work towards a circular economy by moving away from the "take-make-waste-model." A circular approach can help extend equipment life, minimize the use of resources in packaging, and increase the use of recycled and renewable materials to reduce pressures on finite resources and ensure that all packaging gets recycled after use.

Our ambition

To contribute to a more circular food system, we drive circular solutions in all three of our businesses, including by:

- increasing the use of circular raw materials and expanding the collection and recycling of our packaging
- designing our equipment to help customers increase their energy, material and water efficiency
- prolonging the lifespan of our equipment, designing for longevity and offering services that help maintain the equipment.



Leading the sustainability transformation

Part of Tetra Pak's role as a sustainability leader in food processing and packaging is to share our knowledge with others to inspire, promote best practices and develop solutions together.

Several people from Tetra Pak presented at **Sustainability in Packaging US**, which brings together representatives from across the entire packaging value chain to facilitate industry collaboration and support the sharing of ideas. We shared Tetra Pak's perspective on consumer recycling behavior, approaches to enhancing recycling access for packaging, and how the Poly Coated Paper Alliance collaborates to meet its goal of widespread end market acceptance of poly coated paper.

At the 2024 **Sustainable Packaging Coalition (SPC) Advance** conference, Mat Rutz, vice president of contract manufacturing, spoke about packaging as a solution to decarbonize our food systems, and how Tetra Pak and its customers are focusing on innovative solutions to keep food safe and nutritious for longer. Carla Fantoni, vice president of communications, shared guidance about changing the recycling narrative to regain consumer trust with actionable ideas.



Pillars of the Green Transition

A NEWSWEEK CONFERENCE

As part of Climate Week, Newsweek hosted the **Pillars of the Green Transition Conference**, taking an in-depth look at pragmatic ways key economic sectors are investing and innovating to decrease or achieve net-zero greenhouse gas emissions. Gilles Tisserand, vice president of climate and biodiversity for Tetra Pak, spoke about our sustainability efforts and progress at the New York conference. Jason Pelz, Tetra Pak U.S. and Canada sustainability vice president and Carton Council of North America recycling projects vice president, was featured in the Pillars of the Green Transition 2024 report. The annual report compiles perspectives from over 100 policy and business leaders across high-impact sectors. Pelz spoke to Tetra Pak's efforts to advance sustainable packaging solutions and our commitment to environmental stewardship.

[READ THE REPORT](#)

America Recycles Day

America Recycles Day takes place each November and offers an opportunity for us to share our sustainability story, which goes well beyond recycling. During our annual customer webinar, we shared updates on our sustainability journey, Tetra Pak's legislative efforts, and tools and resources for brands to stay informed on current regulatory matters impacting the packaging and food and beverage industries.



Paperless trainings for Tetra Pak® Services

As part of our efforts to eliminate waste in our operations, Tetra Pak® Services is offering our customers a paperless experience for on-site technical trainings. Printing and shipping training materials is a time-, energy- and resource-intensive undertaking. If all Tetra Pak training globally had been paperless in 2023, it would have saved an estimated \$2.2 million USD and 1,608,148 kg of CO₂.

Many of our customers already use digital solutions to build skills, so this shift aligns with their current way of working. It also gives us more flexibility when customers request last-minute changes, as we can quickly upload the new materials to tablets.



Spotlight story

Carton Council

Since 2009, the Carton Council of North America — made up of the major producers of carton packaging, including Tetra Pak — has worked to deliver long-term, collaborative solutions that divert valuable cartons from landfills to recycling programs.

“The Road to Recycling” podcast

The Carton Council’s work to increase carton recycling in the U.S. is inspiring other industry groups to do the same through its “The Road to Recycling” podcast. Episodes in 2024 explored how the Carton Council came to be, the organization’s journey, and challenges and opportunities for recycling in schools.



Listen to the podcasts:

- [Carton Council Origin Story – Part 1](#)
- [Carton Council Origin Story – Part 2](#)
- [Can School Carton Recycling Go the Distance? Expert Tales and Triumphs](#)

New end markets for recycled cartons

Thanks to a partnership between the Carton Council, Elof Hansson USA Inc. and the Upcycling Group, a new carton recycling manufacturing facility will open by the end of 2025 in Lodi, California. UPFACTORY California will transform post-consumer food and beverage cartons into durable, sustainable building materials and support regional recycling efforts. Once complete, the facility will recycle about 1.5 million lbs. of carton packages per month.

“We believe this facility will play a crucial role in supporting California’s efforts to expand recycling by providing a new, regional end market,” said Jason Pelz, Tetra Pak U.S. and Canada sustainability vice president and



Carton Council of North America recycling projects vice president. “By using collected, sorted, and baled cartons from California and bordering states, we are not only making recycling more efficient for West Coast communities but also ensuring these materials stay in use and out of landfills.”

Collaborations such as these were the topic of a presentation by Pelz and David Phillips, vice president of business development, North America for the Upcycling Group, which is part of the UPFACTORY California project, at the 2024 SPC Advance conference. Their presentation tackled the need to create more end markets for recycled materials and gave the audience actionable tips for collaboration, innovation and problem-solving in the recycling value chain.



Equipment bound for UPFACTORY California to convert cartons into sustainable building materials.

Climate

Why it matters

Global food systems account for more than one-third of global GHG emissions and are key to tackling the climate crisis. To avoid the widespread adverse impacts and related losses and damages to nature and people, keeping warming to not more than 1.5°C above pre-industrial levels requires deep, rapid and sustained GHG emissions reductions in all sectors.

Our ambition

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



Tetra Pak® Direct UHT arrives in U.S. and Canada

Tetra Pak® Direct UHT is the latest step forward in aseptic technology, maximizing process efficiency and flexibility while reducing energy and water usage — crucial for sustainable manufacturing practices. It can save about 6% of the fresh water needed compared to the Tetra Therm® Aseptic VTIS.

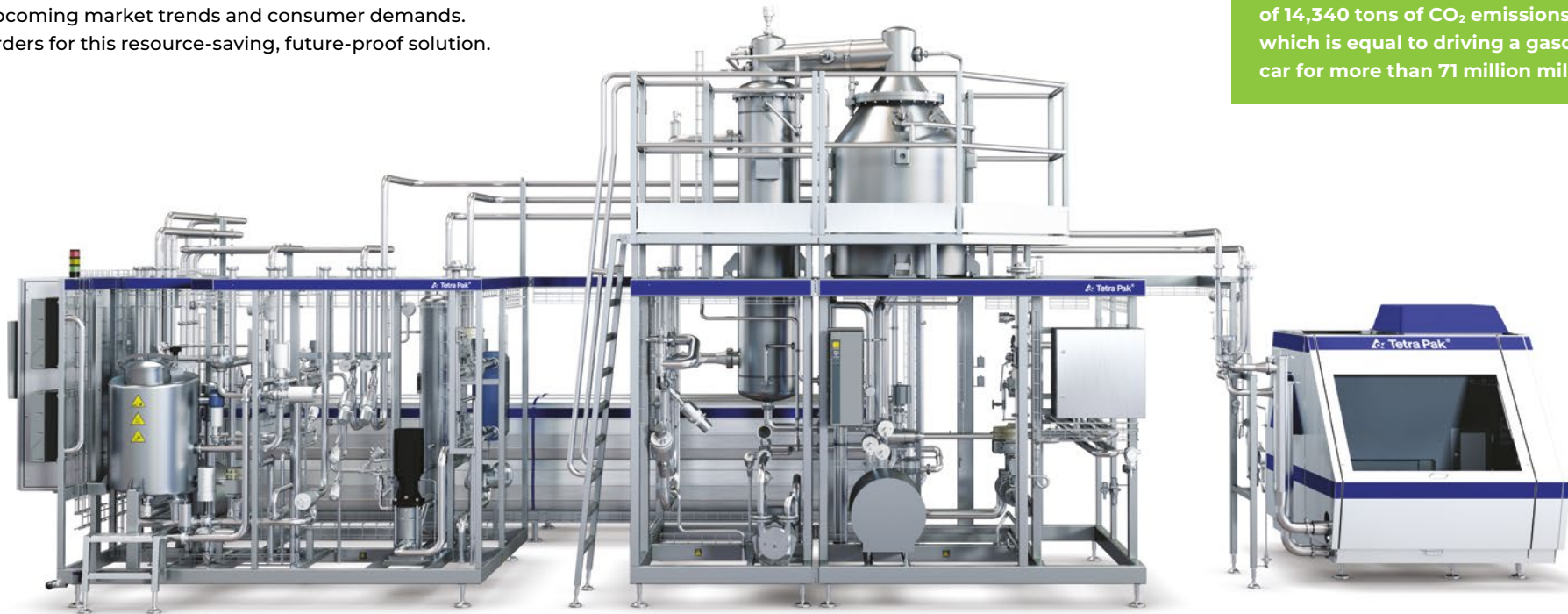
Tetra Pak® Direct UHT offers modular solutions that allow for rapid adjustments to production lines to accommodate new products and recipes, while ensuring investments are ready to meet upcoming market trends and consumer demands. We're already seeing customer orders for this resource-saving, future-proof solution.

Tetra Pak U.S. and Canada continues to operate on

100%
renewable electricity



In 2024, this offset the equivalent of 14,340 tons of CO₂ emissions, which is equal to driving a gasoline car for more than 71 million miles!





Cartons made with plant-based polyethylene

Tetra Pak customers continue to be interested in cartons made with plant-based polyethylene (PE). Our plant-based PE is made from sugarcane, a renewable resource that lowers the carbon footprint of these cartons. As sugarcane grows, it absorbs CO₂ emissions and releases oxygen.

In 2024, Tetra Pak U.S. and Canada delivered about 1.81 billion cartons with plant-based plastics — this represents a 25% increase from 2023. We anticipate even more growth in the coming years!

Responsible handling of food waste

In 2024, our Denton Canteen added a new system to handle on-site food waste. The ORCA uses air, water and naturally occurring microorganisms to break down food waste into a liquid effluent that exits the system into the existing plumbing infrastructure. This prevents food waste from entering garbage trucks and landfills, and reduces CO₂ and methane emissions by utilizing on-site food waste diversion.



Reducing operational emissions

One way we're decarbonizing our operations in the U.S. and Canada is by adding electric forklifts and hybrid vehicles to our fleet. In 2024, we introduced 15 electric forklifts to our Denton factory warehouse and our nearby Westgate warehouse. Tetra Pak also added hybrid vehicles to our fleet of cars, with a total of five added in 2024. We'll continue to build out our fleet of electric forklifts and hybrid vehicles in the future.

Nature

Why it matters

Global food systems and our value chain depend on the services provided by **nature**. The nature loss crisis is now threatening these services, with potentially major impacts on human societies.

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

Following the launch of the FY23 Sustainability Report, Tetra Pak hosted a week of activities to help U.S. and Canada employees increase their sustainability knowledge. All employees were invited to participate in a Sustainability Report Scavenger Hunt, which encouraged them to explore the report and discover specific facts to win prizes.

We also hosted a Marvelous Marigolds event, where employees received marigold seeds and learned about how this plant helps protect food, people and the planet. Additionally, we invited employees to bring out-of-use electronic items from home as part of our e-waste recycling event. In total, we collected 6,908 lbs. of waste through two e-waste events last year, preventing valuable materials from becoming waste.

To conclude Sustainability Week, all employees were invited to participate in the Earth Overshoot Day Challenge. Calculated by the [Global Footprint Network](#), [Earth Overshoot Day](#) marks the date when humanity's annual demand on natural resources exceeds what the planet's ecosystem can regenerate in that year. Unfortunately, it is getting earlier and earlier every year. This challenge encouraged us all to take individual actions to reduce our carbon footprint in an effort to push Earth Overshoot Day later into the year.



In Winsted, employees held an annual spring cleanup day along the two-mile stretch of Minnesota State Highway 7 that they maintain through the state's Adopt a Highway program.

Social sustainability

Why it matters

Global value chains depend on people, and people depend on global value chains for their income, livelihoods and wellbeing. Businesses, through their operations and value chains, can enhance the lives of people by proactively respecting human rights. For us, this can take many forms: across our workplaces, supply chains and in local communities.

Our ambition

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



Women in the workplace

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.

After its launch in early 2024, here are some of the group's accomplishments in its first year:

- Hosting internal networking events and meetups at several locations throughout the market
- Celebrating Breast Cancer Awareness Month with a health event featuring a female health specialist
- Adding two expectant mother parking lot signs and renovating the mother's room at our Denton campus



Females in Food

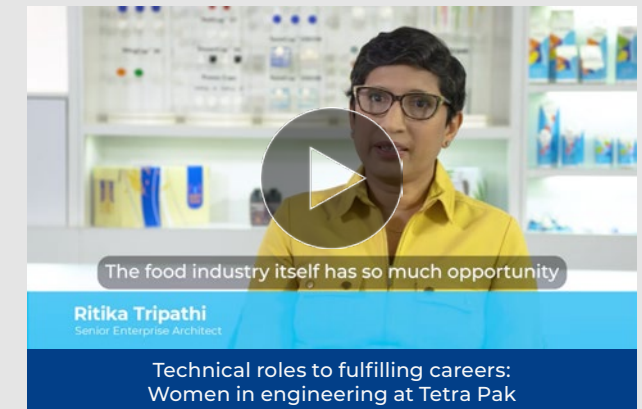
We were also proud to sponsor Females in Food, a first-of-its-kind home for female leaders in the food and beverage industry to foster meaningful connections, access highly vetted resources and learn from industry trailblazers.

Tetra Pak hosted the organization's first in-person event in Texas. The InnovateHER symposium was fully sold out, with 60 women from the food and beverage industry attending this immersive afternoon of insights, connections and growth opportunities.

Society of Women Engineers (SWE)

As a supporting member of the Society of Women Engineers (SWE), Tetra Pak participates in opportunities throughout the year that champion current and future generations of women in engineering. We participated in the WE24: Together We Rise annual conference, where we made new connections and promoted Tetra Pak as a workplace where engineers can make an impact to be proud of — for food, people and the planet. Our booth was staffed by several of Tetra Pak's female engineers who shared opportunities for STEM careers at Tetra Pak.

[Hear what some of our female engineers say about working at Tetra Pak.](#)



[SWE's "Diverse" podcast](#) featured two female engineers from Tetra Pak, Ruth Lima and Bayan Kishta, reflecting on what drew them to work in the food and beverage industry, why it's an attractive field for engineers and how Tetra Pak has supported their career aspirations.



Engaging with the community

Tetra Pak celebrated 40 years as a strong employer in the North Texas area with the anniversary of our Denton campus in 2024. [The Denton Record-Chronicle](#) featured our local history, noting our growth from 80 employees when we opened to more than 700 today. We're proud to actively contribute to the vibrancy of the community through a variety of community events.

As the official water sponsor of the **BMW Dallas Marathon**, Tetra Pak employees volunteered to engage with attendees and hand out water. To encourage healthy goals, employees had the opportunity to sign up for a race of their choosing, and invite friends and family to participate. We had a total of 69 Team Tetra Pak runners participate! The race's primary beneficiary, Scottish Rite for Children, received its largest donation in over a decade as a result of the race.

We sponsored the **Rhythms at the River Walk Duck Derby**, presented by the Cross Timbers Rotary Club. The derby invites attendees to sponsor rubber ducks as they race to the finish line, with all proceeds going to one of the event's 25-plus nonprofit partners. We also sponsored **Twilight Tunes**, a free concert series on the Denton Square lawn. Tetra Pak employees volunteered to hand out water and educate visitors on carton recycling at these events.

CoreWellbeing



In 2024, our employee wellness program, Core Wellbeing, was updated to reflect our commitment not just to employee wellbeing, but also sustainability and inclusion.

The program is dedicated to promoting an inclusive environment that values employees 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.

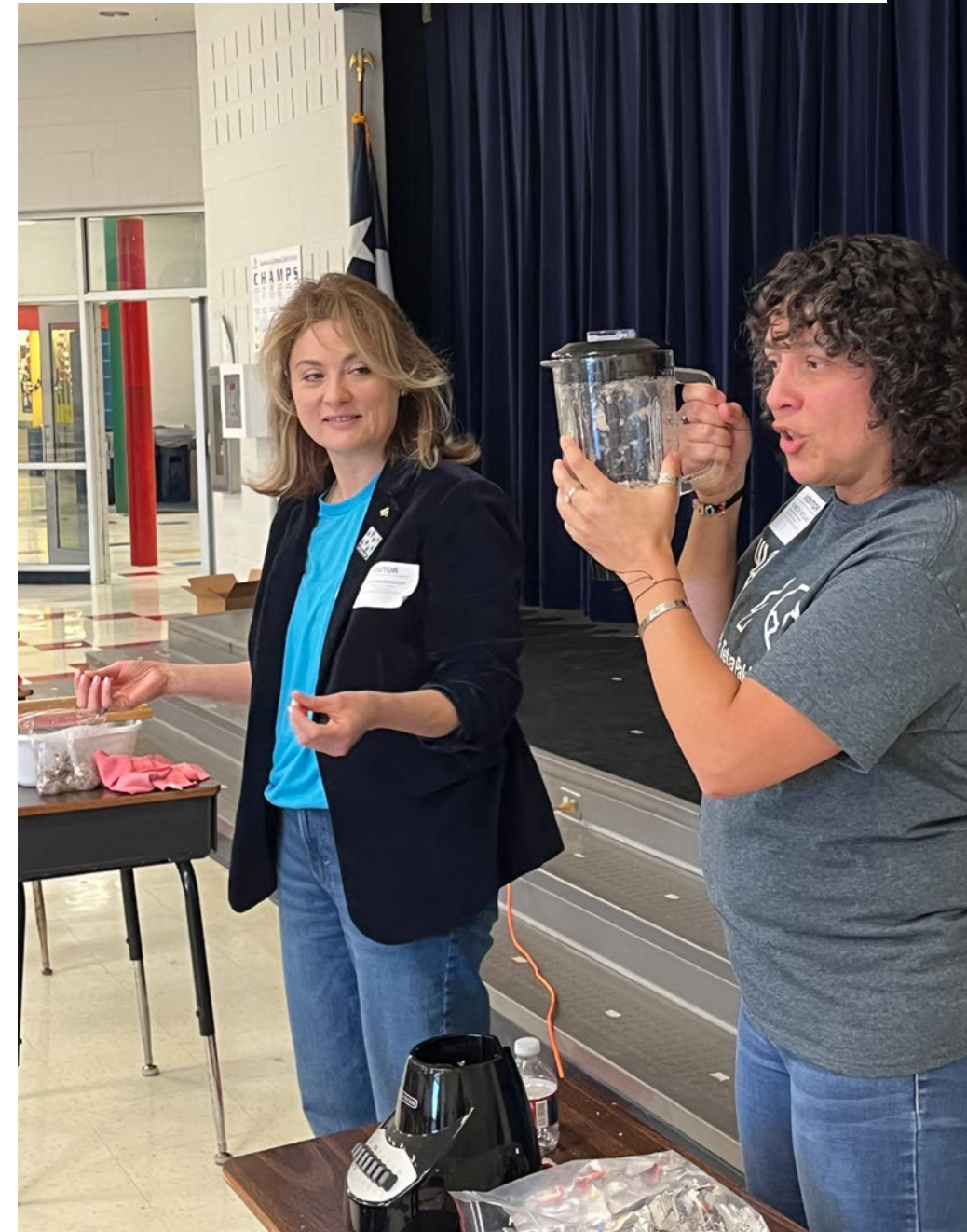
Our third annual Wellbeing Week gave employees opportunities to learn, grow and celebrate wellbeing in all its forms. Events included webinars on burnout and communication skills, and an improv comedy session to learn about incorporating humor and active listening. Employees also participated in a healthy habits challenge, encouraging them to select and track their progress toward healthier habits, such as drinking more water and disconnecting from screens.



Tetra Pak Ambassador Program

In its first full year, the Tetra Pak Ambassador Program had more than 20 employee ambassadors participating across the U.S. and Canada. After honing their presentation and public speaking skills, ambassadors are called upon to represent Tetra Pak in a variety of ways, including interviews, leading on-site tours and participating in career fairs. These ambassadors demonstrate the wide breadth of expertise and backgrounds that make Tetra Pak an industry leader and a great place to work.

More than 20 employees participated in the ambassador program



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