



Corporate Sustainability and Responsibility Report 2025



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A message from our CEO

At Anchor Glass, sustainability is not a standalone initiative—it is embedded in how we operate, serve our customers, and create long-term value. I'm proud to share our 2025 Corporate Sustainability and Responsibility Report and the meaningful progress our team has made across our network.

This past year was one of important transition and momentum for our company. We strengthened our foundation, continued investing in our future, and remained focused on delivering results through our operating priorities: **Safety, Exceptional Customer Experience, and Operational Excellence**. Our progress in 2025 reflects the dedication of our employees and their commitment to continuous improvement.

Key highlights from 2025:

- **14% reduction in recordable injuries** and a **16% reduction in workers' compensation claims**.
- **9.9% reduction in greenhouse gas emissions**, supported by investments in operational efficiency and technology improvements.
- **More than 171,000 tons of recycled cullet used in production**, reinforcing circularity and sustainable manufacturing.
- Continued investment in employee development, leadership programs, and community engagement initiatives across our footprint.

Glass plays an important role in a more sustainable future. As an infinitely recyclable packaging material, it offers a durable, responsible solution that customers and consumers' trust.

Our commitment extends beyond environmental stewardship. It includes protecting our employees, strengthening our communities, operating responsibly, and continuously improving how we serve our partners.

Thank you to our employees, customers, suppliers, and stakeholders who continue to support and strengthen Anchor Glass.

Together, we are building a safer, stronger, and more sustainable future.



Eric Showalter

President & CEO

About this Report

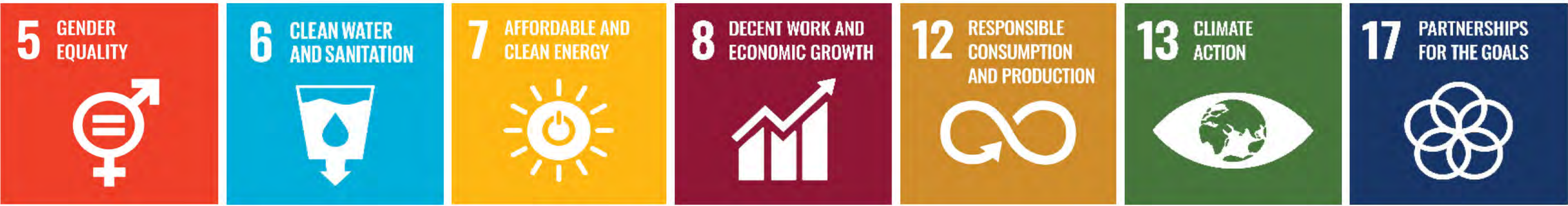
Welcome to our 2025 sustainability report detailing our environmental and social progress. The activities in this report reflect the progress that Anchor Glass Container LLC (Anchor Glass) has made in the 2025 calendar year.

Anchor Glass continues to review its materiality assessment to identify and prioritize the topics most relevant to our business, communities, and the environment. Our approach is driven by our sustainable development practices while balancing regulatory requirements with strategic priorities.

Anchor Glass participates in the Climate Disclosure Project (CDP) and has received a CDP Water Security score of B-, a Climate score of C, and a Supplier Engagement score of C in 2025.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards. Other frameworks considered include the Sustainability Accounting Standards Board (SASB) and the United Nations' Sustainable Development Goals (SDGs).

Through Anchor Glass's membership with the United Nations Global Compact (UNGC), we are committed to aligning our business practices with the Sustainable Development Goals (SDGs) in the following seven areas:



Company Overview

Anchor Glass designs, manufactures, and supplies infinitely recyclable glass containers for beer, beverage, food, and spirits brands across North America. Headquartered in Tampa, Florida, Anchor operates manufacturing facilities in Minnesota, Oklahoma, Indiana, New York, and Georgia, as well as a mold design office in Ohio.

For more than two decades, Anchor Glass has partnered with customers to deliver high-quality, sustainable packaging solutions that help protect product integrity while supporting circularity and resource conservation. Glass remains one of the world’s most sustainable packaging materials—made from abundant natural resources and infinitely recyclable without loss of quality or purity.

Anchor Glass combines manufacturing expertise, operational excellence, and a commitment to continuous improvement to serve customers across North America. Through responsible operations, environmental stewardship, employee development, and community engagement, we strive to be North America’s most trusted glass container manufacturer and create long-term value for our customers, employees, communities, and stakeholders.

Awards, Certifications, and Ratings



\$585M+ global sales

5 US manufacturing facilities

1.4K+ employees in the US

2.8B bottles shipped in the US

Serves over 100+ Brands

Our Strategy

At Anchor Glass, our purpose is to strengthen the communities where we operate by creating stable employment opportunities, supporting local economic growth, and fostering long-term community resilience. We believe that investing in our employees, partnering with local businesses, and advancing safe and sustainable manufacturing practices contributes to greater societal well-being and stronger communities. Through the production of sustainable, safe, and resilient glass packaging solutions, we help deliver products that customers and communities value and trust, enabling us to create shared value for our stakeholders while demonstrating the enduring value of glass as a sustainable packaging choice.

 Integrity

 Teamwork

 Continuous Improvement

 Accountability

 Ownership

Anchor Glass is committed to advancing sustainability by aligning our goals and operations with our strategic vision, core values, and sustainable development principles. Through this approach, we strive to responsibly manage and account for the environmental, social, and economic impacts of our business across both our internal operations and external value chain.

Sustainable Development Principles

 Creating Value from All Directions

 Customer Oriented

 Human Capital Management

 Social and Corporate Responsibility

Benefits of Glass

Glass is...

- ✓ Made from all-natural, sustainable raw materials
- ✓ High heat tolerance
- ✓ Easy to clean
- ✓ Non-porous
- ✓ The only widely-used packaging material considered "GRAS" or "generally recognized as safe" by the U.S. Food and Drug Administration.
- ✓ Does not absorb any flavors or odors
- ✓ Generally, more durable than plastic
- ✓ Glass has a 400-year record of safety
- ✓ 100% recyclable and can be reused endlessly with no loss in quality or purity.

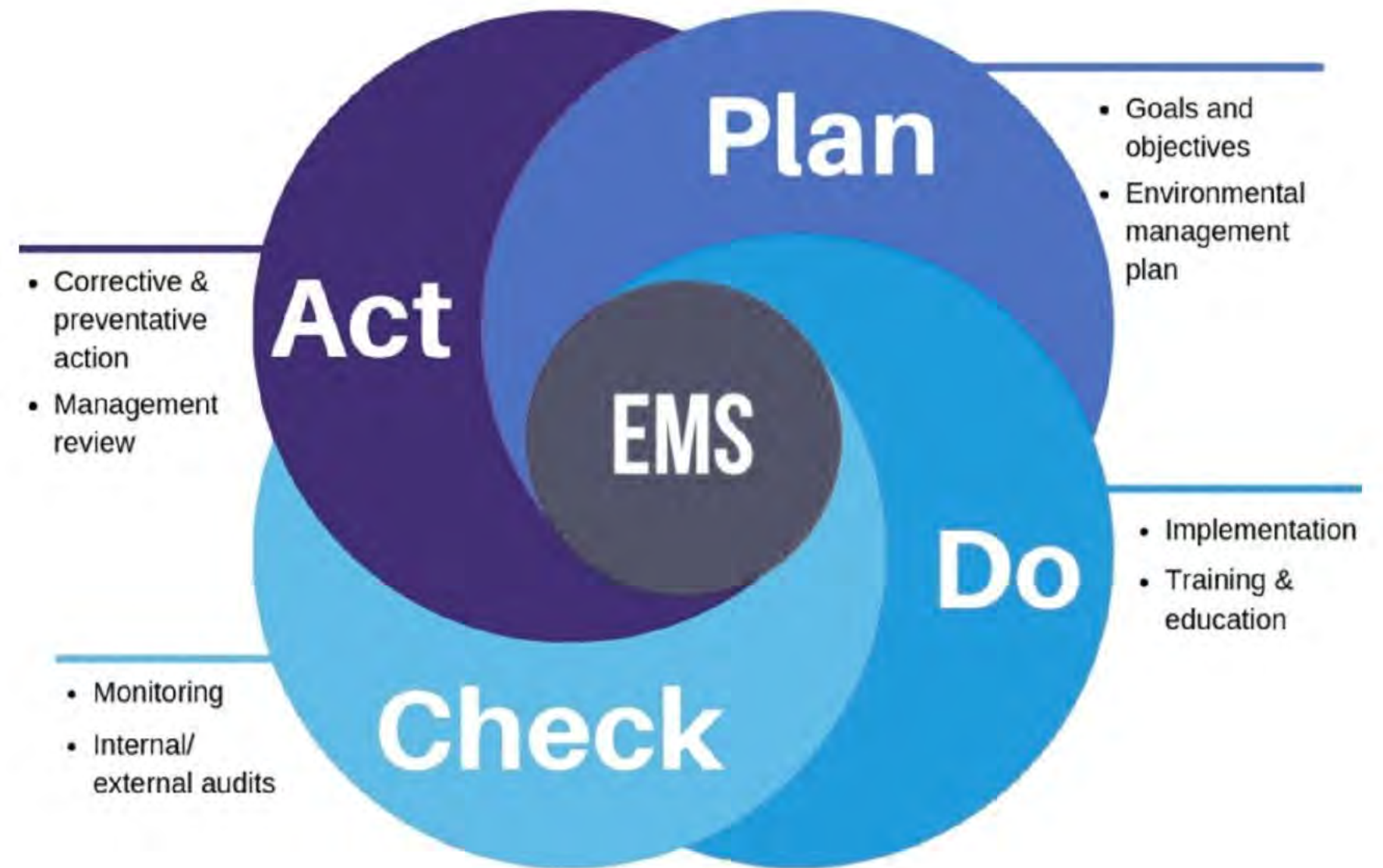


Environmental Management System

Anchor Glass's Environmental Management System (EMS) remains a core element of our sustainability strategy, integrating environmental stewardship, health, safety, and operational excellence into a unified management framework. Our EMS provides a disciplined, data-driven approach for identifying risks, managing compliance obligations, and driving continuous improvement across all manufacturing operations.

Through real-time performance monitoring, routine compliance evaluations, and proactive risk management, the EMS enables us to reduce environmental impacts, optimize resource efficiency, and maintain alignment with evolving regulatory requirements. Key focus areas include energy management, emissions reduction, waste minimization, water stewardship, and responsible operational practices.

Our EMS also strengthens a culture of accountability by engaging employees at every level, empowering teams to identify opportunities for improvement, and embedding sustainability into daily operational and business decisions. By continuously enhancing our environmental performance, the EMS supports our commitment to protecting natural resources, delivering value to our customers, building stakeholder trust, and ensuring the long-term resilience and sustainability of our business.



Energy Consumption

	2021	2022	2023	2024	2025	Change %
Total Energy Consumption in GWh	2,117	2,274	2,089	2,072	1,828	-11.7%
Electric (total consumption)	434	458	412	430	364	-15.4%
Natural Gas (total consumption)	1,683	1,816	1,678	1,642	1,465	-10.8%
Renewable Electricity (Contractual Agreements) ⁽¹⁾					27.3	
Renewable Electricity (per Grid Mix by Region) ⁽²⁾	119	130	127	130	108	-17.5%
Percent Renewable Electricity ⁽³⁾	27.5%	28.4%	30.7%	30.4%	37.1%	22.2%
Energy Intensity factor Scope 1 and 2 in MWh/MT Melted	1.94	2.07	2.08	2.09	2.01	-3.7%

Notes:
(1) Elmira partnered with the ReCharge New York Power Program—administered by the New York Power Authority (NYPA)—in CY2025. This partnership secured 27.3 GWh of renewable hydro power, and this additional source has been factored into the current energy accounting.
(2) Renewable grid mix by region calculated in accordance with EPA grid renewable sources distribution for each specific eGRID Subregion (<https://www.epa.gov/egrid/summary-data>)
(3) The renewable electricity percentage is based on the regional renewable grid mix—calculated in accordance with the EPA’s renewable sources distribution—plus any specific contractual agreements executed by Anchor.

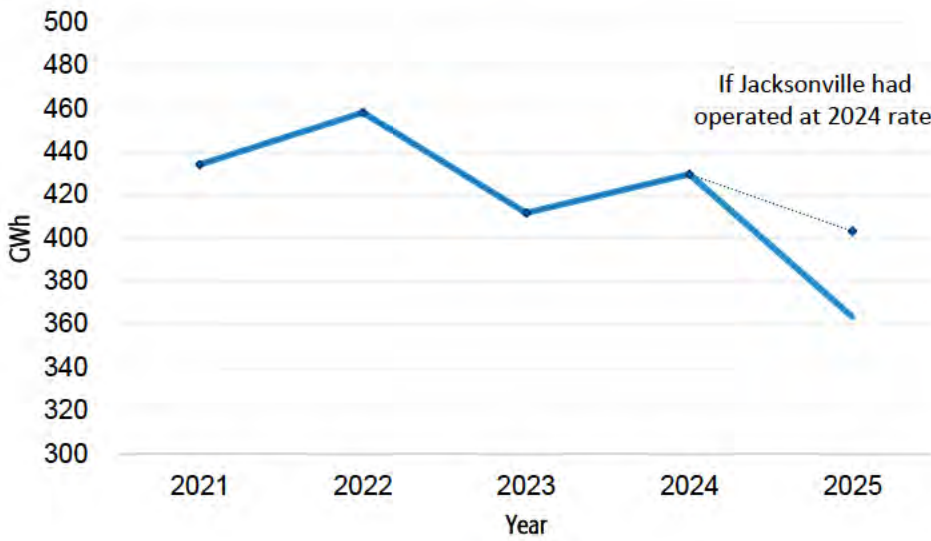
In 2025, Anchor Glass consumed approximately 1,829 GWh of energy across its operations. Of the total energy consumed, 364 GWh (20%) came from electricity and 1,465 GWh (80%) from natural gas. The current renewable energy mix for 2025 is 37.1%.

The reduction in electricity and natural gas consumption compared to the previous year can be attributed to a furnace rebuild at the Henryetta, OK, plant in late 2025, the closure and sale of the Jacksonville, FL plant at the end of 2024 and mid 2025, respectively, and ongoing LED lighting upgrades.

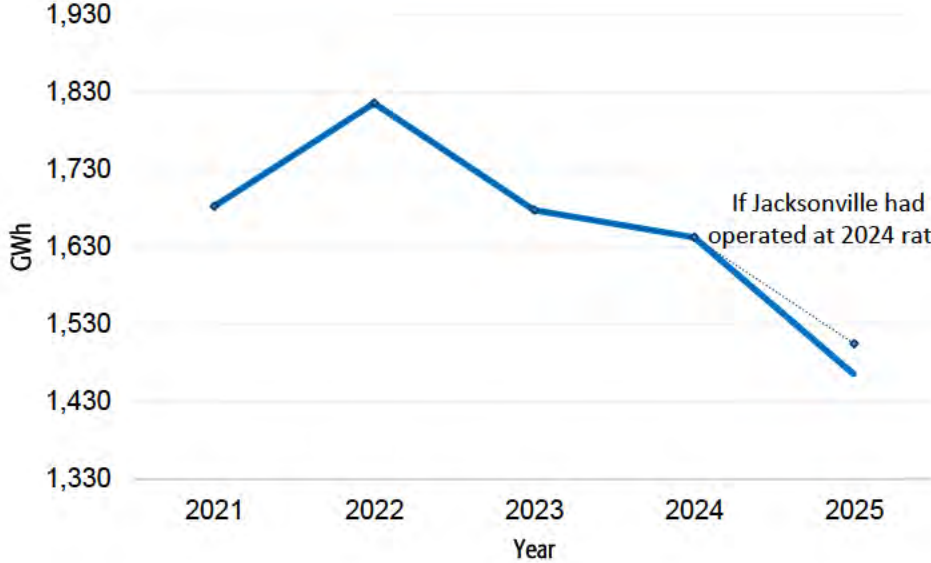
To help increase our renewable energy consumption, Anchor participated in the ReCharge New York Power Program administered by the New York Power Authority (NYPA) and purchased 27.3 GWh of electricity. The NYPA Program offers competitively priced hydropower to support the growth and success of firms across the state, and in 2025, it supplied approximately one-third of Elmira’s plant power through hydropower generation. Note that the amount of renewable gas that we purchased.

Anchor Glass remains committed to increasing renewable energy use and exploring energy reduction projects and technology to continue to reduce the company’s energy consumption.

Electric Usage (GWh)



Natural Gas Usage (GWh)



Air Emissions: GHG

	2021	2022	2023	2024	2025	Change %
Total Greenhouse Gas Emissions in Metric Tons (MT) CO2e	1,057,276	1,026,215	986,297	947,291	853,844	-9.9%
Scope 1 (Heat and Process Emissions) *	439,397	468,403	430,106	417,653	382,567	-8.4%
Scope 2 (Purchase of Electricity)*	151,715	167,836	147,346	151,381	113,385	-25.1%
Scope 3 (Indirect Emissions)	466,164	389,975	408,844	378,257	357,892	-5.4%
Greenhouse Gas Intensity Factor MT/CO2e/MT Melted	0.97	0.93	0.98	0.95	0.94	-1.7%

* Market-Based

In 2025, both Scope 1 and Scope 2 emissions decreased compared to 2024. The reduction in 2025 emissions can be attributed to a regenerator rebuild in our Lawrenceburg plant in Q2 and the rebuild of T1 Furnace in Henryetta in late 2025. We also continued to expand our LED lighting replacements at our Henryetta, OK and Shakopee, MN plants.

Overall, Scope 1, 2, and 3 emissions for previous years and the current reporting year were slightly adjusted and corrected in 2025 using consistent methodologies and calculations. Scope 3 emissions were expanded from last year to report on Categories 1, 2, 3, 4, 5, 6, 7, 9, and 12. All other Scope 3 categories are not considered applicable and therefore were not reported. Category 4 (Upstream Transportation and Distribution) was updated to reflect 2024 supply chain factors rather than CPI-adjusted 2023 data. The Scope 3 data for 2021 was recalculated and excludes Category 9 (Downstream Transportation and Distribution) as the data was not recorded at that time.

In early 2026, Anchor Glass contracted with a 3rd party consultant to verify our 2025 Scope 1, 2, and 3 GHG emissions. The verification was completed with a limited level of assurance and found no evidence of misrepresentation for CY 2025 emissions. In addition, the 2025 emissions were found to be in alignment with the US EPA and other relevant guidance. The GHG verification was conducted in accordance with the ISO 14064-3 standard.

Anchor Glass will continue to focus our efforts on ways to reduce our GHG emissions and look to establish targets.



Air Emissions: SO₂, NO_x, Particulate Matter

Air Emissions: SO ₂ , NO _x , Particulate Matter (PM)	2021	2022	2023	2024	2025	Change %
SO ₂ Kg/MT Melted Glass	0.65	0.63	0.58	0.60	0.60	-1.1%
NO _x Kg/MT Melted Glass	1.52	1.50	1.30	1.27	1.38	8.9%
PM Kg/MT Melted Glass	0.27	0.31	0.29	0.30	0.26	-11.5%
Facility Coverage	100%	100%	100%	100%	100%	0.0%

Air quality remains a key priority at Anchor Glass. In 2025, the company achieved a reduction in emissions of nitrogen oxides (NO_x) and particulate matter (PM), continuing a four-year downward trend. Overall levels of SO₂, NO_x, and PM were lower than last year, while melted glass production decreased. Emissions data for 2024 were slightly adjusted and corrected in 2025 using consistent methodologies and calculations.

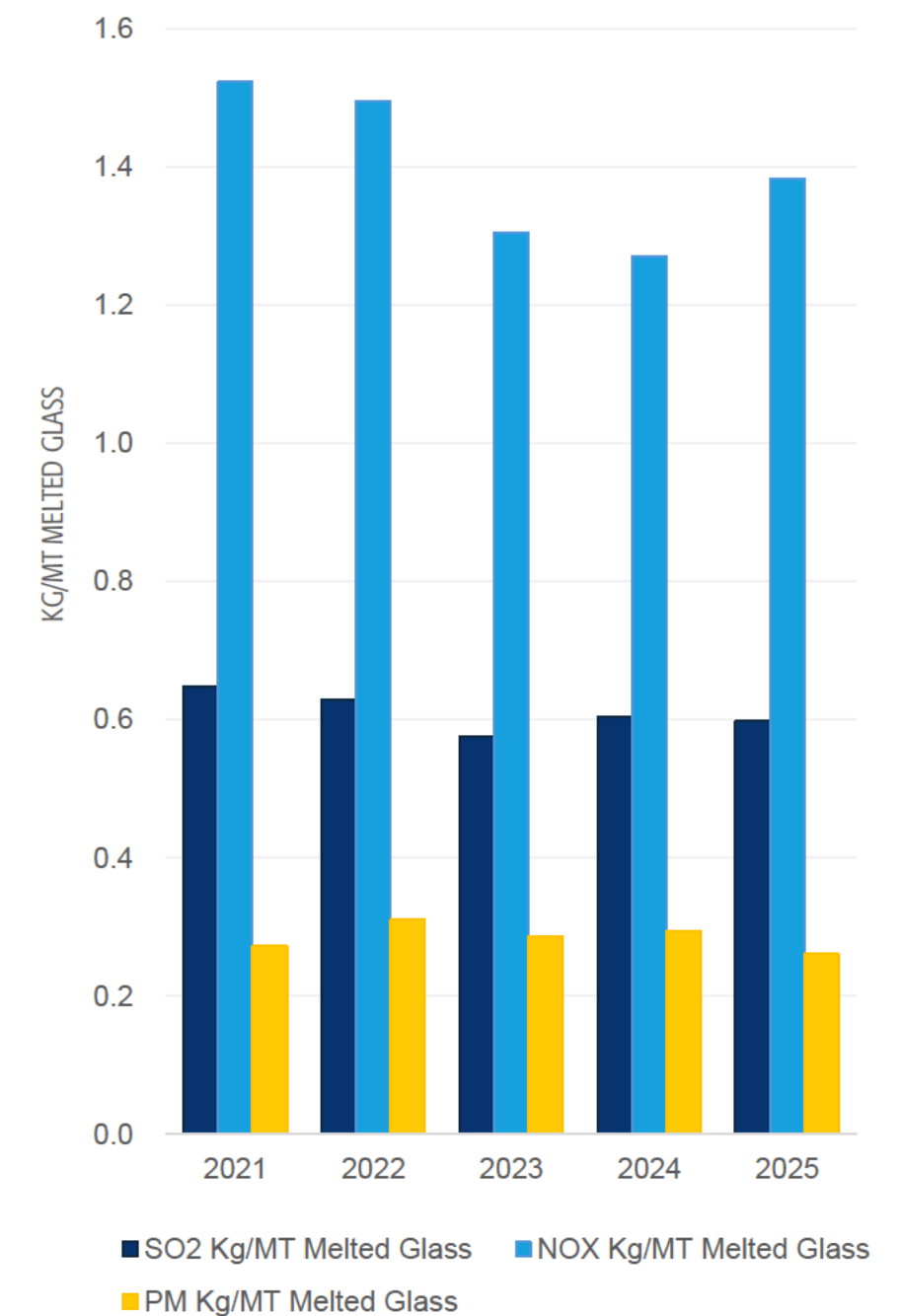
Anchor Glass continues to advance air emissions performance through proactive environmental management, continuous process optimization, and strategic investments in advanced furnace emissions-control technologies. Improvements in emissions performance have been supported by enhanced monitoring capabilities and the implementation of technologies such as oxygen-enriched air staging (OEAS) and ceramic catalytic filtration systems, which help reduce key combustion-related emissions while improving overall furnace efficiency.

Ongoing Strategies

- Continuous emissions monitoring and performance trending across all manufacturing operations
- Preventive maintenance, combustion tuning, and optimization of furnace and emissions-control systems
- Routine verification of permit compliance and operational performance against regulatory requirements
- Data-driven analysis to identify process improvement opportunities and reduce environmental variability
- Employee training and operational engagement to support environmental stewardship and compliance excellence

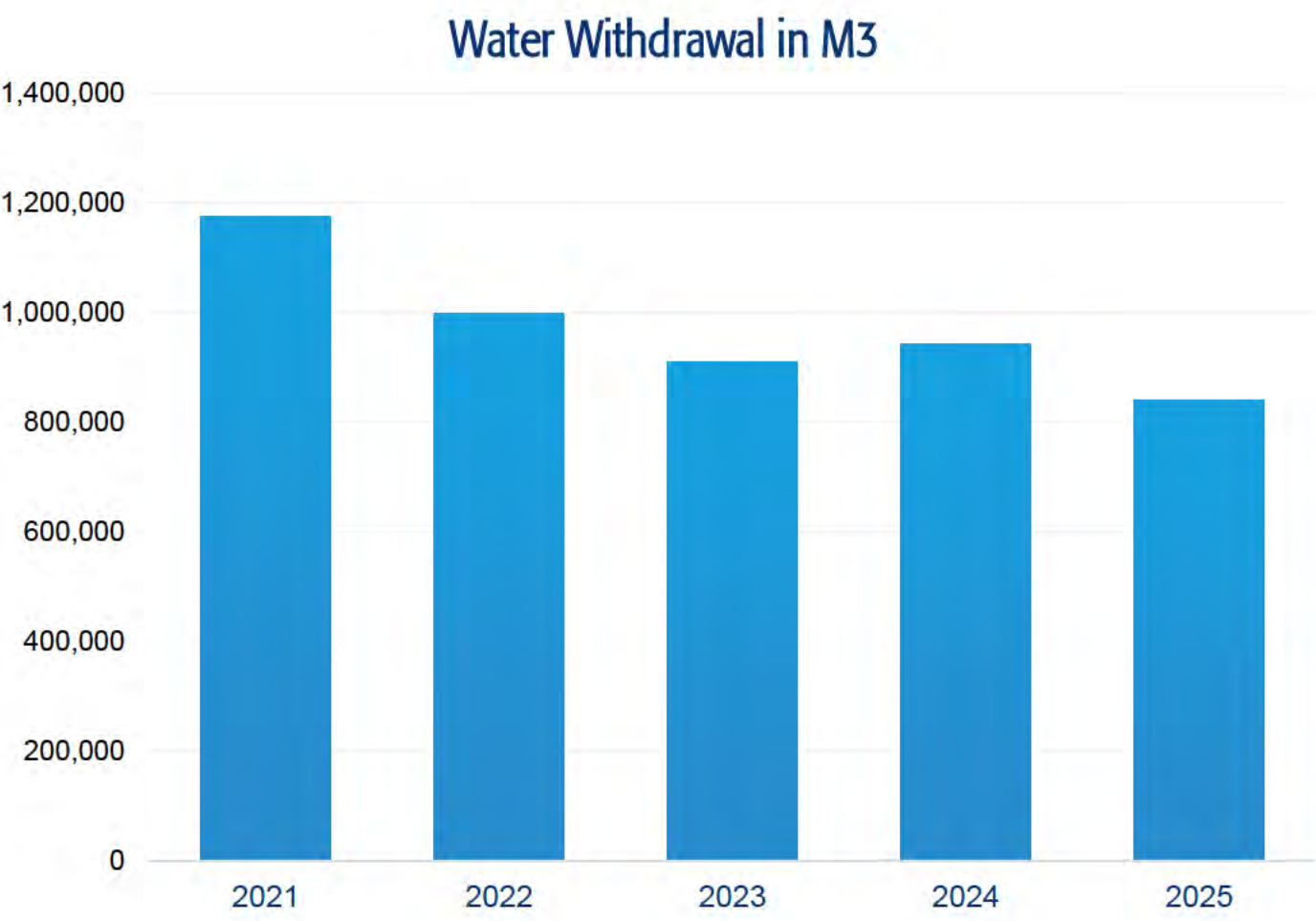
Anchor Glass will continue to pursue opportunities to further reduce air emissions through process innovation, targeted equipment upgrades, enhanced combustion efficiency, and the use of real-time environmental performance data to support sustainable, responsible manufacturing.

SO₂, NO_x, Particulate Emissions



Water Management

Water Withdrawal in M3	2021	2022	2023	2024	2025	Change %
	1,175,208	997,255	910,284	941,542	838,816	3.4
Water Withdrawal Intensity Factor M3/MT Melted	1.07	0.91	0.91	0.86	0.84	-2.9



In 2025, Anchor Glass experienced a 3% decrease in total water usage across its operations. Reductions were noted at the Jacksonville, FL plant, which ceased operations in November 2024 and therefore consumed minimal amounts of water before the plant closed in July 2025, and at the Shakopee, MN plant due to cooling tower improvements. Also in 2025, a water gauge was repaired at the Warner Robins, GA plant, and with greater focus on water usage, several repairs were completed.

In 2025, Anchor Glass conducted a water risk assessment across its operations using globally recognized resources, including the World Resources Institute’s Aqueduct Water Risk Atlas. The assessment found that the Shakopee, MN plant, which sources water from two on-site wells, is located in a low water-risk area. The company’s remaining five manufacturing facilities are situated in low- to medium-risk regions, and none operate in areas classified as medium-high- or high-water risk.

Anchor Glass will perform a water audit at the Shakopee, MN plant in 2026 to better understand potential water savings opportunities and to identify shared learnings that can be applied to other plants.

Anchor Glass will continue to find ways to evaluate and implement water consumption reduction opportunities where we can to preserve our water supply and reduce our impact on the environment.

Recycled Content

Material Consumption: Recycled Glass	2021	2022	2023	2024	2025	Change %
Total Used Glass: Flint	25%	22%	25%	28%	28%	-2.7%
Post Consumer Used Glass: Flint	9%	8%	7%	11%	13%	14.7%
Total Used Glass: Amber	40%	44%	43%	43%	47%	9.5%
Post Consumer Used Glass: Amber	23%	24%	28%	32%	31%	-3.1%

In 2025, Anchor Glass increased its use of recycled cullet, purchasing over 171,536 tons for glass production. This material was used in the following proportions:

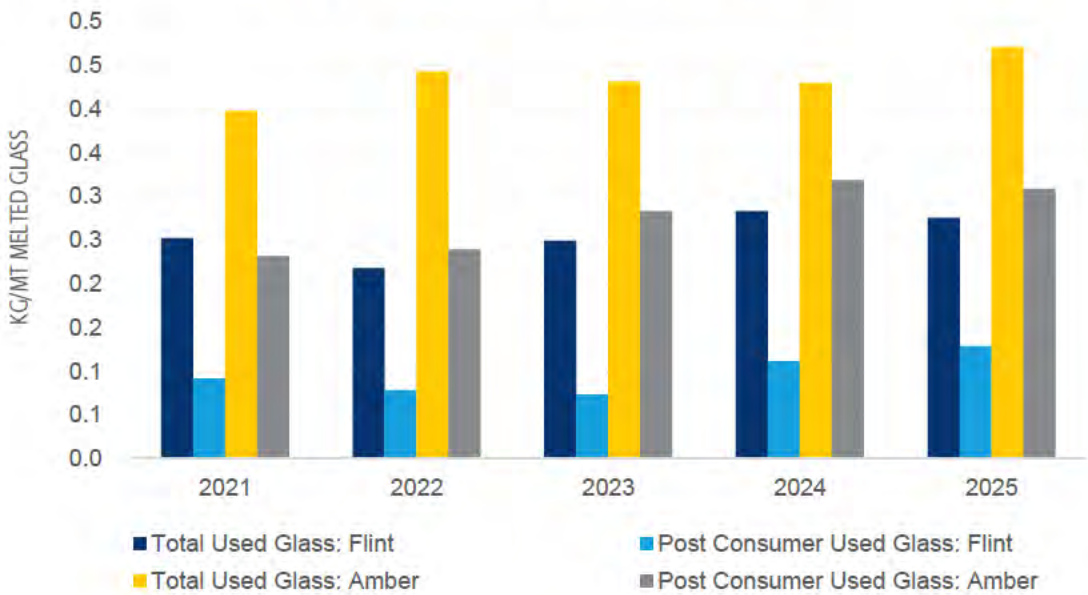
- 28% for Flint glass
- 47% for Amber glass

Through strategic partnerships, Anchor Glass has increased its recycled content through expanded access to high-quality cullet, reinforcing its commitment to sustainable manufacturing and a more circular glass supply chain. In 2025, we partnered with:

- Glass Half Full, a cullet processor in Louisiana, on a closed-loop project to increase our cullet usage at our Henryetta, OK plant
- Glass Packing Institute, through their Don't Trash Glass program to increase the purchase of post-consumer cullet

Anchor Glass is committed to boosting post-consumer cullet use and driving partnerships, policy support, and infrastructure growth to strengthen glass recycling across North America.

Recycled Glass Consumption

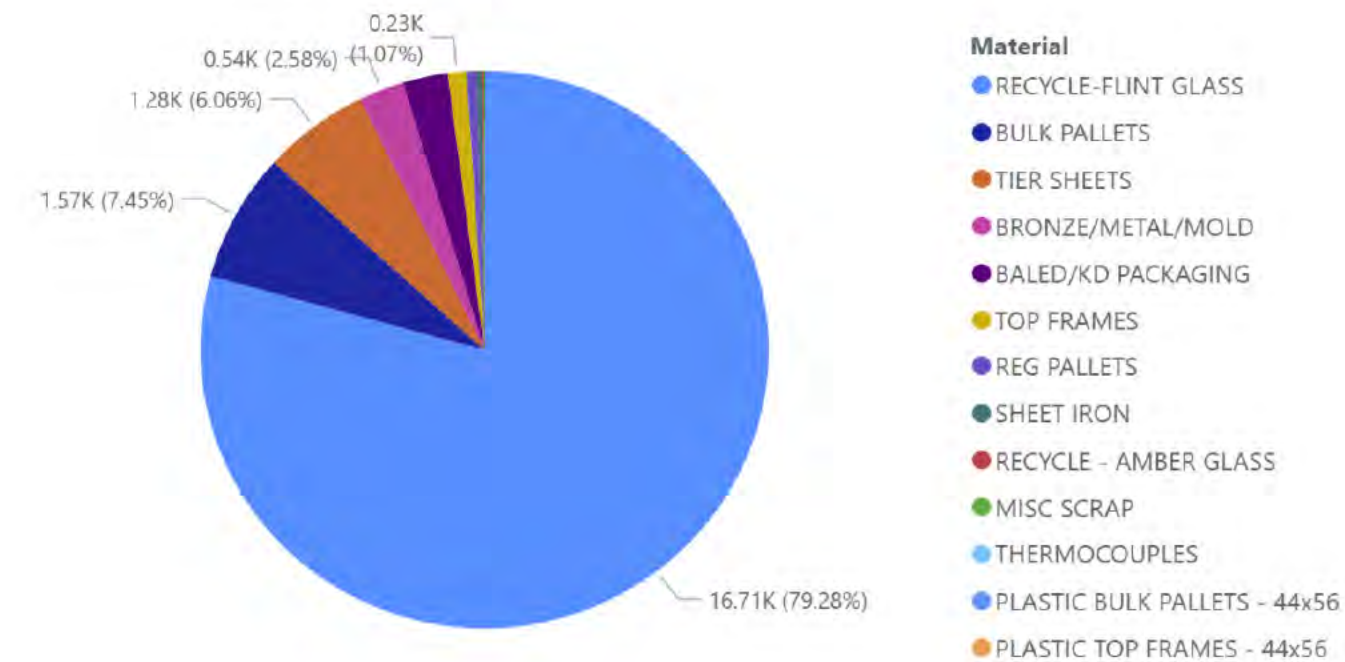


Waste Management

Waste Disposal in US tons	2021	2022	2023	2024	2025	Change %
Recycling	4,124	5,094	4,262	5,058	20,941	314.0%
Trash	12,720	6,006	6,756	6,164	8,267	34.1%
Hazardous Waste	276	321	106	162	558	244.4%

Estimated for 2021, System Improvement Implemented Mid 2022

Sum of Total Tons by Material



In 2025, Anchor Glass observed an increase in all material disposal areas. The increase in trash was due to several capital projects, such as the furnace upgrade at our Henryetta, OK plant, in which waste material could not be recycled or reused. The increase in recycling was due to an ongoing focus on capturing and reporting material recovery and the processing and recycling of our in-house glass. The increase in hazardous waste was attributed to the closure of the Jacksonville, FL plant and a furnace rebuild at the Henryetta, OK plant.

With the baselining and additional focus on our waste activities in 2025, Anchor Glass was able to identify opportunities to partner with our vendors to increase recycling. Several projects include:

- Glass recycling at the corporate office
- Metal recycling at the Warner Robins, GA plant

Anchor Glass will continue to look for opportunities to reduce waste and increase our recycling to protect the environment, save money and energy, reduce climate impact, and support healthier, more sustainable communities

Environmental Sustainability Highlights

Lawrenceburg, IN

Anchor Glass had previously installed and continues to operate a McGill Air Clean ceramic catalytic filter system. The McGill Air Clean system uses a combination of lime and ammonia to capture harmful gases and fine particles from furnace emissions, keeping air pollutants out of the environment. The collected material is then recovered and reused in the production process, reducing waste and improving efficiency.

McGill AirClean LLC

Warner Robins, GA

In March 2025, Anchor Glass partnered with a vendor on a metal project to purchase end-of-life equipment and to dismantle, remove, and transport for salvage, reuse, and recycling where possible. The material consisted of old, stripped-down cold-end equipment, conveyors, and lehrs.



Henryetta, OK

Anchor Glass partnered with Glass Half Full, an innovative and fast-growing glass recycler in the Gulf South, to transform post-consumer glass into high-quality cullet and reintegrate it into recyclable container production at the Henryetta Plant. This partnership advances a more circular and sustainable glass supply chain. More details about the project can be found at <https://www.youtube.com/watch?v=pwFUrE2YWjo>.

**GLASS
HALF FULL**

Shakopee, MN

In December, an Oxygen Enriched Air Staging (OEAS) system was installed at the Shakopee Plant. The OEAS is an Oxygen Lance-Based Low NOx Solution that lowers NOx formation through a two-stage combustion process that first creates an oxygen-deficient primary flame and later injects oxygen-enriched air downstream in the process.



Elmira, NY

We partnered with the New York Power Authority (NYPA) thru Recharge NY to acquire renewable energy at our Elmira Plant. NYPA supplies approximately one-third of Elmira's power through hydropower generation. This partnership allowed us to expand our use of renewable energy and help support the advancement of the state's sustainability and decarbonization goals.



Tampa, FL Corp. Office

In the fall of 2025, Anchor Glass partnered with our trash and recycling vendor and property management to recycle glass at our Corporate office. Before that time, no glass was recycled due to the lack of a local MRF to accept the material. By working with the local waste and recycling services company, MRF, and downstream markets, we were able to have all the glass collected recycled.



Employees

Training and Development

Anchor Glass is deeply committed to our employees and the future of manufacturing. Our people programs are thoughtfully designed to support growth, strengthen leadership, and build a skilled, sustainable workforce—one that is prepared to meet the challenges of tomorrow and help advance long-term sustainability in our industry.

Anchor Glass believes that continuous learning is essential to fostering a safe, productive, and high-performing workplace. Each year, our employees participate in training programs that enhance both technical and soft skills, with training hours spanning across compliance, safety, operations, and leadership. Through the One Anchor Academy, we offer tailored training across functional, operational, safety, and leadership disciplines. Employees are assigned required courses, and enrollment and completion are tracked through our Learning Management System.

Employees have access to online courses within our Learning Management database, in-person technical training by role, and a variety of in-person leadership development programs. Ongoing education supports employee engagement, reinforces operational consistency, and ensures that our teams are equipped to meet the demands in our quality-driven industry.



Employees

Technical Employee Training

Our plant-based hourly employees receive technical training specific to their roles, including participation in Apprenticeship Programs in select positions. The technical training topics include safety, equipment operation, quality, and processes. This training begins during onboarding for entry-level roles such as Line Control and Palletizers and continues throughout the operator's career journey.

We are committed to building and sustaining a culture based on employee feedback through engagement surveys, stay surveys, exit surveys, and Ethics Point, amongst other avenues, to ensure that the programs implemented reflect our workforce and that we are building a transparent culture built on two-way communication, as well as building programs to build our workforce for the long term.



Employees

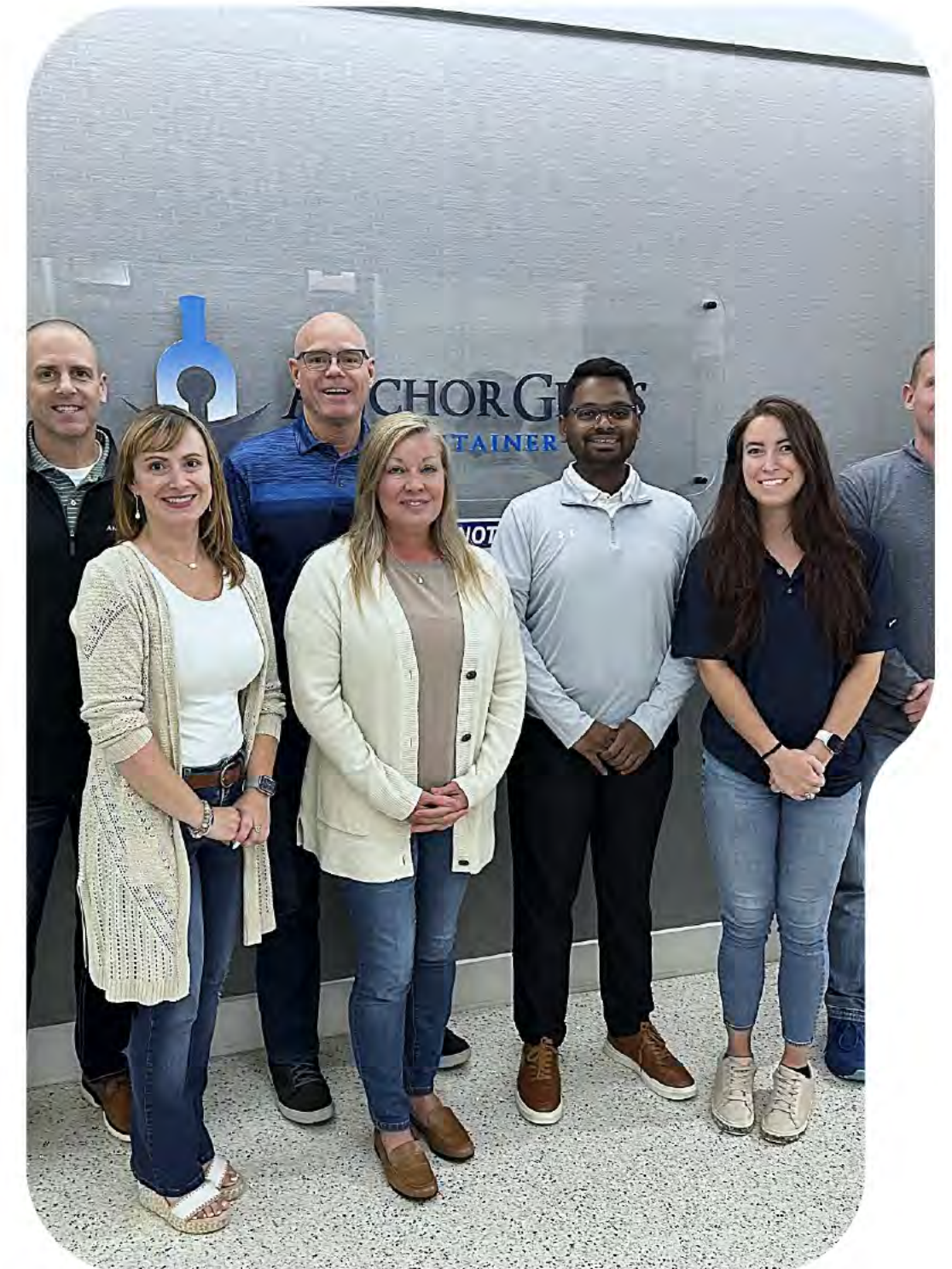
Leadership Development Programs

Anchor Glass's leadership development strategy is rooted in a structured framework designed to cultivate exceptional leadership at every level of the organization.

Salaried leaders engage in core programs including DiSC, Blanchard's SLII, and Leadership Fundamentals, to develop critical competencies such as building trust, giving feedback, communication, mentoring, and situational leadership. These programs are designed to build a problem-solving mindset, empowering leaders to navigate challenges with confidence.

We also offer The Anchor Accelerator Leadership Development Program, a year-long initiative designed to prepare employees for leadership roles through in-person workshops, plant-based projects, mentorship, and cross-functional exposure. This multi-tiered approach fosters a high engagement and accountability culture, builds a strong leadership pipeline, and ensures organizational readiness for future challenges.

Looking ahead, Anchor Glass will continue to refine its employee development strategy by expanding leadership programs, integrating feedback into learning pathways, and enhancing digital training platforms – all in pursuit of a more skilled, engaged, and resilient workforce committed to exceptional leadership at every level of the organization.



Community

Community Engagement

At the heart of our community engagement efforts is the belief that true sustainability extends beyond our operations – it includes investing in the communities where we live and work. Giving back reflects our organizational character and our understanding that the well-being of our communities and the success of our business are deeply connected. Through Anchor in Action, an employee resource group, we are proud to support the communities in which we operate by fostering meaningful and lasting positive change.

Anchor in Action is sustained by the genuine involvement of our employees. Each location's committee is comprised of representatives from various departments and roles, working collaboratively to identify charitable activities and partnerships that best address the needs of their local communities – demonstrating our shared commitment to making a difference at every level of our organization.

Across locations, our team contributed to:

5 Drives
(Clothing, school supplies, food and holiday)

7 Community Events
(Fundraising, Outreach, Education to local schools)

4 Blood Drives

Community

Team Highlight

Lawrenceburg, IN

The Lawrenceburg plant demonstrated a strong commitment to community engagement through its partnership with the YES Home, a local group home dedicated to providing housing and support for youth facing challenging circumstances. During the holiday season, employees participated in an Angel Tree program, selecting and fulfilling gift requests to ensure every resident received something personal and thoughtful. Additionally, the plant sponsored the YES Home's annual golf outing in June, fielding seven teams comprised of employees, community members, and representatives from valued customer partners.



Shakopee, MN

The Shakopee plant demonstrated a strong commitment to community engagement by welcoming local students and job seekers to explore manufacturing careers and workforce opportunities. The plant hosted visits from Northern Tech University and Summit Academy, offering guided tours of its production facilities and meaningful interaction with team members. These visits provided students with valuable insight into career pathways within the manufacturing industry. Shakopee also participated in the Union Job and Resource Fair, further reinforcing its dedication to workforce development and fostering meaningful connections within the broader community.



Warner Robins, GA

The Warner Robins plant demonstrated a strong commitment to community engagement through several impactful initiatives and outreach efforts throughout the year. In April, the plant hosted a community Easter Egg Hunt, offering families an opportunity to connect with the team through a festive event featuring activities, prizes, and refreshments. The plant also partnered with the American Red Cross to host two blood drives in support of local healthcare needs. Additionally, employees organized a canned goods collection drive benefiting a local food bank, and for the second consecutive year, the plant participated in the Toys for Tots holiday donation program in December.



Community

Team Highlight

Elmira, NY

The Elmira plant demonstrated a strong commitment to community engagement through a variety of initiatives throughout the year.

Employees volunteered their time to assist in the cleaning and preparation of Eldridge Park, ensuring the space was welcoming and accessible for the upcoming season. In the fall, the plant hosted a community Trunk or Treat event, creating a safe and festive environment for employees, their families, and local residents. During the holiday season, employees organized a food donation drive benefiting the local school district and families in need.



Henryetta, OK

The Henryetta plant demonstrated a strong commitment to community engagement through a variety of team building and family-oriented events throughout the year. The plant hosted monthly Food Truck Fridays to recognize employee birthdays, along with organized activities such as a Chili Bowl competition and a Valentine's Day celebration. In April, the plant collaborated with Dewar Schools through an Anchor in Action event, providing students with a facility tour, interactive sessions, and insight into career opportunities within the manufacturing industry. These efforts collectively reflected the plant's commitment to employee appreciation, workforce education, and meaningful community engagement.



Tampa, FL

The Tampa office demonstrated a strong commitment to community engagement through a range of meaningful initiatives and events throughout the year. Employees participated in a variety of activities including a Super Bowl potluck and jersey day, a Valentine Gram fundraiser benefiting a veteran's fund, a heart health month step challenge, and the Strides for Breast Cancer walk. Community efforts included a Day of Glass customer showcase, an Earth Day cleanup conducted in partnership with Keep Tampa Bay Beautiful, and a food drive benefiting Feeding Tampa Bay. Additional initiatives such as a school supply drive and a summer kickoff potluck further reinforced a strong sense of connection and community across the office.



Governance

Governance and Strategic Partnerships

At Anchor Glass, strong governance is fundamental to advancing our sustainability commitments. Through responsible leadership, accountability, and collaboration with industry partners and stakeholders, we work to drive continuous improvement, support circular economy initiatives, and promote sustainable practices across the glass manufacturing industry.

Sustainability Steering Committee

The Anchor Glass Sustainability Steering Committee plays a key role in advancing our sustainability strategy and initiatives. Comprised of senior leadership and cross-functional team members, the committee is responsible for establishing sustainability priorities, overseeing implementation efforts, and ensuring alignment with business objectives and stakeholder expectations. Through ongoing review and oversight, the committee supports accountability and continuous improvement across our operations.

Membership Associations

Industry Collaboration

Anchor Glass remains a proud member of the Glass Packaging Institute (GPI), supporting the organization's mission to advance the U.S. glass container industry through advocacy, collaboration, and innovation. Through our membership, we actively contribute to industry-wide sustainability initiatives focused on improving recyclability, increasing the use of recycled glass, and promoting the environmental benefits of glass packaging.

Among the programs supported by GPI are Don't Trash Glass, an initiative designed to divert glass containers from landfills by partnering with restaurants and bars to expand glass collection and recycling efforts, and the Small Format Coalition, which works to improve the recovery and recycling of small-format packaging materials within the recycling stream.

Anchor Glass also partners with the Glass Recycling Foundation (GRF) to advance circular economy practices and strengthen glass recycling infrastructure across North America. Through this collaboration, we support efforts to expand access to glass recycling programs, improve recycling rates, and increase the availability of recycled glass for use in manufacturing processes.

As part of our ongoing commitment to sustainability, Anchor Glass continues to pursue strategic partnerships and industry collaborations that align with our environmental objectives. These efforts are focused on advancing circularity, reducing environmental impact, and driving continuous improvement throughout our operations and across the broader glass manufacturing value chain.



Ethics and Compliance

Anchor Glass is committed to maintaining the highest standards of ethical conduct and compliance in all our business dealings. The Business Code of Conduct and Ethics provides guidance to all employees and Board members, setting clear expectations for how we conduct ourselves with customers, suppliers, investors, and the communities we serve. Stakeholders are encouraged to raise concerns about any illegal or unethical conduct through our confidential EthicsPoint hotline, ensuring all reports are handled with the strictest discretion and may be made anonymously.

The Anchor Glass Environmental, Health, and Safety (EHS) Department develops and implements policies that meet or exceed all applicable laws and regulations. Fully integrated across Anchor's operations and manufacturing facilities, each facility is supported by a dedicated EHS Manager responsible for overseeing compliance and driving continuous improvement. Safety remains Anchor's primary strategic pillar – the Company strives for an injury-free, safe, and healthy workplace through strong employee involvement, hazard reduction, and proactive accident prevention. Anchor further works to protect employees, the public, and the environment through emissions control, pollution prevention, and responsible resource use.

Anchor Glass will continue strengthening our governance, compliance, and EHS programs to meet evolving expectations and regulatory requirements. We remain committed to advancing a culture of integrity, safety, and environmental stewardship, ensuring our operations—and those of our partners—reflect our values and support long-term sustainable growth.



Ethics and Compliance

Strengthening Ethical Supply Chains with Our Conflict Minerals Policy

At Anchor Glass, our commitment to ethical and responsible business practices continues to strengthen as we advance our sustainability journey. This includes ongoing efforts to uphold integrity throughout our supply chain. As part of our broader environmental, social, and governance priorities, we have further developed a comprehensive Conflict Minerals Policy that aligns with international standards and U.S. regulatory requirements.

“Conflict minerals”—tin, tantalum, tungsten, and gold—have long been associated with the financing of armed conflict in the Democratic Republic of the Congo (DRC) and surrounding regions. Recognizing the human rights concerns tied to these materials, we remain proactive in ensuring that any minerals used in our products are sourced responsibly and do not contribute to violence or exploitation.

Anchor Glass maintains full compliance with the U.S. Securities and Exchange Commission’s Conflict Minerals Disclosure Rule and continues to follow the due diligence framework established by the Organization for Economic Co-operation and Development (OECD). We require our suppliers to complete the Responsible Minerals Initiative’s (RMI) Conflict Minerals Reporting Template (CMRT) and to trace the origin of the minerals contained in the materials they provide.

We also expect our suppliers to strengthen their own policies, management systems, and traceability practices, cascading these expectations throughout their supply chains. Through ongoing collaboration with our partners, we work to identify, address, and eliminate any use of minerals that may directly or indirectly support armed groups.

By continually enhancing our responsible sourcing practices, Anchor Glass reaffirms its dedication to transparency, human rights, and long-term sustainability—and we remain committed to making measurable progress in this area year after year.

Health & Safety

2025 was a year of continued improvement in safety at Anchor Glass. While our goal is zero injuries, we saw:

- 14% year-over-year reduction in recordable injuries, going from 44 in 2024 to 38 in 2025.
- 16% reduction in the total number of workers’ compensation claims from 2024 to 2025.

Anchor Glass’s three primary focus areas in 2025 were:

- Employee Engagement - we saw increased engagement in hazard identification and near miss reporting from employees at all levels using QR codes and Velocity EHS, and we continued joint union-management safety committees and plant safety recognition through the Quarterly Safety Award.
- Incident Investigation/Data Analysis – we continued to focus on incident investigation and data analysis by providing leadership training on incident investigation and follow-up, increased utilization of VelocityEHS, and through our cross-line action process, where learnings and actions from incidents at one location are replicated, where applicable, at all locations.
- Regulatory Compliance – we continue efforts to maintain and improve regulatory compliance using internal and external audits to identify risks to our people and the organization and implement actions to close any identified gaps.

Looking ahead, Anchor Glass will continue to value safety as our #1 operating imperative through strong plant leadership floor presence, clear standards and expectations, and food-grade housekeeping to deliver the highest-quality glass containers safely, efficiently, and competitively.

Location	IRR	IRR Target	DART Rate	DART Rate Target
Elmira	1.44	2.65	1.08	0.75
Henryetta	2.61	1.90	1.63	0.75
Lawrenceburg	2.39	1.60	1.20	0.75
Shakopee	4.77	3.15	2.08	0.75
Warner Robins	2.25	1.25	1.69	0.75
Tampa	0	0	0	0.00
One Anchor	2.56	2.00	1.41	0.75



Sustainable Procurement

Upholding Ethics and Responsibility in Our Supply Chain

Anchor Glass's commitment to sustainability goes beyond environmental stewardship. It includes a firm dedication to ethical sourcing and responsible supply chain practices. Through our Supplier Code of Conduct, we ensure our values are upheld across every link in our supplier network.

This code applies to all suppliers, contractors, and service providers, and reflects our unwavering focus on human rights, fair labor, environmental protection, and legal compliance. Suppliers are expected to meet or exceed all applicable laws and operate with integrity and transparency. This includes strict prohibitions against child labor, forced labor, discrimination, and corruption.

Health and safety are non-negotiable. Anchor Glass's suppliers must provide safe working conditions, actively report and address workplace incidents, and manage hazardous materials responsibly. Environmental responsibility is also embedded in our expectations—suppliers must take measurable actions to reduce waste, conserve energy and water, and prevent pollution.

To drive accountability, we require documentation and access to facilities for auditing, while promoting continuous improvement through training and collaboration. At Anchor Glass, ethical supply chain management is not just a compliance obligation; it's a core part of how we do business sustainably.

Sustainable Procurement

Advancing Our Responsible Sourcing Strategy: Progress in Sustainable Procurement

As part of Anchor Glass's ongoing commitment to responsible sourcing and sustainability, we continue to make significant strides in implementing our sustainable procurement strategy across our supply chain. In this reporting period, we focused on enhancing supplier accountability, strengthening audit mechanisms, and increasing transparency through training and policy adoption. Below is a summary of our key performance indicators in sustainable procurement:

1. Sustainable Procurement Training Completion

Anchor Glass is proud to report that 100% of buyers across all locations have successfully completed the Sustainable Procurement Training. This achievement underscores our dedication to equipping our procurement teams with the knowledge and tools necessary to identify and manage environmental, social, and governance (ESG) risks in the supply chain. Training completion ensures that the procurement team understands and applies responsible sourcing practices consistently across the organization.

2. Category 2 & 3 Supplier Questionnaire

A significant milestone this year was the completion of 100% of our annual audits for our Category 2 & 3 suppliers. This high audit completion rate strengthens transparency, supports ongoing compliance, and helps drive continuous improvement across our supply base.

Sustainable Procurement

Advancing Our Responsible Sourcing Strategy: Progress in Sustainable Procurement

3. CSR Assessment Completion Among Category 2 & 3 Suppliers

An impressive 98% of targeted Category 2 & 3 suppliers have completed our Corporate Social Responsibility (CSR) assessment. This strong result reflects our proactive approach to evaluating supplier practices and identifying areas for improvement. The CSR assessment serves as a baseline for our engagement and monitoring efforts and ensures that suppliers meet or exceed our expectations.

4. Conflict Minerals Reporting

This year, Anchor Glass introduced a Conflict Minerals Policy and began tracking supplier disclosures on this issue. We are pleased to share that 98% of Category 2 and 3 suppliers have already submitted their conflict minerals information. This marks a strong start to our efforts in increasing traceability of minerals such as tin, tungsten, tantalum, and gold (3TG), and aligns with international frameworks aimed at reducing the risk of financing armed conflict or contributing to human rights abuses through the mineral supply chain.

Looking ahead, while Anchor Glass is encouraged by the high levels of training completion and policy adoption, we recognize the need to expand our audit program to ensure greater coverage and deeper insights into supplier practices. Increasing on-site CSR audit and continuing to build supplier capability through assessments and corrective action plans will remain a top priority. These achievements reinforce our belief that sustainability in procurement is not only a compliance measure but a strategic lever to drive long-term value, resilience, and ethical supply chain practices.

GRI Standards

Anchor 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.

GRI Standard	Disclosure Number	Disclosure	Found On
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	3
GRI 2: General Disclosures 2021	2-1, 2-3, 2-6, 2-7	Organizational details, reporting period and frequency, activities, value chain and other business relationships, and employees	4,5
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	8
GRI 302: Energy 2016	302-1	Energy consumption within the organization	9
GRI 305: Emissions 2016	305-1, 305-2, 305-3, 305-4	Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions, other indirect (Scope 3) GHG emissions, GHG emissions intensity	10
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	11
GRI 303: Water and Effluents 2018	303-1, 303-3	Interactions with water as a shared resource, water withdrawal	12
GRI 301: Materials 2016	301-2	Recycled input materials used	13
GRI 306: Waste 2020	306-2, 306-3, 306-4, 306-5	Management of significant waste related impacts, waste generated, waste diverted from disposal, waste directed to disposal	14
GRI 404: Training and Development 2016	404-2	Programs for upgrading employee skills and transition assistance programs	16-18
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	19-21
GRI 2: General Disclosures 2021	2-9, 2-12	Governance structure and composition, role of the highest governance body in overseeing the management of impacts	22
GRI 2: General Disclosures 2021	2-28	Membership associations	23
GRI 2: General Disclosures 2021	2-23, 2-24	Policy commitments, embedding policy commitments	24-25
GRI 403: Occupational Health and Safety 2018	403-5, 403-7, 403-9	Worker training on occupational health and safety, prevention and mitigation of occupational health and safety impacts directly linked by business relationships, work-related injuries	26
GRI 414: Supplier Social Assessment 2016	414-1, 414-2	New suppliers that were screened with social media, negative social impacts in the supply chain and actions taken	27-29