



IMPACT REPORT

2024



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LETTER FROM OUR CEO



WILL REHRIG

CEO, REHRIG
PACIFIC COMPANY

Rehrig Pacific's commitment to the circular economy is at the center of our mission and the way we operate. Circularity is not a side initiative. It is a core business principle that increases customer value and reinforces the strength of our industry. Every product, solution, and service we create is built for reusability and recyclability, reducing wasted effort, motion, and materials, which in turn lowers cost and minimizes loss.

Our outlook remains one of grounded optimism. Even in uncertain environments, our strengths create opportunities to eliminate waste and improve performance across our customers' supply chains. Our diverse portfolio, including core plastics, material handling equipment, services, and technology, provides a strong platform for innovation and growth. We are committed to continuous improvement, advancing inclusion, and building a human-centered

workforce that will help reshape the supply chain in ways that make Rehrig Pacific indispensable to our partners.

Our Board of Directors continues to guide us toward what defines our strength and culture. That culture, created at the intersection of our values, mission, vision, and people, empowers us to celebrate our team while helping customers move goods, resources, and ideas with greater efficiency. Each solution we bring

forward reduces resource use and strengthens the supply chains of tomorrow.

Challenges will always arise, but the power of our team and our values of Family, Service, and Growth will continue to drive meaningful impact for our customers, communities, and the planet. Looking ahead, we will lead with innovation, champion the circular economy, and create lasting, people-driven change. ■

WHAT WE DO AND WHY WE DO IT



Since our founding, Rehrig Pacific has led the way with sustainable products and services. For over 100 years, we've partnered with companies to achieve their sustainability goals by offering reusable and recyclable products. We are pioneers, leading by example and enabling our customers to participate in the Circular Economy.

We design purpose-built plastic solutions for the industries they serve, engineered with recycled and recyclable materials to live long, reliable lives in circular supply chains. Throughout their use, we provide reverse logistics to keep assets in motion and ensure they are properly managed.

When an asset reaches end of life, we recycle the material to manufacture new reusable products, keeping resources in circulation. We do not produce one-way packaging; our business is entirely focused on reusable solutions that advance the Circular Economy. Through our Services group, we extend this impact to wood pallets, offering reuse, repair, and recycling programs that keep pallets circulating until the end of their useful life.

WHY WE CALL THIS AN IMPACT REPORT

Since its first publication in 2019, our report has gone beyond the scope of a traditional sustainability report. While sustainability reports typically focus on compliance and metrics, our Impact Report highlights the broader influence of our work, on our customers, employees, and communities. It is about shared value creation and making clear not only what we do, but why we do it, and how our purpose-driven approach creates lasting impact.

“Rehrig Pacific is playing a significant role in advancing the circular economy through a combination of our innovative product designs for reusable solutions in the environmental and supply chain industries, our utilization of sustainable and recycled materials, and improvements in technology and operations that are allowing us to improve efficiency and reduce waste in our manufacturing processes.”



- Ryan Paulk, Sales Operations Director



OUR 2024 AT A GLANCE

RECYCLED CONTENT USE



42M lbs
of recycled content were used in products (including 34M lbs. PCR and 8M lbs. PIR)



23,750 MT
of CO₂e avoided through our recycled content (based on APR-referenced lifecycle data)



5,100
passenger vehicles removed from the road for one year (equivalent)



32,000 lbs
of ocean bound plastics were reused in products

LANDFILL DIVERSION



29M lbs
of plastics were diverted from landfill through material recovery programs

INNOVATION



20%
cycle time reduction through robotics



12 new
recycled feedstocks introduced (adapted processes to maintain quality, and reduced virgin material use to drive sustainable innovation)

COMMUNITY



\$400K
donated in philanthropic support (most of which supported programs that advance youth education)

PEOPLE



43
internal promotions



67
employees transitioned to new Buckeye facility



54.8%
of our employee represents a minority group



86%
of employees say Rehrig Pacific is a Great Place to Work[®]



3,143
training hours delivered (shifting from broad compliance programs to targeted, business-specific learning designed to drive immediate operational impact)

A CIRCULAR ECONOMY: DRIVING IMPACT

“ We don’t just believe in a circular economy, we build it, operate it, and prove that it works every single day.”

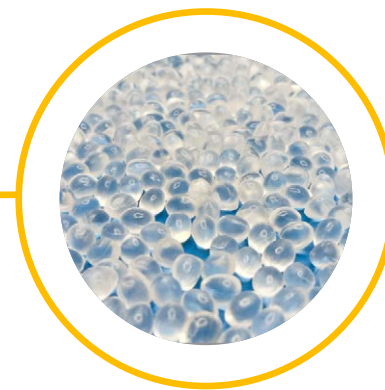
- Andrew Resler, VP Supply Chain Sales



Circularity is not a trend at Rehrig Pacific; it’s the foundation of how we design, manufacture, and manage our products. In 2024, we scaled our closed-loop systems, reclaimed millions of pounds of material, and trained our teams to lead from the plant floor to customer meetings.



MAST (Materials and Sustainability) training equipped 21 team members with material performance, recyclability, and circularity expertise — strengthening customer conversations.



Focus on High-Density Polyethylene (HDPE) and Polypropylene (PP) materials for easy reclaim, grinding, and reuse within our own facilities, maximizing resource efficiency.



Gained efficiency by working with a select group of 16 toll grinders closer to our locations.



Incorporated 40M lbs. of alternative materials into manufacturing through our buy-back program and other means, 24M of that being recycled content (Post Consumer Recyclate (PCR) and the rest representing Post Industrial Recyclate (PIR)).

INNOVATION: SOLUTIONS FOR TOMORROW

Innovation in 2024 focused on tangible outcomes: making jobs safer, products stronger, and operations more precise. From automating assembly lines to designing molds that conserve resources, each advancement moved us closer to a smarter, more sustainable supply chain. These efforts were supported by advancements in Information Technology, including a comprehensive cybersecurity program and data-driven systems that ensured automation and digital tools operated securely, reliably, and at scale.

Material handling was a key area of progress, where Rehrig Pacific brought together equipment, transport packaging, and technology to reduce manual touchpoints, improve safety, and create more efficient workflows across the warehouse and delivery environment. Through integrated solutions like the Duo Lift, Duo Pallet, and Duo Merchandiser, Rehrig Pacific helps beverage distributors transition to unitized

delivery models that simplify operations from pick to final delivery, reducing manual labor and improving consistency across the system. For example, Adams Beverages, a leading beverage distributor, implemented Rehrig Pacific’s Duo system to standardize delivery across its operations. By replacing manual down-stacking and cart-based delivery with a more streamlined approach, the company achieved

35% pick savings, a 40% reduction in delivery costs, and up to 80% more stops per route, while reducing strain on both warehouse teams and drivers. For more detail, [read the full case study](#). These advancements reflect a broader shift toward connected systems that improve accuracy, increase efficiency, and support the people doing the work, creating a more resilient supply chain built for what comes next.



“Every innovation is measured by its ability to make work safer, quality higher, and our footprint smaller.”

- Sean Ogburn, Director of Engineering



Automation now performs defect and component checks with precision, raising product quality.



Redesigned 95-gallon and 65-gallon molds: built for longevity, safer to operate, and require less water, lowering operational costs and environmental impact.



Automated cycle counter in a 600,000 sq. ft. facility replaced a four-person, hours-long process with a single forklift operator, improving speed and accuracy.



Our end-to-end delivery systems, such as smart pallets, horizontal keg shipping pallets, and VOR QC systems, improve safety, reduce road congestion, and prevent product damage.



By implementing Duo and Delivery IoT with RFID tracking, a leading beverage company reduced driver turnover by 50%, increased pallet recovery by 20%, and lowered pallet replacement spend by 35%.

INFORMATION TECHNOLOGY AND DATA SECURITY

At Rehrig Pacific, protecting our people, customers, and partners begins with safeguarding the integrity and security of the systems and data entrusted to us. Our Information Security program is built on the **NIST Cybersecurity Framework**, ensuring that our practices align with industry standards and evolving threats.



**OUR APPROACH
COMBINES STRONG
GOVERNANCE
WITH PROACTIVE
PROTECTION:**

**RISK ASSESSMENT &
CONTINUOUS MONITORING:**

Our Security Operations Center monitors for incidents 24/7, while ongoing assessments keep us ahead of emerging risks.



INCIDENT RESPONSE:

A documented response plan ensures we act quickly and communicate transparently with employees, customers, and partners if an issue arises.



EMPLOYEE TRAINING:

Regular education keeps our teams prepared to recognize and respond to cybersecurity threats.



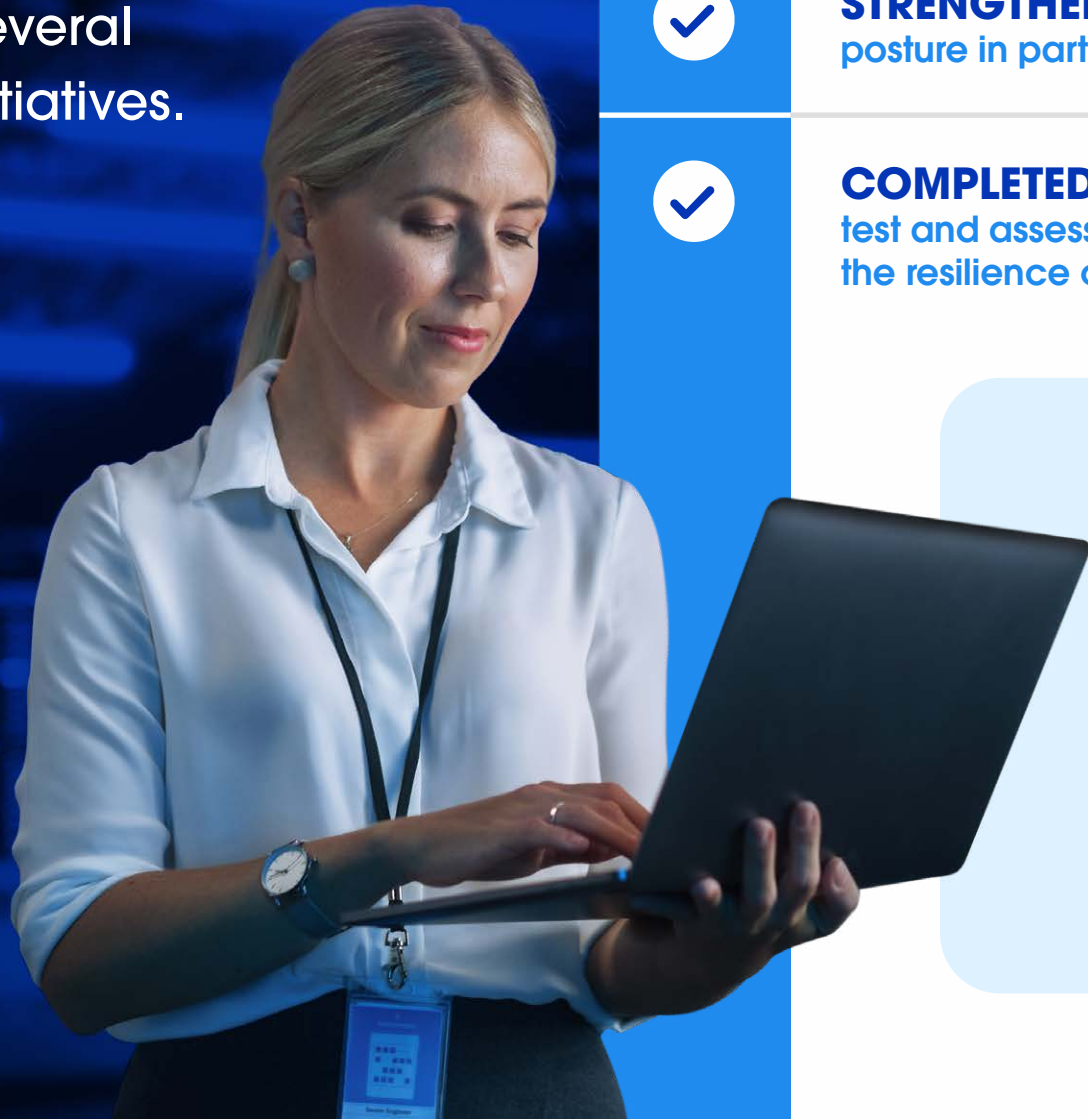
DATA PROTECTION:

Encryption, monitoring, and strict access controls safeguard sensitive information at rest and in transit.



ADVANCING SECURITY IN 2024

This year, our IT team advanced our program with several key initiatives.



INCREASED automation and reporting in our vulnerability management program, reducing time to remediate threats.



STRENGTHENED our cloud security posture in partnership with leading providers.



COMPLETED an external penetration test and assessment, further validating the resilience of our defenses.



As our business becomes more connected, cybersecurity is essential to maintaining the trust our customers and partners place in us. By strengthening our systems, monitoring risks proactively, and building a culture of security awareness, we are protecting the reliability and continuity our customers depend on every day."



- Brian Rowe, Vice President of Information Technology

CUSTOMER BENEFITS:

These efforts directly benefit our customers by ensuring their data is secure, our solutions remain reliable, and downtime is minimized. With confidence in our cybersecurity framework, customers can focus on growing their businesses while trusting that their information is protected.

CIRCULARITY IN IT:

We also advanced how we manage IT resources with both efficiency and sustainability in mind. By modernizing our cloud-hosted computer instances and scaling workloads responsibly, we reduced energy use and minimized our carbon footprint while maintaining enterprise performance.



Cybersecurity and responsible IT operations are essential to our mission: celebrating our people and empowering them to create innovative solutions that effectively and responsibly move goods, resources, and ideas.

PEOPLE: A CULTURE OF SAFETY, GROWTH, AND BELONGING

“ Since 1913 quality and customer focus has been our legacy. Nothing reflects quality more than our commitment to a safe workplace and a promise to send every team home safely to their family, every day.”



- Derek Fields, Logistics Solutions President

Safety and employee growth remain at the heart of our culture. We continue to maintain injury rates well below industry averages, a reflection of our commitment to creating a safe, supportive environment for every team member. Beyond safety, we invest in robust training programs and provide benefits that promote health, financial security, and career advancement. By focusing on both well-being and professional growth, we ensure that every Rehrig Pacific employee has the tools, resources, and confidence to thrive.



Total Recordable Incident Rate (TRIR) Services 2.4 and Manufacturing 1.5.



DART (Days Away, Restricted, or Transferred) rates are below industry norms, 1.8 in Services and 0.7 in Manufacturing.



23,900+ safety training hours delivered in 2024, including new-hire onboarding, monthly safety refreshers, and industry-specific instruction.



“Speak Up” program provides confidential, third-party-managed feedback channels for concerns.



Competitive Total Rewards: minimal cost-sharing medical plans, HSA, 401K, and profit-sharing contributions, as well as an Employee Stock Ownership Plan (ESOP) for employees.

CULTURE, GROWTH, AND BELONGING

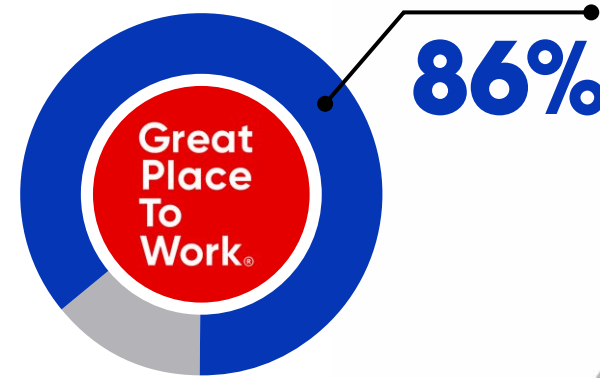
At Rehrig Pacific, our culture is built on the belief that when people feel they belong, they thrive, and so does our business. We are creating spaces where every voice is heard, every contribution matters, and every employee has the opportunity to grow. By nurturing connection, investing in development, and celebrating our people, we are building more than a workplace; we are building a human-centered community.

TRAINING HIGHLIGHTS AND IMPROVEMENTS:

In 2024, Rehrig Pacific delivered 3,143 training hours, focusing less on broad compliance and more on targeted, business-specific programs that drive immediate operational impact. By expanding leadership, technical, and operational training, we equipped employees with the tools and confidence to grow in their roles while supporting customer success.

GREAT PLACE TO WORK® SURVEY RESULTS

Our 2024 survey achieved an 86% score, with notable strengths in camaraderie and belonging for several teams. By prioritizing employee development, aligning hiring with our culture, and ensuring safe, effective work environments, we can build on these successes and continue making Rehrig Pacific a great place to work.



“Our people are at the heart of everything we do. By giving them opportunities to grow and making sure they are seen, heard, and helped, we strengthen our culture and the future of Rehrig Pacific.”

- Stacey Johnson, Chief Human Capital Officer



ROOTED IN CANADIAN COMMUNITIES

Rehrig Pacific's acquisition of QTEK Design in 2024 marked a significant milestone in how we support customers across warehouse and distribution environments.



By bringing QTEK's advanced pallet handling solutions into our portfolio, we expanded our ability to address one of the most persistent challenges in the supply chain: creating safe, efficient, and predictable pallet flow. QTEK's equipment, including solutions for pallet dispensing, exchanging, and handling, is designed to reduce manual touches, improve worker safety, and increase operational efficiency. When integrated with Rehrig Pacific's broader portfolio, these technologies help streamline operations from the warehouse floor through to final delivery.

THIS COMES TO LIFE IN REAL OPERATIONS:

- QTEK Bomber: Combines layer picking and pallet exchange in a compact system, allowing operators to handle a wide range of products without pushing, restacking, or inverting loads. The result is less product damage and stronger throughput in high-volume environments.
- Rehrig Pacific offers a full suite of QTEK pallet handling solutions designed to improve pallet flow and support more efficient warehouse operations. Learn more at RehrigPacific.com/QTEK.

This acquisition also strengthens our presence in Canada. With QTEK, we are proud to welcome new team members into the Rehrig Pacific family. Their experience, ideas, and commitment to the work are already helping shape how we move forward, and they are an important part of what we are building together.

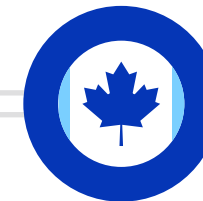
For more than 30 years, Rehrig Pacific has been an integral part of Canada's municipal infrastructure ecosystem, serving as a long-term operational partner to municipalities across the country. Our role extends beyond product supply to designing, deploying, maintaining, and managing waste and recycling assets that serve millions of residents every day.



Rehrig Pacific manages cart programs for Canada's largest city, Toronto, and one of the largest municipal waste systems in North America, Edmonton.



These programs require sustained investment in Canadian labor, logistics, engineering, and service delivery, where continuity and reliability are essential to municipal performance, public safety, and taxpayer value.



Our Canadian footprint reflects that commitment, employing Canadian workers, sourcing from local suppliers, and continuing to expand in-country capabilities through strategic acquisitions and partnerships.

This work is built to support economic, environmental, and operational outcomes. Access to integrated supply chains remains critical to maintaining affordability and protecting long-term municipal investments. As we grow, we remain focused on delivering practical solutions that improve safety, increase efficiency, and support the people who keep supply chains moving.



Rehrig Pacific is an operator, employer, and long-term municipal partner in Canada. Our investments, our workforce, and our supply chain are rooted here."

- Dennis Monestier, Senior Sales Representative





REHRIG PACIFIC LATAM

From data security to automation, from supplier partnerships to circular economy leadership, our LATAM team is proving every day that innovation and sustainability can go hand in hand.

DATA SECURITY:

Safeguarding information is a top priority. The LATAM IT team conducts daily server and database backups, creates server images for rapid recovery, and secures data through OneDrive, firewalls, VPNs, and antivirus software. Employees receive regular phishing awareness training, and all are equipped with our PLIIT Information Security and Management Policy from day one. These steps ensure resilience and build customer confidence that services will not be disrupted.

INDUSTRY LEADERSHIP:

Mexico is active in associations like the Reusable Packaging Association, Waste 360, and ANIPAC, reinforcing our role in reusable packaging and waste reduction.

INNOVATION AND CIRCULARITY:

Automation is reshaping how work gets done. The ALC cobot automation project, led by Rafael Castillo, improved efficiency and safety in hot stamping while reducing scrap. On the supply chain side, eliminating wooden packaging and reusing big bags avoided 160,117 kg of CO₂ emissions, while recycled materials prevented more than 10.2 million kg of CO₂ emissions. In total, Mexico integrated 42.2 million pounds of alternative materials, representing 15% of resin used.

SUPPLY CHAIN:

In 2024, Mexico produced more than 600,000 pallets and 450,000 crates, averaging 45% recycled content. Programs like ARCA and CBI pallet exchanges reincorporated damaged material—ours and competitors’—into new products. New designs, such as the 110x122 pallet mold and 40x48 HD pallet for BIMBO, showed how high recycled content can perform without compromise. Supplier reviews and audits reinforced compliance with Mexican standards while strengthening responsible partnerships that secure quality recycled materials for future growth.

COMMUNITY IMPACT:

Through ECOCE, Rehrig Pacific Mexico promotes recycling and packaging waste reduction while supporting national policy. Media coverage across Latin America further showcased our leadership in circular economy solutions.



The importance of selecting the right materials is finding a balance between customer needs and sustainability, always working to strengthen the supply chain.”

- Marco Garcia, Head of Materials, LATAM



LATAM AT A GLANCE



35M lbs
of alternative materials used (15% resin) of which 50% has been reprocessed



600,000+
pallets and 450,000 crates produced with 50% recycled content



10,200 MT
of CO₂e avoided through recycled material use



160.1 MT
of CO₂e avoided through packaging changes



Recognized
by the Reusable Packaging Association at Pack Expo



Reduced
scrap and improved operator safety through automation projects



Won
TERRITORIO CIRCULAR award

COMMUNITY: SERVICE AND IMPACT

Our community impact was defined by action: meaningful donations, volunteer hours, and a major facility investment that transformed not only our operations but also the surrounding community.



67

“ This wasn’t just a new building, it was a transformation in how we work, live, and plan for the future.”

- Will Rehrig, CEO

REHRIG PACIFIC EMPLOYEES TRANSITIONED TO OUR NEW BUCKEYE FACILITY FROM OUR CLOSED LA PLANT.

Everyone was supported through a range of resources tailored to their situation. For those who transferred, relocation packages included real estate services, career support for family members, and community guides to schools and medical services. For those who stayed in California, Rehrig Pacific provided career workshops, resume and interview support, professional headshots, application assistance, reference letters, local career resources, and severance packages.

Notably, several individuals who initially chose to stay later opted to transfer, highlighting the flexibility and ongoing support offered throughout the process. This commitment reflects Rehrig Pacific’s focus on ensuring every employee feels valued and equipped, whether moving forward with us in Buckeye or pursuing opportunities elsewhere.

HIGHLIGHTS



\$400K

in charitable donations to environmental and social programs aligned with our mission

BUCKEYE, AZ, FACILITY OPENING



Replaced

a 52-year-old plant with a state-of-the-art hub designed for safety, efficiency, and growth



Enhanced

air quality, lighting, and ergonomics; built for automation; and positioned as a strategic **West Coast distribution hub** to reduce customer freight miles



125

new jobs created, supporting local economic growth



35-acre

site allows ample space to grow our business and the opportunities we can provide to our employees and customers



Rehrig Pacific is an incredible business and community partner for the city of Buckeye. Their high-tech facility checks all the boxes for our growing city, providing a great place to work for our residents, creating sustainable products, being a catalyst for future development in the corridor, and supporting our community events.

- Buckeye Mayor, Eric Orsborn

CUSTOMER VOICES



“Our partnership with Rehrig shows what’s possible when innovation meets strategic intent. By combining Rehrig’s manufacturing expertise with our knowledge of how reusable secondary packaging advances customers’ sustainable packaging goals, we are establishing that reusable packaging solutions can reshape entire value chains. Our collaboration underscores how collective efforts can foster circular economies and position sustainable, reusable packaging as the industry standard.”

- Tosca

“[Rehrig Pacific] carts will provide residents with more capacity to recycle more materials and keep the valuable recyclables out of the landfill and as part of the circular economy.”

- Mari Long, Community Program Manager of The Recycling Partnership

“The partnership we have with Rehrig Pacific to increase access to curbside recycling and provide residents with the tools and education they need to keep valuable commodities out of landfills is an important step toward environmental and economic sustainability.”

- CVWMA Executive Director Kim Hynes

“Rehrig has played an integral role in the City of Taunton’s efforts to grow their recycling program, improve material quality, and recover lost and stolen assets. Their comprehensive knowledge of the waste industry and innovative technologies have allowed us to maximize our resources and elevate our municipality’s recycling efforts. Rehrig’s team raises the bar on partnership, ensuring proper knowledge and complete satisfaction of their products and systems.”

-Alanna Glass, City of Taunton Solid Waste & Recycling

LOOKING AHEAD: OUR 2025 COMMITMENTS

Our 2025 focus builds on the momentum of 2024, expanding how we support the movement of goods across the industries we serve. Reusable plastic transport packaging remains a core part of our foundation, and through it we continue to improve how products are used, tracked, managed, and moved through the systems they operate in.



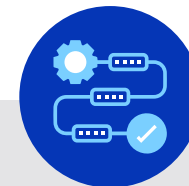
“ We measure success by the good we create for our people, our customers, and our planet.”

- Pete Jackson,
Chief Transformation Officer



We build on that foundation by adding value at every opportunity through material handling equipment, technology, and services, helping drive greater efficiency across operations while improving the day-to-day experience of drivers and warehouse teams. From safer workflows to more connected systems, our focus is on making supply chains work better for both businesses and the people behind them.

This is how we go beyond products. By bringing these capabilities together, we are dedicated to transforming and maximizing the industries we support.



Expand automation to more manufacturing and service sites, increasing throughput and consistency.



Grow recycled content usage across all product categories.



Enhance buy-back programs to recover and reuse more materials from customers.



Strengthen partnerships with MAPP, A3, NBWA, and RPA to influence industry-wide sustainability practices.



AS WE CLOSE THIS YEAR'S IMPACT REPORT...



...OUR COMMITMENT REMAINS CLEAR:

To create innovative solutions that responsibly move goods, resources, and ideas while celebrating our people and strengthening our communities and planet. ■





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